EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, APRIL 28, 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	P	Sarah Langlois	Z
Sandra Finlay	A	Eliza McKnight	Z
Richard Gagnon	Z	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	Z
Shawn Jersey	A	Assistant Director General & Director of Financial Services – Sophie Leduc	Z
Mary-Ellen Kirby	Z	Director of Human Resources – Caroline Dufresne	Z
Jonathan Murray	A	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 7:01 p.m.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner G. Holliday to adopt the Agenda of April 28, 2026 as deposited, with the following additions:

9.2.1 Heroes' Memorial Elementary School – Appointment of Principal;
9.2.2 Ending the Entente, Regionalization Project with *Services aux Entreprises – Estrie*.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF MARCH 24, 2026

Resolution No. ETSB 26-04-49
Approval of the Minutes of the Meeting of the Council of Commissioners held on March 24, 2026

WHEREAS a copy of the Minutes of the meeting of March 24, 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 March 24, 2026 as modified:

Minutes of February 24, 2026 – 9.4.1: Addition of presentation at Educational Services Advisory Committee.

Carried unanimously

4. QUESTION PERIOD

A. Brody
ATA Representative: With the new *Indice de milieu socio-économique* (*IMSE*), some schools are losing their NANS status. Is there any solution that Commissioners could recommend given this?

K. Mackey
Director General: It is very complex indeed. The impact is significant. We are working together and offering support. When it comes to cycle classes, we are trying to do everything we can with the resources we have.

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the April 28, 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:

From Kitchen to Community: A Meaningful Transition Activity

- Asbestos-Danville-Shipton Elementary School (A.D.S.);
- St. Francis Elementary School;
- Richmond Regional High School (RRHS).

Commissioner C. Beaubien: A heartfelt thank you to the Grade 6 families from A.D.S. Elementary School and St. Francis Elementary School who joined us at Richmond Regional High School for the *Cuisiner et connecter* activity. This enriching experience was made possible through the support of *Les Tabliers en Folie* and *Cuisine Amitié*. Students, parents, RRHS staff and Kitchen Brigade volunteers came together to prepare pizzas, cookies and salad, then shared the meal as a community. Beyond cooking, the activity created a welcoming space to build relationships and support students in their transition to high school. Thank you to everyone involved and special appreciation to the staff members who helped make this event such a success.

Pipers Basketball: A Standout Season

- Alexander Galt Regional High School.

Commissioner G. Barnett: We proudly recognize the outstanding achievements of our Galt senior basketball teams this season. Our senior girls' basketball team has won a convincing victory in the regional finals. This accomplishment reflects their hard work and determination.

Our senior boys' basketball team also delivered an exceptional season, earning the silver medal at the *Réseau du Sport Étudiant du Québec* (*RSEQ*) regional championships. With a 28–5 record and titles in both the regular season and tournament play, their performance is a testament to their consistency, teamwork and dedication.

Congratulations to all our Galt student-athletes and coaches for representing their school community with pride and excellence.

MVHS Rack & Roll

Commissioner Jody Murray: Following the March Break, Massey-Vanier High School officially unveiled its newly renovated pool room. The project was spearheaded by student supervisor Tracey Guthrie, who was determined to provide our students with an inviting space for their favorite pastime. Through Tracey's initiative, the community rallied together, with the Philipsburg Legion serving as the primary donor. A huge thanks to the

Legion! The pool table was professionally resurfaced, the room was refreshed with new paint, furniture and artwork—all at zero cost to the school. Lots of people gave up time during their March Break to help with the painting and collecting the items for the new set up. Prior to the March Break students were asked to brainstorm names and vote on their favorite name for the new pool room and Rack and Roll won the contest. This project stands as a testament to the community's commitment to creating lasting memories for Massey-Vanier students. It's more than just a pool room; it's a place where our students will make memories for years to come.

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:

April is always a distinctive month in the life of our school board. It is a period marked by contrasts: while the school year continues at full pace with its daily demands, celebrations and learning moments, we are simultaneously deeply engaged in planning, staffing and budgeting for the year ahead. It is a time that requires both focus and imagination - holding steady the present while building thoughtfully toward the future.

This evening, I would like to share a few highlights that showcase the strength, dedication and pride found across ETSB.

