

**Bright Starts Cooperative Early Learning Centre Board Meeting**

Monday, July 6<sup>th</sup> 2020 at 6:45pm

**Chairperson: Jennifer Bleakney**

**On Minutes: Phil Boyle**

**Meeting by videoconference**

In Attendance: Jenn Bleakney, Phil Boyle, Robi Vanos, Nomair Naeem, Edwin Ng, Mary Robinson, Marina Ivanova, Robi Vanos, Karen Hinnigan, Stacey Reid,

Regrets: Tetyana Richert, Robert Reid, Veronica Micheal, Owen Gallupe, Keri Raif Sura

Meeting called to order at 6:48pm

**Motion** to approve agenda

Moved by Robi

Second Nomair

All in favor, none opposed, no abstentions

Motion carried

**Motion** to approve minutes of June 25<sup>th</sup>, 2020

Moved Phil

Seconded Mary

Two in favor, none opposed, 6 abstentions

Motion carried

**Notice to Board** of Executive Committee meeting on July 3<sup>rd</sup>, 2020

Jenn B reviewed an executive committee meeting that occurred on July 3<sup>rd</sup>, 2020. The executive committee discussed policies for reopening, including requirement for masks to be worn and requiring self-isolation of 14 days for children who may contract COVID-19. The executive supports these elements of policy even though they go above provincial guidelines.

**Discussion** of infection control policies for reopening (Policies 1.14 Screening Protocol; 1.15 Infection Control; 1.16 Isolation Protocol)

Jenn explains that Policy & Personnel Committee has already reviewed and approved policies for reopening circulated for this meeting. The board now need to vote on these policies.

Question on Policy 1.14 (Screening Protocol): should there be a time limit on our screening protocol? Or can we expand our symptoms to include other known symptoms? Discussion of whether we should change language that is largely dictated to us; agreement that we can raise the bar but not lower it. 'Other known symptoms of COVID-19' added to policy.

Further discussion of policies. If we run into difficulty with, say, a parent not wanting to test a child then we will take guidance from Public Health. Can we change language of screening questionnaire without reopening policies? Yes.

**Motion** to approve Policy 1.14 Pandemic Plan – Screening Protocol. This policy will remain in effect until further requirements or guidance is received from the Region of Waterloo Public Health and/or Ministry of Education at which time the board will revisit the policy as necessary.

Moved by Mary

Seconded Nomair

All in favor, none opposed, no abstentions

Question on Policy 1.15 (Infection Control): how will shared bathrooms work? Close two toilets in the middle and close middle sink, and we will stagger lunches so that demand for bathrooms is not all at once. We will divide the bathroom in two basically. And there will be another staff member in each room so there will be lots of extra hands to help out with this all.

**Motion** to approve Policy 1.15 Pandemic Plan – Infection Control

Moved by Mary

Seconded Nomair

All in favor, none opposed, no abstentions

Motion carried

**Motion** to approve Policy 1.16 Pandemic Plan – Isolation Protocol & Reporting of Symptomatic Persons. This policy will remain in effect until further requirements or guidance is received from the Region of Waterloo Public Health and/or Ministry of Education at which time the board will revisit the policy as necessary.

Moved by Mary

Second Nomair

All in favor, none opposed, no abstentions

Motion carried

**Discussion** of fees and staff sick days

What will happen if a child is symptomatic and a cohort is shut down? Current policies say that fees will be charged and there is no funding for lost revenue due to such a shut down. Do we revisit this if there is revenue? SR seeking feedback from the board.

General discussion of what shutdowns could look like. Easier to send a child home if they are symptomatic and still collect fees but might be harder to justify if it is a full cohort. We might want to make this a case-by-case assessment. We should also be clear to parents that continuing to pay fees in the event of a cohort shut-down is part of the risk of being back in care. And we want staff to feel valued so if we keep policy as-is, we can continue to pay salaries and not lay off staff in the event of a cohort shut-down.

**Other Business**

Reopening on July 20<sup>th</sup> looks good; SR would feel better if we waited until after a public health inspection which will happen before that. Training and cleaning will occur after that. Communications Committee is working on an email that will go to parents about reopening later in the week. The Executive Committee will vote on Thursday, July 9<sup>th</sup> for reopening and to vote on salaries.

There is an issue with the team leaders that might arise in the near future. Their jobs are being affected because they cannot go into the rooms anymore. They will be busy on reopening but we may not need three team supervisors in the fall. We may need to rethink what these roles look like. Could they cover vacations? We have staff doing that already.

**Determination** of next board meeting

Next regularly scheduled meeting is July 21<sup>st</sup>; move to July 28<sup>th</sup> to check-in after a week of operations?

**Motion** to move July board meeting from July 21<sup>st</sup> to July 28<sup>th</sup>

Moved by Nomair

Seconded by Mary

All in favor, none opposed, no abstentions

Motion carried

Nomair: can we do something for the staff when they return? Can we just pass a motion to spend some money? It will be within our staff recognition budget. No motion needed as money is already allocated; SR will take care of it.

**Motion** to adjourn

Moved by Nomair

Seconded by Phil

All in favor, none opposed, no abstentions

Motion carried

Meeting adjourned at 8:24pm