



Regular Meeting Agenda

BD:263A

Wednesday, October 20, 2021

4:30 p.m.

Electronic Meeting

Trustee Members

Alexander Brown (Chair), Michelle Aarts, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, James Li, Alexandra Lulka, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Zakir Patel, Robin Pilkey, Yalini Rajakulasingam, David Smith, Anu Sriskandarajah, Jennifer Story, Chris Tonks, Manna Wong

Pages

1. Call to Order
Private Session, 4:30 p.m.
2. Resolution Into Committee of the Whole (Private Session)
(to consider matters that fall under section 207(2) of the *Education Act*)
3. Committee of the Whole Rises and Reports and the Meeting Reconvenes in Public Session
4. Report of the Committee of the Whole (Private Session), October 20, 2021
To be presented
Public Session, 7 p.m.
5. National Anthem and Acknowledgement of Traditional Lands
6. Approval of the Agenda
7. Celebrating Board Activities
To be presented
8. Memorials
To be presented
9. Chair's Announcements
To be presented

10. Reports From Trustees Appointed to External Organizations and Student Trustees
To be presented
11. Director's Leadership Report
Oral Update
12. Declarations of Possible Conflict of Interest
13. Matters to be Decided Without Discussion
To be presented
14. Confirmation of Minutes of the Meeting Held on September 22, 2021
Separate Document
15. Staff Reports
 - 15.1. Update on School Reopening and COVID-19
Oral Update
 - 15.2. Update From Toronto Public Health
Oral Update
16. Committee Reports
 - 16.1. Audit Committee, Report No. 05, September 28, 2021 1
 1. Annual Audit Committee Report to Ministry of Education and Board September 2021 [4158]
 2. Internal Audit Department Status and Engagement Update, September 2021 [4154]
 3. Regional Internal Audit Team Engagement and Status Update, September 2021 [4155]
 4. New Student Information System Project: Update [4153]
 5. Whistleblower Program Annual Report [4159]
 6. Enterprise Risk Management Implementation Status: Update [4160]
 7. Audit Committee O. Reg 361/10 Requirements: Work Tracker September 2021 [4156]
 - 16.2. Governance and Policy Committee, Report No. 07, September 29, 2021 5
 1. Development of a New Policy, Communications Policy: Phase 2 [4144]
 2. Specialized Schools and Programs Policy Development: Status Update [4169]

16.3.	Program and School Services Committee, Report No. 06, October 6, 2021	9
	1. 2021-22 Program Priorities Funding: Parent Reaching Out Grant Allocation Update [4145]	
	2. Caring and Safe Schools: Annual Report 2019-2020 [4134]	
	3. 2021 Summer Program Report [4171]	
16.4.	Finance, Budget and Enrolment Committee (Special Meeting), Report No. 13, September 29, 2021	17
	1. 2021-22 Enrolment, Class Size and Staffing Update [4170]	
	2. Letter to the Ministry of Education for Pandemic Funding Support	
16.5.	Finance, Budget and Enrolment Committee, Report No. 14, October 13, 2021	43
	1. Contract Awards, Operations [4161]	
	2. Major Capital Projects and COVID-19 Resilience Infrastructure Stream Funding: Status Update [4164]	
	3. Honoraria for Trustees: Update [4166]	
16.6.	Planning and Priorities Committee, Report No. 18, October 14, 2021	73
	1. Climate Action Annual Report, 2021 [4172]	
17.	Adjournment	

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Audit Committee

Report No. 05

AC:005A
Tuesday, September 28, 2021
4 p.m.
Electronic Meeting

Members Present Trustees Robin Pilkey (Chair), Michelle Aarts, James Li and David Smith

External Members Joyee Chau, Ian MacKay and Mary Preece

Also Present Trustees Trixie Doyle and Christopher Mammolitti

Part A: Committee Recommendations

1. Annual Audit Committee Report to Ministry of Education and Board September 2021 [4158]

The Committee considered a report from staff (see AC:005A, page 7), presenting the annual Audit Committee report to the Ministry of Education and Board.

Moved By Trustee Smith
Seconded By Mary Preece

The Audit Committee **RECOMMENDS** that the report be received.

Carried

2. Internal Audit Department Status and Engagement Update, September 2021 [4154]

The Committee considered a report from staff (see AC:005A, page 21), presenting an update on the Internal Audit Department's projects for the fiscal year, as of September 2021.

Moved By Mary Preece
Seconded By Trustee Aarts

The Audit Committee **RECOMMENDS** that the report be received.

Carried

3. Regional Internal Audit Team Engagement and Status Update, September 2021 [4155]

The Committee considered a report from staff (see AC:005A, page ~~107~~ 103) presenting status updates to scheduled engagements and follow-up reports as of September 2021.

Moved By Trustee Aarts
Seconded By Mary Preece

The Audit Committee **RECOMMENDS** that the report be received.

Carried

4. New Student Information System Project: Update [4153]

The Committee considered a report from staff (see AC:005A, page ~~107~~ 107), presenting an update on the migration from the legacy Trillium to the new Powerschool Student Information System.

Moved By Ian MacKay
Seconded By Trustee Aarts

The Audit Committee **RECOMMENDS** that the report be received.

Carried

5. Whistleblower Program Annual Report [4159]

The Committee considered a report from staff (see AC:005A, page ~~119~~ 119), presenting information on the whistleblower program.

Moved By Trustee Smith
Seconded By Mary Preece

The Audit Committee **RECOMMENDS** that the TDSB Whistleblower Program Annual Report be received.

Carried**6. Enterprise Risk Management Implementation Status: Update [4160]**

The Committee considered a report from staff (see AC:005A, page 475-169), presenting an update on the implementation of the enterprise risk management project.

Moved By Joyee Chau

Seconded By Mary Preece

The Audit Committee **RECOMMENDS** that the report be received.

Carried**7. Audit Committee O. Reg 361/10 Requirements: Work Tracker September 2021 [4156]**

The Committee considered a report from staff (see AC:005A, page 485-179), presenting the work tracker checklist of the O. Reg. 361/10 requirements to assist with the planning of Audit Committee activities and meeting agendas

Moved By Trustee Li

Seconded By Mary Preece

The Audit Committee **RECOMMENDS** that the report be received.

Carried**Part B: Information Only****8. Call to Order and Acknowledgement of Traditional Lands**

An electronic meeting of the Audit Committee was convened on Tuesday, September 28, 2021 from 4 to 6:06 p.m., with Robin Pilkey presiding.

9. Election of Committee Chair

In accordance with O. Reg 361/10 Section 6 (1), the Committee elected a chair for the 2021-2022 fiscal year from among the members appointed to the committee.

Trustee Li nominated Trustee Pilkey. A vote was taken, and Trustee Pilkey was elected as chair of the Audit Committee.

10. Approval of the Agenda

On motion of Trustee Aarts, seconded by Joyee Chau, the agenda was approved.

11. Declarations of Possible Conflict of Interest

No matters to report

12. Approval of Meeting Minutes of June 21, 2021

On motion of Mary Preece, seconded by Ian MacKay, the Audit Committee approved the minutes of June 21, 2021.

13. Delegations

No matters to report

14. Resolution Into Private and Reconvene

On motion of Trustee Li, seconded by Trustee Aarts, at 5:59 p.m., the meeting resolved into private to consider matters on the private agenda and reconvened at 6:05 p.m.

15. Adjournment

On motion of Mary Preece, seconded by Trustee Aarts, the meeting adjourned at 6:06 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: Trustee Robin Pilkey, Chair



Governance and Policy Committee

Report No. 07

GPC:007A

Wednesday, September 29, 2021

4:30 p.m.

Electronic Meeting

Members Present Trustees James Li (Chair), Michelle Aarts, Stephanie Donaldson, Harpreet Gill, Yalini Rajakulasingam and Anu Sriskandarajah

Also Present Trustees Alexander Brown, Rachel Chernos Lin, Trixie Doyle, Parthi Kandavel, Shelley Laskin, Dan MacLean, Christopher Mammoliti, Chris Moise, Zakir Patel, Robin Pilkey and David Smith

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#).

Part A: Committee Recommendations

1. **Development of a New Policy, Communications Policy: Phase 2 [4144]**

The Committee considered a report from staff (see GPC:007A, page 1) presenting a work plan for the development of a new policy regarding communications, as developed by the Communications Policy Working Group.

Moved by: Trustee Mammoliti

Seconded by: Trustee Donaldson

The Governance and Policy Committee **RECOMMENDS** that the policy development work plan, as presented in the report, be approved.

Carried

2. Specialized Schools and Programs Policy Development: Status Update [4169]

The Committee considered a report from staff (see GPC:007A, page 11) presenting an update on the status of the development of a specialized schools and programs policy.

Moved by: Trustee Mammoliti

Seconded by: Trustee Donaldson

The Governance and Policy Committee **RECOMMENDS** that the report be received.

Carried

Part B: Information Only

3. Call to Order and Acknowledgement of Traditional Lands

An electronic meeting of the Governance and Policy Committee was called to order at 4:33 p.m., with James Li presiding.

4. Approval of the Agenda

On motion of Trustee Donaldson, seconded by Trustee Rajakulasingam, the agenda was approved.

5. Delegations

No matters to report

6. Declarations of Possible Conflict of Interest

No matters to report

7. Report No. 5 of the Bylaws Review Ad Hoc Committee

On motion of Trustee Donaldson, seconded by Trustee Rajakulasingam, the Committee received Report No. 5 of the Bylaws Review Ad Hoc Committee (June 10, 2021) (see GPC:007A, page 15) including:

- Theme Review: Meetings, Part Two

8. Adjournment

On motion of Trustee Aarts, seconded by Trustee Mammoliti, the meeting adjourned at 5:46 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: James Li, Committee Chair

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Program and School Services Committee

Report No. 06

PSSC:006A

Wednesday, October 5, 2021

4:30 p.m.

Electronic Meeting

Members Present Trustees Rachel Chernos Lin (Chair), Trixie Doyle, Dan MacLean, Chris Moise, Patrick Nunziata and Chris Tonks

Regrets Trustee Alexandra Lulka

Also Present Trustees Michelle Aarts, Alexander Brown, Stephanie Donaldson, Christopher Mammoliti, Robin Pilkey and David Smith.

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#)

Part A: Committee Recommendations

1. 2021-22 Program Priorities Funding: Parent Reaching Out Grant Allocation: Update [4145]

The Committee considered a report from staff (see PSSC:006A, page 43) presenting an update on the allocation of the Parents Reaching Out Grant.

Moved by: Trustee Doyle

Seconded by: Trustee Moise

The Program and School Services Committee **RECOMMENDS** that the report be received.

Carried

2. Caring and Safe Schools: Annual Report 2019-2020 [4134]

The Committee considered a report from staff (see PSSC:006A, page 49) presenting information on suspensions and expulsions for the 2019-2020 school year.

Moved by: Trustee MacLean

Seconded by: Trustee Mammoliti

The Program and School Services Committee **RECOMMENDS** that the report be received.

Carried

Staff undertook to present an outline of the structure of the next Caring and Safe Schools report for the 2020-2021 school year, due in March 2022, the outline of which will incorporate trustee feedback received at the meeting.

3. 2021 Summer Program Report [4171]

The Committee considered a report from staff (see PSSC:006A, page 69) presenting information on programming offered for summer 2021.

Moved by: Trustee Doyle

Seconded by: Trustee Mammoliti

The Program and School Services Committee **RECOMMENDS** that the report be received.

Carried

Part B: Information Only

4. Call to Order and Acknowledgement of Traditional Lands

A meeting of the Program and School Services Committee was convened on Wednesday, October 6, 2021 from 4:30 to 7:50 p.m., by electronic means, with Rachel Chernos Lin, presiding.

