

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD



Our Mission: "Inspiring our students to succeed and make a difference"
Our Vision: "We are leaders in providing quality learning experiences in our small school communities"
Our Values: "Caring, Fairness, Empathy, Responsibility, Honesty, Resilience, Respect, Perseverance and Innovation"
Our Motto: "Small schools make a difference"

Videoconference Site Locations

Superior-Greenstone District School Board (SGDSB) 12 Hemlo Drive, Marathon, ON
 Manitouwadge High School (MNHS) 200 Manitou Road W., Manitouwadge, ON
 Lake Superior High School (LSHS) Hudson Drive, Terrace Bay, ON
 SGDSB Learning Centre (SGDSBLC) 46 Salls Street, Red Rock, ON
 Geraldton Composite High School (GCHS) 500 Second Street West, Geraldton, ON

Regular Board Meeting 2018/03

A G E N D A

Monday, February 26, 2018 – 6:30 p.m.

Designated Site: Marathon Board Office, 12 Hemlo Drive, Marathon, ON

Board Chair: Pinky McRae

Acting Director: Cathy Tsubouchi

VC Sites: GCHS / LSHS / MNHS / SGDSBLC

Recorder: G. Christianson

PART I: Regular Board Meeting
 PART II: Committee of the Whole Board

Section (A): – (open to public): 6:30 p.m.
 Section (B) In-Camera: – (closed to public) TBA

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Furoy, Logan (Student)						McIntyre, Margaret					
Figliomeni, Kim						McRae, Pauline (Pinky)					
Groulx, Michael						Pelletier, Allison					
MacGregor, Aaron						Sabourin, Stanley					
Mannisto, Mark						Vallance, Greg					

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Tamblyn, David: <i>Director of Education</i>					
Tsubouchi, Cathy: <i>Superintendent of Business</i>					
Morden-Cormier, Nicole: <i>Superintendent of Education</i>					
Charles Bishop: <i>Assistant to the Director</i>					
Williams, Dianne: <i>Manager of Accounting Services</i>					
Paris, Marc: <i>Manager of Plant Services/Transportation</i>					
Demers, Linda: <i>Coordinator of Business Services</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Christianson, GerriLynn: <i>Administrative Assistant to Director</i>					

PART I: Regular Board Meeting

Section (A): – (open to public): 6:30 p.m.

2.0 Regular Meeting Call to Order

✓ *That, the Superior-Greenstone DSB
Regular Board Meeting on Monday,
February 26, 2018 be called to
order at _____ p.m.*

3.0 Approval of Agenda

✓ *That, the agenda for the Superior-Greenstone DSB
2018/03 Regular Board Meeting, February 26, 2018
be accepted and approved.*

4.0 Disclosures of Interest re: Open Session**5.0 Minutes: Board Meetings and Board Committee Meetings****5.1 Board Meetings**

✓ *That, the minutes of the following Board meeting be adopted:*
1. Regular Board Meeting 2018/02: January 22, 2018

[\(Attached\)](#)**5.2 Board Policy Review Committee: February 6, 2018**[\(Attached\)](#)

✓ *That, the Board accepts the recommendations outlined
in the Board Policy Review Committee minutes of
February 6, 2018 and approves as reviewed:*

- P-401 Consumption of Alcohol
- P-701 Employee Absence
- P-713 Legal Representation

*to be posted to the Board website with an implementation date
of October 24, 2017, and all of which shall supersede any previous policies.*

6.0 Business Arising Out of the Minutes**7.0 Delegations and/or Presentations****7.1 Excellence in Education: B.A. Parker Public School
Presentation entitled: Polar Pet Adoption Centre**

(Video Presentation
- Principal, Kathlyn Kennedy)

7.2 Update: Student Trustee Logan Furoy**8.0 Reports and Matters for Decision****8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)**

- | | |
|---|----------------------------|
| 8.1.1 Board Audit Committee | (C. Tsubouchi) |
| 8.1.2 Board Policy Review Committee | (M. McIntyre/D. Tamblyn) |
| 8.1.3 Native Education Advisory Committee | (S. Sabourin/D. Tamblyn) |
| 8.1.4 Occupational Health & Safety Committee | (M. Groulx / M. Paris) |
| 8.1.5 Parental Involvement Committee: Next on Jan 30/18 | (N. Morden-Cormier) |
| 8.1.6 Special Education Advisory Committee | (K. Figliomeni/D. Tamblyn) |

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: C. Tsubouchi
Business /Negotiations Chair: Michael Groulx

- 9.1 Report No.08
2017/2018 1st Interim Report (To Follow Under Separate Cover-
C. Tsubouchi)
- 9.2 Report No. 09
Enrolment as at October 31, 2017 ([Attached](#) – C. Tsubouchi)
- 9.3 Report No.10
By-Law 142 – Borrowing Capital Projects ([Attached](#) –C. Tsubouchi)

10.0 Reports of the Director of Education

Director of Education: David Tamblyn

- 10.1 Report No.11
Director's Monthly Report- February 2018 ([Attached](#) – D. Tamblyn)
- 10.2 Report No. 12
Proposed School Year Calendar 2017/2018 ([Attached](#) – D. Tamblyn)
*✓ That, the Superior-Greenstone DSB having received
Report No. 12: 2018/2019 School Year Calendar accepts
the proposed Calendar, and that, Administration is directed
to forward the proposed Calendar to the Ministry of
Education for its approval.*
- 10.3 Geraldton Hub/ Child Care Update (Power Point Presentation
– M. Paris/D. Tamblyn)

11.0 Reports of the Education Committee

Superintendent of Education: N. Morden-Cormier
Assistant to the Director of Education: C. Bishop
Education Chair: Margaret McIntyre

12.0 New Business

Board Chair: P. McRae

- 12.1 Board Chair
12.1.1 Correspondence: Ministry of Education ([Attached](#))
12.1.2 Correspondence: ETFO – Survey Results ([Attached](#))
- 12.2 Trustee Associations and Other Boards
- 12.3 Future Board Meeting Agenda Items

13.0 Notice of Motion

14.0 Observer Comments

(Members of the public limited to 2-minute address)

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) TBA.

15.0 Committee of the Whole Board (In-Camera Closed)

(Attached)

15.1 Agenda: Committee of the Whole Board – Closed

✓ *That, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at _____ p.m. and that this portion be closed to the public.*

15.2 Rise and Report from Closed Session

✓ *That, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at _____ p.m. and that this portion be open to the public.*

16.0 Report of the Committee of the Whole Closed Section B

- 16.1 ✓ *That, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted including the confidential minutes from the meeting held as:*
1. Regular Board 2018/02: January 22, 2018

16.2 **Other Recommendations from Committee of the Whole Closed Session**
(This section may be used as required coming out of closed session)

✓ *That, the Superior-Greenstone DSB adopt the following recommendations as related to the confidential reports, which include:*

- (list motions here which may apply)

17.0 Adjournment

✓ *That, the Superior-Greenstone DSB 2018/03 Regular Board Meeting, Monday, February 26, 2018 adjourn at _____, p.m.*

<u>2018 - Board Meetings</u>		
Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.		
Monday, March 26, 2018		
Monday, April 16, 2018	Monday, May 7, 2018 <i>*Special Board Meeting</i>	Monday, May 28, 2018 <i>*Designate Site: BEPS</i>
Monday, June 25, 2018 <i>*Designate Site: SGDSBLC</i>	Monday, July 16, 2018	Monday, August 20, 2018
Monday, September 24, 2018	Monday, October 22, 2018 <i>*Designate Site: LSHS</i>	Monday, November 19, 2018
Monday, December 3, 2018 (1:00 p.m.)		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2018/03

Committee of the Whole Board: Closed Session.

