
Present:	
Trustees:	Chair Jane Bryce, Vice-Chair Scott McKinlay, Randy Campbell, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Elizabeth Hudie, Bob Murphy, Lareina Rising, Shannon Sasseville
Student Trustee	Cole Anderson and Brittany McLaren
Staff:	Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education, Joy Badder, Dave Doey, Mike Gilfoyle, Gary Girardi, Taf Lounsbury and Phil Warner
Regrets:	Trustee Tom McGregor
Recording Secretary:	Trish Johnston, Executive Assistant and Communications Officer
Call to Order:	Chair Bryce called the meeting to order at 7:00 p.m.
#2016-54 Approval of the Agenda Mar/29/2016	Moved by Elizabeth Hudie, seconded by Jack Fletcher, "That the Agenda for the Regular Board Meeting Public Session of March 29, 2016 be approved." CARRIED.
Declaration of Conflict of Interest:	No declarations of conflict of interest were issued.
#2016-55 Approval of Minutes Feb/23/2016	Moved by Ruth Ann Dodman, seconded by Dave Douglas, "That the Board approve the Minutes of the Regular Board Meeting of February 23, 2016." CARRIED.
#2016-56 Approval of the Minutes Mar/8/2016	Moved by Randy Campbell, seconded by Elizabeth Hudie, "That the Board approve the Minutes of the Special Board Meeting of March 8, 2016." CARRIED.
#2016-57 Action of the Regular Board Private Session be the Action of the Board	Moved by Scott McKinlay, seconded by Dave Douglas, "That the Action of the Regular Board in Private Session be the Action of the Board." CARRIED.
Native Advisory Committee Update Report B-16-32	Trustee Rising reported on the February 17, 2016 meeting of the Native Advisory Committee held at Wallaceburg District Secondary School. She commented on the on-going reports from the First Nation Communities about the Anishinabek Education Framework process in collaboration with the province. It is expected that finalization of this plan will occur late in the fall of 2016. It will impact how their education funding is handled. There is a three year implementation plan. The staff of Hillside School at Kettle Point have participated in professional development with the North Lambton Secondary School family of schools for a numeracy workshop at the invitation of the LKDSB's Program Department. The sharing of two-way professional development opportunities is a goal identified by NAC. Trustee Rising made mention of a web presentation by noted First Nation speaker Wab Kinew to Ontario public service employees, followed by the Premier's announcement of mandatory training for all provincial employees on FNMI perspectives, revised training for pre-service teachers, and mandatory elements to be included in the Ontario curriculum. The Board will be requesting resources available from the Truth and Reconciliation Commission for use in Grade 8 and Grade 10 classrooms. At the NAC Meeting, Aboriginal Liaison Riley reviewed his

work with program staff to support teachers implementing the new Grade 11 English course and Grade 9 Arts course which are both based on FNMI history, culture, and perspectives. SCITS will be hosting the annual youth symposium this May and the theme will be "Reviving our Roots." Aboriginal Liaison Riley informed NAC members about the growing interest on the part of schools in recognizing protocols relating to First Nations. An example of this would be recognizing traditional territories during morning announcements with appropriate language and respect accorded. A regional treaty council of Chiefs and others will be meeting to establish a template that schools can use to guide their recognition. Trustee Rising commented that it seems like the LKDSB is really moving forward with the advancement of calls to action included in the report of the Truth and Reconciliation. Trustee Bryce expressed interest in learning about aboriginal Liaison Riley's research on traditional territories. Someday it might be appropriate to open the LKDSB Board Meetings by acknowledging that we are sitting on traditional territory.

Student Senate Report

Student Trustees Anderson and McLaren reported on the Student Senate Meeting held on February 22, 2016 via videoconference. Student Trustee Anderson advised that Ellie Fraser, LKDSB Mental Health Lead, attended the meeting and explained her role and provided information on Speak Up and the Be Safe App. This sparked some feedback from Student Senators. Student Trustee McLaren stated that Senators discussed Mental Health project options. They are still in the process of organizing their project.

