Commission scolaire Eastern Townships School Board

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EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, FEBRUARY 24, 2026 – 7:00 P.M.
ETSB BOARD ROOM
340, SAINT-JEAN-BOSCO
MAGOG, QC. J1X 1K9

MINUTES

Enhanced Literacy and Numeracy – Dropout Prevention – Physical and Mental Health

COMMISSIONERS		PARENT COMMISSIONERS	
Gordon Barnett	Z	Pam Gougeon	Z
Claire Beaubien	Z	Sarah Langlois	Z
Sandra Finlay	Z	Eliza McKnight	Z
Richard Gagnon	A	Jody Murray	Z
Richard Gosselin	Z	DIRECTORS' COMMITTEE (DC)	
Gary Holliday	Z	Secretary General – Shawn Champigny	P
Joy Humenuik, Vice-chair	Z	Director General – Kandy Mackey	P
Shawn Jersey	Z	Assistant Director General & Director of Financial Services – Sophie Leduc	Z
Mary-Ellen Kirby	Z	Director of Human Resources – Caroline Dufresne	Z
Jonathan Murray	Z	Director of Instructional Technology and Pedagogical Services – Emmanuelle Gaudet	Z
Michael Murray, Chair	Z	Director of Complementary Services – Catherine Canzani	Z
Helene Turgeon	Z	Director of Material Resources – Éric Plante	Z

ZOOM (Z) – MEMBERS PRESENT (P) – MEMBERS ABSENT (A)

1. CALL THE MEETING TO ORDER

The Chairman called the meeting to order at 7:02 p.m.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner Jonathan Murray to adopt the Agenda of February 24, 2026 as deposited.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF JANUARY 27, 2026

Resolution No. ETSB 26-02-36
Approval of the Minutes of the Meeting of the Council of Commissioners held on January 27, 2026

WHEREAS a copy of the Minutes of the meeting of January 27, 2026 has been given to each Commissioner at least 6 hours before the opening of the meeting, the Secretary General is excused from reading the Minutes.

IT WAS MOVED BY Commissioner G. Barnett to excuse the Secretary General from reading the Minutes and to approve the Minutes of the meeting held on January 27, 2026 as deposited.

Carried unanimously

4. QUESTION PERIOD

T. Croteau
ATA President: Violence in schools: Has the definition of violence changed to be in line with the CNESST?

M. Murray
ETSB Chair: We will take this question under advisement and we will get back to you.

T. Croteau
ATA President: Follow-up question: We're wondering if the School Board has looked into hiring into a interventionist to tackle this and prevent this from happening?

M. Murray
ETSB Chair: We have not hired an interventionist at the moment. We are still under the hiring freeze and have budgetary constraints. It is more of a case of finding ways for positions to take on a larger role.

T. Croteau
ATA President: Follow-up question: When and what is the evaluation process of the Director General?

M. Murray
ETSB Chair: We have a subcommittee assigned by Council that meet up during the course of the year to review objectives and assess performance. We will report normally at the June meeting.

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the February 24, 2026 Recognition of Excellence:

This month the Council of Commissioners and Senior Administrators of the Eastern Townships School Board would like to signal the following:

3rd EDITION OF THE MASTER'S CHALLENGE

Commissioner Jody Murray: The 3rd edition of the **Masters Challenge** was a tremendous success bringing together more than sixty (60) new employees for an engaging and informative experience within our vocational training sector. Participants visited Brome Missisquoi Campus in Cowansville and Lennoxville Vocational Training Centre in Sherbrooke where they explored a wide range of programs from Hairdressing to Plumbing and many others.

The event provided valuable insight into the strength of diversity and innovation within our adult education community. Beyond program discovery, the day fostered collaboration connection and a deeper understanding of the outstanding work taking place across our centres.

A sincere thank you goes to the organizing team centre staff and ETAGE representatives whose enthusiasm and warm welcome made the day memorable. Their commitment to showcasing excellence ensured that new employees left feeling informed, inspired and proud to be part of our organization. We look forward to continuing this tradition next year.



HIGH SCHOOLS WINTER CARNIVALS

Commissioner J. Humenuik: **Winter Carnival Week** brought remarkable energy, creativity and school spirit to our high schools. Students and staff embraced the week's activities transforming classrooms gyms and hallways into spaces filled with teamwork, laughter and friendly competition.
From mattress races and online trivia contests to bracelet making poster competitions and the highly anticipated Lip Sync event, students demonstrated preparation, confidence and pride. The Paint Without Using Your Hands contest highlighted determination, creativity and inclusion with impressive artistic results.

