

#### Office of the Director

Jim McCuaig Education Centre 2135 Sills Street Thunder Bay ON P7E 5T2 Telephone (807) 625-5131 Fax (807) 622-0961

# **REGULAR BOARD MEETING NO. 3**

Tuesday, February 27, 2018
Jim McCuaig Education Centre

lan MacRae Director of Education

Deborah Massaro Chair

# **AGENDA**

# PUBLIC SESSION 7:30 P.M. – in the Board Room

Resource Person **Pages** 1. Call to Order 2. Disclosure of Conflict of Interest 3. Approval of the Agenda 4. Resolve into Committee of the Whole – Closed Session 5. COMMITTEE OF THE WHOLE - Closed Session - 6:30 p.m. (SEE ATTACHED AGENDA) 6. Report of Committee of the Whole – Closed Session 7. Delegations/Presentations 8. Approval of Minutes 8.1 Regular Board Meeting No. 2 D. Massaro 1-4 - January 23, 2018 9. Business Arising from the Minutes

Trustees (Chair and Vice-Chair) and presenters of reports will be available for comment after the Board Meeting.

Resource Person

Pages

for comment after the Board Meeting.

Trustees (Chair and Vice-Chair) and presenters of reports will be available

			Resource <u>Person</u>	<u>Pages</u>
14.	Ad Ho	oc and Special Committee Reports		
15.	New F	Reports		
	15.1	Appointment to the 2017-2018 Parent Involvement Committee (024-18)	I. MacRae	16
		It is recommended that Lakehead District School Board approve the appointment of Karen Bonazzo as alternate school council representative to the 2017-2018 Parent Involvement Committee effective February 27, 2018 to November 14, 2018.		

- 16. New Business
- 17. Notices of Motion
- 18. Information and Inquiries
- 19. Adjournment

Trustees (Chair and Vice-Chair) and presenters of reports will be available for comment after the Board Meeting.



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# **REGULAR BOARD MEETING NO. 3**

Tuesday, February 27, 2018 Jim McCuaig Education Centre

Ian MacRae Director of Education Deborah Massaro Chair

# **AGENDA**

# COMMITTEE OF THE WHOLE – Closed Session 6:30 P.M. – in the Sibley Room

		Resource <u>Person</u>	<u>Pages</u>
5.1	Approval of Committee of the Whole - Closed Session Minutes		
	5.1.1 Regular Board Meeting No. 2 - January 23, 2018	D. Massaro	1-2
5.2	Business Arising from the Minutes		
5.3	Consideration of Reports		
	5.3.1 Legal Matter	I. MacRae	Verbal
	5.3.2 Finance Matter	D. Wright	Verbal
	5.3.3 Property Matter	D. Wright	Verbal
	5.3.4 Finance Matter	I. MacRae	Verbal
5.4	Information and Inquiries		
5.5	Rise and Report Progress		

Trustees (Chair and Vice-Chair) and presenters of reports will be available for comment after the Board Meeting.

# LAKEHEAD DISTRICT SCHOOL BOARD

# MINUTES OF REGULAR BOARD MEETING NO. 2

Board Room 2018 JAN 23 Jim McCuaig Education Centre 7:30 p.m.

# TRUSTEES PRESENT:

Deborah Massaro (Chair)

Marg Arnone (Vice Chair)

Ellen Chambers

Ron Oikonen

Jack Playford

George Saarinen

Trudy Tuchenhagen

Karen Wilson

Lahama Naeem (Student Trustee)

## **SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education Sherri-Lynne Pharand, Superintendent of Education David Wright, Superintendent of Business

# FEDERATION/UNION REPRESENTATIVES:

Michael Oades - Lakehead Principals/Vice Principals Vicki Shannon - Lakehead Principals/Vice Principals Kirsti Alaksa – Manager Nancy Nix - ETFO - Elementary Occasional Teachers

# **PUBLIC SESSION:**

# 1. <u>Approval of Agenda</u>

Moved by Trustee Tuchenhagen

Seconded by Trustee Wilson

"THAT the Agenda for Regular Board Meeting No. 2, January 23, 2018 be approved."

