ALGOMA DISTRICT SCHOOL BOARD
644 Albert Street East
Sault Ste Marie, ON P6A 2K7
Phone 705-945-7111
www.adsb.on.ca

REGULAR BOARD MEETING AGENDA
Tuesday October 27, 2026
EDUCATION CENTRE
Public Meeting Start 5:30 P.M.

ITEM	TOPIC	LEAD
1.0	**Call to order (Motion)**	
	1. Land Acknowledgement: Read by Susan Myers	
	2. Call to Order (Motion)	
	3. Approval of Agenda (Motion)	
	4. Conflict of Interest	Chair
	5. CEO's Proud to be ADSB: Donation from USW Local 2251 Guest: Mike Da Prat, President of USW Local 2251 Debbie Logan, USW Local 2251 Office Manager	
2.0	**Consent Agenda (Motion)**	
	1. Regular Board Meeting Minutes from 2026 09 22	EJ/LR
	2. SEAC Meeting Minutes from 2026 09 15	BV
	3. 2026-2027 Bank Borrowing Resolution	JSM
	4. 2026-2027 Capital Project Borrowing Resolution	JSM
	5. By-Law to provide for a 2027 Education Tax Levy	JSM
	6. Approval of Indigenous Student Trustee	JM
3.0	**Senior Administration Reports/ Information/ Monitoring**	
	1. Overview of 2025-2026 EQAO Results	MB
	2. Distribution of Policies: **2.11** Trustee Honorarium; **4.06** Participation in Federal or Provincial Elections **4.10** Flowers or Memorial Donations for Bereavement; **6.16** Video Surveillance; **6.27** Health & Safety Policy; **6.40** Investment Policy; **2.06** Board of Trustees Code of Conduct	JSM/LR
4.0	**Board Reports**	
	1. CEO's Report	LR
	2. Chair's Report	EJ
	3. Student Trustees' Report	Student Trustees
	4. OPSBA Reports	EJ/HW
	5. Parent Involvement Committee Report	SM
5.0	**Other Business**	
	1. n/a	
6.0	**Next Meeting Dates**	
	Regular Board Meeting – November 10, 2026	
7.0	**Motion to Move into In-Camera Session**	
	1. Motion to Adjourn In-Camera Session	
8.0	**Motions from In-Camera Session (if applicable)**	
9.0	**Motion to Adjourn Regular Board Meeting**	

REPORT TO THE BOARD of 2026 10 27		Item # 1.2
Prepared By:	Vice Chair Bowman	
Strategic Priority:	n/a	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Call to Order	

Rationale		
Call to order open session of the Regular Board Meeting of 2026 10 27.		
Key Highlights		
n/a		
Anticipated Benefits		
n/a		
Insights / Learning		
n/a		
Considerations/Next Steps		
n/a		
Motion (if applicable)		
Moved by:	Seconded by:	
That the Board move into open session of the Regular Board Meeting of 2026 10 27 at _____pm.		
Motion was: **Carried** **Defeated**	Initials of Chair:	Resolution #

REPORT TO THE BOARD of 2026 10 27		Item # 1.3
Prepared By:	Vice Chair Bowman	
Strategic Priority:	n/a	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Approval of Agenda	

Rationale		
That the agenda dated 2026 10 27 be approved as distributed.		
Key Highlights		
n/a		
Anticipated Benefits		
n/a		
Insights / Learning		
n/a		
Considerations/Next Steps		
n/a		
Motion (if applicable)		
Moved by:	Seconded by:	
That the Board Members approve the agenda of 2026 10 27 as distributed.		
Motion was: **Carried** **Defeated**	Initials of Chair:	Resolution #

REPORT TO THE BOARD of 2026 10 27		Item # 2.0
Prepared By:	N/A	
Strategic Priority:	N/A	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Consent Agenda	

Rationale
2.0 Consent Agenda for approval is as follows: 1. Regular Board Meeting Minutes from 2026 09 22 2. SEAC Meeting Minutes from 2026 09 15 3. 2026-2027 Bank Borrowing Resolution 4. 2026-2027 Capital Borrowing Resolution 5. By-Law to provide for a 2027 Education Tax Levy 6. Approval of Indigenous Student Trustee
Key Highlights
n/a
Anticipated Benefits
n/a
Insights / Learning
n/a
Considerations/Next Steps
n/a
Motion (if applicable)

Moved by:	Seconded by:
That the Board members approve the Consent Agenda items for 2026 10 27.	
Motion was: **Carried** **Defeated** Initials of Chair:	Resolution #

ALGOMA DISTRICT SCHOOL BOARD
644 Albert Street East
Sault Ste Marie, ON P6A 2K7
Phone 705-945-7111
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REGULAR BOARD MEETING Minutes
Tuesday September 22, 2026

ITEM	TOPIC
1.0	**Call to order**
	The Regular Board Meeting was called to order by Chair Elaine Johston
2026-049	**Motion:** Trustee Apostle/Bowman... that the board move into open session for the Regular Board meeting of 2026 09 22 at 5:31 pm.
	CARRIED
	1.1 Land Acknowledgment read by Trustee Sarlo
	1.2 Roll Call taken as attached by Recording Secretary Julia Perri
	1.3 Approval of Agenda
2026-050	**Motion:** Trustees Johnson/Sarlo ...that the Board approve the agenda of 2026 09 22 as distributed.
	CARRIED
	1.4 Conflict of Interest – N/A
2.0	**Consent Agenda**
2026-051	**Motion:** Trustees Sarlo/Johnson...that the Board approve the Consent Agenda items as follows for 2026 09 22:
	CARRIED
	2.1 Regular Board Meeting Minutes from 2026 09 16
	2.2 SEAC Meeting Minutes from 2026 06 02
	2.3 2026-2027 Enrolment Update
	2.4 Policy 2.04.1: Interim Trustee Expense Policy
	2.5 Policy 2.11: Trustee Honorarium Policy
3.0	**Senior Administration Reports/ Information/ Monitoring**
	The following reports and information items were shared...
	3.1 Overview of Summer Learning Programs
	3.2 Overview of Principal and Vice-Principal Summer Session
	3.3 Discussion of Policy 6.49.02
4.0	**Board Report heard and accepted reports from the following:**
	4.1 CEO's Report - Reece
	4.2 Chair's Report - Johnston
	4.3 Student Trustees' Report – Maree/Vaughan
	4.4 OPSBA Reports – Johnston/Whitley
	4.5 Parent Involvement Committee Report – Cleary/Reece
5.0	**Other Business**
	N/A

6.0 Next Meeting Dates

6.1 25 Year Celebration – Tuesday October 6, 2026

6.2 Regular Board Meeting – Tuesday October 27, 2026

7.0 Motion to Move into In-Camera Session

2026-052 **Motion:** Trustees Apostle/Johnson...that the Board members move into the In-Camera session, which is closed to the public at 6:32 pm.

CARRIED

Adjournment of In-Camera Session

2026-053 7.1 **Motion**: Trustees Sarlo/Apostle.... that the Board members move to adjourn the In-Camera session at 7:56 pm. CARRIED

8.0 Motion to Adjourn Regular Board Meeting

2026-054 **Motion:** Trustees Bowman/Sarlo ...that the Board members move to adjourn the Regular Board Meeting of 2026 09 22 at 7:56 pm.
CARRIED

Elaine Johnston
CHAIR

SECRETARY

ALGOMA DISTRICT **SCHOOL BOARD**

REGULAR BOARD MEETING – OPEN SESSION

Date of Meeting: **Tuesday September 22, 2026**

Time of Meeting: **5:31 p.m.**

Location: **EDUCATION CENTRE**

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees				
Nick Apostle	Present			
Greg Bowman	Present			
Sheryl Evans	Present			
Sue Johnson	Present			
Elaine Johnston	Present			
Sara McCleary	Present			
Marie Murphy-Foran	Absent			
Susan Myers	Present			
Jennifer Sarlo	Present			
Debbie Shamas	Online	5:36 p.m.		
Heather Whitley	Online			
Student Trustees				
Amore Maree	Present			
Madison Vaughan	Present			
Admin. Council				
L. Reece	Present			
J. Santa Maria	Present			
B. Vallee	Present			
J. Maurice	Present			
M. Bell	Present			
N. Turco	Present			
Others				
J. Perri	Present			
F. Walsh	Present			
Media				
Darren Taylor – Soo Today	Present			
Brian Kelly – Sault Star	Present			

Recording Secretary or Designate

ALGOMA DISTRICT **SCHOOL BOARD**

REGULAR BOARD MEETING – CLOSED SESSION

Date of Meeting: **Tuesday September 22, 2026**

Time of Meeting: **6:32 p.m.**

Location: **EDUCATION CENTRE**

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees				
Nick Apostle	Present			
Greg Bowman	Present			
Sheryl Evans	Present			
Sue Johnson	Present			
Elaine Johnston	Present			
Sara McCleary	Present			
Marie Murphy-Foran	Absent			
Susan Myers	Present			
Jennifer Sarlo	Present			
Debbie Shamas	Online			
Heather Whitley	Online			
Admin. Council				
L. Reece	Present			
J. Santa Maria	Present			
B. Vallee	Present			
J. Maurice	Present			
M. Bell	Present			
N. Turco	Present			
Others				

Recording Secretary or Designate

SPECIAL ED ADVISORY COMMITTEE
ALGOMA DISTRICT SCHOOL BOARD

ALGOMA DISTRICT SCHOOL BOARD
SPECIAL EDUCATION ADVISORY COMMITTEE (S.E.A.C.)

MINUTES OF MEETING
September 15, 2026
Sugar Maple Room
12:00 Start Time

Present: P. Mick (Member-At-Large), M. Tuomi (Autism Ontario), A Gauthier (Thrive CDC), V. Simon (Member-at- Large), S. Kitts (North Shore Tribal Council), C. Snider (Algoma Family Services),

Trustees: H. Whitley (Trustee), S. Evans (Trustee)

Staff: B. Vallee (Superintendent), Kristen Viita (System Administrator), K. Lappage (System Administrator)

Regrets: Margaret Barbeau/Sergio Iacoe (Community Living Algoma)

Guests: Ian Hussey (Community Living Algoma), L. Coppola (Director of Services CLA), E. Dumas (placement student with M. Tuomi), Joe Santa Maria (Associate Director ADSB)

Meeting called to order at 12:04 p.m. With Chair Mick attending virtually, Superintendent Vallee will facilitate the remainder of the hybrid meeting.

1. **Welcome –** Welcome to all SEAC members.

2. **Round Table** - Introduction of members, staff, and/or guests.

3. **Approval of Agenda and Minutes**

   - Approval of Agenda. Moved by C. Snider. Seconded by V.Simon. All in favour.
   - Approval of Minutes (June 2, 2026). Moved by M. Tuomi. Seconded by S. Kitts. All in favour.

4. **Correspondence:**
   Halton DSB Letter to Paul Calandra, Minister of Education re: funding
   Thames Valley DSB SEAC letter to Paul Calandra, Minister of Education re: funding

5. **Presentation/Discussion: Budget/Funding Update – J. Santa Maria, Associate Director – Business and Operations**

- Associate Director Santa Maria provided SEAC with an update on funding and the special education budget. Mr. Santa Maria began by thanking the committee for their collaborative work with ADSB.
- *Provincial Perspectives*: Total allocation is about $ 30 billion with approximately $ 3 billion going towards special education. There was a report completed by the Auditor General in May 2026. One of the findings highlighted that despite inflation adjustment funding, most boards continue to spend more on special education that they receive in funding. The economic picture facing the province also factors into provincial funding. There are also some pressures that northern boards face (e.g. high cost of snow removal) that are not faced by southern Ontario boards. Associate Director Santa Maria also reviewed the "envelopes" that provide special education funding. These are also outlined in the technical paper defining all grants within education**.**
- *Local Perspectives:* ADSB is currently running approximately $400 000 deficit in our special education budget – meaning that we are currently spending about $400 000 more than we receive. The ADSB's overall budget is approximately $ 210 million, with about $150 million being directed towards classroom spending expenses. Of the total budget, approximately 26 million dollars is budgeted towards special education (roughly 13% of our budget). We currently serve approximately 3500 students with special education needs. Some of our continued commitments include technology for students with special needs, mental health programming, and specialized classes.

6. **Member Organization Updates**

North Shore Tribal Council (S. Kitts)

- Summer back to school blitz was successful with 487 people coming through the doors.
- Busy organizing for the upcoming school year, meeting with schools to coordinate school lists for students with special education needs.

Thrive (A Gauthier)

- Therapists back in schools (school-based rehabilitative programming)
- 2 summer students were hired to support summer camp programming.
- Several programs for parents/families beginning, as well as the Kids in the Kitchen program.

Community Living Algoma (shared by I. Hussey)

- Summer Employment Program for 2026 was very successful. 18 employers participated this year, including 4 new employers in East Algoma.
- Project SEARCH (which is an ADSB school-to-work transition program in partnership with CLA and SAH) has three student interns enrolled in the program this year. The CLA Skills Trainer / Employment Advisor met the new CEO of hospital, who is supportive of using different structures for neuro-divergent hiring. This would be a very encouraging development in helping our Project SEARCH interns obtain employment.

