Lambton Kent District School Board
Student Achievement Community Success

REGULAR BOARD MEETING AGENDA
PUBLIC SESSION

TUESDAY, OCTOBER 27, 2026
7:00 p.m.

A

Board Room
Sarnia Education Centre
200 Wellington Street, Sarnia, ON

			Page Reference
1.	Call to Order		
2.	Regrets		
3.	Approval of Agenda		
4.	Traditional Territorial Acknowledgement		
5.	Declaration of Conflict of Interest		
6.	Approval of the Minutes of:		
	a) October 6, 2026 Regular Board Meeting		3
7.	Business Arising from the Minutes		
8.	Motions Emanating from the Regular Board Private Session		
9.	Motion that the Actions of the Regular Board Private Session be the Action of the Board		
10.	Presentations		
	a) 2025-2026 Provincial Assessment (EQAO) Results – Superintendents Hazzard and Mancini		
11.	Delegations		
12.	Reports for Board Action:		
	a) Staff Appreciation Day and Volunteer Appreciation Day 2026-2027 Recommendation: "That the Board observe Staff Appreciation Day on March 5, 2027 and Volunteer Appreciation Day on May 5, 2027."	Chair Robertson/ CEO Girardi Report B-26-145	8
	b) LKDSB Policy and Regulations on *Trustee Honoraria* Recommendation: "That the Board approve the revised Policy and Regulations on *Trustee Honoraria*."	CEO Girardi Report B-26-146	9
	c) LKDSB Policy and Regulations on *Human Rights* Recommendation: "That the Board approve the Policy and Regulations on *Human Rights*."	CEO Girardi/ Superintendent Dixon Report B-26-147	16
	d) LKDSB Policy and Regulations on *Safe Arrival* Recommendation: "That the Board approve the revised Policy and Regulations on *Safe Arrival*."	CEO Girardi/ Superintendent Hazzard Report B-26-148	21
13.	Reports for Board Information:		
	a) Ontario Public School Boards' Association (OPSBA) Update	Chair Robertson Oral Report	
	b) Parent Involvement Committee (PIC) Report	CEO Girardi Report B-26-149	24

c) Special Education Advisory Committee (SEAC) Report	Trustee Little Report B-26-150	25
d) Student Senate Report	Student Trustees Baldwin/ George/Rankin Report B-26-151	29
e) Supervised Alternative Learning (SAL) Report	Superintendent Mancini Report B-26-152	30
f) Trustee Confidentiality and Return of Devices	CEO Girardi Report B-26-153	32
g) 2025-2026 Provincial Assessment (EQAO) Results	Superintendent Hazzard/ Superintendent Mancini Report B-26-154	34

14. Correspondence
15. New Business
16. Trustee Questions
17. Notices of Motion

    CEO Girardi serves Notice of Motion “That the Board approve that the title Director of Education be changed to Chief Executive Officer throughout the LKDSB Procedural By-Laws.”

18. Announcements
    a) The next Regular Board Meeting will be held on November 10, 2026 at the Chatham Regional Education Centre at 7:00 p.m.
19. Adjournment

PRESENT:	
Trustees:	Chair Kelley Robertson, Vice-Chair Roberta Northmore, Greg Agar, Jane Bryce, Randy Campbell, Jack Fletcher, Malinda Little, Angela Richards, David Shortt
Student Trustees:	MJ Baldwin, Kaydence George, Mackenzie Rankin
Staff:	Chief Executive Officer (CEO) Gary Girardi, Superintendents of Education Emily Dixon, Ben Hazzard, Kelly Holbrough, Mary Mancini, and Eryn Smit, joining virtually, and Public Relations Officer Caress Lee
Regrets:	Trustees Ruth Ann Dodman and Janet Barnes, Associate Director Brian McKay
Recording Secretary:	Jaime Shannon, Executive Assistant to the Chief Executive Officer
Call to Order:	Chair Robertson called the meeting to order at 7:00 p.m. Chair Robertson read LKDSB Procedural By-Laws Section 3.19 *Decorum at Board Meetings*.
#2026-152 Approval of the Agenda	Moved by Jane Bryce, seconded by Jack Fletcher, "That the Agenda for the Regular Board Meeting of October 6, 2026 be approved, with the removal of Item 11. a)." CARRIED. Chair Robertson presented the Traditional Territorial Acknowledgement.
Declaration of Conflict of Interest	None.
#2026-153 Approval of the Minutes Sept/22/2026	Moved by Greg Agar, seconded by David Shortt, "That the Board approve the Minutes of the Regular Board Meeting of September 22, 2026." Chair Robertson noted friendly amendments under the OPSBA Report, including a grammatical correction regarding delays in collecting and accessing Jordan's Principle funding. CARRIED.
Business Arising	CEO Girardi followed up on a question raised at the previous meeting regarding Student Trustee attendance at Ontario Student Trustees' Association (OSTA) events. He reported that, based on Ministerial direction, Board funds cannot be used for Student Trustees to attend OSTA events. He noted that Student Trustees may attend at their own expense or with support from an external organization, provided the Board is not involved in the flow of funds. CEO Girardi relayed that the Board could explore other student leadership opportunities, noting that participation would require interest and support from schools. In response to a Student Trustee question, he advised that the student leadership opportunities may not previously have been broadly shared. In response to a Trustee question, he noted that external sponsorship could be

explored, subject to clear arrangements that do not involve Board administration of the funds.

CEO Girardi reported that numerous calls and emails have been received regarding the annual school reorganization process and split classes at Zone Township Central School. He advised that a frequently asked questions document had been posted on the school website to provide consistent responses and would be updated as new questions arise. He further noted that the school receives slightly more than $4,000 annually in rural funding support.

CEO Girardi advised that the Minister of Education had amended the regulation governing Trustee Honoraria. He noted that a revised LKDSB regulation, including reductions to Trustee, Chair and Vice-Chair honoraria, would be presented at the October 27, 2026 Board Meeting.

Motions Emanating from the Regular Board Private Session

None.

Vice-Chair Northmore reported that the Board had approved Trustee Barnes' absence.

#2026-154
Action of the Regular Board Private Session be the Action of the Board

Moved by Roberta Northmore, seconded by Jane Bryce,

"That the Action of the Board in Private Session be the Action of the Board."

CARRIED.

Presentation – National Day for Truth and Reconciliation

Superintendent Smit introduced System Coordinator Jenn Schatz and Inclusive Diversity Consultant Gillian Scott, who presented on the work of the Indigenous Education and Equity, Diversity, Inclusion and Justice teams in support of the National Day for Truth and Reconciliation. The presenters described a project that began at Gregory Drive Public School and developed into a board-wide webinar featuring the voice of a residential school survivor and a student-created song. A portion of the video was shown. The presenters reported that the webinar supported age-appropriate learning for students in Grades 5 to 12 and Board staff, with separate learning materials developed for Kindergarten to Grade 4. They noted that learning would continue during Treaty Week and throughout the school year.

In response to a Trustee question, System Coordinator Schatz clarified that the student webinar had been postponed because of bus cancellations; however, the session for Board staff and Trustees proceeded. They indicated that another viewing opportunity would be provided for Trustees who were unable to attend.

Student Trustees and Trustees commended the webinar's authentic Indigenous voice and age-appropriate resources while reflecting on the ongoing impacts of residential and day schools and the importance of Indigenous learning in Ontario's curriculum.

Presentation – LKDSB Multi-Year Strategic Plan 2026/2027 to 2030/2031

CEO Girardi introduced Josh Fullan and Todd Harrison of Maximum City and noted that the Multi-Year Strategic Plan had been developed through extensive consultation with students, staff, families, community partners, Trustees, and First Nations partners.

Mr. Fullan and Mr. Harrison presented the 2026/2027 to 2030/2031 Multi-Year Strategic Plan. They reported that more than 2,700 community members contributed through surveys, classroom activities, visioning sessions, workshops, and Indigenous engagement. They relayed that the plan retains the Board's mission and vision and establishes Learning, Well-Being, and Trust as interconnected strategic priorities, supported by Belonging.

