



Lakehead  
Public  
Schools

Office of the Director

Jim McCuaig Education Centre  
2135 Sills Street Thunder Bay ON P7E 5T2  
Telephone (807) 625-5131 Fax (807) 622-0961

**REGULAR BOARD MEETING NO. 25**

**Tuesday, November 24, 2020**

**Virtual Via Microsoft Teams**

Ian MacRae  
Director of Education

Ellen Chambers  
Chair

**AGENDA**

**PUBLIC SESSION**  
**7:30 p.m. – Microsoft Teams**

	<u>Resource Person</u>	<u>Pages</u>
1. Call to Order		
2. Disclosure of Conflict of Interest		
3. Approval of the Agenda		
4. Resolve into Committee of the Whole – Closed Session		
5. <b>COMMITTEE OF THE WHOLE – Closed Session – 7:05 p.m. (SEE ATTACHED AGENDA)</b>		
6. Report of Committee of the Whole – Closed Session		
7. Land Acknowledgement		
8. Delegations/Presentations		
9. Approval of Minutes		
9.1 Board Meeting No. 13 (Special) - July 2, 2020	E. Chambers	1-2
9.2 Board Meeting No. 14 (Special) - July 8, 2020	E. Chambers	3-4
9.3 Board Meeting No. 15 (Special) - July 10, 2020	E. Chambers	5-6
9.4 Board Meeting No. 16 (Special) - July 28, 2020	E. Chambers	7-8

Trustees (Chair and Vice-Chair) and presenters of reports will be available  
for comment after the Board Meeting.

**LAKEHEAD DISTRICT SCHOOL BOARD**

9.5	Board Meeting No. 17 (Special) - August 5, 2020	T. Tuchenhagen	9-10
9.6	Board Meeting No. 18 (Special) - September 9, 2020	E. Chambers	11
9.7	Board Meeting No. 20 (Special) - September 23, 2020	E. Chambers	12-13
9.8	Board Meeting No. 21 (Special) - September 28, 2020	E. Chambers	14-15
9.9	Board Meeting No. 22 (Special) - October 16, 2020	E. Chambers	16-17
9.10	Regular Board Meeting No. 23 - October 27, 2020	E. Chambers	18-22
9.11	Board Meeting No. 24 (Special) - November 4, 2020	E. Chambers	23-24

10. Business Arising from the Minutes

**MATTERS NOT REQUIRING A DECISION:**

11. Information Reports

11.1	Ontario Public School Boards' Association (OPSBA) Report	E. Chambers	Verbal
11.2	Indigenous Student Trustee November Report	K. Essex	Handout
11.3	Student Trustee November Report	S. Talpade	Handout
11.4	Environment: Multi-Year Capital Plan (086-20)	K. Alaksa	25-36
11.5	Legal Representation for 2019-2020 (087-20)	I. MacRae	37-38
11.6	Lakehead Public Schools International Report (088-20)	AJ Keene	39-43
11.7	COVID-19 General Update	I. MacRae	Verbal
11.8	Parent Involvement Committee Meeting Minutes - October 5, 2020	I. MacRae	44-46
11.9	Aboriginal Education Advisory Committee Meeting Minutes - September 17, 2020	AJ Keene	47-52

Trustees (Chair and Vice-Chair) and presenters of reports will be available  
for comment after the Board Meeting.

	<u>Resource Person</u>	<u>Pages</u>
12. First Reports		
<b><u>MATTERS FOR DECISION:</u></b>		
13. Postponed Reports		
14. Recommendations from the Standing Committee (091-20)	T. Tuchenhagen	53-58
14.1 Policy Review – 1020 Equity and Inclusive Education (078-20)		
<i>“It is recommended that Lakehead District School Board approve 1020 Equity and Inclusive Education Policy, Appendix A to Report No. 078-20.”</i>		
14.2 Policy Review – 3080 Research (079-20)		
<i>“It is recommended that Lakehead District School Board approve 3080 Research Policy, Appendix A to Report No. 079-20.”</i>		
14.3 Policy Review – 7030 Human Rights and Workplace Harassment (080-20)		
<i>“It is recommended that Lakehead District School Board approve 7030 Human Rights and Workplace Harassment Policy, Appendix A to Report No. 080-20.”</i>		
14.4 Policy Development – Hiring Policy (083-20)		
<i>“It is recommended that Lakehead District School Board approve the development of a Hiring Policy as indicated in Report No. 083-20.”</i>		
15. Ad Hoc and Special Committee Reports		

Trustees (Chair and Vice-Chair) and presenters of reports will be available for comment after the Board Meeting.
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		<u>Resource Person</u>	<u>Pages</u>
16.	New Reports		
16.1	Approval of Appointments to the Special Education Advisory Committee (084-20)  <i>“It is recommended that Lakehead District School Board approve the appointment of Anne Antenucci as representative and Tracy Paquette as alternate representative to the Special Education Advisory Committee representing Autism Ontario Thunder Bay, for the term ending November 30, 2022.”</i>	M. Probizanski	59
16.2	Appointments to the Aboriginal Education Advisory Committee (085-20)  <i>“It is recommended that Lakehead District School Board approve the following appointments to the Aboriginal Education Advisory Committee:</i>  <ul style="list-style-type: none"> <li>• <i>Yolanda Wanakamik, Parent Member;</i></li> <li>• <i>Keli Cristofaro, Councillor at Large, Thunder Bay Métis Council, Community Member; and</i></li> <li>• <i>Renee Tookenay, Alternate Community Elder/Knowledge Keeper.”</i></li> </ul>	AJ Keene	60-61
16.3	By-Law No. 119 – 2020 Tax Levy (089-20)  <i>“It is recommended that Lakehead District School Board approve By-law No. 119 – 2021 Tax Levy (Appendix A) authorizing the 2021 tax levy at the prescribed rates set by Ontario Regulation 400/98 as amended, as outlined in Report No. 089-20.”</i>	K. Alaksa	62-63
16.4	Policy Development – Conflict of Interest (090-20)  <i>“It is recommended that Lakehead District School Board approve the development of Conflict of Interest Policy as indicated in Report No. 090-20.”</i>	M. Probizanski	64
16.5	Cancellation of Regular Board Meeting – December 15, 2020 (097-20)  <i>“It is recommended that Lakehead District School Board cancel the December 15, 2020 Regular Board Meeting.”</i>	I. MacRae	65

Trustees (Chair and Vice-Chair) and presenters of reports will be available  
for comment after the Board Meeting.

17. New Business
18. Notices of Motion
19. Information and Inquiries
20. Adjournment

Trustees (Chair and Vice-Chair) and presenters of reports will be available  
for comment after the Board Meeting.

**LAKEHEAD DISTRICT SCHOOL BOARD**



**Office of the Director**

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Telephone (807) 625-5131 Fax (807) 622-0961

**REGULAR BOARD MEETING NO.**  
**Tuesday, November 24, 2020**  
**Virtual via Microsoft Teams**

Ian MacRae  
Director of Education

Ellen Chambers  
Chair

**AGENDA**

**COMMITTEE OF THE WHOLE – Closed Session**  
**7:05 p.m. – Microsoft Teams**

	<u>Resource Person</u>	<u>Pages</u>
5.1 Approval of Committee of the Whole - Closed Session Minutes		
5.1.1 Board Meeting No. 13 (Special) - July 2, 2020	E. Chambers	1
5.1.3 Board Meeting No. 22 (Special) - October 16, 2020	E. Chambers	2
5.1.4 Regular Board Meeting No. 23 - October 27, 2020	E. Chambers	3-4
5.1.5 Board Meeting No. 24 (Special) - November 4, 2020	E. Chambers	5
5.2 Business Arising from the Minutes		
5.3 Consideration of Reports		
5.3.1 Legal Matters	I. MacRae	Verbal
5.4 Information and Inquiries		
5.5 Rise and Report Progress		

Trustees (Chair and Vice-Chair) and presenters of reports will be available  
for comment after the Board Meeting.

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 13 (SPECIAL)**

Via Microsoft Teams  
Jim McCuaig Education Centre

2020 JUL 02  
12:00 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Marg Arnone  
Sue Doughty-Smith  
Ron Oikonen

George Saarinen  
Ryan Sitch  
Trudy Tuchenhagen

**TRUSTEES ABSENT, WITH REGRETS:**

Deborah Massaro  
Sierra Gaudreau (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education  
David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. Approval of Agenda

Moved by Trustee Saarinen

Seconded by Trustee Tuchenhagen

*"THAT the Agenda for Board Meeting, No. 13 (Special), July 2, 2020 be approved."*

**CARRIED**

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Oikonen

Seconded by Trustee Arnone

*"THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Legal Matters*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended."*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Saarinen

Seconded by Trustee Arnone

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Tuchenhagen

Seconded by Trustee Doughty-Smith

*“THAT we do now adjourn at 12:50 p.m.”*

CARRIED



LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 14 (SPECIAL)**

Via Microsoft Teams  
Jim McCuaig Education Centre

2020 JUL 08  
10:00 a.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Marg Arnone  
Sue Doughty-Smith  
Deborah Massaro

Ron Oikonen  
George Saarinen  
Ryan Sitch  
Trudy Tuchenhagen

**TRUSTEES ABSENT, WITH REGRETS:**

Sierra Gaudreau (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Arnone

Seconded by Trustee Tuchenhagen

*“THAT the Agenda for Board Meeting, No. 14 (Special), July 8, 2020 be approved.”*

**CARRIED**

2. **Resolve into Committee of the Whole – Closed Session**

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Legal Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Sitch

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

*“THAT we do now adjourn at 10:35 a.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 15 (SPECIAL)**

Via Microsoft Teams  
Jim McCuaig Education Centre

2020 JUL 10  
10:00 a.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Marg Arnone  
Sue Doughty-Smith  
Ron Oikonen

George Saarinen  
Ryan Sitch  
Trudy Tuchenhagen

**TRUSTEES ABSENT, WITH REGRETS:**

Deborah Massaro  
Sierra Gaudreau (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. Approval of Agenda

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

*“THAT the Agenda for Board Meeting, No. 15 (Special), July 10, 2020 be approved.”*

**CARRIED**

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Saarinen

Seconded by Trustee Oikonen

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Legal Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Tuchenhagen

Seconded by Trustee Doughty-Smith

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Sitch

*“THAT we do now adjourn at 11:42 a.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 16 (SPECIAL)**

Via Microsoft Teams  
Jim McCuaig Education Centre

2020 JUL 28  
4:30 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Marg Arnone  
Sue Doughty-Smith  
Deborah Massaro  
Ron Oikonen  
George Saarinen

Ryan Sitch  
Trudy Tuchenhagen  
Keira Essex, Indigenous Student  
Trustee  
Sierra Gaudreau, Student Trustee

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education  
AJ Keene, Superintendent of Education  
Michelle Probizanski, Superintendent of Education  
David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Doughty-Smith

Seconded by Trustee Tuchenhagen

*“THAT the Agenda for Board Meeting, No. 16 (Special), July 28, 2020 be approved.”*

**CARRIED**

2. **First Nation Trustee Report (059-20)**

Ian MacRae, Director of Education, introduced AJ Keene, Superintendent of Education, who presented the report.

Lakehead District School Board recognizes the appointment of Scottie Jonathan Wemigwans, Indigenous Trustee, to Lakehead District School Board effective July 28, 2020.

