

COUNCIL OF COMMISSIONERS

Minutes of the proceedings of a **regular** session of the Council of Commissioners for Riverside School Board held at the Administration Centre, 299 Sir-Wilfrid-Laurier Blvd., St. Lambert, Québec on March 16, 2010.

The Secretary General established that quorum was met and Chairman Moira Bell, called the meeting to order at 7:38 p.m.

COMMISSIONERS PRESENT:

M. Bell	H. Dumont	L. Llewelyn Cuffling
F. Blais	D. Gareau	N. Nichols
P. Booth Morrison	M. Gour	S. Rasmussen
K. Cameron	D. Horrocks	G. Sastre
A. Capobianco Skipworth	D. Lamoureux	D. Smith
M. Cloutier	M. L'Heureux	PARENTS – P. Chouinard, D. Copeman
P. D'Avignon		

Also present

Stephen Lessard, Director General
Pierre Farmer, Assistant Director General
Denise Paulson, Secretary General
Germen Brière, Director of Financial Resources
Lyse Gendron-Brodeur, Director of Secondary Schools
Michel La Rue, Director of Human Resources
Maria Nasso-Maselli, Director of Elementary Schools
Gail Somerville, Director of Complementary Services

Presence noted M. Gagnon, E. Strike, J. Ruel

ADOPTION OF THE AGENDA:

IT IS MOVED by Commissioner Chouinard, and seconded by Commissioner D'Avignon, that the agenda be adopted and that a copy be appended to the Minutes of this meeting.

UNANIMOUS

PUBLIC QUESTIONS :

M. Gagnon spoke about the scarves given by the Riverside Teachers' Union to commissioners, and the pressure tactics by teachers planned for April.

ADOPTION OF THE MINUTES OF THE MEETING HELD ON FEBRUARY 16, 2010:

IT IS MOVED by Commissioner D'Avignon, and seconded by Commissioner Dumont, that the Minutes of the meeting held on February 16, 2010, be adopted, as amended

UNANIMOUS

BUSINESS ARISING FROM THE MINUTES

The Director General followed up on the

• Request for Funding for Leadership Camps

After consultation with secondary principals, it would seem that there was a problem only at St. Johns School. We will continue to explore ways that financing could be provided to needy students.

CHAIRMAN AND DIRECTOR GENERAL

Chair's report – M. Bell

February 22 – attended Opening ceremony for Olympics at Boucherville School

February 23 – DG Liaison Committee meeting. Discussion included auditor, financial management and future location of School Board offices.

March 10 – Spring Conference Steering Committee; Board will cover registration costs from commissioner PD but each commissioner must do own registration as workshops need to be selected.

March 15 – Reading at Cedar Street in Grade 3

Director General's report – S. Lessard

AAESQ has recognized the following present and former RSB administrators: Congratulations to Caryn Shacter who will receive an Outstanding Achievement Award; Antonio Di Lallo who will receive a Distinguished Service Award and Christine Denommée who will receive an Award of Merit.

February 17 – the second session on Partnership Agreements was held with teachers, administrators and directors. A draft will be presented to Council at the April Work Session.

February 18 & 19 –English DGs table (ADGESBQ) at Lester B. Pearson School Board.

February 19 – Our Bricklaying student at ACCESS, Freeman Vicaire, won the silver medal at the regional competition held in Saint-Hyacinthe. A letter was sent to Freeman with our Congratulations!

February 23 – Musical “The Trial of the Big Bad Wolf” at Courtland Park International School. Great production! Great school/parent partnership!

February 25 a.m. – I had the pleasure of assisting teacher, Julie Humphrey, in her grade 2/3 class at Royal Oak.

February 25 p.m. – RAA Focus group which consisted of 5 administrators (all past presidents).

February 26 – Pierre Farmer and I treated Board staff to coffee and a little something at 3 o'clock the last day of work prior to March break.

March 8 – I went to the visitation of Karen Trudel, a long-time employee who died from complications with breast cancer. Her daughters are graduates of former Champlain School and Centennial.

March 10 – I participated in interviews for the Professional Management Consultant position with Michel La Rue. (This is the replacement for Tony DiLallo's current position.)

March 11 – Advisory Board on English Education meeting. The focus was on success in the English community.

March 12 – I met with the support staff focus group over breakfast and with the elementary teacher focus group in the afternoon.

March 15 – I read to a class at Cedar Street School within the context of Reading Week.

Expulsions and Reinstatements

Since the last Board meeting, there have been three expulsions - two Secondary 2 students from Heritage: one for possession of a weapon and one for violence; and one secondary 5 student from Centennial for drug possession.

Parents' Committee: P. Chouinard/D. Copeman

- Last meeting was held on March 8
- Michel LaRue was the director in attendance
- Commissioner Cuffling also present to speak to Parent reps about Student Ombudsman; perception and credibility are of utmost importance. Parent Committee requested that a parent commissioner sit in on interviews for Ombudsman.
- Calendar for 2010-2011 school year and the Policy on the Allocation of Resources were reviewed. The Executive will send comments to the Secretary General.
- REACH community wants to know what is happening to their school
- Next meeting is on April 12, 2010

REPORTS (non-voting items only)

Executive - L. Cuffling:

No meeting since last Council. Date of next meeting: April 6

Transportation Advisory – P. Chouinard:

- Meeting was held on March 16 in a.m.
- Surplus (\$220K) in transportation budget due to use of berlines instead of taxis. Changes will also be implemented at Harold Sheppard School which will save money as well as improve service.
- Bullying issues on busses are being addressed in partnership with Maxime Lapierre of the Montreal Canadiens.
- Next meeting is on May 18th at 10 a.m.

Communication – M. Cloutier:

- Meeting held on February 23
- Plans are to meet with Franklin Jones at the next Communications meeting to discuss fundraising opportunities
- \$10K will be available to Riverside from QESBA for the Go Publique campaign
- Discussions are ongoing about how to move toward paperless meetings
- Next meeting is on March 23rd at 6:30 p.m.

Education – D. Smith:

- Meeting was held on February 22.
- Due to MELS exam schedule, April 19 will be a regular school day for elementary and a pedagogical day for secondary students. May 14th will be a regular school day for secondary and a pedagogical day for elementary students.
- L. Beaupré provided an update on Goal 5 of the Partnership Agreement
- L. Martin provided information on DES leaving requirements
- ACCESS will be hosting an Open House on April 8th
- ACCESS bricklaying received Silver medal and an honourable mention in regional competition
- Next meeting is on March 22 at 6:30 p.m.

