

Regular Board Meeting Minutes – April 23, 2025

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd J. Maracle K. McGregor J. Morning J. Neill (regrets) S. Ruttan C. Scott A. Bukhari (Student Trustee) (regrets) R. Kolosov (Student Trustee) (regrets) S. Kumar (Student Trustee) (regrets)	K. Burra, Director of Education S. Gillam, Superintendent of Education A. McDonnell, Superintendent of Education T. McKenna, Associate Superintendent S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services (virtual)
Guests:	Recorder:
	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Vice-Chair Godkin called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE AND PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee Godkin and Trustee McGregor. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

Vice-Chair Godkin asked Trustees if they had a conflict of interest to declare with any of the agenda items. There were no conflicts declared.

4. ACTION ITEMS

4.1 Regular Board Meeting Minutes (private) – March 26, 2025

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

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5. FOR INFORMATION

- 5.1. Safe Schools Update – Superintendent Gillam provided a Safe Schools Update.
- 5.2. Personnel Update
- 5.3. Labour Update – Superintendent McWilliams provided a labour update.
- 5.4. Legal/Property Update – Director Burra provided a legal and property update.
- 5.5. OPSBA Update

6. REPORT TO PUBLIC SESSION

Vice-Chair Godkin called for a motion for the Board to rise and report.

MOTION: That the Board rise and report.

MOVED by: Trustee Scott. Carried.

PUBLIC MEETING

Roll Call:

Trustees:	Staff:
G. Elliott – excused himself at 7:15 p.m. B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd J. Maracle K. McGregor J. Morning J. Neill S. Ruttan C. Scott A. Bukhari (Student Trustee) R. Kolosov (Student Trustee) (regrets) S. Kumar (Student Trustee) (regrets)	K. Burra, Director of Education P. Carson, Manager of Financial Services M. Crothers, Communications Consultant S. Gillam, Superintendent of Education A. Grange, Communications Consultant S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education T. McKenna, Associate Superintendent S. McWilliams, Superintendent of Human Resources J. Silver, Superintendent of Education C. Young, Superintendent of Business Services (virtual)
Guests:	Recorder:
Gillianne Mundell, Indigenous Elementary School-Based Learning Coach Adam Andrecyk, Vice-Principal Incoming Student Trustees; Mia Comeau and Siham Ismail	S. Mitton, Executive Assistant to the Director and Trustee Liaison

Chair Hutcheon welcomed everyone to the Regular Board Meeting and called the roll.

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She called upon Trustee Godkin to provide the Land Acknowledgement: "The Limestone District School Board is situated on the traditional territories of the Haudenosaunee and Anishinaabe. 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. As I have mentioned previously, I have love and respect for Indigenous People and a deep appreciation of the land."

7. ADOPTION OF THE AGENDA

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

8. DECLARATION OF CONFLICT OF INTEREST

Chair Hutcheon asked that if Trustees have a conflict of interest, could they please identify the item number. There were no conflicts declared.

9. DELEGATION/PRESENTATION

9.1 Learning from the Land Through the Four Seasons

Superintendent Gillam introduced Indigenous Elementary School-Based Learning Coach, Gillianne Mundell. She began by sharing some background information about herself. She shared that she feels privileged to be working with kids and helping them connect with the land.

Ms. Mundell shared an overview of a "year at a glance", and reviewed some examples of the focus of each of the four seasons:

- | | |
|---------|--|
| Fall: | Relationships – developing meaningful connections with the land, plants animals and each other.
Big ideas – tobacco teachings, Haudenosaunee creation story, nature norms and bundles, sit spots, honouring the harvest moon. |
| Winter: | Respect – for oneself, others, and the land – discovering light amid darkness.
Big ideas – the Winter Solstice, storytelling, fire, making, honouring the Spirit Moons, making evergreen teas. |
| Spring: | Reciprocity – understanding the interconnected relationships that exist on Mother Earth.
Big Ideas – plant medicines, honouring the maple, frog and budding moons, celebrating the gifts of water. |

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Summer: Relationships – How can I contribute to meaningful change? What are my duties in ensuring we honour the well-being of the next seven generations?
Big ideas – Land Commitments, the Summer Solstice, National Indigenous Peoples Day, honouring the Strawberry Moon.

Ms. Mundell emphasized the importance of connecting the land-based learning to curriculum. She concluded her presentation by sharing some personal stories about her experiences teaching elementary students.

10. PRIVATE SESSION REPORT

Earlier this evening during Private Session:

- The private session minutes were approved from the Regular Board Meeting of March 26, 2025.
- Superintendent Gillam gave a Safe Schools update.
- Superintendent McWilliams gave a Labour update.
- Director Burra gave a Property and Legal update.

