

## **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, February 24 2026 at 5:00 p.m.

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<p style="text-align: center;"><b>AGENDA AND RECOMMENDED MOTIONS</b></p>
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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 Wahnapiatae 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**

- A. **APPROVAL OF AGENDA** \*Chair
- Motion:  
That the agenda for the Regular Board meeting of February 24, 2026 be approved.
- B. **PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST** \*Chair
- C. **PRESENTATIONS** \*Chair
1. **Algonquin Road – Public Speaking**
2. **Pathways** – OYAP / Dual Credits / CO-OP / SHSM
- D. **REPORT FROM THE CLOSED MEETING OF THE BOARD** \*Director
- E. **OLD BUSINESS** \*Chair
1. **Previous Minutes** \*Chair
- a) Motion:  
That the minutes of the Strategic Planning Committee Meeting held on Tuesday, October 7, 2025 be approved.
- b) Motion:  
That the minutes of the Regular Board Meeting held on Tuesday, January 20, 2026 be approved.

- c) Motion:  
That the minutes of the Special Board Meeting held on Monday, February 9, 2026 be approved.
2. **Reports and Recommendations from Board Committees** \*Chair
- Governance Policy & By-Law Review Committee** \*Chair
- a) Notice of Motion:  
That the revised Terms of Reference, as attached, for the Governance Policy and By-Law Review Committee, be approved.
- b) Notice of Motion:  
That the changes to Governance By-Law 14.12, as attached , be approved.
- F. **NEW BUSINESS** \*Chair
1. **2026-2027 School Year Structure** \*Director
- Motion:  
That the Board approve the 2026-2027 School Year Structure for elementary and secondary schools.
2. **2026 Education Labour Relations and Human Resources Symposium** \*Chair
- Motion:  
That the Board approve the attendance of the following Trustees at OPSBA's 2026 Education Labour Relations and Human Resources Symposium in Toronto on April 23-24, 2026.
3. **Notice of Absence** \*Chair
4. **Director's Remarks** \*Director
5. **Other Items** \*Chair  
OPSBA Director  
Student Trustee
6. **Trustees' Remarks/Questions** \*Chair  
*Reminder: Trustees who require detailed information on specific questions are encouraged to contact the Director prior to the meeting.*
7. **Chairperson's Remarks** \*Chair
- G. **INFORMATION AND PROPOSALS** \*Chair
1. **Reports from Officials and Staff**  
Parent Involvement Committee minutes December 2, 2025 (official)
2. **Tenders/Requests for Proposals**

3. **Non-Staff Communications**

H. **FUTURE MEETINGS**

\*Chair

Student Senate Meeting March 2, 2026 5:30 pm  
Parent Involvement Committee March 3, 2026 7:00 pm  
Special Education Advisory Committee March 4, 2026 12:00pm  
Governance Policy & By-Law Review Committee March 10, 2026 12:00pm  
Board Meeting March 24, 2026 5:00 pm

I. **ADJOURNMENT**

\*Chair

Motion:

That we do now adjourn at            p.m.

## **RAINBOW DISTRICT SCHOOL BOARD**

### **Minutes of the STRATEGIC PLANNING COMMITTEE**

held in person and electronically via Google Meet  
from the Ernie Checkeris Boardroom  
Centre for Education, 408 Wembley Drive, Sudbury  
on Tuesday, October 7, 2025 at 5:00 p.m.

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Present: Trustees: A. McCauley (Chair), B. Clement, L. Corbiere-Addison (via Google Meet), L. Debassige (via Google Meet), D. Dewar (via Google Meet), D. Farrow (via Google Meet), A. Gibson, J. Hunda, J. Kosmerly, Student Trustee Guenette  
Absent: Student Trustee Cyr  
Officials: B. Bourget – Director and Secretary of the Board  
A. Guilbault – Superintendent of Business  
D. Koziar, L. Mantle, M. McNamara, K. Wachnuk - Superintendents  
Staff: G. Bastien, N. Cecchetto, N. Charette, T. Corbiere, H. Fox-Recollet, R. Jones, T. Nadjiwon, D. Peristeridis, C. Whitson

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

Director Bourget completed roll call.

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

Motion: B.Clement/J.Kosmerly

That the agenda for the Strategic Planning Committee meeting for October 7, 2025 be approved. – **Carried**

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

NIL

#### C. **PRESENTATIONS**

##### **Indigenous Education Updates**

Director Bourget introduced the System Principals for Indigenous Education, Travis Corbiere and Tim Nadjiwon who provided an update on the board's priority – Truth and Reconciliation, and how the board is moving this priority forward.

On September 30, 2025 the board hosted it's fifth annual Sunrise Ceremony led by elder Gerard Sagassige, a Traditional Medicine Advisor and Hazel Fox-Recollet, Indigenous Support Worker. The ceremony was held at Espanola High School and well-attended by trustees, administrators, students, staff parents/guardians and community members.

On the National Day for Truth and Reconciliation, a number of Rainbow students participated in Reconciliation Day at Bell Park where students could hear Elder's storytelling, Anishinaabemowin teachings, learn about traditional medicines and participate in hands on traditional craft activities. Additionally, schools have held many activities to reaffirm their commitment to truth and reconciliation, such as Orange Shirt Day, Environmental challenges relating to Indigenous culture and Treaties Recognition Week.