**CARRIED** 

# 2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Saarinen

Seconded by Trustee Arnone

"THAT we resolve into Committee of the Whole – Closed Session with Trustee Massaro in the Chair to consider the following:

- Confirmation of Committee of the Whole Closed Session Minutes
  - Regular Board Meeting No. 10
    - November 28, 2017
- Property Matter
- Personnel Matter

and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended."

**CARRIED** 

# COMMITTEE OF THE WHOLE - CLOSED SESSION:

3. Committee of the Whole – Closed Session items were dealt with in their entirety.

# **PUBLIC SESSION:**

4. Report of Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Tuchenhagen

"THAT the Report of the Regular Board – Committee of the Whole – Closed Session be adopted with the following recommendations therein:

'THAT Lakehead District School Board approve the Committee of the Whole – Closed Session Minutes of Regular Board Meeting No. 10, November 28, 2017.''

**CARRIED** 

#### 5. Approval of Minutes

Moved by Trustee Saarinen

Seconded by Trustee Wilson

"THAT Lakehead District School Board approve the Minutes of Regular Board Meeting No. 10, November 28, 2017."

**CARRIED** 

#### 6. Approval of Minutes

Moved by Trustee Chambers

Seconded by Trustee Oikonen

"THAT Lakehead District School Board approve the Minutes of Annual Board Meeting – December 5, 2017."

**CARRIED** 

## MATTERS NOT REQUIRING A DECISION:

# 7. Ontario Public School Boards' Association (OPSBA) Report

Trustee Chambers, Ontario Public School Boards' Association Director and voting delegate, informed the Board that she will be attending the OPSBA Directors meeting in Toronto in February 2018.

# 8. Student Trustee Report

Lahama Naeem, Student Trustee, provided a handout as her report. Items addressed included: Superior Collegiate and Vocational Institute International Baccalaureate (IB) School Tour, Christmas Cheer Hamper Sorting, School Year Calendar Meeting, IB Graduation Ceremony, Secondary Senate Meeting and Youth Embracing Diversity in Education (YEDE) Conference planning meeting.

# 9. <u>Audit Committee Meeting Report – January 15, 2018</u>

Trustee Playford, Chair of the Audit Committee, presented this verbal report highlighting the January 15, 2018 meeting.

# 10. Health and Safety Program – Semi-Annual Report (013-18)

David Wright, Superintendent of Business, introduced Kyle Ulvang, Health and Safety Officer, who presented the report. All trustees' questions were addressed.

# 11. <u>Early Learning (012-18)</u>

Sherri-Lynne Pharand, Superintendent of Education, introduced Donica LeBlanc, Supervising Principal - Early Learning Lead, Susan Coceancic, Classroom Teacher and Kristy Hankilanoja, Early Childhood Educator, who presented the report. All trustees' questions were addressed.

Trustee Wilson excused herself from the meeting.

# **MATTERS FOR DECISION:**

# 12. Establishment of 2018-2019 Budget Committee (014-18)

Moved by Trustee Oikonen

Seconded by Trustee Tuchenhagen

"THAT:

- 1. Lakehead District School Board establish the 2018-2019 Budget Committee comprised of all trustees.
- 2. The 2018-2019 Budget Committee report its recommendation to the Lakehead District School Board no later than the date provided by the Ministry of Education."

CARRIED

# 13. Appointments to the Aboriginal Education Advisory Committee (016-18)

Moved by Trustee Arnone

Seconded by Trustee Playford

"THAT Lakehead District School Board approve the following appointments to the Aboriginal Education Advisory Committee:

- Skylene Metatawabin, Education Partnership Program Liaison Matawa Education
  - Alternate Community Agency Member; and
- Kristy Boucher,
  - Parent Member."

CARRIED

# 14. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Arnone

"THAT we do now adjourn at 8:30 p.m."

**CARRIED** 

#### LAKEHEAD PUBLIC SCHOOLS

#### OFFICE OF THE DIRECTOR OF EDUCATION

2018 FEB 27 Report No. 018-18

TO THE CHAIR AND MEMBERS OF LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

# RE: PROCEDURAL BY-LAW AD HOC COMMITTEE

# 1. <u>Background</u>

- 1.1 On October 24, 2017, the Board established a Procedural By-Law Ad Hoc Committee comprised of Trustees Arnone, Chambers, Tuchenhagen, Wilson, and Trustee Massaro as Alternate. The director of education and the executive secretary were also appointed to the committee. At its first meeting, Trustee Wilson was appointed chair of the Procedural By-Law Ad Hoc Committee.
- 1.2 The Procedural By-Law Ad Hoc Committee was directed to review the 2014 Procedural By-Law and report its progress to the Board no later than March 31, 2018.

