



## **BOARD PUBLIC MINUTES**

**Monday, June 20, 2022, 6:30 pm  
Zoom Meeting**

- Trustees:** Lynn Scott, Keith Penny, Justine Bell, Donna Blackburn, Rob Campbell, Chris Ellis, Lyra Evans, Wendy Hough, Jennifer Jennekens, Sandra Schwartz, AmaturRaheem Salam-Alada (Student Trustee), Charles Chen (Student Trustee)
- Staff:** Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director), Mike Carson (Chief Financial Officer), Janice McCoy (Superintendent of Human Resources), Prince Duah (Superintendent of Instruction), Mary Jane Farrish (Superintendent of Instruction), Reg Lavergne, Shawn Lehman (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Nancy Brady (Superintendent of Instruction), Michele Giroux (Executive Officer, Corporate Services), Carolyn Tanner (Human Rights and Equity Advisor), Stacey Kay (Manager of Learning Support Services), Sandy Owens (Manager, Business & Learning Technologies), Diane Pernari (Manager of Communications & Information Services), Richard Sinclair (Manager of Legal Services and Labour Relations), Nicole Guthrie (Manager of Board Services), Michael Guilbault (Central Audio/Visual Technical Specialist), Mellissa Applewaithe (Board Services Committee Coordinator)
- Guests:** Suzanne Craig (Integrity Advisor), Antong Hou, (Incoming Student Trustee), Diana Mills (Chair, Parent Involvement Committee),

1. Call to Order -- Chair of the Board

Chair Scott called the public meeting to order at 6:47 p.m. She acknowledged that the meeting is taking place in unceded Algonquin Territory and thanked the Algonquin Nations for hosting the meeting on their land.

She noted that the eve of National Indigenous People's Day is a time to reflect on our journey on the path to truth and reconciliation. There is much to learn from our hosts, the Algonquin people of this region, to understand past harms, support healing, and value the traditional knowledge and teachings of the Algonquin Nation and other Indigenous groups.

Chair Scott thanked the Algonquin Nations for guiding us on our journey which will be reflected in the naming of the new OCDSB new school.

2. Approval of the Agenda

**Moved by Trustee Blackburn, seconded by Trustee Schwartz,**

**THAT the agenda be approved,**

**Carried.**

3. Declaration of Conflict of Interest

No declarations of interest were filed.

4. Student Trustee Annual Report

Student Trustees Chen and Salam-Alada presented their final report to the Board of Trustees.

Student Trustee Chen noted that assuming the role of Student Trustee during the pandemic had been a unique, challenging and rewarding experience. He shared that the dedication of staff and trustees he has observed when working with students is an inspirational example. Student Trustee Chen closed by extending his thanks to all who have offered him advice and support during his term as student trustee.

Student Trustee Salam-Alada noted that she appreciated her experience as a student trustee for the District and in learning more about the operational element of District activities. She closed by extending her thanks to those who have offered her advice and support during her term as a student trustee.

In response to a query from Trustee Bell on how to create an empowering environment for future student trustees, Student Trustee Salam-Alada noted that student trustees should listen to the collective student voice to allow students to be heard and valued. She highlighted the importance for trustees and student trustees to provide support to ensure students are aware of who they are and what their roles involve.

5. Presentation to Student Trustees for 2021-2022

Chair Scott advised that honoraria and plaques of service have been sent directly to the student trustees who will continue to serve until 31 July 2022, at which point the new student trustees will take office.

Director Williams-Taylor and Chair Scott thanked the student trustees on behalf of the Board and offered their best wishes for their future accomplishments.

5.1 AmaturRaheem Salam-Alada

Chair Scott noted that Student Trustee Salam-Alada was a transformative student leader during the 2021-2022 year, introducing new ideas for

student guidance counselling and promoting identity-based diversity for the counsellors who serve students. Student Trustee Salam-Alada served as Professional Development Coordinator for the Ontario Student Trustees' Association (OSTA-AECO) and will study Health Sciences at the University of Ottawa.