As Director Bourget said in his introduction, while we have made progress, we know there is much more work to be done. We also acknowledge that Truth and Reconciliation is a journey, not a destination.

Trustee shared their appreciation for the presentation and were giving the opportunity to ask questions.

D. **OLD BUSINESS**

**Minutes**

Motion: J.Hunda/J.Kosmerly

That the minutes of the Strategic Planning Committee held on May 6, 2025 be approved.

– Carried

E. **NEW BUSINESS**

NIL

F. **FUTURE ITEMS**

Attendance

Governance By-Laws Review

G. **TRUSTEES' REMARKS**

Trustee Kosmerly recently attended an OPSBA Board of Directors meeting and had two items of importance to stress to trustees and to the public. Bill 33, Supporting Children and Students Act, gives the Minister of Education the ability to take control of school boards by removing the need for an investigation before the decision is made and by removing the involvement of the Premier, which raises questions about local autonomy and government control over public education. The second challenge is the continued media references by the Minister of Education around the elimination of elected trustees in some form. She shared it is critical that a local voice in public education be maintained. She welcomed the opportunity to discuss with fellow trustees in greater detail.

Trustee Hunda thanked Trustee Kosmerly for representing the trustees and being their voice during this concerning time. Additionally, she thanked Principal Wiwchar for hosting a visit for her and Student Trustee Guenette to attend MSS and meet with Student

Trustee Cyr. She also wished students good luck with their sporting events and expressed her gratitude to staff and coaches for their time with these teams.

H. **FUTURE MEETINGS**

November 4, 2025

February 3, 2026

April 14, 2026

May 26, 2026

June 9, 2026

I. **ADJOURNMENT**

Motion: B.Clement

That the meeting be adjourned (5:51 p.m.). – **Carried**

UNOFFICIAL

## **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, January 20, 2026 at 5:00 pm

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Present: Trustees: D. Farrow (Chair), B. Clement, L. Corbiere-Addison, L. Debassige  
(via Google Meet), A. Gibson, J. Hunda (arrived 5:14 pm), J. Kosmerly,  
A. McCauley, Student Trustee Cyr, Student Trustee Guenette

Absent: D. Dewar

Officials: B. Bourget – Director and Secretary of the Board  
A. Guilbault – Superintendent of Business  
D. Koziar, L. Mantle, M. McNamara, D. Williamson – Superintendents

Staff: G. Bastien, M. Bertrand, B. Carr, N. Cecchetto, N. Charette,  
C. Eberlein, T. Hayes, R. Jones, K. MacKenzie, T. Nadjiwon,  
D. Peristeridis, C. Pitre, D. Squarzolo, C. Whitson

Other: Member of the public

Chair Farrow called the meeting to order.

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

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

Motion: 26-R27, A.Gibson/L.Corbiere-Addison

That the agenda for the Regular Board meeting of January 20, 2026 be approved.

Poll vote

*Bob Clement: In-favour*  
*Lisa Corbiere-Addison: In-favour*  
*Linda Debassige: In-favour*  
*Doreen Dewar: Absent*  
*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**

Student Achievement (EQAO)

Superintendent Koziar introduced the system team of Melanie Bertrand (Principal of Student Success), Kate MacKenzie and Cori Pitre (Principals of Program), and David Squarzolo and Coleen Eberlein (Principals of Special Education), to share information with trustees about EQAO and OSSLT results over time.

Students in Rainbow Schools made significant gains in EQAO assessments during the past school year. Overall, Rainbow District School Board has the top result in all English Language School Boards, Public or Catholic, in Northeastern Ontario in primary reading and primary and junior writing and math.

The team walked trustees through the presentation that compared the 2024-2025 results to past years for all students and students with exceptionalities.

In primary reading and writing, Rainbow students outperformed the province and primary math has seen their highest result in the past ten years. Similarly, our junior results for reading, writing and math represent our best achievement since 2014.

Our grade 9 math results increased by 5% from 2023-2024 to 50%, representing the highest achievement in the past 4 years and 81% of Rainbow students met the standard in the grade 10 OSSLT.

The team thanked our classroom teachers, coordinators, consultants and school administrators, as our results in reading, writing and math continue to trend upwards, it confirms that the efforts across the board are having a positive impact on student achievement and well-being.

Trustees had the opportunity to ask questions and expressed sincere gratitude for the informative presentation, and congratulated students and parents on their success.

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

No meeting held. No report.

**E. OLD BUSINESS**

**1. Previous Minutes**

Motion: 26-R28, J.Hunda/J.Kosmerly

That the minutes of the Regular Board Meeting held on Tuesday, December 9, 2025 be approved.

Poll vote

*Bob Clement: In-favour*  
*Lisa Corbiere-Addison: In-favour*  
*Linda Debassige: In-favour*  
*Doreen Dewar: Absent*  
*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**

Accessibility Planning Committee

Motion: 26-R29, J.Kosmerly/L.Corbiere-Addison

That the Board approve the Multi-year Accessibility Plan 2023-2027, as recommended by the Accessibility Planning Committee.