#### 2. Situation

The Procedural By-Law Ad Hoc Committee is in the process of reviewing the Procedural By-Law. The review must be completed by October 23, 2018.

# 3. Conclusion

The Procedural By-Law Ad Hoc Committee will continue to meet and review the Procedural By-Law. A report, with recommendations, will be brought to the Board before the end of the term.

Respectfully submitted,

KAREN WILSON Chair Procedural By-Law Ad Hoc Committee





#### ABORIGINAL EDUCATION ADVISORY COMMITTEE MINUTES

**DATE**: Thursday, Dec. 14, 2017, Board Room, Education Centre

MEMBERS PRESENT: Sherri-Lynne Pharand, Dolores Wawia, Trustee Arnone, Brittany Collins, Donica LeBlanc, Anna Fern

Kakegamic-NAN (Alternate for Kathy Beardy), Serena Essex, Pauline Fontaine, Elder Gerry Martin, Ashley Nurmela, Elliott Cromarty, Jane Lower, Mike Judge, Brandon Moonias, Selena Baxter, Donna

Flasza

**ABSENT WITH REGRET:** Lawrence Baxter, Kathy Beardy, Jasmine Sgambelluri, Chris Larocque, Kathleen Andrews

ABSENT: Trustee Chambers, Elder Isabelle Mercier, Sharon Kanutski, Nicole Walter Rowan

GUESTS: Skylene Metatawabin, Education Partnership Program Liaison – Matawa; Heather Harris, Capital

Planning Officer; Dave Isherwood, Principal-sir Winston Churchill; Roger Drcar, Teacher-Sir

Winston Churchill; Precious Anderson, FNMI Graduation Coach-Sir Winston Churchill;

Students: Tristyn Mattinas, Michelle Gagne-Koroscil, and Caleb Garrow-Ledoux-Sir Winston

**Churchill; Precious Anderson-FNMI Graduation Coach** 

	AGENDA ITEM	DISCUSSION	ACTION
1.	Opening Ceremonies	Sherri-Lynne Pharand called the meeting to order at 9:35 a.m. and asked Elder Gerry Martin to conduct the opening.	
2.	Welcome and Introductions	2.1 Sherri-Lynne thanked Elder Martin for the opening.  Sherri-Lynne welcomed everyone, including our guests and introductions were made. Regrets and substitutions were noted and the attendance sheet was circulated.  Each year at the December meeting a co-chair must be elected. Pauline Fontaine pre-nominated Dolores Wawia and she accepted the nomination. Sherri-Lynne called for other nominations from the floor but none were forthcoming.	

	AGENDA ITEM	DISCUSSION	ACTION
		Moved by Gerry Martin and seconded by Trustee Arnone that nominations for co-chair be closed.	
		Carried.	
		Dolores Wawia was acclaimed as co-chair for AEAC for 2018.	
3.	Agenda / Minutes		
	3.1 Approval of Agenda – Dec. 14, 2017	Moved by Selena Baxter and seconded by Pauline Fontaine that the agenda for the December 14 <sup>th</sup> , 2017 meeting be approved.  Carried.	
	3.2 Approval of Minutes – Nov. 16, 2017	Moved by Serena Essex and seconded by Pauline Fontaine that the minutes for the November 16 <sup>th</sup> , 2017 AEAC meeting be approved as written.  Carried.	
4.	Correspondence	The correspondence file was circulated.	
5.	Presentations		
	5.1 Westgate Slide Show	Heather Harris gave a very comprehensive PowerPoint presentation showing the changes to Westgate for the Westgate/Churchill transition.  After the 'costing process', a report will go to the Ministry of Education before tendering. The intent is to have all work done by September 2018. However, there is a contingency plan in place in case of any unforeseen problems. It was noted that because of the increased student population, there will be twenty (20) new class options offered for student at Westgate next year.	Heather Harris
		Jane Lower gave an update on a grant that we have received to support students' transition to Westgate. There is a new but small Equity / Inclusiveness committee, the Culturally Responsive and Relevant Pedagogy (CRRP program) where the focus is on transitioning students	Jane Lower

