

HWDSB

Board Meeting

Monday, October 25, 2021

Virtual – audio will be livestreamed

Hamilton-Wentworth District School Board
20 Education Court, P.O. Box 2558
Hamilton, ON L8N 3L1

AGENDA: 6:00 pm

1. Call to Order and Land Acknowledgement
2. O Canada
3. Meeting Roll Call
4. Approval of the Agenda
5. Declarations of Conflict of Interest
6. [Confirmation of the Minutes: October 18, 2021](#)

Reports from Trustee Special Committees:

7. [Program Committee – October 14, 2021](#)

Reports from Legislated Committees:

8. [Parent Involvement Committee – October 12, 2021](#)

Reports from Staff

9. [Motion update – Mandatory Vaccine Procedure](#)

10. Oral Reports from:

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

11. 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, Christine Bingham, 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 Trustee Buck and Shakowennakara:tats Tanaya Kagige.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 6:15 p.m.

2. Delegations

Delegations were presented by the following:

A. Lyndon George, Executive Director, Hamilton Anti-Racism Resource Centre re: Elementary Focus Program Review

- Delegate commented on the Hamilton Wentworth District School Board Elementary Focus program review, specifically as it relates to equity. He noted that the goal of equity in education as outlined by the Ministry of Education, is identifying, removing, and preventing systemic barriers and discriminatory practices.
- He requested that during the program review, to consider ways they can improve equity for all students and to help empower students to learn and grow to their full potential.

B. Taylor Riopelle and Sophie Vivian re: Notice of Motion – Student Dress Code

- Delegates noted that the current dress code is primarily non inclusive of two things – the current fashion trends and gender identity.
- The dress code should be updated with gender neutral terms as to not exclude individuals who are non binary, genderfluid or transgender and should be equal for all genders and encouraging for self expression.

3. Approval of the Agenda:

RESOLUTION #21-149: Trustees Galindo/Archer moved: **That the agenda be approved.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour

4. Declaration of Conflict of Interest

None were declared.

5. Confirmation of the Minutes

Minutes from October 4, 2020 were confirmed.

Reports from Trustee Special Committees

6. Finance & Facilities – September 16, 2021

RESOLUTION #21-150: Trustees Galindo/Johnstone moved: **That Finance & Facilities Committee report from September 16, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

7. Governance – September 22, 2021

RESOLUTION #21-151: Trustees Tut/Miller moved: **That the Governance Committee report from September 22, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

8. Audit – September 23, 2021

RESOLUTION #21-152: Trustees Tut/Bingham moved: **That the Audit Committee report from September 23, 2021 be approved including that the annual report to the Board of Trustees for the year ended August 31, 2021 be approved and forwarded to the Ministry of Education.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

9. Program – September 21, 2021

RESOLUTION #21-153: Trustees Miller/Deathe moved: **That the Program Committee report from September 21, 2021 be approved including that a review of the HWDSB Elementary Focus Programs be conducted during the 2021-22 academic year.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

10. Human Resources – September 28, 2021

RESOLUTION #21-154: Trustees Deathe/Miller moved: **That the Human Resources Committee report from September 28, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Reports from Legislative Committees:

11. Special Education Advisory Committee – September 29, 2021

RESOLUTION #21-155: Trustees Johnstone/Deathe moved: **That the Special Education Advisory Committee report from September 29, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Reports from Community Advisory Committees:

12. French As a Second Language Community Advisory Committee – September 29, 2021

RESOLUTION #21-156: Trustees Galindo/Archer moved: **That the French As a Second Language Community Advisory Committee report from September 29, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

13. Report from the Committee of the Whole: October 18, 2021

Trustee Johnstone declared a conflict of interest with the Human Resources Committee report from September 28, 2021 and did not participate in the vote.