Finance and Audit – L. Cuffling:

Meeting held February 23. Reviewed the following items:

- Appointment of signing officers
- Purchasing mandate for photocopiers
- Revised budget 2009-2010
- Summary of H1N1 costs
- Allocation of resources for 2010-2011
- Autonomous revenues for 2010-2011
- Draft of proposed budgetary rules
- Commissioners met with Internal Auditor
- Next meeting is at call of the Chair.

Governance and Ethics – L. Cuffling

- No meeting was held. Search for a Student Ombudsman is ongoing.
- Next meeting is at the call of the Chair.

Human Resources – H. Dumont:

- Meeting held on March 16th
- Management staff overview discussed
- Next meeting is at the call of the Chair.

Material Resources and Safe Schools – K. Cameron

- Meeting held on March 9th
- Summer projects are underway
- Have until June to make decision re: Board Office relocation
- Riverside uses eco-certified cleaning products that are safe and do not contain the hazardous ingredients referred to in a recent CBC radio report.
- 2010-2011 technology allocation will help upgrade current models and equipment as well as achieve MELS ratios

QESBA – P. D'Avignon:

- No report – next meeting Friday, March 26 and March 27 for PD
- The Go Publique campaign was mentioned. 68 markets across the province have been targeted. Boards are spending their allocations on advertising in busses, bus shelters and newspapers.
- Commissioner Lamoureux requested that a breakdown of the funds received from QESBA for this campaign be provided to Council.

NEW BUSINESS

Resolution B333-20100316

ADOPTION OF THE ANNUAL REPORT FOR THE 2008-2009 SCHOOL YEAR

WHEREAS Article 220 of the Education Act states that every school board must prepare an annual report for the population on its territory;

WHEREAS Article 220.1 states that every school board must invite the public to an information meeting at least once a year;

WHEREAS public notice was given in the *Courier du sud* newspaper on February 25, 2010;

WHEREAS at this meeting, the commissioners must present the content of the Annual Report and answer any questions concerning the report;

IT IS MOVED by Commissioner Cloutier, seconded by Commissioner Rasmussen, that the Annual Report for 2008-2009 be adopted and that a copy be appended to these Minutes.

UNANIMOUS

Resolution B334-20100316

ADOPTION OF THE REVISED ADMINISTRATIVE STRUCTURE FOR 2009-2010

WHEREAS the Council of Commissioners must determine the administrative structure for Riverside School Board as per Articles 253 and 254 of the Regulation Respecting the Conditions of Employment of Management Staff of School Boards;

WHEREAS the Council of Commissioners adopted the administrative structure of Riverside School Board for 2009-2010 by Resolution B274-20090421, modified it by Resolution B285-20090916 and again by Resolution B309-20091117;

WHEREAS consultation has taken place with the Riverside Administrators' Association and the Association des cadres scolaires du Québec:

IT IS MOVED by Commissioner Capobianco, and seconded by Commissioner D'Avignon, that Resolution B309-20091117 : Administrative Organization for 2009-2010 be replaced by the Administrative Structure for 2009-2010 shown at Appendix "B" to these minutes.

UNANIMOUS

Resolution B335-20100316

APPOINTMENT OF THE OFFICIAL DELEGATE TO GRICS

IT IS MOVED by Commissioner D'Avignon, seconded by Commissioner Sastre, that Mr. Gilles Deguire, Coordinator of Technology, be hereby appointed as the official delegate of Riverside School Board at all Special and Regular Meetings of the Société GRICS and that he exercise the related functions; and

THAT in the event of the inability to act of the official delegate, Mr. Pierre Farmer, Assistant Director General, be hereby appointed as the official alternate delegate of Riverside School Board at all Special and Regular Meetings of the Société GRICS with the same mandate ; and

THAT this resolution nullifies and replaces all other past resolutions concerning the appointment of an official delegate to the General Assembly of the Société GRICS.

UNANIMOUS

Resolution B336-20100316

AFFILIATION WITH "L'ASSOCIATION RÉGIONALE DU SPORT ÉTUDIANT DU RICHELIEU:

IT IS MOVED by Commissioner Lamoureux, and seconded by Commissioner Chouinard, that Riverside School Board pay the affiliation cost for the 2009-2010 school year of a fixed amount of \$300 plus 18 cents for elementary students and 19 cents for secondary students enrolled at Riverside School Board, on a per capita basis of the enrolment as at September 30 of the current school year; and

THAT such an affiliation indicates that Riverside School Board recognizes the aims of "*l'Association régionale du sport étudiant du Richelieu*" in accordance with their letters patent.

UNANIMOUS

Resolution B337-20100316

NOMINATIONS TO THE “ASSOCIATION RÉGIONALE DU SPORT ÉTUDIANT DU RICHELIEU” :

IT IS MOVED by Commissioner Smith, and seconded by Commissioner Dumont, that Riverside School Board nominate:

- **Tom Crowe**, Chambly Academy
- **Steve Green**, CRHS
- **Chris Broad**, HRHS
- **Brad Morley**, St. Johns and
- **Steve LeSueur** SSIAA-Elementary Chair
- **Eric Beaudoin** representative from SSIAA to the *Commission sectorielle de Sport étudiant Richelieu*

as delegates to “l’Association régionale du sport étudiant du Richelieu”;

THAT the mandate of these delegates be in relation to the program of activities for 2009-2010 as submitted by “l’Association régionale du sport étudiant du Richelieu”; and

THAT, to this end, they are officially mandated to participate in the decision-making process of said association and follow up with any decisions made, in accordance with the procedures established by Council.

UNANIMOUS

Resolution F94-20100316

APPOINTMENT OF EXTERNAL AUDITORS FOR THE 2009-2010 FISCAL YEAR:

WHEREAS school boards must appoint an external auditor each year according to Article 284 of the Education Act;

WHEREAS a public call for tender was made requesting prices for the next three fiscal years: 2009-2010, 2010-2011 and 2011-2012;

WHEREAS the results of the call for tenders are as follows:

Brunet, Roy Dubé comptables agréés :

2009-2010	\$29,400
2010-2011	\$30,400
2011-2012	\$31,700

Raymond Chabot Grant Thornton

2009-2010	\$42,225
2010-2011	\$43,400
2011-2012	\$44,500

WHEREAS, further to the analysis performed by the Finance Department, the lowest bidder in conformity has been recommended;

WHEREAS this resolution was reviewed and is supported by the Finance and Audit Committee :

IT IS MOVED by Commissioner Cuffling, and seconded by Commissioner D’Avignon, that the **Accounting Firm Brunet, Roy, Dubé** be appointed external auditors of Riverside School Board for the 2009-2010 fiscal year.

