



## SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

**Our Mission:**

“Working together to engage students through meaningful learning and empower them to build the skills They need to be successful today and in the future”.

**Our Vision:**

“To meet the needs of all learners while Sparking curiosity and joy in learning”.

**Our Motto:**

“Small schools make a difference”.

**Our Values:**

- “Positive, professional relationships & sense of team
- Kindness with expectations
- Learner mindset & dedication to ongoing innovation
- Belief that experience teaches, engages & connects”.

### Regular Board Meeting 2025/07 A G E N D A

Monday, May 26, 2025 – 6:30 p.m.

**Videoconference & Teleconference**

Microsoft Teams meeting - [Join the meeting now](#)

1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 305 399 345#

**Board Chair:** Pinky McRae

**Director:** Will Goodman

Location: Board Office, Videoconference & Teleconference

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**

<b><u>Trustees</u></b>	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					
Fairservice, Dan ( <i>censure</i> )						Pristanski, Kal					
Jarvis, Allison						Michano, Julie					
Liscomb, Pat						Krause, Zoey (Student)					
McRae, Pinky						Anthony, Miley (Student)					
First Nation Trustee(Vacant)						Kentner, Anna (Student)					

<b><u>Board Administrators</u></b>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Goodman, William: <i>Director of Education</i>					
Leroux, Carole: <i>Superintendent of Education</i>					
Love-Jedruch, Flora: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</i>					
Balog, Tara: <i>Assistant Superintendent</i>					
Brewster, Annick: <i>Assistant Superintendent</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					
Dee, Christine: <i>Team Lead – Payroll Services</i>					
Chouinard, Connie: <i>Team Lead – Business 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 &amp; Communications Coordinator</i>					
Zeleny, Lisa: <i>Executive Assistant</i>					

**2.0 Regular Meeting Call to Order**

*That, the Superior-Greenstone DSB Regular Board Meeting on Monday, May 26, 2025, be called to order at \_\_\_\_\_ p.m.*

**3.0 Approval of Agenda**

*That, the agenda for the Superior-Greenstone DSB 2025/07 Regular Board Meeting, May 26, 2025, be accepted and approved.*

[\(Attached\)](#)**4.0 Disclosures of Interest re: Open Session****5.0 Minutes: Board Meetings and Board Committee Meetings****5.1 Board Meeting Minutes**

*That, the minutes of the following Board Meeting be adopted as presented:*

1. Regular Board Meeting 2025/06: April 28, 2025;

[\(Attached\)](#)**5.2 Board Committee Meeting Minutes****5.2.1 Committee Meeting Minutes**

*That, the minutes of the following Board Committee meetings be acknowledged as received:*

1. Special Education Advisory Committee April 8, 2025
2. Indigenous Education Advisory Committee April 22, 2025

[\(Attached\)](#)[\(Attached\)](#)**6.0 Business Arising Out of the Minutes****7.0 Delegations and/or Presentations****7.1 Showcasing Learning: Indigenous Education  
Presentation Titled: Meaningful Community Connections***(Will Goodman,  
Video Presentation)***7.2 Excellence in Education: Beardmore Public School  
Presentation Titled: Meaningful Community Connections  
And Partnerships***(Video Presentation – Vice-Principal,  
Ania Laffrenier)***7.3 Report No. 38:  
Student Trustee Report: May 2025***(Attached – Student Trustees,  
Zoey Krause & Miley Anthony)***7.4 Report No. 39:  
Indigenous Student Trustee Report: May 2025***(Attached – Student Trustee,  
Anna Kentner)***8.0 Reports and Matters for Decision****8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)****8.1.1 Special Education Advisory Committee (SEAC) Report***(M. Brunskill/ F. Love-Jedruch)***8.1.2 Parent Engagement Committee (PEC) Report:  
Feast and Feedback Sessions***(A. Brewster)***8.1.3 Indigenous Education Advisory Committee (IEAC) Report***(A. Jarvis/ W. Goodman)*

**9.0 Reports of the Business / Negotiations Committee**

Superintendent of Business: Alex Marton

- 9.1 Report No. 40:  
Enrollment Summary as of March 31, 2025 (Attached – A. Marton)
- 9.2 Report No. 41:  
Interim Financial Report No. 02 (Attached - B. Harris/ A. Marton)
- 9.3 Report No. 42:  
Central Department Onboarding Plans (Attached – A. Marton)
- 9.4 Report No. 43:  
2025-2026 SEIU Staffing Report (Attached – G. Muir/ A. Marton)  

✓ *That, the Superior-Greenstone DSB having Received Report No. 43, approves the SEIU Staffing for 2025-2026 as presented.*
- 9.5 Report No. 44:  
OSSTF-ESS Staffing for 2025-2026 (Attached – G. Muir/ A. Marton)  

✓ *That, the Superior-Greenstone DSB having Received Report No. 44, approves the OSSTF-ESS Staffing for 2025-2026 as presented.*

**10.0 Reports of the Director of Education**

Director of Education: William Goodman

- 10.1 Report No. 45:  
Director's Monthly Report: May 2025 (Attached – W. Goodman)
- 10.2 2025 – 2027 Student Trustee Appointment (W. Goodman)  

✓ *That, the Superior-Greenstone DSB accept the Appointment of Rylee McLeod from Lake Superior High School to serve as the 2025-2027 Student Trustee, effective for the period August 1, 2025, to July 31, 2027.*

**11.0 Reports of the Education Committee**

Superintendent of Education: Carole Leroux  
Superintendent of Education: Flora Love-Jedruch  
Assistant Superintendent: Tara Balog  
Assistant Superintendent: Annick Brewster

**12.0 New Business**

Board Chair: Pinky McRae

- 12.1 Board Chair
  - 12.1.1 Proposed Reschedule of June 30, 2025 Regular Board Meeting to June 23, 2025 (P. McRae)
- 12.2 Trustee Associations and Other Boards
  - 12.2.1 Report No. 46:  
OPsBA Education Labour Relations & HR Symposium Report (Attached – Trustee, J. Nesbitt)
- 12.3 Trustee Activities
- 12.4 Ministry Updates for Trustees (W. Goodman)

12.5 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.
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**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 Meeting 2025/06: April 28, 2025;

[\(Attached\)](#)

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 2025/07 Regular Board Meeting, Monday, May 26, 2025 adjourn at \_\_\_\_\_, p.m.**

<b>2025 - Board Meetings</b>		
<i>Board Office or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, June 30, 2025	Monday, July 14, 2025	Monday, August 25, 2025
Monday, September 22, 2025 <i>*Designate Site: B.A. Parker Public School</i>	Monday, October 20, 2025	Monday, November 17, 20245 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 1, 2025		

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

**Regular Board Meeting 2025/07**

Committee of the Whole Board: Closed Session.

Monday, May 26, 2024

Board Office, 12 Hemlo Drive, Marathon, Ontario

**A G E N D A**

**Board Chair:** Pinky McRae

**Director:** William Goodman

*Location: Videoconference & Teleconference*

*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 2025/06: April 28, 2025 [\(Attached\)](#)
  
- 4.0 Personnel Item: (A. Marton)



## SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

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“Working together to engage students through meaningful learning and empower them to build the skills They need to be successful today and in the future”.

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“Small schools make a difference”.

**Our Values:**

- “Positive, professional relationships & sense of team
- Kindness with expectations
- Learner mindset & dedication to ongoing innovation
- Belief that experience teaches, engages & connects”.

### Regular Board Meeting 2025/06 M I N U T E S

Monday, April 28, 2025 – 6:30 p.m.

**Videoconference & Teleconference**

Microsoft Teams meeting  
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 591 078 755#

**Board Chair: Pinky McRae**

**Director: Will Goodman**

Location: Board Office, Videoconference & Teleconference

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) 8:00 p.m.

