

REGULAR BOARD MEETING AGENDA
PUBLIC SESSION

TUESDAY, MARCH 28, 2023
7:00 p.m.

Board Room
Sarnia Education Centre
200 Wellington Street, Sarnia, ON

A

Page Reference

1. Call to Order
2. Approval of Agenda
3. Traditional Territorial Acknowledgement
4. Declaration of Conflict of Interest
5. Approval of the Minutes of:
 - a) February 28, 2023 Regular Board Meeting 3
6. Business Arising from the Minutes
7. Motions Emanating from the Regular Board Private Session
8. Motion that the Actions of the Regular Board Private Session be the Action of the Board
9. Presentations:
 - a) "Count Me In" Voluntary Student Demographic Data Census – Superintendent Lane
10. Delegations
11. Questions from the Public
12. Reports for Board Action:
 - a) LKDSB Policy and Regulations on *Recruiting and Hiring the Director of Education and Superintendents* 10
Recommendation:
"That the Board approve the revised Policy on *Recruiting and Hiring the Supervisory Officers (Director of Education, Associate Director and Superintendents)*, the revised Regulations on *Recruiting and Hiring the Director of Education* and the revised Regulations on *Recruiting and Hiring the Associate Director and Superintendents.*"

Director Howitt
Report B-23-49
 - b) LKDSB Policy and Regulations on *Student Fundraising and Canvassing* 15
Recommendation:
"That the Board approve the revised Policy and Regulations on *Fundraising and Canvassing.*"

Director Howitt/
Associate Director McKay
Report B-23-50
 - c) Tender Award – Phase II Classroom Refresh and Upgrade HVAC – Bridgeview Public School 27
Recommendation:
"That the Board award the tender to the successful bidder, Maaten Construction Ltd., for the Phase II Classroom Refresh and Upgrade HVAC at Bridgeview Public School."

Associate Director McKay
Report B-23-51

<p>d) Tender Award – Watermain Replacement – Hanna Memorial Public School <u>Recommendation:</u> “That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd., for the Watermain Replacement at Hanna Memorial Public School.”</p>	<p>Associate Director McKay Report B-23-52</p>	<p>28</p>
<p>e) Tender Award – Classroom Refresh and Upgrade HVAC – King George VI Public School, Chatham <u>Recommendation:</u> “That the Board award the tender to the successful bidder, Intrepid General Ltd., for the Classroom Refresh and Upgrade HVAC at King George VI Public School, Chatham.”</p>	<p>Associate Director McKay Report B-23-53</p>	<p>29</p>
<p>f) Tender Award – Classroom Refresh and Upgrade HVAC – McNaughton Avenue Public School <u>Recommendation:</u> “That the Board award the tender to the successful bidder, Intrepid General Ltd., for the Classroom Refresh and Upgrade HVAC at McNaughton Avenue Public School.”</p>	<p>Associate Director McKay Report B-23-54</p>	<p>30</p>
<p>g) Tender Award – Asphalt Replacement – Merlin Area Public School <u>Recommendation:</u> “That the Board award the tender to the successful bidder, Clarke Construction Inc., for the Asphalt Replacement at Merlin Area Public School.”</p>	<p>Associate Director McKay Report B-23-55</p>	<p>31</p>
<p>13. Reports for Board Information:</p>		
<p>a) Ontario Public School Boards’ Association (OPSBA) Update</p>	<p>Trustee Fletcher Oral Report</p>	
<p>b) Reporting Under the Public Sector Salary Disclosure Act for the 2022 Year</p>	<p>Director Howitt Report B-23-56</p>	<p>32</p>
<p>c) “Count Me In” Voluntary Student Demographic Data Census</p>	<p>Superintendent Lane Report B-23-57</p>	<p>52</p>
<p>14. Correspondence</p>		
<p>15. New Business</p>		
<p>16. Trustee Questions</p>		
<p>17. Notices of Motion</p>		
<p>18. Announcements</p>		
<p>a) The next Regular Board Meeting will be held on Tuesday, April 11, 2023 at the Chatham Regional Education Centre at 7:00 p.m.</p>		
<p>19. Adjournment</p>		

PRESENT:

Trustees: Chair Randy Campbell, Vice-Chair Janet Barnes, Jane Bryce, Greg Agar, Ruth Ann Dodman, Malinda Little, Roberta Northmore, Angela Richards, Kelley Robertson, and David Shortt

Student Trustees: Alizah Ali, joining virtually, Tristan Nemcek, joining virtually, and Kobee Soney

Staff: Director of Education John Howitt, Associate Director Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, Ben Hazzard, Helen Lane, and Mary Mancini, and Public Relations Officer Heather Hughes

Regrets: Trustee Jack Fletcher

Recording Secretary: Jaime Shannon, Executive Assistant to the Director

Call to Order: Chair Campbell called the meeting to order at 7:00 p.m.

#2023-47 Moved by Greg Agar, seconded by Roberta Northmore,

Approval of the Agenda

“That the Agenda for the Regular Board Meeting of February 28, 2023 be approved.”

CARRIED.

Declaration of Conflict of Interest

None.

#2023-48
Approval of the Minutes
Feb/14/2023

Moved by David Shortt, seconded by Jane Bryce,

“That the Board approve the Minutes of the Regular Board Meeting of February 14, 2023.”

CARRIED.

Business Arising

Director Howitt reminded Trustees of the announcement made at the February 14, 2023 Board Meeting regarding the Trustee Code of Conduct review. Trustees are asked to provide any input to the Chair of the Board by March 28, 2023.

Motions Emanating from the Regular Board Private Session

None.

#2023-49
Action of the Regular
Board Private Session be
the Action of the Board

Moved by Janet Barnes, seconded by Kelley Robertson,

“That the Action of the Board in Private Session be the Action of the Board.”

CARRIED.

Presentation – Director’s
Snapshots of Excellence –
Director Howitt

Director Howitt presented the Director’s Snapshots of Excellence for the period of January to February, 2023. He remarked that the photos show the joy on student and staff faces as they have been able to come back together following the pandemic restrictions. The photos showed Lakeroad Public School students learning about the Lunar New Year through stories, music, and videos, fun adventures and outdoor activities across the district during the snowy weather, schools hosting “Meet the Staff” events for Kindergarten registration, Sir John Moore Community School students learning about arrays,

a family engaging with their child's Hanna Memorial Public School classroom by providing Tabbouleh, which is an activity promoting education, awareness and understanding about the diversity of the LKDSB student population, a King George VI Public School class learning about their monthly character trait of "integrity", activities across the district to celebrate Black History/African Heritage Month and this year's focus on "Black Innovation", a Spelling Bee competition held at King George VI Public School, Valentine's Day celebrations, including a "Blind Date with a Book" to help Tilbury District High School and John McGregor Secondary School secondary students engage with different reading materials, the Kindness Club at Errol Road Public School, a visit to Aamjiwnaang First Nation by Sir John Moore Community School students where they learning to make hand drums, activities across the district to celebrate the 100th day of the school year, students engaging in extra-curricular activities in sports and the arts, Lakeroad Public School students learning about binary coding, Colonel Cameron students working on subtraction strategies, hands-on, interactive experiential learning opportunities at Ridgetown District High School, East Lambton Elementary School students working together on a community puzzle Brigden Public School students making gaming controllers, Colonel Cameron Public School students participating in virtual dance lessons, Sir John Moore Community School students playing chess, Zone Township Central School students in STEAM Club designing, building, and testing lunar landers in order to deliver two astronauts safely to the surface of the moon, and King George VI Public School students creating paper circuits.

Presentation – De-
Streaming Grade 9
Courses –
Superintendents Barrese
and Mancini

Superintendents Barrese and Mancini presented to Trustees on de-streaming Grade 9 courses.

Superintendent Barrese explained that in regard to the Elementary Curriculum Kindergarten to Grade 8, there is one curriculum per grade for each subject area. She noted that students are supported to achieve grade level expectations, without accommodations, with accommodations, or with modifications, and the grade level at which the student is working is often impacted when student curriculum expectations are modified. She explained that the Ontario Ministry of Education defines accommodations (accommodated expectations) as special teaching and assessment strategies, human supports, and/or individualized equipment required to enable a student to learn and to demonstrate learning and that the provincial curriculum expectations for the grade are not altered for a student receiving accommodations. She explained that the Ontario Ministry of Education defines modifications (modified expectations) as changes made to the grade-level expectations for a subject or course in order to meet a student's learning needs and may include the use of expectations at a different grade level and/or an increase or decrease in the number and/or complexity of expectations relative to the curriculum expectations for the regular grade level. She noted that modifications are subject specific and not universal. Modifications of the program, including single-subject and multiple-subject areas, may impact students' future academic pathways and post-secondary opportunities.

Superintendent Mancini explained that when students transition to secondary school there are different course types for all subject areas, and until recently, students were streamed into one of four course types with specific destinations in mind. She relayed that academic courses are a pathway to apprenticeship,

college, university, or workplace, applied courses are a pathway to apprenticeship, college, or workplace, open courses are electives, and locally developed courses are a pathway to the workplace. She added that in Ontario, academic and applied course types have been in place for decades, and although the original intention behind applied courses was to provide a different pedagogical approach to learning, over time applied courses have become perceived as less academically rigorous. She added that provincial data shows that the students most likely to be streamed into applied courses are students who are Indigenous, Black, from low-income households, and/or have disabilities or other special education needs. She noted that Ontario was the only province in Canada that separated students into academic and applied courses in Grade 9 as most provinces begin course selection in Grade 10, and research shows that streaming in early secondary school has significant negative and long-term impacts on students who are placed in 'lower' streams while having little to no benefit for 'higher-achieving' students. She explained that choosing applied or locally developed courses in Grade 9 has had significant implications on future pathways for students, as historically students enrolled in applied Grade 9 English and Math graduated at a lower rate than those in academic Grade 9 English and Math, and the graduation rate is even lower for students in Grade 9 locally developed courses. She added that delaying course choices until Grade 10 will keep pathway options available for all students.

Superintendent Barrese reported that, in almost all cases, students receiving special education services can be accommodated at their home school, which has many benefits for the student such as access to a broad menu of course offerings, a connection to their home community, the ability to participate in local extra-curricular activities, and the ability to access local co-operative education opportunities, and more than 70% of those students can access provincial curriculum expectations.

Superintendent Mancini explained that in 2021, the Ministry of Education announced plans to de-stream Grade 9 courses and introduced a new secondary de-streamed math course, and as of September 2022 all Grade 9 subjects are offered in one stream. She noted that a new de-streamed science course was implemented, Grade 9 English, geography, and French are only offered at the academic level, and all other Grade 9 courses (electives) are offered at the open level. She added that in cases where students needs cannot be met by courses authorized by the provincial government, school boards are permitted to develop courses locally to be counted as credits for diploma purposes, and these courses must be approved by the Ministry of Education. She explained that the LKDSB has approval to offer seven locally developed courses, which are offered to support the needs of some students who have been receiving significantly modified curriculum expectations in Grade 8, and that these courses, which are not available at all LKDSB secondary schools, prepare students to go directly to Grade 11/12 workplace courses, leading to employment after high school, and do not meet the criteria for admission to post-secondary institutions. She reported that the next phase of the Ministry's de-streaming plan will be implemented in September 2023, with a new Grade 9 de-streamed English course, and Grade 10 compulsory courses continue to be offered in applied and academic.

Following a Trustee question, Superintendent Mancini confirmed that math will continue to be offered as it is a compulsory course and three are needed to graduate.

Chair Campbell thanked Superintendents Barrese and Mancini for their presentation.

Delegations

None.

Questions from the Public

None.

#2023-50
2023/2024 Student
Trustee Appointments
Report B-23-37

Director Howitt reported to Trustees on the 2023-2024 Student Trustee election that took place at the February 13, 2023 Student Senate Meeting. He noted that the election was conducted in accordance with the Board's Student Trustee and Student Senate Policies, Regulations, and Administrative Procedures and reported that Graysen Bathe-Minard from Northern Collegiate Institute & Vocational School was acclaimed to the position of Indigenous Student Trustee, Darshan Shah from Northern Collegiate Institute & Vocational School was elected to the position of Student Trustee, and Makaiyah Stonefish from Wallaceburg District Secondary School was acclaimed to the position of Student Trustee.

Moved by Kelley Robertson, seconded by Roberta Northmore,

"That the Board approve the appointments of Graysen Bathe-Minard, Indigenous Student Trustee, Darshan Shah, Student Trustee, and Makaiyah Stonefish, Student Trustee, for the 2023/2024 school year."

CARRIED.

#2023-51
LKDSB Policy and
Regulations on Child
Abuse and Neglect
Report B-23-38

Director Howitt reported to Trustees that the Policy and Regulations on Child Abuse and Neglect were being brought forth as part of the LKDSB Cyclical Review. He relayed that there were no changes recommended for the Policy and the recommended changes to the Regulations to reflect more appropriate language and current practice.

Moved by Greg Agar, seconded by Roberta Northmore,

"That be Board approve the review of the Policy and revised Regulations on Child Abuse and Neglect."

CARRIED.

#2023-52
Tender Award –
Watermain Replacement
and Library Renovation –
King George VI Public
School, Sarnia
Report B-23-39

Associate Director McKay reported to Trustees on a tender for a watermain replacement and library renovation at King George VI Public School, Sarnia.

Moved by Jane Bryce, seconded by Angela Richards,

"That the Board award the tender to the successful bidder, Wellington Builders Inc., for the Watermain Replacement and Library Renovation at King George VI Public School, Sarnia."

A Trustee asked for an explanation on the difference between Harmonized Sales Tax (HST) and net HST, which is listed on the report. Associate Director McKay responded that net HST is listed as the Board receives a rebate.

CARRIED.

#2023-53
Tender Award –Asphalt
Replacement – Various
Locations
Report B-23-40

Associate Director McKay reported to Trustees on a tender for asphalt replacement at Bridgeview Public School, Dawn-Euphemia Public School, and Lakeroad Public School. He explained that the similar projects were bundled together to reduce costs.

Moved by Malinda Little, seconded by Ruth Ann Dodman,

“That the Board award the tender to the successful bidder, Sev Con Paving, (1197245 Ontario Ltd.), for the Asphalt Replacement at Bridgeview, Dawn Euphemia, Lakeroad and Lakeroad FDK.”

A Trustee asked if the project will take longer to complete since one contractor will be completing the projects at all of the schools listed in the tender. Associate Director McKay responded that the projects will still be completed in the summer. He noted that bundled bids are always looked at as a whole and not separately, which is a question he is sometimes asked.

CARRIED.

Indigenous Liaison
Committee (ILC) Report
Report B-23-41

Trustee Northmore provided Trustees with a report on the February 15, 2023 ILC meeting. She noted that 51 reports were received from school administrators, Carla Wilson, System Coordinator of Elementary Program, shared a data presentation regarding changes to the EQAO assessment tool. She relayed that David Ennis, Kettle & Stony Point First Nation Education Director and Principal of Hillside School, shared that student attendance has been a challenge and would like to collaborative to find solutions, and Vicki Ware, Education Coordinator of Aamjiwnaang First Nation, is working on a Reciprocal Education Agreement with the Board.

She relayed that the next meeting will be held on April 19, 2023 at Great Lakes Secondary School.

Ontario Public School
Boards' Association
Update (OPSBA)

Trustee Robertson reported on the February 24 and 25, 2023 OPSBA Board of Directors meeting, which she attended on Trustee Fletcher's behalf. She noted there was discussion on the New Build Act, the financial pressures on board budgets, the release date of the Grants for Student Needs, which is to be determined, the successful OPSBA Advocacy Day, which they plan to offer annually, and the OPSBA statement on the Right Schools in the Right Location.

Special Education
Advisory Committee
(SEAC) Report
Report B-23-42

Trustee Little provided Trustees with a report on the February 16, 2023 SEAC meeting. She highlighted that a roundtable discussion took place, where participants introduced themselves and shared information about their agency's work and their role, highlighting how it helps to support students in our schools.

Student Senate Report
Report B-23-43

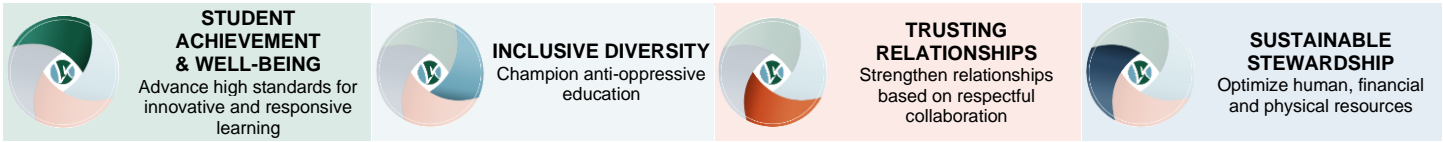
Student Trustee Nemcek reported to Trustees on the February 13, 2023 Student Senate meeting. He relayed that the Student Trustee election took place, Student Senator feedback on balanced assessment was gathered during a discussion with Superintendent Mancini, and Student Senators worked on the

	Student Senate project with Superintendent Barrese and Mental Health Lead Colameco.
De-Streaming Grade 9 Courses Report B-23-44	Superintendent Mancini noted that the board report accompanied the earlier presentation on de-streaming Grade 9 courses.
Correspondence	None.
New Business	None.
Trustee Questions	<p>A Trustee asked for an explanation on the difference between Critical Race Theory and how the Board is implementing its Strategic Priority of Inclusive Diversity. Superintendent Lane responded that it was her understanding that Critical Race Theory is a graduate level academic framework led by an American law professor Kimberle Williams Crenshaw over 40 years ago to discuss systemic racism in institutions and systems in the United States of America. She stated that it is not taught in the K-12 Ontario Curriculum. She explained that the LKDSB is implementing Culturally Responsive and Relevant Pedagogy (CRRP), now also referred to as Culturally Sustaining Pedagogies, in relation to the Board's Strategic Priority of Inclusive Diversity and that the Ontario Ministry of Education supports the teaching of CRRP, which is an inclusive approach to education where all students' identities are affirmed and valued. She remarked that all students should see themselves reflected in the curriculum, their physical surroundings and the broader environment and that the Inclusive Diversity: Champion Anti-Oppression Education Strategic Priority acknowledges that students learn differently, and these differences may be connected to background, language family structure, race, ethnicity, sexuality, gender identification, religion, social and cultural identity. She stated that these differences must not be ranked hierarchically and the cultural enrichment that diversity contributes to our classrooms, schools, workspaces, and society must be understood. She explained that the Strategic Priority is about removing barriers to ensure equitable outcomes for all students and it necessitates addressing topics like racism, discrimination and bias which usually makes people uncomfortable. She remarked that individual incidents where racism, discrimination and bias have occurred are responded to and creating schools that provide a sense of belonging and safety for all students is prioritized as it is important to ensure all students can realize the promise of public education which means developing understanding, consciousness, and skills in addressing inequities.</p> <p>A Trustee asked if there has been a response from the Minister of Education to the letter sent from SEAC that was reported on at the February 14, 2023 Board Meeting. Director Howitt responded that there has been no response received but there was an article posted in the Penticton Herald regarding the letter.</p> <p>A Trustee noted that the Federal Government has prohibited the use of TikTok and asked if there are any plans to implement similar measures at the LKDSB. Director Howitt responded that blocking applications has not been effective in the past as it would be blocked while using the LKDSB Wi-Fi network, but could still be accessed on a device through data. Associate Director McKay added that it is very difficult to block student access to an application.</p>

Notices of Motion	None.
Announcements	The next Regular Board Meeting will be held on Tuesday, March 28, 2023 at the Sarnia Education Centre at 7:00 p.m.
Adjournment	There being no further business of the Board, Chair Campbell declared the Meeting adjourned at 8:15 p.m.

