

AGENDA: 6:00 pm

1. Call to Order and Land Acknowledgement
2. O Canada
3. Meeting Roll Call
4. Swearing In Ceremony – Student Trustees and Shakowennakara:tats
5. Profiling Excellence

Students:

- Beth Hughes, Westdale, Sharon Enkin Award
 - Jappreet Gill, Westmount, Sharon Enkin Award
 - Naomi Martin, Westmount, Sharon Enkin Award
6. Approval of the Agenda
 7. Declarations of Conflict of Interest
 8. [Confirmation of the Minutes: June 14, 2021 and August 23, 2021 and September 13, 2021](#)
 9. [Correspondence – Educators for Human Rights re: Mandatory Vaccinations and Parent Involvement Committee re: Volunteers](#)

Reports from Trustee Special Committees:

10. [Policy Committee – September 15, 2021](#)

Reports from Legislated Committees:

11. [Parent Involvement Committee – June 8, 2021 and September 14, 2021](#)
12. [Special Education Advisory Committee – June 16 and 21, 2021](#)

Reports from Community Advisory Committees:

13. [Human Rights & Equity – June 10, 2021](#)

Reports from Staff

14. [School Re-Opening COVID-19 Update #2 \(no copy\)](#)

15. Oral Reports from:

- A. Student Trustees' Report – Local Activities & Ontario Student Trustees' Association (OSTA) Report
- B. Director's Report
- C. Chair's Report

16. Adjournment

Meeting times and locations are subject to change. Please refer to our website for the latest information.
<http://www.hwdsb.on.ca/trustees/meetings/>

Trustees: Kathy Archer (electronically), Christine Bingham (electronically), Becky Buck (electronically), Dawn Danko (electronically), Penny Deathe (electronically), Cam Galindo (electronically), Alex Johnstone (electronically), Maria Felix Miller (electronically), Ray Mulholland (electronically) and Paul Tut (electronically). **Student Trustees** Ethan Hesler (electronically) and Fatima Zakar (electronically).

Regrets were received from Trustee Carole Paikin Miller and Student Trustee Skylar Seggie.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 6:31 p.m.

2. Farewell to Student Trustees Hesler, Seggie and Zakar

The Chair shared her thanks with the Student Trustees for their dedication, bringing forth student voice, asking critical questions as well as their work with Student Senate. Unfortunately, Trustees did not have an opportunity to spend time with the Student Trustees in a personal setting but would like to thank them for all of the work that they have done and the dedication that they have shown as well as the time that they have committed. She trusts that it has been a rewarding experience for the Student Trustees and wished them great success moving forward.

3. Profiling Excellence

The Students and Staff listed below were honoured for the great work that they accomplished in

Students: Global Connect Class 2021 – Dundas Valley Secondary School

Matt Boyko	Emma Channell	Sarah Csermak	Keaton Drover
Madison Fines	Lauren Fleming	Emma Goodale	Jack Hussey
Catianna Mann	Jaden Matthews	Emily McNicol	Sarah Merry
Islay Pearson-Whear	Cara Sealey	Julia Sharp	McKenna Stephens
Samantha Tutt	Ibrahim Usmani	Payton West	Julia Zacharia

Superintendent Stephanian shared that the Global CONNECT class chose to create five different initiatives to support students throughout HWDSB. The students set clear and ambitious goals for how they were going to support the DVSS school vision with a focus on Human Rights and the United Nations Sustainable Development Goals. They envisioned five major initiatives and self-organized to plan, organize, and implement them all within a single semester during the height of the Covid-19 outbreak. The initiatives were: (1) homelessness aid project, (2) Senior's pen pal program, (3) Change the Way Youth Gallery, (4) Change the Way Website, and (5) The Virtual Change the Way Conference.

Homelessness aid project: The group worked together to gather much-needed items to support the homeless community within Hamilton through the Mission Services of Hamilton Program. Items included personal hygiene items, winter clothing, hats, scarves, mitts, and non-perishable food donations.

Pen pal program: This initiative focused on writing letters to provide support and connections to seniors living in isolation during the covid-19 pandemic. In total, more than 200 seniors received letters.

Youth gallery: The gallery was open to a wide range of artistic and creative expressions designed and created by students throughout HWDSB. Student contributions included artwork of any format that was shared on our web-based platform including: drawings, paintings, sculptures, digital art, photography, spoken word (either audio or video recordings), and written pieces (short stories, poems etc.). The Youth Gallery organizers (members of the DVSS Global Connect Class) were looking for pieces that capture or reflect the intentions of the United Nations Sustainable Development Goals, especially how we can all be a part of creating the change that will help to meet these needs.

Website: The website is a virtual resource for students and teachers focusing on the SDG's for both education and calls to action. It contains a wide range of content providing information and student voice related to the SDGs, the importance of privacy and consent, and existing programs and opportunities for students to take for positive change.

The Virtual Change the Way Conference: This was an event designed by students for students. Members of the Dundas Valley Secondary School Global Connect Class facilitated the day and organized virtual guest speakers, workshops and discussions. In their continued support of the UN goals for sustainable development and the DVSS school vision (An empathetic culture of respect and learning through the lens of Human Rights) it was their goal to provide students with every opportunity to learn, plan, implement, and experience the positive difference they can make in the lives of others. More than 130 students and teachers attended this full-day virtual event.

Staff: Global Connect Class 2021 – Dundas Valley Secondary School

Lisa Dupuis and Pieter Toth were recognized for their collective innovation and commitment to mobilize student voice to make a difference in our local community and our global community.

4. Approval of the Agenda:

RESOLUTION #21-117: Trustee Mulholland, seconded by Trustee Tut, moved: **That the agenda be approved.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

5. Declarations of Conflict of Interest

Trustee Johnstone declared a potential conflict for 11A.2.

6. Confirmation of the Minutes: May 31 and June 7, 2021

The minutes of May 31, 2021 and June 7, 2021 were confirmed.

7. Correspondence:

- A. D. Wright – Concerns re: Government Decision
- B. Equity Network of Dundas – Governance Review
- C. Equity Network of Dundas – We All Count
- D. Parsa Shahid – Governance Structure and Systemic Oppression
- E. Christina Moffat – Bell Time Changes
- F. Governance Review

RESOLUTION #21-118: Trustee Deathe, seconded by Trustee Galindo, moved: **That the correspondence be received and filed.**

It was noted that the Director will refer item F. to the Wentworth Strategy Group who are overseeing the Governance review. In answer to questions in item B. the Director will connect with the Procurement Dept. to determine what can and cannot be made public. A link will be sent to the Equity Network of Dundas. It was further noted that the Bell Time study was not made public because this study was done through the consortium and also in conjunction with the co-terminus Board. The Director will follow-up with the Consortium in response to this request to see if this can be made public. A request was put forth requesting that the correspondence be included with the minutes.

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

Reports from Trustee Special Committees:

8. Program Committee – June 2, 2021

Trustee Buck acknowledged Associate Director Peter Sovran and thanked him for all of his years of work and dedication as he moves on to the position of Director of Upper Grand District School Board. He will be greatly missed but he is wished well on his new endeavours.

RESOLUTION #21-119: Trustee Buck, seconded by Trustee Archer, moved: **That the Program Committee – June 2, 2021 be received including:**

- 21st Century Learning Strategy Update
- Student Learning and Achievement Update
- Positive Culture and Well-Being Report

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

9. Finance & Facilities Committee – June 3, 2021 and June 10, 2021

RESOLUTION #21-120: Trustee Galindo, seconded by Trustee Buck, moved: **That Finance & Facilities Committee Report – June 3, 2021 be approved including A1:**

- **That the Board approve the 2021-2022 Capital Budget expenditures in the amount of \$84,343,997 and that the Associate Director Support Services and Treasurer be authorized to proceed with the expenditure of funds as outlined in Appendix D dated June 3, 2021. The Associate Director, Support Services and Treasurer is further authorized to secure short-term financing for project expenditures until such time as permanent funding is secured, if required.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

Trustee Johnstone left the meeting for the vote of A2.

