



Regular Board Meeting

Monday, February 22, 2021

MS Teams

MINUTES

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

Administration: Director – J. Roberto; Superintendents – W. Baker, D. Martins, L. Munro, S. Sincerbox, A. Smith, L. Thompson, R. Wyszynski; Kimberly Newhouse (Manager of Communications and Community Relations), Recording Secretary – K. Giannini

Regrets:

Trustees: Nil

Administration: Nil

A - 1 Opening

(a) Roll Call

The meeting was called to order by Chair, G. Anderson at 6:31 p.m.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: D. Dean

Seconded by: C.A. Sloat

THAT the Board move into In Camera Session at 6:32 p.m.

Carried

(d) Welcome to Open Session

The Public Session meeting was called to order by Chair, G. Anderson at 7:17 p.m.

I. Doxtador-Swamp provided an opening, which was followed by the Land Acknowledgement Statement.

(e) Memorials

Nil

(f) Agenda Additions/Deletions/Approval

G. Anderson added item G-1-a – Committee of the Whole Meeting – April 2021.



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Moved by: B. Doyle
Seconded by: S. Gibson
THAT the Agenda be approved.
Carried

(g) **In Camera Report**
Nil

(h) **Presentations**
Nil

(i) **Delegation**
Nil

B - 1 **Approval of Minutes**

(a) **Regular Board Meeting – January 25, 2021**
Presented as printed.

C.A. Sloat requested that the Student Trustee Report motion be amended to “receive as information”. C.A. Sloat also requested that the following statement be added to G-1-c: “Concerns were also raised about the possible effect on the kindergarten play area that was opened in 2017 and paid for by the home and school, Pride of Place and an Ontario 150 grant”.

D. Werden requested that “this is approved by the Board” be removed from page two and three of the minutes.

C.A. Sloat inquired about the Early Years plan. Do we have any idea when we may hear back regarding possible approvals of this project? R. Wyszynski advised that there were no timelines for a response. C.A. Sloat stated that this would automatically trigger Policy FT1 Major Construction Projects, as this will likely be over half of \$500,000. R. Wyszynski advised that this uses Early Years funding, so it would automatically trigger this.

Moved by: C. VanEvery-Albert
Seconded by: J. Richardson
THAT the Minutes of the Regular Board Meeting, held January 25, 2021 be approved as amended.
Carried

(b) **Special Board Meeting – February 1, 2021**
Presented as printed.



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Moved by: J. Richardson

Seconded by: S. Gibson

THAT the Minutes of the Special Board Meeting, held February 1, 2021 be approved as amended.

Carried

(c) Committee of the Whole Board – February 8, 2021

Presented as printed.

Moved by: C. VanEvery-Albert

Seconded by: T. Waldschmidt

THAT the Minutes of the Committee of the Whole Board Meeting, held February 8, 2021 be approved.

Carried

(d) Special Board Meeting – February 11, 2021

Presented as printed.

Moved by: B. Doyle

Seconded by: C.A. Sloat

THAT the Minutes of the Special Board Meeting, held February 11, 2021 be approved.

Carried

D. Werden inquired whether we have an estimated time of the arrival for the devices and any timelines for deployment. R. Wyszynski advised that we have placed the order; however, we do not have a timeline for receiving these devices at this time.

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

(a) SO17 Guidelines for Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks

L. Thompson presented the new SO17 Guidelines for Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks Policy and highlighted key amendments based on Trustee recommendations. Procedure SO115 has been reviewed and incorporated into the new policy, which comes from a lens of accommodation.

R. Collver recommended a Policy Statement that is clear and concise. It is recommended that we remove the information that is currently in the Policy Statement and include this in the Background information, and add a clear statement regarding what we believe, promote and support to the Policy Statement.



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Moved by: R. Collver

Seconded by: J. Richardson

THAT the Grand Erie District School Board waive By Law 9 and the necessity to circulate this policy out for comment.

Carried

Moved by: E. Dixon

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board approve Policy SO17 – Guidelines for Student Accommodation, up to and Including Exemption, from Non-Medical or Cloth Masks as amended.

Carried

Moved by: C. VanEvery-Albert

Seconded by: D. Werden

THAT the Grand Erie District School Board rescind Procedure SO115 – Guidelines for Student Exemption from Non-Medical or Cloth Masks and Face Shields.

