



REGULAR BOARD MEETING MINUTES – APRIL 28, 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 Hutcheon. 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 – March 24, 2021
- 3.1.2 Education, Policy and Operations Meeting – April 7, 2021

MOVED BY: Trustee McGregor and seconded by Trustee Morning, 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 –Superintendent Young provided a property update.
- 4.3 OPSBA Update – Trustee French provided an OPSBA update.
- 4.4 Labour Update – Director Burra provided a labour update.
- 4.5 Personnel Update – Director Burra provided a personnel update.

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 Gingrich and seconded by Trustee French . Carried.

PUBLIC MEETING

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)	M. Babcock, Superintendent of Education K. Burra, Director of Education S. Gillam, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Senior, Admin Assistant, Producer J. Silver, Superintendent of Education K. Smith, Communications Officer C. Young, Superintendent of Business Services
Guests:	Recorder:
Bryan Lambert,	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 due to ongoing provincial stay-at-home order.

Chair Ruttan called upon Trustee Brown to present the Acknowledgement of Territory: “I wish to acknowledge that both the Limestone District School Board Office and my home are situated on the traditional lands of the Anishinaabe and Haudenosaunee. To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies.

The First people called this land, Cataraqui, meaning meeting place on the flat rocks. As we meet, may we be aware of the significance of this land to the Indigenous people who lived and continue to live upon it...people whose practices and spiritualities were tied to the land and continue to develop in relationship to the land and its other inhabitants. During this difficult time of pandemic, we take solace in the natural surroundings: lakes, rivers, trees, birds,

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.

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animals etc. I encourage you all to spend time researching and reflecting on this land. Consider your positionality and how you can contribute to the work of decolonizing our institutions and minds.”

6. Adoption of Agenda

MOVED BY: Trustee Morning and seconded by Trustee Elliott, that the agenda, as presented, be approved. Carried.

7. 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 Student Support Teacher with the LDSB and a member of ETFO.

8. Private Session Report

Vice-Chair Gingrich stated that at the EPOC Meeting of April 7, 2021, Trustee French provided an OPSBA update. There was no other business conducted or motions passed in Private Session.

In Private Session earlier this evening, the Private Session minutes from the Regular Board Meeting of March 24, 2021, and from the EPOC Meeting of April 7, 2021 were approved,

Associate Superintendent Gillam provided a safe schools update.

Director Burra provided a labour update and a personnel update.

Trustee French provided an OPSBA update.

Superintendent Young provided a property update, resulting in the following motion being passed:

MOTION MOVED BY: Trustee Godkin and seconded by Trustee that Trustees authorize the Superintendent of Business to negotiate and execute the sale of surplus property in

accordance with the details in the April 28, 2021 private session property report. Carried.

Additional details will be made public when available.

There was no other business conducted or motions passed in Private Session.

9. Chair's Update

Chair Ruttan stated: "Although currently in remote learning, many schools recognized Earth Day last week with a variety of virtual activities and events. It was fitting that as we celebrated Earth Day, Limestone's ongoing partnership with the City of Kingston was recognized as among the top 50 environmental sustainability projects in Canada. The Kingston Transit free student bus pass program, which began for high school students and was later expanded to include all students regardless of age, was named to the Clean 50 list of environmental projects. The student bus pass program was credited for demystifying the transit system for many youths who, without it, would not get on the bus. This is in large part due to the customized orientation program led by LDSB Sustainability Initiatives Coordinator Dan Hendry. In addition to allowing students to ride the bus to access recreational programs, volunteer opportunities, jobs, or school programs, and creating greater accessibility for Kingston-based field trips during pre-COVID times, the program is also a win for sustainability and active transportation. High school bus ridership increased from 28,000 to close to 600,000, which, prior to the beginning of the COVID-19 pandemic last year, accounted for about 10 per cent of Kingston Transit passengers.

Trustees held the first of several Budget Committee meetings last week to prepare for the approval of the 2021-2022 operating and capital budgets. Trustees were provided with an overview of feedback received from the recent budget survey which was open to students, families, staff, and the broader public. The board received 647 responses – 380 of which were from families and students. Forty-eight students responded to the survey which was wonderful to see. Participants provided Trustees with valuable feedback on the areas they feel are most important including mental health and well-being, reading, and writing skills, the arts, math, and outdoor education. Thanks to everyone who took part in the survey to help inform our work on the budget.

