



REGULAR BOARD MEETING MINUTES – APRIL 27, 2022

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) T. Duncan (Student Trustee) S. Johnson (Student Trustee) (Regrets) B. Roy (Student Trustee)	K. Burra, Director of Education S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
Ms. Andrea Risk, Solicitor Cunningham Swan	W. Moore, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Vice-Chair Gingrich called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE

MOTION: To move into Private Session.

MOVED BY: Trustee Ruttan. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

Trustee Elliott declared his wife is an employee with the LDSB and is a member of ETFO.

4. ACTION ITEMS

4.1 Regular Board Meeting Minutes – March 30, 2022

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

5. FOR INFORMATION

- 5.1 Safe Schools Update – No update.
- 5.2 Property Update – No update.
- 5.3 Personnel Update – No update.
- 5.4 Labour Update – No update.
- 5.5 Legal Update – Director Burra provided a legal update.
- 5.6 OPSBA Update – No update.

6. REPORT TO PUBLIC SESSION

Vice-Chair Gingrich 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 Godkin. 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) T. Duncan (Student Trustee) S. Johnson (Student Trustee) (Regrets) B. Roy (Student Trustee)	K. Burra, Director of Education M. Crothers, Communications Officer J. Douglas, Communications Officer S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
M. Baker-Cox, Pathways and Equity Program Team Teacher G. Petznick, Expanded Opportunities Coordinator J. Quenneville, Experiential Learning Teacher A. Pacheco, Principal - ÉKEES S. Philpot (Student) A. Fritz (Student) A. Donovan (Student) M. Elshrief (Incoming Student Trustee) E. Jackson (Incoming Student Trustee) J. Kolosov (Incoming Student Trustee)	W. Moore, Executive Assistant to the Director and Trustee Liaison

Chair Ruttan welcomed everyone to the Regular Board Meeting. She called the roll.

Trustee Elliott provided 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. Elements of the Truth and Reconciliation Commission principles include that reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had

destructive impacts on Aboriginal peoples' education. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources. As I look at our agenda for tonight and reflect on the work that went into consulting and ultimately renaming École Kingston East Elementary School, I recognize that this is a small step in the ongoing process of reconciliation and will commit to using my platform to continue to learn more and do better.”

7. ADOPTION OF AGENDA

Chair Ruttan noted that the order of reports for information in item 13.4 would shift slightly, in that the ÉKEES Renaming report would remain the first report on the agenda, however, the Interim Reporting QT2 will shift to the second last report, and the Strategic Plan Monitoring Mid-Year Update will be the last report.

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

8. DECLARATION OF CONFLICT OF INTEREST

Trustee Elliott declared his wife is an employee of the LDSB and a member of ETFO.

9. DELEGATION/PRESENTATION

9.1 DELEGATION: Parent Involvement Committee: PIC Request for Return of Universal Masking to LDSB. Co-Chairs Shalya Bradley and Crystal Bevens-Leblanc addressed the Trustees: “The Parent Involvement Committee supports parent engagement at the Board level to improve student achievement and well-being. We are your link to collective caregiver voice. From 39 responses 22 PIC representatives voted yes to asking to reinstate mask mandates in Limestone. We are asking you not to focus on weighing ‘both sides’ equally but to privilege those impacted most, with the least amount of choice, in the name of equity. Leaving protections like masking up to choice, impacts student achievement and well-being, negatively. We are losing educational continuity and physical and mental well-being to shortages, illness, and inequitable access to in-person school for high-risk students and families. They are missing out on important facets of development and being isolated at home while the rest of the world moves on. They should be able to return to school with every protection possible in place. Telling them to stay home is unacceptable if access to education is equitable.

Our region has the highest rate of COVID-19 cases in Ontario. Public Health Ontario says masking can reduce the risk of in-school transmission and disruption. Science Table modelling says community benefits from masking are most pronounced when adopted in places like schools. The Children's Health Coalition recently encouraged everyone to wear masks in schools. Our local health leaders, and our Ontario Chief Medical Officer of Health strongly encourage masking in all indoor public locations.

We are all allowed our own opinions. We are not allowed our own facts. It is a fact that schools are indoor locations filled with the public. It is a fact that our youngest students cannot be vaccinated. It is a fact that no four-year old lives alone. It is a fact that our students' learning conditions are the working conditions of every single front line board employee.

We are asking for our best chance at normalcy by way of installing the protections that are most likely to keep kids and staff in school. Let us step up for our shared concerns — students, their well-being, and their educational equity.”

Chair Ruttan thanked the PIC Co-Chairs and before calling upon Trustees for any clarification questions, advised Ms. Bradley and Ms. Bevens-Leblanc that a written response will be provided to them with regards to the delegation.

