



MINUTES

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

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

Regrets:

Trustees: S. Gibson
Administration: Nil

A - 1 Opening

(a) Roll Call

The meeting was called to order by Chair, G. Anderson at 6:30 p.m.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: B. Doyle

Seconded by: J. Richardson

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 Chair, G. Anderson at 7:15 p.m.

(e) Memorials

Nil

(f) Agenda Additions/Deletions/Approval

D. Werden requested OPSBA report be added as G-1-a.

Moved by: D. Werden

Seconded by: J. Richardson

THAT the Agenda be approved, as amended.

Carried



(g) **In Camera Report**

Moved by: C. VanEvery-Albert

Seconded by: D. Werden

THAT the Grand Erie District School Board approve the recommendation to add to the Replacement/Casual Principal and Vice-Principal List, effective November 26, 2019.

Carried

Moved by: D. Dean

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve B-1-c.

Carried

(h) **Presentations**

(i) **Student Recognition Awards**

The recognition program is Grand Erie District School Board's way to honour and celebrate students who have accomplished excellence in the areas of academics, athletics, and the arts, as well as excellence in the community. All recipients receive a certificate signed by B. Blancher and G. Anderson, Chair of the Board. Trustee Don Werden and Director Blancher presented the certificate.

Alex Jacobs, Grade 8 student at Lakewood Elementary School, has been racing towards his goals, and has numerous achievements to show for it. This past year, he finished in first place at the local, regional, and provincial levels of his track and field competitions. In July, at the Ontario Outdoor Championship held at the Toronto Track and Field Centre, Alex broke the previous record in the Combined Events, Boys Tetrathlon Under-14 category, earning his provincial championship, and a spot to compete in the Ontario Minor Track Association championship the following month. Alex turned down the August competition in order to spend the week in Algonquin Park as a proud member of the First Port Dover Sea Scout Troop. Alex is a member of the Brantford Track and Field Club, and trains five days a week

Alex Jacobs was congratulated by the trustees and responded to questions and comments.



(j) **Delegation**

J. Hibbs spoke to his delegation regarding Sharp Bus Lines.

R. Collver asked if R. Wyszynski has anything to add to the delegation. R. Wyszynski responded that student safety is our priority and that this very concerning if a pattern were to exist. R. Wyszynski further noted that we do require documented incidents so that proper actions can be taken to mitigate the concerns.

Moved by: B. Doyle

Seconded by: D. Werden

THAT the Grand Erie District School Board refer back to staff to do fact finding with a report back to Board at the January 13, 2020 Committee of the Whole Board meeting.

Carried

B - 1 **Approval of Minutes**

(a) **Regular Board Meeting – October 28, 2019**

Presented as printed.

Moved by: C. VanEvery-Albert

Seconded by: R. Collver

THAT the Minutes of the Regular Board Meeting, held October 28, 2019 be approved.

Carried

(b) **Committee of the Whole Board – November 12, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Minutes of the Committee of the Whole Board Meeting, held November 12, 2019 be approved.

Carried

(c) **Special Board – November 12, 2019**

Presented as printed.

Moved by: R. Collver

Seconded by: E. Dixon

THAT the Minutes of the Special Board Meeting, held November 12, 2019 be approved.

Carried



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

(a) **Contract Award Rescindment – Hagersville Secondary Child Care Renovation**

R. Wyszynski referred to the Contract Award Rescindment – Hagersville Secondary Child Care Renovation Report providing background and stating due to the delay in Approval to Proceed from the Ministry, the original tender was cancelled on May 31, 2019.

Moved by: J. Richardson

Seconded by: C. Speers

THAT the Grand Erie District School Board rescind the October 15, 2018 award for General Contracting Services for the Child Care Renovation at Hagersville Secondary School as set out in Tender 2018-133-T.

