

RENFREW COUNTY DISTRICT SCHOOL BOARD

MINUTES OF BOARD MEETING HELD ON January 29, 2019

at 4:12 p.m.

Chairperson S. Humphries in the Chair.

TRUSTEES: M. Adam; L. Boland; N. Edge (Via Video Conference); M. Guenette; D. Kaiser; B. Morris;
Present: D. Shields; S. Abbott (Student Trustee)

TRUSTEES:
Absent (With Regret): S. McCloskey (Student Trustee)

STAFF: P. Buffone; G. Bishop; S. Blok; B. McIntyre; J. Poirier; D. Jenkins; J. Laderoute; S. McIntyre

1. INVOCATION

The invocation was read by Trustee M. Adam.

2. DECLARATIONS OF CONFLICT OF INTEREST

Chairperson S. Humphries asked for declarations of conflict. None were forthcoming.

3. APPROVAL OF AGENDA

MOVED BY L. BOLAND seconded by M. Guenette that the Renfrew County District School Board approves the agenda for today's meeting.

The motion was CARRIED

4. APPROVAL OF MINUTES

MOVED BY L. BOLAND seconded by B. Morris that the Renfrew County District School Board confirms the minutes of the Board Meeting on December 4, 2018.

The motion was CARRIED

5. PRESENTATION

Supporting Excellence in Teaching and Learning Through the Technology Enable Learning and Teaching Contact (TELC) Role

Superintendent S. Blok welcomed Mike Brohart, Oliver Gallery, Candice Levesque, Jonathan Pratt - Technology Enabled Learning and Teaching Contacts. The delegation highlighted the work of the TELTCs for the 2018-2019 school year. They showed some of the innovative programs the TELTCs support as well as existing and emerging technologies currently being used in our board. A Google Hangout into a grade 6 classroom at Eganville & District PS where educators Mike Fitzmaurice and Gail Mills and students Andy Copeland, Liam Copeland, River Dombrowski, Gabe Fitzmaurice, Leo Gagnon, Curtis Heideman, Charley Keefe, Kostya Luty, Mykola Luty, and Aliah Nizaha showed some of the initiatives presented. On April 17, 2019, TechX2019 will be held at Fellowes HS, incorporating each of our schools.

6. BUSINESS ARISING

None to report.

7. **CORRESPONDENCE**

S. Humphries Chairperson referenced correspondence received from the Minister of Education.

8. **REPORTS TO THE BOARD FOR ACTION – SYSTEM**

None to report.

9. **REPORTS TO THE BOARD FOR ACTION – COMMITTEES**

Committee of the Whole

Vice-Chairperson, B. Morris, presented the Closed Session Report of Committee of the Whole from today's Closed Session meeting.

MOVED BY B. MORRIS, seconded by L. Boland that the Renfrew County District School Board adopts the Closed Session Report of the Committee of the Whole meeting.

The motion was CARRIED

Vice-Chairperson, B. Morris, presented the Open Session Report of Committee of the Whole from today's Open Session meeting.

MOVED BY B. MORRIS, seconded by N. Edge that the Renfrew County District School Board adopts the Open Session Report of the Committee of the Whole meeting.

The motion was CARRIED

Program and Student Achievement Committee

Trustee D. Shields, Chairperson of the Program and Student Achievement Committee, presented the Report of the Program and Student Achievement Committee meeting held on January 15, 2019.

MOVED BY D. SHIELDS, seconded by M. Adam that the Renfrew County District School Board receives the Report of the Program and Student Achievement Committee meeting held on January 15, 2019.

The motion was CARRIED

Finance and Resources Committee

Trustee L. Boland, Chairperson of the Finance and Resources Committee, presented the Report of the Finance and Resources Committee meeting held on January 15, 2019.

MOVED BY L. BOLAND, seconded by M. Guenette that the Renfrew County District School Board receives the Report of the Finance and Resources Committee meeting held on January 15, 2019.

The motion was CARRIED

Special Education Advisory Committee

Chairperson, S. Humphries advised that the Special Education Advisory Committee did not have a quorum for their January 16, 2019 meeting.