UNANIMOUS

AMENDMENT TO THE DRAFT RESOLUTION ON THE APPOINTMENT OF SIGNING OFFICERS

IT IS MOVED by Commissioner Horrocks and seconded by Commissioner Blais that paragraph 1 c) of the resolution concerning the appointment of signing officers, which is before council this evening, be modified to read as follows:

Cheques issued by the School Board shall carry the signatures of the Chairman of the Council of Commissioners and the Director General and/or that of the Director of Financial Resources and/or the Assistant Director General;

1 OPPOSED (Commissioner Lamoureux)

4 ABSTENTIONS (Commissioners Gour, Sastre, Morrison, Gareau)

12 IN FAVOUR

CARRIED

Resolution F95-20100316

APPOINTMENT OF SIGNING OFFICERS :

WHEREAS it is necessary for Riverside School Board to appoint signing officers:

IT IS MOVED by Commissioner D'Avignon, seconded by Commissioner Blais, that signing officers be appointed as follows:

1. Bonds, Bond Coupons, Cheques, Short-Term Loans, Credit Margin and Bankers Acceptance

In accordance with Article 173 of the Education Act:

- a) Bonds shall carry the facsimile signatures of the Chairman of the Council of Commissioners and that of the Director General;
- b) Bond coupons shall carry the facsimile signatures of the Chairman of the Council of Commissioners and that of the Director General;
- c) Cheques issued by the School Board shall carry the signatures of the Chairman of the Council of Commissioners and the Director General and/or that of the Director of Financial Resources and/or the Assistant Director General;

Cheques issued by the schools shall carry the signatures of the Administrator or his/her delegate, as authorized by the Director of Financial Resources or by the Director General.

d) Documents pertaining to the line of credit as well as the demands for bankers acceptance and all documents regarding banking operations for Riverside School Board shall carry the signatures of the Director or Assistant Director of Financial Resources.

2. Any other document

The Chairman of the Council of Commissioners and the Director General are hereby authorized to sign contracts for transportation as well as collective agreements after approval by the Council of Commissioners. Other service agreements, loan of service agreements, contracts for construction projects, leases, contracts with the Ministry and with agencies of the ministries, shall be signed by the Director General after approval by the Council of Commissioners. Applications for grants shall be signed by the Director General. Contracts of an administrative nature, such as maintenance contracts, snow removal and rental of equipment, shall be signed by the Director of the department concerned; and

In the absence of the Director General, the signature of the Assistant Director General is authorized.

2 OPPOSED (Commissioners Lamoureux and L'Heureux)
4 ABSTENTIONS (Commissioners Gour, Sastre, Morrison, Gareau)
11 IN FAVOUR
CARRIED

Resolution F96-20100316

SERVICE AGREEMENT WITH THE *CENTRE DE SERVICES PARTAGÉS DU QUÉBEC* FOR THE ACQUISITION OF 11 PHOTOCOPIERS INCLUDING SERVICE AND MAINTENANCE CONTRACTS:

WHEREAS the leases of 10 mid-volume photocopiers and 1 high-volume photocopier will expire in 2009-2010;

WHEREAS, following the consultation of all schools, the Finance and Audit Committee recommended that the purchase of all photocopiers be centralized at the school board (Finance department);

WHEREAS the acquisition and service costs will be paid for from both school and Board budgets, and the estimated acquisition costs are \$110,000 and the service and maintenance costs are \$162,000 for a total of \$272,000;

WHEREAS Riverside School Board wishes to mandate the *Centre de services partagés du Québec* which provides services to public institutions for the acquisition of equipment and services by going to public tender for competitive bids for a fee of 6%. This fee is based on the net savings generated by the tender versus the costs published on the web site of the *Centre de services partagés du Québec*;

WHEREAS Riverside School Board will finance the acquisition with short term financing at a more competitive rate than those of leasing companies;

IT IS MOVED by Commissioner Chouinard, and seconded by Commissioner Capobianco Skipworth, that the *Centre de services partagés du Québec* be mandated to go to public tender for the purchase of 11 photocopiers.

UNANIMOUS

Resolution MR173-20100316

AWARDING OF A CONTRACT FOR THE PARTIAL REPLACEMENT OF THE ARCHITECTURAL ENVELOPE AT HERITAGE REGIONAL HIGH SCHOOL:

WHEREAS Riverside School Board has requested, through Resolution MR165-20090616, monies to proceed with the partial replacement of the architectural envelope at Heritage Regional High School;

WHEREAS the MÉLS has allocated monies to proceed with the partial replacement of the architectural envelope at Heritage Regional High School within its "*Maintien du bâtiment*" measure;

WHEREAS a public call for tenders was opened on March 8, 2010 and the results are as follows (price excluding taxes):

Restaurex inc.	\$127,290.00
SAVITE Construction Inc.	\$130,000.00
Constructions Bugère inc.	\$165,800.00
Groupe C&G Beaulieu Inc.	\$167,700.00
Société générale de construction BPF Inc.	\$194,450.00
Groupe Atwill-Morin	\$230,564.00

WHEREAS monies remain within the “*Maintien du bâtiment*” measure to proceed with replacement of additional facades of the architectural envelope at Heritage Regional High School;

WHEREAS it is possible to negotiate an amendment to the contract to include supplementary work, in accordance with Article 17, Chapter 4 of the “*Loi sur les contrats des organismes publics*” on a quantity variation for which a unit price has been agreed upon;

WHEREAS the recommendation to add work for the replacement of the architectural envelope of rooms C-122 and C-124 to the contract of the lowest bidder in conformity, Restaurex inc. for an amount of \$ 114,750 excluding taxes .

WHEREAS monies made available within the “*Maintien des bâtiments*” 2009-2010 for Riverside School Board are sufficient to carry out the work in its entirety;

WHEREAS, further to the analysis performed by the professional firm Leclerc Architectes, the lowest bidder in conformity has been recommended;

WHEREAS this resolution was reviewed and is supported by the Material Resources and Safe Schools Committee :

IT IS MOVED by Commissioner Capobianco Skipworth, and seconded by Commissioner Horrocks, that Riverside School Board accept the recommendation of the professional firm, Leclerc Architectes, to award the contract for the partial replacement of the architectural envelope at Heritage Regional High School to the lowest bidder in conformity, Restaurex inc. for the amount of \$127,290.00, excluding taxes, and that the Director General be authorized to sign the contract to that effect and an addendum of \$114,750 excluding taxes.

