



## Meeting of the Board

Tuesday, September 23, 2025, at 6:15 p.m.  
Schumacher Board Office and Microsoft Teams Meeting

### AGENDA

| Item       | Topic                                                                                                                                    | Presenter                                                                                                          | Page               |
|------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>1.0</b> | <b>Call to Order</b>                                                                                                                     |                                                                                                                    |                    |
|            | Motion: THAT the Board resolve into a Committee of the Whole                                                                             |                                                                                                                    |                    |
|            | 1.1                                                                                                                                      | Territorial Acknowledgement                                                                                        |                    |
|            | 1.2                                                                                                                                      | Quorum                                                                                                             |                    |
|            | Motion: THAT the Board approve the absence of the following Trustees from the September 23, 2025, meeting of the Board:<br>Trustee Walsh |                                                                                                                    |                    |
|            | 1.3                                                                                                                                      | Approval of the Agenda                                                                                             |                    |
|            | Motion: THAT the Board approve the agenda for the Meeting of the Board dated September 23, 2025.                                         |                                                                                                                    |                    |
|            | 1.4                                                                                                                                      | Declaration of Conflict of Interest                                                                                |                    |
| <b>2.0</b> | <b>Consent Agenda</b>                                                                                                                    |                                                                                                                    |                    |
|            | 2.1                                                                                                                                      | <a href="#">Minutes of the Meeting of the Board held September 9, 2025</a>                                         | <a href="#">3</a>  |
|            | 2.2                                                                                                                                      | <a href="#">Additional Staffing Complement</a>                                                                     | <a href="#">7</a>  |
|            | 2.3                                                                                                                                      | <a href="#">Trustee Expenses: OPSBA AGM</a>                                                                        | <a href="#">8</a>  |
|            | 2.4                                                                                                                                      | <a href="#">Cell Phones in Schools</a>                                                                             | <a href="#">9</a>  |
|            | 2.5                                                                                                                                      | <a href="#">Cash Disbursements Report: August 2025</a>                                                             | <a href="#">10</a> |
|            | 2.6                                                                                                                                      | <a href="#">Personnel Report: August 2025</a>                                                                      | <a href="#">11</a> |
|            | Motion: THAT the Board approve the consent agenda as follows:                                                                            |                                                                                                                    |                    |
|            | Consent Agenda Items for approval:                                                                                                       |                                                                                                                    |                    |
|            | 2.1 Minutes of the Meeting of the Board held September 9, 2025                                                                           |                                                                                                                    |                    |
|            | 2.2 Additional Staffing Complement                                                                                                       |                                                                                                                    |                    |
|            | Consent Agenda Items for receipt:                                                                                                        |                                                                                                                    |                    |
|            | 2.3 Trustee Expenses: OPSBA AGM                                                                                                          |                                                                                                                    |                    |
|            | 2.4 Cell Phones in Schools                                                                                                               |                                                                                                                    |                    |
|            | 2.5 Cash Disbursement Report: August 2025                                                                                                |                                                                                                                    |                    |
|            | 2.6 Personnel Report: August 2025                                                                                                        |                                                                                                                    |                    |
| <b>3.0</b> | <b>Reports</b>                                                                                                                           |                                                                                                                    |                    |
|            | 3.1                                                                                                                                      | <a href="#">Calls to Action: 10<sup>th</sup> Anniversary</a>                                                       | Lead Plaunt        |
|            |                                                                                                                                          | Motion: THAT the Board receive the Calls to Action: 10 <sup>th</sup> Anniversary report                            |                    |
|            | 3.2                                                                                                                                      | <a href="#">Chair Report</a>                                                                                       | Chair Byer         |
|            |                                                                                                                                          | Motion: THAT the Board receive the Chair report                                                                    |                    |
|            | 3.3                                                                                                                                      | Student Trustee Report                                                                                             | Student Trustees   |
|            |                                                                                                                                          | Motion: THAT the Board receive the Student Trustee Report                                                          |                    |
|            | 3.4                                                                                                                                      | <a href="#">Consent Agenda Pilot</a>                                                                               | Chair Byer         |
|            |                                                                                                                                          | Motion: THAT the Board approve the consent agenda pilot continue until the updated DSB1 by-laws have been approved |                    |
| <b>4.0</b> | <b>Monitoring</b>                                                                                                                        |                                                                                                                    |                    |
|            | 4.1                                                                                                                                      | <a href="#">2025-2026 Strategic Plan Monitoring</a>                                                                | <a href="#">33</a> |
|            | Motion: THAT the Board approve the 2025-2026 Strategic Plan Monitoring Goals and Actions                                                 |                                                                                                                    |                    |

|            |                                                                                       |                    |
|------------|---------------------------------------------------------------------------------------|--------------------|
| <b>5.0</b> | <b>Other Business</b>                                                                 |                    |
| 5.1        | <a href="#">Letter dated September 8, 2025: Timiskaming District Secondary School</a> | <a href="#">34</a> |
| 5.2        | Access to Meeting Video/Transcripts                                                   |                    |
| <b>6.0</b> | <b>Items for Future Meetings</b>                                                      |                    |
| 6.1        | October 2025: Pathways                                                                |                    |
| 6.2        | November 2025: Strategic Plan Monitoring of Actions                                   |                    |
| 6.3        | February 2026: Strategic Plan Monitoring of Goals                                     |                    |
| 6.4        | April 2026: Strategic Plan Monitoring of Actions                                      |                    |
| 6.5        | September 2026: Strategic Plan Year-end Monitoring of Goals and Actions               |                    |
| <b>7.0</b> | <b>Adjournment</b>                                                                    |                    |
|            | Motion: THAT we do now adjourn                                                        |                    |