### **1.0 Roll Call**

<b><u>Trustees</u></b>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Brunskill, Dr. Megan					x	Nesbitt, Jason			x		
Fairservice, Dan ( <i>censure</i> )						Pristanski, Kal			x		
Jarvis, Allison			x			Michano, Julie	x				
Liscomb, Pat			x			Krause, Zoey (Student)			x		
McRae, Pinky	x					Anthony, Miley (Student)			x		
First Nation Trustee(Vacant)						Kentner, Anna (Student)			x		

<b><u>Board Administrators</u></b>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>				
	OS	TC	VC	A	R
Goodman, William: <i>Director of Education</i>	x				
Leroux, Carole: <i>Superintendent of Education</i>			x		
Love-Jedruch, Flora: <i>Superintendent of Education</i>	x				
Marton, Alex: <i>Superintendent of Business</i>			x		
Balog, Tara: <i>Assistant Superintendent</i>			x		
Brewster, Annick: <i>Assistant Superintendent</i>			x		
Harris, Brent: <i>Manager of Financial Services</i>			x		
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					x
Dee, Christine: <i>Team Lead – Payroll Services</i>			x		
Chouinard, Connie: <i>Team Lead – Business Services</i>					x
Nault, Denis: <i>Manager of Human Resources</i>			x		
Lucas, Jay: <i>Coordinator of Information Technology Services</i>			x		
Kitchener, Nick: <i>Manager of Information Technology</i>			x		
Renaud, Deana: <i>Mental Health Manager</i>			x		
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>			x		
Christianson, GerriLynn: <i>Executive Assistant &amp; Communications Coordinator</i>	x				
Zeleny, Lisa: <i>Executive Assistant</i>			x		

**Land Acknowledgement**

Superintendent of Education Carole Leroux provided the land acknowledgement for the ancestral and traditional territories of the Indigenous people on whose lands we gather upon. We recognize and honour the contributions of the Indigenous peoples for they hold the knowledge, traditions, and history of the land.

**National Day of Mourning**

Today, we pause to recognize the National Day of Mourning – honouring workers who have lost their lives, suffered injury, or experienced illness on the job. We remember, reflect and we renew our commitment to safer workplaces for all.

**2.0 Regular Meeting Call to Order****64/25**

Moved by: Trustee J. Michano

Second: Trustee A. Jarvis

**That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, April 28, 2025, be called to order at 6:36 p.m.

Carried**3.0 Approval of Agenda**

There were two additions made to the agenda.

- Item 8.1.4 Audit Committee Report and Committee Recommendation.
- Item 12.2.1 and Item 12.2.2 for the appointment of the OPSBA Board of Director and Voting Delegate for the 2025-2026 term of office.

**65/25**

Moved by: Trustee J. Nesbitt

Second: Trustee J. Michano

**That**, the agenda for the Superior-Greenstone DSB 2025/06 Regular Board Meeting, April 28, 2025, be accepted and approved as amended.

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

There were no disclosures of interest provided at this time.

**5.0 Minutes: Board Meetings and Board Committee Meetings****5.1 Board Meeting Minutes****66/25**

Moved by: Trustee K. Pristanski

Second: Trustee P. Liscomb

**That**, the minutes of the following Board Meeting be adopted as presented:

1. Regular Board Meeting 2025/05: March 24, 2025;
2. Special Board Meeting 01/2025: April 7, 2025.

Carried**5.2 Board Committee Meeting Minutes****5.2.1 Committee Meeting Minutes****67/25**

Moved by: Trustee A. Jarvis

Second: Trustee J. Nesbitt

**That**, the minutes of the following Board Committee meetings be acknowledged as received:

1. Special Education Advisory Committee March 4, 2025
2. Indigenous Education Advisory Committee February 18, 2025

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

Nil.

## **7.0 Delegations and/or Presentations**

### **7.1 Showcasing Learning: Special Education**

#### **7.1.1 Presentation Titled: Universal Design for Learning (UDL)**

Director Will Goodman provided a presentation prepared by Learning for All System Principal Erik Leroux on the *UDL Spotlight* newsletter, an internal communication celebrating the unique strengths and talents within the school community. He highlighted successes and shared stories from both staff and students.

#### **7.1.2 Presentation Titled: Learning with Milo**

A video presentation was provided on the use of MILO to support student learning and social interactions. Students engage with MILO during phonics lessons and everyday situations, including safety and fire drills, where they demonstrate increased calmness and ability to follow procedures with MILO. The skills are transferable to the classroom, supporting on-topic conversations and social development.

### **7.2 Excellence in Education: Geraldton Composite High School - Learning for All - Leveraging Universal Design for Learning**

Principal Andy McFarlane provided a review of the PowerPoint presentation highlighting current progress, future goals, and transitions at GCHS, including processes under PPM 140 and PPM 156. Community supports, inclusive programming, and creative learning environments were discussed, with a focus on student strengths and building relationships. A video showcased a student's daily journey, emphasizing hands-on learning, inclusive spaces, and modified programming to meet diverse needs. Trustees expressed appreciation for the examples shared, and a future education topic was proposed regarding provincial support for students on the autism spectrum and post-secondary pathways.

### **7.3 Report No. 34: Student Trustee Report: April 2025**

Student Trustees Zoey Krause and Miley Anthony presented a report highlighting recent activities, including the successful annual alumni panel with Emeraude and Steph Rathwell, upcoming elections with three candidates, and the importance of the role in creating future opportunities. They noted low participation rates and shared how students have been practicing land acknowledgements in a safe and supportive environment. They also shared their experience at a Calgary leadership event focused on equity, diversity, and team building, which helped inspire the launch of their Connections passion project. Miley is preparing for the OSTA-AECO AGM from May 22–25 and will provide an update in June as she transitions into her second year as a Student Trustee.

## **8.0 Reports and Matters for Decision**

### **8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)**

#### **8.1.1 Special Education Advisory Committee (SEAC) Report**

An update was provided regarding the April 8, 2025 meeting, with the next meeting scheduled for May 6, 2025. The resource team has been focused on neurodiversity and fostering inclusive environments, with a Mental Health Fair planned for May 8. The Special Education Plan was approved for board submission, the UDL Spotlight newsletter was shared, and discussions are ongoing regarding changes to Jordan's Principle funding.

#### **8.1.2 Occupational Health and Safety Committee (OH&SC) Report**

The last meeting was held on March 26, 2025, with no formal updates to report. Alex highlighted a shift to sharing all incident reports with the committee, marking a significant step toward increased transparency.

8.1.3 Indigenous Education Advisory Committee (IEAC) Report

The last meeting was held on April 22, 2025, with quorum confirmed. Trustee Allison Jarvis shared that it was her first IEAC meeting and that it was a valuable learning experience, featuring updates from the Manager of Indigenous Education and Director, and a presentation from Lisa MacLeod on the Indigenous Skilled Trades Program. The meeting highlighted strong community engagement, resource sharing, and regional learning practices; a special meeting will be held to further discuss Jordan's Principle. The next meeting is scheduled for May 20, 2025, at the Band Office in AZA.

8.1.4 Audit Committee Report

Trustee Pristanski provided a review of the meeting agenda. He advised that the Manager of Finance provided an update on the internal review, which focused on cash handling and the retention of student records, noting that medical and identity information must be removed from files and follow-up will occur with school secretaries. The internal auditors also presented last year's Wellbeing and Health audit, which included three recommendations currently being addressed by management. The appointment of external auditors was discussed, with the current term ending and an option to extend at no additional cost.

8.1.4.1 External Audit Services

**68/25**

*Moved by: Trustee K. Pristanski                      Second: Trustee J. Michano  
That, the Superior-Greenstone DSB, having received Board Report No. 38:  
External Audit Services, appoint Deloitte LLP as auditors for Superior-  
Greenstone DSB for two-years for the 2024-2025 and 2025-2026 fiscal years.*

Carried

**9.0 Reports of the Business / Negotiations Committee**

*Superintendent of Business: Alex Marton*

Nil.

**10.0 Reports of the Director of Education**

*Director of Education: William Goodman*

10.1 Report No. 35: Director's Monthly Report: April 2025

Director of Education Will Goodman provided a review of the report. The activities highlighted the culture of high expectations and inclusivity across the school district.

10.2 Update: 2025-2026 School Year Calendar

The Director advised that the 2025-2026 modified calendar has been approved by the Ministry of Education.

**11.0 Reports of the Education Committee**

*Superintendent of Education: Carole Leroux  
Superintendent of Education: Flora Love-Jedruch  
Assistant Superintendent: Tara Balog  
Assistant Superintendent: Annick Brewster*

11.1 Report No. 36: 2025-2026 Finalized Elementary Staffing

Superintendent of Education Flora Love-Jedruch provided a review of the finalized Elementary Teaching Staffing and Organization for September 2025. There were no revisions made to the report since last presented on April 7, 2025.

**69/25**

*Moved by: Trustee K. Pristanski                      Second: Trustee P. Liscomb  
That, the Superior-Greenstone DSB having received Report No. 36, 2025-2026 Finalized  
Elementary Staffing, approves the staffing as presented.*

Carried

11.2 Report No. 37: 2025-2026 Finalized Secondary Staffing

Superintendent of Education Carole Leroux provided a review of the finalized Secondary Staffing report and highlighted the minor revisions made to the report since first presented on April 7, 2025.

