



Minutes of a Special Meeting of the Board of Trustees of the The Red Deer Catholic Separate School Division, held September 25, 2023.

Present: S. Heistad  
M. Hollman  
M. LaGrange  
C. Leyson  
D. Lonsdale  
K. Pasula  
A. Watson, Trustees  
L. Latka, Secretary-Treasurer  
K. Finnigan, Superintendent of Schools  
M. St. Pierre, Executive Assistant

Joined via Zoom: T. Haykowsky, Legal Counsel  
W. Teed, Law Student  
J. Kitchen, Legal Counsel  
Y. Prefontaine, Legal Counsel  
M. Spelliscy, Legal  
J. Wells, Legal (JMSLAW)

Board Chair Hollman called the meeting to order at 9:50 a.m.

Trustee Leyson read the opening prayer aloud.

1. APPROVAL OF AGENDA

09/25/23-01-Watson

**THAT THE AGENDA BE ACCEPTED AS PRESENTED.**

**CARRIED.**

Board Chair Hollman asked Administration to leave the meeting room as they will not be deliberating in or decision makers in the proceedings. Superintendent Finnigan, Secretary-Treasurer Latka and Executive Assistant St. Pierre left the room at 9:53 a.m.

Executive Assistant St. Pierre was asked to enter the meeting at 9:56 a.m to provide administrative and technical support.

09/25/23-02-Pasula

**THAT THE COMMITTEE OF THE WHOLE MOVE INTO CAMERA AT 9:56 A.M.**

**CARRIED.**

09/25/23-03-Pasula

**THAT THE BOARD MOVE OUT OF CAMERA AT 7:04 P.M.**

**CARRIED.**

09/25/23-04-Pasula

**THAT THE SPECIAL MEETING IS RECESSED AT 7:05 P.M. UNTIL 3:00 PM ON SEPTEMBER 26, 2023.**

**CARRIED.**

Trustee Pasula read a closing prayer aloud.

Board Chair Hollman called the Special Meeting back to order at 3:04 p.m on September 26, 2023 with the following in attendance.

Present: S. Heistad  
M. Hollman  
C. Leyson  
A. Watson, Trustees  
M. St. Pierre, Executive Assistant

Joined via Zoom: Teresa Haykowsky, Legal Counsel

Not in Attendance: D. Lonsdale  
M. LaGrange  
K. Pasula, Trustees

09/25/23-05-Watson

**THAT THE BOARD OF TRUSTEES COME OUT OF RECESS AT 3:05 P.M. ON SEPTEMBER 26, 2023.**

**CARRIED.**

09/25/23-06-Heistad

**THAT THE COMMITTEE OF THE WHOLE MOVE INTO CAMERA AT 3:05 P.M.**

**CARRIED.**

Trustee Lagrange and Vice-Chair Lonsdale entered the meeting at 4:08 p.m.  
Mr. James Kitchen, Legal Counsel and Mary Spelliscy, Legal Counsel joined the meeting via Zoom at 4:08 p.m.

Mr. Teresa Haykowsky left the meeting via Zoom at 4:12 p.m.

23/08/25-08-Watson

**THAT THE COMMITTEE OF THE WHOLE MOVE OUT OF CAMERA  
AT 4:23 P.M.**

**CARRIED.**

Board Chair Hollman stated that Trustee Pasula was unable to attend the meeting due to an emergency situation but stated that Trustee Pasula partook in the deliberations on the matter during the September 25, 2023 portion of the in camera meeting.

Trustee Watson read an opening prayer aloud.

Trustee Heistad read the proposed motion aloud.

Trustee Leyson requested that it be recorded that she opposed the motion, as she felt the decision did not go far enough because of the extremely serious nature of the breach.

09/25/23-09-Heistad

**BE IT RESOLVED THAT,**

1. further to the, on or about August 27, 2023, posting on Trustee Monique LaGrange's personal Facebook account which took the form of a meme displaying two photographs:

- a) one of a group of children holding Nazi flags with swastikas; and
- b) a contemporary photograph of children holding rainbow Pride flags; and
- c) the meme was captioned "Brainwashing is brainwashing" (collectively, the "Meme"),

the Board of Trustees ("Board") finds Trustee Monique LaGrange ("Trustee") to be in violation of Trustee Code of Conduct and the Education Act.