**Poll vote**

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

**- Carried**

**F. NEW BUSINESS**

**1. Revised Estimates 2025-2026**

Superintendent Guilbault reviewed the revised estimates document provided to trustees, highlighting the increase in enrolment and projected operating surplus for the year.

Trustees had the opportunity to ask questions.

**2. OSTA/AECO – Education Action Conference**

Motion: 26-R30, J.Hunda/B.Clement

That the Board approve the attendance of Student Trustee Cyr and Student Trustee Guenette at the OSTA/AECO Education Action Conference in Ottawa on February 19-22, 2026.

**Poll vote**

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

**- Carried**

**3. Notice of Absence**

Chair Farrow stated that Trustee Dewar is absent and Trustee Debassige requested to participate electronically, with her request meeting the criteria in by-law 14.

**4. Director's Remarks**

Chair Farrow and Trustees:

I would like to begin by thanking Superintendent Guilbault, Nancy Cecchetto (Manager of Finance) and Tiffany Hayes (Manager of Human Resources) for all of their hard work on the revised estimates and putting us in a slight surplus situation, a welcome improvement over our early predictions.

I would also like to acknowledge Trustees, for your unwavering commitment and support to student success.

The priorities that you have established in Strategic Directions have kept us laser focused on student achievement and well-being.

The positive gains in EQAO assessments are a direct result of our collective vision, the efforts of our staff, and the support of our parents/guardians.

Sustained gains over time will ensure that we continue to build competent and confident readers, writers and mathematicians.

I extend my deepest gratitude to our program team for sharing their expertise on a system-level for the benefit of our educators and students.

High-yield teaching strategies, intentional resources, and targeted interventions coupled with mentorship, assessments, and daily practice are proving to be effective.

I offer my sincerest appreciation to our administrators. As instructional leaders in our schools, they support staff to be the best they can be, each and every day. Regardless of what's happening in our schools from an operational perspective, they make time to be in classrooms, to see first-hand what students are learning, and to set high expectations.

I would like to thank our classroom staff for their engaging teaching. Our literacy and numeracy blocks are protected time where students work on sounds, words, sentences, paragraphs, decoding, comprehension, grammar, spelling, number sense, math fluency and problem solving.

When reading, writing and math are practiced daily at school and reinforced at home, students are being given every opportunity to reach their full potential.

It's all about consistency and repetition.

And finally, I would like to congratulate our students on their achievement. We are proud of the progress that we have made... together.

In closing, please indulge me for a moment as I share with you an excerpt from a recent article in the Globe and Mail. The article was not centered on our school board, but we were given a voice in the story because of our significant gains in math. And I am reading verbatim from the article.

*Dan Koziar, the math lead for the Rainbow District School Board, in Northern Ontario, attributes the gains students there have made in EQAO math scores in recent years to several factors, not least of which is encouraging a growth mindset among students.*

*Essentially, a growth mindset is the belief that abilities can be gained through effort and perseverance, rather than being fixed traits.*

*Too often, students will give up on math, telling themselves they are simply not "math people," or they don't have a "math brain," Mr. Koziar said.*

*Instruction at the board is aimed at dispelling that type of thinking among students.*

*"It's really the idea that anyone can do math, and we're going to give you the skills and strategies that are going to let you do it in a way that's effective for you," Mr. Koziar said.*

*Anthony Bonato, a math professor at Toronto Metropolitan University, said encouraging students to believe they can not only grasp math but enjoy it is crucial.*

*"Changing the culture is really, really important," he said.*

*Source: The Globe and Mail, January 10, 2026*

Thank you.

5. **Other Items**

**OPSBA Director** – Trustee Kosmerly shared an email with fellow trustees on January 7<sup>th</sup>, advising the vote at the December 18<sup>th</sup> meeting to amend and restate OPSBA's general bylaw was differed by Directors, to give trustees an opportunity to further discuss the role of regional councils in a refreshed governance structure. A recent email was sent to all trustees from OBSPA with information including draft terms of reference for regional councils, background information and questions to facilitate discussion. At the upcoming PES conference, regional councils will meet to discuss the documents and questions. Trustees were asked to share any feedback with her, Trustee Corbiere-Addison or Lisa Reinhardt directly. The vote will occur at a special OPSBA meeting on March 12<sup>th</sup>.

**Student Trustee** – Student Trustee Guenette thanked the board for approving them to attend the upcoming OSTA conference to further their learning experience and the professional development this conference is offering. Student Trustee Cyr shared updates from the recent Student Senate meeting around social media presence, the importance of school involvement, volunteering and leading by example. She also shared with the recent vacancy in the Vice Chair position, a re-election will be held at the next Senate meeting to fill the seat. Student Trustee Guenette and Student Trustee Cyr were appreciative to attend the School Year Calendar committee meeting to bring the student perspective and to have the opportunity to provide input to the committee.

6. **Trustees' Remarks/Questions**

Trustee Kosmerly brought forward information that was shared with trustees through the Chair, prior to the meeting, regarding 2 motions.

**Motion: 26-R31, J.Kosmerly/A.McCauley**

That the Strategic Planning Committee be dissolved.

