

## **RAINBOW DISTRICT SCHOOL BOARD**

### **REGULAR BOARD MEETING**

to be held in person and electronically via Google Meet  
in the Ernie Checkeris Boardroom  
at the Centre for Education, 408 Wembley Drive  
on Tuesday, April 22, 2025 at 5:00 p.m.

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<b>AGENDA AND RECOMMENDED MOTIONS</b>
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#### **Land Acknowledgement**

*The Rainbow District School Board would like to acknowledge that we are on the traditional and ancestral territory of the Anishnaabek including Atikameksheng Anishnaabeg and Wahnapiitae Nations.*

*We would like to acknowledge that we are situated within the Robinson - Huron Treaty of 1850 and want to recognize the inherent rights of the Anishinaabek that maintained these lands from time immemorial.*

#### **Roll Call**

- |           |  |           |
|-----------|--|-----------|
| <b>A.</b> | <b><u>APPROVAL OF AGENDA</u></b>   | *Chair    |
|           | <u>Motion:</u><br>That the agenda for the Regular Board meeting of April 22, 2025 be approved.               |           |
| <b>B.</b> | <b><u>PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST</u></b>   | *Chair    |
| <b>C.</b> | <b><u>PRESENTATIONS</u></b>  | *Chair    |
|           | <b><u>Barrydowne College</u></b> – Superintendent McNamara & Principal Lielkalns                             |           |
| <b>D.</b> | <b><u>REPORT FROM THE CLOSED MEETING OF THE BOARD</u></b>  | *Director |
| <b>E.</b> | <b><u>OLD BUSINESS</u></b>   | *Chair    |
| <b>1.</b> | <b><u>Previous Minutes</u></b>   | *Chair    |
|           | <u>Motion:</u><br>That the minutes of the Regular Board Meeting held on Tuesday, March 25, 2025 be approved. |           |

2. **Reports and Recommendations from Board Committees** \*Chair

**Strategic Planning Committee – Trustee Code of Conduct**

Notice of Motion:

That the changes to *Policy No. GOV-05: Code of Conduct: Board Members*, as attached, be approved.

- F. **NEW BUSINESS** \*Chair

1. **OPSBA (Ontario Public School Board's Association)** \*Chair  
**- Director and Alternate**

- a) **OPSBA Director**

Call for nominations.

- i) Motion:  
That nominations be closed.

*A vote by secret ballot will be conducted.*

- ii) Motion:  
That \_\_\_\_\_ be declared elected Rainbow District School Board's voting Director to the Ontario Public School Board's Association.

- b) **OPSBA Alternate**

Call for nominations.

- i) Motion:  
That nominations be closed.

*A vote by secret ballot will be conducted.*

- ii) Motion:  
That \_\_\_\_\_ be declared elected Rainbow District School Board's voting alternate to the Ontario Public School Board's Association.

2. **Ballots** \*Chair

Motion:

That the ballots for all positions be destroyed.

3. **Ontario Public School Board Association Annual General Meeting** \*Chair

Motion:

That the Board approve the attendance of the following Trustees at the 2025 Annual General Meeting in Niagara-on-the-Lake on June 12-14, 2025.

4. **Ontario Student Trustee Association – Annual General Meeting** \*Chair  
  
Motion:  
That the Board approve the attendance of Student Trustee Nootchtai, Student Trustee Wilson-Zegil and the 2 incoming Student Trustees at the 2025 OSTA-AECO Annual General Meeting May 22-25, 2025 in Toronto.
5. **Notice of Absence** \*Chair
6. **Director's Remarks** \*Director
7. **Other Items** \*Chair  
OPSBA Director  
Student Trustee
8. **Trustees' Remarks/Questions** \*Chair  
*Reminder: Trustees who require detailed information on specific questions are encouraged to contact the Director prior to the meeting.*
9. **Chairperson's Remarks** \*Chair
- G. **INFORMATION AND PROPOSALS** \*Chair
  1. **Reports from Officials and Staff**  
Special Education Advisory Committee minutes February 5, 2025 (official)
  2. **Tenders/Requests for Proposals**  
Tender 2025-01 – Assiginack Public School  
Tender 2025-07 – Lo-Ellen Park Secondary School  
Tender 2025-08 – Lo-Ellen Park Secondary School
  3. **Non-Staff Communications**  
Board and Strategic Planning Schedule of Meetings 2025-2026 (draft)  
April 17, 2025 Letter to Minister Calandra
- H. **FUTURE MEETINGS** \*Chair  
  
Student Senate Meeting May 5, 2025 5:30 pm  
Strategic Planning Committee May 6, 2025 5:00 pm  
Special Education Advisory Committee May 7 2025 12:00 pm  
Parent Involvement Committee May 13, 2025 7:00 pm  
First Nations Advisory Committee May 15, 2025 10:00 am  
Equity and Inclusive Education Committee May 15, 2025 3:30 pm  
Board Meeting May 20, 2025 5:00 pm  
Environmental Education Committee May 21, 2025 3:30 pm
- I. **ADJOURNMENT** \*Chair  
  
Motion:  
That we do now adjourn at                      p.m.

## **RAINBOW DISTRICT SCHOOL BOARD**

### **MINUTES OF THE REGULAR BOARD MEETING**

held in person and electronically via Google Meet  
and livestreamed from the Ernie Checkeris Boardroom  
at the Centre for Education, 408 Wembley Drive  
on Tuesday, March 25, 2025 at 5:00 p.m.

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Present:	Trustees:	D. Farrow (Chair), B. Clement, L. Corbiere-Addison, L. Debassige (via Google Meet), D. Dewar, A. Gibson (via Google Meet), J. Hunda, J. Kosmerly, A. McCauley, Student Trustee Nootchtai, Student Trustee Wilson-Zegil
	Absent:	NIL
	Officials:	B. Bourget – Director and Secretary of the Board A. Guilbault – Superintendent of Business D. Koziar, L. Mantle, M. McNamara, K. Wachnuk – Superintendents
	Staff:	S. Ackroyd, M. Bertrand, N. Cecchetto, N. Charette, T. Hayes, D. Kitching, K. MacKenzie, D. Peristeridis, C. Whitson
	Other:	The Lockerby Junior Boys Cross Country Ski Team, Principal R. Lafraniere, Coach K. Abols

Chair Farrow called the meeting to order and read a declaration of land acknowledgement aloud.

Director Bourget completed roll call to establish who was participating in the Google Meet.

#### **A. APPROVAL OF AGENDA**

Motion: 25-R46, D.Dewar/L.Corbiere-Addison

That the agenda for the Regular Board meeting of March 25, 2025 be approved.

Poll vote

*Bob Clement: In-favour  
Lisa Corbiere-Addison: In-favour  
Linda Debassige: In-favour  
Doreen Dewar: In-favour  
David Farrow: In-favour  
Anita Gibson: In-favour  
Judy Hunda: Absent  
Judy Kosmerly: In-favour  
Alex McCauley: In-favour*

**- Carried**

#### **B. PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST    NIL**

#### **C. PRESENTATIONS**

##### **1. Lockerby Composite School – OFSAA – Cross Country Skiing**

Ryan Lafraniere, Principal of Lockerby Composite School introduced Coach Abols and 4 members of the Junior Boys Cross Country Ski Team that took home the banner at this year's OFSAA meet, which was held in Sudbury at Kivi Park in February.

Team members Gord Farrell (1<sup>st</sup>), Ewan Duncan (2<sup>nd</sup>), Cameron Young (3<sup>rd</sup>) and Eden Abols (16<sup>th</sup>) had impressive results at the event in the Junior Boys individuals as well as a silver medal in the team relay.

Coach Abols was also the convenor for the event and expressed how proud he was of his team for their dedication and hard work.

Trustees congratulated the members on successful season.

## **2. Math Achievement Action Plan – Superintendent Koziar**

Superintendent Dan Koziar and Principal of Program Kate MacKenzie provided an update on the progress of the Board's Math Achievement Action Plan for 2024-2025, as part of the April 2023 Ministry announcement.

As previously shared, the Ministry of Education identified priority schools based on EQAO data from 2021-2022. In our board, we have 23 priority schools. While all of our schools receive math support, priority schools receive additional direct coach and consultant supports.

Based on what we learned in our first year of planning, we made changes to our Math Achievement Action Plan. Specifically we introduced math demonstration classrooms, where our math coaches are the demonstration teachers. Teachers can attend these classes to observe their teaching in the morning followed by teacher collaboration in the afternoon.