Daily standings and team spirit initiatives encouraged engagement and positive rivalry while teachers supported participation through recognition and encouragement. The week strengthened connections among students and reinforced a strong sense of belonging within each school community.

Winter Carnival is more than a celebration. It reflects the importance of engagement connection and joy as essential components of student success.



PRIX FONDATION DESJARDINS FOR SUNNYSEED

Commissioner C. Beaubien: Sunnyside Elementary School has been proudly awarded the *Fondation Desjardins* Prize for its inspiring Sunnyseed Garden project, an initiative that cultivates far more than plants. This innovative *agro-entrepreneurial* experience empowers Grades 5 and 6 students through hands-on learning, creativity and real-world skill development.

With twenty (20) raised garden beds and a four-season growing dome, students are producing 150 herb pots including basil and thyme. They are designing labels managing budgets, planning production and preparing to sell their products at local events.

The project promotes perseverance, collaboration, financial literacy and environmental awareness while strengthening ties between the school and community. Students gain confidence as they transform ideas into tangible outcomes and meaningful contributions.

Congratulations to the dedicated staff supportive partners and especially the students whose commitment brought this vision to life. Sunnyseed is a strong example of experiential learning in action.



A.D.S. CELEBRATES A MONTH OF ACHIEVEMENT AND GROWTH

Commissioner S. Finlay: February was an exceptional month at A.D.S. Elementary School marked by achievement, enrichment and community engagement. The A.D.S. Basketball Team delivered an outstanding performance at the Regional Tournament remaining undefeated and capturing the championship title. This accomplishment reflects dedication teamwork and perseverance.

Students also participated in enriching educational experiences. Storytelling workshops encouraged learners across multiple grade levels to confidently share their voices. Through the **Artists Inspire Grant**, students accessed meaningful arts and culture opportunities made possible through the *ELAN Quebec* and LEARN partnership.

The A.D.S. Career Fair provided valuable exposure to future pathways while a cross-country skiing event encouraged physical activity and community involvement with strong parent and staff support. The cafeteria also received a welcoming refresh thanks to a generous local donation, and a staff member presented professional practices at a provincial conference.

A.D.S. demonstrated excellence in academics, athletics, arts and collaboration throughout the month.



RICHMOND REGIONAL HIGH SCHOOL (RRHS) ATHLETIC EXCELLENCE

Commissioner S. Finlay: RRHS athletes have demonstrated outstanding excellence and determination this season achieving impressive results across multiple teams. The Senior Boys Basketball Team earned a bronze medal with a strong victory over Stanstead College adding another banner to the school's proud tradition.

The Senior Girls Basketball Team concluded an exceptional season finishing third in *Réseau du Sport Étudiant du Québec (RSEQ) Division 4 Niveau 1* with an 8 and 2 record. Their 36 to 33 championship victory reflected resilience, teamwork and composure under pressure.

The Bantam Girls Knights secured both season and regional championship titles for the second consecutive year highlighting sustained commitment and performance.
Beyond athletics students also participated in a comic zine workshop focused on belonging through the Artists Inspire Grant initiative. These accomplishments reflect a culture of perseverance, collaboration and pride within the RRHS community.



TEACHER APPRECIATION WEEK

Chairman M. Murray: **Teacher Appreciation Week** was a meaningful opportunity to recognize the dedication, professionalism and care demonstrated by our teaching staff each day. Schools and community members expressed gratitude through thoughtful gestures including messages, drawings, special activities and shared moments of appreciation.

Our teachers are central to student success. They create supportive learning environments where students feel respected, challenged and encouraged to grow. Their commitment extends beyond instruction as they guide mentor and inspire learners at every stage.

The recognition shown throughout the week reflected the deep respect held for our educators across the organization. Every gesture, whether large or small, served as a reminder that their work has a lasting impact.

To all members of our teaching staff, thank you for your continued dedication, passion and professionalism. Your contribution strengthens our schools and shapes the future of our students.



HOOKED ON SCHOOL DAYS AT ETSB

Commissioner M. E. Kirby: **Hooked on School Days** brought schools and community partners together to celebrate perseverance motivation and student success. Through meaningful activities and collaboration with *R3USSIR*, students were encouraged to recognize the value of effort determination and long-term goals.

