



REGULAR BOARD MEETING MINUTES – FEBRUARY 28, 2024

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
J. Brown (virtual) G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle K. McGregor J. Morning J. Neill (regrets) S. Ruttan (virtual) E. Eckloff (Student Trustee) (regrets) A.J. O'Keefe (Student Trustee) (regrets) A. Wang (Student Trustee) (regrets)	K. Burra, Director of Education S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent (virtual) A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Vice-Chair Godkin called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE

MOTION: To move into Private Session.

MOVED BY: Trustee Lloyd and seconded by Trustee McGregor. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

Vice-Chair Godkin asked Trustees if they had a conflict of interest to declare with any of the agenda items. There were no conflicts declared.

4. ACTION ITEMS

- 4.1 Regular Board Meeting Minutes (private) – January 17, 2024
- 4.2 Education, Policy and Operations Committee Minutes (private) – February 7, 2024

MOTION MOVED BY: Trustee Lloyd and Trustee McGregor that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried.

5. FOR INFORMATION

- 5.1 Safe Schools Update – None at this time
- 5.2 Property Update – Superintendent Young provided a property update.
- 5.3 Personnel Update – None at this time.
- 5.4 Labour Update – Superintendent McWilliams provided a labour update.
- 5.5 Legal Update – None at this time.
- 5.6 OPSBA Update – None at this time.

6. REPORT TO PUBLIC SESSION

Vice-Chair Godkin called for a motion for the Board to rise and report.

MOTION: That the Board rise and report.

MOVED BY: Trustee Lloyd and seconded by Trustee McGregor. Carried.

PUBLIC MEETING

Roll call:

Trustees:	Staff:
J. Brown (virtual) G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle K. McGregor J. Morning J. Neill (regrets) S. Ruttan (virtual) E. Eckloff (Student Trustee) A.J. O'Keefe (Student Trustee) (regrets) A. Wang (Student Trustee) (regrets)	K. Burra, Director of Education M. Christopher, IT Programmer A. Grange, Communications Consultant J. Douglas, Communications Consultant S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
Paul Allison – Intermediate STEM Consultant Kayla Bertrand – Core French Educator (NAEC)	S. Mitton, Executive Assistant to the Director and Trustee Liaison

Chair Hutcheon welcomed everyone to the Regular Board Meeting and called the roll.

Chair Hutcheon called upon Trustee McGregor who provided the Acknowledgement of Territory and a personal reflection. “The Limestone District School Board is situated on the traditional territories of the Anishinaabe and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.”

7. ADOPTION OF AGENDA

MOVED BY: Trustee Godkin and seconded by Trustee Elliott that the agenda, as presented, be approved. Carried.

8. DECLARATION OF CONFLICT OF INTEREST

Chair Hutcheon asked that if Trustees have a conflict of interest, could they please identify the agenda item number. There were no conflicts declared.

9. PRESENTATION

L’Innovation en action – using emerging technologies to promote authentic communication in the FSL Classroom

Associate Superintendent Hedderson who introduced intermediate STEM consultant Paul Allison and Elementary Core French teacher Kayla Bertrand. He stated that earlier this year, the Ontario Public School Board Association shared a French as a Second Language (FSL) experiential learning resource with Boards based on Ontario FSL curriculum expectations. He explained that funding was made available to school boards on a voluntary basis to support the implementation and purchase of Lego spike robotics kits.

Paul Allison highlighted the role of the STEM team which includes these key objectives:

- Intentional cross-curricular co-planning and co-teaching with educators.
- Rich learning experiences incorporating a variety of technologies including robotics, coding, augmented reality, and artificial intelligence.
- Provide a rich context to achieve curricular outcomes.
- Prepare student to transition to grade nine where a new mandatory technological education course will be introduced this fall.

He showed some examples of how STEM is integrated in FSL programming and shared some videos of student projects. Paul Allison concluded his portion of the presentation and shared some of the key themes that emerged from educator and student feedback. He then invited Kayla Bertrand to share perspectives from the Core French classroom. She highlighted that programs like this allow for opportunities to assess students’ technological abilities and ability to integrate more of these skills into future learning. She also noted that these types of exercises aid in fostering a dynamic learning environment.

Chair Hutcheon thanked Paul Allison and Kayla Bertrand and called upon Trustees for any comments or questions.

