

BOARD PUBLIC MINUTES

**Tuesday, April 27, 2021, 7:00 pm
Zoom Meeting**

Trustees: Lynn Scott, Keith Penny, Donna Blackburn, Christine Boothby, Rob Campbell, Chris Ellis, Justine Bell, Lyra Evans, Mark Fisher, Wendy Hough, Jennifer Jennekens, Sandra Schwartz, Charles Chen (Student Trustee), Joy Liu (Student Trustee)

Staff: Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director), Mike Carson (Chief Financial Officer), Janice McCoy (Superintendent of Human Resources), Michele Giroux (Executive Officer, Corporate Services), Carolyn Tanner (Human Rights and Equity Advisor), Prince Duah (Superintendent of Instruction), Mary Jane Farrish (Superintendent of Instruction), Eric Hardie (Superintendent of Instruction), Shawn Lehman (Superintendent of Instruction), Shannon Smith (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Nadia Towaij (Superintendent of Program and Learning K-12), Petra Duschner (Manager of Mental Health and Critical Services), Richard Sinclair (Manager of Legal Services and Labour Relations), Stacey Kay (Manager of Learning Support Services), Pamela LeMaistre (Manager of Human Resources), Julie Cyr (Manager of Early Learning), Sandy Owens (Manager, Business & Learning Technologies), Diane Pernari-Hergert (Manager of Communications & Information Services), Nicole Guthrie (Manager of Board Services), Rebecca Grandis (Senior Board Coordinator), Michael Guilbault (AV Technician), Darren Gatley

Guests: Christine Moulaison (OCASC), Christine Lanos (OCEOC), Steve Spidell (OCSSAN), Pat Dixon (OCEOTA-ALT), Susan Gardner (ETFO), Troy Cluff (OSSTF-District 25), Melanie Barclay-Wood (OSSTF), Stephanie Kirkey (OSSTF), David Wildman (OCEOTA), Seema Lamba (ACE), Lili Miller (IEAC)

1. Call to Order -- Chair of the Board

Chair Scott called the public meeting to order at 7:20 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

*** Trustee Penny assumed the chair ***

Moved by Trustee Schwartz, seconded by Trustee Lyra Evans,

THAT the agenda be approved.

Carried

3. Delegations

3.1 Judith Varga Toth, re Concern with Insufficient Instructional Hours in Remote Learning

Ms. Varga-Toth, a mother of five, has been a parent council member and volunteer at five District schools for 20 years. She expressed concern with the mental health and educational achievement of students in District schools. She expressed the view that students are feeling increasingly alienated, anxious, depressed, and uneducated. She queried why the District has developed a two-tier education system where Ottawa Carleton Virtual (OCV) students have full day instruction and the remaining students do not. She noted that secondary students in other Ottawa school boards have full day instruction. She pointed out that many students have difficulty learning online and that Ottawa health officials have reported high levels of anxiety, self-harm, eating and substance abuse. She noted that in-person full day education is essential for youth and that her children and others have lost faith with the adults meant to support them. She suggested that the District advocate to return students to in-person for September 2021 by following best practices from around the world.

Director Williams-Taylor noted that the District shares many of Ms. Varga-Toth's concerns, especially regarding student mental health. She noted that the goal is to have students return to full-time in-person instruction when it is safe to do so.

3.2 Keara Dean, re Concerns with Student Mental Health

Ms. Dean, a parent of two elementary students, expressed concern with increased mental health issues with her children. She noted that these issues are due to the impact of COVID-19, restrictions, lockdown measures, and a return to remote learning. She pointed out the lack of accessibility to mental health services and the need for mental health workers to support students, noting that community mental health services have lengthy waitlists and are unattainable for some families. She advised that countries such as Australia and Finland have implemented mental health teams in schools that have one mental health worker for every 500 students. She suggested that employing newly graduated social workers,

or other feasible mental health workers with little experience, that could be brought in under supervision would help support students.