Schools organized engaging initiatives designed to promote confidence, resilience and school pride. Staff and community members reinforced positive messages and celebrated student progress reminding learners that achievement is built through consistent dedication and support.

The week strengthened connections within school communities and highlighted the collective responsibility to foster student success. It served as an important reminder that every gesture of encouragement contributes to a culture where students feel valued, supported and motivated to succeed. Thank you to all who contributed to making this initiative impactful and inspiring across our schools.



6. BUSINESS ARISING

There was no business arising.

7. NEW BUSINESS

There was no new business.

8. REPORTS

8.1 Director General's report

The Director General, K. Mackey reported the following:

As February draws to a close, I would like to recognize the dedication and resilience of our school and centre communities. Last week's Hooked on School Days highlighted our students' curiosity, energy and perseverance; a reminder that school is about connection, belonging and the joy of learning.

Tomorrow, we mark Pink Shirt Day, celebrating kindness, respect and inclusion. In light of recent challenges, such as the cyberattack and the ongoing difficulties faced by Tumbler Ridge, this day reminds us of our responsibility to model and teach kindness every day. We dream of a world where empathy and understanding guide our actions, and we are committed to building that culture within the ETSB.

Speaking of dreams, the recent Winter Olympics also inspired us. Across our schools, classrooms became countries and gyms became gathering places as students experienced the spirit of the Games together. As Canadian Olympic freestyle skier Jennifer Heil said: *"Behind every start line is a story: years of sacrifice, relentless work and the resilience to keep going when it would've been easier to stop, all in pursuit of an Olympic dream."* In many ways, our schools and centres stand beside our students at their own start lines, encouraging them, supporting them and believing in their potential.

With March Break just ahead, our students and staff will have an opportunity to pause and recharge before the final stretch of the school year. I wish everyone a well-deserved and restful break. As spring approaches, may it bring renewal, growth and fresh opportunities to continue supporting our students - and one another - with care and optimism.

Your Director General,

Kandy Mackey

8.2 Chair's report

The Chair of the Council of Commissioners, M. Murray reported the following:

As you are all aware, the Eastern Townships School Board was the target of a Cyber Attack last December. At the time we believed that no major breach of sensitive information had occurred. On Friday, the thirteenth of February, we learned through government cyberdefense authorities that certain information was circulating on the dark web that suggested some personal details had been obtained by the attackers. We informed personnel and families of our students accordingly.

We take the protection of personal information extremely seriously and have acted quickly, transparently and responsibly. We communicated urgently with staff and families as well as announcing the discovery publicly to alert retirees and former staff and students that there may be some risk. Unions were informed prior to communications with current personnel. We established a telephone hotline and an email address for questions or to report issues. We continue to monitor the situation, with support from ministry and private resources and will provide updates as needed. Our focus remains on supporting employees and families while ensuring strong safeguards moving forward.

This unfortunate experience is simply part of our world now. The pace and direction of change have caught many of us by surprise. In education, we are still in the process of coming to terms with the internet and the digital transformation of learning, yet the dizzying array of changes arising from Artificial Intelligence threatens even greater turmoil. It is not often one gets to live through an industrial revolution in real time, but unlike previous technological and social upheavals like the advent of steam power, railways, electricity, the automobile and the telephone, this one is unfolding within years, not decades or centuries. As educators, we need to assess realistically how this changes our assumptions and practice.

I recall early in the internet era, when ETSB first introduced computers to the classroom and provided every student with a laptop. Many educators, some of them mid-career teachers and administrators, tried to avoid adapting to the new technology. They treated it as if it was just another fad that would disappear in a little while, particularly if they ignored it in their professional practice. Ask yourselves how that worked out for them.

We are already into a new revolution that has been quietly sneaking up on us for some time but now threatens to completely overthrow our comfortable assumptions. The early manifestations were somewhat helpful, allowing anyone to “Google” any topic and obtain information. Most of us use Google or its equivalent’s daily, without even noticing how it has evolved, becoming more powerful and helpful, while reducing the value of experience and acquired knowledge. Artificial Intelligence takes that a step further. Early users have discovered that it is far more than a tool to write essays. Early concerns revolved around students cheating and how to fairly evaluate their work. In an eerie repetition of the early experience with computers, when some educators tried to ban use of the new device, there have been efforts to restrict or forbid use of AI, along with all the new technological tools to detect when students make use of it. That is not the solution as history teaches us.