AGENDA ITEM	DISCUSSION	ACTION
	from grade 8 to secondary school. With the grant, they will grow the committee and there will be a student advisory group at Churchill; there is a Westgate / Churchill teacher advisory group that will work to build a program for grade 9 students focusing on team building etc. to help with the transition i.e. to have a sense of belonging. They hope to invite inspirational speakers to engage with staff and students. Jane Lower and Precious Anderson will keep AEAC updated with information on this project.  All questions were answered.	
5.2 Edgewater / Agnew H. Johnson Transition	Heather Harris gave an overview of the Edgewater / Agnew H. Johnston transition. The Ventin Group is the architect – this company also designed Superior CVI and Woodcrest. The new build will be complete by September 2019 with a start date of April 2018. Churchill CVI will be demolished at the end of summer 2018. The new build will be located on the field between Churchill CVI and Dennis Franklin Cromarty School. There will be 745 students attending the new school.  On behalf of AEAC, Sherri-Lynne Pharand thanked Heather Harris for her efforts in writing business cases, meeting with the Ministry and bringing the needs of the students in Lakehead Public Schools to the forefront in the transition process.  All questions were answered.	Heather Harris
5.3 Vale Breakfast Program	Roger Drcar, a teacher at Sir Winston Churchill CVI explained that the Vale Breakfast Program was initiated to provide a healthy start to the day for students and build relationships within the community.  Mr. Drcar, Precious Anderson (Indigenous Graduation Coach) and students Tristyn Mattinas, Michelle Gagne-Koroscil, and Caleb Garrow Ledoux shared information about the program including why they volunteer for this program. Although they receive volunteer hours for their efforts, this is not their prime focus since some have already exceeded their volunteer hours.  All questions were answered.	Dave Isherwood, Roger Drcar, Precious Anderson and students: Tristyn Mattinas, Michelle Gagne- Koroscil, and Caleb Garrow-Ledoux

	AGENDA ITEM	DISCUSSION	ACTION
6.	Business Arising from the Minutes		
	6.1 Indigenous Languages Legislation	Sherri-Lynne gave an update on the meeting she attended.  Gerry Martin also attended the meeting.	Sherri-Lynne Pharand
		Sherri-Lynne was pleased to be invited to the discussion on how to honour and preserve the native languages. She said this cannot be a top down process!	
		Trustee Marg Arnone suggested that Sherri-Lynne Pharand on behalf of AEAC, send a letter with her comments to the sponsors of the Indigenous K Languages Legislation meeting expressing our continuing interest for the future and asking them to release their findings.	SLP to write a letter
7.	New Business		
	7.1 PIC Funding	AEAC received a letter from Director Ian MacRae regarding PIC's funding of \$1,125.00 for the 2017 – 2018 school year.	Sherri-Lynne Pharand
		Sherri-Lynne asked committee to think of how this money could be spent. Ashley Nurmela will bring the videos that were made with last year's funding to the February meeting.	
	7.2 Trustee Reps for 2018	At the Lakehead Public School Board December meeting, Trustee Marg Arnone was named the trustee representative for AEAC. Trustee Ellen Chambers and Trustee Trudy Tuchenhagen were named as alternate representatives for 2018.	Sherri-Lynne Pharand
8.	Updates		
	8.1 AEAC Annual Report to Trustees	The AEAC Annual Report for 2016 - 2017 was presented to Trustees at the Board's December meeting.	Sherri-Lynne Pharand
		As we are actively seeking new parent members, it was suggested that presentations should be made to parent councils/groups to encourage new memberships.	

