

To help slow the spread of COVID-19, the Ontario government has extended the Declaration of Emergency to June 30, 2020. This extension will enable the government to continue protecting the health and safety of the people in Ontario. As such, for the time being, the Board will be conducting its business via virtual meetings.

Private Session

Present:

Trustees: J. Brown
G. Elliott
L. French (Vice-Chair)
T. Gingrich
B. Godkin
R. Hutcheon
K. McGregor
J. Morning
S. Ruttan (Chair)
J. Crook (Student Trustee)
A. Putnam (Student Trustee)

Staff: M. Babcock, Superintendent of Education - regrets
K. Burra, Superintendent of Education
S. Gillam, Associate Superintendent, Safe and Caring Schools
A. Labrie, Superintendent of Education and Human Resources
A. McDonnell, Associate Superintendent, Learning for All
D. Rantz, Director of Education
S. Sartor, Associate Superintendent, School Effectiveness and Assessment
J. Silver, Superintendent of Education - regrets
C. Young, Superintendent of Business Services

Recorder: L. Strange, Records Management Coordinator

Chair Ruttan called the roll.

MOTION: To move into Private Session.

MOVED BY: Trustee McGregor, seconded by Trustee Brown. Carried.

Declaration of Conflict of Interest

Trustee Elliott declared a conflict as his wife is a teacher with the LDSB and a member of ETFO.

Trustee Godkin declared a conflict as his daughter is an occasional teacher with LDSB's co-terminous Boards.

Chair's Update

No update at this time.

Director's Update

No update at this time.

Action Items

- (a) Board Minutes – May 20, 2020
- (b) Committee of the Whole (Director Selection) – June 3, 2020 and June 10, 2020

MOVED BY: Trustee Hutcheon, seconded by Trustee Morning, that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried.

For Information

- (a) Personnel Update (Item (a) on Agenda)
A personnel update was provided.
- (b) Safe Schools Update.
No update at this time.
- (c) Property Update (Item (c) on Agenda)
No update was at this time.
- (d) OPSBA Update (Item (d) on Agenda)
An OPSBA update was provided.
- (e) Labour Update (Item (e) on Agenda)
A Labour update was provided.

MOTION: That the Board ratify the agreement with the OSSTF PSSP group.

MOVED BY: Trustee Elliott, seconded by Trustee Godkin. Carried.

- (f) Legal Matter (Item (f) on Agenda)
No update at this time.

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 the resolutions, as noted above, be made public.

MOVED BY: Trustee Brown, seconded by Trustee McGregor. Carried.

The Board moved into Public Session at 5:55 p.m.

Public Meeting

Trustees: J. Brown
G. Elliott
L. French (Vice Chair)
T. Gingrich
B. Godkin
R. Hutcheon
K. McGregor
J. Morning
S. Ruttan (Chair)
J. Crook (Student Trustee)
A. Putnam (Student Trustee)

Officials: M. Babcock, Superintendent of Education
K. Burra, Superintendent of Education
J. Douglas, Communications Officer
S. Gillam, Associate Superintendent, Safe and Caring Schools
A. Labrie, Superintendent of Education and Human Resources
A. McDonnell, Associate Superintendent, Learning for All
W. Moore, Executive Assistant to the Director and Trustee Liaison
D. Rantz, Director of Education
S. Sartor, Associate Superintendent, School Effectiveness and Assessment
J. Silver, Superintendent of Education
K. Smith, Communications Officer
C. Young, Superintendent of Business Services

Guests: S. James, Equity and Inclusion Coordinator

Recorder: L. Strange, Records Management Coordinator

Chair Ruttan stated:

“Good evening Trustees and the viewing public.

My name is Suzanne Ruttan and I am Chair of the Limestone District School Board. Welcome to the regular Board Meeting for June 17, 2020. This is the last regular Board meeting for the 2019-2020 school year.

A reminder to Trustees, and viewers, that in the event we experience any technical difficulties during this live meeting, we will get back up as quickly as we can. On behalf of all Trustees, I thank everyone for their patience and flexibility as we continue with remote business operations during the COVID-19 pandemic.

We will use roll call for Trustees' questions and comments during and after presentations and reports. Trustees will appear on screen when they have a question. Gallery guests and Trustees are reminded that there is a delay of a few seconds while the meeting's producer queues up the next speaker.

The regular complement of staff is present for this meeting including Director of Education Debra Rantz, Senior Staff, Communications, the Recording Secretary, Meeting Producer, and other staff as required.

With that I call this meeting to order.”

