

## ADMINISTRATIVE MEMORANDUM

### Meeting Place:

Education Services Centre  
2121 Lonsdale Avenue  
Mountain View Room – 5<sup>th</sup> Floor  
North Vancouver, British Columbia

### Format and Date:

PUBLIC BOARD MEETING  
Tuesday, January 20, 2026, at  
6:30 pm

#### A. Call to Order

A.1. Acknowledgments

A.2. Approval of Agenda  
(that the agenda, as recommended in the Administrative  
Memorandum, be adopted.)

A.3. Approval of Minutes (that the minutes of the Public Meeting of  
December 16, 2025, be approved as circulated)

A.4. Public Questions/Comments \*

A.5. Educational Presentation – District Student Leadership Council

#### B. Action Items

B.1. Notice of Motions for BC School Trustees Association (BCSTA)  
Annual General Meeting (submitted by Trustee Gerlach)

#### C. Information and Proposals

C.1. Draft Policy 609 Information and Communications Systems and  
Resources

C.2. Artists for Kids Annual Report 2024/25

C.3. North Vancouver Teachers' Association Professional  
Development Report – 2024/25

#### Estimated Completion Time

6:30 pm

6:30 pm

6:35 pm

6:40 pm

6:50 pm

7:05 pm

7:15 pm

7:25 pm

7:35 pm

\* Additional Community Presentations or Delegations are welcomed with advanced notice - see [Policy 104: Board of Education - Meetings](#) and its [Administrative Procedures](#).

**Meeting Place:**

Education Services Centre  
2121 Lonsdale Avenue  
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**Format and Date:**

PUBLIC BOARD MEETING  
Tuesday, January 20, 2026 at  
6:30 pm

C.4.	Tuesday, January 13, 2026 Standing Committee Meeting	7:40 pm
C.5.	Committee Reports – Written Update <ul style="list-style-type: none"><li>• Education Week Planning Committee</li><li>• Emergency Preparedness Committee</li></ul>	7:45 pm
C.6.	Land Management - Written Update	7:50 pm
C.7.	Superintendent's Report	8:05 pm
C.8.	Report Out – British Columbia School Trustees Association and BC Public School Employers' Association	8:10 pm
C.9.	Trustees' Reports/Highlights	8:20 pm
D.	<b>Future Meetings</b>	8:25 pm
E.	<b>Public Question &amp; Comment Period</b>	8:30 pm
F.	<b>Adjournment</b>	8:30 pm

**Note:** The completion times on this agenda are estimates intended to assist the Board in its deliberations.

**School District No. 44 (North Vancouver)**

Minutes of the Public Meeting of the Board of Education, School District No. 44 (North Vancouver) held in the Mountain View Room of the Education Services Centre at 2121 Lonsdale Avenue in North Vancouver, British Columbia, on Tuesday, December 16, 2025.

**PRESENT:** A. Wilson, Chair  
D. Anderson, Vice Chair  
C. Gerlach  
K. Mann  
L. Munro  
G. Tsiakos  
L. Tumaneng

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**A. Call to Order**

Board Chair Antje Wilson called the meeting to order at 6:30 p.m.

**A.1. Acknowledgments**

Board Chair Wilson acknowledged the traditional territorial lands of the Sk̓wx̓wú7mesh (Squamish) Nation and səliłwətaʔt (Tsleil-Waututh) Nation.

**A.2. Approval of Agenda**

Moved by L. Tumaneng

that the agenda as recommended in the Administrative Memorandum, be adopted.

Seconded by K. Mann

Carried

**A.3. Approval of Minutes**

Moved by L. Munro

that the minutes of the public board meeting of November 18, 2025, be approved as circulated.

Seconded by G. Tsiakos

Carried

**A.4. Public Questions/Comments**

There were no public questions or comments received by the Board.

**A.5. Educational Presentation: Provincial School Outreach**

Dr. Pius Ryan, Superintendent, welcomed Dr. Vince White, Director and Sydney Harrison, Vice Principal of the Provincial School Outreach program. The presenters provided highlights of the program and anticipated areas of growth for year three of the program. The presenters responded to Trustees' questions.

**B.1. Cloverley Elementary School Servicing Agreement Bylaw, 2025**

Secretary Treasurer Jacqui Stewart introduced Mike Chapman, Director of Facilities and Planning who supported the agenda item. Under the Servicing Agreement with the City of North Vancouver, the school district is required to grant a covenant and statutory right away to complete servicing requirement for the new elementary school. There were no questions.

Moved by K. Mann

That The Board of Education of School District No. 44 (North Vancouver) Cloverley Elementary School Servicing Agreement Bylaw, 2025 be read a first time;

Seconded by L. Munro

Carried

Moved by D. Anderson

That The Board of Education of School District No. 44 (North Vancouver) Cloverley Elementary School Servicing Agreement Bylaw, 2025 be read a second time;

Seconded by G. Tsiakos

Carried

The Board unanimously agreed to proceed with a third reading by the bylaw.

Moved by G. Tsiakos

That The Board of Education of School District No. 44 (North Vancouver) Cloverley Elementary School Servicing Agreement Bylaw, 2025 be read a third time, passed and adopted.

Seconded by C. Gerlach

Carried

## **B.2. Corporate Banking Service: Bankers and Signing Officers**

Secretary Treasurer Stewart highlighted changes in staffing that are reflected in the corporate banking services. There were no questions.

Moved by L. Tumaneng

that the Board of Education approve the Toronto-Dominion Bank Resolution for Bankers and Signing Officers as attached to this administrative memorandum of December 16, 2025.

Seconded by K. Mann

Carried

AND THAT

Moved by L. Tumaneng

that the Board of Education approve the BlueShore Financial Resolution for Bankers and Signing Officers as attached to this administrative memorandum of December 16, 2025.

Seconded by K. Mann

Carried

## **C.1. Administrative Procedure – AEDs and Naloxone in Schools**

Dr. Ryan, Superintendent made introductory comments. Nelson Dow, Manager of Occupational Health and Safety and Scott Stanley, Executive Director of Human Resources, presented on the Administrative Procedure - Responding to Unexpected Health Emergencies and took questions from the Trustees.

## **C.2. Proposed Revised Policies – Series 500 Human Resources**

Superintendent Dr. Ryan highlighted the work underway with the British Columbia School Trustee Association Working Group regarding policy development. Scott Stanley, Executive Director of Human Resources Stanley explained the intention to replace the multiple policies in the Human Resources 500 series with one. Staff responded to questions and comments from Trustees.

## **C.3 School Calendar Update for 2026/27**

Superintendent Dr. Ryan introduced Assistant Superintendent Adam Baumann who provided an update regarding the school calendar for the 2026/27 school year.



**C.4. Secondary School and Academy Fees for 2026/27**

Assistant Superintendent Baumann presented the Secondary School and Academy Fees for the 2026/27 School Year and answered questions from the Trustees.

**C.5. Notice of Motions for BC School Trustees Association (BCSTA) Annual General Meeting (submitted by Trustee Gerlach)**

Board Chair Wilson provided opening comments about the BCSTA and Board of Education requirements for Notice of Motions and advised that two Notice of Motions are being presented for information only. Both motions will be considered at the January Public Board meeting for decision.

Board Chair Wilson introduced Trustee Gerlach to speak to the substantive Notice of Motion on the inclusion of Ableism in the BC ERASE Program.

Motion 1: That the North Vancouver Board of Education approve the substantive motion relating to the inclusion of Ableism in the BC Expect Respect & A Safe Education Program (ERASE), as attached to this memorandum of December 16, 2025.

Board Chair Wilson asked Trustee Gerlach to speak to the substantive Notice of Motion on inclusive Child Care for Children and Youth with Support Needs (Up to Age 18).

Motion 2: That the BC School Trustees Association request the Ministry of Education and Child Care to ensure that students who are eligible for Supported Child Development services are explicitly included in the provincial Child Care Strategy for school districts, so that their access needs are recognized and accommodated in the planning and delivery of child care programs.

**C.6. Policy 104: Board of Education - Meetings – Administrative Procedure**

Board Chair Wilson introduced the proposed changes to Policy 104: Board of Education – Meetings – Administrative Procedure. Trustees discussed the proposed changes that will come before the Board of Education for approval in January.

**C.7. Indigenous Education Council – Written Update**

A written update on the Indigenous Education Council was included in the Board Package and was taken as read; no questions were asked.

**C.8. Committee Reports – Written Update**

Written updates on the Accessibility Advisory Committee, French Immersion Advisory Committee, Policy Review Committee, and the Safe & Healthy Schools Committee were included in the Board Package; no questions were asked.

**C.9. Land Management – Written Update**

A written update on current land management projects was included in the Board Package; no questions were asked.

**C.10. Superintendent's Report**

Superintendent Dr. Pius Ryan provided an update to Trustees on events, initiatives, and programming across the school district. No questions were asked.

**C.11. Report Out – British Columbia School Trustees Association (BCSTA) and BC Public School Employers' Association (BCPSEA)**

Trustee Anderson provided an update regarding the BC School Trustees Association. There were no updates on BCPSEA.

Board Chair Wilson thanked Trustee Anderson for his role at BCSTA and welcomed Trustee Tumaneng to her new assignment. Trustee Mann will continue in her role at BCPSEA. There was no BCPSEA update.

**C.12. Trustees' Reports/Highlights**

Trustees shared recent highlights, for activities from November 19, 2025 to December 16, 2025, with an emphasis on their roles as school liaisons.