10. **DIRECTOR'S UPDATE**

Director of Education, P. Buffone, presented his monthly Director's Report. See Appendix "A"

11. **STUDENT TRUSTEES' UPDATE**

Student Trustee S. Abbott gave the Student Trustees' Update. See Appendix "B"

12. **CHAIR'S UPDATE**

Chairperson S. Humphries gave her monthly update. See Appendix "C"

13. **NEW BUSINESS**

None to report.

14. **INFORMATION ITEM(S)**

Chairperson, S. Humphries announced that this is the final Board meeting Superintendent of Education Gayle Bishop will be in attendance. Ms. Bishop will be retiring effective this Thursday, January 31, 2019. Trustees and senior staff expressed their gratitude and shared highlights of Gayle's work that included her roles as teacher, administrator, Student Success Lead and current assignment as Supervisory Officer. Chair Humphries and Director of Education, P. Buffone, presented Superintendent Bishop with a bouquet of flowers on behalf of students, staff and all RCDSB school communities. We wish Gayle and her family good health and exciting new adventures!

15. **ADJOURNMENT**

MOVED BY D. SHIELDS, seconded by L. Boland that the Renfrew County District School Board meeting of January 29, 2019 be adjourned. Time: 5:48 PM

The motion was CARRIED

RENFREW COUNTY DISTRICT SCHOOL BOARD

**COMMITTEE OF THE WHOLE
CLOSED SESSION REPORT
January 29, 2019**

TRUSTEES: B. Morris (Chair); M. Adam; L. Boland; N. Edge (via video conference); M. Guenette;
(Present) S. Humphries; D. Kaiser; D. Shields; S. Abbott (Student Trustee)

TRUSTEES: S. McCloskey (Student Trustee)
(Regrets)

STAFF: P. Buffone; G. Bishop; S. Blok; B. McIntyre; J. Poirier; D. Jenkins; J. Laderoute; S. McIntyre

GUESTS: R. Richard (Item #2)

The Committee of the Whole of the Renfrew County District School Board met on January 29, 2019 and discussed the following items in Closed Session:

1. Finance & Resources Committee Closed Session Report – January 15, 2019;
2. Executive Compensation.

Senior Staff and the Student Trustee were asked to vacate the room during the Executive Compensation agenda item, and, therefore for the remainder of Committee of the Whole Closed Session. The Director of Education, P. Buffone, remained in the meeting.

The following recommendations were made:

1. Finance & Resources Committee Closed Session Report – January 15, 2019.

THAT the Renfrew County District School Board adopts the Closed Session Report of the Finance & Resources Committee regarding External Auditing Services.

THAT the Renfrew County District School Board approve the extension of the Welch LLP external auditing services for one year under the same terms and conditions as the original contract at a total cost of \$42,900, which includes a Cost of Living increase, and for additional services requested in the school audit line.

2. Executive Compensation

WHEREAS the Board approved and adopted the revised salary amounts for senior staff as presented in the consultant report on 14 November 2017 based upon the regulatory framework in place at the time under the Broader Public Sector Executive Compensation Act, 2014, and its regulations, and

WHEREAS the consultant and senior staff re-instituted salary grids (academic and corporate) in the Framework Agreement for the District in good faith based upon the understanding that there would be 5% increases to the executive compensation envelope for the next three consecutive years, and

WHEREAS the consultant and senior staff were not aware at the time of the pending changes to the legislative framework in regulation (O. Reg. 406/18), put in place by the new provincial government, effective 13 August 2018, which had the effect of freezing compensation for designated executives, and

WHEREAS it is a priority to expedite the increases to compensation for designated executives impacted

by the current regulation (O. Reg. 406/18) once it is legally permissible to do so in order to create equity within the designated executive employee group to the greatest extent possible and to maintain the Board's ability to attract and retain designated executives, and

WHEREAS senior staff acknowledge that, once equity is achieved among superintendents of education, the grid structure will be replaced with salaries subject to annual increases (supervisory officers and director of education) in a new compensation framework, should such a model be permissible under the new legislative framework, and

WHEREAS it is acknowledged that the government of Ontario has the power to change the legislative framework in a manner unforeseeable to the Board and its employees,

THEREFORE, be it resolved THAT, the Renfrew County District School Board approve and adopt a revision to hiring processes for designated executives that permits new hires to the role of superintendent to be compensated in a manner consistent with the requirements of O. Reg. 406/18 and the BPSECA, as amended from time to time.