Chair Ruttan read 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.”

Chair Ruttan called the roll.

Adoption of Agenda

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

Declaration of Conflict of Interest

Trustee Elliott declared a conflict as his wife is an employee of the Board and is a member of ETFO.

Trustee Godkin declared a conflict as his daughter is an occasional teacher with LDSB's co-terminous Boards.

Private Session Report

Trustee French made the following statement:

In Private Session the following minutes and motions were approved:

Board Minutes – May 20, 2020

A Personnel and OPSBA matter were discussed. There were no motions.

Committee of the Whole (Director Selection) – June 3, 2020 and June 10, 2020

MOVED BY: Trustee Brown that the Education Centre be approved as the venue for interviews, with the necessary accommodations made for COVID-19 restrictions. Carried.

MOVED BY: Trustee French that after a thorough scoring process and completing the matrix, Trustees approve the shortlist of five candidates for interview. Carried.

In tonight's Private Session there was a Labour and OPSBA update.

MOTION: That the Board ratify the agreement with the OSSTF PSSP group.

MOVED BY: Trustee Elliott, seconded by Trustee Godkin. Carried.

Chair's Update

Chair Ruttan stated:

"While this is certainly not the end of the school year we planned for, there is still much to celebrate as we wrap up the 2019-2020 school year. On behalf of the Limestone District School Board, I would like to thank all educators, administrators and school support staff on their continued focus on student well-being and achievement this past year, especially during the recent challenges of emergency remote learning.

While we will not approve a balanced budget tonight, as we typically do at the June Board Meeting because we continue to wait for our Grants for Students Needs funding, our budget work is ongoing. We expect staff will present a balanced budget plan sometime this summer. New meeting dates will be shared once they are available.

Our sincere appreciation to Senior Staff, Managers and support staff at the Education Centre who directly support the work of Trustees. Thank-you to my fellow Trustees for your diligence in your governance role. This past year has seen significant obstacles related to labour, funding and our district response to the pandemic, but also a year of great progress. While year-end celebrations are not the same this year, these virtual recognitions do not in any way diminish the accomplishments of our students and staff.

To those who are retiring this year, congratulations and a sincere thank-you for your service to the students and families of the Limestone District School Board. Best wishes on your new adventures – whatever that might be.

To our graduates, congratulations on reaching a significant milestone in your education journey. While the end of the school year looks different, your new beginning remains whatever you will make of it. To our Grade 12 graduates, in particular, we wish you all health, happiness and much success in whatever pathway you choose.

Finally, it is my honour as Chair, to recognize, on behalf of the Limestone District School Board of Trustees, a very special retiree as we recognize the outstanding career of Director of Education Debra Rantz.

After more than 27 years in public education, Director Rantz will retire from the Limestone District School Board at the end of August. Director Rantz joined Limestone in 2015 after an extensive teaching career with roles as teacher, department head, vice-principal, principal, and superintendent. She also served as Chief Assessment Officer with the Education Quality and Accountability Office (EQAO) prior to joining Limestone.

Currently, Director Rantz sits as an executive member of the Council of Directors of Education (CODE), is Eastern Region Director of the Provincial Council of Directors of Education (PCODE), and served on the Board of Directors for the Ontario Public Supervisory Officer Association (OPSOA). She was also nominated to the Ontario Institute for Educational Leadership.

Throughout her extensive career in public education, and her system and provincial leadership roles, Director Rantz has remained dedicated to our students – and how educators can support students in achieving success and overall well-being. She is an exemplary leader who embraced Limestone from the moment she arrived and helped facilitate the development of the Board's ambitious new vision and strategic pillars of wellness, innovation and collaboration,

which are now embedded in the day-to-day work of serving students. As Trustees, we are so proud of the work on our strategic plan. Now and in the future, I know I will never see at a word cluster without thinking of Deb.

Under her leadership and vision, our school board continues to offer unique and differentiated learning opportunities for all students; delivering initiatives that support student transitions, career pathways, and mental wellness.

Personally, I have admired her complete dedication to our schools. During her tenure in Limestone, despite a busy schedule, she always made time to visit schools and connect with students and staff ensuring she listened and learned, looking for ways to improve their overall experience in Limestone. For Deb, being the Director of Limestone is not just a job, it is a passion!

I would now ask Vice Chair Laurie French to say a few words."