Poll vote

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

**- Carried**

**Motion: 26-R32, J.Kosmerly/A.McCauley**

That the Governance Policy and By-Law Review Committee report directly to the Board and that Notices of Motion for Governance be brought to the Governance Policy and By-Law Review Committee for discussion and possible recommendation for inclusion on the Board meeting agenda.

Poll vote

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

**- Carried**

Trustee Hunda wished students much success going into exams.

## 7. Chairperson's Remarks

I would like to begin my remarks by welcoming Superintendent Danielle Williamson to her first Board meeting in her new role. Congratulations. We are delighted to have you here with us.

I also want to start off tonight's remarks by sending our heartfelt congratulations to Princess Anne's Vice Principal Sandy MacEwen whose team won the Northern Ontario Men's Curling Championship and will be representing Northern Ontario (as the skip for team Northern Ontario) at the Montana's Brier in St. John's, Newfoundland from February 27th - March 8th, 2026. I worked with Sandy for many years and I know how hard he has personally worked towards this goal. I want to send along my personal congratulations and tell Sandy and his team how proud we are that he achieved this remarkable goal and that we will be watching and cheering loudly for him during the Brier.

On behalf of the Board of Trustees, I would like to extend a sincere thank you to those families who visited Rainbow elementary schools for our **Kindergarten Information Nights** last week. If you were unable to attend and have a child starting school, you can register by contacting your area Rainbow school.

Last week, Kindergarten students from **MacLeod Public School** received a private curling lesson from two-time world champion Tracy Fleury. Tracy, an alumnus of the school, has been busy preparing to represent Team Canada at the Milano Cortina 2026 Winter Olympics in Italy next month. We extend best wishes to Tracy and Team Homan.

**Secondary School Information Nights** will continue in the coming weeks including **Manitoulin Secondary School** on Wednesday, February 11th at 7 pm and **Espanola High School** on Thursday, February 12th at 6 pm. For the Information Nights that have already taken place, there is still time to register. Visit the board website to learn more.

The **Environmental Education Committee** has challenged Rainbow Schools to kick off the new year with an e-waste clean up drive. Personal electronics have a large environmental impact. Over the last decade, there has been a substantial increase in ownership of personal electronics and the lifespan of our devices is becoming increasingly shorter. Next month, all schools will be challenged to reduce their electricity consumption.

The next **Parent Involvement Committee Meeting** will take place on Tuesday, January 27<sup>th</sup> at 7 pm. There will be a panel presentation on attendance/lates and what can be done at home. Parents/guardians are welcome to attend in person at the Centre for Education or online. The agenda is posted on the Board website.

Some 39 elementary students in Grades 4 to 6 from Rainbow Schools will test their technical skills during Science North's first annual **Robot Builder Showdown** on Monday, February 9th in the Vale Cavern. Students will compete in teams of three to build a robot using LEGO Spike Prime Essential Kits to complete a series of challenges. Good luck to all participants.

Parents/guardians of students with special needs in Rainbow District School Board are invited to provide **input for the 2026-2027 Special Education Plan**. The deadline to complete the survey is Friday, March 7th. The survey link is currently available on the board website.

A friendly reminder that **secondary exams** are coming up soon. We encourage students to give these exams their full focus and thank parents/guardians for supporting student success.

There will be no school for students on Friday, January 30th for our fifth **Professional Activity Day** of the 2025-2026 school year. Information about the PA Day is on the board website.

There will also be no school for students and staff on Monday, February 16th for **Family Day**.

And that concludes my remarks for this evening.

Thank you.

**G. INFORMATION AND PROPOSALS**

1. **Reports from Officials and Staff**  
Special Education Advisory Committee minutes November 5, 2025 (official)
2. **Tenders/Requests for Proposals**  
2026-FAC01 – Dedicated Courier Service
3. **Non-Staff Communications**

**H. FUTURE MEETINGS**

Parent Involvement Committee January 27, 2026 7:00 pm  
Student Senate Meeting February 2, 2026 5:30 pm  
Governance Policy & By-Law Review Committee February 3, 2026 12:00 pm  
Environmental Education Committee February 18, 2026 3:30 pm  
First Nations Advisory Committee February 19, 2026 10:00 am  
Equity and Inclusive Education February 19, 2026 3:30 pm  
Board Meeting February 24, 2026 5:00 pm

**I. ADJOURNMENT**

Motion: 26-R33, J.Kosmerly  
That we do now adjourn at 6:23 p.m. – **Carried**

**RAINBOW DISTRICT SCHOOL BOARD**

**MINUTES OF THE  
SPECIAL BOARD MEETING**

held in person and electronically via Google Meet  
at the Centre for Education, 408 Wembley Drive, Room #125  
on Monday, February 9, 2026 at 8:30 am

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Present: Trustees: D. Farrow (Chair), B. Clement (via Google Meet), L. Corbiere-Addison (via Google Meet), L. Debassige (via Google Meet), D. Dewar (via Google Meet), A. Gibson (via Google Meet), J. Hunda (via Google Meet), J. Kosmerly (via Google Meet), A. McCauley (via Google Meet)

Absent: None

Staff: C. Whitson

Chair Farrow called the meeting to order and completed roll call to establish who was participating in the Google Meet.