I will not ask how many of you here have knowingly used an artificial intelligence. Instead, I will reflect on my own very limited experience. I was fortunate to attend an excellent workshop last week with an educator named Dean Shareski who led and nudged his audience into using AI to address questions he posed. It was both exciting and alarming. Participants reported that the AI had begun to adopt a personality while we

were using it. One attendee reported that the app had feminized its interactions. I was amazed at the conversational style and continuity that allowed a very real exploration of the topic. At the end of each response to a prompt, the AI offered helpful suggestions for improving my understanding or exploring further. When I have used it to draft a speech, not this one, let me assure you, I was able to not only run through multiple drafts with modified slants for each, but to condense or elaborate very quickly and easily.

Proponents celebrate the automation of administrative tasks. Administrators at ETSB have told me they find it saves time and increased efficiency. Teachers report it is helpful in developing lesson plans and rubrics. I am convinced it will rapidly become indispensable throughout not only our board but in society. I have read expectations that every student could soon have a personal tutor, individualized to their level of learning and understanding, adapted to their personality, accelerating their understanding. We need to ask ourselves how this will transform education. What new skills will students need to acquire before they graduate into a world of Artificial Intelligence? What changes must we make to how we educate?

I will not presume to try to answer these questions, but I believe it is urgent that we address them. The best way to deal with such radical change is to decide how to deal with it in positive ways while avoiding denial and avoidance. By getting ahead of this new phenomenon, we can flourish rather than succumb to the sense of an approaching apocalypse.

9. ADVISORY COMMITTEES' REPORTS

9.1 Executive Committee

The Chair of the Executive Committee, Commissioner M. Murray mentioned that the topics discussed at the Executive meeting will also be addressed at tonight's Council of Commissioners.

9.2 Governance and Ethics Committee

The Chair of the Governance and Ethics Committee, Commissioner G. Barnett mentioned the topics discussed at the February 17, 2026 meeting:

- Audit Advisory Committee report presented by J. Humenuik;
- Communication Advisory Committee report presented by Jody Murray;
- Educational Services Advisory Committee report presented by M. E. Kirby;
- Mapping Tool debrief;
- CLC's;
- AI;
- *MEQ* – Mutualization projects;
- ETAGE – Job Links;
- ETSB By-Laws.

The date of the next meeting is scheduled for March 17, 2026.

9.3 Audit Advisory Committee

The Chair of the Audit Advisory Committee, Commissioner J. Humenuik presented the following resolutions:

9.3.1 Finance

None.

9.3.2 Material Resources

9.3.2.1 Resolution No. ETSB 26-02-37
List of Proposed Projects under the Programs « *Maintien des bâtiments (MDB), Résorption du déficit de maintien (RDE) et Travaux de Maintien d'Actif (TMA) 2024-2025 (Mesures 50621, 50622 & 50627)* » MODIFIED and OFFICIAL

WHEREAS with these measures, the *ministère de l'Éducation (MEQ)* aims at financing work in order to maintain and/or renovate all of the School Board's buildings dedicated to educational and administrative purposes;

WHEREAS corrections occurred from the previous resolution ETSB 25-02-42, as follows:

- Richmond Regional High School – Replacement of lighting Phase I, will be separated in two projects from two measures (*MDB 2024-2025 and TMA 2024-2025)*;
- Cookshire Elementary School – Roofing wing 1956;
- Heroes' Memorial Elementary School – Exterior Walls Repairs;
- Knowlton Academy – Masonry Repair – Phase I;
- Knowlton Academy – Emergency exit (exterior staircase);
- North Hatley Elementary School - Exterior stairs, exterior cladding, fencing and fire doors;
- Parkview Elementary School - Security lighting;
- Sherbrooke Elementary School - Network, communications, corridor lightings and fire alarm system;
- Sutton Elementary School - Library Roofing.

WHEREAS the following table indicates the list of projects:

Establishment	Project
ADS Elementary School	Repairs to the Roof (Right Wing)
Ayer's Cliff Elementary School	Renovation of Exterior Cladding
Cookshire Elementary School	Roofing wing 1956
Heroes' Memorial Elementary School	Exterior Walls Repairs
Knowlton Academy	Gym soundproofing and renovation
Knowlton Academy	Masonry Repair – Phase 1
Knowlton Academy	Emergency exit (exterior staircase)
North Hatley Elementary School	Exterior stairs, exterior cladding, fencing and fire doors
Parkview Elementary School	Security lighting
Sherbrooke Elementary School	Network, communications, corridor lightings and fire alarm system