UNANIMOUS

Resolution MR174-20100316

AWARDING OF A CONTRACT FOR THE PARTIAL ROOF REPLACEMENT AND RENOVATION OF THE WASHROOMS AND DOMESTIC PIPING AT COURTLAND PARK INTERNATIONAL IN ST. BRUNO:

WHEREAS Riverside School Board has, by Resolution MR165-20090616, requested monies to proceed with the roof replacement and renovation of the washrooms and domestic piping at Courtland Park International;

WHEREAS the MÉLS has allocated monies to proceed with the roof replacement and renovation of the washrooms and domestic piping at Courtland Park International within its “*Maintien du bâtiment*” programme;

WHEREAS a public call for tenders was received on February 25, 2010 and the results are as follows (price excluding taxes):

Construction R.D.J. Inc	\$414,419.50
Construction G.C.P.	\$418,237.00
Marieville Construction Inc.	\$425,594.00

La Cie de construction Relève Inc.	\$446,400.00
Polyval Construction inc.	\$448,526.00
Construction Breault Inc.	\$454,724.00
Axe construction Inc.	\$457,070.50

WHEREAS, further to the analysis performed by the professional firm Leclerc Architectes, the lowest bidder in conformity has been recommended;

WHEREAS this resolution was reviewed and is supported by the Material Resources and Safe Schools Committee :

IT IS MOVED by Commissioner L'Heureux, and seconded by Commissioner Nichols, that Riverside School Board accept the recommendation of the professional firm, Leclerc Architectes, to award the contract for the roof replacement and renovation of the washrooms and domestic piping at Courtland Park International to the lowest bidder in conformity, Construction R.D.J. Inc, for the amount of \$414,419.50, excluding taxes, and that the Director General be authorized to sign the contract to that effect.

UNANIMOUS

Resolution MR175-20100316

AWARDING OF A CONTRACT FOR THE REPLACEMENT OF THE BOILER AND HVAC EQUIPMENT AT GOOD SHEPHERD SCHOOL IN BROSSARD:

WHEREAS Riverside School Board has requested, through Resolution MR165-20090616, monies to proceed with the replacement of the boiler and Heating Ventilation and Air Conditioning (HVAC) equipment at Good Shepherd School;

WHEREAS the MÉLS has allocated monies to proceed with the replacement of the boiler and HVAC equipment at Good Shepherd School within its "*Maintien du bâtiment*" measure;

WHEREAS a public call for tenders was received on February 19, 2010 and the results are as follows (price excluding taxes):

NÉVÉ Réfrigération Inc.	\$548 740,00
Tuyauterie Michel K. & Denis inc.	\$557 900,00
Constructions R.D.J. Inc.	\$566 400,00
Cofely Services inc.	\$588 996,00
Axe Construction	\$618 076,00
Les Constructions Claude Peloquin Inc.	\$619 000,00
Plombaction Inc.	\$625 800,00
Tuyauterie Expert inc.	\$643 900,00
Construction JAB inc.	\$649 550,00
Polyval Construction Inc.	\$651 671,00
Mécanique RH	\$660 172,00
Le Groupe Centco inc	\$739 001,50

WHEREAS, further to the analysis performed by the professional firm Normand Langlois architecte, the lowest bidder in conformity has been recommended;

WHEREAS this resolution was reviewed and is supported by the Material Resources and Safe Schools Committee :

IT IS MOVED by Commissioner Cameron, and seconded by Commissioner Chouinard, that Riverside School Board accept the recommendation of the professional firm, Normand Langlois architecte, to award the contract for the replacement of the boiler and HVAC equipment at Good Shepherd School to the lowest bidder in conformity, NÉVÉ Réfrigération

Inc., for the amount of \$548,740.00, excluding taxes, and that the Director General be authorized to sign the contract to that effect.

UNANIMOUS

Resolution MR176-20100316

AWARDING OF A CONTRACT FOR THE RESTORATION OF THE MASONRY PHASE II AT ST. LAMBERT ELEMENTARY SCHOOL IN ST. LAMBERT:

WHEREAS Riverside School Board has requested, through Resolution MR165-20090616, monies to proceed with the restoration of the masonry Phase II at St. Lambert Elementary School;

WHEREAS the MÉLS has allocated monies to proceed with the restoration of the masonry Phase II at St. Lambert Elementary School within its "Maintien du bâtiment" measure;

WHEREAS there is a historical context pertaining to St. Lambert Elementary School that calls for a specialized workforce to carry out the work;

WHEREAS the "Loi sur les contrats des organismes publics L.Q. 2006, c.29" allows for the qualifying of contractors through a two-step (2) public call for tenders ;

WHEREAS the first step, a qualitative public call for tenders, was received on January 19, 2010 and the results are as follows:

Constructions J.B.A.	Qualified
GB Cotton Inc.	Qualified
Groupe Atwill-Morin	Qualified
Les Entreprises Den-Pro	Qualified
Maçonnerie Rainville & Frères Inc.	Qualified
Restaurations Dyc inc.	Disqualified
Restaurex inc.	Qualified
Saint-Denis Thompson Inc.	Qualified
Savite Construction inc	Disqualified

WHEREAS only the bidders who met the qualifying criteria were asked to submit their bid as the second step, received on February 19, 2010 and the results are as follows:

Restaurex inc.	\$184,500.00
Les Entreprises Den-Pro	\$204,640.00
Constructions J.B.A.	\$205,449.00
Maçonnerie Rainville & Frères Inc.	\$249,865.00
Saint-Denis Thompson Inc.	\$255,000.00
Groupe Atwill-Morin	\$268,975.00
GB Cotton Inc.	Non soumis

WHEREAS, further to the analysis performed by the professional firm Normand Langlois Architecte, the lowest bidder in conformity has been recommended;

WHEREAS this resolution was reviewed and is supported by the Material Resources and Safe Schools Committee :

IT IS MOVED by Commissioner Cuffling, and seconded by Commissioner Nichols, that Riverside School Board accept the recommendation of the professional firm, Normand Langlois Architecte, to award the contract for the restoration of the masonry Phase II at St.

Lambert Elementary School to the lowest bidder in conformity, Restaux inc., for the amount of \$184,500.00, including taxes, and that the Director General be authorized to sign the contract to that effect.