RESOLUTION #21-157: Trustees Galindo/Mulholland moved: **That the Committee of the Whole report from October 18, 2021 be approved including:**

- **That the Finance & Facilities Committee report from September 16, 2021 be approved, including that the following properties enter Phase 2 of the Property Disposition Process and enter into agreements for the same of Beverly Central, Dr. Seaton, Elizabeth Bagshaw, Glen Echo. Green Acres. Mountain View, Queen's Rangers and Spencer Valley.**

- That the Audit Committee report from September 23, 2021 be approved including the approval of the external audit plan for 2020-21
- That the Human Resources Committee report from September 28, 2021 be received.

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

14. Written Notice of Motion - Student Trustees Abdel Hafeez/Mahmoud re: Student Dress Code

Whereas: recent events have demonstrated that rape culture is pervasive across educational institutions, and we have a responsibility as public servants to ensure that our policies do not further perpetuate sexist and harmful notions that stigmatize one set of students over any other and;

Whereas: we have a responsibility to ensure that our policies do not place blame or undue responsibility on victims of sexual harassment and/or sexual assault and;

Whereas: we know that victims of sexual harassment and sexual assault often underreport these incidents due to an existing culture that places blame on the victim, and/or a fear of inaction or judgement after reporting an already traumatic experience(s) and;

Whereas: we recognize that our current Appropriate Dress is outdated and does not reflect our dedication to equity, inclusion, and supporting all of our students in their creativity, self-expression, and personal autonomy and;

Whereas: our current policy singles out traditionally “feminine” clothing, creates a double standard for one group, has the potential to be weaponized disproportionately, upholds sexist notions of modesty, and wastes staff resources in its implementation and enforcement and;

Whereas: “Historically, school dress codes have been written and enforced in ways that disproportionately and negatively impact: female-identified students, racialized students, gender diverse, transgender and non-binary students, students with disabilities, socioeconomically marginalized students and Indigenous, First Nation, Métis, and Inuit students. Focused, explicit, persistent and determined action is required to challenge and overcome this history.” (Toronto District School Board, Student Dress Policy, revised 2019) and;

Whereas: the purpose of a student dress code is to ensure a safe school environment, free of systems of oppression, and not to police a student’s individual expression or personal choice.

Be It Resolved: that the Board of Trustees direct staff to revise the current Appropriate Dress, removing sexist and outdated standards, and develop new guidelines that supports a safe school environment based on the principles of an anti-oppressive, non-discriminatory, equitable and inclusive education.

Be It Further Resolved: that similarly to the current student dress code at the Toronto District School Board, the HWDSB revised dress code is “developed to provide students with learning environments that are safe, equitable, welcoming and inclusive and recognizes that decisions about dress reflect individual expression of identity, socio-cultural norms, and economic factors and are personal and important factors to a person’s health and well-being.”

RESOLUTION #21-157: Trustees Miller/Deathe moved: **That staff revise the current Appropriate Dress, removing sexist and outdated standards, and develop new guidelines that supports a safe school environment based on the principles of an anti-oppressive, non-discriminatory, equitable and inclusive education.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

RESOLUTION #21-158: Trustees Miller/Deathe moved: **That a revised dress code be “developed to provide students with learning environments that are safe, equitable, welcoming and inclusive and recognizes that decisions about dress reflect individual expression of identity, socio-cultural norms, and economic factors and are personal and important factors to a person’s health and well-being; similar to that of TDSB.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

15. Oral Reports from Liaison Committees:

A. City/School Board Liaison Committee

No report at this time.

B. Hamilton-Wentworth Home & School Association

The next meeting is scheduled for November 18, 2021 at 7 pm and the association looks forward to the opportunity to invite volunteers back in schools.

C. Hamilton Foundation for Student Success

Student Support Grants

As of October 1, 2021, the Foundation began accepting applications for Student Support Grants for the 2021/2022 year on October 1, 2019. Student Support Grants are available to HWDSB students throughout the school year to help overcome extraordinary or emergency financial obstacles during their education journey. A student is eligible to receive a maximum of \$200.00 per school year and any HWDSB staff may apply on behalf of a student. A total of \$70,000.00 has been budgeted for Student Support Grants for the 2021/2022 year.

