



BOARD PUBLIC MINUTES

Tuesday, March 31, 2020, 7:30 pm

- Trustees: Justine Bell, Christine Boothby, Rob Campbell, Chris Ellis, Lyra Evans, Mark Fisher, Wendy Hough, Jennifer Jennekens, Keith Penny, Sandra Schwartz, Lynn Scott, Ganaaboute Gagne (Student Trustee), Prasith Wijeweera (Student Trustee)
- Staff: Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director), Dorothy Baker (Superintendent of Instruction), Prince Duah (Superintendent of Instruction), Mike Carson (Chief Financial Officer), Mary Jane Farrish (Superintendent of Instruction), Eric Hardie (Superintendent of Instruction), Michele Giroux (Executive Officer, Corporate Services), Janice McCoy (Superintendent of Human Resources), Shawn Lehman (Superintendent of Instruction), Shannon Smith (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Nadia Towaj (Superintendent of Program and Learning K-12), Petra Duschner (Manager of Mental Health and Critical Services), Kevin Gardner (Manager of Financial Services), Stacey Kay (Manager of Learning Support Services), Pamela LeMaistre (Manager of Human Resources), Sandra Lloyd (Manager of Risk and Supply Chain Management), Karyn Carty Ostafichuk, (Manager of Planning), Joan Oracheski (Manager of Research, Evaluation & Analytics Division), Sandy Owens (Manager, Business & Learning Technologies), Diane Pernari-Hergert (Manager of Communications & Information Services), Nicole Guthrie (Manager, Board Services), Richard Sinclair (Manager of Legal Services and Labour Relations), Susan Baker (Acting Senior Board Coordinator), Charles D'Aoust (Coordinator of Budget Services), Amanda Pelkola (Board/Committee Coordinator)

1. Call to Order -- Chair of the Board

Chair Scott called the public meeting to order at 8:11 p.m. She acknowledged that the meeting is taking place on unceded Algonquin Territory and thanked the Algonquin Nations for hosting the meeting on their land.

2. Approval of the Agenda

Moved by Trustee Schwartz, seconded by Trustee Lyra Evans,

THAT the agenda be approved.

Chair Scott advised that the item 8.7 Notice of Motion, OPSBA Policy Resolution does not require action immediately and suggested the item be removed from the agenda.

Moved by Trustee Schwartz, seconded by Trustee Lyra Evans,

THAT the agenda be approved, as amended.

Carried

3. COVID-19 Update

Director Williams-Taylor advised that the Ministry of Education extended the school closure until 1 May 2020 for staff and 4 May 2020 for students. Schools will be closed to everyone and an online platform will be available for students. In phase 1, an online learning platform will be available to engage students. In phase 2, it will mirror an instructional approach, with assessments built in and the expectation for student contact. The District has provided complimentary materials in addition to those provided by the Ministry of Education.

Director Williams-Taylor shared that some measures have been taken by the District to contact providers like Rogers and Bell. With these partnerships, the District aims to provide hardware, such as tablets, with Wi-Fi, to students that require it. She added that the District has been working with Ottawa Public Health (OPH) to determine how to access schools to acquire the unused hardware and distribute them to students safely.

Director Williams-Taylor noted that Superintendent Towajj and her team have developed materials to support the continuity of learning in phase 2.

Director Williams-Taylor noted the importance of engaging students with special education needs. The District is working on solutions to obtain and distribute the equipment and assistive technology these students require. Learning Support Services (LSS) staff are also considering how to effectively maintain outreach with special needs students while maintaining distance recommendations. The equity of access to Wi-Fi in rural communities has also been a challenge.

Director Williams-Taylor advised that students who access breakfast programs or that have other kinds of food insecurities are a priority. The Ottawa Network for Education (ONFE) has a plan and will be working with local school boards to provide packaged nutrition for students. There are challenges with rolling out the program but they are moving forward with a pick up as an option. OFNE is communicating with the community via social media.

During a discussion of the Director's update, the following information was provided:

- Chromebooks and Wi-Fi hubs should be delivered to students in need by 9 April 2020; and
- Creative solutions are being explored to provide nutrition to families such as gift cards. ONFE encourages individuals to obtain food from local providers of food distribution. As of 31 March 2020, seven family emergency shelters received deliveries and seven other agencies able to operate as food banks received "breakfast replacement kits". The Education Foundation encourages families requiring assistance to contact their local food service agencies directly. The Education Foundation has made a contribution of \$25,000 to fund the breakfast replacement kits.

