

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, AUGUST 26, 2025 – 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	Z	Jody Murray	Z
Richard Gosselin	A	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 7:01 p.m.

The Chairman, M. Murray welcomed Catherine Canzani as the new Director of Complementary Educational Services and congratulated Emmanuelle Gaudet as Director of Instructional Technology and Pedagogical Services.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner G. Holliday to adopt the Agenda of August 26, 2025 as deposited.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF JUNE 25, 2025

Resolution No. ETSB 25-08-01

Approval of the Minutes of the Meeting of the Council of Commissioners held on June 25, 2025

WHEREAS a copy of the Minutes of the meeting of June 25, 2025 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 June 25, 2025 as deposited.

Carried unanimously

4. APPROVAL OF THE MINUTES OF THE SPECIAL MEETING OF JULY 22, 2025

Resolution No. ETSB 25-08-02

Approval of the Minutes of the Meeting of the Special Council of Commissioners held on July 22, 2025

WHEREAS a copy of the Minutes of the special meeting of July 22, 2025 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 M. E. Kirby to excuse the Secretary General from reading the Minutes and to approve the Minutes of the special meeting held on July 22, 2025 as deposited.

Carried unanimously

5. QUESTION PERIOD

T. Croteau

ATA President:

Welcome back to the new school year. There is criticism at the government level in decisions to not fully consult with the School Board. Is it possible that Commissioners could ensure and practice what is being preached. Can we be consulted as well?

M. Murray

ETSB Chair:

Thank you, Mr. Croteau. Major cuts have been announced. Delays were not respected. We are trying to determine exactly what the impacts are. We know they are significant. You may share with your executive that collectively, school boards have challenged the budgetary cuts.

T. Croteau

ATA President:

In the schools, we are hearing there are cuts in certain areas. Of course, sports, extracurricular activities and special needs services, we would like to know how much money is budgeted on legal fees? Is there money dedicated for legal fees for the School Board, and if so, is it public knowledge?

M. Murray

ETSB Chair:

I think it has been very stable for the last couple of years. These kinds of issues seem to lead to grievances and we would love to resolve them outside the courts. We look forward to trying to work through those issues as quickly as possible. That's an HR function; communication between the Board and the Union.

T. Croteau

ATA President:

Special needs dossier: this is becoming a large thing to deal with. We need all hands on deck for this. Biggest issue – resource teachers being given administrative duties, which takes away from their teaching students. We are trying to see how the ETSB will apply corrective actions for teacher/student contact times?

M. Murray

ETSB Chair:

We are focused on delivering as many services as possible to the students. We have a new Director of Complementary Services who is trying to achieve the maximum amount of services available to us. I will take your question as a sensitization to continue their best for students.

6. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the August 26, 2025 Recognition of Excellence:

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

Waterloo Elementary School – Packsack

Commissioner R. Gagnon: Do you know how lucky you are to be part of this wonderful community? This morning, our friends from IBM Bromont, through our partnership with the [Centre de pédiatrie sociale de la Haute-Yamaska](#), delivered enough book bags for each and every one of our students! In the book bag, you will find some school materials and a personalized message to each student!

NEXT MONDAY: Mr. Don, Ms. Abby and Ms. Cindy will hop into the WES-mobile (Mr. Don's truck...) and deliver each book bag to each student's house! Another delivery this morning, this time to Waterloo Elementary School – WES, with our plant manager *Stephane Tremblay* and *Frédéric Tracey*, thanks to **IBM's Bromont** generous charitable programs.



