



## REGULAR BOARD MEETING MINUTES – MARCH 24, 2021

### PRIVATE SESSION

#### Roll Call:

Trustees:	Staff:
J. Brown G. Elliott L. French T. Gingrich (Vice-Chair) B. Godkin R. Hutcheon K. McGregor J. Morning S. Ruttan (Chair) A. Putnam (Student Trustee) N. Quadir (Student Trustee) Q. Traviss (Student Trustee)	K. Burra, Director of Education S. Gillam, Associate Superintendent S. McWilliams, Superintendent of Human Resources C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	W. Moore, Executive Assistant to the Director and Trustee Liaison

#### 1. MOTION TO MOVE INTO PRIVATE SESSION

*MOTION: To move into Private Session.*

*MOVED BY: Trustee Godkin and seconded by Trustee McGregor. Carried.*

#### 2. Declaration of Conflict of Interest

Trustee Godkin declared a conflict as his daughter is an occasional teacher with two other public boards and with LDSB. Trustee Elliott declared a conflict as his wife is a teacher with the LDSB and is a member of ETFO.

### 3. Action Items

#### 3.1 Board Minutes:

##### 3.1.1 Regular Board Meeting – February 10, 2021

*MOVED BY: Trustee Elliott and seconded by Trustee French, that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried.*

### 4. For Information

4.1 Safe Schools Update – Associate Superintendent Gillam provided a safe schools update.

4.2 Property Update –None at this time.

4.3 OPSBA Update – Trustee French provided an OPSBA update.

4.4 Labour Update – None at this time.

4.5 Legal Matter – None at this time.

4.6 Personnel Update – None at this time.

### 5. REPORT TO PUBLIC SESSION

Chair Ruttan called for a motion for the Board to rise and report.

*MOTION: That the Board rise and report, and that any resolutions, be made public.*

*MOVED BY: Trustee Morning and seconded by Trustee Brown. Carried.*

## PUBLIC MEETING

### Roll call:

<b>Trustees:</b>	<b>Staff:</b>
J. Brown G. Elliott L. French T. Gingrich (Vice-Chair) B. Godkin R. Hutcheon K. McGregor J. Morning S. Ruttan (Chair) A. Putnam (Student Trustee) N. Quadir (Student Trustee) Q. Traviss (Student Trustee)	M. Babcock, Superintendent of Education K. Burra, Director of Education M. Christopher, IT Support S. Gillam, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education K. Smith, Communications Officer C. Young, Superintendent of Business Services
<b>Guests:</b>	<b>Recorder:</b>
S. James, Program Equity Team R. McDonald, Program Equity Team L. McEwen, Program Equity Team M. Nyamekye, Queen's University	W. Moore, Executive Assistant to the Director and Trustee Liaison

Chair Ruttan welcomed everyone to the Regular Board Meeting of the Limestone District School Board of Trustees, which was held virtually.

Chair Ruttan began the meeting by reading the Acknowledgement of Territory: “The Limestone District School Board is situated on the traditional territories of the Anishinaabe and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.”

## 1. Adoption of Agenda

*MOVED BY: Trustee Hutcheon and seconded by Trustee McGregor, that the agenda, as presented, be approved. Carried.*

## 2. Declaration of Conflict of Interest

Trustee Godkin declared a conflict as his daughter is an occasional teacher with two other public boards and with LDSB. Trustee Elliott declared a conflict as his wife is a teacher with the LDSB and a member of ETFO. Student Trustee Putnam stated that her mother is a teacher with the LDSB and a member of ETFO.

## 3. Private Session Report

Vice-Chair Gingrich stated that in Private Session, the Private Session Minutes from the Regular Board Meeting of February 10, 2021 were approved.

Vice-Chair Gingrich indicated that Associate Superintendent Gillam provided a safe schools update and that Trustee French provided an OPSBA update.

There was no other business, or motions arising.