Chair of the Board

Director of Education and
Secretary of the Board



FROM: John Howitt, Director of Education

DATE: March 28, 2023

SUBJECT: Policy and Regulations on *Recruiting and Hiring the Director of Education and Superintendents*



The policy on *Recruiting and Hiring the Director of Education and Superintendents*, the regulations on *Recruiting and Hiring the Director of Education*, and the regulations on *Recruiting and Hiring of Superintendents* have been reviewed as part of the LKDSB cyclical review.

The policy statement continues to reflect the philosophy of the LKDSB, but it is recommended the name of the policy change to *Recruiting and Hiring the Supervisory Officers (Director of Education, Associate Director, and Superintendents)*.

The recommended changes to the regulations on *Recruiting and Hiring the Director of Education* reflect current practices as well as housekeeping items.

The recommended changes to the regulations on *Recruiting and Hiring of Superintendents* reflect current practices, housekeeping items, and include the Associate Director position within the document. The name of the regulations is recommended to change to *Recruiting and Hiring the Associate Director and Superintendents*.

Recommendation:

“That the Board approve the revised Policy on *Recruiting and Hiring the Supervisory Officers (Director of Education, Associate Director and Superintendents)*, the revised Regulations on *Recruiting and Hiring the Director of Education* and the revised Regulations on *Recruiting and Hiring the Associate Director and Superintendents*.”

POLICY

SUBJECT: Recruiting and Hiring the **Supervisory Officers (Director of Education, Associate Director, and Superintendents)**

It is the policy of the Lambton Kent District School Board that the recruiting and establishing of personal services contracts for the Director of Education, **Associate Director**, and Superintendents are in accordance with provincial legislations and in accordance with Board Regulations.

Implementation Date: October 22, 2002
Reviewed: November 25, 2008
Revised: April 10, 2012
Reviewed: October 13, 2015
Revised: **March 28, 2023**

Reference: LKDSB Regulations
Ontario Regulation 309, *Supervisory Officers*
Ontario Regulation 177 *Student Achievement and School Board Governance Act, 2009*



REGULATIONS

SUBJECT: Recruiting and Hiring the Director of Education

1. The Board may secure the services of an acceptable management consultant.
2. If the Board secures the services of a management consultant, the management consultant will assist in the development of the personal services contract for the Director of Education.
3. The Board may advertise provincially, as well as throughout the Lambton Kent District School Board.
4. Within a time period of 30 days from the date of the initial advertisement, Trustees will be presented with a selected short list of candidates who are fully qualified to assume the position. If such a list is not available to the Trustees within the time limit, the consultant or the Director, shall report to the Board.
5. ~~All interviews for the positions of Director of Education shall be scheduled to occur on one specified day with the intent to accommodate as many Trustees as possible.~~
5. All Trustees will be invited to participate in all interviews. Trustees who are able to attend will comprise the Selection Committee. Any Trustee who elects to participate in the interview process must commit to participating in all interviews.
6. The interview process will be facilitated by the consultant or the Director of Education. All interviews will be conducted in a fair and consistent manner and will be aligned with best hiring practices and the Ontario Human Rights Code.
7. At the conclusion of all of the interviews the consultant, or outgoing Director, shall facilitate an orderly discussion among Selection Committee members with the objective of arriving at a consensus regarding the selection of the Director of Education.
8. Once the candidate has been selected, the Chair and/or Vice-Chair of the Board, with the assistance of the consultant, will offer the position to the successful candidate. The position will be confirmed once:
 - a) approved by the Board at a Board Meeting and,
 - b) confirmation is received from the Ministry of Education that the person is eligible for the position and,
 - c) a satisfactory personal services contract has been agreed upon between the candidate and the Board.

Should the successful candidate and the Board fail to conclude a satisfactory personal services contract at the conclusion of the interviews, the position may be offered to another candidate.

9. A personal services contract shall be negotiated by the Chair and Vice-Chair with the successful candidate based on parameters established by the Board. Legal input may be obtained if necessary. Once the contract is agreed upon, the appointment of the Director of Education must be approved by Board Motion at a Board Meeting.
10. All Trustees' notes and paper work from the interview process will be collected and maintained in the office of the Director for a ~~six-month~~ one-year period

Implementation Date: October 22, 2002

Reviewed: November 25, 2008

Revised: April 10, 2012, November 10, 2015, [March 28, 2023](#)

Reference: LKDSB Policy
Ontario Regulation 309, *Supervisory Officers*
Ontario Regulation 177 *Student Achievement and School Board Governance Act, 2009.*



REGULATIONS

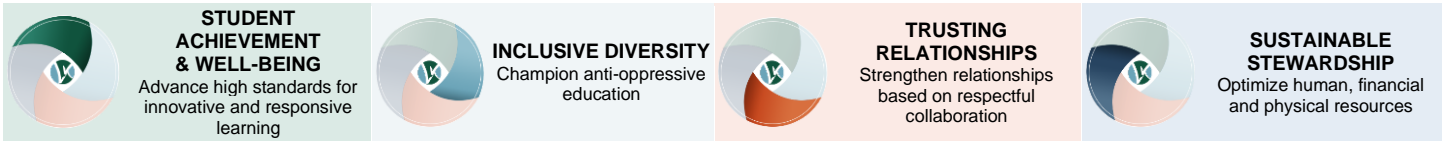
SUBJECT: Recruiting and Hiring of [the Associate Director and Superintendents](#)

1. The Director of Education will recruit and hire [the Associate Director and Superintendents](#).
2. The Director of Education will determine if the position will be open to internal applicants only or internal and external applicants.
3. The position may be advertised provincially, as well as throughout the Lambton Kent District School Board.
- ~~4. [All interviews shall be scheduled to occur on one specified day.](#)~~
4. The Director of Education shall appoint a Selection Committee to conduct the interviews.
5. All interviews will be conducted in a fair and consistent manner and will be aligned with best hiring practices and the Ontario Human Rights Code.
6. At the conclusion of all of the interviews, the Director shall facilitate a discussion to arrive at a consensus regarding the selection of the [Associate Director or Superintendent](#). The final decision rests with the Director of Education.
7. The Director [of Education](#) will offer the position to the selected candidate with the understanding that the position will be confirmed when the Ministry of Education confirms the candidate's eligibility for the position.
8. A personal services contract shall be negotiated by the Director of Education with the successful candidate based on parameters established by the Board. Legal input may be obtained if necessary. Once the contract is agreed upon the Director will bring a report to Board notifying the Board of the successful candidate and portfolio.

Implementation Date: April 10, 2012

Revised: November 10, 2015, [March 28, 2023](#)

Reference: LKDSB Policy
Ontario Regulation 309, *Supervisory Officers*
Ontario Regulation 177 *Student Achievement and School Board Governance Act, 2009.*



FROM: John Howitt, Director of Education
DATE: March 28, 2023
SUBJECT: Policy and Regulations on *Student Fundraising and Canvassing*



The policy and regulations on *Student Fundraising and Canvassing* have been reviewed as part of the LKDSB cyclical review.

The policy statement continues to reflect the philosophy of the LKDSB. The recommended changes in the policy reflect current practices of fundraising by students and staff on behalf of the LKDSB and reference applicable values, standards, and legislation. The policy and regulations have also been updated to align with policies of other school boards.

The title of the policy and regulations has been updated to remove the word “student” from the title to reflect current practices of any fundraising on behalf of the Board.

Recommendation:

“That the Board approve the revised Policy and Regulations on *Fundraising and Canvassing*.”



POLICY

SUBJECT: STUDENT FUNDRAISING AND CANVASSING

It is the policy of the Lambton Kent District School Board to permit voluntary canvassing and fundraising by schools for educational and/or charitable purposes and reflective of the Board's values and standards and applicable legislation, as approved by the Principal, and under conditions which protect instructional time and student safety, prevent the exploitation of students, and promote equity and inclusivity. ~~and comply with applicable legislation.~~

Implementation Date: December 8, 1998
Revised: November 27, 2001
Reviewed: February 28, 2006, January 11, 2011
Revised: April 24, 2012
Reviewed: January 14, 2014, January 16, 2018
Revised: March 28, 2023

Reference: LKDSB Regulations Administrative Procedures Student Fundraising and Canvassing
LKDSB Policy, Regulations, Administrative Procedures School Generated Funds
LKDSB Policy, Regulations Administrative Procedures School Food and Beverages
Healthy Food for Health Schools Act 2008
Ontario Regulation 200/08 *Trans Fat Standards*
Ministry of Education School Food and Beverage Policy Resource Guide, 2010.



POLICY

SUBJECT: FUNDRAISING AND CANVASSING

It is the policy of the Lambton Kent District School Board to permit voluntary canvassing and fundraising by schools for educational and/or charitable purposes and reflective of the Board's values and standards and applicable legislation, as approved by the Principal, and under conditions which protect instructional time and student safety, prevent the exploitation of students, and promote equity and inclusivity.

Implementation Date: December 8, 1998
Revised: November 27, 2001
Reviewed: February 28, 2006, January 11, 2011
Revised: April 24, 2012
Reviewed: January 14, 2014, January 16, 2018
Revised: March 28, 2023

Reference: LKDSB [Regulations](#) *Fundraising and Canvassing*
LKDSB [Policy](#), [Regulations](#), [Administrative Procedures](#) *School Generated Funds*
LKDSB [Policy](#), [Regulations](#) *School Food and Beverages*
Healthy Food for Health Schools Act 2008
Ontario Regulation 200/08 *Trans Fat Standards*
Ministry of Education School Food and Beverage Policy Resource Guide, 2010.



REGULATIONS

SUBJECT: STUDENT FUNDRAISING AND CANVASSING

1. The purpose of fundraising and canvassing is for the enhancement of students' programs and services for such things as:
 - a) excursions;
 - b) special school events and athletics;
 - c) additional equipment, supplies and services;
 - d) charitable purposes;
 - e) scholarships and bursaries;
 - f) guest speakers;
 - g) ceremonies;
 - h) awards.

2. The Principal is responsible for all fundraising and canvassing activities involving the school, including any fundraising event on behalf of the school conducted in a public forum and/or on school property involving students and/or staff.

3. The Principal, in consultation with the School Council, must approve all fundraising and canvassing projects conducted by associations in the name of the school. ~~All activities should reflect the diversity, values and priorities of the local school community and school board.~~

4. All fundraising activities must be in compliance with applicable LKDSB Policies, Regulations and related municipal, federal and provincial legislation.

5. In determining fundraising activities, consideration must be given to the purposes and principles of public education including diversity, accessibility, equity and

inclusivity, and reflect the values and priorities of the local school community and school board.

6. All charitable organizations will be considered equally.
7. The Principal must ensure that [fundraising](#) and canvassing activities support student achievement and not detract from the learning environment.
8. The Principal shall refer any [fundraising](#) activities that involve corporate advertising to the Director of Education or designate.
9. The Principal must inform parents and staff that involvement in [fundraising](#) and canvassing is voluntary.
10. Parental/[guardian](#) consent is required for any student under the age of 18 in order for the student to participate.
11. In determining the type of [fundraising](#) and canvassing activities, the Principal must consider the age and safety of the pupils and the benefit to the school. Students involved in [fundraising](#) activities require appropriate supervision.
12. The Principal may allow a person or an enterprise to sponsor a [fundraising](#) event or activity in a school. Schools may acknowledge sponsorships in a manner acceptable to the Principal and School Council/Community.
- ~~13. It is strongly recommended that the fundraising activities follow the Ministry of Education [School Food and Beverage Policy Resource Guide, 2010](#).~~
13. The Principal is responsible for all funds raised in the name of the school.
14. The Principal is responsible for managing all expenditures through the Board's School Banking Program in compliance with [School Generated Regulation Funds Regulation RBU-504](#).
15. Disbursements from funds raised in the name of the school shall be signed by at least two persons, one of whom shall be the Principal or designate; the other individual shall be the Chair of the association responsible for the [fundraising](#) activity or delegate.

The following accounts do not require the principal's signature:

- accounts maintained by local Home and School Associations affiliated with the Ontario Federation of Home and School Association do not require the

principal's signature. The Home and School Accounts are accountable through OFHSA Constitution and Bylaws.

- accounts maintained by School Booster Clubs that are incorporated through the Ministry of Consumer and Commercial Relations do not require the principal's signature. Accountability for these accounts is the mandate of the municipality.

16. Each June, the Principal shall prepare a report listing the projects used to raise funds, the amount of money raised and the projects for which the funds were used. The report shall be kept at the school and be available, to the Board upon request. A summary of the report shall be made public in the final school newsletter of the school year.

17. The Lambton Kent District School Board will conduct random audits of the records of the [fundraising](#) and canvassing activities of the schools.

Implementation Date: December 8, 1998
Revised: August 26, 2003, February 28, 2006, January 11, 2011, April 24, 2012, January 14, 2014
Reviewed: January 16, 2018
Revised: [March 28, 2023](#)

Reference: LKDSB [Policy](#), [Administrative Procedures](#) ~~Student Fundraising~~ and Canvassing
LKDSB Policy, Regulations, Administrative Procedures School Generated Funds
[Advertising on School Board Property Policy](#), [Regulations](#) and [Administrative Procedures](#)
LKDSB [Policy](#), [Regulations](#), ~~Administrative Procedures~~ School Food and Beverages
[Healthy Food for Health Schools Act 2008](#)
[Ontario Regulation 200/08 Trans Fat Standards](#)
[Ministry of Education School Food and Beverage Policy Resource Guide, 2010.](#)
LKDSB [Policy](#), [Regulations](#) Alcohol and Drugs



REGULATIONS

SUBJECT: FUNDRAISING AND CANVASSING

1. The purpose of fundraising and canvassing is for the enhancement of students' programs and services for such things as:
 - a) excursions;
 - b) special school events and athletics;
 - c) additional equipment, supplies and services;
 - d) charitable purposes;
 - e) scholarships and bursaries;
 - f) guest speakers;
 - g) ceremonies;
 - h) awards.
2. The Principal is responsible for all fundraising and canvassing activities involving the school, including any fundraising event on behalf of the school conducted in a public forum and/or on school property involving students and/or staff.
3. The Principal, in consultation with the School Council, must approve all fundraising and canvassing projects conducted by associations in the name of the school.
4. All fundraising activities must be in compliance with applicable LKDSB Policies, Regulations and related municipal, federal and provincial legislation.
5. In determining fundraising activities, consideration must be given to the purposes and principles of public education including diversity, accessibility, equity and inclusivity, and reflect the values and priorities of the local school community and school board.

6. All charitable organizations will be considered equally.
7. The Principal must ensure that fundraising and canvassing activities support student achievement and not detract from the learning environment.
8. The Principal shall refer any fundraising activities that involve corporate advertising to the Director of Education or designate.
9. The Principal must inform parents and staff that involvement in fundraising and canvassing is voluntary.
10. Parental/guardian consent is required for any student under the age of 18 in order for the student to participate.
11. In determining the type of fundraising and canvassing activities, the Principal must consider the age and safety of the pupils and the benefit to the school. Students involved in fundraising activities require appropriate supervision.
12. The Principal may allow a person or an enterprise to sponsor a fundraising event or activity in a school. Schools may acknowledge sponsorships in a manner acceptable to the Principal and School Council/Community.
13. The Principal is responsible for all funds raised in the name of the school.
14. The Principal is responsible for managing all expenditures through the Board's School Banking Program in compliance with [School Generated Regulation Funds Regulation RBU-504](#).
15. Disbursements from funds raised in the name of the school shall be signed by at least two persons, one of whom shall be the Principal or designate; the other individual shall be the Chair of the association responsible for the fundraising activity or delegate.

The following accounts do not require the principal's signature:

- accounts maintained by local Home and School Associations affiliated with the Ontario Federation of Home and School Association do not require the principal's signature. The Home and School Accounts are accountable through OFHSA Constitution and Bylaws.
- accounts maintained by School Booster Clubs that are incorporated through the Ministry of Consumer and Commercial Relations do not require the principal's signature. Accountability for these accounts is the mandate of the municipality.

16. Each June, the Principal shall prepare a report listing the projects used to raise funds, the amount of money raised and the projects for which the funds were used. The report shall be kept at the school and be available, to the Board upon request. A summary of the report shall be made public in the final school newsletter of the school year.
17. The Lambton Kent District School Board will conduct random audits of the records of the fundraising and canvassing activities of the schools.

Implementation Date: December 8, 1998
Revised: August 26, 2003, February 28, 2006, January 11, 2011, April 24, 2012, January 14, 2014
Reviewed: January 16, 2018
Revised: March 28, 2023

Reference: LKDSB [Policy](#), [Administrative Procedures](#) Fundraising and Canvassing
LKDSB Policy, Regulations, Administrative Procedures School Generated Funds
Advertising on School Board Property [Policy](#), [Regulations](#) and [Administrative Procedures](#)
LKDSB [Policy](#), [Regulations](#) School Food and Beverages [Healthy Food for Health Schools Act 2008](#)
[Ontario Regulation 200/08 Trans Fat Standards](#)
[Ministry of Education School Food and Beverage Policy Resource Guide, 2010](#).
LKDSB [Policy](#), [Regulations](#) Alcohol and Drugs



ADMINISTRATIVE PROCEDURES

SUBJECT: FUNDRAISING AND CANVASSING

1. All activities involving student canvassing must be approved by the Principal, consultation with the School Council, who will consider student safety, the appropriateness of the activity in relation to the Board's mission, values and strategic priorities, and the purposes and principles of public education including diversity, accessibility, equity and inclusivity. This includes any fundraising event conducted in a public forum and/or on school property involving students and/or staff. Examples include:
 - door-to-door canvassing
 - fundraising booths
 - pledge solicitation (e.g. hop-a-thon, read-a-thon)
 - raffles, bake sales, drives (e.g. clothing, food).
2. In order to limit liability and ensure consistent business practices, schools may not enter into written contractual arrangements regarding fundraising, sponsorships etc. without central review of the contractual documents. This review will be facilitated through the Business Department. In no case may parents/guardians, students or community members act as agents of the Board due to legal implications.
3. Local charitable foundations affiliated with schools shall conform to Board policies and regulations.
4. Schools must consider the purposes and principles of public education including diversity, accessibility, equity and inclusivity in the determination of fundraising activities. All fundraising activities must reflect the values and priorities of the local school community and school board.
5. Promotion of fundraising and canvassing must be in compliance with the *Advertising on School Board Property [Policy, Regulations](#) and [Administrative Procedures](#).*
6. It is strongly recommended that the fundraising activities follow the Ministry of Education *[School Food and Beverage Policy Resource Guide](#), 2010. Refer to the*

[Approved Food & Beverages website](#) for a list of approved vendors under the School Food and Beverages [Policy](#) and [Regulations](#).

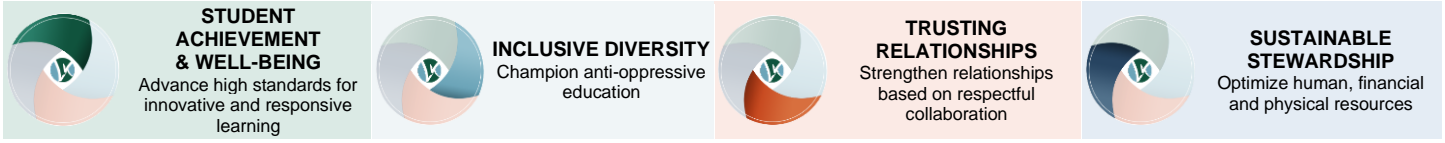
7. Fundraising activities involving a lottery or raffle (e.g. 50/50, elimination draw, etc.) must be held in accordance with the local municipal raffle licensing requirements (for prizes up to \$50,000) or the [Alcohol and Gaming Commission of Ontario](#) (for prizes greater than \$50,000).
8. Fundraising activities organized on Board property or on behalf of the Lambton Kent District School Board or schools must be in compliance with the *Alcohol and Drugs* [Policy](#) and [Regulations](#).