St-Francis Elementary School	Roofing basins
Sutton Elementary School	Library Roofing
Sutton Elementary School	Exterior doors replacement
Alexander Galt Regional High School	Aqueduct backyard drainage and paving - Phase 2 of 3
Massey-Vanier High School	Repair of roof
Massey-Vanier High School	Load distribution in electrical panels
Massey-Vanier High School	Replacement of fire detection and alarm systems
Massey-Vanier High School	Replacement sanitary blocks
Richmond Regional High School	Replacement of lighting Phase 1
Richmond Regional High School	Replacement of lighting Phase 1
Board Office	Adult Ed – Final Renovation Phase
New Horizons	ESE (Lightings)
Waterloo Elementary School	Gym and staff room renovation

WHEREAS each project and/or project's budget could be slightly adjusted for balancing purposes;

WHEREAS the said list of the proposed priorities presented at the Executive Committee on February 24th 2026 could be subject to adjustments following possible events;

WHEREAS commissioners will be informed of all changes that could occur before going forward with the projects in question;

IT WAS MOVED BY Commissioner J. Humenuik to proceed with the work for the project stated above;
IT WAS FURTHER MOVED that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

9.3.2.2 Resolution No. ETSB 26-02-38
Bus Garage – Interior Finish Renovation

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of $208,159 for the project stated above, under the program *MDB - Maintien des bâtiments 2018-2019 Mesure: 50621*;

WHEREAS four (4) companies retrieved the project specifications after a public invitation to bid on the project;

WHEREAS four (4) bids were received by the Eastern Townships School Board (ETSB) by the date and time specified;

WHEREAS the project involves bathrooms and interior divisions renovation;

WHEREAS the lowest bid in the amount of $96,954 (excluding taxes), was received from the company *Desrochers Bernard Inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of *1628 Inc. (François Parenteau Architecte)* has recommended the company *Desrochers Bernard Inc*. the lowest bidder in conformity, to do the work for the amount of $133,718 including taxes and professional fees;

IT WAS MOVED BY Commissioner P. Gougeon to proceed with the work for the project stated above;
IT WAS FURTHER MOVED that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

9.3.2.3 Resolution No. ETSB 26-02-39
Sunnyside Elementary School – Interior Finishings Renovation

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of $750,000 for the project stated above, under the program *MDB - Maintien des bâtiments 2023-2024 Mesure: 50621*;

WHEREAS three (3) companies retrieved the project specifications after a public invitation to bid on the project;

WHEREAS two (2) bids were received by the Eastern Townships School Board (ETSB) by the date and time specified;

WHEREAS the project will modernize corridors, kitchen and bathrooms (individual bathrooms will be created);

WHEREAS the lowest bid in the amount of $574,335 (excluding taxes), was received from the company *Les Constructions Yves Lessard Inc*.;

WHEREAS after reviewing the bids, the assigned professional firm of *1628 Inc. (François Parenteau Architecte)* has recommended the company *Les Constructions Yves Lessard Inc* the lowest bidder in conformity, to do the work for the amount of $866,330 including taxes and professional fees;

WHEREAS all additional funds required to complete the project, will be taken from *RTB - Réfection et Transformation des Bâtiments Mesure: 50624*;

IT WAS MOVED BY Commissioner C. Beaubien to proceed with the work for the project stated above;
IT WAS FURTHER MOVED that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

9.3.2.4 Resolution No. ETSB 26-02-40
Alexander Galt Regional High School (AGRHS) – Purchase of installation of charging stations

WHEREAS the Eastern Townships School Board (ETSB) has dedicated a budget of $100,000 for the project stated above where monies are planned to be taken under the *RTB – Réfection et Transformation des Bâtiments 2025-26*;

WHEREAS the purchase and installation of charging stations will enhance the establishment by supporting sustainable mobility and improving services for employees and visitors with three (3) double stations being offered to them as well as our transportation department with a double station for electric buses;

WHEREAS due to the constraints within the timeline for implementing the project stated above, this resolution must be presented on a budgetary basis in the amount of $80,000, including taxes;

WHEREAS the ETSB will be ready to go on a call for tender within the next few days;

WHEREAS the contract will be granted as soon as the results of the call for tenders will be known;

WHEREAS the contract will be granted in respect of authorization by the *MEQ* for this project (contract, professional fees & taxes included) and the ETSB's purchase policy and government requirements (laws, policies, rules, etc.);