In addition to diagnostics and EQAO results, students, educators and parents/guardians are asked to complete surveys that better assist the central math team in allocating support and resources where they are needed most.

Trustees had the opportunity ask questions.

## **D. REPORT FROM THE CLOSED MEETING OF THE BOARD**

No meeting held. No report.

## **E. OLD BUSINESS**

### **1. Previous Minutes**

Motion: 25-R47, A.McCauley/L.DeBassige

That the minutes of the Regular Board Meeting held on Tuesday, February 18, 2025 be approved.

Poll vote

*Bob Clement: In-favour  
Lisa Corbiere-Addison: In-favour  
Linda DeBassige: In-favour  
Doreen Dewar: In-favour  
David Farrow: In-favour  
Anita Gibson: In-favour  
Judy Hunda: In-favour  
Judy Kosmerly: In-favour  
Alex McCauley: In-favour*

**- Carried**

2. **Reports and Recommendations from Board Committees** NIL

**F. NEW BUSINESS**

1. **Ontario Public School Board Association Education Labour Relations and Human Resources Symposium 2025**

Motion: 25-R48, J.Kosmerly/D.Dewar

That the Board approve the attendance of the following Trustees at the 2025 Education Labour Relations and Human Resources Symposium in Toronto on May 1-2, 2025.

*(Trustee McCauley, Trustee Hunda and Trustee Farrow)*

**Poll vote**

*Bob Clement: In-favour*

*Lisa Corbiere-Addison: In-favour*

*Linda Debassige: In-favour*

*Doreen Dewar: In-favour*

*David Farrow: In-favour*

*Anita Gibson: In-favour*

*Judy Hunda: In-favour*

*Judy Kosmerly: In-favour*

*Alex McCauley: In-favour*

**- Carried**

2. **Notice of Absence** NIL

3. **Director's Remarks**

I hope that all students and staff enjoyed a well deserved March Break.  
I appreciate the opportunity to share some information with you.

Elementary predicted enrolment at this time last year was 9361 for the current school year. This year, we are predicting 9363 elementary students for this coming fall which is consistent with what we predicted last year.

Secondary predicted enrolment was 5020 last year and this year, we are predicting 5025 secondary students for this fall.

Elementary and secondary staffing is underway for the 2025-2026 school year.  
These predictions, as you know, inform our staffing levels.

We remind parents/guardians that there is still time to register.  
Registering now helps up plan for the fall.

We continue to work on succession planning and the support of new administrative candidates. We will be running an eligibility process for teachers interested in administrative roles this spring/

I would like to thank our Human Resources department and our hiring teams for their tremendous efforts in recruiting employees for teaching positions and support roles.

We will host another Career Fair on Saturday, April 5, 2025 from 9 am to 3 pm at Lockerby Composite School. If you are interested in working for Rainbow District School Board as a teacher or support staff, please visit [rainbowschools.ca](http://rainbowschools.ca) to learn more about our Career Fair.

Rainbow District School Board will pay tribute to its dedicated employees and community partners with the presentation of Board Awards on Tuesday, May 20, 2025. The ceremony will begin at 6:30 pm in the Sheridan Auditorium at Sudbury Secondary school.

Awards for Outstanding Contribution to the Co-Curricular Program, Community Partnership Awards, the Go Green Globe Awards, Awards for Excellence, the Barbara Konarek Memorial Award and the William N. Roman Teacher of the Year Award will be presented. Employees with 25 and 35 years of service will also be recognized.

Board Office staff will spend a half day shadowing a Principal this spring. We held this activity two years ago and received great feedback. There are many benefits to building connections between board office staff and school administrators. It will be an opportunity for staff here to see first-hand the amazing work being done in our schools in the service of students. And it will give our administrators and staff in schools an opportunity to get to know staff at the Centre for Education. This experience is a powerful day of sharing and learning.

The Board's Retirement Dinner will take place on Tuesday, June 3, 2025 at the Caruso Club. We welcome the opportunity to celebrate our retirees.

Preparations continue for the upcoming EQAO and OSSLT assessments. Our staff and students are hard at work preparing for both. As you know, successful completion of the Ontario Secondary School Literacy Test (or course) is a requirement for graduation.

Our winter sport season has concluded, with tremendous successes, and our dedicated coaches and athletes are looking forward to spring sports. We would like to extend our congratulations to all participants and thank our dedicated coaches and supervisors who go above and beyond for our student athletes. Your efforts lay a foundation for future success.

Recent examples of this include but are not limited to:

Congratulations to Sylva Swords, former LoEllen and RL Beattie student who completed a very successful season at the University of Michigan. Sylva was named to the Big 10 conference all Freshman Team and played very well in the NCAA March Madness Tournament.

Congratulations to Lockerby and MacLeod graduate Tracy Fleury formerly Tracy Horgan who is a member of the Canadian team that won the Women's World Curling Championship this weekend. She continues to build on an outstanding athletic career!

I would like to extend a warm welcome to Chris Verrilli, the new Athletic Administrator for the Sudbury District Secondary School Athletic Association (SDSSAA). Chris brings a wealth of experience in sports administration and event coordination to the position. He will play a vital role in advancing athletic programs throughout the Greater Sudbury area in partnership with school boards, schools, coaches and athletic associations. His leadership skills and passion for sports will contribute to the continued success and growth of athletic programs in the SDSSAA.

Plans are well underway for graduation ceremonies. We are compiling a list of dates and will reach out to trustees to confirm your attendance. As always, we want to ensure we have a trustee and/or a representative from the senior team at each graduation. This is the most rewarding time of the year as we watch students proudly come forward to accept the diploma they worked so hard to achieve.

I would like to thank our students, staff, parents and guardians for their hard work, patience and resilience. With just over three months left in the school year, I encourage our students to work hard to prepare for success in June.

4. **Other Items**

**OPSBA Director** - Highlights of the last Board of Directors meeting were shared with Trustees from Trustee Kosmerly. The next Board of Directors meeting will be on May 2<sup>nd</sup> and 3<sup>rd</sup> in Toronto, following the Education Labour Relations and Human Resources Symposium. On April 5<sup>th</sup> all trustees are invited to attend the Northern Regional meeting that will be held virtually. OPSBA's Annual General Meeting will take place June 12<sup>th</sup> to 14<sup>th</sup> in Niagara-on-the-Lake, hotel room reservations are now being accepted. As a reminder, in accordance with our board governance bylaws, we will elect our OPSBA Delegate and Alternate at our April Board meeting.

**Student Trustee** – Student Trustee Wilson-Zegil and Student Trustee Nootchtai shared that Student Senate continue the preparations for the Stand Up Speak Out Conference that will take place on April 24<sup>th</sup> at Collège Boréal, this year's theme is Intelligence. The food, venue and keynote speaker (Ian Tyson) have all been confirmed with the next steps being the breakout room speakers. They welcome any Trustees who would like to attend this upcoming event.

5. **Trustees' Remarks/Questions**

Trustee Kosmerly congratulated all the students that participated in the Technological Skills competition that took place at the end of February, the grade 7-12 Board Science Fair and the Baking and Aesthetics Skills Competition also in February, which she was honoured to be a part of. She also thanked all staff and community partners for all of their work and support to host these events. Trustee Kosmerly recently volunteered at Meals on Wheels and wanted to share that they are always in need of volunteers, a good opportunity for students who require volunteer hours.

Trustee Clement shared that he has enjoyed dropping in to visit Espanola High to see what's been happening. They recently held a wellness day for students which was fun to see them all participating. In the welding shop they will be working on fire pits for the community garden.

6. **Chairperson's Remarks**

Hello everyone:

Registrations are ongoing in Rainbow elementary and secondary schools. To register, please contact your area Rainbow school. If you have already registered, thank you. We look forward to welcoming your child into Rainbow Schools this fall.

The Board held its 18th annual Technological Skills Competition on February 26th and 27th. The event brought together 165 secondary and 324 elementary students to test their skills in various trades. Students were vying for the opportunity to compete at the North East Qualifier on April 5, 2025 in North Bay or the Skills Ontario Competition on May 5 and 6, 2025 in Toronto. On behalf of the Board, I extend sincere congratulations to all participants, and wish them continued success.

The Board's Science Fair took place on March 4th, where a total of 42 projects from students in Grades 7 to 12 were selected to compete at the Sudbury Regional Science Fair at Laurentian University on April 5th and 6th. Students will vie for the opportunity to attend the Canada Wide Science Fair in Fredericton in May. Congratulations to all competitors for letting your instinctive curiosity guide you. Best of luck to all.