Monday, February 26, 2018

Designated Site: Marathon Board Room, 12 Hemlo Drive, Marathon, ON

A G E N D A

Board Chair: Pinky McRae

VC Sites: GCHS / LSHS / MNHS / SGDSBLC

Director: David Tamblyn

Recorder: G. Christianson

PART II: Committee of Whole Board – Closed

Section (B): In-Camera TBD.

- 1.0 Disclosure of Interest: re Closed Session (P. McRae)
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed) (P. McRae)
- 3.0 In-Camera (closed) Meeting Minutes
 - 1. Regular Board Meeting 2018-02: January 22, 2018 [\(Attached\)](#)
- 4.0 Personnel Item A (D. Tamblyn)
- 5.0 Personnel Item B (C. Tsubouchi/ D.Tamblyn)
 - 5.1.1 Personnel Item
 - 5.1.2 Personnel Item
- 6.0 Personnel Item C (C. Tsubouchi)

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

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 Geraldton Composite High School (GCHS) 500 Second Street West, Geraldton, ON

Regular Board Meeting 2018/02**MINUTES**

Monday, January 22, 2018 – 6:30 p.m.

Designated Site: Marathon Board Office, 12 Hemlo Drive, Marathon, ON

Board Chair: Pinky McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / SGDSBLC

Recorder: G. Christianson

PART I: Regular Board Meeting

Section (A): – (open to public): 6:30 p.m.

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 7:37 p.m.

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Furoy, Logan (Student)			x			McIntyre, Margaret	x				
Figliomeni, Kim		x				McRae, Pauline (Pinky)	x				
Groulx, Michael		x				Pelletier, Allison					x
MacGregor, Aaron		x				Sabourin, Stanley		x			
Mannisto, Mark			x			Vallance, Greg	x				

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Tamblyn, David: <i>Director of Education</i>	x				
Tsubouchi, Cathy: <i>Superintendent of Business</i>	x				
Morden-Cormier, Nicole: <i>Superintendent of Education</i>			x		
Charles Bishop: <i>Assistant to the Director</i>			x		
Williams, Dianne: <i>Manager of Accounting Services</i>	x				
Paris, Marc: <i>Manager of Plant Services/Transportation</i>			x		
Demers, Linda: <i>Coordinator of Business Services</i>	x				
Lucas, Jay: <i>Coordinator of Information Technology Services</i>	x				
Christianson, GerriLynn: <i>Administrative Assistant to Director</i>	x				

PART I: Regular Board Meeting

Section (A): – (open to public): 6:30 p.m.

2.0 Regular Meeting Call to Order**22/18**

Moved by: Trustee G. Vallance

Second: Trustee K. Figliomeni

✓ *That*, the Superior-Greenstone DSB Regular Board Meeting on Monday, January 22, 2018 be called to order at 6:46 p.m.

Carried**3.0 Approval of Agenda**

The agenda was amended to include item 9.3 to review report No. 07.

23/18

Moved by: Trustee K. Figliomeni

Second: Trustee M. Mannisto

✓ *That*, the agenda for the Superior-Greenstone DSB 2018/02 Regular Board Meeting, January 22, 2018 be accepted and approved as amended.

Carried**4.0 Disclosures of Interest re: Open Session**

There were no disclosures offered at this time.

5.0 Minutes: Board Meetings and Board Committee Meetings**5.1 Board Meetings****24/18**

Moved by: Trustee K. Figliomeni

Second: Trustee M. Mannisto

✓ *That*, the minutes of the following Board meeting be adopted:

1. Organizational and Regular Board Meeting 2018/01: December 4, 2017
2. Special Board Meeting 2018/01: December 11, 2017

Carried**6.0 Business Arising Out of the Minutes**

There was no business arising from the minutes.

7.0 Delegations and/or Presentations**7.1 Excellence in Education: Manitouwadge Public School**

Principal Jody Kuczynski provided an introduction of the students Gabriel, Haley, Jena and Kiley who assisted with the presentation. The Manitouwadge Public School presentation entitled "We are Important, We are Valued, We are MPS" included highlights of the activities that have taken place so far this year. As a result of the information received from the tell them from me survey, students have been working on activities that help everyone feel a sense of belonging to the school community. Students have been working on a number of projects to enhance their community both locally and worldwide community. Some of the activities include shoreline clean up, working with MNR to help stock the local lakes with fish, and a trip to Pukaskwa National Park to learn about Indigenous culture.

8.0 Reports and Matters for Decision**8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)****8.1.1 Board Audit Committee**

The next meeting date has not yet been scheduled.

8.1.2 Board Policy Review Committee

Trustee M. McIntyre advised that the January 6 meeting was cancelled. The next meeting is scheduled for February 6, 2018.

8.1.3 Native Education Advisory Committee

D. Tamblyn advised that Nancy O'Donnell will begin her role as Indigenous Lead on February 5, 2018. The next NEAC meeting date is not yet scheduled.

8.1.4 Occupational Health & Safety Committee

Trustee M. Groulx advised that the next meeting is on January 24, 2018 in Terrace Bay.

8.1.5 Parental Involvement Committee:

The next PIC meeting is on January 30, 2018. Dr. Chris Musquash will be providing a presentation regarding the importance of nutrition and self-care. All trustees and parent council members are invited to attend.

8.1.6 Special Education Advisory Committee

The meeting was held on January 16, 2018. At the meeting a presentation was provided by Children's Centre Thunder Bay regarding coordinated service planning. The next meeting is February 13, 2018.

9.0 Reports of the Business / Negotiations Committee

*Superintendent of Business: C. Tsubouchi
Business /Negotiations Chair: Michael Groulx*

9.1 Report No. 04: 2017/2018 Internal Review Proposal

Manager of Accounting Services, Dianne Williams, reviewed her report and advised that the Internal Review entails an audit of schools' enrolment registers, cash handling and inventory as per Policy 305.

25/18

Moved by: Trustee M. McIntyre

Second: Trustee M. Mannisto

✓ That, having received Report No. 04: 2017-2018 Internal Review Proposal, the Superior-Greenstone DSB approves the proposal as presented.

Carried

9.2 Report No. 05: Board Estimate Process for 2018-2019

Superintendent of Business Cathy Tsubouchi, reviewed the report and provided an outline of the process that will be followed to achieve a final budget for 2018-2019.

26/18

Moved by: Trustee S. Sabourin

Second: Trustee K. Figliomeni

✓ That, having received Report No. 05: Board Estimate Process for 2018-2019, the Superior-Greenstone DSB accepts the proposal as presented.

Carried

9.3 Report No. 07 Additional Staff Increase 2017/2019

C. Tsubouchi provided a detailed review of the report. She advised that on November 30, 2017, the Ministry announced funding to support the hiring of an Experiential Learning Coordinator. The Coordinator will provide board-level leadership, direction and support to deepen implementation of schools' education and career/life planning programs and the

expansion of community-connected experiential learning for Kindergarten to Grade 12, and adult learners. The report outlined the recommendation to hire a 0.5 FTE Experiential Learning Coordinator until June 30, 2018.