3. **Declaration and Oath of Allegiance**

Scottie Jonathan Wemigwans, Indigenous Trustee, recited the Declaration and Oath of Allegiance. Ian MacRae, Secretary of the Board, declared Indigenous Trustee Wemigwans legally constituted.

4. Adjournment

Moved by Trustee Arnone

Seconded by Trustee Saarinen

*“THAT we do now adjourn at 4:46 p.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 17 (SPECIAL)**

Via Microsoft Teams  
Jim McCuaig Education Centre

2020 AUG 05  
4:30 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers  
Marg Arnone  
Sue Doughty-Smith  
Deborah Massaro

Ron Oikonen  
George Saarinen  
Ryan Sitch  
Trudy Tuchenhagen (Chair)

**TRUSTEES ABSENT, WITH REGRETS:**

Sierra Gaudreau (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

*“THAT the Agenda for Board Meeting, No. 17 (Special), August 5, 2020 be approved.”*

**CARRIED**

2. **Resolve into Committee of the Whole – Closed Session**

Moved by Trustee Arnone

Seconded by Trustee Sitch

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Tuchenhagen in the chair to consider the following:*

- *Legal Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Doughty-Smith

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Arnone

Seconded by Trustee Wemigwans

*“THAT we do now adjourn at 6:04 p.m.”*

CARRIED



LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 18 (SPECIAL)**

Virtual via  
Microsoft Teams

2020 SEP 09  
8:40 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Trudy Tuchenhagen (Vice Chair)  
Marg Arnone  
Sue Doughty-Smith  
Deborah Massaro  
Ron Oikonen

George Saarinen  
Ryan Sitch  
Scottie Wemigwans  
Keira Essex (Indigenous Student  
Trustee)

**TRUSTEES ABSENT, WITH REGRETS:**

Simran Talpade (Student Trustee)

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education  
Michelle Probizanski, Superintendent of Education  
AJ Keene, Superintendent of Education  
David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Doughty-Smith

Seconded by Trustee Sitch

*“THAT the Agenda for Board Meeting, No. 18 (Special), September 9, 2020 be approved.”*

**CARRIED**

2. **Recommendations from the Budget Committee (063-20)**

Chair Chambers asked Trustee Saarinen if there were any recommendations from the Budget Committee. Trustee Saarinen indicated that there were no recommendations to be brought forward from the Budget Committee.

3. **Adjournment**

Moved by Trustee Saarinen

Seconded by Trustee Sitch

*“THAT we do now adjourn at 8:43 p.m.”*

**CARRIED**

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 20 (SPECIAL)**

Virtual via  
Microsoft Teams

2020 SEP 23  
5:01 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Trudy Tuchenhagen (Vice Chair)  
Marg Arnone  
Sue Doughty-Smith

Ron Oikonen  
Ryan Sitch  
Scottie Wemigwans

**TRUSTEES ABSENT, WITH REGRETS:**

Deborah Massaro  
George Saarinen

Simran Talpade (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. Approval of Agenda

Moved by Trustee Tuchenhagen

Seconded by Trustee Doughty-Smith

*“THAT the Agenda for Board Meeting, No. 20 (Special), September 23, 2020 be approved.”*

**CARRIED**

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Sitch

Seconded by Trustee Doughty-Smith

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Legal Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Doughty-Smith

Seconded by Trustee Sitch

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Tuchenhagen

Seconded by Trustee Wemigwans

*“THAT we do now adjourn at 6:00 p.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 21 (SPECIAL)**

Virtual via  
Microsoft Teams

2020 SEP 28  
5:00 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Trudy Tuchenhagen (Vice Chair)  
Marg Arnone  
Sue Doughty-Smith

Ron Oikonen  
Ryan Sitch  
Scottie Wemigwans

**TRUSTEES ABSENT, WITH REGRETS:**

Deborah Massaro  
George Saarinen

Simran Talpade (Student Trustee)  
Keira Essex (Indigenous Student  
Trustee)

**SENIOR ADMINISTRATION:**

David Wright, Superintendent of Business

**PUBLIC SESSION:**

1. Approval of Agenda

Moved by Trustee Arnone

Seconded by Trustee Doughty-Smith

*“THAT the Agenda for Board Meeting, No. 21 (Special), September 28, 2020 be approved.”*

**CARRIED**

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Tuchenhagen

Seconded by Trustee Wemigwans

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Legal Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Sitch

Seconded by Trustee Wemigwans

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Sitch

Seconded by Trustee Doughty-Smith

*“THAT we do now adjourn at 6:50 p.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 22 (SPECIAL)**

Virtual via  
Microsoft Teams

2020 OCT 16  
11:59 a.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Marg Arnone  
Sue Doughty-Smith  
Deborah Massaro

Ron Oikonen  
Scottie Wemigwans  
Keira Essex (Indigenous Student  
Trustee)

**TRUSTEES ABSENT, WITH REGRETS:**

George Saarinen  
Ryan Sitch  
Trudy Tuchenhausen (Vice Chair)  
Simran Talpade (Student Trustee)

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education  
AJ Keene, Superintendent of Education  
Michelle Probizanski, Superintendent of Education

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Doughty-Smith

Seconded by Trustee Wemigwans

*"THAT the Agenda for Board Meeting, No. 22 (Special), October 16, 2020 be approved."*

**CARRIED**

2. **Resolve into Committee of the Whole – Closed Session**

Moved by Trustee Arnone

Seconded by Trustee Oikonen

*"THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Personnel Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended."*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Saarinen

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session be adopted with the following recommendations therein:*

*‘THAT Lakehead District School Board:*

1. *Appoint Kirsti Alaksa as Superintendent of Business and Treasurer of the Board effective October 19, 2020, pending confirmation of eligibility from the Minister of Education.*
2. *Enter into a contract with Kirsti Alaksa from October 19, 2020 to August 31, 2025, with terms and conditions consistent with the Board’s agreement with its other superintendents.”*

CARRIED

4. Lakehead Public Schools International Compliance (071-20)

Moved by Trustee Arnone

Seconded by Trustee Wemigwans

*“THAT Lakehead District School Board maintain its commitment to continuing its International Education program in compliance with the guidelines for accepting international students that have been established by the Ontario Ministry of Education and the Canadian Federal Government.”*

CARRIED

5. Adjournment

Moved by Trustee Arnone

Seconded by Trustee Wemigwans

*“THAT we do now adjourn at 12:39 p.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF REGULAR BOARD MEETING NO. 23**

Virtual  
Via Microsoft Teams

2020 OCT 27  
7:30 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Trudy Tuchenhausen (Vice Chair)  
Marg Arnone  
Sue Doughty-Smith  
Ron Oikonen  
George Saarinen

Ryan Sitch  
Scottie Wemigwans  
Keira Essex (Indigenous Student  
Trustee)  
Simran Talpade (Student Trustee)

**TRUSTEE ABSENT, WITH REGRET:**

Deborah Massaro

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education  
Kirsti Alaksa, Superintendent of Business  
AJ Keene, Superintendent of Education  
Michelle Probizanski, Superintendent of Education

**FEDERATION/UNION REPRESENTATIVES:**

Julie Gayoski-Luke, Lakehead Principals/Vice Principals  
Shannon Jessiman-MacArthur, Lakehead Principals/Vice Principals  
Helen Valnycki, Managers

**PUBLIC SESSION:**

1. **Approval of Agenda**

Moved by Trustee Saarinen

Seconded by Trustee Sitch

*“THAT the Agenda for Regular Board Meeting No. 23, October 27, 2020 be approved.”*

**CARRIED**



2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Tuchenhagen

Seconded by Trustee Doughty-Smith

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Confirmation of Committee of the Whole – Closed Session Minutes*
  - *Regular Board Meeting No. 19*
  - *September 22, 2020*
- *Property Matters*
- *Negotiations Update (072-20)*
- *Legal*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

CARRIED

COMMITTEE OF THE WHOLE – CLOSED SESSION:

3. Committee of the Whole – Closed Session items were dealt with in their entirety.

PUBLIC SESSION:

4. Report of Committee of the Whole – Closed Session

Moved by Trustee Wemigwans

Seconded by Trustee Tuchenhagen

*“THAT the Report of the Regular Board – Committee of the Whole – Closed Session be adopted with the following recommendations therein:*

*‘THAT Lakehead District School Board approve the Committee of the Whole – Closed Session Minutes of Regular Board Meeting No. 19, September 22, 2020.’*

*‘THAT the Memorandum of Settlement, Appendix A, as negotiated between the Lakehead District School Board and the Elementary Teachers Federation of Ontario Lakehead Elementary Teachers Local Bargaining Unit effective September 1, 2019 to August 31, 2022, be ratified by the Board, and that the Officers of the Board be authorized to sign the Agreement on behalf of the Board and affix the corporate seal thereto.’”*

CARRIED

5. Approval of Minutes

Moved by Trustee Saarinen

Seconded by Trustee Oikonen

*“THAT Lakehead District School Board approve the Minutes of Regular Board Meeting No. 19, September 22, 2020.”*

CARRIED

MATTERS NOT REQUIRING A DECISION:

6. Ontario Public School Boards’ Association Report

Trustee Chambers, Ontario Public School Boards’ Association Director and voting delegate, informed the Board that the January 23, 2021 public symposium will be held virtually, and more information will follow.

7. Student Trustee October Report

Simran Talpade, Student Trustee, provided a handout as her October report. Items addressed included: Student Mentorship Program and Student Senate, the Parent Involvement Committee meeting, Student Census Pilot project and video, and the OSTA-AECO Fall General Meeting.

8. Indigenous Student Trustee October Report

Keira Essex, Indigenous Student Trustee, provided a handout as her October report. Items addressed included: Up-North radio interview, the Parent Involvement Committee meeting, the Special Education Advisory Committee meeting, the Aboriginal Education Advisory Committee meeting, Student Census Pilot project and video, the Trustee Code of Conduct Review meeting and the Equity and Inclusive Education Advisory Committee meeting.

9. Summer Learning Programs K-12 Report (073-20)

AJ Keene, Superintendent of Education, introduced Eric Fredrickson, Principal of Programs and Early Years, Lori Carson, Special Education Officer, and Nicholas Sacevich, Student Success Lead, to present the Summer Learning Programs K-12 Report. A PowerPoint presentation was displayed showing highlights of the Summer Learning Programs. All trustees’ questions were addressed.

Trustee Sitch joined the meeting at 8:08 PM

10. Short-Term Borrowing Update Report (074-20)

Kirsti Alaksa, Superintendent of Business, presented the Short-Term Borrowing Update.

11. COVID-19 General Update

Ian MacRae, Director of Education, provided a verbal update on current COVID-19 related items. Director MacRae introduced AJ Keene, Superintendent of Education, and Michelle Probizanski, Superintendent of Education, to provide verbal updates. All trustees’ questions were addressed.

