



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

"In SGDSB we are learners. Everything we do is designed to help all students succeed and make a difference. We build positive places for learning and working... together".

Our Vision:

"Inspiring our students to succeed and make a difference".

Our Motto:

"Small schools make a difference".

Our Values:

"Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking".

Special Board Meeting 2023/02

A G E N D A

Monday, April 3, 2023 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting - [Click here to join the meeting](#)
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 743 963 430#

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Videoconference & Teleconference

Recorder: G. Christianson

PART I: Special Board Meeting

Section (A): – (open to public): 6:30 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
Brunskill, Dr. Megan						Nesbitt, Jason					
Cormier, Dr. Paul						Pristanski, Kal					
Fairservice, Dan						Michano, Julie					
Jarvis, Allison						Grace Molinski (Student)					
Liscomb, Pat						Emeraude Hunter (Student)					
McRae, Pauline (Pinky)											

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>					
Fredrickson, Eric: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					
Grecica, Jason: <i>Team Lead - Business Services</i>					
Dee, Christine: <i>Team Lead – Payroll Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Kitchener, Nick: <i>Manager of Information Technology</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>					
Christianson, GerriLynn: <i>Executive Assistant & Communications</i>					

PART I: *Special Board Meeting* Section (A): – (open to public): 6:30 p.m.

2.0 Special Board Meeting Call to Order

✓ *That, the Superior-Greenstone DSB Special Board Meeting on Monday, April 3, 2023, be called to order at _____ p.m.*

3.0 Approval of Agenda

✓ *That, the agenda for the Superior-Greenstone DSB 02-2023 Special Board Meeting, April 3, 2023 be accepted and approved.*

4.0 Disclosures of Interest re: Open Session

[*\(Trustee Link to Conflict-of-Interest Form\)*](#)

5.0 Reports from the Superintendents of Education

*Superintendent of Education: Eric Fredrickson
Superintendent of Education: Will Goodman
Education Chair: Dan Fairservice*

5.1 Special Board Report No. 35:
Proposed Elementary Teaching Staffing
And Organization for September 2023

[*\(Attached – E. Fredrickson\)*](#)

5.2 Special Board Report No. 36:
2023-2024 Proposed Secondary Staffing

[*\(Attached – W. Goodman\)*](#)

6.0 Adjournment

6.1 ✓ *That, the Superior-Greenstone DSB Special Board Meeting 02-2023 on Monday, April 3, 2023, adjourn at _____, p.m.*

<u>2023 - Board Meetings</u>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, April 24, 2023		Monday, May 29, 2023 <i>*Designate Site: SGDSBLC</i>
Monday, June 26, 2023	Monday, July 10, 2023	Monday, August 28, 2023
Monday, September 18, 2023	Monday, October 23, 2023 <i>*Designate Site: GCHS</i>	Monday, November 20, 2023
Monday, December 4, 2023 (1:00 p.m.) <i>*Designate Site: Board Office</i>		



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

FROM: Eric Fredrickson, Superintendent of Education

SUBJECT: Proposed Elementary Teaching Staffing and Organization for September 2023

STRATEGIC PRIORITY: Student Achievement, Well Being, Stewardship

Current Situation

Consultation with principals regarding the staffing of elementary schools began in March with each Principal/Vice-Principal submitting potential plans for the organization of the school for the 2023-2024 academic year. These proposals were then discussed with Senior Administration and all possibilities explored. This report is based on funding information and enrolment projections that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is available from the Ministry of Education. The following principles were used to guide these discussions:

- Low pupil teacher ratio for multi-grade classrooms; an attempt to reduce the number of quadruple grades in the literacy and numeracy blocks. Where quadruple grades are necessary, scheduling the curricular areas that may be more conducive to a quadruple grade (e.g. language based subjects such as FSL and NL as they are oral in nature).
- The number of high needs students in particular classrooms.
- Ensuring that the time allocations for Special Education are precise.
- Flexibility in responding to the needs of schools that may experience an increase in enrolment.
- The continuation of "Special Programs" (such as the Hockey Academy) to support the learning environment for students, when and where possible.

The recommendations put forth in this report continue to meet the cognitive, emotional and physical needs of our students. However, funding will be further analyzed in order to ensure the fiscal responsibility of this staffing proposal.