UNANIMOUS

Resolution HR227-20100316

RESIGNATION OF AN ADMINISTRATOR :

IT IS MOVED by Commissioner Sastre, seconded by Commissioner Gour, that the resignation for purposes of retirement of **Kenneth Prokosh**, Principal of Good Shepherd School, be accepted with regret as of July 8, 2010.

UNANIMOUS

OTHER BUSINESS

Correspondence - As listed in Appendix "A" to these Minutes. Copies available to the public.

PUBLIC QUESTIONS : Nil

ROUND OF APPLAUSE

Commissioner Capobianco Skipworth

Kudos to Mountainview School and its CLC; Second annual meet and greet planned for Saturday from 2 – 4 p.m. HRHS will be represented to promote their school.

Commissioner Lamoureux

Found CRHS Science Fair very innovative. Also attended a fundraiser at HRHS for citizens of Haiti. Kudos to the school for both events.

Commissioner L'Heureux

Attended the musical at Courtland Park International. Was very impressed with the level of commitment of the parents as some no longer have children attending CPI; however, they are passing on the tradition.

CLOSING:

IT IS MOVED by Commissioner Blais, and seconded by Commissioner Dumont, at 9:55 p.m. that the meeting be closed.

UNANIMOUS

Moira Bell, Chairman

Denise Paulson, Secretary General

CORRESPONDENCE - RIVERSIDE SCHOOL BOARD
10.03.16

<i>FROM / DE</i>	<i>TYPE</i>	<i>SUBJECT / OBJET</i>
Lucie Désilets, RCSM	Letter to the Chairman	Invitation to an awards night
Michael Murray, Chairman, Eastern Townships School Board	Letter to the Chairman	Annual Report
Table nationale de lutte contre l'homophobie du réseau scolaire	Letter to the Chairman	Declaration
Moira Bell	Letter to the parents, teachers at REACH	Urgent notice

Members are hereby convened to a regular meeting on
Tuesday, March 16, 2010 at 7:30 p.m. at the Administration Centre
 299 Sir-Wilfrid-Laurier Blvd., St. Lambert, Québec.

REVISED AGENDA – REGULAR MEETING

1. Call to Order and Quorum
2. Adoption of the Agenda (a 10 minute break will be called during the meeting)
3. Questions from the Public – 30 minutes
4. Approval of Minutes
 - 4.1 Adoption of the Minutes of February 16, 2010
 - 4.2 Business arising from the Minutes of February 16, 2010
5. Reports
 - 5.1 Chairman's Report
 - 5.2 Director General's Report
 - 5.3 Parents' Committee Report
6. Committee Reports

6.1 Executive	6.6 Governance and Ethics
6.2 Transportation	6.7 Human Resources
6.3 Communication	6.8 Material Resources and Safe Schools
6.4 Education	6.9 Q.E.S.B.A.
6.5 Finance and Audit	
7. New Business
 - 7.1 Board Administration
 - 7.1.1 Presentation and Adoption of 2008-2009 Annual Report
 - 7.1.2 Adoption of Revised Administrative Structure
 - 7.1.3 Appointment of Official Delegate to GRICS
 - 7.1.4 Affiliation with Sport étudiant du Richelieu
 - 7.1.5 Appointment of Delegates to Sport étudiant du Richelieu
 - 7.2 Financial Resources
 - 7.2.1 Appointment of External Auditors 2009-2010
 - 7.2.2 Appointment of Signing Officers
 - 7.2.3 Service Agreement for Purchase of Photocopiers
 - 7.3 Material Resources
 - 7.3.1 Partial Replacement of Architectural Envelope at HRHS
 - 7.3.2 Partial Roof Replacement and Renovation of Washrooms and Domestic Piping at CPI
 - 7.3.3 Replacement of the Boiler and HVAC Equipment at Good Shepherd
 - 7.3.4 Restoration of Masonry – Phase 2 – at St. Lambert Elementary
 - 7.4 Human Resources
 - 7.4.1 Resignation of an Administrator for Purposes of Retirement
8. Correspondence
9. Other Business
10. Questions from the Public – 20 minutes
11. Round of Applause (limit of 2 minutes/member)
12. Closing

Given at St. Lambert, Québec, on March 15, 2010

Denise Paulson, Secretary General

Report to Our Community 2008-2009



Choose Riverside for a real-world education



Message from the Chairman and Director General

Board Strategic Plan

As foreseen, important actions designed to improve the success of Riverside students were undertaken in each of the five strands of the Board Strategic Plan in 2008-2009: literacy, mathematics, success for special needs, safe & caring schools and vocational education. Details of those actions and achievements are described later in this Annual Report.

Planning for Future Directions for Riverside School Board

In the past five years, Riverside School Board has unfortunately experienced a continued decline in elementary enrolment of over 1400 students. This has been accompanied by a corresponding decline in revenues to support administrative services and building upkeep. As well, the Board felt a pressing need to review the organization of its programs and services to ensure the maintenance of high standards and of our continued capacity to compete successfully with neighbouring school boards and private schools and increasingly attract parents and students to a Riverside education.

To that end, a Townhall meeting was held in November 2008, bringing together approximately 200 parents, employees, students, commissioners and community partners to look at the way in which Riverside has evolved in the first ten years of its existence (1998-2008). Participants also identified and prioritized values, programs and services with a view of helping the Board chart the course of its direction over the next ten years.

In April of 2009, after numerous meetings and the consideration of recommendations made by Board and school administration, the Council of Commissioners adopted a report recommending a reorganization of its schools for 2010-2011 and a timeline for consultation of the Riverside community. The consultation process included information sessions and an extended opportunity to engage in dialogue with the communities affected by the

recommendations. If accepted in December 2009, this will result in a consolidation of elementary schools and the merger of population in the central area of the Board's territory.

Promotion of Riverside School Board

Numerous strategies were put in place in 2008-2009 to attract new students to Riverside schools and to retain students, especially in the transition from elementary to secondary schooling.

Actions undertaken included: a new advertising strategy for pupil registration in the winter of 2009 that involved the development of promotional posters and their distribution in key locations throughout our territory (e.g. CPE's, CSSS's, real estate offices, community centres, etc.), ongoing development of E-News and the Board's website and a new-look Annual Report that incorporated a promotional component.

Strategies that were pursued to retain students in the transition from elementary to secondary included visits by high school principals and students to feeder elementary programs to promote the programs, activities and services they offer, distribution of the promotional booklet on Riverside secondary schools and open houses organized by all secondary schools.