Algoma Family Services (C. Snider)

- Cultural walk scheduled to take place on September 28th.
- Staff training day took place at AFS to provide all staff with information on all programs. Looking at potentially doing a similar information session for the community.
- Working to streamline intake processes
- Summer Adventure-Based Learning (ABL) programs took place
- Additional funding to support programming at the Hub
- Virtual Hub is pending
- Second Youth Transitional Home opening which will add 4 units
- SAFE Talk program will be offered at the Hub on Monday, October 26th (PD Day)

Autism Ontario (M. Tuomi)

- Beginning to plan for Celebrate the Spectrum & World Autism Day. Seeking participation in the challenge.

Member-At-Large (V. Simon)

- CICE – successful summer. Strong turnout. Orientation was on Sept 1, 2, 3rd with emphasis on start-up, including use of technology, timetabling, navigation of the college campus. Have been able to hire another full time staff member and 2 more part time staff members.

Member-At-Large (P. Mick)

- No report this month.

7. Report from the Board (Trustees)

- This is a municipal election year, so the current term for the trustees is coming to an end. Across the province, **673 candidates** have put their names forward to serve as English public school board trustees, including **519 new** candidates; **154 current trustees** seeking **re-election**; and **84** trustee positions have been **acclaimed**.
- Trustee role continues to include tasks such as fielding calls from concerned parents regarding multiple areas (e.g. class placement, special education, transportation).
- Many trustees attended the grand opening of the new Three Rivers K-12 School in Blind River. Looking forward to the building of a new school in Thessalon, which has long been a capital priority for the board due to the age of the current building.

8. Report from Administration (B. Vallee, K. Viita, K. Lappage)

- ***Summer Programming:*** A wide range of summer programming took place this year. Various members of our multi-disciplinary team supported the Summer Learning Program. We were also able to provide a two-week school readiness program for some of our incoming JKs that present with high needs during the month of August. Programming focused on developing familiarity with school routines, including a daily bus ride supported by our staff.

- ***Transitions:*** Many specialized classrooms, including DARE, Community Education, and SLC classes offered specific transition programs during the last few weeks of August to ease their students into the school year. Individual schools were also able to access funding for teachers/EAs/ECEs to provide transition programming for students with special education needs in half- or full – day increments. This work is focused on offering transition programing, rather than simply hosting meetings.
- **Professional Development Days (September 1st & 2nd):** To accommodate the "late" Labour Day this year, the first Professional Development days of the 2026-2027 school year took place on Tuesday, September 1st and Wednesday, September 2nd. On September 1st, staff participated in activities focused on mental health and well-being, as well as a range of operational training (e.g. fire safety, traumatic events response, mental health emergency procedures, addressing workplace violence). Elementary teachers also participated in RISE training to ensure they are able to utilize the new software program. On September 2nd, elementary special education teachers participated in a full day of professional learning on various topics related to their role (e.g. SERT, Special Education Classroom). As always, the public agenda for every PD Day is posted on the ADSB website two weeks in advance.
- ***Formal Assessments:*** We are currently in the process of completing report shares from last spring and summer this week. Our assessment process for the 2026-2027 school year begins over the next few weeks. This block of assessments is based on referrals submitted in June. We anticipate providing assessments for this round of referrals by Christmas break. December is generally the intake period for our next round of referrals.
- ***SEAC Nomination Process*** *(2026*-2030): 2026 is a municipal election year. As SEAC follows the same term as our trustees, our nomination process for members to sit on SEAC for the 2026-2030 term is now open. An overview of the nomination process is available on the ADSB website. Organizations wishing to have a nominee sit on our SEAC committee are requested to complete a nomination letter (see template) and/or have the individual being nominated complete the letter attesting to their eligibility for SEAC. This letter will be submitted to the office of the Superintendent for Special Education. All nominees must be approved by the ADSB Board of Trustees to become SEAC members. Recommendations for approval of SEAC members will be brought to the Board at the November 10th meeting, which is the final meeting of the current board of trustees, as well as the date of the final meeting for our current SEAC. Nominees approved for SEAC membership are notified via email and a letter following the Board meeting. The first meeting of the new SEAC will take place on Tuesday, December 8th at 12:00. This usually consists of an orientation session.

9. **Motion to adjourn:** Moved by C. Snider. Seconded by V. Simon.

Meeting adjourned at 1:22 p.m.

REPORT TO THE BOARD of 2026 10 27		Item # 2.3
Prepared By:	Associate Director, Santa Maria	
Strategic Priority:	All Priorities	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Approval of 2026-2027 Bank Borrowing Resolution	

Rationale

The Board has a responsibility to ensure effective stewardship of the Board's resources. As such, our bank borrowing requires review by all levels of supervision to ensure support and agreement.

Key Highlights

- As per subsection 243(1) of the Education Act, the board considers it necessary to borrow the amount of up to $10,000,000, to meet its obligations for the period commencing on September 1, 2026, and ending on August 31, 2027, until current revenue is received.
- The current Banker of the Board is the Canadian Imperial Bank of Commerce (CIBC).
- The Board may borrow from the banker of the Board or from any other approved lender authorized for borrowing purposes in accordance with section 243(1) of the Education Act.
- The amount borrowed for current expenditures is within the Board's debt and financial obligation limit as established by the Ministry of Education and Training.
- See attachment 2.3 #1 for the detailed 2026-2027 Bank Borrowing Resolution.

Anticipated Benefits

- To operate in a fiscally responsible environment and utilize funds available to execute the strategic priorities of the Board.

Insights / Learning

- N/A

Considerations/Next Steps

- N/A

Motion

That the Board approve the 2026-2027 Bank Borrowing Resolution.

Moved by:	**Seconded by:**

Motion was: **Carried** **Defeated** Initials of Chair: Resolution #

ALGOMA DISTRICT SCHOOL BOARD
2026-2027 Borrowing Resolution

A RESOLUTION AUTHORIZING THE BORROWING OF MONEY TO MEET CURRENT EXPENDITURES OF **THE ALGOMA DISTRICT SCHOOL BOARD** (the "Board")

Background

1. In accordance with Subsection 243(1) of the Education Act (R.S.O. 1990) (the "Act"), the Board considers it necessary to borrow the amount of up to $10,000,000 to meet, until current revenue is received, the current expenditures of the Board for the period commencing on September 1, 2026, and ending on August 31, 2027 (the "Period").

2. Pursuant to Subsection 243(3) of the Act, the total amount borrowed pursuant to this Resolution together with the total of any similar borrowings and any accrued interest on those borrowings is not to exceed the unreceived balance of the estimated revenues of the Board for the Period.

The amount borrowed for current expenditures is within the Board's Debt and Financial Obligation Limit as established by the Ministry of Education and Training from time to time.

RESOLVED THAT:

1. That the Chair or Vice Chair and one of the Chief Executive Officer and Treasurer or Associate Director of Corporates Services & Operations are authorized on behalf of the Board to borrow from time to time by way of overdraft, or Demand Bridge Loan from the Banker of the Board, currently Canadian Imperial Bank of Commerce ("CIBC") or from any other approved lender authorized for borrowing purposes in accordance with Section 243 of the Act a sum or sums not exceeding in the aggregate $10,000,000 to meet, until current revenue is collected, the current expenditures of the Board for the Period (including the amounts required for the purposes mentioned in Subsection 243(1) and 243(2) of the Act), and to give to the Banker of the Board, currently CIBC, or from any other approved lender overdraft, Demand Bridge Loan, as the case may be, sealed with the corporate seal of the Board and signed by any two of the Chair or Vice Chair and one of the Chief Executive Officer and Treasurer or Associate Director of Corporate Services & Operations for the sums borrowed plus interest at a rate to be agreed upon from time to time with the Banker of the Board, currently CIBC, or from any other approved lender;

2. The Chief Executive Officer and Treasurer or Associate Director of Corporate Services & Operations is authorized and directed to apply in payment of all sums borrowed plus interest, all of the money collected or received in respect of the current revenues of the Board;

3. The Chief Executive Officer and Treasurer or Associate Director of Corporate Services & Operations is authorized and directed to deliver to the Banker of the Board, currently CIBC, or from any other approved lender from time to time upon request a statement showing (a) the total amount of unpaid previous borrowings of the Board for current expenditures together with debt charges, if any, and (b) the uncollected balance of the estimated revenues for the current year or, where the estimates have not been adopted, the estimated revenues of the previous year less any current revenue already collected.

We hereby certify that the foregoing is a true and complete copy of a Resolution of the Board in the Province of Ontario, duly passed at a meeting of the Board and that this Resolution is in force and effect.

DATED this 27th day of October 2026.

WITNESS the corporate seal

Greg Bowman, Vice Chair of the Board

Lucia Reece, Chief Executive Officer

REPORT TO THE BOARD of 2026 10 27		Item # 2.4
Prepared By:	Associate Director, Santa Maria	
Strategic Priority:	All Priorities	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Approval of 2026-2027 Capital Projects Borrowing Resolution	

Rationale

The Board has a responsibility to ensure effective stewardship of the Board's resources. As such, our capital project borrowing requires review by all levels of supervision to ensure support and agreement.

Key Highlights

- As per subsection 243(1) of the Education Act, the board considers it necessary to borrow, for short term purposes, the amount of up to $35,000,000, to meet the Boards obligations for payments related to capital projects until the Ministry of Education flows capital funding.
- This is required to ensure ADSB's cash management strategy is achieved and addresses Ministry of Education procedures in funding capital payments for approved projects.
- The Ministry of Education flows payments to School Boards only twice per year:
  1. Capital expenditures from September to March (recorded in the March report submission to the Ministry and paid out in August to School Boards).
  2. Capital expenditures from April to August (recorded in the financial statement submission to the Ministry and paid out in February to School Boards).
- Short term interest costs on the Demand Bridge Loan are fully reimbursed by the Ministry of Education for capital projects.
- The amount borrowed for the current expenditures is within the Board's Debt and Financial Obligation Limit as established by the Ministry of Education and Training.
- The current Banker of the Board is the Canadian Imperial Bank of Commerce (CIBC).
- The Chief Executive Officer and Treasurer or the Associate Director of Corporate Services & Operations is authorized and directed to apply in payment of all sums borrowed plus interest, all the money collected or received in respect of the current revenues of the Board.
- See attachment 2.4 #1 for the detailed 2026-2027 Capital Projects Borrowing Resolution.

Anticipated Benefits

- To operate in a fiscally responsible environment.

Insights / Learning

- N/A

Considerations/Next Steps

- N/A

Motion

That the Board approve the 2026-2027 Capital Projects Borrowing Resolution.

Moved by:	**Seconded by:**
Motion was: **Carried** **Defeated**	Initials of Chair: Resolution #

CAPITAL PROJECTS BORROWING RESOLUTION 2026-2027

A RESOLUTION AUTHORIZING THE ALGOMA DISTRICT SCHOOL BOARD (the "Board") TO BORROW MONEY PURSUANT TO THE PROVISIONS OF SECTION 243(1) OF THE EDUCATION ACT FOR THE RAISING OF FUNDS TO MEET THE CURRENT EXPENDITURE REQUIREMENTS OF CERTAIN CAPITAL PROJECTS AS MORE PARTICULARLY DESCRIBED IN THIS RESOLUTION, UNTIL CURRENT REVENUE IS RECEIVED.

WHEREAS:

A. The Board has received funding approval under the Ministry of Education's Capital Funding Programs for identified capital needs valued at over $35 million. Reimbursement of board expenditure is contingent on amounts reported in the Financial Statements (as of August 31st) and March Report (as of March 31st) and payments for these capital expenditures will occur on a bi-annual basis as illustrated below:

Capital Expenditures made in Period	Ministry Payment Received
Apr 01 to Aug 31	Feb
Sep 01 to Mar 31	Aug

The ministry will fund the board's short-term interest costs related to these capital expenditures.

B. The Board wishes to apply to the Canadian Imperial Bank of Commerce ("CIBC") for a capital loan for the purpose of short-term financing the capital projects until the capital grants are received from the Ministry of Education;
C. The total cost of the projects is within the Board's Debt and Financial Obligation Limit as established by the Ontario Ministry of Education.
D. The interest expense incurred will be repaid to the Board by the Ministry of Education under the 'Allocation for Short-Term Interest Grant'.

THEREFORE, BE IT RESOLVED as follows:

1. The Board Chair or Vice Chair and the Chief Executive Officer or Associate Director of Corporate Services & Operations are authorized on behalf of the Board to borrow up to $35,000,000 for capital projects in accordance with the Act.
2. The Board Chair or Vice Chair and the Chief Executive Officer or Associate Director of Corporate Services & Operations are authorized for and on behalf of the Board to execute and deliver all such documents to complete such other acts and things as may be necessary to give full effect of this resolution.

We hereby certify that the foregoing is a true and complete copy of a Resolution of the Board in the Province of Ontario, duly passed at a meeting of the Board and that this Resolution is in force and full effect.

Dated this 27th day of October 2026.

.....
Greg Bowman, Vice Chair of the Board

.....
Lucia Reece, Chief Executive Officer

REPORT TO THE BOARD of 2026 10 27		Item # 2.5
Prepared By:	Associate Director, Santa Maria	
Strategic Priority:	All Priorities	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	A By-Law to Provide for a 2027 Education Tax Levy	

Rationale

School Boards are responsible for levying tax at the rates set out in Ontario Regulation 400/98 made under the Act and are required to pass by-laws annually for that purpose. In accordance with subsection 257.11 of the Act, the Ministry of Finance will pay out to the school boards the amounts levied annually in respect of Education Taxes.