RESOLUTION #21-121: Trustee Galindo, seconded by Trustee Buck, moved: **That Finance & Facilities Committee Report – June 3, 2021 be approved including A2:**

- **That the Board approve the 2021-2022 Operating Budget expenditures in the amount of \$597,820,623 and that the Associate Director Support Services and Treasurer be authorized to proceed with the expenditure of funds as outlined in Appendix C dated June 3, 2021.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

RESOLUTION #21-122: Trustee Galindo, seconded by Trustee Tut, moved: **That Finance & Facilities Committee Report – June 10, 2021 be approved including that Board staff enter into formal discussions with City of Hamilton staff to explore opportunities for a formal partnership or arrangement for community use of schools and HWDSB facilities and that Board staff connect with other school boards to determine if there are similar or pre-existing partnerships in place elsewhere, with a timeline to report back to the Finance and Facilities Committee by January 2022. .**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour
Trustee Johnstone was not present for the vote

10. Human Resources Committee –June 1, 2021

RESOLUTION #21-123: Trustee Deathe, seconded by Trustee Johnstone, moved: **That the Human Resources Committee Report – June 1, 2021 be received.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

Reports from Community Advisory Committees:

11. Faith Community Advisory Committee – May 31, 2021

RESOLUTION #21-124: Trustee Buck, seconded by Trustee Archer, moved: **That the Faith Community Advisory Committee Report – May 31, 2021 be received.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

12. French as a Second Language Advisory Committee – May 26, 2021

RESOLUTION #21-125: Trustee Buck, seconded by Trustee Miller, moved: **That the French as a Second Language Advisory Committee Report – May 26, 2021 be received.**

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

Reports from Staff:

13. School Re-Opening COVID-19 Update #14

Staff presented the report along with a slide presentation to Trustees outlining the latest School Re-Opening Updates. The highlights included:

- Feedback from Ministry on HWDSB request to return to in-person learning in June. The Director spoke with the Union Presidents as well as the Deputy Minister regarding Trustees' letter regarding returning to schools for the remainder of June 2021. The Deputy Minister did appreciate the letter but indicated that the Ministry will remain focussed on remote learning until the end of June 2021.
- Public Health & Youth Vaccine Plan
- Secondary School Model (2021-22)
- Remote Learning Models (2021-22)
- Grade 8 and 12 Graduation Celebrations
- Summer Learning Opportunities
- Director's Update (from Ministry and CODE)

Reports from:

14. Standing Committee – June 7, 2021

RESOLUTION #21-126: Trustee Galindo, seconded by Trustee Johnstone, moved: **That the Standing Committee Report – June 7, 2021 be approved including:**

- Safe Schools: Mapping Out Community Supports Report be received.
- that the Equity Action Plan Report be received.

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

15. Report from Committee of the Whole (private) – June 14, 2021

RESOLUTION #21-127: Trustee Galindo, seconded by Trustee Bingham, moved: **That the report of the Committee of the Whole (private) – June 14, 2021 be approved including:**

- That the Human Resources Committee report from June 1, 2021 be received
- That the Finance & Facilities Committee report from June 10, 2021 be received
- That the tentative, revised Terms and Conditions of Employment for Professional Administrative Support Staff (PASS) be approved until August 31, 2023.

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

16. Notice of Motion – Access to Free Menstrual Products for Students in HWDSB Schools

Submitted by: Trustee Johnstone

June 14, 2021

Whereas: lack of access due to economic factors – often referred to as “period poverty” – impacts people who menstruate around the world and can be especially damaging at puberty, when schools’ interactions are crucial to a student’s development; and

Whereas: menstruation is not always predictable and can be a great source of anxiety for students especially when products are not readily available in washrooms where they would need them, and

Whereas: one-third of people who menstruate under the age of 25 in Canada struggle to afford menstrual products, and 70 percent of people who menstruate say they have missed work or school due to their periodⁱ, and

Whereas: menstrual products are necessary and essential to menstrual health, comfort and participation in work, school and society, and

Whereas: all other necessary sanitary supplies are already supplied in washrooms such as soap, toilet paper and water, and

Whereas: in some cases, free menstrual products are provided to students only at a student’s request, which invades student privacy, can be uncomfortable and is inequitable in how we meet the needs of students who menstruate, and

Whereas: the products currently provided in some of our schools are provided by school administration or individual teachers or staff and may be funded by charitable donations or private generosity and not guaranteed as a right to students, and many students are unaware of where and how to access the products at their schools, and

Whereas: OSTA-AECO has requested in their Grants For Student Needs 2021-22 pre-budget submission that the Ministry establish a new fund that would allocate monies towards school boards for no-cost menstrual hygiene products for students who menstruate,

Whereas: Other school boards in Ontario are already providing menstrual products including Ottawa-Carleton DSB who has 72,000 students and has free menstrual products provisioned in washrooms at every school for a cost of \$150,000 annually,

Be it Resolved:

That HWDSB prepare a report to provision free menstrual products in the washrooms of all schools in the same barrier-free, equitable fashion that other sanitation products are made available no later than the 2022/23 fiscal budget, and that staff report back to the Board of Trustees.

Be it Further Resolved:

That HWDSB write to the Minister of Education and echo the request of OSTA-AECO and other school boards to request that Grants for Student Needs establish a new fund that will allocate monies towards school boards to provide menstrual hygiene products equitably and free of charge for students who menstruate.

RESOLUTION #21-128: Trustee Johnstone, seconded by Trustee Galindo, moved: **That HWDSB prepare a report to provision free menstrual products in the washrooms of all schools in the same barrier-free, equitable fashion that other sanitation products are made available no later than the 2022/23 fiscal budget, and that staff report back to the Board of Trustees.**

That HWDSB write to the Minister of Education and echo the request of OSTA-AECO and other school boards to request that Grants for Student Needs establish a new fund that will allocate monies towards school boards to provide menstrual hygiene products equitably and free of charge for students who menstruate.

CARRIED UNANIMOUSLY

Student Trustees Hesler and Zakar voted in favour

17. Oral Reports from Liaison Committees:

A. Student Trustee Report – Local Activities & Ontario Student Trustees Association (OSTA) Report

Student Trustees Zakar and Hesler shared that they have enjoyed their time as Student Trustees participating in Board meetings and have learned a lot from the experience. They have lead student Senate and worked together to create their goals, have had presentations and shared student voice. They have attended OSTA conferences and met many other Student Trustees across the Province and have learned how to be special and advocate for students. They shared their thanks for their mentors Trustees Cam Galindo and Maria Felix Miller as well and Superintendent Paul Denomme. Trustees had an opportunity to wish the Student Trustees luck in all of their future endeavours.

B. Director's Report

The Director, Manny Figueiredo shared that on behalf of Executive Council he would like to thank the Student Trustees for all of their work and for bringing their authentic voice and for being a reminder of why we are all here, to be in service to our students and our community. The Director acknowledged that this is Associate Director Peter Sovran's last Board meeting with HWDSB and thanked him for all of his years of service since 2013. Peter has been an outstanding Associate Director for the past four years supporting our Board through job sanctions and the operational impact of Covid-19. Peter will be greatly missed by the Board of Trustees as well as Executive Council as he takes on his role as Director of Upper Grand District School Board. The Director expressed his appreciation and gratitude to all staff and students as this has been a challenging year.

He also acknowledged the successes that we have had as we celebrate those students who are graduating from grades 8 and 12. He stated that equity will need to be front and centre as we focus on the needs of our students. He looks forward to welcoming students back to in-person learning and stated that our focus will have to be on social, emotional and in-person connections. He asks that staff take the time to rejuvenate as this has been a physically and emotionally trying time.

C. Chair's Report

The Chair also shared her thanks on behalf of the Trustees to Associate Director Sovran for his many years of leadership and service stating Upper Grand District School Board will be in great hands with Peter. She acknowledged the significant work that he has done especially over the past year and a half. She indicated that he will be missed by all around the table. The Chair acknowledged the loss of life in London last week and shared that she attended the vigil. The Chair and the Director have spoken about the need to combat Islamophobia.

The Chair noted that the Parent Involvement Committee is hosting an event on Tuesday, June 15, 2021 with a guest speaker and that tickets are available for the John C Holland event being held on June 19, 2021.

The Chair thanked families and students for all of the support that they have shown over the past year navigating all of the changes that have taken place. She also thanked school-based staff and educators as well as non-school based staff for all of the work and flexibility that they have shown over the past year.