**A. APPROVAL OF AGENDA**

Motion: 26-R34, J.Hunda/J.Kosmerly

That the agenda for the Special Board meeting of February 9, 2026 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**

**B. PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST**

NIL

**C. NEW BUSINESS**

**Personnel**

i. Motion: 26-R35, B.Clement/A.McCauley

That motion #26-W02 RE: Personnel, 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 unanimously**

ii. Motion: 26-R36, L.Corbiere-Addison/J.Kosmerly

That motion #26-W03 RE: Personnel, 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 unanimously**

**D. ADJOURNMENT**

Motion: 26-R37, A.McCauley/B.Clement

That we do now adjourn at 8:35 a.m. – **Carried**

UNOFFICIAL

# TERMS OF REFERENCE

## Governance Policy & By-Law Review Committee

~~March 2025~~ February 2026

### 1. NAME OF THE COMMITTEE

Governance Policy & By-Law Review Committee

### 2. MANDATE

The Governance Policy and By-Law Review Committee shall regularly review and revise Governance Policies and By-Laws to maintain relevant, efficient and effective implementation and to ensure policies comply with the Education Act, Regulations, and other relevant legislation. ~~This committee will function as a subcommittee under the Strategic Planning Committee, reporting directly to it.~~

### 3. MEMBERSHIP

#### Composition

1. 6 trustees
2. Chair of the Board (ex-officio)
3. Director of Education/Secretary of the Board (non-voting)

#### Term

1. Six (6) Trustee members to be selected at the annual Organizational Meeting in November for a one year term.

### 4. SCOPE

1. Ensure current governance bylaws and policies are properly identified;
2. Prioritize board governance bylaws and policies for review by the committee;
3. Review and, where necessary, revise prioritized bylaws and policies and make recommendations to ~~Strategic Planning Committee~~ the Board of Trustees;
4. Develop a workplan for the regular ongoing review of governance bylaws and policies;

5. Examine issues referred to the committee ~~by Strategic Planning Committee and/or the Board of Trustees~~ to determine if a new governance bylaw/policy should be developed and make recommendations to ~~Strategic Planning Committee~~ the Board of Trustees;
6. If requested by the Board of Trustees ~~and/or Strategic Planning Committee~~, develop a new draft bylaw/policy and submit it to the ~~Strategic Planning Committee~~ Board of Trustees for review and approval.

## 5. REPORTING

The committee will report to ~~the Board's Strategic Planning Committee as a standing agenda item~~ directly to the Board of Trustees.

## 6. MEETINGS

Meetings will be held at the call of the committee chair a minimum of 4 times per year. Minutes will be taken at committee meetings and provided to all members prior to the next scheduled meeting. The chair of the committee will set the agenda with input from committee members. The chair of the committee and/or Secretary of the Board may call on external expertise to support the work of the committee where required.

- 14.7 The participating board member shall implement appropriate processes to ensure the security and confidentiality of proceedings that are closed to the public.
- 14.8 Board members who participate in a meeting through electronic means are deemed to be present at the meeting.
- 14.9 For the purpose of complete disclosure, at every electronic meeting of the board, members participating through electronic means shall be made aware of the board members physically present in the room, the board members participating electronically and whether or not the public and/or media are present.
- 14.10 The Director of Education or their designate must be physically present in the meeting room for each meeting of the board and each meeting of a committee of the board, including a committee of the whole board.
- 14.11 The chair of a committee of the board or their designate is expected to be physically present in the meeting room at every regular meeting of the committee of the board (except a committee of the whole board) however they may participate in the meeting by electronic means.
- 14.12 Unless a meeting is closed to the public in accordance with legislation, regular meetings of the board and meetings of the whole board are open to permit physical attendance by the public. The board will endeavour to provide live streaming of regular board meetings. ~~and Strategic Planning Committee meetings.~~
- 14.13 In special circumstances, at the sole discretion of the Board, the Board **may** provide, at one or more locations within its jurisdiction, electronic means to permit participating in meetings by members of the public excluding closed meetings.
- 14.14 If all schools in the board are closed due to a government or health order, physical attendance rules do not apply. This exception lasts until 60 days after the closure order ends.

## REFERENCE DOCUMENTS

### Legal:

Education Act, Regulation 313/24  
Education Act, Regulation 463/97

### Board:

Board Policy No. GOV-05 Code of Conduct: Board Members



## 2026 EDUCATION LABOUR RELATIONS AND HUMAN RESOURCES SYMPOSIUM

The Education Labour Relations and Human Resources Symposium (LRS) is OPSBA's flagship event focusing on the evolving labour relations and human resources landscape in Ontario's public education system.

LRS brings together trustees, directors of education, superintendents, and human resources and labour relations professionals, along with all board staff who are interested in or actively engaged with these areas. At the symposium, we will:

- explore emerging trends and risks in labour relations and HR
- share ideas and strategies along with next and best practices
- learn from sector experts and peers
- strengthen governance and operational decision making
- explore practical solutions to the challenges faced by Ontario school boards

# LRS 2026

[Registration information](#)

[Symposium agenda](#)

### GROUP ROOM BLOCK NOW OPEN

OPSBA has arranged a block of discounted hotel rooms for attendees of LRS 2026 at the Sheraton Centre Toronto. Click this image to be redirected to < the hotel's direct booking link.