9.2 PRESENTATION: Expanded Opportunities - Associate Superintendent Hedderson provided an overview of the Specialist High Skills Major (SHSM) Programs and the Ontario Youth Apprenticeship Programs (OYAP) in Limestone. Historically Limestone has played a leading role in the Ministry of Education's Student Success Strategy that help students in Grades 7 – 12 customize their education to their individual strengths, goals and interests, creating different pathways to outcomes that will ensure a smooth transition to post-secondary destinations of their choice. Limestone continues to value all post-secondary destinations and all sectors of employment and strives to ensure every program pathway leads students to a rewarding career of choice, while also ensuring they are becoming valued and contributing members of their communities.

Associate Superintendent Hedderson introduced Expanded Opportunities Coordinator and Program Team Teacher Geoff Petznick, and Pathways and Equity Program Team Teacher Melissa Baker-Cox, who will share with Trustees how Limestone is addressing some recent challenges in SHSM and OYAP, share some program highlights, and also share some good

problems that Limestone will be addressing moving forward.

There were some audio difficulties with the promotional video, but Geoff Petznick indicated that the video provided some great student voice. All the different program videos are on the website for viewing.

Geoff Petznick advised that the SHSM is a two year specialized program for students in Grades 11 – 12 that allows the student to immerse themselves in a sector. They essentially are on a track for two years to complete their OSSD, get all their regular graduation requirements, with a few major credits, the sector experiences and the certifications. Geoff Petznick reviewed the list of all the thirteen sectors and the thirty-five different programs.

Geoff Petznick noted that OYAP has gone through a bit of a transformation over the last year or so. There has been a big push by the government for skilled trades in Ontario. The Ontario College of Trades has been closed and they opened Skilled Trades Ontario, to make it easier for students to align with apprenticeships. He reviewed the current criteria for an apprentice in Ontario and provided some examples.

Melissa Baker-Cox provided Trustees with some statistics on the OYAP and SHSM numbers, starting with OYAP:

- 2017 – 2018 = 64 students
- 2018 – 2019 = 99 students
- 2019 – 2020 = 111 students
- 2020 – 2021 = 196 students

The top three programs include General Carpenter, Automotive Service Technician and Educational Assistant. With respect to the OYAP footprint, the percentage of Grade 11-12 students enrolled in 2020 – 2021 for LDSB is at 5.6% and the provincial level 4.3%

For SHSM, Melissa Baker-Cox noted that in November 2019 there were 239 SHSM students enrolled and currently Limestone has 476. She provided grade and gender breakdowns. This year there have been 1,229 certifications offered. Melissa Baker-Cox provided a ranking of the sectors with Arts and Culture being the highest, Health and Wellness the second and Construction the third. She noted that of the 476 students, 267 students are OCAS applicants

and 117 are OUAC applicants.

Geoff Petznick presented some current highlights:

- Building Intern Program – 100th Build - Tiny homes (2) for homeless veterans.
- Skills Competition – 75 students and targeted Grade 12 students.
- Hairstyling Program at LCVI created a Black History Month event.
- Forestry Program at GREC applied for and received funding to put a log clamp and the students will get hydraulic certification to use that.
- Saw Mill Certification is at Sydenham High School.
- The Creative Arts Program at LCVI – purchased some photography equipment to help students with their portfolios for when they apply to colleges and universities.
- Every Friday night from 2:30 – 5:30 p.m. Limestone is running a dual credit at NDSS where there are 20 students coming back to learn from a Caterpillar instructor.

Some community partnerships:

- NAEC is building some play houses for the daycare in their community.
- Lionhearts is partnering with the Cooks Internship Program at LCVI to help cook food for people experiencing homelessness.
- De Witt Caterpillar and Battlefield Equipment from Kingston have come onboard to help support this program in the skills event, so they have provided skid steerers, excavators and technical drawings.
- Partnership with the Ontario Masonry Training Centre to train first year apprentice masons, assisting with the problem of not having any more masons in Ontario.
- At Sydenham High School there is the Canadian Welding Bureau Test Facility, where students can weld all day, and have inspectors come in and look at their welds, if they pass, they are certified welders for their horizontal ticket and vertical ticket. Students are coming out of that program with really well paying jobs.
- A haircutting program ran last week for the homeless, which was a great experience for the students.

Geoff Petznick briefly outlined some past challenges including certification, coop, and aligning Focus Programs with SHSM. Some current challenges included technology course educators, further dual credit links, connecting to more community partners for SHSM/OYAP, and SHSM expansion.

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

10. PRIVATE SESSION REPORT

Vice-Chair Gingrich stated that earlier this evening during Private Session the minutes were approved from the Regular Board Meeting of March 30, 2022. Director Burra provided Trustees with a legal update.