Key Highlights

- Section 257.7 (1) states that taxes levied by the English language public district school boards shall be collected under *the Provincial Land Tax Act, 2006* as if they were taxes imposed under the Act.
- Ontario Regulation 400/98 and subsequent amendments to this regulation prescribe the tax rates under subsection 257.12(1) of the Education Act.
- As of January 1, 2009, the Board no longer administers the collection of the Education Tax Levy in our Unorganized Townships. This function has been centralized through the Provincial Land Tax Office.

Anticipated Benefits

- This By-Law will allow us to receive the Algoma District School Board's share of Education Taxes from the Provincial Land Tax Office.

Insights / Learning

- N/A

Considerations/Next Steps

- N/A

Motion

That the Board approve By-law no. 2027-01 to provide the receipt of a 2027 Education Tax Levy.

Moved by:	**Seconded by:**

Motion was: **Carried** **Defeated** Initials of Chair: Resolution #

BY-LAW NO. 2027-01

A BY-LAW TO PROVIDE FOR A 2027 EDUCATION TAX LEVY

WHEREAS subsection 257.7(1) of the *Education Act* requires the Board to levy the tax rates prescribed under section 257.12 of the *Education Act*;

AND WHEREAS Ontario Regulation 400/98 and subsequent amendments to this regulation prescribe the tax rates under subsection 257.12(1) of the *Education Act*;

NOW THEREFORE the Algoma District School Board enacts as follows:

The rates set out in Ontario Regulation 400/98 and subsequent amendments to this regulation for the year 2026 are hereby levied in localities within the area of jurisdiction of the Board on the property indicated in section 257.7 of the *Education Act*.

ENACTED AND MADE AS OF THE *27th* day of October 2026

_____ _____

Greg Bowman, Vice Chair of the Board Lucia Reece, Chief Executive Officer

REPORT TO THE BOARD of 2026 10 27		Item #2.6
Prepared By:	Superintendent Maurice	
Strategic Priority:	Achievement, Well-Being and Equity	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Appointment of Indigenous Student Trustee for 2026-2027	

Rationale
▪ Bill 78, The Education Statute Law Amendment Act (Student Performance) 2006, Ontario Regulation 07/07 – Student Trustees, and Policy Statement 3 (2.10) allows for the appointment of up to three student trustees to the Board through an election process. ▪ On February 24, 2026, Olivia Mizzi was appointed as Indigenous Student Trustee for the 2026-2027 school year. In September, Olivia resigned and did not begin in her role as Indigenous Student Trustee.
Key Highlights
▪ Applications for the position of Vice-Chair of the ADSB Northern Indigenous Youth Council were invited in May 2026 from student members of the Council for the 2025-2026 school year. Normally, the duties of the Vice-Chair include to support the Chair, and to assume the roles of Chair and Indigenous Student Trustee in the subsequent school year, 2027-2028. ▪ At a meeting of the ADSB Northern Indigenous Youth Council on May 13, 2026, Samara Delude, from Korah C & VS was selected to become Vice-Chair of the Council. ▪ After the resignation of Olivia Mizzi, Samara Delude, agreed to begin her term of ADSB Indigenous Student Trustee, commencing in October 2026.
Anticipated Benefits
▪ The ADSB Indigenous Student Trustee will provide student voice from an Indigenous perspective.
Insights/ Learning
▪ We continue to explore opportunities to provide mentorship for student leaders and provide supports for students when they are in Student Trustee roles.
Considerations / Next Steps
▪ The election process has commenced to select a new Vice-Chair of the ADSB Northern Indigenous Youth Council.
Motion

Moved by:	**Seconded by:**
That the Board approve the appointment of Samara Delude from Korah C & V S as Indigenous Student Trustee, for the Algoma District School Board, effective October 28, 2026, to July 31, 2027.	
Motion was: **Carried** **Defeated** Initials of Chair: Resolution #	

REPORT TO THE BOARD of 2026 10 27		Item # 3.0
Topic/Issue:	**Senior Administration Reports/Information/Monitoring**	

1. Overview of 2025-2026 EQAO Results

2. Distribution of Policies
   2.11 Trustee Honorarium Policy
   4.06 Participation in Federal or Provincial Elections Policy
   4.10 Flowers or Memorial Donations for Bereavement Policy
   6.16 Video Surveillance Policy
   6.27 Health & Safety Policy
   6.40 Investment Policy
   2.06 Board of Trustees Code of Conduct

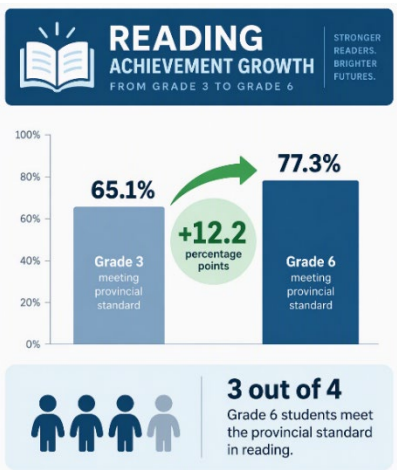
REPORT TO THE BOARD 2026 10 27		Item #3.1
Prepared By:	Superintendent Bell	
Strategic Priority:	Achievement	
Purpose:	**Information** Discussion Motion	
Topic/Issue:	2025-26 EQAO Results	

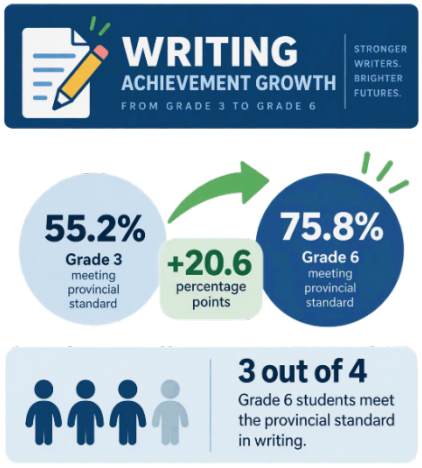
Rationale

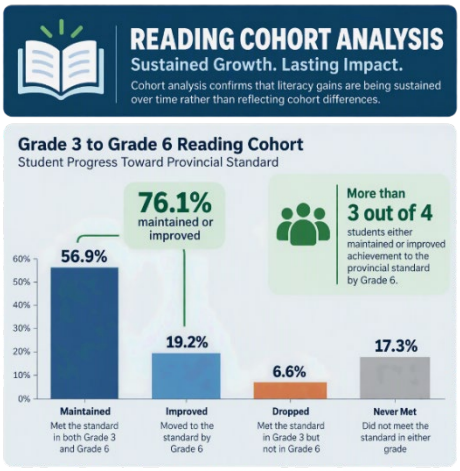
EQAO results provide an important system-level measure of student achievement and serve as one source of evidence to inform continuous improvement planning. The 2025-2026 results offer insight into student learning across literacy and mathematics, highlight trends over time, and support the Board's commitment to improving achievement, equity, and outcomes for every learner. The system analysis includes primary, junior, and secondary assessments, as well as achievement trends and equity considerations across student groups.

Key Highlights

Literacy remains the system's strongest area of achievement. Across the primary and junior divisions and OSSLT, literacy achievement and growth continue and demonstrate positive achievement trajectories over time.

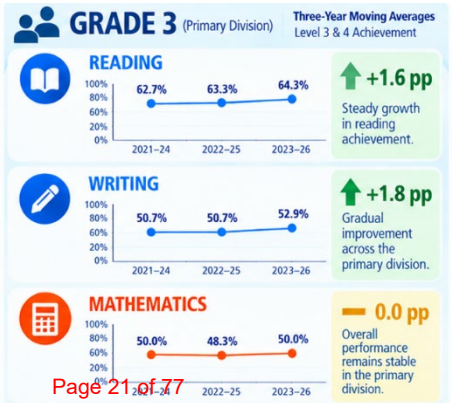


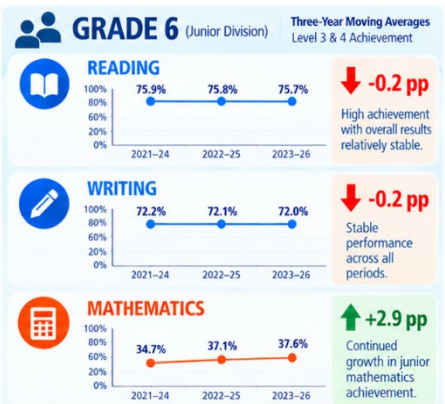


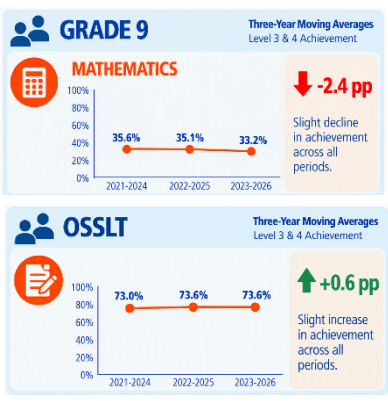


Mathematics represents the highest-leverage opportunity for improvement. While some students continue to achieve the provincial standard, overall mathematics achievement remains below literacy outcomes. Mathematics is the area where targeted improvement efforts are most likely to generate significant gains in overall student achievement. Mathematics achievement was reported at Grade 3 50.9%, Grade 6 35.7% and Grade 9 33.2% meeting the provincial standard, reinforcing the need for continued focus in this area.

Long-term EQAO trends demonstrate gradual and sustained growth across most assessment areas. Analysis of five years of EQAO results using three-year moving averages shows the strongest gains in Grade 3 Reading, Grade 3 Writing, Grade 6 Mathematics, with modest improvement in the OSSLT. Achievement remained relatively stable in Grade 3 Mathematics and Grade 6 Literacy, while Grade 9 Mathematics represents an area requiring continued attention and targeted improvement efforts.





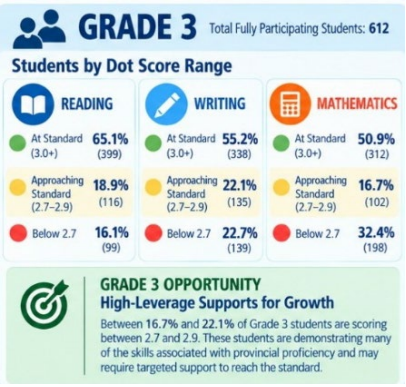


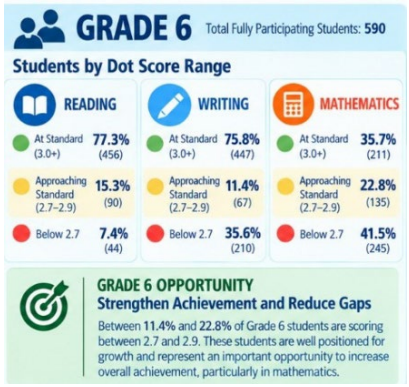
Anticipated Benefits

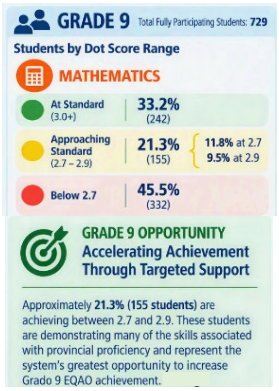
EQAO is a source of evidence that provides a clear direction for system and school improvement planning. Sustaining the instructional practices that have contributed to strong literacy outcomes will help maintain momentum, while focused investment in mathematics instruction and intervention can accelerate student achievement. Identifying students on the cusp of proficiency enables more precise and timely supports, increasing the probability of students achieving the provincial standard. Enhanced use of equity data will further strengthen the Board's ability to provide responsive supports and improve outcomes for historically underserved student groups, specifically students with special education needs and those who identify as Indigenous.

Insights/Learning

Significant Opportunity with Students on the Cusp of Proficiency









Equity Analysis as a Priority within Achievement Monitoring

Consistent across Grade 3, Grade 6, Grade 9 Mathematics, and OSSLT results, notable achievement gaps remain for students with Special Education Needs and students who self-identify as Indigenous. Across literacy measures, achievement gaps range from 20.7 to 33.6 percentage points, while mathematics gaps range from 24.1 to 32.2 percentage points, with the largest disparities evident for students with Special Education Needs. While overall system performance remains stable, these findings underscore the continued need for targeted supports, responsive instructional practices, and equitable learning opportunities to improve outcomes for all students.

Considerations/Next Steps

- Sustained instructional focus over multiple years can lead to significant gains in student achievement, as evidenced by the system's literacy performance and growth trajectory.
- Develop focused strategies for students approaching proficiency to increase the proportion of students meeting the provincial standard.
- Strengthen the use of equity-focused data analysis to better understand and respond to the experiences and outcomes of diverse learner groups.
- Prioritize mathematics improvement through targeted professional learning, instructional coaching, intervention supports, and monitoring of student progress.
- Continue to monitor cohort, trend, and three-year moving-average data to evaluate the effectiveness of system improvement efforts and inform future planning.
- Use EQAO findings to guide 2026-2027 School Improvement Plans and System Improvement Planning priorities.