## Meeting of the Board

Tuesday, September 9, 2025, at 6:15 pm  
Schumacher Board Office and Microsoft Teams

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### MINUTES

#### **TRUSTEES PRESENT**

Howard Archibald  
Bob Brush  
Jonathan Byer, Vice-Chair  
Dennis Draves  
Crystal Hewey  
Steve Meunier  
Brian Peever  
Rosemary Pochopsky  
Cindy Pye-Reasbeck, Chair  
Doug Walsh  
Larry Wiwchar

#### **EXCUSED TRUSTEE ABSENCES**

NIL

#### **STUDENT TRUSTEES PRESENT**

Sawsan Alahmed  
Andrew Cull  
Summer Nickoshie

#### **STUDENT TRUSTEES ABSENT**

NIL

#### **ADMINISTRATION PRESENT**

|                  |                                                  |
|------------------|--------------------------------------------------|
| Lesleigh Dye     | Director of Education                            |
| Lisa Edwards     | Superintendent of Business/Finance and Treasurer |
| Kirsten Elvestad | Superintendent of Education                      |
| Al McLean        | Superintendent of Education and Human Resources  |
| Chad Mowbray     | Superintendent of Education                      |

#### **RECORDING SECRETARY**

|                |                                                               |
|----------------|---------------------------------------------------------------|
| Melanie Demers | Executive Assistant to the Director of Education Lesleigh Dye |
|----------------|---------------------------------------------------------------|

#### **STAFF PRESENT**

|                 |                                                                |
|-----------------|----------------------------------------------------------------|
| Melanie Demers  | Executive Assistant to the Director of Education, Lesleigh Dye |
| Andréanne Denis | Communications Officer                                         |
| Larry Souliere  | Information Services Coordinator                               |



**IN-CAMERA SESSION**

The In-Camera session meeting was called to order at 5:45 p.m. by Vice-Chair Byer.

**9273-25 BRUSH / HEWEY**

**THAT** the Board resolve into a Committee of the whole.

**CARRIED**

**9274-25 PEEVER / POCHOPSKY**

**THAT** the Board resolve into a committee of the whole, in-camera

**CARRIED**

**9275-25 MEUNIER / HEWEY**

**THAT** we now rise and report to the Board.

**CARRIED**

**CALL TO ORDER**

The Regular Session meeting was called to order at 6:20 p.m. by Chair Pye-Reasbeck

**9276-25 PEEVER / MEUNIER**

**THAT** the Board reconvene in regular session

**CARRIED**

**TERRITORIAL ACKNOWLEDGEMENT**

The meeting opened by respectfully acknowledging being situated on the Traditional Territory of the Cree, Ojibway and Oji-Cree people of the Mattagami First Nation, located in Treaty 9 Territory, and the Métis who have chosen to settle in this area.

**TRUSTEE ABSENCE**

NIL

**APPROVAL OF THE AGENDA**

**9277-25 POCHOPSKY / HEWEY**

**THAT** the Board approve the agenda for the Meeting of the Board dated September 9, 2025, as amended:

**CARRIED**

**DECLARATION OF CONFLICT OF INTEREST**

Trustees were asked to declare conflicts of interest as they arise and must do so in writing in the log kept in the Chair's office.

Trustees declaring a conflict are to disconnect from Microsoft Teams at the time of the discussion and will receive a text from the Director of Education / Secretary of the Board when they are welcome to join.

**STUDENT TRUSTEE SWEARING IN**

Student Trustees recited the Declaration and Oath of Allegiance.



**CONSENT AGENDA**

**9278-25 PEEVER / MEUNIER**

**THAT** the Board approve the consent agenda as follows:

Consent Agenda Items for approval:

2.1 Minutes of the Meeting of the Board held June 24, 2025

2.2 Minutes of the Special Meeting of the Board held July 8, 2025

2.3 Authorization for School Closure

Consent Agenda Items for receipt:

2.5 Cash Disbursements Report – June, July 2025

**CARRIED**

**REPORTS**

**9279-25 HEWEY / WALSH**

**THAT** the Board receive the Chair Report

**CARRIED**

**9280-25 ARCHIBALD / BRUSH**

**THAT** the Board receive the Director Report

**CARRIED**

**Student Trustee Report**

Student Trustees provided an update regarding the upcoming school year. Student Trustees met with Superintendent Mowbray to plan dates for monthly Student Senate meetings and mapping the school year.