5. Approval of the Agenda

On motion of Trustee Moise, seconded by Trustee MacLean, the agenda was approved.

6. Declarations of Possible Conflict

No matters to report

7. Delegations

re Re-Introduction of Select Low-Risk Outdoor Extra-Curriculars

1. Fiona Lake Waslander

8. Urban Indigenous Community Advisory Committee Report (Revised), May 18, 2021

The Committee considered a revised report from the Urban Indigenous Community Advisory Committee dated May 18, 2021 (see PSSC:006A, page 1).

Moved by: Trustee Doyle

Seconded by: Trustee MacLean

That the report be received.

Carried

9. Black Student Achievement Community Advisory Committee Report, September 13, 2021

The Committee considered a report from the Black Student Achievement Community Advisory Committee dated September 13, 2021 (see PSSC:006A, page 3). The report was presented by Committee Co-Chair, Alexis Dawson.

Moved by: Trustee Moise

Seconded by: Trustee MacLean

That the report be received.

Carried

10. Community Use of Schools Community Advisory Committee Report, September 14, 2021

The Committee considered a report from the Community Use of Schools Community Advisory Committee dated September 14, 2021 (see PSSC:006A, page 5). The report was presented by Trustee Co-Chair, Michelle Aarts.

Moved by: Trustee Doyle

Seconded by: Trustee Nunziata

That the report be received.

Carried

11. French-as-a-Second-Language Community Advisory Committee Report, June 8, 2021

The Committee considered a report from the French-as-a-Second-Language Community Advisory Committee dated June 8, 2021 (see PSSC:006A, page 9). The report was presented by Committee Co-Chair, Lynne LeBlanc.

Moved by: Trustee MacLean

Seconded by: Trustee Doyle

That the report be received.

Carried

12. French-as-a-Second-Language Community Advisory Committee Report, September 14, 2021

The Committee considered a report from the French-as-a-Second-Language Community Advisory Committee dated September 14, 2021 (see PSSC:006A, page 13). The report was presented by Committee Co-Chair, Lynne LeBlanc.

Moved by: Trustee MacLean

Seconded by: Trustee Doyle

That the report be received.

Carried

13. French-as-a-Second-Language Community Advisory Committee Annual Report, 2020-2021

The Committee considered the 2020-2021 annual report from the French-as-a-Second-Language Community Advisory Committee (see PSSC:006A, page 17). The report was presented by Committee Co-Chair, Lynne LeBlanc.

Moved by: Trustee MacLean

Seconded by: Trustee Moise

That the report be received.

Carried

14. Inner City Community Advisory Committee Report, June 17, 2021

The Committee considered a report from the Inner City Community Advisory Committee dated June 17, 2021 (see PSSC:006A, page 25). The report was presented by Trustee Co-Chair, Michelle Aarts.

Moved by: Trustee Doyle

Seconded by: Trustee MacLean

That the report be received.

Carried

15. Inner City Community Advisory Committee Report, September 23, 2021

The Committee considered a report from the Inner City Community Advisory Committee dated September 23, 2021 (see PSSC:006A, page 27). The report was presented by Trustee Co-Chair Michelle Aarts.

Moved by: Trustee Doyle

Seconded by: Trustee MacLean

That the report be received.

Carried

16. Parent Involvement Advisory Committee Report, June 15, 2021

The Committee considered report from the Parent Involvement Advisory Committee dated June 15, 2021 (see PSSC:006A, page 29). The report was presented by Committee Co-Chair, D. Williams.

Moved by: Trustee Doyle

Seconded by: Trustee Mammoliti

That the report be received.

Carried

17. Parent Involvement Advisory Committee Report, September 21, 2021

The Committee considered report from the Parent Involvement Advisory Committee dated September 21, 2021 (see PSSC:006A, page 33). The report was presented by Committee Co-Chair, Felicia Seto-Lau.

Moved by: Trustee Moise

Seconded by: Trustee MacLean

That the report be received.

Carried

18. Special Education Advisory Committee Report, September 13, 2021

The Committee considered a report from the Special Education Advisory Committee dated September 13, 2021 (see PSSC:006A, page 35).

Special Education Advisory Committee: Black Parents Support Group Alternate Member

Regarding the recommendation from SEAC for membership of Clovis Grant as the alternate representative of the Black Parent Support Group, note that on March 10, 2021, the Board decided:

Whereas, there is one association vacancy on the TDSB SEAC; and

Whereas, SEAC has received a nomination from the Toronto Chapter of the Black Parent Support Group (BPSG); and

Whereas, Sherron Grant, President of BPSG has nominated Tracy Burrell as association representative and Clovis Grant as association alternate;

Therefore, be it resolved:

- (a) That the association, Black Parent Support Group be added to the membership on the Special Education Advisory Committee for a term ending November 14, 2022;
- (b) That Tracy Burrell be appointed to the Special Education Advisory Committee as the representative for the Black Parent Support Group for a term ending November 14, 2022;
- (c) That Clovis Grant be appointed to the Special Education Advisory Committee as the alternate representative for the Black Parent Support Group for a term ending November 14, 2022.

Moved by: Trustee MacLean

Seconded by: Trustee Doyle

That the report be received.

Carried

19. Adjournment

On motion of Trustee Doyle, seconded by Trustee Mammoliti, the meeting adjourned at 7:50 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: Rachel Chernos Lin, Chair of Committee

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Finance, Budget and Enrolment Committee

(Special Meeting)

Report No. 13

FBEC:014A

Wednesday, September 29, 2021

7 p.m.

Electronic Meeting

Members Present Trustees Parthi Kandavel (Chair), Shelley Laskin, Zakir Patel, Robin Pilkey, David Smith, Jennifer Story and Manna Wong

Also Present Trustees Michelle Aarts, Alexander Brown, Rachel Chernos Lin, Trixie Doyle, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Yalini Rajakulasingam and Anu Sriskandarajah

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#).

Part A: Committee Recommendations

1. 2021-22 Enrolment, Class Size and Staffing Update [4170]

The Committee considered a report from staff (see FBEC:014A, page 1 and attached) presenting an update on enrolment, class sizes and realignment for the 2021-2022 school year.

Moved by: Trustee Laskin

Seconded by: Trustee Pilkey

The Finance, Budget and Enrolment Committee **RECOMMENDS** that report be **received**.

Carried

Business Arising**2. Letter to the Ministry of Education for Pandemic Funding Support**

During discussion of the matter, 2021-22 Enrolment, Class Size and Staffing Update, the following was introduced by Trustees Kandavel and Patel as business arising.

Moved by: Trustee Kandavel

Seconded by: Trustee Patel

The Finance, Budget and Enrolment Committee **RECOMMENDS:**

Whereas, students need stability and support this year more than ever; and

Whereas, the pandemic and health guidance continue to evolve and change on a regular basis; and

Whereas, parents and family decisions on their student's education are impacted by the status of the pandemic; and

Whereas, the school board has no long-term historic trends to base enrolment forecasting on during a pandemic; and

Whereas, once a board approves its operating budget for a school year in the spring prior to the start of the school year, there is little flexibility to adjust budgets during the school year for significant enrolment changes; and

Whereas, the board wants to maintain class sizes as small as possible within funding parameters; and

Whereas, the current student enrolment is significantly below the forecasted board budget enrolments; and

Whereas, the Ministry announced COVID-19 funding in the spring with certain grants only provided to boards for the first half of the year, and would announce in the fall if school boards would receive the funding for the second half of the year; and

Whereas, the Federal government provided funding to the provinces to help offset costs of COVID-19;

Therefore, be it resolved:

- (a) That the Chair write a letter to the Minister of Education asking for additional support to the Board to support the funding loss experienced currently, outlining the following information:**

- i. **Current enrolment loss to forecasted enrolments,**
 - ii. **Board focus on student safety, mental health and well-being supported by smaller class sizes during the pandemic,**
 - iii. **Impact to the board's financial position,**
 - iv. **Request additional funding to offset the increased deficit above the original 2% deficit school boards were allowed to incur and fund through reserves;**
- (b) That a copy of the letter at Part (a) be sent to all union/federation partners and the Ontario Public School Boards' Association.**

Carried

Part B: For Information Only

3. Call to Order and Acknowledgement of Traditional Lands

The meeting was called to order at 7:01 p.m. with Trustee Parthi Kandavel presiding.

4. Declarations of Possible Conflict of Interest

No matters to report

5. Delegations

No matters to report

6. Adjournment

On motion of Trustee Smith, seconded by Trustee Story, the meeting adjourned at 8:53 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: Parthi Kandavel, Committee Chair

2021-22 Enrolment, Class Size and Staffing Update

**Finance, Budget and Enrolment Committee
September 29, 2021**





Key Topics

- Enrolment
- Class Size
- Realignment
- Elementary Models of Instruction (ISP)
- Support For Students
- Implementation Timelines





Enrolment

- Elementary enrolment is approximately 6,500 students or 3.9% below projection
 - A. Decrease in JK students
 - B. Impact of migration
 - C. Other unknown factors
- Secondary enrolment is approximately 800 students or 1.1% below projection
 - Closer to projections
 - Limited impact