Table 1: Historical Enrolment Summary

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
B.A. Parker	111.67	94.70	102.50	109.00	109.00
Beardmore	23.00	20.00	24.00	26.50	28.00
Dorion	46.00	52.00	47.00	51.50	46.00
George O'Neill	149.26	142.74	146.00	139.00	132.00
Manitouwadge	43.00	42.00	48.50	46.50	42.00
Margaret Twomey	171.50	171.19	162.00	170.00	176.00
Marjorie Mills	47.00	32.24	36.00	40.00	41.00
Nakina	15.00	19.00	20.00	12.00	13.00
Schreiber	50.15	55.00	57.00	52.00	48.00
Terrace Bay	103.90	97.50	95.00	95.00	77.00
Total Enrolment	760.48	726.37	738.00	741.5	712 <i>*projected</i>

Table 2: Projected Enrolment September 2023

<i>Total Enrolment by School</i>	<i>JK</i>	<i>SK</i>	<i>Gr. 1-3</i>	<i>Gr. 4-6</i>	<i>Gr. 7-8</i>	<i>2023-2024 Projected Enrolment</i>
B.A. Parker	11	14	29	33	22	109
Beardmore	1	1	12	8	6	28
Dorion	0	5	11	18	12	46
George O'Neill	3	9	42	40	38	132
Manitouwadge	1	3	16	17	7	42
Margaret Twomey	18	12	47	53	46	176
Marjorie Mills	6	4	14	11	6	41
Nakina	3	0	4	4	2	13
Schreiber	0	4	20	11	13	48
Terrace Bay	3	14	20	27	13	77
Total Enrolment						712
Total Enrolment by Grade	46	66	215	220	165	

Table 3 outlines the recommended classroom staffing compared to the 2021/2022 school year and Table 4 outlines the recommended Special Education, French, Native Language and Primary Planning staffing. The additional column titled "Other" represents special programs.

Table 3: Recommended Classroom Staffing for September 2023

School	2022-2023		September 2023		
	<i>Estimated Enrollment (Mar 31/2023)</i>	<i>Classroom Teachers</i>	<i>Projected Enrollment</i>	<i>Classroom Teachers</i>	<i>Change in Teachers</i>
B.A. Parker	99.00	6.00	109	6	
Beardmore	25.00	2.50	28	3.0	+0.5
Dorion	47.00	4.00	46	4	
George O'Neill	145.00	8.00	132	7	-1
Manitouwadge	48.00	4.00	42	4	
Margaret Twomey	158.00	8.00	176	9	+1
Marjorie Mills	34.00	3.00	41	4	+1
Nakina	17.00	2.50	13	2.0	-0.5
Schreiber	50.00	4.00	48	4	
Terrace Bay	102.00	6.00	77	5	-1
Total Enrolment	725	48.00	712	48.00	0

Table 4: French, Special Education Teachers, Native Language Teacher, and Other Program Staff

School	2022/2023						2023/2024						Change
	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	
B.A. Parker	2.05	0.57	0.38	0.5	0	3.5	1	.567	.567	.477	0.389 ⁴	3.0	-0.5
Beardmore*	0.43	0.19	0.19	0.19	0	1.0	0.5	.189	.378		0.433 ³	1.5	+0.5
Dorion*	0.20	0.42	0.38	0	0	1.0	0.5	.378	.378		0.244 ⁴	1.5	+0.5
George O'Neill	1.00	0.63	0.57	0.57	0.23	3.0	1	.567	.567	.567	0.299 ⁴	3.0	0
Manitouwadge*	0.93	0.19	0.38	0	0	1.5	0.5	.378	.378		0.244 ⁴	1.5	0
Margaret Twomey	1.50	1.00	1.00	0	0	3.5	1.5	.756	.945		0.299 ⁴	3.5	0
Marjorie Mills*	0.86	0.38	0.38	0.38	0.5	2.5	0.5	.378	.378	.318	0.244 ⁴	1.5	-1.0 ¹
Nakina	0.12	0.19	0.19	0	0	0.5	.122	.189	.189		0.5 ³	1.0	+0.5
Schreiber*	0.70	0.38	0.42	0	0	1.5	0.5	.378	.378		0.244 ⁴	1.5	0
Terrace Bay	1.00	0.57	0.42	0	0.5	2.5	1	.378	.567		0.5 ²	2.5	0
Total FTE	8.79	4.52	4.31	1.64	0.78	20.5	4.622	4.158	4.536	1.431	3.272	20.5	0

Notes:

**Special Education 0.5FTE administrator teaching position in this school*

¹MMPS reduction additional classroom teacher, admin in SET role & removal of ETFO funded 1.0FTE

²TBPS 0.5 ESL Support Teacher

³Additional FTE at BEPS and NAPS to support split grades

⁴Addition of "other" FTE supports job embedded professional learning, intervention support, and special school programs

Administrative Recommendations

That, the report entitled, "Proposed Elementary Teaching Staffing and Organization for September 2023", be received by the Board for information.

