

Regular Board Meeting Minutes – October 29, 2025

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
G. Elliott B. Godkin (Vice-Chair) R. Hutcheon T. Lloyd J. Maracle K. McGregor (Chair) J. Morning (virtual) J. Neill S. Ruttan C. Scott (approved absence for the October 29 Board Meeting) M. Comeau (Student Trustee) (regrets) R. Kolosov (Student Trustee) (regrets) S. Ismail (Student Trustee) (regrets)	K. Burra, Director of Education M. Crothers, Communications Consultant C. Young, Superintendent of Business Services
Guests:	Recorder:
	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Vice-Chair Godkin called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE AND PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee Lloyd. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

Vice-Chair Godkin asked Trustees if they had a conflict of interest to declare with any of the agenda items. There were no conflicts declared.

4. ACTION ITEMS

4.1 Regular Board Meeting Minutes (Private) – September 17, 2025

4.2 Education, Policy, and Operations Committee Minutes (Private) – October 1, 2025

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Limestone District School Board is situated on traditional territories of the Anishinaabek and Haudenosaunee.

MOVED BY: Trustee Neill that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried.

5. FOR INFORMATION

- 5.1. Safe Schools Update
- 5.2. Property/Legal Update – Superintendent Young provided a Property and Legal Update.
- 5.3. Personnel Update – Trustees discussed a Personnel Update.
- 5.4. Labour Update
- 5.5. OPSBA Update

6. REPORT TO PUBLIC SESSION

Vice-Chair Godkin called for a motion for the Board to rise and report.

MOTION: That the Board rise and report.

MOVED BY: Trustee Hutcheon. Carried.

PUBLIC MEETING

Roll Call:

Trustees:	Staff:
G. Elliott B. Godkin (Vice-Chair) R. Hutcheon T. Lloyd J. Maracle K. McGregor (Chair) J. Morning (virtual) J. Neill S. Ruttan C. Scott (approved absence for the October 29 Board Meeting) M. Comeau (Student Trustee) R. Kolosov (Student Trustee) (regrets) S. Ismail (Student Trustee)	K. Burra, Director of Education M. Blackburn, Associate Superintendent M. Crothers, Communications Consultant S. Gillam, Superintendent of Education S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education T. McKenna, Associate Superintendent S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
Y. Abdulkareem, Human Rights and Equity Advisor A. Barrow, Equity and Inclusion Consultant R. McDonald, Elementary Equity Curriculum Consultant Umoja Committee Members: Msenwa Mweneake, Michelle Harrison, Micki Mulima and Joesph Kangmennaang	S. Mitton, Executive Assistant to the Director and Trustee Liaison

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Chair McGregor welcomed everyone to the Regular Board Meeting and called the roll. She called upon Trustee Elliott to provide the Land Acknowledgement: “The Limestone District School Board is situated on the traditional territories of the Anishinaabek and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land. As a photographer, I’ve spent all summer and fall taking photos for various tourism groups in the region, and have experienced first-hand how lucky we are to live where we live. I’ve taken photos of people sharing parks with their friends and families, cyclists in rural areas enjoying the open road, endless landscapes and sunsets along the lake, and large events that bring the community together to celebrate and have fun. I’m thankful for these opportunities to reflect on the shared responsibility we have to respect and protect this beautiful region, and am grateful to live, work, and learn here.”

7. ADOPTION OF THE AGENDA

Chair McGregor noted that there is a notice of motion included in the agenda. It is typically introduced at one Board Meeting and scheduled for discussion at the next Board Meeting. If the Board wishes, a motion to make an amendment to the agenda to discuss the motion this evening can be put forward. This would require two-thirds vote as per Limestone DSB bylaws.

MOVED BY: Trustee Godkin and seconded by Trustee Elliott to amend the agenda. Carried.

MOVED BY: Trustee Hutcheon and seconded by Trustee Lloyd that the agenda, as amended, be approved. Carried.

