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follow the recommendations of health and safety authorities, but doing so without mov
a district-wide vaccination mandate.

We do not share personal information about staff – whether that's about their health choices or where they live. Like we would for any other health issue an employee may be facing, we respect their personal privacy. Under the current situation and recommendations before us, we will not engage in actions that force people into feeling pressured to disclose their personal health choices. I say this while recognizing and acknowledging the vast majority of staff are already fully or partially vaccinated, and that we'll continue to encourage and support others to join them.

2. You've asked a number of questions around expanding on the analysis

The data shows us that schools are relatively safe places: the transmission in schools continues to be lower than that in the general community. Vaccination rates are high. Health authorities continue to tell us that we do not need 100% vaccination rate to safely operate schools.

Does it take away all risk? No. But it does show us that the layers of measure we have in place are working.

Additionally, in the places where transmission is happening in school, the data provided by Fraser Health shows us: "students, rather than staff, are majority of cases and primarily drive in-school transmission." Again pointing to limited benefits of an unrecommended possible mandate.

And, as per the initial comments on the consultation front, the Board consulted with the experts we

decision at DPAC and other meetings, and we have been responding to or documenti
wide rangeof reactionsandresponsesto this decisionthatwasmade– just aswe aredoing
here.

4. Leadership and considerations

While I realizeyou don’t agreewith thedecision, ET BT 12 0 0 12 420.354 714 Tm (–)Tj ET BT /Spar

helped draft this document, and yes, we did indeed put a lot of thought into the letter and petition.

However, we find your response inadequate. You have addressed very little in respect to our list of concerns and no real detail on how you and The Board reached your decision to not enforce a mandate.

Once again, we are asking you and The Board to respond with some explicitness to our questions set out below, some of which are issues raised in our first letter and others that have arisen from those issues:

1. In The Board's statement about a vaccine mandate you stated: "94% of all teachers and staff were fully vaccinated, with an additional 1% having one vaccine and intending to get the second." Working forward from these figures we would like to get further information about our immediate area. We are asking The Board to provide some clarity on the questions below.

    A. According to the New West Schools website, there are more than 550 teachers and 400 support staff that are employed in our New Westminster schools. Has this district made any attempt to ascertain the percentage of vaccinated staff in this particular school district, and in fact per school?

    B. What is the percentage of staff who do not live in New Westminster, but come here to work?

    C . What has The Board done to engage with the over 940 New Westminster school staff to establish what their sentiments are in respect to a vaccine mandate?

    D. Have there been any polls or any consultation in respect to their thoughts on a mandate?

E. Do the staff have the autonomy to choose not to work alongside unvaccinated colleagues?

2. An issue brought up in our initial letter is the fact that New Westminster has a high vaccination rate in the general population. We said, “it would appear the majority of parents in New Westminster are likely to believe that the decision you made is not in sync with the public measures already in place and is completely removed from the desires and sentiments of the predominance of the New Westminster general public."

We also addressed the fact parents do not necessarily feel schools are safe havens for their children under the current circumstances. You said in the “Statement on staff vaccine mandate” the decision to not impose a mandate was based on many factors including, "the science and recommendations we received from our local health authorities, and on the analysis done by our HR department.”

Can you expand on that analysis? For example, a broader explanation includes answering the following questions:

A. Did The Board consult with parents directly at any level?
B. Did The Board consult with any Parent Advisory Councils (PAC)?
C. What communication and consultation were there between The Board and any PAC groups?
D. Did The Board solicit any input from parents, the school staff or any PAC groups?
E. Did The Board explicitly encourage communication between the various PAC and PAC groups and parents on this issue?
F. Is there any documentation in respect to any answers to the questions above?
G. The Board sought a legal opinion on the legalities

surrounding imposing a mandate. Is this legal opinion

personally.

A. Has this possibility been discussed by the Board?
B. If so, what was the outcome of this and was any decision reached?

7. Chair Dhaliwal, you have stated in a Vancouver Sun Article": the board took into account privacy concerns, the implications of providing accommodations for staff, and the impact on school staffing levels and supports available for students in making its decision. I note it appears that information has been taken from a Policy Guidance from the Human Rights Commissioner Code updated on October 21, 2021 "A Human Rights approach to Proof of Vaccination during the COVID-19 pandemic".