3.3 Susan Alsembach, re Concerns with Student Mental Health and Remote Learning

Ms. Alsembach expressed concern regarding the lack of full-day teacher-led instruction for remote learning students. She pointed out that other districts provide full day online instruction and queried why the OCDSB was not able to do so. She noted the excessive amount of homework students receive without teacher support introduces fatigue, anxiety, and confusion as students have to reach out to their peers for assistance. She added that she cannot provide support to her daughter as it would require her to be directly involved in her daughter's lessons to understand the context.

Associate Director Reynolds noted that the District's collective agreements allow secondary teachers to teach up to 225 minutes a day with an available 75 minute synchronous remote support period.

In response to a query from Student Trustee Liu, Ms. Alsembach noted that her daughter did not find the 75 minute remote support period beneficial.

*** Trustee Scott resumed the chair ***

4. Report from the Board (In Camera)

Vice-Chair Penny reported that the Board met in camera earlier this evening and reports and recommends as follows:

Moved by Trustee Blackburn

Seconded by Trustee Penny

THAT staff be authorized to proceed, as directed in Board in camera, with respect to a financial matter.

For (12): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (12 to 0)

Moved by Trustee Jennekens

Seconded by Trustee Penny

THAT staff be authorized to proceed, as directed in Board in camera, with respect to a financial matter.

For (12): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (12 to 0)

Moved by Trustee Boothby

Seconded by Trustee Penny

THAT staff be authorized to proceed, as directed in Board in camera, with respect to a financial matter.

For (11): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Against (1): Trustee Ellis

Carried (11 to 1)

Moved by Trustee Blackburn

Seconded by Trustee Penny

THAT the tentative local settlement between Ottawa-Carleton District School Board and Ontario Secondary School Teachers' Federation (Student Support Professionals), which will form a collective agreement dated 1 September 2019 to 31 August 2022, be ratified.

For (12): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (12 to 0)

Moved by Trustee Jennekens

Seconded by Trustee Penny

THAT the tentative settlement of local matters between the Ottawa-Carleton District School Board and the Ontario Secondary School Teachers' Federation - Plant Support Staff Unit, which will form a renewal collective agreement dated 1 September 2019 to 31 August 2022, be ratified.

For (12): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (12 to 0)

5. Briefing from the Chair of the Board

Chair Scott reported that Mental Health Week commences 3 May 2021. She noted that OCDSB mental health professionals will be offering special group sessions for families to ask general questions and discussions and will focus on promoting and sustaining mental health. She noted that space is limited and more information is available on the District website. Families can also email questions to: childrensmentalhealth@ocdsb.ca

Chair Scott noted that the District will be hosting the second session of the Black Excellence series on 18 May 2021. The panel will feature four professionals who will offer career advice for students. Details are available on the District website.

Chair Scott reported that the 4 May 2021 Committee of the Whole (COW) budget meeting was cancelled due to a lack of information on Grants for Student Needs (GSN). She noted that meeting schedules are available on the District website.

In response to a query from Trustee Lyra Evans regarding the delayed release of GSN for two consecutive years, Chair Scott noted that the OCDSB and other school boards have frequently raised concerns with the Ministry, as recently as 26 April 2021, and were informed by the Ministry that the GSN will be provided after fine details are addressed.

Trustee Boothby noted that the Ontario Public School Boards' Association (OPSBA) has also been advocating, since February 2021, for the Ministry to deliver timely GSN information.

Trustee Lyra Evans suggested that a letter with stronger language could be sent to the Ministry to request the timely release of GSNs.

In response to a query from Trustee Bell, Chair Scott noted that the request to prioritize vaccines for education workers is raised with the Ministry on a weekly basis and that further actions may not be possible at this time.

Trustee Hough suggested that the District bypass the Ministry and utilize the relationship with Ottawa Public Health (OPH) to expedite vaccinations for school staff. Director Williams-Taylor noted that although OPH has been a valuable ally in the fight against COVID-19, OPH has indicated that a shift from one priority group to another also shifts the fixed supply of vaccinations and the province has limited supply. She added that this concern has been raised at numerous provincial and District meetings.