MATTERS FOR DECISION:

12. Recommendation from the Standing Committee (075-20)

Appointments to the 2020-2021 Parent Involvement Committee (067-20)

Moved by Trustee Tuchenhagen

Seconded by Trustee Saarinen

*“THAT Lakehead District School Board:*

1. *Approve the following appointments to the 2020-2021 Parent Involvement Committee effective November 15, 2020 to November 14, 2021:*
  - *Sharon Kanutski, Aboriginal Education Advisory Committee representative;*
  - *Serena Essex, Aboriginal Education Advisory Committee alternate representative;*
  - *Michael Otway, Special Education Advisory Committee representative;*
  - *Laura Walker, alternate parent representative;*
  - *Shannon Jessiman-MacArthur, principal representative;*
  - *Eric Fredrickson, alternate principal representative;*
  - *Robin Cawlishaw, community representative;*
  - *Laura Prodanyk, community representative;*
  - *Fred Van Elburg, teacher representative; and*
  - *Kathleen Andrews, alternate teacher representative.*
2. *Approve the appointment of Julie Morin, parent member, to the 2020-2021 and 2021-2022 Parent Involvement Committee effective November 15, 2020 to November 14, 2022.*

CARRIED

13. Recommendation from the Standing Committee (075-20)

Trustee Code of Conduct Review (069-20)

Moved by Trustee Tuchenhagen

Seconded by Trustee Sitch

*“THAT Lakehead District School Board approve the amended Trustee Code of Conduct.”*

CARRIED

14. Recommendation from the Standing Committee (075-20)

Policy Review – 8061 Aboriginal Education Advisory Committee (066-20)

Moved by Trustee Tuchenhagen

Seconded by Trustee Sitch

*“THAT Lakehead District School Board review 8061 Aboriginal Education Advisory Committee Policy during the 2020-2021 school year.”*

CARRIED

15. Recommendation from the Budget Committee (077-20)

Moved by Trustee Saarinen

Seconded by Trustee Arnone

*“THAT Lakehead District School Board approve the 2020-2021 operating and capital budget of \$152,581,770 as presented.”*

CARRIED

17. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Arnone

*“THAT we do now adjourn at 8:30 p.m.”*

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD MEETING NO. 24 (SPECIAL)**

Virtual via  
Microsoft Teams

2020 NOV 04  
12:00 p.m.

**TRUSTEES PRESENT:**

Ellen Chambers (Chair)  
Trudy Tuchenhagen (Vice Chair)  
Marg Arnone  
Sue Doughty-Smith

Ron Oikonen  
George Saarinen  
Scottie Wemigwans

**TRUSTEES ABSENT, WITH REGRETS:**

Deborah Massaro  
Ryan Sitch  
Simran Talpade (Student Trustee)  
Keira Essex (Indigenous Student Trustee)

**SENIOR ADMINISTRATION:**

Ian MacRae, Director of Education

**PUBLIC SESSION:**

1. Approval of Agenda

Moved by Trustee Doughty-Smith

Seconded by Trustee Arnone

*“THAT the Agenda for Board Meeting, No. 24 (Special), November 4, 2020 be approved.”*

**CARRIED**

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Oikonen

*“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:*

- *Personnel Matter*

*and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”*

**CARRIED**

3. Report of Committee of the Whole – Closed Session

Moved by Trustee Arnone

Seconded by Trustee Saarinen

*“THAT the Report of the Board (Special) – Committee of the Whole – Closed Session  
Items were dealt with in their entirety.”*

CARRIED

4. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

*“THAT we do now adjourn at 12:38 p.m.”*

CARRIED

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 086-20

TO THE CHAIR AND MEMBERS OF THE  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: ENVIRONMENT: MULTI-YEAR CAPITAL PLAN

1. Background

- 1.1 On an annual basis, the Operational Plan is presented to the Board and directly supports the Strategic Plan. One of the general objectives of the Operational Plan is to “Provide a safe environment for students that facilitates their 21<sup>st</sup> century learning needs”.
- 1.2 The Capital Committee was established to coordinate the effective delivery of this priority as it relates to facilities. The 2020-2021 committee is comprised of the following members:
  - Mark Hakala, Capital Project Coordinator;
  - Ryan McFall, Capital Projects Manager;
  - Don Porter, Plant Supervisor;
  - John Loovere, Supervisor of Computer Services; and
  - Jim Desaulniers, Manager of Property Services.
- 1.3 The committee’s mandate is to focus on the following items, which correspond with goals laid out in the Operational Plan:
  - to develop a capital plan for schools with a focus on academic achievement;
  - to continue to reduce greenhouse gas emissions measured; and
  - to continue to improve classroom teaching and learning environment.
- 1.4 The committee reports to and receives guidance from Director’s Council. Input is sought and received from all schools.
- 1.5 A major component of system success is the development of the Multi-Year Capital Plan. The capital plan is to include the development of a plan for safety and security, beautification for schools, their sites and a development plan for schools with a focus on academic achievement.

1.6 Director's Council has established the 2020-2021 capital project priorities. This list was developed with input from:

- Information Technology Committee;
- Accessibility Committee;
- building and energy consultants;
- Property Services Department; and
- annual school visits.

It also incorporates projects required to satisfy legislated requirements of the Occupational Health and Safety Act, Ministry of Labour, Ministry of Environment, Ontario Fire Marshall and the Accessibility for Ontarians with Disabilities Act.

1.7 In order to effectively manage the implementation of the Multi-Year Capital Plan, the work has been broken down into the following five categories:

- program needs;
- inviting schools;
- energy management;
- electrical;
- sitework;
- accessibility; and
- buildings.

## 2. Summary of 2019-2020 Capital Plan

The following summary highlights the major capital plan accomplishments of the 2019-2020 fiscal year.

### 2.1 Program Renewal

- 2.1.1 Four new Science labs at Hammarskjold High School.
- 2.1.2 New Special Needs classroom at Algonquin Avenue Public School.
- 2.1.3 New classroom renovations at Sherbrooke Public School.
- 2.1.4 New classroom renovations at École Gron Morgan Public School.

### 2.2 Inviting Schools

- 2.2.1 New fencing and front entrance at Whitefish Valley Public School.
- 2.2.2 New play structures installed at Crestview Public School and St. James Public School.
- 2.2.3 New front entrance and fencing at Algonquin Avenue Public School.



## 2.3 Energy Management

- 2.3.1 New domestic water at Ogden Community Public School.
- 2.3.2 New heating system at Westmount Public School.
- 2.3.3 New heating system at McKellar Park Central Public School.
- 2.3.4 Complete steam trap assessment and repairs for all steam heating systems.
- 2.3.5 New building automation system (BAS) at McKellar Park Central Public School and Westmount Public School.
- 2.3.6 New roofing at Kakabeka Falls Public School, Whitefish Valley Public School, Westmount Public School, École Gron Morgan Public School and McKenzie Public School.

## 2.4 Electrical

- 2.4.1 New fire alarm panels at Sherbrooke Public School, Kakabeka Falls Public School and Nor'wester View Public School.
- 2.4.2 New phone systems for Westmount Public School, McKellar Park Central Public School and Algonquin Park Public School.
- 2.4.3 New exterior lighting at Crestview Public School.
- 2.4.4 New LED exit lighting at Algonquin Avenue Public School and McKellar Park Central Public School.

## 2.5 Site Work

- 2.5.1 New paving for ring road at Hammarskjold High School.
- 2.5.2 New parking lot extension at Algonquin Avenue Public School.
- 2.5.3 New fencing and sidewalk repairs at Kakabeka Falls Public School.
- 2.5.4 New drainage and field improvements at Kingsway Park Public School.
- 2.5.5 New baseball backstop and mini soccer goals at Westmount Public School.
- 2.5.6 Playing field and drainage improvements at St. James Public School.

## 2.6 Accessibility

- 2.6.1 New assessable doors for Whitefish Valley Public School.
- 2.6.2 New entrance ramp at Westmount Public School.
- 2.6.3 New accessible ramps and docks at Kingfisher Outdoor Education Centre.
- 2.6.4 New accessible doors for Kingfisher Outdoor Education Centre.

## 2.7 Building

- 2.7.1 New hallway flooring at Five Mile Public School.
- 2.7.2 New window at Ogden Community Public School.
- 2.7.3 New waterline and bottle filling stations for Sherbrooke Public School.
- 2.7.4 New interior keyless entry installed at Hammarskjold High School.
- 2.7.5 Completion of Westgate Collegiate and Vocational Institute's addition.
- 2.7.6 New boy's washroom at Sherbrooke Public School.

## 3. Lakehead District School Board Long-Term Capital Plan

The following represents the capital enhancements in the 2020-2021 school year of the Long-Term Capital Plan. These projects will ensure Lakehead District School Board students continue to have access to safe and secure facilities that will meet the changing requirements of the curriculum.

### 3.1 Program Renewal

- 3.1.1 New classroom walls at Kakabeka Falls Public School and Sherbrooke Public School.
- 3.1.2 New stage lighting and performance curtains at Westgate Collegiate and Vocational Institute and Hammarskjold High School.
- 3.1.3 New gymnasium floors and athletic posts at Sherbrooke Public School.

### 3.2 Inviting Schools

- 3.2.1 Upgrades to front entrance and JK/SK play area at Woodcrest Public School.
- 3.2.2 New play structure and interactive equipment at C.D. Howe Public School and Kakabeka Falls Public School.
- 3.2.3 Improvements to the front entrance and the sidewalk leading to the bus lane at Armstrong Public School.

### 3.3 Energy Management

- 3.3.1 New building automation system at Nor'wester View Public School, Gorham and Ware Community School and Hammarskjold High School.
- 3.3.2 New roof top unit ventilator (RTU) and classroom ventilators at Crestview Public School.
- 3.3.3 New classroom heating units at Gorham and Ware Community School, Kakabeka Falls Public School and Kingsway Park Public School.
- 3.3.4 New Information Technology (IT) server back-up generator for network security at Jim McCuaig Education Centre.
- 3.3.5 New LED lighting upgrades to Westgate Collegiate and Vocational Institute and St. James Public School.
- 3.3.6 Installation of heating, ventilation and air conditioning (HVAC) system at Victoria Park Training Centre.
- 3.3.7 Replacement of teacherage hot water tanks to high efficiency units.

### 3.4 Electrical

- 3.4.1 Upgrade classroom electrical circuits at Kakabeka Falls Public School, Sherbrooke Public School and Whitefish Valley Public School.
- 3.4.2 Upgrade stage lighting at École Gron Morgan Public School and Westgate Collegiate and Vocational Institute.
- 3.4.3 Upgrade fire alarm panels at C.D. Howe Public School, Woodcrest Public School, Whitefish Valley Public School, Valley Central Public School, Superior Collegiate and Vocational Institute and Westgate Collegiate and Vocational Institute.
- 3.4.4 New phone system for Armstrong Public School, Claude E. Garton Public School and Nor'wester View Public School.
- 3.4.5 Upgrade security cameras and public address (PA) system at Westgate Collegiate and Vocational Institute.
- 3.4.6 New public address system for Superior Collegiate and Vocational Institute.
- 3.4.7 Upgrade security alarms at Kingfisher Outdoor Education Centre.
- 3.4.8 Upgrade video conferencing system in the Lake Superior meeting room at the Jim McCuaig Education Centre.

### 3.5 Site Work

- 3.5.1 New flagpole and front canopy improvements at Gorham Ware Community School.
- 3.5.2 Parking lot and traffic flow upgrades at Nor'wester View Public School, Woodcrest Public School, Superior Collegiate and Vocational Institute and Westgate Collegiate and Vocational Institute.
- 3.5.3 New hard surface play area at C.D. Howe Public School and McKenzie Public School
- 3.5.4 New fencing for Sherbrooke Public School and McKellar Park Central Public School.
- 3.5.5 Upgrade playing fields and drainage at McKenzie Public School and Armstrong Public School.

### 3.6 Accessibility

- 3.6.1 New interior keyless entry for École Gron Morgan Public School, Claude E. Garton Public School, Woodcrest Public School and Superior Collegiate and Vocational Institute.
- 3.6.2 New door opener and accessible ramp at daycare entrance for Vance Chapman Public School.
- 3.6.3 New Idor system for Gorham and Ware Community School, Woodcrest Public School, Kingsway Park Public School and Valley Central Public School.
- 3.6.4 New exterior stairs and railings for Victoria Park Training Centre.