Trustee French stated:

"Thank you Chair for the honour of speaking on behalf of the Trustees to further recognize Director Rantz. Deb, I recall your interview – you were such a strong candidate, choosing Limestone for the next chapter in your career. You brought to Limestone your unique experience and skill from your time with EQAO and I recall the link to student learning being very clear to me. Over the last five years, Deb's leadership through the strategic plan process was a welcome update that was thorough, engaged the community, and was progressive, exemplifying the pillars which the system has since so fully embraced of wellness, innovation and collaboration. The plan moved Limestone forward for both the system and for Trustees to conduct their accountability work across our communities. The pillars reached a level of system engagement that will carry forward for great value and impact. The finishing touch of the rebranding work will also set us up for the future.

A quality in a Director that has been of importance to me through several tenures is the joy of being with students in a classroom – no doubt it was often hard to protect time for this; Deb never lost sight of our reason for being, and her caring nature of students and staff has been appreciated. Thanks so much, Deb, for all that you gave us personally and professionally.

So, on behalf of the Limestone District School Board of Trustees, I would like to extend our most sincere congratulations on your retirement. Thank you, for your excellent leadership to this Board and this district. Like many celebrations this year, we have to recognize your achievements in a different way, but as a gesture of thanks, we have sent you flowers, along with a beautiful piece of student artwork created by Loyalist Collegiate & Vocational Institute Grade 12 graduating student Sawsan Mohammed to demonstrate our gratitude for your years of dedicated service to Limestone. The Trustees also wanted to recognize your enjoyment of golf and well-deserved leisure time for you and for your kind and patient husband Mike, with a golf outing. We hope you enjoy these gifts - Our very best wishes for the future."

Director's Update

Director Rantz stated:

"Thank you, Madam Chair and Madam Vice-Chair.

I would like to begin by acknowledging that recent events have had a tragic and devastating impact on the lives of African, Caribbean and Black people.

These acts of racism remind us of the necessary and critical work that lies before us as a system and in our communities. On behalf of the Limestone District School Board, I want to say that we are sorry that racism was a part of anyone's experience in Limestone.

As a school district, we will work together to confront and challenge privilege, and break down barriers that perpetuate racism.

Staff will share a report on some of our upcoming anti-racism work later in the agenda.

I appreciate, Madam Chair, your kind words on my upcoming retirement.

After more than 27 years in public education, it will be an honour to retire as Director of Education with the Limestone District School Board. During my time here, as well as in each of my capacities during my career, I have approached each through the eyes of a teacher, and it is as a teacher that I retire.

Students have inspired every moment of my work, and I delight in their stories of achievement and well-being. This is perhaps what I will miss most as I leave public education. Seeing the wonder on a student's face as they unlock a new skill or learning. Sharing in their joy as they reach a long-awaited accomplishment. Knowing that together, we have played a part in helping shape and prepare these students for their journey beyond school.

Despite changing conditions and new directions in public education over the past several years, I am proud to say that as a Board, we remain steadfast in our commitment to ensuring our collective work benefits all students across the district.

This has perhaps never been truer than during these last few months during the pandemic and emergency remote learning. Our staff have gone above and beyond to minimize and mitigate the impact of this disruption to normal classroom routines. The extended closure has been hard on everyone, but our staff have done their best to ensure we continued to support everyone's success and well-being even if from afar. As I have said before, we will continue to support students for as long as it takes.

I am honoured to have led the Limestone District School Board over the last five years. Limestone has always had a strong foundation based on mutual respect, open communication and a commitment to supporting our students and staff. I leave knowing that our recent work – overseen by the Board of Trustees – to provide a new vision for Limestone focused on our strategic pillars is making a difference where it matters most – in the classroom. By putting wellness first, by turning innovation into action, and being committed to collaboration, we will continue to support, nurture and enhance student achievement, and student and staff well-being.

Relationships are at the heart of every effective classroom and school. By working together, using our strategic plan as our road map, we are moving closer to realizing our vision to foster engaging and innovative learning where everyone achieves success and well-being – where everyone can see themselves in Limestone. I am confident in Limestone's ability to be responsive and continue to address the unique needs, strengths and challenges of every student in our ever-changing world.

As the school year ends, I would like to thank all members of the school community – educators, support staff, administrators, senior staff, school councils, bus drivers, volunteers, community partners and Trustees – for their ongoing dedication and support of our students. It has been my privilege, and my pleasure, to serve alongside you in Limestone. Thank you.

Madam Chair, that concludes my report.”

Presentation: Recognition of Outgoing Student Trustees

Chair Ruttan stated:

“It is my privilege, on behalf of all Trustees and Senior Staff of the Limestone District School Board to acknowledge the service of this year’s Student Trustees Jessica Crook and Annika Putnam.

