



Committee of the Whole Board Meeting

Monday, October 7, 2019
Education Centre, Board Room

MINUTES

Present: R. Collver – Committee Chair, G. Anderson, D. Dean, E. Dixon, B. Doyle, J. Richardson, C.A. Sloat, C. Speers, C. VanEvery-Albert, D. Werden, Z. Garbaty (Student Trustee), A. Hauser (Student Trustee)

Administration: Director - B. Blancher; Superintendents – W. Baker, L. De Vos, D. Martins, L. Munro, S. Sincerbox, L. Thompson, Recording Secretary – L. Howells

Regrets:

Trustees: S. Gibson, I. Doxtador-Swamp (Student Trustee)

Administration: R. Wyszynski

A - 1 Opening

(a) Roll Call

The meeting was called to order by Committee Chair, R. Collver at 6:30 p.m.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Board move into In Camera Session to discuss personnel and legal matters at 6:30 p.m.

Carried

(d) Welcome to Open Session

The Public Session meeting was called to order by Committee Chair, R. Collver at 7:15 p.m.

(e) Agenda Additions/Deletions/Approval

Presented as printed.

Moved by: G. Anderson

Seconded by: J. Richardson

THAT the Agenda be approved.

Carried



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(f) **In Camera Report**

Nil

B - 1 **Business Arising from Minutes and/or Previous Meetings**

(a) **Absence Statistic**

S. Sincerbox referred to the Absence Statistic report which provided a summary of absence information for permanent employees for the past three years and pertains to sick leave absence only.

D. Dean asked what difference there would be if we went back 5 or 7 years. S. Sincerbox responded that it is difficult to say, however, since the sick leave plan was changed in 2012-13 there has been a 41% increase in sick day absences across the sector. However, there were negatives pre 2012 as well considering that the gratuity payouts boards had to absorb for banked sick days at retirement were an unfunded liability.

Moved by: C. VanEvery-Albert

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive the Absence Statistic report as information.

Carried

(b) **Secondary Athletics Report**

D. Martins referred to the Secondary Athletics Report providing additional rationale to the information presented in the September 9, 2019 report.

D. Dean commented that he will support this and believes it is very important that we get the right person and will raise this during the next budget cycle.

Moved by: D. Werden

Seconded by: C. Speers

THAT the Grand Erie District School Board approve the Secondary Athletics budget of \$20,000 from the board initiatives budget for the 2019-20 school year.

Carried



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C - 1 Director's Report

Director's highlights:

- **School Council Start-Up Event – October 17th at Waterford DHS** - Grand Erie's annual School Council Start-up, sponsored by the Grand Erie Parent Involvement Committee (GEPIC), takes place **Thursday, October 17 from 6-8 p.m. at Waterford District High School**. All School Council Chairs, Home and School Associations Chairs or Parent Teacher Associations Chairs as well as their members are invited to attend. The School Council Start-up is an important event for all School Council Chairs as key information is provided and great ideas are shared.
- **Upcoming Commencement Ceremonies**
 - **Paris District** – Thursday October 10th at 7:00 pm
 - **Pauline Johnson Collegiate** – Thursday October 10th at 7:00 pm
 - **Dunnville Secondary** – Friday October 11th at 7:00 pm
 - **Waterford District** – Friday October 11th at 8:00 pm
 - **Simcoe Composite** – Friday October 18th at 7:00 pm
 - **Valley Heights** – Friday October 18th at 7:00 pm
 - **Tollgate TSC** – Wednesday October 23rd at 7:00 pm
 - **BCI** – Saturday October 26th at 7:00 pm
- **PA Day – October 8th**
 - **Elementary Schools** – focus on numeracy
 - **Secondary Schools** – Safe and Inclusive Schools and School Improvement Planning
- Ministry has provided approvals to proceed for Child Care Renovations at Hagersville Secondary School and for the Child Care Addition at Central Public School.
- **Thanksgiving Holiday – Monday October 14, 2019**
 - all schools and board offices closed to observe this holiday
 - on behalf of Senior Administrative Team – Happy Thanksgiving

Moved by: C.A. Sloat

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Director's Report of October 7, 2019 as information.