Carried

D - 1 **Director's Report**

Director's highlights:

- **Revised Child Protection Protocol has received all signatures** - The revised Child Protection Protocol has received all signatures and has been posted on the website.
- **Updates to P104 Supervised Alternative Learning Manual** - The updated P104 was received as information by Trustees in April 2019 and some revisions have recently been made to the P104 Manual. As per Bylaw 9 – As “living documents”, manuals, forms and resource packages included in policies and procedures may be subject to minor revisions during the four-year review cycle and the Board will be informed of any changes. B. Blancher provided a summary of the updates.
- B. Blancher asked D. Martins to speak to English: Contemporary Aboriginal Voices, Grade 11, (NBE3U) (NBE3C) and (NBE3E)
 - D. Martins indicated that since the 2017-18 school year, Grand Erie has been exploring Native Studies course options. Effective September 2020, all students in Grade 11 will take the Contemporary Aboriginal Voices course as their mandatory English course
 - C. VanEvery-Albert commented that normally Native Studies courses were taken by native students and asked what is the possibility of more Grand Erie students taking these courses? D. Martins responded that all Grade 11 students taking English will be taking these courses.
- **GrEAT Session** – reminder of the one-day GrEAT Session being held on Thursday December 5th at the TownePlace Suites by Marriot Convention Centre. Trustees were sent an email a week or so ago with the information. The topic is data-driven decision making in terms of Results-Based Accountability and moving from talk to action to answer the question – How are students better off as a result of the work we do? Participants will be welcomed at 8:00 am with the workshop beginning at 8:30 am.



Moved by: B Doyle

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board receive the Director's Report of November 25, 2019 as information.

Carried

E - 1 Student Trustees' Report

Nil

F - 1 Committee Report

(a) Committee of the Whole Board – November 12, 2019

Moved by: R. Collver

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve the Committee of the Whole Board dated November 12, 2019 as follows:

1. Rural and Northern Education Fund Spending Report

THAT the Grand Erie District School Board receive the 2018-19 Rural and Northern Education Fund Spending Report as information.

2. Director's Report

THAT the Grand Erie District School Board receive the Director's Report of November 12, 2019 as information.

3. 2018-19 Financial Year End

THAT the Grand Erie District School Board receive the 2018-19 Year End Report as information.

4. Trustee Honoraria

THAT the Grand Erie District School Board approve the Trustee Honoraria for the period from December 1, 2019 to November 30, 2020 as presented.

5. Trustees' Travel and PD Expenses

(a) THAT the Grand Erie District School Board approve the formation of a subcommittee to review Bylaw 15 Trustee Expenses.

(b) THAT the Grand Erie District School Board receive the Trustees' Travel and PD Expenses Report as information.

6. Facility Renewal Plan 2019-20

THAT the Grand Erie District School Board approve the Facility Renewal Plan for 2019-20.



7. **Annual Update Multi-Year Accessibility Plan 2017-22**
THAT the Grand Erie District School Board receive the Annual Progress Report on the Multi-Year Accessibility Plan for 2017-22 as information.
8. **Grand Erie Graduation Report**
THAT the Grand Erie District School Board receive the Graduation Rate Report as information.
9. **2019-20 Indigenous Education Board Action Plan**
THAT the Grand Erie District School Board receive the 2019-20 Indigenous Education Board Action Plan as information.
10. **Student Suspension Report**
THAT the Grand Erie District School Board receive the Student Suspensions 2018-19 Report as information.
11. **Student Expulsion Report**
THAT the Grand Erie District School Board receive the Student Expulsions 2018-19 Report as information.
12. **Health and Safety Annual Report 2018-19**
THAT the Grand Erie District School Board receive the Health and Safety Annual report for 2018-19 as information.
13. **Bylaw 7 Public Concerns**
THAT the Grand Erie District School Board approve Bylaw 7 Public Concerns, as amended.
14. **F1 Supplier Exclusivity: Food Services & Vending Machines in Schools**
THAT the Grand Erie District School Board approve Policy F1 Supplier Exclusivity: Food Services & Vending Machines in Schools.
15. **F3 Capital Related Funding and Community Donations**
THAT the Grand Erie District School Board approve Policy F3 Capital Related Funding and Community Donations.
16. **FT15 Safe Work Practices**
THAT the Grand Erie District School Board forward Policy FT15 Safe Work Practices to all appropriate stakeholders for comments to be received by January 10, 2020.