## 5.2 Charles Chen

Chair Scott noted that Student Trustee Chen served his second term as student trustee in 2021-2022. She noted that he was a skilled articulator of the student voice and in the engagement of others. She added that he spearheaded the OCDSB Menstrual Equity Project and served as Operations Coordinator for the Ontario Student Trustees' Association (OSTA-AECO) for the 2021-2022 school year. Student Trustee Chen will be studying Computer Science and Financial Management at the University of Waterloo.

## 6. Presentation of Jack A. MacDonald Certificate of Merit to Tabarak Al-Delaimi

Chair Scott reported that incoming Student Trustee, Tabarak Al-Delaimi had been nominated for the Ontario Public School Boards' Association, Jack A. McDonald Award of Merit. Ms. Al-Delaimi has demonstrated an exemplary record of community service and leadership, combined with high academic standing and is to receive a certificate of merit from the Ontario Public School Boards' Association (OPSBA).

## 7. Presentation to Staff

Chair Scott announced the upcoming retirement of Chief Financial Officer Carson, Superintendent McCoy and Superintendent Brady. She noted how difficult it is to say goodbye to three valued members of the District's leadership team and extended her thanks to all.

### 7.1 Chief Financial Officer Mike Carson

Chair Scott noted that Chief Financial Officer and Superintendent of Facilities Carson is retiring after almost 26 years with the OCDSB and thanked him for his tireless commitment to character.

Director Williams-Taylor offered her thanks on behalf of the OCDSB for the legacy CFO Carson is leaving with the District and the people he engaged with.

CFO Carson noted that it has been an honour to work with the District and he feels fortunate to have learned something new every day. He reminded us of the need to recognize that our responsibility for public education is a public trust and we should move forward as a community.

### 7.2 Superintendent Janice McCoy

Director Williams-Taylor noted that Superintendent McCoy has been with the Board since 1995 and is provincially known for her remarkable negotiation skills conducted with grace and dignity in every situation, maintaining the integrity and responsibility of OCDSB.

Superintendent McCoy noted that she feels fortunate for the experience and the unique opportunity to observe the role of trustees. She thanked trustees for their work and commitment, noting that the sacrifices they make are appreciated. She said she learns something from the senior team every day and thanked the Director for her trust, confidence and inspirational leadership.

### 7.3 Superintendent Nancy Brady

Chair Scott noted that Superintendent Brady has been a member of the senior team since December 2021 but is now returning to continue her work with the Ontario Principals' Council in a new role.

Director Williams-Taylor noted that Superintendent Brady's sense of humour and leadership style brings humanity to conversations and offered her appreciation and best wishes for the future.

Superintendent Brady noted her gratitude for the opportunities within the District. She started at OCDSB as an Educational Assistant and is leaving as a superintendent. She noted that it had been an honour to be a part of the senior team and to work with a dedicated group of educators.

## 8. Advisory Committee Presentation

### 8.1 Parent Involvement Committee (Diana Mills, Chair)

Chair Scott introduced Ms. Mills, Chair of the Parent Involvement Committee (PIC) and asked her to present her report.

During the presentation and in response to questions, the following points were noted:

- The 2021-2022 school year was a year of rebuilding for PIC due to high turnover of members, the majority of whom were new members appointed in November 2021 and January 2022. A Membership Sub-Committee was established to recruit and select new members;
- Some of the membership replacements resulted from work/life balance issues experienced by outgoing members. In consideration of this, planning is underway to facilitate work/life balance training at the start of the 2022-2023 year for all members to encourage participation and continuity among members;