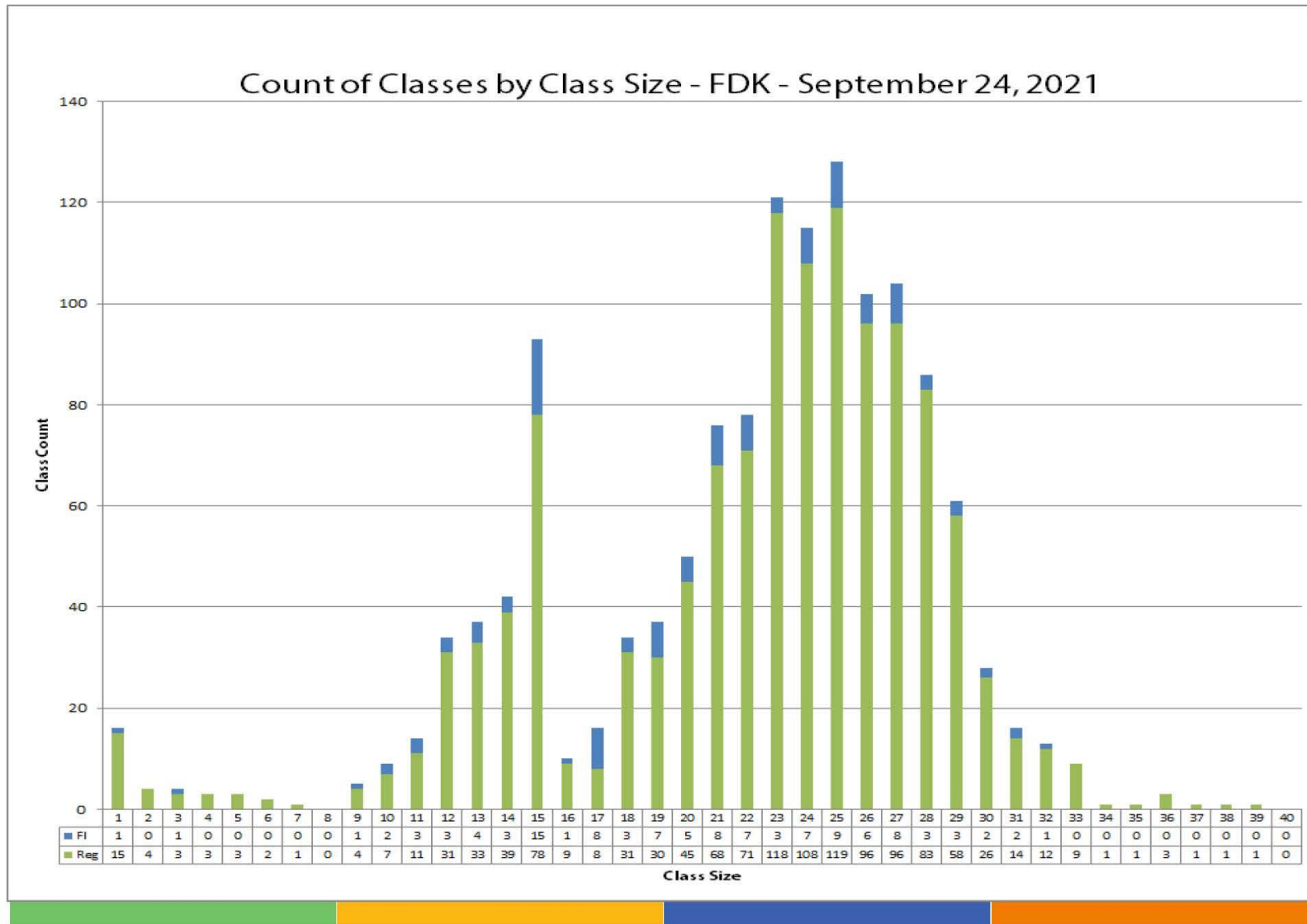


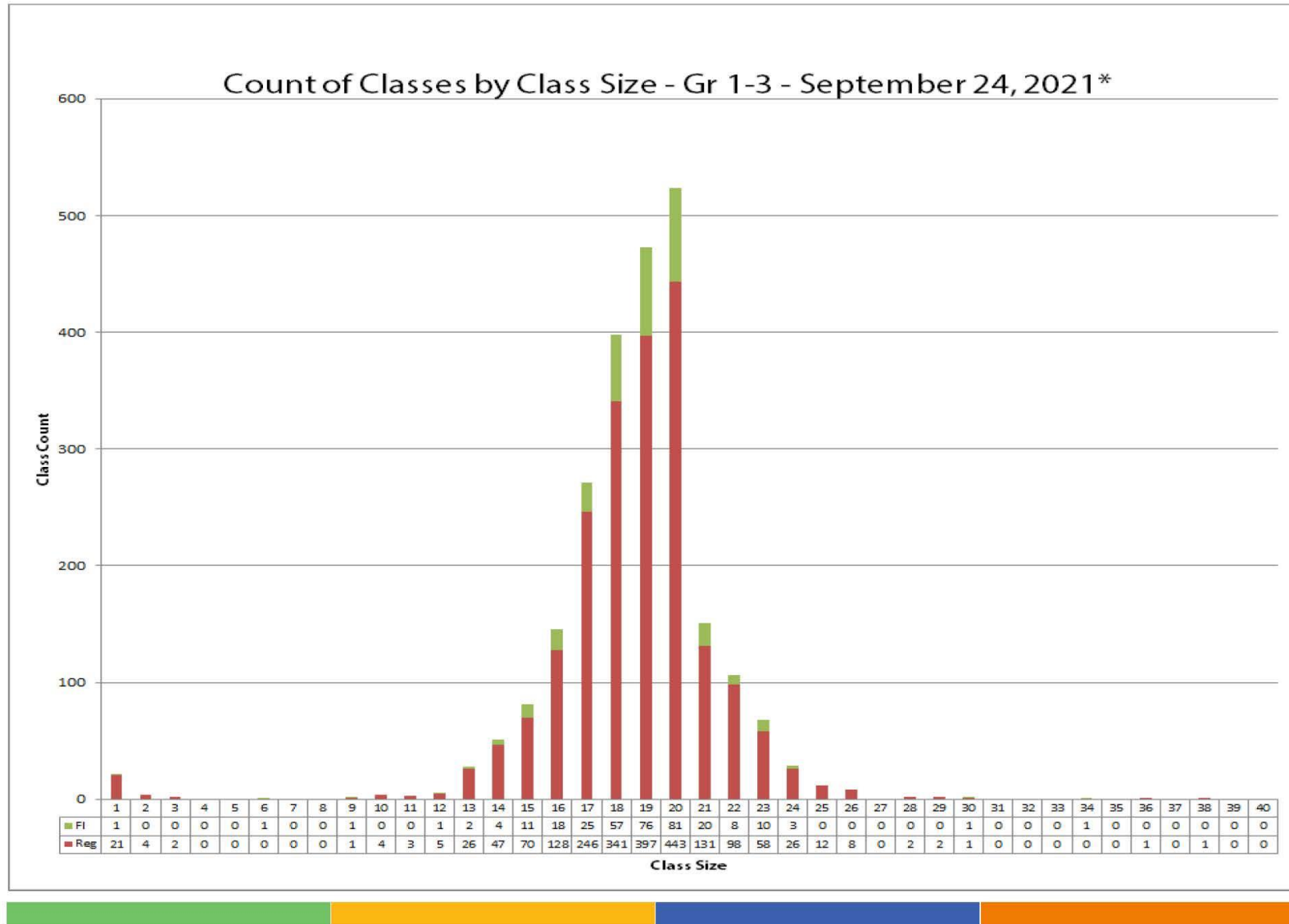
Elementary Class Sizes

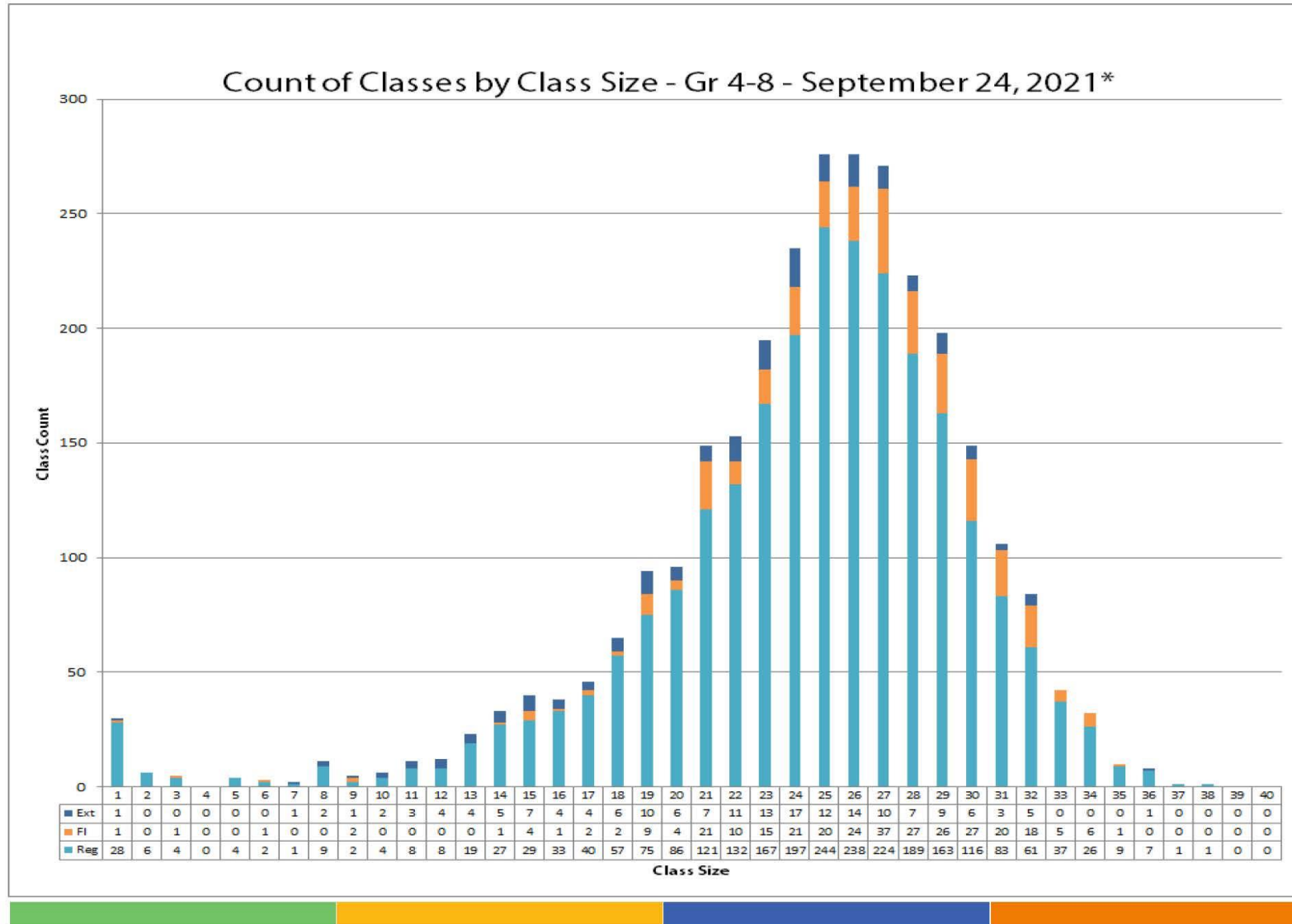
*Class size data as of Sept 24, 2021

Division	Regulation	System Data
Full Day Kindergarten	Board-wide average of 26 students Cap at 29 students 10% of classes can be up to 32 students Class of 15 or less do not require a Designated Early Childhood Educator (DECE)	System average is 22.3 students 94% of classes are 29 students or less
Grade 1-3	Cap at 20 students 10% of classes can be up to 23 students	84% of classes are 20 students or less 16% of classes are above 20 students.
Grade 4-8	Board-wide average of 24.5 students	System average is 23.8 students











Class Size – Impact

FDK

- While the Board average is below the regulation – we continue to address classes that are over 30

Grade 1-3

- Realignment will decrease # of classes over the regulation (6% of classes)

Grade 4-8

- We are currently below the system average required by regulation however there are still classes with significantly high enrollment that will be addressed through realignment

We will address significantly large class sizes through realignment and holdback





Elementary Realignment

- Through realignment we will be addressing the very large and very small classes
- We anticipate the impact of the realignment to be the movement of approximately 100 teachers
- Realignment will be completed by October 12 with students and teachers in their new classes
- We are committed to achieving this with the least amount of disruption as possible to support student learning
- We continue to be guided by TPH health and safety guidelines