In response to a Trustee question, Mr. Fullan explained that the earth-tone elements in the graphic connect selected objectives to Belonging and to the Board's ongoing work in equity and anti-oppressive education.

A Trustee commended the clarity of the plan and identified the use of ampersands, and Mr. Harrison advised that the intended style was to use the ampersand in display text and the word "and" in body text.

A Student Trustee expressed support for the plan and noted that student voices and priorities, including mental health, well-being, and trust, were reflected throughout the consultation process and final document.

A Trustee expressed support for the work while noting that the plan should place greater emphasis on measurable educational outcomes and fiscal responsibility. CEO Girardi explained that the Strategic Plan is an overarching document and that annual Operational Plans would provide specific objectives, actions and outcomes. He advised that these plans would be brought forward to Trustees.

A Trustee encouraged the continued use of strategic plan graphics in Board materials as a visible reference for aligning Board business with Strategic Priorities. CEO Girardi noted that staff would explore opportunities to use the graphics and supporting materials throughout the system.

#2026-155
LKDSB Multi-Year Strategic Plan 2026/2027 to 2030/2031
Report B-26-141

CEO Girardi presented the recommendation on the LKDSB Multi-Year Strategic Plan 2026/2027 to 2030-2031.

Moved by Jane Bryce, seconded by Randy Campbell,

"That the Board reaffirm the LKDSB Vision and Mission Statements and approve the LKDSB Multi-Year Strategic Plan 2026/2027 to 2030/2031."

CARRIED.

Indigenous Liaison Committee (ILC) Report
Report B-26-142

Vice-Chair Northmore presented the Indigenous Liaison Committee (ILC) Report.

In response to a Trustee question, Vice-Chair Northmore explained that Board Action Plan funds generally cannot be used for capital projects without special approval. Superintendent Smit added that the special-request process may provide clarity or enable the proposed use of funds.

In response to a Trustee question, Superintendent Hazzard described the July elementary mathematics lab hosted with the University of Michigan at Great Lakes Secondary School. He noted that six Bkejwanong First Nation staff members participated and that preliminary planning was underway to host a

future lab at the community school. He also described a partnership with Lakehead University to develop locally relevant, land-based mathematics resources for shared use.

In response to a Trustee question, CEO Girardi confirmed that unspent Board Action Plan funds remain available beyond the current guidelines. He noted, however, that the Board remains focused on using available funding to support priorities identified by the Committee and the Board.

In response to a Trustee question, Superintendent Smit explained that a fixed-term Indigenous Services Canada grant obtained by a First Nation partner funded 3.5 Educational Assistants serving students in LKDSB schools. He advised that the funding would be exhausted in February 2027 and that, if it were not renewed, possible BAP support would be considered through the Indigenous Liaison Committee and Indigenous Education Department.

Vice-Chair Northmore explained that Jordan's Principle funding had previously supported Educational Assistants but was no longer available for that purpose. She noted that First Nation communities may use other community funding to support staff and that differences between community needs and Ministry eligibility criteria can create funding gaps.

CEO Girardi advised that a significant portion of the outstanding Jordan's Principle funding had likely already been advanced by the Board to ensure students received timely supports, subject to confirmation with Associate Director McKay. He emphasized that the Board's local process aligned with Jordan's Principle requirements and that LKDSB funds had been used appropriately.

Vice-Chair Northmore clarified that Indigenous Services Canada and the Independent First Nations organization are separate entities and that most of the outstanding amount is owed by the latter. She further explained that First Nation communities, rather than the Board, initiate Jordan's Principle applications. Superintendent Smit confirmed that LKDSB works with First Nation communities to implement approved supports.

In response to a Trustee question, CEO Girardi advised that an outstanding reimbursement should not, in his understanding, prevent consideration of a separate eligible request.

Ontario Public School Boards' Association (OPSBA) Update

Chair Robertson reported that a meeting for all Board Chairs would be held on October 15, 2026. She noted that Trustees continue to receive OPSBA updates by email and that she had no additional information to report.

Special Education Advisory Committee (SEAC) Report
Report B-26-143

Trustee Little presented the Special Education Advisory Committee (SEAC) Report.

In response to a Trustee question regarding the Ministry of Education's review of inclusion policy, CEO Girardi reported that LKDSB had not been contacted to provide input at that time.

Correspondence

None.

New Business	None.
Trustee Questions	A Trustee asked whether the CEO would review and recommend changes to LKDSB policies, regulations, or procedural by-laws concerning election campaigns. CEO Girardi reported that existing Board by-laws do not provide sufficiently clear direction for Trustee candidates, although expectations for incumbent Trustees seeking re-election are clearer. He noted that staff had consulted municipal partners and would review the Board's by-laws and election processes after the election to identify clear expectations and any potential consequences. A Trustee asked whether two Trustee candidates had permission to hold an event on Board property and requested an investigation. CEO Girardi reported that he had not been informed of the event and was unaware of any request to use Board property. He noted that school properties are expected to remain neutral during an election campaign and confirmed that he would investigate what occurred. In response to a Trustee question, CEO Girardi explained that questions received from a Trustee candidate had been referred to the Chair to support a fair and transparent process. Chair Robertson confirmed that the individual did not have a child attending the affected school. She noted that elected Trustees have a role in receiving public inquiries and determining when operational information from administration is required, allowing administration to remain focused on student achievement. A Trustee suggested reviewing policies and procedures related to unauthorized events and trespassing on school property. A Trustee emphasized that activities on school property must be sanctioned by the Board and clarified that the social media page promoting the event was not an official municipal page. CEO Girardi cautioned against drawing conclusions before the circumstances were established. He advised that staff would investigate what occurred, including whether authorization had been requested, and report back. A Trustee requested an update on Alexander Mackenzie Secondary School. CEO Girardi reported that construction remained on schedule and that the Board expected to return to a portion of the building in early November. He noted that the technology wing would not yet be returned to the Board and therefore, some classes would continue at the college site.
Notices of Motion	None.
Announcements	The next Regular Board Meeting will be held on October 27, 2026 at the Sarnia Education Centre at 7:00 p.m.
Adjournment	There being no further business of the Board, Chair Robertson declared the Meeting adjourned at 8:58 p.m.

Chair of the Board

Chief Executive Officer

LEARNING — We hold high expectations for all learners

WELL-BEING — We value & care for each other

TRUST — We invest in relationships & commit to fiscal responsibility

BELONGING — We champion anti-oppressive education and create equitable, welcoming environments where everyone feels valued and empowered to thrive

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FROM: **Kelley Robertson, Chair**
Gary Girardi, Chief Executive Officer

DATE: **October 27, 2026**

SUBJECT: **Staff Appreciation Day and Volunteer Appreciation Day 2026-2027**

Staff and volunteers play an integral role in supporting students and strengthening school communities throughout the Lambton Kent District School Board (LKDSB). The commitment and care demonstrated by staff contribute significantly to student development and achievement, while volunteers enhance the student experience by generously providing their time, expertise, and support in a variety of ways.

For 2026-2027, Staff Appreciation Day will take place on March 5, 2027, corresponding with International Employee Appreciation Day. Volunteer Appreciation Day will take place on May 5, 2027, in conjunction with Education Week.

These designated days allow LKDSB to recognize the important contributions made by staff and volunteers and to express appreciation for their continued efforts to provide enriching learning opportunities for students.

RECOMMENDATION:

"That the Board observe Staff Appreciation Day on March 5, 2027 and Volunteer Appreciation Day on May 5, 2027."

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FROM: **Gary Girardi, Chief Executive Officer**

DATE: **October 27, 2026**

SUBJECT: **LKDSB Policy and Regulations on *Trustee Honoraria***

The Policy and Regulations on *Trustee Honoraria* have been revised in response to changes introduced by the Ministry of Education. The Regulation has been updated to ensure alignment with the requirements of Ontario Regulation 320/26: *Honoraria for Board Members.*

RECOMMENDATION:

"That the Board approve the revised Policy and Regulations on *Trustee Honoraria*."