AGENDA ITEM	DISCUSSION	ACTION
8.2 Aboriginal Presence in Our Schools Booklet	The revised Aboriginal Presence in Our Schools booklet is ready for printing. AEAC was consulted on whether this booklet should be distributed in print or electronic form.	SLP for Ashley Nurmela
	After some discussion, it was decided that print form would be best for staff members who use it as a resource in teaching Aboriginal Education in the classroom. It is also used in the mandatory training for all staff.	
	It was noted that Lakehead University also purchases copies to use with their curriculum and that our First Nation partners should also be sent copies of the booklet.	
8.3 Anti-Racism	Sherri-Lynne explained that we have started to speak to the student groups for their ideas re addressing racism as discussed at the first special meeting regarding the Anti-Racism Campaign.	Sherri-Lynne Pharand
	Generator, the marketing company working with LDSB on the Anti-Racism Campaign has requested another special meeting in January.	
	Moved by Trustee Marg Arnone and seconded by Selena Baxter that AEAC schedule a special 1 ½ hour meeting on January 18, 2018 to discuss feedback we have received and future action of our Anti-Racism Campaign.	
	Carried.	
8.4 Treaty Puzzle Resource for Next Year	A puzzle showing the Robinson Superior Treaty and part of the Huron Treaty area was made for use during Treaty Week. Ashley would like to make have more puzzles made for next year.	SLP for Ashley Nurmela
8.5 Diversity Counts  – United Way	Diversity Counts is a United Way community engagement project funded by the In Spirit Foundation and the Northern Ontario Heritage Fund Corporation. The project hopes to bring together the community as a whole to discuss racism and discrimination, define the 'problems and issues' that are created in the community, hear the voices of those who are experiencing it, and build on the good work that is already taking place in Thunder Bay. Community discussion will lead to action planning for a future where diversity is valued and racism and other forms of discrimination are not accepted.	SLP for Ashley Nurmela

	AGENDA ITEM	DISCUSSION	ACTION
	8.6 Indigenous Knowledge – conference update	This was an excellent conference which gave an insight into the amazing initiatives being done in the different school boards to engage students. For example: In Lac Suel, the Tim Horton's has certain days when students receive their order free if they place their order in their native language.	SLP for Ashley Nurmela
	8.7 Building Blocks of Wellness	Dr. Muskwash presented "Building Blocks of Wellness" where he spoke about the barriers our students face each and every day and how they can be overcome. He discussed sleep and nutrition and the likelihood of trauma being a contributing factor in success or lack thereof for our students.	SLP for Ashley Nurmela Dolores asked to have the slide show of this presentation at the Feb. meeting.
	8.8 Indspire Conference	Donica LeBlanc gave a report on the National Indspire Conference held in Montreal December 29 – January 1. A big part of the conference was networking with other educators from different school boards in Canada. Donica shared the resource book that she received which supports reconciliation (20 education plans that address the calls to action with strategies for teachers to use in the classroom).	Donica LeBlanc
		She noted that Lakehead District School Board had 3 groups presenting at this conference.  There is a lot of information on the Indspire website: <a href="www.lndspire.ca">www.lndspire.ca</a> They have Indspire awards, bursaries and scholarships as well.	
9.	Information and Inquiries		
	9.1 2017-2018 Board Action Plan on FMNI Education	The Ministry has a new template (we can no longer just use our Work Plan template). Sherri-Lynne Pharand pointed out the salient points in the document.	Sherri-Lynne Pharand
		Moved by Serena Essex and seconded by Pauline Fontaine that AEAC approve the 2017 – 2018 Board Action Plan on FMNI Education and send it to the Ministry.	Brenda to email copies of the BAP to all Committee members
		Carried	
		NEW – LDSB now has a tutor that will be going to FWFN twice a week, starting in January.	

	AGENDA ITEM	DISCUSSION	ACTION
10.	Closing	Dolores Wawia closed the meeting with a prayer.	
11.	11. Next Meeting February 15, 2018		
12. Adjournment 12:05 p.m.			

#### LAKEHEAD PUBLIC SCHOOLS

#### OFFICE OF THE DIRECTOR OF EDUCATION

2018 FEB 27 Report No. 023-18

TO THE CHAIR AND MEMBERS OF LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: RECOMMENDATION FROM THE STANDING COMMITTEE

# **Background**

The following reports were received at the Standing Committee Meeting of February 13, 2018 and have been referred to the Board for approval. The recommendations are as follows:

#### POLICY REVIEW - 4022 PRIOR LEARNING ASSESSMENT AND RECOGNITION (020-18)

It is recommended that Lakehead District School Board approve 4022 Prior Learning Assessment and Recognition Policy, Appendix A to Report No. 020-18.