While we understand there are key human rights principles with developing mandates for vaccinations, we feel there are many unanswered questions and concerns that The Board has not addressed. We also understand that this is a complicated and ever-evolving situation, but we also feel The Board is cherry-picking from B.C.'s Human Rights Code, and has not effectively shared information that highlights why you do not implement a policy that is being used as a proven tool to combat the spread of Covid-19. Additionally, we do not feel you have effectively addressed the rights of those that have been vaccinated.

To quote from the Human Rights Commissioner Policy code:

"It is in challenging times that it is most critical to place human rights at the centre of our decision making. No one's safety should be put at risk because of other people's personal choices not to receive a vaccine."

Sincerely,

StaceyCheverie

On Mon, Nov 22, 2021 at 9:52 PM Gurveen Dhaliwal <gdhaliwal@sd40.bc.ca> wrote:

> To Ali Elman,
>
> I want to thank you, on behalf of the Board of Education, for the time and thought that went into putting this together.
>
> We understand these are challenging times to navigate, and our Board has been very clear in our personal and collective support of vaccines as one of the many important ways we can work to reduce the risk of COVID-19, both in our schools and in our community. As one example of that support, here is the letter

The New Westminster School District recognizes and acknowledges the Qayqayt First Nation, as well as all Coast Salish peoples, on whose traditional and unceded territories we live, we learn, we play and we do our work.

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school community and demand mandatory vaccination is beyond comprehension. Further, the BC Teachers Federation pronounced it would support a vaccine mandate.

situation.

As winter progresses and we head indoors, with the inevitable respiratory illness and the roll-out of the vaccine for the under 11 years old still weeks away, these are exigent circumstances and we feel it behooves the New Westminster Board of Education to reverse their decision and mandate a vaccine for all staff, effective immediately.

Sincerely,

Ali Elman

Stacey Cheverie

Thi Huong Lan Dao

Ryan Cheverie

Ronald Prasad

Thanh Lam Thai

Jennifer Ward Parsons

Rick Parsons

Christine Peters

Marlaye Metzker

Richard Metzker

Trish Robinson

Andrew Robinson

Shelley Koehli Ng

Alex Ng

Karyn Audet

Shawn Tully

Christi Arellano

Ruben Arellano

Jennifer Rhyne

Angela Yadav

Natalie Suffron

Lynne Benoit

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Executive Assistant: Prab Samra - psamra@sd40.bc.ca

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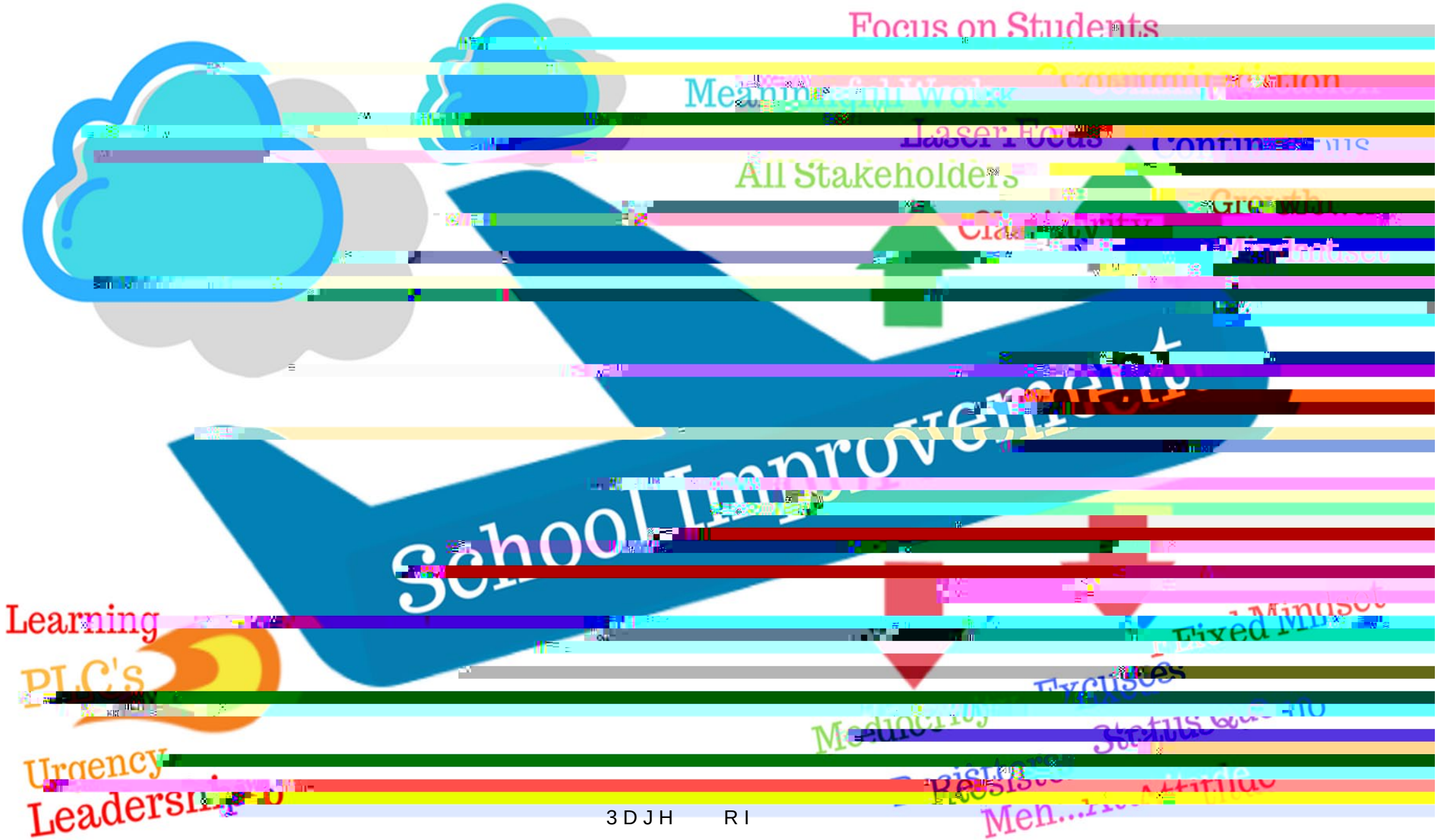