This month, schools are exploring Fisheries, Conservation and Water Awareness for Canada Water Week - a national celebration of water that coincided with World Water Day on March 22nd. This initiative is part of the Environmental Education Committee's efforts to encourage sustainable practices and increase awareness about water use.

Rainbow District School Board will present Embrace Diversity: Free to Be Me, a symposium with workshops for students in Grades 7 and 8 on March 28th. The educational conference is part of the ongoing work of the Equity and Inclusive Education Committee which includes community partners.

Walden Public School will host a Family Spring Fair on Saturday, April 12th from 9 am to 3 pm. Admission is \$5 for adults and free for children. Families can enjoy local crafts, exciting activities for children, a barbecue, penny table and plant sale. To learn more, visit the school's Facebook page.

A Professional Activity Day will take place on March 31st. There will be no school for students.

The Parent Involvement Committee Meeting will meet on Tuesday, April 15th at 7 pm. The topic will be Mental Health Part 2.

And that concludes my remarks for this evening.  
Thank you.

#### **G. INFORMATION AND PROPOSALS**

1. **Reports from Officials and Staff**  
Parent Involvement Committee minutes January 28, 2025 (official)
2. **Tenders/Requests for Proposals**
3. **Non-Staff Communications**  
Graduation Ceremony Dates – Elementary, Secondary & Stepping Up

#### **H. FUTURE MEETINGS**

Special Education Advisory Committee April 2, 2025 12:00 pm  
Student Senate Meeting April 7, 2025 5:30 pm  
Strategic Planning Committee April 8, 2025 5:00 pm  
Environmental Education Committee April 9, 2025 3:30 pm  
Equity and Inclusive Education Committee April 10, 2025 3:30 pm  
Parent Involvement Committee April 15, 2025 7:00 pm  
Board Meeting April 22, 2025 5:00 pm

#### **I. ADJOURNMENT**

Motion: 25-R49, B.Clement/J.Hunda  
That we do now adjourn at 6:35 p.m. – **Carried**



BOARD POLICY NO. GOV-05	
Adopted:	March 25, 2014
Last Revised:	
Review Date:	
Board Motion:	14-R37

## CODE OF CONDUCT: BOARD MEMBERS

### 1. RATIONALE

This governance policy guides the actions of Board members/trustees of Rainbow District School Board as they carry out their duties as described in the *Education Act*, regulations, and Board policy. This policy aligns the conduct of Board members with the guiding principles in the Rainbow District School Board Code of Conduct.

Board members occupy positions of public trust and responsibility. They are expected to maintain the integrity of the Board and their positions as trustees by acting in a professional and impartial manner. It is imperative that trustees act, and be seen to act, in the best interests of the people they serve.

A Trustee position is an elected position which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a Trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing the norms of acceptable behaviour.

A code of conduct policy contributes to confidence in public education and respect for integrity of Trustees in the community. It deals with acceptable and respectful behaviours.

### APPLICATION

This Code of Conduct and the Enforcement Procedures apply to all Trustees of the Board, including the Chair of the Board and student trustees. Every trustee of the Board shall uphold the letter and spirit of this code of conduct.

### 2. POLICY

#### 2.0 Integrity and Dignity of Office

- 2.1 Trustees of the Board shall discharge their duties loyally, faithfully, impartially, and in a manner that will inspire public confidence in the abilities and integrity of the Board.
- 2.2 Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.

- 2.3 Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner that would not discredit or compromise the integrity of the Board.
- 2.4 Trustees shall ensure that their comments are issue-based and not personal, demanding or disparaging with regard to Board staff or fellow Board members.
- 2.5 The Board encourages trustee involvement in Board and school activities. Trustees shall endeavour to participate in Trustee development opportunities to enhance their ability to fulfill their obligations.
- 2.6 When acting or holding themselves out as a Trustee, the Trustee shall treat persons equally without discrimination based on a person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
- 2.7 Trustee behaviour through emails, social media, and other online systems must be respectful of board policy and confidentiality requirements.

### **3. Avoidance of Personal Advantage and Conflict of Interest**

- 3.1 No trustee shall accept a gift from any person, group or entity if a reasonable person might conclude that the gift could influence the trustee when performing his/her duties to the Board, unless
- (a) the gift is of nominal value,
  - (b) the gift is given as an expression of courtesy or hospitality,
  - (c) accepting the gift is reasonable in the circumstances, and
  - (d) the gift is an inherent duty as part of a cultural practice.
- 3.2 A trustee shall not use his/her office to advance the trustee's interests or the interests of any family member or person or organization with whom or with which the trustee is related or associated.
- 3.3 No Trustee shall use his/her office to obtain employment with the Board for the Trustee or a family member.
- 3.4 No Trustee shall use or permit the use of board resources for any purposes other than the business of the Board.

### **4. Compliance with Legislation**

- 4.1 A trustee of the Board shall discharge his/her duties in accordance with the *Education Act* and any regulations, directives, or guidelines; and comply with the board's code of conduct and any applicable board by-law, resolution, policy or procedure and all other relevant legislation.
- 4.2 Every trustee shall respect and understand the roles and duties of individual Trustees, the Board of Trustees, the Chair of the Board, and the Director of Education.

**5. Civil Behaviour**

- 5.1 No trustee shall engage in conduct at any time that would discredit or compromise the integrity of the Board.
- 5.2 A Trustee of the Board shall not make allegations of misconduct and/or a breach of this code of conduct against another Trustee of the Board that are trivial, frivolous, vexatious, made in bad faith, or vindictive in nature.
- 5.3 When expressing individual views, Trustees shall respect the differing point of view of other Trustees on the Board, staff, students and the public.
- 5.4 Trustees shall at all times act with decorum and shall be respectful of other Trustees of the Board, staff, students and the public.
- 5.5 All Trustees of the Board shall endeavour to work with other Trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

**6. Respect for Confidentiality**

- 6.1 Every trustee shall keep confidential any information disclosed or discussed at a meeting of the Board or committee of the Board, or part of a meeting of the Board or committee of the Board, that was closed to the public, and keep confidential the substance of deliberations of a meeting closed to the public, unless required to divulge such information by law or authorized by the Board to do so.
- 6.2 No trustee shall use confidential information for either personal gain or to the detriment of the Board.
- 6.3 No Trustee shall disclose confidential information, including personal information obtained or made available to them in their role as a Trustee except as authorized by law or the Board. Confidential information includes personal information about an identifiable individual or information subject to solicitor-client privilege.
- 6.4 No Trustee shall use confidential information, including confidential information obtained by them or made available to them in their role as a Trustee for the purpose of personal gain or for the gain of the Trustee's parent, spouse or child and shall not use such confidential information in a manner that would be detrimental to the interests of the Board. [Parent, spouse and child have the same meaning as in Section 1 of the *Municipal Conflict of Interest Act*.]
- 6.5 A board member's duty of confidentiality with respect to private and confidential information extends beyond their term as a trustee. Inappropriate use of confidential information may constitute a criminal breach of trust contrary to section 122 of the Criminal Code (Canada).

**7. Upholding Decisions**

- 7.1 All trustees of the Board shall accept that authority rests with the Board, and that a trustee has no individual authority other than that delegated by the Board.

- 7.2 Each trustee shall uphold the implementation of any Board resolution after it has been passed by the Board. A proper motion for reconsideration or rescission as defined by the Rainbow District School Board Governance By-Laws, can be brought forward by a Trustee.
- 7.3 Each trustee must comply with Board policies, procedures, By-Laws, and Rules of Order.
- 7.4 The Chair of the Board is the spokesperson to the public on behalf of the business of the Board, unless otherwise determined by the Board. No other trustee shall act as spokesperson to the public on behalf of the Board and its business unless expressly authorized by the Chair of the Board or Board to do so. If Trustees express their individual opinions in public, they must make it clear that they are not speaking on behalf of the Board.