17. **HR9 Hiring, Supervision and Placement of a Family Member**
THAT the Grand Erie District School Board approve Policy HR9 Hiring, Supervision and Placement of a Family Member.
18. **SO6 Student Suspensions**
THAT the Grand Erie District School Board approve Policy SO6 Student Suspensions.
19. **SO12 Code of Conduct**
THAT the Grand Erie District School Board forward Policy SO12 Code of Conduct to all appropriate stakeholders for comments to be received by January 10, 2020.
20. **SO16 Voluntary Aboriginal Self-Identification**
THAT the Grand Erie District School Board forward Policy SO16 Voluntary Indigenous Self-Identification to all appropriate stakeholders for comments to be received by January 10, 2020.
21. **FT107 Asbestos**
THAT the Grand Erie District School Board forward Procedure FT107 Asbestos to all appropriate stakeholders for comments to be received by January 10, 2020.
22. **HR104 Employee Safety Protocol for Non-Board Locations**
THAT the Grand Erie District School Board forward Procedure HR104 Employee Safety Protocol for Non-Board Locations to all appropriate stakeholders for comments to be received by January 10, 2020.
23. **HR114 Confidentiality of Medial Records**
THAT the Grand Erie District School Board forward Procedure HR114 Confidentiality of Medial Records to all appropriate stakeholders for comments to be received by January 10, 2020.
24. **HR115 Employee Absenteeism**
THAT the Grand Erie District School Board forward Procedure HR115 Employee Absenteeism to all appropriate stakeholders for comments to be received by January 10, 2020.
25. **HR116 Return to Work Program and Workplace Accommodation**
THAT the Grand Erie District School Board forward Procedure HR116 Return to Work Program and Workplace Accommodation to all appropriate stakeholders for comments to be received by January 10, 2020.



26. **P107 Home Schooling**
THAT the Grand Erie District School Board forward Procedure P107 Home Schooling to all appropriate stakeholders for comments to be received by January 10, 2020.

27. **SO101 Pediculosis (Head Lice)**
THAT the Grand Erie District School Board forward Procedure SO101 Pediculosis (Head Lice) to all appropriate stakeholders for comments to be received by January 10, 2020.

28. **SO107 Physical Intervention (Restraint)**
THAT the Grand Erie District School Board forward Procedure SO107 Student and Staff Safety – Personal Protective Equipment and Physical Intervention Techniques to all appropriate stakeholders for comments to be received by January 10, 2020.

29. **SO109 Availability of Use of Naloxone in Schools**
THAT the Grand Erie District School Board receive Procedure SO109 Availability and Use of Naloxone in Schools as information.

30. **SO116 Pupil's Return from Absence**
THAT the Grand Erie District School Board receive Procedure SO116 Pupil's Return from Absence as information.

31. **SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School**
THAT the Grand Erie District School Board receive Procedure SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School as information.

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

Carried



G - 1 New Business

(a) Organizational Board Meeting – Set Date, Time and Place

B. Blancher referred to the Organizational Board meeting 2019 report which provides direction to organize the Board for the following year.

Moved by: D. Werden

Seconded by: J. Richardson

THAT

- (a) the Nominating Committee Meeting be held in the Board Room at the Education Centre on December 2, 2019 at 6:30 p.m.;
- (b) the 2019 Organizational Meeting be held in the Board Room at the Education Centre on December 2, 2019, following the Nomination Committee Meeting; and
- (c) the 2019 Inaugural meeting be held in the Board Room at the Education Centre on December 9, 2019 at 7:15 p.m.

Carried

(b) Grand Erie Parent Involvement Committee (GEPIC) Membership

B. Blancher referred to the Grand Erie Parent Involvement Committee (GEPIC) Membership Report noting the first meeting was held on October 24, 2019 and Sarah Nichol was acclaimed as 2019-20 Chair of GEPIC. It was noted that for the two Trustee reps, the areas in brackets are incorrect.

Moved by: E. Dixon

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the Grand Erie Parent Involvement Committee (GEPIC) Membership for the term November 2019 to November 2020 information, as amended.

Carried

(c) Enrolment Update Report

R. Wyszynski referred to the Enrolment Update report which is reported to the Ministry of Education on October 31 and March 31 each year. The report contained the 2019-20 Elementary and Secondary data and Grand Erie Enrolment History.

Moved by: D. Dean

Seconded by: E. Dixon

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

Carried



(d) **Major Construction Project Report**

R. Wyszynski referred Major Construction Project report providing a status update on the Major Construction Projects which are:

- Mapleview Elementary School
- New Elevator Addition at Major Ballachey Elementary School
- Child Care Renovation at Hagersville Secondary School
- Child Care Addition at Central Public School

C.A. Sloat asked for an update on the Pauline Johnson elevator addition. R. Wyszynski responded that it is expected to be operational by January.