Special Education Advisory
Committee Update
Report B-16-33

Trustee Hudie reported on the Special Education Advisory Committee (SEAC) meeting of February 18, 2016 held via video-conference. Lee-Ann Chamberlain, ALLP Teacher, and Laurie Brownlee, Elementary ESL Teacher, made a joint presentation with regard to the Alternative Learning and Life Skills (ALLP) Class at Tilbury Area Public School. About 1/3 of students at Tilbury Area Public School have English language needs. SEAC was advised that Tilbury Area Public School received the Premiers' Award for being a Safe and Accepting School last year, and the ALLP was a key part of the school's commitment to supporting the diverse learning and non-academic needs of its students.

SEAC members were provided with a presentation on how the LKDSB is preparing students for the 21st Century. The LKDSB's Assistive Technology Team is continually sourcing out leading edge technologies so they can put the tools into the hands of the Board's students. The team provides coaching to both the students and the teachers. The team has introduced iPads into the Grade 6 classrooms so that the students will be ready when they get their device in Grade 7. Training is provided to parents when training is offered to the students. SEAC members continued their review of sections of the Special Education Report. They were provided with an update on the LKDSB Accessibility Plan. The Association Representatives on SEAC provided updates.

Reporting Under the Public
Salary Disclosure Act 2015
Report B-16-34

Director Costello explained that each year, since the *Public Sector Salary Disclosure Act* was passed in 1996, the Ontario Government has published a compendium on public sector employees who were paid a salary of \$100,000 or more. Organizations that receive public funding from the Province of Ontario are required to disclose the names, positions, salaries and taxable benefits of these employees. The salary required to be made public under the Act reflects the amount to be reported to Canada Revenue Agency on the employer's T-4 slip for the employee. The T-4 amounts may include components that relate to a prior year and may exceed the employee's annual rate of salary. The taxable benefits listed on the report are the amount shown on the T-4 slip as prepared for the Canada Revenue Agency. The Act covers city and other local governments,

universities and colleges, school boards, hospitals, and Crown agencies. It also applies to the Provincial Government ministries and members of the Assembly. Other non-profit organizations that receive a large share of their funding from the provincial government are covered as well. He reviewed the salary information for the Board. There are 141 employees on the 2015 list. This is down six employees from 2014. Director Costello explained that teachers can participate in a funded leave program where they have a portion of their salary held back for four years and then take the fifth year off. Some teachers on the list were participating in a teacher funded leave program but decided to opt out of it. The LKDSB has to pay back the money banked and that increases their yearly salary. Some teachers are on the list because they teach summer school and this salary is added on top of their regular pay.

Accommodation Review
Committee Updates

Superintendent Girardi provided an overview of the ARC meetings that took place since the last Board Meeting. On March 21 Working Meeting #2 was held for the Sarnia South Secondary Schools Accommodation Review Committee. In response to concerns expressed at the Public Meeting about the calculation of the Facility Condition Index (FCI) numbers, Sazan Bimo, Senior Project Manager, Accruent, VFA, Inc. was invited to attend the meeting. Sazan Bimo works for the company that the Ministry of Education uses to calculate FCI numbers. Sazan Bimo attended via teleconference and web-connect and demonstrated using the Ministry database how FCI calculations are determined. His PowerPoint presentation is posted on the LKDSB website. Rhonda Leystra, Vice-Principal of SCITS, provided ARC members with information on class/course offerings utilizing the Auditorium at SCITS. Superintendent Girardi provided ARC members with information on the use of the community track that he obtained from Pat Brown the gentleman who runs the local community Track Organization. Kent Orr, General Manager of CLASS, Transportation Consortium - Transportation and Community Use of Schools, provided ARC members with information on the Priorities Schools Initiative (PSI) Grant. This information is posted on the LKDSB website.

Wendy Pitvor, LKDSB Health and Safety Officer, presented Asbestos Reports and associated costs. Representatives from two of the companies that the LKDSB works with to manage the Board's asbestos management program attended the meeting to answer questions.

Superintendent McKay provided ARC Members with information on operating comparisons for both schools. Geoff Dale, from Robert E. Dale Limited, Consulting Engineers, shared information on structural issues and estimated costs for both schools. Mark Beaulieu, Architect with J.P. Thompson, spoke to the accessibility and architectural issues and estimated costs at both schools. He shared draft site drawings. Andy Scheibli, LKDSB Manager of Plant and Maintenance provided input as well. Superintendent McKay also provided clarification on the Ministry's Top-up vs. Enhanced Top-Up funding and the proposed \$14M potential grant application.