Focus on Students
All Stakeholders
Learning
PLC's
Urgency

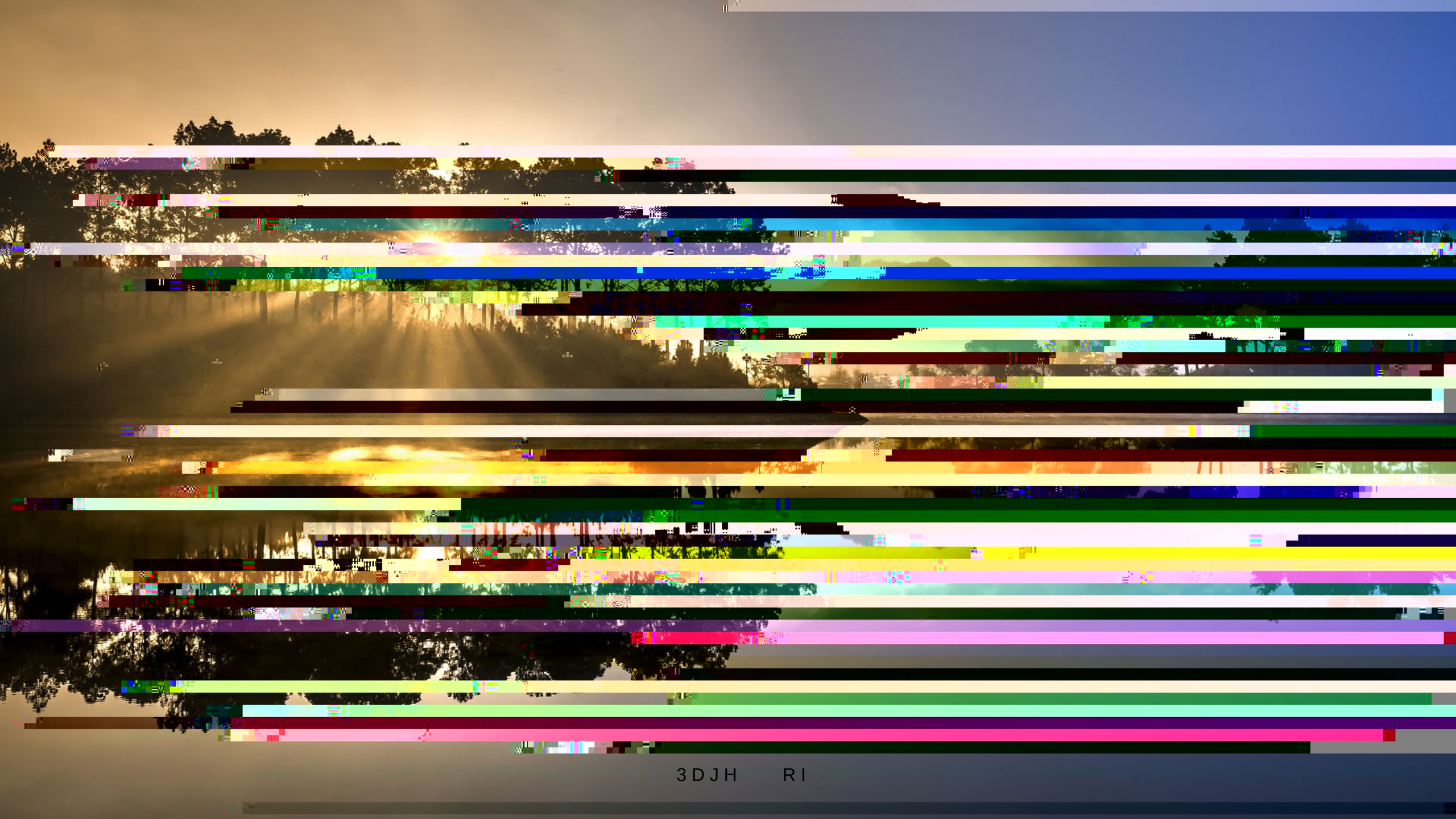
Board Strategic Plan – Intended Impact

Students – Whole and healthy learners who are confident, persistent and responsible citizens