On behalf of all Trustees, I want to thank all staff in Limestone for their incredible work to once again transition students back to remote learning. Although this is the third time staff have

been directed to pivot to virtual teaching and working over the past year, it is still a challenge. We know it has sometimes been difficult and even overwhelming. We tip our hats to all staff for always doing their best for students, families, and each other. Thanks also to students and families for their patience and understanding as we all navigate these changes together. And that concludes my report.”

10. Director’s Update

Director Burra stated: “Good evening Trustees and members of the viewing public.

At the start of last week, after the April Break, Limestone pivoted for the third time in the past 13 months into a remote or virtual format for teaching and learning. This transition occurred much more effectively and efficiently than the previous two times. This is a credit to Limestone staff who continue to support teaching and learning, and virtual social interactions between students. This consistency is critical to support the mental health and well-being of students. It should be noted that synchronous learning is a challenge for some educators, students, and families, particularly those with young school-aged children at home. It is critical that we continue to support students, families, and staff through this most recent emergency, stay-at-home order. Many families are strained by the current circumstances and not having children attending school every day. The pandemic continues to expose and exacerbate existing inequities, and as a school system, we must continue to do our best to provide critical educational services during the pandemic.

At this point, we do not know when schools will reopen to all students. It is our understanding the provincial government will use a number of public health indicators to make a decision. There is no question that the provincial health-care system is beyond stretched by this third wave of the pandemic. Critical care units in local hospitals are at capacity with COVID patients from outside our region.

Tonight, we will provide Trustees with an update regarding a number of pandemic related items, including the return of some students with significant special education needs to in-person instruction at the start of this week.

I would now like to provide Trustees with some other updates:

- Trustees will remember that in preparing for staffing of schools for 2021-2022, families with secondary students were surveyed regarding whether they would prefer a remote or virtual learning model. Later this week, we will be reaching out to elementary families to get

the same information for 2021-2022.

- o Earlier this year, some schools were identified with traffic concerns around the school. As I have shared with you previously, the board works closely with our partners at the City of Kingston to help ensure safe passage to school for all students especially where there are pedestrian and/or traffic congestion issues. I am pleased to share that the City is implementing several traffic calming measures around several schools and will involve various combinations of traffic calming bollards, speed display devices, and road markings including text that reads "School Ahead' 40 km/hour" and other paint marks that signal to a driver to use caution and slow down. Each of these measures is intended to encourage slower vehicle speeds and bring heightened awareness to the school zones around Sir John A. Macdonald Public School, LCVI, Calvin Park Public School, Centennial Public School, Truedell Public School and Elginburg & District Public School. We are grateful to the City and Kingston Police for working with us to help ensure student safety.

- o In a time of significant need within the community, I am very pleased to let Trustees know that the Limestone District School Board received three awards at the virtual United Way KFL&A Workplace Volunteer Awards & Appreciation Luncheon held earlier this month. Limestone received the Diamond Leadership Award for workplaces with 10 to 24 Leaders of the Way. Leaders' gifts represent donations of more than \$1,200 and represent 38 per cent of the campaign achievement. Limestone also received the Sandstone Achievement Award for campaigns that raise more than \$50,000. In 2020, Limestone employees surpassed our campaign goal, raising \$53,379, making this year's campaign one of our most successful in recent years. As such, Limestone was also awarded the Most Improved Award in the education sector.

- o Last week, the Limestone Learning Foundation funded a presentation by Holocaust Survivor Elly Gotz where he presented on the topic "Learning from the Past to Counter Hate." Almost 100 classrooms at all 11 high schools in Limestone participated in the virtual event. This translates to about 2,000 students. Response to the presentation has been overwhelmingly positive and students and staff who attended indicate the overarching message of countering hate, racial prejudice and anti-Semitism were profound. This is another way in which Limestone is working to bring anti-racism teaching and learning to every student. We thank the LLF for its support of this important work and future, potential speakers presenting to students on critical topics.

Thank you, Madame Chair, that concludes my report.”

A suggestion came forward that the Board consider sending an appreciation letter to the Limestone Learning Foundation for bringing anti-racism teaching and learning to every student and supporting Limestone in this important work. The Chair and Director agreed to send a letter.