Lambton Kent District School Board

POLICY NO:. P-AD-146-26

POLICY

SUBJECT:	**Trustee Honoraria**

It is the policy of the Lambton Kent District School Board to provide Trustees with Honoraria that recognizes the importance and value of the role of the Trustee in public education. The amount shall be in accordance with the terms set out in the Ontario Regulation ~~357/06~~ 320/26.

Implementation Date:	October 24, 2006
Reviewed:	September 28, 2010, September 23, 2014, September 11, 2018, September 13, 2022
Revised:	October 27, 2026
Reference:	Education Act ~~Ontario Regulation 357/06: *Honoraria for Board Members*~~ *Ontario Regulation 320/26: Honoraria for Board Members*

Lambton Kent District School Board

REGULATION NO:. R-AD-146-26

REGULATIONS

SUBJECT: Trustee Honoraria

1. The honorarium for a Trustee of the Board in respect of ~~any~~ each year of their term of office shall ~~consist of the following components~~ be determined in accordance with Ontario Regulation 320/26. The First Nation Trustee will receive the same honorarium as an elected Trustee.

1.1 Transitional Year

For the year beginning November 15, 2025 and ending November 14, 2026, the Board shall pay each member an honorarium determined under Ontario Regulation 357/06 and the Board's policy, as they read on September 21, 2026.

~~1.1 Base Amount~~

~~For each member of the Board, for each year of the term of office beginning on November 15, 2022, the base amount paid shall be $5,900.00.~~

~~The amount paid to the Chair of the Board shall be the base amount plus $5,000.00.~~

~~The amount paid to the Vice-Chair of the Board shall be the base amount plus $2,500.00.~~

~~1.2 Enrolment Amount~~

~~For each member of the Board, the enrolment amount paid shall be one hundred percent of the amount determined when multiplying the Board's Average Daily Enrolment (ADE) by $1.75 and then dividing that product by ten.~~

~~The amount paid to the Chair of the Board shall be the enrolment amount above plus the sum of the ADE multiplied by $0.05 with a minimum of $500.00 and a maximum of $5,000.00.~~

~~The amount paid to the Vice-Chair of the Board shall be the enrolment amount above plus the sum of the ADE multiplied by $0.025 with a minimum of $250.00 and a maximum of $2,500.00.~~

1.2 Member Amount

For each year of a term of office beginning on or after November 15, 2026, the amount paid to each member of the Board, including the Chair and Vice-Chair, shall be the lesser of:

(a) $9,000.00; and

(b) the total of the base amount and enrolment amount determined by the Board for its members for the 2025-2026 year under Ontario Regulation 357/06 and the Board's policy, as they read on September 21, 2026.

~~1.3 Attendance Amount~~
~~A Trustee who is a member of the Special Education Advisory Committee (SEAC) or Supervised Alternative Learning Committee (SAL) shall not receive an attendance amount for attending the meetings.~~

~~1.4 Distance Amount~~
~~The distance amount component of the honorarium as outlined in Ontario Regulation 357/06 does not apply to the Lambton Kent District School Board.~~

1.3 Chair Amount
The amount paid to the Chair of the Board shall be the member amount under section 1.2 plus $1,000.00.

1.4 Vice-Chair Amount
The amount paid to the Vice-Chair of the Board shall be the member amount under section 1.2 plus $500.00.

1.5 Honorarium Policy and Publication
On or before October 15 in the year in which a term of office begins, the Board shall establish a policy setting out the honorarium amounts to be paid to members, the Chair and the Vice-Chair during the term of office, and shall publish the policy on the Board's website.

By November 16 in each year, beginning in November 2027, the Board shall publish on its website the honorarium paid to each member for the preceding year of the member's term of office. The amount shall remain on the website for the member's entire term of office.

1.~~5~~6 Service for a Partial Year
The honorarium paid to a Board member who serves for a partial year shall be prorated according to the time served during the year of the term of office.

1.7 Reduction for Breach of the Code of Conduct
The maximum reduction from a member's honorarium for a breach of the Board's code of conduct is 25 per cent of the amount the Board would otherwise pay to the member for the year of the term of office in which the breach occurred.

1.8 Board Subject to a Vesting Order
If the Board is subject to a vesting order made or deemed to be made under subsection 230.3 (1) of the Education Act, the Minister or a person appointed under subsection 230.15 (2) of the Act may, while the Board is subject to the vesting order, reduce the honorarium amount for members or determine that an honorarium will not be paid to members.

Implementation Date:	October 24, 2006
Revised:	November 28, 2006, September 28, 2010, September 23, 2014, September 11, 2018, September 13, 2022, October 27, 2026
Reference:	Education Act ~~Ontario Regulation 357/06: *Honoraria for Board Members*~~ *Ontario Regulation 320/26: Honoraria for Board Members*

Lambton Kent District School Board

REGULATION NO:. R-AD-146-26

REGULATIONS

SUBJECT: Trustee Honoraria

1. The honorarium for a Trustee of the Board in respect of each year of their term of office shall be determined in accordance with Ontario Regulation 320/26. The First Nation Trustee will receive the same honorarium as an elected Trustee.

1.1 Transitional Year
For the year beginning November 15, 2025 and ending November 14, 2026, the Board shall pay each member an honorarium determined under Ontario Regulation 357/06 and the Board's policy, as they read on September 21, 2026.

1.2 Member Amount
For each year of a term of office beginning on or after November 15, 2026, the amount paid to each member of the Board, including the Chair and Vice-Chair, shall be the lesser of:

(a) $9,000.00; and

(b) the total of the base amount and enrolment amount determined by the Board for its members for the 2025-2026 year under Ontario Regulation 357/06 and the Board's policy, as they read on September 21, 2026.

1.3 Chair Amount
The amount paid to the Chair of the Board shall be the member amount under section 1.2 plus $1,000.00.

1.4 Vice-Chair Amount
The amount paid to the Vice-Chair of the Board shall be the member amount under section 1.2 plus $500.00.

1.5 Honorarium Policy and Publication
On or before October 15 in the year in which a term of office begins, the Board shall establish a policy setting out the honorarium amounts to be paid to members, the Chair and the Vice-Chair during the term of office, and shall publish the policy on the Board's website.

By November 16 in each year, beginning in November 2027, the Board shall publish on its website the honorarium paid to each member for the preceding year of the member's term of office. The amount shall remain on the website for the member's entire term of office.

1.6 Service for a Partial Year

The honorarium paid to a Board member who serves for a partial year shall be prorated according to the time served during the year of the term of office.

1.7 Reduction for Breach of the Code of Conduct

The maximum reduction from a member's honorarium for a breach of the Board's code of conduct is 25 per cent of the amount the Board would otherwise pay to the member for the year of the term of office in which the breach occurred.

1.8 Board Subject to a Vesting Order

If the Board is subject to a vesting order made or deemed to be made under subsection 230.3 (1) of the Education Act, the Minister or a person appointed under subsection 230.15 (2) of the Act may, while the Board is subject to the vesting order, reduce the honorarium amount for members or determine that an honorarium will not be paid to members.

Implementation Date:	October 24, 2006
Revised:	November 28, 2006, September 28, 2010, September 23, 2014, September 11, 2018, September 13, 2022, October 27, 2026
Reference:	Education Act *Ontario Regulation 320/26: Honoraria for Board Members*

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FROM: **Gary Girardi, Chief Executive Officer**

DATE: **October 27, 2026**

SUBJECT: **LKDSB Policy and Regulations on *Human Rights***

The LKDSB Policy and Regulations on *Human Rights* have been created to reflect current expectations and practices within our Board. This review was conducted in coordination with Hicks Morley Hamilton Stewart Storie LLP.