Section 2: Bylaws - Trustees - Committees

Policy 2.11: Trustee Honorarium Policy

Supporting Policies:

2.10 Student Trustee

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Ontario Regulation 357/06: Honoraria for Board Members
Ontario Regulation 412/00: Elections to and Representation on District School Boards
Consumer Price Index
Public Sector Compensation Restraint to Protect Public Services Act
Memos from the Minister of Education – March 28, 2014 and September 23, 2014

Amended by Resolution #137-2014 10 07
Amended by Resolution #104-2018 11 27
Amended by Resolution #051-2026 09 22

CURRENT

1 BACKGROUND

The Board is required, pursuant to Ontario Regulation 357/06, July 29, 2024, to adopt a policy establishing the honoraria for its Board members, prior to the term of office for a Board member.

Ontario Regulation 357/06 sets out the method for calculating the limits on honoraria paid under section 191 of the Education Act and deals with public consultation requirements for district school boards;

The Board is required by Ontario Regulation 357/06 to establish through policy, the maximum honorarium that will be paid to a member of the board, the Chair of the Board and the Vice-Chair of the Board for the term of office commencing November 15, 2026 and ending on November 14, 2030.

Algoma District School Board recognizes the importance and value of providing fair levels of honoraria for its members as set out in Ontario Regulation 357/06. Student Trustee honorarium is governed by O.Reg. 7/07 and not subject to this policy for elected Trustee officials. Please refer to ADSB Policy 2.10.

1.1 Amendments to the Regulation

a) On December 1, 2018, subsection 2 (2) of Ontario Regulation 357/06 is revoked and the following substituted:

i. In 2018, 2019 and 2020, the year of a member's term of office begins on December 1 and ends on the following November 30. O.Reg. 292/18, s.2.

ii. In 2021, the year of a member's term of office begins on December 1 and ends on the following November 14. O. Reg. 292/18, s.2.

iii. Beginning in 2022, a year of a member's term of office begins on November 15 and ends on the following November 14. O. Reg. 292/18, s.2.

b) On July 29, 2024, Ontario Regulation 357/06 is amended by :

i. Reduction for Breach of Code of Conduct

13. For the purpose of paragraph 2 subsection 218.3.1 (1) of the Act, the maximum amount of a reduction from a member's honorarium for a breach of the board's code of conduct is 25 per cent of the member's combined base and enrolment amount for the year of the term of office in which the breach occurred.

2 DEFINITIONS

2.1 Average Daily Enrolment (ADE)

The Board's average daily enrolment number for the Board's fiscal year that ends in the calendar year in which the year of the term of office commences.

2.2 Year of a term of office

The year of office commencing on November 15 and ending on the dates described in the Amendment details above, as described within the Education Act or its Regulations.

2.3 Member of the Board

A member of the Board duly elected in accordance with the Education Act or its Regulations.

3 COMPONENTS OF THE MAXIMUM LEVEL OF HONORARIUM

The maximum honorarium for a member of the Board, the Chair of the Board and the Vice-Chair of the Board, in respect of a year of a term of office, shall consist of the following components:

a) The base amount for the period November 15, 2026, to December 14, 2030, is $5,900.
b) The enrolment amount.
c) The attendance amounts payable to a member.
d) The distance amount payable to a member.

CURRENT

4 The maximum level of honorarium for a year of the term of office commencing November 15, 2026, and ending Nov 14, 2030 for a member of the Board who is not the Chair of the Board or the Vice-Chair of the Board shall be the amount determined in 4.2 as calculated in accordance with Ontario Regulation 357/06:

4.1 Multiply the Board's average daily enrolment (ADE) from the 2026-27 fiscal year by $1.75, divide that number by the number of members of the Board excluding the member of the Board representing the First Nations, and add $5,900.

4.2 Given, the Board's ADE is 10,080, the multiplier is $1.75, the number of members of the Board is 10, the enrolment amount is $ $1,778 the base amount is $5,900, and therefore the maximum level of honorarium is $7,678.

5 The maximum level of honorarium for a year of the term of office commencing November 15, 2026, and ending Nov 14, 2030 for the Chair of the Board and the Vice-Chair of the Board shall be the amounts determined in 5.3 in the case of the Chair of the board and 5.4 in the case of the Vice-Chair of the Board, as calculated in accordance with Ontario Regulation 357/06:

5.1 To the amount determined in 4.2 add $5,000 for the Chair of the Board and $2,500 for the Vice-Chair of the Board.

5.2 To the amount determined in 5.1 add for the Chair of the Board, the Board's ADE multiplied by five cents with a minimum of $500 and a maximum of $5,000; and for the Vice-Chair, the Board's ADE multiplied by two and one-half cents to a minimum of $250 and a maximum of $2,500.

5.3 Given the Board's ADE is 10,080, the multiplier is $.05 in the case of the Chair of the Board the resultant amount is $508.00 which is greater than the minimum amount of $500, and less than the maximum amount of $5,000. The amount is $500.00 and therefore, the maximum level of honorarium for the Chair of the Board is $13,178 ($7,678 + $5,000 + $500).

5.4 Given the Board's ADE is 10,080, the multiplier is $.25 in the case of the Vice-Chair of the Board the resultant amount is $254 which is greater than the minimum amount of $250, and less than the maximum amount of $2,500. The amount is $250.00 and therefore the maximum level of honorarium for the Vice-Chair of the Board is $10,432 ($7,678 + $2,500 + $250).

CURRENT

6 ATTENDANCE AMOUNT

The attendance amount may be paid to a member for attending any meeting of a Committee of the Board that is required to be established by an Act or a Regulation made under the Act (i.e. SEAC, Audit Committee, PIC, etc.). Board members may receive a maximum of $50 for each meeting of these committees they attend. The Board did not approve an attendance amount.

7 DISTANCE AMOUNT

Given that the Board's jurisdiction as noted in Ontario Regulation 412/00 is 9,069 square kilometres and the Chair of the Board, the Vice-Chair of the Board or a member of the Board may travel one way more than 200 kilometres from their residence to attend a meeting of the Board, a meeting of the Special Education Advisory Committee (SEAC) or a meeting of a Supervised Alternative Learning for Excused Pupils Committee (SALEP), the Board shall pay to the Chair of the Board, the Vice-Chair of the Board or a member of the Board who so qualifies a distance amount in accordance with Ontario Regulation 357/06 of $50. The Chair of the Board, the Vice-Chair of the Board or a member of the Board shall receive the distance amount only once in respect of any day.

CURRENT

8 Appendix 1

ALGOMA DISTRICT SCHOOL BOARD

TRUSTEE HONORARIA REGULATION 2026

November 15, 2026, to November 14, 2030

1.	Description	Prior Term Maximum Salary	New Term Maximum Salary
2.	**Honorarium for a Trustee:**	$7,573.28	**$7,678.00**
3.	**Honorarium for Chair:**	$13,073.28	**$13,178.00**
4.	**Honorarium for Vice Chair:**	$10,323.28	**$10,432.00**
5.	**Attendance Amount Per Meeting Attended:** The attendance amount may be paid to a member for attending any meeting of a Committee of the Board that is required to be established by an Act or Regulation made under an Act. (i.e. SEAC, Audit Committee, PIC, etc.)	Not Recommended	**Not Recommended**
6.	**Distance Amount:** ADSB qualifies as a Board that may pay Trustee a distance amount if the Trustee travels more than 200 kilometres one way from their residence to attend a meeting of the Board or its Committees.	Maximum $50 per day	**Maximum $50 per day**

CURRENT

Section 2: Bylaws - Trustees - Committees

Policy 2.11: Trustee Honorarium Policy

Supporting Policies:

2.10 Student Trustee

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Ontario Regulation 357/06: Honoraria for Board Members
Ontario Regulation 412/00: Elections to and Representation on District School Boards
Consumer Price Index
Public Sector Compensation Restraint to Protect Public Services Act
Memos from the Minister of Education – March 28, 2014 and September 23, 2014

Amended by Resolution #137-2014 10 07
Amended by Resolution #104-2018 11 27
Amended by Resolution #051-2026 09 22
Amended by Resolution #

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1 BACKGROUND

The Board is required, pursuant to Ontario Regulation 320/26, September 28, 2026, ~~357/06, July 29, 2024,~~ to adopt a policy establishing the honoraria for its Board members, prior to the term of office for a Board member.

Ontario Regulation 320/26~~357/06~~ sets out the method for calculating the limits on honoraria paid under section 191 of the Education Act and deals with public consultation requirements for district school boards;

The Board is required by Ontario Regulation 320/26~~357/06~~ to establish through policy, the maximum honorarium that will be paid to a member of the board, the Chair of the Board and the Vice-Chair of the Board for the term of office commencing November 15, 2026 and ending on November 14, 2030.

Algoma District School Board recognizes the importance and value of providing fair levels of honoraria for its members as set out in Ontario Regulation 320/26~~357/06~~. Student Trustee honorarium is governed by O.Reg. 7/07 and not subject to this policy for elected Trustee officials. Please refer to ADSB Policy 2.10.

1.1 *Amendments to the Regulation*

a) On December 1, 2018, subsection 2 (2) of Ontario Regulation 357/06 is revoked and the following substituted:

i. In 2018, 2019 and 2020, the year of a member's term of office begins on December 1 and ends on the following November 30. O.Reg. 292/18, s.2.

ii. In 2021, the year of a member's term of office begins on December 1 and ends on the following November 14. O. Reg. 292/18, s.2.

iii. Beginning in 2022, a year of a member's term of office begins on November 15 and ends on the following November 14. O. Reg. 292/18, s.2.

b) On July 29, 2024, Ontario Regulation 357/06 is amended by :

i. Reduction for Breach of Code of Conduct

13. For the purpose of paragraph 2 subsection 218.3.1 (1) of the Act, the maximum amount of a reduction from a member's honorarium for a breach of the board's code of conduct is 25 per cent of the member's combined base and enrolment amount for the year of the term of office in which the breach occurred.

c) On September 28, 2026 Ontario Regulation 357/06: Honoraria for Board Members, was replaced with Ontario Regulation 320/26: Honoraria for Board Members.

2 DEFINITIONS

2.1 *Average Daily Enrolment (ADE)*

The Board's average daily enrolment number for the Board's fiscal year that ends in the calendar year in which the year of the term of office commences.

2.2 *Year of a term of office*

The year of office commencing on November 15 and ending on the dates described in the Amendment details above, as described within the Education Act or its Regulations.

2.3 *Member of the Board*

A member of the Board duly elected in accordance with the Education Act or its Regulations.

3 COMPONENTS OF THE MAXIMUM LEVEL OF HONORARIUM

The maximum honorarium for a member of the Board, the Chair of the Board and the Vice-Chair of the Board, in respect of a year of a term of office, shall consist of the following components:

a) The base amount for the period November 15, 2026, to December 14, 2030, is $5,900.
b) The enrolment amount.
c) The attendance amounts payable to a member.
d) The distance amount payable to a member.

4 The maximum level of honorarium for a year of the term of office commencing November 15, 2026, and ending Nov 14, ~~2030~~2030, for a member of the Board, including ~~who is not~~ the Chair of the Board and~~or~~ the Vice-Chair of the Board shall be the lesser of $9,000 and ~~the~~ the amount determined in 4.4 and 4.5 ~~4.2~~ as calculated in accordance with Ontario Regulation ~~357/06~~320/26:

4.1 Multiply the Board's average daily enrolment (ADE) from the 2026-27 fiscal year by $1.75, divide that number by the number of members of the Board excluding the member of the Board representing the First Nations, and add $5,900.

4.2 For the Chair of the Board, an additional amount of $1,000 is added.

4.3 For the Vice-Chair of the Board, an additional amount of $500 is added.

4.4 Given, the Board's ADE is 10,080, the multiplier is $1.75, the number of members of the Board is 10, the enrolment amount is ~~$~~ $1,778, the base amount is $5,900, and therefore the maximum level of honorarium is $7,678 for a member of the Board who is not a Chair of the Board or a Vice-Chair of the Board. ~~.~~

4.5 Given, the Board's ADE is 10,080, the multiplier is $1.75, the number of members of the Board is 10, the enrolment amount is $1,778, the base amount is $5,900 and an additional amount of $1,000 is added for the Chair of the Board and an additional amount of $500 for the Vice-Chair of the Board. Therefore, the maximum level of honorarium for the Chair of the Board is $8,678 and the maximum level of honorarium for the Vice-Chair of the Board is $8,178.

5 ~~The maximum level of honorarium for a year of the term of office commencing November 15, 2026, and ending Nov 14, 2030 for the Chair of the Board and the Vice-Chair of the Board shall be the amounts determined in 5.3 in the case of the Chair of the board and 5.4 in the case of the Vice-Chair of the Board, as calculated in accordance with Ontario Regulation 357/06:~~

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~~5.1 To the amount determined in 4.2 add $5,000 for the Chair of the Board and $2,500 for the Vice-Chair of the Board.~~

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~~5.3 Given the Board's ADE is 10,080, the multiplier is $.05 in the case of the Chair of the Board the resultant amount is $508.00 which is greater than the minimum amount of $500, and less than the maximum amount of $5,000. The amount is $500.00 and therefore, the maximum level of honorarium for the Chair of the Board is $13,178 ($7,678 + $5,000 + $500).~~

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7 DISTANCE AMOUNT

Given that the Board's jurisdiction as noted in Ontario Regulation 412/00 is 9,069 square kilometres and the Chair of the Board, the Vice-Chair of the Board or a member of the Board may travel one way more than 200 kilometres from their residence to attend a meeting of the Board, a meeting of the Special Education Advisory Committee (SEAC) or a meeting of a Supervised Alternative Learning for Excused Pupils Committee (SALEP), the Board shall pay to the Chair of the Board, the Vice-Chair of the Board or a member of the Board who so qualifies a distance amount in accordance with Ontario Regulation 357/06 of $50. The Chair of the Board, the Vice-Chair of the Board or a member of the Board shall receive the distance amount only once in respect of any day.