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

11. APPROVAL OF MINUTES

- 11.1** Regular Board Meeting – March 30, 2022
- 11.2** EPOC Meeting Minutes – April 13, 2022
- 11.3** Special Board Meeting Minutes – April 13, 2022

MOVED BY Trustee Godkin and seconded by Trustee French that the minutes as presented be approved. Carried.

12. REPORTS FROM OFFICERS

12.1 Chair's Update

Chair Ruttan stated: "Congratulations to the students who participated and will participate in extra curriculars and special events, like the Bayridge Road tomorrow and LCVI's Road Race next week, where thousands of elementary students will challenge themselves. The recent Frontenac Lennox & Addington Science Fair, and the Bayridge Secondary School Elementary Computing Challenge happening tomorrow, as well as numerous Earth Week and Earth Day activities provide students with learning opportunities that enhance the standard curriculum and give students many different and new experiences to achieve success. It is exciting to have these opportunities return.

The fact that all this amazing learning is returning in full force during National Volunteer Week does not go unnoticed for me. Therefore, on behalf of all Trustees, I would like to extend sincere thanks to the community volunteers, staff advisors and staff coaches in Limestone schools. Thank you for your commitment to public education. Your gift of time and talent to

support our students is truly valued. Our schools are better places because of what you do.

The provincial budget will be brought down tomorrow. There will be no new information for our sector. School boards received projected estimates through the annual grants for student needs, released earlier in February. Board staff is currently unpacking these technical details for our use in upcoming budget meetings. Tomorrow's announcement may provide further context but there will be no new or additional funds allotted to public education.

And that concludes my report."

12.2 Director's Update

Director Burra stated: "Good evening, Trustees, members of the virtual gallery, and members of the in-person gallery.

I would like to start my comments by stating that I remain cautiously optimistic about our current status of continuing to support in-person learning across all Limestone schools. While I sent messaging to families several weeks ago indicating concern based on student and staff absences, and the potential of having to close or pivot classrooms due to insufficient staffing, the past 2-3 weeks have been more manageable in terms of staff absences, and we have seen a steady decline in student absences due to COVID-related reasons. To be clear staffing pressures we have seen have more than one cause: (a) staff absences have an ebb and flow, but our ability to replace staff is a more significant challenge. The reality is that shortages of replacement staff is a continuation of a pre-pandemic situation that has been exacerbated with a slight, general increase to staff absences. And (b) with the reopening of many aspects of life, more staff are impacted by things like elective surgeries or dental appointments for themselves or children.

I know Trustees are still considering reimplementation of masking measures as an additional protective layer in schools. A couple of other school boards have done so, and others may still make this move. I would like to highlight the fact that emotions are running high on this issue and there is little room for compromise. I would also note that many of the perspectives on each side of this argument focus on what is best for children and their wellness. This is a multifactorial, multilayered discussion, and in my opinion, no one is absolutely correct, regardless of their stance on masking when it comes down to the well-being of a specific child in a specific context. I think many people continue to be worried about the pandemic and I share many of those concerns. My mother is in a LTC facility currently experiencing an outbreak and my niece is very much at risk because she has spinal muscular atrophy. Higher risks are real for some people. But so is the desire to provide greater normalcy for children and youth after

many disruptions.

The last two years have been very difficult and challenging, and I hope any decision tonight is focused on the benefits to children. Masking has become a divisive topic as we enter the third year of the pandemic. Education can be hotly contested at times because the success and wellness of children, our children, matters greatly to all parents and caregivers. As a parent, I fully understand the desire to do the best you can for your child or children. This becomes more complicated when what might be best for one child is different than what is best for another child. To be frank, the echo chamber of different social media platforms does nothing to bridge the gap between what some people want or need, and the wants or needs of others that differ. Both sides of this issue will also selectively pick different aspects of the science on COVID, or be swayed by politics or misinformation.

This pandemic has taken a toll, and continues to take a toll on students, staff, and families. Emotions have been running high, and as I mentioned, we face a zero-sum situation with limited room for compromise. This is an issue that will divide communities and will have a significant ripple effect impacting relationships between a wide range of stakeholders in Limestone, as well as what the last nine weeks of school look like.

We are at a point where not everyone will agree with any decision of the government, Public Health, or Limestone. My only request is that any decision made focus on the benefit of all students, and while people may disagree with others, that people do so respectfully because regardless of your perspective on this matter, children, our children, are watching and learning from everything we do. As the Persian poet Rumi said, "Raise your words, not your voice. It is rain that grows flowers, not thunder."

I wish I could focus attention and report on all of the positive and wonderful teaching and learning that is occurring in schools that is shadowed by the pandemic. I am continually amazed by the efforts made by so many staff to support students on a daily basis and focus on learning and fun in the classroom. If you can get past the likely sale of Twitter to Elon Musk, there are so many great examples of engaging and powerful learning occurring in schools. Our mid-year update to the strategic plan will provide a bit of a glimpse at our system priorities, but while the update occurs twice per year, we do try to bring the plan to life in everything we share at Board and committee meetings.