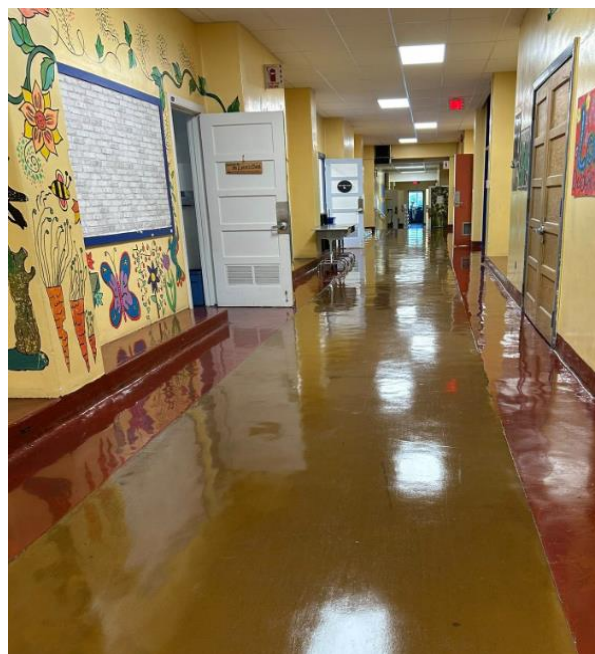
Princess Elizabeth Elementary School – Annual BBQ

Commissioner Jody Murray: They raised \$6,000 during their June 6, 2025 annual BBQ to support Pervana's Garden - a hands-on learning space for our students. A special thanks to the [Eastern Townships School Board](#) for their ongoing support as our school board, to [Ville de Magog](#), [Quinn Boutiques](#), [CÉPOP](#), [Farm to Cafeteria Canada](#) and many other collaborators for helping us grow food literacy and garden-based learning in our school and to our wonderful garden coordinator, Mireille, for her dedication and passion!



Knowlton Academy

Commissioner R. Gagnon: Since August 11, 2025, everybody is back from their summer vacation. The school is looking great; with halls shining, beautiful gardens ... and in a few weeks, the building will be filled with the rest of the staff and then the students.



Sawyerville Elementary School – SOS Labyrinth

Commissioner M. E. Kirby: On June 21, 2025 – What a fantastic way to cap off the school year! Our Grade 4, 5 and 6 students had an absolute blast exploring the SOS Labyrinth Science Museum!



St. Francis Elementary School – Academic Achievements

Commissioner G. Holliday: On Thursday, June 19, 2025, St. Francis Elementary School recognized the academic achievements and life lessons that our students have learned. We wish to congratulate each and every one of you for your hard work and perseverance. We will miss you and wish you all the best in high school!!

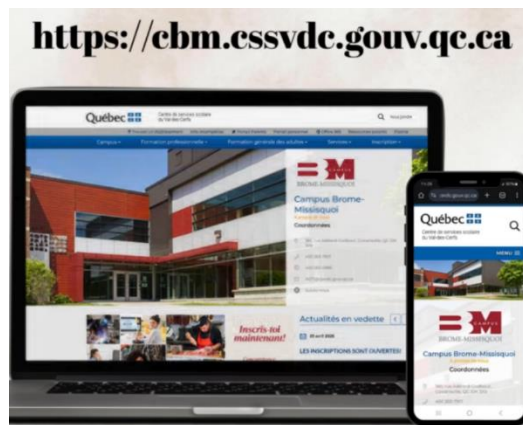


Campus Brome-Missisquoi – New Web page

Commissioner Jonathan Murray: We are excited to announce that the **Campus Brome-Missisquoi** page on the **CSS du Val-des-Cerfs** platform has been completely redesigned! Clearer, more user-friendly, and better organized, it was designed to make your life easier. On it, you'll find:

- School calendars
- School supply lists
- Registration information
- Details on general education for youth and adults
- Departments and institutions of CSSVDC
- The "Student for a Day" service
- Important news... and much more

Visit it now: <https://cbm.cssvdc.gouv.qc.ca/>



Lennoxville Vocational Training Centre (LVTC) – Colourful Makeover!

Commissioner G. Barnett: We're so excited to unveil the incredible new murals at LVTC, created by the talented artists at Mur Mura! These vibrant pieces proudly showcase the diversity of our programs and the amazing work our students do every day. (Created by [MUR MURA](#)). These murals celebrate the skills, dedication, and futures being built right here at our centre.