## **ENFORCEMENT OF THE CODE OF CONDUCT**

### **8. General**

- 8.1 These enforcement procedures apply to all trustees of the Board, including the Chair of the Board and student trustee(s).
- 8.2 A trustee who has reasonable grounds to believe that a trustee of the Board has breached the Board's Code of Conduct may bring the alleged breach to the attention of the Board through the Chair of the Board. In the case of an allegation of a breach of the Code by the Chair, wherever a process requires action by the Chair, it shall be modified to read the Vice-Chair of the Board. See section 10.1 for additional information.
- 8.3 Any allegation of a breach of the Code must be brought to the Chair of the Board no later than 60 days after the breach comes to the knowledge of the trustee reporting the breach. Notwithstanding the foregoing, in no circumstance shall an inquiry into a breach of the Code be undertaken after the expiration of six (6) months from the time the contravention is alleged to have occurred.
- 8.4 At the Annual Organizational Meeting, two alternate trustees shall be chosen by the Board to be used when the circumstance warrants that one or both trustees are needed in place of the Chair or Vice-Chair to carry out the duties required under these enforcement procedures.
- 8.5 The trustee who brought the complaint of a breach of the Code of Conduct shall not be involved in any inquiry into the complaint.
- 8.6 Nothing in this Code prevents the Chair or presiding officer of any meeting of the Board or committee of the Board from exercising their power pursuant to s. 207(3) of the *Education Act* to *expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting*. Any trustee who does not abide by a reasonable expulsion or exclusion from a meeting is deemed to have breached this Code.

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**9. Informal Complaint Procedure**

- 9.1 Whenever possible, allegations of a breach of the Code of Conduct by a trustee shall be investigated following the *Informal Complaint Procedure*. It is recognized that from time to time a contravention of the Code may occur that is trivial, or committed through inadvertence, or an error in judgement made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a trustee to a breach of the Code is to assist the trustee in understanding his/her obligations under the Code.
- 9.2 Only serious and/or recurring breaches of the Code by a trustee should be investigated following the *Formal Complaint Procedure*. However, a trustee does not have to first attempt an informal resolution of a complaint before commencing a formal complaint.
- 9.3 The *Informal Complaint Procedure* is conducted in private.
- 9.4 Without the necessity of providing a formal written complaint, the Chair of the Board, on their own initiative or at the request of a trustee of the Board who alleges a breach of the Code has occurred, may meet informally with a trustee of the Board who is alleged to have breached the Code, to discuss the alleged breach. The purpose of the meeting is to bring the allegation of the breach to the attention of the trustee and to discuss remedial measures to correct the offending behaviour. At the discretion of the Chair, the Vice-Chair or another trustee of the Board may be included in this meeting.
- 9.5 If the allegations of a breach of the Code involve the Chair of the Board, the Vice-Chair of the Board may carry out the duties described under section 9.4 above. At the Vice-Chair's discretion, they may include one of the alternate trustees defined in section 8.4 to attend the meeting.
- 9.6 Remedial measures may include, for example, a warning, an apology, and/or the requirement of the trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*. The Chair, Vice-Chair, or their alternates, as the case may be, may confirm the discussion and outcome of the Informal Review Process in writing to the trustee. If a resolution of the informal complaint cannot be achieved, then a formal complaint may be brought against the trustee alleged to have breached the Code and that complaint will be dealt with in accordance with the *Formal Complaint Procedure*.

**10. Formal Complaint Procedure**

- 10.1 A trustee who has reasonable grounds to believe that a trustee of the Board has breached the Board's Code of Conduct shall notify the following persons in writing of the alleged breach:
- a) the Chair of the Board; or
  - b) the Vice-Chair of the Board if the notice is related to the conduct of the Chair; or
  - c) the alternate trustee(s) identified in section 8.4 if the notice relates to both the conduct of the Chair and the Vice-Chair.
- 10.2 The trustee who gives notice of an alleged breach of the Board's Code of Conduct shall also provide a copy of the notification to the Director of Education of the Board.

- 10.3 The person to whom the notification is made (Chair, Vice-Chair, or their alternates, as the case may be) shall immediately provide a copy of the written notice to the trustee whose conduct is the subject of the alleged breach and the entire Board of Trustees. This notice shall not be public or published by the Board in accordance with section 17.7 below.
- 10.4 No trustee shall give notice of an alleged breach of the Code if the allegation is frivolous or vexatious or if the notice is given in bad faith.
- 10.5 No trustee shall engage in reprisal or the threat of reprisal against a trustee who gave notice of an alleged breach of the Code; or any person who provides information about the alleged breach to the person appointed by the Board to investigate the breach.
- 10.6 The *Statutory Powers Procedure Act* does not apply to anything done regarding the enforcement of the Code as particularized in s.218.3.2(13) of the *Education Act*. No formal trial-type hearing will be conducted.
- 10.7 Despite s.207(1) of the *Education Act*, the part of the meeting of the Board during which a breach or alleged breach of the Board's Code of Conduct is shared with trustees may be closed to the public when the breach or alleged breach involves any of the matters described in clauses 207.2(a) to (e ) being:
- a) the security of the property of the Board;
  - b) the disclosure of intimate, personal, or financial information in respect of a member of the Board or committee, an employee, or prospective employee of the Board or a pupil or his or her parent or guardian;
  - c) the acquisition or disposal of a school site;
  - d) decisions in respect of negotiations with employees of the Board;
  - e) litigation affecting the Board.

## **11. Notice of Breach**

- 11.1 A breach is discovered on the earlier of:
- a) the day on which the trustee notifying the Board of the alleged breach first knew that the breach had occurred; or
  - b) the day on which a reasonable person with the abilities and in the circumstances of the trustee notifying the Board first ought to have known of the matter referred to in (a) above.
- 11.2 The written notice of a breach of the Code shall include:
- a) the name of the trustee alleging the breach and their contact information;
  - b) the name and contact information of the trustee whose conduct is the subject of the notification;
  - c) the date of the alleged breach;

- d) a description of the alleged breach;
  - e) the provision(s) of the Code that was/were allegedly breached;
  - f) the date on which the trustee alleging the breach first knew that the alleged breach occurred;
  - g) the names and contact information of any witnesses to the breach and any other persons who have relevant information regarding the alleged breach.
- 11.3 A complaint of an allegation of a breach of the Code should generally be made within sixty (60) days after the alleged breach occurred or was discovered, whichever is later.

## **12. Resolution of Notice of Breach: First Twenty Days**

- 12.1 When a formal complaint is brought against a trustee of the Board, during the twenty (20) Business Day period prior to an Integrity Commissioner being appointed (described below), the Board may attempt to resolve the matter itself. The Chair of the Board, Vice-Chair, or their alternates, as the case may be, may attempt to resolve the matter between the parties in private. They may include, as part of this process, the Chair/Vice-Chair/Trustees, through the Director of Education or their designate; and may retain legal counsel and/or a mediator to assist in resolving the matter. The process may also include a discussion and the use of remedial measures including a warning, an apology, and/or the requirement of the trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*.
- 12.2 If the matter is resolved to the satisfaction of the trustee alleging the breach, the trustee shall withdraw the notice of the breach. The Chair, Vice-Chair, or their alternates, as the case may be, shall confirm in writing to both parties the nature of the formal complaint, its resolution including remedial measures to be taken, and withdrawal of the complaint. The Board of Trustees will be advised whether the matter has been resolved and any agreed upon remedial measures or other basis for resolving the matter.
- 12.3 If the complaint described in the notice of breach is not resolved within twenty (20) Business Days after the trustee alleged to have breached the Code has received the notice, the matter shall be referred to an Integrity Commissioner appointed by the Board as described in *Appointment of Integrity Commissioner* below. This should be done as soon as reasonably possible.

## **13. Appointment of Integrity Commissioner**

- 13.1 If the complaint is not resolved as described above, the Chair, Vice-Chair, or their alternates, to whom the notification of the breach was given shall refer the complaint to the Integrity Commissioner appointed and paid for by the Board.
- 13.2 If a roster of Integrity Commissioners has been created by the Minister of Education, the Board shall appoint an Integrity Commissioner from that roster. If a roster of Integrity Commissioners has not been created by the Minister of Education, the Board shall appoint an external independent person who has the qualifications set out in Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct* and in consultation with the Director of Education.



- 13.3 The appointment of an Integrity Commissioner by the Board is hereby delegated to the Chair, Vice-Chair or their alternates as the case may be, in consultation with the Director of Education.