### 3.7 Building

- 3.7.1 New windows for Algonquin Avenue Public School, Claude E. Garton Public School, Five Mile Public School, Kingsway Park Public School, Ogden Community Public School and Whitefish Valley Public School.
- 3.7.2 New flooring for Crestview Public School and St. James Public School.
- 3.7.3 New overhead doors for technical shops at Hammarskjold High School.
- 3.7.4 Bathroom upgrades at Sherbrooke Public School, St. James Public School and C.D. Howe Public School.
- 3.7.5 Roof upgrades for Westgate Collegiate and Vocational Institute and Kakabeka Falls Public School.
- 3.7.6 Upgrade to front awning at Gorham and Ware Community School.
- 3.7.7 Paint library roof and trim at Westgate Collegiate and Vocational Institute and install ice guards on sloped roof at Ogden Community Public School.
- 3.7.8 Upgrade to building envelop at Nor'wester View Public School.
- 3.7.9 Replace all remaining drinking fountains to bottle-filling stations.
- 3.7.10 Perform designated substance surveys for Kingsway Park Public School, C.D. Howe Public School, Vance Chapman Public School, Kakabeka Falls Public School, Crestview Public School, McKenzie Public School and Whitefish Valley Public School.

## 4. 2020-2021 Funding

The 2020-2021 capital projects will be funded by the following capital grants:

- Ministry of Education School Renewal Funding;
- Ministry of Education School Condition Improvement Grant;
- 2016-2019 Ministry of Education School Renewal Carry – Forward funding;
- 2016-2019 Ministry of Education School Condition Improvement Grant Carry-Forward funding;
- COVID-19 Resilience Infrastructure Stream: Education Related (CVRIS-EDU) Projects; and
- Optimizing Air Quality in Schools & Student Transportation Funding Support.

## 5. 2019-2023 Long-Term Capital Plan

- 5.1 Appendix A details the capital projects planned for next year to support the Board's Long-Term Capital Plan.
- 5.2 The capital projects listed in Appendix A reflect input received from school communities and stakeholders.
- 5.3 It is the goal of the long-term capital plan to achieve an FCI < 0.25 average for all schools.

6. Conclusion

- 6.1 Quality of program delivery to all students remains first and foremost in all decisions when completing the Capital Plan.
- 6.2 Lakehead District School Board will continue to focus on the strategies as outlined in the 2019-2020 Operational Plan.

Respectfully submitted,

JIM DESAULNIERS  
Manager of Property Services

KIRSTI ALAKSA  
Superintendent of Business

IAN MACRAE  
Director of Education

**Lakehead District School Board  
2019/2023 Year Capital Projects**

Category	Category Costs 2019/2020
<b>Program Needs</b>	
Projects to support and enhance the learning environment.	
<b>Total</b>	\$1,110,000
<b>Inviting Schools</b>	
Initiative to enhance School appearance: - building exteriors, street frontage, landscapes, etc.	
<b>Total</b>	\$445,000
<b>Energy Management</b>	
Conservation of non-renewable energy: - lighting, controls, heating/boilers, water, ventilation & balancing, building envelope, etc.	
<b>Total</b>	\$3,490,000
<b>Electrical</b>	
Life safety/emergency systems, communication systems, audiometric systems, switch gear, etc.	
<b>Total</b>	\$2,385,000
<b>Site Work</b>	
Site drainage, parking lot paving & curbing, play area paving & walkways, fencing, signage, etc.	
<b>Total</b>	\$1,945,000
<b>Building</b>	
- roof systems, penetrations, HVAC, - structural repairs & building envelope; and - window replacements & Interior finishes.	
<b>Total</b>	\$3,645,000
<b>Accessibility</b>	
- ramps, lifts, signage, door hardware; and - washroom conversion.	
<b>Total</b>	\$1,610,000
<b>TOTAL</b>	<b>\$14,630,000</b>

**Lakehead District School Board  
Capital Expenditure Current Year**

<b>School</b>	<b>Year 2019/2020</b>
<b>Elementary</b>	
Algonquin Avenue Public School	\$250,000
Armstrong Public School	\$360,000
CD Howe Public School	\$385,000
Claude Garton Public School	\$575,000
Crestview Public School	\$255,000
Ecole Gron Morgan Public School	\$210,000
Five Mile Public School	\$100,000
Gorham Ware Public School	\$405,000
Kakabeka Falls Public School	\$625,000
Kingfisher Outdoor Education Centre	\$40,000
Kingsway Park Public School	\$295,000
McKellar Park Public School	\$30,000
McKenzie Public School	\$135,000
Nor 'wester View Public School	\$725,000
Ogden Community Public School	\$185,000
Sherbrooke Public School	\$645,000
St. James Public School	\$285,000
Valley Central Public School	\$155,000
Vance Chapman Public School	\$85,000
Various Sites	\$1,520,000
Victoria Park Training Centre/ JMEC	\$935,000
Whitefish Valley Public School	\$260,000
Woodcrest Public School	\$905,000
<b>Total</b>	<b>\$9,365,000</b>
<b>Secondary</b>	
Hammarskjold High School	\$2,700,000
Superior Collegiate and Vocational Institute	\$905,000
Westgate Collegiate and Vocational Institute	\$1,660,000
<b>Total</b>	<b>\$5,265,000</b>

## Lakehead District School Board

## 2020 Capital Projects

	Location	Project	Brief Description	Year	Cost	Total	
<b>Program Needs</b> Projects to support and enhance the learning environment	Kakabeka	Classroom walls	walls, ceiling, electrical, sinks	2020	\$180,000		
	Sherbrooke	New Gym Floor	New tile, lines, posts	2020	\$150,000		
	Sherbrooke	Classroom walls	walls, ceiling, electrical, sinks	2020	\$180,000		
	Various Locations	Program	Misc. Program Needs	2020	\$100,000		
	Westgate	Stage lighting	New lighting for performances, curtains	2020	\$300,000		
	Hammarskjold	Stage lighting and curtains	New lighting for performances, curtains	2020	\$200,000		
<b>Category Total</b> \$1,110,000						\$1,110,000	
	Location	Project	Brief Description	Year	Cost	Total	
<b>Inviting Schools</b> Strategic initiative to enhance physical appearance of: - Building exteriors - Street frontage/landscapes Beautification	Armstrong	Field drainage improvements	walkway repairs, erosion mitigation	2020	\$100,000		
	CD Howe	Play structure	Various interactive equipment, bench, 3 - point	2020	\$30,000		
	Kakabeka	Playground Structure	Various interactive equipment, music station	2020	\$65,000		
	Woodcrest	SK/JK play area	Expansion of front play area	2020	\$250,000		
<b>Category Total</b> \$445,000						\$445,000	
	Location	Project	Brief Description	Year	Cost	Total	
<b>Energy Management</b> Conservation of non-renewable energy: - Lighting, Controls, Ventilation, & Balancing, Heating/Boilers, Water, Bldg Envelope, Other	Armstrong	Teacherage Upgrades	Replace HWT and flooring	2020	\$60,000		
	Crestview	Heating Upgrade	Upgrade RTU and unit ventilators rm7/8	2020	\$225,000		
	Gorham Ware	Upgrade BAS	New Johnson Heating Controls	2020	\$180,000		
	Gorham Ware	Rm16/17 Fan Units	Improve classroom heating, vulcan units	2020	\$70,000		
	Hammarskjold	Building controls Commission	Electrical, mechanical, programming, commissioning	2020	\$400,000		
	Hammarskjold	Heating System Upgrade	Electrical, mechanical, programming, commissioning	2020	\$1,600,000		
	Kakabeka	New Unit Ventilator	New terminal unit for JK/SK classroom	2020	\$25,000		
	Kingsway Park	New Unit Ventilators	Classroom unit ventilators	2020	\$120,000		
	Norwesterview	Upgrade BAS	Electrical, mechanical, Johnson Controls	2020	\$200,000		
	St. James	New Gym LED lighting	Upgrade gym to LED lighting	2020	\$40,000		
	Various Locations	Heating Systems	Heating System Upgrades	2020	\$100,000		
	Vic Park	HVAC Upgrade	Electrical, mechanical	2020	\$350,000		
	Westgate	LED lighting upgrade	Upgrade academic wing to LED lighting.	2020	\$120,000		
<b>Category Total</b> \$3,490,000						\$3,490,000	



	Location	Project	Brief Description	Year	Cost	Total	
<b>Electrical</b> - Life safety/Emergency systems - Transformers - General communication systems - Audiometric improvements - Switch gear, electrical distribution	Armstrong	Phone systems (only)	Upgrade to voip phones	2020	\$30,000		
	CD Howe	Fire Alarm Upgrade	New FA Panel, annunciator, new devices, new wiring	2020	\$80,000		
	Claude Garton	Phone System & PA Speakers	Upgrade to voip phones, speakers, wiring, cameras	2020	\$175,000		
	Ecole Gron Morgan	Stage Lighting	Electrical, IT, improve reliability reduce risk	2020	\$60,000		
	JMEC	IT Security	New generator/2nd floor/keyless entry	2020	\$460,000		
	JMEC	Video Conferences	Add video conferencing to Lake Superior Room	2020	\$50,000		
	Kingfisher	Security Upgrades	Security Cameras, Warehouse Exterior door/Hardware	2020	\$40,000		
	Nor 'wester	Phone System & PA Speakers	Upgrade to voip phones	2020	\$175,000		
	Superior	Fire Alarm panel upgrades	New FA Panel, annunciator, new devices, new wiring	2020	\$80,000		
	Superior	PA system (only)	Electrical, programming, commissioning	2020	\$250,000		
	Valley Central	Fire Alarm	New FA Panel, annunciator, new devices, new wiring	2020	\$80,000		
	Various Locations	IT Infrastructure	VOIP, WIFI, Network upgrades	2020	\$250,000		
	Westgate	New PA system	Electrical, programming, commissioning	2020	\$150,000		
	Westgate	Fire Alarm panel upgrades	Upgrade panels, lock down interface.	2020	\$30,000		
	Westgate	Stage lighting	New stage lighting	2020	\$250,000		
	Westgate	Security Camera Upgrades	Replace cameras, New NVR	2020	\$65,000		
	Whitefish	Fire Alarm Upgrade	New FA Panel, annunciator, new devices, new wiring	2020	\$80,000		
	Woodcrest	Fire Alarm panel upgrades	New FA Panel, annunciator, new devices, new wiring	2020	\$80,000		
	<b>Category Total</b> \$2,385,000						\$2,385,000
	Location	Project	Brief Description	Year	Cost	Total	
<b>Site Work</b> - Site drainage improvements - Parking lot paving & curbing - Play area paving & walkways - Fencing, signage	Armstrong	Playfield upgrade and drainage	Playfield and bus drop off improvements	2020	\$90,000		
	CD Howe	New hard surfacing	Outside asphalt needs replacement	2020	\$75,000		
	Gorham Ware	Outside Lighting/Flag Pole	Front entrance upgrade	2020	\$50,000		
	McKellar Park	New Fencing	Replace perimeter fencing improve security	2020	\$30,000		
	McKenzie	Hard surface play area	New pavement, lines, 3 point game.	2020	\$75,000		
	McKenzie	Soccer/baseball field	Field improvements, mini soccer , drainage	2020	\$60,000		
	Nor 'wester	Additional Parking	Expand parking in front	2020	\$150,000		
	Sherbrooke	Fencing for KG play area	New iron fence/gates at buslane exit , play area	2020	\$65,000		
	Superior	Traffic Routing Upgrade	Relocate bus lane	2020	\$400,000		
	Westgate	Parking Lot Paving	Civil, plumbing; irrigation, sod, track, posts	2020	\$600,000		
	Woodcrest	Bus drop off/ traffic	Dependant on land transfer	2020	\$350,000		
	<b>Category Total</b> \$1,945,000						\$1,945,000.00