10. PRIVATE SESSION REPORT

Vice-Chair Godkin stated that earlier this evening during Private Session:

During private session of the Education, Policy, and Operations Committee Meeting on February 7, 2024

- Superintendent McWilliams gave a labour update.

And earlier this evening during Private Session:

- The private session minutes were approved from the Regular Board Meeting of January 17, 2024, and the Education, Policy and Operations Committee Meeting of February 7, 2024.
- Superintendent McWilliams gave a labour update.
- Superintendent Young gave a legal update.

There was no other business conducted, or motions passed in Private Session.

MOTION MOVED By Trustee Godkin and seconded by Trustee McGregor that the Private Session Report be received. Carried.

11. APPROVAL OF MINUTES

11.1 Regular Board Meeting – January 17, 2024

11.2 Education, Policy and Operations Committee – February 7, 2024

MOTION MOVED BY Trustee Lloyd and seconded by Trustee Elliott that the minutes, as presented, be approved. Carried.

12. REPORTS FROM OFFICERS

12.1 Chair's Update

Chair Hutcheon stated “Today is Pink Shirt Day. In 2007, in Nova Scotia, a student was bullied for wearing a pink shirt to school. An act of kindness by other students precipitated Pink Shirt Day, a national anti-bullying day held annually on the last Wednesday of February. While wearing a pink shirt is a small act, it serves as a reminder. A reminder to be kind and not judge. I read about the term “bullicide” today. The act of committing suicide due to being bullied. That such a word exists is a truly sobering thought. I was bullied in school and I have had my dark moments and though I am not a religious person, I pray that we can move beyond the need to belittle and berate and embrace life with our fellow humans with love and empathy, and eradicate the word bullicide from our lexicon.

February is Black History and Futures Month; a time dedicated to honouring the achievements of Black individuals, amplifying Black voices, celebrating Black culture, and recognizing racial inequality. Students and staff have participated in several diverse learning opportunities and activities over the last four weeks and I would like to extend my congratulations to, and express my admiration for, students and staff who organized these phenomenally successful events,

including the first opening ceremonies held at LCVI, celebrating Black Excellence.

A week ago, almost 500 students in grades 9 – 12 participated in the Limestone Music Celebration, working, and learning alongside LDSB music educators, community musicians and faculty members at the Dan School of Drama and Music at Queen’s University. This event was made possible in part due to trustees targeting half a million dollars in surplus spending to secondary music programs which enabled secondary schools to expand their music curriculum, invest in new instruments, and repair and replace supporting infrastructure. On behalf of Trustees, I would also like to express our appreciation to the Limestone Learning Foundation who provided a ten thousand dollar grant to support this day of musical workshops and a mass ensemble concert. This was truly an invaluable and inclusive musical experience, and a wonderful way for students to see the different pathways available beyond high school for them to continue to participate in music making and learning.

Tomorrow, February 29, hundreds of students will be attending Limestone’s 24th annual LDSB Skills Competition at St. Lawrence College as well as at Bayridge Secondary School and Napanee District Secondary School. Students in grades 4-12 will participate in challenges that demonstrate their talent and passion for skilled trades. Good luck to all, and a sincere thank you to staff advisors and industry coaches for their support of students in their pursuit of excellence.

In the coming weeks, as we enter budget season, trustees will be seeking feedback from students, families, staff, and community partners to identify priorities for the cost-effective, successful, and equitable use of LDSB’s finite financial resources. A brief survey will be available soon.

I will end my comments tonight with a reminder that next Friday, March 8, is International Women’s Day. Since I was twenty I have had a poster hanging in my kitchen, no matter where I’ve been living. It starts like this “Because women’s work is never done and is underpaid or unpaid or boring or repetitious and we’re the first to get fired and what we look like is more important than what we do and if we get...” And I’ll leave it there. I have no wish to offend. These are not absolute truisms anymore. I don’t think. I’m grateful to live in a time and a place where I have rarely felt the direct sting of patriarchy and I believe progress has been made. I still hang this poster on my kitchen wall as a reminder to be ever vigilant, as progress is so often tenuous and its sustainability rarely ensured. The gender wage gap still exists in Canada and mothers still teach their daughters to hold their keys between their fingers when they walk

home at night. There is hope though, and optimism, because that poster no longer resonates as it once did. We all play a role in creating inclusive communities and by recognizing the diverse experiences and voices of women from all walks of life, we continue to move forward and make progress. And that concludes my report.”