7. BUSINESS ARISING

The Secretary General, S. Champigny presented the following resolution:

7.1 Resolution No. ETSB 25-08-03

Membership of the l'Union réciproque d'assurance scolaire du Québec (URASQ)

WHEREAS the significant increases in private insurers' premiums for liability coverage over the past five (5) years;

WHEREAS the conclusions of the actuarial feasibility study of grouping sixty-two (62) school service centers and school boards demonstrates the feasibility and viability of self-managed insurance in the form of a reciprocal union (hereinafter referred to as "the union") provided for by the *Act respecting insurers* (RLRQ, c. A-32.1);

WHEREAS actuarial analyses show that the union's viability is based on a commitment by members for an initial period of five (5) years;

WHEREAS that participation in the reciprocal union provides a level of protection equivalent to, and sometimes superior to, that of the private market;

WHEREAS that the premiums to be expected over the next five (5) years will be equivalent to or lower than the increases expected from private insurers, and that the union will thus have accumulated a significant reserve fund for its long-term survival;

IT WAS MOVED BY Commissioner J. Humenuik **TO RENEW** with the reciprocal union for the period from July 1st 2025 to June 30, 2028 in the amount of \$100,948.65 for the year 2025-2026;

TO AUTHORIZE the Director General to sign the Membership Agreement for and on behalf of the School Service Centre/ School Board and to take all necessary measures or actions to give full effect thereto;

TO DESIGNATE S. Champigny, Secretary General as representative of the school service centre/school board for the insurance file and that in the absence of the Secretary General, the Director General may also represent the school board.

Carried unanimously

8. NEW BUSINESS

The Director General, K. Mackey presented the following resolution:

8.1 Resolution No. ETSB 25-08-04

2025-2026 Plasma Table Welding & Assembly

WHEREAS the Lennoxville Vocational training Centre (LVTC) offers the new Welding and Assembly program (5882);

WHEREAS this program will be operating in the upcoming academic year;

WHEREAS a plasma table is listed as a mandatory equipment for the new program;

WHEREAS only one supplier, Machitech Inc., has submitted a quote at \$49,999.00 + taxes, that meets the specified requirements;

IT WAS MOVED BY Commissioner C. Beaubien that the Eastern Townships School Board approve the purchase of a plasma table for the Welding and Assembly program at the Lennoxville Vocational Training Centre (LVTC), and that the Director General be authorized to sign all documentation related to this acquisition. In the absence of the Director General, the Assistant Director General shall be authorized to sign.

Carried unanimously

The Secretary General, S. Champigny presented the following resolution:

8.2 Resolution No. ETSB 25-08-05

Ayer's Cliff and North Hatley Elementary Schools Fundraiser – Request for an alcohol permit

WHEREAS the Ayer's Cliff and North Hatley Elementary Schools planned a fundraiser to be held on September 13, 2025, at the Ayer's Cliff Elementary School where it wishes to serve alcohol;

WHEREAS the Ayer's Cliff and North Hatley Elementary Schools Governing Boards were consulted and approved the requites for the fundraiser and were fully aware that alcohol would be available;

WHEREAS Ayer's Cliff and North Hatley Elementary Schools must conform with the *Régie des alcools, des courses et des jeux du Québec (RACJ)*;

WHEREAS Ayer's Cliff and North Hatley Elementary Schools must obtain a resolution from the Council of Commissioners authorizing them to have alcoholic beverages on the premises and in this case, must supply a photocopy of the permit provided by the *RACJ*;

IT WAS MOVED BY Commissioner C. Beaubien to authorize Ayer's Cliff and North Hatley Elementary Schools to serve alcoholic beverages, in conformity with the *Régie des alcools, des courses et des jeux du Québec*, at the fundraiser event being held on September 13, 2025, organized by the School and being held on the school grounds;

IT WAS FURTHER MOVED to delegate the authority to the Secretary General and in his absence, the Director General for any other request for an alcohol permit that conform with the *Régie des alcools, des courses et des jeux du Québec (RACJ)* between August 25, 2025 and December 31st 2025.

Carried unanimously

9. REPORTS

9.1 Director General's report

The Director General, K. Mackey reported the following:

Welcome back to the 2025-2026 school year! I hope you enjoyed a restful and energizing summer with family and friends. This evening, I'd like to share the Welcome Back Message we brought to our staff during school and centre visits. These visits gave us the opportunity to personally greet our teams and celebrate the many ways they contribute to the ETSB. We also provided updates from various services, which included...