**14. Integrity Commissioner: Investigation and Decision**

- 14.1 Subject to a refusal to commence an investigation, described in section 14.4 below, the Integrity Commissioner appointed by the Board shall commence an investigation into the alleged breach of the Code no later than fourteen (14) days after being appointed by the Board.
- 14.2 The Integrity Commissioner appointed by the Board to investigate the alleged breach may define the scope of the investigation.
- 14.3 The trustee alleged to have breached the Code shall be provided with the opportunity to respond to the allegations, and to a right of reply, where appropriate. The Integrity Commissioner shall determine this, the timelines, and the form of such a response.
- 14.4 The Integrity Commissioner may refuse to commence an investigation into the alleged breach of the Code if the complaint is made more than sixty (60) days after the day the alleged breach occurred or was discovered, whichever is later, unless the Integrity Commissioner is satisfied the delay is incurred in good faith and no substantial prejudice will result to any person affected by the delay; or, in the opinion of the Integrity Commissioner, the complaint is made in bad faith or is frivolous or vexatious.
- 14.5 If a breach relates to a series of incidents the 60-day period above runs from the day the last incident in the series occurred or was discovered.
- 14.6 The Integrity Commissioner shall provide written notice of a refusal to commence an investigation to the trustee who is the subject of the complaint and the Board and the decision of the Integrity Commissioner is final.
- 14.7 In the course of conducting the investigation, the Integrity Commissioner may require the production of any records that may in any way relate to the investigation; examine and copy any record so required; and require any officer of the Board or any other person to appear before them and give evidence, on oath or affirmation, relating to an investigation.
- 14.8 Section 33 of the *Public Inquiries Act, 2009* applies to an investigation.
- 14.9 The Integrity Commissioner shall make any determination with respect to a complaint of alleged breach of the Code no later than ninety (90) days after commencing the investigation, or within such other time period as may be prescribed by Regulation, unless the Integrity Commissioner notifies the Board and the trustee who is the subject of the complaint that an extension is necessary and the reasons for the extension.
- 14.10 The Integrity Commissioner shall provide the trustee whose conduct was the subject of the complaint and the Board written notice of a determination that the trustee has or has not breached the Code and of any sanctions imposed. The written notice must include the reasons for the determination; the reasons for any sanctions; and information about the right to appeal.

**15. Potential Sanctions**

- 15.1 If, following an investigation, the Integrity Commissioner determines that the trustee has breached the Code of Conduct, the Integrity Commissioner may impose one or more of the following sanctions:
- a) censure the trustee;
  - b) require the Board to reduce the trustee's honorarium by an amount not exceeding the amount prescribed in Regulation 357/06 *Honoraria for Board Members* which currently is 25% of the trustee's combined base and enrolment amount for the year of the term of office in which the breach occurred;
  - c) bar the trustee from attending all or part of one or more meetings of the Board or one or more meetings of a committee of the Board, for the period of time specified by the Integrity Commissioner, up to a maximum of ninety (90) days or the balance of the trustee's term of office, whichever is less;
  - d) bar the trustee from sitting on one or more committees of the Board, for the period of time specified by the Integrity Commissioner, up to a maximum of ninety (90) days or the balance of the trustee's term of office, whichever is less;
  - e) bar the trustee from becoming the Chair or Vice-Chair of the Board or of any committee of the Board, or remove the trustee from a position the trustee holds as a Board representative;
  - f) bar the trustee from exercising the privileges of a trustee acting as a Board representative, or remove the trustee from a position the trustee holds as a Board representative;
  - g) subject to any other limits set out above in sections a) to f), any other sanction that, in the opinion of the Integrity Commissioner is reasonable and appropriate in the circumstances;
  - h) subject to any other limits set out above in sections a) to f), any other sanction that, in the opinion of the Integrity Commissioner, would promote compliance with the Board's Code of Conduct.
- 15.2 For greater certainty, the imposition of a sanction barring a trustee from attending all or part of one meeting of the Board shall be deemed, for the purpose of clause 228(1)(b) of the *Education Act* to be authorization for the trustee to be absent from the meeting.
- 15.3 Any trustee who is barred from attending all or part of the meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meeting and that are not available to members of the public.

**16. Appeal**

- 16.1 Either the Board or the trustee whose conduct was the subject of an investigation may appeal the Integrity Commissioner's decision, the sanctions imposed, or both, and the Board and the trustee are the parties to an appeal.
- 16.2 The trustee whose conduct was the subject of the investigation shall not vote on the Board's resolution to determine whether the Board will appeal the Integrity Commissioner's decisions on breach or sanctions.

- 16.3 The Board or the trustee who appeals the Integrity Commissioner's determinations shall give written notice of the appeal to the other party and to the Deputy Minister of Education no later than fifteen (15) Business Days after receiving the written notice of the Integrity Commissioner's determination.
- 16.4 The appeal shall be heard by a panel of three (3) Integrity Commissioners appointed by the Deputy Minister of Education or their delegate no later than fifteen (15) Business Days after the Deputy Minister or delegate receives the notice of appeal. The panel should not include the Integrity Commissioner whose determination is the subject of the appeal.
- 16.5 One of the appointed Integrity Commissioners shall be named by the panel to act as Chair and co-ordinate the hearing of the appeal.
- 16.6 The Chair of the panel shall notify the parties to the appeal of the appointment of the panel, and the requirements regarding written submissions of the parties, and the requirements of the panel's written decision.
- 16.7 The panel shall hear the appeal in writing.
- 16.8 The Appellant shall provide written submissions to the panel and the Respondent no later than twenty (20) Business Days after receiving notice that the panel has been appointed.
- 16.9 The Respondent shall provide written submissions to the panel and the Appellant no later than twenty (20) Business Days after receiving the Appellant's submissions.
- 16.10 The Appellant shall provide their written reply to the Respondent's submission no later than ten (10) Business Days after receiving the Respondent's submissions.
- 16.11 The Chair of the panel may extend any timeline regarding the above written submissions at the written request of a party in order to provide for the fair, just, and expeditious resolution of the appeal. A decision to extend a timeline shall be provided to the parties in writing and a copy of the decision shall be provided to the Deputy Minister of Education.
- 16.12 The panel shall convene to consider the appeal at such times and in such places as they may determine. The panel may be convened by electronic means.
- 16.13 The panel may define or narrow the scope of the appeal; limit the length of submissions from the parties; make interim decisions and orders; and on its own motion, and without holding a hearing, dismiss an appeal as frivolous or vexatious or commenced in bad faith. A panel decision on its motion is final.
- 16.14 The Chair of the panel shall notify the parties of any decisions made by the panel.

## **17. Decision of the Panel**

- 17.1 The panel shall provide its decision and its reasons, including any dissent to the parties in writing no later than thirty (30) Business Days after receiving the Respondent's submission.

- 
- 17.2 The panel shall provide a copy of the decision, reason and dissent to the Deputy Minister of Education.
- 17.3 If the panel overturns the determination as to whether there is a breach of the Code made by the Integrity Commissioner, any sanction imposed by the Integrity Commissioner is revoked.
- 17.4 If the panel upholds the determination made by the Integrity Commissioner, the panel shall, within thirty (30) Business Days after receiving the Respondent's submissions on the appeal, uphold, vary, or overturn the sanction.
- 17.5 If a sanction is varied or overturned, the variation or overturning shall be deemed to be effective as of the date of the original determination made by the Integrity Commissioner.
- 17.6 The decision of the panel respecting the determination of the Integrity Commissioner is final.
- 17.7 A board shall keep records and publish information on its website about each of the following:
- a) a matter referred to an Integrity Commissioner for investigation and determination;
  - b) a decision of the Integrity Commissioner to refuse to commence an investigation as explained under section 14.4 above;
  - c) determination of an Integrity Commissioner that a trustee has or has not breached the Code of Conduct and any sanction(s) imposed;
  - d) a determination by a panel upholding or overturning an Integrity Commissioner's determination including any variation of a sanction.
- 17.8 Where the alleged breach of the Board's Code of Conduct or the determination regarding the breach involves any of the matters described in s. 10.8 above, the Board shall publish only such information as is appropriate.
- 18. Public Availability**
- 18.1 The board shall make its code of conduct publicly available on its website.
- 18.2 The Board shall complete its next Code of Conduct review no later than May 15, 2027, and by May 15 every fourth year thereafter. A The board shall indicate on its website the effective date of every change it makes to its code of conduct, other than changes of a typographical or similar nature.
- 18.3 The board shall maintain an archive of all previous versions of its code of conduct, indicating the period during which each version applied, and shall ensure that the versions are publicly accessible
- 18.4 A copy of the following acknowledgement and undertaking shall be signed by each trustee and kept in a file at the Rainbow District School Board offices.

**ACKNOWLEDGEMENT AND UNDERTAKING**

I confirm that I have read, understand, and agree to abide by the Board's Code of Conduct and the Enforcement Procedures.