She honoured the graduates for completing this year and for their perseverance and resilience. She indicated that getting through this year is an achievement all on its own. She wished everyone a safe and enjoyable summer.

The meeting adjourned at 9:18 p.m.

ⁱ <https://globalnews.ca/news/4239800/canada-cost-of-menstrual-products/>

Trustees: Kathy Archer, Christine Bingham, Becky Buck, Dawn Danko, Penny Deathe, Cam Galindo, Alex Johnstone, Maria Felix Miller, Carole Paikin Miller, Ray Mulholland and Paul Tut. **Student Trustees** Deema Abdel Hafeez and Aisha Mahmoud.

Regrets were received from Student Trustee Tanaya Kagige.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 6:21 p.m.

2. Declaration of Conflict of Interest

None were declared.

Reports Staff:

3. School Re-Opening (CoVID-19) Update #1

Staff presented a slide presentation and the report. Trustees and Student Trustees were provided an opportunity to ask questions. Some highlights of the presentation included:

- Summer Learning/Support 2021
- Public Health
- Immunization Disclosure and Testing Policy
- Shared Spaces and Extra-curriculars
- Community Use of Schools and Visitors
- Elementary School Models (in-person and remote)
- Secondary School Models (in-person and remote)
- Student Safety and Well-Being
- Ventilation
- Transportation
- Director's Update (from Ministry and CODE)

4. Report from Committee of the Whole (private) – August 23, 2021

There was nothing to report at this time.

5. Written Notice of Motion: A. Johnstone re: COVID-19 Vaccination and Testing Policy

Notice of Motion: Mandatory COVID-19 Vaccination and Testing Policy

Submitted by: Trustee Johnstone

Whereas, Ontario has entered the fourth wave of the pandemic, and where the City of Hamilton is among the lowest COVID vaccination rates in the province, and where the City of Hamilton recorded Ontario's highest COVID rate on August 11 and August 12, and where the City of Hamilton's modelling predicts that the fourth wave will largely impact the young and unvaccinated, and

Whereas, public education is the cornerstone and foundation of a health, vital and progressive society; and

Whereas, keeping schools open has been deemed a priority for children's learning, mental health and well-being and

Whereas, data shows that being fully vaccinated significantly reduces the risks of the most serious outcomes of COVID-19, including the variants of concern to date and

Whereas, vaccines are readily available throughout the City of Hamilton

Whereas, it is incumbent upon society to protect children under 12 who are ineligible to be vaccinated at this time and vulnerable populations who are at highest risk of developing complications from COVID-19 and

Whereas, Ontario has a precedent for requiring vaccinations to protect children and ensure schools remain as safe as possible;

Therefore, be it resolved:

- a) That the Director work collaboratively with Hamilton's local health unit, local partners and HWDSB employee groups to develop a strategy and protocol to require COVID-19 vaccination and testing for staff, Trustees and visitors, which can include a multi-pronged approach involving education and incentives to ensure HWDSB workplaces remain as safe as possible for students and staff alike;
- b) That the finalized protocol be implemented prior to school re-opening, if feasible, or as soon as practicably thereafter.

RESOLUTION #21-129: Trustee Johnstone, seconded by Trustee Tut, moved:

That the Director work collaboratively with Hamilton's local health unit, local partners and HWDSB employee groups to develop a strategy and protocol to require COVID-19 vaccination and testing for staff, Trustees and visitors, which can include a multi-pronged approach involving education and incentives to ensure HWDSB workplaces remain as safe as possible for students and staff alike;

That the finalized protocol be implemented prior to school re-opening, if feasible, or as soon as practicably thereafter.

The motion **CARRIED** on the following division of votes:

In Favour (9): Trustees Archer, Bingham, Danko, Deathe, Galindo, Johnstone, Miller, Mulholland and Tut.
Student Trustees Mahmoud and Abdel Hafeez voted in favour

Opposed (1): Trustee Buck

The meeting adjourned at 9:00 p.m.

Trustees: Christine Bingham, Becky Buck, Dawn Danko, Penny Deathe, Cam Galindo, Alex Johnstone, Maria Felix Miller, Carole Paikin Miller, Ray Mulholland and Paul Tut. **Student Trustees** Deema Abdel Hafeez, Aisha Mahmoud and Shakowennakara:tats Tanaya Kagige.

Regrets were received from Trustee Archer.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 5:30 p.m.

2. Approval of the Agenda:

RESOLUTION #21-130: Trustees Bingham/Buck moved: **That the agenda be approved.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

3. Declaration of Conflict of Interest

None were declared.

Reports Staff:

4. Immunization Disclosure and Testing Requirements Update

Staff presented information to date on the COVID-19 immunization disclosure for the education sector.

Presentation link: <https://www.hwdsb.on.ca/wp-content/uploads/meetings/Board-Appendices-1631561102.pdf>

Some highlights of the presentation included:

- As of Friday, September 10, at 1:00 pm, of the 7,251 staff who are actively working:
 - 5957 staff (82.2 %) are fully vaccinated
 - 657 staff (9%) are unvaccinated
 - 637 staff (9%) have not disclosed their vaccination status
- Communication Plan:
 - Friday, September 10, 2021: HWDSB shared our aggregated, depersonalized statistical information regarding attestations with the ministry
 - Wednesday (September 15, 2021): HWDSB will publicly post the aggregated, depersonalized statistical information and continue to do so on a monthly basis.
 - By September 24, 2021: School boards are expected to share updated aggregated, depersonalized statistical information with the ministry

5. Notice of Motion: Enhanced COVID-19 Precautions (presented by Trustee Johnstone)

Whereas public education is the cornerstone and foundation of a healthy, vital and progressive society; and

Whereas, keeping schools open has been deemed a priority for children's learning, mental health and well-being and

Whereas, data shows that being fully vaccinated significantly reduces the risks of the most serious outcomes of COVID-19, including the variants of concern to date and

Whereas, vaccines are readily available throughout Hamilton

Whereas, it is incumbent upon society to protect children under 12 who are ineligible to be vaccinated at this time and vulnerable populations who are at highest risk of developing complications from COVID-19 and

Whereas, Ontario has a precedent for requiring vaccinations to protect children and ensure schools remain as safe as possible;

Be it resolved that:

1. *HWDSB work collaboratively with Hamilton's local public health unit, local partners and HWDSB employee groups to develop a mandatory COVID-19 vaccination procedure that is grounded in education and supportive incentives;*
 - a. *Requires all employees, trustees, service providers and volunteers to provide proof of full vaccination against COVID-19 while adhering to legislated privacy standards;*
 - b. *Requires any employee, trustee or service provider who is not fully vaccinated to participate in an exemption process, with approvals where there is a legal obligation to accommodate; and*
 - c. *For anyone who is not adhering to the procedure requirements by an established deadline, that staff develop appropriate steps including limiting access to the physical environments at HWDSB;*
 - d. *Requires any employee, trustee or service provider who has an approved formal exemption and is not vaccinated be accommodated and required to complete regular asymptomatic rapid testing and demonstrate a negative test, as per the recommendations by Public Health.*
2. *That HWDSB exercise enhanced precautions for higher risk school activities, including but not limited to, wind instruments, singing, assemblies and contact sports in school settings. Enhanced precautions can include limiting activities to outdoors, asymptomatic rapid-testing for students and/or bell covers or additional masking requirements for musical instruments.*
3. *That HWDSB review and consider reducing or waiving or subsidizing school fees for the 2021/22 school year in partnership with the Hamilton Foundation for Student Success given that many Hamilton families have lost jobs and are facing financial hardship as a result of the COVID-19 pandemic*
4. *That the Chair write a letter to the local Chief Medical Officers of Health, Ontario's Chief Medical Officer of Health and the Minister of Education affirming that the board supports COVID-19 vaccines be added to the list of compulsory vaccinations under the Immunization of School Pupils Act for all eligible students, as advocated by the Ontario Public School Boards' Association.*
5. *That the Chair write a letter to the local Chief Medical Officers of Health, Ontario's Chief Medical Officer of Health, the Minister of Education and the Minister of Health asking that they apply a "first to open and last to close" approach to school closures to protect public education to the greatest extent possible.*

RESOLUTION #21-131: Trustees Buck/Johnstone moved: **That bullet #3 be amended to "That HWDSB review and consider reducing or waiving or subsidizing school fees for the 2021/22 school year and that staff approach the Hamilton Foundation for Student Success for possible support given that many Hamilton families have lost jobs and are facing financial hardship as a result of the COVID-19 pandemic."**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

RESOLUTION #21-132: Trustees Johnstone/Tut moved: **That HWDSB work collaboratively with Hamilton's local public health unit, local partners and HWDSB employee groups to develop a mandatory COVID-19 vaccination procedure that is grounded in education and supportive incentives;**

- a. Requires all employees, trustees, service providers and volunteers to provide proof of full vaccination against COVID-19 while adhering to legislated privacy standards;
- b. Requires any employee, trustee or service provider who is not fully vaccinated to participate in an exemption process, with approvals where there is a legal obligation to accommodate; and
- c. For anyone who is not adhering to the procedure requirements by an established deadline, that staff develop appropriate steps including limiting access to the physical environments at HWDSB;
- d. Requires any employee, trustee or service provider who has an approved formal exemption and is not vaccinated be accommodated and required to complete regular asymptomatic rapid testing and demonstrate a negative test, as per the recommendations by Public Health.

