



**Planning and Priorities Committee
(Special Meeting)
Report No. 19**

PPC:020A

Thursday, October 28, 2021

Electronic Meeting

Members Present Trustees Michelle Aarts, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Parthi Kandavel, Shelley Laskin, James Li, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Zakir Patel, Robin Pilkey, Yalini Rajakulasingam, Anu Sriskandarajah, Jennifer Story, Chris Tonks, Manna Wong and Indigenous Student Trustee Isaiah Shafqat

Regrets Regrets were received from Trustees Alexander Brown, Harpreet Gill, Alexandra Lulka and David Smith.

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

PART A: Committee Recommendations

1. United States Travel for Student Excursions, Competitions and Professional Learning [4192]

The Committee considered a report from staff (see PPC:020A, page 1) presenting an update on travel to the United States for student excursions, competitions and professional learning.

Moved by: Trustee Doyle

Seconded by: Trustee Rajakulasingam

The Planning and Priorities Committee **RECOMMENDS** that the report be received.

PART B: Information Only

2. Call to Order and Acknowledgement of Traditional Lands

A special meeting of the Planning and Priorities Committee was convened electronically on Thursday, October 28, 2021 from 7 to 8:12 p.m. with Christopher Mammoliti presiding.

3. Declarations of Possible Conflict of Interest

No matters to report

4. Delegations

No matters to report

5. Implementation of PR734, COVID-19 Vaccination Procedure for Employees, Trustees and Other Individuals: Update

The Committee heard a presentation from staff providing an update on the implementation of PR734, COVID-19 Vaccination Procedure for Employees, Trustees and Other Individuals (see attached).

6. Adjournment

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

PART C: Ongoing Matters

No matters to report

Submitted by: Christopher Mammoliti, Chair pro tem

TDSB COVID-19 MANDATORY VACCINATION PROCEDURE

Audley Salmon, Interim Executive Superintendent - Employee Services

Planning and Priorities Committee

October 28, 2021



Implementation Update

- Data Collection
 - Vaccination/Attestation Rates
 - Employee Group Data
 - Strategies To Maintain Service Continuity
- Accommodation Process
 - Medical exemptions
 - Creed based exemptions
- Next Steps
 - Key Transitions/Compliance
 - Communication Plan

TDSB Staff Vaccination Status				
Status	Vaccination Status	Data Source	Count	% of Staff
Active	Full Vaccinated <14 days and Testing	ServiceNow	194	0.5%
	Full Vaccinated +14 days	ServiceNow	35,302	84.2%
	Partially Vaccinated	ServiceNow	746	1.8%
	Approved Creed Exemptions	Employee Services	-	0.0%
	Approved Medical Exemptions	Employee Services	5	0.0%
	Staff Exempt Working Remotely	Employee Services	235	0.6%
	Subtotal Staff Deemed Compliant with Procedure:		36,482	87.0%
Seeking Exemptions	Staff Seeking Creed Exemptions	Employee Services	404	1.0%
	Staff Seeking Medical Exemptions	Employee Services	252	0.6%
	Subtotal Staff Requesting Exemptions:		656	1.6%
On-Leave	Staff on Leave - Exempt until return	Employee Services	1,651	3.9%
	Subtotal Staff on Leave:		1,651	3.9%
Non-Compliant	Attested Unvaccinated	ServiceNow	1,248	3.0%
	Staff Non-Compliant - Not Attesting	Master Data Extract	1,876	4.5%
	Subtotal Staff Non-Compliant with Procedure:		3,124	7.5%
		Total staff:	41,913	100.0%
	Compliance Rate Excluding Staff on Leave:		39,606	92.1%

Data Collection

*Effective Oct 28, 2021

Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%
Elementary Teacher	91	101	192	9637	2.0%
Occasional Teacher Elementary	48	200	248	4106	6.0%
Secondary Teacher	23	32	55	4616	1.2%
Occasional Teacher Sec.	9	65	74	2000	3.7%



Data Collection

*Effective Oct 28, 2021

Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%
Elementary Principal	1	1	2	455	0.4%
Elementary Vice Principal	3	2	5	200	2.5%
Secondary Principal	0	1	1	105	0.95%
Secondary Vice Principal	0	1	1	161	0.6%
Trustee	0	0	0	22	0%
Senior Team	1	0	1	47	2.1%