Student Trustees Crook and Putnam have expanded their leadership skills around the horseshoe and enhanced efforts to further develop student voice across this school district, as well as at the provincial level through their work with the Ontario Student Trustee Association. They have both made a positive difference around this horseshoe, and have represented the students of the Limestone District School Board with integrity and passion. Thank you both for your work over the past year.

Next year, Trustee Crook will return to her studies at Loyalist Collegiate & Vocational Institute. Trustee Putnam will return to Sydenham High School and the horseshoe, as she is returning as the rural Student Trustee.

To recognize you for your commitment and efforts as Student Trustees, it is my honor to present honorariums in the amount of \$2,500 to each of you. Thank you again for your dedication to Limestone.”

Section A – Matters Requiring Action at the Meeting

1. Consent Agenda

(a) Board Minutes – May 20, 2020

(b) Reports from All Committees:

- i) Special Education Advisory Committee May 27 & June 10, 2020
- ii) Budget Committee – June 10, 2020

Trustee Morning asked about the \$22 million in funding for summer programming cited in the June SEAC minutes. Associate Superintendent McDonnell confirmed that the money for summer programming is new money, directed to students with special needs to ensure continuity of service. This money does not cover new referrals.

MOTION: That the Consent Agenda of June 17, 2020, as presented, be approved.

MOVED BY: Trustee Gingrich, seconded by Trustee Godkin. Carried.

2. Routine Matters

(a) OPSBA Report – Trustee French

Trustee French stated that at the OPSBA Board of Directors meeting on Saturday, May 23, 2020 the following was discussed:

Minister Lecce joined the meeting to address and acknowledge Trustees including questions/responses:

- Reinforced that no student's ability to graduate would occur, and he is proud to those staff stepping up to volunteer for possible redeployment
- While the 40 hours of volunteer requirement has been waived for students, there will be opportunities for students to safely volunteer
- Operational guidance is pending on several key areas including budgets, curriculum and capital funds
- Plans expected by end of June for school resumption in September – considering other jurisdictions and advice from MOH and Sick Kids – awaiting the feedback from the public to establish protocols
- Monies are flowing to deploy devices, and partnerships locally (34 Ontario Together initiatives) to address technology and connectivity
- Considering framework for local boards to adapt to direct re-entry to access belongings, but also access to classrooms on some level
- Summer programming will be available voluntarily
- PD for teachers on remote learning already 25,000 signed up with more available over the summer

President's Report

- Numerous media interviews
- Continue outreach to Minister during pandemic – expressed concerns over lack of engagement of Trustees and Board Chairs

Executive Director Report

- Continued work with Ministry staff during pandemic
- Labour concluded
- OESC

Education Finance

- B and SB Memos released and in place – available electronically
- GSNs pushed back due to negotiations, now related to pandemic – expected to be status quo, but may be amendments as pandemic impacts become clearer
- PPE inventory updates from boards to the Ministry
- Capital construction resumed
- WSIB increased costs and premiums will be a pressure
- Director compensation
- Transportation – concern over driver shortage
- Moratorium on school closures – no indication of release – some one-off conversations where there is particular pressure
- Significant variance in the impacts of pandemic costs – will need local flexibility

First Nations report

- Committee has not met since last BOD

- Equity a significant consideration for many First Nations communities who have restricted entry during the pandemic – this is impacting on many levels, particularly for children, and those needing mental health supports

Government Relations/Communications

- Regular contact with Ministry staff and outreach at the political level during pandemic
- Focus mostly on school closure, re-opening, equity associated with distance learning, mental health supports for students, informing the plan for re-opening by end of June
- Public polling to be conducted by OPSBA will focus on aspects of school closure this year and impacts for re-opening – Ministry seeking feedback collected by boards through Directors as they develop plans provincial

Legislative Update

- Wilfred Laurier research practicum – 3 Master's students working with OPSBA – each board will be contacted – reviewing background with direct contact planned focusing on equity of access to K – 12 education as a result of the pandemic
- Numerous Bills introduced, with Regulatory changes in response to emergency measures - note change to board attendance virtually
- Concerns expressed about level of Ministry and Board/Trustee communications – now committed to weekly calls
- House rises June 2nd until Sept 14th

Policy/Program Update

- FSL initiative continues (teacher recruitment, retention and training) – partnership table continues to meet with unions, and boards are assisting to provide research – 3 Pan-Canadian strategies approved to proceed for 3-year initiatives
- Further input to Math proficiency testing
- Children and Youth Mental Health continue to provide resources and supports, with coalition gathering materials from member organizations for sharing – national roundtable participation