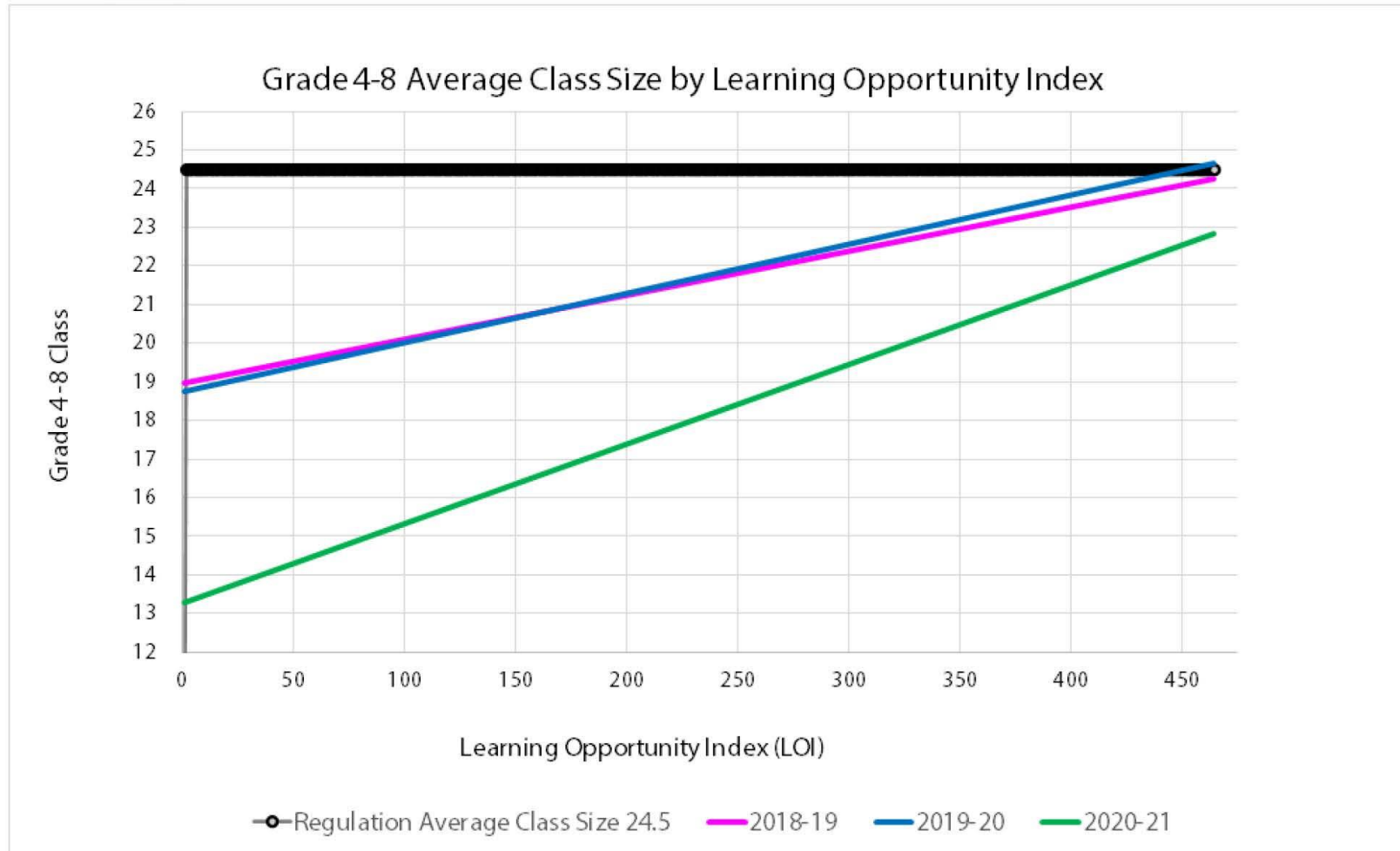




Equity

- . Additional teaching staff is provided through the Learning Opportunities Allocation targeted to support schools in the top 200 LOI
- . Staff are intentional in looking at the impact of realignment on the top LOI schools







Elementary Holdback

- Current enrolment is 3.9% under projection
- If we were to address the shortfall in funding as a result of lower enrolment, there would be a need to extract approximately 140 teachers
- However, staff are not recommending a reduction of this size in order to maintain smaller class sizes and limit the impact of realignment





Elementary Holdback

Possible options that could be considered to offset holdback shortage:

- A) Potential realignment savings of more than 100 teachers
- A) Redistribution of central teachers
- A) Reassign elementary library and/or counsellors to the classroom





COVID-19 Funding

21-22 PPF Funding	\$Mil	Description of Use
Staffing Supports*	15.8	\$3M will be for caretaking overtime to address enhanced cleaning requirements. The remaining \$12.8M will be used to hire about 115 teachers.
Mental Health*	0.6	Additional staffing, training and other resources.
Special Education*	0.5	Additional staffing, training and other resources.
Student Transportation - Health & Safety*	2.0	Enhanced cleaning, PPE and other staffing costs (e.g. driver overtime)
School Operations & Ventilation*	1.9	Increased utility costs of running ventilation and changing of filters more frequently.
Re-engaging Students and Reading Assessment Supports	2.2	Customized plans to support students including Black Indigenous, Special Education, socially and economically challenged and disproportionately impacted by the pandemic.
Air Purification (HEPA units)	0.5	Received 648 HEPA units from the MGCS
Connectivity in Schools	TBD	Two year funding application submitted to the Ministry (TDSB requested \$32.8M in projects across the two years. Currently pending Ministry approval)

* Only half-year funding confirmed





COVID-19 Funding

Below are the new COVID-19 related GSN funding for 2021-22:

Category	Amount Allocated (\$M)	Description of Use
Technology Resources	1.6M	Replacement and purchase of devices for students and other equipment such as simultaneous technology kits.
Recent Immigrant Supplement	33.9M	Support programs as a result of decline in newcomer enrolment during the pandemic. At the June FBEC, \$25M was reported as the incremental increase in this funding from 2019-20 figures.
Mental Health Supports	0.4M	Additional staffing, training and resources.





Enrolment Projections

Pupils of the Board (ADE)	2020-21 Original Estimates	2020-21 Revised Estimates	2021-22 Original Estimates	2021-22 Enrolment (as of Sept 24, 2021)
JK	16,930	15,115	16,174	14,623
SK	17,830	16,986	16,239	15,737
Grade 1-3	53,548	52,266	51,286	49,052
Grade 4-8	86,061	84,874	84,184	81,728
Total Elementary ADE	174,369	169,241	167,883	161,140
Secondary ADE	69,380	68,791	70,104	69,835
Total ADE	243,749	238,032	237,987	230,975





21-22 Preliminary Financial Projection

2021-22 Financial Projection	(\$M)	%
Projected Deficit as reported at the Jun 30, 2021 Board approved budget	(59.0)	2.0%
<u>Changes to budget:</u>		
GSN revenue reduction due change in enrolment from 21-22 Estimates	(46.0)	
Reduction of 58 teachers attributed to actual JK student enrolment (students new to the TDSB) below projections (see note)	6.4	
Revised Projected Deficit - 21-22	(98.6)	3.3%
Projected use of reserves as approved June 30, 2021 Board budget	59.0	
Remaining shortfall	(39.6)	1.3%

Note: While enrolment decline would suggest reduction of approximately 140 teachers, staff are only recommending a reduction of 58 teachers, in order to support smaller classes during the pandemic





Elementary Models of Instruction/Simultaneous Learning

- Simultaneous learning is offered in all Intensive Support Programs (ISP) other than Gifted
- Model done intentionally:
 - to keep close to their peers
 - to keep students connected to caring adults
- Increased flexibility for students who may need to transition to online learning as a result of class being dismissed due to COVID-19 investigation





Student Supports

The following supports are currently in place to support student learning, mental health and well-being. In 2020-2021, many of the teaching supports were repurposed to support smaller class sizes. They have been returned to their intended role for 2021-2022

Staff Supports for Students	Number of Staff
Early Reading Intervention	42.0
Reading Coaches	8.0
Elementary Counsellor	69.0
K-12 Coaches	43.0
Special Education Consultants	40.0
Special Education Coordinators	8.0
Attendance Counsellors	12.0
Social Workers	136.0
Psychologists	122.5
Occupational Therapists/Physical Therapists	31.0





Student Supports

Staff is currently reviewing the intentional use of staff in these roles as we become more familiar with emerging students needs through school reopening. The following areas are being discussed to ensure that we continue to be responsive to these needs:

- a) What are the human resources being used to support student learning and well-being?
- b) What data informs our decisions about which resources are needed and where they are needed?
- c) Looking at the centrally assigned roles, which might be re-imagined in order to serve the students most impacted by the pandemic?
- d) Where will staff in these roles be deployed to support students?
- e) How are we supporting schools that have significant numbers of students learning virtually?
- f) How will we measure the impact of the redistribution of resources/ the intervention?

As these plans become finalized, further information will be shared at a future FBEC meeting.





Student Supports - Mental Health & Well-Being

- PSS staff continue to address the needs of the students and families most impacted by the pandemic
- Emphasis is placed on virtual students by connecting the students and families to community resources and supports as needed
- PSS staff continue to provide mental health and well-being capacity building supports to school staff that centres student identities, focuses on the impact of the pandemic and is culturally responsive and relevant
- Emphasis on transitional supports that focus on student mental health and well-being
- Focus on students with special educational and/or complex needs and collaborating with school staff and community partners to provide support





Timelines

September 30	<ul style="list-style-type: none"> End of Month Enrolment Count Date
October 4	<ul style="list-style-type: none"> Elementary Staffing Officers inform Principals of any changes to staffing allocation. Elementary Principals advise School Councils and Staffing Committees if they have changes to meet for consultation
October 4 to 6	<ul style="list-style-type: none"> Enrolment and class size data (September 30) provided to Trustees (Ward by Ward) by Superintendents of Education. An update on realignment in the Learning Network will also be provided.
October 7	<ul style="list-style-type: none"> Elementary Teachers are informed of any teaching assignment changes
October 12	<ul style="list-style-type: none"> Elementary Students and Staff begin learning and teaching in new locations
October 13	<ul style="list-style-type: none"> Next scheduled FBEC Meeting - update on enrolment and staffing
Late October	<ul style="list-style-type: none"> Post-reorganization class size data provided to Trustees by Superintendents (school-specific information)
November FBEC	<ul style="list-style-type: none"> Detailed review of changes in enrolments year over year will be provided





Questions?





Finance, Budget and Enrolment Committee

Report No. 14

FBEC:015A

Wednesday, October 13, 2021

4:30 p.m.

Electronic Meeting

Members Present Trustees Parthi Kandavel, Shelley Laskin, Zakir Patel, Robin Pilkey, David Smith, Jennifer Story and Manna Wong

Also Present Trustees Michelle Aarts, Alexander Brown, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Anu Sriskandarajah and Chris Tonks

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings.](#)

Part A: Committee Recommendations

1. Contract Awards, Operations [4161]

The Committee considered a report from staff (see FBEC:015A, page 1) presenting contract awards. The Committee received the contracts on Appendix A and approved the contract on Appendix B.

Moved by: Trustee Laskin
Seconded by: Trustee Pilkey

The Finance, Budget and Enrolment Committee **RECOMMENDS** that the **contract awards on appendix C, as presented in the report, be approved.**

Carried

2. Major Capital Projects and COVID-19 Resilience Infrastructure Stream Funding: Status Update [4164]

The Committee considered a report from staff (see FBEC:015A, page 25) presenting an update on the status of major capital projects and the projects funded under the COVID-19 Resilience Infrastructure Stream funding.

Moved by: Trustee Brown

Seconded by: Trustee Smith

The Finance, Budget and Enrolment Committee **RECOMMENDS** that the report be received.

Carried

3. Honoraria for Trustees: Update [4166]

The Committee considered a report from staff (see FBEC:015A, page 63) presenting information on the honoraria to be paid to trustees for the period December 1, 2021 to November 14, 2022 in accordance with the requirements as set out in section 4(1) of Ontario Regulation 357/06, Honoraria for Board Members and policy P074, Honoraria for Trustees.

Moved by: Trustee Laskin

Seconded by: Trustee Wong

The Finance, Budget and Enrolment Committee **RECOMMENDS:**

- (a) That the honoraria for trustees for one year commencing December 1, 2021 to November 14, 2022, as presented in the report, be approved;**
- (b) That policy P074, Honoraria for Trustees, be updated accordingly, as presented in the report.**

Carried

Part B: For Information Only

4. Call to Order and Acknowledgement of Traditional Lands

The meeting was called to order at 4:31 p.m. with Trustee Parthi Kandavel chairing.

5. Approval of the Agenda

On motion of Trustee Pilkey, seconded by Trustee Brown, the agenda was approved.

6. Declarations of Possible Conflict of Interest

No matters to report

7. Delegations

re Current Learning and Teaching in Secondary Schools

1. Liz Burnip, Teacher, Forest Hill Collegiate

re Hybrid Learning

2. Michael Anthony, TDSB employee
3. Chris Taylor, Teacher, Sir Oliver Mowat Collegiate Institute
4. Brenda Cooke, Teacher
5. Faith Munoz, Parent

8. Contract Awards, Facilities [4162]

The Committee considered a report from staff (see FBEC:015A, page 13) presenting contract awards.

On motion of Trustee Story, seconded by Trustee Mammoliti, the Finance, Budget and Enrolment Committee received the contracts on Chart A.