Respectfully submitted by:

Eric Fredrickson
Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring Our Students to Succeed and Make a Difference"

Special Report No.: 36
Date: April 3, 2023

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

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2023-2024 Proposed Secondary Staffing

STRATEGIC PRIORITY: Learning, Well-Being, Stewardship

Background

A coordinated consultation process has taken place regarding projected staffing needs for the 2023-2024 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility. Particular attention on enrolment and class size is important when considering staffing allocation.

The 2023-2024 Secondary staffing has several additional factors that apply to the staffing process. Below are the items that must be adhered to for 2023-2024.

1. Full Time Equivalent (FTE) for OSSTF is 6 sections per year. Each section is equal to 0.17 FTE. Therefore 0.17 multiplied by 6 creates a 1.0 FTE.
2. The Central Agreement Memorandum of Understanding #7 RE: Protected Complement directly impacts SGDSB and 4 other boards in the province. The agreement requires SGDSB to maintain the FTE Staffing numbers equal to the FTE from 2019-2020 which equals 67.17 FTE. These additional sections accommodate the needs of our students across our board while maintaining the core priorities of our multi-year strategic plan. Without a new central agreement this language is to be honoured until a change is made.
3. A local Letter of Understanding (LOU) has been extended where in the 2023-2024 school year each high school will have a minimum of 10.5 FTE. All additional FTE are assigned based on needs of the school.
4. E-learning – Each school will be offering 2 sections of E-learning to support the new online learning graduation requirement (PPM 167).

Historical Context

Table 1: Staffing and Enrolment Trends since 2017-2018

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff
GCHS	220.25	18.17	174.63	17.50	185.38	18.67	173.25	18.50	166.88	18.00
LSHS	113.25	13.00	79.25	12.17	87.50	11.17	93.25	11.17	98.00	11.50
MNHS	104.88	12.67	68.75	12.17	62.25	10.67	52.75	10.67	54.38	10.67
MRHS	192.00	17.33	169.38	15.17	161.50	13.83	154.75	14.00	172.50	14.50
NRHS	186.00	15.83	139.63	14.50	139.63	13.33	143.50	13.33	155.88	14.00
Total	816.38	77.00	631.50	71.50	636.25	67.67	617.50	67.67	647.64	68.67

*Note: Staffing has historically been based on the previous year enrolment.

Current Situation

Table 2: Below is the proposed Secondary Staffing for 2023-2024 school year given the above parameters:

Part A: Staffing According to Contractual Agreement

	GCHS	LSHS	MNHS	MRHS	NRHS	TOTAL
Enrolment (Oct 31, 2022)	169.25	100.50	*55.25	178.00	161.75	664.75
Enrolment Projections (March 30, 2023)	164.50	95.50	*53.50	167.00	150.00	634.50
Average Daily Enrolment	166.88	98.00	54.38	172.50	155.88	
Classroom Teachers	8.50	8.50	8.50	8.50	8.50	42.5
Special Ed	1.00	1.00	1.00	1.00	1.00	5.00
Guidance	1.00	1.00	1.00	1.00	1.00	5.00
2023/2024 Proposed Base Contract teachers	10.50	10.50	10.50	10.50	10.50	52.50
E-Learning	0.33	0.33	0.33	0.33	0.33	1.67
Additional School Allocation	6.67	1.17	0	4.67	3.83	
Total Staffing	17.50	12.00	10.67	15.50	14.67	70.33

*Includes virtual school students

Part B: Staffing Changes for 2023-2024

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
Teaching Staff for 2023-2024						FTE
Teaching Staff for 2022-23	18.00	11.50	10.67	14.50	14.00	68.67
Staffing Difference	-0.50	+0.50	0.00	+1.00	+0.67	+1.67

Additional Information

- It is expected that the allocated Student Success periods will be used to support programs in each of our secondary schools, which may be different in each school depending on their need. In particular additions have been made where schools are receiving increased numbers in grade 9 and 10 where de-streamed classes will occur.
- Schools have been collaboratively building videoconferencing course options to create more opportunities for student learning and pathways as well as for students electing to learn virtually.
- French as a Second Language and Native as a Second Language will be using videoconference technology to allow all students at SGDSB to access Grade 9-12 language programs.

Administrative Summary

That, the Superior-Greenstone District School Board receive report No. 36 entitled, "2023-2024 Proposed Secondary Staffing," for information.