The ARC members examined accommodation options:

- Consolidation at SCITS of Secondary Schools with the creation of a dual track City of Sarnia French Immersion K-Grade 8 school, along with a portion of an English Regular Program K to Grade 8 at SCSS site
- Consolidation at SCITS and Closure of SCSS
- LKDSB Initial Staff Report Recommendation – Consolidation at SCSS with the closure of SCITS
- Consolidation at SCITS/SCSS and Consolidate Elementary Schools at either site

Superintendent Girardi advised that the meeting began at 6:00 p.m. and was five and half hours in length.

Superintendent Girardi reported on the Wyoming School Public Schools Accommodation Review Committee Meeting held on March 23, 2016. The Meeting was structured to provide most of the meeting time for members of the public to share their ideas and comments and ask questions. It was a two hour meeting. Some questions will be answered on the questions and answers section of the LKDSB website. The Wyoming Public Schools ARC Working Meeting #2 is scheduled for March 31, 2016.

Correspondence

The Board received a letter from Chief Dan Miskokomon, Walpole Island First Nation, The Council of Three Fires, regarding NBE-C and NBE-U courses. Director Costello commented on the request from Chief Miskokomon for the LKDSB to substitute the NBE-C and NBE-U courses for the Grade 11 compulsory English course. Director Costello has spoken with representatives from the Ministry of Education who have advised that it would be permissible to substitute the courses but the Board could not make it mandatory for students to take the course. He noted that there are currently many students who choose to take the course and that it is different from the Native Language courses offered. Superintendent Doey advised that the Board has fifty courses being offered second semester under the umbrella. There are nine language courses and most of the remaining courses are the Native Studies. He advised that the members of the Native Advisory Committee (NAC) will have further discussions on the topic. The Board has Native Studies content in a number of courses and subject areas and would not want to limit it to specific courses but rather strive to provide these experiences across as many courses as possible for students.

Trustee Rising commented on discussion at the NAC noting that the key thing is the good feedback members heard about the courses in progress and the teacher feedback on the level of understanding of the students. Good questions are being asked and there is a change in mind set noting the students have evolved. She supported providing information across courses and subjects to support being open and inclusive.

Director Costello commented on his experience as Principal at Wallaceburg District Secondary School where many Non-Native students chose to take Native Studies courses. The courses provide great opportunities for all students to learn about their area and history. He commended Superintendents Doey and Gilfoyle, Trustee Rising and the members of NAC for their work. A letter of response will be sent to Chief Miskokomon.

Trustee Question

Trustee Fletcher referred to the proposed amalgamation of Sarnia Collegiate Institute and Technical School (SCITS) and St. Clair Secondary School (SCSS) and asked what exactly would be included in the \$14M funding application. Superintendent McKay explained that at the last Working ARC Meeting the architect went through concept drawings for both schools. The SCSS concept drawing included the proposed auditorium and the SCITS concept drawing included classrooms and a greenhouse. Superintendent McKay is waiting for a breakdown list from the architect. The architect is also to provide costing for structural issues, building code upgrades and accessibility issues in the schools as well. The structural issues for both schools are to be summarized in the quote.

In response to Trustee Fletcher's question about feedback from the Sarnia Heritage Committee concerning their intentions for the SCITS building and property, Superintendent Girardi advised that the representatives from the Sarnia Heritage Committee toured both SCITS and SCSS. Administration is waiting to hear from them about the next steps in the process. In response to Vice-Chair McKinlay's question, Superintendent Girardi confirmed that it is his understanding that the Heritage Committee could declare SCITS a heritage site without the Board

requesting or supporting the designation.

Trustee Hudie stated that she was very disappointed that representatives from the City of Sarnia did not attend the LKDSB Special Meeting in October where the LKDSB Capital Plan was presented and that they had since done a report on the SCITS/SCSS consolidation. She wondered if Administration had thought of approaching the City of Sarnia to partner with the Board on community pool costs and the necessary improvement to the drainage system. Director Costello stated that as part of the community partnership requirements the Board must reach out to partners which it did in October. Subsequent to that meeting Superintendent Girardi did meet with staff from the City of Sarnia and he did receive a copy of the Community Impact Study. He confirmed that the LKDSB is always open to community partnerships. Superintendent Girardi stated that he received an email message indicating that they desired to present the report. Superintendent Girardi invited them to delegate to the Board to present the report to the Trustees. He shared with them the process they needed to follow to delegate to the Board. He has not received a response yet.