The following are the responsibility of the school principal.

1. Review proposals and in consultation with the School Council, approve all fundraising activities that will be conducted in the name of the school.
2. Inform parents that:
 - a) In the case of a fundraising activity involving children, they can elect not to have their children involved in the activity;
 - b) Door-to-door canvassing is restricted to their immediate neighbourhood and/or their known households;
 - c) No primary pupils are to be involved in door-to-door canvassing.
3. Obtain parental consent for any student under the age of 18 in order for the student to participate.
4. Prepare a detailed report each June listing the projects used to raise funds, the amount of money raised and the projects for which the funds were used. Keep a copy of the report at the school and make it available upon request.
5. Prepare a Summary Report of the fundraising activities of the school year and include it in the final newsletter of the school year.
6. Ensure that all funds are handled in accordance with [School Generated Funds Administrative Procedures](#) A-BU-504 on school accounts and have been recorded in the Board's school banking program.

Implementation Date: December 8, 1998
Revised: January 30, 2001
April 12, 2006
May 1, 2012
March 3, 2023

Reference: LKDSB Fundraising and Canvassing [Policy](#), [Regulations](#)
LKDSB Advertising on School Board Property [Policy](#), [Regulations](#)
and [Administrative Procedures](#)
LKDSB School Generated Funds [Policy](#), [Regulation](#), [Administrative Procedure](#)
LKDSB School Food and Beverages [Policy](#) and [Regulations](#)
LKDSB Alcohol and Drugs [Policy](#) and [Regulations](#)
[School Food and Beverage Policy Resource Guide, 2010](#)



FROM: Brian McKay, Associate Director – Corporate Services

DATE: March 28, 2023

SUBJECT: Tender Award – Phase II Classroom Refresh and Upgrade HVAC – Bridgeview Public School



Tenders were received electronically by the Purchasing Department and opened on February 28, 2023, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):





Tendered Base Bid: classroom refresh in classrooms 1 and 3; new HVAC in rooms 1, 2, 3, 4, 5, 12 & 11; new boilers; new electrical service and transformer

PROJECT BIDDER	BASE BID (nic. HST)
** Maaten Construction Ltd., Sarnia	1,887,000.00
Elgin Contracting and Restoration Ltd., St. Thomas	1,976,000.00
Wellington Builders Inc., Forest	2,209,150.00
Elric Contractors of Wallaceburg Limited, Wallaceburg	2,443,000.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	1,887,000.00
Design Fees	140,581.50
Net HST	43,795.77
Total Project, This Report:	\$ 2,071,377.27
Budget Funding:	
- 2022/23 School Condition Improvement	2,071,377.27
Total Project Budget:	\$ 2,071,377.27

Recommendation:

“That the Board award the tender to the successful bidder, Maaten Construction Ltd., for the Phase II Classroom Refresh and Upgrade HVAC at Bridgeview Public School.”

 <p>STUDENT ACHIEVEMENT & WELL-BEING Advance high standards for innovative and responsive learning</p>	 <p>INCLUSIVE DIVERSITY Champion anti-oppressive education</p>	 <p>TRUSTING RELATIONSHIPS Strengthen relationships based on respectful collaboration</p>	 <p>SUSTAINABLE STEWARDSHIP Optimize human, financial and physical resources</p>
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FROM: Brian McKay, Associate Director – Corporate Services

DATE: March 28, 2023

SUBJECT: Tender Award – Watermain Replacement – Hanna Memorial Public School



Tenders were received electronically by the Purchasing Department and opened on February 27, 2023, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

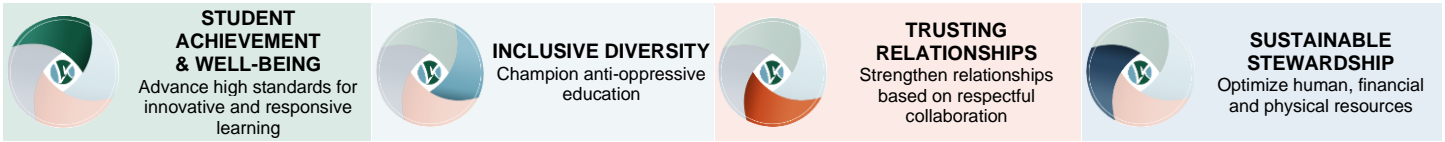
Tendered Base Bid: watermain replacement

PROJECT BIDDER	BASE BID (nic. HST)
** Elgin Contracting and Restoration Ltd., St. Thomas	399,000.00
Wellington Builders Inc., Forest	427,500.00
Elric Contractors of Wallaceburg Limited, Wallaceburg	595,000.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	399,000.00
Design Fees	31,321.50
Net HST	9,294.95
Total Project, This Report:	\$ 439,616.45
Budget Funding:	
- 2022/23 School Condition Improvement	439,616.45
Total Project Budget:	\$ 439,616.45

Recommendation:

“That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd., for the Watermain Replacement at Hanna Memorial Public School.”



FROM: Brian McKay, Associate Director – Corporate Services

DATE: March 28, 2023

SUBJECT: Tender Award –Classroom Refresh and Upgrade HVAC – King George VI Public School, Chatham



Tenders were received electronically by the Purchasing Department and opened on March 6, 2023, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

Tendered Base Bid: renovate classrooms and upgrade HVAC

PROJECT BIDDER	BASE BID (nic. HST)
** Intrepid General Ltd., Chatham	432,469.00
Elric Contractors of Wallaceburg Limited, Wallaceburg	475,724.83
Vince Ferro Construction Ltd., Windsor	481,827.00
Elgin Contracting and Restoration Ltd., St. Thomas	529,000.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	432,469.00
Design Fees	33,948.82
Net HST	10,074.63
Total Project, This Report:	\$ 476,492.44
Budget Funding:	
- 2022/23 School Condition Improvement	476,492.44
Total Project Budget:	\$ 476,492.44

Recommendation:

“That the Board award the tender to the successful bidder, Intrepid General Ltd., for the Classroom Refresh and Upgrade HVAC at King George VI Public School, Chatham.”

 <p>STUDENT ACHIEVEMENT & WELL-BEING Advance high standards for innovative and responsive learning</p>	 <p>INCLUSIVE DIVERSITY Champion anti-oppressive education</p>	 <p>TRUSTING RELATIONSHIPS Strengthen relationships based on respectful collaboration</p>	 <p>SUSTAINABLE STEWARDSHIP Optimize human, financial and physical resources</p>
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FROM: Brian McKay, Associate Director – Corporate Services

DATE: March 28, 2023

SUBJECT: Tender Award – Classroom Refresh and Upgrade HVAC – McNaughton Avenue Public School



Tenders were received electronically by the Purchasing Department and opened on March 21, 2023, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):





Tendered Base Bid: classroom refresh, including HVAC and sprinklers

PROJECT BIDDER	BASE BID (nic. HST)
** Intrepid General Ltd., Chatham	1,356,400.00
Westhoek Construction Ltd., Chatham	1,393,181.00
Elric Contractors of Wallaceburg Limited, Wallaceburg	1,464,916.00
Elgin Contracting and Restoration Ltd., St. Thomas	1,466,000.00
TCI Titan Contracting Inc., Windsor	1,467,000.00
Vince Ferro Construction Ltd., Windsor	1,541,511.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	1,356,400.00
Design Fees	177,121.70
Net HST	33,124.08
Total Project, This Report:	\$ 1,566,645.78
Budget Funding:	
- 2022/23 School Condition Improvement	1,566,645.78
Total Project Budget:	\$ 1,566,645.78

Recommendation:

“That the Board award the tender to the successful bidder, Intrepid General Ltd., for the Classroom Refresh and Upgrade HVAC at McNaughton Avenue Public School.”

 <p>STUDENT ACHIEVEMENT & WELL-BEING Advance high standards for innovative and responsive learning</p>	 <p>INCLUSIVE DIVERSITY Champion anti-oppressive education</p>	 <p>TRUSTING RELATIONSHIPS Strengthen relationships based on respectful collaboration</p>	 <p>SUSTAINABLE STEWARDSHIP Optimize human, financial and physical resources</p>
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FROM: Brian McKay, Associate Director – Corporate Services

DATE: March 28, 2023

SUBJECT: Tender Award – Asphalt Replacement – Merlin Area Public School



Tenders were received electronically by the Purchasing Department and opened on March 16, 2023, by Brandon Wysman and Don Masse of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

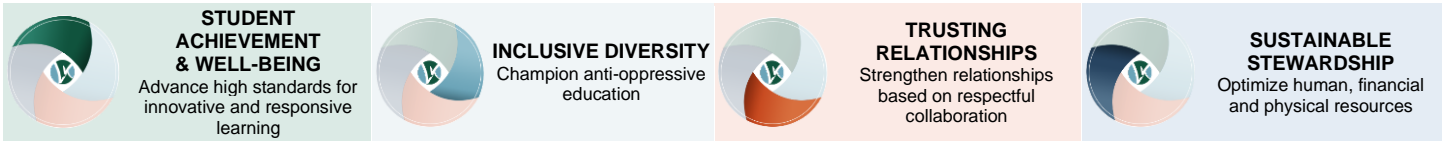
Tendered Base Bid: parking lot pavement and redesign

PROJECT BIDDER	BASE BID (nic. HST)
** Clarke Construction Inc. , Blenheim	949,400.00
Elric Contractors of Wallaceburg Limited, Wallaceburg	976,712.04
Elgin Contracting and Restoration Ltd., St. Thomas	983,000.00
DiCocco Contractors 2015 Inc., Sarnia	1,020,000.00
Armstrong Paving and Materials Group Ltd., St. Mary's	1,172,149.07

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	949,400.00
Design Fees	70,730.30
Net HST	22,034.82
Total Project, This Report:	\$ 1,042,165.12
Budget Funding:	
- School Renewal Allocation	1,042,165.12
Total Project Budget:	\$ 1,042,165.12

Recommendation:

“That the Board award the tender to the successful bidder, Clarke Construction Inc., for the Asphalt Replacement at Merlin Area Public School.”



FROM: John Howitt, Director of Education

DATE: March 28, 2023

SUBJECT: Reporting Under the Public Sector Salary Disclosure Act for the 2022 Year



Each year, since the Public Sector Salary Disclosure Act was passed in 1996, the Ontario Government has published a compendium on public sector employees who were paid a salary of \$100,000 or more. Organizations that receive public funding from the Province of Ontario are required to disclose the names, positions, salaries and taxable benefits of these employees. The salary required to be made public under the Act reflects the amount to be reported to Canada Revenue Agency on the employer's T-4 slip for the employee. The T-4 amounts may include components that relate to a prior year and may exceed the employee's annual rate of salary. The taxable benefits listed on the report are the amount shown on the T-4 slip as prepared for the Canada Revenue Agency.

The Act covers city and other local governments, universities and colleges, school boards, hospitals, and Crown agencies. It also applies to the Provincial Government ministries and members of the Assembly. Other non-profit organizations that receive a large share of their funding from the provincial government are covered as well.

Attached is the Record of Employees' 2022 Salaries and Benefits for the Lambton Kent District School Board filed in accordance with the Public Sector Salary Disclosure.

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY
Adam	Michael	Elementary Vice Principal	Lambton Kent District School Board	119,658.98
Agnew	Ralph	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ainsworth	Joel	Elementary Teacher	Lambton Kent District School Board	103,019.00
Allen	Cindy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Allen	Jane	Elementary Teacher	Lambton Kent District School Board	103,019.00
Allison	Katherine	Elementary Vice Principal	Lambton Kent District School Board	100,906.36
Alward	Joshua	Elementary Principal	Lambton Kent District School Board	131,633.58
Anderson	Colleen	Elementary Principal	Lambton Kent District School Board	131,633.58
Anger	Marie	Secondary Vice Principal	Lambton Kent District School Board	123,837.73
Arbour	Michele	Elementary Teacher	Lambton Kent District School Board	101,425.91
Archer	Colleen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Armitage	Sara	Elementary Teacher	Lambton Kent District School Board	103,019.00
Armstrong	Kristine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,559.46
Arsenault	Catie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Aubertin	Karissa	Elementary Principal / Summer Semester	Lambton Kent District School Board	133,052.44
Avery	Julie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Babbitt	Crystal	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,812.83
Babbitt	Clare	Elementary Teacher	Lambton Kent District School Board	102,487.97
Babin	Tricia	Elementary Teacher	Lambton Kent District School Board	103,178.99
Bacik	Scott	Elementary Principal	Lambton Kent District School Board	131,651.98
Badder	Joanne	Elementary Teacher	Lambton Kent District School Board	103,067.99
Bailey	Katrina	Elementary Teacher	Lambton Kent District School Board	102,594.20
Baillie	Stuart	Secondary Teacher	Lambton Kent District School Board	103,019.00
Baird	Gordon	Secondary Teacher	Lambton Kent District School Board	104,018.00
Bakker	Terra	Elementary Teacher	Lambton Kent District School Board	103,019.00
Baldwin-Marvell	Marilyn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ball	Amy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Barber	Laura	Elementary Teacher	Lambton Kent District School Board	103,019.00
Baribeau	Christine	Secondary Teacher	Lambton Kent District School Board	107,306.00
Barnard	Kevin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Barnard	Shelley	Elementary Teacher	Lambton Kent District School Board	102,912.80
Barnes	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Barnes	Kathryn	Secondary Teacher / Summer Semester	Lambton Kent District School Board	100,677.93
Barnwell	Jocelyn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Barr	Danielle	Secondary Teacher	Lambton Kent District School Board	103,019.00
Barr	Cory	Elementary Teacher	Lambton Kent District School Board	101,425.91
Barrese	Angie	Superintendent of Education	Lambton Kent District School Board	185,140.78
Battram	Melinda	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,155.95
Beasley	Paul	Elementary Principal	Lambton Kent District School Board	129,549.21
Beatty	Jeffrey	Secondary Teacher	Lambton Kent District School Board	103,019.00
Beatty	Michelle	Secondary Teacher	Lambton Kent District School Board	103,019.00
Bedard	Ryan	Secondary Teacher	Lambton Kent District School Board	107,581.87
Bedard	Julie	Elementary Teacher	Lambton Kent District School Board	103,263.95
Beland	Danielle	Secondary Teacher	Lambton Kent District School Board	105,569.73
Belille	Coleen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Bell	Andrea	Secondary Teacher	Lambton Kent District School Board	103,019.00
Benacquista	Cristina	Elementary Teacher	Lambton Kent District School Board	103,019.00

Benn	Erin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Bestard	Douglas	Manager of Human Resources	Lambton Kent District School Board	148,407.08
Beuckelare	Nicole	Secondary Vice Principal	Lambton Kent District School Board	123,469.53
Bezair	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,203.00
Bird	Shannon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.86
Blades	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Blair	Stephanie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Blankenship	Julie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Blundy	Emma	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,225.97
Bolohan	Kenneth	Secondary Teacher	Lambton Kent District School Board	105,646.70
Bombardier	Gwendolyn	Elementary Teacher	Lambton Kent District School Board	103,203.00
Bond	Susan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Booth	Tracie	Elementary Teachers Federation of Ontario Local President	Lambton Kent District School Board	113,024.30
Bornais	Maria	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Boss	Megan	Elementary Vice Principal / Summer Semester	Lambton Kent District School Board	107,069.15
Boston	Brandy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Boswell	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Bouma	Derek	Elementary Teacher	Lambton Kent District School Board	103,082.99
Bourassa	Karen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Boyle	Elise	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,846.61
Bracewell	Danielle	Secondary Teacher	Lambton Kent District School Board	103,019.00
Bradshaw	Nigel	Secondary Teacher	Lambton Kent District School Board	103,019.00
Braithwaite	Jeffery	Elementary Teacher	Lambton Kent District School Board	103,019.00
Brander	April	Secondary Teacher	Lambton Kent District School Board	107,306.00
Breault	Pamela	Secondary Teacher	Lambton Kent District School Board	105,837.00
Brececic	Debra	Elementary Teacher	Lambton Kent District School Board	103,067.99
Brenders	Geoffrey	Secondary Vice Principal	Lambton Kent District School Board	102,747.00
Brenders	Kathleen	Elementary Teacher	Lambton Kent District School Board	101,771.99
Bridgearnold	Tracy	Secondary Teacher	Lambton Kent District School Board	106,424.60
Brinkman	Mark	Secondary Teacher	Lambton Kent District School Board	103,019.00
Brodie	Erin	Elementary Teacher	Lambton Kent District School Board	102,488.00
Bronzi	Joseph	Secondary Teacher	Lambton Kent District School Board	107,306.00
Brooks	Jessica	Elementary Teacher	Lambton Kent District School Board	100,146.42
Brosh	Jeffery	Elementary Consultant / Summer Semester	Lambton Kent District School Board	116,210.50
Brouwer	Kiersten	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Brown	Tressa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,398.35
Brown	Jayne	Secondary Teacher	Lambton Kent District School Board	103,019.00
Brown	Tawnya	Secondary Teacher	Lambton Kent District School Board	103,019.00
Brown	Tara	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,330.78
Brown	Jamie	Elementary Teacher	Lambton Kent District School Board	101,905.83
Brownlee	Laurie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Bruce	Sarah	Secondary Teacher	Lambton Kent District School Board	105,591.20
Bruette	Bernadette	Secondary Principal	Lambton Kent District School Board	137,583.99
Brydges	Richard	Elementary Teacher	Lambton Kent District School Board	103,019.00
Brydges	Tara-Lyn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Buchner	Cynthia	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,184.10
Budd	Natalie	Secondary Teacher	Lambton Kent District School Board	105,837.00
Bunning	Mark	Secondary Teacher	Lambton Kent District School Board	105,837.00