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

*MOVED By Trustee Godkin and seconded by Trustee Neill that the Private Session Report be received.
Carried.*

11. APPROVAL OF MINUTES

11.1 Regular Board Meeting Minutes – March 26, 2025

*MOVED BY Trustee Scott and seconded by Trustee Lloyd that the minutes, as presented, be approved.
Carried.*

12. REPORTS FROM OFFICERS

12.1. Chair's Report

Chair Hutcheon stated: "Good evening, I would like to begin this report by recognizing the exceptional resilience demonstrated by our staff and students during these challenging times following the recent cyber incident. Their unwavering dedication and adaptability have been truly commendable, and I am confident that we will emerge stronger from this experience.

Looking ahead, we anticipate an exciting season for our school communities. Our staff and students are preparing for a variety of extracurricular activities designed to enrich our educational environments and

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foster a sense of community. From sports to arts and academic clubs, there is something for everyone to look forward to.

Yesterday, April 22 was Earth Day. Recognizing Earth Day is crucial in fostering a sense of responsibility and awareness among our students, helping them understand the impact of their actions on the environment. It was wonderful to see many students, staff, and school communities celebrating Earth Day across our district.

As graduation season approaches, the Board is enthusiastic about celebrating the achievements of our graduating students. Their dedication and hard work have led them to this significant milestone. We are keen to honour the accomplishments of our Specialist High Skills Major students, Limestone Student Achievers, and Staff Awards at the upcoming Board and Committee meetings in May and June.

We extend our sincere gratitude to students, families, and staff for their continued support and commitment to our school communities. Together, we will navigate these challenges and celebrate the successes that lie ahead.

That concludes my report.”

12.2. Director’s Report

Director Burra stated: “Good evening, Trustees and the viewing public. We apologize for the inconvenience of not being able to broadcast this evening live due to our current cyber incident, but we will make a recording of the meeting available in the coming days. I have a number of updates for this evening’s meeting.

We are still eagerly awaiting provincial budgetary information. The hope was that this information would be released shortly after MPPs returned to Queen’s Park. The longer the delay, the greater the challenge for us in meeting our needs in preparing for the 2025-26 school year. This information is vital for our planning purposes in preparing for the next school year. I know Superintendent of Corporate and Staff Services Young and Manager of Financial Services Carson, and their teams, will do the best they can to unpack the funding and the local implications in Limestone, and allow us to continue planning once the information is made available. That being said, further delays do impede our staffing processes.

I have a few highlights of recent events to share with Trustees this evening. First, On April 16, The LDSB Entrepreneur Showcase was held at Mitchell Hall at Queen’s, featuring innovative student businesses and products, with opportunities for students to pitch their ideas to local community partners and receive valuable feedback.

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The Ministry of Education's Entrepreneurship Education Pilot Projects aim to promote entrepreneurship education for Grades 7 to 12 students, fostering an entrepreneurial mindset and skills to run a business or social enterprise. Developed in partnership with local industry and community organizations, these projects support all students, including those with disabilities and special education needs, in today's changing economy. The objectives include encouraging innovative initiatives, fostering collaboration with industry partners, supporting student business plans, and promoting engagement in entrepreneurship, particularly in STEM and skilled trades. Limestone had 20 students participate in the pilot.

The Limestone District School Board and Queen's University hosted Neurovibes - A Night Exploring Neurodiversity on April 3, 2025, at Katarokwi Learning Centre. This free evening event, open to students, staff, and family members, provided guests with opportunities to learn more about neurodiversity, neurodiverse-affirming practices, and supports within our community. There were speakers from the LDSB and Queen's, a neurodivergent speaker panel, community partner displays, and more.

Next week at the United Way Workplace Volunteer Awards luncheon, Limestone will be given two awards: first an award honouring the 10-24 Leaders of the Way who contributed over \$1500 to the fundraising campaign, and a Sandstone Achievement Award acknowledging that Limestone contributed between \$50,000 and \$100,000 to the most recent campaign. The work of the United Way is of critical importance in supporting some of the most vulnerable members of the communities we serve, and I am proud of our collective efforts to support critical services for so many of the families that benefit from the work of the United Way.