12.2 Director’s Update

Director Burra stated: “Good evening Trustees and the viewing public. It is hard to believe, but we are already a few weeks into the second half of the 2023-2024 school year. First term and first semester report cards have been sent home, secondary students are making course selections for next year, Choices at 9 programs have completed their processes, Choices at 7 programs will be making decisions soon, March Break is just around the corner, and planning is well underway for the 2024-2025 school year. Preparations for next year will continue to ramp up and we eagerly await the release of the budget for next school year that should be released by the province after the Easter break.

I have a number of highlights that I would like to share this evening. Winter KASSA seasons have either ended or will be ending prior to March Break. This is the second year we have had a full return to athletics and the ability to host fans and crowds for events for the entire school year. I would like to acknowledge the basketball and volleyball champions from a couple of weeks ago when LDSB schools swept the volleyball and basketball finals. For junior girls volleyball, NDSS won their second consecutive championship; the senior girls from KSS won the senior finals. For basketball, the KSS junior boys won the championship, while FSS took the senior final. While I did not attend the finals in the St. Lawrence gym, I had the pleasure of watching the online stream and the very impressive play-by-play and courtside commentary provided by a very talented group of BSS students. The energy at the St. Lawrence gym was electric both nights and great results for Limestone sweeping these four finals.

A second highlight was the Limestone Music Celebration that occurred at Grant Hall at Queen’s University last Wednesday. Well over 400 Limestone students participated and shared the joy of music for a packed audience of family and friends. It was a fantastic event that would not have been possible without the wonderful work of secondary Limestone music teachers. We have invited a handful of the organizing committee to attend the March 27 Board meeting to share more about the event and future plans, and at the conclusion of my update, we will share a news report about the evening.

A third highlight is what we are hoping will be an outstanding Skills Competition at St. Lawrence College tomorrow for the day. Weather and buses permitting, well over 300 Limestone students will be participating across 27 secondary events and eight elementary events. The Skills Competition is yet another example of community partnership that showcases critical skills events and the local community college.

One final highlight that I will draw trustees' attention to is our continued emphasis on collecting voice from the communities we serve. Tonight, Associate Superintendent Gollogly will share an overview of the school year calendar feedback and Superintendent Gillam will share the conclusion and next steps from the Special Education Review. In the next week or so, we will be providing an opportunity for input on the 2024-2025 budget and gauge interest from families in virtual school programming for next year. Our schools are representative of the communities we serve, and we have a responsibility to be responsive to community voice and changing circumstances.

And finally, I do feel compelled to speak to some very unfortunate and nasty social media attention we received toward the end of the December/January break, and in the past couple of weeks with the publication of an inaccurate news story by an online 'news' provider. These recent discussions on social media regarding an alleged statement attributed to the LDSB are based on misinformation, highlighting the importance of critical thinking and discourse amongst different people.

As a society and nation, we have an obligation to younger generations to do what we can to improve the current situation and put rhetoric aside.

The statement in question was extracted from a member letter from the local OSSTF union in December 2023, and not issued by the LDSB. This letter, which does not reflect the policies and administrative procedures of the LDSB, inaccurately portrays scenarios that are not representative of our staff or student interactions. The vast majority of scenarios intimated in the OSSTF letter are not situations that have occurred in the LDSB. On rare occasions, we have had to follow up with staff regarding interactions with students. However, these scenarios occur rarely and the application of any discipline as a result is even less frequent. This can be highlighted by the fact that less than 0.5% of OSSTF staff in Limestone have been involved in situations that necessitated follow-up actions.

All of this said, the LDSB remains committed to fostering a safe and respectful environment, in line with the Ontario Human Rights Code. This is the law and as a publicly funded institution we

are obligated to follow the code.

We are all on a learning journey and missteps will occur en route, but the important focus needs to continue to be on learning in these situations, growing, and focusing on the needs of each student. This is what education is all about, and as a system we must live by, and model, these words and expect the same from all staff. This also includes the need for us to consistently be responsive and open to feedback. Given the continuing need for us to focus on equity, inclusion, Indigenous education, and ensuring the protection of all protected grounds under the Ontario Human Rights Code, this stance is critical. As trustees know, the two, equity census reports we have released in the last year highlight the work that lies in front of us in the areas of belonging and academic achievement. While some may not like components of the Ontario Human Rights Code, it is the law, and our data demands the need for continued focus in creating better futures for many students. This is our collective work and the road ahead. As another example of this work, we have released a document outlining our expectations regarding the 'n'-word in Limestone spaces. After you have a chance to see the news report focused on the Limestone Music Celebration, you will see the video we have to support our expectations regarding the 'n'-word, and I wanted to ensure trustees had an opportunity to see and hear it on the second last day of Black History and Futures Month.

