



SPECIAL COMMITTEE OF THE WHOLE PUBLIC REPORT

**Tuesday, August 31, 2021, 6:00 p.m.
Zoom Meeting**

Trustees Present: Justine Bell, Donna Blackburn (Trustee), Christine Boothby, Rob Campbell, Chris Ellis, Lyra Evans, Mark Fisher, Jennifer Jennekens, Keith Penny, Sandra Schwartz, Lynn Scott, AmaturRaheem Salam-Alada, (Student Trustee) , Charles Chen (Student Trustee)

Staff Present: 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), Shannon Smith (Superintendent of Instruction), Prince Duah (Superintendent of Instruction), Mary Jane Farrish (Superintendent of Instruction), Reg Lavergne, Superintendent of Instruction, Shawn Lehman (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Nadia Towaij (Superintendent of Programming and Learning K-12), Carolyn Tanner (Human Rights and Equity Advisor), Stacey Kay (Manager of Learning Support Services), Sandra Owens (Manager of Business & Learning Technologies), Richard Sinclair (Manager of Legal Services and Labour Relations), Daniel Bradley (Manager, Physical Facilities/Design & Construction), Nicole Guthrie (Manager of Board Services), Michael Guilbault (Central AV Technician), Leigh Fenton (Board/Committee Coordinator)

Non-Voting Representatives Present: Christine Moulaison (OCASC), Christine Lanos (OCEOC), Steve Spidell (OCSSAN), Susan Gardner (ETFO), Stephanie Kirkey (OSSTF), Kelly Granum (OSSTF-Secondary Occasional Teachers), Pat Dixon (OCEOTA), Melodie Gondek (OSSTF-District 25), Sonia Nadon-Campbell (SEAC), Seema Lamba (ACE) Lili Miller (IEAC)

1. Call to Order - Vice-Chair of the Board

Vice-Chair Penny called the meeting to order at 6:01 p.m. He 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 Agenda

**Moved by Trustee Jennekens,
THAT the agenda be approved.**

Carried

3. Delegations (Written)

Chair Penny advised that a number of written delegations were received and are attached to the agenda for trustees to review. He thanked the community for their thoughtful submissions.

4. COVID-19 Update

4.1 Introductory Remarks (Director Williams-Taylor)

Director Williams-Taylor shared a PowerPoint presentation on preparing to re-open schools. She focused on the introductory paragraph of the Indigenous, Equity and Human Rights Roadmap (The Roadmap) which outlines that leveraging the strength of each student's individual and intersecting identities is the mainstay of the District's work. She maintained that staff is cognizant of the impacts each decision has on a variety of students and their lived experiences. She noted that it is her experience that when students become centered in conversations about education, educators become better at ensuring that all communities become relevant to the discussion.

Director Williams-Taylor noted that in June 2021 staff provided an overview of back-to-school plans. Much of the approach was supported and enhanced by guidance from the Ministry of Education and Ottawa Public Health (OPH). The District has targeted a prudent and sustained return to the re-opening of schools. Prudence is a core message in conversations between school boards and Ottawa Public Health (OPH). The commitment to prudence ensures that all decisions in re-opening are carefully considered. The priority for operational practices is to foster a sustained model for in-person instruction and enhance the experience of students. Key considerations in the plans were responsibility, risk and cost. Director Williams-Taylor reflected upon the critical role of information and the varying public opinions about managing viral outbreaks. She emphasized that the District has a responsibility to the school community to uphold the principle of "do no harm". The parameters of the Ministry guidance, along with the decisions made by trustees, includes planning to mitigate the impact on those who are disproportionately disadvantaged. Director Williams-Taylor noted a correlation between those who do have the opportunity to make their voices present and whose voices are absent, for a variety of reasons, including different experiences, barriers, realities, and perspectives. It is the District's responsibility to seek input from people who are not heard.

Director Williams-Taylor advised that though legal parameters dictate that one action is permissible by law, the decision will remain to do what is right. It is important to ensure that decisions are made to maximize student learning experiences ensuring all students, particularly the most vulnerable, are well-served by decisions. A Ministry directive was released on 18 August 2021 pertaining to the immunization disclosure policies for school boards. The District has undertaken the work of the infrastructure for disclosure reporting. The date for immunization disclosure by all staff is 7 September 2021.