OPSBA Budget

- Significant savings as a result of pandemic
- Implications for rent increases this year as yet unknown
- Discussion on advocacy plan – a number of initiatives had to pause so underspent – continued work this year with further polling and additional activities planned
- Question of how are we planning for the future
- Motion to approve was carried

Work Groups establishment

- Annual determination approved unchanged for Policy Development, and Education Program

OPSBA Priorities

- Multi-year in nature – no new areas but shift in response through activities in response to current priorities in the system

Member board Policy Resolutions

- Near North – Staff do not recommend support as this is operational – recommend use of resources (e.g. OPHEA) and local consideration
- York Region – Anti-racism policy (Black and Indigenous focus) – The Executive Board recommends revision to reflect a more inclusive wording and measures, noting these

go back to the boards to consider if or what they will decide to bring to the AGM based on the feedback – deadline to submit adjusted (30 days prior to AGM)

AGM update

- Must have AGM before end of September – could plan to follow Sept 26th BOD

Joint Policy Development and Education Program Work Teams

- Minutes of April 16, 2020
- Submission to Ministry consultation on Bullying in Schools

OPSBA-OSTA Liaison Committee

- Deadline extended for Student Trustee scholarship
- Election changes (terms and dates)
- Best Practices guideline continues in development

CSBA Update

- Board of Directors met virtually in May – AGM delayed and will take place adjacent to September 27/28 board meeting
- Congress and National Gathering also cancelled for July – considering plans for 2021, proposed for Montreal hosted by QESBA
- Transport Canada work team continues – draft guidelines underway for recommendations related to transportation post-COVID
- Online interview with Senator Stan Kutcher on mental health and well-being during the pandemic and consideration for school re-entry
- Similar interview planned with Shelley Morse, President Canadian Teachers Federation to recognize the outstanding work of teachers during the pandemic
- Several media interviews related to return to school implications as various provinces undertake re-entry

COVID-19/Coronavirus Pandemic and Education Sector Update

The Deputy Minister meets weekly with EDs of School Board Associations – some of the considerations include when, where and which schools to reopen:

- How to reopen schools?
- Continued supports (including mental health) for students, parents and staff
- Appropriate volume and proximity of students and staff, classroom set up
- Catch-up, review and remedial opportunities including expansion of summer offerings
- Continued professional development for staff on distance learning
- Supply inventory of safety equipment
- Use of personal protective equipment
- Cleaning and disinfecting schools
- Transportation
- School cafeterias/breakfast and other food programs
- Use of outdoor space for instruction
- Childcare and afterschool programs
- Increased and unexpected costs including technology/connectivity given to students and families
- Assessment; report cards; EQAO testing
- Access to schools for retrieval of personal belongings
- Remote learning challenges, including access to technology, synchronous learning, etc.

(b) Report from Student Trustee(s)

Trustee Crook:

"The past year I have spent as the Urban Student Trustee has been one of the most amazing experiences of my entire life. Having the opportunity to be a part of the LDSB Board of Trustees was a pleasure. As well as Co-Chairing InterSchool Council and the Advocacy Working Group within OSTA-AECO. I am incredibly proud of all the work everyone has done in the past year and I cannot wait to see the future accomplishments of Limestone. As a Student Trustee it allowed me to see the various difficulties students have along with their advancements. I am extremely grateful for everything that the role of Student Trustee has presented me with and how it has made me grow as a leader and person. It would have been amazing to be with all of you in person today and give you my final thank you and best wishes, but either way I have no doubt the future of Limestone will be very bright."

Trustee Putnam:

"Good evening everyone, I hope you are all doing well. I wanted to take a moment to acknowledge LDSB's staff, students and families who live within the Parham and surrounding areas in light of recent awful events. Please know I am thinking of you. As we approach the end of the 2019-2020 school year it is important to celebrate the accomplishments of members of the Limestone community. This year has been far from what would be considered normal, with strike days, a surplus of snow days and even a global pandemic. But, through it all we have continued to see members of the LDSB community persevere and demonstrate grit. Personally, throughout this year I have learned a lot and have thoroughly enjoyed working alongside everyone around this table. I look forward to continuing to work with all of you in the 2020-2021 school year. Finally, I would like to thank Trustee Crook for all her hard work and friendship this past year. Jessica it has been an honour to work alongside you and I am definitely going to miss having you at the table next year. I hope everyone has a wonderful summer!"

