OPEN MEETING

AGENDA

Board of Education for Nicola Similkameen School District

Princeton Secondary Board Room
Wednesday, November 4, 2026, 4:30 pm

1. Acknowledgment of the Traditional Territories and Metis Community

2. Agenda

3. Trustee Election

   a) Election Results
   b) Oath of Office
   c) Signing Trustee Code of Conduct

4. Election of Board Chairperson

5. Minutes of the Open Meeting held October 14, 2026

6. Business Arising from the Minutes

7. Report on Closed Meetings
   a) October 14. 2026

8. a) Election of Vice Chairperson *
   b) Election of BCSTA Provincial Council Representative *
   c) Election of BCPSEA Representative *
   d) Appointment of Committees (Board Chair via Separate Meetings) *
   e) Appointment of Signing Officers *
   f) Okanagan Labour Relations Council (OLRC) Representative *

9. **EDUCATION**

   a) Indigenous Education Report
   b) Inclusive Education, Early Learning and Child Care Report
   c) Superintendent's Report *

10. **OPERATIONS**

    a) n/a

11. **AUDIT AND FINANCE**

    a) n/a

12. **POLICY**

    a) n/a

13. **TRUSTEES REPORTS**

    a) Student Trustee Reports – "Student Trustee Introductions"
    b) P.A.C. Reports *

14. **CORRESPONDENCE**

15. **PUBLIC QUESTION PERIOD**

16. **ADJOURNMENT**

Nicola Similkameen School District

MEMORANDUM

TO:	**All Trustees**	**FROM:**	**Mark Friesen** **Secretary Treasurer/CFO**
RE:	**Election Results**	**DATE:**	**November 4, 2026**

Enclosed is a copy of the Declaration of Official Election Results for the General Local Election 2026. During the open meeting, the Secretary Treasurer will brief Trustees with the results of the 2026 Election.

Once the election results have been communicated, the Secretary Treasurer will confirm that Trustees have taken the oath of office, signed the trustee code of conduct and a elected Board Chair. Thereafter, the floor will be turned over to the newly elected Board Chair.

Prepared by:

Mark Friesen
Secretary Treasurer/CFO

Nicola-Similkameen School District

Encl. Election Results

We would like to acknowledge that we are on the traditional ancestral, unceded, territory of the Nłaʔkaʔpmxux Nation and Syilx Nation.

Tel 250-378-5161 **Toll-Free** 800-778-3208
1550 Chapman Street, Merritt, BC V1K 1B8 **sd58.bc.ca**

Nicola Similkameen School District

School District No. 58 (Nicola Similkameen)

DECLARATION OF OFFICIAL ELECTION RESULTS
GENERAL LOCAL ELECTION – 2026

1550 Chapman Street, Merritt BC

I, Mark Friesen, Chief Election Officer, do hereby declare elected the following candidates, who received the highest number of valid votes for the office of School Trustee.

1. Leah Ward: Town of Princeton and Area H (by Acclamation)
2. Jamie Kent-Laidlaw: Town of Princeton and Area H (by Acclamation)
3. Shane Woodruf: Town of Princeton and Area H (by Acclamation)
4. Justin Jepsen: City of Merritt
5. Gordon Swan: City of Merritt
6. Stu Jackson: City of Merritt
7. Lara Coutlee: TNRD Areas M/N

Dated at Merritt, BC
this 21st day of October, 2026

Mark Friesen
Chief Election Officer

We would like to acknowledge that we are on the traditional ancestral, unceded, territory of the Nłaʔkaʔpmxux Nation and Syilx Nation.

Tel 250-378-5161 **Toll-Free** 800-778-3208
1550 Chapman Street, Merritt, BC V1K 1B8 sd58.bc.ca

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Jamie Kent-Laidlaw , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act*, and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Jamie Kent-Laidlaw

)

_____)

Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Jamie Kent-Laidlaw , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Jamie Kent-Laidlaw

)

_____)

Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Leah Ward , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act*, and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Leah Ward

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Leah Ward , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Leah Ward

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Shane Woodruff , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act*, and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Shane Woodruff

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Shane Woodruff , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Shane Woodruff

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Lara Coutlee , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act,* and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Lara Coutlee

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Lara Coutlee , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Lara Coutlee

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Gordon Swan , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act*, and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Gordon Swan

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Gordon Swan , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Gordon Swan

)

_____)
Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Justin Jepsen , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act*, and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Justin Jepsen

)

_____)

Mark Friesen
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Justin Jepsen , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November 2026.

