



**Aurora Public Library Board**  
**MEETING**  
**Wednesday, September 21, 2022**  
**7:00 p.m.**  
**Via Zoom video conference call**

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## **AGENDA**

1. Adoption of Agenda
2. Declaration of Conflict of Interest
3. Resolution to Move Into Closed Session
  - .1 Labour relations or employee negotiations
4. Minutes of:
  - .1 April 13, 2022 Meeting *(enclosures)*
  - .2 June 22, 2022 Meeting
  - .3 September 14, 2022 APLB Finance Committee
5. Reports
  - .1 Financial Statement as of March 31, 2022 *(enclosure)*  
SR2022.13
  - .2 Second Quarter Operations Report SR2022.14 *(enclosure)*
  - .3 Second Quarter Use Indicators Report  
SR2022.15
  - .4 Financial Statement as of June 30, 2022 *(enclosure)*  
SR2022.16
6. Items for Consideration
  - .1 Non-Union Benefit Update Report SR2022.17 *(enclosure)*
  - .2 Disconnecting from Work Policy SR2022.18 *(enclosure)*
  - .3 Personnel Provisions for Non-Union and  
Management Staff Policy SR2022.19 *(enclosure)*
  - .4 APL Hybrid Work Policy SR2022.20 *(enclosure)*
7. Library CEO Updates
  - .1 CEO Updates *(verbal report)*
8. General Business Information/Questions
  - .1 APL Updates
  - .2 Aurora Town Square Stakeholder Update *(enclosure)*  
Sept 2022

9. Member Announcements

10. Date of Next Meeting: Wednesday, October 19, 2022

11. Adjournment

**\*\* Please advise Maida Rae of regrets for attendance, by noon on September 21<sup>st</sup> ([mrae@aurorapl.ca](mailto:mrae@aurorapl.ca)).**



**Aurora Public Library Board**

**MINUTES of MEETING**

**Wednesday, April 13, 2022**

The Aurora Public Library Board held its regular meeting on April 13, 2022 via video conference.

Present: John Clement, Tom Connor (Chair), Councillor Sandra Humfries, Adam Mobbs (Vice Chair), Marie Rankel

Regrets: Councillor John Gallo, Ken Turriff

Chief Executive Officer: Bruce Gorman

Staff: Mario Baleno, IT Manager; Mary Ann Gruppuso, Manager, Collections and Access; Reccia Mandelcorn, Manager, Community Collaboration; Jodi Marr, Manager, Customer Opportunity; Maida Rae, HR Coordinator/EA (recorder); Julie Rocca, Business Manager

The Chair called the meeting to order at 07:04 p.m.

**1. Adoption of the Agenda**

MOTION: **22.04.24** **THAT** the agenda be approved  
Moved by: A. Mobbs  
Seconded by: J. Clement  
CARRIED

**2. Disclosure of Interest**

**3. Approval of Minutes:**

- .1 Regular meeting of February 16, 2022
- .2 Special Meeting of March 23, 2022

MOTION: **22.04.25** **THAT** the Minutes of the February 16, 2022 regular meeting and March 23, 2022 Special Meeting be approved  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**4. Reports**

**.1 *APL 2022 First Quarter Operations Draft Report SR2022.06***

A staff report was issued prior to the meeting.

MOTION: **22.04.26**  
Moved by: J. Clement  
Seconded by: A. Mobbs  
CARRIED

**THAT** the 2022 First Quarter Operations Report to March 31, 2022 be received as information

*Councillor Sandra Humfryes joined the meeting at 7:08 p.m.*

**.2 *First Quarter Use Indicators Report SR2022.07***

A staff report was issued prior to the meeting.

MOTION: **22.04.27**  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**THAT** the Aurora Public Library Board receives the First Quarter Use Indicators DRAFT Report to March 31, 2022 as information

**.3 *Financial Statement for the Period Ending December 31, 2021 SR2022.08***

A staff report was issued prior to the meeting.

MOTION: **22.04.28**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** the Aurora Public Library Financial Statement for the year ended December 31, 2021 be received as information

**5. Items for Consideration**

**.1 *Social Media Policy Report SR2022.09***

A staff report was issued prior to the meeting.

MOTION: **22.04.29**  
Moved by: J. Clement  
Seconded by: Councillor S. Humfryes  
CARRIED

**THAT** the Social Media Policy dated April 13, 2022 be approved

**.2 *Aurora Public Library Board Committees Terms of Reference Report SR2022.10***

A staff report was issued prior to the meeting.

MOTION: **22.04.30**  
Moved by: Councillor S. Humfryes  
Seconded by: A. Mobbs  
CARRIED

**THAT** the APL Board approve the Terms of Reference documents for the APL Executive Committee, Finance Advisory Committee and CEO Performance Review Committee

**.3 Non-Union General Wage Increase Report SR2022.11**

A staff report was issued prior to the meeting.

MOTION: **22.04.31**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** a general wage increase of 1.25% effective April 1, 2022 be applied to the salary schedule for the continuous non-union employee group

**6. Library CEO Updates**

**.1 *CEO Updates***

A verbal report was provided at the meeting.

MOTION: **22.04.32**  
Moved by: M. Rankel  
Seconded: A. Mobbs  
CARRIED

**THAT** the Library CEO Updates be received as information

The Aurora Town Square handover date is scheduled for April 29, 2022. At this time, there is still work to be done to complete second floor rooms, foyer, mainfloor washrooms, Magna and Lebovic Rooms, Yonge Street entrance and second floor staff room. The completion for this work will likely run into May, but a revised date has not been supplied by the Town or the contractor.

Once this work is completed, a return to regular operating hours will resume. There is a required notice period for unionized staff to change schedules to facilitate this change.

Major work will be done on Church Street, including a regrade and permanently closing the Library's Church Street entrance once the Yonge Street entrance is completed.

A new dropbox will be installed along the Church Street side of the Library.

The Sorter Room has resumed operations after construction related water damage and roof repairs have been completed.

B. Gorman and M. Baleno continue to attend Aurora Town Square IT meetings to help navigate the integration of networks as part of the efficiencies expected from the Aurora Town Square project.

*Councillor Sandra Humfryes left the meeting at 8 p.m.*

**7. General Business Information/Questions**

**.1 APL Updates and Aurora Town Square Stakeholder Updates**

Articles and photographs and a project update were issued prior to the meeting.

MOTION: **22.04.33**  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**THAT** the APL Updates and the Aurora Town Square Stakeholder Updates be received as information

Newspaper articles and media coverage from late February to early April highlighted APL’s programs and services.

The Town of Aurora provided an update on the Aurora Town Square construction project in an email to the Board.

**8. Member Announcements**

The Library will be hosting a virtual All Candidates event for the upcoming provincial election on May 12<sup>th</sup> at 7 p.m. Board members are encouraged to attend.

**9. Date of Next Meeting**

The next meeting is scheduled for Wednesday, May 18, 2022 at 7:00 p.m.

**10. Adjournment**

MOTION: **22.04.34**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** the meeting be adjourned at 8:20 p.m.

\_\_\_\_\_  
T. Connor  
Chair

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B. Gorman  
Chief Executive Officer



## Aurora Public Library Board

### MINUTES of MEETING

Wednesday, June 22, 2022

The Aurora Public Library Board held its regular meeting on Wednesday, June 22, 2022 via video conference.

Present: Tom Connor (Chair), Adam Mobbs, Marie Rankel, Ken Turriff

Regrets: John Clement, Councillor John Gallo, Councillor Sandra Humfryes

Chief Executive Officer: Bruce Gorman

Staff: Mario Baleno, IT Manager; Reccia Mandelcorn, Manager, Community Collaboration; Jodi Marr, Manager, Customer Opportunity; Maida Rae, HR Coordinator/EA (recorder); Julie Rocca, Business Manager

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The Chair called the meeting to order at 07:04 p.m.

#### 1. **Adoption of the Agenda**

MOTION: **22.05.35** **THAT** the agenda be approved  
Moved by: M. Rankel  
Seconded by: A. Mobbs  
CARRIED

#### 2. **Disclosure of Interest**

#### 3. **Presentation**

- .1 Andrea Nauss, CPA, CA, Manager BDO Canada, LLP  
Re: 2021 Audited Financial Statements and SR2022.12

Tom Connor welcomed Andrea Nauss, Senior Manager, Assurance and Accounting of BDO Canada LLP and asked her to present the 2021 Audited Financial Statements.

MOTION: **22.05.36** **THAT** the Audited Financial Statements as of December 31, 2021 be approved  
Moved by: K. Turriff  
Seconded by: M. Rankel  
CARRIED

Thank you to J. Rocca, Business Manager for her work with the audit.

4. **Date of Next Meeting**

The next meeting is scheduled for Wednesday, September 21, 2022 at 7:00 p.m.

5. **Adjournment**

MOTION: **22.05.37**  
Moved by: K. Turriff  
Seconded by: M. Rankel  
CARRIED

**THAT** the meeting be adjourned  
at 7:15 p.m.

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T. Connor  
Chair

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B. Gorman  
Chief Executive Officer





## Aurora Public Library Board Finance Sub-Committee

### MINUTES of MEETING

**Wednesday September 14, 2022**

The Aurora Public Library Finance Sub-Committee held a meeting on Wednesday September 14, 2022 via Zoom video conference.

Present: Tom Connor (Board Chair), Adam Mobbs (Vice Chair)

Regrets: Councillor John Gallo

Chief Executive Officer: Bruce Gorman, CEO

Staff: Julie Rocca, Business Manager

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The meeting was called to order at 9:05 a.m.

#### 1. **Adoption of Agenda**

MOTION: **01.01.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the agenda be adopted

#### 2. **Disclosure of Conflict of Interest**

There were no disclosures of interest.

#### 3. **Minutes of October 8, 21 Meeting**

MOTION: **01.02.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the minutes of the previous meeting be approved

#### 4. **APL Operation Pressures**

MOTION: **01.03.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the email be reviewed for information

**5. APL 5 Year Budget Line Detail (2022-2026)**

MOTION: **01.04.2022**  
Moved by: A. Mobbs  
Seconded by: T. Connor  
**CARRIED**

**THAT** the APLB Finance Sub-Committee recommend the 2023-2026 Draft Operating Budget and forward to the APLB for review at the September 21, 2022 meeting

**6. APL 5 Year Budget Summary (2022-2026)**

MOTION: **01.05.2022**  
Moved by: A. Mobbs  
Seconded by: T. Connor  
**CARRIED**

**THAT** the APLB Finance Sub-Committee recommend the APL 5 Year Budget Summary and forward to the APLB on September 21, 2022 meeting

**7. Other Business**

**8. Adjournment**

MOTION: **01.06.2022**  
Moved by: T. Connor  
Seconded by: A. Mobbs  
**CARRIED**

**THAT** the meeting be adjourned at 10:15 a.m.

DRAFT

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Tom Connor  
APLB Chair  
Finance Sub-Committee

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Bruce Gorman  
Chief Executive Officer



## Aurora Public Library Board

### REPORT SR2022.13

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**SUBJECT:** Financial Statement for the period ended March 31, 2022

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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#### **RECOMMENDATION:**

That the *Aurora Public Library Financial Statement for the period ended March 31, 2022* be received.

#### **BACKGROUND:**

The attached Financial Statement for the period ended March 31, 2022 shows expenses at 21% of the annual operating budget. As in the previous year, COVID-19 and the ongoing Town square construction project has impacted the operations of Aurora Public Library.

The significant variances of Aurora Public Library's expenses and revenues for the period ended March 31, 2022 are as follows:

- Salaries and benefits continue to be lower than planned due to reduced operating hours
- Collections and IT spending is over benchmark predominately due to digital content and software licenses paid for at the beginning of each year
- General revenue is higher than anticipated at time of budget development

#### **ATTACHMENTS:**

1. APL Financial Statement for the period ended March 31, 2022

***Assisted by: Julie Rocca, Business Manager***

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*Bruce Gorman*  
*Chief Executive Officer*

**Aurora Public Library  
Financial Statement**

For the period ending March 31, 2022	Annual Budget	Prior YTD Actuals	Year End Actuals	Actuals Balance	% of Budget
<b>EXPENSES</b>					
<b>Operating Expenses</b>					
Salaries & Benefits	\$ 3,024,515	\$ 546,296	\$ 600,441	2,424,074	19.9%
Collections	378,000	145,710	115,880	262,120	30.7%
Cataloguing and Processing Services	34,000	12,380	15,433	18,567	45.4%
IT Contracts, Equipment & Licenses	203,000	43,768	86,306	116,694	42.5%
Programs	30,000	2,212	2,795	27,205	9.3%
Public Relations	26,110	574	4,054	22,056	15.5%
Office Supplies, Equipment & Telephone	50,000	5,741	9,588	40,412	19.2%
Staff Development & Board Training	26,500	4,633	613	25,887	2.3%
Professional Fees	15,000	5,683	2,418	12,582	16.1%
Business Plan Initiatives	10,000		-	10,000	0.0%
Unclassified / Contingency	6,000	3,566	-	6,000	0.0%
	<b>3,803,125</b>	<b>770,563</b>	<b>837,528</b>	<b>2,965,597</b>	<b>22.0%</b>
<b>Contribution to Capital Reserve</b>	180,000	-	-	0	0.0%
<b>TOTAL EXPENSES</b>	<b>3,983,125</b>	<b>770,563</b>	<b>837,528</b>	<b>2,965,597</b>	<b>21.0%</b>
<b>REVENUE</b>					
<b>General Revenue</b>					
Fines	-		963	-963	0.0%
Fees	2,000	356	548	1,452	27.4%
Sales	1,000		-	1,000	0.0%
Reserves	-		-	0	0.0%
Interest and Other	600	31	145	456	24.1%
	<b>3,600</b>	<b>387</b>	<b>1,656</b>	<b>1,944</b>	<b>46.0%</b>
<b>Grant Revenue</b>					
Provincial Library Operating Grant (PLOG)	44,140		-	44,140	0.0%
Pay Equity Grant	1,285		-	1,285	0.0%
	<b>45,425</b>	<b>-</b>	<b>-</b>	<b>45,425</b>	<b>0.0%</b>
<b>Total General and Grant Revenue</b>	<b>49,025</b>	<b>387</b>	<b>1,656</b>	<b>47,369</b>	<b>3.4%</b>
<b>Municipal Requisition</b>	<b>3,934,100</b>	<b>770,176</b>	<b>835,872</b>	<b>2,918,228</b>	<b>21.2%</b>
<b>TOTAL REVENUE</b>	<b>\$ 3,983,125</b>	<b>\$ 770,563</b>	<b>\$ 837,528</b>	<b>2,965,597</b>	<b>21.0%</b>



## Aurora Public Library Board

### REPORT SR2022.14

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**SUBJECT:** *SECOND QUARTER OPERATIONS REPORT*

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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#### **RECOMMENDATION**

That the *Second Quarter Operations Report to June 30, 2022* be received as information.

#### **BACKGROUND**

The quarterly Operations Report has been revised to reflect the goals set out in the Library's Strategic Plan 2017-2021 "Place of Possibilities". The Library's management team have identified goals relating to the Strategic Plan for 2022 and provided updates on the established timelines and targets in the attached spreadsheet, *Aurora Public Library 2022 Strategic Plan Goals*.