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Section 4: Human Resources Management

Policy 4.06: Participation in Federal or Provincial Elections

Supporting Policies:

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Education Act
Ontario Human Rights Act
Employment Standards Act
Municipal Freedoms of Information Protection for Privacy Act

Approved by Board Resolution #154-1998 06 23
Revision Approved by Board #067-2017 06 20
Revision Approved by Board #020-2022 02 15

CURRENT

An employee who is seeking nomination as a candidate for either a Federal or a Provincial election, is to so advise the Board of their intention to seek the nomination and to clarify for the Board their intentions with regards to continuing employment. Any appropriate Collective Agreement or Employment Contract terms and conditions will be followed.

Section 4: Human Resources Management

Policy 4.06: Participation in Federal or Provincial Elections

Supporting Policies:

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

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Education Act
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Section 4: Human Resources Management

Policy 4.10: Flowers or Memorial Donations for Bereavement

Supporting Policies:

Supporting Procedures:

Flowers or Memorial Donations for Bereavement Procedure

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Approved by Board Resolution #39-1999 02 23
Revision Approved by Board #068-2017 06 20
Revision Approved by Board #021-2022 02 15

CURRENT

1 RATIONALE:

Algoma District School Board recognizes the need to express sympathy during the time of bereavement. It is also recognized that an appropriate procedure is required to ensure that when memorial recognition is considered it is done in a consistent manner throughout the Board.

2 POLICY STATEMENT:

It is the policy of the Algoma District School Board to send on behalf of the Board a floral tribute or memorial donation in memory of the deceased to a charitable or research association upon the death of the following:

a) A Trustee of the Board
b) An employee of the Board
c) An immediate family member of an employee or trustee of the Board. An immediate family member is a spouse/partner, father, mother, child of an employee or trustee of the Board
d) Student enrolled in Algoma District School Board schools
e) Others can be named at the discretion of the Director of Education

The Associate Director of Corporate Services and Operations shall coordinate and determine the dollar value from time to time, as necessary. The appropriate department to contact is the BAS department within the Finance Department.

Section 4: Human Resources Management

Policy 4.10: Flowers or Memorial Donations for Bereavement

Supporting Policies:

Supporting Procedures:

Flowers or Memorial Donations for Bereavement Procedure

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Approved by Board Resolution #39-1999 02 23
Revision Approved by Board #068-2017 06 20
Revision Approved by Board #021-2022 02 15

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a) A Trustee of the Board
b) An employee of the Board
c) An immediate family member of an employee or Tt~~t~~rustee of the Board. An immediate family member is a spouse/partner, father, mother, child of an employee or trustee of the Board
d) Student enrolled in Algoma District School Board schools
e) Others as~~can be~~ named at the discretion of the ~~Director of Education~~CEO

The Associate Director of Corporate Services and Operations or designate shall coordinate and determine the dollar value from time to time, as necessary. The appropriate department to contact is the BAS department within the Finance Department.

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Section 6A: Safe and Inclusive Schools

Policy 6.16: Video Surveillance Policy

Supporting Policies:

6.42 Use of Computing and Information Technology
6.49.01 Safe Schools Policy

Supporting Procedures:

Procedure for Video Surveillance

Supporting Protocols and Guidelines:

Video Surveillance Guidelines

Supporting Templates and Forms:

Other Resources:

Education Act
Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)
Guidelines for the Use of Video Surveillance (Information and Privacy Commissioner of Ontario)
Privacy and Information Management (PIM) Toolkit established for School Boards by the PIM taskforce

Approved by Board Resolution # 152-2011-11-08
Reviewed by Board Resolution# 076-2016 06 14
Reviewed by Board Resolution# 058-2022 06 14

CURRENT

1 Policy Statement

It is the policy of the Algoma District School Board that Video Surveillance equipment can be used to comply with its responsibilities and the duties of its employees as set out in the Education Act and Regulations. Video surveillance and the resulting records are to be used for inquiries and proceedings related to maintaining the health, welfare, safety and security, for the protection of property and any criminal activity affecting students, staff, and visitors while on school board premises.

The Board will have established procedures to govern the use of video surveillance and the use of video records that deal with the following:

a) Notification of the installation of video surveillance equipment
b) Locations of the equipment
c) Secure Transmission of Information
d) Use, Disclosure, Retention, Security and Disposal of Surveillance Records
e) Access to Personal Information
f) Covert Surveillance
g) Privacy Breach Response

Section 6A: Safe and Inclusive Schools

Policy 6.16: Video Surveillance Policy

Supporting Policies:

~~6.42 Use of Computing and Information Technology~~6.42 Use of Information Technologies and Resources
6.49.01 Safe Schools Policy

Supporting Procedures:

Procedure for Video Surveillance

Supporting Protocols and Guidelines:

~~Video Surveillance Guidelines~~

Supporting Templates and Forms:

Other Resources:

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e) Access to Personal Information
f) Covert Surveillance

g) Privacy Breach Response.

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Section 6A: Safe and Inclusive Schools

Policy 6.27: Health and Safety Policy

Supporting Policies:

6.27.01 Workplace Violence Policy
6.27.02 Workplace Harassment Policy

Supporting Procedures:

Lockdown Procedure

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Lockdown School Plan
Accident Report Form
Medical Release / Consent Form
Witness Statement Form
Workers Statement Form

Other Resources:

Lockdown Training PowerPoint

Approved by Board Resolution #154-1998 06 23
Revised by Resolution #088-2015 05 05
Revised by Resolution #092-2022 11 01

CURRENT

The Algoma District School Board is committed to providing and maintaining a healthy and safe working and learning environment for all employees, students, volunteers and visitors. To support the commitment, both the Board and its employees are responsible jointly to implement and maintain a Joint Health and Safety Committee directed at promoting health and safety and preventing incidents involving occupational injuries and illnesses.

The Trustees, Director and Superintendents are responsible for the provision of information, education and training, equipment and resources to support the Internal Responsibility System.

Managers, Principals and Supervisors are accountable for the safety of workers within their area of jurisdiction for compliance with statutory and Board requirements.

Employees, students, volunteers and visitors are required to be knowledgeable about and comply with the provisions of the Occupational Health and Safety Act and its Regulations, and Board policies, procedures and guidelines associated with Health and Safety, and to report unsafe conditions.

Contractors and subcontractors performing work at any Board facility shall, as part of their contracts, agree to comply with all relevant workplace health and safety regulations/procedures/guidelines and to meet or exceed the Board's Health and Safety requirements.

All parties are expected to consider health and safety in every activity. A commitment to health and safety must form an essential and integral part of all Board activities.

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Section 6A: Safe and Inclusive Schools

Policy 6.27: Health and Safety Policy

Supporting Policies:

6.27.01 Workplace Violence Policy
6.27.02 Workplace Harassment Policy

Supporting Procedures:

Lockdown Procedure

Supporting Protocols and Guidelines:

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Section 6B: Operations - Workplace

Policy 6.40: Investment Policy

Supporting Policies:

6.32 Purchasing Policy

Supporting Procedures:

Investment Procedure

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Ontario Regulation 41.10 “Eligible Investments”

Approved by Board Resolution #50-1998 02 24
Revised By Board Resolution #092-2015 05 05
Revised by Board Resolution #046-2022 05 17

NO CHANGE

1 POLICY STATEMENT

The purpose of this policy is to provide an effective framework for the investment and management of Algoma District School Board surplus cash balances that ensures the security of the principal amount and optimizes investment returns while conforming to the Education Act. This includes the investment of temporary surplus cash balances for short-term periods of time. Furthermore, the administration of engaging in such activity shall be minimal and only where practical and possible.

2 INVESTMENT GOALS

The investment goals of ADSB shall, in order of priority, be as follows:

- to minimize the risk associated with investments by ensuring that the Board is compliant with the Education Act Regulation for Eligible Investments, while maintaining sufficient cash liquidity to meet disbursements and other obligations;
- to achieve a competitive rate of return on any temporary surplus cash balances; and
- to minimize administration costs where practical and possible.

3 ELIGIBLE INVESTMENTS

The Board shall invest funds that are temporarily surplus to its operating requirements and any reserve funds in only those securities that are expressly permitted under Section 241 of the Education Act:

1. Under section 241 of the Education act, the Board does not have the power to invest in a security other than a security prescribed under Ontario Regulation 41/10, Part IV s.8-12;

2. The Board shall not invest in a security that is expressed or payable in any currency other than Canadian dollars. O.Reg. 41/10, s. 11(1).

4 RESPONSIBILITIES

The Associate Director of Corporate Services & Operations, and/or the Manager of Finance will be responsible for making the following determinations:

- the amount available to be invested;
- the length of time for investment;
- the financial institution with whom to invest; and
- the compliance of investments with Board policy and the Education Act.

5 DEFINITIONS

5.1 Surplus Cash Balances

The amount of funds held within centrally managed accounts that exceeds the cash required for day-to-day board operations. This does not apply to fund balances held by schools.

NO CHANGE

Section 2: Bylaws – Trustees - Committees

Policy 2.06: Board of Trustees Code of Conduct

Supporting Policies:

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Approved by Board Resolution #066-2017 06 20
Approved by Board Resolution #101-2024 09 24
Approved by Board Resolution #048-2025 05 27

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1 PURPOSE

A Trustee position is an elected position, which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a Trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing norms of acceptable behaviour.

A code of conduct policy contributes to confidence in public education and respect for the integrity of Trustees in the community. It deals with acceptable and respectful behaviours.

The code of conduct is aligned with the Mission and Vision of the Algoma District School Board which states:

Mission:

We build confident learners, caring citizens.

Vision:

Learners in the Algoma District School Board engage in innovative experiences that maximize achievement, build confidence and develop responsible citizens.

2 APPLICATION

This Code of Conduct and the Enforcement Procedures apply to all Trustees of the Board, including the Chair of the Board.

3 CODE OF CONDUCT

3.1 Integrity and Dignity of Office

Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board.

Trustees shall comply with the Board's Code of Conduct and any applicable Board bylaw, resolution, policy and procedure.

When acting or holding themself out as Trustee of the Board, Trustees shall conduct themselves in a manner that would not discredit or compromise the integrity of the Board.

When acting or holding themself out as a Trustee, the Trustee shall treat persons equally without discrimination based on a person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.

Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property.

Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Trustees shall endeavour to participate in trustee development opportunities to enhance their ability to fulfill their obligations.

3.2 Avoidance of Personal Advantage and Conflict of Interest

No Trustee shall accept a gift from any person, group or entity that has dealings with the Board if a reasonable person might conclude that the gift could influence the Trustee when performing his or her duties to the Board, unless:

a) the gift is of nominal value,
b) the gift is given as an expression of courtesy or hospitality, and
c) accepting the gift is reasonable under the circumstances.

However, this does not, for example, preclude a Trustee from accepting a free ticket or admission to a charitable event or professional development event.

A Trustee shall not use his or her office to advance the Trustee's interests or the interests of any family member or person or organization with whom or with which the Trustee is related or associated.

No Trustee shall use his or her office to obtain employment with the Board for the Trustee or a family member.

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No Trustee shall use or permit the use of board resources for any purposes other than the business of the Board.

3.3 Compliance with Legislation

A Trustee of the Board shall discharge his or her duties in accordance with the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act*, and any other relevant legislation.

Every Trustee of the Board shall comply with this Code of Conduct and uphold the spirit of the Code.

Every Trustee shall respect and understand the roles and duties of the individual Trustees, Board of Trustees, the Director of Education and the Chair of the Board.

3.4 Civil Behaviour

No Trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.

A Trustee of the Board shall not advance allegations of misconduct and/or a breach of this Code of Conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another Trustee of the Board.

When expressing individual views, Trustees shall respect the differing points of view of other Trustees on the Board, staff, students and the public.

Trustees shall at all times act with decorum and shall be respectful of other Trustees of the Board, staff, students and the public.

All Trustees of the Board shall endeavour to work with other Trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

3.5 Respect for Confidentiality

No Trustee shall disclose confidential information obtained or made available to them in their role as a Trustee except as authorized by law or the Board (i.e., personal information about an identifiable individual or information subject to solicitor-client privilege that a Trustee becomes aware of because of his or her position, except when required by law or authorized by the Board to do so).

Every Trustee shall keep confidential any information disclosed or discussed at a meeting of the Board or committee of the Board, or part of a meeting of the Board or committee of the Board, that was closed to the public, and keep confidential the substance of deliberations of a meeting closed to the public, unless required to divulge such information by law or authorized by the Board to do so.