The motion **CARRIED** on the following division of votes:

In Favour (9): Trustees Bingham, Danko, Deathe, Galindo, Johnstone, Miller, Mulholland, Paikin Miller, Tut
Opposed (1): Trustee Buck

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

RESOLUTION #21-133: Trustees Johnstone/Tut moved: **That HWDSB exercise enhanced precautions for higher risk school activities, including but not limited to, wind instruments, singing, assemblies and contact sports in school settings. Enhanced precautions can include limiting activities to outdoors, asymptomatic rapid-testing for students and/or bell covers or additional masking requirements for musical instruments.**

The motion **CARRIED** on the following division of votes:

In Favour (9): Trustees Bingham, Danko, Deathe, Galindo, Johnstone, Miller, Mulholland, Paikin Miller, Tut
Opposed (1): Trustee Buck

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour.

RESOLUTION #21-134: Trustees Johnstone/Tut moved: **That HWDSB review and consider reducing or waiving or subsidizing school fees for the 2021/22 school year and that staff approach the Hamilton Foundation for Student Success for possible support given that many Hamilton families have lost jobs and are facing financial hardship as a result of the COVID-19 pandemic.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

RESOLUTION #21-135: Trustees Johnstone/Tut moved: **That the Chair write a letter to the local Chief Medical Officers of Health, Ontario's Chief Medical Officer of Health and the Minister of Education affirming that the board supports COVID-19 vaccines be added to the list of compulsory vaccinations under the Immunization of School Pupils Act for all eligible students, as advocated by the Ontario Public School Boards' Association.**

The motion **CARRIED** on the following division of votes:

In Favour (8): Trustees Bingham, Danko, Deathe, Galindo, Johnstone, Mulholland, Paikin Miller, Tut
Opposed (25): Trustees Buck, Miller

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour.

RESOLUTION #21-136: Trustees Johnstone/Tut moved: **That the Chair write a letter to the local Chief Medical Officers of Health, Ontario's Chief Medical Officer of Health, the Minister of Education and the Minister of Health asking that they apply a "first to open and last to close" approach to school closures to protect public education to the greatest extent possible.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

6. Resolution Into Committee of the Whole (private)

RESOLUTION #21-137: Trustees Galindo/Deathe moved: **That the Board move into Committee of the Whole (Private), this being done at 7:20 p.m.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud and Shakowennakara:tats Kagige voted in favour

Board meeting resumed at 9:40 pm in public session. Trustees Mulholland and Paikin Miller and Shakowennakara:tats Kagige were not present for the remainder of the agenda.

7. Report from Committee of the Whole (private) – September 13, 2021

RESOLUTION #21-138: Trustees Galindo/Tut moved: **That the report of the Committee of the Whole (private) – September 13, 2021 be received noting that Trustees have considered proposed breaches of the Trustee Code of Conduct. Trustees have determined recommendations for breaches of the code of conduct, and recommendations for subsequent sanctions, to be brought before the Board in public session.**

The Board of Trustees confirm the conclusions of an Integrity Commissioner that in correspondence to the Board, Trustee Paikin Miller breached the code of conduct, specifically to:

Maintaining the integrity and dignity of office

2. Trustees, as elected officials of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property and shall at all times act with decorum and be respectful of other Trustees, staff, students and the public.

3. Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Civil Behaviour

9. When expressing individual views, Trustees shall respect the differing points of view of other Trustees, staff, students and the public.

Respect for confidentiality

12. Trustees shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that a Trustee becomes aware of because of his or her position, except when required by law or authorized by the Board to do so.

Upholding decisions

14. Trustees shall uphold the implementation of any Board resolution after it is passed by the Board.

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

RESOLUTION #21-139: Trustees Galindo/Tut moved: **That based on the above breaches, the following sanctions are recommended:**

- A. Issue a formal letter of Censure of the trustee as an official reprimand
- B. Requesting a formal apology to Trustee Miller, Board of Trustees, and HWDSB Students and Staff, specifically for behaviour unbecoming of a trustee and the cost incurred by the Board for this investigation

- C. Barring the trustee from sitting on all committees of the board until the end of the Trustee elected term, November 30, 2022.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

8. Report from Chair of the Board re: Trustee Sanctions (update)

Chair Danko provided an update on sanctions against Trustees from the spring. As a board we have been monitoring sanctions, working to support sanctions requiring training, and tracking completion.

Trustee Johnstone has completed all but one of the sanctions imposed by the Board, with the additional training on equity, governance and anti-racism scheduled for this fall. We thank Trustee Johnstone for her efforts to meet the sanctions set out by the Board.

Trustee Paikin-Miller is adhering to the sanction that bars her from attending committees of the Board. She has a number of unfulfilled sanctions, including the request for a formal apology and the request to step down. Additional training on equity, governance and anti-racism will be offered this fall.

The board will continue to monitor sanctions and follow up in December 2021 per the timelines set by the Board.

RESOLUTION #21-140: Trustees Galindo/Bingham moved: **That the meeting be extended by 15 minutes to 10:15 pm.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

9. Oral Reports from Liaison Committees:

A. City/School Board Liaison Committee

There is nothing to report at this time.

B. Hamilton-Wentworth Home & School Association

Trustee Galindo noted that the Home & School Association has had their first meeting of this school year and shared how they are supporting families in the community without having access to the buildings. Their next scheduled meeting is October 14, 2021.

C. Hamilton Foundation for Student Success (HWDSB Foundation)

There is nothing to report at this time. The first meeting is scheduled for October 13, 2021.

D. Ontario Public School Boards' Association (OPSBA)

Trustee Johnstone provided an update on the Policy Working Committee with OPSBA and noted that the next Board of Directors meeting is scheduled for September 25, 2021.

The meeting adjourned at 10:15 p.m.



OPEN LETTER re: MANDATORY 'VACCINATION'

Wednesday, September 8, 2021

Dear Trustees, Directors and Superintendents,

Educators For Human Rights (EFHR) represents a growing number of Ontario teachers and education workers in the public education sector.

As we have previously stated, and we repeat, "the medical and health choices of each member are the sole purview of that member." Our unions, employers and colleagues must respect that privacy.

The law is unequivocal on this.

We therefore categorically reject any notion that the union, the employer, the government or anyone else has any say in the matter of a member's health and health choices, and its disclosure.

Notwithstanding that unwavering position, today we are writing to clarify our position on mandatory COVID-19 vaccinations and mandatory testing of COVID-19 for unvaccinated, accommodated educator(s) and those who choose not to disclose their private medical history to their school board.

Our members across Ontario are not going to disclose their vaccination status to their school board employers as personal medical health is protected by privacy laws and other legislation. The medical health and choices of an individual are private and confidential and therefore are not required to be disclosed to anyone.

The school boards do not have the right to ask about vaccination status, and there is no legitimate scientific let alone lawful rationale for these mandates, despite the despotic, and desperate, totalitarian edicts emanating from the Ontario Chief Medical Officer of Health's office.