- PIC gained representation at Committee of the Whole and Committee of the Whole Budget;
- PIC Membership gained representation from a more diverse community in terms of geographical area, identity base, age and experience;
- A sub-committee was established for the PIC working groups;
- The need to leverage member strengths was identified to enable the committee to engage more effectively with parents, staff and other groups to complement and develop focused initiatives;
- The Parent Reaching Out (PRO) work group undertook a reflection in collaboration with the Family and Community Engagement (FACE) coordinator. Members had the opportunity to engage in discussions on future collaboration between PIC and FACE to facilitate informal interactions with parents and school councils, provide support and work with community partners;
- In the future, PIC intends to share their learning experiences with schools, school councils, OCDSB, other advisory committees and community partners. The PIC goal is to facilitate space for parents, guardians, caregivers, staff and community partners to gather both formally and informally to work in collaboration to support children and families;
- The 2022-2023 PIC Work Plan will be established at the 21 September 2022 PIC meeting. The plan will span two years and will provide an overview of activities and initiatives that parallel the Board calendar. Adjustments will be made as necessary throughout the year;
- The Parent Conference on 5 November 2022 will provide an opportunity for staff and community groups to connect and work with parents;
- In response to a query on whether having more PIC meetings scheduled would assist in reducing the membership turnover, Ms. Mills noted that more meetings may not alleviate the issue and that work/life balance has been the main factor affecting membership turnover; and
- In response to a query regarding what the most important challenges to parent involvement have been and what kind of parent involvement PIC should seek in the future, Ms. Mills noted that PIC should be actively seeking out marginalized groups and parents who are not usually involved in school activities.

## 9. Integrity Advisor Annual Report to the Board

Chair Scott introduced Integrity Advisor Ms. Suzanne Craig, and asked her to present the report. Ms. Craig opened by noting that she had been selected as one of the Integrity Advisors to the OCDSB in April 2021 and had acted in the capacity of an independent, impartial officer when her services were requested. She noted that the annual report covers the period of May 2021 to May 2022.

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

- The Integrity Advisor role does not currently permit the Integrity Advisor to cite trends, systemic issues, or gaps in policies. In response to a query on what would be required to provide the Integrity Advisor with this right, Ms. Craig advised that the contract she has signed with the Board would need to be revised to reflect this change;
- It was established that a lack of understanding on roles and responsibilities and the demarcation between the Board, trustees and administration was at the core of all complaints received;
- Infractions of the code of conduct arose as a result of confusion on how to apply the policy and governance process in some cases;
- In response to a query on whether consideration had been given for the report to be presented to the Committee of the Whole (COW), Ms. Craig noted that annual reports are normally presented directly to the Board as they provide a summary of events and activities that have already occurred and that COW meetings are focused on discussions; and
- In response to a query on the possibility of specific training on behaviour and decorum for trustees, Ms. Craig advised that the development of information bulletins to assist trustees with their roles and responsibilities would provide guidance on the steps to follow to ensure compliance with the Code of Conduct. She suggested that additional training could complement the bulletins.

Chair Scott advised that if trustees had any other questions, they should be provided directly to herself and she will forward them to Ms. Craig.

## 10. Delegations

### 10.1 Doree Kovalio, re Anti-semitism

This item was deferred until after Item 17, Matters for Action as the delegate, Ms. Kovalio was unable to join the meeting at the designated time.

Ms. Kovalio introduced herself as a Canadian Israeli mother of two boys who had attended an OCDSB school until the pandemic. She expressed

her concern in allowing them to return to school in person due to recent events organized by the Palestinian Youth Movement Ottawa (PYM).

Ms. Kovalio expressed the view that PYM has publicized the need to combat Zionism within the OCDSB and that this has no place in schools.

Ms. Kovalio expressed concern that the Israeli Palestinian conflict is complex and that Canadian students should be educated on the issue.

*\*\*\*The 10:30 p.m. vote received the required  $\frac{2}{3}$  majority to continue\*\*\**

Ms. Kovalio expressed the view that some Jewish families are choosing to send their children to the Ottawa Catholic school Board (OCSB) where they feel safe and their voices are heard. Ms. Kovalio recommended that the OCDSB should do the following:

- Work with Jewish organizations to educate students and teachers on anti-semitism and Zionism and how there is an inextricable link between the two. She recommended that this should be mandatory learning for educators;
- Reach out to Jewish educator groups;
- Employ a Jewish Equity Coach and have Jewish representation at the senior staff level; and
- Adopt the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism.

