



SPECIAL BOARD PUBLIC MINUTES

**Tuesday, August 31, 2021
Zoom Meeting**

Trustees Present: Lynn Scott, Keith Penny, Donna Blackburn, Christine Boothby, Rob Campbell, Chris Ellis, Justine Bell, Lyra Evans, Mark Fisher, Jennifer Jennekens, Sandra Schwartz

Staff Present: AmaturRaheem Salam-Alada (Student Trustee), Charles Chen (Student Trustee), 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), 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), Reg Lavergne, Superintendent of Instruction, Stacey Kay (Manager of Learning Support Services), Sandy Owens (Manager, Business & Learning Technologies), Nicole Guthrie (Manager of Board Services), Michael Guilbault (Central AV Technician), Leigh Fenton (Board/Committee Coordinator)

1. Call to Order -- Chair of the Board

Chair Scott called the public meeting to order at 10:37 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 Lyra Evans, seconded by Trustee Blackburn,

THAT the agenda be approved

Carried

3. Report from Special Committee of the Whole, 31 August 2021

Vice-Chair Penny reported that the Board met at the Committee of the Whole earlier this evening and reports and recommends as follows:

3.a Mandatory Masking for Students in Kindergarten Classes (Trustee Lyra Evans)

Moved by Trustee Lyra Evans

Seconded by Trustee Penny

THAT the OCDSB extend the existing mandatory masking mandate to include students in all kindergarten classes.

For (10): Trustee Scott, Trustee Penny, Trustee Boothby, Trustee Campbell, Trustee Ellis, Trustee Bell, Trustee Lyra Evans, Trustee Fisher, Trustee Jennekens, and Trustee Schwartz

Abstain (1): Trustee Blackburn

Carried (10 to 0)

3.b Amendments to Policy P.067.SCO, Volunteers (Trustee Lyra Evans)

Moved by Trustee Lyra Evans

Seconded by Trustee Penny

THAT any volunteer, such as a coach, chaperone for field trips, or similar capacity in proximal contact with students or staff must provide proof of full vaccination against the COVID 19 virus before acting in said capacity for the 2021-2022 school year.

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

Carried (11 to 0)

4. Non-Consent Item

4.1 Mandatory Vaccinations for Staff (Trustee Lyra Evans)

This was a non-consent item and, when dealt with later in the meeting, the following discussion ensued.

Moved by Trustee Lyra Evans seconded by Trustee Penny

A. THAT the Staff work collaboratively with Ottawa Public Health (OPH) and Ottawa-Carleton District School Board (OCDSB) employee groups to develop a strategy and protocol to require staff be “fully vaccinated” against COVID-19. This can include a multi-pronged approach that

takes into consideration and mitigates as much as possible the operational risks arising from the strategy and protocol, to ensure OCDSB workplaces remain as safe as possible for students and staff;

- B. THAT in developing and implementing the protocol and strategy the OCDSB will comply with its human rights obligations and accommodate employees who are legally entitled to accommodation; and
- C. THAT the finalized COVID-19 mandatory employee vaccination protocol and strategy be implemented by 30 September 2021 with the first shot taking place by 20 November 2021 with the second shot if necessary as soon as medically allowed and available.

In her introduction, Trustee Lyra Evans expressed the view that it was important to protect all children who are unable to be vaccinated by vaccinating all eligible staff.

An amendment moved by Trustee Fisher,

THAT part C be revised as follows:

THAT the finalized COVID-19 mandatory employee vaccination protocol and strategy be implemented by 30 September 2021 with the first shot taking place by 30 September 2021 with the second shot if necessary as soon as medically allowed and available.

Trustee Fisher noted a concern on vaccination timelines in the motion, highlighting that as the motion currently stands, the full vaccination status for staff will not be completed until the second semester of the 2021-2022 school year.

Superintendent McCoy indicated that the date could be changed to implement the vaccine strategy.

Trustee Fisher commented that the end of September coincides with the date that many other major government sectors have set for the implementation of vaccination policies.

Manager Sinclair advised that a reasonable exercise of management rights is to notify employees about the requirement that is being implemented and to give them adequate knowledge of, and an opportunity to comply with, that directive.

Trustee Penny expressed concern with the timeline. He highlighted that presently staff are focusing on preparing to deliver the best possible school experience for the students. Pressure on employees to comply with a new directive, quickly, may place emphasis away from the student experience upon returning to school.

Many trustees expressed the view that in order to navigate the fourth wave of COVID-19 safely, securing measures in place as soon as possible is imperative.

Trustee Schwartz suggested that dates be removed from the motion and to ask staff to ensure that the strategy sets dates for employees to receive vaccinations as soon as possible. Staff can then set dates based on the examination of the development of the strategy.

An amendment moved by Trustee Fisher,

THAT part C be revised as follows:

THAT the finalized COVID-19 mandatory employee vaccination protocol and strategy be implemented by 30 September 2021 with the first shot taking place by 30 September 2021 with the second shot if necessary as soon as medically allowed and available.

Carried

The 11:00 p.m. vote did not obtain the required unanimous consent to continue the meeting

5. Adjournment

The meeting adjourned at 11:05 p.m.

Lynn Scott, Chair of the Board