Each individual's privacy is protected under the Personal Information Protection and Electronic Documents Act, 2000 (PIPEDA), the Personal Health Information Protection Act, 2004 (PHIPA) as well as the Ontario Occupational Health and Safety Act, R.S.O. 1990, c. O.1 and the Municipal Freedom of Information and Protection of Privacy Act, RSO 1990.

Further, members are not going to consent to any type of COVID-19 testing that the school boards are mandating. They will not give informed consent.

Informed consent means that the person who will administer the medical treatment or procedure needs to inform you of all the benefits and risks associated with the medical treatment or procedures as well as alternative treatments before you decide if you will consent or not. This is medical freedom. These are our God-given inalienable rights that simply cannot be unilaterally overridden by decree.

Elements of consent include your expressed, informed and explicit consent (voluntary) and must be obtained prior to treatment. Without consent it is considered assault under the Criminal Code of Canada. Consent given under fear or duress is not consent. Section 265(3) of the Criminal Code of Canada defines consent in relation to assault as:

Consent

(3) For the purposes of this section, no consent is obtained where the complainant submits or does not resist by reason of

- (a) the application of force to the complainant or to a person other than the complainant;
- (b) threats or fear of the application of force to the complainant or to a person other than the complainant;
- (c) fraud; or
- (d) the exercise of authority.

The Ontario Health Care Consent Act, 1996 defines "consent" as well:

CONSENT TO TREATMENT

No treatment without consent

10 (1) A health practitioner who proposes a treatment for a person shall not administer the treatment, and shall take reasonable steps to ensure that it is not administered, unless,

- (a) he or she is of the opinion that the person is capable with respect to the treatment, and the person has given consent; or
- (b) he or she is of the opinion that the person is incapable with respect to the treatment, and the person's substitute decision-maker has given consent on the person's behalf in accordance with this Act. 1996, c. 2, Sched. A, s. 10 (1).

Elements of consent

11 (1) The following are the elements required for consent to treatment:

1. The consent must relate to the treatment.
2. The consent must be informed.
3. The consent must be given voluntarily.
4. The consent must not be obtained through misrepresentation or fraud. 1996, c. 2, Sched. A, s. 11 (1).

Treatment is defined in the Ontario Health Care Consent Act, 1996 as follows:

“means anything that is done for a therapeutic, preventive, palliative, diagnostic, cosmetic or other health-related purpose, and includes a course of treatment, plan of treatment or community treatment plan.”

This definition would include any vaccination or any COVID-19 test, as they are both, allegedly, “preventive,” “diagnostic” and for a “health-related purpose.”

The Nuremberg Code, to which Canada is a signatory, states that it is essential before performing a medical procedure on human beings, that there is voluntary informed consent. It also confirms a person involved should have legal capacity to give consent, without the intervention of any element of force, fraud, deceit, duress, overreaching, or other ulterior form of constraint or coercion; and should have sufficient knowledge and comprehension of the elements of the subject matter involved as to enable him/her to make an informed decision.

Nuremberg Code: Article 6, Section 1:

Any preventative, diagnostic and therapeutic medical intervention is only to be carried out with the prior, free and informed consent of the person concerned, based on adequate information. The consent should, where appropriate, be expressed and may be withdrawn by the person concerned at any time and for any reason without disadvantage or prejudice.

Nuremberg Code: Article 6: Section 3:

In no case should a collective community agreement or the consent of a community leader or other authority substitute for an individual's informed consent.

By forcing employees to submit to a COVID-19 vaccination or test (including the rapid antigen test), a board is in breach of the Nuremberg Code.

There are also the Universal Declaration on Bioethics and Human Rights and the Helsinki Declaration which provide very clear guidance on the matter of medical informed consent and testing.

Furthermore, the Supreme Court of Canada has well established case law that deals with medical treatment without the informed consent of the patient. Case law, to some in the legal field, would be regarded as the most recent, gold-standard-type of law. Case law cannot be overturned or overruled without new case law on that issue. The Supreme Court of Canada has made it clear that it is unconstitutional to force medical treatment of any kind without the informed consent of the patient. Any action taken by an employer in contravention of case law, would be unlawful.

In terms of accessing an individual's health records, the Ontario Occupational Health and Safety Act also speaks to this. Under the Ontario Occupational Health and Safety Act, R.S.O. 1990, c. O.1 under Section 63(2) it states:

Information confidential

Employer access to health records

- (2) No employer shall seek to gain access, except by an order of the court or other tribunal or in order to comply with another statute, to a health record concerning a worker without the worker's written consent. R.S.O. 1990, c. O.1, s. 63 (2).

Also under the Ontario Occupational Health and Safety Act, R.S.O. 1990, c O.1 it outlines penalties:

PART IX

OFFENCES AND PENALTIES

Penalties

- 66 (1) Every person who contravenes or fails to comply with,
- (a) a provision of this Act or the regulations;
 - (b) an order or requirement of an inspector or a Director; or
 - (c) an order of the Minister,

is guilty of an offence and on conviction is liable to a fine of not more than \$100,000 or to imprisonment for a term of not more than twelve months, or to both. R.S.O. 1990, c. O.1, s. 66 (1); 2017, c. 34, Sched. 30, s. 4 (1).

While we recognize that Section 63(2) of the Ontario Occupational Health and Safety Act, 1990 states that accessing the health records of an employee is subject to any other statute (which presumably includes the Reopening Ontario {A Flexible Response to Covid-19} Act, 2020), it is nonetheless important to highlight this Act. “Any other statute” is a very broad legal inclusion and would include many of the laws we have referenced in this letter.

As we understand it, all law must be compatible and in compliance with other legislation, and all of it must comply with the Charter and the Canadian Bill of Rights.

The Canadian Charter of Rights and Freedoms Section 2 (a) (freedom of conscience and religion) and Section 7 (everyone has the right to life, liberty, and security of person and the right not to be deprived thereof except in accordance with the principles of fundamental justice) apply to these mandates. Human bodily autonomy is as basic as it gets in terms of rights. We have the right to liberty – and this includes an individual’s right to refuse medical treatment (including experimental, investigational, authorized or even “approved” ‘vaccines’ or any of the available tests for COVID-19).

The Canadian Bill of Rights includes:

PART I

Bill of Rights

1 It is hereby recognized and declared that in Canada there have existed and shall continue to exist without discrimination by reason of race, national origin, colour, religion or sex, the following human rights and fundamental freedoms, namely,

(a) the right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law;

The PCR and antigen tests are a form of genetic testing and also would fall under the definition of a medical procedure. As such, Bill S-201, the Genetic Non-Discrimination Act, Statutes of Canada 2017: “An Act to prohibit and prevent genetic discrimination” applies. In this Act “genetic test” is defined as “a test that analyzes DNA, RNA or chromosomes for purposes such as the prediction of disease or vertical transmission risks, or monitoring, diagnosis or prognosis (*test génétique*).”

This legislation also outlines prohibitions:

Prohibitions

Genetic test

3 (1) It is prohibited for any person to require an individual to undergo a genetic test as a condition of

- (a) providing goods or services to that individual;
- (b) entering into or continuing a contract or agreement with that individual; or
- (c) offering or continuing specific terms or conditions in a contract or agreement with that individual.

As well, the Act outlines offences and punishment:

Contravention of sections 3 to 5

7 Every person who contravenes any of sections 3 to 5 is guilty of an offence and is liable

- (a) on conviction on indictment, to a fine not exceeding \$1,000,000 or to imprisonment for a term not exceeding five years, or to both; or
- (b) on summary conviction, to a fine not exceeding \$300,000 or to imprisonment for a term not exceeding twelve months, or to both.

Lastly, as indicated by Ontario Public Health numerous times (and as evidenced in our ICU statistics), vaccinated persons can still get and transmit COVID-19 despite their inoculation. With this “scientific” evidence, why are only the non-disclosed, unvaccinated or accommodated persons under the Human Rights Code forced to comply with the mandatory COVID-19 testing? The testing, hypothetically, is to ensure that you don’t transmit COVID-19 to other co-workers or the students that you interact with on a regular basis.

The fact that boards are outwardly targeting unvaccinated, accommodated or non-disclosed employees is grounds for discrimination and harassment and is liable for legal action as well. In addition, discriminating against non-disclosed, unvaccinated or accommodated employees is contrary to school board policy and our collective agreements.