I would also like to publicly acknowledge the tremendous work of the LDSB Integrated Technology Services staff. Given the impact of a recent cyber incident, the ITS staff have demonstrated service above and beyond normal work requirements. I would like to acknowledge the department's work throughout this past long weekend, and every other day since the incident. I would also like to publicly acknowledge and thank those members of the senior team and school administrators that also supported work in schools on the weekend. Lots of work is currently underway and as always, we commit to sharing updates related to the cyber incident as new information becomes available. That being said, there is an impact on the system in having network systems offline for students, families, and staff. Lots of work is occurring behind the scenes to move us toward restoration, and providing work arounds to support schools in their regular day-to-day operations. We greatly appreciate people's patience and support during this current challenge. And it is during adverse times like this that I have great appreciation for what makes Limestone so great: the cumulative and collective good will of members of the Limestone community to pull together, focus on what matters, and supporting each other along the way.

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This evening there are four reports on the agenda: Interim Financial Reporting for the second quarter, a virtual school update, a Student Achievement Plan update, and a report updating Trustees on Artificial Intelligence in Limestone.

Thank you. That concludes my report, Chair Hutcheon.”

13. REPORTS

13.1 OPSBA Report

Trustee McGregor provided her update:

- The Regional Meeting was held on April 5, 2025, in Brockville at their Board Office.
- May 20 to 23, 2025 is take your MP to Work which is an initiative encouraged by OPSBA.
- June 12 to 14, 2025 is the Annual General Meeting.
- June 6, 2025, is the Healthy Democracy deadline for awards. The committee is looking for nominations.
- Trustee Modules for learning are being released – This is mandatory training with hope of being in compliance by August.

13.2 Student Trustees’ Report

Student Trustee Bukhari stated: "Good evening Trustees and the viewing public.

I am excited to introduce to you the new incoming Rural and Urban Student Trustees for the 2025-2026 school year.

Mia Comeau is the incoming Rural Student Trustee. She is a Grade 11 student at Granite Ridge Education Centre. She values contributing positively to her school and district. She enjoys forming new connections and learning. She is driven to ensure academic courses will continue to be offered at rural schools, so that all students can succeed in whichever pathway they choose.

Siham Ismail is the incoming Urban Student Trustee. She is a Grade 10 student at Kingston Secondary School. She is a proud member of the school Affinity Club where she helps in the creation and implementation of events in the school geared towards creating a welcoming environment for racialized students, and students from other minority groups. With help from the connections to her community, Siham looks forward to addressing the needs of students at urban schools.

We look forward to working with our incoming Student Trustees to help them find a smooth transition into the role.

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Our April Inter-Student Council (ISC) meeting took place on April 15, chaired by Student Trustee Kumar, and Student Trustee Kolosov.

To begin this meeting, we were privileged to be joined by Dr. Lee Airton, who is an Associate Professor of Gender and Sexuality Studies in Education at Queen's University. Over the years, they have founded multiple initiatives like, "They Is My Pronoun", and the "No Big Deal", campaign with a focus on enabling individuals and institutions to welcome gender and sexual diversity into everyday life. They are also the author of *Gender Your Guide* which you may have seen displayed during spring visits to schools.

Dr. Airton provided us with a wealth of information on how to support inclusive events during Pride Month within schools and the community, especially with the rise of discrimination and hate-based violence against 2SLGBTQ+ communities.

We engaged in personal reflection, productive group discussion on our experiences and what strategies we can employ as student leaders to support all of our students year-round.

As an ISC, we are looking forward to planning a community celebration event in June for all LDSB students. We firmly believe that hate has no home here and look forward to celebrating the diverse community of students Limestone is home to. Thank you."

13.3 Reports for Action

None at this time.

13.4 Reports for Information

13.4.1 Interim Financial Report for Quarter 2

Chair Hutcheon welcomed Manager Paula Carson to present the Interim Financial Report on Quarter 2 for 2024-2025. She noted that Quarter 1 was presented to the Board on January 15, 2025. She reviewed the operating expenditures in Appendix A with Trustees and highlighted the following:

- The Interim Financial Report Operating Expenditures for the period ending February 28, 2025 or Quarter 2, reflects that we have spent \$149.3M or 48% of our \$312.7M operating budget. This is comparable to the 50% spent at quarter 2 for the 23-24 fiscal year.
- Under the Instruction category, the main change is expenses for classroom teachers, professional/paraprofessionals, and department heads decreased due to the timing of pay periods. The second quarter of the 23-24 school year had one additional pay period compared to the second quarter of the 24-25 school year.