No Trustee shall use confidential information, including confidential information obtained by them or made available to them in their role as a Trustee for the purpose of personal gain or for the gain of the Trustee's parent, spouse or child and shall not use such confidential information in a manner that would be detrimental to the interest of the Board. (Parent, spouse and child have the same meaning as in Section 1 of the *Municipal Conflict of Interest Act.*)

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3.6 Upholding Decisions

All Trustees of the Board shall accept that authority rests with the Board, and that a Trustee has no individual authority other than that delegated by the Board.

Each Trustee shall uphold the implementation of any Board resolution after it is passed by the Board. A proper motion for reconsideration or rescission, if permitted by the Board's Rules of Order, can be brought by a Trustee.

A Trustee should be able to explain the rationale for a resolution passed by the Board. A Trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

Each Trustee shall comply with Board policies, procedures, by-laws, and rules of order.

The Chair of the Board is the spokesperson to the public on behalf of the Board, unless otherwise determined by the Board. No other Trustee shall act as spokesperson to the public on behalf of the Board unless authorized by the Board. When individual Trustees express their opinions in public, they must make it clear that they are not speaking on behalf of the Board.

4 ENFORCEMENT OF CODE OF CONDUCT

4.1 4.1 Definitions

"*Appellant*" means the party appealing the Integrity Commissioner's determination.

"*Business Day*" means a day from Monday to Friday, excluding Holidays as defined in Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct.*

"*Holiday*" is defined in the *Legislation Act, 2006.*

"*Integrity Commissioner*" means a person appointed by the Board from the Minister of Education's roster of integrity commissioners or during the time no such roster exists, a person appointed by the Board who holds the qualifications to be appointed an integrity commissioner prescribed by Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct.*

"Respondent" means the party responding to an appeal of the Integrity Commissioner's determination.

4.2 Informal Complaint Procedure

It is expected that whenever possible, allegations of a breach of the Code of Conduct ("Code") by a Trustee shall be investigated following the Informal Complaint Procedure, prior to initiating a Formal Complaint Procedure (as per below). It is recognized that from time to time a contravention of the Code may occur that is trivial, or committed through inadvertence, or an error of judgment made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a Trustee to a breach of the Code is to assist the Trustee in

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understanding their obligations under the Code. Only serious and/or reoccurring breaches of the Code by a Trustee should be investigated following the *Formal Complaint Procedure.* However, a Trustee does not have to first attempt an informal resolution of a complaint before commencing a formal complaint described below.

The Chair of the Board, on their own initiative, or at the request of a Trustee of the Board (without the necessity of providing a formal written complaint) who alleges a breach of the Code has occurred, may meet informally with a Trustee of the Board who is alleged to have breached the Code, to discuss the alleged breach. The purpose of the meeting is to bring the allegation of the breach to the attention of the Trustee and to discuss remedial measures to correct the offending behaviour. The Informal Complaint Procedure is conducted in private.

At the discretion of the Chair, they may include the Vice-Chair of the Board, or another Trustee of the Board in the above meeting.

If the allegation of a breach of the Code involves the Chair of the Board, the Vice-Chair of the Board may carry out the duties described in paragraph 2 above. At the Vice-Chair's discretion, they may include another Trustee of the Board to attend the above meeting.

The remedial measures may include, for example, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*.

If a resolution of the informal complaint cannot be achieved, a Formal Complaint Procedure may be commenced.

4.3 Formal Complaint Procedure

7. A Trustee who has reasonable grounds to believe that a Trustee of the Board has breached the Board's Code of Conduct may notify the following persons in writing of the alleged breach:

the Chair of the Board; or

the Vice-Chair of the Board, if the notice is related to the conduct of the Chair; or

another Trustee of the Board, who is neither the complainant nor the subject of the complaint, if the notice relates to both the conduct of the Chair and the Vice-Chair.

8. The Trustee who gives notice of an alleged breach of the Board's Code of Conduct shall provide a copy of the notification to the Director of Education of the Board.

9. The person to whom the notification was made (Chair, Vice-Chair, or other Trustee, as the case maybe) shall immediately provide a copy of the written notice to the Trustee whose conduct is the subject of the alleged breach and the entire Board of Trustees. This notice shall not be public or published until published by the Board in accordance with the *Records and Information* section below.

10. No Trustee shall give notice of an alleged breach of the Code if the allegation is frivolous or vexatious or the notice is given in bad faith.

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11. No trustees shall engage in reprisal or the threat of reprisal against:

a. a trustee who gave notice of an alleged breach of the code; or

b. any person who provides information about the alleged breach to the person appointed by the board to investigate the breach.

12. The *Statutory Powers Procedure Act* does not apply to anything done regarding the enforcement of the Code as particularized in s. 218.3.2(13) of the *Education Act.*

4.4 Notice of Breach

13. The written notice of a breach of the Code shall include:

a. the name of the Trustee alleging the breach and their contact information;

b. the name and contact information of the Trustee whose conduct is the subject of the notification;

c. the date of the alleged breach;

d. a description of the alleged breach;

e. the provision of the Code that was allegedly breached;

f. the date on which the Trustee alleging the breach first knew that the alleged breach occurred;

g. the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach.

14. A complaint of an allegation of a breach of the Code should generally be made within 60 days after the alleged breach occurred or was discovered, whichever is later. See particulars of this timeline below under *Refusal to Commence an Investigation* and *Discovery of Breach*

4.5 Resolution of Notice of Breach

15. When a formal complaint is brought against a Trustee of the Board, during the 20-Business Day period prior to an Integrity Commissioner being appointed as described below, the Board may attempt to resolve the matter as follows:

a. the Chair of the Board, or in the absence of the Chair or if the notice of the breach relates to the conduct of the Chair, the Vice-Chair of the Board or if the notice relates to the conduct of the Chair and the Vice-Chair then another Trustee appointed by the Board who is neither the complainant nor the subject of the complaint may attempt to resolve the matter in private as between the parties.

b. this process may include the Chair/Vice Chair/Trustee, through the Director of Education or their designate, retaining legal counsel and/or a mediator to assist in resolving the matter.

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c. the process may also include a discussion and the use of remedial measures including, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees.*

d. if the matter is resolved to the satisfaction of the Trustee alleging the breach, the Trustee shall withdraw their notice of the breach.

e. the Board of Trustees will be advised whether the matter has been resolved and any agreed upon remedial measures or other basis for resolving the matter.

16. If the complaint described in the notice of breach is not resolved within 20 Business Days after the Trustee alleged to have breached the Code has received the notice, the matter shall be referred to an Integrity Commissioner appointed by the Board as described below under *Appointment of Integrity of Commissioner.* This should be done as soon as reasonably possible.

4.6 Appointment of Integrity Commissioner

17. If the complaint is not resolved as described above (under *Resolution of Notice of Breach*), the Trustee (Chair, Vice-Chair or other Trustee) to whom the notification of the breach was given shall refer the complaint to the Integrity Commissioner appointed and paid for by the Board.

18. If a roster of Integrity Commissioners has been created by the Minister of Education, an appointment of an Integrity Commissioner shall be from the roster of Integrity Commissioners.

19. If a roster of Integrity Commissioners has not been created by the Minister of Education, then the Board shall appoint an external independent person who has the qualifications set out in Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct* and in consultation with the Director of Education. 20. The appointment of an Integrity Commissioner by the Board is hereby delegated to the Trustee (Chair, Vice-Chair or other Trustee, as the case may be) in consultation with the Director of Education.

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4.7 Investigation

21. Subject to *Refusal to Commence an Investigation* described below, the Integrity Commissioner appointed by the Board investigate shall commence an investigation into the alleged breach of the Code of Conduct no later than 14 days after being appointed by the Board.

22. The Integrity Commissioner to whom the alleged breach is referred to by the Board to investigate may define the scope of the investigation.

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23. The Trustee alleged to have breached the Code shall be provided with the opportunity to respond to the allegations, as well as a right of reply, where appropriate. The Integrity Commissioner shall determine this, the timelines, and form of such a response.

4.8 Refusal to Commence Investigation

24. The Integrity Commissioner may refuse to commence an investigation into the alleged breach of the Code if, a. The complaint was made more than 60 days after the day the alleged breach occurred or was discovered, whichever is later, unless the Integrity Commissioner is satisfied the delay was incurred in good faith and no substantial prejudice will result to any person affected by the delay; or

b. In the opinion of the Integrity Commissioner, the complaint is made in bad faith or is frivolous or vexatious.

25. If a breach relates to a series of incidents, the 60-day period above runs from the day the last incident in the series occurred or was discovered.
26. The Integrity Commissioner shall provide written notice of a refusal to commence an investigation to the Trustee who is the subject of the complaint and the Board and the decision of the Integrity Commissioner is final.

4.9 Discovery of Breach

27. A breach is discovered on the earlier of:

a. The day on which the Trustee notifying the Board of the alleged breach first knew that the breach had occurred; and

b. The day on which a reasonable person with the abilities and in the circumstances of the Trustee notifying the Board first ought to have known of the matters referred to in paragraph (a) above.

4.10 Powers of the Integrity Commissioner

28. In the course of conducting the investigation, the Integrity Commissioner may:

a. require the production of any records that may in any way relate to the investigation;

b. examine and copy any records required under paragraph (a) above; and

c. require any officer of the Board or any other person to appear before them and give evidence, on oath or affirmation, relating to the investigation.

29. Section 33 of the *Public Inquiries Act, 2009* applies to an investigation.

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4.11 Decision Process

30. The Integrity Commissioner shall make any determination with respect to a complaint of alleged breach of the Code no later than 90 days after commencing the investigation, or within such other time period as may be prescribed by regulation, unless the Integrity Commissioner notifies the Board and the Trustee who is the subject of the complaint that an extension is necessary and of the reasons for the extension.

31. The Integrity Commissioner shall provide the Trustee whose conduct was the subject of the complaint and the Board written notice of a determination that the Trustee has or has not breached the Code and of any sanctions imposed.

32. The written notice must include:

a. The reasons for the determination;

b. the reasons for any sanctions; and

c. information about the right to appeal.

4.12 Potential Sanctions

33. If the Integrity Commissioner determines, following an investigation, that the Trustee has breached the Code, the Integrity Commissioner may impose one or more of the following sanctions:

a. Censure the Trustee;

b. Requiring the Board to reduce the Trustees honorarium by an amount not exceeding the amount prescribed in Regulation 357/*06 Honoraria for Board Members* which currently is 25% of the Trustees combined base and enrollment amount for the year of the term of office in which the breach occurred;

c. Barring the Trustee from attending all or part of one or more meetings of the Board or one or more meetings of a committee of the Board, for the period of time specified by the 4Integrity Commissioner up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less;

d. Barring the Trustee from sitting on one or more committees of the Board, for the period of time specified by the Integrity Commissioner, up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less;

e. Barring the Trustee from becoming the chair or vice-chair of the Board or of any committee of the Board, or removing the Trustee from any other positions;

f. Barring the Trustee from exercising the privileges of a Trustee or acting as a Board representative, or removing the Trustee from a position the Trustee holds as a Board representative;

g. Subject to any other limits set out in the above paragraphs(a) to (f), any other sanction that, in the opinion of the Integrity Commissioner, is reasonable and appropriate in the circumstances;

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h. Subject to any other limits set out in the above paragraphs (a) to (f), any other sanction that, in the opinion of the Integrity Commissioner, would promote compliance with the Board's Code.

34. For greater certainty, the imposition of a sanction barring a Trustee from attending all or part of one meeting of the Board shall be deemed, for the purpose of clause 228(1)(b) of the *Education Act* to be authorization for the Trustee to be absent from the meeting.

35. Any Trustee who is barred from attending all or part of the meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meaning and that are not available to members of the public.

4.13 Appeal

36. Either the Board or the Trustee whose conduct was the subject of an investigation may appeal the Integrity Commissioner's decision, the sanctions imposed, or both, and the Board and the Trustee are the parties to an appeal.

37. The Trustee whose conduct was the subject of the investigation shall not vote on the Board resolution to determine whether the Board will appeal the Integrity Commissioner's decisions on breach or sanctions.

38. The Board or the Trustee who appeals the Integrity Commissioner's determinations shall give written notice of the appeal to the other party and the Deputy Minister of Education no later than 15 Business Days after receiving written notice of the Integrity Commissioner's determination.

4.14 Hearing of the Appeal

39. The appeal shall be heard by a panel of three Integrity Commissioners appointed by the Deputy Minister of Education or their delegate (no later than 15 Business Days after the Deputy Minister or delegate receives the notice of appeal), but the panel should not include the Integrity Commissioner whose determination is the subject of the appeal.

40. One of the appointed Integrity Commissioners shall be named by the panel to act as chair and co-ordinate the hearing of the appeal.

41. The chair of the panel shall notify the parties to the appeal of:

a. the appointment of the panel; and

b. the requirements regarding written submissions of the parties and the requirements of the panel's written decision.

42. The panel shall hear the appeal in writing.

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4.15 Parties Written Submission

43. The Appellant shall provide written submissions to the panel and the Respondent no later than 20 Business Days after receiving notice that the panel has been appointed.

44. The Respondent shall provide written submissions to the panel and the Appellant no later than 20 Business Days after receiving the Appellant's submissions.

45. The Appellant shall provide their written reply to the Respondent's submissions no later than 10 Business Days after receiving the Respondent's submissions.

