

## EDUCATION, POLICY AND OPERATIONS COMMITTEE MEETING MINUTES – NOVEMBER 10, 2021

### PUBLIC MEETING

#### Roll call:

Trustees:	Staff:
J. Brown G. Elliott L. French T. Gingrich (Vice-Chair) B. Godkin R. Hutcheon K. McGregor J. Morning S. Ruttan (Chair) T. Duncan (Student Trustee) (Regrets) S. Johnson (Student Trustee) (Regrets) B. Roy (Student Trustee) (Regrets)	K. Burra, Director of Education J. Douglas, Communications Officer (Producer) S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	W. Moore, Executive Assistant to the Director and Trustee Liaison

Chair Gingrich welcomed everyone to the meeting. He began the meeting by reading the Acknowledgement of Territory: “The Limestone District School Board is situated on the traditional territories of the Anishinaabe and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.”

#### 1. Call to Order

Chair Gingrich called the meeting to order.

## 2. Adoption of Agenda

*MOVED BY: Trustee Elliott that the agenda, as presented, be approved. Carried.*

## 3. Declaration of Conflict of Interest

Trustee Elliott declared that his wife is an employee of LDSB, and member of ETFO. Trustee Ruttan stated that with respect to item number 4.1, her son is a student at KSS, and while she will still participate in the discussions, if it gets to anything that seems like it might be a conflict, she will withdraw.

## 4. Reports for Information

### 4.1 Kingston Secondary School Integration Update

Director Burra provided the background on the report. He noted that the chattels remaining at KCVI, and in secure storage, are items that previously belonged to QECVI and KCVI. Throughout the school closure and opening process, students, school staff, community members, the KSS Integration Committee and a contracted archivist carefully considered which artefacts from QECVI and KCVI should be brought to the new school as a way to honour the legacies of these two school communities, which items could potentially be made available to other public institutions, which items could be returned to their owners or owner's family members or made available through public sale. Director Burra advised that at the February 12, 2020, Regular Board Meeting, a presentation by some of the Legacy Committee Working Group was provided to Trustees, "Kingston Secondary School – KCVI/QECVI Memorabilia" to review the work occurring to archive materials from the schools.

Director Burra spoke to Trustees about the QECVI-KCVI Legacy Project. A series of panels with selected artefacts will capture some of the visual history and information related to the history of secondary schools in Kingston, with particular attention to QECVI and KCVI. The panels help share highlights of the history of the school community that was once together, separated as QECVI and KCVI, and has now come back together again at KSS.

Associate Superintendent Hedderson Trustees that these chattels typically represent gifts from graduating classes from the time KCVI originally serviced students from the same catchment areas as KSS, to the students at QECVI or KCVI after the school community was separated. Some of the remaining items include significant pieces of artwork. For example, there is an original Group of Seven painting that could potentially earn tens of thousands of dollars if made available to the public through an auction. Although not in ideal condition because it has not been properly maintained

over time, it could still potentially raise some significant funds. Associate Superintendent Hedderson noted that graduating class gifts and other similar types of donations are less common in elementary schools, so the items of significance from Module Vanier were identified and brought to the new school building. There has been conversation over the years through the KSS Integration Committee about the potential for the sale of the chattels from the closure of both QECVI and KCVI that those proceeds would go to the reunited school community that now make up the student body.

Associate Superintendent Hedderson noted that in Appendix B, Trustees will see a letter from the leadership group at KSS requesting that funds from the sale of the chattels, including the artwork previously mentioned, as well as old yearbooks, photographs, programs from school drama productions and reunions, antique science equipment and other related items be provided to KSS to address the inequities that exist amongst the student population in the form of student bursaries that further remove barriers for current students, enrich the student experience, and support a variety of pathways. As Director Burra mentioned, KSS is a fully composite secondary school that serves a diverse community of learners including students that are serviced through Pathways to Education. Despite reduced funding, Pathways to Education continues to provide academic, financial, social and other supports to the high school students living in some of the lowest income communities across Canada. The intent of the support is to remove barriers to graduation and promote positive youth development. Eligibility for those supports is based on students' postal codes and most of the postal codes identified through this organization locally are part of the KSS community.

It was agreed that staff would move forward with the planned return, auction, sale and removal of chattels from KCVI by the end of December 2021. Funding will generally rest at the KSS building to address equities in general, including bursaries for scholarships when students are graduating, with the understanding that it services students that feed into KSS, from Molly Brant, J. G. Simcoe, and Rideau Heights Public Schools. Once proceeds are known, Senior Staff will bring a plan to Trustees as to how the funds will be disbursed in the community based on the recommendations of the Integration Committee.