8. APPROVED ABSENCES

Chair McGregor indicated that she approved Trustee Morning attending virtually tonight, and that regrets were received from Trustee Scott to have his absence from tonight’s meeting be approved due to him being unable to be in attendance tonight. Both requests were based on criteria outlined in Policy 15.

MOVED BY: Trustee Neill and seconded by Trustee Hutcheon that Trustee Scott’s absence be approved. Carried.

9. DECLARATION OF CONFLICT OF INTEREST

Chair McGregor asked that if Trustees have a conflict of interest, could they please identify the item number. There were no conflicts declared.

10. PRIVATE SESSION REPORT

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Trustee Godkin stated “During Private Session following the October 1 Education, Policy, and Operations Committee Meeting, Trustee McGregor provided an OPSBA update.

There was no other business conducted, or motions passed in Private Session.

Earlier this evening during Private Session:

The Private Session Minutes were approved from the following:

- September 15, 2025, Audit Committee Meeting
- September 17, 2025, Regular Board Meeting
- October 1, 2025, EPOC Meeting

Superintendent Young provided a property and legal update.

Trustees discussed some Personnel updates.

There was no other business conducted, or motions passed in Private Session.”

MOVED BY Vice-Chair Godkin and seconded by Trustee Lloyd that the Private Session Report be received. Carried.

11. APPROVAL OF MINUTES

Chair McGregor asked for a motion to approve the following minutes:

- 11.1. Audit Committee Meeting Minutes – September 15, 2025
- 11.2. Regular Board Meeting Minutes – September 17, 2025
- 11.3. Education, Policy, and Operations Committee Meeting Minutes – October 1, 2025

Trustee Neill indicated that he would like to separate the Education, Policy, and Operations Committee Meeting Minutes of October 1, 2025. Chair McGregor asked for a motion for the Audit Committee and Regular Board Meeting Minutes be approved.

MOVED BY Trustee Lloyd and seconded by Trustee Hutcheon that the minutes, as presented, be approved. Carried.

Vice-Chair Godkin shared a statement on behalf of Trustee Neill: “In accordance with LDSB Policy 15, section 2.3.0, Trustee Neill requests that the Board officially approves his absence from the October 1

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Education, Policy, and Operations Committee meeting and amend the current minutes. Trustee Neill was unable to attend that meeting face-to-face or virtually due to criteria outlined in Policy 15.”

MOVED BY Trustee Godkin and seconded by Trustee Hutcheon that the minutes, as amended, be approved. Carried.

12. REPORTS FROM OFFICERS

12.1. Chair’s Report

Chair McGregor stated: “I would like to begin my report tonight by extending a heartfelt thank you to everyone across Limestone who continues to create meaningful learning opportunities for students both inside and outside of the classroom. Your efforts are helping to shape inspired learners across the district.

This week, Limestone was honoured to host a special Breakfast with Aaliyah Edwards, WNBA athlete and proud Limestone graduate. Aaliyah’s visit was an incredible opportunity for students to hear directly from a role model who embodies perseverance, leadership, and community spirit. We are deeply grateful to Aaliyah for taking the time to give back to the Limestone community.

Limestone students also participated in Girls in Trades, a full-day event hosted by the Ontario Youth Apprenticeship Program at St. Lawrence College. Students explored hands-on learning in wind turbine technology, electrical, plumbing, carpentry, hairstyling, esthetics, brick and stonework, and millwork. This event is one of many that help inspire the next generation of tradeswomen and expanded career possibilities for Limestone students.

Looking ahead, National Skilled Trade and Technology Week is next week – a celebration of student exploration and opportunities in skilled trades and technology. We look forward to highlighting the many ways students can engage with and pursue these pathways.

Earlier today, Limestone hosted the Black, Indigenous, and Racialized Career Day for secondary students. This event was designed to amplify diverse voices and break down barriers by showcasing successful professionals from a wide range of industries. Students had the opportunity to learn about scholarship opportunities, post-secondary planning with guidance counsellors, Ontario Youth Apprenticeship Program, the new Queen’s Black Mentorship Program, Specialist High Skills Major, and local employers and career pathways, and featured an inspiring group of panelists from the local community.