Our Central Student Advisory Committees (CSAC) at both the elementary and secondary levels continue to be an invaluable source of student voice. Discussions this year have focused on topics that matter deeply to students, including safety and belonging, environmental sustainability such as recycling and composting, screen time, engagement in learning, fundraising initiatives, and school trips, to name a few. Recently, our secondary students collaborated on the creation of a CSAC video, a great resource they will be able to use to promote CSAC. Their initiative and creativity are a powerful reminder of the importance of student leadership and authentic voice in shaping our system.

We are also pleased to have received authorization for the addition of a new Community Learning Centre (CLC), as well as the expansion of existing CLCs to multi-site models in certain areas. CLCs represent an important bridge between schools and their communities. They strengthen connections by fostering partnerships that support lifelong learning, engagement and access to resources for families and community members. As we move forward, we will work closely with the schools and centres involved to thoughtfully implement these expansions in ways that reflect local needs and

opportunities. This is a meaningful example of what happens when communities reach into schools and schools extend outward into their communities.

Last week, we held an Artificial Intelligence (AI) Reflection Day, bringing together approximately 40 representatives from across ETSB representing a wide range of roles and perspectives. The goal was to begin a collective reflection on how we approach the growing presence of AI in education and in our work. The discussions were thoughtful, honest, and forward-looking. Participants explored both opportunities and challenges, including ethical considerations, pedagogical impacts, equity of access and the importance of maintaining human-centred learning. While this was only a first step, it provided a strong foundation for continued dialogue and planning. I would like to sincerely thank all participants for their time, openness, and the quality of their contributions. Further work will build on this momentum in the months ahead.

We are currently in the final stages of gathering voluntary feedback through the Our School Survey, which captures the voices of both students and staff across ETSB. This survey is an important tool that allows us to better understand experiences of staff & students and helps us identify strengths to build on and areas where we can continue to grow.

As we recognized National Volunteer Week and Administrative Support Staff Week in April, I want to extend my sincere appreciation to all volunteers across ETSB and to our administrative support staff. Their contributions enrich school & centre life in countless ways and reflect a deep commitment to our students and communities. Although their work is often behind the scenes, it is essential to everything we do.

In closing, April is indeed a busy and energizing time of year. It calls on us to balance the immediacy of daily school life with the responsibility of planning ahead. As we move into the final stretch of the school year, I remain grateful for the collective effort, professionalism, and care that define ETSB.

Wishing everyone a positive month of May filled with continued collaboration, perseverance and moments of kindness and patience as we move forward together.

Your Director General,
Kandy Mackey

8.2 Chair's report

The Chair of the Council of Commissioners, M. Murray had nothing new to report.

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

Commissioner G. Barnett invited the Director General, K. Mackey to present the following resolutions:

9.2.1 Resolution No. ETSB 26-04-50
Heroes' Memorial Elementary School – Appointment of Principal

WHEREAS the position of Principal of Heroes' Memorial Elementary School has become vacant with the resignation of Mr. Kohl Kelso as of April 10, 2026;

WHEREAS the selection process was conducted in accordance with the Eastern Townships School Board's established procedures;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

WHEREAS the General Directorate unanimously recommends this person to the Council of Commissioners;

WHEREAS the approved candidate will be subject to a probationary period as per the Eastern Townships Local Management Agreement and to a performance appraisal process;

IT WAS MOVED BY Commissioner J. Humenuuk that the Council of Commissioners appoint Ms. Marina McKenna, Principal of Heroes' Memorial Elementary School effective May 4, 2026.

Adopted unanimously

9.2.2 Resolution No. ETSB 26-04-51
Ending of the Entente, Regionalization Project with *Services aux Entreprises – Estrie*

WHEREAS the regionalization project for business services, *Service aux Entreprises (SAE) – Estrie*, was established through an agreement in June 2019 between the four (4) school boards serving the Estrie territory, namely: the *Commission scolaire de la Région-de-Sherbrooke (CSRS)*, the *Commission scolaire des Sommets (CSDS)*, the *Commission scolaire des Hauts-Cantons (CSHC)* and the Eastern Townships School Board (ETSB), and was created for the purpose of collectively addressing the training needs of businesses in the Estrie region;

WHEREAS the ETSB has determined its intention to withdraw from said agreement to explore alternative service delivery models that are better aligned with the needs of the English-speaking community and with its organizational capacities;