It is evident that the public school boards in Ontario are in breach of a range of federal and provincial legislation, the collective agreements, as well as case law and their own internal policies and procedures with the recent COVID-19 vaccination and testing mandates.

Management rights, per collective agreements and the KVP test, cannot supersede the Charter and the various legislative instruments we have outlined herein, nor do they have any power whatsoever over an individual’s bodily autonomy, or unilaterally negate an individual’s fundamental right to medical privacy.

Moreover, given the significant, wide-ranging implications of these mandates, management rights must not and cannot simply disregard or discard ample available evidence that completely refutes the “science” that Ontario’s Chief Medical Officer of Health and the Ontario Science Table relentlessly invoke -- but actually never provide in any meaningful way, most often lacking relevant context -- to justify implementing and enforcing these illegal, unlawful and unethical intrusions, and the subversive attempts to circumvent the law through deception, obfuscation and intimidation tactics.

Across Canada (and internationally), numerous court actions are awaiting to allow a full discovery, examination and contextualization of this evidence, but courts have been delayed from hearing these cases, which is itself highly suspect.

We also note the inconsistent mandate policies emerging across boards (and sectors, across Canada), where some demands are far more invasive and discriminatory than others. While we outright reject them all as invalid and unlawful, if the policies are not universally consistent we contend they are inequitable and therefore automatically invalidated and unenforceable.

In conclusion, we hereby notify the employer that our members will hold each trustee, director and superintendent, as employer management representatives, individually and personally liable for any financial injury and/or loss of personal income and ability to provide food and shelter for our families if school boards threaten, implement or enforce any degree of punitive, coercive or discriminatory actions against an individual based on an individual’s legal and lawful right to not participate in the Ontario public school boards’ COVID-19 vaccination and testing mandates; we will neither disclose our vaccination status to the employer or any other designate or agency, nor will we participate in any testing schemes imposed on us.

Sincerely,
Educators For Human Rights
EducatorsForHumanRights@protonmail.com

- Cc. Hon. Doug Ford
Hon. Stephen Lecce
Hon. Christine Elliott
Nancy Naylor (EDU)
Karen Brown (ETFO)
Barb Dowbrowolski (OECTA)
Karen Littlewood (OSSTF)
Anne Vinet-Roy (AEFO)
- Fred Hahn (CUPE)
Warren Thomas (OPSEU)
Parker Robinson (OTF)
Sam Hammond (CTF)
Cathy Abraham (OPSBA)
Lisa Collins (OPC)
Tony Pontes (CODE)
Dr. Kieran Moore (OCMOH)
- Dr. Barbara Yaffe (OACMOH)
Daniel Therrien (OPC)
Patricia DeGuire (OHRC)
Rocco Galati (CRC)
Amina Sherazee (CRC)

*Please view our Mission Statement on Facebook, Instagram and Twitter:
@EducatorsHuman*

Selected list of applicable federal and provincial statutes and international declarations whereby ‘mandatory’ ‘vaccination’ and testing is unlawful and unethical (including but not limited to):	Constitution Acts, 1867-1982 / The Canadian Charter of Rights and Freedoms Canadian Bill of Rights Canadian Human Rights Act Genetic Non-Discrimination Act Criminal Code Privacy Act (Canada) Personal Information Protection and Electronic Documents Act Human Rights Code (Ontario) Personal Health Information Protection Act (Ontario) Health Care Consent Act (Ontario) Occupational Health and Safety Act (Ontario) Freedom of Information and Protection of Privacy Act (Ontario) Municipal Freedom of Information and Protection of Privacy Act (Ontario) Education Act (Ontario) Universal Declaration on Bioethics and Human Rights Nuremberg Code Helsinki Declaration Oakes Test KVP Test Hippocratic Oath Physician’s Pledge
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September 22, 2021

To: Manny Figueiredo, Director of Education
Dawn Danko, Chair of the Board of Trustees

Re: Return of Fully Vaccinated Volunteers

On behalf of the Parent Involvement Committee, I would like to express and request your support for the return of fully vaccinated volunteers to our schools. We know that students achieve better results when parent involvement plays a role in their school experience. In many cases, parents are involved as volunteers.

Volunteers offer support to schools in many ways at both the elementary and secondary levels. They support nutrition and lunch programs, ensuring students have access to healthy nutritious food; read with kindergarten and primary students to help achieve every child reading by the end of grade one; drive students to ensure they can participate in activities; and assist staff with coaching or leading extracurricular teams and clubs.

Through a safe and thorough process, similar to the Vulnerable Sector Screening, every fully vaccinated volunteer must go through to be accepted as a volunteer. They would follow the same protocols expected of staff, trustees and contractors, in order for them to provide vaccination protection for students and staff and not pose added risk. We respect that public health guidelines must be followed and believe that volunteers will respect and follow all expectations.

Dedicated volunteers are a true piece to the educational experience and success of all students, not only in high priority schools but in every school within HWDSB. We implore you to ensure that any fully vaccinated volunteer is considered to return and not just those who are considered "essential".

The mental and physical well-being of students is very important. With the return of extra-curricular activities, we are moving in the right direction to supporting the mental health of students. Please consider taking the next step and reinstate the full return and support of volunteers.

Sincerely,

Amanda Fehrman

Chair

HWDSB Parent Involvement Committee

COMMITTEE REPORT

Presented to: Board

Date of Meeting: September 27, 2021

From: Policy Committee

Date of Meeting: September 15, 2021

The committee held a meeting from 5:30 p.m. to 5:52 p.m. on September 15, 2021 with Trustee Miller presiding.

Members present were: Trustees Becky Buck, Cam Galindo and Maria Felix Miller.

ACTION ITEMS:**A. Performance Appraisal Policy**

The Committee considered the Performance Appraisal Policy. This Policy is up for its cyclical review. Staff have reviewed this policy and minor changes have been made to the language in the Guiding Principles section to reflect recognition of an engaged and effective staff team across the organization.

The committee requested that staff consider making a change to bullet #2 in the Guiding Principles section to provide more clarity and include reference to the Strategic Directions.

On motion of Trustee Buck, the Policy Committee **RECOMMENDS that the Performance Appraisal Policy be approved.**

CARRIED

B. Professional Learning Policy

The Committee considered the Professional Learning Policy. This policy was up for its cyclical review. Staff have reviewed this policy and minor changes have been made to the language in the Guiding Principles section to reflect a focus on board and staff professional learning.

On motion of Trustee Galindo, the Policy Committee **RECOMMENDS that the Professional Learning Policy be approved.**

CARRIED

Respectfully submitted,
Maria Felix Miller, Chair of the Committee



Performance Appraisal

Date Approved: XXXX

Projected Review Date: XXXX

Page 1 of 3

PURPOSE:

Hamilton-Wentworth District School Board (HWDSB) believes that all students receive the benefit of an educational system staffed by competent and effective staff who have received the assistance of management in their professional growth and support with identifying career goals.

GUIDING PRINCIPLES:

- Support all employees with carrying out their responsibilities in a cooperative and professional manner, working in compliance with HWDSB policy and procedures, the Education Act and other relevant legislation.
- Recognize that an engaged and effective staff team across the organization promotes all HWDSB Strategic Direction Goals with the foundation of Anti-Racism, Anti-Oppression, Anti-colonialism and Equity and Inclusion.
- Value employees by respecting their concerns, responding to their needs, encouraging professional growth and recognizing their accomplishments.
- Provide staff with professional and leadership development to strengthen employees' skills, knowledge and competencies.

INTENDED OUTCOMES:

- Performance management of all staff is conducted in accordance with one of the following Ministry mandated/HWDSB processes for their appropriate employee group:
 - Director's Performance Appraisal (DPA)
 - Employee Performance Appraisal (TBD)
 - Principal/Vice Principal Performance Appraisal (PPA)
 - Supervisory Officer Performance Appraisal (SOPA)
 - Teacher Performance Appraisal (TPA) and New Teacher Induction Program (NTIP)
- Employee professional learning, leadership development and performance management processes promote continuous improvement and engagement for all employee groups.

RESPONSIBILITY:

Director of Education
Members of Executive Council



Performance Appraisal

Date Approved: XXXX

Projected Review Date: XXXX

Page 2 of 3

TERMINOLOGY:

Professional Learning: A comprehensive, sustained, and intensive approach to improving employee effectiveness.