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- The reduction in costs for textbooks and supplies is due to the increased budget for Indigenous supplies that has not been spent as of Quarter 2. The decrease in computer expenditures is because of the additional Special Education Equipment budget added but not yet utilized in Quarter 2.
- The Continuing Education decline is due to the unspent Personal Support Worker (PSW) budget in quarter 2.
- Under the Administration and Governance category, the Trustee expenditures decreased due to the timing of the pay periods for new and existing Trustees.
- The Transportation, Pupil Accommodation and Other categories are consistent with Quarter 2 of the 2023-24 fiscal year.

Chair Hutcheon thanked Manager Carson for her report and called upon Trustees for questions.

Chair Hutcheon thanked Manager Carson and asked Trustees for questions.

13.4.2 Virtual School Update

Associate Superintendent Sartor introduced Vice-Principal Adam Andreycyk who joined her for the virtual school update. She began by highlighting the success of the partnership with the Kawartha Pine Ridge District School Board in offering virtual schooling. She shared that a total of 95 students participated in the virtual school program, with 56 of those students being from the Limestone District School Board (LDSB).

Associate Superintendent Sartor stated that a survey was conducted to gather families' intentions to continue virtual school for the fall. Out of the 56 LDSB families, 32 responded and 7 new families expressed interest in enrolling. While all grades from K to 8 were represented in the data collected, the highest numbers of interest were in grades 3 and 8.

The survey asked questions on the reasons for choosing virtual school as an option. Families cited health and safety concerns, flexibility, and direct involvement in their children's learning as primary reasons.

Data on highlights and feedback about virtual school was also collected in the survey process. Families appreciated the structure, staff, and the ability to stay organized and focused. Families also noted positive impacts on mental health outcomes, support for specific health needs and flexible structure.

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Vice-Principal Andrecyk explained that sometimes virtual school has a stigma of isolation attached to it. In response to feedback from students, families and staff he shared that virtual school offers family engagement nights, clubs (e.g., Lego, Student Council), and special events like the Fall Creativity Showcase. Virtual school has also hosted various guest speakers, including an astronaut and a paleontologist, to engage students in STEM activities.

The presentation concluded by sharing some student voice of a Grade 7 student who shared their positive experience and benefits of virtual school. Examples included staying organized, making friends, and participating in clubs.

Chair Hutcheon thanked Associate Superintendent Sartor and Vice-Principal Andrecyk and called upon Trustees for questions.

Trustee Elliott excused himself at 7:15p.m.

13.4.3 Student Achievement Plan Update

Superintendent Silver began her presentation by sharing the background of the Student Achievement Plan (SAP) and noting some important timelines. She reviewed the priorities of the SAP which include:

- Achievement of learning outcomes in core academic skills – Improve students’ literacy learning and achievement
- Preparation of students for future success – Improve students’ graduation rates and preparedness for future success
- Student engagement and well-being – Improve students’ participation in class time and learning

Superintendent Silver noted that the public reporting template is required to be completed and posted on the LDSB website by April 30, 2025. There is also an expectation to have the Student Achievement Plan Tool completed in the SharePoint site by June 30, 2025.

Superintendent Silver reviewed the Student Achievement Plan including new goals included in the plan. This information is now available in both percentage and graph form. She highlighted one new area of focus on data for students in Grades 6, 9 and 10 reporting on awareness of mental health supports and services in order to seek supports for mental health under student engagement and well-being.

Superintendent Silver concluded her report by sharing examples of some of the work completed in support of the SAP in each respective focus area. These include the following:

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Achievement of Learning Outcomes in Core Academic Skills:

- Collaboration with EQAO: Working with the Education Quality and Accountability Office, teachers, and central staff to provide targeted sessions on assessment and OSSLT strategies. Sharing EQAO Released Questions, Frameworks, and Practice Tests with all stakeholders.
- Data Analysis: Analyzing individual student achievement data to identify gaps in learning outcomes.
- Math Achievement Action Plan: Implementing and monitoring Phase III of the LDSB Math Achievement Action Plan, which includes short-term interventions for students not meeting provincial standards in mathematics and long-term initiatives. Central and School Teams will support schools in implementing evidence-based instructional strategies for students in Grades 3, 6, and 9 math priority schools.

Supporting Students for Future Success:

- Collaboration with Student Success Teams: Working with school administrators to improve awareness of pathways to graduation and post-secondary learning opportunities.
- Engagement Strategies: Implementing strategies to support engagement in Intermediate grades through experiential learning opportunities.
- STEM Opportunities: Expanding mathematics (STEM) opportunities at the Intermediate level through a shared interest in science and technology skills development.
- SHSM Programs: Supporting Specialist High Skills Major (SHSM) programs, which include co-op placements. Student Success Teams will continue their work on supporting transitions from elementary to secondary school programs.