In other news, it was great to see that the first KASSAA track event in three years was held today. There is no question that the ability to hold extracurricular activities for most of this year has greatly improved the experiences of many students.

As Trustees are aware, Limestone is very pleased to be launching our first workforce census and belonging survey. This will provide valuable data as we continue with our critical Equity, Diversity, Inclusion, and Indigeneity work.

And finally, as you saw in the presentation on Expanded Opportunities Programming available within Limestone, we are very excited about all of these programs, and tonight you saw some of the focus on Information and Communication Technology, Transportation, Digital Media, and Industrial Communication Technology.

As we enter the final 20% of the 2021-2022 school year, lots of preparations continue for end-of-year graduations and planning for 2022-2023. My hope is we can proceed through the remaining nine weeks of the school year with a focus on teaching and learning, and positively conclude the third school year impacted by the current pandemic. We all have a role in making sure this occurs for the benefit of children and youth in Limestone.

That concludes my report.”

13. REPORTS

13.1 OPSBA Report – Trustee French

Trustee French advised that the Board of Directors will meet on April 29 and 30, 2022, so she will provide a full report after that time. The Eastern Region Meeting was held on April 9 and there were a few Limestone Trustees in attendance, and were able to provide a number of updates, and influence a number of recommendations going forward. The Annual General Meeting, including policy resolutions and elections happens June 9 – 11, 2022. She hopes Trustees are able to be present at the AGM. A full report will be available next month.

13.2 Student Trustees’ Report

Before starting her report, Student Trustee Duncan welcomed the incoming Student Trustees, and thanked them for joining the meeting today. The Student Trustees wish them nothing but the best and are always here to help them with any questions. Student Trustee Duncan shared some updates from the Inter-School Council Meeting:

- o Student Trustees Roy and Duncan were disappointed to see how many schools did not attend the inter-school council meeting. The only schools that attended were KSS, Bayridge, NDSS and LCVI.
- o Trustee Roy began the meeting with an open discussion and explanation of the COVID-19 motion that will be discussed tonight. There was a deep discussion on what this motion might mean for schools and how the council predicted the responses from students within

their schools. KSS voted no, and issued that some students would have a problem putting them back on now that there is the option to take it off. Bayridge and NDSS also voted no. And Lastly LCVI voted in favor of the motion and issued that there are more people who do wear masks than those who don't and did not see there being a significant impact if the motion were to pass.

- o In order for us to have this discussion Trustee Roy explained that this was only an open discussion, and that the motion is not set in place and there is no telling how it might go.
- o In place of Trustee Johnson, Mr. Payne gave a brief update on youth homelessness. There is work being done to have a day or week to educate students about youth homelessness and would provide students with packages.
- o Trustee Duncan had a serious discussion with the Inter-school on the disappointment that the Council's lack of involvement with the initiatives that impact minorities within their schools. She explained that as a Student Trustee it is important that she reach all students and in order to do that there needs to be participation from the Inter-school council. She explained that it was heartbreaking to hear from other students outside of LCVI that they had wished their school did something bigger for Black History Month, even though she gave multiple resources during each of the council's meeting from September to the months leading up to February.
- o These concerns were expressed as LCVI is planning Asian American and Pacific Islanders Heritage Month and Student Trustee Roy and Student Trustee Duncan would like to see a 100% effort from the schools to make sure Asian students feel represented.
- o Trustee Duncan and LCVI's BIPOC: Chill and Chat have been working hard to plan Asian Heritage Month and Culture Day. During May they hope to have an Asian- owned Businesses fair opened to everyone, and especially to international Asian Students across Limestone. The Chill and Chat will also be hosting a Culture Day event that will allow students to join together in unison and respect each other's cultures.
- o Trustee Roy finished the meeting with new business and discussion on what every school is doing for their graduation.

Chair Ruttan thanked Student Trustee Duncan for the report and called upon Trustees for questions or comments.

13.3 Reports for Action – None at this time.

13.4 Reports for Information

13.4.1 Renaming of École Kingston East Elementary School

Superintendent McDonnell introduced Anna Pacheco, Principal at École Kingston East Elementary School, and one of the voting members on the ÉKEES Renaming Committee, and Summer and Aaron, who are students at ÉKEES, two of three students who represented student voice throughout the year long renaming committee.

The purpose of bringing this report is to assist Trustees in their decision-making related to the renaming of École Kingston East Elementary School. Trustees were reminded that the Renaming Committee did choose to add some additional criteria when considering name selections that are coming to Trustees to guide the name selection. She indicated that there is a graph in the report that is new, and important information for Trustees.