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The event was made possible through the support of the Kingston Native Centre and Language Nest, St. Lawrence College, Specialist High Skills Major, Ontario Youth Apprenticeship Program, and Queen's University.

Thank you again to all Limestone employees, partners, and community members who continue to support students in discovering their passions and building their futures.

This concludes my report."

12.2. Director's Report

Director Burra stated: "Good evening Trustees and members of the viewing public. I have several updates I would like to share with you this evening.

Thank you, Chair McGregor, for your comments regarding Aaliyah Edward's visit with students earlier this week, the recent Girls in Trades event, the Black, Indigenous, and Racialized Career Day for secondary students that occurred earlier today, and for reminding everyone of National Skilled Trade and Technology Week next week. These are all great events that benefit a range of Limestone students, and are just some highlights of different learning opportunities provided to students.

As a reminder to Trustees and the viewing public, we are in the midst of the fall 2025 United Way fundraising campaign. Given continuing, significant economic dislocation, housing costs, and food security concerns, it is critical for those that can support this campaign to do so, to help support some of the most vulnerable children, youth, and families in the region. Limestone is a proud contributor to this annual campaign. I should note that it was my pleasure to help support the United Way engaging with the secondary Interschool Council members last week. The Interschool Council is comprised of Student Trustees and student leaders from across LDSB secondary schools. This engagement is a new Youth United campaign to increase youth awareness of the United Way and partners who receive funding to support members of the community in need. The Interschool Council went on an abbreviated 'Seeing is Believing' tour for student leaders to see examples of services that exist in our communities to support a range of needs. I am sure we will hear about this from Student Trustees. I look forward to seeing how this initiative evolves and the difference students, and schools, can make in this year's campaign.

Tonight, we have three reports for Trustees, one for action related to a financial update, and an information update related to Limestone's Equity Action Plan. Part of that report will include a presentation that includes greatly valued partners in support of this work.

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This evening, Trustees will also see an interim update report for the LDSB Strategic Plan, 2024-2028. The report this evening will focus on our continued focus on goals outlined in the Strategic Plan and the high impact strategies we are utilizing to support the goals. Given the province has yet to release the 2024-2025 EQAO results that we have to include as part of our assessment of the strategic plan, tonight's report is interim, and we will bring it back once we have the EQAO results and other data to support our monitoring of the plan. Our current focus continues to be on improving teaching and learning in classrooms. These points of emphasis are critical components of the provincial and Board priorities, but also integral to our equity work in ensuring that each Limestone student has the skills and confidence to access their pathway of choice as they navigate through their K-12 schooling. The stakes of our work are incredibly high, and we have a legal and moral responsibility to ensure that we maintain focused attention on student achievement. It is also important for us all to remember the importance of this data particularly when it is triangulated, or overlaid, with student census data. As Trustees are aware, we have the second Limestone student census coming up in just a few weeks. Once we have the results and analysis of the Student Census Data, we will have very rich information about specific groups of students in Limestone and their experiences. I look forward to continuing our critical work in Limestone with the new Strategic Plan as we move into the future, doing the best we can to make a difference in the lives of the students we serve.

Thank you, Chair McGregor. That completes my update for this evening."

13. REPORTS

13.1 OPSBA Report

Chair McGregor reminded Trustees about the fall Eastern Regional Meeting taking place on Saturday November 1, 2025. This meeting will be held at the Renfrew Collegiate Institute. Chair McGregor noted that these meetings provide professional development and good networking opportunities to Trustees.

13.2 Student Trustees' Report

Student Trustee Ismail stated: "Good evening, Trustees and members of the public,

We held our Interschool Council (ISC) meeting October 21st, chaired by Mia Comeau and Rachel Kolosov. Our meeting consisted of a tour of three United Way KFL&A partner agencies, for student representatives to better understand and gain new perspectives on the youth in our communities and local initiatives that support youth and families across the LDSB.