Human Resources

Starting September 8th 2025, all ETSB employees will have access to **telemedicine services**, available 24/7, 365 days a year. This includes unlimited virtual appointments with a doctor or nurse practitioner for short-term issues.

We are in the process of developing a new **Health and Safety Prevention structure**, shifting from a centralized model that did not meet legal requirements to a more decentralized one that gives a stronger voice to every school, centre and service. Soon, we will invite employees interested in supporting health & safety prevention to step forward as local representatives. By bringing prevention into daily life, we can create safer, healthier environments together - where everyone's voice and experience truly matter.

Last June, the Council of Commissioners adopted the **Code of Ethics for School Boards**, and it is important to note that many of its values, like professionalism and kindness, are already part of who we are.

Material Resources

Following the sound-level testing, **ear protection** will now be provided to physical education and music teachers – details will follow. In addition, we are very excited to share that a **new air quality grant** will help us update the school/centre cleaning equipment – nothing like shiny floors and beautifully cleaned buildings to brighten our days.

While large new projects are now limited due to budget compressions, we are fortunate that past investments in our infrastructures have positioned us well. We remain optimistic that this important work will continue once funding streams reopen, as they so often do in rhythm with the election cycle.

Finance

Despite receiving late and often inconsistent budget information from the Ministry, we remain focused and adaptable. Although the process has not been ideal, with teamwork, flexibility and a problem-solving mindset, we will continue moving forward together.

Adult & Vocational Education

Did you know our Continuing Education is booming, with 25 programs available both in person and online? Get ready for our big Masters' Challenge in February, when every employee is invited to explore our trades - from Plumbing and Welding to Computer Graphics and Francization.

The opportunities in our adult centres are growing, and we need your help. We need you to spread the word - to parents, students, community members and colleagues alike about the programs available. And yes, RAC (Recognition of Acquired Competencies) is available in the evenings too, making learning more flexible than ever.

International Student Program (ISP)

We are excited to welcome **45 international students** from China, Germany, Mexico and Spain this year. As part of our program development, we are seeking **host families** for January 2026 and for the 2026–2027 school year. Hosting is an opportunity to bring the world into your home, and it is the heart of our program. We need you to also spread the word about this enriching experience, and we challenge all to refer families to ISP.

Communications & Transportation

A completely new **ETSB website** will launch by early 2026, featuring dedicated sections for each school, centre, International Student Program (ISP) and Community Learning Centres (CLC). In addition, new promotional **videos for English vocational** programs will be released in the spring of 2026. **Cobalt** will continue to serve as our emergency alert system, especially on snow days, ensuring timely communication.

Our focus this year will also include stronger **parent engagement** on governing boards and committees, ongoing proactive communications, and maintaining a strong presence at Townshippers, job fairs and conferences. On the technology front, we are transitioning our systems to the cloud to enhance cybersecurity and ensure compliance with **Law 25** regarding the protection of personal data. Finally, our **Transportation** Services are ready and equipped to support a safe and successful 2025–2026 school year.

Educational Services

This November, we're thrilled to welcome **Hannah Beach**, who will help us deepen our understanding of the developmental approach and demonstrate how theory translates into practice in our schools and centres. Even better, she'll be offering another special session for parents.

Our **Commitment-to-Success Plan** objective - 82.5% graduation and certification - remains our guiding star, with two years to reach it.

In Closing

Thank you for choosing to be part of the ETSB. As we begin this school year, please remember:

1. Keep students at the heart of your work;
2. Care for yourselves; and
3. Celebrate the joy of the difference you make, every day.

We know that challenges lie ahead, but we are confident in our collective strength. Together, as one family, one ETSB, we have a profound impact on society, and we should never lose sight of this. We wish you a year filled with purpose, pride and joy in the work you do.

On behalf of the Directors' Committee, thank you for your commitment to the students and communities we serve.

9.2 Chair's report

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

Welcome back everyone. Although technically, we had our first meeting of the year in July, this seems like the real start with staff already in schools and students due in a couple of days.