Introduction of New Programs

Our ongoing commitment to vocational education was confirmed through the introduction/pursuit of additional vocational options in health care and the identification of other options that we would strive to obtain for the benefit of our students (e.g. refrigeration and air conditioning, repair of natural gas equipment and general building maintenance).

The 2008-2009 school year saw the development of an arts concentration program at Heritage Regional High School to be introduced in 2009-2010.

Policy and By-Law Development

The following were adopted in 2008-2009 to reinforce our values and guide our actions as a school board, in the future:

- Healthy Living Policy
- Policy on the Continued Operation or Closure of a School
- Code of Ethics for Commissioners
- By-Law 13: Delegation of Powers to School Principals and Centre Directors

Major Capital Investments

› **ACCESS Riverside**

The \$4 million MELS-financed extension to our Adult and Vocational Education Centre on Cleghorn Street in St. Lambert was completed in December of 2008. It allows us to now offer vocational education programs in state-of-the-art facilities much appreciated by our students and staff and that provide

high visibility given its location on the access to and from the Victoria Bridge.

› **Chambly Academy**

The 2008-2009 school year also saw work begin on the fourth and final phase of the major renovations and construction project at Chambly Academy. This phase involved the use of proceeds (approximately \$3 million) from the sale of the land adjacent to Chambly Academy to provide the school with a new gym, new library, new cafeteria and new student services facilities.

Moira Bell, Chairman

Kevin Lukian, Director General

Report on the 2008-2009 Strategic Plan

SAFE AND CARING SCHOOLS

GOAL 1

1.1 To implement a global Emergency Measure Program to foster a healthy and safe environment and to help schools comply with Riverside School Board's Health and Safety Policy

Goal 1 of the Safe & Caring Schools strands focuses, on one hand, on helping school principals comply with the new Health & Safety Policy. Templates and list of documents to be included in the Annual Report were prepared and transmitted to school principals.

It also focuses, on the other hand, on the preparation of a new complete Emergency Measure Program (EMP) for all schools. With the help of a consultant, the documents are to be finalized and implemented into test schools for the end of June. The two test schools are John Adam and St. Lambert

Elementary.

Once the implementation is finalized in the two test schools, corrections and changes to the Emergency Measure Programs will be made prior to implementation in the rest of the school board.

GOAL 2

1.1 To ensure that all members of the Riverside community are aware of and understand the expected behaviours which develop, nurture and sustain a safe and caring educational environment

1.2 To establish a culture that embraces this by communication and promotion of the Code of Conduct to the Riverside community

Sufficient additional copies of the Code of Conduct are distributed to new community members, staff and students.

The Code of Conduct is incorporated in schools, using a cross-curricular approach. Emphasis is put on promoting responsibility, respect, civility and academic excellence in a safe environment. All Principals are thus committed to providing a stimulating and caring environment which enables all students to achieve personal success.

A version of the Code of Conduct for student agendas in a child-friendly language is developed for both sectors, elementary and secondary.

GOAL 3

1.1 To ensure that existing intervention programs at the school level, school board level and community level effectively respond to the needs of Riverside School Board students and contribute to making our schools safer and more caring environments

The intervention programs selected are: Transitions and YIELD at the secondary level and Second Steps/Steps to Success and interventions to address bullying and self-esteem at the elementary level.

TRANSITIONS: The assessment process consisted of surveys, focus groups and tracking of students. 122 surveys were sent to students, parents and Riverside employees who are, or have been, involved with Transitions students. Six focus groups composed of parents, students, Riverside employees, Commissioners, and past and present Transitions Coordinators were held. Tracking of Transitions students for the past 4 years was completed. Results and recommendations will be presented in May-June.

SECOND STEPS / STEPS TO SUCCESS and INTERVENTIONS TO ADDRESS BULLYING AND SELF ESTEEM: The assessment process involved sending questionnaires to all teachers, vice-principals and principals in the elementary schools. Data is in the process of being collected and compiled. Results will be presented early June.

YIELD: A survey is in the process of being

constructed, and Focus groups will be held in September.

In 2009–2011 the focus will be to complete the assessment of selected interventions, make recommendations to schools and examine intervention programs already in place in outer jurisdictions.

LITERACY AT THE ELEMENTARY LEVEL

GOAL 1

1.1 To increase the professional knowledge and confidence of teachers with regard to targeted strategies

1.2 Through this focused teacher training, to improve the literacy-related competencies of students

The major thrust over the three years is to equip teachers with Literacy Toolboxes.

Cycle 2 Reading Comprehension Toolbox sessions planned for this year have taken place. Teachers will continue with the Writing Traits Toolbox in 2009-2010. Although not included in the plan, in response to positive feedback and requests from schools, a group of Cycle 3 teachers will also be trained with the Reading Comprehension Toolbox during 2009-2010.

Writing Traits Toolbox piloting group sessions planned for this year have taken place. A draft plan for the implementation has been created. As well, resource teacher Reading Comprehension Toolbox sessions planned for this year have taken place and resource teachers will continue with the Writing Traits in 2009-2010.

Kindergarten Screening visits have taken place and meetings were held to plan support to students and teachers.

Scoring and analysis of pre-test and post-test results for teachers and students will be completed in late June.

As well, an update on the Literacy Strand was presented to the Education Committee on February 2, 2009. Furthermore, on a regular basis, both informal and formal feedback has been provided to the Assistant Director

General by the professionals spearheading the plan.

MATHEMATICS AT THE ELEMENTARY LEVEL

GOAL 1

1.1. Improve the mathematics competencies of Elementary Cycle III students

Twenty-five teachers from 17 schools (all RSB elementary schools with the exception of REACH, Royal Charles and Royal Oak) have participated in five half-day sessions. A resource binder containing competency 2 and 3 situations was created and distributed to the teachers.

Observable elements were introduced (determining what we expect to see in the students' work before evaluating the situation). Teachers were given an opportunity to grade situations using the observable elements. Time to create competency 2 and 3 situations and complete situational problems which no longer fit the new description was provided. This exercise will give teachers the expertise they need to design their own evaluation tools if they so choose.

Recommendations for 2009-2010: School-based Math PLC: Cycle 3 teachers are ready to plan curriculum maps to identify essential content and essential skills to be taught within a specific year of the cycle. Design or identify (from a bank of situational problems) common evaluation tools that will provide evidence of student learning. My role would be to support the work of teachers in their development of the PLC.

GOAL 2

2.1 Improve the mathematics competencies of Elementary Cycle II students

Twenty teachers from 19 schools (all RSB elementary schools with the exception of REACH) were provided with five half-day opportunities to work in collaborative teams; to engage in discourse about mathematics, teaching and learning; and to observe the modeling of relevant, effective teaching strategies using the manipulatives provided in the toolbox.