11. Presentation – SPECIAL EDUCATION and COVID-19 UPDATE

Superintendent McDonnell advised that she will be sharing information related to face-to-face learning that has been occurring across the district. The Ministry of Education has once again provided direction to district school boards, so the great majority of our students are learning remotely and that does include our students with special needs. As part of that remote learning, any student with an Individual Education Plan (IEP), will have that IEP implemented by the classroom teacher, along with any other supports that student may actually normally access in the school. However, the Ministry has also noted that there will be a very small and select group of students who actually cannot benefit or access remote learning, and in Limestone, those students have been accessing full time self-contained district programs and school to community services, in both the Elementary and Secondary panel. A decision-making tool was utilized by in school teams to make school-based decisions. The types of things that would be considered would be directly linked to the type of programming the student would need in order to be successful. Each of the considerations would be linked to the student’s IEP. Superintendent McDonnell noted that there were 163 students learning in person that span 28 sites across the district.

Director Burra updated Trustees on vaccinations for LDSB staff. He stated that the eligibility criteria for staff vaccination is set by the province and communicated to Public Health and the public, as well as school boards. Director Burra noted that as detailed in a provincial memo, the provincial government has permitted Special Education workers in schools who provide direct daily support to students with special education needs to receive COVID-19 vaccination, in our region. The definitions provided in the Ministry memo specified that education staff who provide direct supports to students with complex special needs are defined as those who support students who meet one or more of the following criteria:

- who require support with activities of daily living, including health and safety measures
- are unable to wear masks for medical reasons

- have complex medical needs
- cannot be accommodated through remote learning

Director Burra noted that to date, over 600 names of LDSB employees have been shared with KFL&A Public Health for prioritized vaccinations. Expanded vaccinations for the broader education sector in KFL&A are anticipated later in May but will be dependent on supply.

Associate Superintendent Gillam stated that with the return of some students to face-to-face learning, safety of staff and students was paramount. Screening has been determined to be a very powerful action that can be taken to ensure that student with symptoms and staff, for that matter, are not coming to school when they do not pass the screener. As staff have returned to face to face in this new phase, all staff receive a daily email that asks them to identify the school they are attending, and that they have passed screening. What is new, is that now all elementary and secondary families with students who are receiving special education programming also receive a daily email to confirm the student has passed screening before attending school. This is tracked by the Principal. Recognizing there may be problems with electronic versions, families are able to provide a written or verbal submission.

Associate Superintendent Gillam indicated the personal protective equipment (PPE) expectations are that all staff are required to ensure they wear masks and shields or goggles for eye protection. Public Health has been a strong advocate of this from the very beginning. We are working diligently with staff to make sure they have the proper PPE to make sure that they are working safely.

Asymptomatic testing is being provided in both Napanee, Lennox and Addington area, as well as the Kingston area, to families of schools on a regular rotation. That testing is available to all students who have returned to face-to-face learning.

Director Burra updated Trustees on remote and virtual support for families as it relates to the Internet and devices. In the system over 4,500 different devices have been provided to families to support students in remote learning during this period right now. Also, for those families that do not have access to any Internet service whatsoever, almost 350 families have been supplied Internet.

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

12. Consent Agenda

12.1 Board Minutes

12.1.1 Regular Board Meeting – March 24, 2021

12.1.2 Special Board Meeting (I) –April 7, 2021

12.1.3 Special Board Meeting (II) – April 7, 2021

MOVED BY: Trustee Godkin and seconded by Trustee Morning that the minutes listed in the Consent Agenda, as presented, be approved. Carried.

12.2 Reports from all Committees

12.2.1 Special Education Advisory Committee – March 10, 2021

12.2.2 Education, Policy and Operations Committee – April 7, 2021

12.2.3 Budget Committee – April 21, 2021

MOVED BY: Trustee McGregor and seconded by Trustee Hutcheon that the committee minutes in the Consent Agenda, as presented, be received. Carried.

13 Routine Matters

8.1 OPSBA Report - Trustee French updated Trustees on a number of provincial items:

The Board of Directors met on Saturday, April 24, 2021.

There was an excellent presentation by Dr. Josh Tepper, who is the Education Health Advisor to the Minister, and as well as the Assistant Deputy Minister Julia Danos, who came and spoke on reopening schools and education sector vaccinations. They did reinforce the Ministry's approach that schools will be the last to close and the first to open. They spoke about the free emergency childcare and supports for students with special education needs. She indicated they talked about the ongoing significant collaboration with the health sector, asymptomatic testing, and their goals. With respect to vaccine rollout, Trustee French noted a few points: this would be expedited in the hotspots, and for those students with special needs (especially those who cannot wear masks or with complex medical needs); vaccine is in limited supply, being driven by the rates of cases in different areas of the province; talked about a detailed

ethical framework for decisions being made in prioritizing. She will share the slides with Trustees once she receives them.