Chair Gingrich thanked Associate Superintendent Hedderson for the report and called upon Trustees for questions.

#### **4.2 Renaming École Kingston East Elementary School (ÉKEES)**

Superintendent McDonnell stated that in June 2021, Trustees voted unanimously to initiate a

renaming process of École Sir John A. Macdonald Public School. In doing so, this acknowledges the ongoing pain and harm the former name had caused within our school communities but particularly with Indigenous members. It was determined that the interim name would be École Kingston East Elementary School, which was the original construction name for the school site.

In October 2021, the Renaming Committee was convened and LDSB Administrative Procedure 552, Naming/Renaming of Schools, was shared with the Committee. The Committee has now been tasked with overseeing the appropriate methods of consultation with all community stakeholder groups to select renaming options for ÉKEES.

The Committee is comprised of voting and non-voting members, and Superintendent McDonnell noted that the non-voting members will support the work of this committee but will not have a voice in terms of determining what names go forward to the Trustees. She noted that the renaming process is very similar to what has been used in the past, but with an emphasis on how and why the former name was harmful, and what name attributes would respect and honour the Indigenous experience. Superintendent McDonnell indicated that the Committee has had the opportunity to work very closely with Limestone's Indigenous Education Team. This Team has been supporting the development of resources that are age appropriate for the students and appropriate for the community and will include videos that document the why of what we are doing. This will allow students and staff in ÉKEES to engage in some very intentional learning throughout the process, so that when the opportunity exists to provide input around names, they, along with the community, will have a very concrete understanding of the background on why we are doing what we are doing.

The first meeting of the Renaming Committee occurred on November 2, 2021, and at that time voting members approved the process to call for submissions. A survey will be released shortly with a timeframe for completion of that survey and the information will then go back to the Committee to work through a process of shortlisting. The shortlisted information will be sent back to the community for additional input and then will be tasked with the very important job of creating a list of three to five name recommendations to submit to Trustees for final decision making.

Superintendent McDonnell outlined the draft timeline on the next steps. Unfortunately, there is a delay to the timeline that is listed in the agenda package, as Superintendent McDonnell indicated that there have been some technical difficulties related to the video resources being made available. However, it is still hoped that the report to the Board will be scheduled for February 23, 2022.

Chair Gingrich thanked Superintendent McDonnell for the report and called upon Trustees for questions.

There was a comment there has been a missed opportunity around discussions on whether a building is named after a person or not. To stay true to the Indigenous naming process, it was noted that buildings should not be named after a person. A request to have representatives from the Indigenous community speak to Trustees to help make informed decisions around policy, be considered for a future meeting.

Chair Gingrich will bring this to the next agenda setting meeting.

Trustee Hutcheon put forward the following motion:

MOTION That Limestone District School Board draft a naming/renaming policy.

Moved by Trustee Hutcheon and seconded by Trustee Godkin.

Trustee Hutcheon noted that currently there is no policy on naming/renaming only an administrative procedure.

Director Burra noted that Administrative Procedure 552 is already clear that the decision of naming a school, rests with the Trustees. He clarified that what he believes is being proposed, is a policy that would be about how to guide the decision of the Trustees, while the administrative procedure is about outlining the staff work that has to go into supporting the process. Director Burra, when questioned, further clarified that many administrative procedures come directly from Policy and Program Memorandum or legislation/regulation, but do not necessarily have a policy attached. Eliminating the possibility of having a building named after a person could impact the considerable learning that could incur as part of the process, and learning about lesser known individuals, whether they are particular groups that have been historically marginalized, so Black, Indigenous or people of colour. It is an opportunity for students and teachers to engage in that process in acknowledgement of the requests that come forward. In the actual process itself there is a lot of educational learning for teachers and students to explore some of those names. We must be mindful that there could be other groups that would be viewed as marginalized that might not agree with the removal of all names. While there certainly does need to be caution around naming anything after an individual, there is educational value that can come out of that naming process.

Chair Gingrich called the question:

*Moved by Trustee Hutcheon and seconded by Trustee Godkin that the Limestone District School Board draft a naming/renaming policy.*

Roll call vote.