6. Briefing from the Director

Director Williams-Taylor reported that registration is open for the OCDSB Extended Day Program for the 2021-2022 school year. Information, including the parent handbook and a list of fees and locations, is available on the District website.

Director Williams-Taylor reminded graduating students that there are scholarships available to support post-secondary studies. She noted that graduating students should contact their Guidance Department for information as scholarship deadlines are approaching.

Director Williams-Taylor noted that the District is offering Virtual International Language Classes this summer for students in junior kindergarten to grade 8. These classes are free for Ontario residents. The registration deadline is 11 June 2021, and classes run from 28 June to 23 July 2021. She noted that Summer School registration begins on 3 May 2021 for students in grades 6 to 8 and that secondary students can also register for Summer School programs until 24 June 2021. More information regarding language classes and summer school is available on the Continuing Education section of the District website.

7. COVID-19 Update

Director Williams-Taylor reported that the District continues to work with OPH to monitor COVID-19 cases of students and staff. She noted that with the spring break and the shift to remote learning, the District is reporting lower case numbers for both students and staff. She added that as of 26 April 2021, the recorded case numbers were 63 student cases and 15 staff cases.

Director Williams-Taylor noted that over the course of the 2020-2021 school year, the District has experienced 37 outbreaks, 28 of which were declared in 2021. In the weeks leading up to the spring break, the District saw a rise in COVID-19 cases and outbreaks.

Director Williams-Taylor noted that OPH has developed and translated resources in Arabic to support families. Links to these resources are available on the District website. These resources have been shared with schools and promoted in newsletters and social media.

Director Williams-Taylor advised that the District continues to advocate for vaccines for all education workers and encourages staff and families to monitor the OPH vaccine webpage for appointment availability. She noted that on 27 April 2021, the Ontario government announced that child care workers in licensed child care settings across the province will be eligible to schedule COVID-19 vaccination appointments. In addition, the province is expanding vaccination appointments to individuals 45 and over in designated high risk communities as identified by postal code, through its [provincial booking system](#). As of 8:00 a.m. 27 April 2021, all individuals who are 45 and over in 2021, living in one of the [114 high-risk neighbourhoods](#), will be eligible to book a vaccine

appointment at a mass immunization clinic through the provincial online booking system and call centre, or directly through public health units booking system.

Director Williams-Taylor reported that school staff continue to support students with special education needs both remotely and in-person. As of 23 April 2021, the District had 183 students with complex needs attending school in-person.

Director Williams-Taylor noted that work continues on planning for September 2021. New Ministry guidance documents are expected, and updates will be provided as information becomes available.

Director Williams-Taylor reassured trustees that she followed-up with the Assistant Deputy Minister of Education regarding the concerns that have been raised about the provincial directive to adjust the secondary program model during the 2020-2021 school year. She impressed upon the Ministry that the differentiated approach to the District versus other area school boards has generated both confusion and frustration in the community and that consistency in directives would be appreciated for September 2021.

In response to a query from Trustee Campbell regarding the provincial rationale for differentiation between school boards, Director Williams-Taylor noted that she was not privy to other district and Ministry conversations; however, she observed that data indicated a positive impact on OCDSB students as a result of the provincial plan.

In response to a query from Trustee Campbell, Director Williams-Taylor noted her request for the Ministry to provide a rationale for the differentiated plan for public school boards did not provide a clarifying answer.

8. Matters for Action

8.1 Confirmation of Board Minutes:

8.1.a 30 March 2021 Board

Moved by Trustee Schwartz, seconded by Trustee Blackburn,

THAT the 30 March 2021 Board minutes be confirmed, as amended.

Trustee Bell noted that the delegation of Adrian Gollner be amended to replace “English with a Core French program” with “French Immersion program”.

Moved by Trustee Schwartz, seconded by Trustee Blackburn,

THAT the 30 March 2021 Board minutes be confirmed, as amended.

Carried

8.1.b 6 April 2021 Special Board

**Moved by Trustee Jennekens, seconded by Trustee Campbell,
THAT the 6 April 2021 Special Board minutes be confirmed.**

Carried

8.2 Business Arising from Board Minutes

There was no business arising from the 30 March 2021 Board minutes.