4. Report from the Board (In Camera)

Trustee Penny reported that the Board met in camera this evening, and has no further report.

5. Briefing from the Chair of the Board

Chair Scott thanked first responders for risking their lives to help the community.

Chair Scott acknowledged that an alleged incident occurred on 27 March 2020 between Trustee Blackburn and a community resident. The details related to the incident are not yet known, but the Board is concerned about the allegations of racism and bias this has generated. She advised that the concerns are taken seriously and the District will follow its policy to review the incident. The Director of Education has spoken with the family and the OCDSB Human Rights and Equity Advisor is reviewing this matter. Once the review has been completed, the District will report any specific actions, initiatives and/or recommendations.

Chair Scott advised that the Elementary Teachers' Federation of Ontario (ETFO) has reached tentative central agreements with the Government of Ontario, the Ontario Public School Boards' Association and the Council of Trustees' Associations. ETFO is suspending strike action pending the results of its central ratification votes. She added that in response to COVID-19 the Ontario Secondary School Teachers' Federation has announced it has suspended all strike sanctions indefinitely. This includes sanctions that were part of a limited withdrawal of administrative services that have been in place since last November.

6. Briefing from the Director

Director Williams-Taylor advised that the alleged incident that took place in the community involving Trustee Blackburn and a member of the community, will be addressed promptly.

Director Williams-Taylor thanked staff, families and students for their support and patience as the District continues to implement the learn at home program during the pandemic.

Director Williams-Taylor reminded everyone to follow physical distancing recommendations and encouraged families to stay home, wash hands and take care of each other.

7. Delegations

7.1 Matt Kedroe, re Trustee Behaviour

Mr. Matt Kedroe was before the Board to address an incident that allegedly took place on 27 March 2020 between his son Styles Lepage and Ottawa Carleton District School Board (OCDSB) Trustee Donna Blackburn. Mr. Kedroe stated that his son's human rights had been violated by Trustee Blackburn, which included her passing judgement on his son and circulating an unauthorized photo of the minor, on social media.

Mr. Kedroe stated that according to the allegations, Trustee Blackburn breached several of the OCDSB Code of Conduct rules as referenced in his submission. He noted that he is determined to have this matter dealt with promptly and is willing to escalate the situation if sufficient action is not taken. Mr. Kedroe shared concerns that if Trustee Blackburn remains in office, she could negatively influence the future of his son and the career of his sibling, a teacher within the District. In his opinion, an appropriate resolution would be if Trustee Blackburn were to resign as Trustee of the Barrhaven Ward.

Chair Scott and the Trustees thanked Mr. Kedroe for coming before the Board to speak to the incident.

In response to queries, the following points were noted:

- According to the Education Act, the OCDSB Board of Trustees have limited authority over elected officials and cannot demand the resignation of a Trustee; and
- The OCDSB is taking this matter seriously and have involved their Human Rights and Equity Advisor to assist in resolving this matter.

7.2 Ashley Russell, re Trustee Behaviour

Ms. Ashley Russell expressed concern over an alleged incident between Trustee Blackburn and an OCDSB student. Based on information she received from a chat group posted on Ottawa Black Educators Network and the news article found online at Basketball News, she expressed the view that Trustee Blackburn overstepped her role as Trustee, and can no longer deliver on the expectation of trustees to offer a safe environment for students.

In response to trustee queries, Ms. Russell noted that she was unaware of the sanctions that could be imposed on a trustee as a result of a Code of

Conduct complaint. An outline of sanctions would be provided to Ms. Russell.

7.3 Cathy Bailey, re Academic Staffing for 2020-2021

Chair Scott advised that Ms. Cathy Bailey was unable to provide her delegation.

8. Matters for Action

8.1 Confirmation of Board Minutes:

8.1.a 25 February 2020, Board

Moved by Trustee Hough, seconded by Trustee Fisher,

THAT the minutes of the Board meeting of 25 February 2020 be confirmed.

Carried

8.1.b 5 March 2020, Special Board

Moved by Trustee Hough, seconded by Trustee Fisher,

THAT the minutes of the Special Board meeting of 5 March 2020 be confirmed.

Carried

8.1.c 16 March 2020, Special Board

Moved by Trustee Hough, seconded by Trustee Fisher,

THAT the minutes of the Special Board meeting of 16 March be confirmed.