27/18

Moved by: Trustee G. Vallance

Second: Trustee M. McIntyre

✓ **That**, That, the Superior-Greenstone DSB having received Report No.: 07 Additional Staffing for 2017/2018 approves the addition of staff as presented.

Carried

10.0 Reports of the Director of Education

Director of Education: David Tamblyn

- 10.1 Report No.06 Director's Monthly Report- January 2018
Director David Tamblyn provided highlights from his report.

11.0 Reports of the Education Committee

Superintendent of Education: N. Morden-Cormier

Assistant to the Director of Education: C. Bishop

Education Chair: Margaret McIntyre

No Reports

12.0 New Business

Board Chair: P. McRae

- 12.1 Board Chair
12.1.1 Correspondence: Halton District School Board
The letter was reviewed for information purposes.
- 12.2 Trustee Associations and Other Boards
Trustees are attending the Public Education Symposium on January 25 - 27, 2018.
- 12.3 Future Board Meeting Agenda Items
Nil

13.0 Notice of Motion

Nil

14.0 Observer Comments

Nil

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 7:37 p.m.

15.0 Committee of the Whole Board (In-Camera Closed)

- 15.1 Agenda: Committee of the Whole Board – Closed

28/18

Moved by: Trustee G. Vallance

Second: Trustee M. McIntyre

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 7:37 p.m. and that this portion be closed to the public.

Carried

15.2 Rise and Report from Closed Session**29/18***Moved by: Trustee K. Figliomeni Second: Trustee M. McIntyre**✓ That, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:54 p.m. and that this portion be open to the public.*Carried**16.0 Report of the Committee of the Whole Closed Section B****16.1 30/18***Moved by: Trustee K. Figliomeni Second: Trustee M. Mannisto**✓ That, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted including the confidential minutes from the meeting held as:*

- 1. Regular Board 2018/01: December 04, 2017*
- 2. Special Board 2018/01: December 11, 2017*

Carried**17.0 Adjournment****31/18***Moved by: Trustee G. Vallance Second: Trustee M. Mannisto**✓ That, the Superior-Greenstone DSB 2018/02 Regular Board Meeting, Monday, January 22, 2018 adjourn at 8:55, p.m.*Carried

<u>2018 - Board Meetings</u>		
<i>Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.</i>		
Monday, January 22, 2018	Monday, February 26, 2018	Monday, March 26, 2018
Monday, April 16, 2018	Monday, May 7, 2018 <i>*Special Board Meeting</i>	Monday, May 28, 2018 <i>*Designate Site: BEPS</i>
Monday, June 25, 2018 <i>*Designate Site: SGDSBLC</i>	Monday, July 16, 2018	Monday, August 20, 2018
Monday, September 24, 2018	Monday, October 22, 2018 <i>*Designate Site: LSHS</i>	Monday, November 19, 2018
Monday, December 3, 2018 (1:00 p.m.)		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2018/02

Committee of the Whole Board: Closed Session.

Monday, January 22, 2017

Designated Site: Marathon Board Room, 12 Hemlo Drive, Marathon, ON

T O P I C S

Board Chair: Pinky McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / SGDSBLC

Recorder: G. Christianson

PART II: Committee of Whole Board – Closed

Section (B): In-Camera 7:37 p.m.

- 1.0 Disclosure of Interest: re Closed Session
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed)
- 3.0 In-Camera (closed) Meeting Minutes
 - 1. Regular Board Meeting 2018-01: December 4, 2017
 - 2. Special Board Meeting 2018-01: December 11, 2017
- 4.0 Personnel Issue B
- 5.0 Update: Executive Compensation
- 6.0 Personnel Issue A

Regular Board Meeting 2018-02

Monday, January 22, 2018

M I N U T E S

APPROVED THIS _____ DAY OF _____, 2018

SECRETARY

CHAIR

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Board Policy Review Committee
Teleconference Meeting – Marathon, ON

Tuesday, February 6, 2018 @ 6:30 p.m.

MINUTES

Members	Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Aaron MacGregor		X				Michael Groulx		X			
Allison Pelletier		X				Kim Figliomeni (Alternate)		X			
Margaret McIntyre	X					*Stanley Sabourin (Alternate)					X
Mannisto, Mark					X	McRae, Pinky (Ex-Officio)		X			

Administration Resource Members	OS	TC	VC	A	R
David Tamblyn: <i>Director of Education</i>	X				
Cathy Tsubouchi: <i>Superintendent of Business</i>	X				
Charles Bishop: <i>Assistant to the Director</i>		X			
Nicole Morden-Cormier: <i>Superintendent of Education</i>	X				
Marc Paris, <i>Manager of Plant Services</i>		X			
Annick Brewster. <i>Principal MNHS</i>					X
Jay Lucas, <i>Coordinator of Information Technology</i>	X				
GerriLynn Christianson: <i>Recorder</i>	X				

1.0 Review and Approval of Minutes: October 3, 2017

Moved: Trustee A. Pelletier

Second: Trustee A. MacGregor

That, the Board Policy Review Committee minutes of October 3, 2017 be approved.

Carried

2.0 Business Arising from Minutes: October 3, 2017**Stakeholder Reviews**

The following policies were posted for stakeholder review for the period October 4 through December 2, 2017. No stakeholder feedback was received on the policies noted below.

P-401 Consumption of Alcohol

P-701 Employee Absence

P-713 Legal Representation

Action: Submit P-401, P-701 and P-713 for Board approval on February 26, 2018.

3.0 Reviews: New/Existing Policies

P-530 Administration of First Aid

P-901 Blood Borne Pathogens (HIV/AIDS/Hepatitis B & C)

P-602.1 Student Acceptable Use of Technology

P-602.2 Employee Acceptable Use of Technology

P-608 Computer Network Security

The above policies were presented to the Board Policy Review Committee. There were no additional revisions noted.

Action: Submit P-530, P-901, P-602.1, P-602.2, and P-608 for stakeholder review on February 7, 2018.

4.0 List All Policies to be Referred for Stakeholder Review as of February 7, 2018

P-530 Administration of First Aid
P-901 Blood Borne Pathogens (HIV/AIDS/Hepatitis B & C)
P-602.1 Student Acceptable Use of Technology
P-602.2 Employee Acceptable Use of Technology
P-608 Computer Network Security

5.0 List All Policies to Refer to Board for Approval on February 26, 2018

P-401 Consumption of Alcohol
P-701 Employee Absence
P-713 Legal Representation

7.0 2018 Meeting Schedule

March 6, 2018 at 6:30 pm
April 3
June 5
September 4
October 2
November 6

8.0 Adjournment

Moved: Trustee M. Groulx Second: Trustee A. MacGregor
That, the Board Policy Review Committee Meeting of February 6, 2018 adjourn at 6:49 p.m.

Carried

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section FACILITIES & GROUNDS

Policy Name CONSUMPTION OF ALCOHOL

401

Board Approved: _____
 September 18, 2012
 March 12, 1999

Reviewed: September 4, 2012
 October 26, 2007
 October 28, 2002

Review By: December 2022
~~December 2017~~

POLICY

The Superior-Greenstone District School Board recognizes the potential adverse effects of the consumption of alcohol.

