

**AGENDA: 5:30 p.m.**

1. Call to Order
2. Approval of the Agenda
3. Land Acknowledgement
4. Employee Attendance Monitoring Report: September 2022 – October 2022

We acknowledge our presence on ancestral Anishinaabe and Haudenosaunee Confederacy land as determined by the Dish with One Spoon treaty.

The intent of this agreement is for all nations sharing this territory to do so responsibly, respectfully and sustainably in perpetuity.

We respect the longstanding relationships with the local Indigenous communities, the Mississaugas of the Credit First Nation and the Six Nations of the Grand River.



### **Staff Observations**

The COVID-19 pandemic coupled with the increased activity of other respiratory illnesses in the community (e.g. Influenza A, RSV), have had an impact on the number of short-term personal illness leave days both during the 2021/22 school year and into the fall of this school year (2022-2023).

In addition, the Employee Support and Wellness (ESW) Department continues to support staff with return-to-work planning and accommodations. Some observations impacting the wellbeing of staff include but are not limited to:

- Increased short-term disability absences related to medical procedures that have been rescheduled
- Experienced delays within the health care system to access treatment for emotional and physical health conditions, such as; delays with surgical medical procedures, longer wait times to access health care resources, shortage of mental health resources for community to access.
- Pre-existing health conditions that have been exacerbated due to the pandemic and we are seeing a slight increase in personal illness absences resulting in increased sporadic illness absences and extended medical leave of absence and/or increased workplace accommodation needs.

### **Next Steps**

To achieve the goals of supporting staff wellness and reducing personal illness absences, staff will continue the implementation of our Strategic Wellness and Absence Management Plan in alignment with our Positive Culture and Well-Being strategic goal relative to our Annual Plan.

The Employee Support and Wellness (ESW) department continues to support staff by ensuring the appropriate leaves are accessed, providing accommodations for medical reasons to allow staff to return to work. The ESW Department continues to have a positive and collaborative relationship with our HWDSB union partners in terms of supporting staff.

ESW also provides proactive supports to staff to promote staff wellness through the expansion and implementation of the new staff wellness program. This includes promoting the both proactive and responsive diverse services offered to all HWDSB employees and their families through our new Employee and Family Assistance Provider (EFAP), Homewood Health. Further, through consultation with the established Staff Wellness Advisory Committee, a variety of wellness initiatives will be established and implemented to support and engage staff in both schools, service departments, and alternate working environments.

Staff will continue to provide attendance monitoring reports to the Board including the steps taken to support staff with the implementation of our Staff Wellness plan.