46. The chair of the panel may extend any timeline regarding the above written submissions at the written request of a party in order to provide for the fair, just and expeditious resolution of the appeal.

47. A decision to extend a timeline above shall be provided to the parties in writing and a copy of the decision shall be provided to the Deputy Minister of Education.

4.16 Consideration by the Panel

48. The panel shall convene to consider the appeal at such times and in such places as they may determine. The panel may be convened by electronic means.

4.17 Panel Decisions on Processes During the Appeal

49. The panel may:

a. define or narrow the scope of the appeal;

b. limit the length of submissions from the parties;

c. make interim decisions and orders; and

d. on its own motion, and without holding a hearing, dismiss an appeal as frivolous or vexatious or commenced in bad faith. A panel decision on its motion is final.

50. The chair of the panel shall notify the parties of any decisions made by the panel above.

4.18 Decision of the Panel

51. The panel shall provide its decision and its reasons, including any dissent, to the parties in writing no later than 30 Business Days after receiving the Respondent's submission.

52. The panel shall provide a copy of the decision, reasons and dissent to the Deputy Minister of Education.

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53. If the panel overturns the determination as to whether there is a breach of the Code made by the Integrity Commissioner, any sanction imposed by the Integrity Commissioner is revoked.

54. If the panel upholds the determination made by the Integrity Commissioner, the panel shall, within 30 Business Days after receiving the Respondent's submissions on the appeal, uphold, vary or overturn the sanction.

55. If a sanction is varied or overturned, the variation or overturning shall be deemed to be effective as of the date of the original determination made by the Integrity Commissioner.

56. The decision of the panel respecting the determination of the Integrity Commissioner is final.

57. A board shall keep records and publish information on its website about each of the following:

a. a matter referred to an Integrity Commissioner for investigation and determination;

b. a decision of the Integrity Commissioner to refuse to commence an investigation under Refusal to Commence Investigation above;

c. determination of an Integrity Commissioner that a Trustee has or has not breached the Code and any sanction(s) imposed; and

d. a determination by a panel upholding or overturning an Integrity Commissioner's determination including any variation of a sanction.

58. Where the alleged breach of the Board's Code or the determination regarding the breach involves any of the matters described in clauses 207(2) (a) to (e) of the Education Act, the board shall publish only such information as is appropriate.

CURRENT

Section 2: Bylaws – Trustees - Committees

Policy 2.06: Board of Trustees Code of Conduct

Supporting Policies:

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Approved by Board Resolution #066-2017 06 20
Approved by Board Resolution #101-2024 09 24
Approved by Board Resolution #048-2025 05 27

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1 PURPOSE

A Trustee position is an elected position, which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a Trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing norms of acceptable behaviour.

A code of conduct policy contributes to confidence in public education and respect for the integrity of Trustees in the community. It deals with acceptable and respectful behaviours.

The code of conduct is aligned with the Mission and Vision of the Algoma District School Board.

(Deleted the Mission and Vision to avoid the need to update)

2 APPLICATION

This Code of Conduct and the Enforcement Procedures apply to all Trustees of the Board, including the Chair of the Board.

3 CODE OF CONDUCT

3.1 Integrity and Dignity of Office

Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board.

Trustees shall comply with the Board's Code of Conduct and any applicable Board bylaw, resolution, policy and procedure.

When acting or holding themself out as Trustee of the Board, Trustees shall conduct themselves in a manner that would not discredit or compromise the integrity of the Board.

When acting or holding themself out as a Trustee, the Trustee shall treat persons equally without discrimination based on a person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.

Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property.

Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Trustees shall endeavour to participate in trustee development opportunities to enhance their ability to fulfill their obligations.

3.2 Avoidance of Personal Advantage and Conflict of Interest

No Trustee shall accept a gift from any person, group or entity that has dealings with the Board if a reasonable person might conclude that the gift could influence the Trustee when performing his or her duties to the Board, unless:

a) the gift is of nominal value,
b) the gift is given as an expression of courtesy or hospitality, and
c) accepting the gift is reasonable under the circumstances.

However, this does not, for example, preclude a Trustee from accepting a free ticket or admission to a charitable event or professional development event.

A Trustee shall not use his or her office to advance the Trustee's interests or the interests of any family member or person or organization with whom or with which the Trustee is related or associated.

No Trustee shall use his or her office to obtain employment with the Board for the Trustee or a family member.

No Trustee shall use or permit the use of board resources for any purposes other than the business of the Board.

3.3 Compliance with Legislation

A Trustee of the Board shall discharge his or her duties in accordance with the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act*, and any other relevant legislation.

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Every Trustee of the Board shall comply with this Code of Conduct and uphold the spirit of the Code.

Every Trustee shall respect and understand the roles and duties of the individual Trustees, Board of Trustees, the Chief Executive Officer and the Chair of the Board.

3.4 Civil Behaviour

No Trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.

A Trustee of the Board shall not advance allegations of misconduct and/or a breach of this Code of Conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another Trustee of the Board.

When expressing individual views, Trustees shall respect the differing points of view of other Trustees on the Board, staff, students and the public.

Trustees shall at all times act with decorum and shall be respectful of other Trustees of the Board, staff, students and the public.

All Trustees of the Board shall endeavour to work with other Trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

3.5 Respect for Confidentiality

No Trustee shall disclose confidential information obtained or made available to them in their role as a Trustee except as authorized by law or the Board (i.e., personal information about an identifiable individual or information subject to solicitor-client privilege that a Trustee becomes aware of because of his or her position, except when required by law or authorized by the Board to do so).

Every Trustee shall keep confidential any information disclosed or discussed at a meeting of the Board or committee of the Board, or part of a meeting of the Board or committee of the Board, that was closed to the public, and keep confidential the substance of deliberations of a meeting closed to the public, unless required to divulge such information by law or authorized by the Board to do so.

No Trustee shall use confidential information, including confidential information obtained by them or made available to them in their role as a Trustee for the purpose of personal gain or for the gain of the Trustee's parent, spouse or child and shall not use such confidential information in a manner that would be detrimental to the interest of the Board. (Parent, spouse and child have the same meaning as in Section 1 of the *Municipal Conflict of Interest Act.*)

3.6 Upholding Decisions

All Trustees of the Board shall accept that authority rests with the Board, and that a Trustee has no individual authority other than that delegated by the Board.

Each Trustee shall uphold the implementation of any Board resolution after it is passed by the Board. A proper motion for reconsideration or rescission, if permitted by the Board's Rules of Order, can be brought by a Trustee.

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A Trustee is expected to be able to explain the rationale for a resolution passed by the Board. A Trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

Each Trustee shall comply with Board policies, procedures, by-laws, and rules of order.

The Chair of the Board is the spokesperson to the public on behalf of the Board, unless otherwise determined by the Board. No other Trustee shall act as spokesperson to the public on behalf of the Board unless authorized by the Board. When individual Trustees express their opinions in public, they must make it clear that they are not speaking on behalf of the Board.

4 ENFORCEMENT OF CODE OF CONDUCT

4.1 4.1 Definitions

"*Appellant*" means the party appealing the Integrity Commissioner's determination.

"*Business Day*" means a day from Monday to Friday, excluding Holidays as defined in Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct.*

"*Holiday*" is defined in the *Legislation Act, 2006.*

"*Integrity Commissioner*" means a person appointed by the Board from the Minister of Education's roster of integrity commissioners or during the time no such roster exists, a person appointed by the Board who holds the qualifications to be appointed an integrity commissioner prescribed by Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct.*

"Respondent" means the party responding to an appeal of the Integrity Commissioner's determination.

4.2 Informal Complaint Procedure

It is expected that whenever possible, allegations of a breach of the Code of Conduct ("Code") by a Trustee shall be investigated following the Informal Complaint Procedure, prior to initiating a Formal Complaint Procedure (as per below). It is recognized that from time to time a contravention of the Code may occur that is trivial, or committed through inadvertence, or an error of judgment made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a Trustee to a breach of the Code is to assist the Trustee in understanding their obligations under the Code. Only serious and/or reoccurring breaches of the Code by a Trustee ought to be investigated following the *Formal Complaint Procedure.* However, a Trustee does not have to first attempt an informal resolution of a complaint before commencing a formal complaint described below.

The Chair of the Board, on their own initiative, or at the request of a Trustee of the Board (without the necessity of providing a formal written complaint) who alleges a breach of the Code has occurred, may meet informally with a Trustee of the Board who is alleged to have breached

the Code, to discuss the alleged breach. The purpose of the meeting is to bring the allegation of the breach to the attention of the Trustee and to discuss remedial measures to correct the offending behaviour. The Informal Complaint Procedure is conducted in private.

At the discretion of the Chair, they may include the Vice-Chair of the Board, or another Trustee of the Board in the above meeting.

If the allegation of a breach of the Code involves the Chair of the Board, the Vice-Chair of the Board may carry out the duties described in paragraph 2 above. At the Vice-Chair's discretion, they may include another Trustee of the Board to attend the above meeting.

The remedial measures may include, for example, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*.

If a resolution of the informal complaint cannot be achieved, a Formal Complaint Procedure may be commenced.

4.3 Formal Complaint Procedure

7. A Trustee who has reasonable grounds to believe that a Trustee of the Board has breached the Board's Code of Conduct may notify the following persons in writing of the alleged breach:

the Chair of the Board; or

the Vice-Chair of the Board, if the notice is related to the conduct of the Chair; or

another Trustee of the Board, who is neither the complainant nor the subject of the complaint, if the notice relates to both the conduct of the Chair and the Vice-Chair.

8. The Trustee who gives notice of an alleged breach of the Board's Code of Conduct shall provide a copy of the notification to the Chief Executive Officer of the Board.

9. The person to whom the notification was made (Chair, Vice-Chair, or other Trustee, as the case maybe) shall immediately provide a copy of the written notice to the Trustee whose conduct is the subject of the alleged breach and the entire Board of Trustees. This notice shall not be public or published until published by the Board in accordance with the *Records and Information* section below.

10. No Trustee shall give notice of an alleged breach of the Code if the allegation is frivolous or vexatious or the notice is given in bad faith.

11. No trustees shall engage in reprisal or the threat of reprisal against:

a. a trustee who gave notice of an alleged breach of the code; or

b. any person who provides information about the alleged breach to the person appointed by the board to investigate the breach.

12. The *Statutory Powers Procedure Act* does not apply to anything done regarding the enforcement of the Code as particularized in s. 218.3.2(13) of the *Education Act.*

4.4 Notice of Breach

13. The written notice of a breach of the Code shall include:

a. the name of the Trustee alleging the breach and their contact information;

b. the name and contact information of the Trustee whose conduct is the subject of the notification;

c. the date of the alleged breach;

d. a description of the alleged breach;

e. the provision of the Code that was allegedly breached;

f. the date on which the Trustee alleging the breach first knew that the alleged breach occurred;

g. the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach.

14. Generally, a complaint of an allegation of a breach of the Code is to be made within 60 days after the alleged breach occurred or was discovered, whichever is later. See particulars of this timeline below under *Refusal to Commence an Investigation* and *Discovery of Breach*

4.5 Resolution of Notice of Breach

15. When a formal complaint is brought against a Trustee of the Board, during the 20-Business Day period prior to an Integrity Commissioner being appointed as described below, the Board may attempt to resolve the matter as follows:

a. the Chair of the Board, or in the absence of the Chair or if the notice of the breach relates to the conduct of the Chair, the Vice-Chair of the Board or if the notice relates to the conduct of the Chair and the Vice-Chair then another Trustee appointed by the Board who is neither the complainant nor the subject of the complaint may attempt to resolve the matter in private as between the parties.

b. this process may include the Chair/Vice Chair/Trustee, through the Chief Executive Officer or their designate, retaining legal counsel and/or a mediator to assist in resolving the matter.

c. the process may also include a discussion and the use of remedial measures including, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees.*

d. if the matter is resolved to the satisfaction of the Trustee alleging the breach, the Trustee shall withdraw their notice of the breach.

e. the Board of Trustees will be advised whether the matter has been resolved and any agreed upon remedial measures or other basis for resolving the matter.

16. If the complaint described in the notice of breach is not resolved within 20 Business Days after the Trustee alleged to have breached the Code has received the notice, the matter shall be referred to an Integrity Commissioner appointed by the Board as described below under *Appointment of Integrity of Commissioner.* This is to be done as soon as reasonably possible.

4.6 Appointment of Integrity Commissioner

17. If the complaint is not resolved as described above (under *Resolution of Notice of Breach*), the Trustee (Chair, Vice-Chair or other Trustee) to whom the notification of the breach was given shall refer the complaint to the Integrity Commissioner appointed and paid for by the Board.

18. If a roster of Integrity Commissioners has been created by the Minister of Education, an appointment of an Integrity Commissioner shall be from the roster of Integrity Commissioners.

19. If a roster of Integrity Commissioners has not been created by the Minister of Education, then the Board shall appoint an external independent person who has the qualifications set out in Regulation 306/24 *Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct* and in consultation with the Director of Education. 20. The appointment of an Integrity Commissioner by the Board is hereby delegated to the Trustee (Chair, Vice-Chair or other Trustee, as the case may be) in consultation with the Director of Education.