PROCEDURES**1.0 Board-Owned Facilities**

Except as authorized by the Board pursuant to section 3.0 of this policy the Board prohibits the serving, consumption, possession and/or sale of alcoholic beverages in any Board-owned facility or on grounds attached thereto.

2.0 Field Trips, Etc.

The use of alcohol during field trips or any other Board sponsored activity involving students is forbidden.

3.0 Community Schools

Where a school has been identified by the Board as a “community school”, a community group wishing to use the school for an event may seek permission from the Board to obtain a liquor license for the event at the community school provided no liquor is served to minors during the proposed event. No such license will be obtained and no liquor will be served at the school without the written permission of the Board. Additionally, no liquor will be served at the school during the regular school day. In granting such permission, the Board may impose any restrictions it deems appropriate.

A “community school” is defined as a school in which a Joint Use Agreement was in place from the predecessor board (pre-amalgamation).

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section PERSONNEL

Policy Name EMPLOYEE ABSENCE

701

Board Approved:

February 22, 2012
March 12, 1999

Reviewed:

January 30, 2012
October 17, 2006

Review By:

December 2022
~~December 2017~~

POLICY

The Superior-Greenstone District School Board expects all employees to be punctual and diligent in their attendance to their assigned duties.

PROCEDURES**1.0 Permission for Absence**

An employee of the Board may make a personal request to his/her immediate supervisor for permission to be absent from his/her usual place of work.

2.0 Approved Absence

It is expected that, prior to any absence, the employee personally advise his/her immediate supervisor of the reason(s) for the particular request for absence.

3.0 Unapproved Absence

Unapproved employee absence may be subject to appropriate salary or wage deduction or other disciplinary measures.

4.0 Punctuality

Punctuality is a basic expectation for every employee. Any failure to report for assigned duties at the appointed hour should be explained by the employee to his/her immediate supervisor.

5.0 Continued Failure to be Punctual

Continued and/or frequent failure to be punctual may result in reprimand or other disciplinary measures.

6.0 Management Rights

All employees should be aware that the Board has and will exercise its basic management rights with regard to employee attendance and punctuality.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section PERSONNEL

Policy Name LEGAL REPRESENTATION

713

Board Approved:

February 22, 2012
December 10, 1999

Reviewed:

January 30, 2012
November 21, 2006

Review By:

December 2022
~~December 2017~~

POLICY

It is the policy of the Superior-Greenstone District School Board that the Director of Education must approve all matters requiring professional legal assistance or designate, before referral is sought.

RATIONALE

There are occasions when expert legal advice is necessary to assist in resolving very complex and technical problems.

PROCEDURES**1.0 Fee for Service**

If any solicitor or firm, of solicitors is so engaged, they will be recompensed on a fee-for-service basis.

2.0 Implementation Procedures

- 2.1 If an employee deems legal representation is necessary, contact your Superintendent, or, if she/he is not available, the Director of Education should be contacted.
- 2.2 Briefly outline the matter to the Superintendent.
- 2.3 The Superintendent will decide if the matter requires legal representation. If the matter does not require legal representation, the Superintendent will provide the necessary information to allow the matter to be resolved.
- 2.4 If the matter is deemed to require legal representation, the Superintendent, in consultation with the Director of Education will engage a solicitor to contact the employee directly, and continue until the matter is resolved. All engagements must be confirmed in writing (this does not preclude a verbal engagement, but any verbal engagement must be followed by a written confirmation).
- 2.5 A copy of each referral will be forwarded to the Director's ~~executive secretary~~ **Administrative Assistant**, who will keep a record of each legal engagement. Such a record will include:
 - a) the date of engagement;
 - b) authorizing official;
 - c) brief description of the matter;
 - d) the date of completion;
 - e) the cost.

- 2.6 The Director files a report in December on the year's activities with respect to use of legal firms.

3.0 Review

The Director of Education will review this policy every two years to ascertain if amendments are necessary.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Date: February 26, 2018

TO: Chair and Members of the Superior-Greenstone District School Board of Trustees
FROM: Logan Furoy, Student Trustee
SUBJECT: Student Senate Meeting

Student Senate Meeting

Our Student Senate meeting was held on February 15, 2018 at 1:00 PM and was adjourned at 2:15 PM. The purpose of this meeting was to reconnect with Mrs. Lemieux to see how our progress has been since the Leadership Camp and for her to answer any questions that we may have about how to be an effective leader. Mrs. Lemieux also brought along six of her student leaders from her own school. Those six students each told their story about how they become a student leader and for how long they have been involved in student leadership in their own school. The six students also answered questions and gave examples of good ideas and events that they have in their school. This meeting with Mrs. Lemieux and her student leaders was met with very positive feedback from all of the student senators. We are all looking forward to implementing her teachings and ideas into our own schools. In doing so, our student senators hope to not only have school activities for fun, but to have school activities to build community.

Terrace Bay Public School

Terrace Bay Public School reported that they held a bake sale to support student council. What was left over from the bake sale was donated to the seniors in the Terrace Bay nursing home. The students also made cards for the seniors and visited the nursing home.

George 'O'Neil Public School

The Student Senators reported that they had a Candy Heart Jar where people payed a dollar to guess how many candies were in the jar. They were unsure of where the proceeds were going after the game concluded. Furthermore, it was also reported that the grade 4 – 6 class wrote and recorded a song about youth homelessness in partnership with the Push for Change movement. The class also released a music video.

BA Parker

The student council of BA Parker reported that they hosted and ran a dance for their school. Their purpose was to raise money to go on a school trip for the Grade 7 – 8 class. The dance brought in \$300 for their goal.

Manitowedge Public School

The student senators in Manitowedge Public School reported that their school raised money for the cancer society by selling valentines candy grams.

Nip Rock High School

Nip Rock High School reported that they had a spirit week the week before Christmas Break in their school. Each day they asked the students and staff to wear something different to boost the school community. The order of days that they had were as followed: Pajama Day, Blue and White Day, Green and Red Day, Christmas Sweater Day, and Plaid Day. All of these days were very successful. The Student Council also organized a Gingerbread house making contest and a bunch of separate activities in the different classes. One such activity was a checkers and chess tournament that the student council brought together and organized. Furthermore they sold candy grams to all of the students.

The Student Council is also planning future events in Nip Rock High School. They have upcoming plans to have Easter Egg Hunt and plans for Earth Day.

Geraldton Composite High School

GCHS student council held a Valentine's Day bake sale to raise money for this year's prom.

Nakina Public School

For random acts of kindness week the Nakina Student made a board of positive statements to spread goodwill and cheer.

Margorie Mills Public School

Margorie Mills Public School started selling candy grams in order to begin working to pay off debt from their We Day trip. In doing so, they hope to learn valuable life skills in responsibility and reliability. Furthermore, they had a wear Red, White, and Pink day to build school spirit and community.

Lake Superior High School

The Lake Superior Student Senators reported that they painted several different murals in their school, each representing a different topic. For example, one such mural was painted to be inspirational. The goal in painting these murals was to add more colour into the school and to teach the students the value of working together to create something that will last a lifetime.