Carried

D - 1 **Director's Report**

(a) **Director's Highlights:**

Black History Month at Banbury Heights:

At Banbury Heights, they wanted the students to see that Black History Month is not just about recognizing black celebrities simply for their fame or notoriety. Their focus for Black History Month was to raise awareness of the contributions of black individuals to their countries or societies so that students have a better understanding that black people have been integral and vital to making our society what it is today.

They started with daily announcements that included vignettes and poetry, and then the Grade 3 class began creating these stunning murals, beginning with Barak Obama and Rosa Parks. The students were asked to go beyond being able to identify these faces, but also to learn about how these people contributed to their societies.

Staff and students in other classes were amazed at the projects and it caught on like wildfire, with Grade 8 classes recognizing, amongst others, Viola Desmond, and Jackie Robinson, an Early Years class recognizing Dr. Martin Luther King, and a Grade 5/6 class recognizing Kobe Bryant and his community work.

The teachers have reported that the students have been very engaged in these projects and seem to have really gained a much better understanding of both these important historic figures, and the true purpose of Black History Month.



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Niigaan Sinclair:

On Tuesday evening, the Grand Erie District School Board was pleased to welcome Niigaan Sinclair as a guest speaker. Niigaan shared a message of re-envisioning Indigenous Success and a path to the future by redefining measures of success for Indigenous students outside of grades and achievement and highlighted the importance of connections with community and relationships.

In total, there were 130+ participants at the live session. Niigaan permitted the recording of his message to be shared with other Grand Erie staff at future opportunities. Niigaan will continue his work with the Grand Erie DSB through future a professional learning series on cultural competency that is being coordinated through the Indigenous Education Team.

De-streaming Grade 9:

Members of the secondary and elementary Program teams attended the first Ministry information session regarding the new de-streamed gr. 9 Mathematics course that will be offered in September 2021. The Ministry identified three main goals for de-streaming:

1. Cultural shifts in schools and boards to identify and dismantle systemic discrimination and structural inequities.
2. Increased educator capacity for effective culturally responsive instruction, assessment and evaluation in de-streamed classes.
3. Increased student engagement, achievement and well-being.

Next steps for the Interdepartmental board team include:

1. Reviewing the De-Streaming Implementation Readiness Assessment Tool.
2. Gathering initial ideas and information for the development of system goals and monitoring tools to measure implementation.

Learning to Problem Solve and Express Feelings while Wearing a Mask at School - Kindergarten/Grade 1 Lesson:

A PowerPoint presentation was shared with the Trustees. Resources were created by Grand Erie Child & Youth Workers in Consultation with Piyali Bagchee, Mental Health Lead and Rebecca Malo, Early Years Consultant regarding Student Lessons Expressing Feelings & Problem Solving While Wearing a Mask at School.

Pink Shirt Day:

Pink Shirt Day, also known as Anti-Bullying Day, takes place on Wednesday, February 24, 2021. It's a day when people come together by wearing pink shirts to school or work to show their opposition to bullying. Pink Shirt Day is always supported and honoured in Grand Erie. The theme for this year is "lift each other up".



Learning and Leading Session with Nouman Ashraf:

G. Anderson inquires whether the Trustees would be interested in participating in a final/closing session with Nouman Ashraf. It is decided that the Board of Trustees will proceed with scheduling a closing session and further information regarding the date/time will follow.

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive the Director's Report of February 22, 2021 as information.

Carried

(b) Managing the Pandemic

J. Roberto advised that Grand Erie has been dealing with several positive COVID-19 cases and outbreaks within the district. We have been looking at our communication process and revisions were made to ensure information is on the website and focus is on supporting schools and Principals in this process.

Within the next week, we will have more information regarding asymptomatic targeted voluntary testing within Grand Erie. We have continued to work very closely with our coterminous Board, Vendors and the two Public Health Units.

C.A. Sloat agrees that streaming communication is a good idea. She inquired whether the Unions have been included in this conversation. J. Roberto noted that S. Sincerbox has been diligent in communicating with Unions.

R. Collver requested an update regarding Public Health Nurses in schools and how this was rolled out and how many we received. J. Roberto estimated that we received six to seven in Brant and five in Haldimand/Norfolk. This information would need to be confirmed. R. Wyszynski will look into this information and will follow-up with Trustees.

E - 1 Student Trustees' Report

I. Doxtador-Swamp presented the Student Trustee Report.

C. VanEvery-Albert stated that there are a number of ideas in this report and she is hopeful that over time we can address these items at the Board table.