For the 2021-2022 school year, families can expect a continued focus on student learning and engagement. Supporting the mental health and well-being of all learners is critical and these initiatives are supported with guidance and support from the Ministry. Director Williams-Taylor advised that a safe and sustained return to classrooms for students is the District's priority and that staff were looking forward to receiving students. Ottawa-Carleton Virtual (OCV) School is operating with a smaller percentage of students enrolled.

4.2 Staff Update

Associate-Director Reynolds reviewed the plans for a prudent and sustained return to school, hopeful that the restrictions will lessen once the risks of infection diminishes in the city. For the purposes of contract tracing, elementary school students will stay in their designated cohorts. Rules for student interactions will be the same as they were in March 2021, with layered elements of protection such as masking, distancing, classroom lunch breaks, and hand hygiene. In response to concerns over the compression of learning in the quadesters of the 2020-2021 school year, secondary school students will enter a modified semester with two courses per day.

Associate-Director Reynolds reported that currently 73% of people 12-17 years of age in Ottawa are fully vaccinated. All staff will wear personal protective equipment (PPE) and surgical grade masks where distancing cannot be maintained. One hundred and twenty schools received ventilation upgrades and received portable high-efficiency particulate absorbing (HEPA) filters. The school community will be reminded to continue the OPH daily screening protocols.

Associate-Director Reynolds advised that students who are fully vaccinated and come into close contact with a confirmed case of COVID-19 will not be required to self-isolate unless they exhibit symptoms. At this time, restrictions on visiting and volunteering at the school remain in place. All meet-the-teacher events and school council meetings will be held virtually. For student intake or transitions, meetings will be held in small in-person groups, where necessary. Assemblies will be held virtually or outdoors, weather permitting. Vocal music will be allowed indoors with masks. Cleaning protocols are required for the use of musical instruments

for secondary students, as the instruments are loaned to the students by the school. Currently OPH is not advising the use of woodwind and brass instruments in schools. Many schools were able to run virtual extracurricular activities, like e-sports, last year. The District is planning to return to sports, clubs and interest activities later in the fall and are in conversations to determine which sports can occur and when. School bus transportation regulations remain unchanged with masking on vehicles and a diligent effort to keep a record of passengers sharing seats.

Associate-Director Reynolds noted that students receiving special education supports and services in the regular program will be served with their regular, cohorted, in-person class. Students in partially integrated classrooms, for example, the Learning Disabilities Specialized Intervention Program (LD SIP) and fully self-contained specialized program classes (SPC) for example, Autism Spectrum Disorder (ASD) and Gifted Students will be cohorted along with the rest of their in-person classes. Students who would have been supported through a SPC but opted for remote learning will be supported as part of a regular virtual classroom.

Associate-Director Reynolds advised that a continuity of mental health supports were provided over the summer, including transition support for students returning to school. Mental health staff will be connecting with students on their existing caseloads and collaborating with school administration teams if new and emerging needs are identified. To nurture the priority on mental health and well-being of students, increased numbers of professional staff were recruited to provide mental health support in the fall. He stated that a percentage of students rely on receiving some nutrition that is offered through the school food programs. The District is working with the Ottawa Network for Education (ONFE) to resume breakfast programs and other food supplies for students.

Associate-Director Reynolds reported that the OCDSB Extended Day Program (EDP) has enrolled 2700 students. These programs follow the Ministry's guidelines for Before and After School Programs. The District collaborates in communication to parents about guidelines for EDP care.

Communication with the school community has been extensive since the pandemic, the beginning after the provincial shutdown of schools in March 2020. On 9 August 2021 the District commenced the Back to School Campaign. Other communication with the public on the re-opening of schools has occurred on the District website and through the Special Committee of the Whole meeting on 24 August 2021. Principals have received updates both in writing and through a virtual meeting. Teachers will continue to update families until the beginning of school on 9 September 2021.