Superintendent McDonnell indicated that Principal Pacheco and staff spend an enormous amount of time during the beginning of April gathering student voice at ÉKEES, in addition to the online submission survey that went to students, staff, families and community members. During the week in April the staff and students of ÉKEES spent a lot of time having conversations around the names that are presented to Trustees this evening. They collected and graphed data, they made persuasive advertisements and posters, and they incorporated these ideas into writings that they were doing. Through this process students learned about trees, they visited Butternut Creek, and they connected the final four names that are in the report to the learning process at many different levels. Every class in ÉKEES displayed their survey results outside their classrooms, inside their classrooms, and one class took it upon themselves to collect the number one name choice out of thirty-five classes and they graphed the results in the foyer, so that students and staff were able to see the name preferences on the final day of voting. The picture of the graph is in the report for Trustees to see.

The Renaming Committee has been guided by Administrative Procedure 552, and was required to provide the Board of Trustees with three to five name suggestions for consideration, along with the rationale and an indication of the level of support of each of the short-listed names. Of the names that were shortlisted by the Renaming Committee, Butternut Creek Elementary School consistently garnered the popular vote from respondents who completed the online survey anonymously. Additionally, forty-nine per cent of students selected Maple Elementary School as their preferred name, while forty-two per cent of student at ÉKEES chose Butternut

Creek when student voice was gathered at the school level during the week of April 4 – 7. Superintendent McDonnell shared a video clip from CKWS News, so Trustees can hear some student voice, including from Summer and Aaron, speaking to the renaming process and some of the rationale as to why some of the particular names were being chosen.

Superintendent McDonnell outlined the recommendations:

- That the Board of Trustees select a new name from the four names: Butternut Creek Elementary School; Maple Elementary School; Forestview Elementary School; and, Maplevue Elementary School.
- That as Trustees review the names and rationale, they are guided by the additional criteria developed by the Renaming Committee, as well as the Board's Administrative Procedure 552;
- That the Board of Trustees join the Renaming Committee for a short tour of the school, and a walk on the land on Monday, May 16 at 5 p.m., before Trustees begin any discussion to select a new name.
- That the Board of Trustees ensure that whatever name they choose, that it be bilingual; and,
- That the Board of Trustees send a letter of appreciation to the members of the Renaming Committee thanking them for their leadership through this process.

Chair Ruttan thanked Superintendent McDonnell for the report, and Principal Pacheco and the students for attending the meeting, and called upon Trustees for questions or comments.

Responding to a clarifying question around the recommendations, Director Burra believed the intent was to bring the report now, and for the Trustees to be invited to the space, on May 16, prior to making the decision on the name, a couple of days later at the Regular Board Meeting of May 18, 2022. The report was received for information.

It was questioned whether or not an alternate day could be included for those Trustees who could not attend the walk on May 16, 2022. Superintendent McDonnell will bring this request back to the Committee for consideration and will advise Trustees.

13.4.2 Student Trustee Elections 2022-2023

Director Burra advised that the Student Trustee Elections report describes the students that were selected, the process that had occurred, as well as reviewing that the fact that there is an

urban, rural and Indigenous Student Trustee, governed by *Policy 9 – Student Trustees*. In the report, under election process results, there is a typo that should read 2021-2022 as opposed to 2022-2023. These elections were held virtually similar to last years. There was a diverse group of students running for the election this year. Director Burra turned to the existing Student Trustees, to introduce the incoming Student Trustees. Associate Superintendent Sartor, the Senior Staff mentor, will make the instruction on behalf of Student Trustee Johnson, who sent her regrets.

Tanesha Duncan introduced Urban Trustee Mohammed Elshrief: “Mohammed is an honour role student at Frontenac Secondary School. He is actively involved in his school and community through many roles, including: the Kingston Model U.N. COVID-19 Executive Team, volunteering at Artillery Park to help the senior’s community and those with disabilities engage in meaningful activities, Arabic Tutor at the Kingston Immigration Services helping children learn Arabic. He volunteers as an Arabic interpreter for immigrants and refugees to Kingston at KEYS Job Centre. As a first-generation immigrant from Egypt, he is an enthusiastic leader, focusing on helping to improve schools’ environments to make them more inclusive and welcoming to students.”

Breanna Roy introduced Indigenous Student Trustee Julia Kolosov: “Julia is a student at Kingston Secondary School who is focused on using her leadership skills to further advance Indigenous culture within the school board, how it is represented, acknowledged, and respected within the school community. Playing competitive water-polo for the past ten years has allowed Julia to develop resilience, self-confidence, and leadership skills, while working with teammates and friends to accomplish the same and encouraging everyone to be creative while learning from their mistakes. Julia is excited to meet with school representatives, parent council members, and school staff to advocate for what the board’s Indigenous students need to be successful.”