)

_____
Justin Jepsen

)

_____)

Mark Friesen
Secretary Treasurer/CFO)

OATH OF OFFICE

CANADA)
PROVINCE OF BRITISH COLUMBIA)

I, Stuart Jackson , do solemnly affirm that:

I am qualified to hold the office as a trustee in the [name of school district] School District and meet the trustee qualification requirements set out in the *School Act*;

I have not, by myself or any other person, knowingly contravened the *School Act* respecting vote buying or intimidation or other election offences in relation to my election as a trustee [*not applicable to persons who have been appointed*];

I will abide by the *School Act,* and I will faithfully perform the duties of my office and will not allow any private interest to influence my conduct in public matters;

I will comply with the requirements of the *School Act* that relate to conflict of interest and, in particular, I will comply with the requirements relating to disclosure of pecuniary and indirect pecuniary interest in a matter.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November, 2026.

)

_____
Stuart Jackson

)
)
_____)
Mark Friesen)
Secretary Treasurer/CFO)

OATH OF ALLEGIANCE (optional)

I, Stuart Jackson , do promise and swear that I will be faithful and bear true allegiance to His Majesty King Charles III, his heirs, and successors.

SWORN by the above-named Trustee
before me at Princeton,
British Columbia the 4th day of
November,2026.

)

_____
Stuart Jackson

)
)
_____)
Mark Friesen)
Secretary Treasurer/CFO)

Nicola Similkameen School District

MEMORANDUM

TO:	**All Trustees**	**FROM:**	**Mark Friesen** **Secretary Treasurer/CFO**
RE:	**Trustee Code of Conduct**	**DATE:**	**November 4, 2026**

Following the Oath of Office, Trustees will commit to following Policy 1.22 Trustee Code of Conduct by signing a poster sized version of the policy that will hang in the Merritt and Princeton Boardrooms.

Prepared by:

Mark Friesen
Secretary Treasurer/CFO
Nicola-Similkameen School District

Encl. Policy 1.22 Trustee Code of Conduct

We would like to acknowledge that we are on the traditional ancestral, unceded, territory of the Nłaʔkaʔpmxux Nation and Syilx Nation.

Tel 250-378-5161 **Toll-Free** 800-778-3208
1550 Chapman Street, Merritt, BC V1K 1B8 **sd58.bc.ca**

POLICY 1.22 TRUSTEE CODE OF CONDUCT

The Board of Education resides in the two Traditional Territories of the Nłeʔkepmx and Syilx people and serves the seven distinct communities of Shackan, Nooaitch, Lower Nicola, Coldwater, Upper Nicola, Princeton, and Merritt. The Board is comprised of elected members from these diverse communities and are committed to serving its members and meeting the vision of "Success for ALL Learners – Today and Tomorrow" with a commitment to both equity and Truth and Reconciliation.

As democratically elected members of the Board, Trustees fully acknowledge the critical trust invested in the Board by the electorate and are dedicated to governing the affairs and business of the District in a respectful and professional manner that recognizes and affirms the rights and dignity of all students.

The Board, representing all members of the community, wishes to operate under the highest of standards of conduct. To this end, trustees will be guided by the following statements of conduct:

1. Decorum

By working collaboratively and creatively with rightsholders, administrators, teachers, parents, and community leaders, Trustees model and contribute to a positive and receptive learning and working culture both within the Board and the School District. In exercising their duties of governance, Trustees will demonstrate mutual respect, transparency, and impartiality. Trustees will act with integrity and be accountable for their actions and decisions. To fulfill the responsibilities of public office effectively, Trustees are expected to attend all scheduled meetings of the Board; in the event of an unavoidable absence, Trustees will inform the Board Chair.

2. Decision Making

Trustees will consider information received from all sources, base their decisions upon all available facts, and vote impartially in every situation. To facilitate effective decision making, Trustees must be knowledgeable about the School Act; statutory requirements; existing Board policy and practices; Local Education Agreements; initiatives; long-range plans; and current educational issues, both local and provincial. It is expected Trustees will be diligent in familiarizing themselves with supporting documents, in advance of meetings, in order to make informed and credible decisions.