8.3 Receipt of Committee of the Whole Report, 6 April 2021

**Moved by Trustee Penny, seconded by Trustee Boothby,
THAT the Committee of the Whole report, dated 6 April 2021, be
received.**

Carried

8.4 Receipt of Special Committee of the Whole Report, 20 April 2021

**Moved by Trustee Penny, seconded by Trustee Hough,
THAT the Special Committee of the Whole report dated 20 April 2021
be received and the amendments as recorded be applied to draft
Policy P.146.HR, Equitable Recruitment, Hiring and Promotion.**

Carried

8.5 Approval of Policy P.146.HR, Equitable Recruitment, Hiring and Promotion

Moved by Trustee Boothby, seconded by Trustee Penny,

THAT the Board approve Policy P.146.HR - Equitable Recruitment, Hiring
and Promotion.

Moved by Trustee Boothby, Seconded by Trustee Schwartz,

THAT the Board adopt the rules of committee.

Carried

Moved by Trustee Jennekens,

*THAT in Policy P.146.HR, a new section be added to section 2.0 that
reads: Inclusive (Inclusion) for the purpose of this policy means an
environment in which all individuals are welcomed and treated fairly and
respectfully; supported to succeed with access to relevant resources and
opportunities; inspired to contribute fully to the organization's success;
and, valued for their distinctive skills, experiences, and perspectives at
different levels of the organization.*

Carried, friendly

Moved by Trustee Campbell,

THAT in Policy P.146.HR, section 4.8 b (iv) the words "as determined by the principal" be reinstated.

Carried, friendly

Moved by Trustee Bell,

THAT in Policy P.146.HR, section 4.8d (ii) be amended by substituting the following:" a process for ensuring adherence to the bona fide (or "legitimate") job requirements and qualifications through the recruitment, hiring, and promotion processes;"

THAT in Policy P.146.HR, section 4.8d (iii) be amended by substituting the following:" a process and criteria for all aspects of recruitment, hiring, and promotions including setting and the communication of all job requirements, postings, outreach strategies to reach a diverse pool of candidates, application, screening, interview and selection processes;"

THAT in Policy P.146.HR, section 4.8 d (v) the words "assessment tool, method or" be inserted after the word "one"; and

THAT in Policy P.146.HR, section 4.8 d (vi) the word "assessment" be inserted after the word "and".

Carried, friendly

Moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.8 d (iii) the words "outreach strategies to reach a diverse pool of candidates" be moved to the end of the sentence.

Carried, friendly

Moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.8 d (iv) the word "Board" be struck and the word "District" inserted.

Carried, friendly

Moved by Trustee Bell,

THAT in Policy P.146.HR, section 4.8 d (vii) the word "constructive" be inserted after the word "providing".

In response to a query from Trustee Lyra Evans, Superintendent McCoy clarified that unsuccessful candidates could be offered debriefs in the hiring process; however, depending on the number of applicants for a

position, only those who were shortlisted for an interview would be provided with a debrief as it may not be feasible to provide feedback to all applicants.

A sub-amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.8 d (vii) the word “candidates” be replaced with “all applicants”.

In introducing the amendment, Trustee Lyra Evans noted that providing feedback to only those who were interviewed or shortlisted for a position does not empower communities that do not have the resume writing skill.

Director Williams-Taylor pointed out that the OCDSB receives hundreds of applications for certain positions and that it would not be feasible to provide constructive feedback to all applicants.

In response to a query from Trustee Boothby, Superintendent McCoy noted that there are distinctions between internal and external candidates and often internal candidates will receive a debrief from the applicant’s immediate supervisor, manager, or principal; however, this could be dependent on the number of applicants and other circumstances.

In response to a query from Trustee Boothby, Superintendent McCoy noted that the District works with federations to provide professional opportunities such as resume writing and interview assistance but was not familiar with federation internal structures for hiring support.

In response to a query from Ottawa Carleton Elementary Occasional Teachers' Association (OCEOTA) representative Mr. Wildman, Superintendent McCoy noted that occasional teachers (OT) are technically listed as external applicants but will continue to be considered before other external applicants.