IT WAS MOVED BY Commissioner H. Turgeon to proceed with the work for the project stated above;
IT WAS FURTHER MOVED that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

9.3.2.5 Resolution No. ETSB 26-02-41
Sutton Elementary School – Parking lot enlargement

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of $120,591 for the project stated above, under the program *RDE – Résorption du déficit 2023-2024 Mesure: 50622*;

WHEREAS seventeen (17) companies retrieved the project specifications after a public invitation to bid on the project;

WHEREAS thirteen (13) bids were received by the Eastern Townships School Board (ETSB) by the date and time specified;

WHEREAS the original project of improvements to bus traffic flow enhanced by the addition of fifteen (15) parking spaces will better accessibility, safety and efficiency on the site;

WHEREAS the lowest bid in the amount of $180,668 (excluding taxes), was received from the company *J. A. Beaudoin Construction Ltée*;

WHEREAS after reviewing the bids, the assigned professional firm of *St. Georges Structures et Civil Inc*. has recommended the company *J. A. Beaudoin Construction Ltée* the lowest bidder in conformity, to do the work for the amount of $232,952 including taxes and professional fees;

WHEREAS all additional funds required to complete the project, will be taken from the program *MDB – Maintien du bâtiment 2017-2018 Mesure: 50621*;

IT WAS MOVED BY Commissioner J. Humenuik to proceed with the work for the project stated above;
IT WAS FURTHER MOVED that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

The date of the next Audit Advisory Committee meeting is scheduled for March 10, 2026.

9.4 Educational Advisory Committee (ESAC)

The Chair of the Educational Advisory Committee, Commissioner M.E. Kirby mentioned the topics discussed at the February 3, 2026 meeting:

- Pedagogical Services Priorities;
- Policy review.

The date of the next ESAC meeting is scheduled for April 7, 2026.

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, Commissioner Jody Murray mentioned the topics discussed at the February 3, 2026 meeting:

- General Assemblies and Open Houses (Recommendations);
- COBALT – to be launched in March 2026 in the Eastern Sector in order to allow parents to sign up;
- Recognition of Excellence;
- Tax inserts;
- Communication policies review (Archives policy in April).

The date of the next CAC meeting is scheduled for April 7, 2026.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, Commissioner C. Beaubien asked the Director of HR, C. Dufresne to explain the school calendars: Following the consultation with the Appalachian Teachers' Association (ATA) and the Central Parents' Committee (CPC), there was the modification of the pedagogical

day in December to April for Snow Days; a final version for the next two years with comments and modifications was made.

The Chair also presented the following resolution:

9.6.1 Resolution No. ETSB-26-02-42
2026-2027 and 2027-2026 School Calendars – Youth Sector

WHEREAS in conformity with section 8-5.02 of the Local Agreement, the Eastern Townships School Board has consulted with the Appalachian Teachers' Association in the development of the 2026-2027 and 2027-2028 school calendars for the youth sector;

WHEREAS pursuant to section 193 (7) of the Education Act, the Parents' Committee was consulted on January 7th 2026 on the proposed 2026-2027 and 2027-2028 school calendars for the youth sector;

IT WAS MOVED BY Commissioner C. Beaubien that the Eastern Townships School Board approve the proposed 2026-2027 and 2027-2028 school calendars for the youth sector.

Adopted unanimously

The date of the next HR meeting is scheduled for April 7, 2026.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner H. Turgeon mentioned that the date of the next TAC meeting is scheduled for March 17, 2026.

9.8 Special Education Advisory Committee (SEAC)

The SEAC Chair and Parent Commissioner, E. McKnight mentioned the topics discussed at the February 11, 2026 meeting:

- Educational Services presentation of a comprehensive overview of the pedagogical services team members, their roles and the services provided, presented by E. Gaudet;
- Crisis Prevention Integration training for all ETSB staff, presented by J. Palik;
- Next parent sessions (parents who have children in high school) – Raising Teens in a Dopamine-Chasing Culture, to be presented by Hannah Beach on March 11, 2026 via ZOOM.

The date of the next SEAC meeting is scheduled for April 8, 2026:

10. PARENTS' COMMITTEE

Commissioner Jody Murray mentioned the topics discussed at the Parents' Advisory Committee, held on February 4, 2026 meeting:

- Report for adult and vocational sectors;

- Difference between Parent Participation Organization (PPO) and Handicapped Student Attendant (HSA).

The date of the next CPC meeting is scheduled for March 11, 2026.

