

PRESENT:

- Trustees: Chair Elizabeth Hudie, Vice-Chair Scott McKinlay, Jane Bryce, Randy Campbell, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Lareina Rising (via teleconference), Shannon Sasseville
- Student Trustee Elisabeth Guthrie, Evan Rogers
- Staff: Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, Helen Lane, Taf Lounsbury, Mark Sherman and Phil Warner and Heather Hughes, Public Relations Officer
- Regrets: Trustees Tom McGregor and Bob Murphy
- Recording Secretary: Trish Johnston, Executive Assistant and Communications Officer
- Call to Order: Chair Hudie called the meeting to order at 7:00 p.m.  
Chair Hudie read the Traditional Territorial Acknowledgement.  
Chair Hudie read an In Memoriam for student Ava Chauvin. A moment of silence was observed.
- #2018-67  
Approval of the Agenda  
Apr/24/2018  
Moved by Jack Fletcher, seconded by Jane Bryce,  
"That the Agenda for the Regular Board Meeting Public Session of April 24, 2018 be approved."  
CARRIED.
- Declaration of Conflict of Interest: None
- #2018-68  
Approval of Minutes  
Apr/10/2018  
Moved by Jack Fletcher, seconded by Ruth Ann Dodman,  
"That the Board approve the Minutes of the Regular Board Meeting of April 10, 2018."  
CARRIED.
- Business Arising: None
- #2018-69  
Action of the Regular Board Private Session be the Action of the Board  
Moved by Scott McKinlay, seconded by Randy Campbell,  
"That the Action of the Board in Private Session be the Action of the Board."  
CARRIED.
- Questions from the Public: None.
- #2018-70  
Policy and Regulations on Home Schooling  
Report B-18-  
Superintendent Sherman explained that the policy and regulations on *Home Schooling* have been revised to reflect current practices and terminology. Comments shared by Trustees at the March 27, 2018 Board Meeting have been incorporated into the revised regulations.  
Moved by Jane Bryce, seconded by Dave Douglas,  
"That the Board approve the revised policy and regulations on *Home Schooling*"  
CARRIED.

#2018-71  
Tender Award – FDK  
Upgrade – Interior  
Renovation, HVAC and  
Site Improvement,  
Tecumseh Public School  
Report B-18-42

Superintendent McKay presented the tender results for the Tecumseh Public School Full-Day-Kindergarten(FDK) Upgrade – Interior Renovation, HVAC and site improvements. He broke down the elements of the tender noting the total cost is \$3,536,532.49 with \$2,581,110.00 covered by the Ministry Capital Grant and \$955,422 from School Condition Improvement Grant.

Moved by Jane Bryce, seconded by Randy Campbell,

“That the Board award the tender for Tecumseh Public School FDK Upgrade-Interior Renovation, HVAC and Site Improvements to the successful bidder Intrepid General Limited.”

Superintendent McKay confirmed that construction would begin as soon as school is out and expects the construction to be completed by September 2018. He advised that the tender came in \$13,000 below budget.

CARRIED.

#2018-72  
Appointment of Student  
Trustees for the  
2018/2019 School Year

Director Costello advised that the Student Senate met on April 23, 2018 to elect the Student Trustees for the 2018/2019 school year. Chair Hudie and Trustees Dodman and Murphy were in attendance at the meeting. Director Costello noted that this was the first time the LKDSB elected an Indigenous Student Trustee.

Moved by Ruth Ann Dodman, seconded by Jack Fletcher,

“That the Board approve the election of Autumn Bressette, Indigenous Student Trustee and Rihana Kukkadi and Alexandra Graham, Student Trustees, for the 2018/2019 school year.”

Trustees congratulated the Student Trustees. Chair Hudie commented on the quality of all the applicants. Director Costello commented on options to accommodate the added position at the Board table.

CARRIED.

Transition Committee  
Updates

Superintendent Girardi advised that the members of the Plympton-Wyoming Public School Transition Committee held their last meeting and toured the new gym and daycare area. Members provided positive feedback. Administration is working with the Municipality regarding their plans to improve the main street crossing in the community.