## 4. Chair's Update

Chair Ruttan stated: "We have been fortunate in the KFL&A area with respect to COVID-19 case numbers, however these numbers are starting to increase, yet again. With the recent cases in schools, I want to thank board and school staff for their tireless work behind the scenes. Working with KFL&A Public Health to identify cohorts of students, staff and others who may have been in contact with the COVID-19 positive person, is detail-oriented and time consuming work, but nonetheless, must be accurate to ensure the safety of students and staff, and the community as a whole. Ensuring up-to-date communication has been extremely helpful and appreciated, not only by Trustees, but families who look to Limestone for updates. Again, thank you for your continued hard work.

Applications for the position of Student Trustee with the Limestone District School Board for the 2021-2022 school year are now open. The Board has established three positions for Student Trustees to provide representation for the interests of students within Limestone. One Student Trustee each, is elected to represent urban and rural schools, and a third

Student Trustee is elected to represent Indigenous students in the board. As Chair, I would like to extend my sincere thank you to our Student Trustees for engaging with their peers and helping to promote such an important role.

The Board of Trustees sought feedback on the development of the 2021-2022 LDSB budget through an anonymous survey that closed last week. We hope stakeholders took the opportunity to provide their input on priority areas for next year. The Board's goal is always to direct as many resources as possible to support student achievement and well-being. It is important for us to know the priorities of students, families, staff, and the community so that we can make informed responsible decisions, especially given ongoing constraints and pressures related to the COVID-19 pandemic. Feedback will assist the Board of Trustees throughout the budgeting process to ensure students' needs are best served in 2021-2022. Information collected will be summarized and reviewed at the Budget Committee meeting on April 21, 2021.

A key responsibility of the Board of Trustees is to develop and adopt policies that are based on the Board's vision, and that provide a framework for implementation of the vision. It is our responsibility to monitor and evaluate how efficiently the Board's policies are implemented, and how effective they are in achieving the Board's goals. To that end, Trustees have recently engaged in several sessions to review existing policies and contribute to the continuous improvement of board governance. I would like to extend my appreciation to my colleagues for their continued work on policy review.

In closing, as you all know, last week would have been our traditional March Break. March Break usually signifies the beginning of spring and provides the opportunity for staff and students to regenerate, after a much needed break. Although this break has been postponed to April, it was wonderful to see school staff engaging in various activities to raise spirits and boost morale. Some of the creative activities included pajama days, dressing in school colours, hat days, and jeans day, to name a few. It was truly inspiring to see the efforts of staff to help lift the spirits of students and their colleagues.

And that concludes my report."

## 5. Director's Update

Director Burra stated: "Good evening Trustees and members of the virtual gallery. It has been a busy month since our last Board Meeting in February. Teaching and learning continue,

and we continue to prepare for the 2021-2022 school year. In addition, we continue to grapple with the impact of the COVID-19 pandemic, and doing the best we can to support students and staff. The recent increase in local cases is a community-wide concern that again emphasizes the need for everyone to follow prescribed health protocols in schools and in the community. Unfortunately, we had the first closure of a LDSB school as a result of cases. Positive COVID cases have a very significant impact on everyone in the school community. I would like to acknowledge the hardships endured recently by students, staff, and families attached to Winston Churchill Public School, Land O'Lakes Public School, and Ecole Sir John A. Macdonald Public School who experienced one or more positive COVID cases. In addition, isolation requirements also impacted the school communities of Vanier, Polson, Marysville, and Granite Ridge. These situations are never easy, and create considerable stress and anxiety for everyone involved. It is important for us to recognize the impact, and I would like to commend these school communities, and school staff in particular, for supporting each other, as well as students and families, through these significant challenges.

I should also note that asymptomatic testing by family of schools will begin this week through the local testing centres in Kingston and Napanee. A tremendous thank you to the Kingston Health Sciences Centre and Lennox and Addington County General Hospital for their partnership and support for this initiative. In some cases, Public Health will continue to provide mobile clinics where we see COVID cases in a school.