**9281-25 HEWEY / PEEVER**

**THAT** the Board receive the Student Trustee Report

**CARRIED**

**9282-25 WIWCHAR / BYER**

**THAT** the Board receive the 2025 Summer Learning Report

**CARRIED**

**9283-25 WALSH / POCHOPSKY**

**THAT** the Board receive the 2025-2026 Organizational Chart

**CARRIED**

**MONITORING**

4.1 2024-2025 Strategic Plan Year at a Glance

4.2 Bringing Our Strategic Plan to Life

**OTHER BUSINESS**

5.1 Waterloo Region DSB: Letter to the Minister of Education: Funding

5.2 Metis Nation of Ontario Timmins Council: Letter to DSB1 Trustees and Staff

5.3 CRA User Approval

**9284-25 WIWCHAR / MEUNIER**

**THAT** the Board approve CRA online access to Charles Trudel, Manager of Financial Services.

**CARRIED**



5.4 Leave of Absence  
**9285-25 PEEVER / POCHOPSKY**

**THAT** the Board approve Chair Pye-Reasbeck's leave of absence

**CARRIED**

5.5 Chair Appointment  
**9286-25 DRAVES / HEWEY**

**THAT** the Board approve the appointment of Vice-Chair Byer to perform the duties and exercise the powers of the Chair of the Board during Chair Cindy Pye-Reasbeck's approved leave of absence, in accordance with Board By-Law No. 1 and the Education Act until the organizational meeting on Tuesday, November 18, 2025, effective September 16, 2025.

**CARRIED**

5.6 Vice-Chair Appointment  
**9287-25 MEUNIER / BRUSH**

**THAT** the Board approve the appointment of Alternate Vice-Chair Hewey to perform the duties and exercise the powers of the Vice-Chair of the Board during Chair Cindy Pye-Reasbeck's approved leave of absence, in accordance with Board By-Law No. 1 and the Education Act until the organizational meeting on Tuesday, November 18, 2025, effective September 16, 2025.

**CARRIED**

5.7 Cheque Signing Authority  
**9288-25 WIWCHAR / POCHOPSKY**

**THAT** the Board appoint Jonathan Byer, Chair of the Board as cheque signing authority effective September 16, 2025

**CARRIED**

5.8 OSBIE Board of Directors & Voting Delegate

Chair Byer nominated Trustee Draves; Trustee Draves accepted the nomination

**9290-25 WIWCHAR / POCHOPSKY**

**THAT** nominations for OSBIE voting delegate be closed.

**CARRIED**

**9289-25 BRUSH / MEUNIER**

**THAT** Trustee be acclaimed as OSBIE Voting Delegate, if required.

**CARRIED**

**ADJOURNMENT**  
**9291-25 ARCHIBALD**

**THAT** we do now adjourn

**CARRIED**

*The meeting was adjourned at 8:04 p.m.*

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SECRETARY OF THE BOARD

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CHAIR OF THE BOARD



| Title                        | Elementary and Secondary Additional Staffing 2025-2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------|--------------|--|------------------------------|-------|---------------------------|-------|----------|-----|--------|------|-------|------|--------------|------------------------------|-----|-----|-----|-------|---------------------------|-----|-----|-----|-------|----------|----|----|----|-----|
| Date                         | September 23, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Presenter                    | Superintendent Al McLean                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Strategic Priority           | Achieve                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Background and Information   | <p>Due to enrollment increases, the following additional staffing is requested:</p> <p><b>Elementary:</b></p> <table><tr><td>2024/25 Projected Enrollment</td><td>4,361</td></tr><tr><td>2025/26 Actual Enrollment</td><td>4,499</td></tr><tr><td>Increase</td><td>138</td></tr></table> <p>Diamond Jubilee Public School = 1.2 FTE (student increase: 181 → 206)<br/>Golden Avenue Public School = 1.2 FTE (student increase: 143 → 164)<br/>IFSS Elementary = 0.5 FTE (student increase: 69 → 75)<br/>RMSS Elementary = 1.2 FTE (student increase: 140 → 160)</p> <p>A total of 4.1 FTE Elementary staff for the 2025-2026 school year.</p> <p><b>Secondary:</b><br/>Kapuskasing District High School – 2 sections<br/>Kirkland Lake District Composite School – 1 section<br/>Timmins High and Vocational School (TH&amp;VS) – 4 sections</p> <table><tr><th>School</th><th>KDHS</th><th>KLDCS</th><th>THVS</th><th>Board Totals</th></tr><tr><td>2024/25 Projected Enrollment</td><td>180</td><td>425</td><td>570</td><td>2,520</td></tr><tr><td>2025/26 Actual Enrollment</td><td>230</td><td>446</td><td>655</td><td>2,871</td></tr><tr><td>Increase</td><td>50</td><td>21</td><td>85</td><td>351</td></tr></table> <p>A total of 7 sections for semester 1 of the 2025-2026 school year.</p> |       |      |              |  | 2024/25 Projected Enrollment | 4,361 | 2025/26 Actual Enrollment | 4,499 | Increase | 138 | School | KDHS | KLDCS | THVS | Board Totals | 2024/25 Projected Enrollment | 180 | 425 | 570 | 2,520 | 2025/26 Actual Enrollment | 230 | 446 | 655 | 2,871 | Increase | 50 | 21 | 85 | 351 |
| 2024/25 Projected Enrollment | 4,361                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| 2025/26 Actual Enrollment    | 4,499                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Increase                     | 138                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| School                       | KDHS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | KLDCS | THVS | Board Totals |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| 2024/25 Projected Enrollment | 180                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 425   | 570  | 2,520        |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| 2025/26 Actual Enrollment    | 230                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 446   | 655  | 2,871        |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Increase                     | 50                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 21    | 85   | 351          |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |
| Recommendation               | THAT the Board approve the additional staffing complement of 4.1 FTE Elementary staff for the 2025-2026 school year and seven (7) additional secondary sections for semester 1 for the 2025-2026 school year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |      |              |  |                              |       |                           |       |          |     |        |      |       |      |              |                              |     |     |     |       |                           |     |     |     |       |          |    |    |    |     |