RECOMMENDATION:

"That the Board approve the Policy and Regulations on *Human Rights.*"

Lambton Kent District School Board
Student Achievement Community Success

POLICY NO.: P-AD-170-26

POLICY

SUBJECT: HUMAN RIGHTS

The Lambton Kent District School Board recognizes the inherent dignity and the equal and inalienable rights of all members of the school board community and is committed to creating a climate of understanding and mutual respect for the dignity and worth of each person.

The board recognizes that a strong, equitable public education system is the foundation of a prosperous, caring and civil society where each person feels a part of the community and able to contribute fully to the development and well-being of the community.

As duty holders, we understand that an equitable and inclusive education system requires the creation of environments free from discrimination and harassment. In order to achieve this, the board will provide students with opportunities to realize their potential and develop into highly skilled, knowledgeable, caring citizens who contribute to their society.

Implementation Date: October 27, 2026

Lambton Kent District School Board
Student Achievement Community Success

REGULATION NO.: R-AD-170-26

REGULATIONS

SUBJECT: HUMAN RIGHTS

The Lambton Kent District School Board (LKDSB) is committed to fostering a learning and working environment that champions the inherent dignity and rights of every person. This regulation affirms the right of all students, staff and members of the school community to equal treatment, without discrimination or harassment. The LKDSB is dedicated to upholding its positive and proactive obligations to prevent and respond to discrimination, harassment, and systemic barriers in all its programs, services and operations. This regulation is developed in compliance with the Ontario Human Rights Code (OHRC), the Education Act, the Occupational Health and Safety Act, the Accessibility for Ontarians with Disabilities Act (AODA), the Canadian Charter of Rights and Freedoms and guidelines from the Ministry of Education.

It applies to conduct that occurs:

- On school property or any part of the school premises
- At school-related activities (e.g. field trips, sports events)
- Off school property, if the conduct adversely affects the school climate or the safety and well-being of the school community
- In all digital spaces related to the school/Board (e.g. Board networks and social media used for school-related activities)

The LKDSB prohibits discrimination and harassment based on all protected grounds under the Ontario Human Rights Code:

- Race
- Ancestry
- Place of Origin
- Colour
- Ethnic Origin
- Citizenship
- Creed (e.g. religion, spiritual beliefs)
- Sex (including pregnancy, gender-based harassment and breastfeeding)
- Sexual Orientation
- Gender Identity
- Gender Expression
- Disability (including physical mental, developmental and learning disabilities)
- Age
- Marital Status
- Family Status

- Record of Offences (employment only)
- Receipt of Public Assistance (housing only/not applicable in educational services context but included for staff employment/tenancy where relevant)

In the event of any conflict or update to this list, the Ontario Human Rights Code shall prevail, and this document shall be deemed amended to reflect such changes.

The LKDSB also recognizes Intersectionality, acknowledging that individuals may experience unique forms of discrimination due to the combination of multiple protected grounds and could require different strategies.

This regulation complies with the duties and obligations set out in the following documents:

1. Accessibility:

Accessibility in Employment – R-AD-159
Accessible Student Transportation Services – R-AD-160
Accessibility Standards – Customer Service – R-AD-150
Service Dogs, Use of Guide Dog, Service Dog or Service Animal by a Student – R-SE-314.1-25

2. Safe Schools:

Equity and Inclusive Education – R-AD-154
Field Trips and Educational Tours – R-PR-209
Safe Intervention with Students – R-AD-142
Safe Schools – Including Code of Conduct, Incident Reporting, Progressive Discipline and Bullying – R-AD-168
Student Dress Code – P-AD-133

3. Harassment and Discrimination:

Occupation Health and Safety – R-OP-405
Workplace Discrimination, Workplace Harassment, Workplace Sexual Harassment and Workplace Violence Prevention – R-AD-148

4. Workplace Harassment and Violence Prevention:

Workplace Discrimination, Workplace Harassment, Workplace Sexual Harassment and Workplace Violence Prevention – R-AD-148
Safe Schools – Including Code of Conduct, Incident Reporting, Progressive Discipline and Bullying – R-AD-168

Violations of this regulation are to be reported to a Supervisor, Manager, Administrator, Conflict Resolution Coordinator, who will then report to the Superintendent of Human Resources.

Implementation Date: October 27, 2026

References:

Adjudication of Existing Staff with Criminal Records
Advertising on School Board Property
Board Facilities – Use of Facilities, Materials and Equipment
Communications and Social Media
Community Use of School Board Facilities
Direction Regarding Hate Speech: Including Racial, Homophobic, Transphobic, Sexist, Ableist Slurs, or Epithets and the Use of the N-Word
Policies and Regulations Development and Review of
Privacy of Information
Voluntary Self-Identification of First Nations, Metis and Inuit Students
Volunteers

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FROM: **Gary Girardi, Chief Executive Officer**
Ben Hazzard, Superintendent of Education
Mary Mancini, Superintendent of Education

DATE: **October 27, 2026**

SUBJECT: **LKDSB Policy and Regulations on Safe Arrival**

The LKDSB Policy and Regulations on *Safe Arrival* have been reviewed and updated based on recent Minister of Education communication.

The LKDSB maintains Safe Arrival processes to account for students who are expected to arrive at or remain at school.

RECOMMENDATION:

"That the Board approve the revised Policy and Regulations on *Safe Arrival*."

Lambton Kent District School Board

POLICY NO: P-AD-114-26

POLICY

SUBJECT: Safe Arrival

It is the policy of the Lambton Kent District School Board that each elementary school have in place Safe Arrival procedures, reflecting the Regulations that correspond to this Policy, which will enable parent/guardians and school administrators to account for any pupil's unexplained failure to arrive at school or remain at school.

Implementation Date:	June 22, 1999
Revised:	February 26, 2002
Revised:	April 11, 2006
Reviewed:	January 11, 2011
Revised:	October 9, 2018
Revised:	October 27, 2026

References: LKDSB Regulations

Lambton Kent District School Board

REGULATIONS NO: **R-AD-114-26**

REGULATIONS

SUBJECT: **Safe Arrival**

1. Each elementary school shall have administrative Safe Arrival procedures in place to account for any pupil's unexplained failure to arrive at school or remain at school.

2. The Safe Arrival procedures will clearly state the responsibilities of the parents/guardians, and the responsibilities of the school administrators.

3. The Safe Arrival procedures will be communicated at the beginning of each school year, and throughout the school year if changes should occur, to the parents/guardians of each pupil at the school.

4. The Safe Arrival procedures shall reflect the specific needs and circumstances of each individual school (e.g., number of pupils, age of pupils, methods of student transportation, number of support staff available).

Implementation Date:	June 22, 1999
Revised:	February 26, 2002
Reviewed:	April 11, 2006, January 11, 2011, October 9, 2018
Revised:	October 27, 2026

References: LKDSB Policy

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FROM: **Gary Girardi, Chief Executive Officer**

DATE: **October 27, 2026**

SUBJECT: **Parent Involvement Committee (PIC) Report**

The Parent Involvement Committee of the Lambton Kent District School Board (LKDSB) held its first 2026-2027 school year meeting on October 20, 2026 at the Chatham Regional Education Centre, the Sarnia Education Centre and via Microsoft Teams.

Public Relations Officer Caress Lee provided a presentation of the School Ambassador Program: Social Media Takeover.

Chief Executive Officer Girardi updated the Committee on the LKDSB Multi-Year Strategic Plan.

The 2026–2027 funds allocated to the Parent Involvement Committee, including those from the Parent Reaching Out Grant, have been distributed equally across all schools in the LKDSB. This equitable allocation will enable school councils and their school communities to strengthen parent engagement, fostering inclusive environments that support student success.

Pamela Abbas Akl will remain the Parent Involvement Committee Co-Chair for the 2026-2027 school year. An election will be held at the next meeting to fill the additional Parent Involvement Committee Co-Chair position.