Superintendent Girardi advised that the Transition Committee for Tecumseh Public School met on April 16, 2018 with about 40 members of the public in attendance. Representatives from the Tecumseh Secondary School Alumni Association made a presentation to the Transition Committee Members in favour of maintaining the totem pole at Tecumseh Public School. The Transition Committee members had asked Administration to gather information from Indigenous communities on Tecumseh the man and totem poles. In response to the request, Administration invited Dr. Mark Aquash, Chair of the Walpole Island First Nation Board of Education and descendant of Tecumseh, to speak to the Transition Committee Members at the April 16, 2018 Meeting. Totem poles are a representation of West Coast Indigenous communities and Dr. Aquash shared information about his conversations with Indigenous representatives from the West Coast as well as a perspective on Tecumseh. Superintendent Girardi advised that he also shared at the Transition Committee Meeting Dr. Robin Gray's letter on her perspective on the totem pole. Dr. Gray is a Ts'msyen from Lax Kw'alaams, British Columbia, and a University of California Santa Cruz President's Postdoctoral Fellow from

2015-2017. Superintendent Girardi also shared the definition and understanding of cultural appropriation. He advised the members of the Transition Committee and public that Senior Administration would make the final decision on whether or not the totem pole would remain at Tecumseh Public School and that if it was to be removed, they would work with the Alumni Association about the removal.

Superintendent Girardi stated that the Dillon Consulting pedestrian travel pattern report was shared at the Transition Committee Meeting and will be posted on the LKDSB website. Administration is working with the Municipality of Chatham Kent regarding the recommendations which include maintaining the current cross walk and adding another one closer to the area requested by the Pupil Accommodation Committee members.

Superintendent Girardi advised that the opening of the SCITS time capsule would take place on April 28, 2018. Superintendent McKay provided an update on the construction and renovations at the former St. Clair Secondary School site. He explained that the construction of the steel structure had been delayed due to weather so the auditorium would likely be completed in October. The music room and Indigenous study room will be ready for the first day of school.

In response to Trustee Sasseville's question regarding possible resources to share to educate people on the history of totem poles, Director Costello confirmed that Administration had prepared information. Background information will be shared with Trustees. He advised that a letter would be going home to parents/guardians about the decision to remove the totem pole. Director Costello confirmed that this was an administrative decision, not a governance issue. He commented that based on research, the totem pole at Tecumseh Public School does not meet the definition of a totem pole. It is a piece of student art and will be returned to the creators.

In response to Vice-Chair McKinlay's question regarding a decision by the Transition Committee Members regarding the totem pole, Superintendent Girardi explained that information was presented to the members to educate them. They were advised that Senior Administration would make the decision and they did not make a recommendation to Senior Administration.

In response to Trustee Dodman's question about what would happen to the head plaques in the gym, Superintendent Girardi stated that the status of them would be included in the follow-up discussion with the Alumni representatives.

In response to Student Trustee Rogers' question about the totem poles at Indian Creek Road Public School, Director Costello explained that they were created by Indigenous people from the West Coast. He noted the terrific teachable moment that this situation has created. Superintendent Girardi explained that during the Transition Committee Meetings, the Indian Creek Road Public School totem poles were discussed. The preliminary investigation showed that they were commissioned from a West Coast Chief. Superintendent Lane informed Trustees that the focus of the April 27, 2018 Professional Development Day is Indigenous Education. The LKDSB First Nations partners are involved. One of the topics is cultural appropriation. Trustees are welcome to attend either Chatham-Kent Secondary School or Northern Collegiate Institute & Vocational School beginning at 8:45 am.

Expenditures to February  
28, 2018

about 50% of the operating expenses that occur over 12 months, and approximately 60 - 65% of the salary and benefit portion of the instructional operating expenses that occur over a 10 to 12 month period. For this reporting period, the total expenditure categories are tracking well against the budget. He commented on concerns with the over expenditure in the supply teacher budget. Superintendent McKay explained that the LKDSB supply teacher costs have historically compared well to other school boards. The LKDSB is experiencing an increase in costs for absences due to illness and medical leaves. Every school board in Ontario is experiencing an increase in costs.