Meetings attended by Trustees included:

- Public Board Meeting
- In Camera Meeting
- Trustee Seminars
- BCSTA Preconference and Trustee Academy, Finance and Audit and Legislative Committees
- District of North Vancouver (DNV) Mayor and Council Dinner
- DNV North Shore Standing Committee on Substance Use
- Accessibility Advisory Committee
- Artist for Kids Management Committee
- French Immersion Advisory Committee
- Safe and Healthy Schools Committee
- Policy Review Committee
- Screening and Selection of Vice Principals Meetings

Events attended by Trustees included:

- Curriculum Implementation Day
- North Vancouver Parent Advisory Council Meet and Greet
- Parent Advisory Council Meetings at: Cove Cliff Elementary and Sherwood Park Elementary
- Various school visits or events: Argyle Secondary, Boundary Elementary, Braemar Elementary, Brooksbank Elementary, Canyon Heights Elementary, Capilano Elementary, Carisbrooke Elementary, Carson Graham Secondary, Cleveland Elementary, Cove Cliff Elementary, Dorothy Lynas Elementary, Eastview Elementary, Handsworth Secondary, Highlands Elementary, Larson Elementary, Lynnmour Elementary, Mountainside Secondary, Montroyal Elementary, Queen Mary Elementary, Queensbury Elementary, Ridgeway Elementary, Sherwood Park Elementary, Sutherland Secondary and Windsor Secondary

**D. Future Meetings**

The next Standing Committees and Public Board Meeting were included in the Board Package.

**E. Public Question & Comment Period**

Board Chair Wilson called for questions and/or comments from the public noting that in accordance with Board policy, questions relating to personnel, negotiations or litigation must not be dealt with in a public session.

No questions or comments were brought forward.

**F. Adjournment**

The established agenda being completed, Board Chair Wilson adjourned the meeting at 8:34 pm and thanked those who attended.

Certified Correct:

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Jacqui Stewart  
Secretary Treasurer

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Antje Wilson  
Chair, Board of Education

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Date

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Date

**Schedule .A.4..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2025

☒ **Board**

☐ **Board, in camera**

**Topic (as per the  
Memorandum):** **Public Questions/Comments**

**Narration:**

Prior to the Public Board Meeting, members of the public can provide comments on items related to the agenda by completing the [Public Board Meeting Questions/Comments Form](#) online or calling 604-998-5100 and leaving a voice mail by no later than 1 p.m. on the day of the meeting. All input received by the specified time will be shared with Trustees electronically. The Board Chair will read out comments during the Public Questions/Comments at the beginning of the meeting; however, this agenda item has a time limit of 10 minutes.

The Board of Education will not respond to comments made during the Public Questions/Comments but may direct questions to staff. Members of the public wishing to discuss their concerns with Trustees or staff may contact them before and/or after the meeting, by telephone or e-mail.

**Schedule .A.5..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Educational Presentation: District Student Leadership Council**

**Narration:**

**Student Leadership and Voice:**

The North Vancouver School District recognizes and values the importance of Student Leadership and Voice as a valuable component of a student-centered approach to learning. The District Student Leadership Council or DSLC has been recognized as an important stakeholder in our school district.

The DSLC is an extra-curricular club comprised of highly engaged and active students who meet regularly to provide leadership, voice and student perspective on education issues in North Vancouver schools. The students come from all seven secondary schools and are led by an Executive Council comprised of two executive members from each secondary school. Using identified topics from the general membership, the DSLC Executive plans monthly meetings to solicit discourse and discussion on issues that matter most to students. Using their experience and the insights shared at these meetings, the students represent the voice and interests of students by providing youth perspective on a wide range of school district committees. This year, DSLC students have sought to collect, represent and amplify the school experiences of all students through a universal, targeted and focused approach to collecting student perspectives. The students seek to represent these diverse student experiences at schools and the school district in different ways: student council, representatives on school committees, speaking to Trustees, meeting with other stakeholder groups and providing student voice, facilitating school-based mini forums, working with Elementary students, and much more.

The DSLC is led by students with the support of Vice-Principal Jeffrey Aw-Yong, Handsworth Secondary School, Director of Instruction Jeremy Church, Principal Cary Hungle, Handsworth Secondary School and Vice Principal Stephanie Strandt, Carson Graham Secondary.

Members of the DSLC Executive will describe the importance of Student Voice, their goal of collecting, and amplifying diverse student experiences, as well as outline some key initiatives past and future.

**Schedule ..B.1..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Notice of Motions for BC School Trustees Association (BCSTA) Annual General Meeting (submitted by Trustee Gerlach)**

**Narration:**

Following British Columbia School Trustee Association (BCSTA) procedures, in order to put forward a motion to the BCSTA Annual General Meeting (AGM), Boards of Education must pass the final wording of the motion by a majority vote of the Board of Education. This year's AGM is scheduled April 9 - 11, 2026, and the deadline to submit substantive motions is February 9, 2026 and the deadline for extraordinary motions is January 29, 2026.

Two motions are being brought forward to the Board of Education for consideration as attached to this memorandum. Trustee motions that are presented at a Public Board Meeting and that are subject to a vote should normally be introduced for discussion purposes at least one meeting prior to the meeting at which they are voted upon. This requirement was fulfilled at the December Public Board Meeting. The Notice of Motions are being brought forward at the January Public Board Meeting for decision.

**Attachments:**

Inclusion of Ableism in the BC ERASE Program  
Inclusive Child Care for Children and Youth With Support Needs (Up to Age 18)

**RECOMMENDED MOTIONS:**

**Motion 1:**

That the North Vancouver Board of Education approve the substantive motion relating to the inclusion of Ableism in the BC Expect Respect & A Safe Education Program (ERASE), as attached to this memorandum of January 20, 2020.

**Motion 2:**

That the BC School Trustees Association request the Ministry of Education and Child Care to ensure that students who are eligible for Supported Child Development services are explicitly included in the provincial Child Care Strategy for school districts, so that their access needs are recognized and accommodated in the planning and delivery of child care programs.

The following Motion for Consideration: Cyndi Gerlach  
Email: cgerlach@sd44.ca  
Phone: 604-831-6608

## Inclusion of Ableism in the BC ERASE Program

### Motion for Consideration:

That BCSTA request the Ministry of Education and Child Care to formally include ableism, its definition, impacts, and prevention strategies, within the provincial ERASE (Expect Respect & A Safe Education) program, including training modules, reporting tools, and provincial guidelines, to support safe, equitable, and inclusive learning environments for students with disabilities.

### Rationale:

This motion asks the Ministry of Education and Child Care to explicitly include ableism in the ERASE program. While ERASE addresses multiple forms of discrimination, the absence of specific guidance on ableism creates a gap in safety and prevention efforts for students with disabilities. Explicitly including ableism will ensure that school districts have the tools needed to recognize, respond to, and prevent this form of discrimination.

Students with both visible and invisible disabilities experience higher rates of bullying, harassment, and discrimination. Much of this harm stems from ableism, which may be unintentional or unrecognized when not explicitly named.

ERASE currently omits explicit reference to ableism - the ERASE program includes training and resources on racism, homophobia, sexism, and other forms of discrimination. Adding ableism would align ERASE with equity-informed best practices and reflect the lived experiences of many students and families.

Aligns with the Accessible British Columbia Act - explicitly embedding ableism into ERASE would strengthen alignment between K–12 safety practices and provincial accessibility legislation, supporting the broader mandate for inclusive, barrier-free public services.

Supports early identification and prevention - naming ableism helps educators recognize early signs of bias—such as assumptions about capacity, exclusionary practices, or stigmatizing language—before they escalate into more serious incidents.

Improved educator competency and confidence - many staff express uncertainty about how to identify and respond to ableism. Including it in ERASE provides clear guidance, shared language, and consistent training across the province.

Stronger reporting and accountability - ERASE's reporting tools play a key role in school safety. Adding ableism to these tools allows students and families to accurately report their experiences and fosters greater trust in the system.

Explicitly addressing ableism within the ERASE program will enhance student safety, promote equitable treatment, and ensure that provincial guidelines reflect the full diversity of student identities and experiences.

### Reference(s):

- Accessible British Columbia Act - <https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/initiatives/accessibility/legislation>
- BC Ministry of Education and Child Care – ERASE Program - <https://www2.gov.bc.ca/gov/content/erase>
- Inclusive Education Policy Frameworks - [https://www2.gov.bc.ca/assets/gov/education/administration/kindergarten-to-grade-12/inclusive/inclusive\\_ed\\_policy\\_manual.pdf](https://www2.gov.bc.ca/assets/gov/education/administration/kindergarten-to-grade-12/inclusive/inclusive_ed_policy_manual.pdf)

The following Motion for Consideration: Cyndi Gerlach  
Email: cgerlach@sd44.ca  
Phone: 604-831-6608

## **Inclusive Child Care for Children and Youth With Support Needs (Up to Age 18)**

### **Motion for Consideration:**

That the BC School Trustees Association request the Ministry of Education and Child Care to ensure that students who are eligible for Supported Child Development services are explicitly included in the provincial Child Care Strategy for school districts, so that their access needs are recognized and accommodated in the planning and delivery of child care programs.

### **Rationale:**

Students who are eligible for Supported Child Development (SCD) services often require individualized supports, predictable environments, and staff trained to meet their developmental, communication, or behavioural needs. These needs do not begin and end with the school day. Children and youth up to age 18 who require supports during instructional hours also require appropriate supports to participate safely and meaningfully in before and afterschool child care programs. When child care programs do not plan for or resource these supports, students with higher needs are unintentionally excluded.