Recommendations for 2009-2010: Build a new toolbox with a focus on geometry and measurement to convey content and pedagogical knowledge. Providing teachers with opportunities to become familiar with the material designated for their cycle and helping them make conceptual connections is the predominant emphasis of the toolbox professional development design. The sessions will also focus on assessment and student work to better integrate content.

MATHEMATICS AT THE SECONDARY LEVEL

GOAL 1

1.1 Improve the mathematical competencies of students in Secondary Cycle

The geometry manipulatives were delivered to the schools in December 2008. Thereafter, four toolbox professional development sessions were given to Secondary Cycle One teachers. The focus of the toolbox sessions was providing teachers with tools that will facilitate student competency development. This was done through the use of dynamic geometry software (Geonext and Geogebra), geometry manipulatives (pattern blocks, geoboards, tangrams, etc.) and literacy strategies in the mathematics classroom. In addition to the toolbox sessions, continuous support has been provided by the consultant to individual or small groups of teachers.

Recommendations for 2009-2010: After studying the results of the "Needs Assessment" questionnaire that was distributed to teachers during the 2007-2008 school year, and consulting with teachers, the consultant would recommend the development and delivery of toolbox sessions that focus on algebra. Teachers find it difficult to introduce algebra because algebraic concepts are somewhat abstract and the most challenging for students to grasp.

STUDENTS WITH SPECIAL NEEDS

GOAL 1

1.1 To enable school teams to develop creative solutions to effectively address students with special needs

In the fall of 2008, a Riverside School Board Resource Liaison Team was developed. This

new resource team consisted of two lead teachers visiting schools in order to ensure that resource teachers have available and ongoing support. Twenty half days have been allocated to the liaison team.

Throughout the year, resource teachers were provided with professional development activities to help create a strong and supportive network within the school/school board. Over 10 sessions were offered to the resource teachers. Topics included the role of a resource teacher, literacy, language disabilities, the new competency-based IEP, reporting for students with special needs and competency scales.

Throughout the year, professional development was provided for attendants, special education technicians and daycare educators. Twelve formal sessions were held. Topics included Autism Theory and Practical Classroom Strategies, Behaviour Management Systems, Child Development and the Brain and Working with Difficult Children. With many of these sessions both teachers and principals chose to attend as well. Many other sessions were held by our professionals in individual schools.

GOAL 2

2.1 To ensure clear understanding regarding the purpose of the Individualized Educational Plan (IEP) among all partners, including parents

This goal is centered on the creation and implementation of a board wide IEP framework. The prototype IEP has been developed through GRICS and the focus will be on the implementation of the draft IEP in the 4 pre-identified schools along with the creation of a complementary guide to support the implementation. The guide details the IEP process and outlines what should be included in the IEP. The training will begin in August 2009. (St. John's [elementary & HS], St. Lambert, St. Mary's, and St. Lawrence.

The 2009-2011 Students with Special Needs Strand will continue to focus on the development of strategies to properly assess student needs and to implement

appropriate support measures in schools.

VOCATIONAL EDUCATION

GOAL 1

1.1 Make Vocational Education Information more accessible to the Riverside community

We are continuing to develop promotional materials for each of the programs that ACCESS offers. This material will be used in high schools or other career fair in order to make people aware of what ACCESS can offer. The insert in the high school students' agenda was a great success as well as the flyer that was sent with the final report cards of all secondary 4 and 5 students. We received a lot of phone calls from parents who wanted to have more information on our services and programs. Also, all our pamphlets have been revamped.

Unfortunately, we did not participate in Riverside television broadcasts, since Mr. Rizkallah, the coordinator was not available for us because he was working on other projects.

We participated in various local and regional career fairs and conferences during the year.

GOAL 2

2.1 Increase options with an emphasis on trade occupations

In order to increase options with an emphasis on trade occupations, RSB has requested Plumbing and Heating and Pose de revêtements souples (a program which does not exist in English). Since three English Boards are requesting Plumbing and Heating on the next Strategic Plan of the 9 English Boards, we have to devise a plan B. We will request the following programs : Refrigeration, Building Maintenance, Réparations d'appareils au gaz naturel which does not exist in English. We will also request Pharmacy Technical Assistance.

We will continue to consider any AVS options that could be offered at ACCESS.

GOAL 3

3.1 Increase accessibility to ACCESS

A new two-way transportation service will be offered as of September 2009 with New Frontiers School Board, Champlain College and Riverside School Board.

The committee will continue to work on the feasibility of offering a shuttle bus service from RSB high schools to ACCESS.

GOAL 4

4.1 Increase accessibility to vocational options for students who do not have the necessary prerequisites at Secondary 3

ACCESS is now offering Secondary 2 and 3 in both Math and English. For French, the number of registrations did not allow us to offer this option. The committee will continue to explore any other possibilities that could be done.

What do Commissioners do?

Quebec School boards help shape the future of local communities by governing the education of young people. The provincial government, through the minister of Education, grants school boards the independent authority to make decisions regarding the direction and quality of local public education. Accountability to the public is entrenched through the election of local school board commissioners every four years.

A key responsibility for commissioners is to stay in touch with community stakeholders so that they understand, and reflect in their decision-making, what all citizens value and want from their local public schools. It's important to note that commissioners represent all the schools, neighbourhoods and communities within the school board. They make decisions based on the needs of the entire jurisdiction.

RSB Commissioners

Name	Telephone	District
Moira Bell, Chair	450-465-5593	9
Fernand Blais	450-670-0163	1
Ken Cameron	450-465-6020	15
Anna Capobianco	450-714-1525	2
Michael Cloutier	450-447-6178	5
Lesley Cuffling	450-671-4535	10
Pierre D'Avignon	450-346-1875	19
Henriette Dumont	450-656-6174	7
Donna Gareau	450-635-6484	17
Margaret Gour	450-496-1807	14
Dominic Guerriero	450-635-8363	18
D. Horrocks, Vice-Chair	450-672-4897	16
Dan Lamoureux	450-445-0420	12
Michel L'Heureux	450-653-4287	4
Pamela Morrison	450-467-5582	3
Nina Nichols	450-676-1483	6
Susan Rasmussen	450-465-4602	11
Gustavo Sastre	450-742-3342	13
Dawn Smith	450-651-5544	8
Parent Commissioners		
P. Chouinard, Elementary	450-359-9144	
D. Copeman, Secondary	450-632-9382	

Ethics Complaints

No complaints were made in 2008-2009. To consult **By-Law 2: Code of Ethics and Professional Conduct for Commissioners**, click on the following link:

[By-Law 2: Code of Ethics and Professional Conduct for Commissioners](#)



COMMISSION SCOLAIRE RIVERSIDE SCHOOL BOARD

AVIS PUBLIC / PUBLIC NOTICE

Avis public est donné, par les présentes, que les états financiers 2008-2009 de la Commission scolaire Riverside seront déposés à la séance régulière du Conseil des commissions qui se tiendra au 7445 chemin Chambly à St-Hubert, Province de Québec, le 15 décembre 2009.