February Monthly Challenge

Over the past couple months, since the start of this year's Student Senate, I have been issuing Monthly Challenges for the student senators to bring back to their school and fulfil. Each of these challenges are designed to test the student's leadership abilities as well as having a positive change in their school. For the month of February, I introduced the challenge of "Staff Appreciation" because our staff members are the ones that make everything possible. The teachers are the ones who educate us and they are the ones who push us to be the best students we can be. But "Staff Appreciation" is not just about the teachers, it is also about the custodians, the secretaries, the principals, and the educational assistants. It takes the every single staff member to ensure that our school runs great and that our students get the best education possible. With that being said, the month of February is the month that the Student Senators honour our staff. I hope to report on what all of the students do to fulfil this month's challenge.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No: 08

Date: February 26, 2018

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: Cathy Tsubouchi, Superintendent of Business

SUBJECT: 2017/2018 1st Interim Report

STRATEGIC PRIORITY: Responsible Stewardship of Resources

Background

As outlined in a Report to the Board in September 2017, the purpose of the interim financial reports is to provide management and the Board of Trustees with a clear understanding of the status of the current year's budget versus actual expenditures to date, and an outlook for the remainder of the year.

Current Situation

The attached report covers the period from September 1 to November 30, 2017 and is the first report for the 2017/2018 school year.

Administrative Recommendations

The report entitled, 2017/2018 1st Interim Report is presented to the board for information.

Respectfully submitted,

Cathy Tsubouchi
Superintendent of Business

SUPERIOR-GREENSTONE DSB
2017-18 Interim Financial Report

For the Period Ending November 30, 2017

Summary of Financial Results

	Estimates	Forecast	In-Year Change	
			\$	%
Revenue				
Operating Grants	28,346,037	28,019,049	(326,988)	(1.0%)
Capital Grants	6,478,318	6,962,778	484,460	18.9%
Other	6,101,251	5,910,992	(190,259)	(3.2%)
Total Revenue	40,925,606	40,892,819	(32,787)	(0.1%)
Expenditures				
Classroom	26,990,461	26,473,192	(517,269)	(2.0%)
Other Operating	2,899,986	2,826,763	(73,223)	(2.6%)
Transportation	1,826,244	1,823,032	(3,212)	(0.2%)
Pupil Accomodation	8,884,740	9,500,521	615,781	6.5%
Other	581,598	668,898	87,300	13.1%
PSAB Adjustments	9,880	(123,662)	(133,542)	108.0%
Total Expenditures	41,192,909	41,168,744	(24,165)	(0.06%)
In-Year Surplus (Deficit)	(267,303)	(275,925)	(8,622)	3.1%
Prior Year Accumulated Surplus (Deficit)	2,666,161	2,666,161	-	0.0%
Accumulated Surplus (Deficit) for Compliance	2,398,858	2,390,236	(8,622)	(0.4%)

Note: Forecast based on year-to-date actuals up to November 30, 2017.

Changes in Revenue

- Operating Grants down due to the decline in enrolment
- Other revenue decreased due to lower tuition fees from decreased enrolment for Other Pupils of the Board
- Capital grants include amortization of DCC which has increased due to funding for more projects This offsets depreciation.

Change in Expenditures

- Pupil Accomodation increased due to higher amortization projected due to increased capital grants.
- Classroom and Other expenses adjusted do to grant and tuition shortfall.

Change in Surplus/Deficit

- For compliance purposes, we are projecting a deficit of \$275,925 which is a minor variation from Budget.

Risks & Recommendations

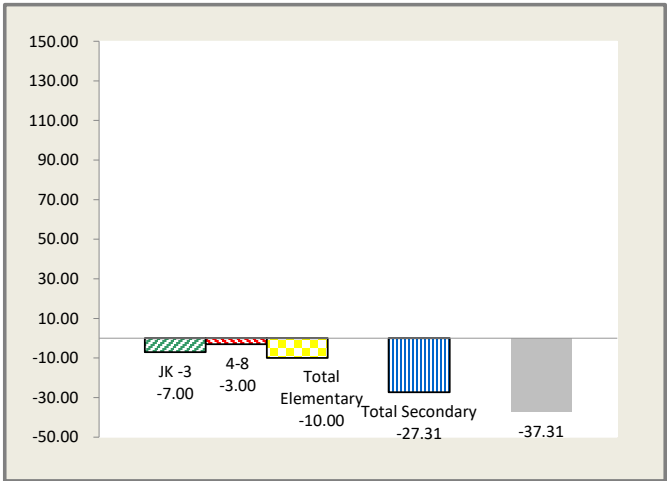
- Retirement payments are being funded from our current grants.

Summary of Enrolment

	Estimates	Forecast	In-Year Change	
			#	%
ADE				
Elementary				
JK -3	393.00	386.00	- 7.00	-1.8%
4-8	385.00	382.00	- 3.00	-0.8%
Total Elementary	778.00	768.00	- 10.00	-1.3%
Secondary <21				
Pupils of the Board	569.42	550.63	- 18.79	-3.3%
Other Pupils	127.40	118.88	- 8.52	-6.7%
Total Secondary	696.82	669.51	- 27.31	-3.9%
Total	1,474.82	1,437.51	- 37.31	-2.5%

Note: Forecast is based on October 31st count date

Changes in Enrolment: Budget v. Forecast



Highlights of Changes in Enrolment:

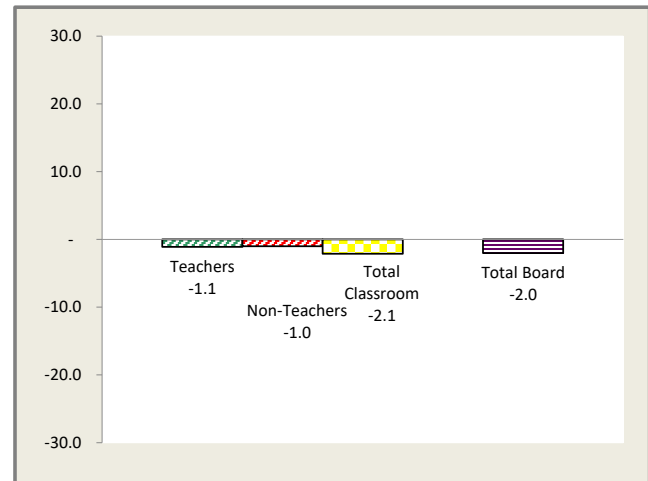
- Total board enrolment is down 37.31 ADE.

Summary of Staffing

FTE	Estimates	Forecast	In-Year Change	
			#	%
Classroom				
Teachers	135.9	134.8	- 1.1	-0.8%
Non-Teachers	130.7	129.7	- 1.0	-0.8%
Total Classroom	266.6	264.5	- 2.1	-0.8%
Non-Classroom	61.7	61.8	0.1	0.2%
Total	328.3	326.3	- 2.0	-0.6%

Note: Forecast as of October 31, 2017.