In response to questions, the following points were noted:

- Superintendent Symmonds reported that additional Learning Support Teachers (LST) in the secondary panel and Learning Resource Teachers (LRT) in the elementary panel have been allocated for special education supports for the OCV. The hybrid model of in-person teachers supporting both virtual and in-person instruction simultaneously was discontinued after the trial period in 2020-2021 school year;
- Chief Financial Officer (CFO) Carson noted that following provincial guidelines, the upgrades on the air filtration systems to HEPA filters, have been completed. New projects underway include installing additional filtration in the central systems, ultra violet filtration systems and improving localized ventilation in the school. The new upgrades on mechanical ventilation systems will be in place before the re-opening of schools;
- Director Williams-Taylor noted the extensive preparation undertaken by educators in classrooms around creating the conditions for a safe return to class and to enhance the psycho-emotional safety for students in classrooms. For considerations of well-being and continuity of learning, it is a priority to keep school buildings open for the virtue of students seeing their teachers and peers who care about them;
- Superintendent Symmonds stated that educators are the first level of support to create a welcoming environment for the students. Through the budget process in the 2020-2021 school year, the following professionals were added to Learning Support Services (LSS): 6.0 full time equivalent (FTE) itinerant educational assistants (IEA), 2.0 FTE social workers, 1.0 FTE psychologist, 1.0 FTE speech language pathologist. Identity-specific social workers will be available to support students across the District. Three professional development (PD) days are scheduled for the opening of the 2021-2022 school year. The focus will be on the mental health and well-being of the staff and students, in addition to upholding human rights and equity.
- Associate-Director Reynolds advised that in-person extracurricular activities have been suspended; however the administration is optimistic that there will be a return to some in-person extracurricular activities as the viral transmission risks diminish. Following provincial guidelines, students may socialize in two different cohorts per day. In-person clubs would be considered another cohort. OPH has recommended that high-contact sports be postponed. He maintained that in the current climate, he was unable to provide a timeline for in-person extracurricular activities to resume.
- Associate-Director Reynolds noted that once data is collected on the vaccination status of all staff and class lists are released, the OPH can begin to assemble a high risk contact list. Health card numbers assist

OPH to determine who has been vaccinated. With this information, procedure can be followed on the requirements for unvaccinated people to self-isolate when they come in contact with a high-risk individual who has been exposed to COVID-19. Vaccinated people will only be required to self-isolate should they exhibit symptoms of becoming sick with the virus;

- Ms. Moulaison offered the support of OCASC to assist with re-opening food programs for students;
- CFO Carson confirmed that Elections Canada will be using 12 OCDSB secondary schools and 1 elementary school as polling places. As per OPH recommendations, the voters and elections staff will be using separate washrooms, building entrances and hand washing stations;
- Associate-Director Reynolds shared that for those students who are facing an extended absence from school due to COVID-19, all teachers are prepared to send class work home for completion and provide remote support. When students engage in learning remotely, they will be credited with attending. If a student requires technology resources, families can connect with their designated school to acquire technology;
- The District is adopting the modified semester schedule for secondary students and program delivery strategies will be modified. The new model bypasses the compression of courses and focuses on a spiraling of curriculum, a design in which key concepts are presented repeatedly throughout the curriculum;
- The course schedule for International Baccalaureate (IB) students will be released this week;
- The ventilation dashboard will be posted on the District website on 1 September 2021;
- Associate-Director Reynolds confirmed that parents and guardians may take their children out of school for lunch breaks;
- CFO Carson explained that for enhanced cleaning measures in schools, the Ministry has provided no further requirements to the current practices in place. He noted that the emergency cleaning staff teams have been recruited to be available for the launch of the 2021-2022 school year;
- Superintendent Towaj confirmed that the District did offer the full Ontario Arts Curriculum, including music, in the 2020-2021 school year. At the OCDSB, instruction occurred in instrumental music, which was not a part of the requirement in the Ontario curriculum for elementary students. A common scope and sequence from grades 1 through 8 was led by two arts coaches. For the 2021-2022 school

year, under the Ministry guidance, two metre distancing parameters governs instrumental music. Given the size of the classrooms, there is no opportunity to adequately distance the students. In addition to the space considerations, all instruments provided for the music programs are loaned to the students by the District and there is not a safe way to clean the instrument to share among students during consecutive class lessons. Once the student begins in grade nine, they will have access to the music program without having any prerequisite courses. At this time there are certain instruments that will be restricted, such as the woodwind and brass instruments. She noted that she and Associate-Director Reynolds are in the process of reviewing the curriculum adaptations at the secondary level;