	Location	Project	Brief Description	Year	Cost	Total	
<b>Accessibility</b>  - Ramps, lifts, signage - Door hardware	Claude Garton	Interior Keyless entry	Door strikes, Controller, new doors	2020	\$150,000		
	Ecole Gron Morgan	Interior Keyless entry	Door strikes, Controller, new doors	2020	\$150,000		
	Kingsway Park	Security Improvements	New idor system	2020	\$75,000		
	Valley Central	Security Improvements	New idor system	2020	\$75,000		
	Woodcrest	Security Improvements	New idor system	2020	\$75,000		
	Gorham Ware	Security Improvements	New idor system, mag locks	2020	\$75,000		
	Superior	Interior Keyless entry	Interior Keyless entry	2020	\$175,000		
	Vance	Daycare ramp	Ramp to daycare entrance	2020	\$60,000		
	Various	Accessibility	Power Door Upgrades, washrooms, ramps, idor	2020	\$100,000		
	Various	Interior Keyless entry	Door strikes, Controller, new doors	2020	\$450,000		
	Vic Park	New concrete stairs	New stair, railings	2020	\$75,000		
	Woodcrest	Interior Keyless entry	Door strikes, Controller, new doors	2020	\$150,000		
	<b>Category Total</b> \$1,610,000						\$1,610,000
		Location	Project	Brief Description	Year	Cost	Total
<b>Building</b>  - Roof systems, HVAC penetrations - Structural repairs - Building envelope - Interior finishes - Plumbing	Algonquin	Window Replacement	New windows to replace old inefficient windows	2020	\$250,000		
	Armstrong	Environmental Improvements	Continue efforts to reduce radon levels	2020	\$80,000		
	CD Howe	Bathroom Upgrade Boy's	architectural, Mechanical, electrical	2020	\$200,000		
	Claude Garton	Window Replacement	Structural, Mechanical, Insulation increase	2020	\$250,000		
	Crestview	New hallway tiles	VCT tiles for main hallway	2020	\$30,000		
	Five Mile	New Windows WR and classroom 1	New windows to replace old inefficient windows	2020	\$100,000		
	Gorham Ware	Entrance Awing	Replace canopy at front entrance	2020	\$30,000		
	Hammarskjold	O/H Tech doors	Millwork, Electrical, mechanical, flooring	2020	\$500,000		
	Kakabeka	New Roof	Insulation increase, energy efficiency	2020	\$350,000		
	Kingsway Park	Window Replacement	Classrooms 1 & 2 (wooden window frames)	2020	\$100,000		
	Nor 'wester	Building Envelope Upgrades -	classroom windows, water-proofing	2020	\$200,000		
	Ogden	Sloped roof guards	Ice danger, install ice guards	2020	\$60,000		
	Ogden	Windows	New windows to replace old inefficient windows	2020	\$125,000		
	Sherbrooke	Girls Washroom	Girl's washroom upgrade, plumbing, electrical	2020	\$250,000		
	St. James	Washroom Upgrades	Boy's Washroom Upgrade	2020	\$185,000		
	St. James	New Flooring	RM 104/203	2020	\$60,000		
	Vance Chapman	New Fountain c/w line	Install bottle filling station and supply line	2020	\$25,000		
	Various Locations	DSS and CAD - 7 Schools	Kingsway, CDH, Vance, Kak, C.V, Mckenzie, WFV	2020	\$75,000		
	Various Locations	Drinking fountain Upgrade	Change out remaining fountains to bottle filling stations	2020	\$450,000		
	Westgate	Library Roof	Structural, Mechanical, Insulation increase	2020	\$85,000		
	Westgate	Painting roof	remove rust, paint sloped metal roof & trough/spouts	2020	\$60,000		
	Whitefish	Window Replacement	Structural, Mechanical, Insulation increase	2020	\$180,000		
	<b>Category Total</b> \$3,645,000						\$3,645,000
	<b>Total Year Capital Plan</b>						<b>\$14,630,000</b>

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 087-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: LEGAL REPRESENTATION FOR 2019-2020

1. Background

Lakehead District School Board's 3020 Legal Representation Policy and Procedures, (herewith attached), are designed to assist in the resolution of complex and technical legal matters. This report does not include legal expenses incurred which are to be recovered in the future.

2. Situation

The 2019-2020 legal costs paid from the director's legal/audit account are as follows:

Description	Cost
<b>Cheadles</b>	\$217,749.24
<b>Buset &amp; Partners</b>	16,224.55
<b>O'Neill Associates</b>	30,675.18
<b>Miller Thomson</b>	17,779.16
<b>Borden Ladner Gervais</b>	23,511.40
<b>Shibley Righton</b>	27,633.88
<b>MacLeod Law Firm</b>	7,475.18
<b>Ericksons LLP</b>	3,907.62
<b>Carrel &amp; Partners</b>	4,321.15
<b>Other</b>	5,566.92
<b>Third Party Costs</b>	13,289.03
<b>TOTAL</b>	<b>\$368,133.31</b>

3. Conclusion

Total legal expenses vary annually as indicated in the chart below.

<b>Year</b>	<b>Total Legal Expenses</b>
2019-2020	\$368,133.31
2018-2019	443,209.31
2017-2018	271,417.08
2016-2017	306,835.90
2015-2016	179,790.03
2014-2015	227,001.86
2013-2014	176,583.40
2012-2013	215,943.06
2011-2012	277,790.18
2010-2011	389,611.72
2009-2010	263,803.83

Respectfully submitted,

IAN MACRAE  
Director of Education

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 088-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: LAKEHEAD PUBLIC SCHOOLS INTERNATIONAL

1. Background

- 1.1 Lakehead District School Board is committed to enriching the learning experience of all students with access to exceptional, specialized and innovative programs.
- 1.2 Lakehead District School Board is dedicated to building relationships with community partners and post-secondary institutions to better our education system and community.
- 1.3 Lakehead Public Schools International (LPSI) was established as a corporation following approval by the Lakehead District School Board in June 2015. It has an arms-length governance structure that guides the International Student program. The 2020-2021 school year will be the fifth official year the program has been operating since its inaugural launch in September 2016.
- 1.4 A full-time international student coordinator continues to support LPSI and is responsible for student relationships, registration and finances, ongoing development of up to date marketing materials, education agent/industry partner liaison and program recruitment efforts.

A part-time relationship manager hired by LPSI partner, Canada Homestay Network (CHN), is the legal custodian to LPSI students and oversees the operation of the local homestay program which includes reviewing/interviewing host family applications, setting up detailed family profiles in CHN database and both employees work together to match students and families.

## 2. Situation

- 2.1 In the winter of 2019, LPSI sought to strengthen its position in the South Korea and Japan markets. Attending the Study Travel Alphe conferences in both countries, the international student coordinator met with almost all new agencies with the goal of increasing enrolment from East Asia. Earlier in the fall, LPSI continued to manage its relationships with new and existing agent partners at events in Germany, Italy, and Spain. Immediate results were realized specifically from the Germany, Spain, and Japan events as LPSI received student applications both during and days after the fairs.

In January 2020, LPSI joined the Canadian Association of Public Schools International (CAPS-I) with a limited number of other Canadian-only school boards on a mission in Vietnam. This was a successful mission that toured Ho Chi Minh City and Hanoi. Vietnam/South East Asia has been a strong focus for promoting the program and had the chance to meet with many existing partners and continue to meet with new agencies. Gifts from Thunder Bay were presented to our active agencies that are contracted with us and training conducted at their offices.

- 2.2 Lakehead Public Schools International had plans to attend the CAPS-I meeting and educational sessions in Vancouver, the Ontario Association of School Districts International (OASDI), and an International Consultants for Education and Fairs (ICEF) recruitment fair in Toronto, however, the arrival of the COVID-19 pandemic in Canada cancelled or postponed the events.

The ICEF Toronto event has been postponed until 2021 tentatively. However, ICEF offered a free virtual recruitment fair during the 2020 summer which offered two and a half days of one-to-one agent meetings via Zoom and educational seminars.

- 2.3 Lakehead Public Schools International was primed for its largest enrolment year since its inception. The 2020-2021 school year was expecting 40 plus international students. The applications represented the hard work done promoting the program to new markets as we had our first students accepted from Japan, Germany, Italy, and Mexico. We also continued to receive more applications from existing markets of China, Vietnam, Malaysia, South Korea and Ukraine.

- 2.4 The Immigration, Refugees and Citizenship Canada (IRCC), along with the guidance of Public Health Agency of Canada, enacted strict border policies due to the COVID-19 pandemic. Consequently, “any new or returning international students without a physical study permit in hand prior to March 18, 2020, would not be allowed to enter Canada”. The result among Canadian school boards was an average of 50%-70% loss of enrolment for the 2020-2021 school year across the country. Lakehead Public Schools International enrolment would drop to an expected 12-14 students.

- 2.5 A welcome orientation took place at the start of the school year which introduced students to the International Student Guidance Counsellors and Canada Homestay Network. Incorporating the new social event calendar implemented in 2019, LPSI has brought the students rock climbing, bowling, hiking and to the Kingfisher Education Center.

In an effort to continue to improve student experience at each school, each international student guidance counsellor was again allocated with a new annual budget for their own in-school events. The budget would provide opportunities for socializing with local students through luncheons, yearbook purchases, school clothing, with the goal of making the transition to a new country and school easier.

- 2.6 New program materials were developed which included a new Student Arrival Guide and Calendar. The new guide addresses important school contacts, school policies, mental wellness information, cultural tips and information for transitioning comfortably with their new homestay family. Additionally, a guide for staff has also been created with the purpose of familiarizing them with information, expectations and strategies to support international students.

- 2.7 When classes moved from in-person to the learn at home model, international students also studied virtually from their homestays. As the pandemic continued to worsen across the world, some of our students requested to return home while they could find flights and finish the year studying virtually from their home countries.

Our three Spanish students, on scholarships through the Red Leaf program, were mandated to return to Spain and continue their studies there. Additionally, the students LPSI usually receives through the scholarship program will be postponed until 2022-2023 school year due to the pandemic.

- 2.8 In June 2020, LPSI saw its largest graduating class as eight students graduated and were accepted to university or college. Of these eight students, five were from Vietnam, two from Malaysia, and one from South Korea. Also, of note, the one student from South Korea was the first international student for LPSI to graduate from the International Baccalaureate (IB) program which is a big success for both international programs and helped secure his enrolment into a competitive program at the University of Waterloo. Lastly, an international student enrolled at Superior Collegiate and Vocational Institute, entered the Centre for Education in Mathematics and Computing (CEMC) math contest held by the University of Waterloo and finished in the top one percent of scores for Canadian secondary school students.