R. Collver inquired about the suggestion around prior learning and assessment. She would like to see some next steps and what exploring do we need to do to incorporate this? J. Roberto advised that the report will be reviewed, and we will unpack this further with



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Superintendent D. Martins, Student Trustee I. Doxtador-Swamp and Trustee C. VanEvery-Albert regarding next steps moving forward. The suggestions are things we can do in the short-term and long-term as part of our regular practice. Within the next couple weeks, we will be meeting with I. Doxtador-Swamp and will report back at the next Board Meeting in March 2021.

Moved by: E. Dixon

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Student Trustees' Report as information.

Carried

F - 1 Committee Report

(a) Committee of the Whole Board – February 8, 2021

As presented.

Moved by: R. Collver

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board approved the recommendations from the February 8, 2021 Committee of the Whole Board Meeting.

Carried

G - 1 New Business

(a) Committee of the Whole Meeting – April 2021

G. Anderson advised that the suggestion came out of Chairs' Committee that we hold the April 2021 Committee of the Whole Meeting on Tuesday, April 6, 2021, following the Easter weekend.

R. Collver stated that we must remember that with moving the April Committee of the Whole date up by one week, we are requesting that the Director, along with the Senior Team ensure that the reports are balanced and that it's not a time-crunch for our Superintendents to get their reports to Board. There may be some variations in the April agenda, and she hopes that it is the will of the Board that they go ahead and make those changes as they see fit to accommodate those two agendas.



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Moved by: C.A. Sloat

Seconded by: S. Gibson

THAT the Grand Erie District School Board approve the change of date of the April Committee of the Whole meeting from Monday, April 12, 2021 to Tuesday, April 6, 2021.

Carried

(b) **Workforce Report**

S. Sincerbox presented the Workforce Report.

C.A. Sloat inquired about line nine regarding Secondary Teachers. Is 570 accurate or should this have been amended last time? S. Sincerbox advised that there was a drop from 570 to 554 and that was due to identifying sections to collapse in order to stay within what our funding sources were. Unfortunately, we hadn't finalized that prior to when the October 31, 2020 report was made and presented to Trustees in November 2020. What we ended up also having to do was hire 51.33 FTE into the VLA for the year. The net difference is reflected in the report, which is 19.67.

C.A. Sloat also inquired about Elementary Teachers and whether we had to add any with the VLA. This report shows no additional Elementary Teachers. S. Sincerbox advised that this is the case; however, there was one piece brought to his attention regarding the hold-back that we traditionally have and that would address any type of enrolment pressures that we have in order to come into compliance with our statutory obligations. That actually would be eight less than reflected in the report. Other than that, there has not been any additional hires. When you look at all the moving pieces this year, the hope is that we will be balanced by the next report that Trustees receive.

Moved by: T. Waldschmidt

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve the Workforce Report with data as of January 31, 2021.

Carried

(c) **Count Us In! – Student Census Reports (Achievement and Suspensions)**

W. Baker presented the Student Census Report.

G. Rousell presented the Student Achievement and Student Suspensions captured by the 2018-19 Student Census.

C. Bibby presented a PowerPoint presentation regarding Equity in Grand Erie.



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S. Gibson commented that this provides a lot of hope for the Board. There is a lot of exciting work going on and she encouraged others to read Desmond Cole's book as it is really impactful, and it shows the importance that we have in the structure of education and the structure of the system to make changes.

R. Collver thanked C. Bibby for her presentation. We need to really focus on equity, learning and wellbeing as a set. This needs to be incorporated into everything that we do. What actions do we need to take in regards to building this equity plan? Should it be more than equity? Do we need to make sure that this is not a standalone? It needs to be all inclusive. How long will this take? And who are you listening to when building this plan? W. Baker advised that he conferred with one of the members of an Equity Committee and this person is a couple steps ahead of us with respect to developing an equity action plan for his Board. We are considering something similar here. We're in the early stages at this point. One of the things that they focused on and what will really resonate in Grand Erie is that they had focus groups and they wanted to make sure that all the views of marginalized and potentially marginalized groups are all represented in whatever equity plan is developed. One of the things he did was consult with a Professor at Queens, who acts as a consultant in developing Board Equity Action Plans. As we talk more about this, we're going to develop a fairly comprehensive action plan. It is important to know that it will never be done. This is an evolution and it will be ongoing. We will need to incorporate all changes.