Carried



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D - 1 New Business – Action/Decision Items

(a) Amendments to the Special Education Plan

L. Thompson referred to the Amendments to the Special Education Plan report providing background and noted changes to the 2018-19 Special Education Plan were confirmed after the Board had approved the 2019-20 Annual Budget and in order to better serve Grand Erie families and community members, amendments to Grand Erie's Special Education Plan 2018-20 were made. L. Thompson noted that these amendments were presented and approved at the September 19, 2019 Special Education Advisory Committee Meeting and will be submitted to the Ministry of Education.

Moved by: G. Anderson

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve the Special Education Plan 2018-19 as amended and resubmit it to the Ministry of Education as amended.

Carried

D – 2 New Business – Information Items

(a) Public Consultation Plan for Special Education Plan Annual Review

L. Thompson referred to the Public Consultation Plan for Special Education Plan Annual Review report providing a high-level overview on the background and the recommended next steps.

R. Collver stated that she likes the additional question but asked that we provide ideas/examples? L. Thompson responded we can provide some examples.

Moved by: E. Dixon

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Public Consultation Plan for Special Education Plan Annual review as information.

Carried



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(b) Voluntary Indigenous Self-Identification Report

D. Martins referred to the Voluntary Indigenous Self-Identification Report providing a high-level overview on the background, additional information, the data charts and summary.

D. Werden asked why there is a spike for grade 11? D. Martins responded that the 2018-19 data for grade 10 was 243 which shows alignment in the number of students. D. Werden further asked was there something specific that occurred to have the increased self-identification? D. Martins responded that she is not aware of anything and noted that the Six Nations STEAM program is having an impact on our numbers.

C. VanEvery-Albert asked if these numbers include the students on an Education Services Agreement. B. Blancher responded it does but only if the student has self-identified. B. Blancher further noted that there was a discussion that we would not identify the students who have not self-identified. C. VanEvery-Albert stated that she would like to see the statistics. B. Blancher asked for clarification. C. VanEvery-Albert responded how many students from Six Nations and the Mississaugas of the Credit who attend Grand Erie as part of the Education Services Agreements have not self-identified.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Voluntary Indigenous Self-Identification Report as information.

Carried

E - 1 Bylaw/Policy/Procedure Consideration – Action/Decision Items

(a) Bylaw 33 – Bridge Financing Capital Projects

B. Blancher, in the absence of R. Wyszynski, referred to the Bylaw 33 Bridge Financing Capital Project report.

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the Grand Erie District School Board rescind Bylaw 33 – Bridge Financing Capital Projects.

Carried



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(b) **HR4 Health & Safety**

B. Blancher, in the absence of R. Wyszynski, noted Policy HR4 Health and Safety has been identified for review and will be going out for comment.

Moved by: J. Richardson

Seconded by: G. Anderson

THAT the Grand Erie District School Board forward Policy HR4 – Health and Safety to appropriate stakeholders for comments to be received by November 27, 2019.

Carried

(c) **HR5 Harassment/Objectionable Behaviour**

S. Sincerbox noted Policy HR5 Harassment/Objectionable Behaviour has been identified for review, will be going out for comment and reviewed the suggested revisions.

Moved by: E. Dixon

Seconded by: B. Doyle

THAT the Grand Erie District School Board forward Policy HR5 Harassment/Objectionable Behaviour to appropriate stakeholders for comments to be received by November 27, 2019.

Carried

(d) **HR8 Workplace Violence**

B. Blancher, in the absence of R. Wyszynski, noted that Policy HR8 Workplace Violence was circulated to all appropriate stakeholders for comments and after further review it was discovered that enhancements were required. B. Blancher noted as a result of comments, discussions with Ministry of Labour and legal counsel, the policy has been revised.

C.A. Sloat requested that for notification of risk map, would like to ensure the same language is used in the Policy and the Manual. C.A. Sloat asked about retention – page 9 of the Policy #12 – it states that retention is 7 years and if there is no litigation, investigation or further activities – records can be shredded, what if it's a worker's compensation claim?

Moved by: G. Anderson

Seconded by: C. Speers

THAT the Grand Erie District School Board approve Policy HR8 Workplace Violence, as amended.