Associate Superintendent Sartor introduced Rural Trustee Elayna Jackson: “Growing up in a rural area and attending a rural school, Elayna understands the unique challenges rural schools face and is excited to be a voice and make an impact for rural students and school communities within the Limestone District School Board. She has actively been involved in student council initiatives from her time as an elementary student at Land O’Lakes Public School, to the present day as a student at Granite Ridge Education Centre. Having worked in the customer service industry, Elayna has developed communication skills that allow her to understand various perspectives while maintaining focus on her task of advocating for rural students as a Student Trustee. She loves to play sports, including competitive softball in Napanee, and enjoys making

various connections and having access to many students' voices both within her local community and the greater Limestone District School Board Community."

13.4.3 COVID 19 Update

Superintendent McWilliams advised that the purpose of this report is to highlight the absence trends, as we know there have been various pressure points throughout the current school year, in terms of staff absences. Limestone has had various points throughout the year where absences have been higher, particularly after the March Break. Since that time for the most part, the absences have continued to trend downward, but there can be the odd day where there is a higher level of absenteeism. On a given day there could be a variety of reasons why staff may be absent from work whether it is sick leave related to COVID, sick leave not related to COVID, personal leave, bereavement leave, vacation, etc. so there are a variety of reasons that absences can fluctuate. Looking at the five-day trend for jobs in the system, Limestone continues to see a trend downward in terms of absences, but again, on the morning of, the calls come in for staff, and for those same reasons absences fluctuate again. As Director Burra alluded to, Limestone is starting to see some PD resume, and with some athletics back, and particularly track and field and the Road Race, that also takes staff out of classrooms. The good news is we are not having to close classrooms or close schools or anything of that nature, the pressures that resulted in different decisions in that regard, we faced more at the forefront before the winter break, but at this point, Limestone is cautiously optimistic that we are trending in the right direction.

Associate Superintendent Gollogly stated that since the start of January, schools were required to report student absences to the Ministry of Education on a daily basis and connect with local public health units if absences crossed a 30 per cent threshold due to COVID-related reasons. As of today's date, Limestone has sent KFL&A Public Health letters to six school communities. Limestone has created a COVID-19 related absence reporting dashboard to support our school communities with information about student COVID-19-related absences within our schools. Information is now publicly available on our website. The information presented in this dashboard is provided on a voluntary basis by parents or guardians when reporting their children's absence due to COVID-19 related reasons. That dashboard only includes COVID-19 related absences on a school level and does not include information on a grade or classroom level.

Associate Superintendent Gollogly noted that the data shared is based on voluntarily provided information by students and their families through regular attendance reporting. The data is not to be confused with the PCR testing and the reporting that was being led by KFL&A Public Health from September to December 2021. Currently we are seeing a downward trend across the district in COVID-19 related absences. From February 14 to March 11, 2022, daily student absences for COVID-19 related reasons ranged from a high of 853 on February 24 to a low of 368 on March 7, 2022. Since April 4, 2022 Limestone's COVID-19 related absences peaked on April 8 with 1,030 students absent with COVID-19 related reasons. We are currently experiencing a sharp downward trend, with between 550 to 600. Today Limestone had 418 absences due to COVID-19 related reasons.

Superintendent Young advised that Tri-Board Student Transportation Services continues to see a rise in bus cancellations by the operators due to driver shortages caused by COVID-19, as well as just general shortages in the labour market of the services sector. To assist the operators, Tri-Board has engaged in an advertising campaign, to support the operators in hiring new drivers. To date about forty new drivers have been hired and working through the training. The bottleneck appears to be in the licensing, as there are so many individuals trying to get licensed now. When this report was submitted last week, we were experiencing cancellation rates of about 2 per cent of our runs. To date, this week we are seeing about half of that. It appears we peaked last week on the absences, and we are dropping this week.

Director Burra shared the website dashboard with Trustees.

Chair Ruttan thanked Senior Staff for the report and called upon Trustees for comments or questions. Student Trustee Roy excused herself from the meeting.

Trustee Hutcheon requested that the Notice of Motion be brought forward as a motion on the floor:

"In light of the significant increase in COVID-19 cases in the KFL&A area and the subsequent impacts on students and employees including increased staff absences and bus cancellations, and recognizing recent statements from Dr. Kieran Moore and from South East Region's hospital Chiefs of staffs and Medical Officers of Health, including Dr Oglaza, strongly recommending continued wearing of masks in all public indoor settings, the recommendation from Public Health Ontario to temporarily re-instate masking requirements in

schools, and local calls from Kingston Health Sciences Centre urging our community to be COVID safe, that the LDSB staff be directed to require, from an operational health and safety perspective, mask use in all LDSB buildings for staff, students and visitors, beginning May 2, 2022.”

Trustee Godkin seconded the motion.

In response to a question, Director Burra advised Trustees that enforcement of this is going to be extremely difficult and problematic. The Ministry has been very clear that no one is to be barred from attending school for not wearing a mask. There are problems with the language of the motion that would absolutely have to be changed to make sure that it was compliant. The Ministry has been very clear, since the very beginning of the pandemic, when masking was put in place, that exemptions have to be place in absolutely all situations based on the Human Rights grounds or based on a medical reason; there is no mention of exemptions here. The Director indicated that he worries about the challenges, with the last couple of years, about the workload that this puts on staff and particularly administration who are struggling sometimes, less so now than a couple of weeks ago, making sure there was staffing in place in the school. Trustees alluded to conflicts with staff and staff, students and staff, and parents and staff, and the ripple effect of that is significant, and really cannot be understated. Particularly when it has been very clear that from an enforcement standpoint that there is no support for exemption and further exacerbating staffing challenges by removing additional staff from their roles for not wearing a mask. From the standpoint of students and the school boards that have put this in place, it has been made very clear in those contexts that suspensions, expulsions and exclusions would not result from the mandating of the masks. He wanted Trustees to be aware of what that exemption might mean in terms of the allowance for people to do that, in the direction that we have received. Director Burra also stated that this is not just about May 2, which is the date referenced in the motion. It also leaves within the community, the lack of understanding of when this might end; there is no end date. When a Board of Trustees passes a motion, it requires a two-thirds majority to remove it, and this would basically be until the end of term as stated right now; so, another aspect that would require some consideration. Thinking beyond May 2, and the implications of this, from the standpoint of an administrator, it probably will eliminate any indoor events for the remainder of the school year, including spectators for any indoor activities. It is unfair to place staff in a situation, particularly our administrators who are trying to staff the buildings at 6:30 a.m., but then also being in the building until 5:00, 6:00 or 7:00 p.m. in the evening, making sure no one came in the building

without putting a mask on. It may also affect graduation and end-of-year celebrations. This is an unreasonable expectation or burden to put on schools to police the movement of people in and out of schools.

Director Burra indicated that this motion would end any wind or brass instrument playing in schools, as those activities would be curtailed very quickly, as well as some athletic activities in gyms would not run. While the sentiment of this motion people may be feeling one way, the logistics and operationalization of this are fairly significant in the challenges presented.

Trustee Godkin provided a friendly amendment to include “and ending June 30, 2022,” immediately following beginning May 2, 2022. Trustee Hutcheon accepted the friendly amendment.

Responding to a question, Director Burra indicated that if this motion, as it stands right now, is non-compliant from the standpoint there are absolutely no exemptions for either staff or students and that would have to be made as a change for that to be acceptable, as it would actually be illegal. He also noted a typo, and indicated it should be “from an occupational health and safety” not from an “operational health and safety” perspective. The final consideration for Trustees is the context at the beginning is inaccurate, based on the information shared with Trustees this evening.

Director Burra indicated he would be interested in providing Trustees with a potential option, as a variation of this. There is a huge difference in Limestone schools, based on the demographics, that we have and the ripple effect this would have. Another option would be to looking at implementing something more on a surgical basis at different sites based on what is happening with the trending on their attendance. For example, whatever threshold is identified, that school ‘X’ has hit “A” per cent, as a result there is a warning letter that we are passing a certain point and as a result we are strongly recommending that masking is put in place. It then increases to “B” per cent, and at that point in time there could be a mandate put in for a two week period, at that particular location, as a potential alternative to what is being outlined here. Director Burra wanted to share this as a potential option, as an alternative to what is on the table.

Chair Ruttan stated a vote would be needed if Trustees wanted to extend the meeting by half an hour to 10:30 p.m. With no objections, the meeting was extended half an hour.

Chair Ruttan asked Trustee Hutcheon how she wished to proceed, as it was pointed out that in the motion there is erroneous information, there are no exemptions and there is a typo.

Trustee Hutcheon amended her motion to read:

“In light of the significant increase in COVID-19 cases in the KFL&A area and the subsequent impacts on students and employees, and recognizing recent statements from Dr. Kieran Moore and from South East Region’s hospital Chiefs of staffs and Medical Officers of Health, including Dr Oglaza, strongly recommending continued wearing of masks in all public indoor settings, the recommendation from Public Health Ontario to temporarily re-instate masking requirements in schools, and local calls from Kingston Health Sciences Centre urging our community to be COVID safe, that the LDSB staff be directed to require, with reasonable exemptions, from an occupational health and safety perspective, mask use in all LDSB buildings for staff, students and visitors, beginning May 2, 2022 and ending June 30, 2022.”