9. 2021-2022 Enrolment and Staffing Update

The Committee heard an update from staff on enrolment and staffing in schools (see attached) including:

- Enrolment
- Class size
- Reorganization
- Secondary school models of instruction
- Financial update
- Implementation timelines

10. Adjournment

On motion of Trustee Laskin, seconded by Trustee Pilkey, the meeting adjourned at 8:12 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: Parthi Kandavel, Chair

2021-22 Enrolment, Class Size and Staffing Update

**Finance, Budget and Enrolment Committee
October 13, 2021**





Key Topics

- Enrolment
- Class Size
- Reorganization
- Secondary School Models of Instruction
- Financial Update
- Implementation Timelines





Enrolment

Elementary

- September 24 count Elementary enrolment was approximately 6,500 students or 3.9% below projection
- September 30 count Elementary enrolment was approximately 5,774 students or 3.4% below projection

Secondary

- September 24 Secondary enrolment is approximately 800 students or 1.1% below projection
- September 30 Secondary enrolment is approximately 753 students or 1.0% below projection

System (Elementary and Secondary)

- As a system we are down 6,527 students or 2.7% below projection



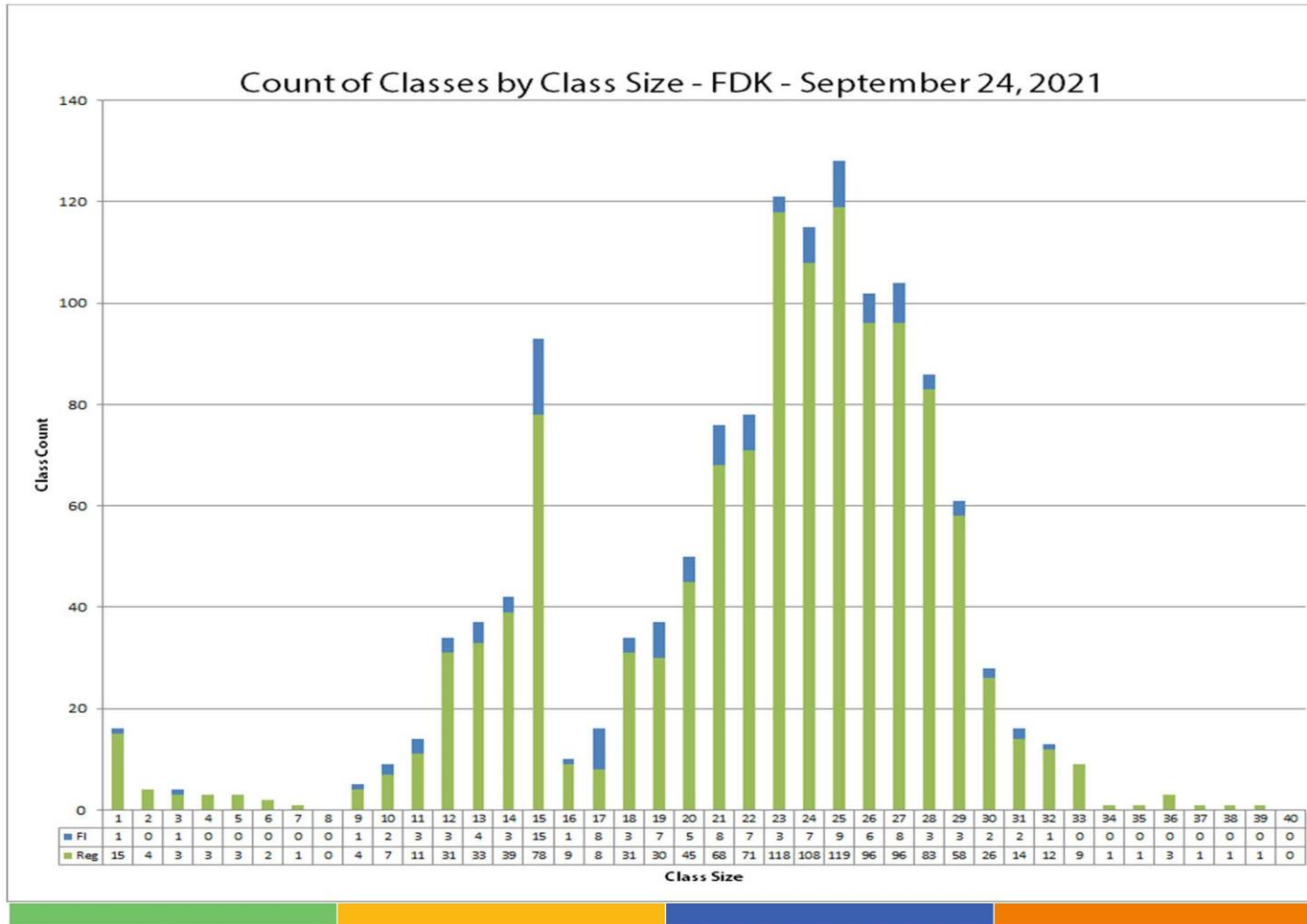