- 2.9 With schools studying virtually, there was a concern of ensuring that students received the English as a Second Language (ESL) assistance they required to succeed. Lakehead Public Schools International worked closely with Sari Johnston, ESL Coordinator, and Samantha Peotto, Manager, Lakehead Adult Education Centre, to provide students with a weekly online videocall that would provide them with ESL lessons and the opportunity to meet and have more discussions in English. This has continued to be provided into the 2020-2021 school year.

- 2.10 To negate the expected decline in enrolment for the 2020-2021 school year, LPSI worked in conjunction with the Lakehead Adult Education Centre to offer a plethora of online summer courses. These courses were offered at a rate of \$1500 each to international students and allowed them to earn credits needed for graduation. The goal was to find additional streams of revenue for the program to reduce potential losses, as well as provide more opportunity for students to get ahead.
- 2.11 To prepare for the 2020-2021 school year, the international student coordinator developed a COVID-19 Readiness Plan for incoming returning and new international students. Currently, Ontario remains closed for new students but the readiness plan outlines important definitions to know, pre-departure/arrival plans, a mandatory 14 day quarantine plan with the Homestay, mental health and social stigma information regarding COVID-19, and important resources students can utilize for a safe and healthy experience.

### 3. Next Steps

- 3.1 As a response to the changing nature of recruitment activities and inability to travel due to border closures and the pandemic, the international student coordinator will shift its marketing strategy to include a stronger online presence.

This will include:

- registration with online recruitment platforms such as Edvisor that connect educators with study abroad agencies;
- promotion of LPSI in known publications/annual magazines that are distributed to educational institutions across the globe, at international education events, and digital newsletters for agent associations in various markets;
- promotion of new and existing videos on LPSI content videos and testimonials through market relevant platforms (ie. Youku in China, WeChat, Line, etc.); and
- continue to grow social media presence by creating new quality content showcasing the program and region.

- 3.2 The international student coordinator will be unable to travel for an unknown length of time and will, instead, focus recruitment efforts on online/virtual events. Lakehead Public Schools International will promote the program during the 2020-2021 school year at three Study Travel Alpha virtual events that recruit from both European and East Asia Markets. Additionally, in 2021, we will participate in a CAPS-I virtual mission for Japan once more to continue building its position in this market. The events are all comprised of one-to-one agent meetings via Zoom or other video-call software.
- 3.3 Lakehead Public Schools International is partnered with MSH International/Study Insured for international student's health insurance while in Canada. MSH International provides five percent of our insurance premiums back to be reinvested into the international programs. To create more value for students and their families, LPSI will look into setting up entrance scholarships/bursaries for new applicants.



- 3.4 Research will be conducted to measure tuition rates across the country to ensure the program is competitively priced. As we are in a pandemic and families and agencies are becoming price sensitive, it is our duty to ensure we offer acceptable rates while maintaining the high value of our program.
- 3.5 Funding and program opportunities will continue to be researched to provide additional opportunities for staff to learn more about developing a strong international program and support system for current and future international students.
- 3.6 Communication strategies will be adjusted to recognize the shift from in-person annual meetings at events to more frequent video-calls with agents and prospective students. Additionally, current activities such as ESL assessments will need to also shift to a virtual structure to adhere to social distancing.
- 3.7 Lakehead Public Schools International will continue to seek partnerships with local and international representatives who will provide support in student recruitment and is exploring options for future travel.

#### 4. Conclusion

Through the International Student program, Lakehead District School Board will share the excellence of our schools with the world, create global connections and expand career pathways for all students. We will navigate through the COVID-19 and be prepared for future in-person class disruptions by focusing on providing a high level of education to all students.

Respectfully submitted,

STEVEN JOHNSON  
International Student Coordinator

NICHOLAS SACEVICH  
Student Success Lead/MISA Board Lead

AJ KEENE  
Superintendent of Education  
President, Lakehead Public Schools International

IAN MACRAE  
Director of Education

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF PARENT INVOLVEMENT COMMITTEE**

Microsoft Teams

2020 OCT 05  
6:30 p.m.

**MEMBERS PRESENT:**

Robin Cawlishaw  
Chitra Jacob  
Ian MacRae  
Julie Morin  
Michael Otway

Laura Prodanyk  
Trudy Tuchenhagen  
Fred Van Elburg  
Laura Walker

**RESOURCE:**

Judy Hill, Executive Assistant

**MEMBERS ABSENT, WITH REGRET:**

Serena Essex  
Shannon Jessiman-MacArthur  
Shaun Peirce

**GUESTS:**

Mahejabeen Ebrahim, Human Rights & Equity Advisor  
Eric Fredrickson, Principal of Program and Early Years  
Michelle Probizanski, Superintendent of Education  
Simran Talpade, Student Trustee  
Amanda Stefanile, Achievement Program Coordinator, Lakehead University

1. **Call to Order, Welcome and Introductions**

Director MacRae called the meeting to order and welcomed everyone.

2. **Disclosure of Conflict of Interest**

There were no disclosures of conflict of interest.

3. **Approval of the Agenda**

The agenda was approved by consensus.

4. **Lakehead University Achievement Program**

Amanda Stefanile, Achievement Program Coordinator for Lakehead University, shared a power point presentation on the achievement program which is a partnership between Lakehead Public Schools and Lakehead University. The program encourages students to believe in their highest potential and support their journey into postsecondary education. There were 163 students enrolled and 153 active participants from Grades 4-12. The first three students graduated last year. Questions from the group were addressed.

5. Policy 1020 Equity and Inclusive Education

Michelle Probizanski, Superintendent of Education, presented the policy for input. Input is due to the Director's Office by October 21, 2020 to [sarah\\_schoales@lakeheadschoool.ca](mailto:sarah_schoales@lakeheadschoool.ca).

6. Policy 7030 Harassment and Human Rights

Mahejabeen Ebrahim, Human Rights and Equity Advisor, presented the policy for input. Input is due to the Director's Office by October 21, 2020 to [sarah\\_schoales@lakeheadschoool.ca](mailto:sarah_schoales@lakeheadschoool.ca).

7. Summer Programs

Eric Fredrickson, Principal of Program and Early Years, provided a power point presentation highlighting the following summer programs that occurred:

- Grade 8 First Nation, Métis, Inuit (FNMI) Reach Ahead Credit;
- Focus on Youth Project;
- Summer Centre for Learning and Student Success (C.L.A.S.S.); and
- Whitesand First Nation Project.

Funding was provided this year to target students with special education needs to support these students in Summer Learning programs. Laura Walker, parent member, shared her experience as her son attended one of the programs. Laura was very pleased with the program. Questions from the group were addressed.

8. Appointments to the 2020-2021 Parent Involvement Committee

The committee agreed, by consensus, to recommend the following appointments to the Parent Involvement Committee:

- Julie Morin, parent member (two years);
- Laura Walker, alternate parent representative (one year);
- Robin Cawlishaw, community representative (one year);and
- Laura Prodanyk, community representative (one year).

Also recommended for appointment are:

- Sharon Kanutski, Aboriginal Education Advisory Committee representative;
- Serena Essex, Aboriginal Education Advisory Committee alternate representative;
- Michael Otway, Special Education Advisory Committee representative;
- Shannon Jessiman-MacArthur, principal representative;
- Eric Fredrickson, alternate principal representative;
- Fred Van Elburg, teacher representative; and
- Kathleen Andrews, alternate teacher representative.

Appointments will be recommended at the October 13, 2020 Standing Committee meeting for confirmation by the Board on October 27, 2020.

9. Draft Parent Involvement Committee Annual Report to the Board

Copies of the draft Parent Involvement Committee Annual report were provided to the members for their feedback. The report will be presented to the Board at its annual meeting in December.

10. Confirmation of Minutes – September 14, 2020

The minutes were approved by consensus.

11. Special Education Advisory Committee (SEAC) Report

Deferred to November 16, 2020 meeting.

12. Aboriginal Education Advisory Committee (AEAC) Report

Deferred to November 16, 2020 meeting.

13. Director's Report

Director MacRae highlighted the student and Indigenous student trustee reports to the Board as well as Trustee Character awards given to Jessica Lauzon, Indigenous Achievement Tutor and Milt Martyn, Head Custodian, for their outstanding contributions to our students and schools. Director MacRae also thanked all those involved working tirelessly for Lakehead Public Schools students.

14. Next Meeting

The next meeting will be held on Monday, November 16, 2020 at 6:30 p.m.

15. Adjournment

The meeting adjourned at 7:30 p.m.



**ABORIGINAL EDUCATION ADVISORY COMMITTEE MINUTES**

- DATE:** Thursday, September 17, 2020 - Virtual Meeting via ZOOM
- CHAIR:** Anika Guthrie
- MEMBERS PRESENT:** Kathy Beardy, Elliott Cromarty, Keira Essex, Serena Essex, Pauline Fontaine, Sharon Kanutski, Leanna Marshall, Elder Gerry Martin, Skylene Metatawabin, Ardelle Sagutcheway, Trustee Ryan Sitch
- ALTERNATES:** Trustee Ellen Chambers, Trustee Sue Doughty-Smith, Dinah Jung, Renee Tookenay
- RESOURCES:** Brittany Collins, Mahejabeen Ebrahim, Eric Fredrickson, Donna Flaszka, AJ Keene, Nick Sacevich, Ashley Nurmela, Michelle Tavares, Fred Van Elburg
- GUESTS:** Patti Pella, Yolanda Wanakamik, Kieran McMonagle
- ABSENT WITH REGRETS:** Scottie Wemigwans, Lawrence Baxter, Anna Fern Kakegamic, Emma Kaminawash, Chery King-Zewiec, Mike Judge, Jasmine Sgambelluri, Sophie Sutherland

	<b>AGENDA ITEM</b>	<b>DISCUSSION</b>		<b>ACTION</b>
1.	Opening Ceremonies			Elder Gerry Martin
2.	Welcome and Introductions	<p>2.1 Anika Guthrie welcomed everyone and thanked Elder Gerry Martin for the opening.</p> <p>Anika welcomed new members, Eric Fredrickson, Principal of Program and Early Years, Nick Sacevich, Student Success Lead, Kieran McMonagle, FNMI Graduation Coach and new parent representative, Yolanda Wanakamik.</p>		Anika Guthrie

3.	Agenda / Minutes			
	3.1 Approval of Agenda – Sept. 17, 2020	<p>Moved by Pauline Fontaine and seconded by Elder Gerry Martin that the agenda for the September 17, 2020 AEAC virtual meeting be approved.</p> <p><b>Carried</b></p>		Anika Guthrie
	3.2 Approval of Minutes – June 11, 2020	<p>Moved by Sharon Kanutski and seconded by Serena Essex that the minutes for the June 11, 2020 AEAC meeting be approved as written.</p> <p><b>Carried.</b></p>		Anika Guthrie
4.	Business Arising from Minutes			
	4.1 Dolores Wawia's Commemoration	<p>Ashley Nurmela met with Dolores' family last week and was presented with Dolores' life's writings (Chapters 1-10) <i>Out of the Frying Pan</i>. The family would like to see it used as a teaching resource and used for staff training. The family would also like it to be dedicated to Dolores' son. It would be a great resource to share it provincially and federally. The resource should be ready to share by September 2021.</p> <p>Anika Guthrie spoke to Sherri-Lynne Pharand about her thoughts of a commemoration. Sherri-Lynne suggested that a school library be named and dedicated to Dolores, since she was such a gifted storyteller. Sherri-Lynne also suggested, that since Dolores was know as the 'Frog Lady, that an artist be commissioned to create a painting that captured her 'Frog Lady' essence.</p> <p>Yolanda Wanakamik suggested an artist from Gull Bay should be selected to create the painting and that a partnership could be developed.</p> <p>Elder Gerry Martin added that anything that would honour her memory would be good.</p> <p>AJ Keene commented that the suggestions were wonderful and that he would bring the recommendations to the senior team to put into motion.</p>		