#### **ATTACHMENTS:**

*Aurora Public Library 2022 Strategic Plan Goals*

*Assisted by: Executive Leadership Team  
Maida Rae, Human Resources Coordinator/EA*

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*Bruce Gorman  
Chief Executive Officer*

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
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Strategic Direction 1. Build Community								
1.1 Pandemic/Post Pandemic Library	Bruce	90%	Q1	Q4	Additional open hours Restart in-library programming. Return to regular hours.	Introduced vaccination policy  Manage omicron variant shutdown including up to 9 staff off at the same time  Pilot evening pickup window hours.  Maintaining pickup window service through 2022.  Provincial government removal of restrictions on March 9  Provided N95 masks and rapid tests to staff  Review related policies and procedures  Encouraged staff to wear masks as restrictions lifted  Monitoring current increase in staff with COVID including numerous cases into July  Supported staff throughout with compassion and action  Guided, supported and assisted ELT members  Prepared for future breakouts  Reviewing hybrid working models	On track	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>1.2 Research placement of satellite collections in the community</b>	Mary Ann		Q2	Q4	Identify 3 potential locations for satellite collections in the community. Develop RFP for Book Locker.	3 potential locations identified – evaluated and SARC is the preferred location Re-established discussions with Metrolinx and local community organizations and centres such as SARC. Determine services to be offered at the satellite locations i.e. holds pickup, browsing collection and/or returns	On track	
<b>1.3 Increase customer use and staff knowledge of eResources</b>	Mary Ann		Q1	Q4	Increase usage of databases by 5% Review one database a month with Access Team staff	Use different channels to promote eResources – Social media, e-newsletter, new website Review Cloud content –change purchase strategy and increase “shelf” displays	On Track	
<b>1.4 Hidden Stories of York Region Podcast Project</b>	Reccia	100%	Q1	Q3	Completion of four episodes in collaboration with the Social Planning Council of York Region	HSYR shares stories about lived realities, community issues and innovative solutions. Conversations will tackle challenges as well as identify solutions and actions for change. APL will support with storyboarding, production and marketing. Theme of Housing to run for four episodes. Presenting at OLS conference on this project. (Sept. 22, 2022)		Achieved
<b>1.5 In-Library Settlement Worker (monthly) *Pilot Project</b>	Reccia	75%	Q2	Q4	Attendance from community Evaluation to expand/discontinue pilot	Monthly on-site settlement worker in partnership with Library Settlement Partnerships. Can be increased to bi-weekly if there is community interest. 3 <sup>rd</sup> Thursday/month starting June 16. LSP to Evaluate response in September	3 of 4 visits completed	
<b>1.6 Present economic impact of Aurora Public Library on the Town</b>	Julie	75%	Q2	Q4	Showcase financial value to community	Implement value calculator and undertake economic impact study	Deferred to 2022	

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
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Strategic Direction 2. Place of Possibilities								
<p><b>2.1 Redesign website and mobile platform to improve customer experience</b></p>	<p>Mario</p>	<p>100%</p>	<p>Jan</p>	<p>May</p>	<p>Increase number of visitors as well as average time spent on a page. Reduce our bounce rate (number of people who only view one page then leave the site)</p>	<p>Redesign online presence to provide customers with an excellent experience regardless of the device type they are using. This will increase usage and better display our programming and material offerings.</p> <p>Simplify and optimize content updates and website management to reduce staff workload.</p> <p>Fully integrate website with the Library catalogue and event management system.</p> <p>Formed website redesign team.</p> <p>Bibliocommons has been chosen as our new website vendor.</p> <p>Biblioweb instance has been created; the team is working on the website structure and layout.</p> <p>The project team has begun training.</p> <p>Website design is underway.</p> <p>Content is being migrated from the existing site to the new site. Staff preview to begin mid February 2022.</p> <p>Public preview Q2 2022</p>	<p>Deferred to 2022 On Track</p>	<p>Achieved</p>



AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						<p>(2021 Marketing Plan implementation to be completed pending website redesign).</p> <p>Staff preview completed and public preview began April 4.</p> <p>New website successfully launched in May.</p>		
<p><b>2.2 Aurora Town Square Integration</b></p>	<p>Bruce</p>	<p>80%</p>	<p>Q1</p>	<p>Q4</p>	<p>Integration of network with Town</p> <p>Signed Rooms MOU</p> <p>Signed Network SLA</p> <p>Opening of Yonge St. Town Square entrance</p> <p>Integrate new programming spaces</p>	<p>Library space handover in Fall 2022</p> <p>Opening ceremony of Town Square (Library segment) in Fall 2022</p> <p>Grand opening Town Square in 2023</p> <p>Negotiated Library exclusive use of Magna and Lebovic for 2022</p> <p>Member of Town Square Opening Committee</p> <p>Continue participation with Town Square Programming Committee</p> <p>Acquired new book drop to be relocated to Church street. Town will assist</p> <p>Continue fundraising discussions with Town</p> <p>Continue regular Town Square operational meetings</p> <p>Rooms MOU in final stage with legal</p> <p>Commence Network SLA discussions towards SLA, APL overlay, and demarcation</p>	<p>On track</p>	

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						<p>Ongoing meeting with Town on network integration underway</p> <p>Finalizing cost efficiencies with Town</p> <p>Provided input on parking requirements for customers and staff</p> <p>Renewed staff parking arrangement with Trinity Church</p> <p>Ensured Library foyer was retiled</p> <p>Reviewing security gate requirements for 2<sup>nd</sup> floor corridor</p> <p>Selected Library foyer furniture</p> <p>Preparing to open on July 4 with regular hours. Facilities operational including updated washrooms, the sorter room, and staff lunchroom</p> <p>Assisted in ensuring accessible customer parking</p> <p>Ensured service levels and regulations were maintained regarding customer washroom access</p> <p>Negotiated ongoing access to Church Street entrance through winter 2022</p>		
<b>2.3 Develop Capital Plan</b>	Bruce	90%	Q1	Q3	Integration of new furniture and millwork	Explore synergies with Town Square	Continuing to 2023 due to pandemic, construction and	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
					Integration of existing look and feel of Library and Town Square  Grow with the needs and desires of residents of Aurora  Full costing  Complete timeline  Intelligent lockers and satellite browsing in Aurora  Community led	Continue to provide input on Town Square furniture  Consider sustainability options  Meeting with VG+ in Oct  Final plan being prepared for ELT is in final stage  Provide sequencing and cost assessments  Provide timelines  Inquire on Town capital budget	other space considerations  On track	
<b>2.4 Investigate early literacy centre possibilities</b>	Mary Ann/Jodi		Q3	Q4	Develop a design plan of possible early literacy additions to the children’s area	Review current best practices. Reached out to TPL. Identified List of Vendors.	On Track	
<b>2.5 Career Fair</b>	Reccia	100%	Q1	Q2	Event delivered (virtual) Wed. June 22, 4-6pm 83 attendees	Working with our partners (YRP, OPP, Access Employment, etc.) this event provides career options including the trades, entrepreneurship, and corrections.		Achieved
<b>2.6 Enhance digital signage solution</b>	Mario		Q3	Q4	3 additional digital signage panels installed in Library.  Additional digital signage panels installed outside of the Library in the bridge and new building.	Consider signage in new building and in the bridge and the corridor	Return from Parked Items 2020	
<b>2.7 Explore deploying new children’s technologies</b>	Mario/Jodi	10%	October	December	Enhance children’s learning experience by engaging with new technology. Alignment with STEAM.	Tethered iPads to replace AWE stations Osmos Met with Playaway Tablets. Investigating Samsung Kids, Osmos.	On Track	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>2.8 Investigate circulating non-traditional collections</b>	Mary Ann	90%	January	September	Expand our children’s science and technology collections by introducing a new collection that supports STEAM skills development with interactive learning at home.	Backpacks ready to be processed, then circulated. Track circulation from March to September.	On Track	
<b>2.9 Deliver engaging Creative Studio Plan</b>	Jodi	60%	Q1	Q4	Define Creative Studio programming objectives (Q1) Develop a course of programming specific to the Creative Studio resources and mandate (Q3)	As the Creative Studio has been closed since 2020 we have not been able to fully explore the programming potential of this space. Priorities for programming have required attention in operational areas.	Continuing in 2022 due to pandemic	
<b>Strategic Direction 3. Organizational Capacity</b>								
<b>3.1 Improve work collaboration by moving staff from locally installed Microsoft Office to the Microsoft 365 cloud based solution.</b>	Mario	80%	Jan	Q4	Cloud based collaboration solution deployed to all staff. Email moved from locally hosted server to the cloud.	M365 testing licenses have been purchased  Server has been purchased and is being configured for hybrid deployment  Hybrid configuration complete  Migration of staff email and accounts to M365 has started.	On Track	
<b>3.2 Develop a new APL Strategic Plan</b>	Bruce		Q2	Q4	Increased reach  Enhanced use  Improved value	Review existing plan for fit, relevance, success, and future  Consider timing (end of Board cycle and unique times coming out of pandemic)  Develop team  Identify strategic position and trends		

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						SWOT Consider approach – refresh, outsourcing Develop plan Incorporate Equity, Diversity and Inclusion Develop strategies re: Indigenous Relations Mental Health Marketing and Communication		
<b>3.3 Implement new Performance Management Plan for managers and staff</b>	Bruce	90%	Q1	Q3	Improve customer experience Enhance staff satisfaction and output Enhance real time feedback Improve process efficiency	Introduce new model, process and updated semi annual and annual engagement Introduce regular and impromptu feedback and coaching in real time Alignment with strategic plan Performance as a positive experience Work with Town on ADP module Inform through CEO performance process Follow with management	On track	
<b>3.4 Investigate Volunteer Management Solution</b>	Jodi		Q1	Q4	Develop a needs assessment and seek IT input on software solution Recommend a final solution	Investigate a volunteer management solution and if feasible implement.		

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>3.5 Develop a Merchandising Plan</b>	Jodi/Mary Ann		Q1	Q4	Develop a merchandising plan for the library to enrich user experience. Increase the number of displays and improve user engagement with passive Readers' Advisory.  Increase physical fiction and digital circulation by 5%.	Train staff on how to maintain the visual standards.  Create a display schedule  Create standard display guidelines  Recommend possible new display solutions  Consider online content	On Track	
<b>3.6 Consolidate staff training resources into an online LMS</b>	Jodi	80%	Q1	Q4	Launch APL Education platform with 5 active modules.  Have 15 staff complete all modules that apply to their job functions.	Carried forward from 2020 <ul style="list-style-type: none"> <li>Explore using the Niche Academy platform to develop the LMS.</li> </ul> Niche academy purchased and developing learning modules for staff, branding and layout for courses.  Courses in development for onboarding, Readers' Advisory and circulation training.  Launched 4 staff courses with a focus on training Customer Opportunity Staff. 46 staff have completed modules across the 4 courses.	Deferred to 2022	
<b>3.7 Develop a 4 Year Operating Budget for (2023-2026)</b>	Julie	90%	Q3	Q4	Deliver a fiscally responsible operating budget to provide optimal library services for the community.	Presentation to Council and Committee in Q4		
<b>3.8 Further develop staff branding, visibility and virtual presence to support relationship building and enhance the customer</b>	Jodi	75%	Q1	Q4	Train all IPS and Librarians in personal brand development that aligns with APL's vision.	Research branding and personal marketing training for staff (completed 2021).  Customer Opportunity staff have individualized Bibliocommons logins to	Deferred to 2022	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<p><b>experience by finding the right training/facilitator</b></p>						<p>communicate the RA recommendation to customers (ongoing from 2021).</p> <p>Display wall of Staff Picks (completed 2021).</p> <p>Researching available training opportunities for staff</p>		

DRAFT



## Aurora Public Library Board

### REPORT

SR2022.15

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**SUBJECT:** *SECOND QUARTER USE INDICATORS DRAFT REPORT*

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** *September 21, 2022*

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#### **RECOMMENDATION**

That the *Aurora Public Library Board* receives the *second Quarter Use Indicators DRAFT Report to June 30* as information.

The Library closed March 17, 2020 due to the COVID-19 pandemic; Virtual programming commenced April 17, 2020; Curbside pickup of holds began May 25, 2020; limited in-library services resumed July 5, 2021.

To adapt to the Aurora Town Square construction project and the pending winter weather, on Tuesday October 13, 2020 pickup of holds moved inside the facility to the Magna Room and on Monday, December 7, 2020 due to internal construction by the Town, to the Lebovic Room.

When Ontario went into a province-wide lockdown on December 26, 2020, libraries were permitted to continue offering curbside pickup. Due to the Town's construction project, the Library was not able to resume pickup of holds until Wednesday, January 20 when a new window for holds pickup was installed at the south end of the building on Church Street. For the convenience of customers, a new return slot was installed at the same location.

On April 8, 2021 the province enacted a provincial emergency and stay-at-home order; no change in service delivery was required.

On July 5, 2021 APL welcomed customers back with in-library computer use, study tables and browsing collections: Monday through Saturday, 11:00 am – 5:00 pm.

Hold pickup hours remained the same for curbside, in-library and window pickup: Monday through Saturday, 11:00 am – 6:00 pm.

On March 15, 2022 hours for window pickup were extended on Tuesdays and Thursdays to 8:00pm.



On March 21, 2022 in alignment with the province's end of the mask mandate, staff and customers were no longer required to wear a mask in the facility or at the pickup window. The greeter position at the temporary entrance was eliminated. Customers accessed public workstations without sanitization by staff between sessions.

On July 4, 2022 regular library hours (excluding Sundays) resumed for in-person service. The window pickup was maintained for the convenience of customers.

## **BACKGROUND**

One of the Library's chief priorities is to ensure we remain relevant and responsive to our community. A key component of advancing this priority has been to gather, analyze and interpret our quantitative data with the understanding that the numbers do not always reflect the qualitative usage and benefits of library service.

Aurora Public Library has tracked use indicators for many years with the actual indicators evolving over time. New and emerging technologies continue to impact the indicators and serve to demonstrate the diverse nature of customer usage of collections, programs and services.

The Library depends on the reporting by vendors or site for metrics on database sessions, Niche Academy and some social media. Metrics for the Niche Academy are provided by the vendor without detail as to unique/all users or time spent viewing the learning videos.

Metrics for programs are provided by Library staff or community partners. Metrics for virtual programs present unique challenges. While we can more closely measure attendance through registered platforms like Zoom and Google Classroom, analytics for FB attendance report views of one-minute duration. Programs delivered on the Niche Academy are counted as programs delivered that month; then can be accessed as Niche Academy views at any time after. The Niche Academy also includes views by staff for training purposes. Films screened do not account for multiple viewers within a household, so the counts are typically under-reported.

APL's use indicators that report one-minute views over-represent engagement, but also under-represent viewers potentially watching together. However, this is consistent with the metrics all libraries provide for the provincial annual survey. Metrics are taken end-month, so online programs viewed into the next month are not counted.

One interesting observation is that virtual programming knows no boundaries and APL programs are being enjoyed by participants beyond York Region and even Canada. Zoom workshops have included participants from England, India and Mexico and the United States.

The Use Indicators serve two important purposes:

- tracking changes and trends in library use patterns for planning collections, programs and services
- fulfilling the annual reporting requirements of the Province of Ontario for public library boards

The Library Board is provided with quarterly updates of our current use indicators to monitor trends and to plan for future strategic opportunities and developments.

Attached is the second quarter summary of the 2022 APL Use Indicators.

### **Some Use Indicator Definitions:**

#### **Circulation**

Circulation includes the number of physical items borrowed/checked out from the Library's collections for use outside of the Library during the given period. Items that are used within the Library that have not been checked out and therefore never physically leave the facility are not included in this total. Circulated items that are renewed are included in this statistic.

Circulation also includes the number of digital items streamed or downloaded by active cardholders during the given period. Digital items include eBooks, eAudiobooks, digital magazines and digital media such as music, games and movies.

#### **In-Library Use**

In-Library use represents items removed from their usual location for use in the facility. The count includes reference materials, circulating materials, magazines and newspapers.

#### **Holds**

Holds is an aggregate of both physical and digital materials. Physical holds represent items not currently available (in-use or on order) or materials the cardholder reserves remotely for staff to retrieve from the shelves as a customer service.