C.A. Sloat wondered if there is an appetite from the Board that a report be brought forward to provide variance analysis for those project below the \$500K threshold. R. Wyszynski responded that we have just provided a report to Trustees that summarizes each capital project undertaken, the estimated cost and the final cost. While the recent spreadsheet did not contain variance analysis, staff will look to enhance the report for next year.

D. Werden asked about the cost overruns and what our confidence is that the Ministry will approve? R. Wyszynski responded that he believes the Ministry will fund a good portion of the Mapleview overspend and believes there will be no need to incur additional unsupported capital. D. Werden further asked for any guess on when the Ministry will make a decision. R. Wyszynski responded that he hopes to have an answer by the end of January.

J. Richardson asked for an update on Grandview Central. R. Wyszynski responded that the sale of Grandview Central is still with the Ministry for approval to put out to the public market.

Moved by: J. Richardson

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Major Construction Project Report as information.

Carried

(e) **Camp SAIL (Summer Adventures in Learning) 2019**

L. De Vos referred to the Camp SAIL (Summer Adventures in Learning) 2019 report providing background and additional information which consisted of:

- Invitations to Students: in total 104 students attended camp this year, with an average of 14.4 students per camp
- Activities and Strategies to Increase Parent Engagement: ring of math activities and the materials to complete weekly math activities were provided and designed so that



family could use with their children at home; and parent survey completed at the end of camp to share thoughts and reflections on the experience

- Social Media Communication: used Twitter for additional parent and community engagement. This was highlighted @OntarioSLP and featured on ontariosummerlearning.org

C. Speers asked if the successes are shared with schools and other teachers? L. De Vos responded that resources that are purchased for Camp SAIL are then available for the staff and professional learning is provided for the teachers that those students have the next year.

R. Collver thanked L. De Vos for sharing the outcomes data verbally and moving forward requested that data be included in the report. R. Collver asked have you done any long term analysis on how the students who attended in previous years are doing today? L. De Vos responded that we have not but we should consider doing that.

Moved by: E. Dixon

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Camp SAIL (Summer Adventures in Learning) 2019 Board Report as information.

Carried

(f) **Report to Indigenous Services Canada (ISC) and Six Nations of the Grand River**

D. Martins referred to the Indigenous Services Canada (ISC) and Six Nations of the Grand River report and provided a high-level overview of the Grand Erie's Education Services Agreement for Six Nations Student Progress Report for 2018-19.

C. VanEvery-Albert stated that she is very pleased with this report and thanked D. Martins and the staff for putting this together.

Moved by: C. VanEvery-Albert

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the report to Indigenous Services Canada (ISC) and Six Nations of the Grand River as information and forward it to the Indigenous Service Canada and the Six Nations of the Grand River.

Carried



(g) **Workforce Report**

S. Sincerbox referred to the Workforce Report that is received three times a school year and provides totals by employee group/position, relative to budget and also includes retirements and resignations.

Moved by: D. Dean

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve the Workforce Report with data as of October 31, 2019.

Carried

(h) **Revised Budget Estimate Development Update**

R. Wyszynski referred to the 2019-20 Revised Budget Estimates Development Update report noting the our 2019-20 Revised Estimates Budget is due for submission to the Ministry of Education on December 13, 2019 and provided a high-level overview of the preliminary assessment of some of the changes that are expected or proposed for the 2019-20 revised budget. R. Wyszynski further noted Senior Administration will collect feedback from this presentation of this report for inclusion in the 2019-20 Revised Estimates report that will be presented to Trustees on December 9, 2019.

D. Dean commented that he supports the elementary principal coaches but would not like to see two strong Principals pulled out of schools to fill these positions

D. Werden commented that it is nice to have this additional funding and can support everything at the classroom level, however he struggles with adding corporate positions mid-year and believes these should be reviewed at budget time. D. Werden asked for more details on the Community Partnerships and Community Use Office position. R. Wyszynski provided clarity of the role. D. Werden believes a portion of these additional funds should be moved into contingency.

R. Collver really appreciates that this discussion is occurring now and supports the priority for the elementary principal coaches and privacy information officer but questions some of the other positions.