		<p>Ellen Chambers suggested a picture of Dolores be hung in the hallway of the Board Office or in the Board Room.</p> <p>Anika will bring the ideas back to the family to see how they feel about the suggestions and see if they have additional suggestions.</p>		
5.	New Business			
	5.1 Appointment of Co-Chair for AEAC	Anika Guthrie brought forward the need for a new co-chair for AEAC. She asked for nominations from the floor. Elder Gerry Martin nominated Serena Essex. Anika asked for further nominations from the floor. There were no further nominations from the floor. Serena Essex accepted the nomination. Anika welcomed Serena as the new co-chair for AEAC.		Anika Guthrie
	5.2 AEAC Rep on PIC	Anika brought forward the request from PIC for a member and an alternate member from AEAC be the representatives on the Parent Involvement Committee (PIC). Serena (the current AEAC member on PIC) provided the committee with information about PIC. Anika will connect with other parent members of AEAC to see if they may be interested in being this year's AEAC representative and/or alternate representative on PIC.		Anika Guthrie
	5.3 Discussion regarding the working in 8061 AEAC Procedure	<p>Anika shared the 8061 AEAC policy and procedure with the committee and made suggestions for some changes to the wording (ie. all students) in response to the call of reconciliation.</p> <p>Trustee Ryan Sitch agreed to the proposed changes and also suggested to add the Indigenous trustee to the document as an official member.</p> <p>AJ Keene will have the review added to the policies review schedule.</p> <p>Serena Essex suggested to the committee that a sub-committee should be created to undertake the task of reviewing and rewording the policy/procedures. Anika asked for volunteers for the subcommittee. The subcommittee will consist of Serena Essex, Yolanda Wanakamik, Ashley Nurmela and Anika Guthrie.</p>		Anika Guthrie

6.	Ongoing Business			
	6.1 Student Census	<p>AJ Keene, Superintendent, and Mahejabeen Ebrahim, Human Rights and Equity Advisor, informed the committee that the census pilot project is funded by the Ministry of Education and is in accordance with the Education Act and the Ontario Human Rights Code. Data will be used to identify disparities and promote equity of access and outcomes for students as well as racial equality. A test-pilot census is currently being created and will be conducted at Woodcrest Public School and Superior Collegiate and Vocational Institute. The census is voluntary. The census then will be conducted system wide in 2021-2022 school year. The census will allow administration to make decisions about programs and supports for our students. The goal of the census is the success of every student. The census will be completed by parents for those students in Kindergarten to Grade 6 and Grades 7 to 12 students will complete the census themselves. The data received from the census will remain confidential. A plan will be created and communicated to parents, students and staff.</p>		AJ Keene/ Mahejabeen Ebrahim
	6.2 Summer Learning Programs	<p>Eric Fredrickson, Principal of Program and Early Years, Nick Sacevich, Student Success Lead, and Kieran McMonagle, FNMI Graduation Coach, shared information on the summer programs offered by Lakehead Public Schools.</p> <p>Eric and Nick informed the committee that the summer programs that were offered to students were online learning. The programs were centred around literacy and numeracy. The classes were blended and 20 sessions long. The sessions ran for three weeks and packages were provided to assist with the at-home learning.</p> <p>Kieran assisted students transitioning from elementary to secondary school by providing school tours and assisting in course selections for September. Students, in Grades 10 to 12, were offered a summer credit in education and career planning. Supplies were provided to students and students were expected to log into their class two times a day during their morning and afternoon sessions.</p>		Eric Fredrickson/ Nick Sacevich/ Kieran McMonagle



7.	Information and Inquiries			
	7.1 COVID-19 Update	<p>AJ Keene provided a COVID-19 update to the committee. He spoke about the new Elementary Virtual Learning School that was being offered to Lakehead Public School students. So far, there are 750 elementary students enrolled in the new school. There are also 350 secondary students that are enrolled at their current secondary school for virtual learning. AJ Keene informed the committee that it has been difficult tracking some of the missing students that did not return to their schools or engaged in their virtual learning. He also informed the committee that the technology was tricky, but resolutions were being implemented. Students that were attending school were wearing masks and were engaged in learning.</p> <p>Transportation was a challenge and an additional driver has been hired.</p> <p>Whitesand First Nation have requested desks, chairs and computers for their virtual learning students.</p> <p>Our Board is posting a job for a teaching vice principal for Gull Bay First Nation.</p>		AJ Keene
	7.2 Updates	<p>Ashley Nurmela reported that the IYARA awards is fundraising, in partnership with the United Way, an event called Run the North that is being scheduled from September 26 to October 4, 2020. The cost is \$25 per person and proceeds are supporting First Nation communities.</p>		Ashley Nurmela
	7.3 Native Language Supports and Resources	<p>Anika informed the committee that Lakehead Public Schools is offering Native as a Second Language at Sherbrooke Public School for Grades 5 and up. Tyler Armstrong is the teacher for these classes that are being offered two to three times a week. Ron Kanutski is a community member supporting the program. One class will be offered at École Gron Morgan Public School.</p>		Anika Guthrie

	7.4 Student Trustee Update	<p>Indigenous Student Trustee Keira Essex informed the committee that over the summer she attended the administration updates. She supported the letters that were being sent to the Minister of Education by Chair Chambers. Keira also had input into the questions being put forward on the Student Census to make sure it included the student perspective.</p> <p>Trustee Chambers commented on how excellent an editor Keira is from her input into the letters to the Minister of Education. She also commended Keira on how well she presented herself during her interview on CBC Radio regarding going back to school.</p>		Keira Essex
8.	Information and Inquiries			
	8.1 Strategic Plan	Trustee Ellen Chambers informed the committee that constituents would be invited to meet in October to discuss the Board's Strategic Plan.		
9.	Closing	Elder Martin closed the meeting with a prayer.		
10.	Next Meeting	Thursday, November 12, 2020		
11.	Adjournment	The meeting adjourned at 11:53 a.m.		

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 091-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: RECOMMENDATIONS FROM THE STANDING COMMITTEE

Background

The following reports were received at the Standing Committee Meeting of November 10, 2020 and have been referred to the Board for approval. The recommendations are as follows:

**POLICY REVIEW – 1020 EQUITY AND INCLUSIVE EDUCATION (078-20)**

*It is recommended that Lakehead District School Board approve 1020 Equity and Inclusive Education Policy, Appendix A to Report No. 078-20.*

**POLICY REVIEW – 3080 RESEARCH (079-20)**

*It is recommended that Lakehead District School Board approve 3080 Research Policy, Appendix A to Report No. 079-20.*

**POLICY REVIEW – 7030 HUMAN RIGHTS AND WORKPLACE HARASSMENT (080-20)**

*It is recommended that Lakehead District School Board approve 7030 Human Rights and Workplace Harassment Policy, Appendix A to Report No. 080-20.*

**POLICY DEVELOPMENT – HIRING POLICY (083-20)**

*It is recommended that Lakehead District School Board approve the development of a Hiring Policy as indicated in Report No. 083-20.*

Respectfully submitted,

TRUDY TUCHENHAGEN  
Chair  
Standing Committee

<b>PHILOSOPHY AND GOALS</b>	<b>1000</b>
<b>DRAFT – NOVEMBER 10, 2020</b>	
<b>EQUITY AND INCLUSIVE EDUCATION POLICY</b>	<b>1020</b>

1. Rationale

Lakehead District School Board (LDSB) is committed to equity and inclusive education. It includes promoting equitable and inclusive learning and working environments. Lakehead District School Board values equity, inclusion and respect for all. This policy upholds human rights, in accordance with the Ontario Human Rights Code and 7030 Human Rights and Workplace Harassment Policy. It is in compliance with the Education Act, and the Ontario Ministry of Education Policy/Program Memorandum No. 119, “Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools”.

Guiding Principles of Equity and Inclusive Education:

- is a foundation of excellence - in a diverse society, equity is a fundamental requirement for educational excellence and high standards of student achievement;
- meets individual needs - equity does not mean treating all students in the same way but rather, responding to the individual needs of each student and providing the conditions and interventions needed to help him or her succeed;
- identifies and eliminates barriers - all students are supported equitably through the identification and removal of discriminatory barriers that limit their ability to achieve to their full potential;
- promotes a sense of belonging - equity and inclusive education contribute to every student’s sense of well-being;
- involves the broader community - effective and meaningful school-community partnerships are an essential component of an equitable and inclusive education system;
- builds on and enhances previous and existing initiatives - sound research and analysis of successful policies and practices form the basis for the development and sharing of resources; and
- is demonstrated throughout the system – Lakehead District School Board will incorporate equity and inclusive education throughout policies, procedures and practices.

<b>PHILOSOPHY AND GOALS</b>	<b>1000</b>
<b>DRAFT – NOVEMBER 10, 2020</b>	
<b>EQUITY AND INCLUSIVE EDUCATION POLICY</b>	<b>1020</b>

## 2. Policy

It is the policy of LDSB to promote equity and inclusive education in accordance with the seven guiding principles.

Lakehead District School Board is committed to:

- equity of access and equity of outcomes so that students can achieve their potential;
- fostering a climate of understanding and mutual respect for the benefit of diverse student, staff and communities; and
- identifying and addressing individual or systemic discrimination because of race, ancestry, ethnic origin, place of origin, citizenship, colour, creed (religion), sex, marital status, family status, sexual orientation, gender identity, gender expression age and disability as well as promoting inclusion for students experiencing barriers due to socio-economic status.

This policy recognizes that its shared responsibility with all LDSB community members to advance equity and inclusive education. This policy establishes the following eight areas of focus for this endeavour.

## 3. Areas of Focus

### 3.1 Policies, Guidelines, Practices, and Initiatives

Lakehead District School Board structures, policies, procedures, programs, guidelines, and practices shall reflect the principles of equity and inclusive education as well as LDSB Values: Integrity, Acceptance, Respect, Responsibility and Empathy. Lakehead District School Board will review this commitment as part of the development and regular review of structures, policies, procedures, programs, guidelines, and practices. This area of focus establishes the framework for policy development and implementation in all the other areas of focus below.

Lakehead District School Board will endeavour to promote equity of access and outcomes for student achievement and well-being. The Board aims to identify and address barriers that may limit the opportunities of diverse individuals for employment, retention and promotion. All data collection, research, surveys, and census shall be developed, collected, utilized, maintained and delivered using a critical equity lens, ensuring accessibility and respect of individual privacy rights.

<b>PHILOSOPHY AND GOALS</b>	<b>1000</b>
<b>DRAFT – NOVEMBER 10, 2020</b>	
<b>EQUITY AND INCLUSIVE EDUCATION POLICY</b>	<b>1020</b>

3.2 Shared and Committed Leadership

The principle of shared and committed leadership recognizes that all partners in education, including community partners, parents, and students, are responsible for preparing students to live in a diverse society. The Board recognizes that bringing change to instructional practices and the learning culture requires strong, focused leadership from, in particular, school board trustees, director of education, superintendents, principals, and teachers. The Board and schools will provide leadership that is responsive to the diverse nature of Ontario’s communities and committed to identifying and removing discriminatory biases and systemic barriers to learning.