With the facility's closure, physical materials could only be borrowed through the placement of holds by the customer through the library catalogue. Although browsing is now permitted, many customers prefer to get their material through the window pick-up.

Digital holds represent eBooks and eAudiobooks purchased by APL on cloudLibrary that currently are in use. Holds cannot be placed on content not purchased by APL.

#### **Courses**

Included in this metric are both registered courses (e.g. Gale online learning and Lynda.com) and courses in database format (e.g. Mango language learning). In September 2019 Lynda.com changed to LinkedIn Learning requiring a LinkedIn account for access. After feedback from public libraries, in March 2021 Lynda.com allowed access to the learning modules without a LinkedIn social media account.

#### **Public Workstation Usage**

This metric reflects the number of times a customer logs in during the given period. The amount of time that the public workstation is used is not reflected in this statistic.

Public Workstations were not available from the initial lockdown in March until August; and again not after the second lockdown.

### **Wireless Internet Usage**

This metric reflects the number of times visitors utilized the free wireless network during the given period. The amount of time that the wireless network is used is not reflected in this statistic.

### **Facebook Reach**

APL no longer reports Facebook Reach as the number provided is an estimation based on an unknown FB algorithm.

### **Online Followers**

This metric combines Followers on Twitter, Facebook and Instagram.

### **Library Programs**

A program is a planned presentation, program or event given at a scheduled time in the facility, in the community or virtually.

In April 2020 the category of virtual programs was added to the use indicators. Virtual programs include videos that can be enjoyed at the convenience of the viewer.

### **Outreach**

Outreach includes exhibits/displays and promotional library booth at events, festivals, agencies and schools.

### **Volunteer Services**

Volunteer Services includes the total number of hours provided by high school students and Visiting Library Service (VLS) volunteers.

Volunteer services provided by high school students was enhanced in 2019 to include assistance at Library events; also a change was made to count actual hours rather than people (March 2019). With the advent of the pandemic, volunteer hours were also given for participation in some teen programs.

An estimate of two hours per visit (to include material selection, delivery and interaction between client and volunteer) is allotted to each VLS transaction. Given that most volunteers spend time with their clients, two hours may be under reporting the time the time spent with each client.

When the facility closed due to the pandemic, visits to clients by VLS volunteers declined due to public health recommendations, library closure and lockdowns. VLS visits are increasing since we reopened with several volunteers are relying on staff to select the material or are placing holds – both which allow for window pick-up.

### **In-Person Visits**

Gate counters at the Yonge Street and Parking Lot entrances captured the number of visitors entering the facility.

As we did not have operable gate counters, the Greeter had been taking a manual count since reopening to the public on July 5. On March 14, an automatic People Counter was installed.

## **Library Membership**

Membership is defined as the number of library cardholders who have used the card in the past two years. This metric is taken as a snapshot at the end of the given period. While the Library encourages each member to have a personal library card, families often share one or two cards among them.

After the initial lockdown, APL developed virtual options for customers to acquire a temporary digital library card that could be enhanced for full borrowing privileges through presentation of ID through video conferencing. Library privileges for current members were set to not expire before the end of August to provide ample time for members to renew. This created a temporary spike in membership.

## **Community Use Statistics**

A comparison of metrics indicates an overall annual increase in Circulation of 32.4%.

Circulation of print materials increased 61.7%; audio/visual increased 36.7%; Streaming & Downloads decreased 1.7%.

Streaming and Downloads includes eBooks & eAudio, movies and music. eBooks and eAudio decreased 10.2%; Hoopla decreased 1.0%; Freegal decreased 15.5%

In 2021 APL replaced Zinio with PressReader, providing access to 7,000+ newspapers and magazines in 60+ languages that can be translated into 19 languages. Flipster (digital magazines) was added to the offerings and the two products are now reported as eMagazines & eNewspapers with a combined increase of 17.4%

Staff continues to monitor the popularity of individual products to ensure that APL's offerings match customer preferences.

Holds decreased 28.9%. Holds on physical materials decreased 32.3%; Although the facility is now open for browsing, many customers continue to prefer placing holds on their materials for pick-up at the Holds window. Holds on eBooks increased 3.9%. Holds on cloudLibrary (2020) can only be placed on circulating APL materials.

Electronic database sessions increased 32.3%. January and March enjoyed exceptional usage. This may be explained by staff training, school usage or new products offered.

Online learning (both registered courses and those accessed through database format) increased 2.1%.

The Niche Academy was added in February 2021. The Niche Academy is a platform for instructional videos and is counted in electronic services; some of the videos were created by APL staff and are counted as programs that month; they remain available as learning videos that can be watched at the viewer's convenience. Use decreased 24.7%.

Online Followers (Twitter, Facebook & Instagram) increased 7.7% (Twitter increased 4.8%; FB increased 18.0% Instagram decreased 4.2%). eNewsletter subscribers increased 12.9%. There are currently 8,819 subscribers to APL's monthly eNewsletter.

Metrics for Virtual Programs and Attendance present unique challenges. For example:

- While we can measure attendance through registered programs over Zoom, attendance at virtual FB programs is measured by 60 second views.
- Although registrants for films receive a link to the streaming, we do not know how many people view the film together in a household.
- Virtual programs do not allow for targeting of audiences in the same way as in-person program.
- Some counts were reported in different age categories when we reviewed participation activity by demographic.

Metrics for Take & Makes, which were reported as Adult in 2021 are now reported as Young Adult programs.

Staff expanded reading challenges. A virtual multi-sector career fair connected attendees to industry employers from sectors such as construction, healthcare, information technology, policing and more.

Events featuring writers and poets (Farzana Doctor, George Elliott Clarke and others) were funded by grants received from the League of Canadian Poets and the Writers' Union of Canada.

While it is important to recognize that accurate comparisons cannot be made between live and virtual programming, in Q2 APL delivered 382 programs with attendance of 5,446. This represented an increase in programming of 11.4% and a decrease in attendance of .9%.

Volunteer Services, largely driven by online teen volunteer hours, increased annually 20.5%. Volunteers and clients of the VLS remain hesitant about the safety of delivering material during the pandemic and some have stopped using the service.

### **Library Membership**

Membership (26,381) is down 2.7%. APL began to offer temporary digital library cards and virtual full registration during our closure. In-person registration resumed July 5.

### **ATTACHMENTS**

1. APL Second Quarter Use Indicators 2022

***Assisted by Reccia Mandelcorn, Manager, Community Collaboration***

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*Bruce Gorman*  
*Chief Executive Officer*



## Comparatives Quarter Use Indicators

Period: April - June 2022

	2022 Quarter	2021 Quarter	% chg	2022 YTD	2021 YTD	% chg
<b><u>Circulation</u></b>						
1. Print	68,672	47,037	46.0%	139,023	85,994	61.7%
2. Audio/Visual	8,678	7,117	21.9%	18,645	13,639	36.7%
3. Streaming & Downloads	35,631	39,217	-9.1%	74,222	75,522	-1.7%
4. Miscellaneous	0	15		0	15	
<b>Total</b>	<b>112,981</b>	<b>93,386</b>	21.0%	<b>231,890</b>	<b>175,170</b>	32.4%
<b><u>In-Library Use</u></b>						
<b>Holds</b>	2,412	0		4,336	0	
	24,069	41,533	-42.0%	55,660	78,271	-28.9%
<b><u>Electronic Services</u></b>						
1. Catalogue Logins	35,398	42,967	-17.6%	76,379	81,631	-6.4%
2. Electronic Database Sessions *	6,422	7,142	-10.1%	20,256	15,313	32.3%
3. Courses	760	683	11.3%	1,720	1,684	2.1%
4. Niche Academy *	539	954	-43.5%	1,470	1,953	-24.7%
5. Public Workstation Usage	891	0		1,557	0	
6. Wireless Internet Usage	4,425	1,595	177.4%	7,902	3,125	152.9%
<b>Total</b>	<b>48,435</b>	<b>53,341</b>	-9.2%	<b>109,284</b>	<b>103,706</b>	5.4%
<b><u>Website Visits</u></b>						
<b>eNewsletter Subscribers</b>	40,730	42,694	-4.6%	86,715	92,398	-6.2%
<b>Online Followers **</b>	8,819	7,808	12.9%	8,819	7,808	12.9%
	4,477	4,156	7.7%	4,477	4,156	7.7%
<b><u>Programs &amp; Events ***</u></b>						
<b><u>In Library</u></b>						
Youth	13	0		13	0	
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>0</b>	<b>0</b>		<b>13</b>	<b>0</b>	
<b><u>In the Community</u></b>						
Youth	19	1		20	1	
Adult		0		0	0	
All Ages		0		0	0	
<b>Subtotal</b>	<b>19</b>	<b>1</b>		<b>20</b>	<b>1</b>	
<b>Total Live</b>	<b>32</b>	<b>1</b>		<b>33</b>	<b>1</b>	
<b><u>Virtual</u></b>						
Youth	182	152	19.7%	340	283	20.1%
Adult	165	173	-4.6%	329	320	2.8%
All Ages	3	17	-82.4%	7	35	-80.0%
<b>Subtotal Virtual</b>	<b>350</b>	<b>342</b>	2.3%	<b>676</b>	<b>638</b>	6.0%
<b>Total Programs &amp; Events</b>	<b>382</b>	<b>343</b>	11.4%	<b>709</b>	<b>639</b>	11.0%

**Comparatives  
Quarter Use Indicators**

Period: April - June 2022

	2022	2021		2022	2021	
	Quarter	Quarter	% chg	YTD	YTD	% chg
<b>Attendance ***</b>						
<b>In Library</b>						
Youth	116	0		116	0	
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>116</b>	<b>0</b>		<b>116</b>	<b>0</b>	
<b>In the Community</b>						
Youth	455	32	1321.9%	585	32	1728.1%
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>455</b>	<b>32</b>	<b>1321.9%</b>	<b>585</b>	<b>32</b>	<b>1728.1%</b>
<b>Total Live</b>	<b>571</b>	<b>32</b>	<b>1684.4%</b>	<b>701</b>	<b>32</b>	<b>2090.6%</b>
<b>Virtual ****</b>						
Youth	2,695	2,368	13.8%	5,007	4,263	17.5%
Adult	2,163	2,839	-23.8%	4,610	6,566	-29.8%
All Ages	17	254	-93.3%	46	430	-89.3%
<b>Subtotal Virtual</b>	<b>4,875</b>	<b>5,461</b>	<b>-10.7%</b>	<b>9,663</b>	<b>11,259</b>	<b>-14.2%</b>
<b>Total Attendance</b>	<b>5,446</b>	<b>5,493</b>	<b>-0.9%</b>	<b>10,364</b>	<b>11,291</b>	<b>-8.2%</b>
<b>Outreach</b>	0	0		0	0	
<b>Volunteer Services</b>	586	654	-10.4%	1,239	1,028	20.5%
<b>In-Library Visits</b>	19,113	0		30,913	0	
<b>Library Membership</b>	26,381	27,105	-2.7%	26,381	27,105	-2.7%

\* Metrics provided by vendors

\*\* Metrics for Social Media provided from social media sites

\*\*\* Metrics for programs & events and attendance provided by staff, facilitators and community partners

\*\*\*\* Metrics taken from a combination of views on Facebook, Livestream & YouTube (1 min. views), Google Classroom & Zoom registrations

Sept. 13, 2022



**Aurora Public Library Board  
REPORT  
SR2022.16**

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**SUBJECT:** Financial Statement for the period ended June 30, 2022

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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**RECOMMENDATION:**

That the Aurora Public Library Financial Statement for the period ended June 30, 2022 be received.

**BACKGROUND**

The purpose of this report is to present the Aurora Public Library Board with year-to-date expenses and revenues in comparison to the approved annual operating budget. As in previous years, COVID-19 and Town square construction have affected the operations of Aurora Public Library.

These statements are prepared on a modified accrual basis, which differs from year-end audited financial statements that include adjustments for tangible capital asset depreciation in accordance with Public Sector Accounting Board requirements. This method of presentation is consistent with that of the Town of Aurora financial reporting and budget approval processes.

Overall Library expenditures to date reflect 44.8% of the approved 2022 budget. Significant variances are as follows:

- Salaries and benefits are lower due to reduced operating hours and staff gapping
- Collections and IT spending is over benchmark due to digital content and software licenses paid for at the beginning of each year

General revenue is slightly higher than anticipated at time of budget development. Provincial funding is expected by year-end and municipal funding is provided as required to fund operations.

**ATTACHMENTS**

1. Aurora Public Library Financial Statement for the period ended June 30, 2022

***Assisted by: Julie Rocca, Business Manager***

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*Bruce Gorman  
Chief Executive Officer*



**Aurora Public Library  
Financial Statement**

<b>For the period ended June 30, 2022</b>	<b>Annual Budget</b>	<b>Prior YTD Actuals</b>	<b>YTD Actuals</b>	<b>Balance</b>	<b>Actuals as a % of Budget</b>
<b>EXPENSES</b>					
<b>Operating Expenses</b>					
Salaries & Benefits	\$ 3,024,515	\$ 1,276,786	\$ 1,306,978	\$ 1,717,537	43.2%
Collections	378,000	198,021	223,100	154,900	59.0%
Cataloguing and Processing Services	34,000	23,754	22,345	11,655	65.7%
IT Contracts, Equipment & Licenses	203,000	102,000	102,422	100,578	50.5%
Programs	30,000	6,161	7,545	22,455	25.1%
Public Relations	26,110	5,351	4,411	21,699	16.9%
Office Supplies, Equipment & Telephone	50,000	18,229	18,630	31,370	37.3%
Staff Development & Board Training	26,500	4,551	1,874	24,626	7.1%
Professional Fees	15,000	6,626	4,179	10,821	27.9%
Business Plan Initiatives	10,000		-	10,000	0.0%
Unclassified / Contingency	6,000	3,566	2,411	3,589	40.2%
	<b>3,803,125</b>	<b>1,645,045</b>	<b>1,693,895</b>	<b>2,109,230</b>	<b>44.5%</b>
<b>Contribution to Capital Reserve</b>	180,000	65,000	90,000	90,000	50.0%
<b>TOTAL EXPENSES</b>	<b>3,983,125</b>	<b>1,710,045</b>	<b>1,783,895</b>	<b>2,199,230</b>	<b>44.8%</b>
<b>REVENUE</b>					
<b>General Revenue</b>					
Fines	-	-	1,001	(1,001)	0.0%
Fees	2,000	888	2,146	(146)	107.3%
Sales	1,000		2	998	0.2%
Reserves	-		-	0	0.0%
Interest and Other	600	89	460	140	76.7%
	<b>3,600</b>	<b>977</b>	<b>3,609</b>	<b>(9)</b>	<b>100.3%</b>
<b>Grant Revenue</b>					
Provincial Library Operating Grant	44,140		-	44,140	0.0%
Pay Equity Grant	1,285		-	1,285	0.0%
	<b>45,425</b>	<b>-</b>	<b>-</b>	<b>45,425</b>	<b>0.0%</b>
<b>Total General and Grant Revenue</b>	<b>49,025</b>	<b>977</b>	<b>3,609</b>	<b>45,416</b>	<b>7.4%</b>
<b>Municipal Requisition</b>	<b>3,934,100</b>	<b>1,709,068</b>	<b>1,780,285</b>	<b>2,153,815</b>	<b>45.3%</b>
<b>TOTAL REVENUE</b>	<b>\$ 3,983,125</b>	<b>\$ 1,710,045</b>	<b>\$ 1,783,895</b>	<b>2,199,230</b>	<b>44.8%</b>



## Aurora Public Library Board

### REPORT SR2022.17

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**SUBJECT:** Non-Union Benefit Update Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

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#### **RECOMMENDATION**

That the Library Board approve adjustments in the extended health and dental benefit for APL non-union staff in accordance with the negotiated Library 905.02 union extended health and dental benefits.