Submitted by,

Will Goodman
Superintendent of Education

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

<i>Section</i>	Personnel	
<i>Policy Name</i>	CONFLICT OF INTEREST	723

<i>Board Approved: June 22, 2021</i>	<i>Review By: December 2026</i>
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The Superior-Greenstone District School Board ("the Board") is committed to safeguarding the public interest and trust in public education. Board employees, volunteers and trustees are expected to uphold the public trust and demonstrate integrity in all of their dealings. Conflicts of interest, whether *actual, potential or perceived*, may impact on the integrity and public image of the Board and public education generally. Employees and volunteers are therefore responsible and accountable for identifying and avoiding any situations which may present a potential or actual conflict of interest or be perceived to be a conflict of interest as between their personal interests and their official duties and responsibilities as a Board employee or volunteer.

POLICY

It is the policy of the Superior-Greenstone District School Board that Employees, Volunteers and Trustees are required to disclose any potential or actual conflicts of interest that could compromise, or be perceived to compromise, their objectivity and judgment to their immediate supervisor immediately upon becoming aware in writing of the actual or potential conflict of interest. As such, employees and volunteers may be required to excuse themselves from any duty or transaction where they have, or may appear to have, a conflict of interest that could compromise, or be perceived to compromise, their objectivity and judgement.

1.0 DEFINITION

- 1.1 For the purposes of this policy, a conflict of interest is any situation in which an individual has a personal or financial interest that may:
- Affect their judgement and/or the performance of their duties or responsibilities to the Board; and/or
 - Cause them to act, or appear to act, in a way that is not in the best interests of the Board; and/or
 - Negatively affect the reputation of the Board in the community.
- 1.2 An individual is in a conflict of interest when they get, or hope to get, personal gain by using their position, influence, time, resources, facilities and/or student or staff information.
- 1.3 Personal gain from a conflict of interest could include something gained for a friend, family member or a business associate.

- 1.4 An individual should not have, or be involved in, any direct or indirect personal or financial interest that would, or could, negatively affect the reputation of the Board, and/or interfere with their independent exercise of judgment on behalf of the Board.
- 1.5 Conflicts of interest may include, but are not limited to, circumstances whereby a Board employee or volunteer:
 - Is involved in a hiring or staff allocation decision when they have a close personal relationship with the applicant or affected staff member
 - Supervises or manages employees with whom they have, or have had, a close personal relationship where performance and discipline is required
 - Is involved in any business or other outside activity or interest that interferes with their regular duties and responsibilities at, and for, the Board
 - Uses the Board's equipment, resources, materials, or facilities in any form whatsoever, in the pursuit of outside employment, including paid private practice
 - Is involved in purchasing or other supply chain–related activities and accepts gifts or favours or provides preferential treatment to any bidders or suppliers and/or publicly endorses suppliers or products
 - Is involved in any business or other outside activity or interest that could create an actual, possible, or perceived conflict of interest, or could adversely affect the reputation of the Board in the community.

2.0 DUTY TO DISCLOSE

- 2.1 Employees, Volunteers, and Trustees must report any actual, potential, or perceived conflict of interest that they have, or may have, to their immediate supervisor as soon as they become aware of the conflict. All conflicts of interest are to be reported using the Superior-Greenstone District School Board Conflict of Interest Declaration Form by selecting *Self-declaration*.
- 2.2 Anyone who has reason to believe that another Board employee or volunteer may be in a conflict-of-interest situation is encouraged to report to the Director of Education, or designate, the perceived conflict using the Superior-Greenstone District School Board Conflict of Interest Declaration Form by selecting *Report about another employee/volunteer*.

3.0 CONFIDENTIALITY

- 3.1 Any personal information disclosed under this policy will be treated confidentially. Any personal information collected, relevant to a particular conflict of interest will be used by the Board for purposes of evaluating the risk of the conflict of interest and for fashioning an appropriate remedy.

- 3.2 In order to adequately address any disclosed or potential conflicts of interest, it may be necessary for the immediate supervisor to seek direction and guidance from senior staff. If such consultation or further discussion is necessary, the supervisor will advise the affected individual accordingly.

4.0 CONSEQUENCES OF BREACH

- 4.1 Anyone who engages in activities that contravene this policy, including failing to disclose a conflict of interest, may be subject to disciplinary action up to and including termination of employment, and/or other appropriate measures.

5.0 ACCOUNTABILITY

- 5.1 Employees are charged with a personal responsibility to identify and report conflict of interest situations in accordance with this Policy.
- 5.2 Immediate Supervisors are responsible for identifying and/or clarifying conflict of interest situations with the employees who report to them before passing this to the Director or designate.
- 5.3 Human Resources is responsible for ensuring that all new employees are aware of this policy.
- 5.4 The Director or designate, in consultation with Human Resources, is responsible for deciding whether a conflict-of-interest situation exists and the subsequent action(s) that may be required.