Burk	Heather	Secondary Teacher	Lambton Kent District School Board	101,425.46
Burnham	Bradon	Secondary Teacher	Lambton Kent District School Board	103,019.00
Burns	Susan	Secondary Teacher	Lambton Kent District School Board	107,306.00
Burns	Scott	Secondary Teacher	Lambton Kent District School Board	103,019.00
Buschemeyer	Brian	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,847.24
Butcher	Jill	Elementary Teacher	Lambton Kent District School Board	103,019.00
Butzer-Goetz	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Byatt-Millington	Karyn	Elementary Principal	Lambton Kent District School Board	131,633.58
Cadotte	Tiffany	Secondary Principal	Lambton Kent District School Board	133,443.77
Cadotte	Katrina	Elementary Teacher	Lambton Kent District School Board	103,019.00
Caetano	Susan	Elementary Teacher	Lambton Kent District School Board	101,258.78
Cain	Jason	Secondary Teacher	Lambton Kent District School Board	103,019.00
Campbell	Brent	Secondary Teacher	Lambton Kent District School Board	107,306.00
Campbell	Joel Donald	Secondary Teacher	Lambton Kent District School Board	106,718.40
Cannon-King	Norma	Elementary Teacher	Lambton Kent District School Board	103,019.00
Carder	Valerie	Secondary Teacher	Lambton Kent District School Board	105,837.00
Carleton	Carrie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Carleton	Robert	Elementary Teacher	Lambton Kent District School Board	103,019.00
Carr	Rachael	Elementary Teacher	Lambton Kent District School Board	109,798.85
Carroll	Mary Elizabeth	Elementary Teacher	Lambton Kent District School Board	103,019.00
Carroll	Michael	Elementary Teacher	Lambton Kent District School Board	103,019.00
Carrothers	Thomas	Elementary Teacher	Lambton Kent District School Board	103,067.99
Carrothers	Tawnya	Elementary Teacher	Lambton Kent District School Board	103,019.00
Carswell	Matthew	Elementary Principal	Lambton Kent District School Board	125,998.54
Chambers	Kevin	Elementary Principal	Lambton Kent District School Board	131,603.82
Chambers	Jason	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,176.64
Chambers	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Chapman	Sharon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,490.83
Chapple	Leigh	Secondary Teacher	Lambton Kent District School Board	103,019.00
Chapple	Tracy	Secondary Teacher	Lambton Kent District School Board	103,019.00
Charron	Jody	Secondary Teacher	Lambton Kent District School Board	103,019.00
Chase-Beaumont	Cheryl	Continuing Education	Lambton Kent District School Board	103,924.26
Chidley-Winder	Debra	Elementary Teacher	Lambton Kent District School Board	103,019.00
Chopra	Rachna	Elementary Teacher	Lambton Kent District School Board	103,019.00
Chuter	Trevor	Secondary Teacher	Lambton Kent District School Board	103,019.00
Ciccione	Roberta	Elementary Teacher	Lambton Kent District School Board	103,019.00
Clark	Roberta	Elementary Teacher	Lambton Kent District School Board	104,194.76
Clarke	James	Secondary Teacher	Lambton Kent District School Board	106,177.19
Clarke	Shirley	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,221.87
Clarke	Nicole	Elementary Teacher	Lambton Kent District School Board	103,116.98
Clarke	Brandi	Elementary Teacher	Lambton Kent District School Board	103,019.00
Clarke	Lisa	Secondary Teacher	Lambton Kent District School Board	103,019.00
Clarke	Eric	Secondary Teacher	Lambton Kent District School Board	103,019.00
Claxton	Jay	Secondary Teacher	Lambton Kent District School Board	107,306.00
Coates	Marc	Secondary Vice Principal	Lambton Kent District School Board	125,804.25
Coates	Deborah	Elementary Teacher	Lambton Kent District School Board	103,019.00
Coates	Kelvin	Secondary Teacher	Lambton Kent District School Board	103,019.00
Coatsworth	Amy	Elementary Teacher	Lambton Kent District School Board	103,019.00

Coatsworth	Matthew	Elementary Teacher	Lambton Kent District School Board	103,019.00
Cofell	Sherrie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Coffey	Sara	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Colameco	Katie	Supervisor of Social Work	Lambton Kent District School Board	104,847.88
Colbran	Allison	Secondary Teacher	Lambton Kent District School Board	103,019.00
Coleman	Brian	Secondary Teacher	Lambton Kent District School Board	103,083.00
Collins	Kathleen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Colvin	Emily	Secondary Teacher	Lambton Kent District School Board	105,591.20
Colvin	Ryan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Cook	Sandra	Elementary Principal	Lambton Kent District School Board	138,975.38
Cook	Katherine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	109,027.03
Cook	Matthew	Secondary Teacher	Lambton Kent District School Board	103,019.00
Core	Tabetha	Elementary Teacher	Lambton Kent District School Board	104,163.27
Core	Geoffrey	Elementary Teacher	Lambton Kent District School Board	103,019.00
Cornelious	Heather	Secondary Teacher	Lambton Kent District School Board	101,849.79
Cornell	William	Secondary Teacher	Lambton Kent District School Board	105,837.00
Corvers	Eric	Elementary Teacher	Lambton Kent District School Board	103,019.00
Costello	Julie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Cowan	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,398.35
Coyle	Christopher	Elementary Principal	Lambton Kent District School Board	131,633.68
Crackel	Audra	Elementary Teacher	Lambton Kent District School Board	103,019.00
Cran	Vicki	Elementary Teacher	Lambton Kent District School Board	102,753.49
Crick	Helen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Crooks Mulder	Laureen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Crow	Kristen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,304.61
Curl	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	114,001.26
Curry	Tracy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Curts	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Cvihun	Tania	Elementary Teacher	Lambton Kent District School Board	103,019.00
Czichrak	Gregory	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dagg-Houghton	Tina	Elementary Teacher	Lambton Kent District School Board	103,019.00
Daigneault	Marcia	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,388.74
Dargatz	Karen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dark	Michael	Elementary Teacher	Lambton Kent District School Board	103,019.00
Darrach	Lydia	Secondary Teacher	Lambton Kent District School Board	103,019.00
Dath-McLellan	Chitra	Secondary Teacher	Lambton Kent District School Board	107,306.00
Davenport	Christine	Manager of Psychological Services	Lambton Kent District School Board	137,396.08
Davies	Karen	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.86
Davies	Robert	Secondary Teacher	Lambton Kent District School Board	103,019.00
Davis	Adam	Elementary Consultant Special Education / Summer Semester	Lambton Kent District School Board	113,229.70
Davis	Kimberley	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Davis	Nicole	Elementary Teacher	Lambton Kent District School Board	100,126.19
Davison	Angeline	Elementary Teacher	Lambton Kent District School Board	101,188.82
Day	Janine	Secondary Teacher / Summer Semester	Lambton Kent District School Board	110,512.74
De Bakker	Brian	Secondary Teacher	Lambton Kent District School Board	103,019.00
De Naeyer-Louzon	Sonya	Elementary Vice Principal / Summer Semester	Lambton Kent District School Board	106,905.72
De Schiffert	Jerome	Secondary Vice Principal	Lambton Kent District School Board	105,479.31
Debicki	Christopher	Secondary Teacher	Lambton Kent District School Board	103,019.00

Debicki	Elizabeth	Secondary Teacher	Lambton Kent District School Board	103,019.00
Degroot	Kimberly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Degurse-Macdonald	Joeleen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,257.64
Delanghe	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Denes	Jeannette	Secondary Teacher	Lambton Kent District School Board	107,306.00
Dennis	Kelly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,188.67
Dennis	Deborah	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dent	Melissa	Elementary Teacher	Lambton Kent District School Board	103,203.00
Denure	James	Secondary Vice Principal	Lambton Kent District School Board	125,776.09
Denure	Corrie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Deol	Harminder	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.60
Desbiens	Jean	Elementary Teacher	Lambton Kent District School Board	103,019.00
Desjardine	Sarah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Dick	Jason	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dickson	Diana	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dimuzio	Derek	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,259.42
Dittmer	Leigh-Anne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dixon	Emily	Elementary Principal	Lambton Kent District School Board	131,652.08
Dobbelaar	Ashley	Elementary Teacher	Lambton Kent District School Board	100,983.54
Dolbear	Timothy	Secondary Teacher	Lambton Kent District School Board	107,306.00
Dolbear	David	Elementary Teacher	Lambton Kent District School Board	103,019.00
Doornbosch	Jennifer	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,627.88
Douglas	Beau	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.50
Dramnitzke	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dreise	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Drew	John	Secondary Teacher	Lambton Kent District School Board	103,019.00
Druer	Ashely	Elementary Vice Principal / Summer Semester	Lambton Kent District School Board	114,644.94
Druer	James	Secondary Teacher	Lambton Kent District School Board	103,019.00
Drummond	Sharon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,306.48
Duncan	Diane	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dunlop	Stephanie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Dunn	Sari	Elementary Teacher	Lambton Kent District School Board	103,019.00
Dunseith	John	Secondary Teacher	Lambton Kent District School Board	104,018.00
Dupuis	Susen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,635.27
Dyck	Christina	Elementary Teacher	Lambton Kent District School Board	103,019.00
Edgar	James	Elementary Teacher	Lambton Kent District School Board	103,019.00
Edgar	Christopher	Secondary Teacher	Lambton Kent District School Board	103,019.00
Edlington	Aaron	Elementary Teacher	Lambton Kent District School Board	103,019.00
Edwards	Nicole	Elementary Teacher	Lambton Kent District School Board	103,019.00
Eldridge	Carey	Secondary Consultant / Summer Semester	Lambton Kent District School Board	116,531.52
Elliott	Cameron	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Elliott	Duane	Secondary Teacher	Lambton Kent District School Board	103,019.00
Ellis	Jennifer	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,478.87
Ellwood	Christine	Elementary Teacher	Lambton Kent District School Board	103,019.00
Elson	Michael	Elementary Principal	Lambton Kent District School Board	131,633.58
Eltervoog	Stephanie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Evans	Caley	Elementary Principal	Lambton Kent District School Board	131,633.60
Evans	Shannon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,980.87

Evans	Chelsea	Secondary Teacher	Lambton Kent District School Board	103,019.00
Evans	Nicolle	Elementary Teacher	Lambton Kent District School Board	102,585.95
Evans-Taylor	Andrea	Elementary Teacher	Lambton Kent District School Board	103,019.00
Faas	Allison	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Falla	Mary-Louise	Elementary Vice Principal	Lambton Kent District School Board	127,446.45
Falzetta	Marcia	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Farina	Justin	Secondary Teacher	Lambton Kent District School Board	105,837.00
Farlow	Diana	Secondary Teacher	Lambton Kent District School Board	103,019.00
Fazio	Anthony	Elementary Teacher	Lambton Kent District School Board	103,116.98
Fazio	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Feniak	Nora Alison	Elementary Teacher	Lambton Kent District School Board	103,019.00
Fenlon	Kristen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ferguson	Bryan	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,699.50
Ferguson	Tina	Secondary Teacher	Lambton Kent District School Board	103,019.00
Finlayson	Lisa	Secondary Teacher	Lambton Kent District School Board	103,019.00
Finlayson	Lori	Secondary Teacher	Lambton Kent District School Board	103,019.00
Fisher	Cari-Ann	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Fittler	Mark	Secondary Teacher / Summer Semester	Lambton Kent District School Board	110,380.30
Forbes	Kelli	Elementary Teacher	Lambton Kent District School Board	103,019.00
Forsten	Trudy	Elementary Teacher	Lambton Kent District School Board	103,203.00
Foster	Alan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Fournie	Corinne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Fowler	Julie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Fox	Lisa	Secondary Vice Principal	Lambton Kent District School Board	119,765.22
Fraleigh	Leslie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Fraser	Charlene	Elementary Teacher	Lambton Kent District School Board	103,019.00
Fraser	Teeya	Secondary Teacher	Lambton Kent District School Board	101,779.40
Frayne	Paul	Secondary Teacher	Lambton Kent District School Board	107,306.00
Frayne	Edward	Secondary Teacher	Lambton Kent District School Board	103,019.00
Fung	Candice	Secondary Consultant	Lambton Kent District School Board	118,115.92
Fung	Elliott	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.60
Gagner	Erin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gagner	Jennifer	Elementary Teacher	Lambton Kent District School Board	102,671.97
Gall	Kenneth	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.50
Gallant	Pamela	Elementary Consultant	Lambton Kent District School Board	109,116.00
Garant	Helene	Elementary Teacher	Lambton Kent District School Board	103,019.00
Garrett	Ann	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.86
Garrow	Rachel	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Gartshore	Jeffrey	Elementary Teacher	Lambton Kent District School Board	103,019.00
Garvin	Clancy	Elementary Teacher	Lambton Kent District School Board	103,019.00
George	Mary	Secondary Teacher	Lambton Kent District School Board	101,425.94
George-Brosh	Emma	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Gibson	Shauna	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Gilbert	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gilbert	Paul	Elementary Teacher	Lambton Kent District School Board	103,019.00
Giles	Katie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gillard	Cheryl	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gillesby	Katelyn	Elementary Teacher	Lambton Kent District School Board	100,677.43

Gillett	Brianne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gillier	Terri	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gilpin	Jennifer	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	113,930.69
Girardi	Gary	Superintendent of Education	Lambton Kent District School Board	185,140.74
Godfrey	Matthew	Secondary Teacher	Lambton Kent District School Board	103,019.00
Goodal	Jennifer	Elementary Principal	Lambton Kent District School Board	129,483.81
Goodall	Rhodri	Secondary Teacher	Lambton Kent District School Board	107,305.94
Gooding	Nicole	Elementary Consultant / Elementary Teacher	Lambton Kent District School Board	103,428.30
Gooding	Donald	Secondary Teacher / Summer Semester	Lambton Kent District School Board	101,339.44
Gordon	Cameron	Elementary Principal	Lambton Kent District School Board	129,606.97
Gordon	Stacy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Gordon	Sarah	Secondary Teacher	Lambton Kent District School Board	102,786.72
Gordon	Brianne	Elementary Teacher	Lambton Kent District School Board	101,691.43
Gore	Kadi	Elementary Teacher / Summer Semester	Lambton Kent District School Board	100,174.15
Gower	Jeremy	Secondary Principal	Lambton Kent District School Board	128,053.17
Gower	Erin	Elementary Principal / Summer Semester	Lambton Kent District School Board	126,953.89
Graham	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Graham	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Graham	Mark	Secondary Teacher	Lambton Kent District School Board	103,019.00
Graham	Maarten	Elementary Teacher	Lambton Kent District School Board	102,487.97
Grainger	Todd	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,059.24
Grainger	Meredith	Secondary Teacher	Lambton Kent District School Board	103,019.00
Gravelle	Brent	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,063.57
Gray	Aleesha	Elementary Consultant / Summer Semester	Lambton Kent District School Board	110,662.50
Gregoire	Julia	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,338.75
Griffin	Tara	Elementary Teacher	Lambton Kent District School Board	103,203.00
Griffiths	Craig	Secondary Teacher	Lambton Kent District School Board	108,893.74
Griffiths	Danielle	Secondary Teacher	Lambton Kent District School Board	103,294.87
Gruben	Kimberley	Secondary Teacher	Lambton Kent District School Board	103,019.00
Gudz	Jonathan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Haagsma	Carmen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hale-Atkinson	Christa	Elementary Teacher	Lambton Kent District School Board	102,753.49
Haley	Matthew	Elementary Teacher	Lambton Kent District School Board	103,019.00
Haley	Susan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Hall	Sarah	Elementary Teachers Federation of Ontario Local Vice President	Lambton Kent District School Board	110,139.79
Ham	Hi-Jeong	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hamilton	Sarah	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.50
Hanemaayer	Nathan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Haney	Kerri	Secondary Teacher	Lambton Kent District School Board	103,019.00
Hanly	Ryan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Harding	Michael	Elementary Teacher	Lambton Kent District School Board	101,956.94
Harrell Wright	Susan	Secondary Teacher	Lambton Kent District School Board	103,083.00
Harrison	Elizabeth	Elementary Teacher	Lambton Kent District School Board	103,019.00
Haskell	Kendall	Elementary Teacher	Lambton Kent District School Board	101,956.94
Hayward	Richard	Elementary Principal	Lambton Kent District School Board	138,599.55
Hazzard	Benjamin	Superintendent of Education	Lambton Kent District School Board	185,140.73
Hazzard	Josephine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Heaman	Jana	Elementary Teacher	Lambton Kent District School Board	103,019.00

Helmer-Johnston	Denise	System Coordinator / Secondary Vice Principal	Lambton Kent District School Board	129,182.05
Helps	Jamilee	Secondary Teacher	Lambton Kent District School Board	103,019.00
Henderson	Shannon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,334.28
Henderson	Kerry	Secondary Teacher	Lambton Kent District School Board	103,019.00
Hendrie	Gracia	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hendrie	Tanya	Secondary Teacher	Lambton Kent District School Board	103,019.00
Hessel	Andrea	Elementary Teacher	Lambton Kent District School Board	100,919.79
Hewett	Katherine	Elementary Teacher	Lambton Kent District School Board	103,787.99
Hewett	James	Elementary Teacher	Lambton Kent District School Board	103,034.00
Hillman	Kimberley	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hills	Jeremy	Elementary Teacher	Lambton Kent District School Board	103,088.87
Hilpert	Maria	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hiltz	Mary-Theresa	Secondary Teacher	Lambton Kent District School Board	103,019.00
Hines	Gregory	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Hinz	Stephanie	Elementary Teacher	Lambton Kent District School Board	102,986.78
Holloway	Mary	Elementary Teacher	Lambton Kent District School Board	103,019.00
Holmes	Melissa	Elementary Vice Principal / Summer Semester	Lambton Kent District School Board	114,644.94
Holmes	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hooper	Nicole	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,441.84
Hopper	Christine	Elementary Teacher	Lambton Kent District School Board	103,019.00
Horner	Mackenzie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,625.94
Hoskins	Shannon	Elementary Teacher	Lambton Kent District School Board	103,019.00
Hoskins	Kevin	Secondary Teacher	Lambton Kent District School Board	103,019.00
Houghton	Mark	System Coordinator	Lambton Kent District School Board	138,885.88
Houston	Jennifer	Elementary Teacher	Lambton Kent District School Board	102,505.79
Howitt	John	Director of Education	Lambton Kent District School Board	238,885.58
Hughes	John	Secondary Teacher	Lambton Kent District School Board	107,306.00
Hunt	Murray	Secondary Principal / System Coordinator	Lambton Kent District School Board	140,467.68
Hunter	Cheryl	Elementary Teacher	Lambton Kent District School Board	103,019.00
Iacobelli	Christina	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Ireland	Julie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Irwin	Jason	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,285.54
Isaac	Irma	Elementary Teacher	Lambton Kent District School Board	103,203.00
Jack	Melissa	Elementary Teacher	Lambton Kent District School Board	103,019.00
Jackson	Laura	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Jackson	Christina	Secondary Teacher	Lambton Kent District School Board	107,306.00
Jackson	Jennifer	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,496.51
Jackson	Bradley	Secondary Teacher	Lambton Kent District School Board	103,019.00
Jackson	Robert	Elementary Teacher	Lambton Kent District School Board	102,487.97
Jackson-Policicchio	Lisa	Secondary Teacher	Lambton Kent District School Board	102,487.97
Jacobs	Candice	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Jamieson	Trevor	Secondary Teacher	Lambton Kent District School Board	103,019.00
Janisse	Nicole	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Janssens	Edward	Elementary Teacher	Lambton Kent District School Board	103,019.00
Janzen	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Jaques	Benjamin	Elementary Teacher	Lambton Kent District School Board	102,487.97
Jarvis	Julie	Secondary Teacher	Lambton Kent District School Board	103,019.00
Jeansonne	Kyla	Elementary Teacher	Lambton Kent District School Board	103,019.00