DATE: ► \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

Please Print Name: \_\_\_\_\_

Witness:

DATE: ► \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

Please Print Name: \_\_\_\_\_

**REFERENCE DOCUMENTS***Legal:**Education Act. S 207 Open and Closed Meetings of the Board**Education Act S 218.2 Code of Conduct**Education Act S 218.3 Enforcement of Code of Conduct**Ontario Regulation 312/24 Members of School Boards - Code of Conduct**Ontario Regulation 306/24 Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct**Board:*

Board Policy No. GOV-01 Vision, Mission, and Values

Board Policy No. GOV-03 Role of the Corporate Board

Board Governance By-Laws

Rainbow District School Board Code of Conduct



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## OPSBA 2025 Annual Meeting & Program

June 12 - 14, 2025

Join us at the Queen's  
Landing in beautiful  
Niagara-on-the-Lake for  
the Annual Meeting and  
Program.

**REGISTRATION**

**PROGRAM**

*Maximizing Impact: Leading with Purpose, Achieving Meaningful Change*

As Ontario school board trustees enter the final phase of their term, this is the time to make a lasting impact. Effective leadership means seizing opportunities, advancing priorities, and strengthening public education. Join us at the Annual Meeting for an inspiring professional development program, meaningful connections, and opportunities to drive real change—while having some fun along the way!

# Opening Keynote Karl Subban

< **Raise Your Roof:  
Strategies for Leaders to  
Unlock Success and  
Create Meaningful  
Change**



June 12-14  
Niagara-on-the-Lake

**2025 Annual  
Meeting &  
Elections**



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## Program

**All Dates**  
**06-12/06-14**

Thursday  
06-12

Friday  
06-13

Saturday  
06-14



June 12, 2025

12:00 p.m. ET

### OPSBA Board of Directors Meeting (BOD Members)

12:00 p.m.-4:00 p.m.

4:00 p.m. ET

### Registration

4:00 p.m.-7:00 p.m.

### Black Trustees' Caucus (BTC) Meeting

4:00 p.m.-6:00 p.m.

6:00 p.m. ET

### Welcome Reception Sponsored by Hicks Morley

6:00 p.m.-7:00 p.m.

7:00 p.m. ET

### Trivia Night

7:00 p.m.-8:00 p.m.

June 13, 2025

5:30 a.m. ET

### Sunrise Ceremony

5:30 a.m.-6:00 a.m.



Howard Archibald  
Indigenous Trustee  
DSB Ontario North East

8:00 a.m. ET

### Breakfast

8:00 a.m.-9:00 a.m.

### Registration

8:00 a.m.-2:00 p.m.



9:00 a.m. ET

**Welcome and Opening Remarks**

9:00 a.m.-9:15 a.m.



Kathleen Woodcock  
OPSBA President  
Waterloo Region DSB

9:15 a.m. ET

**Raise Your Roof: Strategies for Leaders to Unlock Success and Create Meaningful Change**

9:15 a.m.-10:30 a.m.



Karl Subban  
Bestselling author, speaker, and award-winning educator

10:30 a.m. ET

**Networking Break**

10:30 a.m.-11:00 a.m.

11:00 a.m. ET

**Governing for Student Success: From Vision to Impact, Niagara DSB Panel**

11:00 a.m.-12:00 p.m.



Kelly Pisek  
Director of Education  
Niagara DSB



Sue Barnett  
Board Chair  
Niagara DSB

12:00 p.m. ET

**Lunch Sponsored by BLG**

12:00 p.m.-1:00 p.m.

1:00 p.m. ET

**OPSBA Annual Meeting**

1:00 p.m.-4:00 p.m.

**Strategic Risk Management: A Systematic Approach to Decision Making**

1:00 p.m.-2:00 p.m.



Loretta Notten  
Former Director of Education Wa...



2:00 p.m. ET

**Board Self-Assessment and Evaluation**

2:00 p.m.-3:00 p.m.



Scott Yake  
Executive Consultant  
OESC



Wayne E. Joudrie  
INGENUITY4U

4:00 p.m. ET

**2SLGBTQIA+ Affinity Space**

4:00 p.m.-5:00 p.m.

**Free Time**

4:00 p.m.-6:00 p.m.

6:00 p.m. ET

**Cocktail Reception**

6:00 p.m.-6:30 p.m.

6:30 p.m. ET

**President's Dinner**

6:30 p.m.-8:30 p.m.



Kathleen Woodcock  
OPSBA President  
Waterloo Region DSB

June 14, 2025

8:30 a.m. ET

**Smudge Ceremony**

8:30 a.m.-9:00 a.m.



Howard Archibald  
Indigenous Trustee  
DSB Ontario North East

**Breakfast**

8:30 a.m.-9:30 a.m.

**Registration**

8:30 a.m.-11:00 a.m.

9:30 a.m. ET

**Keynote: Jordan Simmons: Bridges, Not Barriers: The Transformative Power of Mentorship**

9:30 a.m.-10:30 a.m.



Jordan Simmons  
Co-Founder / CEO  
NOMINEE

10:30 a.m. ET

**Morning Networking Break**

10:30 a.m.-11:00 a.m.

11:00 a.m. ET

**Keynote: Having Better Discussions With PoliTalks**

11:00 a.m.-12:00 p.m.



Ken Boyd  
Director of Education  
CIVIX

12:00 p.m. ET

**Central East Region: Regional Elections Working Lunch**

12:00 p.m.-1:00 p.m.

**Central West Region: Regional Elections Working Lunch**

12:00 p.m.-1:00 p.m.

**Eastern Region: Regional Elections Working Lunch**

12:00 p.m.-1:00 p.m.

**Northern Region: Regional Elections Working Lunch**

12:00 p.m.-1:00 p.m.

**Western Region: Regional Elections Working Lunch**

12:00 p.m.-1:00 p.m.



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## Annual General Meeting 2025

May 22 - May 25



Join us for OSTA-AECO's very special 2025 Annual General Meeting, with its usual engaging conference programming as well as a celebration of the organization's 25th anniversary! Get ready for an exciting gathering where you can voice your opinions and make a difference in our education system. This in-person event will take place from **Thursday, May 22 to Sunday, May 25** in the heart of downtown Toronto.

At this meeting, incoming, outgoing, and transitional student trustees come together to share their experiences and look ahead to what's next. Together, we'll explore innovative ideas, share experiences, and work towards enhancing the student experience across Ontario.

Don't miss this chance to contribute to shaping the future of education! We can't wait to see you there!

## Conference schedule

Conference schedule and registration information coming soon!

### DETAILS

**Start:**

May 22

**End:**

May 25

**Event Category:**

[Conferences](#)

### ORGANIZER

[OSTA-AECO](#)

**Phone**

888.994.9374

**Email**

[hello@osta-aeco.org](mailto:hello@osta-aeco.org)

[View Organizer Website](#)

OSTA-AECO Annual General Meeting 2025

**C** Check-In    **M** Meals/Breaks    **P** Plenary Session

MAY 22 • THURSDAY			
6:00pm – 8:00pm	C	<b>Conference Registration</b> <i>Speakers: Board of Directors</i>	BoD Desk
8:00pm – 8:30pm	P	<b>Welcome To AGM 2025!</b> <i>Speakers: Matteo Leone, Nanak Sidhu, EJ Kelvin, Siobhan Marie, Leadership Team</i>	Salons 1-3
8:30pm – 9:00pm	P	<b>Icebreakers</b> <i>Speakers: Leadership Team</i>	Salons 1-3
9:00pm – 10:00pm	M	<b>Free Time</b>	
10:00pm – 12:00am	C	<b>Nightly Check-in</b> <i>Speakers: Board of Directors</i>	BoD Desk

**A** Advocacy Interest Groups
 **B** Breakout
 **C** Check-In
 **E** Education Interest Groups
 **I** Indigenous Student Trustees' Council