Inclusion, as reflected in the United Nations Convention on the Rights of Persons with Disabilities, means ensuring that children with disabilities can participate fully, equally, and meaningfully in their community, with the supports they need to do so, without segregation or barriers.

Including students who are eligible for SCD services, up to the age of 18, within the provincial Child Care Strategy:

- Promotes equity by ensuring that all children, regardless of support needs, have access to safe, inclusive child care spaces in their school community.
- Aligns with provincial commitments to inclusive education, child care, and the expansion of school-aged care under Bill 19, which formalizes school districts' responsibilities and opportunities to deliver child care on school grounds. For Bill 19 to achieve its intended outcomes, inclusion must be embedded in all aspects of implementation, not treated as an afterthought.
- Ensures consistent access across the province, recognizing that Bill 19 creates a framework in which districts will increasingly provide child care, making it vital that provincial direction includes clear expectations for supporting children with diverse needs.
- Supports families, many of whom rely on seamless, inclusive child care to maintain employment, reduce stress, and ensure stable routines for their children.

Reduces barriers by ensuring districts have the guidance and resources necessary to collaborate with SCD professionals and staff programs appropriately.

Without explicit inclusion—especially in the context of Bill 19's expansion of district-led child care—students eligible for SCD support risk being overlooked, resulting in unequal access to programs being developed in schools.



**Schedule ..C1...**  
**of the**  
**Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Policy 609: Information and Communications Systems and Resources**

**Narration:**

The North Vancouver Board of Education establishes standards and processes for the acceptable use, security, and management of the School District's information and communication systems and resources. This policy supports educational programs, services, and operations while fostering a respectful, inclusive, and safe learning and working environment.

The Policy 609: Information and Communications Systems and Resources was adopted on February 25, 2003 and last revised on May 27, 2014. Policy 609 has been recently reviewed and revised by school district staff, the Policy Review Committee and the ICT Advisory Committee with representatives from North Vancouver Parent Advisory Council (NVPAC), North Vancouver Administrators' Association (NoVA), North Vancouver Teachers' Association (NVTa) and District Student Leadership Council (DSLc) to best align with current practices and is being presented to the Board for information.

**Attachments:**

Policy 609: Information and Communications Systems and Resources (Newly revised)

Policy 609: Information and Communications Systems and Resources (Revised on May 27, 2014)

# Policy 609: Information and Communication Systems and Resources

**Adopted:** Month XX, XXXX

**Revised:** Month XX, XXXX

## Policy Statement

The North Vancouver Board of Education establishes standards and processes for the acceptable use, security, and management of the School District's information and communication systems and resources. This policy ensures that these resources are used ethically, professionally, and lawfully to support educational programs, services, and corporate operations. We conduct all activities and decisions under this policy in a manner that promotes a welcoming, respectful, inclusive and safe working and learning environment.

### Network Safety and Security

Technology must be used responsibly to protect the education community from risks such as bias, discrimination, misinformation, privacy issues, and cybersecurity threats.

### Equitable Access

Ensure equitable access to technology for all students.

## Definitions

**Board of Education:** The North Vancouver Board of Education, the corporate body with the authority and responsibility to govern the North Vancouver School District and the local delivery of public education.

**Procedures:** The Administrative Procedures enacted by the Board under this Policy.

**Records:** Any paper or electronic media used to store or record information, including all paper and electronic records, books, documents, drawings, maps, letters, photographs, audio or visual recordings, computer files, email and correspondence, but does not include a computer program or other mechanism that produces records.

**Staff:** All persons employed or engaged by the School District, including independent contractors and volunteers, to carry out its operations.

**Student:** Any person enrolled as a student at the School District.

**Guest User:** Any person who utilizes School District information and communication systems and resources.

## Scope

This policy applies to all staff, students, and guest users of the School District's information and communication systems and resources. The scope includes, but is not limited to, devices such as computers, tablets, and smartphones, as well as software applications, internet-based services, networks, remote access, file and system backups, online communications, large language models, and other evolving technologies such as wearable devices and IoT (Internet of Things) gadgets. Additionally, this policy covers aspects related to ownership, personal use, privacy (including expectations for personal data protection), prohibited uses, resource approvals (such as permissions required for accessing specific software or hardware), security, and standards.

## Administrative Procedures

The following administrative procedures support Policy 609:

- Administrative Procedures - Appropriate Use of Technology - *To be posted*

## Related Policies

- [Policy 106: Statements of Mandate, Vision, and Values](#)
- [Policy 302: Student Conduct - North Vancouver School District](#)
- [Policy 506: Employee Code of Conduct](#)
- [Policy 601: Access to Student Records](#)
- [Policy 611: Privacy](#)
- [Policy 612: Records Management](#)

## Resources

- British Columbia [Freedom of Information and Protection of Privacy Act \(FIPPA\)](#), R.S.B.C. 1996, c. Part 3
- [British Columbia School Act](#), R.S.B.C. 1996, c. 412 sections 9, 79(3)
- [Student Records Disclosure Order](#) (M14/91)

## Annual Review

This policy shall be subject to an annual review to assess its compliance with current laws and regulations.

## 609 Information and Communication Systems and Resources

Adopted: February 25, 2003

Revised: May 27, 2014

### Policy

The Board of Education manages information and communication systems and resources to support the delivery of its educational programs, services, and corporate operations.

The Board actively supports and encourages the use of its information and communication systems and resources by its employees, students, and public users.

Employees, students, and public users of the Board's information and communication systems and resources shall ensure that they are used:

- With integrity in an ethical, professional, and lawful manner
- For purposes that support the Board's *Policy 106: Statements of Mandate, Vision, and Values*.

This policy applies to all employees, students, and public users of the Board's information and communication systems and resources at schools, sites, and workplaces, and includes remote access, file and system backups, confidentiality, ownership, personal use, privacy, prohibited uses, resource approvals, security, and standards.

### Annual Review

This policy shall be subject to an annual review to assess its compliance with current laws and regulations.

### Links

[Policy 106: Statements of Mandate, Vision, and Values](#)

[Policy 506: Employee Code of Conduct](#)

[Policy 601: Access to Student Records](#)

[Policy 611: Privacy](#)

[Policy 612: Records Management](#)

**Schedule ..C.2..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Artists for Kids Annual Report 2024/25**

**Narration:**

In accordance with reporting requirements set out in [Policy 105: Artists for Kids](#), the Management Committee is required to submit its Annual Report to the Board of Education in the fall of each year.

The *Artists for Kids 2024/25 Annual Report* covers the preceding financial year (July 1, 2024, to June 30, 2025) and includes:

1. Summary of programs and services provided to students and the community 2024/25
2. Curatorial activities; acquisitions and editions published
3. Sales, marketing and promotion activities
4. Forward Vision, 2025/26
5. Statement of Operations as of June 30, 2025

Allison Kerr, Director of the Artists for Kids & Gordon Smith Gallery and District Principal, Arts Education, will introduce and summarize the Annual Report and respond to questions from Trustees.

**Attachment:**

Artists for Kids 2024/25 Annual Report





**Gordon  
Smith  
Gallery**  
of Canadian Art

**Artists  
For  
Kids**

# 2024/25 ANNUAL REPORT





Photo Credit: Amelia Epp

## Director's Message

Section one	Program Statistics
Section two	Paradise Valley Summer School of Visual Art
Section three	Artists-in-Residence
Section four	Gordon Smith Gallery Curatorial Activities
Section five	Artists for Kids & Gordon Smith Gallery Permanent Collection
Section six	Portfolio Releases
Section seven	Print sales
Section eight	Forward vision

Appendix A	Financials
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# DIRECTOR'S MESSAGE



Photo by Arlene Martin

The Gordon Smith Gallery is a place of discovery and connection, welcoming over 5000 young people this past year, to engage with exceptional exhibitions and art education experiences. In partnership, Artists for Kids and the Gordon and Marian Smith Foundation for Young Artists, was proud to present the 2024 Fall Exhibit, *Playhouse*; an exhibit co-curated by visual artist, Annie Canto and art educator, Amelia Epp. In the Spring of 2025, the Gordon Smith Gallery collaborated with the regional Capture Photography Festival to host the Festival's Feature Exhibition, *Stitched: Merging Photography and Textile Practices*, co-curated by Chelsea Yuill and Emmy Lee Wall, which explored the intersection of photography and textiles.

Aligning with each exhibit, the Gordon Smith Gallery was pleased to host, *Art Education, For Life*, a multi-part speaker series gathering luminaries from various fields to share the

profound impact of art education on their journeys as well as host the beloved, *Music at the Smith*. Additionally, the gallery will continued to host the beloved, *Explore and Create*, a weekly Saturday afternoon art-making workshop for children and families at zero cost for participants.

Through the gallery's exhibits, two state-of-the-art on-site studios, and multiple satellite classrooms within the lower mainland, the Gordon Smith Gallery, Artists for Kids, and the Gordon and Marion Smith Foundation continued their commitment to provide our community with meaningful engagement points for exceptional arts education and experiences.

Bottom row: Sophia Boutsakis, Communications Manager; Daylen Luchsinger, Vice-Principal Arts Education; Amelia Epp, District Visual Arts Teacher

Top row: Chantal Pinard, Administrative Assistant; Emily Neufeld, Studio Technician and Gallery Preparator; Allison Kerr, Director, Artists for Kids and the Gordon Smith Gallery of Canadian Art



# ARTISTS FOR KIDS' PROGRAM STATISTICS

## Summer Day Camps

July & August 2024

Campers from grades K-12 enjoyed 3 weeks of summer day camps, at the Gordon Smith Gallery, the Shadbolt Studio.