Families - Partners in education who are valued and welcomed in our schools

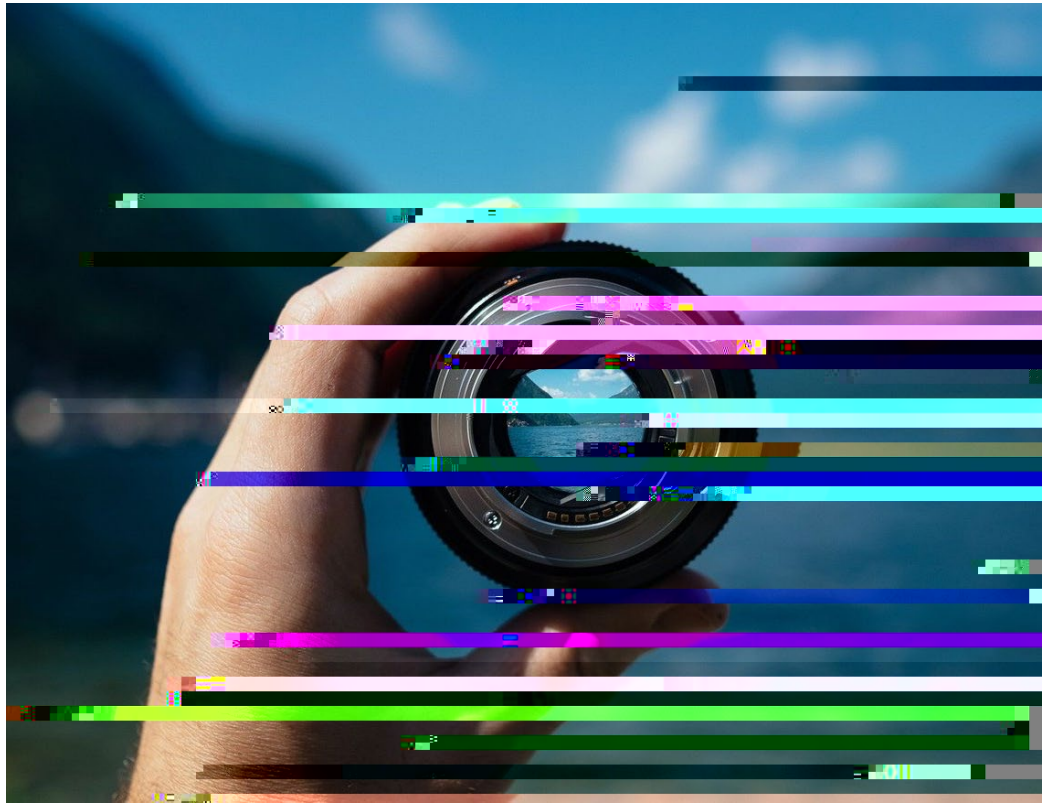
Staff - Valued and appreciated employees finding purpose in their work