**70/25***Moved by: Trustee J. Michano**Second: Trustee A. Jarvis***That, the Superior-Greenstone DSB having Received Report No. 37, 2025-2026 Finalized Secondary Staffing, approves the Secondary staffing as presented.**Carried**11.3 Update: Ontario's New Restrictions for Cell Phones in Schools**

The Superintendent of Education Carole Leroux reported that the implementation of Ontario's new cell phone restrictions under PPM 128 has gone smoothly. The updated provincial and school codes of conduct now ban cell phone use during instructional time. There has been no increase in formal discipline, and no suspensions related to the policy have been issued in the board's high schools.

**12.0 New Business***Board Chair: Pinky McRae***12.1 Board Chair****12.1.1 Resignation: Anna Kentner (Indigenous Student Trustee)**

Indigenous Student Trustee Anna Kentner has submitted her resignation as she will be moving in the near future. The board expressed their deep gratitude for her contributions and commitment to her position.

**71/25***Moved by: Trustee J. Michano**Second: Trustee J. Nesbitt***That, the Superior-Greenstone DSB accept the resignation of Indigenous Student Trustee Anna Kentner, effective June 25, 2025 with regret.**Carried**12.2 Trustee Associations and Other Boards**

As per the new OPSBA General By-Law, appointments to the OPSBA Board of Directors are for the term of office, beginning at the OPSBA Organizational Board meeting in June of each year, until the subsequent OPSBA Annual meeting. Therefore, in April 2025 the Board must appoint the OPSBA Board of Director, Delegate and Alternate Delegate for the 2025-2026 OPSBA term of office, May 2025 – May 2026.

**12.2.1 Trustee Appointments for OPSBA Director/Voting Delegate****72/25***Moved by: Trustee J. Michano**Second: Trustee K. Pristanski***✓ That, the Superior-Greenstone DSB appoint Trustee Jason Nesbitt to serve as its Director and Voting Delegate to OPSBA effective for the 2025-2026 Term of Office.**Carried**12.2.2 Trustee Appointment for OPSBA Alternate Voting Delegate****73/25***Moved by: Trustee J. Michano**Second: Trustee J. Nesbitt***✓ That, the Superior-Greenstone DSB appoint Trustee Allison Jarvis to serve as its Alternate Voting Delegate to OPSBA for the 2025-2026 Term of Office.**Carried**12.3 Trustee Activities**

Allison reported attending the charity basketball game at NRHS, noting strong community partner involvement and a valuable opportunity for engagement. Kal informed the committee about new Trustee training sessions, which have begun and consist of six reading modules to be completed by the end of August, with no testing requirement. Jason recognized Zoey and Anna for organizing a successful bottle drive, raising over \$3,000 along with an additional \$500 in donations.

**12.4 Ministry Updates for Trustees**

The Senior Leadership Team shared information regarding recent Ministry of Education updates. The group discussed the various areas where additional advocacy is recommended.

**12.5** Future Board Meeting Agenda Items

The next meeting is being held at the SGDSB Learning Centre in Red Rock. Please watch for an email from the Executive Assistant requesting your attendance confirmation and travel needs so that she may finalize booking the accommodations and meals. Prior to the meeting at 3:00 p.m., a tour of the school will be provided. Dinner will be provided at the learning centre and the Director's Performance Review meeting will begin at 5:30 p.m., prior to the Regular Board meeting.

**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) 8:00 p.m.

**15.0** Committee of the Whole Board (In-Camera Closed)**15.1** Agenda: Committee of the Whole Board – Closed

**74/25**

Moved by: Trustee J. Michano                      Second: Trustee J. Nesbitt

**That, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 8:00 p.m. and that this portion be closed to the public.**

Carried

**15.2** Rise and Report from Closed Session

**75/25**

Moved by: Trustee K. Pristanski                      Second: Trustee J. Michano

**That, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:03 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** **76/25**

Moved by: Trustee A. Jarvis                      Second: Trustee J. Nesbitt

**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 Meeting 2025/05: March 24, 2025;

Carried

**16.2** Other Recommendations from Committee of the Whole Closed Session

Nil.

**17.0** Adjournment

**77/25**

Moved by: Trustee J. Michano                      Second: Trustee J. Nesbitt

**That, the Superior-Greenstone DSB 2025/06 Regular Board Meeting, Monday, April 28, 2025 adjourn at 8:04, p.m.**

Carried

<b><u>2025 - Board Meetings</u></b>		
<i>Board Office or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, May 26, 2025 <i>*Designate Site: SGDSB Learning Centre</i>		
Monday, June 30, 2025	Monday, July 14, 2025	Monday, August 25, 2025
Monday, September 22, 2025 <i>*Designate Site: B.A. Parker Public School</i>	Monday, October 20, 2025	Monday, November 17, 20245 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 1, 2025		

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

**Regular Board Meeting 2025/06**

Committee of the Whole Board: Closed Session.

Monday, April 28, 2024

Board Office, 12 Hemlo Drive, Marathon, Ontario

**TOPICS**

<b>Board Chair:</b> Pinky McRae	<b>Director:</b> William Goodman
<i>Location:</i> Videoconference & Teleconference	<i>Recorder:</i> G. Christianson

PART II: Committee of Whole Board – Closed	<i>Section (B): In-Camera 8:00 p.m.</i>
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- 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 2025/05: March 24, 2025

**Regular Board Meeting 2025-06**

Monday, April 28, 2025

**MINUTES**

APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2025

\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
CHAIR



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
**Special Education Advisory Committee**

April 8, 2025 @ 3:00 pm.

**Videoconference & Teleconference**

Microsoft Teams meeting

[Join the meeting now](#)

**Join on your computer, mobile app or room device**

**Or call in (audio only)**

Canada, Thunder Bay,

Phone Conference ID:

<b>MINUTES</b>					
<b>Voting Members (3/6)</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
BRAKE-WELDON, Brandy: <i>Dilico (Chair)</i>					X
ZAPPITELLI, Sheila: <i>Superior Greenstone Association for Community Living (Vice Chair)</i>			X		
OBI, Dickson: <i>North of Superior Counseling Programs</i>			X		
STACH, Andrea: <i>George Jeffrey Children's Centre</i>			X		
MICHANO, Julie: <i>Trustee</i>				X	
BRUNSKILL, Megen: <i>Trustee</i>			X		
<b>Alternate Members</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
JARVIS, Allison: <i>Trustee (Alternate)</i>				X	
LISCOMBE, Pat: <i>Trustee (Alternate)</i>				X	
MOORE, Jennifer: <i>Dilico (Alternate)</i>				X	
POROBIC, Katie: <i>Superior Greenstone Association for Community Living (Alternate)</i>				X	
<b>Resource Members</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
McRAE, Pinky: <i>Board Chair</i>					X
GOODMAN, Will: <i>Director of Education</i>					X
LOVE, Flora: <i>Superintendent of Education/ Director Designate</i>			X		
LEROUX, Carole: <i>Superintendent of Education</i>					X
BREWSTER, Annick: <i>Assistant Superintendent, School Effectiveness</i>			X		
BIANCO, Melissa: <i>Team Lead, Positive Behaviour Support</i>					X
RENAUD, Deana: <i>Mental Health Manager</i>			X		
LEROUX, Erik: <i>System Principal of Learning for All</i>			X		
MESHAKÉ, Sylvia: <i>Indigenous Special Education Facilitator</i>					X
ANTHONY, Miley: <i>Student Trustee</i>				X	
KRAUSE, Zoey: <i>Student Trustee</i>				X	
ZELENY, Lisa: <i>Executive Assistant</i>			X		

*Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)*  
*Jolene Pugliese , Amy Buchan*

<b>Land Acknowledgement:</b>	Superintendent Flora Love provided the land acknowledgement
<b>1.0 Call to Order:</b>	3:05 p.m.





7.0	<b>New Business:</b>	
	Nil.	
8.0	<b>Information Items:</b>	
	Nil.	
9.0	<b>Agenda Items Next meeting Date/Time/Venue: May 6, 2025 @ 3:00 pm</b>	
10.0	<b>Adjournment:</b>	
	<p><i>Moved by: D. Obi                      Second: Trustee Brunskill</i></p> <p>✓ <b>That</b>, the Superior-Greenstone DSB Special Education Advisory Committee Meeting on Tuesday <b>April 8, 2025</b> adjourn at 3:43 p.m.</p> <p><i>Carried.</i></p>	



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

**Our Mission:**

"Working together to engage students through meaningful learning and empower them to build the skills they need to be successful today and in the future."