Jeffrey	Nathan	Secondary Vice Principal	Lambton Kent District School Board	125,804.13
Johnson	Chad	Secondary Teacher	Lambton Kent District School Board	103,491.90
Johnston	Ann	Elementary Principal	Lambton Kent District School Board	131,275.72
Johnston	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Johnston	Clayton	Secondary Teacher	Lambton Kent District School Board	103,019.00
Johnston	James	Secondary Teacher	Lambton Kent District School Board	103,019.00
Jones	Christopher	Secondary Teacher	Lambton Kent District School Board	107,306.00
Jones-Taylor	Pamela	Elementary Teacher	Lambton Kent District School Board	103,019.00
Josling	Heather	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Jubenville	Brian	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.95
Kacer	Dana	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,614.62
Kaija	Peter	Secondary Teacher	Lambton Kent District School Board	103,919.00
Kaija	Kiri	Secondary Teacher	Lambton Kent District School Board	103,019.00
Kardas	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,581.87
Keane	James	Secondary Principal	Lambton Kent District School Board	138,935.51
Kedwell	Ronn	Secondary Teacher	Lambton Kent District School Board	103,019.00
Kedwell	Deborah	Elementary Teacher	Lambton Kent District School Board	102,381.80
Kehn	Patricia	Elementary Teacher	Lambton Kent District School Board	103,019.00
Kelly	Meghan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Kelly	Allison	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,367.41
Kemp	Jillian	Elementary Teacher	Lambton Kent District School Board	103,019.00
Kennedy	Ian	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,508.68
Kennedy	Anna	Elementary Teacher	Lambton Kent District School Board	102,487.98
Kenny	Allison	Elementary Teacher	Lambton Kent District School Board	103,019.00
Kerr	Samantha	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,565.50
Kershaw	Janet	Elementary Teacher	Lambton Kent District School Board	100,125.05
Kerwin	Sarah	Elementary Teacher	Lambton Kent District School Board	101,425.91
Kilmer	Rodney	Elementary Vice Principal	Lambton Kent District School Board	119,632.04
King	Nathaniel	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,594.35
King	Kenneth	Secondary Teacher	Lambton Kent District School Board	103,019.00
Kinney	Julie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Kistulinec	Peter	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,388.74
Kistulinec	Lesley	Elementary Teacher	Lambton Kent District School Board	103,165.97
Knight	Christopher	Secondary Teacher	Lambton Kent District School Board	103,019.00
Kobe	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,478.87
Kominek	Derek	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,388.74
Konstantinou	Stephanie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Koomans	Catherine	Elementary Teacher	Lambton Kent District School Board	103,019.00
Krawetz	Sara	Secondary Teacher	Lambton Kent District School Board	103,019.00
Kruger	Tara	Secondary Teacher	Lambton Kent District School Board	102,029.82
Kuhn	Joseph	Secondary Teacher	Lambton Kent District School Board	102,487.97
Kumpf	Jennifer	Ontario Secondary School Teacher's Federation District 10 Pres	Lambton Kent District School Board	113,320.97
Kuni	Karyn	Secondary Teacher	Lambton Kent District School Board	103,019.00
Ladd	Denise	Elementary Vice Principal	Lambton Kent District School Board	113,930.64
Laird	Matthew	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,146.57
Lahey	Adam	Secondary Teacher	Lambton Kent District School Board	103,019.00
Lally	Corrine	Secondary Teacher	Lambton Kent District School Board	103,019.00
Lalonde	Scott	Secondary Teacher	Lambton Kent District School Board	105,837.00

Lambkin	Christopher	Elementary Principal	Lambton Kent District School Board	131,652.07
Lamoure	Margaret	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lane	Helen	Superintendent of Education	Lambton Kent District School Board	178,551.33
Langan	Sarah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,846.61
Langeveld	Sharron	Elementary Teacher	Lambton Kent District School Board	103,019.00
Langlois-Groves	Tina	Secondary Teacher	Lambton Kent District School Board	103,019.00
Latawiec	Darryl	Elementary Teacher	Lambton Kent District School Board	103,019.00
Latawiec	Christine	Secondary Teacher	Lambton Kent District School Board	100,983.68
Latta	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lavoie	Peter	Secondary Teacher	Lambton Kent District School Board	103,019.00
Law	Barbara	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lawton	Benjamin	Secondary Principal	Lambton Kent District School Board	138,953.85
Leach	Joscelynne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Leckie	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,165.97
Leckie Hamill	Laurie	Secondary Teacher	Lambton Kent District School Board	103,019.00
Leclair	Lindsay	Secondary Teacher	Lambton Kent District School Board	101,190.49
Leidl	Amanda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Leidl	Brian	Secondary Teacher	Lambton Kent District School Board	103,019.00
Leidl	Timothy	Secondary Teacher	Lambton Kent District School Board	103,019.00
Lemieux	Kelly-Anne	Elementary Teacher	Lambton Kent District School Board	103,323.00
Lennan	Teanna	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lessard	Taryn	Elementary Principal	Lambton Kent District School Board	105,336.33
Letham	Janessa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,701.78
Lethbridge	Michelle	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,895.60
Leveque	Sherrri	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Lewis	Christine	Elementary Teacher	Lambton Kent District School Board	103,179.00
Leystra	Rhonda	Secondary Principal	Lambton Kent District School Board	138,916.97
Lindsay	Janet	Secondary Vice Principal	Lambton Kent District School Board	104,563.32
Locke	Karen	Secondary Consultant	Lambton Kent District School Board	111,030.04
Logan	Karen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,389.00
Lopes	Erika	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,644.87
Lopetrone	Teresa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,856.97
Love	Kathleen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Loveday	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lozon	Kylie	Secondary Teacher	Lambton Kent District School Board	110,118.51
Lozon	Allen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lucio	Joseph Jeffrey	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lukings	Alecia	Secondary Teacher	Lambton Kent District School Board	102,381.80
Lung	Meighan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Lussier	Dennis	Secondary Teacher	Lambton Kent District School Board	103,019.00
Luttrell	Sarah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Lyman	Marci	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,398.35
Lynas	Emma-Louise	Elementary Teacher	Lambton Kent District School Board	103,019.00
Macdonald	Lisa	Elementary Principal	Lambton Kent District School Board	129,604.72
Macdonald	Mark	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Macdonald	Mark E.	Elementary Teacher	Lambton Kent District School Board	103,049.00
Macdougall	Joshua	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mackay	Cindy	Elementary Teacher	Lambton Kent District School Board	103,203.00

Mackenzie	Brock	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Maclachlan	Robert	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.49
Maclachlan	Amy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,637.80
Maddock	Gavin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Maitland	Barry	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Majeski	Marnie	Secondary Teacher	Lambton Kent District School Board	107,306.00
Malette	Melissa	Secondary Principal	Lambton Kent District School Board	138,953.85
Malette	Myria	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mancini	Mary	Superintendent of Education	Lambton Kent District School Board	183,700.81
Mancusi	Marco	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mancusi	Lora	Secondary Teacher	Lambton Kent District School Board	101,425.91
Mandeno	Jodi	Elementary Teacher	Lambton Kent District School Board	103,369.00
Manery	Lisa	Elementary Teacher	Lambton Kent District School Board	103,019.00
Manju Ghosh	Avinash	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,981.64
Manzano Arias	Laura	Secondary Teacher	Lambton Kent District School Board	121,356.72
Mariconda	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,650.26
Markovic	Allyson	Elementary Teacher	Lambton Kent District School Board	102,487.98
Markovich	Louise	Elementary Teacher	Lambton Kent District School Board	103,019.00
Marr	Douglas	Secondary Teacher	Lambton Kent District School Board	103,019.00
Marshall	Elizabeth	Elementary Teacher	Lambton Kent District School Board	103,019.00
Martin	Trevor	Secondary Consultant	Lambton Kent District School Board	107,761.00
Martin	Jeffrey	Elementary Teacher	Lambton Kent District School Board	103,019.00
Martin	Sara	Elementary Teacher	Lambton Kent District School Board	103,019.00
Martin	Nicole	Secondary Teacher	Lambton Kent District School Board	103,019.00
Martin	Gregory	Elementary Teacher	Lambton Kent District School Board	101,691.48
Martinho	Sarah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,043.34
Marut	Sabrina	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,892.83
Marvell	Christopher	Manager of Information Technology	Lambton Kent District School Board	140,010.62
Maryschak	Danielle	Elementary Principal	Lambton Kent District School Board	131,633.58
Mathieson	Cara	Secondary Teacher	Lambton Kent District School Board	103,019.00
Maw	Amy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,315.58
Maxfield	Nicole	Secondary Teacher	Lambton Kent District School Board	103,019.00
Maxim	William	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mcallister	John	Secondary Teacher	Lambton Kent District School Board	105,621.40
Mcarthur	Douglas	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mcauley	Scott	Secondary Teacher	Lambton Kent District School Board	105,837.00
Mcbain	Brian	Secondary Consultant	Lambton Kent District School Board	114,116.40
Mcbain	Jennifer	Secondary Teacher	Lambton Kent District School Board	104,915.80
Mccallum	Jolene	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mccormack	Sean	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mccormick	Tawny	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,400.50
Mccutcheon	Mary	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcdermott	Tammy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Mcdonald	Michael	Secondary Vice Principal	Lambton Kent District School Board	125,804.16
Mcdonald	Randi	Elementary Vice Principal	Lambton Kent District School Board	119,659.24
Mcdonald	Gregory	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcevoy	Shane	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcfadden	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00

Mcfarland	Heather	Elementary Principal	Lambton Kent District School Board	125,159.04
Mcgrail	Michael	Secondary Teacher	Lambton Kent District School Board	105,837.00
Mcgrail	Stephen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcgregor	Meighen	Secondary Teacher	Lambton Kent District School Board	107,490.00
McKay	Brian	Associate Director - Corporate Services	Lambton Kent District School Board	194,871.55
Mckay	Jessica	Secondary Teacher	Lambton Kent District School Board	107,306.00
Mckenzie	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,239.00
Mckichan	Kerri	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mckinlay	Mary	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mckinlay	Tanya	Elementary Teacher	Lambton Kent District School Board	100,363.85
Mclaughlin	Kelly	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mclaughlin	Jessie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,763.84
Mclaughlin	Derek	Elementary Teacher	Lambton Kent District School Board	102,487.97
Mclean	Joy	Elementary Principal	Lambton Kent District School Board	131,633.58
Mclean	Andrew	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mclean	Howard	Secondary Teacher	Lambton Kent District School Board	100,800.00
Mclean-Strevel	Tracy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,398.35
Mclellan	Scott	Secondary Teacher	Lambton Kent District School Board	103,019.00
Mcmahon-Stonefish	Sarri	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcmullin	Natalie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.50
Mcmurphy	Victoria	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcnaught	Lisa	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcnear	Julianne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mcqueen	Stephanie	Secondary Teacher	Lambton Kent District School Board	110,804.64
Meechem	Terrance	Secondary Teacher	Lambton Kent District School Board	102,162.81
Melanson	Rhonda	Elementary Teacher	Lambton Kent District School Board	103,019.00
Melhuish	Casandra	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,097.82
Menheere	Jennifer	Elementary Teacher	Lambton Kent District School Board	101,956.94
Meston	Dennis	Secondary Consultant / Summer Semester	Lambton Kent District School Board	113,431.50
Metcalfe	Delbert	Manager of Facility Operations	Lambton Kent District School Board	135,315.30
Meyer	Lori	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,591.45
Mifflin	Kristena	Elementary Teacher	Lambton Kent District School Board	102,790.95
Mikhaila	Matthew	Elementary Teacher	Lambton Kent District School Board	103,019.00
Millard	Michelle	Secondary Teacher	Lambton Kent District School Board	107,306.00
Miller	Kerry	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Mills	Stephanie	Secondary Teacher	Lambton Kent District School Board	103,019.00
Milne	Julianne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Minten	Courtney	Elementary Teacher	Lambton Kent District School Board	102,771.09
Missiaen	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Mitchell	Christopher	Elementary Principal	Lambton Kent District School Board	129,558.35
Mitchell	Tara	Elementary Consultant Special Education / Summer Semester	Lambton Kent District School Board	112,126.22
Mitchell	James	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Moir	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Moore	Christopher	System Coordinator	Lambton Kent District School Board	138,885.90
Moraal	Linda	Elementary Teacher	Lambton Kent District School Board	103,019.00
Moran	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Morkin	Susan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Morrison	Janice	Elementary Principal	Lambton Kent District School Board	130,980.17

Morton	James	System Coordinator	Lambton Kent District School Board	139,717.92
Movrich	Amanda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Moynahan	Jennifer	Secondary Teacher	Lambton Kent District School Board	104,146.20
Moynihan	Thomas	Secondary Teacher	Lambton Kent District School Board	107,306.00
Munroe	Derek	Elementary Teacher	Lambton Kent District School Board	103,019.00
Murphy	Charity	Elementary Teacher	Lambton Kent District School Board	103,068.17
Murray	Kristin	Elementary Vice Principal	Lambton Kent District School Board	108,645.54
Murray	Barbara	Secondary Teacher	Lambton Kent District School Board	103,019.00
Murree	Geoffrey	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,183.50
Myers	Katherine	Elementary Principal	Lambton Kent District School Board	131,652.08
Myers	Ryan	Elementary Principal	Lambton Kent District School Board	131,633.58
Mzemba	Diverson	Elementary Teacher / Summer Semester	Lambton Kent District School Board	109,539.50
Natvik	Elsa	Secondary Principal	Lambton Kent District School Board	138,916.97
Natvik	Lisa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Needham	Jonathon	Secondary Teacher	Lambton Kent District School Board	103,019.00
Nemcek	Gregory	Secondary Principal / Summer Semester	Lambton Kent District School Board	146,916.17
Nesbitt	Katherine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,565.50
Nethery	Linda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	180,605.32
Nettleton	David	Secondary Teacher	Lambton Kent District School Board	104,733.80
Newcombe	Andrew	Elementary Principal	Lambton Kent District School Board	126,450.95
Newman-Campbell	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
Newport	Charlene	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ngo	Tien	Elementary Vice Principal	Lambton Kent District School Board	113,930.79
Nicholson	Aaron	Elementary Teacher	Lambton Kent District School Board	101,779.40
Nienhuis	Nicholas	Elementary Principal	Lambton Kent District School Board	119,546.47
Nixon	Alyssa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,841.37
Norcross	Paula	Elementary Teacher	Lambton Kent District School Board	103,019.00
Norris	Thomas	Secondary Teacher / Summer Semester	Lambton Kent District School Board	109,241.34
O'Donohue	Leonard Shane	Secondary Teacher	Lambton Kent District School Board	103,019.00
O'Hara	Susan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
O'Neil	Lee	Secondary Teacher	Lambton Kent District School Board	105,837.00
Oreskovich	Ann	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Orlando	Carlo	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,383.32
Orr	Jonathan	Secondary Teacher	Lambton Kent District School Board	104,587.27
Orton	Natasha	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Orvis	Rachel	Elementary Teacher	Lambton Kent District School Board	103,243.00
Ostropolec	Matthew	Secondary Teacher	Lambton Kent District School Board	103,019.00
Owen	Brandon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,338.75
Oxford	Margaret	Elementary Teacher	Lambton Kent District School Board	103,019.00
Page	Thomas	Secondary Teacher	Lambton Kent District School Board	103,019.00
Paquette	Michel	Elementary Teacher	Lambton Kent District School Board	102,027.30
Park	Jody	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,388.74
Park	Steven	Elementary Teacher	Lambton Kent District School Board	102,487.97
Parkes	David	Ontario Secondary School Teacher's Federation District 10 Vice	Lambton Kent District School Board	110,053.96
Parkinson	Sally	Elementary Principal	Lambton Kent District School Board	116,871.91
Parnham	Andrew	Elementary Principal	Lambton Kent District School Board	131,651.98
Parry	Tyson	Elementary Teacher	Lambton Kent District School Board	103,019.00
Parsons	Angela	Elementary Teacher	Lambton Kent District School Board	103,019.00

Passmore	Martin	Secondary Vice Principal	Lambton Kent District School Board	125,804.13
Patchett	Sean	Secondary Teacher	Lambton Kent District School Board	105,591.20
Paton	Tracy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Pearson	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,895.60
Pearson	Devin	Secondary Teacher	Lambton Kent District School Board	102,222.50
Peel	Thomas	Secondary Teacher	Lambton Kent District School Board	103,019.00
Pelletier	Brian	Manager of Facility Maintenance and Capital	Lambton Kent District School Board	130,961.93
Pennell	Colleen	Secondary Teacher	Lambton Kent District School Board	101,425.91
Penner	Brooke	Elementary Teacher	Lambton Kent District School Board	103,019.00
Penney	Darlene	Elementary Principal	Lambton Kent District School Board	131,633.58
Pereira	Tracy	Elementary Principal	Lambton Kent District School Board	131,633.58
Pereira	Dawn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Perini	Cristina	Elementary Teacher	Lambton Kent District School Board	102,939.35
Perkins	Sandra	System Coordinator	Lambton Kent District School Board	138,885.90
Perron	Heather	Elementary Teacher	Lambton Kent District School Board	103,067.99
Perry	Susan H.	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.86
Petruniak	Roman	Secondary Teacher	Lambton Kent District School Board	103,019.00
Petrus	Tara	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Petrus	Michael	Secondary Teacher	Lambton Kent District School Board	103,019.00
Pettipiece	Jason	Secondary Teacher	Lambton Kent District School Board	107,398.00
Pettipiece	Tara	Secondary Teacher	Lambton Kent District School Board	107,398.00
Pfaff	Penny	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,895.60
Pfaff	Jeremy	Elementary Teacher	Lambton Kent District School Board	101,283.58
Pharazyn	Ann	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,882.75
Pickering	Rachel	Elementary Principal	Lambton Kent District School Board	126,155.32
Piercey	Stephanie	Secondary Teacher	Lambton Kent District School Board	103,019.00
Pieta	Lisa	Elementary Teacher	Lambton Kent District School Board	101,585.30
Piper	Angela	Secondary Teacher	Lambton Kent District School Board	102,735.44
Plaquet	Christine	Elementary Teacher	Lambton Kent District School Board	103,019.00
Poag	Cheryl	Elementary Teacher	Lambton Kent District School Board	103,019.00
Podlacha	Maria	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,644.87
Poissant	Melinda	Elementary Teacher	Lambton Kent District School Board	103,019.00
Prangley	Nicholas	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.50
Pree-Bertrand	Florence	Elementary Teacher	Lambton Kent District School Board	103,019.00
Pretty	Shelley	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,285.54
Prevost	Tammy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.89
Prozorowicz	Chrisjan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Prue	Melissa	Elementary Teacher	Lambton Kent District School Board	102,487.97
Pruys	Krista	Elementary Teacher	Lambton Kent District School Board	103,019.00
Queen Munroe	Harmony	Elementary Principal	Lambton Kent District School Board	131,670.46
Quenneville	Julie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Quigley	Nicole	Elementary Teacher	Lambton Kent District School Board	103,203.00
Quigley	Derek	Secondary Vice Principal	Lambton Kent District School Board	102,907.11
Raiger	Kathryn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Raiger	Michael	Elementary Teacher	Lambton Kent District School Board	102,503.34
Rakuc	Krzysztof	Elementary Principal	Lambton Kent District School Board	129,570.11
Randall	Melanie	Secondary Teacher	Lambton Kent District School Board	103,019.00
Randall	Kathleen	Elementary Teacher	Lambton Kent District School Board	102,487.97