Rather than a formal report, I have a couple of brief comments:

First, on the matter of a widely publicized cellphone ban, notwithstanding anything the Minister of Education may have said, and I note parenthetically that the promised decree setting out the specifics has yet to see daylight. This matter falls under Governing Boards responsibilities at each school. Governing Boards adopt the Code of Conduct separately for each school, and ETSB will support each decision made by the local governance. Just a reminder that Governing Boards include staff, parents and community working with the principal. Who better to decide what works for them?

Next, let me say how excited I am at the arrival of Artificial Intelligence (AI) in education. I am old school and find technology challenging sometimes but even I can see that AI has effectively made traditional homework irrelevant. Now, I am told that there are highly effective tutoring applications that can be personalized to each student for any subject or curriculum. This has the potential to make teaching much easier and more effective while improving student performance and outcomes. We are on the cusp of a genuine revolutionary transformation of education.

So again, welcome to the new year and let's all pull together to launch the transformation.

I wish you all a great re-entry.

10. ADVISORY COMMITTEES' REPORTS

10.1 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.

10.2 Governance and Ethics Committee

The Chair of the Governance and Ethics Committee, Commissioner G. Barnett mentioned the topics discussed at the July 7, 2025 as well as the August 19, 2025 meetings:

- QESBA
 - ✓ Budget compressions;
 - ✓ Budget cuts;
 - ✓ Training.
- ETSB Governance: Advisory meeting committee structure;
 - ✓ General Advisory Committee Charter;
- ETSB policies.

The date of the next meeting is scheduled for September 16, 2025.

10.3 Audit Advisory Committee

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

10.3.1 Finance

10.3.1.1 Resolution No. ETSB 25-08-06 Cookshire Elementary School – Signing Officers

WHEREAS the *Caisse Desjardins du Haut-Saint-François* requires the names of representatives authorized to sign banking documents on behalf of the Eastern Townships School Board Cookshire Elementary School;

WHEREAS new assignments have changed the representatives authorized to sign in this school;

WHEREAS only those individuals listed below are authorized to sign;

IT WAS MOVED BY Commissioner M. E. Kirby that the following individuals be authorized to sign banking documents on behalf of the school;

IT WAS FURTHER MOVED that any previous authorizations are rendered null and void by this resolution.

Cookshire Elementary School Tina Jacklin
Victoria Taylor

Carried unanimously

10.3.1.2 Resolution No. ETSB 25-08-07 Pope Memorial Elementary School – Signing Officers

WHEREAS the *Caisse Desjardins du Haut-Saint-François* requires the names of representatives authorized to sign banking documents on behalf of the Eastern Townships School Board Pope Memorial Elementary School;

WHEREAS new assignments have changed the representatives authorized to sign in this school;

WHEREAS only those individuals listed below are authorized to sign;

IT WAS MOVED BY Commissioner M. E. Kirby that the following individuals be authorized to sign banking documents on behalf of the school;

IT WAS FURTHER MOVED that any previous authorizations are rendered null and void by this resolution.

Pope Memorial Elementary School Rebecca Klinck
Brenda-Lee Dempsey
Kelly Lowe

Carried unanimously

The date of the next Audit Advisory Committee is scheduled for September 2, 2025.

10.4 Educational Advisory Committee (ESAC)

The Chair of the Educational Advisory Committee, M.E. Kirby mentioned that the date of the next ESAC meeting is scheduled for September 2, 2025.

10.5 Communications Advisory Committee (CAC)

The Chair of the Communications Advisory Committee, Jody Murray mentioned that the date of the next CAC meeting is scheduled for September 2, 2025.

10.6 Human Resources Advisory Committee (HRAC)

The Director of Human Resources mentioned the topics discussed at their last meeting:

- All teaching positions are filled;
- One replacement is left to be filled;
- Many graduates from Bishop's University are joining the ETSB team;
- There are currently 28 support staff members with mostly 4 to 10 hours;
- 2 kitchen staff;
- 2 SETs;
- We will have a psychologist in August;
- A speech language therapist is expected in September.

The date of the next HRAC meeting is scheduled for October 7, 2025.

10.7 Transportation Advisory Committee (TAC)

The Chair of the Transportation Advisory Committee, H. Turgeon mentioned that we have acquired three (3) electric buses in the last couple of weeks. Three (3) more are expected in the fall.

