

ANGLOPHONE SOUTH SCHOOL DISTRICT (ASD-S)
DISTRICT EDUCATION COUNCIL
Notes of Meeting – August 13, 2025

The District Education Council (DEC) for Anglophone South School District (ASD-S) met in-person on Wednesday, August 13, 2025. The following Council members and staff were in attendance:

Council Members:

Roger Nesbitt, Chair; Amanda Hamm, Vice-Chair (on-line), Ginny Hooper (on-line), Matthew Martin, Kelsey-Ann Peterson, Elisa Gaudette and Wayne Spires.

Absent Members:

Teresa Sewell, Sarah Craig, Jennifer Shiels, Jon Barry, Amanda Henderson-Matthews, Beth McQuinn-Nixon, Shane Borthwick

ASD-S Staff:

Derek O'Brien, Superintendent (on-line) Rosemary Southard, Director of Schools (on-line), Ryan Price, Director of Curriculum and Instruction, Angela Marr, Director of Schools, Jennifer Grant, Acting Director of Education Support Services, John MacDonald, Director of Finance and Administration (on-line), Susan Moffatt, Director of Human Resources (on-line) and Susan Cunningham, Recording Secretary.

1. Call to Order/Welcome/Regrets

Mr. Nesbitt, Chair, called the meeting to order at 7:00 pm. He advised that he received regrets from Amanda Henderson-Matthews.

Mr. Nesbitt began the meeting respectfully acknowledging that New Brunswick is situated on the unceded and unsundered territories of the Wolastoqey, Mi'gmaq, and Peskotomuhkati peoples. We seek to repair and rebuild meaningful relationships with Indigenous peoples and honour these lands which hold the hopes of future generations.

Mr. Nesbitt indicated that there weren't enough members present to form a quorum.

Student Representative – Elisa Gaudette was sworn in as a new council member.

2. Approvals

2.1 Approval of the Agenda

To be approved at the September meeting.

2.2 Approval of Minutes

To be approved at the September meeting.

2.3 Public Comment

There were 2 members present from the Grand Bay Primary School PSSC.

3. Superintendent's Report & Update

Mr. O'Brien advised that his report had been posted last week for Council to review.

He announced that Melissa Savoie will be taking a leave of absence as a Director of School for one year and has been appointed to the principal position at Kennebecasis Park Elementary School. He appointed Michael Wilson, the principal at Chris Saunders Memorial Elementary School, to join the leadership team in Melissa's place. Michael will join Rosemary Southard, Mark Blucher and Angela Marr as Directors of Schools.

Mr. O'Brien mentioned that the summer has been quite busy and there were a number of learning opportunities being held in both curriculum and instruction as well as the education support services departments. In cooperation with the Teachers Association and EECD a new plan has been developed for

our early career teachers that involves orientation sessions for the beginning of the year and a mentorship that will support them in their first few years.

He pointed out that the Leadership Team spent time in strategic planning in July and they worked diligently on updates to the district improvement plan goals.

In addition to his report, the work at Norton Elementary School is progressing on schedule. The ASD-S facilities team are making arrangements to have furniture, equipment and teacher resources moved back in and set up in time for school. He also reported on the labor board's ruling regarding our Cupe 2745 library workers. The leadership team is reviewing the decision with EECD and the Finance and Treasury Board and are looking for our next steps.

4. Presentation

4.1 Human Resources Annual Report

Ms. Susan Moffatt, Director of Human Resources, presented the Annual Human Resources Report. She began by reviewing the HR staffing and their roles.

Ms. Moffatt spoke about the various challenges with the volume and complexity of issues along with supporting principals, managers, and supervisors with difficult conversations. Work continues preparing for a new Gestion system for payroll and the continuous recruitment of casual employees.

Ms. Moffatt mentioned the employee breakdown of 4023 permanent employees throughout the district and 1191 casual employees.

She noted the number of grievances and complaints from the past year; WorkSafeNB claims; paid and unpaid sick leave days per month comparing back to 2019; Homewood health – Employee Family Assistance Program and the use of the service; the number of vacancies in 2024-2025 from teaching and non-teaching positions; the volume of recruitment for casual and permanent postings; and finally the new leadership job postings which were posted and filled for the 2025-2026 school year.

4.2 Ends 2.1 Affirming, Safe, Healthy, and Welcoming Environments

Ms. Jennifer Grant, Acting Director of Education Support Services began her presentation with the meaning behind Ends 2.1 which is strengthen our inclusive systems to be anti-racist, affirming, and equitable; to honour diversity and welcome all students. She indicated one of the greatest accomplishments that the team is proud of is the ends policies around Policy 368 the Antiracism and Equity Policy.