3. Confidentiality

Trustees will preserve the confidentiality of information discussed at closed school board or committee meetings and will not release privileged information in any format to the public until the Board has done so in an official capacity.

4. Working Relationships

Trustees will work with each other in a spirit of harmony and cooperation and be respectful of differences of opinion. Trustees will refrain from making discrediting comments about others, engaging in unwarranted criticism, or taking private action that could compromise the integrity or authority of the Board. Trustees will observe proper decorum and encourage full, open, and courteous discussions in all matters with other Trustees. Information that may be of potential concern should not be concealed or withheld.

5. Engagement

Trustees are committed to constructive engagement and participation from rightsholders and the broad school community in establishing and interpreting policy on school operations, goals, and directions. Trustees will endeavour to share and incorporate the opinions and views of others in the deliberations and decisions of the Board. Timely reporting out of information will be provided to those who are impacted by Board decisions.

6. Conflict of Interest

It is the legal duty of each trustee to avoid conflict of interest in all trusteeship responsibilities. Trustees will not use the schools or the School District's programs for personal advantage or for the advantage of family and friends. When a trustee becomes aware that they are in a position that creates a conflict of interest or a perceived conflict of interest, they will declare the nature and extent of the conflict at a public board meeting and abstain from deliberating or voting on the issue giving rise to the conflict.

7. Legal Authority of Individual Trustees

Trustees recognize that, as a Corporate Board, the authority to make decisions must only be made within an official meeting of the Board. Individual Trustees or committees of Trustees may not exercise the rights, duties, and powers of the Board. The Chair acts as the official spokesperson for the Board; other Trustees will not speak on behalf of the Board unless authorized by the Board to act in such a capacity.

8. Support for Board Decisions

Trustees will present their views through the process of Board debate. Regardless of holding a minority position in debate or casting an opposition vote, Trustees will accept and support the majority decisions of the Board including any proposed action or implementation that will ensure decisions have the intended outcome.

9. Trustee Professional Learning

Trustees will endeavour to attend the BCSTA's Annual AGM, Academy, and Regional Branch Meetings, and take advantage of educational conferences, workshops, and training sessions made available by local, Indigenous, or provincial affiliations. Through participating in professional learning opportunities, Trustees can enhance their knowledge of Trustee roles and responsibilities and become acquainted with current educational topics and trends.

10. Scope of Delegated Responsibility

Trustees will respect the authority vested in the role of the Superintendent of Schools and their senior staff and will give them responsibility to manage and operationalize policies and directions, which have been established and evaluated by the Board.

Trustees will uphold the commitments articulated in the Trustee Code of Conduct and address any violation(s) through the process outlined below.

Upon being elected to a term as trustee for the district, and as part of the inaugural meeting, trustees will commit to these statements by formally signing this Code of Conduct. Trustees will also annually indicate their commitment to this Code of Conduct.

Addressing Breaches of the Trustee Code and Conduct

Trustees are required to conduct themselves in an ethical and prudent manner in compliance with the Code of Conduct (the "Code"). The failure by Trustees to conduct themselves in compliance with the Code may result in the Board instituting sanctions.

The Board believes that it is essential to have a clear, fair, and effective process for ensuring the adherence to and enforcement of the obligations established under the Code. Trustees also believe that Trustee discipline processes must not be used for frivolous, vexatious, or bad faith reasons, or as a response to legitimate disagreements that have been expressed in a manner consistent with this Code on matters relating to the Board's business.

A Trustee who believes that a Trustee has violated the Code is encouraged to seek resolution of the matter through the Informal Complaint Process when possible, prior to commencing a formal complaint under the Code.