Public notice is hereby given that the 2008-2009 Financial Statements of the Riverside School Board will be deposited at a regular meeting of the Council of Commissioners to be held at 7445 Chemin Chambly in St-Hubert, Province of Québec, on December 15th, 2009.

BILAN AU 30 JUIN 2009 **BALANCE SHEET AS AT JUNE 30, 2009**

ACTIFS FINANCIERS

Encaisse	1,377,193 \$
Subventions à recevoir	7,732,102 \$
Taxes à recevoir	1,402,797 \$
Comptes débiteurs	4,966,316 \$
Inventaires	64,288 \$
TOTAL des ACTIFS FINANCIERS	15,542,696 \$

NON FINANCIAL ASSETS

Cash
Grants receivable
Taxes receivable
Accounts receivable
Stock
TOTAL of FINANCIAL ASSETS

PASSIF

Emprunts de banque	10,240,000 \$
Comptes créditeurs et courus à payer	11,037,705 \$
Emprunt à long terme à la charge du MELS.	45,363,000 \$
Emprunt à long terme à la charge de la c.s.	2,865,355 \$
Revenus reportés	3,403,654 \$
Autres passifs et Provision pour bénéfices futurs	5,331,095 \$
TOTAL des PASSIFS	78,240,809 \$

LIABILITIES

Bank demand loans
Accounts payable & Accrued liabilities
Long term loan subject to a grant
Long-term loan assumed by the board
Deferred revenues
Other liabilities and reserve for futur benefits
TOTAL of LIABILITIES

ACTIFS FINANCIERS NETS (DETTE NETTE)	-62,698,113 \$
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NET FINANCIAL ASSET (DEBT)

ACTIFS NON FINANCIERS

Immobilisations corporelles	62,263,528 \$
Frais payés d'avance	1,334,052 \$
TOTAL des ACTIFS NON FINANCIERS	63,597,580 \$

NON FINANCIAL ASSETS

Fixed assets
Prepaid expenses
TOTAL of NON FINANCIAL ASSET

<u>SURPLUS ACCUMULÉ</u>	899,467 \$
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CUMULATIVE SURPLUSES

REVENUS

Subventions	74,615,064 \$
Imposition foncière	12,102,584 \$
Autres	8,985,418 \$
TOTAL	95,703,066 \$

REVENUES

Grants
School taxes
Others
TOTAL



DÉPENSES

Activités d'enseignement et de formation	<u>42,393,840 \$</u>
Activités de soutien à l'enseignement et à la formation	<u>18,636,939 \$</u>
Activités parascolaires	<u>13,129,176 \$</u>
Activités administratives	<u>5,872,558 \$</u>
Activités relatives aux biens meubles et immeubles	<u>9,553,776 \$</u>
Activités connexes	<u>5,277,847 \$</u>
TOTAL	<u>94,864,136 \$</u>

SOUS-TOTAL

<u>838,930 \$</u>

Gain sur disposition d'actif immobilier

<u>3,266,807 \$</u>

Excédent des revenus sur les dépenses

<u>4,105,737 \$</u>

Surplus accumulé au 30 juin 2008

<u>2,796,034 \$</u>

Redressement PCGR affectant les exercices antérieurs

<u>(6,002,304 \$)</u>

SURPLUS ACCUMULÉ au 30 juin 2009

<u>899,467 \$</u>

EXPENDITURES

Activities related to teaching

Activities supporting teaching

Complementary activities

Administrative activities

Building activities

Other related activities

TOTAL**SUB-TOTAL**

Gain on Asset disposal

Excess of revenues over expenditures

Cumulative surplus on June 30th 2008

Prior years' GAAP adjustments

June 30th, 2009 **CUMULATIVE SURPLUS**

Des exemplaires des états financiers sont disponibles à un coût nominal.
Copies of the Financial Statements may be obtained for a nominal fee.

Donné à Saint Hubert, Province de Québec, le 15 décembre 2009

Given at St. Hubert, Province of Québec, on December 15th, 2009

Kevin Lukian

Le directeur général / Director General



Riverside School Board

Administrative Structure 2009-2010 School Year

Adopted 2009-06-16
(Modified 2010-03-12)

School or Center	CENTER DIR.	PRINCIPAL	V.P.	MGR.	DIRECTOR	D.G.	ADG	Assistant Director	COORD.	COMMENTS
Adult Ed./ACCESS	1		1							
Alternate *		0.5								Teaching Principal
Boucherville		1								
Cedar Street *		0.7								Teaching Principal
Centennial RHS		1	3.8	1						
Chambly Acad.		1	1							
Courtland Pk		1								
Good Shepherd		1								
Greenfield P. Int.		1								Admin. costs shared with C.s. M-V
Harold Napper		1	1							
H. Sheppard *		0.5								Teaching Principal
Heritage RHS		1	4	1						
John Adam		1								
Mount-Bruno		1								
Mountainview		1								
R E A C H *		0.5								Teaching Principal
Royal Charles *		0.5								Teaching Principal
Royal Oak *		0.5								Teaching Principal
St. Johns		1	2							
St. Jude		1	1							
St. Lambert		1	1							
St. Lawrence School		1	1							
St. Mary's		1	0.8							
Terry Fox *		0.7								Teaching Principal
William Latter		1								
Board Office				7	6	1	1	3	3	
DG, ADG, DHR, DFR, 3 DES, SG, 1 ADES, 1 ADF, 1 ADHR, 1 CCS, 1C-ICT, 1 CMR, 1 MT, 3 MMR, 1MFR, 1 MDG, 1 MHR										
Total: 09/10	1	20.9	16.6	9	6	1	1	3	3	
Total: 08/09	1	21.1	16.8	8	6	1	1	1	4	
Difference:	0	-0.2	-0.2	1	0	0	0	2	-1	

* Teaching principal has partial teaching assignment