|                                   |                                                                                                                       |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>Title</b>                      | Post Professional Development Spending Report – by Event                                                              |
| <b>Date</b>                       | September 23, 2025                                                                                                    |
| <b>Presenter</b>                  | Lisa Edwards                                                                                                          |
| <b>Strategic Priority</b>         | Achieve                                                                                                               |
| <b>Background and Information</b> | The OPSBA AGM was held in Niagara-on-the-Lake in June 2025. Six Trustees attended with total expenses of \$14,454.22. |
|                                   |                                                                                                                       |





## Board Report

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title</b>                      | PPM 128: Provincial Code of Conduct and School Board Codes of Conduct (including cell phone usage)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Date</b>                       | September 23, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Presenter</b>                  | Lesleigh Dye                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Strategic Priority</b>         | Achieve                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Background and Information</b> | <p>In September 2024, PPM 128 The Provincial Code of Conduct and School Board Codes of Conduct came into effect. For K to 6 students, cell phones were not to be used in schools. For students in Grade 7 to 12, cell phones could be accessed during breaks although not in the classroom.</p> <p>A survey was conducted during the week of September 8, 2025 to capture the reflections of this cell phone reduction in schools.</p> <p>All schools reported a reduction or no significant difference as they already had cell phone reduction rules in place.</p> <p>Most schools reported less distractions in class and more time of task for students.</p> <p>Overall, there were no negative consequences. One school reported that students were asking to leave the class more often (e.g., to use the washroom) to check their phones.</p> <p>Some school leaders shared that they continue to work on a consistent implementation in their schools with their staff.</p> |
| <b>Recommendation</b>             | THAT the Board receive the cell phone reduction in schools information.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |



|                                   |                                                                                                                                                                                                                                         |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title</b>                      | August 2025 Cash Disbursements                                                                                                                                                                                                          |
| <b>Date</b>                       | September 23, 2025                                                                                                                                                                                                                      |
| <b>Presenter</b>                  | Superintendent Edwards                                                                                                                                                                                                                  |
| <b>Strategic Priority</b>         | Equity                                                                                                                                                                                                                                  |
| <b>Background and Information</b> | <p>Cash Disbursements for the month of August 2025 total <b>\$13,203,128.57</b>.</p> <p>Should Trustees have any questions regarding the details of these disbursements, please contact the Superintendent of Business and Finance.</p> |
| <b>Recommendation</b>             | <p><b>THAT</b> the Board approve the Report on Cash Disbursements for the month of August 2025 in the amount of <b>\$13,203,128.57</b>.</p>                                                                                             |