Thank you, Chair Hutcheon, that concludes my report.”

13. REPORTS

13.1 OPSBA Report – Trustee McGregor

Trustee McGregor provided her update and indicated that her next meeting will take place on Friday March 1, 2024. She noted that Janet Edwards, Associate Director of Labour Relations is retiring. Trustee McGregor reminded Trustees that on April 6, 2024, the Eastern Regional OPSBA Committee meeting at Kingston Secondary School. She noted that the Education Labour Relations and Human Resources Symposium will take place on April 26, 2024, and that the Annual General Meeting will take place July 2, 2024 – July 5, 2024.

13.2 Student Trustees' Report

Student Trustee Eckloff stated: “The elections for Student Trustees were held recently. We thank all individuals who applied and congratulate the following three students on their upcoming positions.

Rachel Kolosov from Kingston Secondary School was the successful applicant for the position of Indigenous Student Trustee. Siya Kumar from Kingston Secondary School was the successful applicant for the position of Urban Student Trustee, and Ayesha Burkari from Ernestown Secondary School was acclaimed as Rural Student Trustee.

The Indigenous Student Trustee election took place on February 13th at the LDSB Board Office, we had three candidates present and speak on their written essays and answer a few questions about their leadership roles, what they can bring to the role and their experience. After the presenters had a chance to speak, we spoke about our upcoming Soaring conference trip and looking to get an Indigenous guest speaker to meet with us for an upcoming meeting.

The Urban Student Trustee elections took place on February 20th where all Student Trustees heard seven candidates speak about their past leadership roles as well as some lighthearted personality-based questions. To get insight into their personalities, being approachable, well-spoken, and friendly is vital to this leadership position.

The Rural Student Trustee was an acclamation, as Ayesha Burkari was the only candidate that applied for the position. For future elections we need to rethink how the Rural Student Trustee role is advertised in rural schools to promote students to apply, as we have always had low numbers of applicants for this position.

After the elections, we Student Trustees took the rest of the time we had to meet with the ISC representatives and talk about the board-wide Valentine's Day spirit day. We also spoke about what our next upcoming spirit day should be. We decided on a beach day. We also discussed how we can share results on social media, in a way that pleases the overall student population, as we had lots of feedback from ISC representatives and students. We have decided on posting top three and two runners-up in no specific order, to satisfy all requests."

13.3 Reports for Potential Action

13.3.1 Updates to Policy 1: District Focused Intention, Mission, Vision & Values

Director Burra introduced his report. He explained that the purpose of the report is to update Policy 1 to reflect the District Focused Intention, Mission, Vision, and Values of the Board. Trustees reviewed the feedback that was collected during the November 2023 public consultation at the Education, Policy and Operations committee meeting of December 6, 2023.

He put forward the following recommendation:

MOTION MOVED BY: Trustee McGregor and seconded by Trustee Godkin that Trustees approve the housekeeping updates to Policy 1 that reflect Board decisions made regarding the District's Focused Intention, Mission, Vision, and Values for the new strategic plan. Carried.

13.3.2 Strategic Plan Reporting Template

Director Burra introduced his report. At the February 7, 2024, Education, Policy and Operations Committee meeting, Trustees reviewed and provided feedback on the draft strategic plan reporting template. In addition to the edits and suggestions made by Trustees, Director Burra noted that additional minor edits have been made to ensure inclusive language is reflected in the template. He stated that despite the new condensed format, Trustees will still receive highlights of the operational plan. He proposed the following recommendation:

MOTION MOVED BY: Trustee Lloyd and seconded by Trustee McGregor that Trustees approve the Strategic Plan Framework for the Multi-Year Strategic Plan (2024-2028). Carried.

13.3.3 School Year Calendar 2024-2025

Chair Hutcheon introduced Associate Superintendent Gollogly to present her report. She indicated that there was an increase in participation of the survey which closed on February 12, 2024. Associate Superintendent Gollogly shared the survey results with Trustees and made the recommendation for Trustees to approve the School Year Calendar to present to the Ministry by March 1, 2024.