Student Engagement & Well-being:

- YMCA Suspension Program: Creating a program with outreach team members to support high-risk youth aged 12–18 years old who are suspended or expelled from school.
- Restorative Practices Training: Continuing the implementation of Restorative Practices training for staff members working directly with students.
- RISE Program: Implementing the RISE Program for students in grades 6–8 who have had negative interactions while at school.
- Attendance Improvement Campaign: Supporting attendance leads within each family of schools by providing professional development sessions focused on improving student attendance rates.
- Safe Schools Initiatives: Threat Assessment Protocols, Bullying Prevention Programs, Safe Schools Incident Reporting Forms online system, and continued Mental Health Supports with an intentional focus on the K–12 system.

Chair Hutcheon thanks Superintendent Silver for her report and called upon Trustees for questions.

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13.4.4 Artificial Intelligence in Limestone -

Director Burra began his presentation by sharing some of the background of Artificial Intelligence (AI) at LDSB and the road map of the Boards AI journey. Director Burra highlighted the pervasive presence of AI in various sectors, including education and emphasized the importance of understanding AI's capabilities and limitations. He shared some examples of work completed to date and noted the upcoming AI Family Night taking place on April 30, 2025.

Director Burra shared how AI can personalize learning, provide instant feedback, and support differentiated instruction. He stated that AI can help students with special education needs and enhance teaching efficiency. He explained the benefits of using AI at LDSB:

- Efficiency for Staff and potential for automating some time-saving tasks.
- Equity
- Personalized, just-in-time learning
- Increase in ubiquity of AI tools
- Moral responsibility in informing/educating students, families and staff of the need for AI literacy

Director Burra shared the ethical considerations of AI including the importance of ethical use of AI, including privacy concerns, age restrictions, and the need for proper citation when using AI-generated content. He shared some examples of how AI can be misused and how to address academic integrity while using AI-generated content. Some examples on how to maintain academic integrity are:

- Clearly define assignment expectations (including learning goals and success criteria).
- Explicitly state the degree, if any, that AI can be used on the task and the required referencing standards.
- Educate students about the limitations of AI.
- Promote the value and need for independent thought and perspective.
- Educate students about academic dishonesty and referencing standards
- Create tasks that limit the efficacy of potential AI use. For example, requiring personal connections with curriculum, using multiple sources of data (product, conversation, & observation), and emphasizing the importance of process.

Director Burra highlighted the Equity Considerations observed with AI. These range from access to technology, biases in AI algorithms, student and family awareness, educator training and support and balancing surveillance and trust.

Director Burra reviewed the five guiding Principles for AI use in education at LDSB:

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- **Ethical Use:** Prioritize ethical considerations, accountability, and transparency, in support of respectful human interaction, through responsible education, training, and usage.
- **Accessibility and Equity:** Ensure access to AI is inclusive and equitable, minimizing biases, and supporting diverse learning needs.
- **Teaching and Learning:** Use AI to improve and innovate teaching and learning, and improve student achievement and well-being. Equip staff and students with the skills to use AI responsibly to enhance the educational environment.
- **Enhancement and Improvement:** Strive for continuous innovation and improvement through experimentation and learning, where feedback is used to refine and enhance AI use.
- **Protection and Privacy:** Protect personal and confidential data, comply with privacy laws, implement robust security measures, and clearly communicate AI use.

The presentation concluded by sharing the variety of different AI tools that are currently being piloted within LDSB. These tools include Microsoft Copilot, Quizziz, Brisk Teaching, Magic School, and schoolai. Director Burra expressed caution regarding the privacy and security implications of using AI platforms without knowledge of where the data is going and how it will be stored. He emphasized that Board purchased platforms have the strongest privacy and security measures.

Chair Hutcheon thanked Director Burra for his presentation and called upon Trustees for questions.

14. UNFINISHED BUSINESS

None at this time.

15. NEW BUSINESS

None at this time.

16. CORRESPONDENCE

None at this time.

17. NOTICE OF MOTION

None at this time.

18. ANNOUNCEMENTS

None at this time.

19. COMMITTEE MINUTES FOR INFORMATION

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19.1 Parent Involvement Committee Meeting Minutes November 14, 2024

20. FUTURE BOARD MEETING SCHEDULE

May 7, 2025 (EPOC)

May 21, 2025

June 4, 2025 (EPOC)

June 18, 2025

21. ADJOURNMENT

MOTION MOVED BY: Trustee McGregor and seconded by Trustee Neill that the meeting adjourn. Carried.

The Meeting Adjourned at 8:38 p.m.

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See Yourself in Limestone