Number of 5-day camps: 6

Number of campers: 92

Number of bursaries: 2



## After School Art

October 2024 - June 2025

After School Art classes were held at a number of school sites in North Vancouver throughout the fall, winter and spring terms.

Number of classes offered: 31

Number of students enrolled: 431

Number of bursaries: 17

## Spring Break Day Camps

March 2025

Eighty campers participated in our Spring Break Day Camps held in both the Shadbolt Studio and the Reid Studio.

Full-day and half-day options were available to support families.

Number of 5-day camps: 5

Number of campers: 80

Number of bursaries: 3





# ARTISTS FOR KIDS' PROGRAM STATISTICS

## Gallery Program

September 2024 - February 2025

The highly sought-after full-day Artists for Kids Grade 5 Gallery Program was a success once again this year.

The program consisted of a gallery tour of the *Playhouse* exhibition and an art-making activity in the studio.



## Spring Gallery Program

April 2025 - June 2025

K-12 classes were invited to visit the Gallery where Artists for Kids art educators led classes in a half-day interactive tour of the spring exhibition, *Stitched: Merging Photography and Textile Practices*, and a hands-on artmaking activity.



Number of elementary classes: 54  
Educators supported and mentored: 62  
Number of students visiting the gallery: 1,146

Students were asked to consider:

- What is a comic?
- What comics features help to tell a story?
- What stories do the artists featured in the exhibition create space for in their work, and why?

Number of classes visiting the gallery: 49  
Number of educators mentored: 52  
Number of elementary schools visiting: 23  
Number of students visiting the gallery: 1,194





# ARTISTS FOR KIDS' PROGRAM STATISTICS

## Professional Development

### Bringing Clay into your Classroom with Artist Amelia Butcher

October 8 & October 16, 2024

Educators from across the district learned strategies and techniques to successfully incorporate clay into their teaching practice. Educators mentored: 16

### Garbage Press: Collagraph Printmaking

October 25, 2025

In this workshop, artist Reed H. Reed shared a hands-on collagraph printmaking workshop designed specifically for elementary and secondary teachers.

Educators mentored: 24

### Text-based Art with Whess Harman

October 25, 2025

Artist and curator Whess Harman discussed his practice, including his work on exhibit at the Gordon Smith Gallery. He led an art-making session with participants using text, painting, and stitching as the starting point of a small "protest patch" artwork.

Educators mentored: 22

### Comics and Visual Storytelling with Artist Sean Karemaker

May 5, 2025

This hands on workshop for secondary art, design and photography teachers focused on comics, drawing, and visual storytelling.

Educators mentored: 20

### Educator's Gallery Tour at Polygon Gallery

May 5, 2025

Educators took part in a Gallery Tour of the Polygon Gallery led by curator Elliot Ramsey.

Educators mentored: 20

### After School Printmaking Workshop Series

May - June 2025

A series of 5 printmaking workshops were offered to accompany printmaking kits.

Number of workshops offered: 5

Number of educators mentored: 61



## Young Artist of the Week

June 2025

Young artists in dance, drama, music and art, were profiled and acknowledged by Artists for Kids and the North Vancouver School District via social media, a personal letter and certificate.

Number of young artists celebrated: 19



# ARTISTS FOR KIDS' PROGRAM STATISTICS



## Art from 44 District Visual Art Show May 2025

Students K-12 at the North Vancouver School District, participated in the annual Art from 44 School Art Exhibit! This student exhibition provided a window into student voice and creativity.

Schools participating: 24  
Number of students exhibiting their work: over 360

## Artists for Kids Studio Art Academy September 2024 to January 2025

Seventeen grade 10-12 students from North Vancouver secondary schools were enrolled in the Artists for Kids Studio Art Academy hosted at Sutherland Secondary School and taught by Daylen Luchsinger. In-person field trips to art galleries and artists' studios, and master classes with local artists were held throughout the term.

## Reid Cultural Grant January 2025

This grant provides schools an opportunity to enhance Indigenous Education at their school site. This \$1000 grant was awarded to Lynnmour Elementary.

## Scholarships April 2025

Three of the School District's visual and performing arts graduates were honored with a \$1,000 scholarship to support their post-secondary pursuits.

Number of students receiving scholarships: 3



## Volunteers September 2024 – June 2025

Artists for Kids depends on our volunteers for so many of the little tasks that create pressure points at various times of the year. From gathering data, following up with donors, preparing mail outs, supporting set-up, take down and hosting of exhibitions and special events and being extra hands during inventory time, we couldn't do it without them.

This year, 19 volunteers contributed 724 volunteer hours.





# Paradise Valley Summer School of Visual Art



July 8-12, 2024

Ages 8-15

Number of campers: 89

Number of educators mentored: 6

Number of bursaries: 11

Number of scholarships: 1

Eighty-nine young artists enjoyed outdoor studio adventures with teams of experienced art teachers and one of Canada's finest artists. Campers received in-depth instruction in sculpture, collage, drawing, painting and printmaking, and took part in canoeing, hiking, cave exploration, campfire singalongs and a variety of fun filled outdoor games.

**Artist-in-Residence: Samuel Roy-Bois**  
Born and raised in Quebec City, Roy-Bois' artistic practice encompasses installation, sculpture, and photography, centering on the built environment, vernacular practices, and art as an emergent phenomenon.

Roy-Bois' work has garnered national and international recognition, featured in exhibitions at esteemed institutions including the Musée d'art contemporain de Montréal, the Audain Art Museum in Whistler, and the Esker Foundation in Calgary. Additionally, his pieces are included in numerous Canadian collections, such as the Musée national des beaux-arts du Québec, the Vancouver Art Gallery, and the Simon Fraser Art Gallery. Roy-Bois was honored with the VIVA Award in 2021.





# Artists-in-Residence



Number of students in attendance: 23  
Number of secondary schools: 6

## ARTIST BIO

Sean Karemaker is known for his unique form of panoramic, sequential art stories that take various forms, including graphic novels, paintings, dioramas and virtual reality. Informed by an extensive background in 3D Video Games Production and Graphic Design, His work is an intersection of personal expression in storytelling and cutting edge technology.

Sean has authored two graphic novels and his published work has been recognized by The Shuster Awards 2018, Best American Comics 2018, CBC's Best Canadian Comics 2018, and the Alcuin Society Book Design Awards. Sean's graphic sensibility translates to unique, immersive public art projects and he has been commissioned by the Vancouver Opera, Vancouver General Hospital and The Vancouver Airport.



## Sean Karemaker

Fall 2024

In November, Artists for Kids offered an Artist-in-Residence program for senior art students, providing an opportunity to work for two school days at the Artists for Kids studios with artist Sean Karemaker. The focus of the workshop was on comics, drawing, and storytelling. Students learned strategies for planning character, setting and plot. They created their own unique scroll comic and explored techniques such as page composition, framing, drawing with 3D shapes, inking and cross hatching.

Students learned:

- developing key story elements
- planning characters, setting, and plot
- page composition
- framing
- drawing establishing shots
- drawing with 3D shapes
- cross hatching
- spotting blacks in comics





# Artists-in-Residence



## Cindy Mochizuki

Winter 2025

In January, grade 3 students had the opportunity to work for two school days at the Artists for Kids studios with artist Cindy Mochizuki. Students learned techniques for character and world building through story, paper-cut and watercolour. Students created their own 2D creature through abstract watercolour techniques and used paper-cut to assemble the illusion of a theatrical set with varying depths.

Students learned:

- Tatebanko making (Japanese term for diorama)
- basic watercolour painting techniques
- paper-cut assemblage
- character development
- story development
- abstract creature making
- basic theories of depth perception
- light and shadow

Number of students: 24

Number of elementary schools: 48

### ARTIST BIO

Cindy Mochizuki's interdisciplinary practice explores methods of storytelling through multi-media installation, audio works, performance, animation, drawing and community engaged projects. She has created an extensive body of work on the Japanese Canadian experience particularly around food labor and the lives of Japanese settlers before WWII. These projects are realized through the engagement of historic archives, oral histories and retelling of story through various media.

Mochizuki's practice also includes projection/illustration design and scenography for theatre including shows such as East Van Panto (Theatre Replacement) and Otosan (Little Onion Puppet Co.). Her children's book Things on the Shoreline was published through Access Gallery in 2016.



# Artists-in-Residence



Number of students: 47

Number of elementary schools: 23

## ARTIST BIO

Amelia Butcher is a visual artist based in British Columbia with a sculptural and drawing practice centered in clay. She graduated from Emily Carr University in 2013 and is a founding member of the Dusty Babes Collective. From 2015-2021 she lived and worked out of their communal studio, built by the late great Don Hutchinson, in Surrey, BC. She has exhibited widely and instructs classes and workshops in ceramics, sculpture and comic-making for all ages. She is a board member of the BC Potters Guild and currently works out of a studio in Vancouver, the unceded, ancestral territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

## Amelia Butcher

Winter 2025

In February, grade 7 students got the opportunity to work with a professional artist Amelia Butcher. Students created their own ceramic artwork exploring the natural world. They learned ceramics techniques including hand building and glazing.