**M** Meals/Breaks
 **P** Plenary Session

## MAY 23 • FRIDAY

8:00am – 8:45am	M	<b>Breakfast</b>	Salons 4-5
8:45am – 9:15am	P	<b>Opening Ceremonies</b> <i>Speakers: Matteo Leone, Nanak Sidhu, EJ Kelvin, Siobhan Marie</i>	Salons 1-3
9:15am – 10:30am	P	<b>Panel on Diversity in Education</b>	Salons 1-3
10:30am – 11:30am	E	<b>Introduction to Catholic Education</b> <i>Speakers: Monica Galstyan</i>	Salons 4-5
10:30am – 11:30am	E	<b>Introduction to Public Education</b> <i>Speakers: Alexandra Gauthier</i>	Salons 1-3
10:30am – 11:30am	I	<b>Introduction to Indigenous Student Trustees' Council</b> <i>Speakers: Tia Nootchtai</i>	York A
11:30am – 12:15pm	M	<b>Lunch</b>	Salons 4-5
12:15pm – 1:30pm	A	<b>AIG Breakouts - Curriculum &amp; School Community</b> <i>Speakers: Jacklyn Saddler</i>	York B
12:15pm – 1:30pm	A	<b>AIG Breakouts - Equity, Diversity &amp; Inclusion</b> <i>Speakers: Audrey Akharoh</i>	York A
12:15pm – 1:30pm	A	<b>AIG Breakouts - Student Well-Being</b> <i>Speakers: Sharanya Sivasathiyathan</i>	Salons 1-3
12:15pm – 1:30pm	A	<b>AIG Breakouts - Truth &amp; Reconciliation</b> <i>Speakers: Carter Peios</i>	Salons 4-5
1:30pm – 2:15pm	B	<b>Leveraging Your Second Term (Transitional Workshop #1)</b>	Salons 4-5
1:30pm – 2:15pm	B	<b>Student Trustee 101 (Incoming Workshop #1)</b> <i>Speakers: Declan Amaral, Cameron Prosic</i>	Salons 1-3
1:30pm – 2:15pm	B	<b>Tips For Post Secondary (Outgoing Workshop #1)</b> <i>Speakers: Arpita Savaliya</i>	York B
2:15pm – 2:30pm	M	<b>Networking Break</b>	
2:30pm – 3:15pm	B	<b>Joining The Leadership Team (Incoming &amp; Transitional Workshop #2)</b> <i>Speakers: Nanak Sidhu</i>	Salons 1-3
2:30pm – 3:15pm	B	<b>Setting Yourself Up For Success: Building Foundations And Paving The Way (Outgoing Workshop # 2)</b> <i>Speakers: Audrey Akharoh</i>	Salons 4-5
3:15pm – 3:30pm	M	<b>Transition</b>	
3:30pm – 4:15pm	E	<b>Catholic Education Interest Group Breakout</b> <i>Speakers: Monica Galstyan</i>	York B
3:30pm – 4:15pm	E	<b>Public Education Interest Group Breakout</b> <i>Speakers: Alexandra Gauthier</i>	Salons 1-3
3:30pm – 4:15pm	I	<b>Indigenous Student Trustees' Council Breakouts</b> <i>Speakers: Tia Nootchtai</i>	York A
4:15pm – 4:45pm	P	<b>OSTA Elections Information</b> <i>Speakers: Cameron Prosic</i>	Salons 1-3
4:45pm – 5:00pm	P	<b>Closing Ceremonies</b> <i>Speakers: Leadership Team</i>	Salons 1-3
5:00pm – 10:00pm	M	<b>Free Time</b>	
10:00pm – 12:00am	C	<b>Nightly Check-in</b> <i>Speakers: Board of Directors</i>	BoD Desk

**B** Breakout
**C** Check-In
**G** GALA
**I** Indigenous Student Trustees' Council
**M** Meals/Breaks

**P** Plenary Session

## MAY 24 • SATURDAY

8:00am – 8:45am	M	<b>Breakfast</b>	Salons 4-5
8:45am – 9:15am	P	<b>Opening Ceremonies</b> <i>Speakers: Matteo Leone, Nanak Sidhu, EJ Kelvin, Siobhan Marie</i>	Salons 1-3
9:15am – 10:30am	P	<b>Keynote Speaker Session</b> <i>Speakers: Matteo Leone, Nanak Sidhu</i>	Salons 1-3
10:30am – 11:45am	P	<b>OSTA-AECO Year In Review</b> <i>Speakers: Leadership Team</i>	Salons 1-3
11:45am – 12:30pm	M	<b>Lunch</b>	Salons 4-5
12:30pm – 1:15pm	B	<b>Connecting With Your Constituents (Incoming Workshop #3)</b> <i>Speakers: Lindsey Keene</i>	Salons 1-3
12:30pm – 1:15pm	B	<b>OSTA: Becoming an Alumni (Outgoing Workshop #3)</b> <i>Speakers: Harleen Arora</i>	York B
12:30pm – 1:15pm	B	<b>Post Secondary Pathways (Transitional Workshop #3)</b> <i>Speakers: Madison Davis, Dakota Livingston</i>	Salons 4-5
12:30pm – 1:15pm	I	<b>Indigenous Student Trustees' Council Elections</b> <i>Speakers: Tia Nootchtai</i>	York A
1:15pm – 1:30pm	M	<b>Networking Break</b>	
1:30pm – 4:45pm	P	<b>Elections for Advocacy Positions on Leadership Team</b> <i>Speakers: Siobhan Marie, Declan Amaral, Cameron Prosic</i>	Salons 1-3
4:45pm – 5:00pm	P	<b>Closing Ceremonies</b> <i>Speakers: Leadership Team</i>	Salons 1-3
5:00pm – 6:30pm	M	<b>Free Time</b>	
6:30pm – 11:30pm	G	<b>OSTA-AECO 25th Anniversary Gala</b>	The Carlu
11:30pm – 12:00am	C	<b>Nightly Check-in</b> <i>Speakers: Board of Directors</i>	BoD Desk

MAY 25 • SUNDAY

11:00am – 12:00pm	C	<b>Checkout</b> <i>Speakers: Board of Directors</i>	BoD Desk
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**MINUTES OF THE RAINBOW DISTRICT SCHOOL BOARD  
SPECIAL EDUCATION ADVISORY COMMITTEE MEETING**

**Wednesday, February 5, 2025**

**Time: 12:00 PM**

**Meeting held via Google Meet**

**Present:**

**SEAC Members:**

Chantal Cardinal

Julie Contini

Krista Cotie

Natasha Delaney

Doreen Dewar

Robert Silvestri (Acting Chair)

March of Dimes (Alternate Member)

Down Syndrome Association of Sudbury

Compass

Member at Large

Trustee (Alternate Member)

NOARC

**Staff:**

David Squarzolo

Kathy Wachnuk

Danielle Williamson

Vice-Principal of Special Education

Superintendent of Schools

Principal of Special Education Programs and Services

**Regrets:**

Sara Kitlar-Pothier

Alex McCauley

Stephanie Roussy

Jennifer Way

Ontario Autism Coalition

Trustee

Children's Community Network

March of Dimes

**1.0 Welcome and Introductions**

R. Silvestri chaired for the meeting.

**2.0 Establish Quorum of Voting Members**

Quorum was established.

**3.0 SEAC Mission Statement**

R. Silvestri read aloud the mission statement.

**4.0 Approval of the Agenda**

**Motion 1:**

Moved by: K. Cotie

Seconded by: Trustee Dewar

That the agenda for the SEAC meeting of February 5, 2025 be approved.

Motion carried.

**5.0 Conflicts of Interest**

No conflicts of interest were noted.

**6.0 Approval of the Minutes of the Previous Meeting**

**Motion 2:**

Moved by: K. Cotie

Seconded by: N. Delaney

That the minutes of the SEAC meeting of January 8, 2025 be approved as amended to include information requests from J. Contini regarding Alternative Assessment Tools for students attending Intensive Support Programs, and feedback regarding Project SEARCH.

Motion carried.

**7.0 Business Arising**

None

## **8.0 New Business**

### Requests for Leaves of Absence

#### **Motion 3:**

Moved by: N. Delaney

Seconded by: C. Cardinal

That the SEAC approve the absence of Sara Kitlar-Pothier, Trustee McCauley, Stephanie Roussy, and Jennifer Way from the February 5, 2025 SEAC meeting. Motion carried.

## **9.0 Superintendent's Report**

Superintendent Wachnuk welcomed Krista Cotie to the SEAC.

The Board has hired Superintendents Daniel Koziar and Leslie Mantle. Superintendent Lesley Fisher has retired. Principal Kate Mackenzie has been hired as Principal of Program for numeracy. Principal Cori Pitre has been hired as Principal of Program for literacy.

The Board has reviewed the employment qualifications required for Educational Assistants to address staff shortages. Previous standards required that applicants have a Developmental Services Worker diploma. Those with a Child and Youth Worker diploma were grandfathered previously. The Board will now review and may accept qualifications from other postsecondary programs that include child development for Educational Assistant positions. The Board is collaborating with NOARC to develop and distribute a comprehensive survey for RDSB Educational Assistants. The survey responses will contribute toward the ownership and establishment of agenda items for future professional development by the Board. The survey was originally developed by Baylor University in Texas, but has been edited and updated to ensure that terminology is familiar and applicable in Ontario and the Board. OPSEU, the union of the Educational Assistants group, is aware of the survey and are looking forward to the opportunity to provide feedback.