# <u>POLICY REVIEW – 4023 PRIOR LEARNING ASSESSMENT AND RECOGNITION FOR MATURE STUDENTS (021-18)</u>

It is recommended that Lakehead District School Board approve 4023 Prior Learning Assessment and Recognition for Mature Students Policy, Appendix A to Report No. 021-18.

# <u>APPROVAL OF APPOINTMENTS TO THE SPECIAL EDUCATION ADVISORY COMMITTEE</u> (SEAC) (015-18)

It is recommended that Lakehead District School Board approve the appointment of Laura Sylvestre as representative for Child and Community Services, and Miranda Myers as representative for FASIN as members to the Special Education Advisory Committee for the term ending November 30, 2018.

Respectfully submitted,

MARG ARNONE Chair Standing Committee

# **CURRICULUM AND INSTRUCTION**

4000

DRAFT - February 13, 2018

# PRIOR LEARNING ASSESSMENT AND RECOGNITION POLICY

4022

#### 1. Rationale

Lakehead District School Board recognizes that students acquire important knowledge, skills and competencies in a variety of settings outside, as well as inside, the formal education setting. Prior Learning Assessment and Recognition (PLAR) allows students to have their skills and knowledge evaluated against the expectations outlined in Ontario curriculum policy documents in order to earn credits towards the Ontario Secondary School Diploma (OSSD).

This policy is written in accordance with *Policy/Program Memorandum No. 129* and *Ontario Secondary Schools*, s. 6.6 and 8.2.

# 2. Policy

It is the policy of Lakehead District School Board to evaluate a student's skills and knowledge against the expectations outlined in current Ontario curriculum policy documents in order to earn credits towards the Ontario Secondary School Diploma (OSSD) through a Challenge and Equivalency Process.

#### 3. Guiding Principles

- 3.1 All credits granted through the Prior Learning Assessment and Recognition process will represent the same standards of achievement as credits granted to students who have taken the courses.
- 3.2 No fees will be charged to students for undergoing the challenge or equivalency process.
- 3.3 Students may challenge for credit only for Grades 10, 11 and 12 courses in Ontario curriculum policy documents.
- 3.4 Opportunities for students to challenge for credit will be provided only for courses that are taught in schools operated by the Board.
- 3.5 Students may challenge for credit for a course only if they can provide reasonable evidence to the principal that they would likely be successful in the Challenge Process.
- 3.6 The Challenge Process is an evaluation process and may not be used as a way for students to improve their mark in a course for which they have already earned a credit, nor as a way to obtain a credit for a course they have previously failed.
- 3.7 The Equivalency Process is used for placement only.

# **CURRICULUM AND INSTRUCTION**

4000

DRAFT - February 13, 2018

# PRIOR LEARNING ASSESSMENT AND RECOGNITION POLICY

4022

# 4. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

Cross Reference	Date Approved	Legal Reference
Policy/Program Memorandum No. 129	March 25, 2003	
1101 120	<b>Date Revised</b>	
Ontario Secondary Schools, s. 6.6 and 8.2	June 28, 2011	

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## LAKEHEAD PUBLIC SCHOOLS

# OFFICE OF THE DIRECTOR OF EDUCATION

2018 FEB 27 Report No. 024-18

TO THE CHAIR AND MEMBERS OF LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

# RE: APPOINTMENT TO THE 2017-2018 PARENT INVOLVEMENT COMMITTEE

# 1. <u>Background</u>

Vacant positions continue to be advertised for the 2017-2018 Parent Involvement Committee.

# 2. Situation

- 2.1 Through the Board website, PIC has continued to seek representation for vacant positions.
- 2.2 An application has been received for alternate school council representative.

# **RECOMMENDATION**

It is recommended that Lakehead District School Board approve the appointment of Karen Bonazzo as alternate school council representative to the 2017-2018 Parent Involvement Committee effective February 27, 2018 to November 14, 2018.

Respectfully submitted,

IAN MACRAE Director of Education