In response to Trustee Douglas's question on the current usage of the pool at SCITS, Superintendent Girardi advised that the pool is used roughly 6 hours per week for five months of the year for the swim team training. During the day, physical education classes use the pool 10 hours per week during the entire school year. At present, the pool has not been rented or used by community members since CLASS was formed in 2009.

Vice-Chair McKinlay questioned how the information presented by Sazan Bimo at the ARC Working Meeting ties into the figures of Susan MacKenzie's calculations and the October Initial Staff Report. Superintendent McKay advised that Administration used a 10 year FCI calculation to get an understating of what the schools will look like over 10 years. The Ministry looks to a 5 year FCI. He confirmed that Administration has had questions from ARC members on what the 5 year FCI looked like. Superintendent McKay did provide 5 year FCI calculations to the ARC members. There were still some questions so Administration arranged for a representative from the company that provides the calculations to the Ministry to speak to the ARC members. He was unable to attend in person so he participated via web connect. Sazan Bimo's presentation is posted on the LKDSB website. At the ARC Working Meeting, Sazan Bimo verified the replacement values that Administration used align with his numbers. Sazan Bimo advised that the main issue he focused on is that it is a dynamic number that changes and rolls forward each year. February is the time of year that the data rolls forward. Sazan Bimo outlined that in the five year period, the FCI for SCITS is higher than the FCI for SCSS and he demonstrated using the data base how he pulls the numbers. Superintendent McKay explained that the Ministry requires Administration to calculate using the Ministry provided database. The numbers that Administration has been discussing are accurate. He noted that this is only one piece of the decision making process but an important one. Superintendent McKay commented on the replacement value of the buildings. It is made up of a number of factors including On the Ground Capacity (OTG), area bench mark, space bench mark and geographic adjustment factor. The OTG is the main factor causing the replacement value difference between SCSS and SCITS. Superintendent McKay confirmed that in the October Initial Staff Report the FCI calculations are 10 year calculations. He confirmed that the Final Staff Report will reflect the FCI five year numbers that Administration has had verified by the Ministry consultant. Vice-Chair McKinlay commented that being an account he would be more comfortable with the 10 year figures but understands the 5 year

figures.

In response to Vice-Chair McKinlay's question, Superintendent McKay explained that Geoff Dale, from Robert E. Dale Limited, Consulting Engineers, went through both schools and looked for major structural issues. During Geoff Dale's verbal presentation at the ARC Working Meeting, he identified issues with a major south wall of the pool at SCITS. He alluded to a large price tag of \$1M to repair the wall. Geoff Dale will be submitting a written report on both schools.

Trustee Sasseville referred to the 5 year FCI comparative for each school. She explained that she shared Vice-Chair McKinlay's concern about only looking at a 5 year FCI because the Board is trying to make the best decision over more than the next five years and asked if there are other reports looking out more than 5 years. Superintendent McKay explained that internally Administration looks at a longer period of time and that is why the 10 year FCI figures were presented. He referred to the backlog of school capital needs that require long term planning to address. The Ministry has detailed information for 10 years as well. Administration uses the detailed data available up to year 10 to get a better understating of needs. Generally, the Ministry wants school boards to look long term to make the best use of the funding.

In response to Trustee Sasseville's question about using 5 or 10 year FCI figures, Superintendent Girardi confirmed that Administration would be reviewing Sazan Bimo's FCI figures and use of the 5 year FCI figures for both schools. Superintendent Girardi commented on Administration's examination of the long term needs of the schools. Director Costello confirmed that Administration looks beyond 5 year capital needs because the Board has a limited budget and significant needs across the system. He referred to the Ministry's Guidelines referring to the school information profile calling for a current FCI and questioned how current is defined. He explained that SCITS was inspected by the Ministry representatives in 2014 and SCSS was inspected by the Ministry in 2011. The Ministry indicated that the FCI calculations should have a common start date for comparison. Current could be the school year or thereabouts going forward, not backwards to the inspection dates. He explained that in an attempt to compare apples to apples, Administration took a start date and went forward 10 years for both schools. He noted that the FCI is a dynamic number that changes annually as work is done on buildings. The Ministry looks ahead 5 years because there is volatility beyond that time frame. Administration attempted to provide long range needs with the 10 year FCI information.