Discounted rates are available until **April 1, 2026**, or until the block is sold out.





## Program

All of our sessions are open to all symposium attendees and are designed to meet the learning objectives for every participant.

Some sessions will also target the focused interests of the following audiences:

- **Trustee Content (TC):** Session is designed for all participants and includes content on policy, development, or governance for Trustees

All Dates 04-23/04-24	Thursday 04-23	Friday 04-24
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Filters

Q Search

April 23, 2026

11:45 a.m. ET

**Registration**

12:00 p.m. ET

**Lunch sponsored by Borden Ladner Gervais (BLG)**

1:00 p.m. ET

**Welcome and Keynote Jay Kiew sponsored by SBCI**



Jay Kiew  
Innovation and Change Navigation Strategist

2:00 p.m. ET

**Networking Break sponsored by Shibley Righton**

2:30 p.m. ET

**Freedom of Information (FOI) for Labour Relations...**

**Navigating Labour Disputes and Keeping Learning on...**

Trustee Content ...

**The New Sick Leave Landscape: What Boards...**

4:00 p.m. ET

**Cost Effective Models of Arbitration**

**Freedom of Expression in Public Education**

**Spot It, Assess It, Fix It: Making Workplace Risk...**

Trustee Content ...

5:15 p.m. ET

**Networking Reception sponsored by Hicks Morley**

April 24, 2026

7:45 a.m. ET

**Breakfast**

8:30 a.m. ET

**De-frustrating Frustration of Contract**

**Managing and Investigating Off-Duty Misconduct and...**

**The Charter: Its Impact on Privacy and School Board...**

Trustee Content ...

9:45 a.m. ET

**Networking Break**

10:00 a.m. ET

**Beyond 'Off for Stress': Managing Mental Health...**

**Working Together to Address Anti-Black Racis...**

**Working with External Workplace Investigators**

Trustee Content ...

11:30 a.m. ET

**An Update on Statute and Case Law**

**Creed and the Accommodation of...**

**Human Rights and the Labour Landscape**

Trustee Content ...

Trustee Content ...

12:45 p.m. ET

**Grab n' go lunch**



## **Parent Involvement Committee Meeting Minutes**

Tuesday, December 2, 2025 at 7 pm  
In Person at 408 Wembley Drive and Via Google Meet

### **Attendance**

Steffany Bourque, Parent, Chelmsford Valley District Composite School; Bryanne de Casto Rocha, Parent, Lansdowne Public School; Melissa Gladu, Parent, Northeastern Elementary School/Lo-Ellen Park Secondary School; Ashley Vickman, Parent, Walden Public School; Kelly McCauley, Principal, Walden Public School; Deanna Hardy, Parent, Charles C. McLean Public School; Kelly Rodriguez, OSSTF representative; Julie Cuss, Parent, R.H. Murray Public School; Trustee Alex McCauley; Coleen Eberlein, Elementary Principal representative; Lisa Puddester, Principal, Markstay Public School; Marina Goggins, teacher, Markstay Public School; Natasha Delaney, Parent, Jean Hanson Public School; Ashley Hurley, Parent, Alexander Public School; Erin Holloway, Parent, Lockerby Composite School; Tracey Chapman, Principal, Little Current Public School; Sherri Toope, Vice-Principal, Little Current Public School; Stephanie Barnes, Parent, Little Current Public School; Melissa Harrison, Parent, A.B. Ellis Public School/Espanola High School; Leslie Mantle, Superintendent of Schools; Nicole Charette, Senior Advisor, Corporate Communications and Strategic Planning

Call to Order: 7 pm

### **1. Welcome**

Superintendent Leslie Mantle welcomed everyone to the meeting.

### **2. Self-Introductions**

Online and in person participants introduced themselves.

### **3. Presentations: Parents Reaching Out Grants - School Success Stories**

#### **Little Current Public School**

Principal Tracey Chapman, Vice-Principal Sherri Toope and School Council Chair Stephanie Barnes provided an overview of the school's STEM Night held in May 2025. Activities included a Manitoulin Secondary School robotics demonstration, 3D printer design, longest paper chain challenge, LEGO room, escape room/lock boxes, music lab, science experiment and fun with Desmos. Participating families took home a STEM kit. Some of the workshops were presented by students, providing leadership

opportunities. The event enhanced the connection between staff, students and families, including many grandparents. Feedback was very positive.

### **Markstay Public School**

Markstay Public School hosted a Family Game/Math Night and Dance Night at the end of the school year. Principal Lisa Puddester and teacher Marina Goggins said the event fostered a positive mindset towards school and the school community, celebrated the learning that had occurred, and welcomed parents/guardians into the school from its vast coverage area. Graduates returned to host some of the games. It was great to see families play games with staff. Some grandparents and neighbours also participated.

### **Walden Public School**

Principal Kelly McCauley and School Council Chair Ashley Vickman shared details of the 2025 Carousel Night for parents/guardians, which included workshops on literacy, math, mental health and French Immersion. Parents registered in advance and, upon arrival, received a kit with resources for the three workshops they had selected. Parents had an opportunity to engage with Board staff while children participated in activities in the gym led by staff from Walden Public School and students from Lively District Secondary School. The workshops allowed for a deeper level of engagement regarding what parents can do at home to support their child's learning.