MOTION MOVED by Trustee Morning and seconded by Trustee Lloyd that Trustees approve Calendar Option 1 for the 2024-2025 school year. Carried.

13.4 Reports for Information

13.4.1 Elementary Special Education Support Model

Chair Hutcheon invited Superintendent Gillam to present an update on the Special Education Support Model. He indicated that the initial question has changed from 'what might we do?' to 'what are we going to do?'. He reiterated the four key areas on how to support the increasingly complex needs of learners within Limestone and reviewed the realignment of resources with Trustees. This includes:

- District Resources > School Based Resources

- 33 Program and Itinerant Teachers > 26 ISTs, 3 SSTs, + Literacy Intervention, Mental Health and Safe Schools.
- 17 Program EAs and IAs > 17 School Based EAs.
- SCS, BAT and Autism Team > Intensive Support Team and Safe Schools Team.
- District Team PSSP support > Increased school-based PSSP Support (3 SSCs, 1 SLPs, .20 Clinical) Addition of BCBA.
- Special Education Coordinators – FOS support.

Superintendent Gillam reviewed the increase in school supports at the school level which includes:

- 17 Additional Education Assistants
- 3 Student Support Counselors
- 1.0 Speech Language Pathologist
- 0.2 Clinical Consultant support
- Additional Board Certified Behavioural Analyst (BCBA)

Consultation with the Special Education Advisory Committee (SEAC) took place on Wednesday February 21, 2024. SEAC supported the increase in supports in schools. Superintendent Gillam acknowledged the purposeful work completed with the communication of this change.

Communication has taken place with staff that work directly in this program and communication to families has been sent. He reminded Trustees that students currently in programs are temporary, however, the transition process will be carefully managed. The availability FAQ's and a more fulsome report will be available in the coming weeks as well as a message to families from the Director.

Chair Hutcheon thanked Superintendent Gillam and asked trustees for questions.

13.4.2 Virtual School Update

Associate Superintendent Sartor introduced her report. She began by defining some virtual learning terms:

Synchronous learning:

- Learning happens in real-time with a set schedule.
- Students are required to log in and participate in class at specific times of the day.
- Instructor is present during the learning.

Asynchronous learning:

- Learning that is not delivered in real-time.
- Students may watch recorded video lesson, complete assigned tasks and contribute to discussion boards and emails.

Ontario E-Learning Consortium (OeLC):

- Originated in 2006.
- A consortium comprised of 21 publicly funded school boards across Ontario.
- Allows student access to e-learning courses offered outside of their school or board, or at a time that fits their schedule.

She noted that in order to make an informed decision ahead of the next school year, data will be collected gathering student and caregiver voice through a survey which will be released February 29, 2024. The next step will be to review data including:

- Student enrollment.
- Student attendance.
- Student achievement.

In addition to data collection and review, meetings with partner boards and examining the organizational options within existing budget allocations will also take place. She concluded her report by noting that an updated decision on the future of Elementary and Secondary virtual school will be shared at the March 27, 2024 Board meeting.

Chair Hutcheon thanks Associate Superintendents Sartor for her report and called upon trustees for questions.

14. UNFINISHED BUSINESS

None at this time.

15. NEW BUSINESS

None at this time.

16. CORRESPONDENCE

None at this time.

17. NOTICE OF MOTION

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.

None at this time.

18. ANNOUNCEMENTS

Trustee Brown congratulated Director Burra and the groups who provided input contributing to the prohibition of the N word. She stated that this a significant, positive step forward for the black community and offered her thanks again.

19. COMMITTEE MINUTES FOR INFORMATION

- 19.1 Indigenous Education Committee Meeting – September 26, 2023
- 19.2 Parent Involvement Committee Meeting – November 16, 2023
- 19.3 Indigenous Education Committee Meeting – November 30, 2023
- 19.4 Special Education Advisory Committee Meeting – December 13, 2023
- 19.5 Special Education Advisory Committee Meeting – January 24, 2024

20. FUTURE BOARD MEETING SCHEDULE

March 7, 2024 EPOC
March 27, 2024
April 24, 2024
May 3, 2023 EPOC
May 15, 2024
June 7, 2023 EPOC
June 19, 20234

21. ADJOURNMENT

MOTION MOVED BY: Trustee McGregor and seconded by Trustee Lloyd that the meeting adjourn. Carried.

The meeting adjourned at 7:48 p.m.