Superintendent McKay noted that the snow removal budget is over budget and staff are working to find savings in other areas of the budget. In response to Trustee Sasseville's question about snow removal during holidays, Superintendent McKay explained that the parking lots and sidewalks do have to be cleared for liability and safety reasons. He noted that members of the public and groups through the Community Use of Schools program use the school grounds and they must be safe.

Superintendent McKay explained that the teacher supply budget is based on a percentage of the teacher salary budget. At year end last year, the secondary supply budget was balanced and the elementary was over budget by approximately \$100,000. He confirmed that the Ministry does not provide enough funding to cover the actual costs. The Board takes money from other areas to cover the gap and the gap is widening. The Ministry is hearing this funding concern from all school boards.

In response to Vice-Chair McKinlay's question about analyzing data and efforts to support staff, Superintendent Warner referred to privacy issues and explained that diagnosis is usually vague. Director Costello explained that the School Board Cooperative Insurance collects data and the provincial data shows an increase in sick days across the province. ETFO published an article that indicated the increase was due to the increase in violence in the classroom. Director Costello commented that the government eliminated retirement gratuities which eliminated the banking of sick days. Superintendent Warner explained that the new collective agreements include medical appointments as sick days. The LKDSB previously had a culture that had staff book appointments outside of the school day. Now, since appointments are part of the collective agreement, appointments are booked during the school day which has contributed to the increase in use of sick time. Administration has added another Human Resources Officer to assist employees and reduce sick leave costs. Director Costello emphasized that Administration has no concern with people who are ill. The concern is about the fraudulent use of sick time and the associated costs. Superintendent Warner confirmed that Administration is not able to obtain information from insurance providers because ETFO, OSSTF and CUPE all control their own plans now. Superintendent Warner clarified the paid day off provided to OSSTF members was part of the contract remedy and the cost was funded by the Ministry. Director Costello confirmed that Administration has terminated individuals for fraudulent use of sick time.

Trustee Questions

Trustee Fletcher referred to a letter in Sarnia Journal on April 13, 2018 titled *School Board could make amends by giving us SCITS* and requested a quick review of the regulations on disposition of surplus property. Director Costello explained that Ontario Reg. 444, under the Education Act, outlines how school boards must dispose of surplus sites. When a school board declares a site

surplus to its needs, the school board must write a letter to the tier one entities offering them the property at fair market value. Entities included in tier one are colleges, universities, municipalities, government agencies and health care centres. If no one expresses an interest in the property, then it goes on the open market at fair market value. Superintendent McKay explained that the Ministry is involved in the entire process. If a school board and a tier one buyer cannot arrive at a purchase price, the school board must communicate with the Ministry to obtain a release from further negotiations and permission to post the property on the open market. He confirmed that timelines for each phase of Reg. 444 have been extended. Vice-Chair McKinlay explained that the LKDSB has a Surplus Sites Committee, comprised of the Chair and Vice-Chair, Director of Education and Superintendent of Business, that is empowered by the Board to approve offers of purchase if the offering price is 70% or greater than the fair market value. Offers below 70% must be approved by the Board of Trustees.

Superintendent McKay confirmed that information on possible property in Lambton Shores, for the new Forest Kindergarten to Grade 12 School, would be provided at the second meeting in May.

Trustee Fletcher shared information from OPSBA encouraging school boards trustees to host an Education Day on May 23, 2018. OPSBA suggested that trustees invite candidates to an all candidates' meeting. Director Costello confirmed that Administration does not mandate schools to host all candidates' meetings. It is left up to local schools. Trustee Bryce commented on the size of the LKDSB district, which is comprised of very diversified electoral ridings, and noted that it would be a big undertaking for a trustee to organize, a meeting and secure a moderator, facility, etc.

Notice of Motion

Trustee Fletcher served Notice of Motion.

"That the LKDSB not provide water, sold in plastic bottles, to the attendees at all LKDSB meetings".

Announcements

The next Regular Board Meeting will be held on Tuesday, May 8, 2018, 7:00 p.m. at the Chatham Education Centre.

The LKDSB Budget workshop is scheduled for May 1, 2018 via videoconference.

Adjournment  
8:16 p.m.

There being no further business, Chair Hudie declared the meeting adjourned at 8:16 p.m.

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Chair of the Board

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Director of Education and Secretary of the Board