Performance Management: An assessment of an employee to gauge progress toward predetermined goals.

ACTION REQUIRED:

The performance of employees is appraised based on the procedures and guidelines indicated within the performance appraisal system as legislated or mandated for each employee group at HWDSB.

PROGRESS INDICATORS:

Intended Outcome	Assessment
Performance management of all staff is conducted in accordance with one of the following Ministry mandated/HWDSB processes for their appropriate employee group: <ul style="list-style-type: none"> o Director's Performance Appraisal (DPA) o Employee Performance Appraisal (TBD) o Principal/Vice Principal Performance Appraisal (PPA) o Supervisory Officer Performance Appraisal (SOPA) o Teacher Performance Appraisal (TPA) and New Teacher Induction Program (NTIP) 	Completion of performance appraisals in accordance with legislated guidelines and HWDSB appraisal processes, which will be reported to the Board of Trustees annually.
Employee professional learning, leadership development and performance management processes promote continuous improvement and engagement for all employee groups.	Growth/Development/Continuous Improvement Plans in place for employees who have completed performance appraisals, which will be reported to the Board of Trustees annually.

REFERENCES:

Government Documents
Education Act



Performance Appraisal

Date Approved: XXXX

Projected Review Date: XXXX

Page 3 of 3

Education Act Regulations
Ontario Leadership Framework

HWDSB Policies

Staff Development
Accommodation of Staff
Equity and Inclusion



Professional Learning

Date Approved: XXXX

Projected Review Date: XXXX

Page 1 of 2

PURPOSE:

Hamilton-Wentworth District School Board (HWDSB) is committed to fostering an environment of continuous learning and improvement for all its employees, through various supports and programs that align with HWDSB's strategic directions.

GUIDING PRINCIPLES:

- Deliver learning programs and supports that are driven by the HWDSB Strategic Direction, system initiatives, legislated regulations, school/service department plans and identified staff needs.
- Promote the development of collaborative environments in which participants share a commitment to Anti-Racism and Anti-Oppression, Indigenous Cultural Safety, and inclusive education principles and practices.
- Promote a professional learning culture that is focused on the development of collective and distributed leadership that builds a culture of academic optimism - collective efficacy, trust and high expectations for staff and students.
- Provide a variety of in-person and virtual learning opportunities that foster collaboration, are accessible and meet the diverse learning needs of all employees.
- Provide staff with professional and leadership development to strengthen employees' skills, knowledge and competencies.

INTENDED OUTCOMES:

Effective employee professional learning promotes a climate of continuous improvement and engagement for all employee groups.

RESPONSIBILITY:

Director of Education
Members of Executive Council

TERMINOLOGY:

Professional Learning: A comprehensive, sustained, and intensive approach to improving employee effectiveness.

Distributed Leadership: Leadership as a product of the interactions of leaders, their followers and their situation.



Professional Learning

Date Approved: XXXX

Projected Review Date: XXXX

Page 2 of 2

Academic Optimism: is the belief that: one's work can make a difference; the organization has the ability to achieve; and the organization has a culture of high expectations.

ACTION REQUIRED:

Priorities for developing and delivering professional learning, will be determined by the directions and strategies identified within the Board Annual Plan, through Ministry guidelines and other legislated requirements.

PROGRESS INDICATORS:

Intended Outcome	Assessment
Effective employee professional learning promotes a climate of continuous improvement and engagement for all employee groups.	Professional learning for employees will be assessed through the employee survey, focusing on continuous improvement opportunities and staff engagement.

REFERENCES:

Government Documents

Education Act Regulations

HWDSB Policies

Accessibility Standards for Customer Service

Equity and Inclusive Education Occupational Health and Safety

Committee Report

Presented to: Board

Meeting date: September 27, 2021

From: Parent Involvement Committee

Meeting date: June 8, 2021

The committee held a MS Teams meeting on June 8th from 6:30 pm. to 8:30 p.m. with Chair Amanda Fehrman presiding.

Members present were: Amanda Lloyd, Tyler McNeil, Lianne Broughton, Susan Ferguson, Stephanie Lostanaw Lavin, Heidi Oglesby, Mike Palma, Melanie Roberts, Shelley Stacey, Joanne Thompson, Heather Lambert-Hillen, Amanda Fehrman, Corrie Ledgerwood, Wasan Mohamad, Theresa Berry, Kiley Boyd, Adriana Harris, Erin Read Sasha Walsh, Suzi Spelic, Becky Buck, Penny Deathe, Nicola Giles, Estella Jones, Shawn McKillop, Beth Woof

INFORMATION ITEMS:

A PIC Elections

One application for Vice Chair. No nominations from the floor. Amanda Lloyd has been acclaimed as Vice Chair starting September 2021.

B Summer Learning for Students and Families

Dana Gillispie, Assistant Manager of Social Work, explained the various summer programs that are being arranged as supports for students and families. Examples of various topics are Peer Support, Coping with Covid, Depression, etc. Caregiver Workshops will offer such topics as Emotion Coaching, ADHD, Anxiety, etc.

C Facilities Update

Dave Anderson, Senior Facilities Manager, presented the Long Term Facilities Master Plan (2020-2021) which highlights Planning and Accommodation, Facility Assessment Classifications, Capital Projects, Facility Operations, and Maintenance Plan.

D Terms of Reference

The updated TOR will be voted for approval at the PIC meeting on September 14, 2021.

Respectfully submitted,

Amanda Fehrman, Chair

Committee Report

Presented to: Board

Meeting date: September 27, 2021

From: Parent Involvement Committee

Meeting date: September 14, 2021

The committee held a MS Teams meeting on September 14th from 6:30 pm. to 9:00 p.m. with Chair Amanda Fehrman presiding.

Members present were: Amanda Lloyd, Tyler McNeil, Lianne Broughton, Stephanie Lostanaw Lavin, Heidi Oglesby, Mike Palma, Melanie Roberts, Shelley Stacey, Heather Lambert-Hillen, Amanda Fehrman, Corrie Ledgerwood, Wasan Mohamad, Theresa Berry, Adriana Harris, Christine Schewe, Sasha Walsh, Cindy Stranak, Heather Harvey, Daniel Howe, Laura Farr, Natalie Rendall, Jay Edington, Shari Nevills, Carley Casey, Becky Buck, Penny Deathe, Nicola Giles, Estella Jones, Shawn McKillop, Beth Woof

INFORMATION ITEMS:

A. Updates/Protocols for Ventilation and COVID

Dave Anderson, Manager of Facilities, presented an overview of protocols for ventilation within the HWDSB schools as mandated from the Ministry. Matthew Kwan, Manager of Health and Safety, presented the enhanced public measures for students including masks and screening.

B. Athletics

Paul Denomme, Superintendent of Student Achievement and Michael Grobe, Systems Athletic Program Supervisor presented the plans for a Return to Sports for both elementary and secondary schools. A list of sports that will be starting in fall was provided.

C. School Council

Shawn McKillop, Corporate Communications Manager, gave an update of the School Council Start-Up Session on October 13th from 6:30 pm – 8:30 pm. The meeting will be virtual via MS Teams. Participants need to register to receive the link to this session.

D. Terms of Reference

The updated TOR will be discussed at the PIC meeting on October 14, 2021.

Respectfully submitted,
Amanda Fehrman, Chair

Committee Report

Presented to: Board

Meeting Date: September 27, 2021

From: Special Education Advisory Committee (SEAC)

Meeting date: June 16, 2021

The Committee held a meeting on Wednesday, June 16, 2021 beginning at 7:03 pm ending at 8:37 pm, with Chair Judy Colantino presiding.