In response to Trustee Rising's question, Superintendent McKay explained that the Board would apply for \$14M in grant funding from the Ministry regardless of the school. The grant would be on top of the \$14M that the Board receives for capital needs each year.

Trustee Sasseville commented on the changed timelines for the final decision to be made by Trustees and noted that the final decision would be in Chatham on May 10. She advised that out of fairness to the community that perhaps the Board should consider moving the location of the meeting to Sarnia. She also suggested looking at where the best location would be held to accommodate possible guests in Sarnia.

Trustee Fletcher referred to the Ontario government's recent budget announcement about \$11B to be given in capital grants and questioned if this was new money or previously designated funding that the Board was planning to apply for regarding school consolidation. Superintendent McKay commented that

Administration is reading it is a continuation of the grant programs that are already in place. It looks like the provincial government is committing to provide these grants into the future. It does not appear to be a renouncement of the same funding but a continuation of the programs.

In response to Trustee Fletcher's question, Superintendent McKay confirmed that Administration is planning to include in the Final Staff Report a comparison of what it would cost to complete proposed upgrades including an auditorium at SCSS and upgrades at SCITS.

In response to Trustee Douglas's question about when the secondary teachers supply list would be opened, Superintendent Warner commented that the elementary and secondary panels have been impacted differently by enrolment decline. The elementary enrolment is a little higher due to the full implementation of Full Day Kindergarten. Names were just added to the elementary teacher occasional list. Due to declining enrolment at the secondary level approximately 19 secondary teachers have been laid off over the past few years; therefore, additions have not been made to the occasional list except in specific areas like French and technology. He explained that staffing at the secondary level is looking better which could impact occasional list openings. There may be a need to add to the secondary occasional teacher list this spring or early fall. Director Costello advised that the union is consulted in the process and noted that it is extremely competitive

Student Trustee McLaren asked how the Board ensures that teachers at LKDSB are doing the best job that they can do and reaching out to all students and if feedback from students is obtained and if not, why not. She referred to the LKDSB Mission Statement – Fostering Success for Every Student Every Day.

Superintendent Warner explained that the Ministry has a mandated performance appraisal process for teachers that the Board follows. Principals are required to do two performance appraisals on first year teachers during the first year. After that, every teacher is on a five year cycle. The appraisal is focused on how to improve their teaching ability. Input from students is anecdotal. There is no formal process for student input. Superintendent Warner explained how he asked for student feedback at the end of a course when he was a classroom teacher and advised that many teachers use this method as well. He explained that the appraisal process has specific look fors that are put out by the Ministry that teachers are to meet. The principal identifies things to look for in the teachers' everyday activities in the school and completes observations in the classroom. Principals write the report, with input from the teacher, and provide extensive comments. It is not a scoring system. Director Costello explained that the Ministry has clearly defined criteria that must be met. Teachers receive a satisfactory or unsatisfactory grade. Improvement plans are implemented immediately as necessary. Superintendent Warner would become involved if there was a consecutive unsatisfactory report. Director Costello confirmed that the person's employment would be in jeopardy up to and including termination.

#2015-58
May 10, 2016 Board
Meeting moved to Sarnia
with location to be
determined

Moved by Elizabeth Hudie, seconded by Jack Fletcher,

“That the Board move the May 10 Board Meeting from Chatham to City of Sarnia.”

Trustee Sasseville suggested that the Board look at moving the location of the Meeting to another building other than the Sarnia Board Office to accommodate more people.

CARRIED.

Trustees expressed support for holding the May 10, 2016 Board Meeting at a location other than the Sarnia Board Office to allow more space for people to attend. It was agreed that Administration would research potential neutral locations in the Sarnia area to host the Meeting.

Announcements

The April 12, 2016 Regular Board Meeting will be held at the Sarnia Education Centre, 7:00 p.m.

Adjournment
8:19 p.m.

There being no further business, Chair Bryce declared the meeting adjourned at 8:19 p.m.

Chair of the Board

Director of Education and Secretary of the Board