C. VanEvery-Albert stated that she is pleased this is taking place. We all need to realize that the journey is not at it's end yet. C. VanEvery-Albert requested the PowerPoint presentation. This will be shared with the Trustees.

C. A. Sloat inquired whether Trustees could be copied on the staff Newsletter. C.A. Sloat stated another thing is the climate survey which also helps with students feeling included. This is an ongoing process and there is not a lot of action from the Board in this presentation. C.A. Sloat hopes that it comes back for the Board for approval of next steps, concrete plans and timelines.

C. Bibby added that they are coming back to the Board in March 2021 to present the Equity and Inclusion Policy.

Moved by: C. VanEvery-Albert

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive as information "Count Us In! – Student Census Reports (Achievement and Suspensions).

Carried



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(d) **Book Club**

S. Gibson provided a verbal update on the Book Club proposal. As a first step, we are asking for our Committee, Board Members and Senior Team to consider joining a Book Club and reading "Pride and Prejudice" by Jane Austen, an author from Six Nations. This book was suggested by Joe Tice who shared that it will engage readers with Haudenosaunee culture. For the initial book offering, we will invite the Board, Senior Team, IAEC, GEPIC and SEAC team members.

The Book Club will include individual reading, virtual discussion and possibly a connection with the author. It will be an opportunity for learning, sharing and showing our students and community that we are all about lifelong learning.

The book is available at Goodminds for \$15 a copy. Information regarding timelines and the process will be presented to the Board in the near future.

J. Roberto shared that we do have some additional funds in our PD and Resource funds that we will utilize to order twenty books.

Moved by: C. VanEvery-Albert

Seconded by: E. Dixon

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

Carried

(e) **Window and Exterior Door Replacement at Tollgate Technological Skills Centre**

R. Wyszynski presented the Window and Exterior Door Replacement at Tollgate Technological Skills Centre report.

C.A. Sloat inquired whether this is every window and door in the building. R. Wyszynski advised that it is the majority of the windows and doors. There has been a few that have already been replaced over the years. C.A. Sloat inquired whether we should be concerned about the wide range of prices. R. Wyszynski advised that some of the vendors had to buy the product from other vendors on the list. C.A. Sloat asked if there is a timeline for this project? R. Wyszynski advised that as long as it aligns with our capital plan, we would like to proceed.

Moved by: E. Dixon

Seconded by: D. Dean

THAT the Grand Erie District School Board approve the contract for the purchase and installation of windows and exterior doors at Tollgate Technological Skills Centre from Windspec Inc. in the amount of \$768,894.00 plus HST.



Carried

(f) **Multi-Year Strategic Plan Process**

J. Roberto presented the Multi-Year Strategic Plan Process and highlighted key components that were generated from the Trustee Caucus Session.

The Strategic Planning Process will include the following:

- A retired Director of Education to facilitate the process;
- ThoughtExchange to obtain feedback from stakeholders and the community;
- Strategic planning working group would participant in three half day strategic planning sessions held virtually and recorded to include opportunities to listen to the thoughts and feedback of participant stakeholders by Trustees;
- A Strategic Plan working component added to the Chair's Meeting whereby updates and information can be reviewed and then shared with the Board of Trustees. This group will work on a collaborative process and meet approximately six times in between the process and would include Chair Anderson, Vice Chair Gibson, Trustee Collver and Trustee Waldschmidt. Regular updates will be provided at the Committee of the Whole through the Chair.
- Catherine McCullough would like to meet with the Board of Trustee and Senior Team prior to these sessions.

C. VanEvery-Albert encouraged everyone to have a look at the link at the end of the report regarding ThoughtExchange.

G. Anderson expressed the importance of moving forward with the Multi-Year plan. It is critical that we have one and hopefully this can be ready for the Fall.

D. Werden expressed concern regarding using the Chairs' Committee to share information with the Board. Are we duplicating a process? D. Werden also inquired about the timing of the sessions and stated that a number of Trustees work during the day, and it would be beneficial for these sessions to occur after-hours. J. Roberto acknowledged both comments made. In regards to the Chairs' Committee concern, it might be a new piece, but it is an added value piece. Sometimes in these processes, the Director and Senior Team are putting together a plan and it is truly important to be able to work with a small group. We will ensure that we as a Board have input and discussion around decisions that are made. In regards to the time of the sessions, we will respect the Trustees' work schedules and sessions will likely take place in the evening to accommodate schedules.