**District School Board Ontario North East**  
**Human Resources Personnel Report - September 2025**

| Employee Group                                         | Number of Staff | Total FTE    | Reason                                                                    | North                             | Central                             | Regional |
|--------------------------------------------------------|-----------------|--------------|---------------------------------------------------------------------------|-----------------------------------|-------------------------------------|----------|
| Permanent Teachers-Elementary                          | 36              | 33.90        | Retirement, Resignations, Ee posted out, Add'l FTE, passing of Ee         | 3 (CPS), 2.5 (JHKPS)              | 2.0 (SPS), 2.5 (WEMPS), 1.5         |          |
| Long Term Occasional Teachers-Elementary               | 16              | 14.50        | Leave                                                                     | 1.0 (CBPS), 1.0 (DJPS), 1.0 (CPS) | 1.0 (WEMPS), 1.0 (PPS), 2.0 (RRBPS) |          |
| Permanent Teachers-Secondary                           | 16              | 11.50        | Retirement, Resignations, Ee posted out, Add'l FTE                        | 2.17 (ESCHS), 0.17 (IFSS)         | 3.17 (THVS)                         |          |
| Long Term Occasional Teachers-Secondary                | 5               | 4.50         | Leave                                                                     | 1.0 (IFSS), 0.5 (KDHS)            | 1.0 (RMSS)                          |          |
| Permanent Educational Assistants                       | 1               | 1.00         | Resignation                                                               | 1.0 (HHS)                         |                                     |          |
| Temporary Educational Assistants                       | 14              | 14.00        | Leave                                                                     | 1 (CPS), 1 (DJPS), 1 (IFPS)       | 1.0 (PPS), 1.0 (THVS)               |          |
| Permanent Designated Early Childhood Educators         | 1               | 1.00         | Resignation                                                               |                                   |                                     |          |
| Temporary Designated Early Childhood Educators         | 3               | 3.00         | Leave                                                                     |                                   | 1.0 (PPS)                           |          |
| Permanent CYWs, Social Workers, Attendance Counsellors | 1               | 1.00         | Retirement                                                                |                                   | 1 (TCPS)                            |          |
| Temporary CYWs, Social Workers, Attendance Counsellors | 2               | 2.00         | Leave                                                                     | 1 (IFSS)                          |                                     |          |
| Permanent Indigenous Student Advisor                   | 1               | 1.00         | Resignation                                                               |                                   |                                     |          |
| Temporary Indigenous Student Advisor                   |                 |              |                                                                           |                                   |                                     |          |
| Permanent Office, Clerical and IS Technicians          |                 |              |                                                                           |                                   |                                     |          |
| Temporary Office, Clerical and IS Technicians          | 2               | 2.00         | Leave                                                                     |                                   | 1 (SPS), 1.0 (RRBPS)                |          |
| Permanent Custodial and Maintenance employees          | 5               | 4.13         | Ee Posted out, Resignation                                                | 1 (KDHS), 1 (SRFPS)               | 1 (TCPS), 0.5 (GAPS), 0.625 (CENPS) |          |
| Temporary Custodial and Maintenance employees          | 2               | 2.00         | Ee Posted out, Leave                                                      |                                   | 1 (THVS)                            |          |
| Principals/Vice-Principals                             |                 |              |                                                                           |                                   |                                     |          |
| Other                                                  |                 |              |                                                                           |                                   |                                     |          |
| Board Staff Temporary                                  |                 |              |                                                                           |                                   |                                     |          |
| Board Staff Permanent                                  | 1               | 1.00         | Retirement of S Pladzyk - Hire of K Elvestad, Superintendent of Education |                                   |                                     |          |
| <b>TOTALS</b>                                          | <b>106</b>      | <b>96.53</b> |                                                                           |                                   |                                     |          |



## 10th Anniversary of the Calls to Action



District School Board  
Ontario North East

1

## Land Acknowledgment

We respectfully acknowledge that we are situated on the traditional territories of the Cree, Ojibway, Oji-Cree and Algonquin Peoples. We commit to actions to better serve students, families and communities who identify as First Nation, Métis and Inuit.

2

## **Our Vision**

**Preparing our  
learners for their  
future success.**

## **Our Mission**

**Providing  
meaningful growth  
opportunities.**

3

## **Our Strategic Priorities**

**Achieve**

**Belong**

**Create**

4

## Call to Action - # 7

We call upon the Federal Government to develop with Aboriginal Groups a joint strategy to eliminate educational and employment gaps between Aboriginal and Non-Aboriginal Canadians.

5

## Indigenous Student Advisors



6



## Pathways and Partnerships



7

## Summer Reach Ahead Credit



8

## Call to Action - # 10

We call on the Federal Government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles.

- Improving education attainment levels and success rates.
- Developing culturally appropriate curricula.
- Enabling families to fully participate in the education of their children.