#### **BACKGROUND**

There are three Library employee groups, two union and one non-union. The non-union Library group includes administrative and management staff.

Earlier in 2022, the Library Board completed negotiation of a three-year contract with its 905.02 unionized employees, which provides for wage increases for the duration of the contract period from April 1, 2020 through March 31, 2023. The wage increases negotiated for the 905.02 group have also received Board approval for application to the non-union employee group.

As part of that three-year contract, the Board approved extended health and dental benefits for the 905.02 employees. As has been a long-standing past practice, the same benefit adjustments are recommended for Library non-union staff.

#### **FINANCIAL IMPLICATIONS**

The non-union staff group is comprised of nine employees, the employer paid benefit improvements are incorporated into the current Library operating budget.

## **CONCLUSIONS**

The proposed adjustments to the compensation of the non-union employee groups are in keeping with Library full-time and part-time 905.02 unionized staff and are in line with the extended health and dental benefits provided by the Town of Aurora. Accordingly, the same adjustments are recommended for the Library's full-time non-union employee group.

***Assisted by: Maida Rae, HR Coordinator/EA***

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*Bruce Gorman  
Chief Executive Officer*



**Aurora Public Library Board**

**REPORT  
SR2022.18**

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**SUBJECT:** Disconnecting from Work Policy Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

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**RECOMMENDATION**

That the Library Board approve the Aurora Public Library Disconnecting from Work Policy dated September 21, 2022.

**BACKGROUND**

The provincial government has introduced legislation requiring employers with more than 25 employees to implement a Disconnecting from Work Policy effective June 2022. A written copy of the policy will be emailed out to all Library staff according to the legislative requirements.

APL has reviewed the legislation and draft policies from the Town of Aurora, an HR advisory service, as well as comparator libraries in developing this new policy for review. This policy is in compliance with the Employment Standards Act, 2000 and the Working for Workers Act, 2021.

**CONCLUSION**

As an employer, Aurora Public Library prioritizes the health and well-being of Library staff. The Disconnecting from Work policy will ensure the Library has clear definitions and expectations for staff and management to support employee wellness and a healthy work-life balance.

***Assisted by: Maida Rae, HR Coordinator/EA  
Executive Leadership Team Review completed June 2022***

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*Bruce Gorman  
Chief Executive Officer*



## Aurora Public Library

# DISCONNECTING FROM WORK POLICY

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### **POLICY STATEMENT**

This policy has been established to support employee wellness, minimize excessive sources of stress, and ensure that employees feel they can disconnect from their work outside their regular working hours and to comply with all relevant legislative requirements.

Employee health and well-being is a priority for Aurora Public Library (APL). This policy has been established to encourage employees to disconnect from their work outside their regular working hours, subject to the needs of the business.

This policy applies to all APL employees, including members of bargaining units, management and other non-union staff although it is primarily intended for employees who can remain connected to the workplace outside their hours of work because of their use and/or access to their personal and/or work-issued technology. It is also applicable to alternative hours of work as agreed to by an employee and their manager/supervisor due to accommodation.

### **1. PURPOSE**

This policy has been established to support employee wellness, minimize excessive sources of stress, and ensure that employees feel they can disconnect from their work outside their regular working hours and to comply with all relevant legislative requirements.

Employee health and well-being is a priority for Aurora Public Library (APL). This policy has been established to encourage employees to disconnect from their work outside their regular working hours, subject to the needs of the business.

This policy applies to all APL employees, including members of bargaining units, management and other non-union staff although it is primarily intended for employees who can remain connected to the workplace outside their hours of work because of their use and/or access to their personal and/or work-issued technology. It is also applicable to alternative hours of work as agreed to by an employee and their manager/supervisor due to accommodation.

### **2. DEFINITIONS**

Disconnecting from work: Not engaging in work-related communications, including e-mails, telephone calls/texts, video calls, or the sending or reviewing of other messages, so as to be free from the performance of work.

Regular working hours: The time agreed to by an employee, as stated in their employment contract and/or posted schedule, when they are meant to complete work for APL.

### **3. GUIDELINES**

The ability to disconnect from work outside of individual working hours is key to individual well-being and establishing work-life balance. Technological advances and working remotely can make employees feel as though they are obligated to continue working or respond to communication, regardless of the time of day.

APL recognizes the importance of staff being able to disconnect from work outside of working hours, unless there is an emergency, unforeseen circumstance, or established “on-call arrangement” in place.

APL is committed to overall employee health and wellness and providing employees with a positive work–life balance. This policy is intended to promote that ideal by specifically detailing the company’s expectations related to disconnecting from work.

APL recognizes there are situations when it is necessary for managers and staff to perform work or communicate with co-workers outside of normal working hours, due to urgent or time sensitive matters and business needs. APL will minimize such situations when possible. Disconnecting from work is a shared goal, and APL will work with staff to respect work schedules and the need to disconnect after hours.

### **4. DISCONNECTING FROM WORK**

This policy confirms that APL staff are encouraged to disconnect from work outside of working hours, unless there is an emergency, unforeseen circumstance, or established “on-call” arrangement in place. All scheduled breaks should be taken and time off entitlements for non-work-related activities should be used each year. Employees are encouraged to set clear boundaries between work and their personal lives.

This policy is in compliance with the requirements of the provincial Employment Standards Act 2000, and the Working for Workers Act, 2021.

### **5. WORKLOAD AND PRODUCTIVITY**

APL understands that employees may choose to work outside their regular working hours to meet a time-sensitive deadline or to attend to an urgent matter or emergency; however, employees should not regularly or frequently work outside their scheduled hours to complete or catch up on work.

Employees who cannot manage their workload during regular working hours should meet with their manager to evaluate workload, priorities and due dates.

### **6. COMMUNICATION**

Employees should not feel obligated to send or respond to work-related communication outside regular working hours. APL may send communication to employees when they are not working. Employees are not expected to respond to any company communication when not at work, apart from unforeseen circumstances, such as an emergency.

Employees who do not reply to work-related communications outside regular working hours will not face negative effects on their employment.

**7. OVERTIME**

APL may request employees work overtime to meet business needs. Overtime will always be approved and scheduled in advance. It may be requested by the employee or required in certain situations to ensure work is completed; however, employees should not work overtime unless directed by their manager.

**Acknowledgement and Agreement**

I, \_\_\_\_\_, acknowledge that I have read and understand APL's Disconnecting from Work Policy. I agree to adhere to this policy.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Approved Date:	Motion #:
Effective Date:	
Date of Creation: September 2022	



## Aurora Public Library Board

### REPORT SR2022.19

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**SUBJECT:** Personnel Provisions for Non-Union and Management Staff Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** June 22, 2022

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#### **RECOMMENDATION**

That the Library Board approve the Personnel Provisions for Non-Union and Management Staff Policy dated September 21, 2022.

#### **BACKGROUND**

The non-union Library group includes administrative and management staff. Personnel policies for this employee group have not been updated since 2004. With the introduction of the Human Resources Information Software (HRIS) in 2021, a current reference for employee vacation and benefit information is required.

This policy updates vacation entitlement for the management group to better reflect current practices and market trends. Sick leave benefits remain consistent with Library unionized staff. It also confirms that union negotiated changes to the Library's extended health and dental benefits also extend to the non-union employee group, as has been past practice.

#### **FINANCIAL IMPLICATIONS**

The non-union staff group is comprised of nine employees, and the employer paid benefit improvements are incorporated into the current Library operating budget. The updated vacation provisions reflect what has been negotiated for recent management group hires, so the financial implications are also factored into the current budget framework.

#### **CONCLUSIONS**

The recommended updates to this personnel policy reflect current Library practices and will assist in providing the updated documentation for implementing human resource services.



***Assisted by: Maida Rae, HR Coordinator/EA***

---

*Bruce Gorman*  
*Chief Executive Officer*



## **Aurora Pubic Library**

### **Personnel Provisions**

#### **NON-UNION and MANAGEMENT STAFF**

---

##### **General**

Non-union personnel are entitled to but not limited by the rights and privileges included in the Union Contract.

##### **Sick Leave**

As outlined in the Union Contract (1.5 days per month pro-rated based on a 35 hour full time work week). Sick time banks may accumulate up to six (6) months of regularly scheduled time. There is no pay out for unused sick time upon termination.

##### **Vacation**

As outlined in the Union Contract unless negotiated otherwise in an individual employment contract.

##### **Vacation (Management Group Only)**

One full year or more:	20 working days (4 weeks)
Four full years or more:	23 working days
Six full years or more	24 working days
Eight full years or more	25 working days (5 weeks)
Ten full years or more:	27 working days
Twelve full years or more	28 working days
Sixteen full years or more:	30 working days (6 weeks)

##### **Extended Health Care and Dental Benefits**

Library Non-union and Management staff are eligible for the same extended health and dental benefits outlined in the CUPE 905.02 union contract.

### **Membership in Professional Associations / Organizations**

Personal membership in professional associations is the choice and responsibility of the employee. The employer will support this facet of professional development through the granting of time to attend conferences and workshops hosted by relevant professional organizations.

Organizational membership in a professional association may be appropriate in some situations. Such memberships will be considered by the CEO/HR on a case by case basis.

*DLR: October 2004*



## Aurora Public Library Board

### REPORT SR2022.20

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**SUBJECT:** Hybrid Work Policy Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

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#### **RECOMMENDATION**

That the Library Board approve the Aurora Public Library Hybrid Work Policy dated September 21, 2022.

#### **BACKGROUND**

The COVID-19 pandemic led the Library to make changes to how and where staff were able to work. To continue providing a wide range of library services, Library management worked to transition staff to a work from home model where possible.

With Library hours and operations gradually returning to pre-COVID levels, the majority of Library staff have returned to the workplace. The Hybrid Work Policy outlines the necessary criteria for certain staff groups or positions to continue working from home. For these staff groups and positions, a hybrid model that includes both on site and at home work is being presented for your consideration.

APL has reviewed draft policies from the Town of Aurora, an HR advisory service, as well as comparator libraries in developing this new policy for review.

#### **CONCLUSION**

Aurora Public Library recognizes the value for the organization to establish criteria regarding working from home. The Hybrid Work policy will ensure the Library has clear definitions and expectations for staff and management to support continued work from home where possible.

***Assisted by: Maida Rae, HR Coordinator/EA  
Executive Leadership Team Review completed September 2022***

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*Bruce Gorman  
Chief Executive Officer*



## Aurora Public Library HYBRID WORK POLICY

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### Background

COVID19 has led organizations to reimagine their workforces. Flexibility such as working remotely has enabled Aurora Public Library (APL) to achieve continuity, improve outcomes for customers as well as protect the health and safety of its employees and the public. This flexible work environment has further generated global interest post-pandemic.

It is understood that APL is a customer facing organization. Face to face human connection is an essential part of APL reflected in the hundreds of thousands who attend the library each year.

This flexible work policy allows the organization to get work done successfully during any situation and sets the foundation to evolve and respond to challenges of the future.

### Objective

APL is committed to work-life balance and exploring flexible work practices. The purpose of this policy is to outline the parameters and eligibility requirements of hybrid work. The policy success will be measured by the library's ability to continue to provide high quality services to our customers while maintaining an engaged workforce.

### Scope

This policy comes into effect on November 1, 2022 and applies to all APL employees who may qualify.

The scope of the policy includes hybrid work arrangements, as well as flexible start and end times.

### Definitions

Term	Definition
<b>Workplace</b>	Any place where an employee is engaged in work for APL. This includes locations where work is being performed outdoors, on third-party premises or from an employee's home.

<b>Hybrid Eligible Work</b>	Type of work that can be performed in part remotely, and in part at APL. This is accomplished through the aid of technology such as telephone, laptop etc.
<b>Hybrid Working Arrangement</b>	Approved arrangement for an employee to carry out defined duties from both the employee’s home-based worksite or designated remote worksite and the Library facilities, during the agreed hours on an ongoing basis or for a specified period of time, the terms of which are set out in a ‘Hybrid Working Agreement’ entered into between the Library and the employee. If the employee is unionized, the agreement will abide by either APL Collective Agreement.
<b>Working hours</b>	Are defined in the individual employee’s contract or Collective Agreement and may vary depending on role. Core working hours of APL are currently as follows:  9:00 am to 9:00 pm, Monday to Thursday 9:00 am to 6:00 pm, Friday 9:00 am to 5:00 pm, Saturday 1:00 pm to 5:00 pm, Sunday  These core working hours are subject to change with notice.
<b>Flexible start and end time</b>	Refers to staff starting and ending their day outside core business hours.

**Policy**

Employees approved for the Hybrid Workplace program may be authorized to complete some of their work from home. The frequency of working from home will be determined by their manager in consultation with the employee. Employees participating will be expected to maintain normal productivity and performance. They must not carry out work for anyone other than APL nor, without prior permission, undertake non-work-related activities during their working hours.

**1. Types of Hybrid Work Arrangements**

There are three (3) types of hybrid work covered under this policy:

**1.1. Occasional or as-needed hybrid work**

Short-term hybrid work arrangement refers to situations where the employee works from home or some other location for all or some of their regularly scheduled work hours as approved by their manager

## 1.2. **A time limited, temporary or flexible/hybrid work arrangement**

A longer-term arrangement, where the employee works from home part of the time on a regular basis, under the following types of circumstances:

- Their position has been identified as one that can be performed remotely for part of the time.
- An agreement exists between the Library and the employee permitting the employee to work from home for a specifically defined number of days per week.
- Other circumstances agreed upon the employee, and, at the manager's discretion.
- There is an understanding from both sides that the agreement can be modified or cancelled with notice based on operational needs.

## 1.3. **Critical situation remote work**

An unexpected, undefined and evolving situation that forces all employees or a large percentage of employees to work from home or some other location. Remote working in critical situations may be mandatory as opposed to optional. Such situations are temporary by nature and temporary remote working arrangements are understood not to alter the nature or typical working arrangements of any job. Generally, the timeframe for this work arrangement is undetermined and dictated by circumstances outside the direct control of the Library, such as:

- Political situations – at a national or provincial level that exposes employees to safety risks if they venture to and from the Library.
- Health situations – such as a pandemic where relevant Public Health officials have prescribed or directed that employees remain off site, stay at home or practice physical distancing or have recommended the closure of Library facilities. Example, the Covid-19 pandemic.
- Any act affecting employees' ability to work at the Library that can be categorized as a force majeure (an act that occurs due to a superior or irresistible force), or an event or effect that cannot be reasonably anticipated or controlled such as a natural disaster.

For each type of hybrid working arrangement described above, there are many considerations, specific eligibility and careful documentation requirements.

## 2. **Eligibility Considerations**

Not all APL jobs are appropriate for hybrid working arrangements. The following are the considerations:

### 2.1 **Jobs suitable for hybrid working arrangements:**



- Jobs with a high level of autonomy and minimal requirements for face-to-face interactions.
- Jobs that require reading, writing, research, working with data, or talking on the phone.
- Jobs that can be done off-site without disruption to the flows of work including scheduled in-library tasks. (e.g. desk responsibilities)
- Jobs that can be performed at the remote working location in a similar manner as if it were being performed at the Library.
- Jobs for which the output or outcome is measurable.
- Situations where employees can arrange time off to focus on critical work or project work on a case-by-case basis, which would not be a regular remote work arrangement
- Hybrid work arrangements must be completed in the Province of Ontario. Any request for one off exemptions can be discussed with the CEO for consideration in extenuating circumstances.

## **2.2 Jobs not suited for hybrid working arrangements:**

- Jobs requiring full-time in-person contact/customer service to support the core functions of the Library
- Services that cannot be provided remotely at the level of service required by the Library
- Jobs that rely upon specific equipment or supplies to work on-site which cannot be easily and effectively moved to a remote environment.