Students learned:

- Botanical drawing
- Observational drawings of natural objects
- Hand building techniques
- Use of the slab roller
- Sculpting with clay
- Joining clay
- Glazing objects
- Press molds
- Planning and design process
- Color theory
- Principles of design





# Artists-in-Residence



Number of students: 19

Number of secondary schools: 7

## ARTIST BIO

Rebecca Bair is an interdisciplinary artist working across installation, video, drawing and photography. Raised in Ottawa, Bair is based in Vancouver on the traditional and ancestral territories of the Coast Salish peoples. She has exhibited widely across the Lower Mainland, including group exhibitions at the Vancouver Art Gallery and Surrey Art Gallery and a solo exhibition at West Vancouver Art Museum. Her work continues to gain national recognition and has been featured in Canadian Art and NUVO Magazine.

As an educator and facilitator, Bair centres mentorship in her work, as she uplifts Black, Indigenous and racialized youth through teaching at Emily Carr University of Art + Design, Vancouver, where she also received her Master of Fine Arts in 2020.



## Becky Bair

Spring 2025

In May, Artists for Kids offered an Artist-in-Residence program for secondary students in grades 10, 11, and 12. Over the course of two school days, students had the opportunity to work with artist Rebecca Bair at the Artists for Kids studios.

Students developed hands-on skills in alternative photographic techniques, focusing on cyanotype printing. Through this process, they learned to manipulate light and shadow using UV-sensitive materials, gaining an understanding of exposure control and composition. Students also developed skills in identifying and emphasizing patterns found in their environment, applying principles of contrast, texture, and negative space to create visually compelling cyanotype prints.

## Student's learned:

- alternative photographic techniques
- working with UV-sensitive materials
- controlling exposure times
- coating surfaces with cyanotype solution
- layering and multiple exposures
- conceptual development: place and identity
- interdisciplinary approaches to photography
- principles of design and elements of art
- exhibiting artwork
- printing photographs
- crafting artist statements



# CURATORIAL ACTIVITIES

## Fall Exhibition: *Playhouse*

September 20, 2024 - February 27, 2025

*Playhouse* featured artworks from over 20 Canadian artists and presented the Gordon Smith Gallery as a place to experience stories, meet characters, and transform the spaces we inhabit in order to unveil unseen narratives. The exhibition set the stage for us to consider ways in which the physical, social, cultural, and imagined qualities of a place are intertwined.

*Playhouse* was inspired by comics, broadly interpreted as characters acting in frames, asserting control over their own narratives. Comics are accessible forms of sequential storytelling where the reader builds a relationship with characters over time. Throughout the exhibition we encountered cultures, animation, paintings, and textiles containing active forms and figures performing within their panels and waiting to be interpreted by viewers of all ages.

The works of contemporary Canadian artists Whess Harman, Hannah Jickling and Reed H. Reed, Guná Jensen, and Cindy Mochizuki were shown alongside works from the Artists for Kids' Permanent Collection.

Curated by Annie Canto and Amelia Epp.

We acknowledge the support of the Canada Council for the Arts.



Photo by Rachel Topham Photography



# CURATORIAL ACTIVITIES



Photo by Rachel Topham Photography

## Spring Exhibition: *Stitched: Merging Photography and Textile Practices* Capture Photography, Featured Exhibition

April 3 - June 21, 2025

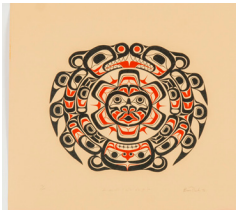
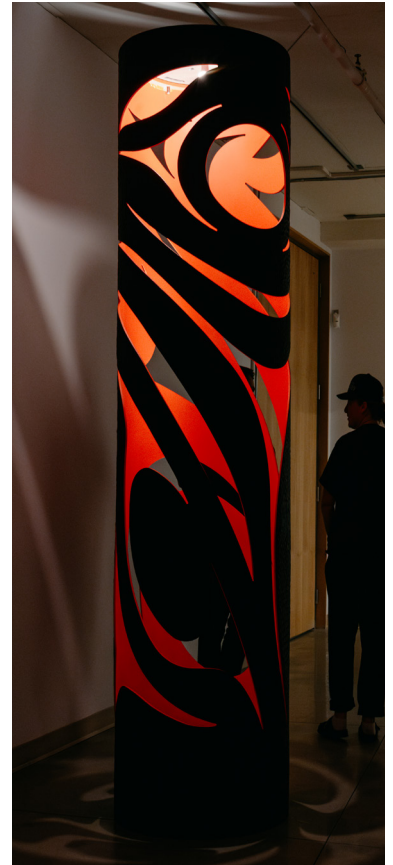
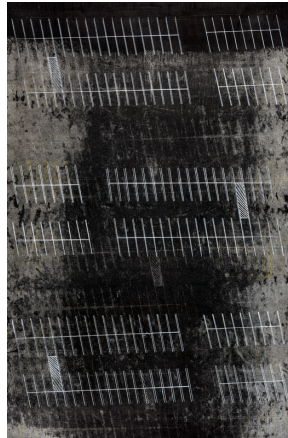
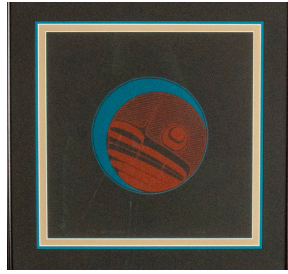
Photography and textiles are ubiquitous; we continuously add to our personal diary of photographs on our smart phones and are wrapped in and clothed by fabric. This exhibition explores the intrinsic relationship between textiles and photography. Photography, with its many uses for personal snapshots, evidence, surveillance, advertising, storytelling, and art, is a relatively new medium. Textiles have traditionally been dismissed as craft in part because of the gendered norms embedded within these historically domestic practices, which include sewing, beading, embroidery, knitting, lacemaking, weaving, and dyeing. Although obvious distinctions exist, there are many threads of connection between the materials and processes used in the two mediums: the natural and synthetic fibres that compose paper and thread and the chemical process of creating a photograph or dyeing fabric.

The artists in this exhibition proudly collapsed the divisions and hierarchies of these two mediums to reclaim and integrate methods of image-making into their critical practices, forming new approaches to lens-based and textile art forms. Including emerging and established artists, the artworks in this exhibition explore ritual, memory, aesthetic inheritance, technology, immigration, and colonial and embodied archives. In a cultural landscape that continues to become more and more digitized, their work asks what it means to create images that evoke the desire to touch and feel? By disrupting traditions that limit experimentation, the unexpected methods and hybridity of approaches chart new territories of what is possible in today's overwhelmingly saturated image culture.

*Stitched: Merging Photography and Textile Practices* was co-presented by The Gordon Smith Gallery of Canadian Art and Capture Photography Festival. It was sponsored by Parc Retirement Living and was generously supported by the Audain Foundation, the Timothy A. Young Family Foundation, the City of North Vancouver, the District of North Vancouver through the Arts & Culture Grants Program of the North Vancouver Recreation and Culture Commission, Artists For Kids, the Gordon and Marion Smith Foundation for Young Artists and the North Vancouver School District.

# NEW TO THE COLLECTION

## Artists for Kids and the Gordon Smith Gallery Permanent Collection



- Christos Dikeakos, *The Music Lesson (1/3)*, 2013.  
photograph, Epson premium luster paper 2009, Archival dye print, 59" x 96", Donated by the Artist
- Robert Davidson, *Moon*, 1976.  
serigraph, 16.14" x 16.14", Donated by Alison and Robert Watt
- Lauren Brevner and James Harry, *Super Natural Eye II*, 2023.  
treated aluminum, acrylic paint, LED light fixture, 108" x 30", Acquired with the Artists for Kids' Acquisition Fund
- Jeff Wall, *A Sudden Gust of Wind (After Hokusai)*, 2022.  
inkjet print on symbol tatami 15 GSM paper, 35.5 cm x 30 cm, Edition of 300 + 30 Artist's Proofs, Acquired with the Artists for Kids' Acquisition Fund, Photo by Foundation Beyeler
- Beau Dick, *Si-si-uth and Tli-sli-gi-la (112/300)*.  
serigraph on Stonehedge Cover natural (rag) paper, 22.5" x 21.5", Donated by Alison and Robert Watt, Photo by DaVic Gallery of Native Canadian Arts
- Samuel Roy-Bois, *My Sun*, 2024.  
wood, paint and object, Acquired with the Artists for Kids' Acquisition Fund, Photo by Bobbi Barbirch courtesy of Nelson Museum Archives and Gallery
- Mark Johnsen, *Vacant Lot, I*, 2022.  
lithograph, silkscreen and monotype on Basingwerk paper, 40" x 26", Donated by the Artist
- Not pictured: *Artist for Artist series*, 2021: Graham Gilmore, Angela Grossmann, Attila Richard Lukas, Derk Root, Vikky Alexander, Rebecca Belmore and Dana Claxton, Donated by Herb and Cece Schreiber Foundation

We gratefully acknowledge The Christopher Foundation and the Tuey Charitable Foundation for their support of the Artists for Kids' Acquisition Fund.



