



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 an 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

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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?