In response to the Board of Trustee request for HFSS to support families with school fees in 2021-22, the HFSS Board of Directors unanimously resolved: that the \$75,000.00 from Hamilton Community Foundation intended to support “Critical Student Needs” be transferred to HWDSB to be used towards waiving or subsidizing school fees for 2021/2022 school year. Furthermore, that Foundation staff work with HWDSB to launch a COVID-19 Recovery Campaign to raise funds to be used to assist students facing financial hardship, including subsidizing school fees, as a result of the COVID-19 pandemic.

D. Ontario Public School Boards’ Association (OPSBA)

Trustee Johnstone noted that the Public Education Symposium which takes places at the end of January will be taking place again in 2022 but as a virtual event. Trustee Johnstone also recognized that October 18 – 22, 2021 is Local Government Week and that OPSBA would be using their social accounts to highlight this event throughout the week.

The meeting adjourned at 8:20 p.m.

COMMITTEE REPORT

Presented to: Board

Date of Meeting: October 25, 2021

From: Program Committee

Date of Meeting: October 14, 2021

The committee held a meeting through MS TEAMS from 5:30 p.m. to 7:03 p.m. on October 14, 2021 with Trustee Becky Buck presiding.

Members virtually present were: Trustee Kathy Archer, Becky Buck (Chair), Dawn Danko, Penny Deathe and Maria Felix Miller.

MONITORING ITEMS:**A. Student Learning & Achievement Report**

Director Figueiredo noted that the report before the committee tonight was part of the annual plan that launched in January, with goals and targets spanning across 2020-2022. This report is a mid-year check in on two strategic goals – (1) reading and (2) graduation goals.

It was highlighted for the committee that the reading goal was changed from a focus on reading at provincial standard in Grade 1 to Grades 1 through 6. While there are still some challenges that have been identified with Grade 1, staff are seeing more positive successes with Grades 2 through 6. In terms of our graduation goal, HWDSB begins monitoring students in grade 7 through to graduation. However, given the outstanding challenges of the 2020-21 school year, staff are focusing on the current cohort of grade 10s as their transition to secondary school was significantly impacted last year.

Superintendent Torrens highlighted the following celebrations and opportunities for Reading and Graduation goals.

Celebrations

- Graduation
 - 85% of Gr. 8 students met provincial standard in reading and 82% in Math
 - Credit attainment in Grades 10-12+ was similar to past years.
 - Interventions such as Student Success Days improved credit attainment
- Reading
 - More than 75% of students from Grades 2-6 met the provincial average
 - Gr. 2 students improved 8% over their Gr. 1 achievement
 - In Grades 2-6, the percentage of students meeting provincial standard has improved since 2018-19 (last full pre-pandemic year).

Opportunities

- Graduation
 - Improved success for current Gr. 9 students due to greater engagement
 - Greater student and parent/guardian voice in choosing pathways
 - Support year five and six grade 12 students in completing their graduation requirements
- Reading
 - Return Gr. 1 reading achievement to pre-pandemic levels
 - Support current Gr. 2 students to make similar progress as last year
 - Ensure students see themselves in the texts they use to learn to read (ie. having their lived experiences, cultural interests, background represented).

Learning

- Graduation
 - How do we support students in the quadmester model?
 - What can we learn from de-streaming Gr. 9 math that applies to other subjects?
 - How do we use the student census data to help close achievement gaps? What groups of students are particularly underserved and how to close that gap?

- Reading
 - How does more emphasis on phonics in Kindergarten to Gr. 1 improve reading?
 - How do we take exemplary practice from the Early Reading Strategy into a K-6 Reading Strategy?
 - How do we implement CRRP, ICS and UDL into a balanced literacy program?

Data sets – Graduation

- Gr. 9 students did not achieve the same credit accumulation we would expect to see in a typical school year
- The transition from elementary to secondary school was unusual for this cohort. There were multiple interruptions to in-person learning associated with lockdowns, as well as, limitations for staff to provide a typical transition experience during a period of time that is already known to be a difficult transition, d.
- Older students now in 11 and 12 had some experience of secondary school – already in a position to use the HUB as a place to learn and had some skills and maturity needed to find success.
- This year our Gr. 10 students need focused supports.