# ARTISTS FOR KIDS' PORTFOLIO RELEASE

## 2024 Fall Portfolio Release

- Samuel Roy-Bois, *Goodluck series (wheelbarrow)*, 2023.  
archival pigment print on Legacy Baryta paper, 30" x 10", edition of 70
- Sandeep Johal, *I am easy to find*, 2024 .  
13 colour serigraph on Stonehedge paper, 10" x 24", edition of 30
- Anna Binta Diallo, *Red Feather*, 2024.  
archival pigment print on Hahnemühle paper, 24" x 20", edition of 25
- Anna Binta Diallo, *Prairie Girl*, 2024.  
archival pigment print on Hahnemühle paper, 24" x 20", edition of 25
- Sara Khan, *Self Portrait*, 2024.  
archival pigment print on Hahnemühle paper, 22" x 17", edition of 20



Photo by Rachel Topham Photography

# ARTISTS FOR KIDS' PORTFOLIO RELEASE

## 2024 Spring Portfolio Release

- Gordon Smith, *The Byway*, 2009.  
16 colour serigraph on Rives BFK 100% rag paper, 11.5" x 21.75", edition of 20 APs
- Michael Snow, *Smoke and Mirrors*, 1994.  
chromogenic print, pins, 40" x 28.5", edition of 50
- Wayne Eastcott, *Moodyville Notes*, 2005.  
archival inkjet, 16" x 22", edition of 15
- Karin Bubaš, *Late Winter, Lynn Creek*, 2010.  
Lightjet print, 14.75" x 44", edition of 45
- Ian Wallace, *Drums and Paint*, 2010.  
Archival inkjet print, 12" x 16", edition of 35



Photo by Rachel Topham Photography

# PRINT SALES

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## Print Sales

The total gross print sales during 2024-2025: \$51,225

# SPONSORSHIP & DONATIONS

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Artists for Kids is grateful for the individual donors who have supported us for over thirty-five years.

The Gordon and Marion Smith Foundation for Young Artists

The Tuey Charitable Foundation

The Christopher Foundation

The Idea Partner Marketing Inc.

The Edwina and Paul Heller Memorial Fund

The North Vancouver School District

The Beech Foundation

OPUS

ArtStarts

CUPE 389

Heffel Fine Art

We acknowledge the support of the Canada Council for the Arts.

# PROMOTIONS & ADVERTISING

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Artists for Kids and the Gordon Smith Gallery of Canadian Art along with the Gordon and Marion Smith Foundation for Young Artists provided a social media calendar via Instagram and Facebook that strategically shared programming, events and fundraising.

The [Gordon Smith Gallery Program Guide](#) was published to support the 2025-2026 school year.



# FORWARD VISION, OUR GOALS

As a District resource, Artists for Kids will be examining and acting upon the following goals, supporting the overarching North Vancouver School District 2021-31 Strategic Plan for the 2025-2026 school year.



## Student Centered Education

Provide supports to art educators and students to build courage to teach and learn from diverse perspectives.



## Innovative Instruction

Implement and model adaptable teaching strategies that embrace diverse personal journeys.



## Welcoming and Inclusive Culture

Address systemic inequalities by designing welcoming, engaging and accessible learning systems and practices.



## Mental Health and Well-Being

Place connection with self, others and environment at the center of our practice.



## Truth, Healing and Reconciliation

"Build student capacity for inter-cultural understanding, empathy, and mutual respect. Identify teacher training needs in relation to above."

Truth & Reconciliation Call to Action: #63



## Environmental Stewardship

Place connection with self, others and environment at the center of our practice through an ethic of care.



Submitted to the Artists for Kids Management Committee October 30, 2025.

**Chair**

Adam Baumann

**Director**

Allison Kerr

**Management Committee Members**

Helena Drury

Meghan Parker

Paul Ruben

Tara Ocejó

Amelia Epp

George Tsiakos

Ian Wallace

Deb Wanner

Michelle Didier

# Appendix A

## SCHOOL DISTRICT NO. 44 (NORTH VANCOUVER) - ARTISTS FOR KIDS PROGRAM

Statement of Operations - Unrestricted

Year ended June 30, 2025, with comparative information for 2024

	2025 Budget (note 5)	2025 Actual	2024 Actual
Revenue:			
Sale of prints	\$ 24,500	\$ 51,776	\$ 31,900
Less:			
Sales discounts	5,000	2,600	5,568
Sales commissions	1,500	5,589	2,777
	18,000	43,587	23,555
Cost of sales	9,500	13,991	6,664
	8,500	29,596	16,891
Donations & Grants	-	17,947	84,781
Canada Council - Exhibition	20,000	20,000	16,974
Art Starts	9,500	9,800	9,800
Smith Foundation	100,000	100,000	95,000
Program Revenue			
After School Art	75,000	81,323	80,895
Paradise Valley Camp	79,849	78,019	78,041
Spring and Summer Daycamp	53,150	69,092	62,308
Art Academy	7,502	7,073	9,744
Pro-D Session	-	1,960	1,063
Misc (Interest & Gallery Rental)	4,000	3,910	5,412
	357,501	418,720	460,909
Expenses:			
Program Expenses			
After School Art	56,588	65,687	60,020
Paradise Valley Camp	70,903	71,684	74,109
Spring and Summer Daycamp	24,010	27,979	23,841
Art Academy	8,100	7,064	9,884
Enrichment Program			
Artists in Residence	11,500	10,803	9,152
Gallery Program	24,060	22,979	27,028
Outreach	1,000	1,736	622
Exhibition	2,000	21,996	19,771
Operating Expenses			
Salary and Benefits	224,144	222,705	220,698
Professional Fees	11,000	10,322	6,598
Communications and Marketing	12,500	8,693	2,801
Scholarships	4,000	4,000	4,000
Insurance and Bank Fees	13,500	13,360	13,703
Travel	3,700	1,968	3,343
Furniture and Equipment	2,000	1,250	1,375
Software Subscription	1,500	1,872	-
Copier Usage and Lease	200	2,667	-
Supplies	4,000	4,050	3,724
Special Program	-	3,365	-
	474,705	504,180	480,669
Deficiency of revenue over expenses	\$ (117,204)	\$ (85,460)	\$ (19,760)

# 2024/25 ANNUAL REPORT

**Schedule ..C.3..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **North Vancouver Teachers' Association Professional Development Report – 2024/25**

**Narration:**

Vickie Vinaric, President of the North Vancouver Teachers' Association (NVTa) and Angelee Bulsara, the Association's Professional Development Chair, will present to the Board of Education the NVTa's Professional Development Report 2024/25.

The Board of Education provides an annual grant to the NVTa to support programs, services, and courses that promote and foster the professional development of teachers in the School District. The annual grant for 2024/25 was \$213,323.11. The Professional Development Fund is administered and controlled by the North Vancouver Teachers' Association. The NVTa submits an annual report to the Board of Education.

**Attachment:**

North Vancouver Teachers' Association Professional Development 2024-2025 Report to the Board



North Vancouver  
Teachers' Association

# **Professional Development**

## **Report to the Board**

### **2024-2025**

*Angelee Bulsara*  
Professional Development Chair

*Vickie Vinaric*  
President

January 9, 2026

# NVTA Professional Development 2024-2025 Report to the Board

## 1. Introduction

The North Vancouver Teachers' Association is pleased to present its annual Report to the Board on Professional Development for the 2024-2025 school year.

We are appreciative of the Board of Education in providing funding to teachers to engage in valuable Professional Development opportunities during the school year. The NVTA also contributes substantial time and resources in support of its members' ongoing Professional Development.

The NVTA recognizes the importance of providing funding for teachers to undertake responsible, relevant and autonomous Professional Development activities. We believe it is part of a teacher's professional responsibility to be a self-directed, reflective practitioner, committed to ongoing, career-long Professional Development.

*Professional Development is a process of ongoing growth, through involvement in programs, services and activities designed to enable teachers, both individually and collectively, to enhance professional practice. The BCTF and the NVTA advocate for individual ownership and professional autonomy by professional teachers.*

### - NVTA Professional Development Policy and Guidelines

## 2. Professional Development Funding

Each year, the North Vancouver School District and the North Vancouver Teachers' Association contribute resources toward Professional Development for the district's teachers. Through the auspices of the Collective Agreement, the Board of Education contributed a grant of \$213, 323.11 to the NVTA Professional Development Fund for the 2024-2025 school year.

In 2024-2025, the North Vancouver Teachers' Association contributed an additional \$31,204 for its Professional Development program.

### **School Board:**

Professional Development Fund	\$ 213, 323.11
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### **NVTA PD Budget:**

0.2 FTE PD Chairperson	\$ 31, 204
PD Committee Release, Training and Expenses	
Targeted New Teacher Funding	

### **Total PD Spending**

<b>\$ 244, 527.11</b>
-----------------------

The \$213,323.11 provided to the NVTa from the School Board funds teachers' Professional Development. All teachers were eligible to apply for up to \$400 in reimbursement which could be used to reimburse conference fees or as a TTOC day to allow teachers to attend additional Professional Development opportunities. However, with over 1,500 members not everyone is able to receive reimbursement each year and funds are allocated on a first come-first served basis. All eligible teachers received up to \$400 in reimbursement while funds remained. Full time teachers, part time teachers, and Teachers Teaching on Call all had equal access to the funds. Any spending over the initial reimbursement amount was eligible for top up in June from the remaining funds.

To provide opportunities for individual teachers to participate in larger, more expensive Professional Development activities, \$18,000 was allocated to fund several Special Grants. These Special Grants allowed teachers to apply for funds for activities that were particularly costly, require TTOC coverage and often involved travelling to conferences. Twenty-three teachers were able to access this grant which supported over \$15,000 of teacher PD.

A further \$500 was allocated to Local Specialists Associations and other local PD events.

The BCTF held their annual New Teachers' Conference which provided an excellent opportunity for new teachers, including Teachers Teaching on Call (TTOCs), to attend workshops geared to their specific needs. Whether it is workshops on a specific subject or classroom management techniques for TTOCs, the information that new teachers need can be different from more experienced teachers. The NVTa budgeted \$3,000 to support new teachers from our general operating fund.

The NVTa provided the funds to support the salary and benefits of the Professional Development Chairperson in a 0.2 FTE position, as well as funding for supplies, equipment, and committee and meeting expenses.