Staff and students continue to do the best they can despite the challenges and restrictions caused by the pandemic. We have seen a more recent increase in the number of student and staff absences. This is primarily due to the single symptom screener. Other systems across the province are also strained. We will do everything we can to ensure the continuity of learning, but also need to ensure we have enough staff to make sure schools can function.

Further information regarding the virtual school option for 2021-2022 is provided in a report this evening. In addition, we are requesting students/families to express interest for the secondary virtual school for next year this week or next. Further information regarding the elementary virtual school for 2021-2022 will be provided in the spring.

Given last week was the originally scheduled March Break, it was great to see the wide range of activities offered and celebrated in schools: spirit days, Indigenous learning, and lots of outdoor learning were on display in many schools. As we all know, teaching and learning are critical, but schools also provide so much more to children and adolescents in meeting their

needs and overall well-being. I also know students and staff are very much looking forward to the April Break in two-and-a-half weeks.

Thank you Madame Chair, that concludes my report.”

## **6. Presentation – Building Capacity in Equity Work**

Superintendent of Education Michèle Babcock introduced the Limestone Equity Team including Suche James and Rae McDonald, as well as guests Lauren McEwen, the Creative Arts SHSM Teacher at Loyalist Collegiate & Vocational Institute, and Michelle Nyamekye, a teacher candidate in her final year of the Queen's University Concurrent Education program.

R. McDonald began by sharing how Limestone is embedding anti-racism teaching into primary learning. Starting in the primary grades, Limestone is working on decentering the white narrative in the primary years by using intentional mentor texts and videos and inclusive language guides. In later junior, intermediate and secondary years, the work builds on these themes. Eventually, the work focuses on modelling critical thinking, exploring different perspectives and encouraging and supporting opportunities for student leadership and action against racism.

L. McEwen and M. Nyamekye explained how Limestone is working to create identity affirming spaces such as that which has been created as part of the Virtual Gender and Sexuality Alliance or GSA. The Virtual GSA provides a safe space for students to be themselves. Originally it was to be solely for virtual school students, but it soon moved to include all students in Grades 7-12 in Limestone. The space, structure and topics are student-led. Staff are always available for support and as a resource. The intent is to build community and a virtual meeting space will likely continue even when in-person meetings can resume.

M. Nyamekye also explained how the new Queen's Black Mentorship Program for Black students in Limestone will allow participants to build a community with other Black students, build Black culture and get a sense of themselves.

Chair Ruttan thanked staff for the presentation and called upon Trustees for questions or comments.

## 7. Consent Agenda

### 7.1 Board Minutes

7.1.1 Regular Board Meeting – February 10, 2021

7.1.2 Special Board Meeting – March 3, 2021

### 7.2 Reports from all Committees

7.2.1 Special Education Advisory Committee – February 17, 2021

7.2.2 Education, Policy and Operations Committee – March 3, 2021

7.2.3 Environmental Sustainability Committee – March 9, 2021

*MOVED BY: Trustee Elliott and seconded by Trustee French that the Consent Agenda, as presented, be approved. Carried.*

## 8. Routine Matters

### 8.1 OPSBA Report - Trustee French touched on the following points in her update:

#### President/Vice President's Reports

- Active period including meetings with the Leaders of the Opposition, and NDP Advocacy Day (planned for all party leaders with Exec and ITC members)
- Weekly Minister's calls
- Advocacy related to reserves, funding concerns, meetings with Nancy Naylor (ADM)

#### ED Report

- Virtual Public Education Symposium (PES) successful based on feedback
- PD Speaker Series – growing numbers attending
- Labour Relations Symposium will be virtual

#### Education Finance Update

- B and SB Memos and funding announcements for the period since last BOD reviewed (available online)
- Areas include air quality and technology for schools, OH&S, Student Mental Health
- Boards can now access up to 15% of their proceeds from disposition
- OPSBA GSN submission, along with COSBO committee meeting with Ministry