I move that the Board adopts this report.

B. Morris
Chairperson

RENFREW COUNTY DISTRICT SCHOOL BOARD

**COMMITTEE OF THE WHOLE
OPEN SESSION REPORT
January 29, 2019**

TRUSTEES: B. Morris (Chair); M. Adam; L. Boland; N. Edge (via video conference); M. Guenette;
(Present) S. Humphries; D. Kaiser; D. Shields; S. Abbott (Student Trustee)

TRUSTEES: S. McCloskey (Student Trustee)
(Regrets)

STAFF: P. Buffone; G. Bishop; S. Blok; B. McIntyre; J. Poirier; D. Jenkins; J. Laderoute; S. McIntyre

GUESTS:

The Committee of the Whole of the Renfrew County District School Board met on January 29, 2019 and discussed the following items in Open Session:

1. Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) Delegation of Authority;
2. Well-Being & Pathways to Thrive Video;
3. 2019-2020 School Year Calendar (Draft);
4. OPSBA Update.

The following recommendations were made:

1. Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) Delegation of Authority

THAT the RCDSB Pursuant to s.49(1) of the Municipal Freedom of Information and Protection of Privacy Act, as may be amended from time to time (the "Act), the RCDSB delegates its powers and duties as a head under the Act to the Director of Education and hereby rescinds any previous delegations under the Act.

2. 2019-2020 School Year Calendar (Draft)

THAT the Renfrew County District School Board submit the proposed 2019-2020 school year calendar for Ministry approval.

I move that the Board adopts this report.

B. Morris
Chairperson

PROGRAM & STUDENT ACHIEVEMENT COMMITTEE

Open Session: **x**

Closed Session:

REPORT TO BOARD

January 15, 2019

PRESENT:

Committee Members:	S. Humphries, B. Morris, D. Kaiser, D. Shields L. Boland, M. Adam, M. Guenette, N. Edge (by video conference), S. McCloskey (Student Trustee), S. Abbott (Student Trustee)
Administration:	P. Buffone, G. Bishop, J. Poirier, B. McIntyre, S. Blok, D Jenkins J. Laderoute, S. McIntyre, S. McCafferty
Guests:	J. Stadnyk, T. Robinson, M. Manwell (ACES)

ABSENT: (With Regrets)

The Program and Student Achievement Committee met on Tuesday, January 15, 2019 to discuss the following item(s):

1. ICT Update
2. Elementary Literacy Supports
3. School Year Calendar

No recommendations were made.

D. Shields
Chairperson

ADOPTED - January 29, 2019

FINANCE AND RESOURCES COMMITTEE

Open Session: X

Closed Session: _____

REPORT TO BOARD

January 15, 2019

PRESENT:

Committee Members: L. Boland (Chair), M. Adam, N. Edge (via video conference), M. Guenette, S. Humphries, D. Kaiser, B. Morris, D. Shields, S. McCloskey and S. Abbott (Student Trustees)

Administration: P. Buffone, G. Bishop, S. Blok, D. Jenkins, B. McIntyre, J. Poirier, J. Laderoute, S. McIntyre, T. Hoffman, B. Murray, M. Cahill

Guests:

ABSENT: (With Regrets)

The Finance and Resources Committee met on Tuesday, January 15, 2019 to discuss the following item(s):

1. Year to Date Financial Status for 2018-2019; and
2. Update Regarding Community Use of Schools.

No recommendations were made.