**Our Vision:**

To meet the needs of all learners while sparking curiosity and joy in learning."

**Our Motto:**

Gikino'amaadiwigamigoonsan ezhi-gichi-apiitendaagwag  
"Small schools make a difference"

**Our Values:**

"Positive, professional relationships & sense of team, Kindness with expectations, Learner mindset & dedication to ongoing innovation, Belief that experience teaches, engages & connects."

**Anishinaabe Gikino'amaagewin Gaa-anokaadamowid (Indigenous Education Advisory Committee)**

**Tuesday, April 22, 2025 – 10:00 a.m. to 12:00 p.m.**

Red Rock Learning Center or Virtual Meeting – Microsoft Teams –

Teleconference Dial-In Information: Phone 1(844) 613-3120 Conference ID No:

**Maawanji'idiwin Wiindamaagewi-Ozhibii'igewinan (Meeting Minutes)**

**1.0 Roll Call**

Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)

<b>First Nations Communities</b>	OS	TC	VC	A	R	<b>Tribal Councils &amp; Representatives</b>	OS	TC	VC	A	R
(Aroland) Angela Towedo				X		EPP Program Liaison - Matawa, Shelby Chng			X		
(Biigtigong Nishnaabeg) Lisa Michano	X					Randi Ray and/or Wabun Education Partnership Program.				X	
Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Yvonne Kowtiash	X					Kris Skworchinski Regional Education Council Coordinator, KEB					
Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Christine Hardy				X		Tim Robbins, Metis Nation of Ontario - Senator				X	
Biinjitiwaabik Zaaging Anishinabek (Rocky Bay, Rose Kowtiash			X			Nokiiwin Education Advisor, Erin Lovis			X		
Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Pamela Hardy			X			Nokiiwin Education Advisor – Scott Baker / Loretta Sky				X	
(Ginoogaming #77) Martha Taylor				X							
(Ginoogaming #77) Dallas Fisher				X		<b>Representatives</b>					
(Ginoogaming #77) Chris Hill/Henry Waboose			X			Sara Carlson, Grad Coach - GCHS			X		
(Marten Fall FN) Suzanne Baxter (10:10)				X		Sara Park, Grad Coach - NRHS	X				
(Marten Falls FN) Louise Coaster				X		Delaney Michano, Grad Coach - MRHS			X		
						Melissa Lanovaz, Grad Coach - LSHS			X		
(Pays Plat) Valerie Auger	X					Sheila Cassie, Secretary - Portfolio Support			X		
						Patti Pella, Education Officer, Ministry of Education				X	
(Netmizaaggamig) Joe Moses				X		Sylvia Meshake, Indigenous Education facilitator			X		
(Netmizaaggamig) Amber Deveraux			X			<b>Trustees</b>					
(Netmizaaggamig) Lori Guinchard				X		Pinky McRae (Ex-officio)			X		
(Netmizaaggamig) Monique Brownlee			X			Vacant - First Nations (Committee Chair)					
(Red Rock) Norma Lesperance				X		Megen Brunskill				X	
(Red Rock) Marilyn Netemegeisic,					X	Allison Jarvis	X				
						Anna Kentner, Indigenous Student Trustee			X		
						Kal Pristanski (alt)				X	
(Red Rock) Ted Wawia				X		<b>Board Administration</b>					
(Red Rock) Kellie Wrigley			X			Will Goodman, Director of Education	X				
(White Sands) Sue Taylor				X		Carole Leroux, Superintendent of Education	X				
Animgiigoo Zaagi'igan Anishinabek Denise Bottle				X		Shy-Anne Bartlett, Manager of Indigenous Education	X				
Animgiigoo Zaagi'igan Anishinabek Claudette Rody / Mary Blakely				X		Flora Love, Superintendent of Education	X				
Animgiigoo Zaagi'igan Anishinabek, Nikki Goodman				X		Alex Marton, Superintendent of Business			X		
Wabun (Flying Post First Nation) Angela McLeod				X		Anthony Jeethan, Human Rights & Equity Advisor				X	





equipment. The recognized training certificates will open more areas of employment opportunities in the future for the students.

Testimonials were shared with members.

Y.Kowtiash thanked L.MacLeod for the tremendous work on the Trades Skills.

#### 4.3 Follow-up from February 18, 2025, IEAC meeting: Updates

S.Bartlett provided the following updates. The Truth & Reconciliation policy is on the Superior-Greenstone website under Policy #105. Our Powwow and Cultural Celebrations are well on their way. Nipigon-Red Rock District High School and Red Rock Indian Band are working together, Geraldton Composite High School working with partners around the community to have a gathering to honor elders. Marathon High School is a learning opportunity for students with some support from Margaret Twomey Public School. S.Bartlett will send dates to IEAC members.

Feast and Feedback dates will be made with schools and communities. Schools will reach out to schools.

Grad Coaches will continue to support transitions and have been busy since January on various transition activities, events and structures.

Our new Indigenous Special Education Facilitator is Sylvia Meshake.

The Indigenous Trustee vacancy had two potential candidates. One candidate removed themselves, leaving Pamela Hardy as the sole candidate for the position. P. Hardy has been appointed as the new Indigenous Trustee.

Tara Balog will provide a report in May on the Immersion Camps.

Phase 2 of the Reconciliation Plan continues.

#### 4.4 Special IEAC meeting

Special IEAC meeting minutes attached in agenda package for members.

### 5.0 Apane go Dazhindamowaad (Standing Agenda Items)

#### 5.1 Community Updates

Val Auger gave a shoutout to Aaron Fewkes and the students at Schreiber Public School for their gardening project. The students sold their first batch of basil at the local store. It is a growing program that is thriving.

Pam Hardy shared for the community. The school action plan has a focus on assessments – working with three consultants; 2 from the ministry and one from school to develop a base line prior to beginning. Developed a data wall that extended into native language, land base and mental health and wellbeing. It helps to define where students are starting.

Hiring speech and language worker, and a land-based language facilitator (title to be determined). How do we assess land base and language, how will it look in the classrooms.



On April 30 the senior students will be cooking for the community and will be hosting an education open house. P.Hardy extended the invitation to members to attend. Tim Aylward will be in community for a week to build tiny cabins that will be placed along the trap line.

#### 5.2 Indigenous Student Trustee Update

Anna Kentner presented her report as attached in the agenda. A.Kentner ran her IYC meeting in March with Shy-Anne, where she showcased pictures and information with the Indigenous Youth Council from attending the Educational Action Conference (EAC) at OSTA-AECO.

A.Kentner participated in a Student Senate meeting led by Miley and Zoey; two Students Trustees with a focus on creating SMART goals. The idea of student senate pen pals came where three student trustees would exchange letters with IYC and Student Senate members to share leadership ideas. The goal is to complete one exchange before the end of the school year. This initiative is to foster new relationships and strengthen leadership across the board.

A. Kentner regretfully submitted her resignation as the Indigenous Student Trustee and is very grateful for the opportunity.

#### 5.3 Language Development

S.Bartlett provided the following information. The third annual language bowl will have four schools attending from SGDSB. Tamara Vernier from MMPS/BAPS is working on long range plans as requested by both SGDSB and our coterminous board. This work is done with Shy-Anne Bartlett, and ABC. Joint Professional PD with coterminous board to ensure all students are receiving the same language base across both boards.

Next Steps: Expanding high school pathways.

#### 6.0 Nonde-ayaan ji-gaagiigidoyaang (Open Discussion of Areas of Need): Nil.

#### 7.0 Anishinaabe Gikino'amaagewini-Dazhindamowaad (Indigenous Education Updates)

##### 7.1 Graduation Coach Update

##### 7.1.1 Graduation Coach Update – NRHS

S. Park, Indigenous Grad Coach presented her report as attached in the agenda. The report reflects the students living on community and off community and supports academics and wellbeing supports. The post-secondary pathways are changing all the time, and it is important to meet them where the students where they are at and building relationships. Transitions include resumes, drivers' education information/support, and meeting timelines in applying for scholarships and bursaries for post-secondary. The next transition event is the Powwow in May.

S.Park travels once a month to George O'Neill to assist Grade 8 students with their transition to high school and to offer parents reassurance for a smooth process.



A Career Fair with the support of the Red Rock Indian Band will help student explore future opportunities, summer employment as well as post-secondary opportunities.

A second ribbon skirt day took place, and it was a great day to share the experience with laughter and food with the students.