Data Sets – Reading

- All grade cohorts from 2-6 achieved at 75% or higher last year.
- Only Gr. 1 at 67% had not met benchmark set as a target.
- Gr. 2 group moved to 75%. This group had previously been identified as one of potential concern, so this is a significant achievement.

It was also noted for the committee that in looking at the year ahead, the following would be a focus for staff:

- For Graduation and Reading - Investing in People; leveraging effective practice; monitoring progress
- Wellness and re-engagement.
- Have added flex days – one after preliminary reports each Quad, for students to help them catch up – similar to student success days.

The presentation can be found here: <https://www.hwdsb.on.ca/wp-content/uploads/meetings/Program-Committee-Appendices-1634295089.pdf>

Respectfully submitted,
Becky Buck, Chair of the Committee

Committee Report

Presented to: Board

Meeting date: October 25, 2021

From: Parent Involvement Committee

Meeting date: Oct 12, 2021

The committee held a MS Teams meeting on October 12th from 6:30 pm. to 8:48 p.m. with Chair Amanda Fehrman presiding.

Members present were: Becky Buck, Theresa Berry, Kiley Boyd, Lianne Broughton, Harmony Conti, Penny Deathe, Jay Edinton, Laura Farr, Amanda Fehrman, Nicola Giles, Adriana Harris, Heather Harvey, Daniel Howe, Stacey Johnson, Estella Jones, Heather Lambert-Hillman, Amy Learning- cote, Corrie Ledgerwood, Amanda Lloyd, Stephanie Lostanaw Lavin, Shawn McKillop, Tyler McNeil, Mike Palma, Melanie Roberts, Christine Scheewe, Suzi Spelic, Shelly Stacey, Cindy Stranak, Sasha Walsh

INFORMATION ITEMS:

A. Terms of Reference (TOR)

Heather Lambert-Hillman and Amanda Fehrman presented an overview of the changes to the Terms of Reference document. Grammatical changes were made and only a few amendments. TOR is reviewed every couple of years.

B. Parent Reaching Out Grants (PRO)

The Ministry has given HWDSB just over \$53,000 to be distributed to 99 schools for use towards parental involvement. Breakout rooms were established to have smaller groups discuss ideas for use of the money and for how it should be distributed. Ideas will be collected, compiled, and then presented to the PIC group at November's meeting.

C. Learning Topics for PIC and Caregivers

Shawn McKillop, Corporate Communications Manager, shared info for possible Learning Topics for PIC. Breakout rooms were established to have smaller groups discuss ideas which will be collected and compiled for future discussion.

D. Volunteer Consultation

Discussion around the possible use of volunteers in a virtual setting as their access to schools are still limited. Volunteers, who are able to work in person, need to be fully vaccinated.

Respectfully submitted,
Amanda Fehrman, Chair



EXECUTIVE REPORT TO BOARD

TO: BOARD

FROM: Manny Figueiredo, Director of Education

DATE: Monday, October 25, 2021

PREPARED BY: Jamie Nunn, Superintendent of Human Resources

RE: Mandatory Vaccine Procedure Motion

Action Monitoring

Background:

On September 13, 2021, the following motion was passed by the Board of Trustees:

RESOLUTION #21-132: 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.

A. Data Update on Ministry Policy on Immunization Disclosure and Testing

In addition, Human Resource staff has continued to take the lead on implementing the Ministry of Education policy on Immunization Disclosure and Testing Requirement

	Sept. 12, 2021		Sept. 29, 2021		Oct. 19, 2021	
	School Board Employees & Trustees		School Board Employees & Trustees		School Board Employees & Trustees	
	#	%	#	%	#	%
Total number of individuals to which the policy will apply	7,157	100	7,127	100	7005	100
Total number of individuals who have attested to being fully vaccinated	6194	86.54	6297	87.80	6504	92.85

(with and without supporting documentation)						
Total number of individuals who have attested to being unvaccinated	551	7.70	515	7.18	373	5.32
Total number of individuals who provided a attested to a medical reason for not being fully vaccinated	59	0.83	59	0.82	48	0.69
The number of individuals who have not yet submitted an attestation form, if known	353	4.93	301	4.20	80	1.14

From the percentage who have disclosed their vaccinated status, 94% are vaccinated.