9

## Improving education attainment levels and success rates

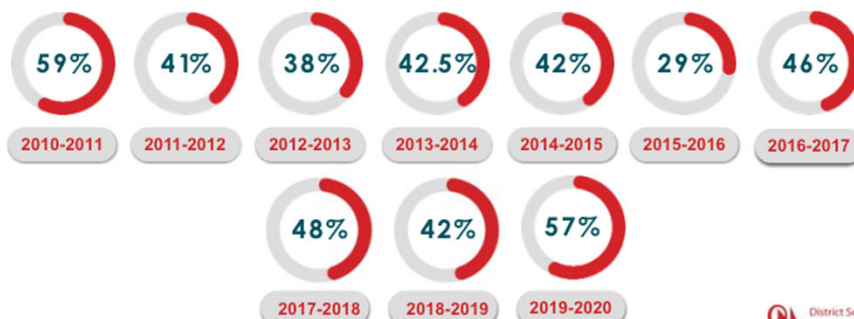


10



# Graduation Rate (2019-2020 Cohort) Self-Identified Indigenous Students

Cohort data from 2010-2011 to 2019-2020



11

## Developing culturally appropriate curricula



12

## Enabling families to fully participate in the education of their children.



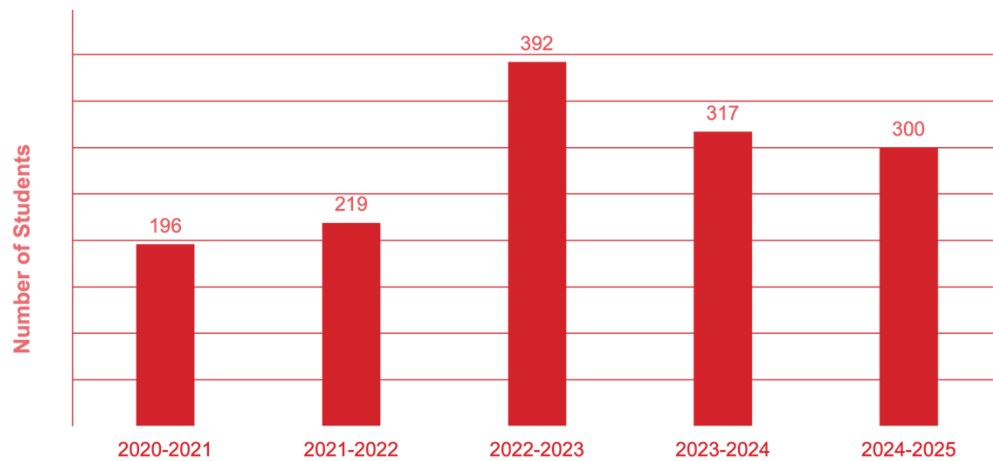
13

## Call to Action - # 13

We call upon the Federal Government to acknowledge that Aboriginal rights include Aboriginal language rights.

14

## Increase in Indigenous Language courses



15

## Indigenous Language Courses



16

## Call to Action - # 62

We call upon the Federal, Provincial, and Territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples and educators, to:

- Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical, and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade 12 students.

17

**Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a Mandatory education requirement for Kindergarten to Grade 12 students.**



18



## Call to Action - # 63

We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:

- Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
- Building student capacity for intercultural understanding, empathy, and mutual respect.
- Identifying teacher-training needs relating to the above.

19

### Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.



20

## Building student capacity for intercultural understanding, empathy, and mutual respect.



21

## Identifying educator-training needs relating to the above.



22

## Call to Action - # 80

We call upon the Federal Government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

23

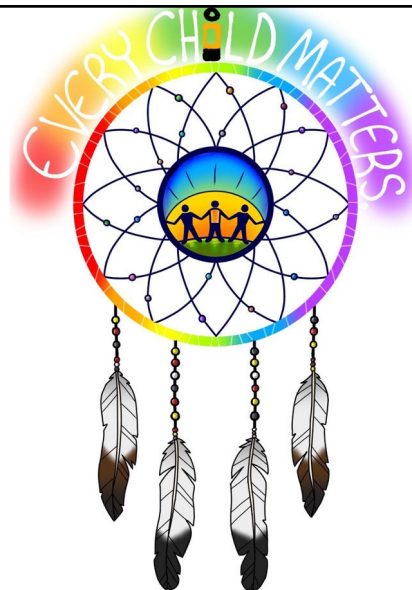


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25



Artwork produced by  
Ci-Bee Lazarus  
DSB1 Student

26



## **10th Anniversary of the Calls to Action**



District School Board  
Ontario North East

27

Music created and performed by James Taylor, Indigenous Student Advisor - Kirkland Lake and District Composite School

Artwork created by Ci-Bee Lazarius, DSB Ontario North East Student

28



District School Board  
Ontario North East

**Meegwetch**  
**Merci**  
**Thank you**

To: All Northern Region Trustees

Dear Northern Trustees,

As you know, recent government comments regarding potential changes to Ontario's school board governance model have created significant concern for the future of locally elected trustees. These proposals risk diminishing or eliminating the essential role trustees play in representing the voices of students, families, and communities in local decision-making.

Now is the time for us to come together and make our voices heard. Trustees have always been champions of local democracy – and your leadership is needed now more than ever.

We are asking trustees to contact their local MPP(s) and other supportive local stakeholders as soon as you can. If multiple trustees share one MPP (as is the case in many school boards), please coordinate locally at your board so the MPP is not receiving multiple identical emails/letters. Together, we can send a clear, province-wide message about the value of elected trustees in our public education system.

Attached you will find:

- A template letter you can personalize and send to your MPP – we recommend sending both emails and letters by regular mail to ensure they are seen. [Contacts can be found here](#).
- A Q&A document to support you in addressing common questions and misconceptions

Please prioritize this outreach and share any responses you receive with us (Bill and Jason). Your advocacy is critical to ensuring the government hears from communities across Ontario.

Thank you for your continued dedication to public education and for the countless ways you champion students, families, and communities every day. Your assistance in speaking up for local democracy and the students and families we serve is sincerely appreciated.

OPSBA will continue to actively reach out to our public education allies in support of our advocacy efforts. Please let us know if you need further assistance and we are happy to connect you with OPSBA staff.

Sincerely,

Bill Steer  
OPSBA Northern Regional Chair

Jason Nesbitt  
OPSBA Northern Regional Vice-Chair

[Your Name]  
 [Your Address]  
 [City, Province, Postal Code]  
 [Email / Phone Number]

[Date]

[MPP's Name]  
 Member of Provincial Parliament for [Riding Name]  
 [Constituency Office Address]

Dear [MPP's Name],

I am writing to you as a **constituent/concerned community member/your role** about Minister of Education Paul Calandra's recent comments suggesting that Ontario's elected school trustees may be removed from the governance model of public education. Given the importance of this issue, I would like to request a meeting at your earliest convenience.