Changes in Staffing: Budget v. Forecast



Highlights of Changes in Staffing:

- Teachers down 1.1 due to some postions not yet filled for second semester.
- Non-teachers is down 1.0 FTE due to Indigenous Lead not being filled;

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD*"Inspiring our students to succeed and make a difference"***Report No:** 09**Date:** February 26, 2018

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: Cathy Tsubouchi

SUBJECT: Enrolment Summary as of October 31, 2017

STRATEGIC**PRIORITY:** Responsible Stewardship of Resources**Current Situation**

The enrolment as of October 31, 2017 is summarized below:

ELEMENTARY SCHOOLS	BUDGET FTE Oct. 31, 2017	ACTUAL FTE Oct. 31, 2017	VARIANCE	note
B.A. Parker Public School	140.00	135.00	-5.00	
Beardmore Public School	25.00	21.00	-4.00	
Dorion Public School	49.00	46.00	-3.00	
George O'Neill Public School	123.00	130.00	7.00	
Manitouwadge Public School	42.00	36.00	-6.00	
Margaret Twomey Public School	200.00	204.00	4.00	
Marjorie Mills Public School	64.00	57.00	-7.00	
Nakina Public School	18.00	17.00	-1.00	
Schreiber Public School	52.00	51.00	-1.00	
Terrace Bay Public School	65.00	71.00	6.00	
Total Elementary Enrolment	778.00	768.00	-10.00	
SECONDARY SCHOOLS	BUDGET FTE Oct. 31, 2017	ACTUAL FTE Oct. 31, 2017	VARIANCE	note
Geraldton Composite High School	200.00	205.50	5.50	
Lake Superior High School	94.75	86.00	-8.75	1
Manitouwadge High School	84.00	82.75	-1.25	
Marathon High School	180.75	169.00	-11.75	
Nipigon Red Rock High School	151.75	144.00	-7.75	
Total Secondary Enrolment	711.25	687.25	-24.00	
Total Board Enrolment	1489.25	1455.25	-34.00	

Notes:

- Actual enrolment number includes 1.00 FTE high credit.

Administrative Summary

That the report entitled *Enrolment Summary as of October 31, 2017* is presented to the Board for information.

Respectfully submitted,
Cathy Tsubouchi, Superintendent of Business and Treasurer

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

BY-LAW No. 142

A By-Law to authorize the borrowing of two million dollars (\$2,000,000.00).

WHEREAS the total amount of receivable under the new school condition improvement initiative from the Ministry at August 31, 2017 is Two Million, Five Hundred and Eighteen Thousand, Eight Hundred and Forty Dollars (\$2,518,840.00) and the total amount of receivable the greenhouse gas reduction initiative from the Ministry at August 31, 2017 is One Million, Eighty-eight Thousand, and Seventy Dollars (\$1,080,070.00);

AND WHEREAS the Superior-Greenstone District School Board deems it necessary to borrow up to the sum of Two Million Dollars (\$2,000,000.00) to meet interim financing requirements, until the new school condition and greenhouse gas reduction funding has been received.

NOW THEREFORE BE IT RESOLVED

THAT the Secretary and Treasurer are hereby authorized to borrow on behalf of the Superior-Greenstone District School Board from TD Canada Trust a sum or sums not exceeding Two Million Dollars (\$2,000,000.00) and to give on behalf of the Board, to the said Bank a promissory note or notes signed by the Secretary, Treasurer and/or Manager of Accounting Services for the monies so borrowed with interest which rate shall be as notified by the Bank to the Treasurer from time to time.

THAT all sums borrowed pursuant to the authority of this resolution in this year and in any future year from the said bank for the aforesaid purposes shall, with interest thereon, be a charge upon the new school condition and greenhouse gas reduction funding of the Board as and when such funds are received.

THAT the Treasurer is hereby authorized and directed to apply in payment of all sums borrowed as aforesaid, together with interest thereon, all of the monies hereafter collected or received either on account or realized in respect of the taxes levied for the current year and preceding years, or from any other source, which may lawfully be applied for such purposes.

THAT all sums borrowed pursuant to the authority of this resolution shall be repaid no later than May 31, 2018.

Read a First, Second and Third Time, this **26th** day of **February, 2018**.

Chair

Secretary to the Board

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring our students to succeed and make a difference"

Report No: 11

Date: February 26, 2018

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: David Tamblyn, Director of Education

SUBJECT: Director's Monthly Report – February 26, 2018

STRATEGIC

PRIORITY: Student Achievement, Building Relationships, Stewardship of Resources

1. 2018-2023 Strategic Plan

The Director of Education has continued to gather input from stakeholders on the 2018-2023 Board Strategic Plan. Since the last update the Director has met with staff from George O'Neill Public School, Board office staff as well as the System Leads. From the sessions, four strategic priorities have emerged; Student Achievement, Well Being, Building Relationships and Social Responsibility. The sessions have been very successful in capturing the ideas of staff and communicating a vision for the future. The next step is to flesh out the specific strategies that will enable us to fulfill the priorities and how that will be measured. On March 2nd there will be a follow-up meeting with the System Leads to carry out the next steps.

2. Geraldton Day Care and GCHS Stakeholder Consultation

On Thursday February 22nd, Director of Education David Tamblyn, Indigenous Education Lead Nancy O'Donnell, Plant Services Manager Marc Paris and Architect Ian Hill met with various stakeholder groups to discuss the proposed renovations at BAPS and GCHS. The stakeholder groups included staff, students and parents. The team met with members of the local indigenous community over dinner to discuss the project, particularly as it pertains to the proposed culture room. Following the dinner the discussion was opened up to the wider parent community to hear their input. The input received from the various stakeholder groups will be considered as a final proposal is finalized.

3. Supply Teacher Recruitment

In response to a shortage of supply teachers across our district, Human Resources Officer Valerie Nakani, together with Charles Bishop and Hillary Freeburn attended a Career Fair hosted by Lakehead University. This is the first time in a number of years SGDSB has taken part in a career fair and the early indications are that it was a great success. As well as operating a booth, the trio conducted 20 interviews with students enrolled in the University's Faculty of Education. Three successful candidates have already indicated they will be relocating to Geraldton to begin supply teaching.

Recruiting qualified French Teachers is of particular concern not only in our district but also in School Boards across the province. It is for this reason Valerie also attended a career fair at the University of Nipissing where there is a French Language program. Unfortunately her recruitment efforts were not as successful as they were at Lakehead. Students in North Bay seem more inclined to find jobs in Southern Ontario.

4. Perimeter Institutes Power of Ideas Exhibition

Melissa Laukkanen teaches physics at Nipigon Red Rock District High School and she has recently been working with officials from the Perimeter Institute to offer a very exciting opportunity for students from grades 5-12. The Perimeter Institute of Theoretical Physics has chosen NRHS to be a presentation site for The Power of Ideas Tour. This is an interactive exhibit that is equivalent to having the science center come to your school. The school will be hosting the event April 20th and are inviting neighbouring schools to take part in this exciting opportunity. Bussing costs will be covered by the Perimeter Institute.

Founded in 1999 in Waterloo, Ontario, The Perimeter Institute's mission is to advance our understanding of the universe at the most fundamental level, stimulating the breakthroughs that could transform our future. Perimeter also trains the next generation of physicists through innovative programs, and shares the excitement and wonder of science with students, teachers and the general public. For some more information you can access the video below.

<https://www.youtube.com/watch?v=qzLGO-eulQc&feature=youtu.be>

5. Vive Le Quebec

On February 4th, 12 grade 9 FSL students from the 5 Superior-Greenstone District School Board high schools embarked on a journey to Quebec City for 5 days and 4 nights. The purpose of the trip was to enable students in secondary FSL programs to put their learning to use; to increase their confidence by speaking with unfamiliar people and in unfamiliar contexts. They also learned hands-on the French (colonist) history. Students also experienced French culture, outside of their own communities. Amongst the activities students visited the Musée des Plaines d'Abraham, went to the Assemblée National, and they participated in the Carnaval de Quebec. Students are working on recording their learning and will be preparing a slideshow to share.