The Committee discussed possible future agenda items and scheduled the next meeting date.

The next meeting will be held on Monday, December 2, 2026.

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FROM: **Malinda Little, Trustee and Vice-Chair of the Special Education Advisory Commitee**

DATE: **October 27, 2026**

SUBJECT: **Special Education Advisory Committee (SEAC) Report**

The Special Education Advisory Committee (SEAC) of the Lambton Kent District School Board met in person at Lambton Kent Composite School in Dresden on Thursday, October 15, 2026. The following is a report of the activities of the meeting:

Exceptional Students Suspended By Exceptionality 2021-2025

Superintendent Holbrough shared a five-year overview of LKDSB exceptional student suspensions and noted a positive downward trend. She explained that boards across the province are recognizing that exceptional students are often disproportionately represented in suspension data and are moving toward a more restorative approach. While Safe Schools protocols include mandatory requirements, there is an increased focus on understanding student needs and providing appropriate supports.

Priority Setting for 2026-2027

Superintendent Holbrough shared the 2026-2027 SEAC meeting schedule, developed from member feedback collected at the September meeting. The proposed schedule includes a fall and spring field trip, a parent information night, and a special guest speaker (TBA).

LKDSB Presentation – Summer Programming

LKDSB Supervisor of Applied Behaviour Analysis presented an overview of the 2026 LKDSB Summer Camps program. Hosted by the ABA Team, Mental Health Team, elementary staff, ECEs, and student leaders, the program included five Summer Connections camps, a Kindergarten Readiness Camp, a Workplace/Volunteer Readiness Camp, as well as the Babysitting Course and Stay Safe! Course. Participation increased significantly from the previous year, with more than 1,500 student experiences across the various camps. Feedback from participants and caregivers was overwhelmingly positive, with many expressing appreciation for the hands-on learning opportunities and supportive environment.

LKDSB - Speech and Language Program Review

LKDSB Supervisor of School-Based Clinical and Therapy Services provided an update on the Speech and Language Program, including a review of current services, staffing challenges, and

future planning. The program provides language support for students from Kindergarten to Grade 3 and, for the first time this year, includes services for Junior Kindergarten students. Members heard about the tiered model of support, which includes professional learning for educators, targeted classroom interventions, and intensive supports provided by Speech-Language Pathologists. Discussion highlighted ongoing staffing shortages across the region and province, difficulties recruiting qualified professionals, and the impact these challenges have on service delivery. Despite these challenges, progress has been made with the hiring of two additional Speech-Language Pathologists, and opportunities for virtual assessment services are being explored to help address service gaps.

Notification to Organizations/Individuals Wanting to Be Part of SEAC

Superintendent Holbrough reminded the group that applications for agencies interested in serving as members of the Special Education Advisory Committee (SEAC) for the upcoming four-year term are being accepted until October 23, 2026. All current members were encouraged to reapply.

Next Meeting

Thursday, November 19, 2026
Sarnia Lambton Rebound – A Program for Youth

Trustee Malinda Little, SEAC Vice-Chair

Exceptional Students Suspended (Out of School), By Exceptionality (2021-2025)

EXCEPTIONALITY	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
	Elementary	Secondary	Elementary	Secondary	Elementary	Secondary	Elementary	Secondary	Elementary	Secondary
Autism	3	1	5	2	6	3	9	5	5	4
Blind and Low Vision	1		1						1	
Deaf and Hard-of- Hearing	1		1	1				1		
Developmental Disability	6	22	7	25	8	35	12	32	14	31
Giftedness						1	2		1	1
Language Impairment						1	2		1	
Learning Disability	34	123	32	119	35	155	28	102	39	95
Mild Intellectual Disability	19	54	11	77	22	71	13	68	20	59
Multiple Exceptionalities	2	10	4	10	6	17	2	17	7	17
Physical Disabilities				1	1			1		
Speech Impairment										
Total	66	210	61	235	78	283	68	226	88	207
Grand Total	276		296		361		294		295	

Lambton Kent District School Board

2026 – 2027 SEAC Priority Setting

Month	Presentation	
September 17, 2026	• Priority Setting	
October 15, 2026	• LKDSB Summer Camp	• Speech and Language Program Review
November 19, 2026	• Field Trip - Rebound	• CTEP
December 10, 2026	• Role of the Principal	• IEP's
January 21, 2027	• EDIJ	• Accessibility
February 18, 2027	• Elementary Program	• Deaf and Hard of Hearing Program Review
March 11, 2027	• Field Trip - CTC CK	• Children's Treatment Centre CK
April 15, 2027	• Parent/Student Panel	
May 27, 2027	• Budget	• Mental Health
June 17, 2027	• Special Guest	

October 13, 2026

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FROM: **MJ Baldwin, Kaydence George, Mackenzie Rankin, Student Trustees**

DATE: **October 27, 2026**

SUBJECT: **Student Senate Report**

The first Student Senate meeting of the 2026-2027 school year took place on October 5, 2026. The meeting was held virtually through Microsoft Teams.

During the meeting, introductions were made, the purpose of Student Senate was reviewed, and the Student Senators elected Co-Chair Chinmay Damani and Recorder Victoria MacDonald. The Student Trustees will share a Co-Chair position.

Student Senators discussed the Student Senate Project, which will involve promoting student leadership within secondary schools, with CEO Girardi.

The Student Senate meeting format was discussed, and Student Senators decided that for future meetings they would like in-person meetings at a central location with a virtual option.

The next meeting will be held on Tuesday, December 1 at Wallaceburg District Secondary School.

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FROM: **David Shortt, Trustee and SAL Committee Chair**

DATE: **October 27, 2026**

SUBJECT: **Supervised Alternative Learning (SAL) Committee, 2025-26**

For 2025-26, the SAL Committee was composed of trustees Jack Fletcher, Roberta Northmore, and Angela Richards, and David Shortt. The Committee also included System Coordinator Paul Wiersma and Community Representatives Leslie Helferty and Derek Syer and later Cheyenne Bogaert and Katie Glen. The following LKDSB resource staff attended the Committee meetings including SAL Coordinator Dennis Meston, Student Engagement Clerk Karen Bieber (and later Sharon Benoit), Attendance Officers Andy Collins and Nadine Giroux, Indigenous Student Re-Engagement Workers Kim George and Mary Whiteye, as well as secondary school principals and vice-principals.

SAL is a temporary non-credit excusal from school for compulsory school aged students, 14-17 years old, after all other attempts to engage a student have been made. During the time in SAL, a student has an opportunity to be supported in addressing challenges that prevent the student from participating in a full-time credit program. Students in SAL maintain a connection with their home school and are supported with the educational and personal goals outlined in their SAL plan with an overall goal of supporting a student's return to school or an alternative credit bearing program.

The SAL Committee met on the following dates:

Meeting Date	Student Referrals Approved
September 23, 2025	7
September 29, 2025	8
October 14, 2025	24
October 30, 2025	44
November 10, 2025	2
November 25, 2025	13
December 9, 2025	14
January 6, 2026	5
January 20, 2026	4
February 10, 2026	18
February 24, 2026	13
March 10, 2026	8
March 30, 2026	28
April 14, 2026	6
April 28, 2026	8
May 12, 2026	10
May 26, 2026	4
June 9, 2026	7
June 24, 2025	103 renewed for 2026-27

Grade	Approvals
8	2
9	45
10	38
11	66
12	72
Total	223

2025-26 SAL Students and Referrals

Semester 1 Start	Semester 1 Referrals	Semester 1 End	Semester 2 Start	Semester 2 Referrals	Semester 2 End
81	121	190	173	102	252

Year	Referrals
2018-19	220
2019-20	278
2020-21	565
2021-22	314
2022-23	319
2023-24	126
2024-25	160
2025-26	223

Steps were taken post-COVID to reduce the number of students in SAL. However, the unintended result was a larger number of students not registered for school at all. Recently, the focus has been on reducing the number of students leaving school and utilizing SAL as required.