WHEREAS a formal notice of intent to withdraw from the regionalization project will be transmitted to the *SAE-Estrie* administration following the meeting of the Council of Commissioners, and all affected parties will be duly informed in a timely manner;

WHEREAS all parties commit to ensuring an orderly and seamless transition, including the fulfillment of any outstanding obligations in accordance with the terms of the agreement, while maintaining the intention to pursue collaborative efforts with the four (4) *Centres de services scolaire* of the Estrie region;

IT WAS MOVED BY Commissioner G. Barnett that the Eastern Townships School Board hereby withdraws from the regionalization agreement for *Services aux Entreprises – Estrie* with the current partner *centres de services scolaire* (*CSSRS, CSSDS, CSSHC and CSSVDC*), effective October 27, 2026, or earlier if mutually agreed by the parties.

Adopted unanimously

The Chair of the Governance and Ethics Committee, Commissioner G. Barnett mentioned the following:

The Chair also mentioned the topics discussed at the April 21, 2026 meeting:

- Advisory Committee Reports:
  - ✓ CAC, presented by Jody Murray;
  - ✓ ESAC, presented by M.E. Kirby;
  - ✓ HR, presented by C. Beaubien.
- Procedure for Policy Development;
- Artificial Intelligence (AI);
- Administrative Structures;
- *Services aux Entreprises (SAE) Estrie*;
- AdHoc Committee updates:
  - ✓ Commissioner Reference Handbook;
  - ✓ By-Laws/Policies;
  - ✓ Governance PD Steering Committee;
  - ✓ Eligibility and Enrolment.
- Administrative updates;
- Recognition of Excellence.

The date of the next meeting is scheduled for May 19, 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 26-04-52
Cookshire Elementary School – Interior Renovations

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

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget for the project stated above, under the program *MDB - Maintien des bâtiments 2021-2022 Mesure: 50621*;

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

WHEREAS three (3) bids were received by the Eastern Townships School Board (ETSB) by the date and time specified;

WHEREAS the project will allow the school to free their gymnasium of folding tables by including the refurbishment of the basement concrete slab, the conversion of the locker room into a cafeteria, kitchen-related reconfigurations, as well as the addition of a janitorial room;

WHEREAS the lowest bid in the amount of $544,000 (excluding taxes), was received from the company *Entreprise Gestinar Inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of *AG Architecte Inc.* has recommended the company *Entreprise Gestinar Inc.* the lowest bidder in conformity, to do the work for the amount of $828,186 including taxes and professional fees;

WHEREAS all additional funds required to complete the project, will be taken from *RTB – Réfection et Transformation des Bâtiments 2023-2024 Mesure: 50624*;

IT WAS MOVED BY Commissioner M. E. Kirby 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.

Adopted unanimously

9.3.2.2 Resolution No. ETSB 26-04-53
Princess Elizabeth Elementary School – Electric buses charging site

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget for the project stated above, under the program BUS – *Bus Electrification – 2025-2026 Mesure: 50540*;

WHEREAS up to seventy-five percent (75%) of the costs associated with electrical equipment, together with a portion of the civil works and professional fees, is to be funded by the *Ministère des Transports du Québec (MTQ)*;

WHEREAS eleven (11) companies retrieved the project specifications after a public invitation to bid on the project;

WHEREAS five (5) bids were received by the Eastern Townships School Board (ETSB) by the date and time specified;

WHEREAS the project will address the operational needs of the transportation department by installing eight (8) bus charging stations;

WHEREAS the lowest bid in the amount of $627,015 (excluding taxes), was received from the company *E.C.E. Électrique inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of Consultants *Akonovia Inc.* has recommended the company *E.C.E. Électrique inc.* the lowest bidder in conformity, to do the work for the amount of $781,123 including taxes and professional fees;

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.

Adopted unanimously

The date of the next Audit Advisory Committee is scheduled for May 5, 2026.

9.4 Educational Advisory Committee (ESAC)

The Chair of the Educational Advisory Committee, Commissioner M.E. Kirby mentioned the topics discussed at the April 7, 2026 meeting:

- International Student Program (ISP) update – presented by Marie-Andrée Cloutier:
  - ✓ Recruitment process;
  - ✓ Recruitment host families;
  - ✓ Small increase in the last couple of years.
- Safe School Policy update (consultation process);
- 2026-2027 Priorities (three educational services policies for next year).