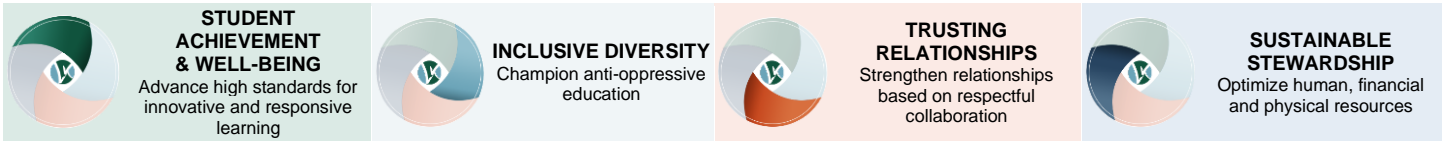
Randall	Hillary	Secondary Teacher	Lambton Kent District School Board	102,452.42
Rankin	Jennifer	Secondary Consultant	Lambton Kent District School Board	107,761.00
Raspburg	Jacqueline	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,367.41
Ray	Marcus	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,436.73
Reaume	Stephanie	Elementary Teacher	Lambton Kent District School Board	100,876.95
Redfern	Veronika	Secondary Teacher	Lambton Kent District School Board	103,019.00
Redmond	Matthew	Elementary Teacher	Lambton Kent District School Board	103,019.00
Reed	Isaac	Secondary Teacher	Lambton Kent District School Board	103,019.00
Regan	Timothy	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.60
Reitberger	Deborah	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,388.65
Rendell	Brooke	Secondary Teacher	Lambton Kent District School Board	103,019.00
Rich	Jarvis	Secondary Teacher	Lambton Kent District School Board	103,019.00
Richards	Samantha	Elementary Teacher	Lambton Kent District School Board	103,019.00
Richardson	Sheila	Elementary Consultant Special Education / Summer Semester	Lambton Kent District School Board	113,606.76
Richardson	Diana	Elementary Teacher	Lambton Kent District School Board	103,019.00
Richardson-Ross	Sandra	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Richie-Da Silva	Tanya	Elementary Teacher	Lambton Kent District School Board	100,411.58
Richmond	Larry	Secondary Teacher	Lambton Kent District School Board	103,019.00
Rickman	Leslie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,029.36
Rieger	Shannon	Secondary Teacher	Lambton Kent District School Board	103,019.00
Ritchie	Paul	Elementary Teacher	Lambton Kent District School Board	103,044.00
Rivait	Cheryl	Elementary Teacher	Lambton Kent District School Board	101,611.85
Roberts	Debra	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,122.48
Robertson	Darrell	Elementary Teacher	Lambton Kent District School Board	102,520.15
Rodriguez	Sandra	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,727.30
Roesch	James	Secondary Teacher	Lambton Kent District School Board	103,019.00
Roeszler	Colin	Secondary Teacher / Summer Semester	Lambton Kent District School Board	101,246.30
Roffel	Jenny	Secondary Teacher	Lambton Kent District School Board	102,487.97
Rogan	Sherry	Secondary Teacher	Lambton Kent District School Board	103,019.00
Roman	Elizabeth	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ronsick	Tracy	Elementary Vice Principal	Lambton Kent District School Board	119,632.04
Rountree	Peter	Secondary Teacher	Lambton Kent District School Board	105,101.24
Rountree	Judy	Elementary Teacher	Lambton Kent District School Board	102,275.21
Row	Alana	Elementary Teacher	Lambton Kent District School Board	103,019.00
Rowden	Jessica	Secondary Teacher	Lambton Kent District School Board	103,019.00
Rowe	Sheri	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,735.78
Rowsome	Stacey	Elementary Vice Principal	Lambton Kent District School Board	115,269.92
Russell	Lori	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ryall	Kelly	Elementary Teacher	Lambton Kent District School Board	103,019.00
Ryan	Richard	Secondary Teacher	Lambton Kent District School Board	105,837.00
Ryan	Jennifer	Secondary Teacher	Lambton Kent District School Board	103,019.00
Sabatini	Anita	Elementary Principal	Lambton Kent District School Board	131,633.58
Sabourin	Laura	Secondary Teacher / Summer Semester	Lambton Kent District School Board	110,586.40
Sageman	Erin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Saklak	Greta	Secondary Teacher / Summer Semester	Lambton Kent District School Board	104,562.40
Salasso	Dianne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Sanders	Matthew	Elementary Consultant	Lambton Kent District School Board	107,761.00
Sanders	Wayne	Secondary Teacher	Lambton Kent District School Board	107,306.00

Sanders	Jacinda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Sanderson	Monica	Elementary Teacher	Lambton Kent District School Board	103,019.00
Sands-Gamble	Gretchen	Elementary Consultant / Elementary Teacher	Lambton Kent District School Board	106,691.81
Saunders	Kelly	Secondary Teacher	Lambton Kent District School Board	103,019.00
Savo	Corin	Elementary Teacher	Lambton Kent District School Board	101,621.90
Schaefer	Timothy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Schatz	Jennifer	Elementary Principal / Summer Semester	Lambton Kent District School Board	132,016.34
Schenck	Alicia	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Schinkelshoek	Nancy	Secondary Teacher	Lambton Kent District School Board	103,019.00
Schleihauf	Christopher	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Schoger	Markus	Elementary Teacher	Lambton Kent District School Board	103,019.00
Schultz	Nicole	Elementary Teacher	Lambton Kent District School Board	101,918.17
Schultz	Andrea	Elementary Teacher	Lambton Kent District School Board	101,283.59
Scott	Gillian	Secondary Teacher	Lambton Kent District School Board	104,733.80
Scott	Kelly	Elementary Teacher	Lambton Kent District School Board	103,019.00
Scott Hillier	Sandra	Manager of Financial Services	Lambton Kent District School Board	137,396.08
Secord	Tracey	Elementary Teacher	Lambton Kent District School Board	103,019.00
Shain	Melissa	Elementary Teacher	Lambton Kent District School Board	103,019.00
Shaw	Susan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Shaw	Tracy	Elementary Teacher	Lambton Kent District School Board	103,019.00
Sheppy	Jenny	Elementary Teacher	Lambton Kent District School Board	103,019.00
Sherman	Donald Mark	Superintendent of Education	Lambton Kent District School Board	128,525.55
Shognosh	Zhahwun	Secondary Consultant / Summer Semester	Lambton Kent District School Board	104,340.79
Siebert	Sheldon	Secondary Teacher	Lambton Kent District School Board	107,306.00
Simpson	Heather	Elementary Teacher	Lambton Kent District School Board	103,019.00
Simpson	Michelle	Secondary Teacher	Lambton Kent District School Board	103,019.00
Sims	Shelby	Elementary Teacher	Lambton Kent District School Board	103,019.00
Singh	Kabir	Secondary Teacher	Lambton Kent District School Board	105,837.00
Sipkens-Smith	Kelly	Secondary Teacher	Lambton Kent District School Board	103,019.00
Sitlington	Lyndsey	Elementary Teacher	Lambton Kent District School Board	100,126.19
Sittler	Deidre	Elementary Teacher	Lambton Kent District School Board	105,204.50
Skinner	Joel	Secondary Teacher	Lambton Kent District School Board	103,019.00
Skinner Lane	Jessica	Secondary Teacher	Lambton Kent District School Board	115,035.70
Skipper	Jessica	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Skodak	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Smit	Erin	Elementary Principal	Lambton Kent District School Board	131,651.98
Smit	Eric	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,976.50
Smith	Carrielyn	Elementary Principal / Summer Semester	Lambton Kent District School Board	133,066.74
Smith	Elish	Secondary Teacher	Lambton Kent District School Board	103,452.12
Smith-Ray	Jennifer	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,717.50
Smolders	Kenneth	Elementary Teacher	Lambton Kent District School Board	103,019.03
Smyth	Angela	Elementary Teacher	Lambton Kent District School Board	103,019.00
Snauwaert	Shaun	Elementary Teacher	Lambton Kent District School Board	102,027.30
Solinas-Moscone	Antonella	Elementary Teacher	Lambton Kent District School Board	103,019.00
Soulard	Michelle	Elementary Teacher	Lambton Kent District School Board	102,634.94
Spadafora	Giovanni	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,317.21
Sparks	Patricia	Elementary Teacher	Lambton Kent District School Board	103,019.00
Spencer	Ryan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,398.35

Spencer	Scott	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,539.82
St. Germain	Suzanne	Elementary Teacher	Lambton Kent District School Board	103,203.00
St. Peter-Catton	Karen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,097.82
St. Pierre	Renee	Secondary Teacher	Lambton Kent District School Board	103,019.00
Stacey	Mark	Elementary Teacher	Lambton Kent District School Board	103,019.00
Stanford	Shelley	Elementary Teacher	Lambton Kent District School Board	103,203.00
Stasso	Jo-Ann	Elementary Teacher	Lambton Kent District School Board	103,019.00
Steeves	Scott	Elementary Teacher	Lambton Kent District School Board	103,019.00
Stenton	Derek	Secondary Principal / Summer Semester	Lambton Kent District School Board	146,885.37
Stephenson	Laurie	Elementary Principal	Lambton Kent District School Board	131,633.58
Stephenson	Stephen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Stevens	Aaron	Secondary Teacher	Lambton Kent District School Board	107,306.00
Stewardson	Shaun	Secondary Teacher / Summer Semester	Lambton Kent District School Board	113,195.29
Stewardson	Lisa	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Stewardson	Deborah	Elementary Teacher	Lambton Kent District School Board	103,019.00
Stewart	Katherine	Elementary Teacher	Lambton Kent District School Board	103,067.99
Stickney	Allison	Elementary Teacher	Lambton Kent District School Board	103,019.00
Stoddard Williams	Katherine	Secondary Teacher	Lambton Kent District School Board	107,306.00
Stonehouse	James	Secondary Teacher	Lambton Kent District School Board	103,019.00
Strevel	Dwayne	Secondary Teacher	Lambton Kent District School Board	111,347.96
Sutton	Kristin	Elementary Teacher	Lambton Kent District School Board	102,671.97
Swan	Shelley	Elementary Teacher	Lambton Kent District School Board	102,523.19
Sydorko	Andrew	Secondary Teacher	Lambton Kent District School Board	107,306.00
Syer	Sarah	Elementary Teacher	Lambton Kent District School Board	103,211.00
Sztrolovics	Robert	Secondary Teacher / Summer Semester	Lambton Kent District School Board	109,832.49
Tanner	Thomas	Elementary Teacher	Lambton Kent District School Board	103,067.99
Taylor	William	Elementary Teacher	Lambton Kent District School Board	103,019.00
Teasdale	Gregory	Secondary Teacher	Lambton Kent District School Board	103,019.00
Terry	Valerie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,285.54
Terry	Gregory	Elementary Teacher	Lambton Kent District School Board	103,067.99
Tessier	Sandra	Elementary Teacher	Lambton Kent District School Board	103,019.00
Thomas	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,857.74
Thomas	Jennifer	Secondary Teacher	Lambton Kent District School Board	105,837.00
Thomas	Linda	Elementary Teacher	Lambton Kent District School Board	103,019.00
Thompson	Dennis	Elementary Teacher	Lambton Kent District School Board	151,028.64
Thompson	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.96
Thompson	Jay	Secondary Teacher	Lambton Kent District School Board	103,019.00
Thompson	Eva	Secondary Teacher	Lambton Kent District School Board	103,019.00
Thompson	Allison	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,763.84
Thomson	Jane	Elementary Teacher	Lambton Kent District School Board	103,019.00
Thornton	Morgan	Secondary Teacher	Lambton Kent District School Board	103,019.00
Tichenoff	Stephen	Secondary Teacher	Lambton Kent District School Board	107,306.00
Tiegs	Bethany	Elementary Teachers Federation of Ontario Local Vice Presider	Lambton Kent District School Board	106,535.78
Tinline	Wendi	Elementary Teacher	Lambton Kent District School Board	103,019.00
Toner	Brenda	Elementary Teacher	Lambton Kent District School Board	103,019.00
Touzin	Heather	Secondary Consultant / Summer Semester	Lambton Kent District School Board	112,126.22
Townsend	Elizabeth	Elementary Principal / Summer Semester	Lambton Kent District School Board	132,697.65
Townsend	Adam	Elementary Principal	Lambton Kent District School Board	126,423.75

Triantos	Denise	Elementary Teacher	Lambton Kent District School Board	103,019.00
Triest	Andrew	Elementary Teacher	Lambton Kent District School Board	103,211.00
Trinca	David	Elementary Teacher	Lambton Kent District School Board	103,019.00
Turner	Joseph	Elementary Teacher	Lambton Kent District School Board	103,019.00
Uher	Corinne	Secondary Teacher	Lambton Kent District School Board	103,019.00
Vale	Barry	Secondary Teacher	Lambton Kent District School Board	103,019.00
Van Bunderen	Laura	Elementary Teacher	Lambton Kent District School Board	100,562.09
Van De Wiele	Erin	Elementary Principal	Lambton Kent District School Board	131,688.78
Van Eerd	Thomas	Secondary Teacher	Lambton Kent District School Board	105,837.00
Van Hooste	Rebecca	Elementary Teacher	Lambton Kent District School Board	103,019.00
Van Kessel	Randal	Elementary Teacher	Lambton Kent District School Board	103,019.00
Van Kesteren	Philip	Secondary Teacher	Lambton Kent District School Board	103,019.00
Van Middelkoop	Leah	Secondary Teacher	Lambton Kent District School Board	103,019.00
Van Veldhuisen	Susan	Secondary Teacher	Lambton Kent District School Board	107,306.00
Vanbilsen	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,588.80
Vandenberg	Ryan	Secondary Teacher	Lambton Kent District School Board	107,306.00
Vandenberg	Mary	Elementary Teacher	Lambton Kent District School Board	103,019.00
Vandenbossche	Tracy	Elementary Principal	Lambton Kent District School Board	131,633.58
Vander Kant	Karen	Secondary Teacher	Lambton Kent District School Board	103,019.00
Vander Pol	Heather	Elementary Principal / Summer Semester	Lambton Kent District School Board	133,089.14
Vander Pryt	Kathryn	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,343.99
Vandergriendt	Shea-Lynn	Secondary Principal	Lambton Kent District School Board	128,053.05
Vandermeer	Heather	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Vandernaalt	Julianne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Vandersluis	Robert	Secondary Teacher	Lambton Kent District School Board	102,487.97
Vanhooft	Samantha	Elementary Teacher	Lambton Kent District School Board	101,934.58
Vaughan	Holly	Elementary Teacher	Lambton Kent District School Board	103,019.00
Veenendaal	Kristen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Verkaik	Kelly	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,143.00
Verville	Ryan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Verville	Tara	Elementary Teacher	Lambton Kent District School Board	103,019.00
Victor	Brandi	Secondary Teacher	Lambton Kent District School Board	101,956.94
Vlasschaert	Janna	Elementary Vice Principal	Lambton Kent District School Board	116,698.72
Vlcek	Lindsay	Elementary Teacher	Lambton Kent District School Board	103,323.00
Volland	Valerie	Elementary Teacher	Lambton Kent District School Board	103,019.00
Vsetula	Joan	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wainscott	Andrea	Elementary Teacher	Lambton Kent District School Board	103,019.00
Waites	Andrea	Elementary Teacher	Lambton Kent District School Board	100,775.34
Walker	Karen	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wallace	Erin	Elementary Teacher	Lambton Kent District School Board	103,019.00
Waller	Larry Trevor	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,413.10
Waller	Shannon	Elementary Teacher	Lambton Kent District School Board	103,019.00
Watson	Graham	Secondary Vice Principal	Lambton Kent District School Board	125,804.13
Weber	Tracy	Continuing Education	Lambton Kent District School Board	104,710.97
Webster	Verna	Elementary Teacher	Lambton Kent District School Board	103,946.00
Weed	Sara	Secondary Teacher	Lambton Kent District School Board	108,836.64
Weet	Sonja	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wellington-Hoskin	Paula Ryann	Secondary Teacher	Lambton Kent District School Board	103,019.00

Welsh	Lizabeth	Elementary Teacher	Lambton Kent District School Board	103,019.00
West	Wendy	Elementary Teacher	Lambton Kent District School Board	103,211.00
Westlake	Andrew	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,689.60
Wettergreen	Carole	Elementary Principal	Lambton Kent District School Board	131,633.58
White	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,019.00
White	Jessica	Elementary Teacher	Lambton Kent District School Board	103,019.00
White	Errol	Elementary Teacher	Lambton Kent District School Board	102,536.96
White	Amanda	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,365.62
Whiteye-Mcgee	Alicia	Elementary Teacher	Lambton Kent District School Board	101,956.94
Whitlock	Todd	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,570.74
Wiersma	Paul	System Coordinator	Lambton Kent District School Board	138,885.88
Wilcox	Sheila	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wilcox	Steve	Secondary Teacher	Lambton Kent District School Board	103,019.00
Wilkinson	Coreen	Secondary Teacher	Lambton Kent District School Board	105,837.00
Willemse	Adam	Secondary Teacher	Lambton Kent District School Board	103,019.00
Williams	Gordon	Secondary Teacher	Lambton Kent District School Board	107,306.00
Wilson	Carla	System Coordinator	Lambton Kent District School Board	137,417.28
Wilson	Kristyn	Secondary Teacher	Lambton Kent District School Board	107,528.81
Wilson	Scott	Secondary Teacher	Lambton Kent District School Board	103,913.79
Wilson	Emily	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Wilson	Rebecca	Elementary Teacher	Lambton Kent District School Board	102,487.97
Winegard-Whitlock	Kelly	Secondary Teacher	Lambton Kent District School Board	103,019.00
Witt	Colleen	Elementary Teacher	Lambton Kent District School Board	102,753.49
Wolanski	Wayne	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wolting	Jennifer	Secondary Teacher	Lambton Kent District School Board	103,019.00
Woltz	Shane	Elementary Teacher	Lambton Kent District School Board	103,019.00
Wood	Todd	Secondary Vice Principal	Lambton Kent District School Board	125,775.83
Wood	Stephanie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,294.87
Wood	Ashtyn	Elementary Teacher	Lambton Kent District School Board	102,523.19
Woodrow	Coryn	Elementary Teacher	Lambton Kent District School Board	103,019.00
Woods-Koolen	Lori	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,441.84
Woolridge	Brian	Elementary Teacher	Lambton Kent District School Board	103,019.00
Worotny	Renee	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,201.11
Wranich	Janice	Secondary Teacher	Lambton Kent District School Board	103,019.00
Wright	Kerri Lynn	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,176.69
Wright Boyd	Charlotte	Secondary Teacher	Lambton Kent District School Board	103,019.00
Wyville	Alysia	Elementary Teacher	Lambton Kent District School Board	103,019.00
Zakaria	Danny	Secondary Teacher	Lambton Kent District School Board	103,019.00
Zandbergen	Lisa	Secondary Teacher	Lambton Kent District School Board	103,019.00



FROM: Helen Lane, Superintendent of Education

DATE: March 28, 2023

SUBJECT: “Count Me In” Voluntary Student Demographic Data Census



The Ontario Ministry of Education has mandated all school boards to conduct a confidential and voluntary student demographic data census to help identify system barriers and bias within the education system. Last year, the Lambton Kent District School Board (LKDSB) in consultation with community partners and Board Committees invited parents of elementary students and secondary students to participate in the *Count Me In* LKDSB demographic student census between March 1- April 8, 2022.

The collection of the personal student information was authorized by the Anti-Racism Act (ARA s.6(2)), Municipal Freedom of Information and Protection of Privacy Act (MFIPPA s.28(2)), and the Education Act (265(1)(d), 169.1(1)). The process developed was in accordance with the guidance and legislation provided by the Ministry of Education, the Anti-Racism Directorate, the Ontario Human Rights Commission, and the Municipal Freedom of Information and Protection of Privacy Act.

The information gathered is found in the two reports that are attached: Count Me In LKDSB Student Census Elementary Junior Kindergarten – Grade 8 and Count Me in LKDSB Student Census Secondary Grades 9 -12. The reports will help to ensure LKDSB is providing effective programming to support student success and well-being, as well as the effective allocation of resources.

Student Census

Elementary Junior Kindergarten - Grade 8

Message from Director John Howitt

The Lambton Kent District School Board (LKDSB) appreciates the contributions of the many students and parents/guardians on behalf of students to the Count Me In LKDSB Student Census, which was completed March 1-April 8, 2022.

The LKDSB conducted the Count Me In LKDSB Demographic Data Student Census to collect information to better understand our students and school communities in support of equity, inclusion, student achievement and well-being. This initiative is part of the LKDSB's commitment within its Strategic Priority of "Inclusive Diversity: Championing anti-oppressive education."

We are authorized to collect personal information from students by the Anti-Racism Act (ARA s.6(2)), Municipal Freedom of Information and Protection of Privacy Act (MFIPPA s.28(2)), and the Education Act (265(1)(d), 169.1(1)). Our process has been developed in accordance with the guidance and legislation provided by the Ministry of Education, the Anti-Racism Directorate, the Ontario Human Rights Commission, and the Municipal Freedom of Information and Protection of Privacy Act.