3.3 School-Community Relationships

Lakehead District School Board shall meet the needs of diverse communities and workplaces through active involvement, input and participation of students, parents/guardians, staff and communities, to understand all perspectives about all students so that their needs can be met. Collaboration will be based on respect, open dialogue and partnerships with students, parents/guardians, staff, committees and other community groups and agencies. Lakehead District School Board will draw upon the expertise of their partners to explore innovative ways of sharing resources that can help them meet the diverse needs of students and provide new and relevant learning opportunities.

3.4 Inclusive Curriculum and Assessment Practices

Students need to feel engaged by what they are learning, supported by staff and welcome in the learning environment. The Ministry of Education provides curriculum to all board in Ontario. The Board will review resources, instruction, and assessment/evaluation practices to ensure they are in accordance with the guiding principles.

The Board is committed to identifying and implementing inclusive curriculum processes supported by resources, instructional strategies and assessment and evaluation practices that reflect and respond to the diverse needs and abilities of diverse learners. Lakehead District School Board will provide students and staff with opportunities to learn about diverse histories, cultures, and perspectives. Students should be able to see themselves represented in the curriculum, programs, culture and staff of the school. Lakehead District School Board will affirm and value students’ first languages.

**PHILOSOPHY AND GOALS****1000**

DRAFT – NOVEMBER 10, 2020

**EQUITY AND INCLUSIVE EDUCATION POLICY****1020****3.5 Religious Accommodation**

Lakehead District School Board upholds the Ontario Human Rights Code that prohibits discrimination on the grounds of creed (includes religion) and establishes the duty to accommodate. Lakehead District School Board will take all reasonable steps to provide creed (religious) accommodation for students and staff (see Appendix A). Lakehead District School Board acknowledges an individual's right to follow or not to follow creed (religious) beliefs.

**3.6 School and Workplace Climate and the Prevention of Harassment and Discrimination**

Lakehead District School Board will foster a positive school climate in which all members of the school community feel safe, welcome, accepted, and supports positive behaviours and interactions. Lakehead District School Board recognizes that harassment, discrimination and workplace harassment can negatively affect working relationships, the learning process and personal well-being, as well as school climate. Lakehead District School Board has established policies and procedures that enable students and staff to safely report incidents of harassment, discrimination and workplace harassment and that will enable the Board to respond in a timely manner. Regular monitoring of school climate is essential. All schools will administer school climate surveys at least once every two years and use survey data to inform school improvement planning.

**3.7 Professional Learning**

Lakehead District School Board will provide professional learning opportunities for staff, administrators and trustees to deepen awareness and build capacity to promote a climate of understanding and mutual respect that is conducive for equity and inclusive education. Professional learning activities with LDSB will be ongoing, evidence-based and focused on positive outcomes, including topics such as anti-racism, anti-discrimination, anti-homophobia, antisemitism, anti-Muslim discrimination, and gender-based violence. Lakehead District School Board will provide opportunities for staff and trustees to participate in training and will provide information for students and parents to increase their knowledge and understanding of equity and inclusive education.

**PHILOSOPHY AND GOALS****1000**

DRAFT – NOVEMBER 10, 2020

**EQUITY AND INCLUSIVE EDUCATION POLICY****1020**3.8 Accountability and Transparency

Lakehead District School Board will continuously assess and monitor progress in reviewing policies, programs, guidelines, and practices and in implementing this policy. Equity and inclusive education principles are to be embedded in the Board's multi-year strategic plan. Lakehead District School Board and School Improvement Plans, within the context of the Board's multi-year plan, will take into consideration the Board's 1020 Equity and Inclusive Education Policy. The plans should focus on identifying and removing any barriers to student learning in order to reduce gaps in achievement and provide a respectful and responsive school climate. Lakehead District School Board will provide ongoing and open communication to keep all stakeholders informed of the Board's goals and progress as they relate to equity and inclusive education.

4. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
<b>7020 Equitable Employment</b>	<b>April 4, 1995</b>	<b>Ontario Human Rights Code Education Act</b>
<b>7030 Human Rights and Workplace Harassment</b>		<b>Ontario Ministry of Education Policy/Program Memorandum No. 119, Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools</b>
<b>8070 Safe Schools – System Expectations</b>	<b><u>Date Revised</u></b> <b>June 24, 2008</b>	
<b>8071 Bullying Prevention and Intervention</b>	<b>September 28, 2010</b> <b>May 28, 2013</b>	

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LAKEHEAD PUBLIC SCHOOLS

OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 084-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD - Public Session

RE: APPROVAL OF APPOINTMENTS TO THE SPECIAL EDUCATION ADVISORY  
COMMITTEE

1. Background

- 1.1 According to Reg. 464/97 of the Education Act, the Board must establish a Special Education Advisory Committee (SEAC).
- 1.2 Membership on SEAC is determined by the regulation:
  - no more than 12 representatives and alternate representatives of local associations that operate within the area of jurisdiction of the Board;
  - two trustees and two alternate trustees; and
  - one or more additional members who are neither representatives of a local association nor members of the Board or another committee of the Board.
- 1.3 At the Inaugural Board Meeting on December 4, 2018, Lakehead District School Board approved nine representatives from local associations/organizations for membership and four alternates, as well as two community representatives and one alternate representative to the Special Education Advisory Committee for the next four year term.
- 1.4 SEAC is committed to collaborating with community partners by “enhancing communication through the strengthening of community relationships”.

2. Situation

- 2.1 Autism Ontario Thunder Bay has submitted a replacement nomination for the appointment of Anne Antenucci as a SEAC representative.
- 2.2 Autism Ontario Thunder Bay has submitted a replacement nomination for the appointment of Tracy Paquette as a SEAC alternate representative.

RECOMMENDATION

It is recommended that Lakehead District School Board approve the appointment of Anne Antenucci as representative and Tracy Paquette as alternate representative to the Special Education Advisory Committee representing Autism Ontario Thunder Bay, for the term ending November 30, 2022.

Respectfully submitted,

MICHELLE PROBIZANSKI  
Superintendent of Education

IAN MACRAE  
Director of Education

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 085-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: APPOINTMENTS TO THE ABORIGINAL EDUCATION ADVISORY COMMITTEE

1. Background

1.1 According to Lakehead District School Board 8061 Aboriginal Education Advisory Committee Procedures section 4.4, selection of the members of the Aboriginal Education Advisory Committee “will be managed by the director or designate with responsibilities for the Aboriginal Education Advisory Committee and will be approved by the Board.”

1.2 In accordance with the 8061 Aboriginal Education Advisory Committee Procedures which was revised in November 13, 2018, the Committee shall be composed of the following:

- six parents/guardians who are of Aboriginal ancestry, are public school supporters and have children enrolled in the Lakehead District School Board;
- five community members appointed by the Board with preference given to candidates who:
  - (i) are of Aboriginal ancestry and have demonstrated interest in the education of Aboriginal students; and
  - (ii) are members of agencies or groups that provide services to Aboriginal people;
- a youth of Aboriginal ancestry presently enrolled in a secondary school program;
- a trustee of the Board;
- the director of education or designate;
- a community Elder; and
- a principal or vice principal.

2. Situation

Recruitment of committee members is ongoing to bring the membership to a full complement. Two applications have been received: one parent membership and one community membership. We also have an alternate community Elder.

## RECOMMENDATION

It is recommended that Lakehead District School Board approve the following appointments to the Aboriginal Education Advisory Committee:

- Yolanda Wanakamik, Parent Member;
- Keli Cristofaro, Councillor at Large, Thunder Bay Métis Council, Community Member;  
and
- Renee Tookenay, Alternate Community Elder/Knowledge Keeper.

Respectfully submitted,

AJ KEENE  
Superintendent of Education

IAN MACRAE  
Director of Education

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 089-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD - Public Session

RE: BY-LAW NO. 119 – 2020 TAX LEVY

1 Background

- 1.1 Section 257.7(1) of the Education Act requires that the English language public district school boards levy education taxes for all boards in those areas without municipal organization, within our present jurisdiction.
- 1.2 Sect 257.7(1.1) of the Education Act states that the Ministry of Finance shall collect the amount levied under the provincial Land Tax as if they were taxes imposed under that Act.

2 Situation

Ontario Regulation 400/98 and subsequent amendments to this regulation prescribes the tax rates for education purposes under subsection 257.12(1) of the Education Act.

RECOMMENDATION

It is recommended that Lakehead District School Board approve By-law No. 119 – 2021 Tax Levy (Appendix A) authorizing the 2021 tax levy at the prescribed rates set by Ontario Regulation 400/98 as amended, as outlined in Report No. 089-20.

Respectfully submitted,

KIRSTI ALAKSA  
Superintendent of Business

IAN MACRAE  
Director of Education

**LAKEHEAD DISTRICT SCHOOL BOARD**

**BY-LAW NO. 119**

A by-law to provide for a 2021 tax levy.

WHEREAS subsection 257.7(1) of the Education Act (the “Act”) requires the Board to levy the tax rates prescribed under section 257.12 of the Act;

AND WHEREAS Ontario Regulation 400/98 prescribes the tax rates under subsection 257.12(1) of the Act;

NOW THEREFORE Lakehead District School Board of Thunder Bay, Ontario enacts the following:

The rates set out in Ontario Regulation 400/98 for 2021 are hereby levied in localities within the area of jurisdiction of the Board on the property indicated in section 257.7 of the Act.

This by-law shall come into force and take effect upon the final passing hereof.

READ, ENACTED, AND MADE AS OF THE 24th day of November 2020.

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Ellen Chambers  
Chair

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Ian MacRae  
Secretary

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 090-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: POLICY DEVELOPMENT - CONFLICT OF INTEREST

1. Background

- 1.1 It is the policy of Lakehead District School Board that policies will be developed/reviewed in accordance with Policy Development and Review Policy 2010.
- 1.2 The Ministry of Education revoked Ontario Regulation 274/12 – Hiring Practices, which outlined hiring practices for boards across Ontario.

2. Situation

- 2.1 Best practice is for Lakehead District School Board to develop its own Hiring Policy, which will ensure alignment with both Board and provincial requirements.
- 2.2 The Ministry of Education will be releasing a Policy and Procedure Memorandum regarding hiring and expects boards to have a Hiring Policy and Procedure as well as a Conflict of Interest Policy in place by December 31, 2020.

RECOMMENDATION

It is recommended that Lakehead District School Board approve the development of Conflict of Interest Policy as indicated in Report No. 090-20.

Respectfully submitted,

MICHELLE PROBIZANSKI  
Superintendent of Education

IAN MACRAE  
Director of Education

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2020 NOV 24  
Report No. 097-20

TO THE CHAIR AND MEMBERS OF  
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: CANCELLATION OF REGULAR BOARD MEETING – DECEMBER 15, 2020

1. Background

- 1.1 Section 4.1.1 of the 2018 Procedural By-Law requires that Regular Board meetings shall be held on the fourth Tuesday of every month except July and August. On May 26, 2020, the Board approved the Standing Committee and Regular Board Meeting Schedule 2020-2021, Appendix A, that stated that the December Regular Board Meeting would be held on December 15, 2020 due to the winter break.
- 1.2 As identified in section 4.5.1 Cancellation of Meetings, Regular Board meetings in any month may be cancelled by resolution by the Board, at its discretion, at a preceding Regular Board meeting.

RECOMMENDATION

It is recommended that Lakehead District School Board cancel the December 15, 2020, Regular Board Meeting.

Respectfully submitted,

IAN MACRAE  
Director of Education