### **4. Discussion based on presentation**

Parents/guardians were invited to ask questions at the end of each presentation. They appreciated the sharing of ideas for future PRO grant applications.

### **5. Approval of Agenda**

*"That the agenda for the meeting on December 2, 2025 be approved."*

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Erin Holloway, Lockerby Composite School

Carried

### **6. Approval of Minutes**

*"That the minutes of the meeting held on May 13, 2025 be approved."*

Moved by: Ashley Vickman, Walden Public School

Seconded by: Steffany Bourque, Chelmsford Valley District Composite School

Carried

*“That the minutes of the AGM held on October 14, 2025 be approved.”*

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Erin Holloway, Lockerby Composite School

Carried

## **Business Arising from the Minutes of May 13, 2025**

Parents asked if they have to be the School Council Chair to be considered for PIC or if they can be the representative on behalf of the School Council.

### **Education Act Reg 612/00**

School Councils and Parent Involvement Committees

Section 34 (1) - Parent members shall be appointed or elected to a parent involvement committee in accordance with the by-laws of the committee.

### **PIC - Terms of Reference (p.5)**

Parent/Guardian members will be elected at the Annual General Meeting from the School Council members within the Rainbow District School Board. If at any time a PIC member no longer holds a position on a local School Council, they will no longer be eligible for membership on the Parent Involvement Committee.

Therefore, parents/guardians on School Councils are eligible to represent their respective schools on the Parent Involvement Committee. They do not have to be the Chair of their School Council to put their names forward for consideration.

The PIC Terms of Reference have been updated.

These have been reviewed by the Trustee and the Chair.

## **7. Slate of Officers and Election of Chair, Vice-Chair and Secretary**

As stated in the Parent Involvement Committee (PIC) Terms of Reference, the membership of the Parent Involvement Committee should reflect the diversity of the Rainbow District School Board and its community.

Ten Parent/Guardian members will be elected from the School Council representatives.

The composition of the membership includes:

Espanola, 1 representative

Manitoulin, 1 representative

Sudbury, 8 representatives

The following parents/guardians were acclaimed to the Parent Involvement Committee at the Annual General Meeting held on October 14, 2025 and constitute the voting members for the 2025-2026 school year.

Melissa Gladu	Northeastern Elementary School
Ashley Hurley	Alexander Public School
Ashley Vickman	Walden Public School
Natasha Delaney	Jean Hanson Public School
Erin Holloway	Lockerby Composite School
Kylee MacCormack	C.R. Judd Public School
Bryanne de Casto Rocha	Lansdowne Public School
Steffany Bourque	Chelmsford Valley District Composite School
Deanna Hardy	Charles C. McLean Public School (Manitoulin Representative)
Melissa Harrison	A.B. Ellis / Espanola High School (Espanola Representative)

**Election of Chair, Vice-Chair and Secretary**

Prior to the meeting, Superintendent Leslie Mantle invited the PIC members to indicate their interest in serving in a leadership role.

Superintendent Leslie Mantle indicated that Melissa Gladu had expressed an interest in continuing to serve as Chair and Steffany Bourque had expressed an interest in continuing to serve as Vice-Chair.

According to the Education Act, Regulation 612/00, Section 38(4), Melissa Gladu was not able to continue as Chair because she had completed two consecutive terms. Subsequently, she indicated an interest in serving as Vice-Chair and Steffany Bourque indicated an interest in serving as Chair.

After calling for any other nominations for Chair, the following motion was presented:

*“That Steffany Bourque be acclaimed Chair of PIC for 2025-2026.”*

Moved by: Ashley Vickman, Walden Public School

Seconded by: Natasha Delaney, Jean Hanson Public School

Carried

After calling for nominations for Vice-Chair, the following motion was presented:

*“That Melissa Gladu be acclaimed Vice-Chair of PIC for 2025-2026.”*

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Erin Holloway, Lockerby Composite School

Carried

After calling for nominations for Secretary, the following motion was presented:

*“That Nicole Charette continue as Secretary of PIC for 2025-2026.”*

Moved by: Ashley Vickman, Walden Public School

Seconded by: Natasha Delaney, Jean Hanson Public School

Carried

**At this point, Steffany Bourque chaired the meeting.**

### **8. Review of School Council PRO Grant applications**

A total of 16 Parents Reaching Out Grant applications were received and reviewed for the 2025-2026 school year. These grants enable schools to work with School Councils on projects that engage families in their children’s learning. The goal is to increase parent engagement. Sixteen projects met the PRO Grant criteria aligned to Board priorities. The total budget is \$23,000.

PIC Chair Steffany Bourque reviewed the applications that met the criteria and highlighted the Board priorities being addressed by the proposed projects.