In response to a query on what the results of adopting the recommendations should be, Ms. Kovalio noted that the adoption of the approach would nurture a healthier environment for students where anti-zionist statements would not be tolerated.

Director Williams-Taylor highlighted the following points from Memo 22-081, Responding to Concerns about Antisemitism:

- The OCDSB had observed the rise in advocacy from PYM in May 2022. Concerns were raised to the District by the Jewish community which were treated seriously. The District consulted with the Canadian Race Relations Foundation which reached out in turn to the Canadian Anti-Hate Network to identify any hate sources relating to PYM. Neither organization was able to identify PYM as a hate organization, nor connect any affiliations to hate organizations;
- Additionally, the Ottawa Police Service (OPS) Hate Crimes Unit has not identified PYM as a hate organization. The OPS were in attendance at a student protest on 9 June 2022 and did not note any incidents that constituted hate crimes;

- The District balances the value of voices while denouncing acts of antisemitism or any acts of hatred or division. Students are encouraged to participate in healthy, safe and reasonable debate but this does not extend to hateful or hurtful comments; and
- The District continues to have representation of Jewish staff at several levels including senior and director level.

11. Report from the Board (In Camera)

Trustee Schwartz reported that the Board met in camera earlier this evening and reports and recommends as follows:

**Moved by** Trustee Lyra Evans

**Seconded by** Trustee Schwartz

**THAT staff proceed as directed in Board in Camera with respect to a financial matter.**

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

**Carried (10 to 0)**

**Moved by** Trustee Lyra Evans

**Seconded by** Trustee Schwartz

**THAT staff be authorized to proceed with the renewal of the LTD Contract with Canada Life, based on the terms discussed in camera**

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

**Carried (10 to 0)**

**Moved by** Trustee Lyra Evans

**Seconded by** Trustee Schwartz

**THAT staff proceed as directed in Board in Camera with respect to a human resources matter.**

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



## **Carried (10 to 0)**

### 12. Briefing from the Chair of the Board

Chair Scott noted that the Community Recognition Awards recognize outstanding volunteers for their hard work to support students, classrooms, programs, and staff members across the OCDSB.

Chair Scott announced the following recipients of the 2021-2022 Community Recognition Awards:

- Cathy Dickson, Chair's Award;
- Lilli Miller, Excellence in Equity Community Award;
- Maja Strika, Distinguished School Council Award;
- Donnielle Roman, Community Partnership Award;
- Rebecca MacMillan, OCDSB Community Award; and
- Michele Clarke, Volunteer of the Year Award.

Chair Scott Reported that 20 June 2022, is World Refugee Day offering a chance to reflect on the millions of people worldwide forced to flee their homes due to conflict and violence.

Chair Scott reported that 21 June 2022 is National Indigenous Peoples Day offering an opportunity to celebrate the beauty and brilliance of First Nations, Inuit and Métis Peoples. On this day, Indigenous students and staff may decide to engage in activities with family and community at home or at events.

### 13. Briefing from the Director

Director Williams-Taylor offered her appreciation to all of the winners and nominees of the Community Recognition Awards for their hard work and dedication in the support of OCDSB schools. Director Williams-Taylor noted that the winners of the 2021-2022 Student Recognition Awards, and the Excellence in Equity Student Recognition Award are to be announced this week.

Director Williams-Taylor offered her congratulations to Josh Gertsvolf, the winner of a prestigious Schulich Leader Scholarship. She noted that Mr. Gertsvolf was nominated for his outstanding academic and extra-curricular achievements at Sir Robert Borden High School, the Ottawa-Carleton Virtual (OCV) Secondary School and in the community over the last four years.

### 14. COVID-19 Update

There was no update on COVID-19.

### 15. Confirmation of Board Minutes

15.1 31 May 2022

**Moved by Trustee Blackburn, seconded by Trustee Schwartz,  
THAT the 31 May 2022 Board minutes be confirmed.**

**Carried**

15.2 14 June 2022 (Special Board)

**Moved by Trustee Schwartz, seconded by Trustee Blackburn,  
THAT the 14 June 2022 Special Board minutes be confirmed,**

**Carried**

16. Business Arising from Board Minutes

There was no business arising from the Board minutes of 31 May 2022 or Special Board Minutes of 14 June 2022.