L. Boland
Chairperson

**Board Meeting
Director's Update - Pino Buffone
29 January 2019**

Acknowledgement of Students, Staff and School Communities

There are a number of exciting activities, events and initiatives that have taken place throughout the system, in our schools and across our school communities this first month of the new year, including:

- Examination Dates at the Secondary Level... During the weeks of January 21st and 28th, secondary students throughout the system are participating in both culminating summatives and/or final examinations for the first semester of this school year. At this time, many of our Grade 9 students are also participating in the provincial assessment of mathematics. Our sincerest thanks to our secondary staff, including teachers and administrators, for their flexibility, ingenuity, patience and professionalism in adjusting schedules and accommodating conflicts to make the timetables work for our students with so many inclement weather disruptions of late!
- NPDL Spark Day at Herman Street Public School... On Friday 25 January 2019, the school held a 'SPARK' day in its second year as part of the New Pedagogies for Deep Learning initiative, with community members and educators alike sharing their hidden and not-so-hidden talents with students...helping those very students find their passion. Students engaged in experiential learning that included: painting, sewing, dancing, pasta making, snow shoeing, animal tracking, badminton, photography, cooking, origami, robotics, 3-D printing, green screen creations and other STEAM activities.
- PIC Toolkit Launch... On Wednesday 16 January 2019 (from 6-8 p.m.), our Parent Involvement Committee launched the first 'family of schools' session in Pembroke at Fellowes High School to release the toolkit for parents/guardians. The 'PIC toolkit' is a multi-faceted resource (in print and online) to assist parents/guardians in communication with their child's school. Sections of the toolkit focus on best practices in the relationship between home and school as related to student achievement and well-being. Thank you to co-chairs Tracy Somes and Jody Kitson for their tireless efforts in the development of the toolkit and its current release for implementation in our school communities! Please note the following dates/times for toolkit launch throughout the rest of the District...
 - Tuesday 05 February 2019 from 6-8 p.m. at Opeongo HS (for Opeongo FoS)
 - Wednesday 06 March 2019 from 6-8 p.m. at Valour JK-12 School (for Deep River and Petawawa FoSs)
 - Tuesday 02 April 2019 from 6-8 p.m. at Renfrew CI (for Arnprior and Renfrew FoSs)
 - Wednesday 01 May 2019 from 6-8 p.m. at Madawaska Valley District HS (for Madawaska FoS)

Update regarding Senior Staff

I would like to express my gratitude at this time to Superintendent Gayle Bishop for her outstanding service to the District as a member of the senior staff since 2009. Gayle has been an exceptional educational leader, serving the district in a number of capacities throughout her distinguished career. Thank you, Gayle, for all that you have contributed to our students, our staff and our school communities!

I am pleased to welcome Mr. Renald Cousineau to the senior staff as Superintendent of Education, effective 01 February 2019. Superintendent Cousineau will assume many of the central roles and responsibilities held by retiring Superintendent Gayle Bishop, including: School Effectiveness Lead, Board Improvement Planning, ESL, FSL, Equity and Indigenous Education, as well as the Well-being Strategy. He will also be responsible for the Madawaska Family of Schools.

Superintendent Steve Blok will maintain his central roles and responsibilities, as currently assigned, but will assume responsibility for the Arnprior and Renfrew Families of Schools.

In addition, I thank retired Superintendent Dennis Jenkins for his willingness to join the senior staff on an interim basis while the search for a new Supervisory Officer (Business) is underway. Dennis will be with our team until the end of March 2019, tentatively. Welcome back, Dennis!

Update to Principals and Vice-Principal Assignments

I am pleased to share the following principal and vice-principal appointments and/or transfers at this point in the school year...

- Mr. Mitch Blimkie has assumed the duties of Interim Vice-Principal at Valour JK-12 School, effective 03 December 2018; and,
- Kathy Herault will be assuming the duties of Interim Vice-Principal at Fellowes HS, effective 01 February 2019.

I would also like to acknowledge the retirement of Principal Terry Burwell, effective 31 December 2018, and recognize his 26 years of service to the District.