6.0 SCOPE

- 6.1 This policy applies to board employees, volunteers and trustees.
- 6.2 This policy shall in no way relieve any employee, volunteer or trustee from complying with any laws, statutes, regulations, rules, or applicable standards of professional conduct or practice.

7.0 NOTIFICATION

- 7.1 Each employee and volunteer will be made aware of the Policy.

Legal References

Education Act

Municipal Freedom of Information & Protection of Privacy Act

Related Procedures and Policies

- Policy 704 Hiring Policy
- Policy 207 Lines of Communication Regarding Complaints
- Policy 210 Student Trustee
- Policy 217 Trustee Expenses
- Policy 303 Purchasing
- Policy 304 Surplus Equipment, Furniture and Books
- Policy 307 Travel, Meals and Hospitality Expenditures
- Policy 522 Scholarships and Trust Funds
- Policy 605 Special Education
- Policy 609 Prior Learning Assessment and Recognition
- Policy 802 Individual Trustee
- Policy 803 Board of Education
- Policy 539 Indigenous Education Advisory Committee



Small Schools Make a Difference

Superior-Greenstone District School Board Conflict of Interest Declaration Form

Please complete this form if you believe that you may be involved in a conflict-of-interest situation or if you are unsure and seek to disclose a potential or perceived conflict of interest. Please read Superior-Greenstone District School Board Conflict of Interest Policy 723.

SECTION 1: PERSONAL DETAILS

NAME: Click here to enter text.

JOB TITLE / AREA OF RESPONSIBILITY: Click here to enter text.

PHONE: Click here to enter text. **EMAIL:** Click here to enter text.

SECTION 2: DISCLOSURE DETAILS

The following is a: Self-declaration Report about another employee/volunteer

The actual, potential, or perceived conflict of interest relates to: *(tick all appropriate box/es)*

- Relationship with family or friends
- Staff recruitment
- Outside work activities (paid/unpaid)
- Relationship with external parties
- Financial interest
- Disposal of school assets
- Gifts/benefits
- Provision of external consultancy services
- Provision of private tutoring
- Other (if you selected other please provide details)
- Procurement of goods and services

The following actual, potential, or perceived conflict of interest has been identified. Please provide all relevant details.

Click here to enter text.

The (actual, potential or perceived) conflict is expected to last: *(tick appropriate box)*

- 0–12 months
- >12 months or ongoing
- Do not know

SECTION 3: TO BE COMPLETED BY THE PRINCIPAL/SUPERVISOR/DIRECTOR

In my opinion the details provided: *(tick appropriate box)*

- Do not constitute a conflict of interest, employee may continue the activity (proceed to Section 4).

Do constitute an actual, potential, or perceived conflict of interest (provide a detailed action plan below).

If the situation does constitute a conflict of interest, please ensure that the following actions have been considered:

- Ensure all information surrounding the conflict has been disclosed to Supervisor or Director of Education if report is concerning another employee/volunteer and documented.
- Inform likely affected persons of the conflict, seeking their views where relevant as to whether they object.
- Reformulate the scope of work or restricting access to certain information.
- Recruit a third party to oversee part, or all, of the process.
- Recommend relinquishing the interest that is causing the conflict.
- Temporarily remove the person from the process or responsibilities.
- Monitor the person’s activities closely in relation to the conflict of interest.
- Take no further action because the conflict is minimal.
- If necessary, consult with your supervisor when self-declaring and the Director of Education, or designate, when reporting another employee/volunteer.

I have reviewed the above considerations and request that the Employee takes the following action to eliminate/manage the conflict:

[Click here to enter text.](#)

Plan to be reviewed:

- Within 1 month Within 3 months Within 6 months
- Within 12 months Other – specify N/A: Conflict is one-off or short duration

SECTION 4: EMPLOYEE’S DECLARATION

To the best of my knowledge and belief any actual, potential, or perceived conflicts between my duties as an employee and my private and/or business interests have been fully disclosed in this form in accordance with the requirements of the Superior-Greystone District School Board Conflict of Interest Policy 723.

I acknowledge, and agree to comply with, any approach identified in this form for removing or managing an actual, potential, or perceived conflict of interest.

SIGNATURE:

DATE:

SECTION 5: PRINCIPAL / SUPERVISOR/ DIRECTOR

The actions described in the approach outlined in Section 3 have been put in place to effectively manage any actual, potential, or perceived conflict of interest disclosed in Section 2. The approach outlined in Section 3 ensures that the Superior-Greystone District School Board’s public interests and reputation is adequately protected.

NAME: [Click here to enter text.](#)

SIGNATURE:

DATE: