

Upper Grand District School Board
Board Meeting
Tuesday, December 15, 2020
Minutes

The regular monthly meeting of the Upper Grand District School Board was held virtually and in person on Tuesday, December 15, 2020, in the Board Room at 500 Victoria Road North, Guelph, starting at 7:00 p.m. All Trustees were present with the exception of Trustee Bedi. Student Trustees Kim Tran and Taran Fournier were not in attendance.

Presentation from Dr. Nicola Mercer, Wellington Dufferin Guelph Public Health

Dr. Nicola Mercer, Wellington Dufferin Guelph Public Health commended the Board for how far we as a community have come. With 4 months into the school year, and the region heading into red restrictions, there have only been 6 school outbreaks and a number of single case classroom contracts. These single COVID-19 contractions were predominantly from the home, not the school environment. Dr. Mercer expressed congratulations to the Board for its efforts and hard work in keeping staff and students as safe as possible. In answer to questions raised, she noted the following:

- COVID-19 vaccination will not be mandatory for children to attend in-school learning.
- Vaccines have not been tested on children under 12 years of age, and this testing may not happen until well into 2021.
- In the near future, there will be more vaccine sources.
- In order to prevent future outbreaks and single case contractions, as well as the ability to return to a more functional society, we must continue with public health measures; mask wearing, hand hygiene, social distancing, and we must NOT fall into COVID-19 fatigue where restrictions are not followed.
- Do not attend or host large family or friend gatherings.
- Stay safe and healthy.

Traditional Greeting – Trustee Lustgarten Evoy

Opening Prayer / Reading – Trustee MacNeil

Trustee MacNeil shared an inspirational reading regarding Hope, as follows. 2020. What a year! Hope is what has carried us through this year; hope in the form of people from all aspects of our school board helping other people in any way they can. In the form of teachers giving everything they had to ensure the success of their students. In the form of students adapting to a whole new way of learning and rising to the challenge. Hope was present everywhere and helped lead us through the darkness. Hope helped us never give up. Hope told us that there would be a tomorrow and the

sun would shine again. We have no idea what 2021 will bring but what will always be there is hope and people working hard to make the world a better place. She closed with the words of Michelle Obama who encourages us to share and spread our hope: “You may not always have a comfortable life and you will not always be able to solve all of the world’s problems at once but don’t ever underestimate the importance you can have because history has shown us that courage can be contagious and hope can take on a life of its own.” – *Michelle Obama*

Condolences

Trustee MacNeil, Chair, reported that condolences were sent on behalf of the Board to the following: Gundi Barbour, ETFO President, on the loss of her husband; Kristin Alie, Vice-Principal at William C. Winegard PS, on the loss of her mother; Janice Minor, Administrative Office Assistant of Counselling and Attendance and Mental Health in Program Services, on the loss of her mother; Jackie Hope, Administrative Assistant Wellness and Employee Health in Human Resources, on the loss of her father.

Good News

Director of Education Rogers highlighted the Good News as follows:

Credit Meadows ES and Brock Road PS Students Organized Street Food Drive

Two grade 7 students at Upper Grand schools have given back to the community this year, by organizing a street food drive in their neighbourhoods. Credit Meadows ES student Jaylen and Sir Isaac Brock PS student Owen, with the help of their fathers, advertised and safely collected food items for the food bank. Through the use of flyers and social media, Jaylen and Owen reached many people in both Orangeville and Guelph and have collected hundreds of pounds of food for the Orangeville and Guelph Food Banks. This initiative generated so much conversation that Guelph MP Lloyd Longfield recognized Owen during the November 24th Question Period at Parliament. Owen and Jaylen initially hoped to collect 10,000 pounds of food by December 25, but after seeing the positive response in the community, then increased their goal to 25,000 pounds. Congratulations to Owen and Jaylen for starting an amazing initiative and thanks to the assistance of your fathers and Upper Grand DSB teachers Koven Padayachee and Iain Durk.

Island Lake PS Students

In November, grade 7 and 8 students in Stacey Manzerolle and Mardell Miller’s classrooms took part in an activity to recognize the frontline workers who have been so dedicated to the community during the pandemic. After a lesson about what makes a person a hero, the classes decided to do something to thank these community members. Each student created a thank you card, (some more than one), and the cards

were delivered to grocery store clerks, mechanics, healthcare workers, first responders, crossing guards and teachers.

Salem PS Sends Backpacks to Iqaluit, Nunavut

Students and staff at Salem PS were busy gathering school supplies and backpacks in November to send to students in Iqaluit, Nunavut. Teachers Lauren Katsuno and Bryan Farnworth decided they wanted to do more with students in addition to discussing truth and reconciliation. After learning about how expensive school supplies are in the North, they decided to create a school-wide initiative to send backpacks full of school supplies to elementary students in Iqaluit. Each class at the school received a backpack to fill with school supplies; pencils, pencil crayons, markers, glue, calculators and hand sanitizer. In an act of generosity, Robin Young from Robin's Nest Family Care in Guelph donated the shipping costs to the school so that these backpacks could reach Nunavut. In total 11 backpacks were filled. Great job Salem PS. Thank you to Robin Young for donating the shipping costs.

Guelph CVI Music Teams Up With *Hamilton* Star For Pandemic Project

The Guelph CVI choir teamed up with Joseph Morales, star of the Toronto cast of the musical *Hamilton* for a special project. Since students cannot sing in class, the Guelph CVI choir put together multitrack video projects where students record their own individual parts from home. After reaching out to Morales, the choir recorded a version of the hit song "Helpless" from the musical *Hamilton*, with Morales recording his parts of the song from his home in Los Angeles. This amazing video collaboration is just one of many that will be released as part of the December 17th Guelph CVI Online Winter Concert. The Winter Concert will be available on YouTube on Thursday evening, December 17, 2020. We look forward to seeing this performance and the Guelph CVI Winter Concert!

Edward Johnson PS Student Inspired Students With a Bullying Prevention Contest

Henry, a grade 3 student at Edward Johnson PS, had the idea to create a contest for his peers about bullying awareness and prevention, so he took the idea to Principal Katherine Wainman. Henry and Wainman then started to promote the idea of a school comic strip contest. Any student could participate regardless of age and the topic of the comic strip had to be related to strategies and situations related to bullying prevention. At the end of the contest, more than 64 entries were submitted from students ranging from JK to grade 6. Henry was very excited to see so many entries to this contest and hoped to continue contests like this at the school in the future. Congratulations to the contest winners and to Henry for introducing it to the school.

Mitchell Woods PS Adapted Annual Winter Fundraiser for West Willow Village Neighbourhood Group

Over the past several years, Mitchell Woods PS's Student Council organized a food and clothing drive for the West Willow Village Neighbourhood Group. This year, instead of cancelling the fundraiser due to COVID-19 restrictions, the student council decided to raise monetary donations through the School Cash Online system. These donations went to the West Willow Village Neighbourhood Group's Adopt a Child and food hamper campaign. At the end of the two-week campaign, the Mitchell Woods Student Council was able to donate \$665 to the neighbourhood group.

Great job, Mitchell Woods PS!

Confirmation of the Agenda

Trustee Foley moved, seconded by Trustee Bailey, 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 Final and Inaugural Board Meetings Held December 1, 2020

Trustee Busuttil requested a change to the Final Board Meeting Minutes of December 1, 2020, as follows: on page 2, she requested that the following wording be changed:

"She requested that the Terms of Reference be changed for more clarity regarding the role of staff, ...committee." Be changed to read:

"She requested that the Terms of Reference be changed for more clarity regarding the role of **Board**, staff, ...committee.

Trustee Busuttil asked questions of clarification for herself as well as any community stakeholders interested in the Chairs Committee Minutes, Director Selection Process, in reference to the plan that was presented.

1. Will the Board have an opportunity to see or have input into the Consultant selection criteria?

Trustee MacNeil responded that the consultant had already been approved. The plan stated that the committee would review the consultant proposals, interview the consultants, select the consultant, and the Board will approve the consultant. This was approved by the Board on December 1, 2020. In answer to

the question, that was what was not approved by the Board, therefore the answer is no.

2. Will the Board have an opportunity to see and review Consultant proposals to score and provide input on a short list?

Trustee MacNeil responded, that as stated previously, the plan states that the committee would review the consultant proposals, interview the consultants, select the consultant, and the Board will approve the consultant. Therefore, the answer is no to the question.

3. How will the Board see Consultant presentations and provide input into questions?

Trustee MacNeil responded that this already took place so that will not be happening. Therefore, the answer to the question is no.

Trustee Busuttill requested clarification that there is no engagement of the Board in any of the processes that result in the final recommendation of which consultant would be used for the selection of a Director and that she personally has no role in the elements that feed into the plan.

Trustee MacNeil responded that Trustee Busuttill's role was reviewing the recommendation from the committee and approving it or not approving it.

Trustee Ross pointed out that the Inaugural minutes, on page 11, under Police Presence in schools, list Trustees Foley, Ross and MacNeil as appointed to the Police Presence in Schools Committee. Trustee MacNeil is participating on that committee in an ex-officio role, and not appointed to the committee. Trustee MacNeil agreed that this was the case, and the minutes would be changed to reflect that. Trustee MacNeil also noted that the Student Trustee on that committee should be Taran Fournier.

Trustee Bailey moved, seconded by Trustee Foley, that the minutes of the Final and Inaugural meetings held December 1, 2020, and the minutes of the Committee of the Whole meeting held immediately prior to the Board meeting, be approved as amended.

The motion carried.

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

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

The motion carried.

Business Operations Committee

Trustee Campbell moved that the minutes of the Business Operations Committee held December 8, 2020 be received and considered.

The motion carried.

Trustee Campbell moved that:

1. Memo PLN: 20-17 "2020 Community Planning and Facility Partnership Report" dated December 8, 2020, be received.
2. The Board advise the community partners on the Partnership List that there are no partnership opportunities or suitable surplus spaces available at this time in existing facilities.
3. Staff be directed to continue consultation with community partners regarding interest in co-build opportunities at possible future schools and additions in the jurisdiction.
4. The Equity Plan Update and Review presented on December 8, 2020, be received.
5. Memo FIN: 1220-01 "2020/21 Revised Estimates Update" dated December 8, 2020 be received.

The motion carried.

Announcement of Elementary Principal/Vice-Principal Transfers and Appointments

Director of Education Rogers advised, that, at the December 8, 2020 Business Operations Committee Meeting, the following Elementary Principal/Vice-Principal Transfers and Appointments were required due to the retirement of an Elementary Principal, Anita Lagundzija-deFreitas. Dianna Secord was transferred from Principal, Spencer Ave. ES, to Principal, Credit Meadows ES; Kimberly Dempsey-Jones was transferred from Principal, Primrose ES to Principal, Spencer Ave. ES; Marianne Millsap was transferred from Vice-Principal, Centennial Hylands ES and appointed as Acting Principal, Primrose ES; and Jaime Wouters, was transferred from EITC, Program Department and was appointed as temporary Vice-Principal, Centennial Hylands ES.

Special Education Advisory Committee

Trustee Edwards moved that the minutes of the Special Education Advisory Committee held December 9, 2020 be received and considered.

The motion carried.

Trustee Topping took the Chair for the consideration of the next 2 items.

Chairs' Committee Minutes of December 14, 2020

Trustee MacNeil moved that the minutes of the Chairs' Committee meeting December 14, 2020 be received and considered.

The motion carried.

Trustee MacNeil moved that:

1. The report "Director Selection Committee Reporting Pathway" dated December 14th, 2020 be received.
2. The Director Selection Committee report directly to the Board of Trustees in sessions that are In Caucus, In Camera, or Public, as appropriate, and is no longer a sub-committee of the Chairs' Committee.

The motion carried.

Safe Equitable and Inclusive Schools Steering Committee (SEISSC)

Trustee MacNeil moved that:

1. The Safe, Equitable and Inclusive Schools Steering Committee Membership Report dated December 15, 2020 be received.
2. Jass Ghuman, of the Guelph District Multicultural Festival, be added to the SEISSC as the community member representing marginalized and racialized individuals and agencies throughout the geographic area of the Board for the Safe, Equitable and Inclusive Schools Steering Committee.

The motion carried.

Trustee MacNeil returned to the Chair for the remainder of the meeting.

Upper Grand DSB/Wellington Catholic DSB First Nations Métis Inuit Education Council Minutes of December 7, 2020

Trustee Busuttill raised a question regarding a conversation and process that she had with Superintendent Van Ooteghem. Truth and Reconciliation materials and Professional Development (PD) were supposed to be delivered to Trustees in

November 2019. Trustee Busuttil questioned when these will be coming to Trustees. In response, Superintendent Van Ooteghem stated that after November 2019, sanctions and COVID-19 restrictions delayed the delivery of the PD session and materials. However, Indigenous Equity Lead Colinda Clyne will be presenting an update on the First Nations Métis Inuit Education Council curriculum work done in the Board and the community at the January 5, 2021 Program Committee Meeting. There will be information on the Truth and Reconciliation calls to action in Trustee packages.

Trustee Topping moved that the minutes of the First Nations Métis Inuit Education Council meeting of December 7, 2020 be received and considered.

The motion carried.

Ad Hoc Trustee Climate Change Committee (TCCC) Memo

Trustee Bailey thanked Trustee Edwards for being the instigator, the person who re-started the committee work, her education and diligence, and keeping the committee work on track. In reference to the Terms of Reference, Trustee Bailey expressed thanks to Trustee Busuttil who suggested a change to the Terms of Reference, under committee membership terms and voting. Trustee Busuttil noted that there were no rural or urban Trustees identified on the committee, and that it was necessary to make sure all areas of the Board were represented. She suggested a friendly amendment; **ensure representation from different regions of the Board be included in the terms of reference.** Trustee Bailey accepted the friendly amendment to the terms of reference. Trustee Bailey advised that the scope of the committee was intended to be a committee about developing leadership capacity, working within Trustee caucus to increase awareness about our footprint, our behaviour, identify what we can do, identify how we can better incorporate in decision making process, how decisions affect carbon footprint, and also whether we would like to develop an Upper Grand DSB climate action statement. Trustee Bailey expressed thanks to Trustee Busuttil and to the committee as a whole for reinitiating this important issue. Trustee Busuttil also suggested that the regular reporting through Business Operations be supported by posting the minutes of the committee on UGShare. This would enable Trustees to have the opportunity to engage, know how the committee is progressing, and get feedback. Trustee Bailey agreed.

Trustee Bailey moved that:

1. The report "Trustee Climate Change Committee Memo 2020" be received.
2. The Terms of Reference of the TCCC be approved as amended.

The motion carried.

Inclusion Committee Report

Trustee Ross noted that the purpose of the Inclusion Committee is for Trustees to promote equity and inclusion in processes such as hiring and public communications, which may present barriers to some community members. Trustee Busuttil noted that the scope of the proposal was too large and suggested a starting point of the development of a public appointment policy. This policy would set criteria to consider process for community members or parents to be included in committees such as Principal Vice-Principal selection committees, identify barriers in all processes that involve Trustees, such as potential barriers to parents who wish to delegate the Board. Trustee Campbell suggested that more information was necessary to provide to Policy Management Committee (PMC) and this project would place undue stress on the PMC.

Trustee Busuttil moved that the Inclusion Committee Report dated December 15, 2020 be received.

The motion carried.

Trustee Ross moved that:

1. An Inclusion Committee be created.
2. The Inclusion Committee prepare a Terms of Reference to be approved by the Board; this may include the development of short and long-term action plans and recommendations.
3. The committee be comprised of at least two Trustees and one staff member with a role in equity; while, maintaining the ability of adding other members when identified as necessary to achieve the goals of the committee.

The motion was defeated.

Trustee Busuttil moved that a public appointment policy be developed by Policy Management Committee (PMC).

The motion carried.

Monthly COVID-19 Update

Superintendent Slater presented the monthly COVID-19 Update and noted that the COVID-19 situation in Ontario is constantly evolving, and that the Board responds to changes on an ongoing basis. He stated that, as of November 17, 2020, there were 27 schools affected, 24 student cases, 5 staff cases and 17 classes closed. The Ministry of Labour was involved with four schools where outbreaks were declared. In each case, the inspector did not write any orders. On the secondary remote school chart, the

enrolment is not the FTE, but the actual head count which will be adjusted for the next report.

Trustee Edwards moved that the report entitled “Monthly COVID-19 Update”, dated December 15, 2020 be received.

The motion carried.

Staff Retirements and Resignations

Executive Officer of Human Resources Rose presented the Staff Retirements and Resignations report dated December 15, 2020.

Trustee Topping moved that the Staff Retirements and Resignations report Appendix A and Appendix B dated December 15, 2020 be received.

The motion carried.

Board Correspondence

Trustee Edwards moved that the Board Correspondence dated December 15, 2020, be received.

The motion carried.

Trustee Questions and Reports – nil report

OPSBA Update

Trustee Busutil advised that a meeting of the Provincial Joint Policy and Program Committee was scheduled for Thursday, December 17, 2020, and that Trustees were previously sent a supporting document. Trustee Busutil noted that this was a strong document and urged Trustees to keep an eye on this item, as it was part of an initiative to include TVO to provide credit courses. If this happens, it may have an impact on the business of education in smaller schools, with lots of consequences.

Trustee Topping moved that the OPSBA verbal update be received.

The motion carried.

Dates of Future Meetings

Trustee Topping moved that the December 15, 2020 schedule for Board and Standing Committee Meetings be approved as follows:

Program Committee	January 5, 2021
Business Operations	January 12, 2021
Board Meeting	January 26, 2021

The motion carried.

Board Meeting, December 15, 2020

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

Tuesday, January 5, 2021 PMC is Cancelled

Wednesday, January 20, 2021 Safe Equitable and Inclusive Schools Steering
Committee, (SEISSC) meeting, virtual at 2:30 p.m.

Wednesday, January 27, 2021 Accessibility Committee, 2:00 p.m. virtual

Trustee Topping moved that the Dates of Future Meetings dated December 15, 2020 be received, with the above noted additions.

The motion carried.

Motion to Rise and Report to the Board

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

The motion carried.

Ratification of Business

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

The motion carried.

Adjournment

Trustee Edwards moved, seconded by Trustee Foley that the Board adjourn and this meeting now close at 8:44 p.m.

The motion carried.

This document is available in alternative formats upon request.