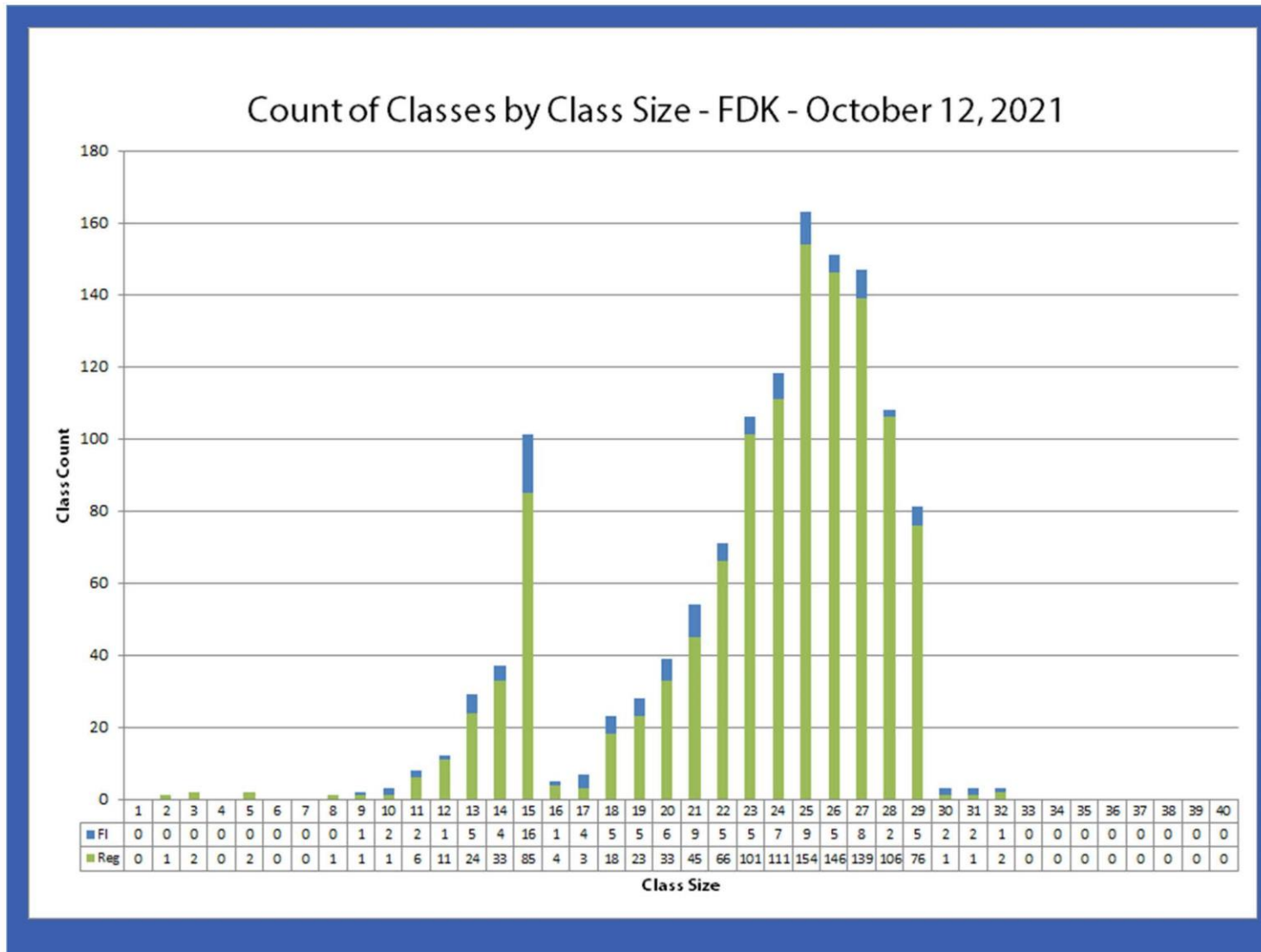
Elementary Class Sizes

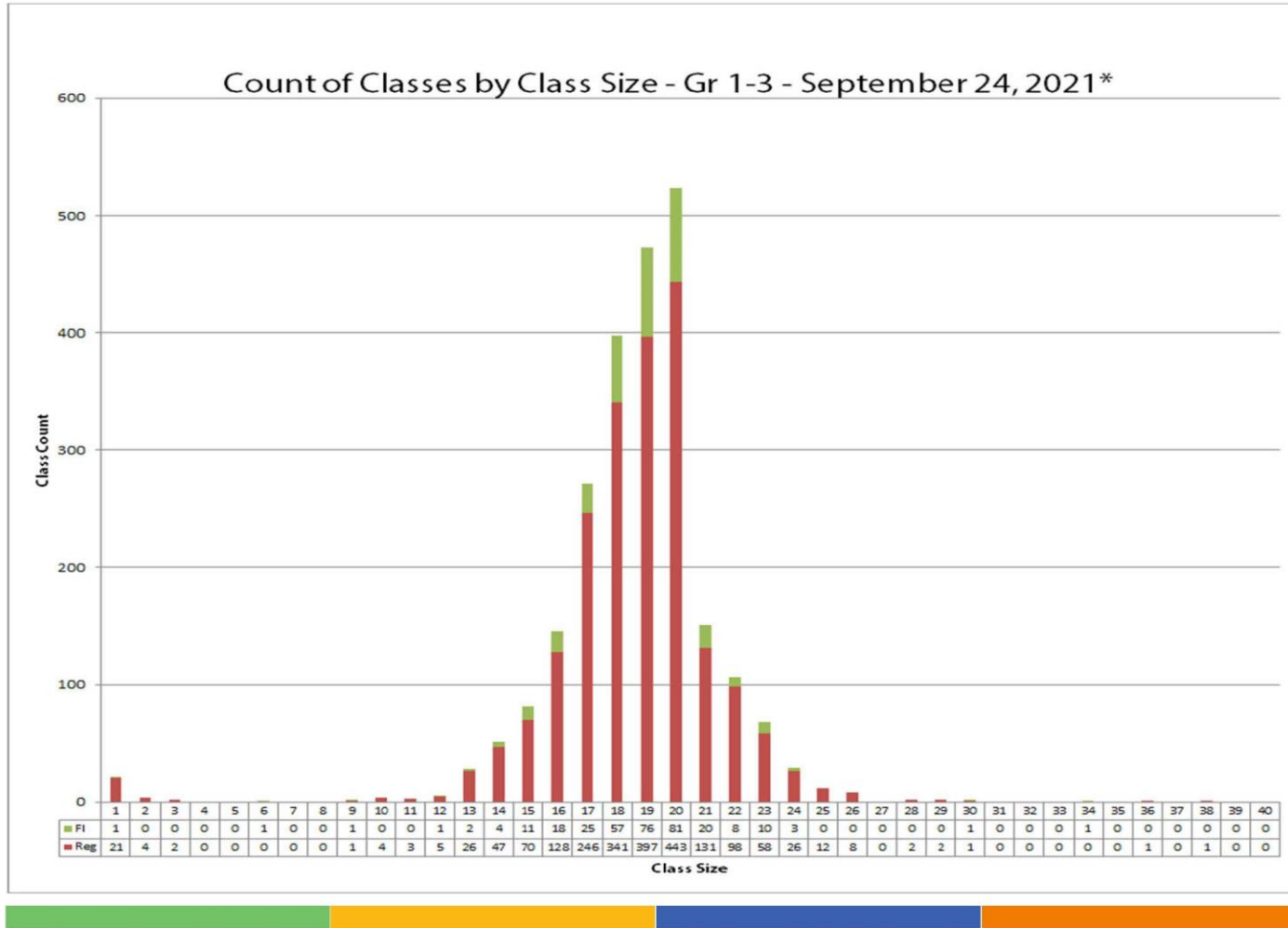
*Class size data as of Oct 12, 2021

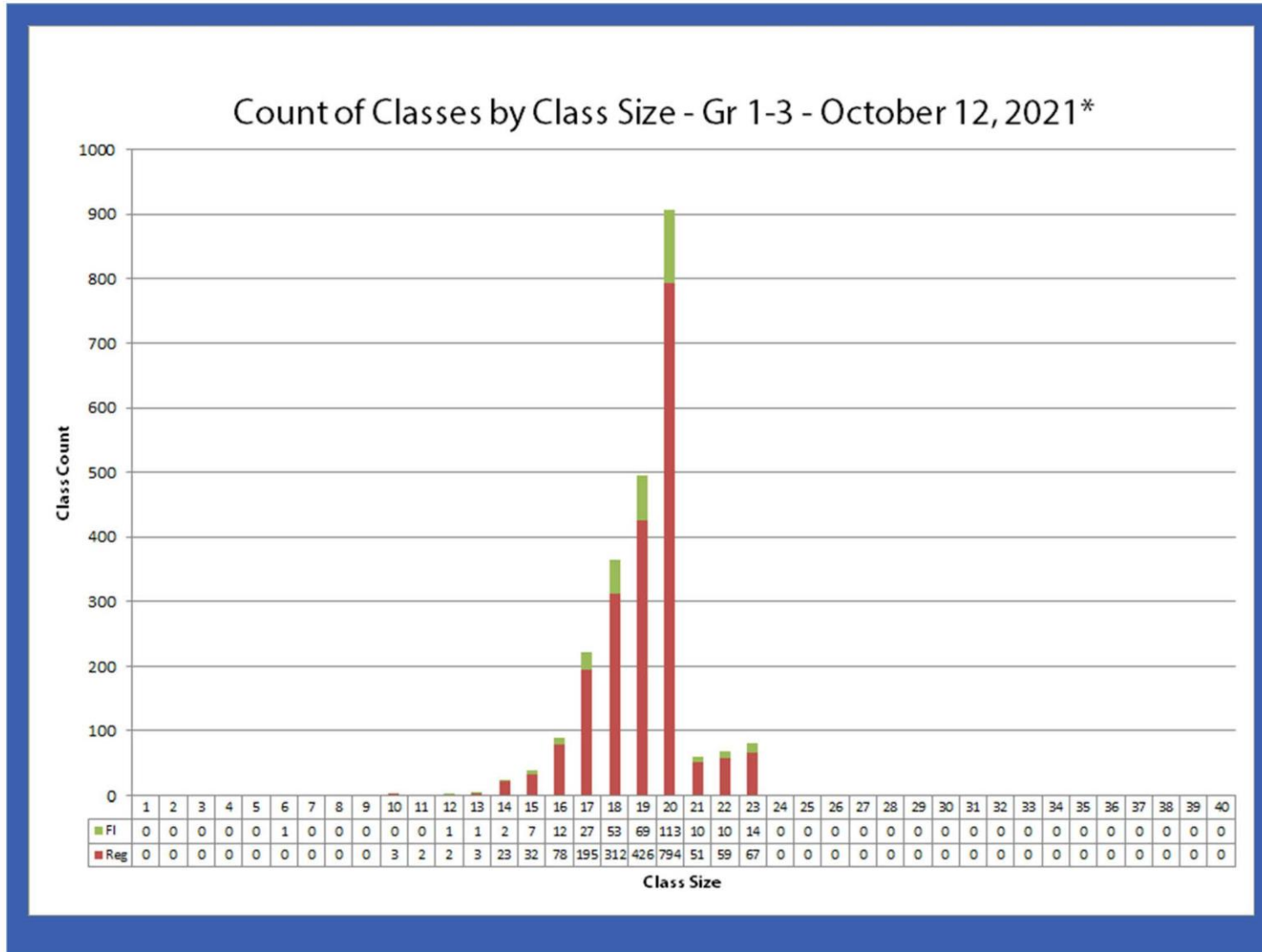
Division	Regulation	System Data
Full Day Kindergarten	<p>Board-wide average of 26 students</p> <p>Cap at 29 students 10% of classes can be up to 32 students</p> <p>Class of 15 or less do not require a Designated Early Childhood Educator (DECE)</p>	<p>Sept 24 System average is 22.3 students 94% of classes are 29 students or less</p> <p>Oct 12 System average is 23.12 students 99% of classes are 29 students or less</p>
Grade 1-3	<p>Cap at 20 students</p> <p>10% of classes can be up to 23 students</p>	<p>Sept 24 84% of classes are 20 students or less 16% of classes are above 20 students.</p> <p>Oct 12 91.8% of classes are 20 students or less</p>
Grade 4-8	<p>Board-wide average of 24.5 students</p>	<p>Sept 24 System average is 23.8 students</p> <p>Oct 12 System average is 24.04 students</p>

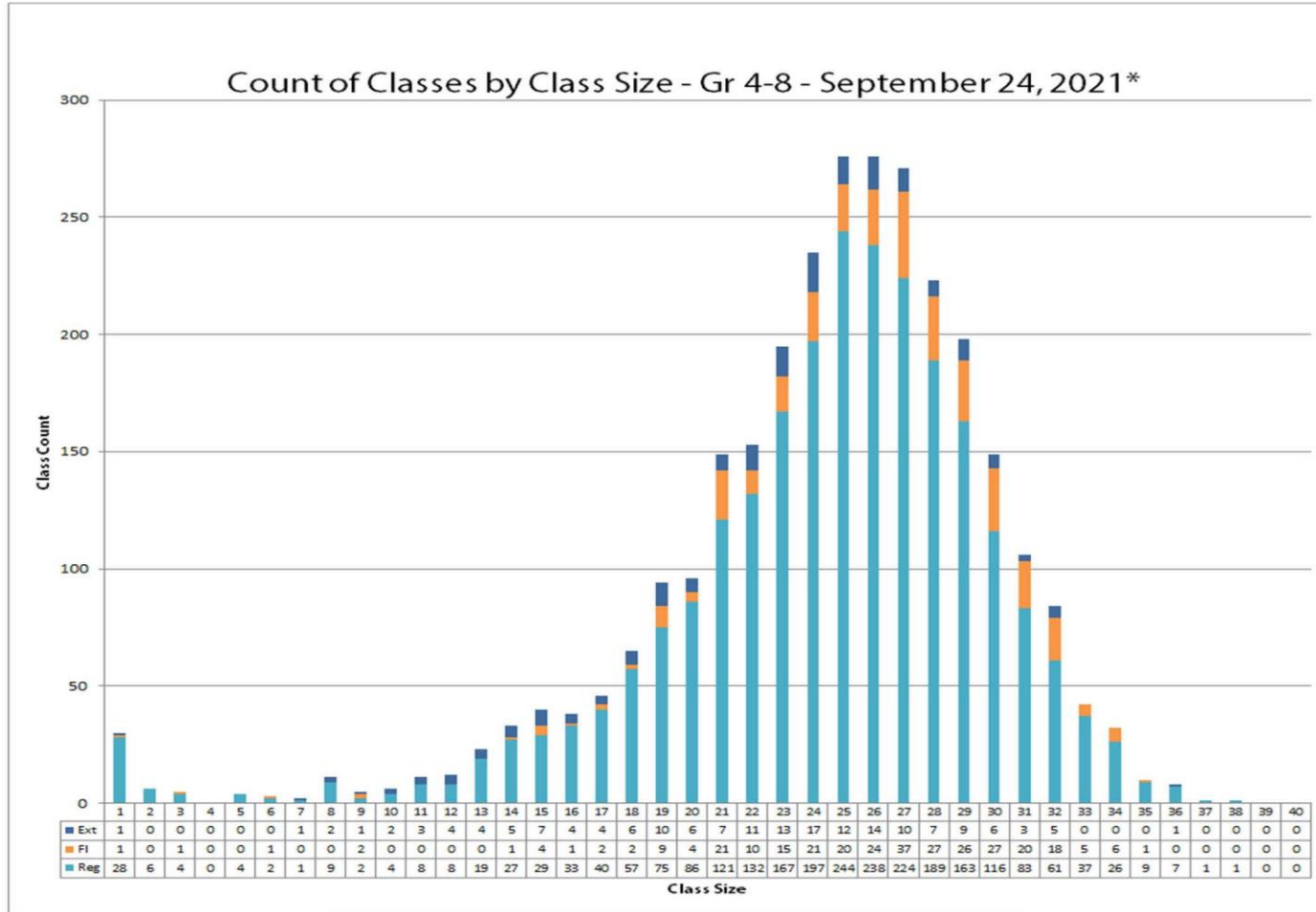


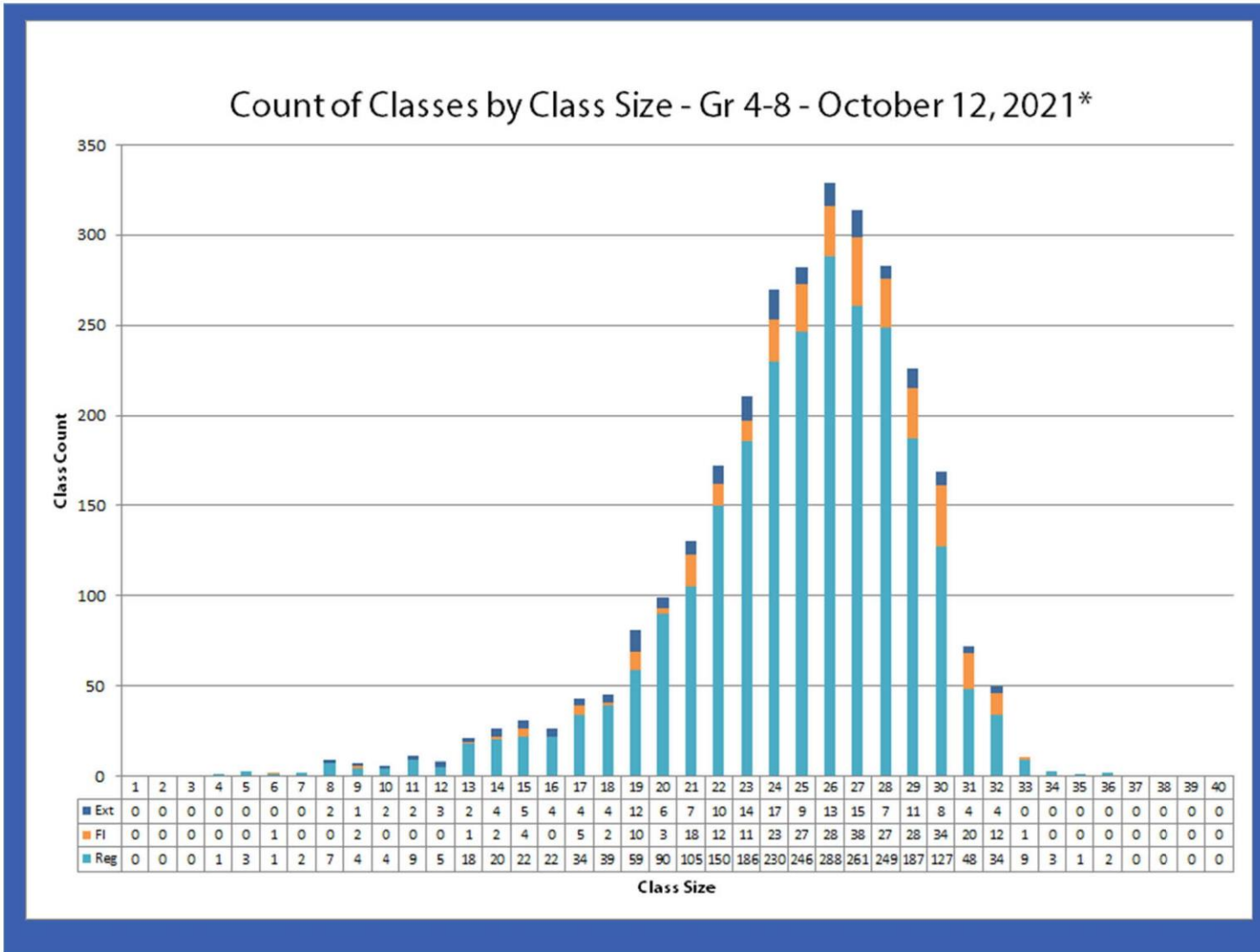














Class Size – Impact

FDK

- Board average remains below the regulation of 26 students per class
- 99% of classes are 29 students or less
- we are fully compliant with the regulation