(c) Introduction of Incoming Student Trustees

Student Trustee Putnam stated:

"As we shared at the May Board Meeting, the Limestone District School Board recently held its annual Student Trustee elections. Following a virtual nomination and election process due to the COVID-19 pandemic, secondary students in Limestone selected the following students to serve around the horseshoe for the 2020-2021 school year.

This year included the addition of an Indigenous Student Trustees to represent students with Indigenous ancestry. The Indigenous Student Trustee was selected by secondary students who self-identify as First Nations, Metis, or Inuit.

Student Trustee Crook stated:

"Congratulations to incoming Student Trustees:

- Quannah Traviss, a fifth-year student attending LCVI, who will serve as Limestone's first Indigenous Student Trustee.
- Namirah Quadir, a Grade 11 student attending KCVI/Kingston Secondary School who was elected Urban Student Trustee.
- Annika Putnam, a Grade 12 student at Sydenham High School, who was re-elected in her position as Rural Student Trustee.

We know from experience that it takes courage to step forward and accept the significant responsibility of representing all students of the Limestone District School Board. I know the Board of Trustees will join us in welcoming our new and returning Student Trustees."

3. Reports for Information

a) Kingston Secondary School Update

Superintendent Young reported that construction is now approximately 95% complete. The site is averaging 62 workers on site per day, which is approximately 20 less than pre COVID-19. As to be expected, physical distancing is creating some difficulties in work scheduling of the various trades.

The second and third floors are nearing completion and work on the memorial garden is underway. The exterior site work is progressing, and the sod is scheduled to be completed in the next several weeks. Final completion continues to be scheduled for the end of November.

A drone video was shared with the attendees.

Superintendent Burra stated:

"All these timelines and moving plans are dependent upon provincial and local public health directives related to the COVID-19 pandemic. Assuming no further delays or disruption to the construction timeline, students and staff will move into the new school by the start of the second semester/term. The move must consider the cycle of the school year and minimize the impact on learning and teaching. Work is well underway in terms of planning and managing the significant logistics involved in moving all of the Grade 7-12 students and staff from Vanier/KCVI to KSS. We will provide a further update around the timing and logistics of the move in the fall. In the meantime, as we communicated at the end of April, students and staff will remain at Kingston Collegiate & Vocational Institute (KCVI) and Module Vanier in September."

A Trustee asked what the anticipated enrolment for KSS is. Superintendent Burra stated the expected student body is 1300; the capacity for the building is just over this number.

A Trustee asked if KCVI can accommodate the 1300 students for the fall. Superintendent Burra answered that the KCVI building can hold that volume, and it is about the same number of students as this year. Portables had also been brought in previously to support the volume of students.

A Trustee asked where the portables will go after KCVI closes. Superintendent Burra answered that they will not be needed for KSS. Superintendent Young stated that the portables will be moved to a site that has accommodation pressures.

A Trustee asked if students in the Winston Churchill catchment area will be allowed to attend KCVI if they desire. Superintendent Burra answered that even though the destination secondary school for that catchment areas is now LCVI, they would be allowed to attend KCVI, and later KSS, if they choose.

b) School Re-entry Contingency Planning

Director Rantz noted that there has not been any new communication or direction from the Ministry since the Board package has been released. Boards are still expected to plan for all contingencies, and use the following considerations:

- Plan to open in adapted circumstances with smaller classes and alternate day or week program delivery.
- Support class formation based on collective agreements, so students stay with their teachers for the year.
- Consider how to support adapted delivery and transition to full delivery of in-class instruction.
- Prepare for in-class and remote instruction delivery, and the possibility of shifting between the two modes.
- Consider use of non-classroom space such as gymnasiums and hallways.
- Examine technical readiness and online capacity.
- Work with transportation partners on busing solutions.
- Continue protocols on hand hygiene.
- Assess access to cleaning supplies and personal protective equipment.

Director Rantz highlighted that on May 19, 2020 it was announced that schools would remain closed for remainder of the school year. The Ministry will provide a guidance document for re-entry in the fall.

It was also noted that different areas of the province are at different stages in regards to re-opening.

The Board has been engaged in soliciting feedback from students, families and staff regarding emergency remote learning. By far, the top suggestions for better supporting families were related to improving feedback from teachers; improving direct instruction (from teachers); connecting with teachers and classmates face-to-face; finding solutions to meet the needs of all students (e.g. differentiated instruction); and improving student engagement/motivation. We also heard from educators that additional professional learning in the areas of teaching math online and accessibility of French as a Second Language-specific resources would be beneficial. The Senior Team and Program Team are working together on how best to address these gaps moving forward.