The binding recorded vote was as follows:

YEAS: Trustee Elliott, Trustee Godkin, Trustee Hutcheon (3)

NAYS: Trustee Brown, Trustee French, Trustee McGregor, Trustee Morning, Trustee Ruttan (5)

The non-binding recorded vote was as follows:

YEAS: Trustee Elliott, Trustee Godkin, Trustee Hutcheon (3)

NAYS: Trustee Brown, Trustee French, Trustee McGregor, Trustee Morning, Trustee Ruttan (5)

ABSENT: Student Trustees Duncan, Johnson, and Roy (3)

The motion was lost.

Trustee Elliott asked if he could bring a motion forward to amend Administrative Procedure 552.

Director Burra indicated, as noted earlier, that within our governance structure administrative procedures fall to staff, generally outlining to staff how to do different things and then the policies are overriding in areas that Trustees have purview.

### **4.3 Policy Feedback**

Director Burra noted that five submissions were received for Board consideration related to Policy 13 and Article III, Section 3, and these were shared verbatim with Trustees, but the report has summarized those pieces. The intent tonight is to bring this to Trustees as there were a number of different things that are provided in the feedback, and ultimately there may be additional feedback from around the table from Trustees. Director Burra asked Trustees for further direction in terms of those pieces that are absolutely essential that Trustees would want to see incorporated into Policy 13 and Article III of the Bylaws, whether already listed or whether it is an additional piece of the feedback that Trustees have for the next version that will eventually come back to Trustees for review at the February 10, 2022 EPOC meeting.

After some discussion it was decided that all Trustees will review the summary of submissions provided in the report and send back to the Director the list of comments they believe should be applied to policy. Trustees should also include their own feedback at the same time and return both to the Director by Wednesday, November 24, 2021.

#### 4.4 Staff Attestation Update

Superintendent McWilliam advised that further to the last meeting, and where we are at today, the latest data is as follows:

	NOVEMBER 10, 2021	
Total number of employees required to attest	3,100	100%
Number of Employees who have completed attestation	3,044	98.2%
Number of employees fully vaccinated	2,934	94.6%
Number of employees not fully vaccinated	110	3.5%
Number of employees who are testing three times per week	116	3.7%
Number of employees who have not completed attestation	56	1.8%
Number of employees removed from call-out	56	1.8%

Superintendent McWilliams noted that further to the discussions last week, Limestone has moved forward with removing employees from the workplace on an interim basis until they complete the actual attestation process or begin engaging in testing, and none of those are full time or permanent staff. All full time or permanent staff have engaged in the appropriate steps in terms of either completing the attestation and being fully vaccinated or completed the attestation and/or are engaging in the rapid antigen testing three times per week. Anyone who is currently on a long term leave is not captured in the data, so as people return from leave, the data will continue to change as we make sure they have been either fully vaccinated or are completing the rapid antigen testing. For all new employees, it is a condition of their employment that they are fully vaccinated. The 56 employees removed from call-out are casual employees. This is not a huge impact to the system, as a large majority of these people have not been working at all this year or have not been available.

Chair Gingrich thanked Superintendent McWilliams for her report and called upon Trustees for questions.

#### 5. Reports for Action

None at this time.

#### 6. Unfinished Business

None at this time.

## 7. New Business

Trustee Elliott stated that earlier in November OPSBA put out a statement that they were hoping to see an end to modified semesters at high schools. He asked Trustee French if there were any local conversations around that.

Trustee French indicated that she would not know if there was a specific conversation with Limestone. This would be reflective of input at all levels, on behalf of all Boards. He wondered if there was a groundswell of people from Limestone asking when we could go back to the semester system. OPSBA has put out a statement that they want to go back to the semester system. Trustee Elliott was just wondering about the local perspective. Director Burra stated that things are better than a year ago in terms of the octomester, but he does feel that overall, certainly from a staff perspective, there would be a desire to go back to a semestered system. Among students, there would be a differing opinion in what would be best for them, in whether you were asking about their achievement or how they were feeling about the pace of the learning. There has been lots of discussion at the Provincial level, that the government is going to take direction from the Chief Medical Officer of Health, and consulting with local Public Health about whether they want to make a change to the system. Limestone is in a situation where any kind of change to this would have a February 1 impact, as opposed to a middle of November impact.

## 8. Correspondence

None at this time.

## 9. Next Meeting Date

February 9, 2022

## 10. Adjournment

*Moved by Trustee McGregor that the meeting adjourn.*

*Carried.*

The meeting adjourned at 7:50 p.m.