Grade 1-3

- 91.8 % of classes are 20 students or less
- 10% of classes can be up to 23 students
- we are fully compliant with the regulation

Grade 4-8

- We are currently below the system average required by regulation of an average of 24.5 students per class
- we have addressed a significant number of those classes with extremely high or extremely low numbers
- we will continue to monitor class sizes and new classroom enrolment
- we are fully compliant with the regulation





Elementary Reorganization

Options Utilized in the Previous Year

- 1) Relocated Central Teachers To Classrooms
- 1) Reallocated Guidance\Library Teachers to Regular Classrooms
- 1) Maintained Higher Class Sizes in the Virtual School
- 1) Use of reserves to support additional teachers

Resources used in Current Year

- COVID funding for additional teachers
- Teachers were not reduced to the level of funding





Elementary Reorganization

- Through reorganization we were able to address the majority of very large and very small classes.
- Reorganization will be completed by October 29 as we receive feedback from schools.
- Affected students and teachers arrived in their new classes on October 12. We continue to monitor those classes where enrolment continues to grow.
- We are focused on supporting student learning throughout the transition while creating the least amount of disruption
- A total of 123 permanent teachers have been relocated thus far in the Reorganization process
- We continue to be guided by TPH health and safety guidelines





Secondary School Models of Instruction - Guiding Principles

- Maximize the ability to honour student voice in terms of program/course selection especially in elective courses in order to increase engagement, well-being, and achievement.
- Provide for a seamless transition back to in-person learning when students wish to return to in-person learning.
- Allow students and families to maintain a connection with their school, school staff resources, and school community including extra-curricular activities.
- Enable students to remain in their chosen specialized programs as much as possible (AP, IB, STEM, French Immersion, Cyber ARTS, Exceptional Athlete, Leadership Pathway, Arts Focused)





Data on Secondary Models of Instruction

Board	# of Classes / Sections Where All Students are In-Person	# of Classes / Sections Where All Students are Virtual	# of Classes / Sections Where Some Students are In-Person and Others are Virtual	Total	% of Classes In-Person	% of Classes Dedicated Virtual	% of Classes Simultaneous
	4229	274	9724	14227	29.73%	1.93%	68.35%





“If approximately 13% of students chose Virtual learning, why have only a few secondary schools been able to create dedicated Virtual classes instead of many simultaneous classes?”





Secondary School Timetables

- Student timetables are driven by student choice of electives and compulsory courses.
- Moving students into dedicated Virtual classes limits the number of electives that students can take.
- Limiting electives reduces student voice and choice.
- Principals and Vice-Principals along with Guidance Counsellors have worked to minimize, where possible, the number of simultaneous classes by grouping Virtual students together.





Secondary School Timetables

- A secondary school with approximately 200 Grade 9 student could generate millions of different timetable combinations that include electives.
- The more timetables that are generated to accommodate student choice (electives), the harder it is to create dedicated Virtual classes.
- In addition to student choice driving timetables, scheduling Vice-Principals need to consider specialized / certificate programming (Gifted, SHSM, etc.) and room considerations (Gyms, science labs, music rooms, art and tech classes) as well as teacher qualifications.



Secondary Simultaneous Considerations



Simultaneous Learning: Sample School - ABC Collegiate Institute

- 160 students choose Virtual Learning at ABC Collegiate Institute for the **2021-2022** school year.
- Similar to last year, there is a trend toward senior students choosing Virtual Learning.
- 177 courses are offered at ABC Collegiate in Semester One, and 91 of these courses are optional (elective courses, not specifically required for graduation).
- Although only 15% of students from ABC Collegiate Institute selected Virtual learning, the number of elective courses (placed strategically throughout the schedule) required that 75% of all courses be taught Simultaneously to ensure that students could pursue the elective options they requested.

ABC Collegiate Institute, TDSB (Semester One)	Average Class Size	Average # In-Person Students	Average # Virtual Students	Number of Courses Offered	Number of Optional Courses Available to Students	% of Courses that are Optional
Grade 9	23.67	20.91	2.84	43.00	13.00	30.23%
Grade 10	24.22	20.76	3.57	37.00	11.00	29.73%
Grade 11	24.85	21.12	3.83	41.00	20.00	48.78%
Grade 12	22.55	18.33	4.26	44.00	36.00	81.82%
Mixed Classes	24.25	20.83	3.42	12.00	11.00	91.67%
Entire School	23.77	20.26	3.59	177.00	91.00	51.41%





Building Capacity: Supporting Simultaneous Teaching and Learning

- **Training:** In September, 35 Professional Digital Learning sessions were offered to support educators as they build their capacity with Simultaneous teaching. Topics included:
 - Building Communities and Supporting Wellness in Virtual Learning
 - Communicating & Engaging Students with Brightspace (Elementary and Secondary)
 - Using Digital Tools to Support Instruction and Engagement
 - Leveraging Brightspace to Support Simultaneous Learning
 - Using Brightspace in Virtual and In-Person Models of Instruction1106 educators participated
- **Human Resources:**
 - System Superintendent, Virtual Learning and Re-Engagement
 - Centrally Assigned Principal, Secondary Virtual Learning and Re-Engagement
 - Centrally Assigned Principals
 - Technology Enabled Learning and Teaching Instructor (TELT) Virtual Learning and Programs
 - K-12 Coaches
 - Hybrid Teachers - Digital Lead Learner (HTLL)
 - Program / Subject Coordinators





Building Capacity: Supporting Simultaneous Teaching and Learning

- **Elementary & Secondary Program Guidelines (for teachers and administrators)**
 - Virtual and Simultaneous Learning for Administrators Addendum
- **On-going Digital Resources:** Weekly newsletters have been created for teachers with culturally responsive resources as they create conditions to support simultaneous and virtual learners. Topics include:
 - Digital Learning and Content Resources
 - Creating Conditions to Support Students Learning Simultaneously in Special Education Intensive Support Programs
 - Creating Conditions Support Students in French as a Second Language Programming
 - Creating Conditions to Support English Language Learners
 - Creating Conditions for Assessment for/of/as Learning in Simultaneous Classrooms
 - Creating Conditions to Support Student Learning in Experiential and Hands-On Classrooms
- **Operational Resources:**
 - Elementary & Secondary Operational Guidelines





2021-22 Enrolment Projections

Pupils of the Board (ADE)	2021-22 Original Estimates	2021-22 Enrolment (as of Sept 24, 2021)	2021-22 Enrolment (as of Sept 30, 2021)	Enrolment Change between Sept 24 vs Sept 30
JK	16,174	14,623	14,778	155
SK	16,239	15,737	15,809	72
Grade 1-3	51,286	49,052	49,281	229
Grade 4-8	84,184	81,728	82,052	324
Total Elementary ADE	167,883	161,140	161,920	780
Secondary ADE	70,104	69,835	70,643	808
Total ADE	237,987	230,975	232,563	1,588

Forecasted Change in GSN Revenue	(\$46.0M)	(\$35.5M)
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Note: Updated 21-22 financial position will be provided at a future FBEC meeting after staffing is finalized.





Ministry COVID-19 Funding 2021-22 vs. 2020-21

Funding Categories	2021-22 (\$M)		2020-21 (\$M)	
Enrolment Funding Stabilization	-		45.6	
ESL/Newcomers Funding	33.9	G	-	
Technology	1.7	G	21.4	S
Technology - 2021-22 & 2022-23 Connectivity in Schools Funding \$32.8M approval pending	TBD		-	
Air Ventilation	0.5		13.9	S
School Operations	1.9	H	-	
Student Transportation	2.0	H	3.0	S
Staff Training	-		1.1	S
Caretaking	3.0	H	6.0	S
Teacher, School-based and Virtual Staff Costs	12.8	H	26.3	S
Special Education and Mental Health	1.1	H	3.0	S
Re-engaging Students & Reading Assessment Supports	2.2		-	
PPE, Health & Safety	-		8.2	S
Total	59.1		128.2	

H - Represents half-year COVID PPF announced. G - Part of Grants for Student Needs Funding.
 S - Part of the Safe Return to Class Funding (58.5% federal / 41.5% provincial)



Timelines

September 30	<ul style="list-style-type: none"> • End of Month Enrolment Count Date
October 4	<ul style="list-style-type: none"> • Elementary Staffing Officers inform Principals of any changes to staffing allocation. • Elementary Principals advise School Councils and Staffing Committees if they have changes to meet for consultation
October 4 to 6	<ul style="list-style-type: none"> • Enrolment and class size data (September 30) provided to Trustees (Ward by Ward) by Superintendents of Education. An update on realignment in the Learning Network will also be provided.
October 7	<ul style="list-style-type: none"> • Elementary Teachers are informed of any teaching assignment changes
October 12	<ul style="list-style-type: none"> • Elementary Students and Staff begin learning and teaching in new locations
October 13	<ul style="list-style-type: none"> • FBEC Meeting - update on enrolment and staffing
Late October	<ul style="list-style-type: none"> • Post-reorganization class size data provided to Trustees by Superintendents (school-specific information)
November FBEC	<ul style="list-style-type: none"> • Detailed review of changes in enrolments year over year will be provided





Questions?







Planning and Priorities Committee

Report No. 18

PPC:019A

Thursday, October 14, 2021

4:30 pm

Electronic Meeting

Members Present Trustees Alexander Brown (Chair), Michelle Aarts, Rachel Chernos Lin, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Zakir Patel, Robin Pilkey, Yalini Rajakulasingam, David Smith, Anu Sriskandarajah, Chris Tonks and Manna Wong

Regrets Trustees Stephanie Donaldson, James Li, Alexandra Lulka, and Jennifer Story

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#).

PART A: Committee Recommendations

1. Climate Action Annual Report, 2021 [4172]

The Committee considered a report from staff (see PPC:019A, page 1) presenting the 2021 annual report on climate actions at the Toronto District School Board.

Moved by: Trustee Laskin

Seconded by: Trustee Kandavel

The Planning and Priorities Committee **RECOMMENDS:**

(a) That Net Zero greenhouse gas emissions be established as an aspirational goal for the Toronto District School Board;

(b) That the Director:

- i. Report annually on building-related emissions, vehicle fleet emissions and the revenue and projected expenditures of the Environmental Legacy Fund, as part of the annual Climate Action report;
- ii. Update the Environmental Legacy Fund's terms of reference to focus support on climate action; and
- iii. Reinvest utility incentives to fund greenhouse gas reduction initiatives.