1. Conduct constituting breach of the Code of Conduct

    1.1. Allegations of breaches of the Code may arise in many diverse circumstances and it is not possible to exhaustively specify in advance what conduct constitutes a breach of this Code.
    1.2. The Board recognizes that disciplinary proceedings concerning Trustees are serious matters not to be taken lightly, having regard to the democratically elected nature of the Trustee's role and that such proceedings must not be utilized as a response to legitimate policy disagreements.
    1.3. Notwithstanding the above, the following are provided as examples of conduct that could be subject to sanction or to proceedings:
        1.3.1. Where a Trustee violates the law, or advocates the violation of a law;
        1.3.2. Where a Trustee's conduct is a violation of expected standards of decorum, is uncivil, or is otherwise disruptive of the meetings of the Board;
        1.3.3. Where a Trustee breaches the confidences of the Board;
        1.3.4. Where a Trustee's conduct gives rise to a breach of the Human Rights Code;
        1.3.5. Where a Trustee's conduct is discriminatory or otherwise in breach of a policy of the Board;
        1.3.6. Where a Trustee fails to disclose a conflict of interest or acts while in conflict of interest;
        1.3.7. Where a Trustee harasses or otherwise engages in misconduct in relation to School district staff;
        1.3.8. Where a Trustee misuses social media;
        1.3.9. Where a Trustee engages in personal attacks on other Trustee's or staff members' integrity or conduct or otherwise defames them;
        1.3.10. Where the Trustee's conduct exposes the Board to potential liability; or
        1.3.11. Where the Trustee's conduct is otherwise a clear breach of the Trustee Code of Conduct.

2. Informal Complaint Process

    2.1. It is recognized that a contravention of the Code may occur that is relatively minor, or committed inadvertently or due to an error of judgment made in good faith. In such

instances the priority will be to alert the offending Trustee to the violation and their obligations under the Code. Only serious and/or reoccurring breaches of the Code should be investigated following the formal complaint procedure.

2.2. Any Trustee, the Superintendent or the Secretary Treasurer who has reasonable grounds to believe that a Trustee has breached the Code, will seek resolution in an informal, cooperative fashion marked by mutual respect with an openness to growth and improvement.

2.2.1. The party will engage in an individual private conversation with the Trustee affected.

2.3. Failing resolution through the private conversation the parties will engage the Board Chair, Vice Chair or designate to gain resolution. If the concern is with the Board Chair, the concern should be raised with the Vice Chair.

2.3.1. The Chair and at the Chair's option the Chair and Vice Chair will attempt to resolve the matter to the satisfaction of the Trustees involved.

2.4. It is recognized that for reasons which may include the nature of the issue of concern or the way it has come to a Trustee's attention, informal measures may not be appropriate.

2.5. If resolution through the Informal Complaint Process is not possible, the Formal Complaint Process, outlined below, will be followed.

2.6. All serious and/or reoccurring breaches of the Code by a Trustee should be addressed following the Formal Complaint Process.

3. Formal Complaint Process

3.1. Any Trustee who has reasonable grounds to believe that another Trustee has breached this Code, the Superintendent or the Secretary Treasurer may bring an alleged breach ("Complaint") to the attention of the Chair of the Board or designate.

3.2. Where an allegation is made against the Chair, all other references to the Chair in this Policy will be deemed to read "Vice Chair".

3.3. Absent exceptional circumstances, an allegation of a breach of the Code must be brought to the attention of the Chair within 30 days after the breach comes to the knowledge of the Complainant.

3.4. The Complaint will be in writing, signed by the Complainant advancing it, and will contain:

3.4.1. the name of the Trustee who is alleged to have breached the Code;

3.4.2. the alleged breach or breaches of the Code;

3.4.3. information as to when the breach came to the Complainant's attention;

3.4.4. the grounds for the belief by the Complainant that a breach of the Code has occurred; and

3.4.5. the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach.

4. Notification of Trustees

4.1. A copy of the complaint will be forwarded to all Trustees, including the allegedly breaching Trustee, the Superintendent and Secretary Treasurer, within seven (7) days of receiving it.

4.2. The filing, notification, content, and nature of the complaint shall be deemed to be strictly confidential, the public disclosure of which shall be deemed to be a violation of the Code.

4.2.1. Public disclosure of the complaint and any resulting decision taken by the Board may be disclosed by the Board Chair only at the direction of the Board, following the disposition of the complaint by the Board at a Code hearing.

5. Decision Not to Proceed on Complaint

5.1. If the Chair is of the opinion that the Complaint is out of time, trivial, frivolous, vexatious or not made in good faith, or that there are no grounds or insufficient grounds to proceed; or where the complainant has withdrawn their complaint and the Chair believe the Complaint should proceed, the Chair will prepare a confidential report to all Trustees stating their opinion and the rationale. The Trustees, excluding the Trustee who is alleged to have breached the Code, will determine by resolution whether, notwithstanding the Chair's opinion, to continue proceedings with respect to the Complaint.