### **3. Professional Development Activities**

Having five professional development days during the school year allows teachers the time to work both on areas of interest and the demands relating to their classrooms. As the needs of our learners evolve and teachers are constantly striving to meet the increasingly complexities of meeting these needs. Teachers are participating in an assortment of professional development activities that go far beyond these five allocated days highlighting their dedication to providing quality educational experiences for students.

In the following section, we will explore the various topics of professional development activities attended by North Vancouver teachers during the 2024-2025 school year. Although this section is extremely varied and comprehensive, please note that it only represents a fraction of the activities undertaken by North Vancouver teachers. We have loosely grouped activities into the following categories: Individual Activities, School-wide Activities, Provincial Conferences, District-wide Activities.

## **Individual Activities**

Individual Activities are activities selected by teachers that they attended individually. There may have been more than one teacher from a school present at an activity or even a small group from one school. Additionally, many of these activities were attended by teachers from more than one school.

Professional Development is an important way teachers seek to maintain relevance and ensure their lessons are adapted based on the latest research in the field. Some topics teachers explored this year were centred around literacy and numeracy, supporting student SEL and mental health in an increasingly digital world, and continuing to navigate the ever-changing landscape of Artificial Intelligence in the world of education. These types of professional development opportunities allow teachers to bring current thinking and practice into the classroom.

North Vancouver teachers remained committed to deepening their personal understanding of the history and culture of Indigenous peoples across Canada and especially in our local community, through Professional Development. Teachers continue to incorporate these new learnings into their work with students. Across the district, many teachers from many different schools attended workshops on a variety of topics, including infusing Indigenous content into the curriculum through outdoor Indigenous learning opportunities.

Teachers support students well beyond simply delivering the curriculum. It is important to recognize that in many cases, workshops are given by other teacher and administrator colleagues who are presenting the information in their areas of expertise. These common Professional Development days allow an important opportunity for colleagues to collaborate.

As these examples show, teachers across North Vancouver are choosing Professional Learning opportunities to address a wide variety of student needs to help students develop the wide range of skills, attitudes, and knowledge they will need to become productive members of society.

## **School-Wide Activities**

School-based professional days provide teachers and staff with the opportunity to learn together. Though a school may be focused on one workshop, not all teachers may choose to attend for a variety of reasons, including already being familiar with the topic or the activity not being pertinent to their area of work.

A school-based professional development day may be a single workshop that is offered for everyone to attend an opportunity for grade groups/teams to focus on different areas pertinent to their group or individual goals for Professional Development. The topics chosen by teachers for school-wide workshops mirror the areas of importance that we saw in the individual activities.

Common topics for school-wide activities included:

- Assessment
- Artificial Intelligence in Education



- Concept-Based Learning
- Equity, Diversity, and Inclusion
- Executive Functioning
- Indigenous Ways of Knowing, culture, and history
- Literacy
- Social Emotional Learning

## Provincial Conferences

The BCTF supports Provincial Specialist Associations (PSA) which provide a unique opportunity for teachers from North Vancouver to attend workshops lead by colleagues from around the province on the leading edge of development in their subject area. Each October, one day is designated by the BCTF as a PSA day and many PSAs hold conferences on this day. Most Districts across the province have a Professional Day on this day, including the North Vancouver School District. It is especially important to the NVTa that this Professional Day be maintained as it provides members with the opportunity to attend PSA conferences without the added cost of a TTOC. Many teachers request reimbursement for this day. These high-quality workshops on topics specific to teachers in BC allow our teachers to learn from and with teachers from across the province.

During the 2024-2025 school year, teachers attended a variety of PSA conferences including:

- APPIPC - Association provinciale des professeurs d'immersion et du programme francophone
- AOEC – Anti-Oppressive Educators’ Collective
- BCAMT - British Columbia Association of Mathematics Teachers
- BCMEA - BC Music Educators' Association
- BCPTA - British Columbia Primary Teachers’ Association
- BCSSTA - BC Social Studies Teachers' Association
- BCTEA - BC Technology Education Association
- BCTESOL - British Columbia Teachers of English to Speakers of Other Languages
- BCTLA - BC Teacher-Librarians' Association
- CUEBC - Computer-Using Educators of BC
- LATA - Learning Assistance Teachers' Association
- MYPITA - Provincial Intermediate and Middle Years Teachers’ Association

## District-Wide Activities

In February 2025, the NVTa hosted a district-wide conference, *Educate, Innovate, Inspire: Transforming Teaching & Learning for Tomorrow*, at Carson Graham Secondary School, with a remote keynote address by Jesse Wentz. This was followed by over 40 workshop choices for attendees. These workshops ranged from topics on assessment practices, Indigenous ways of knowing to trauma-informed practice. Some of the most popular workshops were:

- Addressing the Mental Health Epidemic
- Cooperation and Teamwork Through World Music

- Delivering Feedback with L.O.V.E.
- Engaging with First Peoples' Oral Traditions – Practice and Protocols
- Executive Functions in the Classroom
- From Burnout to Balance: Mental Health Support for BC's Educators
- Get Outdoors: Practical Approaches to Learning Outside
- Noticing and Nurturing Joy in the Classroom
- Powerful Thinking – Building Knowledge and Nudging Thinking in Elementary Classrooms
- Powerful Understanding – Weaving SEL and Literacy
- The Truth About Supporting ADHD Students

Additionally, in May 2025, the NVTa hosted a second event at Sutherland Secondary School to welcome keynote speaker, Jesse Wentz, in-person. Jesse spoke to the importance and impact of little steps to move forward with reconciliation. Jesse's presentation was followed by a number of workshops available to teachers for Professional Development.

To summarize, teachers in North Vancouver participated in an extremely wide variety of Professional Development activities during the 2024-2025 school year, allowing them to continue to grow both individually and collectively in their work in the classroom and beyond while meeting the diverse learning and social needs of students. Teachers choose Professional Learning opportunities based on a range of factors including:

- areas in which they want to grow or improve,
- the needs of their students,
- new areas of development in education,
- in response to societal change; and
- recommendations and advice from colleagues.

As demonstrated by the many examples provided in this report, teachers in North Vancouver strive for lifelong learning through the opportunities provided by Professional Days and the funding from by the District.

#### 4. Professional Development in the NVTa

The Professional Development program of the NVTa is organized through key people in district-wide and school-based roles as follows.

**NVTa PD Chairperson** – This position is elected annually at the NVTa Annual General Meeting of the membership. This role is charged with overseeing all aspects of Professional Development. The Chairperson is responsible for a myriad of tasks to:

- support Professional Development activities at schools and in the district,
- oversee, manage and disperse PD funds for members in accordance with the NVTa PD Policy; and
- connect with PD information and support provided through the BCTF.

**NVTA PD Steering Committee** – These positions are elected annually by the PD Contacts from each school. This committee has three key roles:

- make recommendations concerning policy;
- help implement the NVTA PD policy; and
- approve Special Grant requests.

**PD School Contacts** - Each school's Staff Committee elects a Professional Development contact person each year. These volunteer teachers play an important role in:

- communicating PD opportunities to their colleagues;
- helping teachers access PD funding; and
- presenting Professional Development plans to Staff Committee for approval.

**School PD Committees** - School-based Professional Development Committees often consists of several volunteer teachers, including the PD Contact, and a school administrator. This committee:

- obtains feedback from teachers on their Professional Development needs;
- liaises with the NVTA PD Chairperson when necessary to obtain ideas for presenters and for funding support; and
- organizes Professional Development days at the school level.

## 5. Summary

Thank you very much for your continued financial support of the NVTA's Professional Development program. Teachers continue to use their professional autonomy to find and participate in a variety of valuable professional development opportunities. The increased availability of funds supports teachers in accessing professional growth opportunities to increase their expertise in educating at North Vancouver schools. The strength and success of the program lies in the expertise, dedication, and hard work of teachers across the whole district. By examining and strengthening our professional practice, we can better meet the needs of our students, and we can maintain the high quality of education that we are proud to offer in our North Vancouver public schools.

**Schedule ..C.4..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** Tuesday, January 13, 2026 Standing Committee Report

**Narration:**

The Board of Education will find attached the meeting summary of the January 13, 2026 Standing Committee Meeting.

Trustee George Tsiakos will report on highlights of the meeting.

**Attachment:**

Meeting Summary of Board of Education Standing Committee, January 13, 2026

## **BOARD OF EDUCATION STANDING COMMITTEE**

### **NORTH VANCOUVER SCHOOL DISTRICT**

#### **Meeting Summary of Board of Education Standing Committee, January 13, 2026**

Meeting Summary of the Board of Education's Standing Committee Meeting held at the Education Services Centre, 2121 Lonsdale Avenue, North Vancouver, British Columbia, on Tuesday, January 13, 2026.

#### **Call to Order:**

Trustee George Tsiakos called the Standing Committee meeting to order at 7:00 pm, thanking those in attendance for participating, providing the traditional land acknowledgement, and sharing an overview of the evening's topic.

#### **Generative Artificial Intelligence (AI), Personal Digital Devices (PDD), and Critical Thinking in the K-12 Context**

Director of Instruction Suzette Dohm provided the context for the topic of Generative Artificial Intelligence (AI), Personal Digital Devices (PDD), and Critical Thinking in the K-12 Context. The session featured a presentation, with interspersed moderated panel conversations involving staff and students. Key areas of focus included:

- Navigating tensions between personal device restrictions and opening access to AI for learning.
- How schools support students in building healthy, ethical relationships with technology.
- The role of families, educators, and policy in supporting student well-being and intellectual development.
- Critical thinking as the anchor for ethical, responsible, and thoughtful technology use.
- NVSD's phased approach to integrating AI and digital tools thoughtfully into classrooms.
- Next steps: developing a district framework, gathering feedback, and continuing to monitor and adapt as technology evolves.