Motion:

*“That PRO Grant Applications for 2025-2026, in the total amount of \$23,000, be approved for the following schools:*

*Adamsdale Public School  
Manitoulin Secondary School  
Walden Public School  
Larchwood Public School  
Chelmsford Valley District Composite School  
Jean Hanson Public School  
Queen Elizabeth II Public School  
S.Geiger Public School  
Lasalle Elementary School  
R.L. Beattie Public School  
Little Current Public School  
C.R. Judd Public School  
Assiginack Public School  
Markstay Public School  
Lasalle Secondary School  
Lockerby Composite School*

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Erin Holloway, Lockerby Composite School

Carried

## **9. Communications Report**

Nicole Charette, Senior Advisor of Corporate Communications and Strategic Planning, delivered the following communications report:

Grade 8 students and their parents/guardians are invited to Information Nights at all Rainbow secondary schools from now until February. Upcoming Information Nights include:  
Confederation Secondary School on Thursday, December 4th at 6 pm  
Lasalle Secondary School also on December 4th at 6:30 pm, and  
Sudbury Secondary School on Thursday, December 11th at 6 pm

A full list of schools, dates and times is available on the board website. For Information Nights that have already taken place, there is still time to register for the fall. French Immersion students can continue in the French Immersion Program at the secondary level.

This month, Rainbow District School Board invites staff and students to host a green gathering, a shared meal where there is just enough food for everyone with no waste and minimal garbage.

Secondary students from Rainbow Schools will test their business skills at the second annual Accounting Case Study Competition on Tuesday, December 9th. The event, hosted by Freelandt Caldwell Reilly LLP, will take place from 9 am to 1:30 pm at the Holiday Inn. For the competition, some 52 business-savvy students in Grades 10 to 12 from Rainbow Schools and Sudbury Catholic Schools will compete in teams of four to solve a real community business challenge for the Sudbury Theatre Centre.

As we embark on the festive season, staff and students are spreading excitement and kindness in a variety of ways. A list of festive events will be available on the board website.

In keeping with kindness, Rainbow District School Board will once again participate in the Edgar Burton Kids Helping Kids Food Drive. Staff and students will work together to collect non-perishable food items and monetary donations to assist area food banks.

Metro is bringing nutrition home for the holidays. Students at Lansdowne Public School and Princess Anne Public School will receive breakfast kits of non-perishable food items just before the winter break. The kits will be delivered the week of December 15, 2025.

Manitoulin Secondary School will host its annual awards night on Thursday, December 18th. Last year, close to \$70,000 in awards were presented to students. We commend the community of Manitoulin for its continued generosity and support.

Lasalle Secondary School will proudly present "A Christmas Carol". Public performances will take place on Wednesday, December 17th and Thursday, December 18th at 7:30 pm at the Lasalle Secondary School Black Box Theatre.

Looking ahead to the new year...

Kindergarten Information Nights will take place in mid-January.

English Program: Wednesday, January 14th at 5:30 pm

French Immersion: Thursday, January 15th at 5:30 pm

Schools offering English and French Immersion will host one Info Night on Thursday, January 15th. To enrol, children must be four years of age by the end of the calendar year.

Just a reminder that the Board website features resources for parents/guardians, including information from the Ministry of Education. We also post all news on the board website.

On behalf of the board, we wish all parents/guardians and students a safe and happy holiday. We look forward to working with families in the new year.

## 10. School Announcements

Julie Cuss said R.H. Murray Public School had applied for a Field of Dreams grant to renew their ball field. She also highlighted festive events, including the holiday feast and choir performance.

Melissa Harrison served on the School Council at A.B. Ellis Public School and has now joined the School Council at Espanola High School. She looks forward to supporting the older students through fundraising and engagement.

Natasha Delaney of Jean Hanson Public School said the new sensory friendly playground equipment has been well received. She said students also enjoy monthly visits to the Lancer Dome. And she highlighted festive events and dental screening.

Ashley Vickman of Walden Public School said the new playground is progressing and the school is working on more grant applications. Older students are teaching younger students values, developing leadership skills. The school is inviting families to donate items so they can be recycled as gifts. She also highlighted a clothing drive, winter concerts and project kindness initiatives, including donations to the Walden Food Bank.

Ashley Hurley of Alexander Public School highlighted a book fair, food drive and fundraising. She said Alexander was pleased to host the Think Trades Trailer launch. The school is organizing a fundraising campaign to modernize the school yard. More information about support and sponsorship will be shared in the new year.

Erin Holloway shared the result of Lockerby Composite School's cancer drive, with \$43,000 raised. She also highlighted dinners, assemblies, spirit days, a career fair, awards, and the Adopt-a-Family initiative.

Steffany Bourque of Chelmsford Valley District Composite School said the food drive was underway. She noted that the CVDCS Robotics team made up of students in Grades 6, 7 and 8 is preparing for competition. The school is hosting sporting events, and holiday feasts and concerts. Fundraising is also underway.

Superintendent Mantle reviewed the upcoming meeting dates and topics.

January 27, 2026:	Attendance and Lates - What you can do at home
March 3, 2026:	Thrive/Thrive Together
April 21, 2026:	Safe and Caring Schools
May 19, 2026:	Planning for the 2026-2027 school year

Chair Bourque thanked all parents/guardians and staff for joining us and wished everyone a wonderful holiday season.

**Adjournment at 9:06 pm**

*“That the meeting be adjourned.”*

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Erin Holloway, Lockerby Composite School

Carried

**Next meeting:**

**Tuesday, January 27, 2026 at 7 pm**

**In Person at 408 Wembley Drive and Via Google Meet**

**Topic: Attendance and Lates - What you can do at home**