**INCLUDE AN ANECDOTE OF LOCAL SUCCESS (PROGRAMS/POLICIES/CAPITAL PROJECTS, etc.) OR HOW TRUSTEE HAS ASSISTED/SUPPORTED A PARENT HERE**

I firmly believe that local voices are essential in shaping our community. Just as you represent us at the provincial level, school trustees represent parents and students in education. I urge you to actively oppose this proposal and to advocate for the continued presence of democratically elected school board trustees, whose role is vital to ensuring transparency, accountability, and community engagement in our schools.

While principals and superintendents are employees of the school board who operate within the directives of the Ministry of Education, trustees provide an independent voice that ensures local concerns are heard at the decision-making table. A parent may reach out to a trustee when they feel their issue is not being addressed fairly within the school system, or when the concern involves board-wide policies, funding, or access to programs, areas that administrators cannot change on their own. Trustees act as a bridge between the community and the board, ensuring that parents have a direct avenue to raise concerns, seek guidance, and influence decisions that affect their children's education.

Eliminating trustees would silence local input and concentrate decision-making at Queen's Park, removing the democratic voice that parents and communities count on. Trustees provide a critical check and balance:

- Trustees do not control how much funding a board receives; the province does. Trustees oversee how that funding is allocated to best meet local needs.



- School boards have long been recognized internationally as a strength of Ontario's system, balancing consistency across the province with responsiveness to local circumstances.
- At a time when parents are asking for more engagement and transparency in schools, removing trustees would have the opposite effect.

If a community does not agree with a trustee's actions, statements, and viewpoints during their term, they have the perfect opportunity – by voting in the municipal and school board elections – to turn the page.

If this proposal goes ahead, the impact will be real. Communities would lose their local voice and parents would lose the people who speak up for them.

### ADD PERSONAL REFLECTIONS HERE OR ELSEWHERE

I am asking you to:

1. **Publicly oppose any plan to remove elected school trustees.**
2. **Communicate to Minister Calandra and Cabinet that communities like ours need more – not less – local voice in education.**
3. **Support a transparent, evidence-based dialogue** about governance, one that strengthens local democracy instead of undermining it.

Please stand up for the voice of parents, students, and communities in Ontario's public education system.

Please let me know your availability in the coming days. I look forward to your reply.

Sincerely,

**[Your Name]**

# Q&A: THE IMPORTANT ROLE OF ONTARIO'S PUBLIC SCHOOL TRUSTEES

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*September 2025*

Ontario's public school trustees have been the subject of recent commentary and misconceptions. This Q&A clarifies their role and why they matter for students, families, and communities.

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## Q1. Aren't trustees just "rubber stamps" who don't make real decisions?

**A:** Trustees are governance leaders. They set the vision and strategic direction of their school boards, pass policies, approve budgets, and hold boards accountable. Their role is not to manage day-to-day operations but to ensure schools are well-run, transparent, and focused on student achievement.

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## Q2. Why do we need trustees if the Ministry of Education already makes the rules?

**A:** The ministry sets broad policy, but trustees bring the **local voice** that makes education work in each community. They adapt policies to local needs and ensure every decision puts students first. Without trustees, families would lose their only direct, elected representation in education.

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## Q3. Aren't trustees costly for taxpayers?

**A:** Trustees receive an [honorarium](#), not a salary, set by provincial regulation and reviewed publicly. Base amounts range from \$5,900 to around \$25,000, with additional amounts paid to Chairs and Vice-Chair. Compared to the scale of the budgets they oversee – often hundreds of millions or even billions of dollars – the cost is minimal. Trustees are the community's financial stewards, ensuring public dollars are used responsibly to support students.

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#### Q4. Do trustees really understand finances and planning?

**A:** Yes. Trustees approve balanced budgets, review spending, and participate in ongoing training on finance and governance. They take a **long-term view** to ensure schools remain strong and sustainable for future generations.

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#### Q5. Aren't trustees just politicians serving their own interests?

**A:** Trustees are **democratically elected representatives** who are directly accountable **to their communities**, not to the party in government or opposition, or the Premier of the day. They listen to families, bring forward concerns, and make decisions that prioritize students' success and well-being.

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#### Q6. Don't school boards waste money under trustees' watch?

**A:** Ontario's school boards are among the most financially accountable public institutions. All boards undergo independent annual audits, follow provincial regulations, and publish financial results. Trustees ask hard questions, push for transparency, and ensure funds go where they matter most, directly into classrooms and student supports.

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#### Q7. Wouldn't schools run more smoothly if administrators managed without trustees?

**A:** Administrators are strong professionals, but without trustees there would be no democratic oversight and no connection to the community. The only accountability would be straight to Queen's Park. Trustees bring local accountability, transparency, and a community perspective that ensures decisions reflect the needs and values of the schools they serve. Without trustees, families would have no voice in education decisions.

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#### Q8. Do trustees really matter to students and families?