OPSBA's work continues on the anti-racism plan. They are preparing for their internal audit, similar to the CSBA, looking at their structures and processes.

They have completed the advocacy days that were done electronically, now with all four political parties.

With respect to Grants for Student Needs (GSNs), they spoke about the consultation that was submitted outlining concerns across the boards.

From Finance, they are still hoping for GSNs by the end of April. They also referred to the release of the federal and provincial budgets, and at a high level, it appears that there are education impacts at a 2.3% increase.

The increases for our third year collective agreements were included. The employee owned benefits, the surplus that existed, is now transferring to the employee Life Health Trust that was established, so that closes out that development in Ontario.

The Indigenous Trustee Council provincially, was invited to attend several Ministry consultations, which is a good sign because they had not been as engaged in some of the decision making, in particular they talked about destreaming Grade 9 Math and the impact on Indigenous students, as well as finding qualified Indigenous language teachers.

In the legislative update, in reference to Bill 260, *the Stopping Harassment and Abuse by Local Leaders Act*, and while this excludes Trustees at this time, is now targeted at municipal councils who do not have a code of conduct like Trustees have, so they are looking at much more serious penalties to what Trustees face. They are looking at financial penalties, suspension, and removal of office. It is at first reading.

The update on Policy Program, there was discussions happening around standardized international testing and debate on modernizing the Ontario Secondary School Literacy test (OSSLT). There is a practice test available, so if you want to know how you would fare with the OSSLT that students take, it is there for you to try out.

There is a discussion paper that is happening within OPSBA, that is very broadly looking at advice on online learning in general, with respect to the TVO/TFO proposal. There is an advisory group that has been struck to adapt the discussion paper now, considering what is happening and what is being discussed at the provincial level. This is including the Indigenous Trustee Council and a number of the education program team. There is a significant

component to the student experience survey that is being done with respect to online learning. The concerns that are being raised in the media are something that we are going to be able to respond to.

The OPSBA AGM will be held electronically on June 12, 2021 and Trustee French hopes that some of the Trustees will be participating. The member board policy resolutions, and there were four, submitted provincially, including Limestone's, with respect to affecting the policies that limit Indigenous Trustees on school boards. The executive reviewed them, and one was felt to be already underway, but the other three were recommended to go forward, including Limestone's. The other two were: funding for anti-racism research; and mandatory Black heritage in social studies and history curriculum provincially.

Project Compass continues in the survey. She thanked all those Trustees who participated.

The CSBA report talked about anti-racism acknowledgement that we are doing at CSBA and self-assessment at the national level that we will be sharing with boards.

The virtual advocacy day is underway.

The virtual Indigenous Trustee gatherings and Congress is July 7-9, 2021 so please mark your calendar. This will be three afternoons of electronic meetings, on three different topics around Indigenous education and anti-racism.

They talked about the Manitoba situation and the legislation to propose elimination of school boards and how that is linking some of the Ontario conversations.

The last thing Trustee French wanted to bring forward was around the TVO/TFO proposal and some of the concerns we are hearing around the media, is that a template has been provided to Trustees. Through the Chair, would the Board send the letter to MPPs and copy the Minister of Education and OPSBA, as proposed. Also, it is suggested for a template to go to parents, because there is significant concern from many parent groups provincially as well, and if there is interest, we could engage with Limestone's Parent Involvement Committee, to see if they would be interested in submitting something as well.

When asked, Trustee French clarified that it is the intent that the letter be sent on behalf of the board by the Chair, however, Trustees may wish to submit their own letter as well.

Director Burra confirmed the template letter that OPSBA has provided could be shared with PIC Trustee representative Trustee Hutcheon and staff contact Associate Superintendent Sartor, who could share the template with the co-chairs on PIC for further discussion.

8.2 Student Trustee Elections 2021-2022

Bryan Lambert, Inter-School Administrator Advisor stated that through the outstanding leadership efforts of our current Student Trustees, Trustees Putnam, Quadir and Traviss, Limestone now has three outstanding incoming Student Trustees for next year. The current Student Trustees' leadership within our Limestone Inter-School Council helped to bring student voice from all corners of the board. Of significant note is the increased participation by our northern schools this year. B. Lambert stated that he has been the role of Inter-School Administrator Advisor for 13 years and this is the first time there has been really great engagement across the board from both the rural and urban schools.