As a result, as of today's date and up to and including the Trustee's Term of Office ("End Date"), the Trustee

- a) is censured from being part of all and any part of Board Committees and is censured from attending and participating in all Board committee meetings, including any part thereof. This also includes all and any ASBA and ACSTA meetings and conferences;
- b) shall not represent the Board / School Division in any official capacity, including Board/School Division functions, events, award ceremonies, conferences, assemblies, school masses, graduation events, school council meetings and speaking with news/media outlets;
- c) shall cease making any public statements in areas touching upon or relating to,
  - i. the 2SLGBTQ+ community; and
  - ii. the Holocaust,including presenting at meetings and conferences on these topics or related areas and speaking with various news outlets.
- d) within 90 days of this motion, the Trustee shall enroll in, at her own expense, and successfully complete:
  - i. suitable sensitivity training about the Holocaust;
  - ii. suitable sensitivity training relative to the challenges and discrimination faced by members of the 2SLGBTQ+ community; and
  - iii. suitable sensitivity training covering professional school trustee boundaries and appropriate use of social media, cultural sensitivity and human rights;
  - iv. The Trustee shall inform the Board as to the proposed training, and prior to the Trustee's commencement of said training, the Board shall determine the suitability of the proposed training and approve each course;
  - v. the Trustee shall provide the Board with written certificate from the course providers stating that the Trustee has successfully completed said sensitivity training courses; and
  - vi. The above training is intended to remind the Trustee of her role and responsibilities as a school board trustee and to assist the Trustee to make better decisions in any further communications, including on social media
- e) shall issue, at the first public Board meeting following the completion of the ninety (90) day period set out above at paragraph 1(d), a sincere public letter of apology to School Division students, staff, and the Board in relation to the

Meme; said sincere apology shall recognize the inappropriateness of the Trustee's actions and that the Trustee is deeply sorry for having offended anyone through her actions; and

- f) shall refrain from posting any content of a similar nature relating to Meme. (This term and condition shall be ongoing up and including the End Date.)
2. The censure referenced at paragraphs 1(a), (b) and (c) may be removed by the Board prior to the End Date, if the terms and conditions set out at paragraphs 1(d),(e), and (f) are met to the satisfaction of the Board, and if, and as long as, the Trustee acts in accordance with Board Policy and the Trustee Code of Conduct.
  3. The Trustee, who may attend regular Board meetings, may bring forward any educational related issues for discussion and debate to the Board through the Board's standard procedures and practices.

To ensure clarity, the Board welcomes open debate of education-related issues in accordance with Board policy and procedures, including sensitive or difficult topics.

4. The Board hereby directs the Superintendent of Schools, Dr. Kathleen Finnigan, to arrange for the following within the next twenty (20) days:
  - a) a meeting with the Director of Education of the Friends of Simon Wiesenthal Centre to discuss their September 6, 2023, letter and to confirm the date of an educational workshop by the Friends of Simon Wiesenthal Centre for the Board;
  - b) a meeting with Alberta's Human Rights Commission to confirm an educational workshop for the Board;
  - c) a follow up meeting further to the January 16, February 13 and March 13, 2023, Board workshops on a pastoral approach to support students in the development and understanding of their sexuality for the purpose of confirming a follow up workshop for the Board.
5. The Board shall provide written reasons in support of this motion to be provided to the Trustee in the next twenty (20) days.
6. The Board Chair and the Superintendent of Schools may take those steps necessary to implement the terms and conditions set out in this motion.
7. Pursuant to paragraphs 4 and 10 of Appendix "A" of Board Policy 4, the Board Chair is hereby authorized to disclose the decision of the Board.

**CARRIED.**

Recorded Vote requested  
by Trustee Leyson:  
In favor: Watson, Heistad,  
Hollman  
Opposed: Leyson  
Abstained: Lonsdale,  
LaGrange

Trustee Watson read the closing prayer aloud.

09/25/23-09-Leyson

**THAT THE SPECIAL MEETING ADJOURN, THE TIME BEING 4:31  
P.M.**

**CARRIED.**

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(CHAIR)

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(SUPERINTENDENT)