11. STUDENT ADVISORY COMMITTEE

Commissioner J. Humenuik, representing the Student Advisory Committee reported the following.

February 18, 2026: A virtual meeting was held and there is a preparation of a CSAC video. Students will be visiting RRHS in person in order to encourage students to join CSAC and to see what it is about and what it means to them. Video to come.

There was also a discussion on IEPs, presented by the Director of Complementary Services, C. Canzani and the Director of Pedagogical Services, E. Gaudet, which was very enlightening, eye opening and frank with their information. They are very open and address the questions on the whys and the how comes.

Sharing about school carnivals was the topic of the evening.

The date of the next meeting is scheduled for March 24, 2026 at RRHS in person.

12. QESBA

Commissioner Joy Humenuik mentioned the following:

- QESBA met on February 13, 2026. Discussions were had on the Bills in process as well as the Spring Conference. Also, there is a follow-up session coming up on Professional Development (PD) on Indigenous culture.
- Eligibility campaign tool: There was a discussion on the eligibility mapping tool which gives us information on which students are eligible in our schools. QESBA fees have been increased to $3 per student.

Next meeting is March 20, 2026 which will be hybrid.

13. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner C. Beaubien: Commissioner Beaubien raised the fact there has been advertising for funding for the *CSSRS* but not ETSB and was wondering if she should write a letter to get information on why ETSB is not included. She was encouraged to do so by the Chair.

Commissioner Jody Murray: Commissioner Jody Murray would like to make sure she mentions the Hannah Beach session at the Governing Board and Parent Committee and was wondering where she could find the information in a way that is shareable? Is it shared by schools on their Facebook page? Commissioners E. McKnight and C. Canzani, Director of Complementary Services were going to look into it and get back to her.

Commissioner G. Barnett:

Alexander Galt Regional High School (AGRHS) Governing Board – December 1st 2025

Topics discussed:

- Semi-skilled time allocation;
- 15+ Program – 3-year approval effective until 2028;
- Options – students want more of these;
- Cellphones – increasing number of students bring their cellphones to class;
- Student Numbers – increased considerably this fall. More SET time will be required;
- Anti-Bullying Committee – students encouraged to complete survey form;
- Student Services – significant staff turnover. Services are adjusting to this;
- Student Environment – several staff members have become sick. Perhaps due to a virus or air quality;
- Rentals – not a big source of revenue. New equipment requires staff mastery.

Eastern Townships Adult General Education (ETAGE) Governing Board – December 10, 2025

Topics discussed:

- Campus Brome-Missisquoi (CBM) Food Distribution Machines;
- Distance Education – closes on December 12th but will be replaced by a virtual school for online learning;
- Magog facility at the Board Office – will include Social and Vocational Instruction (SVI) and Social Vocational Professional (SVP) workshops for a functional Bistro. The facility is expected to open March 9th;
- New Horizons and CBM activities – Exams, Christmas activities, Festive Potluck, A Fair and workshops on credit;
- CBM Offices – moved to different offices, which will be much more flexible to meet with students;
- Contracts – The Director has been meeting with partners such as Probex, *Service Québec* and others to address issues and that partners receive the services they expect or want;
- Provincial meetings – information exchange and financial efficiency discussed.

Lennoxville Elementary School (LES) Governing Board – December 15, 2025

Topics discussed:

- Universal Design for Learning – behavioural expectations taught with pictograms. A visual way to replace the rules of conduct based on 'compasses' composed of concentric circles;

- Snow piles – new government directives;
- Computer damages – students will be charged a third of the cost for loss, willful damage and breakage, which only applies to Cycle 3;
- Outreach – prospective candidates to promote governing boards;
- Fire drill – took only 4 minutes to evacuate 400+ people;
- CSAC – AGRHS feeder school students shared what they like at their respective schools;
- Hannah Beach – connections and limited screen time. Students need to relearn how to play without their screens;
- Playground – an occupational therapist examined the playground and the garden to determine space issues;
- Internet Safety – students were sensitized to the associated risks.

Lennoxville Elementary School (LES) Governing Board – February 2nd 2026

Topics discussed:

- Cyberattack – the school was affected to a significant extent. Most textbooks are digital and some are on the cloud. Emails could not be accessed;
- Universal Design for Learning – launched January 12th. Expected student behaviour with the help of huge eye-catching posters, which will be visible everywhere;
- Playground – a consultant examined the playground for student safety. Changes could include: increasing the size of the sandboxes with a cover shade and swing single seats to be changed into double face-to-face swing seats, new soccer nets and creation of a Fairy Land trail;
- Calendars – there were quite a few comments regarding the two calendars, such as the late Labor Day and Easter date;
- Activities – Shine A Light Club presented the play 'The Little Match Seller'. Also, the skating oval is getting good use this year.