Carried

PART B: Information Only

2. Call to Order and Acknowledgement of Traditional Lands

A meeting of the Planning and Priorities Committee was convened electronically on Thursday, October 14, 2021 from 4:35 to 8:13 p.m. with Alexander Brown presiding.

3. Approval of the Agenda

On motion of Trustee Moise, seconded by Trustee Doyle, the agenda was approved.

4. Declarations of Possible Conflict of Interest

No matters to report

5. Delegations

re Hybrid Learning

1. Katia Berdichevsky, Teacher, Monarch Park Collegiate Institute
2. Sarah Vance, Teacher, Westview Centennial Secondary School
3. Chris Chandler, OSSTF Toronto Teachers' Bargaining Unit
4. Ilaria Alexandrova, Teacher, Westview Centennial Secondary School
5. Terry Maguire, Teacher, Parkdale Collegiate Institute
6. Leela Acharya, ACL, Bloor Collegiate Institute
7. Ana Medeiros, ACL, Westview Centennial Secondary School

8. Seth Bernstein, Teacher, Ursula Franklin Academy / Parent
9. Melanie Wilson, Teacher, Bloor Collegiate Institute
10. Alana MacKrell, ACL, L'Amoreaux Collegiate Institute

re Annual Report: Climate Action

11. Anne Keary, ESCAC Member

6. Report From Trustees Appointed to the Ontario Public School Boards' Association

The Committee received an update on the activities of the Ontario Public School Boards' Association, including the following:

- OPSBA Board of Directors met virtually on September 25, 2021
- OPSBA and the Association's Indigenous Trustees' Council is highlighting the work of school boards in commemorating and honouring the National Day for Truth and Reconciliation
- Following receipt of the final Equity Audit report from Turner Consulting Group, OPSBA will hire and Equity, Diversity and Inclusion Advisor and has also referred the Audit report for further consideration and/or implementation in April 2022
- OPSBA will continue to monitor legislation including Bill 216, *Food Literacy for Students Act* and Bill 260, *Stopping Harassment and Abuse by Local Leaders Act*
- Trustee Code of Conduct Consultation is ongoing, with a survey currently posted for feedback due November 1, 2021
- Updates on recent B and SB memos were provided, including information on GSN and COVID-19 Funding
- Work is ongoing for various OPSBA projects including Project Compass, the Canadian Public School Boards Association Anti-Racism Work Team, the FSL Labour Market Partnership Project and the Education Standards Development Committee

7. Implementation of a Mandatory Vaccination Procedure: Update

The Committee heard a presentation from staff providing an update on the mandatory vaccination procedure (see attached).

8. Adjournment

On motion of Trustee Smith, seconded by Trustee Moise, the meeting adjourned at 8:13 p.m.

PART C: Ongoing Matters

No matters to report

Submitted by: Alexander Brown, Committee Chair

**TDSB COVID-19
MANDATORY VACCINATION PROCEDURE**

Audley Salmon, Interim Executive Superintendent - Employee Services

Leola Pon, Executive Officer - Legal Services

Planning and Priorities Meeting

October 14, 2021



COVID-19 Vaccination Procedure for Employees, Trustees and Other Individuals

Rationale

- Affirms TDSB's commitment to providing and maintaining a safe work and learning environment for all
- Requires employees, trustees and other identified individuals to be fully vaccinated against COVID-19 or have an accommodation or exemption, to enter a TDSB workplace
- Follows Ministry of Education direction, Ontario's Chief Medical Officer of Health instructions, and the Board of Trustees' Resolution. It is consistent with the Occupational Health and Safety Policy, advice from Toronto Public Health, the Occupational Health and Safety Act and the Human Rights Code.

COVID-19 Vaccination Procedure for Employees, Trustees and Other Individuals

Impacted Individuals

This procedure applies to:

- All school board employees/staff, including daily and long-term occasional teachers and casual education workers
- School board Trustees
- Student transportation drivers
- Individuals frequently attending the TDSB workplace or engaging in Board related activities or functions and have direct contact with staff or students (i.e. students on educational placements, volunteers, permit holders, contractors, others who work on Board property such as child care providers)

This procedure does not apply to individuals who work remotely and whose work does not involve in-person interaction.



Key Components of Implementation

- Data Collection, Reporting, Privacy
- Attestation
- Rapid Antigen Testing
- Accommodation Process
 - Medical exemptions
 - Creed based exemptions
- Education Program
- Exclusions
- Communications
- Compliance



Data Collection, Reporting, Privacy

MyVaccination Status Responses as of October 13 2021:

- Of responses received to date, approx. 92.3% of staff have reported that they are fully vaccinated.
- 2.6% of respondents have completed at least one or more shots
- In total 94.9% are completely vaccinated or moving towards full vaccination



Attestation Process

MyVaccination Status Responses as of October 13 2021:

- Of the almost 40 000 staff 89.2 % of staff have completed the attestation process
- We continue to actively reach out to those that have not as yet completed the attestation



Rapid Antigen Testing

- All staff who are not fully vaccinated or have not disclosed their vaccination status are expected complete and report the result of a Rapid Antigen Test twice per week (Mon\Thur)
- Testing Kits have been provided at all schools and most central office locations
- Staff report results in the Service Now Application or through the Online Web Portal
- All staff are expected to use the Service Now App or Web Portal to complete the Daily Health Self-Assessment





Accommodation Process

The Board recognizes its responsibilities and duties under the Human Rights Code. We have established key procedures for staff where needed to request an exemption based on medical or Creed accommodation

This duty to accommodate must be balanced against the Board's obligations to protect the health and safety of employees and students

Medical Exemptions

- All exemption requests must be sent to the Disabilities Management Department with supporting medical documentation

Creed Based Exemptions

- All exemption requests must be sent to Employee Services with supporting documentation
- While accommodation requests are being processed, staff must continue to attend work and follow all TDSB COVID-19 health and safety measures





Education Program

Individuals who are not fully vaccinated or who have not disclosed their vaccination status with the exception of individuals who have requested an exemption must complete a mandatory education program supplied by the Government of Ontario

Individuals undergoing the education program are still required to meet the full vaccination requirement by November 1, 2021

The vast majority of those who have completed the attestation and are unvaccinated have completed the education program





Exclusions

The procedure does not apply to individuals who work remotely and whose work does not involve in-person interactions with staff or students

We are currently identifying those individuals and positions that fit the above criteria to remove them from our total

Staff who return early from secondment or leave are expected to be fully compliant with the procedure upon their return post November 1, 2021





Communications

- TDSB continues to reach out to all employee groups through a myriad of forms to work towards full compliance
- We have reached out to staff through the following mediums:
 - a) Email correspondence
 - b) School messaging via telephone
 - c) Direct written communications to home address
- Our focus remains those staff who have not completed the attestation process and those who are identified as not fully vaccinated



COMPLIANCE

We continue to use all tools available to encourage staff compliance

Attestation

- Those who have not completed the attestation will continue to receive regular communication with respect to compliance
- Individuals who make false attestations related to being vaccinated will be subject to disciplinary action, up to and including termination for employees, voiding of contracts for clients and contractors and removal access to/restriction from Board premises for visitors and volunteers on such conditions and/or for such duration as determined by the Board.
- All communication provided to staff clearly outlines the expectations with respect to the need for compliance and the process to undertake to indicate compliance with the procedure
- Shortly all staff who have not completed the attestation will be considered unvaccinated

Antigen Testing

- Unvaccinated staff or those who have not disclosed their vaccination status are expected to complete and upload results of the twice a week rapid antigen testing to the Health Assessment App/Web portal
- Employees who fail to upload the results will not be able to pass the daily health screening and are unable to report to work



COMPLIANCE

Full Vaccination

- All individuals must have completed the full course of vaccination by November 1, 2021 and be fully vaccinated within 14 days afterwards(subject to exemptions).
- Staff who have not fully complied with the procedure will have failed to make themselves available for work
- Staff will be placed on administrative home assignment without pay unless the individual has been granted a medical or creed based exemption
- Staff should attend work post Nov 1 until contacted by ES or immediate supervisor
- New employees and other individuals must be fully vaccinated prior to their first day (subject to exemptions)



Questions?





Our Mission

To enable all students to reach high levels of achievement and well-being and to acquire the knowledge, skills and values they need to become responsible, contributing members of a democratic and sustainable society.

We Value

- Each and every student's interests, strengths, passions, identities and needs
- A strong public education system
- A partnership of students, staff, family and community
- Shared leadership that builds trust, supports effective practices and enhances high expectations
- The diversity of our students, staff and our community
- The commitment and skills of our staff
- Equity, innovation, accountability and accessibility
- Learning and working spaces that are inclusive, caring, safe, respectful and environmentally sustainable

Our Goals

Transform Student Learning

We will have high expectations for all students and provide positive, supportive learning environments. On a foundation of literacy and math, students will deal with issues such as environmental sustainability, poverty and social justice to develop compassion, empathy and problem solving skills. Students will develop an understanding of technology and the ability to build healthy relationships.

Create a Culture for Student and Staff Well-Being

We will build positive school cultures and workplaces where mental health and well-being is a priority for all staff and students. Teachers will be provided with professional learning opportunities and the tools necessary to effectively support students, schools and communities.

Provide Equity of Access to Learning Opportunities for All Students

We will ensure that all schools offer a wide range of programming that reflects the voices, choices, abilities, identities and experiences of students. We will continually review policies, procedures and practices to ensure that they promote equity, inclusion and human rights practices and enhance learning opportunities for all students.

Allocate Human and Financial Resources Strategically to Support Student Needs

We will allocate resources, renew schools, improve services and remove barriers and biases to support student achievement and accommodate the different needs of students, staff and the community.

Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

We will strengthen relationships and continue to build partnerships among students, staff, families and communities that support student needs and improve learning and well-being. We will continue to create an environment where every voice is welcomed and has influence.

Acknowledgement of Traditional Lands

We acknowledge we are hosted on the lands of the Mississaugas of the Anishinaabe (A NISH NA BEE), the Haudenosaunee (HOE DENA SHOW NEE) Confederacy and the Wendat. We also recognize the enduring presence of all First Nations, Métis and Inuit peoples.

Reconnaissance des terres traditionnelles

Nous reconnaissons que nous sommes accueillis sur les terres des Mississaugas des Anichinabés (A NISH NA BAY), de la Confédération Haudenosaunee (HOE DENA SHOW NEE) et du Wendat. Nous voulons également reconnaître la pérennité de la présence des Premières Nations, des Métis et des Inuit."

Funding Information Requirement

At the special meeting held on March 7, 2007, the Board decided that to be in order any trustee motion or staff recommendation that would require the Board to expend funds for a new initiative include the following information: the projected cost of implementing the proposal; the recommended source of the required funds, including any required amendments to the Board's approved budget; an analysis of the financial implications prepared by staff; and a framework to explain the expected benefit and outcome as a result of the expenditure.

[1]Closing of certain committee meetings

(2) A meeting of a committee of a board, including a committee of the whole board, may be closed to the public when the subject-matter under consideration involves,

- (a) the security of the property of the board;
- (b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;
- (c) the acquisition or disposal of a school site;
- (d) decisions in respect of negotiations with employees of the board; or
- (e) litigation affecting the board. R.S.O. 1990, c. E.2, s. 207 (2).

(2.1) Closing of meetings re certain investigations – A meeting of a board or a committee of a board, including a committee of the whole board shall be closed to the public when the subject-matter under considerations involves an ongoing investigation under the Ombudsman Act respecting the board