- Director Williams-Taylor noted that should trustees decide that vaccinations are mandatory for staff, unless there is an adequate amount of time afforded to make these adjustments, the District may experience a shortage of teachers. The shortage of French and Technology teachers is an ongoing pressure. There is an operational impact for students when the delivery of consistent education is compromised. Superintendent McCoy noted that through the immunization disclosure policy, the District will acquire the data to determine if further measures are necessary. Unvaccinated staff will be subject to rapid antigen testing;
- CFO Carson confirmed that air quality results will not be published for the school sites. With the upgrades to the ventilation systems, a total of 5 to 6 air changes/hour (ACH) is standard;
- Superintendent McCoy confirmed that the PPE protocols in place at the District align with the guidelines from the Ministry of Education and the Ministry of Labour. The use of medical grade masks and eye goggles have been effective in circumstances where an educator is working in close proximity with a student. Regarding the respirators or N95 masks, she noted that staff were advised that they are only required where there are aerosol generating procedures. These procedures would be medical in nature and therefore not in District schools;
- Associate-Director Reynolds recalled that in the 2020-2021 school year, the City of Ottawa reported hundreds of new cases a week at a time when vaccinations were not available. During these times there were no identified transmissions from staff to student or student to staff. Approximately 80% of the District workforce is now vaccinated.
- Executive Officer Giroux noted that District staff attend weekly meetings with OPH. Present are infectious disease experts who receive regular updates from epidemiologists. There is careful monitoring of the data emerging on the delta variant within the medical

profession. The analysis of the distribution, patterns and determinants of the delta variant are not forecasted by school board colleagues. The health professionals make recommendations to school boards about the safe return to in-person learning; and

Associate-Director Reynolds mentioned that he would follow-up with OPH on how vaccines may be delivered to some students with special education needs who are unable to withstand time in a line waiting for a vaccination.

5. Matters for Action:

5.1 Vaccination Policy

a. Memo No. 21-094, COVID-19 Vaccination Disclosure Policy (B. Reynolds, M. Giroux, J. McCoy)

Your Committee had before it Memo No. 21-094, COVID-19 Vaccination Disclosure Policy, outlining that on 17 August 2021, the Government of Ontario will implement an immunization disclosure policy for all publicly funded school board employees, staff in private schools and licensed child care settings and other individuals regularly in these settings, for the 2021-2022 school year. Regular rapid antigen testing requirements will be in place for staff who are not fully vaccinated against COVID-19. Individuals who do not intend to be vaccinated, without a documented medical or religious/creed reason, will be required to participate in an educational session about the benefits of COVID-19 vaccination. A guidance document pertaining to the collection of vaccination data and reporting processes was provided by the Ministry of Education on 20 August 2021.

Superintendent McCoy reviewed implementation planning and key dates, highlighting that plans are underway to develop an electronic attestation and proof of vaccine application using a licensed software tool which is already in place within the District. She suggested that the testing protocols and education program may be incorporated into a policy/program memorandum (PPM).

Executive Officer Giroux reported that the Ministry established a fairly significant task in a very short time frame. From the outset, the decision was made to prioritize the attestation process for employees. Information about other groups of people, not directly employed by the District, have some additional complexities in terms of how the information is collected and the legislation that governs it.

Superintendent McCoy explained that the directive from the province includes 'employees'. Under that category are all District employees, permanent and casual, students from programs, who

are working in schools on a co-op or practicum, trustees, volunteers and student teacher candidates from faculties of education.

b. Memo 21-097, Mandatory COVID-19 Vaccine Policy Legal Opinion

Your committee had before it Memo 21-097 pertaining to a legal opinion with respect to the legal authority for mandatory vaccine policies for students and staff.

Manager Sinclair noted that with respect to the issue of mandatory vaccination policy for staff, counsel expressed the view that the District had the legal authority to require staff to be vaccinated to attend the workplace. The legal opinion also expressed the view that the District has the legal authority to implement a mandatory vaccine policy for eligible students under *the Education Act*, reasonable accommodations pursuant to the Human Rights Code are provided. Counsel did not recommend proceeding in this way as there was a higher level of risk due to the fact that children and youth have the right to attend a public school in Ontario. In addition, COVID-19 is not currently listed as a designated disease under the Immunization of School Pupils Act, and there is some risk that a court could determine that mandatory vaccination for students is the purview of the government rather than school boards.