Practices are occurring daily with the drumming group to help prepare for the upcoming Powwow.

K. Wrigley extended gratitude to S. Park for travelling to the community and working with students to support their engagement.

**7.1.2 Graduation Coach Update – GCHS**

Members to review Report attached in agenda package.

**7.1.3 Graduation Coach Update – MRHS**

Members to review Report attached in agenda package.

**7.1.4 Graduation Coach Introduction – LSHS**

Members to review Report attached in agenda package.

**8.0 Ginkino-amaagewini-Odaakewigimaa Oshkichigaadewinan (Director of Education Updates)**

**8.1 Director's Quarterly Report: Strat Plan**

This is year one of our new Strategic Plan. Last year there was a lot of data collection in community, families, and the parameters we want to put into place for SGDSB.

This year we do pulse checks. In the report there are things that we are doing very well. Relationships are key. There is also work that needs to be done as well. Need to expand to experiential learning and student voice is key, mental health, de-stream work and forms of successes. Strengthening our community connections. We want to ensure all students feel seen, heard and inspired.

There were no questions or comments at this time.

**8.2 Graduation Dates**

The 2025 graduation dates have been determined for all high schools and elementary schools. Formal invites will be sent to communities.

**8.3 Calendar – 2025-2026**

The 2025/2026 school calendar in the agenda package has been approved by the Ministry. There were two options provided for stakeholder input. The calendar is done collectively with other school boards as we share transportation. The calendar is for members to share and will be available on the SGDSB website.





## Superior-Greenstone District School Board Multi-Year Strategic Plan



**Report No.:** 38  
**Date:** May 26, 2025

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

**FROM:** Zoey Krause and Miley Anthony, Student Trustees

**SUBJECT:** Student Trustee Report: May 2025

### **Background**

Trustees Zoey, Miley, and Anna have begun their planning for the June Leadership Day that takes place in Red Rock. The leadership day will be an opportunity for members of the IYC and the Senate to come together and share learning from the school year. The student trustees have planned 3 leadership games that will help students learn the value of communication. With this planning we have also made sure that we will be including our 2 incoming student trustees so they can have a chance to experience some hands-on leadership to gain skills and make connections before their term officially begins.

### **Current Situation**

As the school year slowly comes to an end Student Trustees Zoey and Miley have planned their final virtual senate meeting. Due to limited attendance on the planned senate date the meeting has been rescheduled for Wednesday May 21st. With this meeting we will be giving our senators the opportunity to reflect on what they have contributed to the senate this year. We have made sure to have survey-like questions for senators to respond to through our Menti presentation which are similar to questions asked last year so we can reflect and see what we as Trustees can improve on and change next school year.

Trustee Miley is leaving for Toronto for a professional development opportunity with the OSTA/AECO organization which will begin on the 23rd and will end on the 25th. She will take what she has learned this year as a student trustee and bring it to OSTA and in return take what she learns from the conference and bring it back to the board. This will be a great place to make connections and grow understanding of this leadership position.

### **Administrative Summary**

*That the Superior-Greenstone DSB receive Report No. 38, Student Trustee Report: May 2025, for information.*

Respectfully submitted b

Zoey Krause	Miley Anthony
Student Trustee	Student Trustee



## Superior-Greenstone District School Board Multi-Year Strategic Plan



**Report No.:** 39

**Date:** May 26, 2025

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

**FROM:** Anna Kentner, Student Trustee

**SUBJECT:** Indigenous Student Trustee Report: May 2025

### **Background**

In the past month April, Anna wasn't able to run her IYC meeting due to the snow. She wasn't able to start talking about the days of significance with her council. Late April, specifically April 22<sup>nd</sup> was Mother Earth Day. A day to recognize and honour the Earth. The place we are so thankful to be able to roam on.

Anna put in her formal resignation and had it approved by the board. She is once again, so insanely grateful to be able to hold this role. She's been very productive and full of awesome ideas. She has paved the road for the next Indigenous Trustees. She has truly been inspired to make a change by watching her co-trustees flourish, and her biggest mentor.

### **Current Situation**

Anna has been working hard alongside Trustees Miley and Zoey to help plan the leadership day. This year we came up with two activities for the students. Both having an immense amount of leadership built in, as well as being fun. One is called birthday logs, and the other is chocolate river. The trustees are so excited for the leadership day, packed full of such great ideas and opportunities.

Going into the end of May, Anna has been preparing for her Indigenous Student Trustee elections. May 23<sup>rd</sup> we choose her replacement. Anna is very disappointed she couldn't fulfill her two year term, but she had no choice. As she moves on to other opportunities in Keewatin-Patricia, she wants Superior-Greenstone to know that she will always hold this position and the relationships she made close to her heart. Chii-Miigwetch to everyone for making this opportunity so unforgettable.

On May 5<sup>th</sup>, we honour a very important day, MMIWG. This is an important day because it marks the significance for missing and murdered Indigenous women and girls. A day to symbolize the ongoing violence they face every day. The thousands of closed police cases from them. This date holds significance closely in Anna's heart, as this day was ignited close to our community due to Barbara Kentner, who was murdered in 2017, Anna's aunt. Anna honours this day; "My dear aunt, Barbara, was murdered in Thunder Bay – a loss that not only devastated our family, and also ignited a necessary movement for justice and accountability in our community. Her life, like those of so many indigenous women and girls, was full of love, strength, and purpose. She deserved dignity. She deserved protection. She deserved to grow old."



## Superior-Greenstone District School Board Multi-Year Strategic Plan



### **Next Steps**

As we move onto late May, and early June, Anna will continue on with supporting the Indigenous Student Trustee elections. Anna will try her best to mentor the new trustee with her knowledge so they can flourish in the role like she did. We hope to include both newly elected trustees, Rylee, and whoever gets elected to our trustee space so they can learn the role.

As we move into June, we have our leadership day! This is a day where students apart of the Indigenous Youth Council and Student Senate come together for a day to share ideas, perspectives, leadership skills and a chance to get to know each other. A day where people can make meaningful connections and truly meet the people that have been on the screen all year. It's packed of fun and amazing opportunities that are engaging and hands on.

### **Administrative Recommendations/Summary**

*That the Report No. 39, Indigenous Student Trustee Report May 2025, be received for information.*

Respectfully submitted by:

Anna Kentner  
Indigenous Student Trustee



## Superior-Greenstone District School Board Budgetary Report



**Report No.:** 40

**Date:** May 26, 2025

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

**FROM:** Alex Marton, Superintendent of Business

**SUBJECT:** Enrolment Summary as of March 31, 2025

### **Background**

Each year, in accordance with Ontario Regulation, enrolment is reported to the Ministry in October and March.

### **Current Situation**

The figures on these count dates determine our per-pupil funding. Enrolment at SGDSB on March 31, 2025 is presented below:

1. 2024-2025 Budgeted ADE calculations for Elementary are 633.00 and Secondary 688.38.
2. Overall, our March enrolment from budget for 2024/25 is down 3 FTE for Elementary and up 5.75 FTE for Secondary.

<b>ELEMENTARY SCHOOLS</b>	<b>BUDGET FTE March 31, 2025</b>	<b>ACTUAL FTE March 31, 2025</b>	<b>VARIANCE</b>
B.A. Parker Public School	116	100	-16
Beardmore Public School	20	25	5
Dorion Public School	48	53	5
George O'Neill Public School	126	128	2
Manitouwadge Public School	37	39	2
Margaret Twomey Public School	140	148	8
Marjorie Mills Public School	30	33	3
Nakina Public School	17	21	4
Schreiber Public School	30	23	-7
Terrace Bay Public School	69	60	-9
<b>Total Elementary Enrolment</b>	<b>633.00</b>	<b>630.00</b>	<b>-3</b>
<b>SECONDARY SCHOOLS</b>	<b>BUDGET FTE March 31, 2025</b>	<b>ACTUAL FTE March 31, 2025</b>	<b>VARIANCE</b>
Geraldton Composite High School	156.75	151.75	-5.00
Lake Superior High School	116.75	114.50	-2.25

Manitouwadge High School	64.50	68.50	4.00
Marathon High School	171.00	171.00	0
Nipigon Red Rock High School	166.00	175.00	9
<b>Total Secondary Enrolment</b>	<b>675.00</b>	<b>680.75</b>	<b>5.75</b>
<b>Total Board Enrolment</b>	<b>1308.00</b>	<b>1310.75</b>	<b>2.75</b>

**Administrative Recommendation**

*That*, the Superior-Greenstone DSB receive Report No.: 40 Enrolment Summary as of March 31, 2025 for information.