6. Investigation

6.1. The Board may direct the appointment of an independent investigator to investigate the circumstances of the alleged breach. It is recognized that not all allegations of breach require the appointment of an independent investigator, but that allegations of a breach of this Code may be adequately addressed through the processes outlined below. If an independent investigator is appointed, the independent investigator will determine their own investigative procedure within the scope of terms of reference established by the Board with the assistance of counsel. The Trustee who is the subject

of the Complaint (the "Respondent Trustee") will be provided a fair opportunity to respond to the Complaint to the independent investigator.

6.2. The independent investigator will prepare a report that will be provided to the Board and the Respondent Trustee.

7. Processes may be amended

7.1. If, in the opinion of the Board, the circumstances of a particular Complaint so require, the Board may amend these processes, but in no case will the Respondent Trustee be denied procedural fairness.

8. Inquiry Procedure

8.1. All meetings in respect of Trustee discipline will be conducted in a closed meeting.

8.2. The Secretary Treasurer is responsible to facilitate the Board's process and make any administrative arrangements for the Board's consideration of a Complaint against a Trustee.

8.3. The Complainant and the allegedly breaching Trustee may make representations to the Board in respect of the Complaint.

8.4. A Complaint may be considered on the basis of written representations, oral representations or a combination of both, as determined by the Board. Where an independent investigation has occurred, the investigator's report will be placed before the Board. The Secretary Treasurer will make arrangements to provide relevant documents to the Board and the Trustee who has allegedly breached the Code.

8.5. The Trustee may be represented by counsel or another representative, at their own expense, unless the Board determines otherwise, provided that counsel or representative agrees to maintain the confidentiality of the proceedings. The Board may have counsel to assist the Board with matters of procedure, law, and in respect of its deliberations.

8.6. Witnesses will not be called and cross examination will not be permitted at any meeting concerning a Complaint. The Complainant and allegedly breaching Trustee may be asked questions of clarification by the other Trustees in respect of their written and oral representations.

8.7. The Board will endeavor to address any Complaint within 90 days of receipt the complaint. Consideration of a Complaint may, if in the opinion of the Board circumstances so require, be deferred if the matter is subject to investigation by the police or to proceedings under any applicable legislation.

9. Trustee Deliberations and Decision

9.1. Following receipt of submissions by the Respondent Trustee, the Complainant, and the other information before the Board in accordance with this Policy, the Trustees, excluding the Respondent Trustee, and, if the alleged misconduct is directed at another Trustee, excluding that other Trustee, will deliberate in a closed session.

9.2. Trustees will reach a decision with respect to whether a breach of the Code of Conduct occurred, what that breach was, and what, if any, sanction will be imposed.

10. Sanctions

10.1. If the Board determines that there has been no breach of the Code of Conduct or that although a contravention occurred, the Trustee took all reasonable measures to prevent it, or that the contravention was trivial or committed through inadvertence or an error of judgment made in good faith, no sanction will be imposed.

10.2. Where a sanction is to be imposed, Trustees will determine, by resolution, the appropriate level. Sanctions for a violation of the Code should be imposed in a remedial and restorative manner and should reflect the seriousness of the breach.

10.3. Sanctions may include:

10.3.1. having the offending Trustee write a letter of apology;

10.3.2. having the offending Trustee participate in a restorative justice process;

10.3.3. having the offending Trustee participate in specific training, coaching or counselling as directed by the Board

10.3.4. having the Board Chair write a letter of censure marked "personal and confidential" to the offending Trustee;

10.3.5. having a motion to remove the offending Trustee from one, some or all Board committees or other appointments of the Board, for a period of time, barring the Trustee from sitting on one or more committees of the Board.

10.3.6. any other sanction the Trustees consider appropriate in the circumstances.

10.4. A Trustee who is barred from attending all or part of a meeting or meetings of the Board or a meeting or meetings of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meeting that are not available to members of the public.

11. Publication of Decision

11.1. The Board may, in its discretion and by resolution of the Voting Trustees, determine to publish any sanctions respecting a Trustee, including disclosing the substance of the Complaint, the Board's decision and any sanction imposed.