Community - Strong partnerships enhancing student success



Themes

- SOCIAL EMOTIONAL LEARNING
- SCHOOL CULTURE/CLIMATE
- RELATIONSHIPS
- INDIGENOUS PERSPECTIVES
- COMMUNICATION



Skwo:wech Elementary School

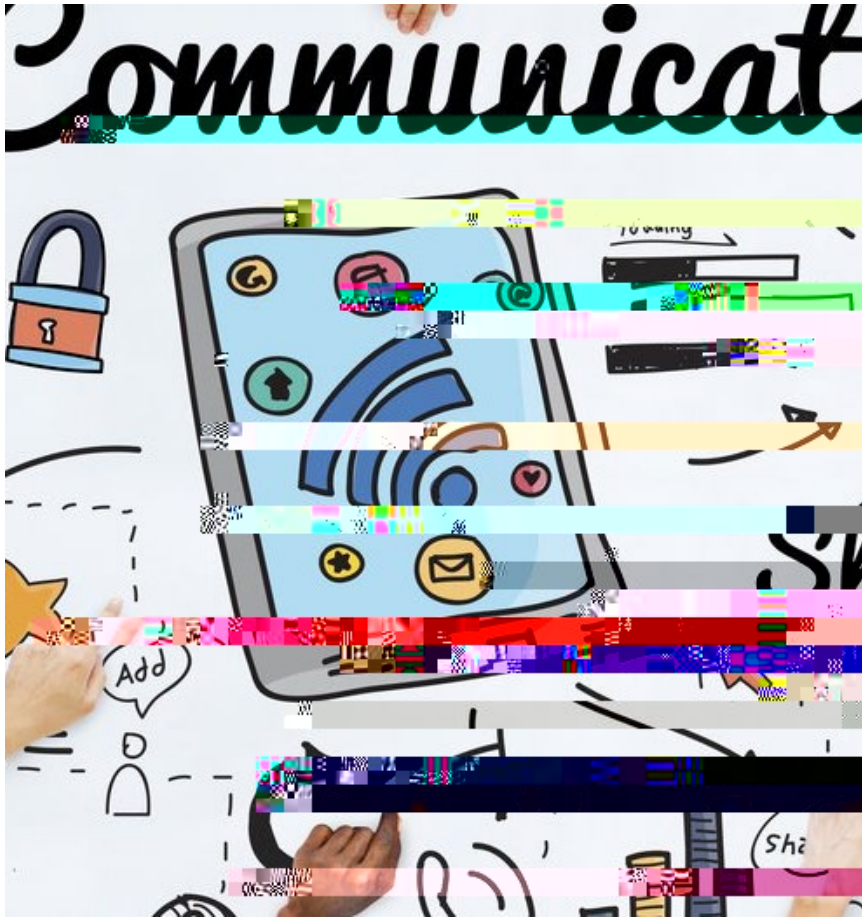
GOAL

Students will be able to self-regulate their behaviour to be successful, life-long learners. At Skwo:wech, we will continue to work together to develop the knowledge, skills and attitudes to foster a positive school community of socially and emotionally connected learners.

Lord Kelvin Elementary School

GOAL

Improve communication with families about student learning.