School Boards have still have not received approval of proposed school year calendars, and this is most likely related to the finalization of plans for school re-entry.

The Board has collected good data on families that have trouble with internet connectivity and students that are struggling and will continue to work on solutions.

Superintendent Young spoke to the complex issue of transportation in LDSB, which can include long bus rides in some rural areas. Tri-Board Student Transportation is reviewing

various options, and practices for sanitation, PPE, etc. The transportation model will be influenced by the re-entry plan and how learning will be delivered.

PPE has been replenished from the donations to health care made earlier in the spring.

A Trustee asked if there will there be a contingency plan for families who will not send their kids back to school when they are open. A question was also asked about the effectiveness of communication to families.

Director Rantz answered that all scenarios will be part of contingency planning. She noted that Boards will have to follow the Ministry guidelines and advice of local public health agencies.

LDSB has a strong communication department and has many avenues to give and receive information to and from families.

A Trustee asked if the Board had considered the City of Kingston's transportation schedule as it relates to possible changes in school times. Director Rantz replied that LDSB works closely with the City and will seek input with regards to possible changes.

The plan at present is to keep to a similar busing schedule as has occurred this year prior to COVID. LDSB is not planning on a model that would include multiple runs.

A Trustee asked how social distancing can be maintained on buses, especially in light of not wanting to add runs. Superintendent Young answered that the plan is not certain at this time, and that various models are being explored. He added that being able to only take 9-10 students at a time would dictate that multiple runs would be needed.

Twenty to forty percent of bus drivers are over 65 or in other high-risk categories. There is a shortage of drivers already, and adjustments to the number of runs needed will compound the issue.

Retro fitting of school buses in Ontario for use of guards is not permissible.

A Trustee asked what kind of representation there is for marginalized communities and Indigenous communities on the provincial table for school re-opening. Director Rantz replied that there are a number of planning tables at the provincial level, but that her report referred to the Facilities/Operational table, with representatives from all school boards, including urban and rural.

A Trustee asked if the possibility of using spaces in rural communities for students, so they will not have to travel has been considered. Director Rantz replied that she has not heard of a model like this being suggested at the provincial level.

c) Anti-racism Education in Limestone

Superintendent Babcock introduced Suchetan James, Equity and Inclusion Consultant.

Superintendent Babcock noted that the focus in the Board has largely been on the LGBTQ2+ community for the past few years, with a focused on gender identity, which had emerged as a growing need. The Board partnered with Dr. Airton, and work continues in this

area and the Board has seen the impact of this work. School boards are dedicated to education and training for all types of discrimination.

The Board has engaged in 2 Student Voice Days: 1 for racialized, marginalized and Indigenous youth, and the second focused on gender diversity.

In recent years LDSB has made a shift in our mentor text purchases and recommendations for schools to focus on books that are more inclusive and representational of different race and ethnicities.

Student identity-based data collection was paused due to COVID. The plan had been to administer a survey this year, and to use the data to add to our knowledge about needs in the system, however, we know there is work to be done and we are planning for this to be a focus area in our Strategic Plan for 2020-21.

S. James spoke to the recent death of George Floyd, and the outcry this incident has incited against systemic racism across the globe. S. James has reached out to Indigenous, Black and other racialized educators, and will remain engaged with this group for ongoing planning. The expertise as educators and lived experience will be critical going forward.

Numerous Parents and alumni have also reached out and offered their thoughts on moving forward.

Work on anti-racism will include all affected communities. S. James is working at compiling the resources available in the LDSB area. LDSB will also review other boards to see what is working and not working.

S. James will apply for grants to provide workshops for anti-black and anti-Indigenous racism.

Limestone is committed to equity and inclusion, and acknowledges the importance of confronting anti-Black racism. We recognize the work that continues to be required to eliminate racism in all its forms across our district. To add to the work already being done, the following immediate actions are planned for June:

- Meeting with members of the Black Community to continue to build relationships and to hear their experiences and thoughts regarding anti-Black racism education in Limestone. What is learned through these meetings will inform decisions and planning moving forward.
- Partnering with the Queen's University Faculty of Education Equity, Diversity and Inclusion Advisor for sharing insights and practices for staff professional learning.
- Professional learning session with Grade 9 and 10 English teachers to discuss course literature and how we can incorporate anti-racism awareness and learning through the literature we choose.
- Opportunities for elementary staff to participate in discussions to ask questions and share strategies about how we learn about anti-racism with our younger students.
- Continue to share curated resources with educators.
- Engaging the Equity Advisory Committee regarding its ideas and strategies for moving forward.