The presentation can be found online: [2025/26 Public Meetings](#)

#### **Next Meeting:**

February 3, 2026

**Schedule ..C.5..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Committee Reports - Written Update**

**Narration:**

Updates on the Board of Education's Committees will be provided in writing at each of the monthly Public Board Meetings for information.

**Attachments:**

Education Week Planning Committee  
Emergency Preparedness Committee

## **Education Week Planning Committee Update – January 2026**

The North Vancouver School District strives to celebrate the dedication and commitment of employees and the community that have provided opportunities to inspire success for every student. It is important to acknowledge and highlight the employees, parents, and community member's commitment to the students of North Vancouver through a series of events throughout Education Week March 9- March 13, 2026.

The role of the Planning Committee is:

- To plan the events which occur during Education Week including the 25-year Employee Recognition Event and the Board of Education Trustee Reception
- Highlight Education Week at the February Board of Education Public Board Meeting
- Celebrate Education in the school district in the Annual Community Report
- Celebrate other events that occur during the spring, organized by Arts Education, the District Student Leadership Council and Band & Strings.

The committee is comprised of representatives from all education partner groups:

- Committee Chair, Brigitte Gerandol, District Principal of Administrative Services, Representative of the North Vancouver Administrators' Association
- Antje Wilson, Trustee representative for the North Vancouver Board of Education
- Lailani Tumaneng, Trustee representative for the North Vancouver Board of Education
- Janis Mann, District Principal of Inclusive Education, representative of the North Vancouver Administrators' Association
- Martine Borak, Vice-Principal, Highlands Elementary School, representative of the North Vancouver Administrators' Association
- Lesley Cook, Executive Assistant, Secretary Treasurer
- Mary Bingeman, Human Resources Associate
- A representative from North Vancouver District Parent Advisory Council
- Representatives from the District Student Leadership Council

The Education Week Planning Committee met January 15<sup>th</sup> to discuss roles and responsibilities for the two upcoming events. We have a great committee with experience organizing the event in previous years.

We look forward to hosting these two events in March and celebrating Education Week in North Vancouver!



## **Emergency Preparedness Committee – January 2026**

Establishing and maintaining safe learning environments for all students and employees continues to be a key priority of the North Vancouver School District.

The Emergency Preparedness Committee exists to:

- Provide informed advice on emergency planning issues referred to the Committee for further exploration
- Monitor ongoing aspects of emergency preparedness planning, particularly the effectiveness of schools to prepare for and respond to various emergency scenarios
- Recommend improvements to enhance emergency response capacity across the district

Committee Membership 2025–2026:

- Committee Chair: Nelson Dow, Occupational Health and Safety Manager
- North Vancouver School District Staff: Chloe Scott, Communications Manager
- Trustee Representatives, Board of Education: Daniel Anderson and Linda Munro
- Emergency Preparedness Consultant: Jocelyn Hewson
- Canadian Union of Public Employees: Joyce Griffiths
- North Vancouver Administrators' Association: Stephanie Strandt, Paul Ruben, and Daylen Luchsinger
- North Vancouver Parent Advisory Council: Ashkaan Mohtadi and Jennifer Dickson
- North Vancouver Teachers' Association: Vickie Vinaric and Martine Stanley

Committee Activities:

The Emergency Preparedness Committee remains committed to proactive planning and open collaboration through meetings conducted every two months.

The Committee met on November 18, 2025 and subsequent meetings are scheduled for January, March, and May 2026.

Discussions at the committee level have included revisions to the Emergency Procedures Handbook, opportunities for improvement in e-prep communication and the review of current emergency preparedness initiatives such as emergency container, webinars, the Emergency Response Plan and communication with the Emergency Preparedness Consultant.

Priorities for the year include:

- Reprint Emergency Procedures Handbook
- Expanding webinar access to broader staff groups
- Continuing roll-out of AEDs and Naloxone
- Enhancing accessibility and inclusivity of emergency plans
- Defining and standardizing emergency procedures when off school property with students
- Improving emergency supply consistency between schools

**Schedule ..C.6..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** Land Management - Written Update

**Narration:**

Updates on the Board of Education's Land Management will be provided in writing at each of the monthly Public Board Meetings for information.

**Attachment:**  
Land Management Update – January 2026

## **Land Management Update – January 2026**

### **Cheakamus Centre**

- Longhouse: The structural repair scope of work approved by the insurer was completed in December 2025. Cheakamus has been approved to resume using the longhouse during daytime hours with no overnight accommodation and no wood burning fires. Additional studies are being undertaken by an architect, electrical engineer, mechanical engineer and a code consultant to develop potential options to allow for a propane fire and resumption of overnight accommodation within the structure that comply with occupancy requirements of the authorities having jurisdiction (Municipality of Squamish and Squamish Fire Department). Reports are expected by the end of January 2026.

### **Cloverley Elementary School**

- Continued significant rainfall in November and December has further impacted the completion of the roofing systems required to finish by mid-February 2026.
- Six to seven days of dry weather has been forecasted for January, which will assist in recovering the roofing schedule.
- The City of North Vancouver Site Servicing Agreement has been accepted by the CNV and a required Board bylaw was passed and adopted.
- The delay in achieving the Site Services Agreement with the CNV has required off-site work planned for the summer of 2025 to be rescheduled to the spring and summer of 2026.
- Additionally, the CNV will be planning to construct improvement in some areas on the opposite sides of the Cloverley site in the spring/summer of 2026. Scheduling of the concurrent CNV activities with the Cloverley offsite works will require close coordination.

### **Handsworth Secondary School – Artificial Turf Field (ATF)**

- Construction of the ATF field project is underway, managed by the District of North Vancouver. Completion of the project is scheduled for late 2026.

### **Lucas Centre Partial Demolition**

- The project is complete. The consulting team is assembling documents to close out permits with the City of North Vancouver.

### **Lynn Valley Elementary School - Expansion Project**

- Construction of the addition is in progress, with completion anticipated in spring 2026. Move-in to the new spaces is tentatively scheduled for early February, with minor renovation work to the existing school to follow.

### **Westview Elementary School – Modular Classroom Addition**

- Construction of the addition is in progress, with occupancy anticipated for January 23, 2026. Landscaping improvements will follow during the spring planting season.

### **School Enhancement Project - Windsor Secondary School – Envelope Project**

- Phase 3 is nearing completion. The remaining envelope upgrade work was completed during the winter break.
- Off-site civil upgrades required by District of North Vancouver are partially complete, and intended to be finalized in the spring

### **Playground Equipment Program – Seymour Heights Elementary**

- Construction of the new playground began November 17, 2025. Equipment installation has been completed. Installation of the rubberized surfacing and asphalt repairs remain and require a dry weather window to execute the work. Completion is anticipated for February 2026.

**Schedule ..C.7..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the  
Memorandum):** **Superintendent's Report**

**Narration:**

The Superintendent will provide an oral report on items of interest or concern to the Board of Education not otherwise covered in the agenda.



**Schedule ..C.8..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Report Out – British Columbia School Trustees Association and BC Public School Employers' Association**

**Narration:**

Trustees will provide an update on information related to British Columbia School Trustees Association and BC Public School Employers' Association.

**Schedule ..C.9..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** Trustees' Reports/Highlights

**Narration:**

The Board Chair will call for highlights from Trustees on their activities on behalf of the Board of Education.

**Schedule D...**  
**of the**  
**Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Future Meetings**

**Narration:**

<b>Date and Time</b>	<b>Event</b>	<b>Location</b>
Tuesday, February 3, 2026 at 7:00 p.m.	Standing Committee Meeting	Education Services Centre 2121 Lonsdale Avenue North Vancouver
Tuesday, February 24, 2026 at 6:30 p.m.	Public Board Meeting	Education Services Centre 2121 Lonsdale Avenue North Vancouver
Tuesday, March 3, 2026 at 7:00 p.m.	Standing Committee Meeting	Education Services Centre 2121 Lonsdale Avenue North Vancouver

All meetings will take place on the 5th floor in the Mountain View Room, unless otherwise noted.

Pedestrian Access: Main West Entrance at 2121 Lonsdale Avenue, proceed by elevator to 5th Floor.

Vehicle Access: Parkade Entrance off West 21st Street and Lonsdale Avenue, park on Level P1 and proceed by elevator to 5th floor.

**Schedule..E..  
of the  
Administrative Memorandum**

**Meeting Date:** January 20, 2026 ☒ **Board** ☐ **Board, in camera**

**Topic (as per the Memorandum):** **Public Question & Comment Period**

**Narration:**

At the end of the Public Board Meeting, members of the public attending the meeting have an opportunity to obtain clarification concerning the meeting's proceedings. Those who are attending virtually can complete the [Public Board Meeting Questions/Comments Form](#) online or call 604-998-5100 and leave a voice mail. Questions and comments will be accepted until one hour after the adjournment of the meeting. Questions and comments submitted via the online form or phone will be circulated to the Board of Education.

The Board of Education can respond to comments or ask staff to respond to comments made during the Public Question & Comment Period.

In accordance with Board policy, questions relating to personnel, negotiations or litigation must not be dealt with in a public session.

During the Public Question and Comment Period at the end of the meeting, speakers may not speak disrespectfully of any Board Member, staff member or any other person and must not use offensive words or gestures.