École Lord Tweedsmuir Elementary School

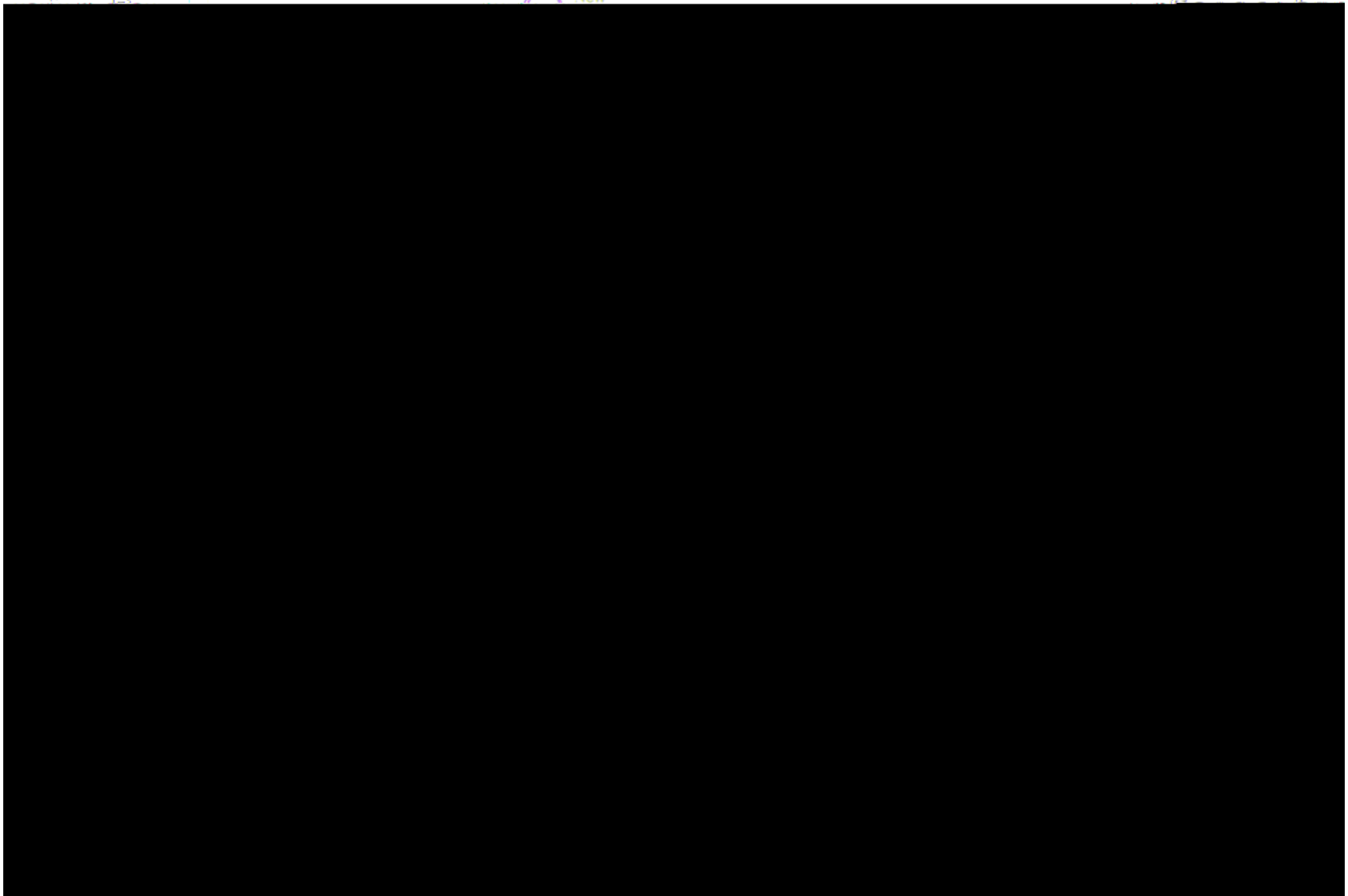
GOAL

To build positive and caring relationships that strengthen school climate.

New Westminster Secondary School

GOAL

To ensure NWSS is a place where our culture fosters a learning environment that is accepting of diversity, provides equitable opportunities for all learners and



School Website Posting

2021-2022 School Learning Plans

School	Goal
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POWER	To foster a cohesive community by strengthening student connections to school, interpersonal connections among students and the student-educator connection.
RCAP	For students to express more confidence academically and socially.
HLP	Our School goal is to explore how a blended learning model can enhance the community, communication v] v • š Œ µ š] } v š š Z , } u > Œ v (
NW Online	To use tablet technology to provide more effective and detailed explanations in m and science courses as we meet with students online.
PALC	This year we are concentrating on facilitating student placement and progress thr the Ministry of Education's Literacy Foundations curriculum and subsequent grad and 12 courses in mathematics and English, with a view to best initial placement the most rapid possible advancement, to align with our students often-time-limited objectives.

New

BIG IDEA:

COMPETENCY 1:

COMPETENCY 2:

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~~2.4 General Facility Use Conditions:~~

~~2.4.1 Facility Use Agreements/Permits are not transferable.~~

~~2.4.2 Facility bookings are not confirmed until all required documentation and payment, or arrangements for payment installments, is received.~~

~~2.4.3 Smoking, using tobacco, or holding lighted tobacco, is not permitted in District facilities or on District property at any time.~~

~~2.4.4 No lighted candles, lanterns, stoves or any other flame-bearing devices are permitted on~~

Modification to this document is not permitted without prior written consent from SD No. 40 (New Westminster)