11.2. Personal privacy of any affected third party will be protected in accordance with the Freedom of Information and Protection of Privacy Act.

12. Powers of Presiding Officer Preserved

12.1. Nothing in this Policy prevents the Board from exercising its power pursuant to s. 70 of the *School Act* to expel or exclude from any meeting any Trustee person who has been guilty of improper conduct at the meeting without the necessity of a complaint or conducting an investigation or other inquiry before an expulsion or exclusion from a meeting.

13. Appeal of Decision

13.1. Trustees who have been sanctioned or have had other measures imposed upon them by the Board under this Policy can appeal those decisions through the legal system, at their own expense.

MINUTES

OPEN MEETING OF THE BOARD OF EDUCATION OF THE NICOLA-SIMILKAMEEN SCHOOL DISTRCIT (NO.58)

MERRITT SCHOOL BOARD OFFICE, BOARD ROOM
WEDNESDAY, OCTOBER 14, 2026, 6:00PM

Success for ALL Learners Today and Tomorrow

Present:	Chairperson	G. Swan
	Vice-Chair	L. Ward (Virtual)
	Trustees	J. Jepsen J. Kent-Laidlaw E. Hoisington (Virtual) J. Chenoweth D. Rainer
	Student Trustee	L. Olney
	Superintendent	C. Lawrance
	Assistant Superintendent	M. Sheldon
	Secretary Treasurer	M. Friesen
	Assistant Secretary Treasurer	L. Rusnjak
	Executive Assistant	K. Buckland

ACKNOWLEDGEMENT OF THE TRADITIONAL TERRITORIES AND METIS COMMUNITY

AGENDA

26/128 It was moved by Vice-Chair Ward and seconded by Trustee Chenoweth

THAT the agenda be approved as presented.

MOTION CARRIED

Business Arising from the Minutes

None.

REPORT ON CLOSED MEETING SEPTEMBER 16, 2026

EDUCATION

Enrollment Update

Superintendent Lawrance reported that district enrollment declined by 81 students, reflecting a projected decrease of 54 students and an additional shortfall of 27 students in brick-and-mortar schools. Kindergarten enrollment in Merritt remains particularly low, with the most significant impact at École Merritt Central Elementary School. SCIDES enrollment has remained stable, with students continuing to register throughout the summer and school year.

Indigenous Education report

Superintendent Lawrance presented the Indigenous Education written report submitted by the District Principal of Indigenous Education Angela McIvor, highlighting that the two welcome dinners were well-received and noted Indigenous economic organizations are providing employment opportunities in the community.

Inclusive Education, Early Learning and Child Care Report

Director of Instruction – Inclusive Education of Early Learning and Child Care Adriane Mouland, presented two key resources: the B.C.'s Welcoming Schools web page and the BCCACE Inclusive Education provincial resource document. Both resources are now accessible through the District's website.

Achievement Update

Assistant Superintendent Misty Sheldon and Director of Instruction – Inclusive Education of Early Learning and Child Care Adriane Mouland, presented an analysis comparing FSA (Foundation Skills Assessment) results with provincial assessments and district learning updates for the current Grade 11 cohort.

Superintendent's Report

The Superintendent circulated her report and spoke about the various events that have taken place across the School District over the past month.

OPERATIONS

None

AUDIT AND FINANCE

2026-2027 Amended Budget Update

The Secretary Treasurer provided Trustees with an update on the amended budget timeline and enrollment funding implications.

2026-27 Indigenous Education Targeted Funding Update

The Secretary Treasurer provided the Board with an update on the use of approximately $134,000 in carried-forward Indigenous Education targeted funding. Approximately $90,000–$100,000 of the carry-

forward would be used for the staffing position. The Indigenous Education Council also wants to ensure adequate resources for the grad ceremony and other priorities.

POLICY & ADMINISTRATIVE PROCEDURES

Administrative Procedures

Trustees were provided a new administrative procedure for 311 – Wearable Smart Glasses.

Trustee Reports:

Student Trustee

Newly appointment Student Trustee Logan Olney introduced himself to the Board.