Mr. Wildman expressed the view that when an applicant from a federation applies to a position and feels that their credentials exceeded those who received an interview, that their union would represent them to secure a debrief.

In closing, Trustee Lyra Evans recognized that her sub-amendment would require additional work for staff and suggested that staff could provide succinct constructive feedback and links to resume resources. She expressed the view that this feedback would be manageable.

A sub-amendments moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.8 d (vii) the word “candidates” be replaced with “all applicants”.

Defeated

In speaking against the main amendment, Trustee Ellis noted that “constructive” is subjective and applicants could dispute the quality of feedback.

Speaking in favour of the amendment, Trustee Campbell noted that the amendment would ensure that this language would be outlined in the hiring procedure.

Moved by Trustee Bell,

THAT in Policy P.146.HR, section 4.8 d (vii) the word “constructive” be inserted after the word “providing”.

Carried

Moved by Trustee Bell,

THAT in Policy P.146.HR, section 4.8 d be amended by inserting a new item that reads: “a process for tracking and communicating with the applicant”

Carried, friendly

Moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.9 the words “the Accessibility for Ontarians with Disabilities Act” be inserted after the words “Ontario Human Rights Code”.

Carried, friendly

Moved by Trustee Campbell,

THAT in Policy P.146.HR, section 4.10 (c) be amended to add the following, “including within separate employee groups and at different levels of the organization.”

Carried, friendly

Moved by Trustee Bell,

THAT in Policy P.146. HR section 4.10 be amended by substituting the following: “a) assessing the skills, equity and human rights competencies of the district’s workforce and identifying any gaps; b) collecting voluntary workforce demographic data that will, disclose the diversity of the workforce and identify any gaps in representation, including within separate employee groups and at different levels of the organization; c) undertaking an employment systems review regularly to determine whether formal and informal employment systems, policies, procedures and practices are non-discriminatory and do not create barriers or otherwise unfairly impact historically disadvantaged groups. Any effective

review will examine organizational culture for unconscious values, assumptions and behavioural norms that can disadvantage groups and individuals based on their personal characteristics. d) developing and implementing an appropriate fairness in employment plan and strategy to ameliorate the identified gaps and barriers including workplace culture and attitudinal barriers to a diverse and inclusive work environment, and to enhance the diverse representation across all levels of the workforce. This plan should include goals, timelines for closing those gaps and removing barriers and positive measures. e) creating a centralized applicant tracking and file management system for all hiring-related documentation.”

Ms. Lamba noted that the proposed amendment would rearrange the order in the hiring process and was language that was sourced from Policy Program Memorandum (PPM) 165.

Superintendent McCoy noted that staff believed the original version of the draft policy contained elements from PPM 165 but not verbatim language. She also noted that the District does have a centralized applicant tracking system and that in section (e) of the proposed amendment, “maintaining” would be preferred over “creating”.

A sub-amendments moved by Trustee Lyra Evans,

THAT in Policy P. 146. HR section 4.10 (e) "creating" be replaced with "maintaining".

Carried, friendly

Moved by Trustee Bell,

THAT in Policy P. 146. HR section 4.10 be amended by substituting the following: "a) assessing the skills, equity and human rights competencies of the district's workforce and identifying any gaps; b) collecting voluntary workforce demographic data that will, disclose the diversity of the workforce and identify any gaps in representation, including within separate employee groups and at different levels of the organization; c) undertaking an employment systems review regularly to determine whether formal and informal employment systems, policies, procedures and practices are non-discriminatory and do not create barriers or otherwise unfairly impact historically disadvantaged groups. Any effective review will examine organizational culture for unconscious values, assumptions and behavioural norms that can disadvantage groups and individuals based on their personal characteristics. d) developing and implementing an appropriate fairness in employment plan and strategy to ameliorate the identified gaps and barriers including workplace culture and attitudinal barriers to a diverse and inclusive work environment, and to enhance the diverse representation across all levels of the workforce. This plan should include goals, timelines for closing those gaps and removing

barriers and positive measures. e) maintaining a centralized applicant tracking and file management system for all hiring-related documentation.”