Manager Sinclair stated that there is a risk to imposing a mandatory vaccine policy, particularly for students, but also for staff, which engages the Canadian Charter of Rights and Freedoms. The District has identified the risk and placed it on a spectrum. If the risk is great, or if mitigated the risk is not as high, parameters may be given around that specific risk. He highlighted that in the view of the author of the legal opinion, when risk is placed on a spectrum, the risk with respect to mandatory vaccines for students is greater than the risk of mandatory vaccines for staff.

c. Notice of Motion re Mandatory Vaccinations for Staff (Trustee Lyra Evans)

Moved by Trustee Lyra Evans,

1. THAT the Director work collaboratively with Ottawa Public Health (OPH), local health partners, and Ottawa-Carleton District School Board (OCDSB) employee groups to develop a strategy and protocol to require COVID-19 vaccination for staff, which can include a multi-pronged approach involving education and incentivization, to ensure OCDSB workplaces remain as safe as possible for students and staff alike;

2. THAT staff who are unable to receive vaccinations for medical reasons be prioritized for teaching and working in the virtual learning environment; and
3. THAT the finalized COVID-19 vaccination protocol and strategy be implemented prior to school re-opening in September 2021.

In introducing the motion, Trustee Lyra Evans, expressed the view that the board of trustees has a responsibility to students, staff and the community at large to ensure that the students who cannot be vaccinated are protected.

Trustee Campbell highlighted that, when compared the Ministry direction, there is a variance by omission of an objection to the vaccination due to religious or conscientious objector reasons. He noted another substantial difference in the Ministry's proposal for regular COVID-19 testing of an unvaccinated staff member. Manager Sinclair agreed that Trustee Campbell presented an accurate representation of the motion with respect to the issue of not providing exemptions or accommodations for those with religious or creed-based restrictions. He recalled that the Ontario Human Rights Code (OHRC) prevails over other legislation and other decisions by organizations and institutions and therefore the motion does not preclude or prevent the District from having to deal with creed or religious based exemptions. The District would be required to consider any request for accommodation in accordance with its obligations under the OHRC.

In response to questions and during discussion, the following points were noted:

- Executive Officer Giroux stated that should the Board proceed with the motion, it would not supersede the District's obligations to the Ministry on the employee immunization status disclosure. She noted that the District has yet to operationalize the directive mandated by the Ministry and that staff could give consideration to a timeframe;
- Manager Sinclair clarified that the writing of the motion applies to OCDSB staff and not the organizations that are affiliated with the District;
- Superintendent McCoy noted that the motion calls for more progressive steps than the Ministry's direction. It could potentially require that unvaccinated staff be placed on a leave without pay or looking at alternative placements. She noted that OCV is fully staffed at this time;
- On 17 August 2021 at Elementary Teachers' Federation of Ontario (ETFO) 2021 Annual Meeting, delegates voted in favour

of a policy statement calling on the government to ensure appropriate measures are in place for a safe return to school, including the mandatory vaccination of school staff, with provisions for exceptions;

- On 18 August 2021 the Ontario Secondary School Teachers' Federation (OSSTF) issued a statement supporting that Ontario's education unions representing teachers, education support workers, and other school staff support mandatory vaccinations in schools;
- Superintendent McCoy noted that the District would need to have further conversations with the federations to look at what is reasonable and feasible in the way of accommodation to implement the motion in accordance with contractual obligations;
- Manager Sinclair advised that the expectation from OHRC and the Human Rights Tribunal of Ontario (the "Tribunal") would be that accommodations for unvaccinated staff be considered on a case-by-case basis; and
- Superintendent McCoy advised that as work is being done to complete the Ministry direction on immunization disclosure by 7 September 2021 and the initiative is consuming a high number of staff resources. She anticipates that there will be significant work to follow-up with staff who have not responded. The authorized interval of 4 weeks to become fully-vaccinated, makes the timeframe in the motion not

An amendment to moved by Trustee Ellis,

THAT section C be revised as follows:

“THAT the finalized COVID-19 mandatory employee vaccination protocol and strategy be implemented by 30 September 2021 with first vaccination to be administered by 20 November 2021 and the second vaccination shot, if necessary, within 45 days”.