Carried



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(e) **P2 Honouring Indigenous History, Cultures & Traditions**

D. Martins referred to the P2 Honouring Indigenous History, Cultures & Traditions report noting this Policy required amendments as a result of The Mississaugas of the Credit officially changing their name in the Fall of 2018.

C. VanEvery-Albert stated that she feels this should be sent out for comment and noted that Six Nations should be referred to as Six Nations of the Grand River.

D. Werden requested that under The Grand Erie District School Board – first bullet - change “an” to “the” acknowledgement statement.

Moved by: B. Doyle

Seconded by: D. Werden

THAT Bylaw 9 – Process for Development of Bylaws, Policies, Procedures and Protocols be waived with respect to circulating Policy P2 – Honouring Indigenous History, Cultures and Traditions to all appropriate stakeholders for comment.

Carried

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board approve Policy P2 – Honouring Indigenous History, Culture and Traditions, as amended.

Carried

(f) **SO5 School/Site Security (Emergency Preparedness, Response and Recovery)**

W. Baker noted Policy SO5 School/Site Security (Emergency Preparedness, Response and Recovery) was circulated to all appropriate stakeholders for comments. W. Baker referred to the comments and noted a working group significantly revised the Policy.

Moved by: C.A. Sloat

Seconded by: E. Dixon

THAT the Grand Erie District School Board approve Policy SO5 School/Site Security (Emergency Preparedness, Response and Recovery).

Carried



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(g) **SO13 Access to School Premises**

W. Baker noted Policy SO13 Access to School Premises has been identified for review, will be going out for comment and reviewed the suggested revisions.

B. Doyle asked about after school activities, how does the public get into a school? W. Baker responded that the coach usually makes arrangements to have someone at the door to allow access to the school.

Moved by: B. Doyle

Seconded by: G. Anderson

THAT the Grand Erie District School Board forward Policy SO13 Access to School Premises to all appropriate stakeholders for comments to be received by November 27, 2019.

Carried

(h) **SO32 Exclusion of Students**

W. Baker noted Policy SO32 Exclusion of Students was created to describe the processes related to the refusal to admit students to school whose presence in the classroom, would, in the principal's judgement be detrimental to physical or mental well-being of pupils, and will be going out for comment.

C. VanEvery-Albert asked if it was possible for a student to be excluded more than once? W. Baker responded that it could happen, but it would be unlikely.

G. Anderson commented that an Exclusion is solely the decision of the Principal and expressed some concerns. G. Anderson asked why the appeal of exclusions couldn't go before the Student Disciplinary Committee? W. Baker responded the Education Act grants authority to the Principal to exclude a student, but our policy includes many safeguards against the overuse of this strategy of last resort. W. Baker further responded a legal opinion indicated that appeal of exclusion must go before the entire Board of Trustees. On a second issue, any student who comes to our Board after being expelled from another Board automatically is excluded; Safe Schools will provide academic and counselling supports until the student is deemed appropriate to return to school.

C.A. Sloat thought this may be more robust and believes Reg. 298 should be in it, as a student being sent home for the afternoon by a Principal could be considered an exclusion. W. Baker responded that for the purposes of our working group, that is a "voluntary withdrawal" and not part of the conversation about true exclusions.

G. Anderson noted that he has concerns with Exclusions. W. Baker responded that at one time, before the courts/tribunals established the authority to exclude students, there was a hesitance to use 265.1(m). W. Baker added the thinking has changed significantly over the



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past few years; legal training sessions are now stressing the importance of having an exclusion policy on the books.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board forward Policy SO32 Exclusion of Student to all appropriate stakeholders for comments to be received by November 27, 2019.

Carried

E – 2 Procedure Consideration – Information Items

(a) HR117 Re-evaluating Existing Non-Union Positions

S. Sincerbox noted Procedure HR117 Re-evaluating Existing Non-Union Positions was circulated to all appropriate stakeholders for comments. S. Sincerbox noted as a result of the comments received, the procedure has been revised.