P.A.C. Reports

Trustee Hoisington reported on Nicola Canford Elementary School PAC.
Trustee Rainer reported on John Allison Elementary PAC.
Trustee Chenoweth reported on SCIDES PAC.
Trustee Kent-Laidlaw reported on Princeton Secondary School PAC.
Trustee Jepsen reported on Diamond Vale Elementary and École Merritt Central Elementary PACs.
Trustee Ward reported on Vermilion Forks Elementary PAC.
Chair Swan reported on MSS and Merritt Bench PAC.

CORRESPONDENCE:

TNRD Director Herb Graham letter

The Board discussed a letter from a TNRD director regarding the proposed sale of the Brookmere Schoolhouse. The sale of the Brookmere Schoolhouse will proceed as previously decided. The TNRD may submit an offer as a perspective purchaser.

Other Reports:

Trustee Rainer and Trustee Chenoweth delivered closing remarks at their final board meeting.

PUBLIC QUESTION PERIOD

None.

ADJOURNMENT

26/129 Motion to adjourn was made by Trustee Rainer and seconded by Trustee Chenoweth

THAT the Open Board meeting be adjourned at 7:46pm

_____ _____

Chairperson Secretary Treasurer

Nicola Similkameen School District

MEMORANDUM

TO:	**All Trustees**	**FROM:**	**Courtney Lawrance** **Superintendent of Schools**
RE:	**INDIGENOUS EDUCATION REPORT**	**DATE:**	**November 4, 2026**

Please find the District Principal of Indigenous Education's report attached.

CL/sc

Tel 250-378-5161 **Toll-Free** 800-778-3208
1550 Chapman Street, Merritt, BC V1K 1B8 **sd58.bc.ca**

INDIGENOUS EDUCATION UPDATE

NOVEMBER 4, 2026

Indigenous Events and Activities

On October 23, 2026, a provincial pro-d day, up to 40 teachers, EAs, and ISAs attended the Nooaitch Culture Camp. Staff were honoured to gather with Knowledge Keepers from the Nooaitch Band for a day of on-the-land learning and storytelling. Woven through the day was a reminder that this learning is part of every educator's responsibility:

- Truth and Reconciliation: Calls to Action 62 and 63 link education to understanding residential school history, integrating Indigenous knowledge and teaching methods, and building mutual respect. This learning helps us bring that work into our schools.
- Indigenous rights: The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) affirms the right to education free from discrimination and connected to Indigenous languages and cultures.
- Professional responsibility: Standard 9 for BC certified teachers calls on educators to respect First Nations, Inuit, and Métis histories and cultures, deepen their understanding of these ways of knowing and being, and contribute to truth, reconciliation, and healing. For all staff, the day was a chance to strengthen how we support students.

Staff left with a deeper connection to the community and meaningful learning to carry into their work with students.





Princeton Welcome Dinner

On October 7, Princeton staff and community showed up for their annual welcome dinner. A fabulous turkey dinner was prepared by Brianne Stewart form the Upper Similkameen Indian Band. It was a great evening that also offered an opportunity for district staff to share some information on the new strategic plan. The ISA team (as usual) planned and delivered an amazing event.



MSS & PSS Post Secondary Visits

MSS ISA's took a group of students to visit UVIC and Camosun College on Oct 19-21. The UBC Okanagan trip took place on Oct. 27. Trips like these are so important for our Indigenous students because it gets students out of their home community to see first-hand what is out there for them: they get to walk the campuses, learn about programs and Indigenous student supports, meet Indigenous students and staff who are already on that path, and picture themselves in post-secondary, which builds confidence and helps them set goals for their future.





Language

Nicola Canford - reviews of basic nle'kepmxcin in every class. Calendar, counting, names of critters in season, family, cultural stories, games using the language, reviewing alphabet, reading short stories about Residential school life.

Merritt Secondary - students did some "visioning" for their lives and our class; they enacted Cu'ełxw ceremony- house building. They spent some time considering our Nłe'kepmx grandmother teachings, studying traditional stories, integrated new games that are fairly immersive with language, so the students have an opportunity to use their functional phrases.