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To begin our day, ISC members and guests visited Youth Diversion, where Executive Director Shawn Quigley led an interactive session focused on understanding the importance of support systems in our lives. This experience helped student representatives reflect on the ways Youth Diversion's prevention and intervention programs help students overcome challenges they may face and contribute to student well-being across our board.

Our next stop was the Food Sharing Project, where ISC members learned from Andy Mills about how the organization supports equitable access to nutrition across many schools. Students were able to see the large-scale community effort that aims to help all students learn and thrive.

And lastly, we visited the BGC Southeast, where we toured their facilities, including a robotics rink, gym, a new STEM lab, and many study and quiet spaces. The centre also offers accessible and structured programs that create a supportive environment for youth to develop skills and relationships with their peers and mentors.

We discussed our school's involvement in the Youth United initiative, and schools are at different stages of launching fundraising efforts and building awareness to encourage registrations within their student bodies.

The Interschool Council is looking forward to building connections between our schools and local community organizations that put tremendous effort in supporting student well-being.

This concludes our October ISC meeting. Thank you."

13.3 Reports for Action

13.3.1 Accumulated Surplus Financial Update

Superintendent Young began his presentation by sharing the most recent financial information related to the Board's accumulated surplus. He reviewed a chart of information gathered from the 2024-2025 Year End Consolidated Financial Statements. It was noted that, with the exception of the unappropriated surplus, any use of the Board's available for compliance surplus funds, particularly those that are internally appropriated, could lead to an operational deficit in future years. This is because internally appropriated surplus funds are already encumbered and committed to specific purposes, limiting their availability for general expenditures.

Superintendent Young shared that as part of a strategic and planned drawdown of the accumulated surplus, the Board reviewed proposed one-time investments in Limestone District School Board schools.

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These expenditures are targeted toward enhancing Special Education and Math/IT initiatives and are designed not to contribute to structural deficits within the organization.

The breakdown of the new expenses for approval was as follows:

Special Education short-term staff investment	\$400,000
Mathematics and IT equipment investment	100,000
Total Expenses	\$500,000

Superintendent Young directed Trustees to the recommendation outlined in the agenda package.

MOTION moved by Trustee Ruttan and Seconded by Trustee Godkin: That the Limestone District School Board approve amending the budget to use an additional \$500,000 of accumulated surplus to support the additional investments for the 2025-2026 school year. Carried.

Chair McGregor thanked Superintendent Young for his report.

13.4 Reports for Information

13.4.1 Limestone District School Board Equity Team Action Plan 2025-2028

Superintendent McDonnell shared that the purpose of her presentation is to provide Trustees with an update on the Limestone District School Board (LDSB) Equity Team Action Plan for 2025-2028, which builds upon the previous Equity Action Plan (2020-2024). The updated plan continues to support the strategic goals of improving student well-being, literacy and math achievement, graduation rates, and responsiveness to families, staff, and community partners.

She introduced the Equity Action Team consisting of Human Rights and Equity Advisor, Yusuf Abdulkareem, Equity and Inclusion Consultant, Andrea Barrow and Elementary Curriculum Consultant, Rachael McDonald.

Ms. McDonald shared information about addressing discriminatory language through elementary student modules. The purpose of these modules is to help learners understand the impact of discriminatory language, recognize the harm, reflect on their actions, and develop inclusive strategies to prevent incidents.

Ms. McDonald noted that these modules are individualized for Primary, Junior, and Intermediate-level students and are available in a variety of formats and can be used after specific incidents to support

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learning. She also shared that there are several optional modules also available to educators, as well as professional development opportunities for Administrators.

Mr. Abdulkareem shared the Guide on Human Rights Expectations in Limestone DSB for Families and Caregivers. He emphasized that this guide serves as a vital reference to ensure that everyone understands the protected grounds enshrined in the Ontario Human Rights Code, as well as expectations within the school community. The guide provides practical examples to illustrate how rights are respected on a daily basis as well as offering clear procedures to address situations involving competing rights along with consequences for potential violations.