The LKDSB Student Census is a confidential and voluntary survey and was completed by or with parents/guardians of elementary school students. The Student Census includes questions about languages, Indigenous identity, ethnic/cultural background, racial identity, citizenship status, religious/spiritual affiliation, gender identity, sexual orientation, and (dis) abilities. The results and analysis of the census will allow us to gain a deeper understanding of the diversity of students within our board and of the cultural, social, and demographic makeup of our students.

The Count Me In LKDSB Student Census reflects information about our student populations as reported by parents/guardians of elementary school students and school communities and will help identify systemic barriers and bias within the education system. It will help to ensure LKDSB is providing effective programming to support student success and well-being, as well as allocate resources to where they are needed most.

The following report outlines the responses from parents/guardians who completed the Count Me In LKDSB Student Census with or on behalf of their elementary school aged child. This is just the start of this work and we look forward to our continued engagement with students, staff and parents/guardians to ensure the best outcomes for all students. Together, we will foster welcoming and inclusive learning environments to support student success and well-being.

Sincerely,

John Howitt, Director of Education

Student Participation

The Count Me In LKDSB Student Census was conducted March 1-April 8, 2022. The Ministry of Education requires that the census questionnaires for students in Kindergarten to Grade 8 be sent to parents/guardians to complete with or on behalf of their child. Students in Grades 9-12 were provided the link to the census directly and allotted classroom time to complete.

The LKDSB recognizes there were challenges for the administration of the survey and not all eligible students or parents/guardians may have been able to complete the census. Of the total LKDSB enrolment in the 2021-2022 school year (14,591), parents/guardians participated on behalf of 784 elementary students (5.3% of total eligible elementary students) in the student census. The completion rate for parents/guardians of elementary students who participated was 99.7% (781).

In order to ensure the confidentiality of the respondents, the following report represents aggregate data responses for elementary students.

**Responses below the threshold of 10 were automatically suppressed to adhere to privacy and confidentiality guidelines from the Ministry of Education.*

Of the total LKDSB enrolment in the 2021-2022 school year (14,591), parents/guardians participated on behalf of 784 elementary students (5.3% of total eligible elementary students) in the student census.

Grade	# Students
JK	51
SK	94
1	77
2	74
3	65
4	109
5	82
6	77
7	76
8	74



✓ What is the first language(s) you learned to speak as a child and still understand? Select all that apply.

Response	# Responses	% Responses
English	648	84%
French	13	2%
Spanish	13	2%
Arabic	12	2%
Urdu	12	2%

8% Suppressed responses (n<10)

English was the first language learned at home for most of the respondents (84%)

Other languages indicated by respondents:

- Berber
- Cebuano
- Japanese
- Kabyle
- Nepali
- Nonverbal
- Pashto
- Romanian
- Sinhalese
- Swahili
- Turkish
- Twi
- Yoruba

✓ What languages do you speak most often at home? Select all that apply.

Response	# Responses	% Responses
English	675	85%
A Language Not Listed	23	3%
Spanish	15	2%
Arabic	13	2%

8% Suppressed responses (n<10)

English was the first language spoken most often at home (85%)

Other languages indicated by respondents:

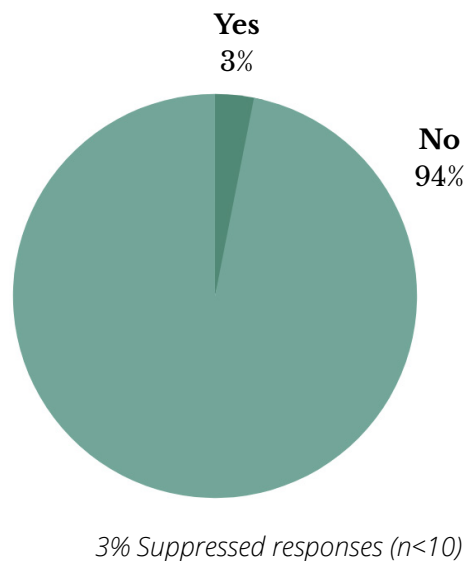
- Berber
- Igbo
- Ilocano
- Japanese
- Nepali
- Nonverbal
- Pashto
- Romanian
- Sinhalese
- Swahili
- Turkish
- Twi
- Yoruba



✓ Do you identify as First Nations, Métis, and/or Inuit?
If yes, select all that apply.

25 respondents (3%) identified as First Nations, Métis and/or Inuit

In partnership with the four First Nations within its catchment area, Aamjiwnaang First Nation, Eelūnaapéewi Lahkéewiit (Delaware Nation), Kettle & Stony Point First Nation, and Walpole Island First Nation – Bkejwanong Territory, LKDSB is building capacity and encouraging further understanding and education about Indigenous ways of knowing, world views and histories. LKDSB is committed to promoting the success and well-being of self-identified Indigenous students.



✓ Do you consider yourself a Canadian?

Response	# Responses	% Responses
Yes	748	97%
No	13	2%

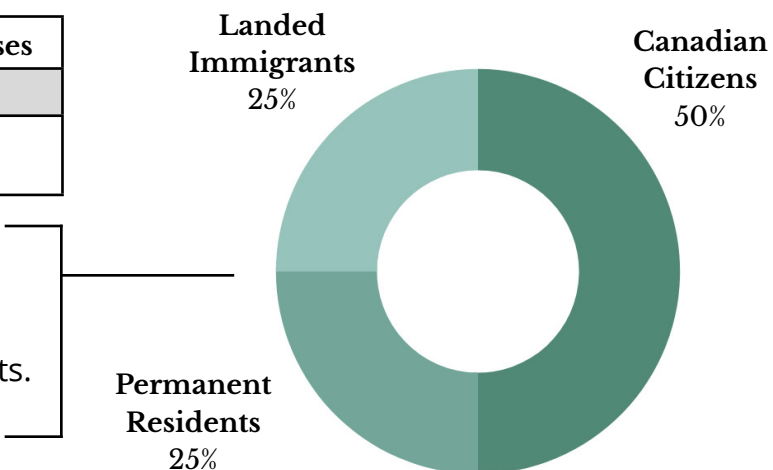
2% Suppressed responses (n<10)

Most respondents identified as Canadian (97%) and 2% did not identify as Canadian

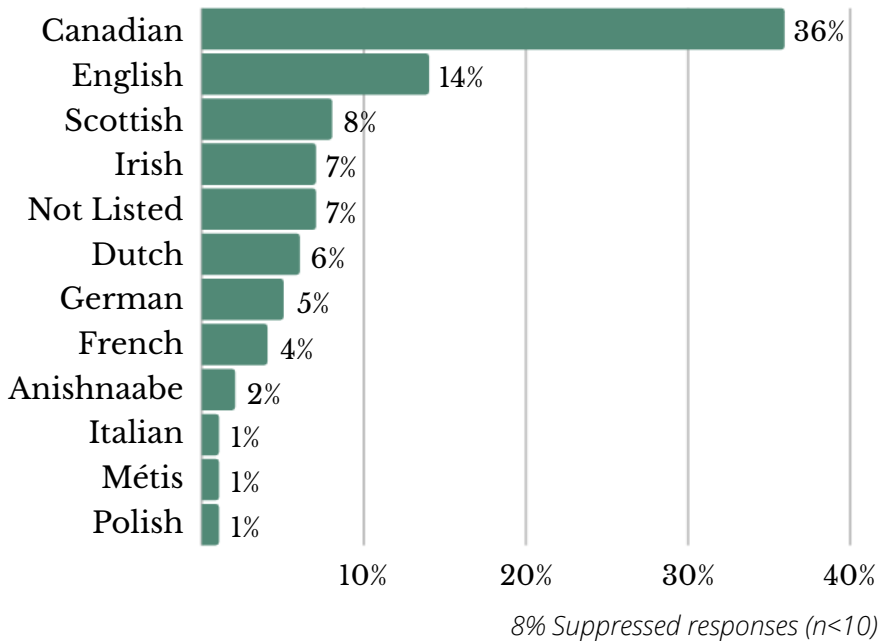
✓ Were you born in Canada?

Response	# Responses	% Responses
Born in Canada	723	93%
Born Outside of Canada	52	7%

Of the respondents born outside of Canada, 50% are Canadian citizens, 25% are landed immigrants and 25% are permanent residents.



✓ What is your ethnic or cultural origin(s)?
Specify as many ethnic or cultural origins as apply.



Canadian was the top ethnic or cultural origin indicated by respondents (36%)

Ethnic groups have a common identity, heritage, ancestry, or historical past, often with identifiable cultural, linguistic and/or religious characteristics. Ethnic origin is a protected right under the *Ontario Human Rights Code*.

Other responses: Acadian; African; African American; African Canadian; American; Arabic; Austrian; Belgian; Bengali; Berber; Bhutanese; Brazilian; Caribbean; Czech; Danish; Estonian; Ethiopian; Finnish; Flemish; Ghanaian; Greek; Hindu; Hispanic; Hungarian; Igbo; Indian; Islamic culture; Israeli; Japanese; Kenyan; Kurdish; Latin American; Lebanese; Lunapee-Delaware Nation; Macedonian; Maltese; Mexican; Middle Eastern; Munsee Delaware; Nepalese; Nicaraguan; Nigerian; North African; Palestinian; Potawatomi; Punjabi; Romanian; Serbian; Slovak; South Asian; South India; Swedish; Tamil; Turkish; Vietnamese; Yemeni; Yoruba; and Yugoslavian

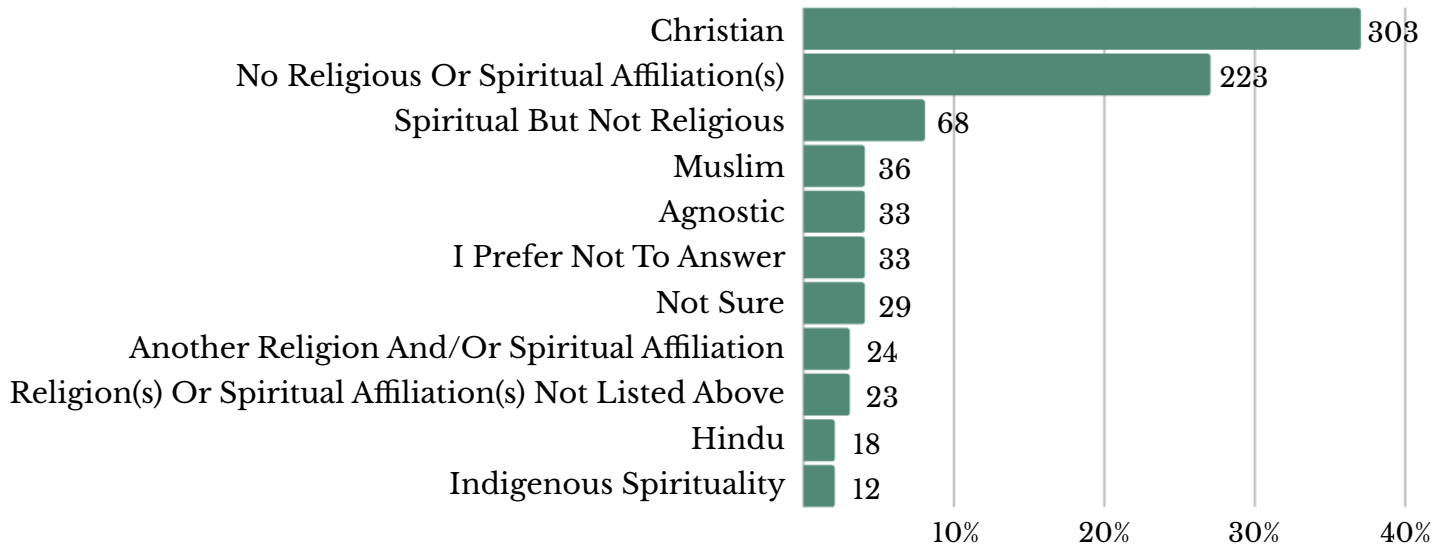
✓ Which racial group(s) best describe(s) you? Select all that apply.

Response	# Responses	% Responses
White	648	75%
Another Racial Group	132	15%
Black	24	3%
East Asian	24	3%

4% Suppressed responses (n < 10)

Race is a term used to classify people into groups based principally on physical traits (phenotypes) such as skin colour. Racial categories are not based on science or biology but on differences that society has created (i.e. “socially constructed”), with significant consequences for people’s lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings.
(Data Standards for the Identification and Monitoring of Systemic Racism - Glossary)

✓ What is your religion and/or spiritual affiliation? Select all that apply.

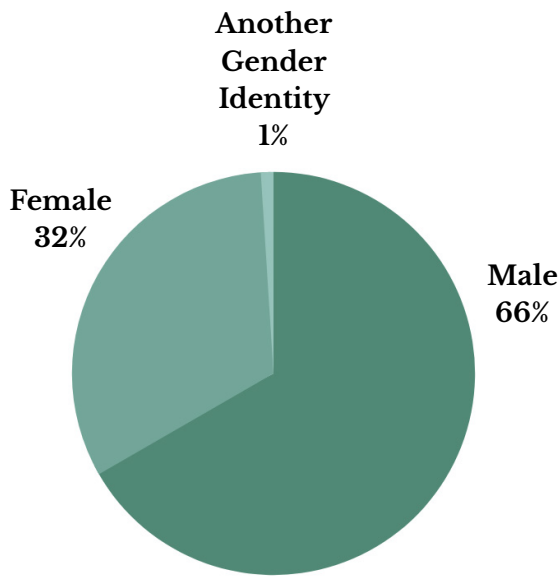


Of "Religion(s) or Spiritual Affiliation Not Listed," respondents indicated: Jehovah's Witness; Mormon; Pagan and Wiccan.

The LKDSB acknowledges each individual's right to follow or not to follow religious beliefs and practices, free from discriminatory or harassing behaviours, and is committed to taking all reasonable steps to provide religious accommodations to staff and students. Read the ["Religious Accommodation Guideline."](#)



✓ What is your gender identity? Select all that apply.



There were more males (he/him/his) **66%** than females (she/her/hers) **32%**

Approximately 1% of the students selected “Another Gender Identity” indicating that their sex assigned at birth did not align with their gender

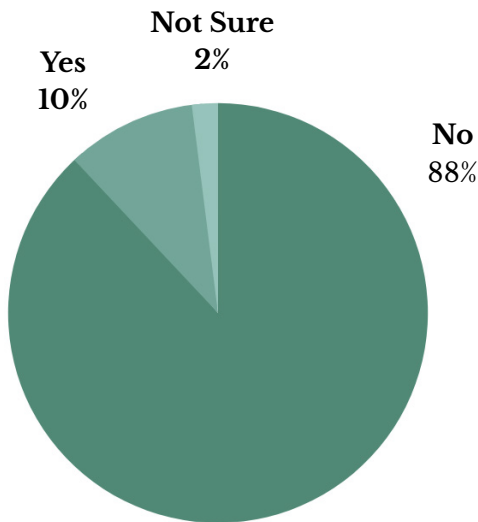
Based on LKDSB’s enrolment records, we know that this is not a comprehensive representation of gender identity within the LKDSB but instead reflects the gender identity of those who completed the Student Census. Rather, we know that LKDSB records reflect that of the total elementary student enrolment, it is close to an equal number of students who identify as male as those who identify as female. There is also a number of students who choose not to identify and who prefer to specify their gender identity.

The Ontario Human Rights Commission defines gender identity as, “each person’s internal and individual experience of gender. It is a person’s sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex (e.g. male, female, intersex).

For most people, their sex and gender identity align. For some, it does not. A person may be born male but identify as a woman, or born female but identify as a man. Other people may identify outside the categories of woman/man, or may see their gender identity as fluid and moving between different genders at different times in their life.” (Ontario Human Rights Commission, n.d.)

Your gender identity is how you experience and express yourself as a boy, a girl or neither, for example. “Questioning” means that a student is still wondering which gender identity applies to them. “I am not sure what this question is asking” means that an answer does not come to mind. It is different from and does not determine a person’s sexual orientation.

✓ Do you consider yourself to be a person with a disability(ies)?



10% of respondents indicated that they consider themselves to be a person with a disability

If yes, select all that apply.

Response	# Responses	% Responses
Learning Disability	48	31%
Autism Spectrum Disorder	24	15%
Developmental Disability	23	15%
Mental Health Disability	18	12%
Speech Impairment	15	10%
Any Disability Not Listed	14	9%

10% Suppressed responses (n<10)

The most prevalent disability was Learning Disability (31%)



✓ With whom do you live?



89%

of respondents live with 2 parents/guardians



10%

of respondents live with 1 parent/guardian



1% Suppressed responses (n<10)

✓ Please check the highest level of education this person completed.
What is this parent/guardian's employment status?

Most caregivers attended University (any level) or College (**68%-85%**)

12%-19% indicated Elementary or High School as the highest level of education

9% answered Apprenticeship

Most caregivers work full-time (**54%-73%**)

9%-13% indicated some self-employment



✓ Do you have Internet access at home?

Most students have internet access at home (99.5%)

The LKDSB understands the importance of equity and access to learning resources and devices, as well as Internet access, and this has been a key consideration in our planning for student learning and communicating with parents/guardians.



If yes: What kind of Internet connection do you have at home? Check all that apply.

Response	# Responses	% Responses
Wireless Connection	338	45%
Fibre Optic	141	19%
Cable TV Modem	136	18%
Not Sure	44	6%
DSL Enabled Phone Line	31	4%
Cable TV Modem, Wireless Connection	23	3%

5% Suppressed responses (n<10)

Almost half of students have a wireless connection at home (45%)
 19% have a fiber optic connection
 18% have cable TV modem connectivity

Graphics from www.vecteezy.com



Student Census

Secondary Grades 9 - 12

Message from Director John Howitt

The Lambton Kent District School Board (LKDSB) appreciates the contributions of the many students and parents/guardians on behalf of students to the Count Me In LKDSB Student Census, which was completed March 1-April 8, 2022.

The LKDSB conducted the Count Me In LKDSB Student Census to collect information to better understand our students and school communities in support of equity, inclusion, student achievement and well-being. This initiative is part of the LKDSB's commitment within its Strategic Priority of "Inclusive Diversity: Championing anti-oppressive education."

We are authorized to collect personal information from students by the Anti-Racism Act (ARA s.6(2)), Municipal Freedom of Information and Protection of Privacy Act (MFIPPA s.28(2)), and the Education Act (265(1)(d), 169.1(1)). Our process has been developed in accordance with the guidance and legislation provided by the Ministry of Education, the Anti-Racism Directorate, the Ontario Human Rights Commission, and the Municipal Freedom of Information and Protection of Privacy Act.

The LKDSB Student Census is a confidential and voluntary survey. The Student Census includes questions about languages, Indigenous identity, ethnic/cultural background, racial identity, citizenship status, religious/spiritual affiliation, gender identity, sexual orientation, and (dis) abilities. The results and analysis of the census will allow us to gain a deeper understanding of the diversity of students within our board and of the cultural, social, and demographic makeup of our students.

The Count Me In LKDSB Student Census reflects information about our student populations and school communities and will help identify systemic barriers and bias within the education system. It will help to ensure LKDSB is providing effective programming to support student success and well-being, as well as allocate resources to where they are needed most.

The following report outlines the responses from secondary students to the Count Me In LKDSB Student Census. This is just the start of this work and we look forward to our continued engagement with students, staff and parents/guardians to ensure the best outcomes for all students. Together, we will foster welcoming and inclusive learning environments to support student success and well-being.