The Library's Code of Conduct and all other respective employment policies and practices apply while working, irrespective of work location or schedule arrangement.

Employees must accurately report all time worked no matter the work location.

## **Responsibilities**

### **All Staff**

Employees must ensure their role is eligible to work on a hybrid basis and they should discuss role eligibility with their manager. Certain roles due to the nature of the job are not possible to perform outside of the Library. Such examples include, but are not limited to:

- Any roles which require a physical presence onsite (e.g. customer service desk, sorter, shelving, in person programming)
- Any roles which have a technology constraint
- Any roles which have a security constraint that cannot be maintained from outside of the Library

All staff are required to comply with the terms of this policy and associated procedures.

**Management**

Management is responsible for ensuring all employees are aware of the policy and associated procedures and that they consider requests for enrolment in a fair, equitable and consistent way while balancing the needs of the Library’s operation along with the employee’s request.

Library management is responsible for resolving any conflicts or concerns with respect to the administration of this policy and ensuring the right balance is achieved between continuing to provide a high level of service to our citizens/internal clients and maintaining a positive workplace culture and engaged workforce.

**Monitoring and Compliance**

Each Manager will oversee their particular department’s participation in the program and provide periodic updates to library management in terms of implementation and success. Human Resources will support each manager in the administration and reporting of the program to ensure objectives are achieved.

**Related Policies and Documents**

- CUPE Local 905.02 Collective Agreement
- CUPE Local 905.27 Collective Agreement
- APL Privacy Policy
- APL Health and Safety Policy Statement
- APL Violence in the Workplace Policy
- APL Workplace Harassment Policy
- APL Hybrid Work Procedures

**Review Timeline**

This policy will be reviewed once per Library Board term.

Approved Date:	Motion #:
Effective Date:	
Date of Creation: September 2022	



## Activities Since Last Update

- Library ground floor cleaned up and reinstated to original condition.
- Pre-caster planters installed within the reading garden.
- Structural steel erection for the new addition completed.
- Continuation of exterior and interior metal stud framing and masonry wall installation.
- Roof deck over the performance hall installed and ready for concrete.
- Continuation of mechanical and electrical rough-in on all levels of new addition.
- Continuation of outdoor square site works, including installation of catenary light poles and seat walls/amphitheatre stairs.
- Commencement of formwork and reinforcement of poured-in-place slabs around the square.
- Ongoing excavation and removal of material from the property.

## Activities For Next Period

- Complete pedestal and paver flooring system in reading garden.
- Continue underground work, including remedial work on existing sanitary line.
- Delivery of the remaining doors for the new spaces adjoining the Library, followed by partial occupancy shortly thereafter.
- Continue commissioning activities on Library equipment.
- Receive structural steel for the bridge and complete all earthworks within the square.
- Continue to excavate and remove material from the property as needed.

## The latest construction schedule provided by Chandos is as follow:

- Library façade and connecting spaces – October 2022
- Schoolhouse, Bridge and Outdoor Square – Early 2023
- New Addition – Summer 2023



Figure 1 – Overlooking the square from Church Street.



Figure 2 – Main lobby of the library



Figure 3 – West entrance canopy not yet completed



Figure 4 – View of the NCC from the north



Figure 5 – Reading garden precast planter walls in place. Insulation needs to be levelled



Figure 6 – Meeting room on 2<sup>nd</sup> floor of the Library - west side. Furniture for room has been delivered.

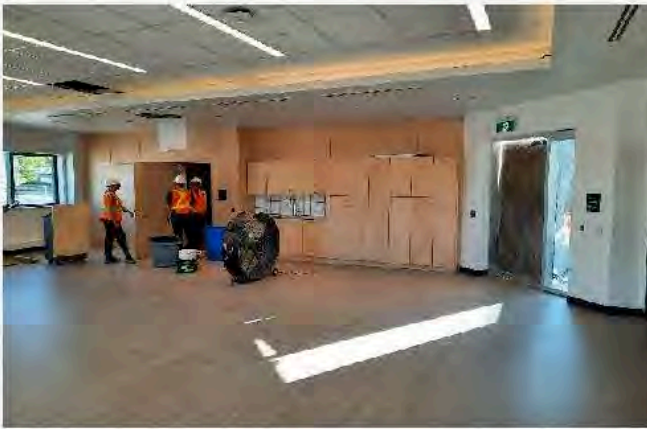


Figure 7 – 2<sup>nd</sup> floor program room to the west. Vibrations from HVAC units above and leaks in ceiling were detected



Figure 8 – Main entrance lobby tiling and ceiling is complete. Stainless steel railings to be installed today.



Figure 9 – View of the NCC theatre from the back of the room. Ceiling in place



Figure 10 – View over the square from the 2<sup>nd</sup> floor of the NCC



Figure 11 - Masonry work and lintel between the NCC and the school house



Figure 12 - View through the atrium from Victoria Street

# Social Planning Council, Public Library shine light on Housing in new podcast series

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

Housing affordability was a hot-button issue in this spring's Provincial Election campaign, but, now that the ballots have been counted, the Social Planning Council of York Region and the Aurora Public Library are teaming up to make sure the topic stays in the spotlight.

The organizations are now in the midst of recording a new four-episode season of the podcast Hidden Stories of York Region. While previous seasons have focused on youth and COVID recovery, this season will look at the ins and outs of housing across York Region and indeed the country.

"The perception is York Region is affluent, that there are no special issues, no economic strife – it's all those picture-perfect ideas that people have and we know that is not the case for most of the folks that we work with," says Yvonne Kelly of the Social Planning Council of York Region. "We want to interrupt that narrative – and not just interrupt it, but also make space for other stories, other experiences, diverse voices, and just really giving the fuller picture of what it is to live, work and play in York Region, and then inspire people to want to do more."

Adds Reccia Mandelcorn, Manager of Community Collaboration for the Town of Aurora, "This is to give power to our community to do more. It is to excite them about possibilities and ownership of solutions to problems that we all face. For me, it was not just a matter of information, and that is why I love working with Yvonne; it is not just about information delivery, but

it is about the mobilization of community and that's a huge, important piece."

The collaboration between the Aurora Public Library (APL) and the Social Planning Council has deep roots, but this collaboration on the third season of Hidden Stories of York Region came out of an APL screening of the film Push, which sparked a panel discussion on housing.

"It touched on so many issues in our community from precarious housing to food banks, from women staying in abusive relationships because they had no place to go, and housing for seniors," says Ms. Mandelcorn. "It was just too huge an issue to be dealt with in one panel discussion. Collaborating [on the podcast] was a hard yes [from us] and when we brainstormed we realized there were so many issues involved with housing that we would devote all four episodes of the season to it. Even at that we were only touching just a bit on it because it is such an important conversation."

From Ms. Mandelcorn's perspective, the podcast can serve as a "call to action" for the community – individuals, groups and leaders – to do more.

"The whole housing issue affects all of us," she says. "It even affects people in the middle-income stream who can't afford to buy a house, it affects people who can't afford to rent. It is a homeless issue, it is a generational issue, it is an aging in place issue. We could go on and on and have [more than] four [episodes], except we do have other jobs!"

"For too long, libraries have been seen as unbiased agents, that we serve people – but libraries should be agents of transformative social engagement and we

should be working together to better our communities. At APL, we call ourselves a community-led library, so I think we're well positioned to cross party lines and work with community groups to tackle the challenges our community members face,

to identify solutions and actions for change. For me, this represents libraries at its finest and I think this podcast series is one of the best things I have ever had the opportunity to collaborate on and I am so proud of the work."



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## MP'S REPORT

From page 5

experience for Indigenous women, girls and 2SLGBTQQIA+ people. That is why the Government of Canada is acting swiftly to address the legal gap created by the Supreme Court of Canada's (SCC) decisions in Brown and Sullivan and Chan on the defence of extreme intoxication.

This past Friday, the Honourable David Lametti, Minister of Justice and Attorney General of Canada, supported by the Honourable Marci Ien, Minister of Women and Gender Equality and Youth, introduced proposed amendments to the Criminal Code to ensure that individuals who consume drugs and/or alcohol in a criminally negligent manner are held criminally responsible if they harm others while extremely intoxicated. The legislation promotes public safety and accountability while upholding Charter rights. This Bill is currently at Second Reading.

### Canada Day

On July 1, 1867, Nova Scotia, New Brunswick and the Province of Canada were proclaimed the Dominion of Canada. With this proclamation, the Province of Canada became Quebec and Ontario, although it would be

many years before all provinces and territories joined Canada – the last being Newfoundland.

Our road to nationhood was a long one, and not without its challenges and tragedies. And although our past with the people native to this country has been troubled, our nation is awakening to the power of a renewed relationship with Indigenous Peoples.

Canada is the country my parents left Netherlands for after World War II, and I am eternally grateful for the opportunity Canada provided to my family. As we approach Canada Day, let's reflect on our values, our past and our future as a society. Let's reconnect with our loved ones and community, and talk about what this day means to us. Let's celebrate the cultural diversity that enriches us all, and reaffirm our commitment to equity, inclusion, and mutual respect. Canada Day is an opportunity to strengthen the ties that bind us as we continue along the path to reconciliation and a better future.

*If you are seeking information or require assistance with Federal programs and services, please reach out to my team by e-mail at [Tony.VanBynen@parl.gc.ca](mailto:Tony.VanBynen@parl.gc.ca) or by calling 905-953-7515.*

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## Town and York University announce further collaborations for community

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

York University has expanded its outreach to Aurora through its Scholar's Hub, a successful series of virtual programs hosted in conjunction with the Aurora Public Library – but this could be just the tip of the iceberg when it comes to the university's presence in the community.

On Monday, the Town and York University signed a Memorandum of Understanding to foster mutually-beneficial initiatives in the community.

Signed by Mayor Tom Mrakas and York University President & Vice Chancellor Rhonda L. Lenton in the Skylight Gallery at Town Hall, Mayor Mrakas says the Memorandum of Understanding (MOU) will look at "further enhancement of community technology, professional development opportunities for Council and staff, learning and employment options, such as experiential education, and learning opportunities in key areas of urban planning and legal services."

"We have had a long-standing relationship with York University," says Mayor Mrakas. "We have worked together on many things [such as] the scholar hub with the Library and we have always looked at how we can



York University President & Vice Chancellor Rhonda L. Lenton and Mayor Tom Mrakas signed the Memorandum of Understanding between the Town and the University in the Skylight Gallery at Town Hall on Monday afternoon.  
**Auroran photo by Brock Weir**

improve and enhance the Aurora Community. The MOU formalizes our relationship with York University and how it can partner and work with things in the future.

"Ultimately this is a great opportunity for the Town as well as for York University. I think that is something that will help us continue to develop strategic goals to enhance the life of our residents, our employees, students of York University. Ultimately it is going to serve as a model for other communities

to follow. There are lots of exciting possibilities through the partnership and we're going to be part of many things to come as far as that partnership with York University. I think we're excited, I know York University is excited and I think ultimately the community will be excited with a lot of outcomes that develop through this partnership."

Future opportunities could include "places where people can gather and learn, and opportunities in urban planning."

"There are opportunities where possible you have internships and also where we work with students that are coming in and develop new types of plans, more geared towards pedestrian-friendly complete communities; those types of things where we can work with students where they get to put forward their expertise but we get to basically reap the benefits of their expertise and their learnings and get to implement them within the Town and the downtown core as we continue to revitalize," says Mayor Mrakas.

"The MOU strengthens that partnership and an agreement that kind of bonds us together. We are going to have a strong partnership and we're going to continue to work on things to continue to make sure that partnership benefits the Town and the university. Ultimately what it does is help our residents and anyone who is looking at furthering their education, possibly. Those are all the things we're going to continue to work through as this partnership continues to grow and flourish."

From the perspective of Ms. Lenton, this MOU is an extension of York's commitment "to serving the wellbeing of communities."

"We have so many bold aspirations for the university and see what we can do for students, for communities, but we need the collaboration," she said at Monday's signing. "When you think about experiential education and research collaboration, even space infrastructure, it is all now through partnership. In many ways this pandemic has really served to underscore that: the urgent need for cooperation and collective action to ensure we have the talent that is needed, that we're feeding that talent pipeline, that we're undertaking the research that is needed, driving the innovation, to really invest and build the socio-economic sustainability of the global communities we serve."

"At York and Aurora, we share the common goals of mobilizing new knowledge, innovation and learning experiences. The MOU we're signing today will help York University and the Town of Aurora explore more opportunities for collaboration. For example, together we can create opportunities for smart communities, cities that are equipped with the skills, tools, expertise to apply digital and data technology, to optimise and improve how we live, work and interact with each other. The MOU will also foster opportunities in professional development, experiential education, work-integrated learning --- all key elements of delivering a 21<sup>st</sup> century education and training for the next generation."



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- July 14 - Flailing Shalaleighs**
- July 21 - Dave Toms**
- July 28 - Lemon Pistols**

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## 施雅芳摄影和诗歌展 - Jun 24, 2022 (ON)

目前正在举行的CONTACT国际摄影节, 其中有一个女权主义摄影和诗歌展正展出, 另外, 有一个摄影和诗歌作品“火”, 获得了约克区艺术委员会颁发的“坚韧”奖, 这两个作品, 都是来自本地的一位女性摄影师施雅芳, 施雅芳长期关注女性权益, 作品又更上层楼, 这次她通过相机, 想要表达什麼? 我们今天就特别邀请施雅芳, 和大家谈谈她的想法。



# THINGS you Ought To Know

## THROUGH JULY 15

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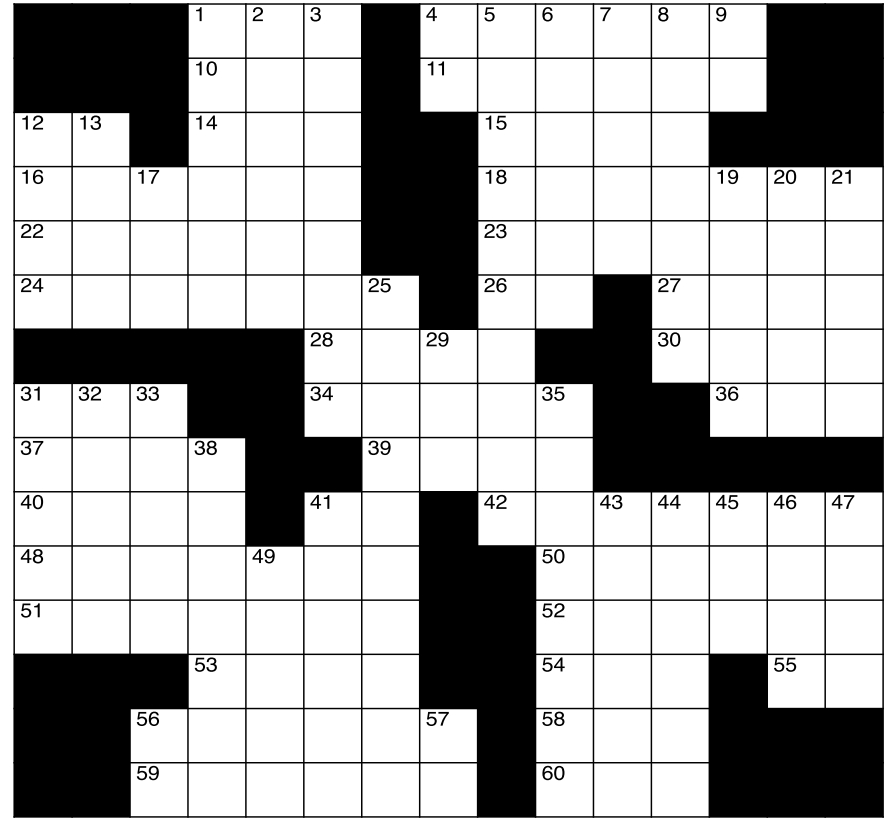
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## CLUES ACROSS

1. Basics
4. In a new way
10. \_\_\_ Paulo, city
11. Jailhouse
12. Expresses surprise
14. Trigraph
15. A small stream
16. Dissimilar
18. Promote
22. Gives a boost
23. Lawmaker
24. Orthodox Jews
26. Actor Harris
27. Wild cherry
28. Participate in democracy
30. Opposite of begins
31. A Brit's mother
34. Set of moral principles
36. Very fast airplane
37. Czech river
39. Private school in New York
40. Israeli dance
41. Electron volt
42. Adjusting
48. Duct by the bladder
50. Small burger
51. Begin again
52. Unstuck
53. Jai \_\_, sport
54. Get free of
55. For instance
56. Hotel chain
58. A team's best pitcher
59. Extracts from various sources
60. Indefinite period of time

## CLUES DOWN

1. St. Francis of \_\_\_
2. Supported
3. United in working
4. It cools your home
5. Predicting
6. Irritated
7. Popular talk show host
8. Fabric edge
9. A resource for employees
12. Broadway's Jackman
13. Small water buffalo
17. City of Angels: \_\_\_ Angeles
19. Asteroids
20. Tailless amphibians
21. German expressionist painter
29. N. Vietnamese ethnic group
31. Gold coin used in British India
32. Have deep affection for
33. Ponds
35. Breaks between words
38. Hairstyle
41. Print errors
43. Family of iron alloys
44. Sidelined in bed
45. Many couples say it
46. Brazilian hoopster
47. Allman Brothers late frontman
49. German city
56. One hundred grams (abbr.)
57. One billionth of a second (abbr.)