Lennoxville Vocational Training Centre (LVTC) Governing Board – February 10, 2026

Topics discussed:

- Bistro – this project has not yet come to fruition. A proposal must go through the Support Staff Union. There is also a wish to have better options, because when students leave the premises for lunch, they are often late to class;
- Provisional Education Project – this has now been written and will now go into consultation;
- Revised Budget – LVTC was in a significant deficit position, but expect to again have some surplus staff this year based on real ETPs;

- Fundraising & Donations – General, Student Help, Welding and Construction received $25K. The categories for donations are Student Help, Scholarship and the Miles Denora Fund for $8.3K;
- Discussions on working with other institutions and sectors such as Health, Townshippers and the industry.

Eastern Townships Adult General Education (ETAGE) Governing Board – February 10, 2026

Topics discussed:

- Statistics – Online Education has replaced Distance Education, which has tripled last year's data;
- Job Links – The Director met with Service Quebec (which has progressively reduced financing) to discuss the future of this long-time service;
- Virtual School – up and running since December 12th. Potential opportunities and what is needed to best serve the clientele is underway. ETAGE has a relationship with Champlain for students missing prerequisites;
- Partnerships – rather than expansion and growth, the quality of service was discussed;
- Master's Challenge – on February 6th, numerous visitors were interested in the activities taking place, which will be positive from a promotional viewpoint.

Commissioner J. Humenuik: Hooked on School Days have interesting activities. Teachers went out of their way to engage students. It was really a whole school initiative. Do the schools have an opportunity to share these activities?

Leadership Committee for English Education in Quebec (LCEEQ) presentation on Bill 1 was presented. It was simple and straight forward. Is it possible to share this?

Chairman M. Murray: The Chairman attended a Webinar on Bill 1. It is targeted by the legislation to be adopted this spring. We need to participate as individuals in any effort to get it slowed down. It is being presented without prior consultation. It was recorded and will be available online shortly.

Commissioners: Commissioners M. E. Kirby and E. McKnight agreed and believed it was important to spread the word and use local media to do this. The timeframe is getting shorter and something needs to be done quickly. It was also noted that the presentation was very well done and must be shared with as many people as possible.

Commissioner Jody Murray: Suggested timeframe for parents' night: Report cards are due out tomorrow. As a parent, I had no confirmation as of today. Some parents might need to plan ahead for childcare. What is the suggested timeline to let parents know about parents' night? A follow-up will be done at the Administrator's table.

14. CORRESPONDENCE

None.

15. QUESTION PERIOD

T. Crotetau
ATA President: Cyberattack: What is the Board putting into place right now? Will there be a follow-up and will there be credit monitoring?

M. Murray
ETSB Chair: The Communicaiton department has issued information to staff and parents. Interviews were done. We have been as transparent as we can be. We need to analyze thousands of files and establish the extent. We work with cybersecurity experts. There was also another communication this week. We are looking into credit monitoring. We have also consulted other school boards and service centres for support. In the communications issued, we have added a hotline and email. We encourage you to reach out. This problem occurs in many organizations with daily attempts. We are all in the same situation.

M. Roberts
ATA Representative: Principal absenteeism: what is the protocol when the principal is absent?

Kandy Mackey
Director General: There is a process at the local level. Head teachers/staff assistants are aware that the principal is one call away.

M. Roberts
ATA Representative: Some staff members prefer knowing the boundaries. There is an importance to draw clear lines to attract more people in this role.

T. Crotetau
ATA President: Pooling Services Projects: Is the ETSB services pooled with other school boards and service centres?

M. Murray
ETSB Chair: We are already doing that. Additional mutualizing is still a work in progress, but we are starting from a point where we can claim to have substantially embarked on this process.

T. Crotetau
ATA President: I would like to thank HR department for the two school calendars. A lot of our recommendations were taken and we appreciate it. It was done well.

M. Roberts
ATA Representative: Thank you to Commissioners for upholding the Charter of Rights.

16. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner J. Murray at 8:35 p.m.

Shawn Champigny
Secretary General

Michael Murray
Chairman

SC/gm
02.24.2026