Due to the COVID-19 pandemic, similar to elections for the 2020-2021 school year, Student Trustee elections were held virtually. The current Student Trustees, in addition to promoting the Student Trustee position, also hosted the first ever two evening information sessions where students could drop in and ask questions. There was a short presentation about the role of the Student Trustee, and those sessions were very well attended, even by students that did not end up running for a position. It was great to see lots of interest.

This year, Limestone saw its largest and most diverse group of students running for Student Trustee. There were nine student candidates in total who ran for one of the three Student Trustee positions.

The Indigenous Student Trustee election was held April 8, 2021. Breanna Roy, currently in Grade 11 at Napanee District Secondary School, was elected by her peers. The Urban/Rural Trustee election was held April 20, 2021. Shana Johnson, currently in Grade 11 at North Addington Education Centre, was elected by her peers for the position of Rural Trustee. Tanesha Duncan, currently in Grade 11 at Loyalist Collegiate & Vocational Institute, was elected by her peers for the position of Urban Trustee.

Current Student Trustees will work with the incoming Student Trustees over the next few months to provide mentorship and learning opportunities. Student Trustees are also supported by the LDSB Inter-School Council and Student Trustee Admin Advisor. The 2021-2022 Student Trustees will begin their role in September 2021.

8.3 Report from Student Trustees

Student Trustee Quadir stated: "Good evening. To begin, I would like to extend my heartiest

congratulations to Tanesha Duncan from LCVI on being elected as our Urban Student Trustee for the upcoming term. As I near the end of my own term, I am ecstatic to see how Student Trustee Duncan will create her legacy as a Limestone District School Board Trustee as the powerful, driven, and delightful student and citizen she is. I would also like to thank our teachers, administrators, educational assistants, adolescent care workers, and all other staff who have gone out of their way once again to support our students in returning to a virtual setting for school. As per my recent involvements as a student trustee, I was deeply proud to represent our board and Eastern Ontario at the Ontario Public Supervisory Officers' Association's conference last week titled Embracing Equity; Moving from Words to Action, where I spoke on a panel about student experiences with discrimination and empowerment. I would like to thank our board for granting me this excellent opportunity to connect with students and supervisory staff from across the province on how to take meaningful action in the realm of anti-oppression and equity work."

Student Trustee Putnam stated: "Good evening everyone. I hope you are all staying safe and well. To start off, I would like to congratulate North Addington Education Centre Shana Johnson on her election of Rural Student Trustee for the 2021-2022 school year, I am so excited to see where she will take the role. We also wanted to extend a huge thank you to all students, parents and staff for their flexibility and understanding when readapting to online learning. This school year has been far from normal, but we are approaching the finish line rapidly with each coming day. In connection with the end of the school year at our last meeting, Inter-School Council members discussed graduation plans at their schools. It seems like all of our LDSB schools plan to honor this year's graduates in unique and fulfilling ways. Due to the ever-changing circumstances students are aware that graduation plans can change at any given time but are hopeful that they will be able to celebrate their graduation in one form or another."

Student Trustee Traviss stated: "Hello everyone, hope you are all well. Much like my fellow Student Trustees, I want to start off by congratulating Breanna Roy from Napanee District Secondary School for being elected as Limestone's second Indigenous Student Trustee. I have seen her passion for student leadership first hand through our Indigenous youth drop-in, and I want to wish her all the best in the 2021-2022 school year. Over the past few months, a Grade 10 student named Julia Kolosov from Kingston Secondary School has been spearheading a mentorship program for Indigenous youth from across the school board. Seeing these initiatives pop up on their own is the kind of thing that inspires us all to do the work we do, and I am

grateful to have had the opportunity to work with Julia and all the Indigenous students who have worked to make this happen. Thank you.”

14 Reports for Information

14.1 Interim Financial Q2

Superintendent Young stated that the 2020-2021 Interim Financial Report was presented to the Board on January 27, 2021 and provided updated revenue and expenditure information from the budget to the revised estimates, as well as operating expenditures for the period ending November 30, 2020 (Quarter 1).

Manager Baumann directed Trustees to the 2020-2021 Interim Financial Report for the period ending February 28, 2021 (Quarter 2), which has been presented in a similar format as the 2020-2021 operating budget, indicating the amount spent by expenditure category and the associated percentage.

As at Quarter 2, \$125,870,289 of the \$261,682,447 operating budget or 48% has been spent. The expenditures are based upon items paid within the stated period. Certain expenditures may be non-cyclical in nature, which may lead to higher or lower expenditures within a given period. *(See Appendix 1 for more information.)*

The 2020-2021 interim financial report for Quarter 2 indicates a spending level of 48%. This is comparable to the 49% spending level reported for the same period last year.