#### Indigenous Trustees' Council

- Broadband deficiencies of primary concern



- Advocacy in a number of areas

#### Legislative Update

- Legislature returned Feb 16, 2021
- Several new Bills and Regulations reviewed
- OPSBA GSN submission (posted online)
- Virtual Advocacy Days March 15-18, 2021

#### Government Relations, Public Affairs and Communications

- Regular releases and media statements by OPSBA
- Investigating Public Awareness Campaign on the value of public education

#### Program Summary Update

- French as a Second Language Labour Market Partnership Project
- Children and Youth Mental Health Coalition met – positive feedback on School Mental Health Ontario resources <https://smho-smso.ca>
- The Future of Education consultation underway to create a discussion paper involving work teams, regional meetings and board leads
- Grade 9 de-streamed mathematics course consultation underway – implications for special education, Indigenous and Black students in the data 56/72 boards have contract with Ministry to collect and then share data (slides)
- Ministry initiatives meeting took place to discuss only de-streaming Grade 9 math – venue for new educational initiatives has not been meeting regularly

#### Equity, Diversity and Inclusion Audit Update

- Sought 4 proposals, 2 submitted and selection made - Turner Consulting will conduct organizational audit

#### OPSBA 2020-21 Priorities

- Interim summary report – activities progressing and on track

#### First Quarter Financial Update and Draft Audited Financial Statements, Year-ended August 31, 2020

- Meeting expenses down, investment income up
- OESC debt down to just over \$400,000
- Approved

#### Committee/Work Teams Updates

#### Ontario Coalition for Children and Youth Mental Health

- Meeting in November and work continues – needing sustainable funding, particularly as 'post-covid' period could extend for years

#### Joint Education Program and Policy development Work Team meetings

- Several recent meetings advancing a number of initiatives
- Trustee McGregor and Trustee Hutcheon

#### Project Compass Update

- Steering committee and 4 sub-committees meeting (Mission/Vision/Values, Governance, Priority-setting, and Policies/Procedures)
- Current state feedback survey will be incorporated

#### Canadian School Board Association Update

- Continued advocacy regarding internet connectivity, with a virtual Federal Advocacy Day planned this year
- Anti-racism work team contracting an external firm to conduct an internal audit, and establish a national statement to share with Boards
- New National School Mental Health Leadership Network
- Annual Congress and National Indigenous Trustee Gathering July 7-9

#### Regional Chairs Reports

#### Correspondence

Regional Meetings April 10, 2021

Next Board of Directors Meeting April 24, 2021

AGM and Elections June 12, 2021

Trustee French reminded Trustees that OPSBA Policy Resolutions or Constitutional and Bylaw Amendments are due by Wednesday April 14 at 4:30 p.m. She indicated that Limestone could ask OPSBA to seek out a policy resolution to advocate on a particular issue. Perhaps a resolution to remove the limitations on Indigenous Trustee representation. Trustees were fully supportive, and Trustee French will draft a submission and through the Chair, will ensure all Trustees have input on the draft resolution.

## **8.2 Report from Student Trustees**

Student Trustee Quadir stated: “Good evening everyone. On behalf of all Limestone students, we would like to express our gratitude towards all teachers, administrators, caretakers, educational assistants, and all other board staff for working hard to ensure student well-being and student success. As we near the end of our terms, I am excited to announce that Student Trustee applications for the 2021-2022 school year are now underway and in addition to creating promotional posters for each school, Student Trustees Putnam,

Traviss and myself are holding information sessions both this Thursday and next Tuesday at 5 p.m. on Microsoft Teams for any interested students in Grades 10-11 or Grade 12 who are returning for an additional year. Applications close in the second week of April. I am also thrilled to mention that I have been working with Equity and Inclusion Consultant Mr. James and the Queen's University Black Graduate Caucus to start a mentorship program for Black students in the LDSB, as well as the Queen's Smith School of Business to advise sessions for underserved students, including racialized and LGBTQ2S+ youth, to learn about the Queen's Commerce program. In addition, I am in correspondence with the Canadian Blood Services to start and engage blood donation clubs at Limestone and Algonquin Catholic schools to encourage youth to participate in a unique and valuable form of community service."