Carried, friendly

Moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, the oxford comma be applied in sections 1.0, 2.6, 2.9, 3.2, 3.4, 4.4, 4.5, 4.8 a (ii), 4.8 b, 4.8 b (ii), 4.8 b (iii), 4.8 d, 4.8 d (iii), 4.8 d (vi), 4.9, 4.10 a, 4.10 c, and 4.10 e.

Carried, friendly

Mr. Wildman expressed concern as teachers who have worked for many years for the Board as OT and Long Term Occasional assignments (LTO) and who received teaching appraisal evaluations, were to be first considered for LTO assignments before *Ontario . Regulation 274, Hiring Practices (O. Reg. 274)* was repealed. He noted that these education workers see their careers being negatively affected. He noted that OCEOTA negotiated for staffing rules, not in the collective agreement, which included central placement and removed bias and systemic discrimination. He added that some teachers viewed this as a fair process but with the new changes, some teachers are reconsidering remaining as OT's.

In response to a query from Trustee Ellis regarding how seniority would work with consideration of the federations in the hiring process, Superintendent McCoy noted that the hiring policy was created from the repeal of *O. Reg. 274* and noted that some trustees expressed concerns in placing emphasis in seniority when hiring. She noted that currently, some provisions in collective agreements indicate that where an assessment of skills, knowledge, and abilities of candidates are determined to be equal then seniority would govern. This largely occurs in education worker collective agreements; however, there are no specific requirements for seniority with teacher agreements. She recommended that seniority not be included in the recommendation for the hiring procedure. She added that those with experience would have this valued in other ways through the hiring process, and that having seniority does not always identify the ideal person for a position and would not always allow for a diverse workforce.

Moved by Trustee Ellis,

THAT in Policy P.146. HR section 4.8 b (vi) include “When more than one candidate meets the criteria then seniority with the OCDSB shall be the deciding factor”.

Director Williams-Taylor pointed out that this amendment would limit the capacity to engage marginalized groups, as those who are equally qualified and who may represent the diverse community but have lower seniority, and may impede the capacity to achieve diversity. She noted that experience is valued and that the sections of the policy speak to a variety of types of experiences and that prioritizing seniority would counter the progress of the policy.

In response to a query from Trustee Lyra Evans regarding whether specific criteria leads to the exclusion of lived diverse experiences as outlined in the policy, Superintendent McCoy noted that it is part of the consideration of the hiring process; however, there is concern about how to assess lived experiences as qualifications for positions which could lead to a dispute that seniority outweighs circumstances in which candidates have equivalent qualifications. She added that some provisions from the history of bargaining in collective agreements could lead to grievances in terms of the equal assessments of criteria.

Trustee Lyra Evans suggested that a grandfather clause could be implemented to support those with seniority.

Trustee Campbell noted that criteria could be specific or generic to determine the desired size of the pool of applicants. He noted that point ranking could be a multi factor consideration for analysis which would move beyond District criteria and that the amendment may be impractical and constraining.

Trustee Penny noted that the language of the amendment defeats the purpose and opposes the new policy.

Trustee Ellis noted that position criteria could specify a particular marginalized community and that the amendment would serve as the deciding factor when multiple candidates are suitable. He added that this would honour those who worked in the OCDSB for a number of years.

Moved by Trustee Ellis,

THAT in Policy P.146. HR section 4.8 b (vi) include "When more than one candidate meets the criteria then seniority with the OCDSB shall be the deciding factor".

Defeated

Moved by Trustee Lyra Evans,

THAT the Board end the rules of committee.

Carried

Following a break at 9:28 pm the meeting was called to order at 9:35 p.m.