C.A. Sloat asked can a non-union employee use HR2 and Bylaw 18 to come to the Trustees? S. Sincerbox responded that he would suggest that is not the best practice and if we did allow this process for this purpose, we would have individuals who would circumvent the process. C.A. Sloat further asked if an employee and supervisor do not agree with the decision, can they bring it to the Director? C.A. Sloat also stated that she hopes that we are doing right by our employees and believes we need to be doing performance appraisals. S. Sincerbox responded that performance appraisals are important.

Moved by: G. Anderson

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Procedure HR117 Re-evaluating Existing Non-Union Positions as information.

Carried

(b) P101 Request for Core French Exemptions

L. De Vos noted Procedure P101 Request for Core French Exemptions is a new procedure and will be going out for comment.

C. VanEvery-Albert is concerned about students that come from the immersion programs on Six Nations? L. De Vos responded that they may use a level 1 Native language instead of Grade 9 French. D. Martins provided an overview of the Native languages offered in secondary schools throughout Grand Erie.



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D. Werden asked if accommodations are still in place for the Mennonite students in Norfolk County? B. Blancher responded that she is not aware of anything in place and further states we are not aware of any issues.

Moved by: C.A. Sloat

Seconded by: C. Speers

THAT the Grand Erie District School Board forward P101 Request for Core French Exemptions to all appropriate stakeholders for comments to be received by November 27, 2019.

Carried

(c) **SO120 Student and Visitor Injuries/Accidents**

B. Blancher, in the absence of R. Wyszynski, noted Procedure SO120 Student and Visitor Injuries/Accidents has been identified for review, will be going out for comment and reviewed the suggested revisions.

Moved by: G. Anderson

Seconded by: B. Doyle

THAT the Grand Erie District School Board forward SO120 Student and Visitor Injuries/Accidents to all appropriate stakeholders for comments to be received by November 27, 2019.

Carried

(d) **SO110 Exemption to Human Development and Sexual Health**

L. De Vos noted that SO110 Exemption to Human Development and Sexual Health is a new procedure as a result of the Ministry of Education, Policy/Program Memorandum No. 162 Exemption for Instruction Related to the Human Development and Sexual Health Expectations in *The Ontario Curriculum: Health and Physical Education, Grades 1-8, 2019*.

L. De Vos noted that school boards must implement their procedure by no later than November 30, 2019 and as this procedure aligns with PPM No. 162, Sr. Administration is requesting circulation be waived.

C.A. Sloat stated that she would support removing the second option under supervision of exempted students and asked Trustees their thoughts. C. Speers stated that she would prefer to keep the three options. D. Dean agreed with C.A. Sloat and is concerned about placing more on our Administrators. D. Werden agrees that it is problematic and believes the Ministry has not thought this through.

D. Werden understands waiving bylaw 9 and would like to see this come back in a year for a community review.



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R. Collver requested that staff start collecting data on how many students are being exempted.

Moved by: G. Anderson

Seconded by: J. Richardson

THAT Bylaw 9 – Process for Development of Bylaws, Policies, Procedures and Protocols be waived with respect to circulating Procedure SO110 Exemption to Human Development and Sexual Health to all appropriate stakeholders for comment.

Carried

Moved by: D. Werden

Seconded by: C. Speers

THAT the Grand Erie District School Board receive Procedure SO110 Exemption to Human Development and Sexual Health as information, as amended.

Carried

Moved by: D. Werden

Seconded by: C. Speers

THAT the Grand Erie District School Board request that SO110 Exemption to Human Development and Sexual Health be brought to Board in September 2020 for review and to include the exemption data in the report.

Carried

F - 1 Other Business

(a) OPSBA report

C.A. Sloat noted that there was not a lot of updates. D. Werden will share the report with Trustees.

Moved by: G. Anderson

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board receive the OPSBA Report as information.

Carried



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G - 1 Correspondence

- (a) **September 17, 2019 Haldimand County: Extension of Access to Kinsmen Park by Mapleview School**

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the correspondence as information.

Carried

H - 1 Adjournment

Moved by: C.A. Sloat

Seconded by: D. Werden

THAT the meeting be adjourned at 8:50 p.m.

Carried

Committee of the Whole Board Chair, R. Collver