The Board is on target to end the 2020-2021 fiscal year within the budgeted deficit of (\$1,054,527).

14.2 Board Motion Update

Superintendent Babcock stated that at the Regular Board Meeting of November 11, 2020, the following motion was passed:

That as part of the continued strategic plan progress aligned within the Wellness Pillar, section 2.2 Equity and Inclusion, the Board requests LDSB staff undertake to engage the Black community in Limestone DSB, be it in consultation or an ongoing caucus to be formed similar to the Indigenous Education Council, to provide input and advice on actions to address racism in our schools, and barriers to equitable experience.

Superintendent Babcock advised that with that motion, she wanted to update Trustees.

The first meeting was held using MS Teams on March 31, 2021. Msenwa Mweneake, Equity and Transformation Lead for Family and Children Services, is partnering and co-chaired the meeting, and will continue as co-chair. There were 21 participants. The evening began with introductions including the role and/or the organization the person represented. This was followed by participants being placed randomly into break-out rooms to discuss and answer the following three questions: (1) Please share your organization's connection to the goal of improving the support of Black youth in KFL&A; (2) Please share personal and/or work experiences regarding anti-Black racism in KFL&A; and (3) What guidelines and/or recommendations would you suggest to help move a community advisory committee forward for supporting the achievement and well-being of Black youth in KFL&A? Superintendent Babcock noted that she did not enter the break-out room, as her lived experience and her identity is not Black, and it is really important for her to recognize her place in this space.

One participant for each group recorded the participants' thinking and provided these at the end of the evening. The group gathered for a wrap-up to share highlights from their conversations.

A follow-up survey was distributed to participants a few days later thanking them for their participation, asking for any additional comments, and inviting them to identify anyone they thought should be included for the next meeting. The survey closed April 19, 2021.

Responses to the March Focus Group meeting have been very positive and respondents expressed appreciation for the opportunity to come together and to network with other Black citizens and Limestone District School Board to better support Black youth in KFL&A. They shared how much it was appreciated that folks be able to share strategies and resources as a network rather than work individually and independently in their respective roles. The group also identified that they themselves experience privilege and that not all groups within the Black community were represented at the meeting.

Trustee Brown, who also participated, stated it was a pleasure to be at that meeting. When they entered the break-out rooms, she indicated that people were able to speak freely, and it was interesting to hear what they had experienced. But as Superintendent Babcock had noted, the people who were there, were a privileged group, and there is a certain group who is missing. We must do our work to make sure to bring to the table those who were missing.

Chair Ruttan thanked Superintendent Babcock for her report and called upon Trustees for any comments or questions.

15 Reports Requiring Decision

None at this time.

16 Notice of Motion

None at this time.

SECTION B – Information**17 Internal Reports and Other Communication**

None at this time.

18 External Reports and Other Communications

- 18.1 Correspondence to Minister Stephen Lecce, dated March 26, 2021, from Parents for Mask Free Education, re: Mandatory Masks and Social Distancing. This was provided to Trustees for information.

19 COMMUNICATION REFERRED TO COMMITTEE

None at this time.

20 REQUESTS FOR REPORTS AND/OR INFORMATION

None at this time.

21 BUSINESS ARISING

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.”

Trustee Quadir spoke to her motion: “I acknowledge that our board already has in place an anonymous reporting system, in putting forward this motion. That being said, I think it is important for us to have a public facing discussion about the relevance of such a reporting system that tracks all incidents and allows the board to address trends and discrimination based incidents occurring across our community of schools. Upon reflecting on the student voice that was collected from June to September of 2020 and shared at the October Board meeting, and comparing that to comments and reports put forward by LDSB alumni in the past, it is evident to me that incidents of this nature continue to occur because they are not being tracked year to year and addressed accordingly. I also feel strongly about providing the opportunity for students

to report to someone other than a teacher or an administrator who may be able to look at their experience from an equity lens as well as a perspective that is less biased or impartial than that of a staff member with whom the student has frequent or direct contact. Determining the format of this reporting system of course extends past my level of expertise, but I do feel inclined to bring student voice to the table to express why this action is so critical and will be a significant part of our board's equity plan moving forward. Thank you.

MOTION: 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."

MOVED by Trustee Brown and seconded by Trustee Elliott. Carried.

22 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.

23 ADJOURNMENT

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

The meeting adjourned at 8:22 p.m.