In introducing his motion, Trustee Ellis noted that additional time to ensure that strategies are in place would be helpful to staff.

A sub-amendment moved by Trustee Boothby,

THAT section 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 20 November 2021 with the second shot if necessary 45 days later or as soon as medically allowed and available.

Carried, friendly

Trustee Fisher sought clarification from staff on the language referring protocols and strategies rather than the usual reference to policies and procedures. Executive Officer Giroux noted that in this case a reference to protocols and strategies is preferred as the implementation will be presented as a directive rather than a formal document.

An amendment moved by Trustee Schwartz,

THAT part B of the motion be revised as follows:

“THAT the OCDSB will comply with its human rights obligations and accommodate employees who are legally entitled to accommodation.”

Trustee Schwartz explained that it is incumbent on the employer to comply with the human rights and obligations of the OHRC and to provide accommodations to employees who are legally entitled to accommodation.

Trustee Lyra Evans sought clarification from staff on the understanding of the religious exemption as it relates to conscientious objection versus creed or religious-based exemptions.

Manager Sinclair stated that OHRC identified creed as a protected ground that has been interpreted and understood to include religion. Conscientious objection is vague, from a human rights perspective, is not specifically a protected ground and would need to be related to a religious or creed-based need or restriction.

Trustee Lyra Evans queried the viability of including wording that would require evidence by a recognized faith leader attesting to both that vaccinations are against their practice religion, and that this person is an active member of their congregation. Manager Sinclair responded that due to variations on congregation in the way that it is understood in the traditional sense, there would need to be flexibility in terms of required evidence. He added that providing evidence of the need for that accommodation is lawful.

A sub amendment moved by Trustee Scott

THAT section B be revised as follows:

“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 entitled accommodations.”

Carried, friendly

A sub amendment by Trustee Campbell,

THAT section B be revised as follows:

“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 accommodations based as appropriate on the Ontario Human Rights Code's policy on preventing discrimination based on creed”

Trustee Campbell stated that the OHRC provides guidance to public organizations through a policy on preventing discrimination based on creed. The policy has five criteria which describe ways people face discrimination. He noted that it is helpful to make reference to the OHRC's policy for precision and clarity on ways creed discrimination can take place.

Manager Sinclair confirmed that a reference to the OHRC may provide the clarity being sought as the policies within the code do not have the force of law.

Defeated

An amendment moved by Trustee Fisher,

THAT part A be revised as follows:

“THAT 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”

Trustee Fisher suggested using the word "staff" instead of the Director as the staff will be undertaking the work. He suggested removing "local health partners" to narrow the scope to OPH and OCDSB employee groups as it is unclear who is to be engaged in local health partners. He suggested using the words fully vaccinated against COVID-19 to be consistent with Toronto District School Board's (TDSB) directive. He suggested using the words "multi-pronged approach" to illustrate that the approach could take into consideration and mitigate as much as possible the operational risks that may arise from implementing the protocol and strategy.

Carried, friendly

An amendment moved by Trustee Scott

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 20 November 2021 with the second shot if necessary as soon as medically allowed and available.”

Carried, friendly

Trustee Lyra Evans noted that the motion reads far differently than it did when she originally moved it; however she agreed that the spirit of the motion remains and expressed the view that if passed, the schools will be safer for the students.

Moved by Trustee Lyra Evans

- 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.**

Carried

Moved by Trustee Lyra Evans,

That the motions on the agenda be re-ordered to reflect the following order: 5.4. Mandatory Masking for Students in Kindergarten Classes, 5.2 Amendments to Policy P.067.SCO, Volunteers, 5.3 Access to School Board Property and 5.1.d Request for Vaccine Requirement for Eligible Students.

Carried, friendly

- 5.2 Notice of Motion re Mandatory Masking for Students in Kindergarten Classes (Trustee Lyra Evans)

During her explanation of changes to the directives for masking by Ottawa Public Health, Director Williams-Taylor noted OPH is in favour of masking for kindergarten students and that the other three coterminous school boards in the region have implemented mandatory masking for Kindergarten students. She added that staff would like to advance the proposition of mandatory masking for kindergarten students as an operational directive.