Further Breakdown of Data from Oct. 19, 2021

Total Number of Individuals who have attested to being Unvaccinated	373	Total number of individuals who have not submitted an attestation form	80
The Number of Individuals that are permanent staff	264	The Number of Individuals that are permanent staff	22
The Number of Individuals that are occasional staff	109	The Number of Individuals that are occasional staff	58
The Number of Individuals that are participating in regular rapid weekly testing	373	The Number of Individuals that are participating in regular rapid weekly testing	< 10
The Number of positive tests	0	The Number of positive tests	0

B. Summary of Advice from Experts and Employee/Management Groups

Since the motion was approved, the Director of Education and the Superintendent of Human Resource Services has engaged with HWDSB employee groups and management groups, HWDSB experts (Privacy Office, Human Rights Office, Occupational Health & Safety Department), legal counsel, and the Ministry of Education.

Group	Summary of Key Points
Employee/Union and Management Groups	<p>Comments and themes that emerged from conversations and feedback.</p> <ul style="list-style-type: none"> • Concerned that the information needs to be secure and remain confidential. • Concerned that this would take away the personal choice of some staff to do twice a week rapid antigen testing as an alternative unless they had a rare Human Rights exemption (medical or Creed/Religion). • Concerned about consistency in verifying religious or creed exemptions. • Would unvaccinated staff members be provided the option of working in remote positions, if they exist? • Roles and responsibilities would need to be clearly outlined so staff/members are not asking other staff/members who provide support in multiple schools their vaccination status. • Concerned about the access to third party service providers and tracking of their vaccination status. • Great concern on the impact of workforce and staff/members losing pay, benefits, pension and potentially jobs. • Concerned that there is not consistency in the K-12 sector. • Concerned that a mandatory procedure would impact our workforce, especially occasional staff, who work for many adjacent boards who are not considering mandatory vaccine procedure or policy. • How would such a procedure or policy hold up in a legal challenge? • Would there be access to provincial funds to support a legal challenge? • Has there been any feedback from other boards, Ministry of Labour, or the Ministry of Education. • Support to follow current legal and medical advice on vaccinations in the workplace. • Would it be mandatory for new employees? • Concerned about stigmatization of unvaccinated employees. • Process for monitoring will need to be well defined for everyone entering our schools.
Privacy Office	<p><i>Collection</i> – Under Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) it is permissible to collect personal information from staff where required by legislation or where necessary for the proper administration of authorized activities of the board.</p> <p>COVID-19 vaccine policies and mandates can be considered a lawfully authorized activity under MFIPPA because:</p> <ul style="list-style-type: none"> • Schools were identified as higher risk environment by the Ministry of Health and Education due to the number of students who are not eligible to be vaccinated. • Chief Medical Officer of Ontario announced a plan requiring the disclosure of vaccination status by all publicly funded school board employees. • Under the Education Act, school boards are responsible for promoting student well-being. • Occupation Health and Safety Act (OHSA) requires that employers provide a safe workplace for all staff. • Vaccines align with Hamilton Public Health guidance for reducing COVID-19 infections in workplaces and schools. <p><i>Access and Disclosure</i> Personal information must be protected under MFIPPA and only accessible to staff within the organization that require it, such as Human Resource Employee Wellness Department & COVID-19 Response Team, for the purposes of case management.</p> <p>Any public information reporting are non-identifying board-level statistics.</p> <p><i>Notice of Collection</i> When collecting personal information, we need to advise of the reason for collection, our</p>