She highlighted the pathways to human rights discourse and how educators can respond with equity at the forefront of their response. She spoke about the three tiers, harmful stereotyping; repeated offenses and /or exclusionary actions; and physical violence, defacing property, targeted hate speech.

Ms. Grant spoke about the Antiracism Summit which was held November 12, 2024 at Meenan's Cove and this fall the summit will be moving into the 4th year. Guest speakers from the district as well as students and hearing their voices and their concerns helps inform our District Improvement Plan. Another event that took place last year was the Middle Level GSA Day. This coming fall will mark the 8th annual middle-level GSA Day. We are proud that we have Pride in Education in New Brunswick. This event is a great opportunity for middle level kids to come see themselves represented and develop organic friendships.

She mentioned the district-wide Pride Week in the ASD-S which was a meaningful step toward creating safer, more inclusive schools for all learner, from kindergarten to grade 12. She explained how do we teach to diversity by celebrating diversity, creating a diverse environment, education on empathy and being aware of your own bias.

Ms. Danielle Kidd and Ms. Allison Bent from the early learners presented the Bridging Program which is cultivating a sense of belonging and inclusivity that empowers and honours all learners. They explained when children and family feel that they don't belong, they will stop engaging in their learning community. The team has created a bridging assessment tool which allows them to collect data on allyship and BIPOC. This bridging

program has brought a connection to the District Improvement Plan from the district through belonging, professional competence, achievement and equity.

They concluded their presentation by explaining a collaborative kindergarten art project: Growing Together. This art piece is a celebration of diversity, kindness, and the beauty of collaboration. It is more than a piece of art – it is a message from our youngest learning about acceptance, unity and the incredible things we can create when we work together.

5. Business Arising from Minutes

5.1 Welcome Student DEC Representative – Elisa Gaudette

Mr. Nesbitt welcomed our new student DEC member – Elisa Gaudette.

5.2 New Budget Approval 2025-2026

Mr. Nesbitt reported a virtual meeting of the Council was called for Wednesday, July 30, 2025 to approve the Expenditure Plan for 2025-2026. However, there was not a quorum in attendance for this meeting. For information purposes, Mr. O'Brien and Mr. MacDonald outlined the Expenditure Plan, copies of which had been circulated prior to the meeting.

Those in attendance gave **tentative approval** to the Expenditure Plan for 2025-2026. Following the meeting a poll of members not in attendance was taken and resulted in **final approval** being given to the plan as proposed.

5.3 Policy Committee Report

To be approved at the September meeting.

6. New Business

6.1 Draft Annual Planning Calendar 2025-2026

To be approved at the September meeting.

6.2 PSSC Budgets 2025-2026

To be approved at the September meeting.

6.3 New Budget Approval 2025-2026

To be approved at the September meeting.

7. Information Items

7.1 Member's Notebook

Ms. Hamm spoke about the upgrades to River Valley Middle School, open houses at the schools in the next couple of weeks and she was inquiring about when the websites will be ready and an update on the new K-5 project in Grand Bay-Westfield.

7.2 Chair's Report and Update

Mr. Nesbitt reported:

DEC Self-evaluation

For the past number of years we have been doing the self-evaluation of our DEC performance on a monthly basis. I feel this is an important part of what we do and helps to improve what we do and how we do it. However, participation has been very low and I am anxious to have all members participate.

This year, I have asked Susan to pull the policies together in groups (CSR and GP) in the online format that was available for each separately last year. We will begin with the CSR policies which you are asked to take your time with and seriously consider how well we are or are not doing in each case as the meetings proceed this Fall. Please submit your evaluations on or before the December 10th meeting. We will do the GP policies next term.

2026 is Election Year

Spring of 2026 will see the Municipal and DEC elections. The term for this DEC ends June 30, 2026, and the term for the new DEC will begin July 1, 2026. Please note the important dates -Nominations Open March 23, 2026, and Nominations Close April 10, 2026. Election Day is set for Monday, May 11, 2026 with Advanced Poles being announced prior to. Length of Term is 4 Years.

September Meeting Date Change

Remember that the September meeting will not be held on the 10th as previously announced but has been rescheduled for a week earlier on Wednesday, September 3, 2025.

7.3 Correspondence

Dealt with prior to the meeting.

8. Adjournment

Mr. Nesbitt thanked all who attended this evening's Council meeting. The next meeting will take place on Wednesday, September 3, 2025.

There being no further business the meeting was adjourned at 8:22pm.

Respectfully submitted,

Roger Nesbitt, Chair

Susan Cunningham, Recording Secretary