Mr. Abdulkareem also shared information about supporting human rights and equity in rural schools. These efforts include collaborative meetings with rural administrations, co-development of solutions to local challenges in school communities, and understanding the unique equity challenges of rural geographic communities.

Mr. Abdulkareem concluded his portion of the presentation by sharing the Limestone tracking tool to monitor the 11 action items noted in the Ontario Human Rights Commission *Dreams Delayed* Report. The report highlights the systemic barriers and negative experiences faced by Black students in Ontario's education system. LDSB's monitoring strategy is designed to ensure that identified gaps are systematically addressed, thereby reinforcing accountability across all departments.

Ms. Barrow shared some of the work completed as it relates to human rights and athletics. She indicated that last year the board launched a pilot project in response to concerns arising during the spring soccer season. Initially focused on soccer teams, the project was later expanded to include all LDSB Kingston Area Secondary School Athletics (KASSAA) student athletes. Now, a year and a half into the initiative, significant progress has been made. In September alone, Ms. Barrow delivered 15 in-person presentations and one virtual session, reaching approximately 1,000 students. Looking ahead, the program will transition into an online module that coaches can deliver at the school level. These modules will be tailored to each sport season and will address issues reported in previous seasons, with a continued emphasis on anti-Black racism—the most frequently reported concern. Training for coaches is scheduled for winter and spring, with full implementation anticipated by fall 2026.

Ms. Barrow shared that the board has developed an anti-Black racism educational module for students suspended for related incidents. This initiative responds to three years of data showing that over 60% of reported incidents involve anti-Black racism, often including the use of the N-word. Created in consultation with community partners and aligned with recommendations from the Ontario Human Rights Commission's *Dreams Delayed* report, the module takes a restorative and educational approach. It consists of seven sections covering topics such as racism, microaggressions, the history of anti-Black

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racism in Canada, and strategies for intervention. Quizzes and reflection questions are embedded throughout, with the goal of fostering accountability and supporting meaningful re-entry discussions between students and administrators. Ultimately, these efforts aim to address the root causes of racism, promote equity, and create safer, more inclusive school environments.

Superintendent McDonnell introduced members of the Umoja Committee: Msenwa Mweneake, Michelle Harrison, Micki Mulima and Joesph Kangmennaang. The Umoja Committee expressed gratitude for the opportunity to present and emphasized that they were representing many Black families, children, and youth within the community and beyond. They began by honouring the legacy of the late Judith Brown whose wisdom, love, and passion inspired the ongoing equity work, acknowledging the significant loss felt by the community while committing to continue her efforts. They highlighted the importance of collaboration with the school board, noting positive progress through regular meetings and a willingness from leadership to listen and invest in systemic change. While recognizing these achievements, they also acknowledged the challenges posed by political pressures and funding constraints, stressing that equity work is not optional or symbolic—it is a matter of life and dignity for their community. They urged Trustees to remain steadfast in supporting and advancing this work despite external pressures, affirming that collective action is essential to amplify humanity and achieve true liberation for all. The speakers closed by reiterating their gratitude for the partnership and their hope for continued investment and courage in driving equity forward.

Chair McGregor thanked Superintendent McDonnell, the Equity team and the Umoja Committee members and called upon Trustees for questions.

13.4.2 Strategic Plan – Interim End-Of-Year Report 2024-2025

Director Burra shared that the report being brought forward to Trustees this evening is interim, which differs from previous years due to pending data releases. The report outlines ongoing initiatives aligned with the Board's Multi-Year Strategic Plan, particularly in the area of student learning, with a focus on literacy and numeracy. The delay in receiving EQAO data has impacted the ability to provide a complete report, though it is expected to be released in the coming weeks. Recently, the Minister of Education acknowledged the delay and committed to its imminent release.