Administrative Recommendation:

The report entitled, Director's Monthly Report – February 26, 2018 No.11 is presented to the board for information.

Respectfully submitted:

David Tamblyn
Director of Education

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring our students to succeed and make a difference"

Report No.: 12
Date: February 26, 2018

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: David Tamblyn, Director of Education

SUBJECT: Proposed School Year Calendar 2018-2019

**STRATEGIC
PRIORITY:** Student Achievement and Well-Being

Background:

The Board Administration in consultation with its constituent stakeholders including parents, School Councils, Parent Involvement Committee, local branch affiliates of teachers' federations, unions, ratepayers, other members of the community and coterminous and neighbouring boards have developed its 2018-2019 School Year Calendar.

Regulation 304, School Year Calendar, Professional Activity Days sets the requirements for preparation and submission of school year calendars to the ministry. With the amendment of *Regulation 304*, school boards are now required to designate three PA days per school year. The authority for boards to designate up to an additional four PA days per school year remains unchanged. The requirement for every school year to include a minimum of 194 school days also remains unchanged. As a result, the minimum number of instructional days per school year is 187 and the total maximum number of possible PA days per school year is seven.

Two PA days are to be used for assessment and completion of report cards at the elementary level. The PA dates are to be determined by each board. The remaining school days shall be instructional days. Under PPM 151 Boards must ensure the two mandatory PA days are devoted to provincial education priorities. One PA day must be devoted to the provincial priority of numeracy and the second mandatory PA day will be devoted to teachers' professional learning to any one of the following topics; Student Achievement/Student Success, Teacher Development, Safe and Inclusive schools, Literacy, French Language Education, Aboriginal Education, or Special Education. A board may designate up to ten instructional days as examination days.

Current Situation:

In December 2017, after initial consultation with representatives for school administrators, local branch affiliates of teachers' federations, unions and our coterminous board, a proposed school year calendar was made available on the board website to solicit feedback from members of the school communities, including teachers and staff, parents, School Councils and Parent Involvement Committee members.

The attached draft calendar also takes into consideration the need to coordinate dates that accommodate the following:

- Shared busing with coterminous boards
- A balanced number of days in each semester
- A consistent school year calendar with coterminous boards
- Scheduling of co-curricular activities
- Increased opportunities for professional learning
- Supporting negotiated items in the collective agreement

Administrative Recommendations

That the Superior-Greenstone DSB having received Report No.12: 2018-2019 School Year Calendar accepts the proposed Calendar, and That, Administration is directed to forward the proposed Calendar to the Ministry of Education for its approval.

Respectfully submitted by:

David Tamblyn
Director of Education



Ministry of Education
Ministère de l'Éducation

School Year Calendar: 2018 - 2019 Superior-Greenstone District School Board

Month	1st Week					2nd Week					3rd Week					4th Week					5th Week					PA days	Instr days	Exam days
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F			
August			1	2	3	6 H	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30	31			
September	3 H	4 P	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28 P						2	17	0
October	1	2	3	4	5	8 H	9	10	11	12	15	16	17	18	19 P	22	23	24	25	26	29	30	31			1	21	0
November				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23 P	26	27	28	29	30	1	21	0
December	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24 B	25 H	26 H	27 B	28 B	31 B					0	15	0
January		1 H	2 B	3 B	4 B	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25 E	28 E	29 E	30 E	31 E		0	14	5
February					1 P	4	5	6	7	8	11	12	13	14	15	18 H	19	20	21	22	25	26	27	28		1	18	0
March					1	4	5	6	7	8	11 B	12 B	13 B	14 B	15 B	18	19	20	21	22	25	26	27	28	29	0	16	0
April	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19 H	22 H	23	24	25	26	29	30				0	20	0
May			1	2	3 P	6	7	8	9	10	13	14	15	16	17	20 H	21	22	23	24	27	28	29	30	31	1	21	0
June	3	4	5	6	7 P	10	11	12	13	14	17	18	19	20	21	24 E	25 E	26 E	27 E	28 E						1	14	5
July	1 H	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31					
Total																										7	177	10

Legend

P -Professional Activity Day; **E** -Scheduled Exam Day; **B** -Board Designated Day; **H** -Statutory Day; / -Half Day;

Ministry of Education

Ministère de l'Éducation

Deputy Minister

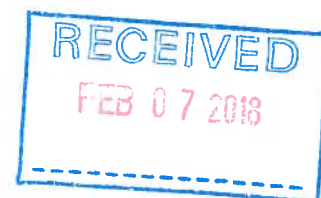
Sous-ministre

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DM2018-335723



January 31, 2018

Pinky McRae
Chair of the Board
Superior-Greenstone District School Board
P.O. Bag 'A', 12 Hemlo Drive
Marathon, ON P0T 2E0

Dear Pinky McRae,

Thank you for taking the time to write regarding your concerns about the executive compensation process.

The *Executive Compensation Framework*, Ontario Regulation 304/16 (the Regulation), established under the *Broader Public Sector Executive Compensation Act, 2014* (BPSECA) sets out the rules every Broader Public Sector (BPS) organization, including school boards, must follow when developing their executive compensation programs.

Each employer must obtain government approval on specific components of the programs: selection of comparators and the maximum rate of increase to the executive compensation envelope.

The *Broader Public Sector Executive Compensation Program Directive* includes a six-step process that employers must follow in order to obtain approval of those components. This process requires government review and feedback to the employer.

In early November, the Ministry of Education (the ministry) provided written communication to all school boards regarding the status of their proposed executive compensation programs. When more extensive government feedback was provided, the ministry invited school boards to discuss the changes. The dialogue was intended as an opportunity for collaborative problem-solving.

- 2 -

To address issues that arise during implementation of the executive compensation programs and contribute to the review of O. Reg. 304/16, the ministry will be establishing a Working Group. The ministry will be sending invitations for representation to trustee associations, supervisory officer associations, the Council of Ontario Directors of Education and others.

I would like to acknowledge the time and effort that your board has already undertaken to develop your board's proposed executive compensation program.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce Rodrigues". The signature is fluid and cursive, with a long horizontal stroke at the end.

Bruce Rodrigues
Deputy Minister



January 24, 2018

Pauline McRae
Chair
Superior-Greenstone District School Board
P.O. Bag "A", 12 Hemlo Drive
Marathon, ON P0T 2E0

Dear Pauline McRae:

Please find enclosed a copy of the summary report of the Elementary Teachers' Federation of Ontario's (ETFO) all-member survey of workplace violence. The all-member survey provides strong, province-wide evidence that classroom violence is pervasive and is having a significant impact on our members and their students.

As you may be aware, ETFO has been advocating for more front line resources to support elementary classrooms and for more effective reporting measures to respond to workplace violence. We are optimistic the work of the Provincial Working Group on Health and Safety will lead to improved reporting protocols and compliance measures. Through the recent negotiations with the government to extend ETFO member collective agreements, we achieved some improvements to investments in special education supports and reducing class sizes in Kindergarten and grades 4 to 8. However, much more needs to be done to ensure Ontario elementary classrooms are safe learning and working environments.

