

Upper Grand District School Board
Board Meeting, Tuesday, January 26, 2016
Minutes

The regular monthly meeting of the Upper Grand District School Board was held on Tuesday, January 26, 2016 in the Board Room at 500 Victoria Road North, Guelph, starting at 7:10 p.m. All Trustees were present. Student Trustees Johnson and Challinor were also in attendance.

Opening Prayer

Trustee Lustgarten Evoy shared a reading she wrote emphasizing, freedom, diversity, life-long learning and personal and professional growth, with strength, honour, and integrity.

Condolences

Trustee Bailey, Chair, reported that condolences were sent on behalf of the Board to the following: Katrina Plazek, Principal at Eramosa PS on the loss of her father; Kristin Mirotta, Teacher at John F. Ross CVI on the loss of her mother; Doug Jackson, Health and Safety Inspector on the loss of his sister; Christian Aguirre, Custodian at CWDHS on the loss of his mother-in-law; Sandro Buffone, Technical Support Manager, Computer Services on the loss of his father; Tracey Mackie-Vlietstra CYC at Paisley Road PS, and Jean Little PS on the loss of her mother; the family of Wendy Young former teacher-librarian and consultant; the family of Oscar Van Binsbergen former Teacher; Donna Richardson, Assistant to the Vice-Principal of Centre Wellington DHS on the loss of her husband; Kerry Hoelscher, Administrative Officer-Employee Relations, on the loss of her father; and Kathy Cunningham, Educational Assistant at Elora PS on the loss of her mother.

Good News

Dr. Rogers highlighted the Good News as follows:

Outstanding Principals Award Winner

The Learning Partnership announced that Patrick Hamilton, Principal of Centre Dufferin DHS is one of Canada's Outstanding Principals. Pat is among forty exceptional educators, from every province and territory in Canada, who are being celebrated for demonstrating innovation, having an entrepreneurial spirit and for employing creativity in finding solutions and opportunities. Pat will be honoured at a gala on February 23rd at the Westin Harbour Castle Hotel in Toronto. The winners will also benefit from an exclusive five-day leadership training program at one of Canada's top business schools,

the University of Toronto's Rotman School of Management. Congratulations Pat, we are very proud of you!

College Heights SS

College Heights SS students were recognized across the Atlantic for building dog houses.

Centre Dufferin DHS

Congratulations to Kaelyn Gregory, who's Junior Women's Curling Team, won the Provincial championship earlier this month. The team went 5-2 in round robin play and came from behind to win the Championship game 7-5. Kaelyn is representing Ontario at the National Junior Women's Championship this week.

Syrian Newcomers

In December, we posted information on our Board website about helping Syrian refugee children with their transition to our schools. As a result, we have received over \$1500 through the Upper Grand Learning Foundation Free to Achieve Fund. Donors include a number of individuals, our Guelph Board Office Staff Association and the Upper Grand Occasional Teachers group. We also received a very generous donation from Kortright Hills PS (\$500). Funds received through the Learning Foundation will be used to assist Syrian children with anything they need to have a successful school experience. These funds will be distributed through the Equity of Access Committee and may include things like winter coats and boots, school clothing, running shoes, school supplies, milk and/or hot lunch programs, field trips, eye glasses or hearing aids, extra-curricular activities, etc.

Several of our schools have also undertaken creative fundraising activities in order to support local organizations sponsoring Syrian families. These include:

Orangeville DHS supported Project Safe Haven. This is a private sponsorship group that is sponsoring a family of 6 that will arrive in the Orangeville area in the very near future. Staff and students are creating an awareness campaign at the school to help students understand the plight of the Syrian refugees and they will be selling "Bears that Care" bracelets (silly bandz) and magnets to raise funds. They are also planning a bake sale.

Guelph CVI is raising funds to assist two families that are being sponsored through the Jim Estill organization in Guelph. They have a committee of staff and students, called GCVI Cares who are working closely with the Muslim Society of Guelph to prepare for the arrival of these families likely in February of this year. They have initiated a

fundraising campaign called Toonie Tuesdays and are on their way to reaching their goal of raising \$5000.

Centre Wellington DHS hosted a fundraiser in November which raised \$5600 for the Canadian Red Cross Syrian Emergency Relief Fund. This amount will be doubled to \$11,200 after the Federal government matches the donation. The fundraiser was organized by the Welcome Project, a group of Centre Wellington citizens who are sponsoring several families in the Centre Wellington area. The event called "Supper for Syria" was supported by the staff and students with the food prepared by Chris Jess and his students from the food school. The event was sold out.

Ponsonby PS staff, students and families held a backpack and school supplies drive in December. They were very quickly overwhelmed with donations and were able to fill 44 backpacks, which were donated to the Guelph group of private sponsors.

Westwood PS Two students are making bead bracelets and selling them to raise funds for Syrian newcomers at their school.

Victory PS The community raised \$350 with a "Yoga for Syria" event. They donated these funds to a group called Syria to Guelph. This group is partnering with the Dublin Street United Church to raise \$30,000 in order to sponsor a family of five.

Victoria Terrace PS This school included a fun and unique fundraiser as part of their Christmas Mingle Jingle. Students participated in a game called "Flick for Freedom" where the kids flicked quarters toward one of two LEGO prizes and the closest quarter got the prize. This activity raised \$200 (that's a lot of quarters) for the Knox Presbyterian Church. This group is sponsoring a family to come to the Centre Wellington area.

SWAF, Linamar Corporation

The January issue of Linamar's Vision magazine was released this week. The magazine features an article written by staff members Jennifer Watson and Deb Tyler about the SWAF Open House and the beginnings of the SWAF program. In addition, the SWAF poster appeared in the magazine advertising the program.

Staff Came Together to Solve a Major Problem

During a power failure on the Labour Day weekend at Centennial CVI the entire biotech program was lost. The biotech program supplies, which must be either refrigerated or frozen, had just been returned from summer storage. A team of Upper Grand DSB staff including Frances Norlen, Doug Gajic, Sarah Renforth and Lidia Halyk worked together to source thousands of dollars of lost DNA, RNA and bacteria from a variety of

specialized supplies while ensuring compliance with Canada's new legislation about biosafety. Many of the samples had been purchased over the years or were part of Doug Gajic's Genomics Teaching Award in 2009. The final specimens are currently being sourced this month and will return the biotech to full operational status.

Confirmation of the Agenda

Trustee Schieck moved, seconded by Trustee Fairbairn, that the agenda be confirmed as printed.

The motion carried.

Declarations of Conflict of Interest

There were no conflicts of interest.

Approval of the Minutes of the Meeting Held December 15, 2015

Trustee White moved, seconded by Trustee Topping, that the minutes of the meeting held December 15, 2015, and the minutes of the Committee of the Whole meeting held immediately prior to the Board meeting, be approved as printed.

The motion carried.

Ratification of Business Transacted by the Committee of the Whole In Camera

Trustee Cooper moved, seconded by Trustee MacNeil, that the business transacted by the Committee of the Whole In Camera be now ratified by the Board.

The motion carried.

Motion to Rise and Sit in Committee of the Whole

Trustee Moziar moved, seconded by Trustee Topping, that the Board rise and sit in Committee of the Whole with the Chairperson presiding.

The motion carried.

OSSTF ESSP and ECE Bargaining Unit Memorandum of Settlement

Trustee Bailey announced that earlier this evening in the In Camera session that Trustees voted to ratify the OSSTF ESSP and ECE Bargaining Unit Memorandum of Settlement.

Delegations – French Review Committee Report

1. Matt Sammut and Samantha Crabbe, Parents, Erin

Matt Sammut noted that he recognized the challenges the Board faces in accommodation and delivery of French Immersion. He claimed that Erin does not have an accommodation problem and it has the best schools in Ontario with the highest FI participation rates. His purpose was to encourage the Board to build on that success by increasing the proposed cap for FI students of 35 to 40 students. He believed that the change in the cap would ensure consistency and sustainability of the FI program through to high school. He also suggested that the Board consider a secondary review before a decision is made at the elementary level which will greatly impact the secondary panel. Long-term French program viability was another concern he raised.

Samantha, a parent of children at Erin PS shared her personal experience, and requested that the Board ensure program viability, and supported Matt's suggestion of a cap of 40.

2. Linsey Glavaz, parent and Chair of Couling Cres. School Council, and Shauna LeBouthillier

A petition containing 441 signatures and 166 comments was distributed. The petition was in response to the French Committee Review Final Report. She claimed parents did not have the opportunity to fully review and comprehend the report and its implications. She requested that the report be received as information only, until communication opportunities are offered to the public and to gain input and comments on the French Review Committee Report and its implications.

Program Committee

Trustee Moziar moved that the minutes of the Program Committee held January 5, 2016 be received and considered.

The motion carried.

Trustee Moziar moved that:

1. The verbal update from Student Trustees be received.
2. The verbal update on mental health be received, with thanks.

3. The verbal update on FNMI be received.
4. The verbal update on Student Success be received.

The motion carried.

Business Operations Committee

Trustee Schieck moved that the minutes of the Business Operations Committee held January 12, 2016 be received and considered.

The motion carried.

Trustee Cooper requested that recommendation # 4 be considered separately. The recommendation is "That Memo PLN: 15-30 "Report of the French Review Committee 2015" dated January 12, 2016 be received."

Trustee Schieck moved that:

1. The Beyond Borders presentation be received.
2. The report entitled "Environmental Report on the Blue Dot Movement", dated December 18th, 2015 be received.
3. The Board approve the adoption of the Blue Dot resolution, as attached in Appendix A of the report entitled "Environmental Report on the Blue Dot Movement", dated December 18th, 2015, with an amendment to the second last paragraph to read:

"Be it Further Resolved that the Upper Grand District School Board will consider **equity and** environmental impacts when developing and implementing policies and procedures in an effort to move towards healthy and sustainable practices".

4. The report "Resignations and Retirements" dated January 12, 2016 be received with thanks for the many years of service.
5. The verbal report on the allocation of an additional PD day be received.
6. The verbal report on the upcoming retirements be received.

The motion carried.

Trustee Schieck moved that Memo PLN: 15-30 “Report of the French Review Committee – 2015” dated January 12, 2016 be received.

Trustees Cooper, Moziar and Busuttill advised that they wished the opportunity to place motions after the receipt of the report.

The motion carried.

Trustee Cooper advised that recommendations 2, 5, 6, 7, 8, 9, 10, 11, 15, 17, 18, and 19 as contained in the Planning Department Memo Report of the French Review Committee 2015, focus on the challenges the Board faces relating to hiring a sufficient number of qualified French teachers to meet the growing demand of the French Immersion and Core French Programs and we should move forward quickly to implement these recommendations to ensure the quality of French Education in the Board. Furthermore, she stated that these recommendations do not impact the percent of French in French Immersion or introduce caps. Trustee Bailey noted that, although he supports the recommendations, this item was agreed to being an information item only at Business Operations earlier this month, and out of principle, would abstain from the vote.

Trustee Cooper moved that:

1. The UGDSB send a written request to the Ontario Public School Boards' Association, (OPSBA), to advocate on behalf of English public school boards for; a comprehensive Provincial review of FSL instructional opportunities, qualified French teacher availability, and current funding levels in an effort to alleviate the significant accommodation pressures and more accurately reflect the current reality of parent/guardian choice in a plurilingual society.
2. The Human Resources Department review and expand its recruitment practices as it relates to French language teachers and support staff (e.g. ECEs, EAs).
3. The Human Resources Department advance the dates of the recruitment, posting and interviewing process for French language teachers.
4. The Human Resources Department actively pursue increasing teacher and ECE practicum placements in the Board for candidates with French language proficiency.
5. The Human Resources Department explore pool hiring to attract and retain qualified French language teachers.

6. The Human Resources Department work in conjunction with the local teacher unions to explore the potential of newly hired qualified French language teachers committing to 5 years of French language instruction in the Board.
7. The Human Resources Department hire an individual, on contract (e.g. a retired Principal), to work with UGDSB staff to develop a process to support recruitment and the hiring of qualified French language teachers, including occasional teachers and support staff. As part of this work, other school boards will be canvassed to identify any exemplary practices that could be adapted and incorporated into the UGDSB process.
8. The UGDSB work with OPSBA to advocate for the Ministry of Education and the Deans of the Faculties of Education and Colleges to assist in addressing the number of teacher and support staff available for French language instruction at both the elementary and secondary level.
9. There be a regular monitoring of enrolment in all FI programs and reported to the Board via the Elementary Identified Schools Report, and that the balance between English track and French immersion enrolment in dual track schools be monitored through the annual Elementary Identified Schools Report.
10. The French immersion retention rate be monitored and reported through the annual Elementary Identified Schools Report.
11. Future elementary and secondary French immersion accommodation needs and locations be considered during the development of the Board's long term capital and accommodation plan.
12. Appropriate accommodation or boundary review processes be undertaken to address French immersion accommodation needs, as the Board deems appropriate and in accordance with Board policy, to address over-capacity or underutilized schools.

Trustee Fairbairn moved that the above motion be deferred until April 4, 2016.

Trustee Busuttil requested a recorded vote on the deferral motion.

Yea: Bailey, White, Evoy, Fairbairn, MacNeil

Nay: Busuttil, Topping, Schieck, Cooper, Moziar, (Student Trustee Challinor)

The motion to defer was defeated.

The motion carried.

In answer to Trustee Busuttil's question, Manager of Planning Passy advised that the composition of the French Review Committee would remain the same. Considering the time invested to date, it would be prudent to continue with the existing composition. Other concerns raised included French teacher retention, attrition, statistical data for FI, transition from grade 8 to grade 9, sustainability of both FI and FSL programs. Trustee Moziar noted that public information sessions were necessary as the public was not aware of the implications or the impact of Caps as reported in the French Review Committee Report, and suggested that staff offer information meetings to enhance awareness and provide a venue for feedback.

Trustee Moziar moved that staff organize four FSL community information meetings: North Wellington, Centre Wellington, Dufferin and Guelph, and that a draft plan with dates and a draft feedback form come back to the February 2016 Business Operations meeting.

Trustee Fairbairn suggested an amendment and have two meetings instead of four. After much discussion, Trustee Fairbairn withdrew his suggested amendment.

Trustee Fairbairn suggested a second amendment that the feed-back forms be removed.

Comments received in support of the feed-back forms included opportunities for gaining more information and points of view, community engagement, consultation, and feedback, market share implications, possibility of innovative solutions, implementation issues, transparency, the development of a list of Frequently Asked Questions, and public confidence. Trustee Fairbairn declined the offer to withdraw the amendment.

Trustee Fairbairn moved an amendment that feed-back forms be removed.

The amendment was lost.

Trustee Moziar requested a recorded vote on the motion.

Yea: Trustees Bailey, Busuttil, Topping, White, Schieck, Lustgarten Evoy, Cooper, Moziar, and MacNeil

Nay Trustee Fairbairn

The motion carried.

Trustee Busuttil moved that recommendations 3, 4, 12, 13, 14, and 16 from the Report of the French Review Committee come back to the May 2016 Business Operations Meeting for consideration by the Board.

The recommendations are as follows:

1. The UGDSB explore the concept of starting core French in Grade 1 in conjunction with an FSL review by the Ministry of Education as outlined in Recommendation 1.
2. Once a strategy is approved by the UGDSB for elementary French Immersion, the French Review Committee will begin a review of secondary FSL as soon as possible and submit a report with recommendations for consideration by the UGDSB no later than June 30, 2017.
3. Effective September 1, 2017, JK be confirmed as the only entry point for new French Immersion students into the French Immersion program in the Upper Grand District School Board.
4. A differentially applied JK enrolment cap, based on school capacity and historical enrolment trends together with a reduction in French instructional time to 84% for JK-2, 68% for Grades 3-5, and 50% for Grades 6-8 be placed on JK French Immersion programs in the jurisdiction totaling 579 students, effective for the 2017/18 school year.
5. Before November 2016, prior to kindergarten registration, a random selection process be developed as part of the enrolment cap to create a fair and transparent method for student entry into the French Immersion program.
6. The enrolment cap be reviewed no later than December 31, 2019 and every 5 years thereafter, unless significant changes in demographics, enrolment or school utilization would indicate an earlier review.

The motion carried.

Policy Management Committee

Trustee MacNeil moved that the minutes of the Policy Management Committee meeting held January 5, 2016 be approved, with an amendment as requested by Trustee Cooper that the Minutes of December 8, 2015, record that Trustee Cooper arrived at 5:00 p.m.

The motion carried.

Trustee Busuttil requested that recommendations 1 and 2 as contained in the minutes be considered separately. She suggested that guiding principles be developed to create consistent and common language for communication to the public and to be used for consistency across the Board, instead of exclusive for one activity.

Trustee MacNeil moved that:

1. The report entitled "Communication Process for Policy Public Consultations" dated January 5, 2016, be received.
2. The communication process attached as Appendix A to the report entitled "Communication Process for Policy Public Consultations" dated January 5, 2016, be amended and forwarded to the Board for consideration.
3. Policy 504 Equity and Inclusive Education be received and released for public consultation (pending approval of Communication Process for Public Consultations).
4. Policy 408 Harassment in the Workplace be approved without public consultation, as it is mandated by the Ministry of Labour and because changes are minor in nature.
5. Policy 417 Violence in the Workplace be approved without public consultation, as it is mandated by the Ministry of Labour and because changes are minor in nature.
6. The Policy Schedule entitled Objectives of Policy Development and Review as of December 8, 2015 be received.

The motion carried.

Special Education Advisory Committee

Trustee Busuttil moved that the minutes of the Special Education Advisory Committee held January 13, 2016 be received and considered.

The motion carried.

Trustee Representation on Committees

Further to the Business Operations Meeting of December 8, 2015 where Trustee Bailey advised that there were three vacancies to be filled for Trustee representation on committees. Trustee Moziar volunteered to sit on the Budget Liaison Committee, Trustee White volunteered to sit on the Communications Committee, and Student Trustee Dylan Challinor volunteered to sit on the Student Safety Patrol Committee.

Trustee White moved that Trustee Moziar sit on the Budget Liaison Committee, Trustee White sit on the Communications Committee, and Student Trustee Challinor sit on the Student Safety Patrol Committee, and that the membership be ratified.

The motion carried.

Board Correspondence

Trustee Bailey advised that correspondence was received from Peel District School Board Chair, Janet McDougold regarding support for the development of curriculum and learning resources on Aboriginal Peoples in Canada.

Trustee Schieck moved that the Board Correspondence dated January 26, 2016, be received.

The motion carried.

Trustee Questions and Reports

Trustee Cooper reported that the Beyond Borders Fundraising Gala event raised over \$55,000.00 for Mount Sinai hospital. Congratulations were expressed to the students and staff.

In view of the recent announcement regarding the closing of the Guelph Mercury, Trustee Moziar suggested that the Board Chair draft a letter of thanks to Joanne Shuttlesworth for her involvement and communication of educational activities through the Guelph Mercury.

Trustee Moziar advised that parents are using the Fraser Institute as a tool to determine the best school for their children to attend. She agreed to meet with Communications Officer Loney to clarify the standards of the Fraser Institute.

Trustee Moziar requested that a link to the French Review Committee Report be put on the homepage of the Board's website.

Trustee MacNeil advised of an upcoming PIC Spring event which is planned for Thursday April 14, 2016, and will be held at Centennial CVI. The keynote speaker will address parent involvement and parent engagement.

Trustee MacNeil advised that the recruitment process was coming along for the new Executive Director of the Art Gallery and initial interviews were scheduled for February 11, 2016.

Trustee Bailey advised of an event organized by Canadian Parents for French which will be held on Saturday, February 6, 2016, and encouraged Trustees to attend.

In December of last year, Trustee Bailey, and several staff, were invited to a dinner hosted by the Muslim Society of Guelph. He reported that it turned out to be an incredible community building evening, a significant momentum toward mutual understanding of different and blending cultures. On behalf of the Board, he was presented with an award; A Community Partner Award, in recognition of strengthening our community and building bridges together. He presented the award to the Board and expressed thanks to the Muslim Society of Guelph.

Dates of Future Meetings

Trustee Cooper moved that the February 2016 schedule for Board and Standing Committee Meetings be approved as follows:

Program Committee	February 2, 2016
Business Operations	February 9, 2016
Board Meeting	February 23, 2016

The motion carried.

Director Rogers added the following to the Dates of Future Meetings:

Tuesday, February 9, 2016	Tentative date for Property Committee Meeting, to be confirmed by Jennifer Passy
Thursday, February 11, 2016	EEMC, Boardroom, 1:00 p.m.
Friday, February 2, 2016	Career Education Council, Room 9, 8:00 a.m.
Monday, February 15, 2016	Family Day

Trustee Moziar moved that the Dates of Future Meetings dated January 26, 2016 be received, with the above noted additions.

The motion carried.

Motion to Rise and Report to the Board

Trustee Schieck moved that the Committee of the Whole rise and report to the Board.

The motion carried.

Ratification of Business

Trustee MacNeil moved, seconded by Trustee Topping that the business transacted by the Committee of the Whole be now ratified by the Board.

The motion carried.

Adjournment

Trustee White moved, seconded by Trustee MacNeil that the Board adjourn and this meeting now close at 9:25 p.m.

The motion carried.

This document is available in alternative formats upon request.