	<p>authority to collect, how it will be used and who to contact with questions or concerns.</p> <p>The collection of the Vaccination Disclosure Form disseminated to all staff includes all of the notice of collection requirements (current Ministry policy).</p>
Human Rights Office	<p><i>Religion/creed/ideology accommodation/exemption</i> Such requests should be considered in good faith for reasonable accommodation to a point of undue hardship.</p> <p>The duty to accommodate has to be balanced with the board's responsibilities and obligations to keep staff and students' safe and exemption requests should be processed case by case.</p> <p><i>Ideology and Personal Beliefs</i> They are not protected grounds, therefore, should not be considered for the exemption or accommodation (supported by the Ontario Human Rights Commission).</p> <p><i>Exemptions based on Creed/Religious Beliefs</i> Ontario case law shows that it requires that several aspects must exist including that a belief/practice is:</p> <ul style="list-style-type: none"> • A sincerely, freely, and deeply held belief. • Integrally linked to a person's identity, self-definition, and fulfilment. • Part of a particular and comprehensive, overarching system of belief that governs one's conduct and practise. • Addressing ultimate questions of human existence, including ideas about life, purpose, death, and the existence of a creator and/or a higher of different order of existence. • Connected to an organization or community that professes a shared system of belief. <p><i>Exemptions based on Medical/Health</i> A third party vendor would assess and adjudicate the initial form provided by the staff member's health care professional and consult, with the permission of the employee, should further information be required to access the exemption request in alignment with the Ministry of Health exemption criteria.</p>
Occupational Health & Safety Office	<p>Occupational Health & Safety Act (OHSA) does not directly address vaccination but states that an employer must take every reasonable precaution necessary to protect the health and safety of staff and students.</p> <p>Rapid antigen testing and screening is an acceptable and reasonable alternative if it is done frequently vs. randomly.</p> <p>There are other communicable diseases that could present a risk to staff where a vaccine is available (i.e. influenza, Hep. A, Hep. B, Tdap, MMR, VAR, etc.) but we do not mandate staff be vaccinated, as we use other Infection Prevention & Control (IPAC) measures, such as for COVID-19.</p> <p>We continue to promote public health measures and messaging around the benefits of vaccinations to encourage more people to get vaccinated, while working with public health to reduce barriers to equitable vaccine access.</p> <p>We continue to follow Ministry of Education/Ontario CMOH and Ministry of Labour policies and directives.</p>
Ministry of Education	<p>Ministry staff emphasized that the Immunization Disclosure and Testing Requirement Policy is a legal framework supported and endorsed by the Ontario Chief Medical Officer for the K-12 Education Sector.</p>

	<p>The current Ministry policy ensures every staff member entering our schools are either fully vaccinated or participating in regular, weekly (twice) rapid antigen testing,</p> <p>Ministry staff indicated that School Boards who implement mandatory vaccine policies or procedures would likely deal with a legal challenge, specifically from the privacy or Human Rights perspective, because the Ministry of Education has provided a legal framework that offers a reasonable alternative, which is weekly rapid antigen testing.</p>
Hamilton Public Health Services	<p>Encouraged by our staff vaccination rates under the current Ministry Policy which reflects the continued increase in vaccination rates in our community.</p> <p>Supports the continued focus on compliance with the current Ministry policy and to reassess throughout the school year based on case counts in community and schools,</p> <p>Encourages us to continue to monitor and review safety protocols and measures in higher risk areas or activities (i.e. contact sports),</p> <p>Acknowledges we serve an unvaccinated population (students under 12 years of age) that are not the highest risk in our community, except for some students who might be more vulnerable.</p> <p>To consider the equity implications of a mandatory vaccine procedure on our workforce.</p>
Director & Human Resources <i>(Risks to Daily Operations)</i>	<p>Limiting active employment to fully vaccinated staff will pose operational challenges, potentially leading to additional health and safety concerns.</p> <p>Restricting staff to work who are only vaccinated or with an approved exemption, may result in increased unfilled jobs in our schools; roles that provide critical support to our students and staff.</p> <p>Many HWDSB occasional staff are also on many other surrounding School Board occasional lists (i.e. Halton, Grand Erie, Niagara, Waterloo) and none of them are considering a mandatory vaccine policy, but rather focusing on the current Ministry Vaccine Disclosure and Testing Requirement policy.</p>