Information gathered in the coming weeks, as well as ongoing conversations, will help to inform plans as Senior Staff prepares for the coming school year. Superintendent Babcock

shared that she will be changing the area of focus for the strategic plan for the fall and will be providing more training and resources for staff over the summer and into the fall. She will review School Learning Plans to ensure equity goals are embedded in the plans. Senior Staff will also be reviewing safe schools and progressive discipline procedures.

Superintendent Babcock and S. James will also plan for another Student Voice Day in 2021, focused on racialized students.

The Board has increased the budget for this work to \$275,000 for the next school year.

A Trustee asked what is happening to address issues now. Superintendent Babcock replied that the Board is looking for both short term/immediate and long-term plans to address racism issues. But the short term and immediate actions, that would fall under that review of progressive discipline and safe schools. This issue will be the focus of training with administrators and staff in the fall.

A Trustee asked what challenges are anticipated over the next six months trying to implement or roll out some of these short term plans. S. James answered that there are a number of different formats and training modules out there to be considered. LDSB has to consider its unique situation, as it has a predominately white staff and predominately white classrooms, with very few, in relative terms of Black, Indigenous and racialized students. This will influence the way the Board addresses its training, so part of the challenge is actually trying to find a way that we can centre Black, Indigenous and racialized students in this work. The Board would also like to work with Union partners.

S. James noted that he has never seen such an uptake for change for this issue in the Kingston area as has been happening in the past few weeks.

A Trustee asked if the work is equally addressed with students and staff. They also noted that there is prejudice in other areas such as special education students, and socio-economic status, and asked if this will be addressed as well. S. James replied that all areas of prejudice and discrimination are addressed, but there is an immediate need to address anti-racism.

A Trustee stated that there has been nothing in the report on incidents of accountability or tracking of incidents. The Trustee stated that they feel the Board is missing a large amount of data in this area. The Trustee reported personal incidents of having experienced racism in the Board, noting that fear of reporting is a big issue, as well as those in positions of power not knowing how to address reported incidents. The Trustee stated that the proposed actions are not going far enough, and that the Board should apply more staff and financial resources to address the issue of racism in the Board. The Trustee agreed that encouraging Grade 9 and 10 English teachers to be more inclusive in their courses, will help, but is it enough? What about History teachers, they also need more teaching about Black history in the curriculum.

Superintendent Babcock stated that she agrees the actions in the report are not fulsome, and that more substantial changes are needed, but wanted to have the opportunity for this important conversation this evening. She also agreed that there is learning needed for everyone in the Board, both staff and students.

Superintendent Babcock clarified that there is 1.5 Equity Consultants in the Board, in addition to herself and the Board's Indigenous Education Consultant. She acknowledged that there a need for further spread of resources in the system. It was clarified that data is being

tracked and has uncovered that practices in areas of discipline are not always following the Board's Policies and Procedures, and that will be addressed with administration in the Fall.

A Trustee asked if there is a plan to reach the Limestone communities outside of the City of Kingston. Superintendent Babcock answered that she had not had anyone reach out specifically from a rural area, but the work to address racism will be across all areas of the Board.

Director Rantz addressed the passionate statements made. She assured Trustees that money will never be a barrier for this important work when it comes to addressing equity and inclusion in Limestone.

A Trustee asked if S. James' role addresses all types of discrimination, or only racism. S. James replied that he looks at all discrimination, noting that anti-Black and anti-Indigenous racism has been largely ignored in Canada and is need of immediate attention. He clarified that most of his work is with educators and other staff, though he does work directly with students.

A Trustee stated they would like to see a review of the policy that relates to this issue at first EPOC meeting in the fall. The Chair asked that the request be sent in writing to go forward to the Agenda Planning Committee.

4. Reports Requiring Decision

None at this time.

5. Notice of Motion

None at this time.

Section B - Information

1. Internal Reports and Other Communications

None at this time.

2. External Reports and Other Communications

None at this time.

3. Communications Referred to Committee

None at this time.

4. Requests for Reports and/or Information

None at this time.

5. Other Business

None at this time.

6. Future Meetings

The next meeting of the Limestone District School Board of Trustees will take place on September 9, 2020 at 6 p.m.

7. Other Special Meetings/Events

See agenda listing.

8. Adjournment

Chair Ruttan called for a motion to adjourn the meeting.

MOVED BY: Trustee Gingrich, seconded by Trustee Hutcheon, that the meeting adjourn.

The meeting adjourned at 8:35 p.m.