Respectfully submitted by:

Alex Marton  
Superintendent of Business



## Superior-Greenstone District School Board Budgetary Report



**Report No.:**41

**Date:** May 26, 2025

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

**FROM:** Brent Harris, Manager of Financial Services

**SUBJECT:** Interim Financial Report No. 02

### **Background**

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 first interim report covers the period from September 1, 2024 to March 31, 2025, and is attached for your review. The interim report includes three different summaries and include the following:

- Summary of Financial Results
- Summary of Enrollment
- Summary of Staffing

SGDSB is experiencing a projected increase in enrolment of 1.37 ADE, compared to originally budgeted. This increase consists of an increase of 6.75 ADE in "Pupils of the Board" and a decrease of 5.38 in "Other Pupils".

The changes in enrollment would typically result in a small increase in overall revenue, however SGDSB is experiencing a significant increase in overall operating revenue. This increase in revenue is a result of the increase in "Pupil of the Board" enrollment, and Ministry of Education updated benchmarks for salary increases awarded through Bill 124 and ratified collective agreements. Other revenue is impacted by the inclusion of REP Grants and Jordan's Principle funding. Additionally, a change to the estimate of amortization of deferred capital contributions results in an increase in capital grant revenue. This revenue is directly offset by an increase to the estimate of capital asset amortization. Total revenue is forecasted to increase by \$4.291 million.

Classroom and Other Operating expenses are both increased as a result of additions to staffing and the adjustments related the previously mentioned staff benchmarks. The addition of two 0.5 teachers at the elementary panel, a 0.33 teacher at the secondary panel, 24.3 FTE in education assistants, and 1.0 addition to the trustee compliment. Additionally, the change in the estimate of capital asset amortization impacts the Classroom and Other Operating expenditures. The

Pupil Accommodation expenditures category is largely impacted by the increase in estimates of capital asset amortization. Total expenditures are forecasted to increase by \$4.218 million.

The adjustments made to the original presented and approved budget result in a projected surplus of \$110,720 for the 2024-25 school year.

**Administrative Recommendations**

That, the Superior-Greenstone DSB receive Report No. 02, 2024-2025 Interim Report No. 02 for Information.

Respectfully submitted by:

Alex Marton  
Superintendent of Business

Brent Harris  
Manager of Financial Services

**SUPERIOR-GREENSTONE DSB**  
**2024-25 Interim Financial Report #2**

For the Period Ending March 31, 2025

**Summary of Financial Results**

	Estimates	Forecast	In-Year Change	
			\$	%
<b>Revenue</b>				
Operating Grants	33,702,138	36,520,500	2,818,362	8.4%
Capital Grants	10,011,811	10,518,169	506,358	5.1%
Other	8,524,545	9,490,693	966,148	11.3%
<b>Total Revenue</b>	<b>52,238,494</b>	<b>56,529,362</b>	<b>4,290,868</b>	<b>8.2%</b>
<b>Expenditures</b>				
Classroom	32,262,199	36,150,126	3,887,927	12.1%
Other Operating	3,856,543	4,151,291	294,748	7.6%
Transportation	1,846,395	1,852,646	6,251	0.3%
Pupil Accommodation	13,497,291	14,037,913	540,622	4.0%
Other	738,340	226,666	(511,674)	(69.3%)
<b>Total Expenditures</b>	<b>52,200,768</b>	<b>56,418,642</b>	<b>4,217,874</b>	<b>8.08%</b>
<b>In-Year Surplus (Deficit)</b>	<b>37,726</b>	<b>110,720</b>	<b>72,994</b>	
Prior Year Accumulated Surplus (Deficit)	13,884,165	13,884,165	-	
<b>Accumulated Surplus (Deficit) for Compliance</b>	<b>13,921,891</b>	<b>13,994,885</b>	<b>72,994</b>	

Note: Forecast based on Actuals

**Changes in Revenue**

- Operating grants are up due to the increase in enrolment of "Pupil of the Boards", and adjustment to the staffing benchmarks used to calculate the Core Education Funding allotment, which includes a reallocation from other funding.
- Capital grants are up due to the increase in our amortization estimate of deferred capital contributions.
- Other Revenue is up due to the up due inclusion of REP grants and Jordan's Principle funding. This is partially offset by the to the reallocation of funding between other revenue and operating grants related the the salary benchmark updates, as well as reduction in other pupils.

**Change in Expenditures**

- Classroom expenditures are up due to the adjustments made settled collective agreements and salary adjustments due to Bill 124. Additionally we have the reallocation of the labour provision in the other expenditure category to classroom expenditures, Jordan's Principle funded EA, and REP grant funded expenses
- Other operating expenditures are up due to the adjustments made settled collective agreements and salary adjustments due to Bill 124.
- Pupil accommodation expenditures are up due to the adjustments made settled collective agreements and salary adjustments due to Bill 124. Additionally, the change in amortization estimates has a significant impact on pupil accommodation expenses.
- Other expenditures are down due to the reallocation of the salary provision to the classroom expenditure category.

**Change in Surplus/Deficit**

- For compliance purposes, we are projecting a surplus of \$110,720

**Risks & Recommendations**

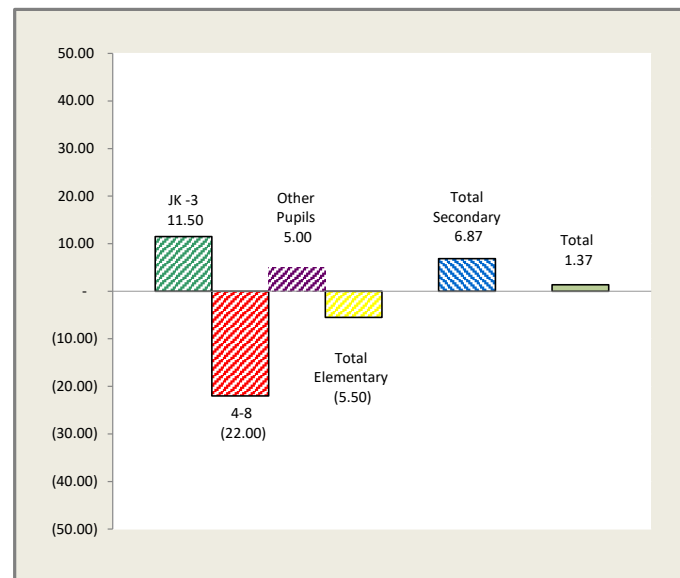
- Retirement payments are being funded from our current grants.

**Summary of Enrolment**

ADE	Estimates	Revised Estimates	In-Year Change	
			#	%
<b>Elementary</b>				
JK -3	274.00	285.50	11.50	4.2%
4-8	320.00	298.00	(22.00)	(6.9%)
Other Pupils	39.00	44.00	5.00	12.8%
<b>Total Elementary</b>	<b>633.00</b>	<b>627.50</b>	<b>(5.50)</b>	<b>(0.9%)</b>
<b>Secondary &lt;21</b>				
Pupils of the Board	544.00	561.25	17.25	3.2%
Other Pupils	144.38	134.00	(10.38)	(7.2%)
<b>Total Secondary</b>	<b>688.38</b>	<b>695.25</b>	<b>6.87</b>	<b>1.0%</b>
<b>Total</b>	<b>1,321.38</b>	<b>1,322.75</b>	<b>1.37</b>	<b>0.1%</b>

Note: Forecast is based on Actuals

**Changes in Enrolment: Budget v. Forecast**



**Highlights of Changes in Enrolment:**

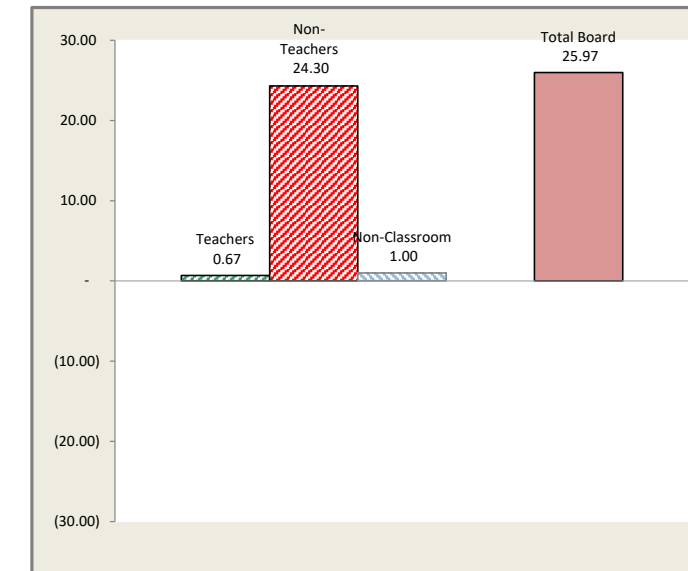
- Total board enrolment is up 1.37 ADE. Pupils of the Board is up 6.75 ADE and Other Pupils is down 5.38 ADE.