Data Collection

*Effective Oct 28, 2021

Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%	Replacement
Caretakers	51	75	126	2365	5.3%	336
Lunchroom Supervisor/ Noon Hour Assistants	61	251	312	2811	11.1 %	882
DECE	20	19	39	1096	3.6%	443
SNA\EA	78	78	156	2170	7.2%	534
Office Clerical/OA	23	19	42	1138	3.7%	370
SBSM	8	3	11	170	6.5%	43
CYW	28	68	96	330	29.1%	190



Strategies To Maintain Service Continuity

New Hires Since May 1, 2021

Teaching Staff

→ Elementary Occasional Teachers	337
→ Secondary Occasional Teachers	216

Support Staff

→ LunchRoom Supervisors	182
→ Educational Assistants	36
→ Office Clerical	50
→ SBSM	6

- Wherever possible, extend current hours of work for support staff
- Wherever possible, allow .5 staff to fill other roles
- Staged implementation of vaccination procedure
- Establish a pool of permanent/unassigned teaching and support staff for a period that can be dispatched daily to support schools



Key Pressure Points

Staff Group: Not Vaccinated or Unattested	Actions Taken:
CYW - 29.1 % (96)	Replacements 190
LRS/NHA - 11.1% (312)	Replacement 882 Hired 182
SNA/EA - 7.2% (156)	Replacement 534 Hired 36
SBSM - 6.5% (11)	Replacement 43 Hired 6
Occasional Teachers Elem - 6% (248)	Hired 337
Central Office Staff	Data being collected Senior Staff Review Each Department Needs



Challenges of Implementation

- High volume of exemption requests require time to process
- Time required to hire and train new staff
- Volume and communication challenges





Accommodations

Medical exemptions

- We continue to receive a significant number of requests for medical exemptions which require time to process
- To date, 5 medical exemptions have been granted

Creed/Religion based exemptions

- We continue to receive a significant number of requests for Creed-based/religion accommodation requests
- Time is required to process
- Submissions to date have required additional information from individuals

Timelines

- Staff who requested religious/creed and/or medical accommodations prior to October 18, 2021 deadline are temporarily exempted from the procedure until a decision is rendered
- Staff who requested an accommodation after October 18, 2021 are required to provide a reason for the late submission which will be reviewed by Employee Services
- Should an accommodation review be denied, staff will be expected to comply with the TDSB's procedure to be fully vaccinated within 45 days or they will be placed on non-disciplinary administrative leave of absences without pay





Next Steps

Key Transitions/Compliance

- Those who have not completed the attestation by November 1, 2021 will be placed on non-disciplinary administrative leave of absences without pay effective November 2, 2021 as they have failed to comply with the procedure and made themselves unavailable for work
- Those who have completed the attestation but are not fully vaccinated must continue to engage in rapid antigen testing **3x** per week until November 21, 2021
- After November 21, 2021, all staff without a medical or creed based exemption are expected to be fully vaccinated
- Staff who received one dose of a vaccine by November 19, 2021 will be granted one month to complete their full course of vaccinations
- Staff awaiting exemption decisions will be permitted to continue with rapid antigen testing - all other staff who are unvaccinated will be placed on non-disciplinary administrative leave without pay effective November 22, 2021





Next Steps

Key Transitions/Compliance

Non-Vaccinated Staff After November 21, 2021

School Based Staff

- Includes staff that may be itinerant but are in schools or offices as part of their regular duties
- After November 21, 2021, staff who remain unvaccinated, will be placed on a non-disciplinary administrative leave without pay effective November 22, 2021

Central Staff (Work Primarily in School(s) or other Offices)

- Those who are required to visit school(s) and/or offices as part of their role who remain unvaccinated on November 21, 2021, will be placed on a non-disciplinary administrative leave of absence without pay effective November 22, 2021 (5 days per week)





Next Steps

Key Transitions/Compliance

Non-Vaccinated Staff After November 21, 2021

Central Staff (Work Exclusively in Central Offices)

- Staff whose role is limited to working in one office (no physical interaction with schools or other offices)
- Staff who work exclusively in central offices are working in-person on a limited basis as a result of the pandemic and therefore, implementation of the procedure may impact these employees differently based on their position and schedule.
- After November 21, 2021, staff who remain unvaccinated will be placed on a non-disciplinary administrative leave without pay for those days where they are scheduled to work in-person





Communications

We have communicated with the following groups:

- Staff
- Unions/Federations/Association
- Parents





Questions?