Student Trustee Putnam stated: "Good evening, I hope everyone is staying safe and enjoying the warm weather we have had these past few days. In the past month, we attended the 2021 OSTA-AECO Board Council Conference which was held virtually from February 18-21. There was an abundance of meaningful discussion surrounding our roles as Student Trustees and how we can best advocate for students. As well as the Public Board Council Eastern Region Representative, I held two discussion-based information sessions where we covered topics such as menstrual equity in Ontario boards, new board policies and practices put in place to combat systemic racism, as well as elementary outreach. The conversations were impactful and left us with more knowledge surrounding what we can do to support students. As always it was great to be able to have such meaningful conversations with other student trustees from across Ontario and our perspectives were certainly broadened once again. We would like to thank the board for their continued support in our attendance at these conferences."

Student Trustee Traviss stated: "Good evening everyone. I would like to start off tonight by wishing all students in Grade 10 and 11 who are now preparing to write the OSSLT. For some, it seems like just another test, but for many more it can be one of the biggest challenges to overcome on your journey through high school. Moving forward, I am very excited for my part to play in both Indigenous Student Trustee elections and Rural and Urban elections. I have had so many interested students come forward, and it is super encouraging to see so much potential for student leadership. In addition to the two upcoming information sessions, with the help of Ms. Siemonsen, I will be holding workshop for any Indigenous students who might want some help with the application process. To finish off our Student Trustee Report, I want to give a huge shout out to all students who are persevering this year. Whether it is joining

online student groups like Limestone GSA or the Indigenous youth drop in, or spending some quiet time at home, it is students like you who make me proud to come from LDSB.”

## **9. Reports for Information**

### **9.1 LDSB Virtual School Planning 2021-2022 School Year**

Superintendent Silver advised that as positive cases of COVID-19 trend downward, and with further mitigation expected once the KFL&A region has full vaccination capabilities later this summer, we expect our schools will return to mostly in-person learning in September 2021. Despite most students opting for in-person learning in 2020-2021, LDSB will continue to offer remote learning options for the 2021-2022 school year. The Ministry of Education has indicated that there will be no additional funding to support virtual schools next year, so the 2021-2022 model will have to operate differently than what is currently taking place in the LDSB Elementary Virtual School and LDSB Secondary Virtual School. The 2021-2022 remote options are intended for students for whom online learning better meets their learning needs, and for students who need to continue with virtual learning due to underlying medical conditions for themselves, or for family members.

In elementary, students from across the district would be transferred from their home school to the virtual school. In secondary, Grade 9 and 10 students from across the district would be transferred from their home school into one virtual school with a set timetable option for Grades 9 and 10. Grade 11 and 12 students would take courses through LDSB e-learning and blended learning options, or through the e-learning consortium.

Without additional funding and/or opportunities for reorganizing the system, we cannot accommodate movement between in-person learning and LDSB Virtual School options during 2021-2022. Consequently, registration in virtual school will be a year-long commitment. Families who want to make a change to their student’s program (face to face or virtual) can request a transfer between schools. This request is not guaranteed and will depend on space availability in virtual classes and at the school. As a school system, we must begin planning now for September 2021 to hire teachers, schedule classes, and offer course selections.

Superintendent Silver reviewed the course options as outlined in the report.

Communication to families will occur beginning March 22, 2021 and will include direct Communicate broadcast messages to all LDSB Virtual School Families, and families who are

new to home schooling this year, including information about 2021-2022 virtual options, a link to the registration form and to the FAQs posted on our website.