Pathways to Thrive - Fall 2018

As part of the 'Pathways to Thrive' initiative, a dynamic, inspiring video highlighting the importance of strength-based relationships across the District has been created! The video showcases the perspectives of students and staff, addressing topics such as resourcefulness and resilience, positive mental health and wellness. The video is a testament to the work in support of character development, and, is underpinned by the District's values: caring, respect, responsibility, honesty, initiative, optimism, courage, and perseverance. The video is highlighted in my most recent *Director's Dispatch* which can be found on our website at www.rcdsb.on.ca.

Partnership with Junior Achievement (JA) Canada - Winter & Spring 2019

The District is enthusiastic to announce the beginning of a partnership with Junior Achievement (JA) Canada - the largest youth business education organization in Canada. The organization dedicated to inspiring and preparing youth to succeed by providing opportunities related to financial literacy, entrepreneurship and work readiness skills. Over the course of the second semester, a number of schools across the District will engage in pilot projects as follows:

- 3-4 sites for the 'Dollars with Sense' and 'Economics for Success' programs (two sites for each pilot) at the intermediate level (Grades 7 & 8);
- 3-4 sites for 'Be Entrepreneurial' as part of the Civics & Careers Course (Grades 9 & 10); and,
- 1 site to potentially pilot the 'Company Program' at the secondary level (Grades 9-12)...a more intensive 8-12-week module for business-related courses at the secondary level.

It is our sincerest hope and intention that these pilot projects will lead to the establishment of a multi-year partnership between JA Canada and the RCDSB. Of note, JA Canada and the District will also be collaborating with Algonquin College-Pembroke Campus, and members of Start Up Ottawa Valley, in the provision of local business leaders as volunteers to guide and support our students through these pilot projects...very exciting!

Director's Annual Report for the 2017-2018 School Year

And last but certainly not least, as presented orally at the Board Meeting of Tuesday 04 December 2018, I am pleased to share that the print version of the Director's Annual Report will arrive by Wednesday 31 January 2019. A copy will be provided in each trustee's mailbox on that day. My sincerest thanks to Communications Manager, Jonathan Laderoute, for his leadership in the production of the online and print versions of this year's report.

Renfrew County District School Board

Student Trustees' Report for Tuesday, January 29th, 2019

This report includes information with regards to:

- **Student Senate**
- **OSTA BCCs**
- **REN TALKS**
- **PES**

Report Prepared By:
Sean McCloskey and Sam Abbott

1. Student Senate

Student Senate meets February 14th here at the RCDSB board office. Representatives from all Student Councils will be in attendance to discuss the upcoming REN TALK initiative; which will be later addressed in this update. We will also be discussing the format of the upcoming Student Trustee Elections, the future of Student Senate (goals for the remainder of this year, formats for next year), building the Ideal Classroom, and the Mental Health update from Lisa Lariviere.

2. OSTA BCCs

OSTA's Board Council Conference will be held from Thursday, February 21st until Sunday February 24th at the Ottawa Westin. A little more specific to the PBC, Sean and Ryan Brown will be conducting a panel with many influential educational advocates and change makers. They will have Rayne Fisher-Quan (The girl who organized the province wide school walk outs over the sexual education reforms), Kayvon Mihan (Past President of OSTA and now second year at Queen's Commerce program), Roberto Bagnato (Current chair of the OSTA Board of Directors), Jean Courtney (Worked in the government and was the largest student advocate around the time of changing peer advocates into Student Trustees) and last but certainly not least Sean Conway (Past minister of Education for the Liberal Politics and exited from government in 2003). If you have further questions about the BCCs conference and the panel, send Sean an email, and he will further update you.

3. REN TALKS

REN TALKS is an initiative created by students, for students. Sean and I created this initiative to give Renfrew County students an opportunity to showcase literally anything of their choice. They could talk about an initiative or event going on at their school, a certain skill they possess, or even a story of how their educational journey has been impacted by our Board. The content to this initiative will be videotaped and edited into a short clip and then posted on our RCDSB YouTube page upon creation. This idea is still in early stages but we plan to launch applications at our February Student Senate meeting and we expect all applications to be handed in by Thursday, March 28th.