C.A. Sloat commented that thinking back to budget conversation she believes there was a report to come back to Board regarding the document management system. R. Wyszynski responded that he cannot recall the request for a report but indicated L. Munro can provide some further information. L. Munro noted that the cost is for software and hardware and the first phase would be in Human Resources. L. Munro further noted that this document management system also supports the photocopy reduction initiative.



C.A. Sloat asked why new Business Services Finance Software is not on the table, as it has been noted that our current system is antiquated. R. Wyszynski respond that yes our current software is very antiquated but added this would need to be part of the 2020-21 Budget discussion due to the large scale planning and implementing that this would require.

C.A. Sloat further noted that our mandate is Success for Every Student and would like to understand what would the Elementary Principal coaches do and commented that central support staffing levels are up.

S. Sincerbox provided clarity regarding the Elementary Principal Coaches position.

B. Blancher commented that she would like to address the Success for Every Student statement and stated these support positions do contribute to this mandate.

R. Collver commented that we need to build a toolbox for our existing principals and that should be the initiative going forward.

Moved by: C. Speers

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the 2019-20 Revised Budget Estimate Development Update as information.

Carried

(i) **OSPBA Report**

D. Werden provided a verbal report and will bring a fuller report to the December Board meeting.

Moved by: D. Werden

Seconded by: R. Collver

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

Carried

H - 1 **Other Business**

(a) **Summary of Accounts – October 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Summary of Accounts for the month of October 2019 in the amount of \$11,965,184.93 as information.

Carried



(b) **Special Education Advisory Committee Minutes – September 19, 2019**

Presented as printed.

Moved by: E. Dixon

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Special Education Advisory Committee Minutes – September 19, 2019 as information.

Carried

(c) **Special Education Advisory Committee Minutes – October 15, 2019**

Presented as printed.

Moved by: R. Collver

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board receive the Special Education Advisory Committee Minutes – October 15, 2019 as information.

Carried

(d) **Joint Occupational Health & Safety Committee Minutes – October 17, 2019**

Presented as printed.

D. Werden asked about the completion of the inspections. R. Wyszynski responded that all inspections were completed and believes that it was a timing issue of when the report was provided.

Moved by: D. Werden

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Joint Occupational Health and Safety Committee Minutes – October 17, 2019 as information.

Carried

(e) **Grand Erie Parent Involvement Committee Minutes – October 24, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive the Grand Erie Parent Involvement Committee Minutes (Draft) - October 24, 2019 as information.

Carried



(f) **Student Senate Minutes – October 24, 2019**

Presented as printed.

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Student Senate Minutes (Draft) - October 24, 2019 as information.

Carried

(g) **Indigenous Education Advisory Committee Minutes – October 23, 2019**

Presented as printed.

Moved by: C. VanEvery-Albert

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Indigenous Education Advisory Committee Minutes (Draft) - October 23, 2019 as information.

Carried

(h) **Student Transportation Services Brant Haldimand Norfolk Committee Minutes – October 29, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Student Transportation Services Brant Haldimand Norfolk Committee Minutes (Draft) - October 29, 2019 as information.

Carried

(i) **Native Advisory Committee Minutes – November 4, 2019**

Presented as printed.

Moved by: C. VanEvery-Albert

Seconded by: C. Speers

THAT the Grand Erie District School Board receive the Native Advisory Committee Minutes (Draft) - November 4, 2019 as information.

Carried



(j) **Audit Committee Minutes – November 5, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Audit Committee Minutes (Draft) - November 5, 2019 as information.

Carried

(k) **Safe and Inclusive Schools Committee Minutes – November 5, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive the Safe and Inclusive Schools Committee Minutes (Draft) - November 5, 2019 as information.

Carried

(l) **Privacy and Information Management Committee Minutes – November 14, 2019**

Presented as printed.

Moved by: C. Speers

Seconded by: R. Collver

THAT the Grand Erie District School Board receive the Privacy and Information Management Committee Minutes (Draft) - November 14, 2019 as information.

Carried

I - 1 **Correspondence**

(a) **Waterloo Region District School Board – October 25, 2019 correspondence to Minister of Education, Honourable Stephen Lecce.**

Moved by: C.A. Sloat

Seconded by: D. Werden

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

Carried



J - 1 **Adjournment**

Moved by: C.A. Sloat

Seconded by: C. Speers

THAT the meeting be adjourned at 9:11 p.m.

Carried

Board Chair, G. Anderson