The Strategic Plan report consists of three main components: a contextual overview of the Multi-Year Plan, current goals and strategies being implemented, and a mapping of Trustee agenda items from the 2024-2025 school year to strategic goals. All monitoring indicators are currently marked as “yellow” due to incomplete data. Director Burra reminded Trustees that updates will continue to come to Trustees throughout the year through operational plan updates which will provide further opportunities for monitoring the Strategic and Provincial Student Achievement plans.

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Associate Superintendents Sartor, Hedderson, McKenna, and Gollogly, and Superintendent Gillam presented initiatives and strategies underway to support each the five goals:

- Improve student well-being/sense of belonging, participation/engagement in class time, and time focused on learning.
- Improve literacy learning and achievement for every student
- Improve math learning and achievement for every student
- Improve graduation rates and preparedness for all groups of students
- Improve responsiveness and service to families, staff, and community partners.

Chair McGregor opened the floor for questions.

14. UNFINISHED BUSINESS

None at this time.

15. NEW BUSINESS

None at this time.

16. CORRESPONDENCE

Chair McGregor noted that a letter to the Minister is included in the agenda package.

17. NOTICE OF MOTION

Chair McGregor called upon Vice-Chair Godkin to bring forward his motion for discussion which was seconded by Trustee Lloyd.

“Given the Minister of Education’s musings regarding the potential removal of some, or all, Trustees in the province of Ontario, and that we have already sent a letter to the Minister and other specific audiences, I would like to put forward a motion to expand the number of recipients of the letter to include local media outlets and other parties to be determined by the Board in discussion of this motion.”

Trustees discussed a friendly amendment proposed by Trustee Elliott. Trustee Maracle withdrew himself from the discussion. After further discussion the friendly amendment was accepted.

MOVED BY: Trustee Godkin and seconded by Trustee Lloyd that Given the Minister of Education's musings regarding the potential removal of some, or all, Trustees in the province of Ontario, and that we have already sent a letter to the Minister and other specific audiences, I would like to put forward a motion to

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expand the number of recipients of the letter to include local media outlets immediately and potentially other parties after further discussions and a formal motion at the November Board Meeting. Carried.

18. ANNOUNCEMENTS

None at this time.

19. COMMITTEE MINUTES FOR INFORMATION

19.1. Environmental Sustainability Advisory Committee Meeting Minutes – May 13, 2025

19.2. Indigenous Education Committee Meeting Minutes – May 27, 2025

19.3. Special Education Advisory Committee Meeting Minutes – September 10, 2025

20. FUTURE BOARD MEETING SCHEDULE

November 19, 2025 (Annual Meeting)

21. ADJOURNMENT AND MOVE INTO PRIVATE SESSION

MOTION MOVED BY: Trustee Godkin and seconded by Trustee Neill that the meeting adjourn. Carried.

The Meeting Adjourned at 8:12 p.m.

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
G. Elliott B. Godkin (Vice-Chair) R. Hutcheon T. Lloyd J. Maracle K. McGregor (Chair) J. Morning (virtual) J. Neill S. Ruttan C. Scott (approved absence at the October 29 Board Meeting) M. Comeau (Student Trustee) (regrets) R. Kolosov (Student Trustee) (regrets) S. Ismail (Student Trustee) (regrets)	K. Burra, Director of Education M. Crothers, Communications Consultant C. Young, Superintendent of Business Services
Guests:	Recorder:
	S. Mitton, Executive Assistant to the Director and Trustee Liaison

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22. FOR INFORMATION

- 22.1. Safe Schools Update
- 22.2. Property/Legal Update
- 22.3. Personnel Update-Trustees discussed a Personnel Update.
- 22.4. Labour Update
- 22.5. OPSBA Update

23. ADJOURNMENT

Vice-Chair Godkin called for a motion for the Board to rise and report.

MOTION: That the Board rise and report at the November 19, 2025, Board Meeting.

MOVED BY: Trustee Lloyd. Carried.

The Meeting Adjourned at 8:53 p.m.