The date of the next TAC meeting is scheduled for October 7, 2025.

10.8 Special Education Advisory Committee (SEAC)

The SEAC Chair and Parent Commissioner, E. McKnight mentioned that the date of the next SEAC meeting is scheduled for October 8, 2025, but remains to be confirmed.

11. PARENTS' COMMITTEE (CPC)

The Chair of the CPC, Commissioner S. Langlois is awaiting the first Governing Board to have first annual meeting in order to elect members.

The date of the next Parents' Committee meeting is scheduled for October 8, 2025.

12. STUDENT ADVISORY COMMITTEE

Commissioner J. Humenuik, representing the Student Advisory Committee had nothing new to report:

13. QESBA

QESBA has been extremely busy due to the publicized budget cuts. It was a public outcry. A lawsuit launched on August 15, 2025 that challenges the cuts and the conditions with the reinvestments. We ordered a stay until the case could be heard on its merits. There have been no meetings nor internal communications since then. Legal challenges are currently underway. We will keep everyone updated as the case progresses.

14. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner J. Humenuik: Transportation – bus drivers. Asked if contractors were struggling to find drivers.

Secretary General S. Champigny: We have drivers for all our students on Thursday.

Commissioner G. Barnett: Eastern Townships General Adult Education (ETAGE) Governing Board

Social & Vocational Instruction (SVI): A new cohort at New Horizons will begin Francization on July 2, 2025 with about 250 students. These come from a lot of different groups, companies, LVTC students, students on stages, some part-time, some full-time. This will be examined for the west in the fall.

Francization: This begins July 2, 2025 at Campus Brome-Missisquoi (CBM) and New Horizons. The money for Francization must be used for that this year but can be used for other projects next year. ETAGE was promised \$1.2M but got \$900K and Francization might cost \$400K leaving enough to cover the \$300K claw-back.

Service Quebec: Because Job Links numbers had decreased, ETAGE was considering dropping this service, but SQ has offered ETAGE \$119K. To sign with SQ, the Director requires signing authority privileges. SVI may finance part of this.

Budget: Without the budget parameters, a tentative budget was generated with 20-21 ETPs for \$3.24M which included 22 teacher postings at maximum salary. But with the final parameters, ETAGE has a budget of \$4.8M which will cover the postings. The \$6.5M claw-back was largely based on centralized and decentralized grants but ETAGE can generate revenue through services for fees. So, a \$300K surplus was budgeted for the claw-back. An ETP was worth \$12.5K but has dropped to \$9.5K. So with SVI, a one-year full-time student will generate \$9.5K, and a substantial amount with 200 students. SQ money is for specific purposes and with only 12 students in a class, money is lost but outside service money helps to subsidize other projects.

15. UPCOMING EVENTS

None.

16. CORRESPONDENCE

None.

17. QUESTION PERIOD

T. Croteau

ATA President:

ATA believes the best way to address health and safety is through prevention. We received a number of concerns from staff/teachers. What was put in place last year could have continued this year. For teachers, they still have their local committee through collective. Does this fall under the HR responsibilities?

M. Murray

ETSB Chair:

I will take it under advisement and get back to you.

T. Croteau

ATA President:

We were wondering if Commissioners are aware that local negotiations have been going on with the School Board? Do you believe that after a certain amount of time, the teachers are not feeling very supportive and negotiations are taking so long. Do commissioners have a viewpoint on this?

M. Murray

ETSB Chair:

We are aware and that it would be better to complete them sooner than later. Those of us who have been around a while are aware that agreements take time. It seems to be an issue that we struggle jointly with unions. Everyone is very committed. We have consulted with the QESBA, CPNCA (a division of QESBA for all labor-related issues at the provincial level). The HR department negotiates with the unions.

T. Croteau

ATA President:

It was very nice to hear the staffing being full for teachers. The media is very involved with staffing right now. We need to discuss our priority lists. We are happy that all the positions are filled.

18. GOVERNANCE AND COMMUNICATION

There was no governance and communication.

19. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner P. Gougeon at 8:07 p.m.

Shawn Champigny
Secretary General

Michael Murray
Chairman

SC/gm
08.26.2025