G. Anderson mentioned that there is a likelihood that these sessions will be virtual due to the pandemic. J. Roberto advised that the larger sessions would be virtual at this time. We will be waiting until March to decide whether we are ready to come back to in-person meetings.



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C.A. Sloat inquired about the approximate cost and the funding sources. J. Roberto advised that they will be sole sources that we already have underway and will likely be under the threshold of \$6,000 to \$8,000. We are confident that with our Professional Development lines, we will be able to cover these costs. R. Wyszynski advised that we also do have a Business Development line that has not been used this year. C.A. Sloat expressed concerns about this coming to the Chairs' Committee instead of coming directly to the Board of Trustees. This is a Board event and the Board should be taking part in the entire process. The Chairs' Committee does not have the right to make decisions.

J. Roberto advised that at no time will the Chairs' Committee be a decision body. Information will flow through the Chairs' Committee to the Board of Trustees.

R. Collver recognized the Trustees' concerns regarding the Chairs' Committee. As part of this Committee, R. Collver made the commitment that she will not accept any information that is not presented to the Board of Trustees and that the Chairs' will not be making any decisions. R. Collver supported the Director in the fact that this is an important component in the workflow.

S. Gibson and T. Waldschmidt concur with R. Collver's commitment.

Moved by: R. Collver

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve the Multi-Year Strategic Plan process.

Carried

H - 1 Other Business

(a) **Summary of Accounts – January 2021**

R. Wyszynski presented the Summary of Accounts – January 2021 as printed.

Moved by: T. Waldschmidt

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Summary of Accounts for the month of January 2021 in the amount of \$ 17,879,116.28 as information.

Carried

(b) **Special Education Advisory Committee Minutes – December 17, 2020**

L. Thompson presented the Special Education Advisory Committee minutes as printed.



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Moved by: T. Waldschmidt

Seconded by: D. Werden

THAT the Grand Erie District School Board receive the Special Education Advisory Committee minutes of December 17, 2020 as information.

Carried

(c) **Joint Occupational Health and Safety Committee – January 21, 2021**

R. Wyszynski presented the Joint Occupational Health and Safety Committee minutes as printed.

C.A. Sloat inquired about the safety audit tracking. Was this done and just not included? R. Wyszynski advised that this was completed but must have been excluded from the report. All safety inspections were completed. C.A. Sloat inquired if there will be changes to Procedure FT107. R. Wyszynski advised that we should have them available at the next Committee of the Whole meeting.

Moved by: C.A. Sloat

Seconded by: S. Gibson

THAT the Grand Erie District School Board receive the Joint Occupational Health and Safety Committee minutes of January 21, 2021 as information.

Carried

(d) **Safe and Inclusive Schools Committee – January 21, 2021**

W. Baker presented the Safe and Inclusive Schools Committee minutes as printed.

Moved by: R. Collver

Seconded by: S. Gibson

THAT the Grand Erie District School Board receive the Safe and Inclusive School Committee minutes of January 21, 2021 as information.

Carried

(e) **Grand Erie Parent Involvement Committee Minutes – January 14, 2021**

J. Roberto presented the Grand Erie Parent Involvement Committee minutes as printed.

Moved by: E. Dixon

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Grand Erie Parent Involvement Committee minutes of January 14, 2021 as information.

Carried



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(f) **Privacy and Information Management Minutes – February 11, 2021**

L. Munro presented the Privacy and Information Management Committee minutes as printed.

Moved by: E. Dixon

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Privacy and Information Management minutes of February 11, 2021 as information

Carried

(g) **Student Transportation Services Brant Haldimand Norfolk – February 4, 2021**

R. Wyszynski presented the Student Transportation Services Brant Haldimand Norfolk Special Board Meeting minutes as printed. R. Wyszynski noted one change that should be amended in item C-1 – the date should read February 8, 2021.

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve the Student Transportation Services Brant Haldimand Norfolk minutes of February 4, 2021 as amended.

Carried

I - 1 **Correspondence**

Nil

J - 1 **Adjournment**

Closing by I. Doxtador-Swamp

Moved by: C.A. Sloat

Seconded by: B. Doyle

THAT the meeting be adjourned at 9:45 p.m.

Carried

Board Chair, G. Anderson