**Summary of Staffing**

FTE	Estimates	Revised Estimates	In-Year Change	
			#	%
<b>Classroom</b>				
Teachers	140.00	140.67	0.67	0.5%
Non-Teachers	132.70	157.00	24.30	18.3%
<b>Total Classroom</b>	<b>272.70</b>	<b>297.67</b>	<b>24.97</b>	<b>9.2%</b>
<b>Non-Classroom</b>	<b>72.80</b>	<b>73.80</b>	<b>1.00</b>	<b>1.4%</b>
<b>Total</b>	<b>345.50</b>	<b>371.50</b>	<b>25.97</b>	<b>7.5%</b>

Note: Forecast is based on Actuals

**Changes in Staffing: Budget v. Forecast**



**Highlights of Changes in Staffing:**

- Teachers up due to the addition of a 0.5 addition to the Elementary Teaching panel and 0.17 addition to the Secondary Teaching panel
- Non-teachers is up due to a 24.3 FTE addition to the Special Education portfolio.
- Non-classroom is up due to a 1.0 FTE additions to the Trustee compliment.



## Superior-Greenstone District School Board Multi-Year Strategic Plan



**Report No.:** 42  
**Date:** May 26, 2025

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

**FROM:** Alex Marton, Superintendent of Business

**SUBJECT:** Central Department Onboarding Plans

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### **Background**

As part of the Multi-Year Strategic Plan, SGDSB is committed to promoting a healthy and inclusive workplace supported by effective systems for staff selection and oversight. One key action under this goal is the implementation of structured onboarding processes for new staff across all departments. In September 2024, Management conducted an internal needs assessment and reviewed onboarding practices from other boards. By December 2024, draft procedures were developed and shared for review and feedback.

### **Current Situation**

Onboarding plans have now been finalized for each department within Central Operations: Finance & Business Services, Facilities & Transportation, People & Culture, Payroll, and Information Technology Services. These plans establish clear, department-specific onboarding procedures designed to support smooth transitions and an efficient employee experience. Each plan includes common foundational elements:

- Assignment of a departmental mentor
- A structured schedule for the first day, week, and month
- Identification of technology, systems access, and accounts required
- Defined responsibilities for both the new employee and their manager
- Periodic, structured check-ins with new employees

All finalized onboarding plans will be published on The Exchange and will take effect immediately.

### **Next Steps**

The onboarding plans will be reviewed and updated annually to ensure continued relevance and alignment with operational needs. In the next school year, Senior Administration will begin work on expanding the onboarding framework to include school-based employee groups, with further updates to be provided to the Board as the initiative progresses.

**Administrative Recommendations**

*That, the Superior-Greenstone DSB having received Report No. 42, Central Department Onboarding Plans for information.*

Respectfully submitted by:

Alex Marton, Superintendent of Business



# Superior-Greenstone District School Board

## Budgetary Report



**Report No.:** 43  
**Date:** May 26, 2025

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

**FROM:** Gord Muir, Manager of Facilities & Transportation  
Alex Marton, Superintendent of Business

**SUBJECT:** 2025-2026 SEIU Staffing Report

### **Background**

The Facilities Department has once again conducted an evaluation to assess the staffing requirements for Custodial and Maintenance Services during the upcoming 2025-2026 school year. This evaluation encompassed not only Custodial and Maintenance duties but also grounds upkeep and snow removal, all while ensuring fiscal management.

### **Current Situation**

For the 2025-2026 school year, proposed staffing for Custodial is 30.25 FTE and 4.5 FTE for Maintenance, distributed across 17 sites. All schools are aligned with industry best practices, our evaluations indicated that 34.75 FTE for the 2025-26 school year will adequately meet the requirements and standards for facility staffing levels.

### **Custodial Staffing**

Location	Pre-Covid	23/24 FTE	24/25 FTE	25/26 FTE	Proposed Change
Margaret Twomey	2.5	3.5	3	3	0
Terrace Bay Public School	1.5	1.75	1.5	1.5	0
Schreiber Public School	1	1.38	1	1	0
George O'Neil Public School	1.75	2.5	2.5	2.5	0
Dorion Public School	1	1.38	1	1	0
Beardmore Public School	1	1	1	1	0
Margorie Mills Public School	1	1.38	1	1	0
Manitouwadge High School	2.5	2.5	2.5	2.5	0

Manitouwadge Public School	1.5	1.75	1.5	1.5	0
Marathon High School	3.5	4.5	3.5	3.5	0
Lake Superior High school	2	2.38	2	2	0
Nipigon-Red Rock High School	3.5	3.5	3	3	0
SGDSB Learning Centre	0.5	0.5	0.5	0.5	0
Geraldton Comp/B.A Parker	5	5.5	5.5	5.5	0
Nakina Public School	0.75	0.75	0.75	0.75	0
<b>FTE Total</b>	<b>29</b>	<b>34.27</b>	<b>30.25</b>	<b>30.25</b>	<b>0</b>

### ***Maintenance Staffing***

<b>Region</b>	<b>Pre-Covid</b>	<b>23/24 FTE</b>	<b>24/25 FTE</b>	<b>25/26 FTE</b>	<b>Proposed Change</b>
Marathon	1	1	1	1	0
Scheiber & Terrace Bay	1	1	1	1	0
Dorion, Nipigon, Beardmore	1	1	1	1	0
Manitouwadge	1	1	1	.5	(.5)
Greenstone	1	1	1	1	0
<b>FTE Total</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4.5</b>	<b>0</b>

### **Next Steps**

We recommend staffing levels at 34.75 Full-Time Equivalents (FTE) across the 17 sites for the 2025-26 school year. This staffing compliment remains both efficient and effective in meeting the needs of our students.

### **Administrative Recommendations**

*That, the Superior-Greenstone DSB having received Report No. 43, SEIU Staffing for 2025-2026, approves the staffing as presented.*

Respectfully submitted by:

Gord Muir, Manager of Facilities and Transportation  
Alex Marton, Superintendent of Business



## Superior-Greenstone District School Board Budgetary Report



**Report No.:** 44

**Date:** May 26, 2025

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

**FROM:** Annick Brewster, Assistant Superintendent  
Alex Marton, Superintendent of Business

**SUBJECT:** OSSTF-ESS Staffing for 2025-2026

### **Background**

Meeting student needs is paramount in making decisions around staffing, as is equity between our schools. At the same time, the obligation for fiscal responsibility must be considered. Educational Support Staff (OSSTF-ESS) play a pivotal role in the daily operations of schools. Superior-Greenstone District School Board provides additional direct support for students with special education needs.

Conversations have taken place with school Principals regarding student needs and staffing. Also, as part of the Collective Agreement with the Educational Support Staff of the Ontario Secondary School Teachers' Federation, consultation has taken place with union leadership.

### **Current Situation**

#### **Special Education Key Points**

Superior-Greenstone District School Board continues to fund the special education program above the amount allocated by the Ministry of Education through the Special Education Per Pupil Amount (SEPPA), the Special Equipment Amount (SEA) and the High Needs Amount (HNA). We are required to calculate all OSSTF- Educational Support Staff staffing based on central agreement language that requires a protected complement. The projected average cost for an Educational Assistant salary and benefits is estimated at \$65,323. We continue to have a significant increase in students with high needs entering our primary classrooms in many of our schools that require more support than other divisions in the school.

Our current proposed Educational Assistant staffing reflects our students with medical, health, and safety needs. SGDSB currently has 28% (384 Students) of the student population accessing special education support. While the number of students accessing special education supports has declined in terms of students with no identification, we have had an increase in supports required for students with tier 3 needs.

Table 1 indicates the current number breakdown of students associated with specific exceptionalities. For privacy reasons we have combined exceptionalities with numbers that could be identifiable on their own. Table 2 provides special education student numbers by panel as well as the number of students that are formally identifies by the IPRC process.