The date of the next ESAC meeting is scheduled for September 2026.

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, Commissioner Jody Murray mentioned the topics discussed at the April 7, 2026 meeting:

- COBALT (Transportation);
- Recognition of Excellence;
- Tax inserts (June agenda);
- Website update (back on track – targeting launch for the end of the year);

- Cyber-incident (notifications);
- Review of communications policies (June meeting).

The date of the next CAC meeting is scheduled for June 2, 2026.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, Commissioner C. Beaubien mentioned the topics discussed at the April 7, 2026 meeting:

- Teacher evaluation and Professional Development Framework:
  - ✓ Presentation of the revised teacher appraisal.
- 2026-2027 Annual Support Staffing Plan;
- Education career fair (Sherbrooke University, Bishop's University & McGill University:
  - ✓ In Montreal on May 2nd with 9 English School Boards).
- Dignity in the workplace policy update and consultation guide;
- P028 Policy: Preventing and Managing Violence Against School Staff (in consultation).

The date of the next meeting is to be determined.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner H. Turgeon mentioned that the date of the next meeting is scheduled for May 5, 2026.

9.8 Special Education Advisory Committee (SEAC)

The SEAC Chair and Parent Commissioner, E. McKnight mentioned the topic discussed at the April 8, 2026 meeting:

- Annual Recommendations.

The date of the next SEAC meeting is scheduled for May 20, 2026.

10. PARENTS' COMMITTEE

The Vice-Chair of the Central Parents' Advisory Committee, Commissioner S. Langlois mentioned the topics discussed at the April 1st 2026 meeting:

- Parent sessions ideas;
- Parent sessions on bullying;
- Material Resources presentation by E. Plante.

The date of the next Parents' Committee meeting is scheduled for May 6, 2026.

11. STUDENT ADVISORY COMMITTEE

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

- MVHS elementary feeder schools were met with. Grades 4-6 students gave feedback on Artificial Intelligence (AI).
- CSAC for High Schools at AGRHS in April: Leadership for the cycle 1 students was discussed. How to make High School more friendly for Secondary 1 and 2 students. Perpectives from three different High Schools were welcomed. Video to come (permission slips need to be signed by the students before). School visits and fundraisers were also discussed.
- May 20, 2026: Commissioners will meet with CSAC students online. Commissioners are asked to send their questions Commissioner J. Humenuik to be discussed with the students (Google Meet).
- Award Ceremony: A request from Sue Maclean for bursaries was made. Looking for names to print in the pamphlet. This meet-and-greet is happening on May 27, 2026 at 7:00 pm.

12. QESBA

- Bill 101: There was considerable concern from School Boards on the Bill applied extending its application to adult vocation and general studies. QESBA is monitoring the situation.
- Bill 1 (Quebec Constitution): The clause prohibiting the use of public funds to contest laws has been removed in the updated version.
- New School Board budgets: There is an increased flexibility in the use of funds. Announcements conceal significant compressions to access accumulated surpluses and hiring freeze being maintained. Funding for francization will be significantly reduced based on the numbers and the clientele it was intended for.
- Spring Conference in May will take place in Quebec City. This is a good opportunity for Commissioners and Administrators to participate in Professional Development (PD) together.
- Commissioner J. Humenuik added that students discussed their French language proficiency. They sometimes feel they are struggling with the language in public and feel they may be perceived negatively for having an accent or speaking English in public.

13. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner C. Beaubien:

North Hatley Elementary Schools (NHES)

The Grade 6 students participated in four consecutive half days with the Tim Hortons Camps Foundation. An animator came to school and ran camp-based games with the students to work on collaboration, communication and conflict resolution. Each student got to bring home a journal to continue working on concepts they discussed. This activity also happened at Ayer's Cliff Elementary School (ACES) and Sunnyside Elementary School.

14. CORRESPONDENCE

None.

15. QUESTION PERIOD

Adam Brody
ATA Representative: Follow-up: Difficulty for schools losing their NANS status. Can you elaborate on finding personnel?

M. Murray
ETSB Chair: This is an ongoing challenge with all school boards in finding personnel and the problem is matching people seeking employment with the skills we need.

16. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner Jody Murray at 7:59 p.m.

Shawn Champigny
Secretary General

Michael Murray
Chairman

SC/gm
04.28.2026