Sincerely,

John Howitt, Director of Education

Student Participation

The Count Me In LKDSB Student Census was conducted March 1-April 8, 2022. With support from the Ministry of Education, students in Grades 9-12 were provided the link to the census directly and allotted classroom time to complete.

The LKDSB recognizes there were challenges for the administration of the survey and not all eligible students or parents/guardians may have been able to complete the census. Of the total LKDSB enrolment in the 2021-2022 school year (6,981), 2,394 students (34.3%) participated in the student census. The completion rate for secondary students who participated was 98% (2,352).

In order to ensure the confidentiality of the respondents, the following report represents aggregate data responses for secondary students.

**Responses below the threshold of 10 were automatically suppressed to adhere to privacy and confidentiality guidelines from the Ministry of Education.*

Of the total LKDSB enrolment in the 2021-2022 school year (6,981), 2,394 students (34.3%) participated in the student census.

Grade	# Students
9	684
10	639
11	531
12	540



✓ What is the first language(s) you learned to speak as a child and still understand? Select all that apply.

Response	# Responses	% Responses
English	2,100	81%
French	200	8%
A Language Not Listed	86	3%
American Sign Language	29	1%
Spanish	22	1%
German	18	1%
Low German	16	1%
Chinese	14	1%
I Prefer Not To Answer	12	1%
Arabic	11	0.4%
Italian	11	0.4%

3% Suppressed responses (n<10)

Other languages indicated by respondents:

- Afrikaans
- Armenian
- Czech
- Dominican
- Estonian
- High German
- Japanese
- Kurdish
- Nepali
- Pashto
- Patois
- Romanian
- Swahili
- Swedish
- Thai
- Turkish
- Twi
- Yoruba

✓ What languages do you speak most often at home? Select all that apply.

Response	# Responses	% Responses
English	2,157	88%
A Language Not Listed	69	3%
French	48	2%
American Sign Language	19	1%
Low German	14	1%
German	12	1%
Arabic	11	0.4%
I Prefer Not To Answer	11	0.4%

4% Suppressed responses (n<10)

English was the first language learned at home for most respondents (**81%**) and the first language spoken most often at home (**88%**)

Other languages indicated by respondents:

- Afrikaans
- Armenian
- Catalan
- Estonian
- Jamaican
- Japanese
- Kurdish
- Latin
- Marathi
- Nepali
- Pashto
- Patois
- Romanian
- Swahili
- Turkish
- Twi
- Yoruba

✓ Do you identify as First Nations, Métis, and/or Inuit?
If yes, select all that apply.

In partnership with the four First Nations within its catchment area, Aamjiwnaang First Nation, Eelūnaapéewi Lahkéewiit (Delaware Nation), Kettle & Stony Point First Nation, and Walpole Island First Nation – Bkejwanong Territory, LKDSB is building capacity and encouraging further understanding and education about Indigenous ways of knowing, world views and histories. LKDSB is committed to promoting the success and well-being of self-identified Indigenous students.

Response	# Responses	% Responses
No	1,991	86%
Yes, First Nations	156	7%
Not Sure	95	4%
Yes, Métis	33	1%
I Prefer Not To Answer	29	1%
I Do Not Understand This Question	18	1%

189 respondents (8%) identified as First Nations, Métis and/or Inuit

✓ Do you consider yourself a Canadian?

Response	# Responses	% Responses
Yes	2,188	94%
No	63	3%
Not Sure	41	2%
I Prefer Not To Answer	24	1%

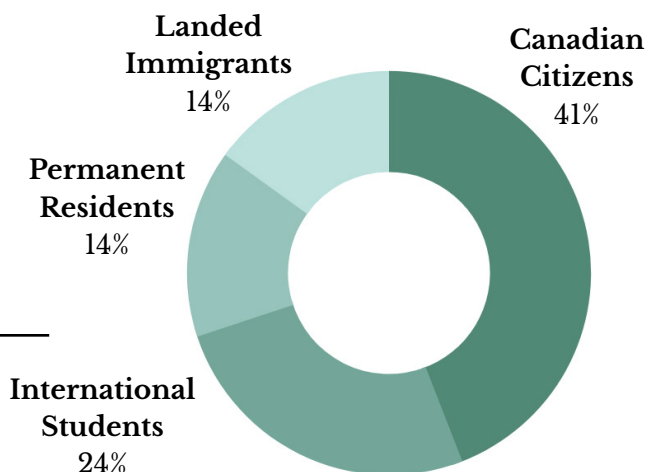
Most respondents identified as Canadian (94%) and 3% did not identify as Canadian

✓ Were you born in Canada?

Response	# Responses	% Responses
Born in Canada	2,177	94%
Born Outside of Canada	132	6%

1% Suppressed responses (n<10)

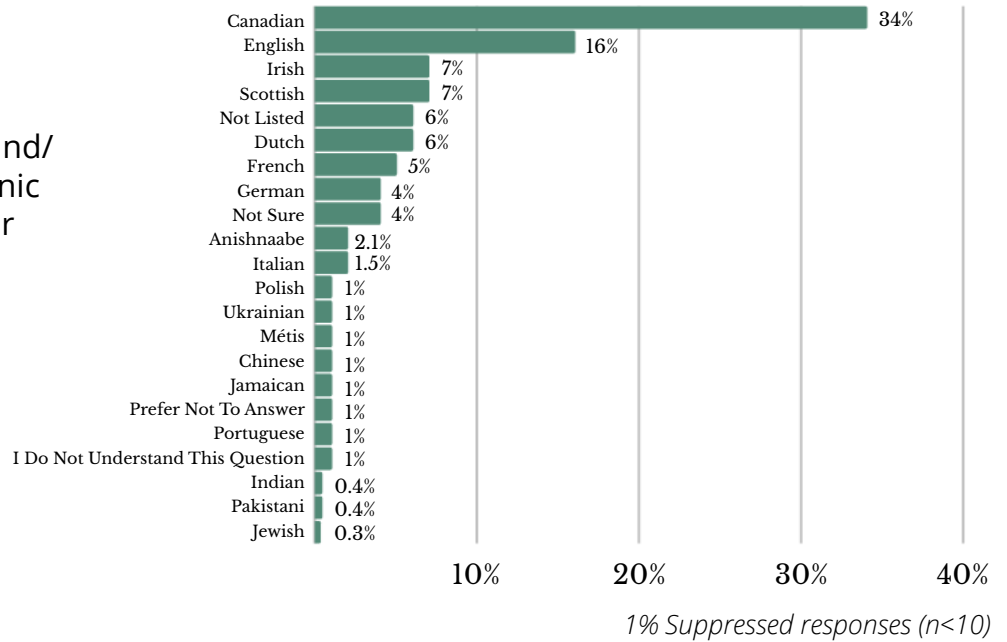
Of the respondents born outside of Canada, 41% are Canadian citizens, 24% are international students, 14% are landed immigrants and 14% are permanent residents.



✓ What is your ethnic or cultural origin(s)?
Specify as many ethnic or cultural origins as apply.

Ethnic groups have a common identity, heritage, ancestry, or historical past, often with identifiable cultural, linguistic and/or religious characteristics. Ethnic origin is a protected right under the *Ontario Human Rights Code*.

Canadian was the top ethnic or cultural origin indicated by respondents (34%)



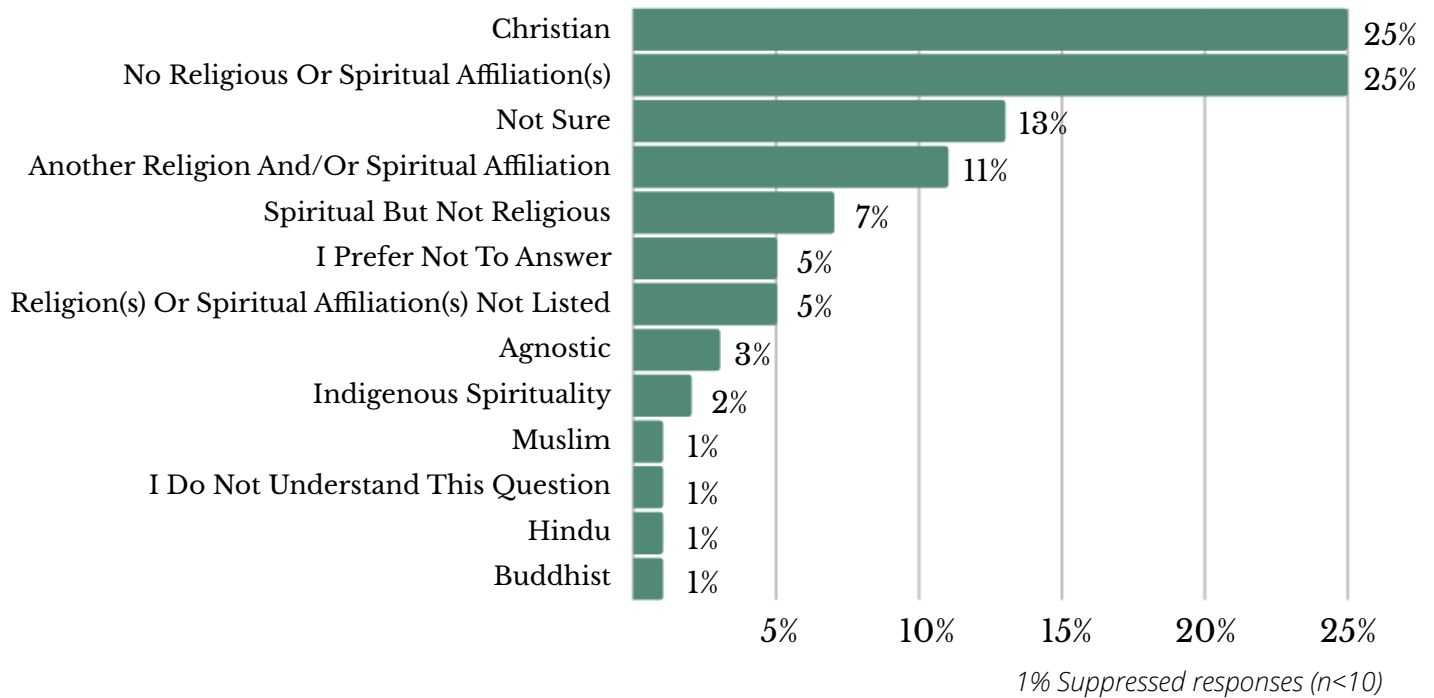
Other responses: African; African American; African Canadian; American; Arabic; Armenian; Assyrian; Australian; Austrian; Barbadian; Belgian; Bermudian; Chilean; Conglese; Cree; Croatian; Cuban; Czech Republic; Danish; Dominican; Eastern European; Egyptian; El Salvadoran; Estonian; European; Finnish; First Nations; Flemish; Frisian; German; Ghanian; Greek; Guatemalan; Hindu; Hispanic; Honduran; Hungarian; Indian; Iraqi; Israeli; Japanese; Jordanian; Kenyan; Kurdish; Lakota Sioux; Lebanese; Lenape (Lunaapeew); Malagasy; Malay; Maltese; Mamalilikulla First Nation; Mennonite; Mexican; Middle Eastern; Mohawk; Muslim; Navaho; Nepalese; Netherland; Nigerian; Norwegian; Ojibway; Palestinian; Puerto Rican; Punjabi; Romanian; Russian; Saulteaux (First Nations); Serbian; Slovakian; South African; South American; South Indian; Spanish; Swedish; Swiss; Syrian; Thai; Turkish; Ukrainian; Welsh; and West African.

✓ Which racial group(s) best describe(s) you? Select all that apply.

Response	# Responses	% Responses
White	1,811	74%
A Racial Group Not Listed	293	12%
First Nations	96	4%
Black	94	4%
I Prefer Not To Answer	58	2%
East Asian	44	2%
I Do Not Understand This Question	21	1%
Latino/Latina/Latinx	13	1%

Race is a term used to classify people into groups based principally on physical traits (phenotypes) such as skin colour. Racial categories are not based on science or biology but on differences that society has created (i.e. "socially constructed"), with significant consequences for people's lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings. ([Data Standards for the Identification and Monitoring of Systemic Racism - Glossary](#))

✓ What is your religion and/or spiritual affiliation? Select all that apply.



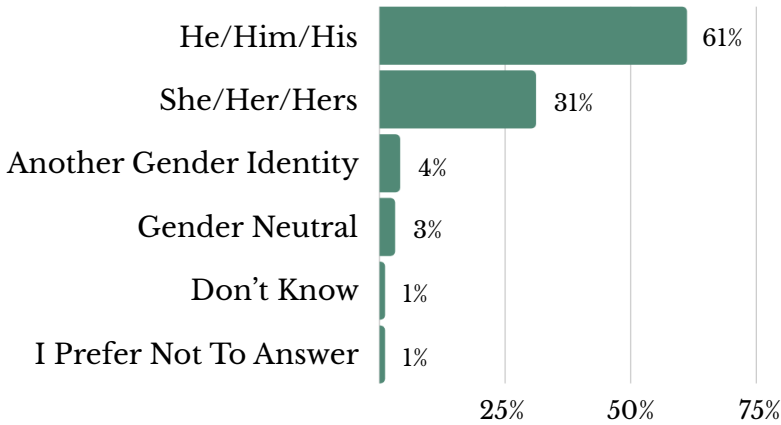
Of "Religion(s) or Spiritual Affiliation Not Listed," respondents indicated: Anti-Christian; Asatru; Eclectic Paganism; Egyptian and Greek Gods/Goddesses; Greek pantheo; Hellenism; Jehovah's Witness; Mennonite; Mormon; Norse; Omnist; Orthodox; Paganism; Polytheistic Pagan; Rodnovery (Slavic Native paganism); Satanist; Science; Theistic; Wiccan; and Witchcraft.

The LKDSB acknowledges each individual's right to follow or not to follow religious beliefs and practices, free from discriminatory or harassing behaviours, and is committed to taking all reasonable steps to provide religious accommodations to staff and students.

Read the ["Religious Accommodation Guideline."](#)



✓ What is your gender identity? Select all that apply.



There were more males (he/him/his) at **61%** than females (she/her/hers) at **31%**.

Approximately **4%** of students selected “Another Gender Identity” indicating that their sex assigned at birth did not align with their gender identity (responses included: Androgynous; Agender; She/they; Demi-girl; Demi-boy; Queer; and Bigender).

3% indicated “Gender Neutral”.

Based on LKDSB’s enrolment records, we know that this is not a comprehensive representation of gender identity within the LKDSB but instead reflects the gender identity of those who completed the Student Census. Rather, we know that LKDSB records reflect that of the total secondary student enrolment, it is close to an equal number of students who identify as male as those who identify as female. There is also a number of students who choose not to identify and who prefer to specify their gender identity.

The Ontario Human Rights Commission defines gender identity as, “each person’s internal and individual experience of gender. It is a person’s sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex (e.g. male, female, intersex).

For most people, their sex and gender identity align. For some, it does not. A person may be born male but identify as a woman, or born female but identify as a man. Other people may identify outside the categories of woman/man, or may see their gender identity as fluid and moving between different genders at different times in their life.” (Ontario Human Rights Commission, n.d.)

Your gender identity is how you experience and express yourself as a boy, a girl or neither, for example. “Questioning” means that a student is still wondering which gender identity applies to them. “I am not sure what this question is asking” means that an answer does not come to mind. It is different from and does not determine a person’s sexual orientation.

✓ What is your sexual orientation? Select all that apply.

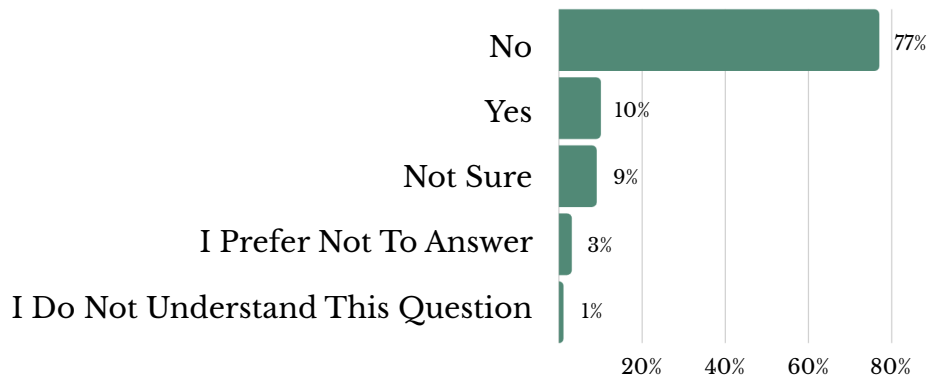
Response	# Responses	% Responses
Straight/Heterosexual	3,336	85%
Bisexual	185	6%
I Prefer Not To Answer	86	2%
Pansexual	68	2%
Not Sure	38	1%
A Sexual Orientation Not Listed	34	1%
Asexual	29	0.7%
Lesbian	28	0.6%
Questioning	21	0.5%
Gay	19	0.5%
I Do Not Understand This Question	19	0.5%
Queer	15	0.4%



“Sexual orientation” is a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay, to bisexual and heterosexual. Sexual orientation is different from gender identity, which is protected under the ground of “sex” (*Ontario Human Rights Commission*).

Sexual orientation classifies a person’s potential for emotional, intellectual, spiritual, intimate, romantic, and/or sexual interest in other people, often based on their sex and/or gender. We often use the term LGBTQ+ to be more inclusive of the diversity within sexual orientation and sexual identity, including asexual, bisexual, gay, lesbian, pansexual, queer and questioning, among other identities.

✓ Do you consider yourself to be a person with a disability(ies)?



10% of students indicated that they consider themselves to be a person with a disability

If yes, select all that apply.

Response	# Responses	% Responses
Learning Disability	109	27%
Mental Health Disability	68	17%
Addiction	38	9%
Autism Spectrum Disorder	33	8%
Any Disability Not Listed	28	7%
Pain	22	5%
Developmental Disability	20	5%
Speech Impairment	19	5%
Deaf Or Hard Of Hearing	18	4%
Physical Disability	17	4%
Blind Or Low Vision	13	3%
Not Sure	13	3%

The most prevalent disability was Learning Disability (27%)

3% Suppressed responses (n<10)

✓ With whom do you live?



79%

of respondents
live with 2
parents/guardians



20%

of respondents
live with 1 parent/
guardian

1% of respondents live on their



✓ Please check the highest level of education this person completed.
What is this parent/guardian's employment status?

Most caregivers attended
University (any level) or
College (**52-60%**)

20% indicated Elementary or
High School as the highest
level of education

16-19% answered Not Sure

Most caregivers
work full-time
(**61-68%**)

8-11% indicated
some self-
employment

✓ Do you have Internet access at home?

All respondents have internet access at home (100%)

The LKDSB understands the importance of equity and access to learning resources and devices, as well as Internet access, and this has been a key consideration in our planning for student learning and communicating with parents/guardians.

Almost half of students have a wireless connection at home (47%)
 11% have a fiber optic connection

If yes: What kind of Internet connection do you have at home? Check all that apply.

Response	# Responses	% Responses
Wireless Connection	888	40%
Not Sure	690	31%
Fibre Optic	197	9%
Cable TV Modem, Wireless Connection	71	3%
I Prefer Not To Specify	52	2%
Cable TV Modem	47	2%
Wireless Connection, Fibre Optic	47	2%
I Do Not Understand This Question	41	2%
Other	31	1%
Dial-Up Telephone Line, Cable TV Modem, Wireless Connection	29	1%
Dial-Up Telephone Line, Wireless Connection	15	1%
Dial-Up Telephone Line	13	1%

Graphics from www.vecteezy.com

4% Suppressed responses (n<10)