4. PES

Sean was a part of a presentation conducted by the Ontario Student Trustee's Association at OPSBA's PES entitled "Supporting Student Leaders". Fellow presenters included Ryan Brown of Bluewater DSB, Isaac Glassman from Ottawa Carleton DSB, Bella Frick and Sarah Chun both from Thames Valley DSB. The presentation touched on many interesting and relevant topics surrounding the barriers Student Trustees face across the province.



**Board Meeting
Chair's Update - Susan Humphries
29 January 2019**

There a number of items that occurred during the past two months that I would like to take the opportunity to highlight:

Director's Annual Review:

In mid November Director Buffone shared with us a comprehensive review of his past year as well as some priorities that he plans to work on in the upcoming year. All of the trustees had an opportunity to provide feedback and this summary was provided to our Director in mid December. A few comments by the trustees that you might find interesting:

- (there was growth in) “ understanding the rural communities of Renfrew County: their culture, character, values and loyalties; their engagement profile, their children, their schools and their school staff’s,” ;
- “His willingness to do what is right and not just what is expedient. By doing this he builds trust in the system and community.” ;
- “(pleased with)The strength of leadership demonstrated in all areas making a well rounded,cohesive,progressive and forward thinking district that will provide excellent education for our students.” ;
- “ extremely pleased that our Director has a strong provincial presence and involvement”.

Of course there were suggestions for areas of growth but basically we felt that an A+ was an appropriate rating on his annual “report card”. Thank you for a great year and we are looking forward to our upcoming year.

Creativity and Innovation committee meeting:

I had the opportunity to join this group for a meeting in mid December. Wonderful to see the broad cross section of staff and student voice through our student trustees. A challenging task to work through and develop the conditions for ensuring creativity and innovation at all levels and especially for our students. More work will be done over the spring so stay tuned!

Attendance of our Board at the Public Education Symposium:

It was wonderful that the majority of our Trustees were able to attend PES last week. There were over 350 trustees from across the Province with over 50% being new trustees! This is a great networking and educational opportunity that we always encourage our trustees to attend annually. Speakers and panels told us about the economy, understanding the roles of the trustee, parliamentary procedure rules for meetings, the role of the Ontario Public School Board Association (OPSBA) in upcoming negotiations, supporting student leaders and how to find the “sweet spot” in leadership as described by Michael “ Pinball” Clemons!and there were many more topics! The Minister of Education, Lisa Thompson, also joined us for part of an evening session.

We are especially proud of our Student Trustee Sean McCloskey who was one of a panel of 5 student trustees from across the province. They presented a session about how boards can support the students in ways that will ensure we will have that important student voice at our table. Several of us sat in on his session and you can be assured that we were very proud of Sean as a representative from the RCDSB!

Gayle Bishop's retirement:

As our Director has noted in his report, Gayle Bishop, one of our Superintendents, has chosen to retire! It has been my pleasure to work with Gayle closely over the past few years as she had the responsibility for my family of schools in Renfrew. I knew that she would always respond to any concerns that I shared with her and that she would make sure that everyone who needed to be involved was involved. She always has a quiet calming way about her that immediately helps to bring any situation to a different level. I appreciated her patience with me as a new trustee as I learned and continue to learn how our roles intersect and interconnect. We will sincerely miss Gayle around the Boardroom table and I will truly miss Gayle in my Family of Schools. Thank you so much for all you have done to ensure that we are providing the very best we can for each and every student. And of course enjoy your retirement- you have earned it!

Bell let's talk day Jan 30

Just a quick reminder that tomorrow is Bell Let's Talk Day. Dedicated to moving mental health forward in Canada, Bell Let's Talk promotes awareness and action with a strategy built on 4 key pillars: fighting the stigma, improving access to care, supporting world-class research and leading by example in workplace mental health. Tomorrow Bell will donate 5 cents for every applicable text, call, tweet, social media video view and use of their Facebook frame or Snapchat filter. In 2018, there were over 138 million interactions. We need to keep having important conversations about mental health and this allows us to raise money as well....let's talk.