Carried

8.2 Business Arising from Board Minutes

There was no business arising from the 25 February 2020 Board Meeting minutes, the 5 March 2020 Special Board minutes nor the 16 March 2020 Special Board minutes.

8.3 Receipt of Committee of the Whole Report, 3 March 2020

Moved by Trustee Penny, seconded by Trustee Fisher,

THAT the report from Committee of the Whole dated 3 March 2020 be received.

Carried

8.3.a Advisory Committee Review

This item was a non-consent item, and when dealt with later in the meeting, the following points were noted:

Moved by Trustee Boothby, seconded by Trustee Campbell,

THAT a review of Ottawa-Carleton District School Board advisory committees be undertaken as outlined in Report 20-019;

THAT an ad hoc Advisory Committee Review Panel be established with a mandate to manage the advisory committee review process; and

THAT two trustees be appointed to the Advisory Committee Review Panel: one trustee to act as the Chair of the Advisory Committee Review Panel and a second trustee as a member of the Advisory Committee Review Panel.

Executive Officer Giroux noted that deferring until September 2020 would be acceptable as there are many questions to address and this can only be resolved once the situation in Ottawa and the District are normalized.

Moved by Trustee Boothby

Seconded by Trustee Campbell

THAT the following motion be deferred to the Committee of the Meeting of September 2020:

THAT a review of Ottawa-Carleton District School Board advisory committees be undertaken as outlined in Report 20-019;

THAT an ad hoc Advisory Committee Review Panel be established with a mandate to manage the advisory committee review process; and

THAT two trustees be appointed to the Advisory Committee Review Panel: one trustee to act as the Chair of the Advisory Committee Review Panel and a second trustee as a member of the Advisory Committee Review Panel.

Carried

A recorded vote was held and the motion was carried unanimously by those present:

FOR: Trustees Bell, Boothby, Campbell, Ellis, Lyra Evans, Fisher, Hough, Jennekens, Penny, Schwartz, Scott (11)

AGAINST: Nil (0)

ABSTENTION: Nil (0)

8.4 Non-Consent Items

8.5 Report 20-031, Academic Staffing 2020-2021

The Board had before it Report 20-031, seeking approval of the 2020-2021 Academic Staffing Plan.

Superintendent McCoy highlighted the following:

- COVID-19 has had a significant impact on the District and it is anticipated enrolment for 2020-2021 will be impacted as referenced in Memo 20-044. In regards to staffing, the District will work with human resources to make necessary adjustments. The District will take a conservative approach to allow for flexibility with changing enrolment;
- The role and involvement of local union representatives in the staffing process was noted. Unions provide input at committee meetings, are engaged in the staffing process and meet throughout the year to monitor staff allocation processes and to make recommendations to senior staff;
- The Ministry of Education has announced the regulated maximum average class size of 23:1 for Grades 9-12. The funded average will be aligned with this figure;
- The OCDSB is committed through collective agreement, to a class size average of below 22:1. This results in a gap of approximately 50-60 teachers;
- In the absence of a central agreement with the Ontario Secondary School Teachers' Federation, the District is committed to having a ratio of 22:1. The District will respond as appropriate to a collective agreement resolution and will adjust staff as required; and
- The recent agreement with the Elementary Teachers' Federation of Ontario (ETFO), the Crown and the Ontario Public School Board's Association (OPSBA), included additional funding for elementary teaching positions. Pending ratification of the agreement, the District will consult with local ETFO representatives to determine how funding can be applied to support students and student learning. An update will be provided to the Board.

Moved by Trustee Fisher, seconded by Trustee Campbell,

THAT the academic staffing levels for 2020-2021, including elementary teachers and secondary teachers, principals and vice-principals, as outlined in the Addendum to Report No. 20-031, and as may need to be

adjusted (upward or downward) due to changes in enrolment to meet mandatory requirements, be approved.

During discussion and in response to queries, the following points were noted:

- The current secondary school proposal is based on class sizes prior to any collective agreement being achieved or ratified. If an agreement is reached, staffing will be amended in accordance with the regulation. In this case, staff would outline a new plan and provide it to the Board;
- The District cannot anticipate the impact that COVID-19 will have on international student enrolment or immigration. Each year, the District aligns staff levels with enrolment. If there are surplus staff, they will be redeployed as required. A decrease in enrolment would require flexibility to adjust classroom sizes closer to capacity;
- The Family Reception Centre (FRC) has experienced an increase in demand for its services, however additional academic staff are not required. During periods of anticipated influx, additional trained support staff is hired to perform assessments. When there are delays, students' progress is monitored and supported accordingly; and
- Trustee Boothby noted her concern over the further decrease of classes for gifted students and expressed interest to address this at a future date.