ETFO understands that the lack of adequate resources means school boards are struggling to provide the necessary supports for students and staff. Your efforts in joining us in lobbying the provincial government for the additional classroom supports required for students with learning exceptionalities and students with mental health issues will help raise the profile of these issues as we approach the provincial budget and election. Specifically, we are advocating for an increased investment in special education teachers, educational assistants and school board professional support personnel, such as psychologists, behavioural counsellors, child and youth workers and speech-language pathologists.



Pauline McRae

- 2

January 24, 2018

The factors contributing to classroom violence clearly go beyond our schools, but schools can play a much more effective role in addressing the issues through early identification and intervention. ETFO is looking to school boards to join us in making the need to address school violence a government priority.

Sincerely,

Sam Hammond
President

SH:VM:VO
Enclosure



ETFO ALL-MEMBER WORKPLACE SURVEY RESULTS



SURVEY OF ETFO MEMBERS FINDS VIOLENT INCIDENTS ON THE RISE

“70% of ETFO members have personally experienced violence and witnessed violence against another staff person.”

THE VAST MAJORITY OF ETFO MEMBERS REPORT A RISE IN THE OCCURRENCE AND SEVERITY OF VIOLENT INCIDENTS

The Elementary Teachers' Federation of Ontario (ETFO) commissioned national research firm Strategic Communications (Stratcom) to conduct a survey of its members regarding their experiences of workplace violence.

The survey results reveal an increase in the number and severity of violent incidents. ETFO members also say that front line supports are not always available, school administrators do not consistently act on violent incident reports, and they are suffering from the effects of violent incidents.

ETFO MEMBERS REPORT A RISE IN THE OCCURRENCE AND SEVERITY OF VIOLENT INCIDENTS

A substantial majority (70%) of ETFO members have personally experienced violence and witnessed violence against another staff person. Nearly 8 in 10 members (79%) say that the number of violent incidents has increased. Three quarters of all members (75%) say that the severity of violent incidents has increased, and 74% agree that "violence is a growing problem" at their schools.

Number of violent incidents
has increased

79%

Severity has increased

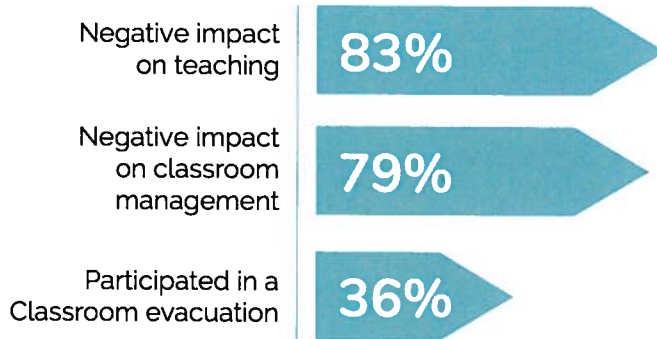
75%

Violence is a growing problem

74%

VIOLENCE IS DISRUPTING TEACHING AND STUDENT LEARNING CONDITIONS

Most ETFO members are feeling the negative impacts on teaching, with 83% of members agreeing that violence in schools is "making teaching more difficult" and nearly 8 in 10 (79%) saying that violence "interferes with classroom management." Over a third of ETFO members (36%) participated in a classroom evacuation during the 2016-2017 school year.

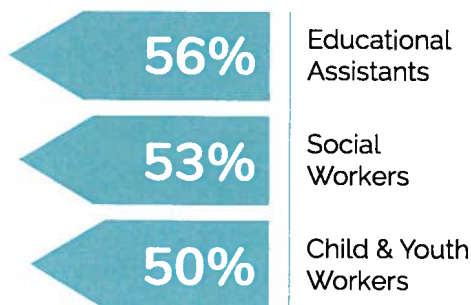


For members who experienced violence, 83% report that the violence was perpetrated by a student in "all cases," with 61% of those incidents being perpetrated by the same individual.

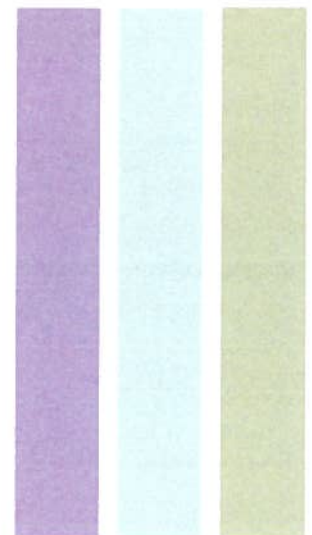
“Most ETFO members are feeling the negative impacts on teaching, with 83% of members agreeing that violence in schools is “making teaching more difficult.””

FRONT LINE SUPPORTS ARE OFTEN NOT AVAILABLE TO EDUCATORS AND STUDENTS WHEN NEEDED

Members report that educational assistants (56%), social workers (53%) and child and youth workers (50%) were available only "some of the time," "rarely" or "never" when needed.



Special education teachers are especially vulnerable. They report higher rates of violent incidents and were more often asked or required to wear Personal Protective Equipment (Kevlar) at work.



SCHOOL ADMINISTRATORS KNOW THAT VIOLENCE IS A PROBLEM

A majority of members (68%) indicate that they reported physical force to their principal, vice-principal or supervisor. At the same time, 62% of ETFO members say that school administrators do not take the problem of violence in the classroom as seriously as they should.

VIOLENT INCIDENTS ARE CAUSING MEMBER INJURY, ILLNESS AND STRESS

Over a third of members (38%) have suffered mental stress, physical injury or illness as a result of workplace violence. Nearly half (48%) suffered mental stress from experiencing or witnessing violence. Over a quarter (28%) sustained a physical injury and 12% became ill.

SCHOOL ADMINISTRATORS ARE NOT ACTING ON ALL REPORTS OF VIOLENCE

Only half of all members (50%) who reported incidents of violence indicate that there was follow-up or investigation "in all cases" or "in some cases." Moreover, almost a quarter (23%) indicate that there are "rarely" steps or actions taken to prevent recurrence of violent incidents. Where there are follow-up actions to prevent the recurrence of violent incidents, over three quarters of members (77%) rate those actions as not effective. Nearly a quarter of members who experienced violence (22%) did not report violent incidents to administrators. Members indicate being told not to report, or not reporting for fear of repercussions.

“77% of members rate the actions of school administrators to prevent the recurrence of violent incidents as not effective.”

Methodology: These are results from an online survey of all ETFO members from October 21 to November 13, 2017, conducted by Strategic Communications. Members received an email invitation with a unique URL to complete the online survey. The margin of error for the sample is +/- 0.5% 19 times out of 20. No weighting was necessary. Members were asked to report on their experiences from the 2016-2017 school year.

Strategic Communications Inc. (Stratcom) is a full service opinion research and communications firm with offices in Toronto, Vancouver, Ottawa, Edmonton, and London, UK. We have been providing strategic, political and public affairs polling and focus groups since 1991. Stratcom has been the official pollster to 24 Hours newspaper in Vancouver, and its research has been recognized in the Wall Street Journal, Maclean's Magazine, National Post, Toronto Star, Globe and Mail and other regional publications.