## **9.2 Trustee Distribution Report**

Superintendent Young stated that at the May 16, 2019 Board Meeting, Trustees passed a motion that instructed the Director of Education to provide the Trustees, by 2021, a report on the Limestone District School Board Trustees electoral boundaries for the urban and rural constituencies in preparation for the 2022 municipal election. Superintendent Young provided the current Trustee electoral breakdown as per the 2018 election. The noted that rules governing the number and distribution of Trustee positions are found in Section 58.1 of the *Education Act*, and in *Ontario Regulations 412/00 – ‘Elections to and Representation on District School Boards,’* and that these rules have not changed in the election in 2014.

Moving forward, Superintendent Young advised that before the 2022 Election, the Board of Trustees will need to finalize the determination and distribution of Trustees for the 2022 election per *Ontario Regulation 412/00*. They will also need to approve the Trustee Honorarium for the following term. As well, Trustees will need to appoint a compliance audit committee.

Chair Ruttan thanked Superintendent Young for his report and called upon Trustees for any comments or questions.

## **10. Reports Requiring Decision**

### **10.1 School Year Calendar 2021-2022**

Associate Superintendent Gillam stated the calendar that started with a PA Day on Friday, September 3, 2021 was selected to bring to Trustees for approval (see Appendix A). This calendar was identified in the last report and on the stakeholder survey as Option 2. Final results of the stakeholder survey clearly supported Appendix A as the majority choice for parents/guardians, staff and students. Concerns were received and noted with respect to the Jewish High Holidays that will occur right after Labour Day this year. Both the Hastings and Prince Edward, and Algonquin & Lakeshore Catholic District School Board have approved the Appendix A calendar for next year.

Associate Superintendent Gillam advised that boards received the Ministry of Education School Year Calendar memo which recommended that boards schedule three mandatory PA days prior to the start of student instruction.

After receiving the memo, we also received correspondence from OSSTF, ETFO and CUPE that they strongly opposed three PA Days to the start of the school year. This effectively moves all opportunities for teacher and support staff professional development to the beginning of the school year. This calendar would only allow for one PA Day in November for professional development. All other PA Days would be used for the preparation of report cards or for the semester turn around.

*MOTION: That the Trustees of the Limestone District School Board receive and approve the 2021-2022 School Year Calendar (Appendix A), that starts with one PA Day on Friday, September 3, 2021, and further, That if the 2021-2022 School Year Calendar (Appendix A) is submitted in May, but not approved by the Ministry, due to insufficient PA days to start the school year, the Board approve the School Year Calendar (Appendix B) that starts with three PA Days on September 1, 2021 for submission.*

*MOVED BY: Trustee Hutcheon and seconded by Trustee Brown. Carried*

## **11. Notice of Motion**

The following motion was brought forward by Trustee Quadir, sponsored by Trustee Brown and seconded by Trustee Elliott:

*“That the Limestone District School Board conducts a review of the human rights incident reporting process, including the anonymous reporting process, to ensure a human rights and equity lens. The review includes the tracking and monitoring procedures to ensure accountability and transparency, as well as exploring ways to increase awareness for all board students and staff.”*

## SECTION B – Information

### 12. Internal Reports and Other Communication

None at this time.

### 13. External Reports and Other Communications

None at this time.

### 14. COMMUNICATION REFERRED TO COMMITTEE

None at this time.

### 15. REQUESTS FOR REPORTS AND/OR INFORMATION

None at this time.

### 16. OTHER BUSINESS

None at this time.

### 17. OTHER SPECIAL MEETINGS/EVENTS

OPSBA's AGM is scheduled to be held June 10 to 12, 2021. The location, whether in-person or virtually, is to be confirmed.

### 18. ADJOURNMENT

*MOVED BY: Trustee and seconded by Trustee that the meeting adjourn.*

The meeting adjourned at 8:22 p.m.