17. Matters for Action

17.1 Receipt of Committee of the Whole Report

17.1.a 7 June 2022

**Moved Trustee Penny,**

**Seconded Trustee Ellis,**

**Carried**

17.1.a.a Approval of the Strategic Plan Framework

**Moved by** Trustee Campbell

**Seconded by** Trustee Penny

**THAT the proposed strategic planning framework for  
2023-2027 and the outlined consultation strategy in  
report 22-039 be approved.**

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

**Carried (10 to 0)**

17.1.a.b Approval of New Policy P.144.SCO Pause for Safety  
(Student Exclusion)

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

An amendment moved by Trustee Campbell,

Seconded by Trustee Schwartz,

THAT the board inserts the following clause into P.144.SCO as section 3.13. The Board shall delegate the authority for the appeal process to a three member panel of trustees, to hear, consider and decide upon an appeal. The panel, appointed by the Chair shall include the Chair or Vice Chair, and two additional trustees.

*A sub-amendment moved by Trustee Blackburn,*

*seconded by Trustee Schwartz,*

*THAT the Board inserts the following clause into P.144.SCO as section 3.13. The Board shall delegate the authority for the appeal process to a three member panel of trustees, to hear, consider and decide upon an appeal. The panel, appointed by the Chair shall include the Chair or Vice Chair, and up to two additional trustees.*

*Carried, as amended.*

\*\*\*Following a break at 9:00 p.m. the meeting was called to order at 9:06 p.m.\*\*\*

**Moved by** Trustee Campbell

**Seconded by** Trustee Penny

**THAT the revised Policy P.144.SCO Pause for Safety (Student Exclusion), attached as Appendix B to Report 22-044, be approved as amended.**

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

**Carried (10 to 0)**

17.2 Report 22-046, Special Education Plan 2021-2022 (P. Symmonds)

Your Committee had before it Report 22-046 seeking approval of the 2021-2022 Special Education Plan Superintendent Symmonds, introduced the report with System Principal Hannah.

During the presentation and in response to questions, the following points were noted:

- It is the legislative responsibility of Special Education Advisory Committee (SEAC) to review the Special Education Plan;
- There is information within the Special Education Plan that may be updated throughout the year;
- The Special Education Standards introduced a new "Looking Ahead" component in the 2021-2022 school year to provide a wider perspective to include future planning;
- Consultation was undertaken with academic and professional staff from Program and Learning, (P & L), Equity and English as a Second Language (ESL) and the Human Rights and Equity Advisor;
- Learning Support Services (LSS) anticipates holding dedicated sessions during the 2022-2023 school year for educators in four specific areas:
  - The Board model for Special Education;
  - The Individual Education Plan (IEP) process;
  - The Identification Process and Review Committee (IPRC) process; and
  - Early Identification and Intervention Strategies.

**Moved by Trustee Lyra, seconded by Trustee Bell,**

**THAT the Board adopt the rules of Committee,**

**Defeated**

In response to a query on how many people utilized the feedback from the four methods of consultation noted on page four of the report, it was noted that summary numbers are not available at this point. It was estimated that under 20 comments were provided:

- In response to a query on why the District is utilizing Applied Behaviour Analysis (ABA) therapy which has been raised as a concern by members of Adults with Autism, it was noted that the District does not provide any form of therapy; however, Superintendent Symmonds advised that there is a prescriptive

Policy and Program Memoranda (PPM 140) in place from the Ministry of Education (MOE) that mandates the use of the principles of ABA therapy where appropriate. ABA is an instructional approach in collaboration with parents and caregivers that is based on data to:

- Identify target behaviours;
- Assess the impact of interventions implemented;
- Develop new skills; and
- Assess the generalization of new skills.