Members present were Alex Johnstone, Trustee Wards 11 & 12, Cecile Santos-Ayrault, Association for Bright Children of Ontario, Judy Colantino, SEAC Chair, Down Syndrome Association of Hamilton, Lindsay Bray, McMaster Children's Hospital Developmental Pediatrics and Rehabilitation Portfolio, Lynn Vanderbrug, Lynwood Charlton Centre, Mark Courtepatte, Vice Chair, FASD Parent & Caregiver Support Group, Maureen Pangnan, Learning Disabilities Association of Halton-Hamilton, Michelle Campbell, Autism Ontario (Central West Chapter), Penny Deathe, Trustee, Ward 15, Susi Owen, CNIB Hamilton and Niagara, Tracy Sherriff, Community Living Hamilton, Jessica Malcew, VOICE for Hearing Impaired Children (Alternate)

Regrets: Lita Barrie, VOICE for Hearing Impaired Children, Lorraine Sayles, Children's Aid Society of Hamilton

MONITORING ITEMS:

A. Budget Update

Denise Dawson, Manager, Business Services, presented an overview of the balanced budget.

On the motion of Lynn Vanderbrug, seconded by Mark Courtepatte, the Committee recommends to the Board of Trustees, that the budget be approved as presented.

CARRIED.

B. 2021-2022 Special Education Plan

Peggy Blair, Superintendent of Specialized Services provided updated information for the Special Education Plan.

On the motion of Maureen Pangan, seconded by Susi Owen, the Committee recommends to the Board of Trustees, that the Special Education Plan be approved. The Special Education Plan can be viewed here:

CARRIED.

C. Correspondence

Support for Bill 172 in relation to FASD: Brant-Haldmand Norfolk Catholic District School Board.

On the motion of Judy Colantino, seconded by Maureen Pangan, the Committee recommends to the Board of Trustees, that a letter be sent to the Minister of Education in support of Bill 172. The Chair of the Board was informed of the recommended action and due to time sensitivity, agreed to prepare a letter on behalf of SEAC and the Board of Trustees.

D. Secondary Model

Angela Ferguson, Superintendent of Student Achievement, FOS 3, presented an overview of the Quadmester Model, with planning underway for September.

E. Social Work Services: Summer Learning for Students and Families

Dana Gillespie-Tozer, Assistant Manager, Social Work Services, provided a list of summer programs for students and families – dates of sessions to be released soon.

MEMBERS' UPDATE

F. Trustees

Penny Deathe, Trustee Ward 15

- Board of Trustees approved a motion to rename Ryerson School.
- Ministry of Education denied the HWDSB request to have schools open the last week of June.
- Graduations will be drive-by, each school is planning their own.

- Board of Trustees approved a motion to partner with the City of Hamilton, to provide secure public access to HWDSB properties.
- Board of Trustees approved a motion to provide menstrual products to all schools.

G. Local Association Representatives

Mark Courtepatte, Vice Chair, FASD Parent & Caregiver Support Group

- Hamilton Collaborative team is planning events for the September 9th FASD Awareness Day.
- Support Group Meeting on June 26th will have speaker from the John Howard Society to speak about the Federally funded JHS All 4 One Youth Justice Support Program.

Michelle Campbell, Autism Ontario (Central West Chapter)

- Autism Awareness Day will be held Saturday, June 26th at the Education Centre – 177 families have signed up.

Maureen Pangnan, Learning Disabilities Association of Halton-Hamilton

- We are expanding our mandate to include Hamilton more directly – looking for space to move to Hamilton, to make access to services more efficient – will have more information in September.

H. SUPERINTENDENT'S UPDATE

Peggy Blair, Superintendent of Specialized Services

- The Ministry of Education is engaging in consultation regarding the initial recommendations for the development of proposed Kindergarten to Grade 12 (K-12) Education Accessibility Standards. SEAC members may wish to review the recommendations and then engage in consultation through the government website.

Respectfully submitted by
Judy Colantino, Chair of SEAC

Committee Report

Presented to: Board

Meeting Date: September 27, 2021

From: Special Education Advisory Committee (SEAC)

Meeting date: June 21, 2021

The Committee held a meeting on Monday, June 21, 2021 beginning at 5:39 pm ending at 5:58 pm, with Chair Judy Colantino presiding.

Members present were Judy Colantino, SEAC Chair, Down Syndrome Association of Hamilton, Lita Barrie, VOICE for Hearing Impaired Children, Lorraine Sayles, Children's Aid Society of Hamilton, Lynn Vanderbrug, Lynwood Charlton Centre, Mark Courtepatte, Vice Chair, FASD Parent & Caregiver Support Group, Michelle Campbell, Autism Ontario (Central West Chapter), Penny Deathe, Trustee, Ward 15, Jessica Malcew, VOICE for Hearing Impaired Children (Alternate)

Regrets: Alex Johnstone, Trustee Wards 11 & 12, Cecile Santos-Ayrault, Association for Bright Children of Ontario, Lindsay Bray, McMaster Children's Hospital Developmental Pediatrics and Rehabilitation Portfolio, Maureen Pangnan, Learning Disabilities Association of Halton-Hamilton, Susi Owen, CNIB Hamilton and Niagara, Tracy Sherriff, Community Living Hamilton

INFORMATION ITEMS

A. Quadmester Model for Semester One

Angela Ferguson, Superintendent of Student Achievement, FOS 3, presented an overview of the Quadmester Model and the Alternating Day Model.

- Discussion on the model that would best support students that require special education supports/services followed.

On the motion of Lynn Vanderbrug, seconded by Mark Courtepatte, the Committee recommends to the Board of Trustees, that the Quadmester Model be adopted by Hamilton-Wentworth District School Board.

On the motion of Michelle Campbell, seconded by Lorraine Sayles, the Committee recommends that the Board of Trustees send a letter to the Minister of Education, supporting the Quadmester Model.

The Chair of the Board was informed of the recommended action and due to time sensitivity, agreed to prepare a letter on behalf of SEAC and the Board of Trustees.

Respectfully submitted by Judy Colantino, Chair of SEAC

Committee Report

Presented to: Board

Meeting date: September 27, 2021

From: Human Rights & Equity Community Advisory
Committee

Meeting date: June 10, 2021

The committee held a meeting on June 10, 2021 from 4:00 – 6:00 p.m. via MS Teams with Co-Chair Mouna Bile presiding.

Members present were: Neha Gupta, Carmen To, Jordan Carrier, Maise Raymond Brown, Mouna Bile, Coley Baisden Park, Tianna Follwell, Deborah Simon, Jessica Bowen, Tarek Ajak, Layla El-Dakhokhni. Trustees Galindo and Miller were also in attendance.

MONITORING ITEMS:

A. Response to Trustee Sanction

At the HREA committee meeting in March, the members decided to write a letter in response to Board chair Dawn Danko's letter to the committee regarding trustees' code of conduct investigation and sanctions. Members of the committee expressed their frustrations and feeling that the sanctions imposed were not enough to keep the Board accountable and build trust with affected communities. The letter was written but didn't get the chance to be looked at by all members since the meetings in April and May were not held due to quorum. Members agreed to edit the letter to add the committee's interest to work with the third-party consultant (Wentworth Strategy Group) selected to conduct the governance review. Members Tianna Follwell, Neha Gupta, Mouna Bile, Debora Simon and Coley Baisden Park are available over the summer to work with the Wentworth Strategy Group to ensure that students, families and community members and the HREA committee are consulted in a meaningful way. Because of the timing staff advised for the letter to be submitted as correspondence for the Board meeting on June 14, 2021.

A motion presented by Mouna Bile to submit the correspondence letter by Friday June 11, 2021 to be included in the Board package of the June 14, 2021 Board meeting. Approved by Coley Baisden Park and Seconded by Maise Raymond Brown

CARRIED.

B. Policy Update: Anti-Black Racism Policy and Human Rights Policy

Human Rights and Equity Officer, Yohana Otite provided the following update. Scoping reports for both the Human Rights Policy and the Anti-Black Racism Policy were presented to the Policy Committee and the Board. The policy development is approved and will start in the Fall. The process will include two phases of consultations with students, families, community members and other stakeholders. The HREA committee will play a key role in the development of these policies.

C. Student Census

The student census was administrator between May 3 to 28, 2021. To ensure that students who may have had difficulty engaging during remote learning have the opportunity to participate when school open in person, the student census survey will be reopened in September. In the fall a preliminary student census report will be released to the public.

D. Trustee Update

Trustee Maria Felix Miller informed the committee that the Board received: staff report on "Safe Schools Mapping of Community Supports" in response to the termination of the police liaison program, staff report on the Equity Action Plan and approval of Human Rights policy and Anti-Black racism policy developments.

Respectfully submitted by
Mouna Bile, Co-Chair