## FRONT PORCH PERSPECTIVE

From page 1

approximately sixty-five pounds, wearing a Quebec Nordiques baseball cap, and was heard laughing as he drove off on his dark, unknown model year tricycle. Any help in this matter would be greatly appreciated.

I asked the lady if she had any hockey cards for sale. Alas, she said

no.

Any mothers out there who have children born between the years 1960 to 1965 and who are thinking about holding a garage sale are kindly asked to contact this writer.

Stephen can be contacted at [stephengsomerville@yahoo.com](mailto:stephengsomerville@yahoo.com)

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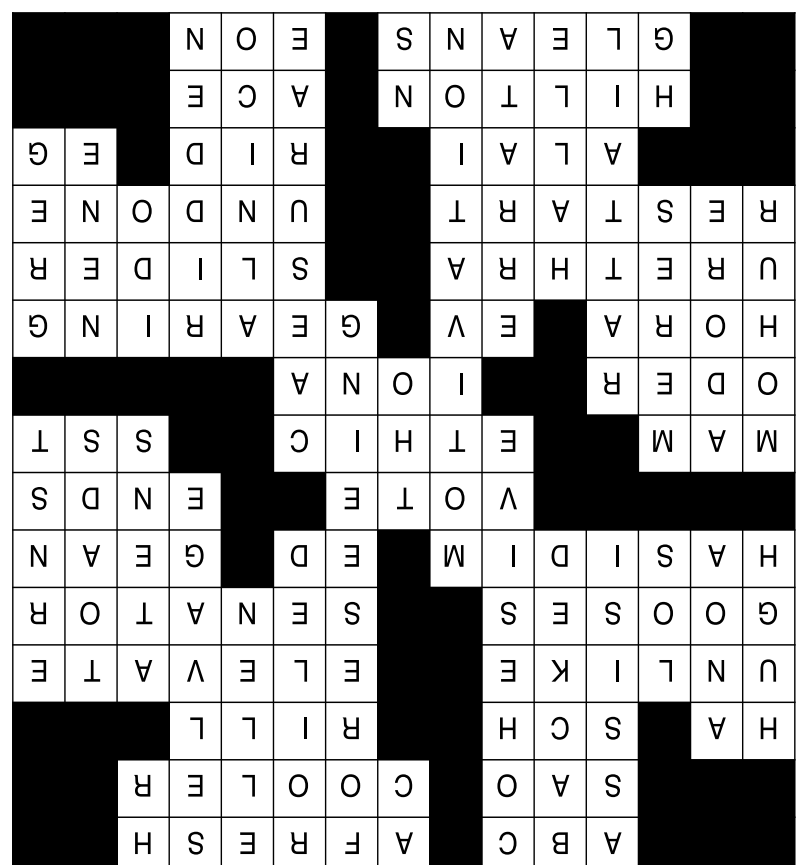
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**LETTER TO THE EDITOR**

**Wellington Towers resident want answers**

Aurora Council has once again completely ignored renters at Wellington Towers for over a month without any response to a very important item that will affect every single resident of Wellington Towers, along with the surrounding community.

What happens to us now that there is no external parking available across the street?

Will the Town of Aurora still supply Construction Permits to Starlight without any external Parking available?

Does anyone have a copy of the reported Parking Agreement between Starlight and Aurora High School or the School Board, as stated in the LPAT decision?

Since the 50 Parking Spots at Aurora High School was included in the LPAT decision what happens now that they do not exist?

I am very surprised that every member of Aurora Council ignored the previous email considering that this is an election year. The last time we were ignored for over a month the apology was that everyone forgot to forward the email to the proper person who could respond directly.

Mitch McGuire  
Aurora

**Machell's Corners**



**A return to the sea of red and white**

By any measure of the sea of red and white before us, it was a remarkable return to form for Canada Day.

After more than two years of not being able to gather as we have always in the past, the arrival of what has been an elusive sense of normalcy was both palpable and comforting.

We were able to meet up and spend quality time with family and friends, take in some of the family-friendly programs our communities had to offer, all capped with dazzling fireworks displays.

Event planning of any kind has been fraught for the last two-and-a-half years.

Once a plan was finalized, it was a crap shoot whether the very next day new public health rules would be handed down by the Province, making months and months of preparation all for naught.

When things got a bit better, long-gestating plans would not have to be fully scrapped but retooled and rethought as gathering numbers were tweaked, expanded or contracted.

Then again, if all the hard work going into such events was able to stay in place, there was the ultimate question of whether or not the public would be ready to come out of their self-imposed bubbles and celebrate with their neighbours again.

Maybe that wasn't the ultimate question; for many people across Canada there was also the question of just what we would be celebrating come Canada Day.

The global pandemic upended our world, even in ways we couldn't begin to fathom before March of 2000. As we had more time in those early days away from whatever rat race we ran in between statutory holidays, it gave us, for better or worse, more time to focus on the issues of the day and what really mattered to us.

For many, it was an enlightening experience as the luxury of time afforded us the opportunity to, perhaps, try to put ourselves into the shoes of others and see the world from their perspective, one that was undoubtedly very different from our own.

But, in some respects, the inability to go about our regular routine created different pressures, some of which spilled over in ways they hadn't previously when we witnessed injustice to others or even the bristle of what we've come to know as our freedoms temporarily limited by obvious circumstances.

Injustices that had been sadly



**BROCK'S BANTER**

Brock Weir

occurring and reoccurring for decades came into sharp new focus, as did the level of energy to go out, health restrictions be damned, and do something about it for your fellow human.

Conversely, what would have in eras past been seen as making a small sacrifice for the greater good was apparently too much to ask for as so many looked narrowly at a very broad-based issue in terms of how it might affect them and only them.

Things that were once safe ground for apolitical discussion turned out to be fraught with politically-charged pitfalls and the most innocuous-seeming circumstances turned out to be anything but, depending on where you were or who you were talking to.

As such, as we returned to a fully-fledged, restriction free, almost-normal-in-a-new-normal Canada Day, I was slightly trepidatious on what to expect on the day itself.

Don't get me wrong, I knew our communities would rise to the occasion and both celebrate what's great about Canada and contemplate some of the not-so-great aspects of where we are with a constructive eye to where we're going – but it was anyone's guess at how the celebration would unfold as a whole across the country.

Thankfully, from this observational standpoint, it was more or less smooth sailing as revellers settled into the festivities.

From my personal perspective, a part in fostering a feeling of celebration and unity were the words of our Governor General Mary Simon.

As this country grapples with fully understanding and appreciating the terrible history of Indigenous-settler relations, I found it heartening to see the first Indigenous person to hold the office of Governor General deliver such a unifying and calming message to all Canadians – without the political baggage that comes with being the

leader of a government or party, serving or aspiring.

“Let me begin by thanking Canadians for their efforts during the pandemic,” she said. “Thank you, Canada, for all your efforts during the pandemic, particularly the frontline workers who made a difference. They're a big part of the reason we can once again be out in the world and I applaud their work. I am delighted that we can once again see friends and family and show love for our country.

“As a country, we must remember that the spirit of celebration doesn't extend to everyone. This day may also be a reminder of what we have lost. Of course, we suffered tragic losses during the pandemic, and increasingly from climate disasters. And I've met with Indigenous peoples who continue to show strength and resilience but still grieve lost culture, languages and lives. This pain is renewed as they uncover locations of unmarked graves at residential schools. We must all work together to walk the road of reconciliation. It begins with understanding and respect.

“You may have heard me speak of 'ajuinnaata' in the past year. It's a phrase in Inuktitut and important to Inuit. It means to never give up, to commit yourselves to action. The spirit of ajuinnaata surrounds us. It's in the perseverance shown during the pandemic. In the tireless work in communities across Canada. And in the determination and hope of our youth to work toward building a Canada that lives up to our dreams.

“As we celebrate Canada Day, I want to encourage people in the same spirit to continue building an inclusive society, one where we can be who we are without judgement, where everyone belongs. Lead with kindness and compassion.”

By leading with those two core attributes, we just might be able to rediscover common ground that has become somewhat eroded over the past two-and-a-half years. Kindness and compassion, along with ajuinnaata, will help us continue building the kind of country that we want, the one we've always aspired to be, and the one we've often told ourselves has been here all along.

Congratulations to all those behind the events that so aptly celebrated our country with a thoughtful and considered balance, as well as to all those who took part. It was nice to be back!



**PHOTOGRAPHY CONTEST**

In "Swimming Back to Trout River" music and its riveting power connects the characters through space and time. Capture the power of music and performance in this year's OBOA photography contest.

**SUBMISSION GUIDELINES**

There are two categories: youth (ages 14 - 17), and adult (ages 18+)  
Images may be digitally altered  
Photographs must be high resolution for print.

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Aurora's Community Newspaper

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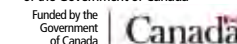
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**LETTERS TO THE EDITOR**

**Reader supports calming measures on Wells Street**

Thank you for your recent article regarding traffic calming on Wells Street.

I live at the south end of Wells Street where drivers really pick up speed. It is particularly dangerous when children are being picked up or dropped off by school buses. Most residents reverse into their driveways as backing out can be very treacherous.

At least one stop sign between Metcalfe and Cousins would definitely help. Two, perhaps at Harrison and Kennedy Street East, would be even better! Harrison and Connaught are close together and where I live would still provide drivers with a good stretch to pick up speed.

Thanks again for raising awareness of this issue and soliciting feedback.

Colleen Mcdonald  
Aurora

**Take back the 407: reader**

Instead of spending \$6+ billion (Doug Ford initially stated that the highways would cost the taxpayer \$6 billion) on new highways, which we all know will blossom to more than twice that cost, let us put that money into public transit.

We can only see the success of other cities and regions in the world that have spent money on public transit, it works and the jobs provided by public transit will be long-term and not the short-term of highway construction.

We need more trains and more buses. Let us put the money there and the effort to make it work.

Lastly, we need to find a way to take back the 407, end the tolls, and make it available to everyone. This highway was supposed to do what Doug Ford is claiming the 413 will do but it isn't because it's too expensive for most people.

Iain Scott  
Newmarket



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**SUBMISSION GUIDELINES**

There are two categories: youth (ages 14 - 17), and adult (ages 18+) Images may be digitally altered Photographs must be high resolution for print.

Winning photographs will be published in The Auroran. Winners will be announced at the OBOA Grand Finale on Saturday, October 22. APL employees/Board/judges and their immediate families are ineligible to win.

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**Machell's Corners**



**"We're living in the electric age. All you need to do is flip a switch"**

As Friday wore on, I couldn't help but think of an old I Love Lucy episode as I tried to get creative in getting what needed to be done...done without some of the necessities in doing so.

In this particular episode, Lucy and Ethel, fresh from washing a plethora of dishes in the kitchen while their husbands refrained from lifting a finger in the comfort of the living room, square off with Ricky and Fred about how easy each other has it thanks to the wonders of modern-day conveniences.

The women have it easy, the men argued, because with the advent of the automatic washer and dryer, refrigerator and so forth (apparently not a dishwasher) all they needed to do to complete their domestic drudgery was "flip a switch."

Naturally, those who had been doing the drudgery disagreed and what followed was a battle of the sexes scenario to see who could do without "modern conveniences" the longest. Want to go grocery shopping? Bake your own bread and churn your own butter. What to get rid of overnight stubble before heading off to work? Don't even think of the safety razor. Or even water hot from the tap, for that matter.

So, as one of our largest telecom giants left a significant chunk of the country offline last week, in many respects it seemed like we had collectively been thrown back to that fabled period so gag-worthily known as "a simpler time."

Although, as a newspaper editor, there's precious little one can do to finish the day with a straight razor or a butter churn.

My day usually begins with a terrible habit: reaching for the phone left beside my bed, contrary to all sensible advice on getting a good night's sleep. It's not kept there for the purpose of scrolling endlessly through a social media platform, although I freely admit to falling in that trap...well, more times than I care to admit, it's a matter of starting the day catching up on the news that may have happened overnight.

And, if the last two-and-a-half years has taught us anything, it's that a lot can happen around you when you're charging up for the day ahead. Case in point, when I went to bed Wednesday night, Boris Johnson was still clinging to power as the UK's Prime Minister. By the time I opened my eyes the next day, he'd already announced his resignation upon the selection of his successor.

The next night brought the very sad news that former Japanese Prime



**BROCK'S BANTER**

Brock Weir

Minister Shinzo Abe had been the victim of an assassination attempt. As the Friday morning sun woke me up, I reached over, braced, to find out whether the attempt had been successful and found – nothing. Back to the ol' radio to, unfortunately, learn his tragic fate.

No data, no wifi, and, without a traditional landline, no connection to the outside world.

People often boast about taking the bold step of "cutting the cord" as far as cable television is concerned, but I'd wager those boasts don't extend to having the fragments of the cord cut out from beneath them.

Personally, I have no shame in admitting to feeling a bit claustrophobic not having information as readily at my fingertips, a gentle reminder that I all too often take this privilege for granted. Finally, the lightbulb went off. I was able to connect again at the public library – along with, it seemed, most of our neighbours. Thank goodness for such a resource!

When I was able to connect, albeit temporarily as I had to head back to the office where the traditional land line was keeping me grounded, I had time to think about the breadth of our collective situation.

Taking in feedback from other residents gathered at this electronic watering hole, their days were negatively impacted in just about every way, from kids and parents trying to communicate and coordinate, people looking to get money out of their banks, depending on which service their financial institution subscribed to, people unable to tap their card on their afternoon Tim Hortons' run as their debit and credit systems were knocked offline, and the list went on and on.

As the dust continues to settle this week, it will be interesting for all the wrong reasons, to see the full impact of the outage on residents and neighbours alike.

Just how much money did businesses lose by being forced to go back to a cash only system? Just how big of a hit has consumer confidence taken, knowing that when one system goes down, for instance, they may not be able to access their hard-earned money? Most importantly, just how many residents have been impacted in long-term and even permanent ways, with emergency calls being very difficult to make?

If there is a silver lining to be had here, and, when it comes down to it, I'm always looking for them (sometimes to my own detriment) maybe it's the starkness of Friday's reminder of just how reliant we are on technology and, compared to other nations, a dearth of providers we call upon to keep things humming.