Twice a year, an Education and Community Partnership Program (ECPP) conference is held with the Ministry of Education and school board representatives from around the province in various locations across Ontario. School boards host the conference and feature their ECPP classes and schools to the attendees. The Rainbow Board will be hosting the spring conference on May 29 and 30 to be based at the Board Office with site visits to Cecil Facer Youth Centre, Mishko-Ode-Wendam Care and Treatment, N'Swakamok Alternative School, and the Applied Behaviour Analysis program and Northern Support Initiative program currently at Westmount Avenue PS. Superintendent Wachnuk will check to see if community partners not part of the ECPP agreements with the school board can attend.

A presentation on Year One of Project SEARCH at Pioneer Manor will be provided to the SEAC at a future meeting.

There will not be a SEAC meeting in March. The next meeting will be April 2. It is important that the SEAC have quorum for the May meeting when motions will be needed and hopefully approved by the committee regarding the proposed budget and staffing for special education for the 2025-2026 school year.

## **10.0 Special Education Staff Report**

Principal Williamson shared a presentation on Assessing Achievement in Alternative Areas. The Board uses the Assessment of Basic Language and Learning Skills (ABLLS) and the Assessment of Functional Living Skills (AFLS). Developed by Dr. James Partington in 1998, the ABLLS is an assessment, skills tracker using criterion referenced information, and curriculum guide to help inform the instruction of language and critical learner skills for children with Autism Spectrum Disorder and other developmental disabilities. The AFLS follows a similar model as the ABLLS and covers broad range functional living skills required for students to achieve a level of independence. Both the ABLLS and AFLS provide curriculum and assessment measures for students who do not follow the Ontario Curriculum. Based on the results of both measures, goals and progress toward those goals are created and reported on a student's Individual Education Plan. The ABLLS and AFLS can be used for students from kindergarten age through to adulthood.

Principal Williamson shared information regarding teacher education programs and special education. The Ontario College of Teachers requires that all Bachelor of Education programs cover special education. These programs vary from one university to another. Laurentian University reported that special education instruction is incorporated into every teaching methods class, content class, and instructional strategies class along with teachable subject classes. Third year students must take an Educational Psychology/Special Education course. In the French program, Laurentian University has during the pro-year a course called Enseignement spécialisée et inclusive. Principal Williamson will be presenting at the University's school of education on special education.

## **11.0 Board Report**

Trustee Dewar reported that the Board is looking for nominations for the annual awards. The Board recognizes outstanding dedication to student success by employees and community members.

Nicole Charette and Jennifer Battah, who look after communications for the Board, have done an outstanding job in providing lots of information for parents and the community on the Board's website.

The Board is reviewing the Code of Conduct. This occurs at least every three years or sooner if needed.

Trustee Alex McCauley was selected as the new chair of the Board's Strategic Planning Committee meeting. Trustee Dewar shared her best wishes to him.

## **12.0 Chairperson's Report**

None

## **13.0 Association Reports**

Julie Contini (Down Syndrome Association of Sudbury)

World Down Syndrome Day is March 21. Information will be shared with the SEAC and the Board. A number of students and schools like to participate.

## **14.0 Correspondence Addressed to SEAC**

Limestone DSB SEAC Letter to Linda Lacroix, Registrar and CEO, Ontario College of Teachers

R. Silvestri stated he contacted the Limestone DSB and received no response to the two messages sent.

Durham DSB SEAC Letter

R. Silvestri shared that this letter echoed the Limestone DSB letter and expanded their concerns to diverse populations. As noted by Principal Williamson, there are substantial differences between programs at the universities and Laurentian University appears to offer a better program with regards to special education than others in Ontario.

## **15.0 Other Items/ Future Agenda Items/ Information Requests**

- Project SEARCH feedback

## **16.0 Next Meeting Date**

April 2, 2025 from 12:00 until 1:30 PM via Google Meet.

## **17.0 Adjournment**

R. Silvestri adjourned the meeting at 1:05 PM.



## **ASSIGINACK PUBLIC SCHOOL**

### **HEATING SYSTEM ALTERATIONS AND ELECTRICAL SERVICES UPGRADE**

### **TENDER # 2025-01**

#### **PROJECT AND DETAILS:**

Supply all labour, materials and equipment to complete the Heating system alterations and electrical services upgrades at Assignack Public School.

#### **BIDDERS (IN ALPABETICAL ORDER)**

Ainsworth Inc.

Bisschops Industries

DMC Electric Limited

Mike Witherell Mechanical Ltd.

Northland Group of Companies Ltd.

Nu-Style Construction Co.

T & G Electric Limited

#### **AWARDED TO:**

#### **TOTAL (EXCLUDING HST)**

#### **RATIONALE**

DMC Electric Limited

\$ 399,000.00

Lowest bid



## **LO-ELLEN PARK SECONDARY SCHOOL**

### **HEATING PLANT UPGRADES**

#### **TENDER # 2025-07**

##### **PROJECT AND DETAILS:**

Supply all labour, materials and equipment to complete the Heating Plant upgrades at Lo-Ellen Park Secondary School.

##### **BIDDERS (IN ALPABETICAL ORDER)**

DMC Electric Limited, ALBAN, ON P0M 1H0

Greater City Mechanical, Sudbury ON and surround areas

Mainline Mechanical Systems Inc., Val Caron, ON P3N 1B2

Mike Witherell Mechanical Ltd., Lively, ON P3Y 1L2

Northland Group of Companies Ltd., Sudbury, Ontario, Canada

Patrick Mechanical Ltd., Lively, ON P3Y 1K6

<b>AWARDED TO:</b>	<b>TOTAL (EXCLUDING HST)</b>	<b>RATIONALE</b>
Patrick Mechanical Ltd.	\$813,900.00	Lowest bid



## **LO-ELLEN PARK SECONDARY SCHOOL**

### **WOOD SHOP UPGRADE**

### **TENDER # 2025-08**

#### **PROJECT AND DETAILS:**

Supply all labour, materials and equipment to complete the Wood Shop upgrades at Lo-Ellen Park SS.

#### **BIDDERS (IN ALPABETICAL ORDER)**

Bisschops Industries

DMC Electric Limited

Greater City Mechanic

Metal-Air Mechanical Systems Ltd.

Mike Witherell Mechanical

Nu-Style Construction Co.

#### **AWARDED TO:**

#### **TOTAL (EXCLUDING HST)**

#### **RATIONALE**

Metal-Air Mechanical  
Systems Ltd.

\$ 528,191.00

Lowest bid





**BOARD / STRATEGIC PLANNING MEETINGS  
AUGUST 2025 – JUNE 2026**

MEETING DATES
August 26, 2025 (Board)
September 23, 2025 (Board)
October 7, 2025 (SP) October 21, 2025 (Board)
November 4, 2025 (SP) November 18, 2025 (Organizational & Board)
December 9, 2025 (Board)
January 20, 2026 (Board)
February 3, 2026 (SP) February 24, 2026 (Board)
March 24, 2026 (Board)
April 14, 2026 (SP) April 28, 2026 (Board)
May 12, 2026 (SP) May 26, 2026 (Board & Awards)
June 9, 2026 (Budget) June 30, 2026 (Board)



408 Wembley Drive, Sudbury, Ontario P3E 1P2 | Tel: 705.674.3171 | Toll Free: 1.888.421.2661 | [rainbowschools.ca](http://rainbowschools.ca)

April 17, 2025

Honourable Paul Calandra  
Minister of Education  
Mowat Block,  
900 Bay Street  
Toronto, ON M7A 1L2

***Sent via email to [Minister.edu@ontario.ca](mailto:Minister.edu@ontario.ca)***

Dear Minister Calandra:

On behalf of the Trustees of Rainbow District School Board, I would like to congratulate you on your recent appointment as Minister of Education.

We welcome the opportunity to work with you as *“Together, we prepare students to become lifelong learners, achieving their full potential as confident, caring members of society.”*

Our mission, as reflected in the above statement, speaks to the importance of public education in developing competence, confidence and character in the children and young adults who will lead our prosperity as a province well into the future.

Critical to our ability in meeting this mission is ensuring that public education remains at the forefront of funding decisions. Supporting student success is an investment in our communities, our province and our country.

We are proud of the quality programs delivered by our caring administrators, educators and support staff. We are equally as proud of our students who continue to excel in arts, athletics and academics. Please do not hesitate to reach out to me should you wish to visit any of our schools in Sudbury, Espanola and Manitoulin.

Sincerely,

David Farrow  
Chair