If this approach is not warranted, a collaborative conversation will take place with LSS, the parents or caregivers, and the student, as appropriate. If it is decided the approach is not suitable for the student, it will not be pursued.

LSS continues to reflect on refining this approach which is based on the directives in PPM 140 and have developed a relationship with the Children's Hospital of Eastern Ontario (CHEO), who are working on new initiatives for children with autism. A particular focus is a Trauma Informed ABA approach;

- In response to a query on which alternatives to the ABA model have been considered by the District and how staff and families are encouraged to seek other models, Superintendent Symmonds noted that there have been no conversations with members of the community and concerns have not been raised by the Autism Ontario representative to the SEAC committee. If a family or designated professional determine the District approach is not appropriate, the District will work collaboratively to put appropriate supports and services in place for the student;
- The District is continually working to improve transitional planning for students who are changing schools or moving out of the District. All supports, strategies and approaches should be listed in a students' existing IEP;
- It is not possible to unify the approach to testing for Special Educational needs across school districts. While the MOE determines the definitions and categories of exceptionalities are to be consistent across school districts, regulated decisions do not transfer across school districts. Special Education services, processes, and delivery are individual to each school district. The varied needs and requirements for different areas are dictated by size, amenities, population and other factors;

- The District determines the assessment process in conjunction with professional support staff recommendations. Professional support staff will utilize their skills to interpret different assessment models received from other districts;
- The data on the numbers for assessments on page 41 of the report is currently being reviewed. The information will be included in a report in December 2022 or January 2023; The impact of the pandemic and staffing issues contributed to challenges in completing assessments. It is hoped that additional assessments will be completed in the fall of 2022 if necessary; and
- In response to a query on how the District plans to address the shortfall in spending that the report indicated would be required to meet the accessibility target deadline, and what the impact has been on students, Superintendent Symmonds noted that CFO Carson had provided a response to this issue in a previous Budget meeting and he would follow up with CFO Carson for clarity. Superintendent Symmonds commented that he is not aware of any students who have been or are negatively impacted.

**Moved by** Trustee Lyra Evans

**Seconded by** Trustee Ellis

**THAT the 2021-2022 Special Education Plan, attached as Appendix A to Report No. 22-046 be approved.**

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

**Carried (10 to 0)**

17.3 Report 22-049, Naming of the New Elementary School in Fernbank (S.Lehman)

Vice-Chair Penny assumed the chair.

Your Committee had before it Report 22-049, seeking approval to name the New Elementary School in Fernbank.

In response to a query, staff noted that it will need to be determined whether there are areas on site that can accommodate white pine trees.

**Moved by** Trustee Scott

**Seconded by** Trustee Jennekens

**THAT the new public school in Fernbank, located at 480 Cope Drive in Ottawa be named Shingwaakon Public School, recognizing the history and the lands of the Algonquin Nation.**

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

**Carried (10 to 0)**

17.4 Report 22-054, Revisions to Selection of Supervisory Officer Policies (J. McCoy)

Your Committee had before it Report 22-054 seeking approval for Revisions to Selection of Supervisory Officer Policies.

Director Williams-Taylor noted that the District has reflected on enquiries from trustees regarding the process for interviewing and selecting senior team members resulting in the proposed recommendation.

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

- The revision would allow the Director of Education to select supervisory officers;
- In response to a query on the rationale for the recommendation to strike the second sentence of section 4.3 as set out in Appendix A to Report 22-054, Superintendent McCoy noted that Human Resources had taken the position that the delegation to the Director would include criteria in alignment with criteria in place both at the Board and provincially;
- Trustee Lyra Evans suggested that it is important that the Board retains the ability to identify priorities for the District. The second sentence of section 4.3 allows provision for this if required;
- Trustee Ellis noted that previous discussions on the diversity of the student population and how District staffing could reflect this had identified that accepting life experience when hiring, as well as accepting credentials could facilitate increased staff diversity. In response to a query on whether striking the second sentence of section 4.3 would allow for this, it was noted that should the sentence be struck, the input of trustees will always be considered for senior level staffing appointments. There is also opportunity for trustee input through the Equitable Recruitment Program;

- Trustee Blackburn noted that it is the purview of the Director of Education to select the senior team;
- It was confirmed that senior staff positions are not exempt from the Equitable Recruitment Policy; and
- Trustee Penny noted that deleting the second sentence of section 4.3 would remove the chance for possible political interference from a hypothetical situation where a Board member(s) had a political bias.