Maybe it is also timely reminder of how vulnerable we are in this situation and a wake-up call for the powers that be that more needs to be done to protect it.

While technologies we enjoy offered me, with some out-of-the-box thinking, some creative workarounds to get the job done with a traditional landline and a laptop and phone connected wirelessly to precious little else than our office printer, it has also set us up for a situation that when things grind to a halt, it's more impactful than ever.

The speed at which we live our lives today is unique to this snapshot in time.

It's much faster than it was 20 years ago and it will likely, for better or worse, be much slower compared to 20 years hence, but it is always nice to live in the here and now.

Our early settlers in what was once Upper Canada in 1837, for instance, went about their business, including the business of government, for several months not knowing that across the pond King William IV had died and they were now living in the Victorian Era.

By the time of Queen Victoria's death in 1901, the news reached our shores in mere minutes thanks to the telegraph, an invention which drastically shaped the era that had just come to a close.

Nowadays we live in an instant world – of news, of information right at our fingertips, and even of food and gratification. How odd it feels when the instantaneousness we've become used to suddenly grinds to a halt.

While it is nice to disconnect, even for just a little while, it is only nice when it's done on your terms. Or, in the case of Lucy, Ricky, Fred and Ethel, when fifty smackers are on the line...adjusted from 1952 to account for inflation, of course.

**THE AURORAN**  
Aurora's Community Newspaper

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To submit a letter to the editor, please send your email to brock@lpcmedia.ca  
Deadline for submissions is Sunday at 1 p.m.

# THINGS you Ought To Know

## THROUGH JULY 15

The Aurora Cultural Centre presents Backstories: The Researching Artist as Traveller and Interviewer. A solo exhibition and sale in the Centre's temporary gallery space at Town Hall, the exhibition is now online through July 15. Andrew Cheddie Sookrah's vast and varied practice is rooted in geographic exploration and spiritual expression. He is inspired by the essence of a place, the spirit of its peoples, and the inseparable connections they have to each other and the natural world. Backstories: The Researching Artist as Traveller & Interviewer exhibits paintings, drawings, and sculptures taken from Sookrah's life as both traveller and artist. Recognized for his bright and expressive technique, Sookrah takes us on a journey through rivers, lands, and into the intimate solitudes of his studio during a time of limited movement; The COVID-19 pandemic.

## JULY 18 - 22

The Aurora Historical Society presents Time Travellers Summer Camp from 9 a.m. to 4 p.m. at Hillary House National Historic Site. Suitable for ages 7 - 11. Jump in the time machine and get ready for a trip through the ages! Campers will travel around the world and explore the Middle Ages, Ancient Egypt, Greece and Rome, the Wild West, Early Settlers, and

even the Roaring Twenties! Cost: \$150 per camper. For more information, visit 905-727-8991 or visit aurorahs.com.

## FRIDAY, JULY 22

The Aurora branch of the Royal Canadian Legion celebrates Christmas in July today from 11.30 a.m. to 1 p.m. with a special lunch. The traditional dinner will be prepared by Chef Michael from Zest Up Your Life. The luncheon will be served in the lounge or on our patio. Tickets are available now from the Legion Bar.

## SATURDAY, JULY 23

The Aurora Historical Society will present Yoga at the Manor from 10 - 11 a.m. Relax your mind while strengthening your body on the serene Hillary House grounds. Suitable for ages 13 and up, beginner and intermediate fitness level. Today's theme: Yoga Movement & Meditation. \$10 per class. Bring your own yoga mat. For more information, including reserving your spot, visit aurorahs.com or call 905-727-8991.

## JULY 25 - SEPTEMBER 17

The Aurora Cultural Centre presents Backwards and Forwards: Reflections in Porcupine Quills, a solo exhibition by Vanessa Dion Fletcher. Recent quillworks (2020-present), ranging from

intimate pieces on paper to large mural installations, at the core is a negotiation between the artist's hands and porcupine quills. Vanessa Dion Fletcher is a Lenape and Potawatomi neurodiverse Artist. Her family is from Eelūnaapëewii Lahkëewiitt (displaced from Lenapehoking) and European settlers.

## THURSDAY, SEPTEMBER 29

The Aurora Public Library, as part of the One Book One Aurora Program, presents An Evening with Jan Wong at 7 p.m. Jan Wong went to China as a starry-eyed Maoist in 1972 at the height of the Cultural Revolution. Learn about her experiences and how her love affair began to sour as she became aware of the harsh realities of Chinese communism. A talk followed by a Q&A period. Tickets are available beginning August 1. To register, visit bit.ly/3rFdZhL.

## CONTINUING

Partagez le Francais: Ce groupe accueille les ADULTES / 18+ (des francophones aux débutants capables de converser) - qui cherchent à mettre en pratique leurs compétences Conversationnelle en français. Over Zoom with a nominal fee of \$2.50. RSVP by visiting meetup.com/Partagez-le-francais. For more information, email partagez.york@outlook.com.

\*\*\*\*

Support AbuseHurts' Delivering Hope Full Circle Program textile recycling and donation program. In the current COVID climate, a greater number of people are wanting to donate or get rid of unwanted items, increasing the need for more outlets being available to receive the items. This program will provide a convenient way for people to donate or get rid of used/unwanted clothing, blankets, linens and furniture and will help lessen the amount of items ending up in landfills. Materials that were previously perceived as waste will now be seen as a valuable resource further encouraging redistribution. The items will be recycled in the following ways: To be given to individuals who are survivors of violence and are transitioning from shelters into new homes; To be sold in our store; To be sold to a textile recycler, which makes for an ongoing source of funding for Abuse Hurts enabling them to provide their services to the thousands of people that require them each year. When and Where: Monday and Wednesday, every week, 10 a.m. - 4 p.m., with 30-minute time slots - only 1 drop off per time slot. If you do not have an appointment, we cannot accept your donation. The Abuse Hurts Warehouse is located at 1208 Gorham St, Unit 4, Newmarket - rear unloading dock. Visit AbuseHurts.ca to select your drop off time slot.



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## The Aurora Museum & Archives is... Waving the Flag!

We all know the internationally iconic Canadian flag, which was officially adopted in 1965. The familiar red and white design was just one of several proposed, and was based on the Royal Military College's flag, but with a single 11-pointed maple leaf. This alternate flag (2015.11.215) is known as the "Pearson Pennant" as one-time Aurora resident Lester B. Pearson promoted this design in 1964 during his term as Prime Minister. The blue is meant to represent "from sea to sea" and the trio of leaves is reminiscent of the arms of Ontario and Quebec. Which would you have chosen?

Each year we are required to sit as members of the Audit Committee to hear a report from our external auditors concerning the financial statements for year end and the audit plan moving forward.

On Tuesday, June 28, Council had representatives from BDO Canada present the 2021 Audit as well as the 2021 financials.

As always, our audit was a clean audit (meaning no financial irregularities of any kind); but even better than that, it was great to hear from our auditors that our Town is in such a strong financial position – our capital assets continue to grow, as do our liquid assets which are at a very healthy \$90 million.

We have continued to invest in our Town's capital assets while at the same time maintaining a budget surplus and the extensive services our residents expect; an extraordinary demonstration



### GETTING THINGS DONE

Mayor  
Tom Mrakas

of our collective efforts to build a secure, strong fiscal position for our community. Everyone from Staff to Council working together over this term, have done a tremendous job managing our financial resources. As a result, our Town is in a financial position that is the envy of many municipalities. All this while maintaining, over the course of this term of Council, the lowest four-year tax rate in 20 years!

This Council continued to make record investments in our community, improving the services that are provided and growing our community appropriately – from a new gym to be built at the SARC to the new Town Square in our downtown.

These are assets that will benefit our Town for generations. I'm proud of Council for continuing to push forward, bringing the future to the present all while remaining fiscally responsible.

Once again, showing that this Council strives to provide the best services at the best possible price and will continue to do so as we move forward.

This doesn't happen by accident; this happens because of the team working together for a positive future in our Town. That's how you get things done.

As always, if you have any questions or concerns, please contact me by email [tmrakas@aurora.ca](mailto:tmrakas@aurora.ca) or by phone 905-726-4746. I am here for you.

## Top 10 reasons why I love Aurora

Twelve years ago, your writer produced a column entitled, "The Top Ten Reasons why I love Aurora". I then updated this a few years back.

With the further passage of time, I think it is appropriate to refresh my list.

In my previous columns on this topic I had listed Volunteers as #6 and the Santa Claus Parade as #2, but I have now switched their spots.

The reason for doing this is based on my experience from the other night.

I walked down to Machell Park and it was such a welcoming sight to see. Unlike during my walks over the last few years when the park was empty, where yellow police tape draped the children's playground and Town Notices were visible that no one was to use either soccer or baseball fields, this time there were tons of children playing soccer and baseball and utilizing the playground area.

There were also a huge number of parents either watching the games, or acting as coaches or assistants or referees.

I stood there for 15 to 20 minutes and watched the different games and practices and it was fantastic to hear all the laughter; when just a year ago on this very field there was silence.

It made me feel as if - slowly (because of the COVID variant that it out there) – that life was getting somewhat back to normal.

With all due apologies to David Letterman, here are the Top 10 reasons why I love Aurora;

10) Aurora has an abundance of parks and green spaces. There are also some magnificent trails that our family takes advantage of.

9) Aurora Chamber Street Festival – the combination of forty-thousand people, the atmosphere, the food plus usually fantastic weather is usually a



### FRONT PORCH PERSPECTIVE

Stephen Somerville

great way to spend a June afternoon.

8) Our family is blessed with having fantastic neighbors. We have also developed many friendships with fellow members of the Aurora Leisure Complex.

7) The size of Aurora and its proximity to other communities is just about right. We are close enough to Toronto for those of us who travel to work but also far enough away to maintain that "small town" feel. Aurora is also not so small that it is a "one horse town", as there are plenty of things to do.

6) The Santa Claus parade is for me symbolic of our smalltown nature. Nothing beats having the parade at night, even better if there is a light dusting of snow on the ground and if the air is not too cold. It is an absolute joy seeing all the families lined up along Yonge Street waiting patiently for Santa. It is a "must attend" event for our family.

5) The Auroran – It is important that we have a newspaper that is dedicated to our community by dealing with only local issues. The community events calendar contained within The Auroran is an important piece of keeping us informed on local activities. I also like the fact that a lot of editorial space is reserved for reader feedback; this is one of the key reasons

for the success of the newspaper. I have changed my mind on some issues as a result of various letters to the editor.

4) The mural on the wall of the building located at the corner of Yonge and Wellington is something entirely unique to our community. I would like to see something similar done, but showing people places or events that are either unique or originated in Aurora, at other locations as you enter or exit the Town.

3) War Memorial - for your writer, the Cenotaph is a place of reflection, solitude and introspection. The valor and selflessness of the fine men memorialized there is most humbling. In its entirety, the two structures are a simple and regal monument to the fallen.

2) Volunteers – I am struck by the impressive nature of volunteerism that goes on around us here in Aurora. Many local groups support events such as the Street Festival, the Aurora Home Show and the Halloween Event. It is also great to see the number of children playing organized soccer, baseball and hockey in Aurora and they would not be doing so if not for the volunteer coaches and administrators.

And still the number one reason why I love Aurora is...my wife Julie. She was raised and has lived most of her life in Aurora. And besides, if I don't install Julie as the number one reason, I will never hear the end of it!

Additionally, I would have to equip the tool shed in the backyard (which would henceforth become known as my new sleeping quarters) with carpeting, cable television (including the Golf Channel and CPAC) bar fridge and a shower!

Stephen can be contacted at  
[stephengsomerville@yahoo.com](mailto:stephengsomerville@yahoo.com)



## Welcome to Library Land

By Reccia Mandelcorn

When I visit my daughter's home in east end Toronto, I love watching the people who stop by her Little Free Library in her tiny front yard. It was one of the first ones in her neighbourhood. She commissioned it from two girls in Grade 12 who built it as a school construction project. Throughout the day, people stop by to see what serendipitous reads they can find – or to drop off a book they hope someone else will enjoy. Sometimes there is a theme running through the donations; feminist critique, Canadian poetry or mystery thrillers. And it makes you wonder which neighbour is moving or downsizing to make room for new books.

I have since seen many similar structures popping up in front lawns in Toronto and most happily, recently in Aurora. Some are quite elaborate in construction with ornate designs, some are miniatures of the owner's residence, and some even have two floors; one for children and one for adults.

To establish an official Little Free Library, you can apply for a charter sign. This means that for a small charge, your library will be recorded by the organization and put on their map. You'll receive a metal nameplate and book giveaways, plus be part of an international community of book lovers. But you can also go indie and simply create your own.

Avid readers love public libraries because there is no limit to the abundance of books to enjoy on any subject or in any genre you could ever want. And it's all publicly funded. But book lovers also want to own their own books to keep forever or to enjoy until their shelves need to make room for new books. Space is definitely a challenge for a true bibliophile.

APL's OneBookOneAurora community initiative adapted the concept of the Little Free Library to get as many people reading and discussing the same book at the same time. This year's selection is "Swimming Back to Trout River" by Linda Rui Feng, a beautifully written exploration of family, art, culture, immigration and love. Every summer, we put out a little free library with multiple copies of the book. These do not have to be signed out, but we ask readers to read and return the book for the next reader to enjoy. In mid-July, we will be expanding the initiative by placing a little free library at the Aurora Seniors' Centre.

Library Land exists in many shapes and sizes. What is common is a shared love of reading and a belief that books should be accessible to everyone regardless of their ability to pay. And as we come to understand the importance of the environmental three R's, what can be better than passing the books you've purchased on to another reader? Besides – it's a great way to meet your neighbours.

*What I've been reading:*

- Cascade by Rachel A. Rosen
- The Spectacular by Zoe Whittall
- When We Lost Our Heads by Heather O'Neill
- Little Known Monsters of the 21<sup>st</sup> Century by Kim Fu

*Reccia Mandelcorn is the Manager, Community Collaboration at Aurora Public Library. The opinions expressed in this column reflect her personal thoughts about the engagement of community with their public library.*

### THIS WEEK'S NEW POLL

Did you adopt a pet during the pandemic?

Yes No

[www.theauroran.com](http://www.theauroran.com)

RESULTS TO DATE

July 12, 2022

YES  
0%

NO  
100%

# Great APL Cookbook serves up tasty treats with a dash of literary love

BY BROCKWEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

“If you could invite three people to dinner, living and dead, who would it be?”

We’ve often been asked this philosophical question, with the answers being as unique and illuminating as the individual.

But, the Aurora Public Library (APL) is now going one step further: What would you serve?

That’s the question APL is asking local booklovers as they create The Great APL Cookbook.