**Table 1 Number of Students by Exceptionality**

Exceptionality	2020-21	2021-22	2022-23	2023-24	2024-25
Autism	26	30	44	69	72
Learning Disability	91	84	69	86	79
No Exceptionality	187	159	125	139	120
Behaviour	23	30	24	26	18
Multiple Exceptionalities	49	28	17	17	49
Mild Intellectual Disability	13	12	16	13	20
Other (Speech Impairment, Language Impairment, Deaf and Hard of Hearing, Gifted, Developmental Disability, Physical Disability, Blind and Low Vision	42	47	46	40	33

**Table 2 – Special Education Overall Data**

Number of Elementary Students Accessing Special Education	137
Number of Secondary Students Accessing Special Education	247
Number of Students Formally Identified (Identification Placement and Review Committee)	264

### Support Staffing Key Points

Given the constraints associated with declining enrolment, we are adjusting our support staff allocation primarily through attrition and reducing vacant positions. While we are looking at a net reduction year over year in Core Education funded positions, classroom positions are not being reduced.

**Table 3 – Proposed OSSTF-ESS Staffing**

<b>Year</b>	<b>Education Assistant</b>	<b>Early Childhood Educators</b>	<b>Child and Youth Workers</b>	<b>Attendance Counsellor</b>	<b>Librarians</b>	<b>Technologists</b>	<b>Secretaries</b>	<b>Payroll and Accounting Clerks</b>
2019-20	*49.5	4	5	3	6.7	n/a	20	4
2021-22	*50.5	4	5	3	6.7	4	20	4
2022-23	*49.5	4	5	3	6.7	4	21	4
2023-24	*54.5	4	5	2	6.7	4	20.5	4
2024-25	*52	4	5	2	6.2	4	19.2	4
<b>Base Funding Proposed 2025-26</b>	46.6	4	4	2	6.2	4	19.5	4
<i>Support for Student Funds (1.50 FTE)- Central Agreement</i>	0.5		1					
<i>First Nation Education Service Agreement</i>	7.4							
<b>2025-26 Total</b>	<b>*54.5</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>6.2</b>	<b>4</b>	<b>19.5</b>	<b>4</b>

\*Does not include EAs funded directly by First Nations through invoicing or Jordan's Principle.

### **Jordan's Principle**

In 2013, Jordan's Principle was established as an application-based fund that aimed to ensure all First Nations children living in Canada had access to the products, services and supports they needed, when they needed them. Funding was put in place to help with a wide range of health, social and educational needs, including the unique needs that First Nations Two-Spirit and LGBTQIA children and youth may have. SGDSB has worked collaboratively with First Nations leadership in supporting the writing of these applications. Funds, once approved by Indigenous Services Canada, are temporary and must be re-applied for each year.

Recent reports suggest potential changes to the Jordan's Principle approval process that may affect SGDSB-supported positions. SGDSB is currently awaiting approval for proposed positions for the upcoming school year. In the meantime, management has been engaging with First Nation partners to ensure continued support for students requiring additional services.

**Administrative Recommendations**

That, the Superior-Greenstone DSB having received Report No 44, approves the OSSTF-ESS Staffing for 2025-2026 as presented.

Respectfully submitted by:

Annick Brewster,  
Assistant Superintendent

Alex Marton,  
Superintendent of Business



## Superior-Greenstone District School Board Multi-Year Strategic Plan



**Report No.:** 45

**Date:** May 26, 2025

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

**FROM:** Will Goodman, Director of Education

**SUBJECT:** Director's Monthly Report: May 2025

### **Background**

For the 2024-2025 school year, the Director's Monthly Report will be an opportunity to showcase examples of the numerous ways in which school personnel and system staff are implementing the Multi-Year Strategic Plan.

This month's Director's Report highlights the many ways in which Superior-Greenstone District School Board continues to strengthen and grow meaningful relationships with families, partners, and communities. Aligned with our Multi-Year Strategic Plan, these efforts reflect our ongoing commitment to fostering inclusive, collaborative environments where students thrive. From local initiatives to regional collaborations, the stories shared in this report demonstrate how intentional connections can truly make a difference in the lives of learners and the communities we serve.

### **Current Situation**

Please click on the following link to read the *Director's Monthly Report: May 2025* to read about explicit examples of how SGDSB is accomplishing the work of the Multi-Year Strategic Plan.



[Director's Monthly Report: May 2025](#)

Making a Difference for Communities: Meaningful Community Connections and Partnerships

[Go to this Sway](#)

<https://sway.cloud.microsoft/UjNe30cNQ1veEczf?ref=Link>



## Superior-Greenstone District School Board Multi-Year Strategic Plan



### **Administrative Summary**

*That the Superior-Greenstone DSB receive Report No. 45, Director's Monthly Report: May 2025, for information.*

Respectfully submitted by:

William Goodman,  
Director of Education



Superior-Greenstone District School Board  
Additional Information Report



**Report No.:** 46

**Date:** May 26, 2025

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

**FROM:** Jason Nesbitt, Trustee

**SUBJECT:** OPSBA Education Labour Relations & HR Symposium Report

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On May 1 -2, 2025, I Trustee Jason Nesbitt attended the 2025 Education Labour Relations and Human Resources Symposium hosted by the Ontario Public School Board's Association (OPSBA). The following are the agenda items from the conference and my notes from each session.

**The Risk of AI: From A Human Rights Perspective**

- Small Board challenge who oversees and looks after AI. Important to assess the purpose and impact
  - a. The purpose of AI system
  - b. Is the AI system at hi risk for human rights violation
  - c. Does the AI system show differential treatment
  - d. Does the AI system consider accommodation
- AI – When and how to use it, have to disclose it is being used when hiring. Can be used to combat discrimination.

**Session - Equity Audits of Human Resources Practices**

- Many boards are doing ... hard to get lots of participation.
- Lambton Kent had 80% participation rate.
- Starts with staff census – 4 areas of priority.
  - a. Diversify the workforce at all levels
  - b. Create more equitable policies and practices
  - c. Create a more inclusive and welcoming work environment
  - d. Strengthen the org's equity infrastructure

You can't improve outcomes for students without making improvements in staff.

**Session - Rising Toll of Harassment and Assault**

- a. Troubling Trends in Education
- b. Workers comp-what you don't know IS hurting you – financially and in the classroom
- c. Safety Under the Education Act
- d. Occupation Health and Safety legislation
  - Incidents are up, larger rates after COVID 19 pandemic
  - 2019-2024 44% increase Head injuries 30% claims, multiple body parts 19%, upper body 13%
  - Woman 91% claims elementary/secondary teachers, assistants 56.5% account for most claims



### **Session – Develop and Implementation of Employment equity data collection policy**

- TDSB had a 83% response rate (allotted 30 min of time to do survey) that was 31,499 staff members.
- Interestingly even TDSB is having issues hiring part that the labour market hasn't kept up.
- Collective agreements have not kept up.

### **Session – Supporting Employee mental health one conversation at a time**

- Interesting 50% of individuals over 40 have had or will have a mental illness.
- Important to train staff to be emergency support staff (short term like a first aid person).
- Important to maintain momentum by developing a sustainable mental health strategy.

### **Session – Mind Matters: Cultivating a Psychologically Healthy Workforce**

- Only 54% are confident they can ID struggling team members, 68% of employees feel workplace safe
- Main Pillars are:
  - Organization Culture and Support psychological and social support
  - Leadership and Interpersonal Factors
  - Growth and Engagement
  - Work Life Balance and Safety
  - Other Psychosocial Hazards
- People leaders – so important – can reach out, know the culture -direct impact on culture.
- It takes a min of 3 times to communicate so it sinks in.

### **Important to define the roll of staff in supporting trustees in shaping the Strat plan.**

- This isn't about adding more work – Its about elevating what's already happening.
- Who are you writing the start plan – EVERYONE.
- All promo material are embedded in everything – it all has a common theme/branding – very visible.
- All stakeholders have input – all notice of motions have to fit the Strat plan. (some boards are getting delegations that have nothing to do with the boards start plan, vision etc. so this combats that).
- Notice of Motion goes to standing committee to insure it is vetted.
- All report say where they align with the Strat plan and need to be aligned with start plan.
- Quarterly reports are linked to start plan.
- If Trustees stay focused on the Strat plan they are less likely to get side tracked with short term items.
- Near the end of the Start plan it is important to do a GAP analysis to see what's missed and what needs to be done.



Superior-Greenstone District School Board  
Additional Information Report



- What have we learned this year as a learning org?

**Summary**

*That, the Report No. 46 entitled, OPSBA Education Labour Relations & HR Symposium, be received by the Board for information.*

Respectfully submitted by:

Jason Nesbitt  
Trustee