Moved by Trustee Lyra Evans,

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

Moved by Trustee Blackburn to end debate,

Carried

Moved by Trustee Lyra Evans

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

Carried

5.3 Notice of Motion re Amendments to Policy P.067.SCO, Volunteers (Trustee Lyra Evans)

Moved by Trustee Lyra Evans,

THAT a new clause that reads "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" be added to section 3.0 of Policy P.067.SCO, Volunteers.

In her introduction, Trustee Lyra Evans maintained that as the District will require staff to be fully vaccinated, volunteers will need to fall under the same requirement.

During discussion the following points were noted:

- Manager Sinclair indicated that from a legal perspective, the motion does not raise any serious concerns;
- Executive Officer Giroux noted that should numerous COVID-19 specific directives come from the Board of Trustees, an effective approach may be to assemble all directives in one COVID-19 protocol document or a series of documents for reference;

- Ms. Moulaison affirmed that the Ottawa-Carleton Assembly of School Councils (OCASC) was in support of volunteers providing proof of vaccination;
- Manager Sinclair noted that the District is diligent about upholding human rights obligations of all;
- Trustee Scott and Trustee Boothby noted their concern in enshrining changes to Policy P.067.SCO, Volunteers, unless there was a defined time limit to the directive.

An amendment moved by Trustee Boothby,

THAT the words, "a new clause that reads" and the words "be added to section 3.0 of Policy P.067.SCO, Volunteers" be deleted and the words "for the 2021-2022 school year" be added.

Carried, friendly

Trustee Lyra Evans established that the original motion was intentionally written to aid principals in referencing the policy in support of their decisions.

From an implementation point of view, Director Williams-Taylor noted that additional directives are likely to come from both the Ministry and health advisory bodies regarding COVID-19 protocols. She noted the potential to combine the motion on the floor and the notice of motion regarding the access to school board property. She advised that there may be value in considering this is a motion in strategy or protocol as there are risks when embedding situational clauses in board policies.

Moved by Trustee Lyra Evans

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.

Carried

5.4 Notice of Motion re Access to School Board Property (Trustee Lyra Evans)

Moved by Trustee Lyra Evans,

THAT policy P.032.SCO, Safe Schools be amended such that:

- Section 4.18 be amended to read "Subject to subsections 4.19 to 4.22, the following persons shall be permitted on school/Board premises"; and

- ii. A new clause that reads “Persons from sections b, d, e, f, and g of 4.18 shall only be allowed on school/Board property provided they are fully vaccinated against the COVID-19 virus and provide said proof upon request” be added to section 4.0.

In introducing the motion, Trustee Lyra Evans noted that the requirements around this motion are less stringent as parents will be required to have access to their children; however the intent of the motion is to set an expectation that those on school premises will be vaccinated.

An amendment moved by Trustee Boothby,

THAT staff revise the wording of Notice of Motion, Access to School Property and present the revised notice of motion to the Board meeting.

Trustee Scott urged staff to consider whether this motion would encompass school property or school buildings.

A sub-amendment moved by Trustee Scott,

THAT “the Board” be changed to “the Committee of the Whole meeting of 14 September 2021.

Carried

Trustee Lyra Evans noted her concern about the deferring the notice of motion to a future meeting and it not coming into effect until the end of September 2021. She noted her preference for presenting a revised version to the Special Board of 31 August 2021.

Executive Officer Giroux advised the motion would include contractors.

Trustee Blackburn noted her support of deferring the item and requested that staff examine the motion with respect to the Ottawa Student Transportation Authority (OSTA).

* * * The 10:30 p.m. vote did not obtain the required 2/3 majority to continue the meeting * * *

6. Adjournment

The meeting adjourned at 10:35 p.m.

At the time of adjournment the following items had not been dealt with:

5.1.d Notice of Motion re Request for Vaccine Requirement for Eligible Students (Trustee Lyra Evans)

5.5 Notice of Motion re Empowering Young People to Take Action for Their Own Health (Trustee Lyra Evans)

5.6 Notice of Motion re Letter to the Ministry Advocating the Addition of COVID-19 Vaccination to the List of Compulsory Vaccines (Trustee Campbell)

5.7 Notice of Motion re Use of Health Canada Approved Respirators (Trustee Bell)

6. OSTA Update

Keith Penny, Chair