Trustee Elliott questioned if it would be out of order if Trustees could look at the language of the alternate proposal that Director Burra mentioned and investigate that.

Chair Ruttan indicated this would be out of order as there is a motion on the floor. There is an opportunity to make a new motion, but there is a motion on the floor that Trustees are discussing right now. Student Trustee Duncan excused herself from the meeting.

Chair Ruttan called upon Trustees for any questions or comments to the amended motion. She indicated that she would also provide a comment at the end, as she intended to vote.

Chair Ruttan called the question.

Vice-Chair Gingrich called a point of order. He stated that Trustee Elliott is in conflict of interest as his wife sits on the executive of the Elementary Teachers’ Federation of Ontario, and their stance on their website is that they want masking re-instated.

Trustee Godkin requested the Board adjourn into Private Session.

The Board moved into Private Session.

The Board resumed Public Session and Chair Ruttan indicated that there was a procedural error in that Trustees were to vote to move into Private Session, publicly, however this was remedied, and the motion was made in Private Session. The motion was moved by Trustee Godkin and seconded by Trustee Hutcheon. Trustee Morning opposed. Chair Ruttan asked Trustee Gingrich to report out Private Session.

Vice-Chair Gingrich stated that earlier this evening the Board discussed a legal matter. There were also two motions to extend the meeting time by half an hour each time. There was no other business conducted, or motions passed in Private Session. Gingrich, French

MOTION MOVED By Trustee Gingrich and seconded by Trustee French that the Private Session Report be received. Carried.

Trustee Hutcheon spoke to, and read the motion. Chair Ruttan called the question.

MOTION MOVED By Trustee Hutcheon and seconded by Trustee Godkin that in light of the significant increase in COVID-19 cases in the KFL&A area and the subsequent impacts on students and employees, and recognizing recent statements from Dr. Kieran Moore and from South East Region's hospital Chiefs of staffs and Medical Officers of Health, including Dr Oglaza, strongly recommending continued wearing of masks in all public indoor settings, the recommendation from Public Health Ontario to temporarily re-instate masking requirements in schools, and local calls from Kingston Health Sciences Centre urging our community to be COVID safe, that the LDSB staff be directed to require, with reasonable exemptions, from an occupational health and safety perspective, mask use in all LDSB buildings for staff, students and visitors, beginning May 2, 2022 and ending June 30, 2022.

Roll call vote:

The binding recorded vote was as follows:

YEAS: Trustee Brown, Trustee Godkin, Trustee Hutcheon, Trustee Morning (4)

NAYS: Trustee Gingrich, Trustee French, Trustee McGregor and Trustee Ruttan (4)

RECUSE: Trustee Elliott (1)

The motion was lost.

MOTION MOVED By Trustee Godkin and seconded by Trustee Hutcheon that the Interim Reporting QT2 – 2021-2022 and the Strategic Plan Monitoring Mid-Year Update be tabled to the next Regular Board Meeting on May 18, 2022. Carried

13.4.4 Interim Reporting QT2 – 2021-2022 - Tabled.

13.4.5 Strategic Plan Monitoring Mid-Year Update - Tabled.

14. UNFINISHED BUSINESS

None at this time.

15. NEW BUSINESS

None at this time.

16. CORRESPONDENCE

1.61 Correspondence to Minister Steve Clark, Ontario Ministry of Municipal Affairs and Housing; Minister Ahmed Hussen, Minister of Housing and Inclusion and Diversity of Canada; Mayor Bryan Paterson, City of Kingston; Mayor Marg Isbester, Town of Greater Napanee; Mayor Ric Breese, Loyalist Township; Reeve Eric Smith, Township of Stone Mills; Mayor Frances Smith, Township of Central Frontenac; Mayor Ron Higgins, Township of North Frontenac; Mayor Ron Vandewal, Township of South Frontenac; Reeve Henry Hogg, Township of Addington Highlands, dated April 5, 2022, re: Housing Crisis, provided for information.

16.2 Correspondence to the Director of Education, dated April 10, 2022, from Krista Hanna Thompson, MHSc, ROH, CRSP, Parent and Occupational Hygienist, re: Mandatory Masking in LDSB, provided for information.

17. NOTICE OF MOTION

See Item 13.4.3 COVID 19 Update

18. ANNOUNCEMENTS

None at this time.

19. COMMITTEE MINUTES FOR INFORMATION

The following committee meeting minutes were provided for information:

19.1 PIC Meeting Minutes – February 10, 2022

19.2 SEAC Meeting Minutes – March 23, 2022

20. FUTURE BOARD MEETING SCHEDULE

May 18, 2022

June 15, 2022

21. ADJOURNMENT

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

The meeting adjourned at 11:26 p.m.