*A amendment moved by Trustee Lyra, seconded by Trustee Ellis,*

- *THAT Policy P.006.HR Delegation of Authority - Human Resources be revised to delete section 4.2 (a) and to strike the second sentence in 4.3 as set out in Appendix A to Report 22-054; and*
- *THAT Policy P.087.HR Selection of Supervisory Officers, be rescinded.*

*Defeated*

It was noted that the performance review process involves engagement with the Board. The senior team recognized that trustees should have input in the process and the Director of Education will engage with trustees on the assessment of senior staff.

Trustee Lyra Evans noted that if the intention is for trustees to be involved in the evaluation of senior staff, it should be stated in the policy.

*An amendment moved by Trustee Campbell, seconded by Trustee Schwartz,*

*THAT section 4.7, as set out in Appendix A to Report 22-054 be included in Part A of the motion.*

*Carried*

**Moved by** Trustee Schwartz

**Seconded by** Trustee Lyra Evans

- A. **THAT Policy P.006.HR Delegation of Authority - Human Resources be revised to delete section 4.2 (a) and to strike the second sentence in 4.3 and section 4.7, as set out in Appendix A to Report 22-054; and**
- B. **THAT Policy P.087.HR Selection of Supervisory Officers, be rescinded.**



For (9): Trustee Scott, Trustee Penny, Trustee Bell, Trustee Blackburn, Trustee Campbell, Trustee Ellis, Trustee Hough, Trustee Jennekens, and Trustee Schwartz

Against (1): Trustee Lyra Evans

**Carried (9 to 1)**

17.5 Receipt of Annual Reports from Advisory Committees

**Moved by Trustee Schwartz, seconded by Trustee Lyra Evans,**

**THAT the Alternative Schools Advisory Committee, Advisory Committee for Extended Day and Child Care Programs, Indigenous Education Council, and Parent Involvement Committee Annual Reports, be received.**

**Carried**

18. Matters for Discussion

18.1 Report from OPSBA Representatives (if required)

Trustee Jennekens reported that a written review of the Annual General Meeting of 9 to 10 June 2022 will be shared in a report at a future meeting. Chair Scott noted that she will work with Trustee Jennekens to complete the report.

18.2 Ministry Update (if required)

There were no Ministry updates.

19. Board Work Plan

The Board Work Plan was provided for information.

20. Matters for Information

There were no matters for information.

21. New Business -- Information and Inquiries

Trustee Blackburn noted that in a previous debate, it was indicated that discussions with the Ottawa Police Services (OPS) were ongoing and she requested a status update on the situation. Superintendent Reynolds reported that there is no update at this point and the District continues to have a cordial and functional relationship with OPS. He noted that it is not likely that there will be continuing discussions over the summer as there are currently changes within the police service, but the District is looking forward to future collaboration.

In response to a query on how principals can convey to the community that situations may arise that warrant the need for them to contact the police or to

engage with the community, it was noted that the District is required to exercise caution when issuing statements as individual situations require contextual treatment. Communications are formulated around engagement with all community partners, including police. A previous motion passed by trustees regarding police engagement constitutes District policy; however, one statement cannot encompass every situation.

In response to a statement that some schools have the misconception that police should never be involved, it was noted that these cases offer an opportunity for conversations to reach a common understanding between the schools and the community. It was noted that case studies have been undertaken in partnership with community organizations to expand District understanding of possible alternatives to police engagement. The District is working toward a reciprocal relationship with the community and several organizations have stepped forward to work in collaboration with the Board.

22. Adjournment

The meeting adjourned at 10:58 p.m.

---

Lynn Scott, Chair of the Board