Indigenous Student Engagement Facilitator

The Indigenous Student Engagement Facilitator (ISEF) works closely with students, families, schools, and ISAs to help Indigenous students feel connected, attend regularly, and stay engaged in their learning by building relationships, removing barriers, and linking students to cultural and community supports. This role is continuing this school year. Megan Spahan has scheduled days in each school that has referred students.

chris@focus-horizon.ca has built a pilot tool for the ISEF. Its working name is the Indigenous Education Operational Evidence Tool, and it's built in Microsoft Lists / SharePoint inside the district's own Microsoft 365. It gives the ISEF one secure place to record work with students: contacts, supports, barriers, actions, follow-ups and outcomes. We hope this tool will help us better track and understand the supports our students receive, spot patterns sooner, and strengthen how we work together to help every Indigenous student feel connected and succeed.

Supporting Schools

Indigenous pro-d helps teachers understand local First Nations histories, cultures, and ways of knowing, respectfully include Indigenous perspectives, and better support Indigenous students. It must focus on two areas:

- Enhancing Indigenous student achievement;
- Integrating Indigenous worldviews and perspectives into learning environments.

As of November 3, all Merritt teachers will have completed the first half of their required five hours of Indigenous professional development. Sxwpilemaát Siyám (Chief Leanne Joe) and Tim Manuel delivered a session titled *Understanding Your Responsibility as a Teacher to Include Indigenous Curriculum in Your Classroom.*

Upcoming Events

Merritt & Princeton Youth Leadership Conference @ NVIT
November 19, 2026 from 9:00 am to 2:00 pm

Nicola Similkameen School District

MEMORANDUM

TO:	**All Trustees**	**FROM:**	**Courtney Lawrance** **Superintendent of Schools**
RE:	**INCLUSIVE EDUCATION, CHILDCARE & EARLY LEARNING REPORT**	**DATE:**	**November 4, 2026**

The Director of Instruction for Inclusive Education, Childcare, and Early Learning's report is attached.

CL/sc

Tel 250-378-5161 **Toll-Free** 800-778-3208
1550 Chapman Street, Merritt, BC V1K 1B8 **sd58.bc.ca**

Director of Instruction – Inclusive Education &

Early Learning Child Care Report

November 2026

**To enhance accessibility, this document can be easily read out loud through various text-to-speech programs. The background color, font size, and font choice are intentionally selected to enhance readability. **

Last month I was able to participate in the provincial SaferSchools Coordinator Meeting. This provided an opportunity to reflect on provincial school safety priorities and consider how prevention, relationships, and coordinated responses contribute to safe and caring school communities.

Three key takeaways emerged:

1. School Climate and Culture Are Foundational to Safety

The Provincial System Safety Review, undertaken following the tragedy in Tumbler Ridge, reinforces the importance of examining not only school safety procedures, but also the climate and culture in which students and staff learn and work. School climate reflects how people experience their environment, while culture reflects the shared beliefs, expectations, and practices that shape it. Building connected, respectful, and responsive school communities is an essential part of proactive safety planning.

2. Strong Home–School Partnerships Strengthen Prevention

Effective school safety relies on collaboration among schools, families, students, and community partners. The meeting highlighted the importance of clear communication, early identification of concerns, and shared responsibility for student well-being. Resources and advocacy from organizations such as Children First Canada further reinforce the importance of centering children’s rights, safety, and well-being in our collective work.

3. Preparedness Requires Clear Processes and Coordinated Responses

Ongoing attention to threat assessment, reporting procedures, and critical incident readiness helps ensure that concerns are identified and addressed in a timely and coordinated manner. Discussion also included the Firearm Violence Prevention Act and guidance regarding exemptions, underscoring the importance of understanding relevant legislation and ensuring that school and district practices align with current requirements and provincial guidance.

Sharing Learning and Strengthening School-Based Leadership

Following the meeting, key information and resources were shared with school-based administrators to support consistent, informed approaches to school safety across the district. This included highlighting current provincial information, relevant guidance, and available resources to help administrators navigate emerging concerns, strengthen prevention efforts, and respond confidently to critical incidents. This ongoing communication supports school leaders in accessing timely information and reinforces our collective commitment to safe, caring, and responsive learning environments.

Connection to the District Strategic Plan

These priorities align with our District's strategic commitments to **Well-being, Learning, and Communication**. By strengthening school climate and culture, fostering meaningful partnerships, and maintaining clear safety and response processes, we support learning environments where students and staff feel safe, respected, connected, and ready to learn.