20. The appointment of an Integrity Commissioner by the Board is herby delegated to the Trustee (Chair, Vice-Chair or other Trustee, as the case may be) in consultation with the Director of Education.

4.7 Investigation

21. Subject to *Refusal to Commence an Investigation* described below, the Integrity Commissioner appointed by the Board investigate shall commence an investigation into the alleged breach of the Code of Conduct no later than 14 days after being appointed by the Board.

22. The Integrity Commissioner to whom the alleged breach is referred to by the Board to investigate may define the scope of the investigation.

23. The Trustee alleged to have breached the Code shall be provided with the opportunity to respond to the allegations, as well as a right of reply, where appropriate. The Integrity Commissioner shall determine this, the timelines, and form of such a response.

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4.8 Refusal to Commence Investigation

24. The Integrity Commissioner may refuse to commence an investigation into the alleged breach of the Code if, a. The complaint was made more than 60 days after the day the alleged breach occurred or was discovered, whichever is later, unless the Integrity Commissioner is satisfied the delay was incurred in good faith and no substantial prejudice will result to any person affected by the delay; or

b. In the opinion of the Integrity Commissioner, the complaint is made in bad faith or is frivolous or vexatious.

25. If a breach relates to a series of incidents, the 60-day period above runs from the day the last incident in the series occurred or was discovered.
26. The Integrity Commissioner shall provide written notice of a refusal to commence an investigation to the Trustee who is the subject of the complaint and the Board and the decision of the Integrity Commissioner is final.

4.9 Discovery of Breach

27. A breach is discovered on the earlier of:

a. The day on which the Trustee notifying the Board of the alleged breach first knew that the breach had occurred; and

b. The day on which a reasonable person with the abilities and in the circumstances of the Trustee notifying the Board first ought to have known of the matters referred to in paragraph (a) above.

4.10 Powers of the Integrity Commissioner

28. In the course of conducting the investigation, the Integrity Commissioner may:

a. require the production of any records that may in any way relate to the investigation;

b. examine and copy any records required under paragraph (a) above; and

c. require any officer of the Board or any other person to appear before them and give evidence, on oath or affirmation, relating to the investigation.

29. Section 33 of the *Public Inquiries Act, 2009* applies to an investigation.

4.11 Decision Process

30. The Integrity Commissioner shall make any determination with respect to a complaint of alleged breach of the Code no later than 90 days after commencing the investigation, or within such other time period as may be prescribed by regulation, unless the Integrity Commissioner

notifies the Board and the Trustee who is the subject of the complaint that an extension is necessary and of the reasons for the extension.

31. The Integrity Commissioner shall provide the Trustee whose conduct was the subject of the complaint and the Board written notice of a determination that the Trustee has or has not breached the Code and of any sanctions imposed.

32. The written notice must include:

a. the reasons for the determination;

b. the reasons for any sanctions; and

c. information about the right to appeal.

4.12 Potential Sanctions

33. If the Integrity Commissioner determines, following an investigation, that the Trustee has breached the Code, the Integrity Commissioner may impose one or more of the following sanctions:

a. Censure the Trustee;

b. Requiring the Board to reduce the Trustees honorarium by an amount not exceeding the amount prescribed in Regulation 357/*06 Honoraria for Board Members* which currently is 25% of the Trustees combined base and enrollment amount for the year of the term of office in which the breach occurred;

c. Barring the Trustee from attending all or part of one or more meetings of the Board or one or more meetings of a committee of the Board, for the period of time specified by the Integrity Commissioner up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less;

d. Barring the Trustee from sitting on one or more committees of the Board, for the period of time specified by the Integrity Commissioner, up to a maximum of 90 days or the balance of the Trustee's term of office, whichever is less;

e. Barring the Trustee from becoming the chair or vice-chair of the Board or of any committee of the Board, or removing the Trustee from any other positions;

f. Barring the Trustee from exercising the privileges of a Trustee or acting as a Board representative, or removing the Trustee from a position the Trustee holds as a Board representative;

g. Subject to any other limits set out in the above paragraphs(a) to (f), any other sanction that, in the opinion of the Integrity Commissioner, is reasonable and appropriate in the circumstances;

h. Subject to any other limits set out in the above paragraphs (a) to (f), any other sanction that, in the opinion of the Integrity Commissioner, would promote compliance with the Board's Code.

34. For greater certainty, the imposition of a sanction barring a Trustee from attending all or part of one meeting of the Board shall be deemed, for the purpose of clause 228(1)(b) of the *Education Act* to be authorization for the Trustee to be absent from the meeting.

35. Any Trustee who is barred from attending all or part of the meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meaning and that are not available to members of the public.

4.13 Appeal

36. Either the Board or the Trustee whose conduct was the subject of an investigation may appeal the Integrity Commissioner's decision, the sanctions imposed, or both, and the Board and the Trustee are the parties to an appeal.

37. The Trustee whose conduct was the subject of the investigation shall not vote on the Board resolution to determine whether the Board will appeal the Integrity Commissioner's decisions on breach or sanctions.

38. The Board or the Trustee who appeals the Integrity Commissioner's determinations shall give written notice of the appeal to the other party and the Deputy Minister of Education no later than 15 Business Days after receiving written notice of the Integrity Commissioner's determination.

4.14 Hearing of the Appeal

39. The appeal shall be heard by a panel of three Integrity Commissioners appointed by the Deputy Minister of Education or their delegate (no later than 15 Business Days after the Deputy Minister or delegate receives the notice of appeal), but the panel shall not include the Integrity Commissioner whose determination is the subject of the appeal.

40. One of the appointed Integrity Commissioners shall be named by the panel to act as chair and co-ordinate the hearing of the appeal.

41. The chair of the panel shall notify the parties to the appeal of:

a. the appointment of the panel; and

b. the requirements regarding written submissions of the parties and the requirements of the panel's written decision.

42. The panel shall hear the appeal in writing.

4.15 Parties Written Submission

43. The Appellant shall provide written submissions to the panel and the Respondent no later than 20 Business Days after receiving notice that the panel has been appointed.

44. The Respondent shall provide written submissions to the panel and the Appellant no later than 20 Business Days after receiving the Appellant's submissions.

45. The Appellant shall provide their written reply to the Respondent's submissions no later than 10 Business Days after receiving the Respondent's submissions.

46. The chair of the panel may extend any timeline regarding the above written submissions at the written request of a party in order to provide for the fair, just and expeditious resolution of the appeal.

47. A decision to extend a timeline above shall be provided to the parties in writing and a copy of the decision shall be provided to the Deputy Minister of Education.

4.16 Consideration by the Panel

48. The panel shall convene to consider the appeal at such times and in such places as they may determine. The panel may be convened by electronic means.

4.17 Panel Decisions on Processes During the Appeal

49. The panel may:

a. define or narrow the scope of the appeal;

b. limit the length of submissions from the parties;

c. make interim decisions and orders; and

d. on its own motion, and without holding a hearing, dismiss an appeal as frivolous or vexatious or commenced in bad faith. A panel decision on its motion is final.

50. The chair of the panel shall notify the parties of any decisions made by the panel above.

4.18 Decision of the Panel

51. The panel shall provide its decision and its reasons, including any dissent, to the parties in writing no later than 30 Business Days after receiving the Respondent's submission.

52. The panel shall provide a copy of the decision, reasons and dissent to the Deputy Minister of Education.

53. If the panel overturns the determination as to whether there is a breach of the Code made by the Integrity Commissioner, any sanction imposed by the Integrity Commissioner is revoked.

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54. If the panel upholds the determination made by the Integrity Commissioner, the panel shall, within 30 Business Days after receiving the Respondent's submissions on the appeal, uphold, vary or overturn the sanction.

55. If a sanction is varied or overturned, the variation or overturning shall be deemed to be effective as of the date of the original determination made by the Integrity Commissioner.

56. The decision of the panel respecting the determination of the Integrity Commissioner is final.

57. A board shall keep records and publish information on its website about each of the following:

a. a matter referred to an Integrity Commissioner for investigation and determination;

b. a decision of the Integrity Commissioner to refuse to commence an investigation under Refusal to Commence Investigation above;

c. determination of an Integrity Commissioner that a Trustee has or has not breached the Code and any sanction(s) imposed; and

d. a determination by a panel upholding or overturning an Integrity Commissioner's determination including any variation of a sanction.

58. Where the alleged breach of the Board's Code or the determination regarding the breach involves any of the matters described in clauses 207(2) (a) to (e) of the Education Act, the board shall publish only such information as is appropriate.

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REPORT TO THE BOARD of 2026 10 27		Item # 4.0
Topic/Issue:	**Board Reports**	

1. CEO's Report

2. Chair's Report

3. Student Trustees' Report

4. OPSBA Reports

5. Parent Involvement Committee Report

REPORT TO THE BOARD of 2026 10 27		Item #4.3
Prepared By:	Student Trustees Maree, Vaughan, and Indigenous Student Trustee Dulude	
Strategic Priority:	Achievement, Well-Being and Equity	
Purpose:	**Information** Discussion Motion	
Topic/Issue:	**Student Trustees Report**	

School Updates

Central Algoma Secondary School

- Truth and Reconciliation – a whole school approach – classroom by classroom discussions

Chapleau High School

- Mental Health Bulletin Boards

Elliot Lake Secondary School

- Focus on the upcoming Remembrance Day

Hornepayne High School

- Re-established Student Senate with Teacher-Mentor, Ms. Taylor Elliot

Korah CVS

- Thoughtfully planned two assemblies to ensure a solemn and respectful observance of the day

Michipicoten High School

- Raising awareness for Breast Cancer
- Student Vote Municipal Election

Superior CVS

- Discussed the National Day for Truth and Reconciliation – "a solemn approach"
- Focus on Food Security – Canned Food Drive, Hot Lunches, Bagged Lunches

White Pines CVS

- Facilitated a Leadership Development Day

Three Rivers

- Their Student Senate is coming together as the new school establishes itself

Board-Wide Updates

For both of the upcoming face-to-face annual fall sessions, the Student Senate and the NIYC gathered feedback from all the schools during their initial September virtual meetings regarding what students wanted from these important events.

Student Senate Kick-off – Connect. Lead. Take Action – Tues. Nov. 3, 2026 – The Machine Shop

- Students will have an opportunity to connect with other students from other schools, build leadership/communication skills, and gain confidence to commit to one achievable initiative to launch.

Northern Indigenous Youth Council Fall Gathering – Thurs. Nov. 5, 2026 – The Machine Shop

- Students will have an opportunity to make cross-school connections and to engage in hands-on activities that include cultural knowledge and teachings. Students will also have time to reflect on these activities and consider next steps for meaningful work at their home schools.

REPORT TO THE BOARD of 2026 10 27		Item # 5.0
Topic/Issue:	**Other Business**	

1. N/A - no other business to address.

REPORT TO THE BOARD of 2026 10 27		Item # 6.0
Topic/Issue:	**Next Meeting Dates**	

Next Meeting Dates: 1. Regular Board Meeting – Tuesday November 10, 2026

REPORT TO THE BOARD of 2026 10 27		Item # 7.0
Prepared By:	Vice Chair Bowman	
Strategic Priority:	n/a	
Purpose:	Information Discussion Motion	
Topic/Issue:	Motion to Move into In-Camera	

Rationale
As per Section 207(2) of the Education Act, "A meeting of a committee of a board, including a committee of the whole board, may be closed to the public when the subject-matter under consideration involves, a) the security of the property of the board; b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian; c) the acquisition or disposal of a school site; d) decisions in respect of negotiations with employees of the board; or e) litigation affecting the board."
Key Highlights
n/a
Anticipated Benefits
n/a
Insights / Learning
n/a
Considerations/Next Steps
n/a
Motion (if applicable)

Moved by:	Seconded by:
That the Board members move into the In-Camera session, which is closed to the public, at _____ p.m.	
Motion was: **Carried** **Defeated** Initials of Chair: Resolution #	

REPORT TO THE BOARD of 2026 10 27		Item # 7.1
Prepared By:	Vice Chair Bowman	
Strategic Priority:	n/a	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Motion to Adjourn In-Camera Session	

Rationale	
Move to adjourn In-Camera Session.	
Anticipated Benefits	
Insights / Learning	
Considerations/Next Steps	
Motion (if applicable)	
Moved by:	Seconded by:
That the Board members move to adjourn the In-Camera session at _____pm.	
Motion was: **Carried** **Defeated** Initials of Chair: Resolution #	

REPORT TO THE BOARD of 2026 10 27		Item # 8.0
Topic/Issue:	Motions from In Camera Session	

There are no In-Camera motions to bring forward for the 2026 10 27 Regular Board Meeting.

REPORT TO THE BOARD of 2026 10 27		Item # 9.0
Prepared By:	Vice Chair Bowman	
Strategic Priority:	n/a	
Purpose:	Information Discussion **Motion**	
Topic/Issue:	Motion to Adjourn Regular Board Meeting	

Rationale	
Move to adjourn the Regular Board Meeting of 2026 10 27.	
Anticipated Benefits	
Insights / Learning	
Considerations/Next Steps	
Motion (if applicable)	
Moved by:	Seconded by:
That the Board members move to adjourn the Regular Board Meeting of 2026 10 27 at _____pm.	
Motion was: **Carried** **Defeated** Initials of Chair: Resolution #	