Moved by Trustee Boothby

Seconded by Trustee Penny

That the Board approve Policy P.146.HR - Equitable Recruitment, Hiring and Promotion, as amended. (Attached as Appendix A)

For (12): Trustee Scott, Trustee Penny, Trustee Blackburn, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (12 to 0)

8.6 Receipt of Ad Hoc Committee for the Board Self Evaluation Process and the Director's Performance Evaluation Report, 7 April 2021

Moved by Trustee Hough, seconded by Trustee Jennekens,

THAT the Receipt of Ad Hoc Committee for the Board Self Evaluation Process and the Director's Performance Evaluation Report, dated 7 April 2021, be received.

Carried

8.6.a Suspension of Comprehensive Board Evaluation

Moved by Trustee Ellis, seconded by Trustee Hough,

THAT the Board suspend section 4.4 a (i-iv) of Policy, P.130.GOV, Evaluation Process for the Board of Trustees, on the comprehensive review.

Trustee Ellis noted the questions used previously in Board evaluations need to be reevaluated. He shared that the Ad Hoc Committee for the Board Self-Evaluation Process and the Director Performance Evaluation Process discussed the comprehensive Board evaluation and determined the process would be challenging due to COVID-19.

Speaking against the motion, Trustee Fisher suggested that the board should seek community feedback during a time of crisis.

Trustee Hough noted that COVID-19 has affected performance goals which may impact proper evaluation and shared that trustees will conduct a self-evaluation process later in 2021.

Trustee Ellis suggested that staff could provide trustees with questions from previous evaluations and if supported, the Ad Hoc Committee for the Board Self-Evaluation Process and the Director Performance Evaluation Process could revise the questions. He shared that he may submit a notice of motion on this matter for future consideration.

Moved by Trustee Ellis

Seconded by Trustee Hough

THAT the Board suspend section 4.4 a (i-iv) of Policy, P.130.GOV, Evaluation Process for the Board of Trustees, on the comprehensive review.

For (9): Trustee Scott, Trustee Penny, Trustee Boothby, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Against (2): Trustee Campbell, and Trustee Fisher

Carried (9 to 2)

8.6.b Approval of a Comprehensive Review of the Director's Performance

Moved by Trustee Penny, seconded by Trustee Hough,

THAT the Board undertake a comprehensive review of the Director's performance during the 2021-2022 school year, based on the current job description;

THAT a review of the Director's job description be undertaken following the comprehensive evaluation; and

THAT Boyden Global Executive Search be contracted to facilitate an evaluation of the Director's performance for the 2021-2022 school year.

Trustee Penny noted that in the policy, a director is to undergo a comprehensive review once in their term and that 2021-2021 was a unique year. He suggested that a review of the job description occur after the review. He added that Boyden Global Executive Search has provided exceptional service in the past and has received excellent feedback from trustees and directors.

Executive Officer Giroux noted that the policy indicates that the decision for a comprehensive evaluation be made prior to the evaluation year and this serves as notice to the Director. She added that the Director's job description cannot be changed during

an evaluation year. The Director must be aware of the conditions that she will be evaluated on.

In response to a query from Trustee Fisher, Executive Officer Giroux noted that the Director would be evaluated during the specified time period and she would need to examine the policy to see if this could also include performance from previous years.

Moved by Trustee Penny

Seconded by Trustee Hough

THAT the Board undertake a comprehensive review of the Director's performance during the 2021-2022 school year, based on the current job description;

THAT a review of the Director's job description be undertaken following the comprehensive evaluation; and

THAT Boyden Global Executive Search be contracted to facilitate an evaluation of the Director's performance for the 2021-2022 school year.

For (11): Trustee Scott, Trustee Penny, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Carried (11 to 0)

9. Matters for Discussion

9.1 Report from OPSBA Representatives (if required)

There was no report from the OPSBA representatives.

10. Board Work Plan

The Board Work Plan was provided for information.

11. Matters for Information

There were no matters for information.

12. New Business -- Information and Inquiries

Trustee Bell requested that condolences be sent on behalf of the Board to Somerset West Community Health Centre on Carl Reinboth's passing.

Trustee Ellis requested that his vote for the first in camera motion be recorded as in favour and that the third in camera vote be recorded as against.

13. Adjournment

The meeting adjourned at 9:58 p.m.

Lynn Scott, Chair of the Board