A personalized SAL Plan is created for each student with input from the student, parent, home school, and any other professionals providing support to the student. The Plan identifies the barriers to school engagement as well as how these barriers may be addressed. The Plan includes both non-academic and academic goals.
The non-academic component may include

- Counselling by the school mental health professional and/or counsellor in the community.
- Receiving services from a health care professional to address physical or mental health concerns.
- Housing, legal aid, financial supports, addiction counselling.
- Participation in a community-based program from Rebound or Restorative Justice
- Employment
- Volunteering

The academic component may include

- Part-time studies at the home school
- Alternative Online Learning (flexible intake)
- Credit Recovery
- Cooperative education
- A specialized program such as ACCESS (Accessing Current Curriculum Experiences through Supervised Studies, Tilbury District High School)
- Self-study correspondence

Conclusion
A small number of students need to utilize SAL because the challenges they face prevent full-time engagement in academic programs. However, students in SAL are much less likely to be on track to graduate and miss the benefits of developing their socio-emotional skills and well-being when they are not at school. The longer a student is absent from school, the more difficult it is for the student to return to school. As a result, there are many efforts made to support students prior to considering SAL.

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FROM: **Gary Girardi, Chief Executive Officer**

DATE: **October 27, 2026**

SUBJECT: **Trustee Confidentiality and Return of Devices**

The Ontario Municipal election, including the election for School Board Trustees, will be held on October 26, 2026. The new term for Trustees will begin on November 15, 2026 and end on November 14, 2030. Trustees are asked to review the following information as we move towards the end of the current term and the start of the new term:

Trustee Duty of Confidentiality

As per Sections 11.22, 11.23, and 11.24 of the LKDSB Procedural By-Laws, *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. Confidential information includes personal information about an identifiable individual or information subject to solicitor-client privilege.

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 interests of the Board. [Parent, spouse and child have the same meaning as in Section 1 of the Municipal Conflict of Interest Act]

The obligation to maintain confidentiality is in perpetuity.

Board Materials

Any confidential Board materials, in both print and electronic form, in the possession of outgoing Trustees must be destroyed. Outgoing Trustees must return any print materials to the Board for proper disposal and delete any electronic files held on a non-Board device. Examples of confidential

items include Private Session Agendas, Reports, Minutes, and emails.

Board Devices

Outgoing Trustees must return their device(s) by November 10, 2026. Trustees who are continuing in their position may keep their device(s) until a return is requested.

LKDSB Email Accounts and Network Access

Email account and network access for outgoing Trustees will end at midnight on November 14, 2026.

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FROM: **Ben Hazzard, Superintendent of Education**
Mary Mancini, Superintendent of Education

DATE: **October 27, 2026**

SUBJECT: **2025-2026 Provincial Assessment (EQAO) Results**

The Education Quality and Accountability Office (EQAO) assessments were administered during the 2025-2026 school year with assessments focused on Primary (Grade 3), Junior (Grade 6), Grade 9 Mathematics, and the Ontario Secondary School Literacy Test (OSSLT). The 2025-2026 assessments were administered at different times during the school year depending on the assessment.

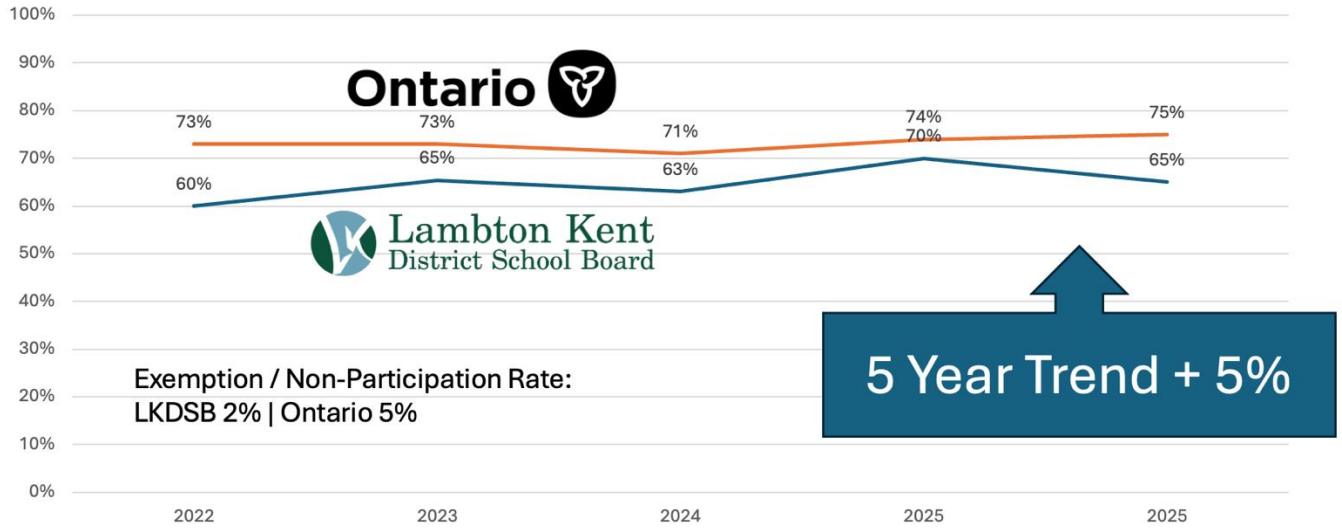
The Lambton Kent District School Board has achieved growth in student performance in most over the past five years. Primary Reading rose by 5% since 2022. Primary Writing grew by two points and Mathematics by five points exceeding provincial trends over the past four years. Mathematics also has shown growth over time. Junior Mathematics has improved 5% over four years and Grade 9 Mathematics has improved 10%. In Literacy, the OSSLT has improved by 4% over the same time period.

Year over year, several of the indicators declined.

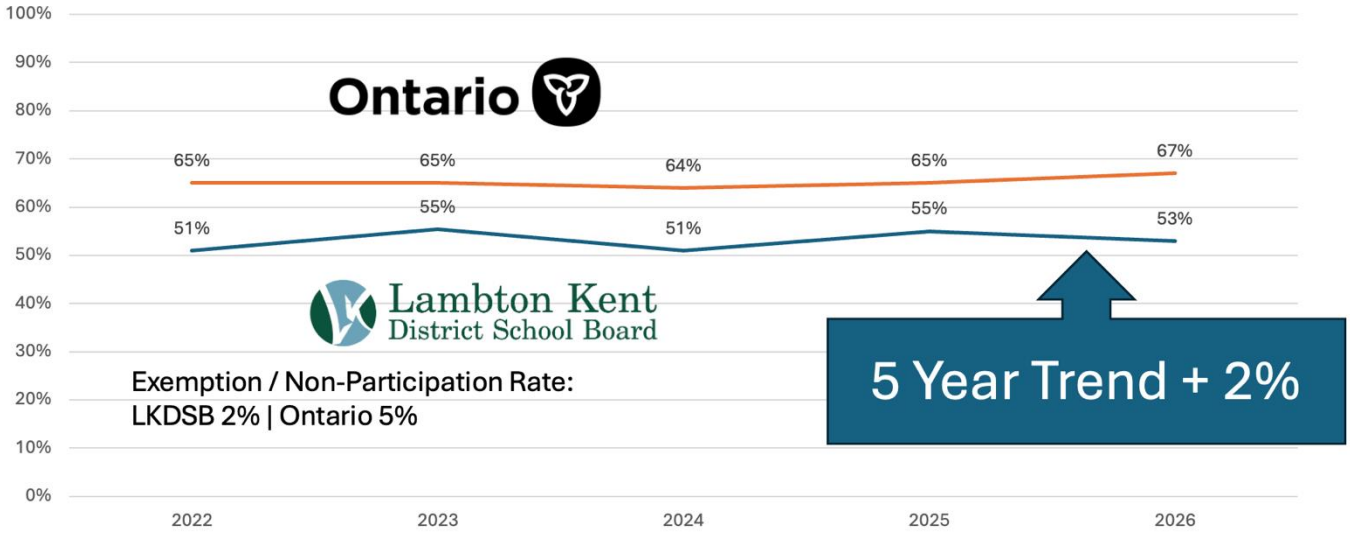
Next steps to improve student performance on EQAO include:

1. Deepening positive leading indicators
2. Supporting student presentation
3. Exploring early numeracy screening

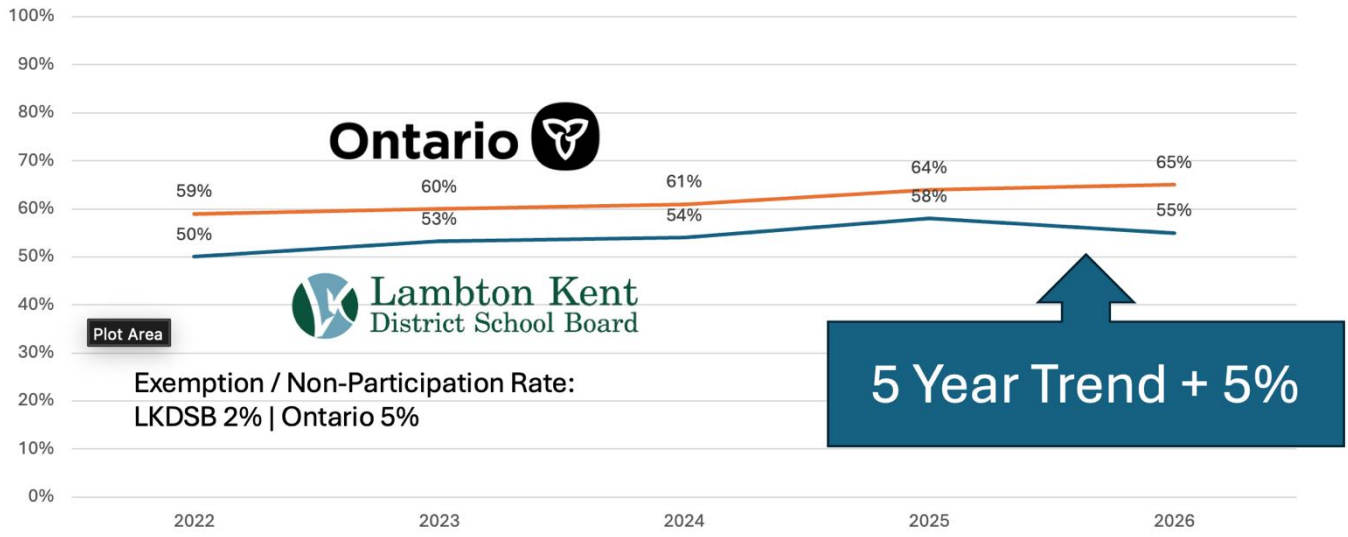
Grade 3 Reading



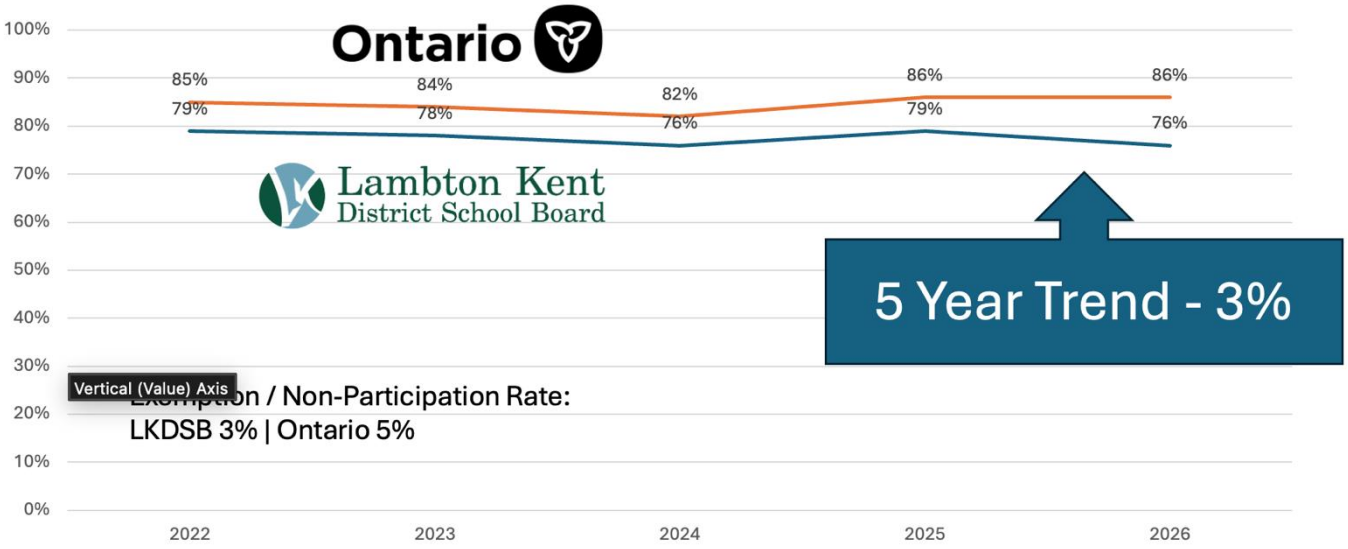
Grade 3 Writing



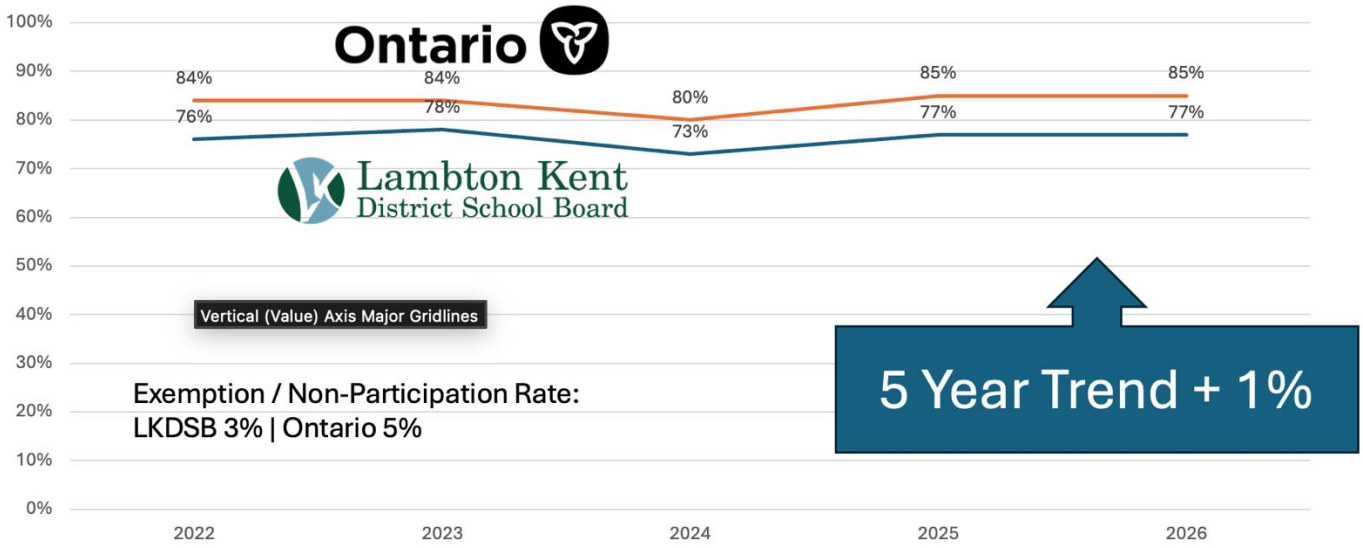
Grade 3 Math



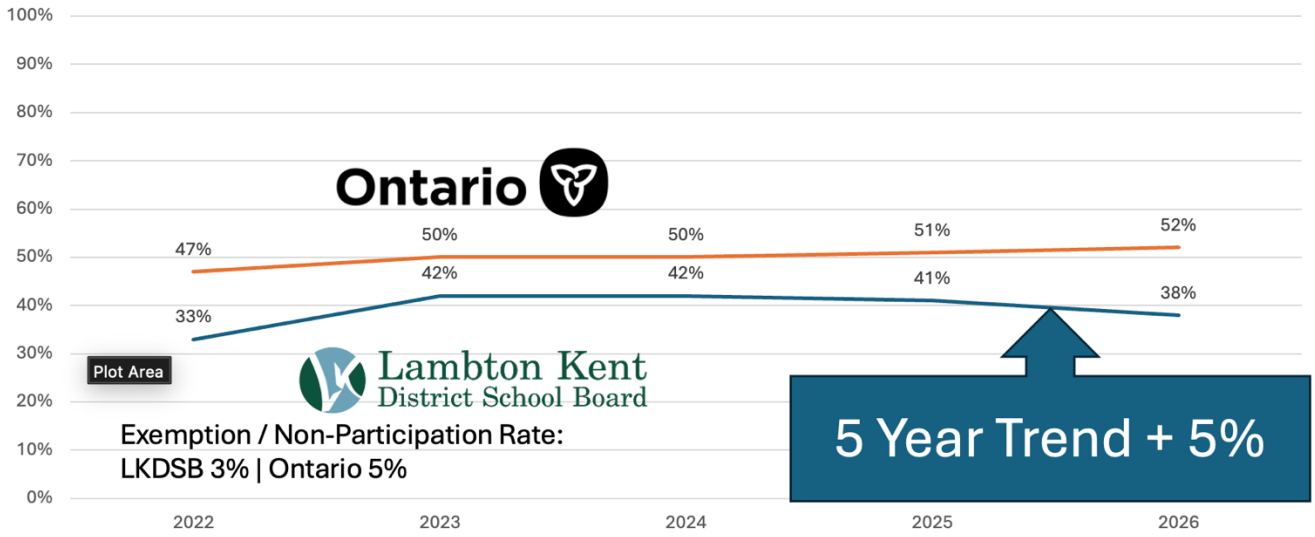
Grade 6 Reading



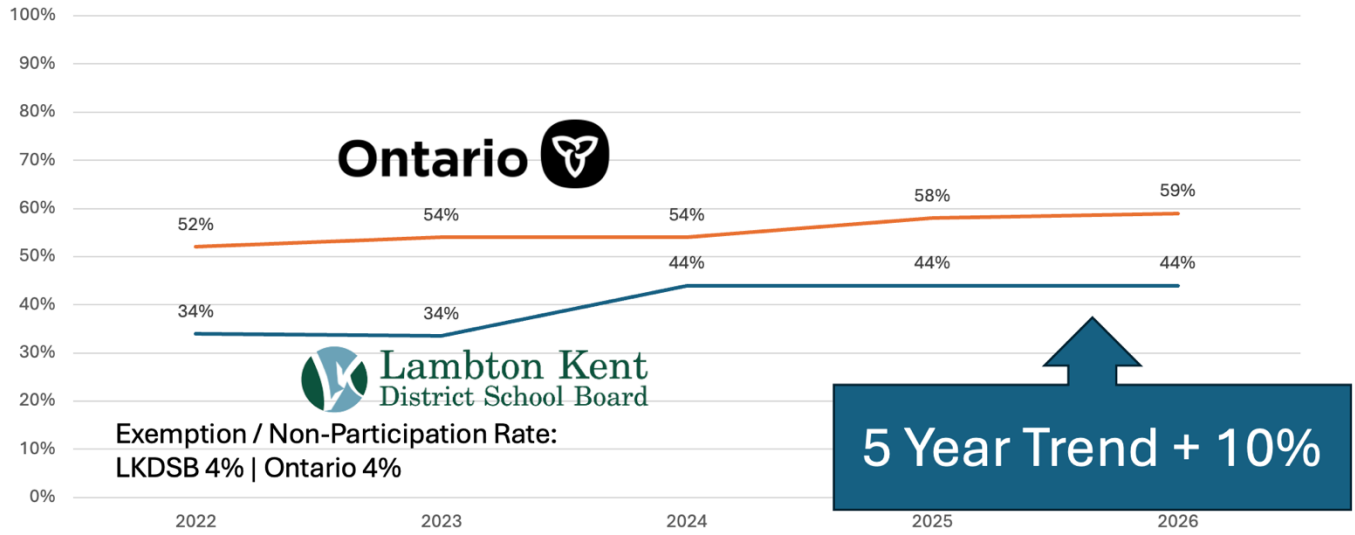
Grade 6 Writing



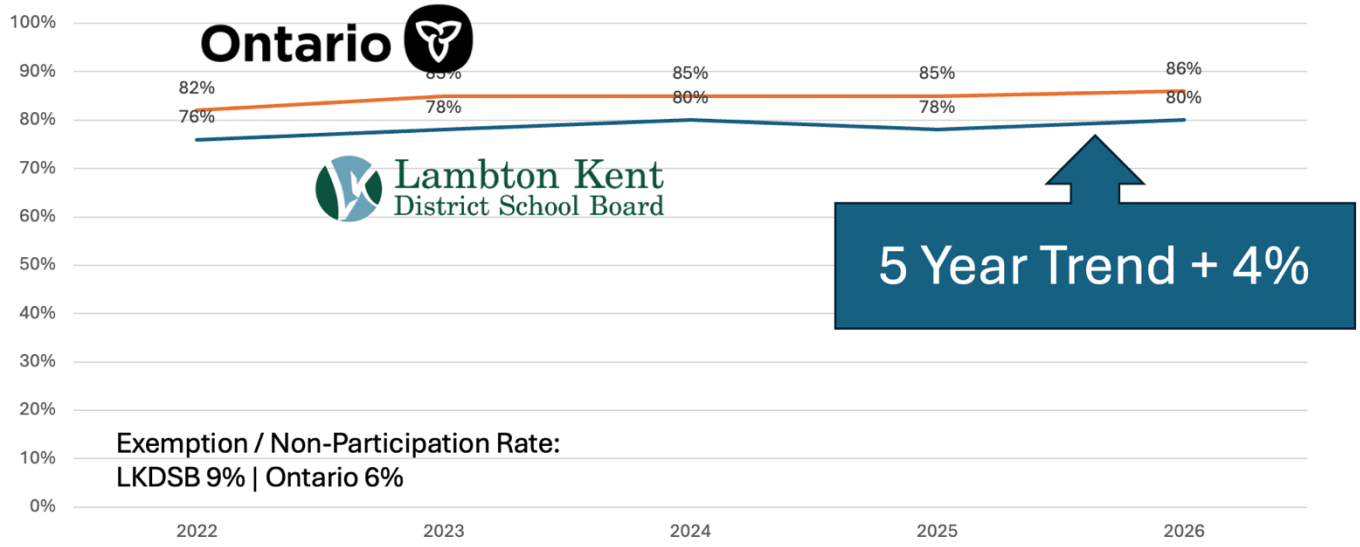
Grade 6 Math



Grade 9 Math



OSSLT



2026-2027 EQAO Administration Timelines:

Assessment	Administration Timeline
Primary (Grade 3) Assessment of Reading, Writing, and Mathematics	May 4 – June 8, 2027
Junior (Grade 6) Assessment of Reading, Writing, and Mathematics	May 4 – June 8, 2027
Grade 9 Assessment of Mathematics	Semester 1: January 12 – February 5, 2027 Semester 2: June 8 – June 30, 2027
Ontario Secondary School Literacy Test (OSSLT)	Semester 1: November 3 – November 30, 2027 Semester 2: March 30 – April 19, 2027