Vice-Chair Penny assumed the role of Chair.

Moved by Trustee Fisher

Seconded by Trustee Campbell

THAT the academic staffing levels for 2020-2021, including elementary teachers and secondary teachers, principals and vice-principals, as outlined in the Addendum to Report No. 20-031, and as may need to be adjusted (upward or downward) due to changes in enrolment to meet mandatory requirements, be approved.

Carried

A recorded vote was held and the motion was carried unanimously by those present:

FOR: Trustees Bell, Boothby, Campbell, Ellis, Lyra Evans, Fisher, Hough, Jennekens, Penny, Schwartz (10)

AGAINST: Nil (0)

ABSTENTION: Nil (0)

8.6 Report 20-026, New Stittsville Secondary School Project Expenditure Budget Approval (M. Carson, ext. 8881)

The Board had before it Report 20-026, seeking approval of the proposed budget and approval to proceed. Chief Financial Officer Carson highlighted that since the new Stittsville secondary school project budget was originally proposed, changes have been made. Features of the final project include less unused floor space, two double gyms, solar orientation and photovoltaic on the rooftops to reduce the energy consumption.

The total building expenditure exceeded the original budget of \$37.0 million with a new final budget of approximately \$43.0 million. The funds will be derived from the following: \$1.75 million from education development changes, \$4.0 million from unencumbered capital reserves and \$37.0 million from the province. If the Board approves the recommendation, as of 1 April 2020, the District will proceed in contacting the Ministry of Education. It is vital to take immediate action to secure contractors and supplies to allow for the possibility of a September 2022 completion date.

Moved by Trustee Scott, seconded by Trustee Boothby,

THAT the project expenditure budget (PEB) for the new Stittsville secondary school in the amount of \$43,030,045 be approved;

THAT funding for the new Stittsville Secondary School project consist of:

- i. \$37,571,821 from Capital Priorities Funding;
- ii. \$1,458,224 from Educational Development Charges Funding; and
- iii. \$4,000,000 from Unencumbered Capital Reserves.

THAT staff be authorized to proceed to tender once Ministry approval is obtained; and

THAT the Chair and Director be given authority to award the contract to the successful low bidder if the project does not exceed the approved budget.

During the ensuing discussion, the following points were noted:

- Capital reserves are obtained from the sale of surplus properties but do not reflect existing surplus properties;
- Trustee Lyra Evans thanked staff for their efforts to incorporate environmental supports and green technologies; and
- It was recognized that budgeting is complex as inflation and labour costs fluctuate from grant proposal to proposed construction implementation.

Chair Scott assumed the Chair.

Moved by Trustee Scott

Seconded by Trustee Boothby

THAT the project expenditure budget (PEB) for the new Stittsville secondary school in the amount of \$43,030,045 be approved;

THAT funding for the new Stittsville Secondary School project consist of:

i. \$37,571,821 from Capital Priorities Funding;

ii. \$1,458,224 from Educational Development Charges Funding; and

iii. \$4,000,000 from Unencumbered Capital Reserves.

THAT staff be authorized to proceed to tender once Ministry approval is obtained; and

THAT the Chair and Director be given authority to award the contract to the successful low bidder if the project does not exceed the approved budget.

Carried

A recorded vote was held and the motion was carried unanimously by those present:

FOR: Trustees Bell, Boothby, Campbell, Ellis, Lyra Evans, Fisher, Hough, Jennekens, Penny, Schwartz (10)

AGAINST: Nil (0)

ABSTENTION: Nil (0)

9. Matters for Discussion

9.1 Report from OPSBA Representatives (if required)

There was no report from OPSBA representatives.

10. Matters for Information

11. New Business -- Information and Inquiries

Chair Scott noted the tremendous effort involved in conducting a virtual Board meeting and thanked all OCDSB staff.

Trustee Campbell noted that the Special Education Advisory Committee (SEAC) would like an opportunity to discuss special education needs and how to address student concerns.

Director Williams-Taylor noted that the focus of Board meetings at present is business continuity and that the committee and advisory committee schedule will be reviewed and modified accordingly.

12. Adjournment

The meeting adjourned at 10:29 pm.

Lynn Scott, Chair of the Board