**A:** Absolutely. Trustees are often the first point of contact for families who need support or advocacy. They champion programs that promote student achievement, mental health, and equity, and they ensure every decision keeps students at the centre. Just because you haven't interacted with your trustee doesn't mean your neighbours or friends haven't.



|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title</b>                      | Consent Agenda Pilot Continuation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Date</b>                       | September 23, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Presenter</b>                  | Chair Jonathan Byer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Strategic Priority</b>         | Create                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Background and Information</b> | <p>The Board of Trustees have been working on learning more about governance and has undergone a by-law review beginning in July 2024.</p> <p>In the fall of 2024, the board of Trustees agreed to pilot a consent agenda until January 2025. On January 14, 2025, the pilot was extended until June 2025 with a re-evaluation upon completion of a by-lase review.</p> <p>The rationale was that items could be simply approved in a consent agenda and create more time to focus on the important trustee work of monitoring the strategic plan and student achievement.</p> <p>Since the by-laws have not yet been updated, it is recommended that the pilot of the consent agenda continue until the by-law review completion.</p> |
| <b>Recommendation</b>             | That the consent agenda pilot continues until the DSB1 updated By-laws have been approved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |



## 2025-2026 Strategic Plan Monitoring Goals and Actions

| Achieve                                                                                                           | Belong                                                                                                   | Create                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <b>Goals</b>                                                                                                      |                                                                                                          |                                                                                                                           |
| 83% of Grade 9 students and 78% of Grade 10 students who are working towards an OSSD will earn all their credits. | The persistently absent rate will be 42% and the attendance rate will be 88% for students, K to 12.      | 80% of new DSB1 staff will report their onboarding was beneficial.                                                        |
| <b>Actions</b>                                                                                                    |                                                                                                          |                                                                                                                           |
| <b>Learning Environments</b>                                                                                      | <b>Well-Being</b>                                                                                        | <b>Innovative Practices</b>                                                                                               |
| Implement IEP Review recommendations to increase engagement in high support classrooms.                           | Ensure necessary support and funding for School Nutrition Programs (SNP) through community partnerships. | Provide students with the opportunity to demonstrate their learning in a variety of ways.                                 |
| <b>Pathways</b>                                                                                                   | <b>Inclusive Community</b>                                                                               | <b>Critical Thinking</b>                                                                                                  |
| Increase awareness of pathways for students who identify as Indigenous.                                           | Engage all K-8 students in Character Education Programs.                                                 | Strengthen learners' ability to analyze, evaluate, and make informed decisions, while using Artificial Intelligence (AI). |
| <b>Learning Opportunities</b>                                                                                     | <b>Recognition and Voice</b>                                                                             | <b>Future-Ready Skills</b>                                                                                                |
| Expand community partnerships in cooperative education.                                                           | Launch the DSB1 staff recognition program.                                                               | Develop essential skills in students through simulation technology.                                                       |



School Board Chair Ms. Pye-Reasbeck, Ms. Lesleigh Dye, Director of Education

Trustees: Vice-Chair Jonathan Byer, Archibald Howard, Bob Brush, Dennis Draves, Crystal Hewey, Steve Meunier, Brian Peever, Rosemary Pochopsky, Douglas Walsh, Larry Wiwchar, Alexandra Gauthier, Aiesha Hindle and Kateline Litt-Roy

District School Board Ontario North East

153 Croatia Avenue, Schumacher, ON P0N 1G0

September 8, 2025

Topic: Timiskaming District Secondary School

Dear School Board Trustees and Ms. Dye,

Driving by the high school this August, I was encouraged to observe the presence of service trucks which I took as a positive step towards the remediation of the concerns I had brought to your attention earlier this summer.

It was March 22, 2022 that I wrote to the Acting Medical Officer at the Timiskaming Health Unit, stating among other things, that:

"In my opinion, in this jurisdiction, there is a long-standing issue of ground soil gas contamination that is evident at seasonal times and when the water table is particularly high.

During elevated water table times (Spring and Fall) soil gas is pushed through fractured bedrock and the inhalation of such creates a variety of symptoms for persons who are exposed including but not confined to, the development of environmental hypersensitivity (Multiple Chemical Sensitivities)."

"It is extremely important to be aware that most persons involved in this type of chemical and toxic exposure will have little or no insight into what is taking place regardless of whether the exposure is acute or chronic in nature. That is due to the neurotoxic effects as the brain is compromised."

The absence of relevant and appropriate action by the Timiskaming Health Unit was



disappointing but not surprising; this type of inaction has occurred over the decades by public health units in many jurisdictions.

In view of how prevalent defective plumbing is across Canada due to aging infrastructure, as well as historically, the utilization of contaminated sites for public buildings (particularly schools), I would anticipate that proactive, preventative measures in the very near future will incorporate instrumentation that will monitor for numerous contaminants in all public buildings, hopefully right across Canada.

This will require changes to building codes provincially and will further require alterations in provincial protocols, policies, and public health requirements to ensure to the safety of all persons who must enter such buildings.

I trust that given the values articulated by your organization, this is something you would embrace.

Respectfully,

A handwritten signature in black ink, appearing to read "Betty Stone", with a stylized flourish at the end.

Betty Stone

Betty Stone | (705) 672-5252 | P.O. Box 1344, Haileybury, ON P0J 1K0