“Readers and foodies often share a strong bond,” says the APL. “There

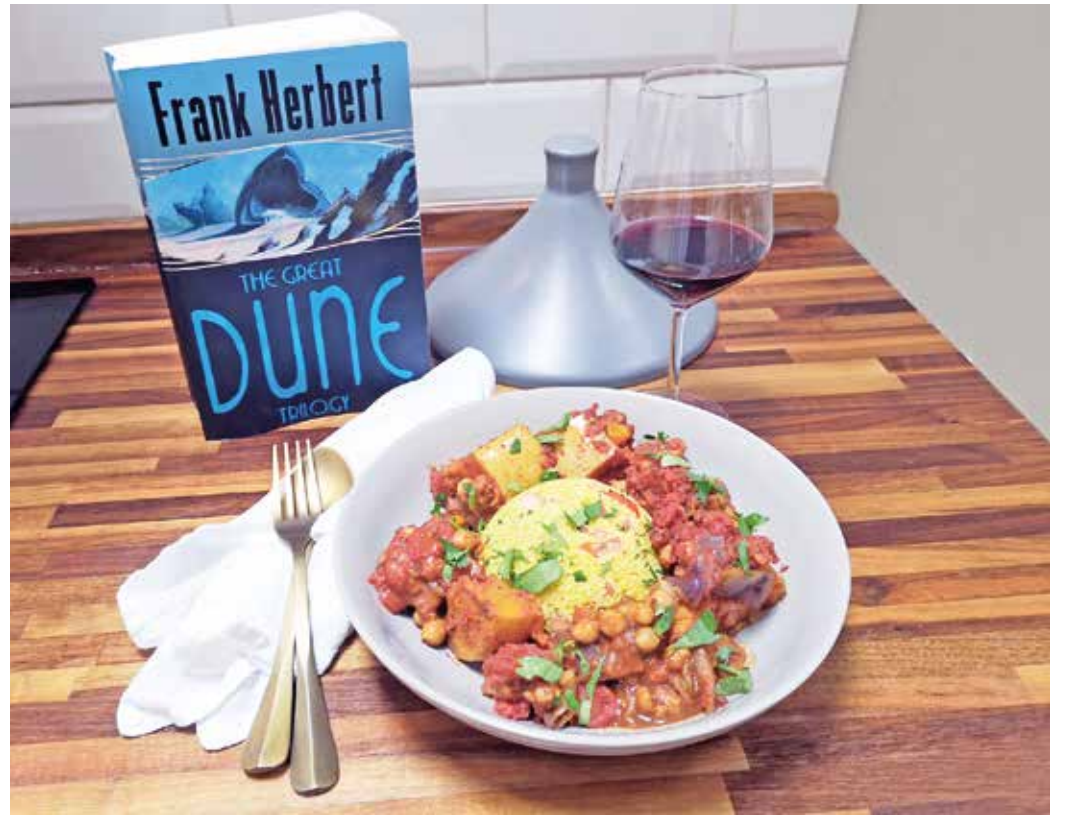
are many cookbooks based on the foods literary characters savoured in the novels they appeared in, but what would you cook for your favourite literary character if you could invite them to dinner at your house or restaurant?”

Answers to these questions from across the community will form the basis of The Great APL Literary Cookbook, an initiative inspired by Irish sci-fi writer Rohan O’Duill, a professional head chef, whose “Fiction to Sink Your Teeth Into” column caught the eye of Reccia Mandelcorn, APL’s Manager of Community Collaboration.

“I thought it could be very creative,” she says of this Aurora-wide endeavour. “I also thought it would allow people to share recipes from different cultures and family favourites that were handed down. One of the recipes Rohan featured in the newsletter is the novel Cascade by Rachel Rosen. Rachel is a member of the APL writer’s group and one of her characters happens to be Tamil. What he did is posted a recipe for ‘Medu Vada’ which are actually Tamil donuts. They were inspired by his favourite character in her novel, Sujay, and she is a young political intern who is also a magic-affected individual. Our community would be participating but it could be any novel. It could be Dostoyevsky or something a local author has written.

“We did a really interesting collaboration with the York Region Food Network where we produced three small cookbooks as part of the Culinary Traveller program. The community loved them and we had to put that project on hold because of COVID. So I thought something like the Great APL Literary Cookbook would fill the void of missing the Culinary Traveller.”

The Library has put out the call to everyone in the community, including



Frank Herbert’s Dune inspired a culinary creation from author Rohan O’Duill.

Contributed photo

restaurants, the York Region Food Network, and even local seniors’ groups who might have a bevy of recipes to share with the community.

It can be a recipe inspired by a character in a book, by a character’s taste, something they are described as eating within the book’s pages – and you can even take a reverse approach to the project by identifying one of your favourite recipes and finding a book or character to fit the bill of fare.

“I would cook a stir fry for Linda Rui Feng, author of Swimming back to Trout River, which is our One Book One Aurora featured book this year,” says Ms. Mandelcorn of her personal approach to the assignment. “I would hope that because she herself is knowledgeable about that kind of cooking that she would appreciate my very humble attempt to create a recipe based on cooking that she might have grown up with.

“We invite people to peruse our cookbook collection and we have a wonderful online resource called A-Z World Food. It has foods from all over the world and it is a great opportunity to try out some recipes. When you come up with one you enjoy, think about whether that would be something you would like to cook for your favourite character in a book.”

If you’re interested in making a contribution to The Great APL Cookbook, you can send your submissions, along with the cover of the book and a mouth-watering picture of the finished dish, to Lucy Frechette at [lfrechette@aurorapl.ca](mailto:lfrechette@aurorapl.ca).

The submission deadline is Friday, October 21.

Selected recipes will be feature in the book – in print and online – and those whose recipes have been picked will also receive a gift certificate to a local business.



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## Second suite owners could face fines if apartments aren't up to code

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM INITIATIVE REPORTER

There needs to be a financial implication if the owners just don't allow entry to check for safety."

Council members were generally supportive of the motion, but questioned what was already on the books.

Councillor Rachel Gilliland, for instance, asked how this will impact secondary suites that are not on the Town's radar.

"If someone was to suspect there was a secondary suite and yet it wasn't registered, as far as having sufficient evidence to do an inspection that we're required to have entry or gain entry – if [this motion] dealing with something that is known in the public but might not be registered, how is this motion going to help you gain any entry if you're going to have challenges getting any proof?"

Techa van Leeuwen, the Town's Director of Building & Bylaw Services, said you need to have the permission of the tenant or property owner to enter, but there is also the option of seeking a search warrant if there is evidence.

"We would have to collect evidence," she said. "It could be witness statements that are observing people living there, or other evidence that would then be submitted to the courts and a Justice of the Peace would approve the search warrant. It's quite a lengthy process and can require a lot of documentation to support that search warrant."

Added Councillor Michael Thompson: "I am supportive of the idea of bringing it forward and having a fulsome conversation around updating it to ensure the tools and resources that are necessary so staff can ensure the safety of these types of suites and/or identify them and remedy them should they be necessary."

Should new measures come to pass, Councillor Gaertner says the idea is to get in touch with the homeowners and given them notice of entry along with a timeline "of a few weeks."

"The chances of the inspectors going in to check for safety improve, but what will really improve is if we put in penalties if the homeowners do not allow our inspectors to come in," she said. "There are many second suites in Aurora, it's impossible to try and go to every second suite and check them for safety, therefore we do go to the ones where neighbours have complained and usually it is quite easy to see if there is a second way.

"We need to put some teeth into this. It is going to become an increasing problem."

As housing affordability and availability continue to be a challenge, secondary suites like basement apartments need to be kept up to snuff.

This was the decision of Council last week, which approved a motion from Councillor Wendy Gaertner calling for existing bylaws on these dwellings be given "more teeth" to protect tenants.

The motion calls for the bylaw to be updated for safety reasons, including ensuring a house has a working hard-wired fire alarm system and a second means of emergency escape.

Property owners who block inspectors from accessing the secondary suites should also face fines, Councillor Gaertner suggested.

"It is very clear that a second unit is not allowed in a house unless it has been inspected by the Building Department and that inspection is in place to ensure safety as required by Building and Fire codes," said Councillor Gaertner. "Once that is confirmed by staff, the secondary dwelling is registered. As it exists now, we have hundreds of these second units in Town that are not registered and, therefore, are not inspected for safety. With the cost of housing and the deficit of rental units, I think it is reasonable to expect that Aurora will see an increase in this type of housing. The motion I put forward is meant to address the existing units that have been recorded by the public to the Building Department and the outstanding building permits for second suites.

"Key to this is the ability for building inspectors to gain entry into a home, into a second suite, to check on safety features and, in particular, the most important one is a second way to get out of the dwelling in case of fire and to ensure that the fire alarm was hard-wired so that if there is a fire in the upper floor that the lower floor, the basement unit is notified of the fire."

But the reality is, she says, is sometimes building inspectors are denied entry, a situation she described as "problematic." To address this, the Town needs to "send a notice to the owner of a house that an inspection is required, including a timeline in which the house must be inspected and I don't think this is being done right now."

The second option in ensuring access is a monetary penalty.

"If an inspection is refused by the homeowner, what recourse do we have at the moment? We need to put teeth in it.

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- July 14 - Flailing Shalaleighs
- July 21 - Dave Toms
- July 28 - Lemon Pistols

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### SUBMISSION GUIDELINES

There are two categories: youth (ages 14 - 17), and adult (ages 18+) Images may be digitally altered Photographs must be high-resolution for print.

Winning photographs will be published in The Auroran.

Winners will be announced at the OBOA Grand Finale on Saturday, October 22.

APL employees/Board/judges and their immediate families are ineligible to win.

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## MP'S REPORT

From page 5

Natural Infrastructure Fund (NIF). The \$200 million NIF supports building community awareness of the value of natural infrastructure. It will bring noticeable benefits to communities across Canada by improving access to nature, providing cleaner air and water, protecting and preserving biodiversity and wildlife habitats, and mitigating carbon emissions. This funding program is key to the Government of Canada's ongoing efforts to build a healthier and more inclusive future for everyone. Investing in natural infrastructure will reduce emissions, create good jobs and address climate-related challenges that communities are facing across the country.

Municipalities, local governments, provinces or territories, public sector bodies, Indigenous organizations, not-for-profit, and for-profit organizations in partnership with other eligible applicants outside the private sector, can apply for up to one million dollars in federal funding to restore and enhance natural infrastructure like urban forests, street trees, wetlands, living dykes, bioswales, and naturalized coastal restoration.

### Final Settlement Agreement on Compensation Signed for First Nations Children and Families

This past month, Canada, the Assembly of First Nations (AFN), and the plaintiffs in the Moushoom and Trout class actions announced that a final settlement agreement has been signed regarding compensation for First Nations children and families harmed by discriminatory underfunding of the First Nations Child and Family Services program.

Together, the Parties arrived at this settlement agreement – the largest in Canadian history – which recognizes harm to First Nations children and their families. The agreement ensures fair compensation for survivors and their families who suffered because of the discriminatory underfunding of services.

While no amount of compensation can make up for the grief and trauma caused by the actions of the Canadian Government, this final settlement agreement is an important step forward to acknowledging the harm done and beginning the hard work of healing.

We must all work together to ensure that every First Nations child has equal opportunity to succeed, surrounded by family, culture, and community.

*My offices are open for inquiries and assistance via e-mail at [Tony.VanBynen@parl.gc.ca](mailto:Tony.VanBynen@parl.gc.ca) or by phone at 905-953-7515. You can also sign up to receive bi-weekly e-mail updates on [vanbynen.ca/get-updates](http://vanbynen.ca/get-updates).*

## THINGS you Ought To Know

JULY 18 – 22

The Aurora Historical Society presents Time Travellers Summer Camp from 9 a.m. to 4 p.m. at Hillary House National Historic Site. Suitable for ages 7 - 11. Jump in the time machine and get ready for a trip through the ages! Campers will travel around the world and explore the Middle Ages, Ancient Egypt, Greece and Rome, the Wild West, Early Settlers, and even the Roaring Twenties! Cost: \$150 per camper. For more information, visit [905-727-8991](http://905-727-8991) or visit [aurorahs.com](http://aurorahs.com).

WEDNESDAY, JULY 20

Aurora's Concerts in the Park Summer Series presents "Natural Elements," a tribute to Aretha Franklin, Gladys Knight and Chaka Khan. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

FRIDAY, JULY 22

The Aurora branch of the Royal Canadian Legion celebrates Christmas in July today from 11.30 a.m. to 1 p.m. with a special lunch. The traditional dinner will be prepared by Chef Michael from Zest Up Your Life. The luncheon will be served in the lounge or on our patio. Tickets are available now from the Legion Bar.

SATURDAY, JULY 23

The Aurora Historical Society will present Yoga at the Manor from 10 - 11 a.m. Relax your mind while strengthening your body on the serene Hillary House grounds. Suitable for ages 13 and up, beginner and intermediate fitness level. Today's theme: Yoga Movement & Meditation. \$10 per class. Bring your own yoga mat. For more information, including reserving your spot, visit [aurorahs.com](http://aurorahs.com) or call 905-727-8991.

JULY 25 – SEPTEMBER 17

The Aurora Cultural Centre presents Backwards and Forwards: Reflections in Porcupine Quills, a solo exhibition by Vanessa Dion Fletcher. Recent quillworks (2020-present), ranging from intimate pieces on paper to large mural installations, at the core is a negotiation between the artist's hands and porcupine quills. Vanessa Dion Fletcher is a Lenape and Potawatomi neurodiverse Artist. Her family is from Eel naapeewii Lahkewiitt (displaced from Lenapehoking) and European settlers.

WEDNESDAY, JULY 27

Aurora's Concerts in the Park Summer Series presents "The Travelling Milburys" a tribute to the Travelling Wilburys: Bob Dylan, George Harrison, Jeff Lynne, Roy Orbison, and Tom Petty. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

WEDNESDAY, AUGUST 3

Aurora's Concerts in the Park Summer Series presents "Ultimate Urban and Shania Twain" a tribute to the Keith Urban and Shania Twain. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

THURSDAY, SEPTEMBER 29

The Aurora Public Library, as part of the One Book One Aurora Program, presents An Evening with Jan Wong at 7 p.m. Jan Wong went to China as a starry-eyed Maoist in 1972 at the height of the Cultural Revolution. Learn about her experiences and how her love affair began to sour as she became aware of the harsh realities of Chinese communism. A talk followed by a Q&A period. Tickets are available beginning August 1. To register, visit [bit.ly/3rFdZHL](http://bit.ly/3rFdZHL).

CONTINUING

Partagez le Français: Ce groupe accueille les ADULTES / 18+ (des francophones aux débutants capables de converser) - qui cherchent à mettre en pratique leurs compétences Conversationnelle en français. Over Zoom with a nominal fee of \$2.50. RSVP by visiting [meetup.com/Partagez-le-francais](http://meetup.com/Partagez-le-francais). For more information, email [partagez.york@outlook.com](mailto:partagez.york@outlook.com).

\*\*\*\*

Support AbuseHurts' Delivering Hope Full Circle Program textile recycling and donation program. In the current COVID climate, a greater number of people are wanting to donate or get rid of unwanted items, increasing the need for more outlets being available to receive the items. This program will provide a convenient way for people to donate or get rid of used/unwanted clothing, blankets, linens and furniture and will help lessen the amount of items ending up in landfills. Materials that were previously perceived as waste will now be seen as a valuable resource further encouraging redistribution. The items will be recycled in the following ways: To be given to individuals who are survivors of violence and are transitioning from shelters into new homes; To be sold in our store; To be sold to a textile recycler, which makes for an ongoing source of funding for Abuse Hurts enabling them to provide their services to the thousands of people that require them each year. When and Where: Monday and Wednesday, every week, 10 a.m. - 4 p.m., with 30-minute time slots - only 1 drop off per time slot. If you do not have an appointment, we cannot accept your donation. The Abuse Hurts Warehouse is located at 1208 Gorham St. Unit 4, Newmarket - rear unloading dock. Visit [AbuseHurts.ca](http://AbuseHurts.ca) to select your drop off time slot.

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# THINGS you Ought To Know

summerconcerts.

**WEDNESDAY, AUGUST 10**

Aurora's Concerts in the Park Summer Series presents Soul Up Top. This seven-piece ensemble has a fabulous horn and rhythm section that performs R&B Soul classics from the past to the present. Enjoy music from Stevie Wonder, Marvin Gaye, Otis Redding and many others. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

**WEDNESDAY, AUGUST 17**

Aurora's Concerts in the Park Summer Series presents Desire: Tribute to U2. Desire brings to the stage a unique combination of showmanship and style that is rooted in a magnificent grasp of the musical intricacies behind U2. Desire is the total package. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to

attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

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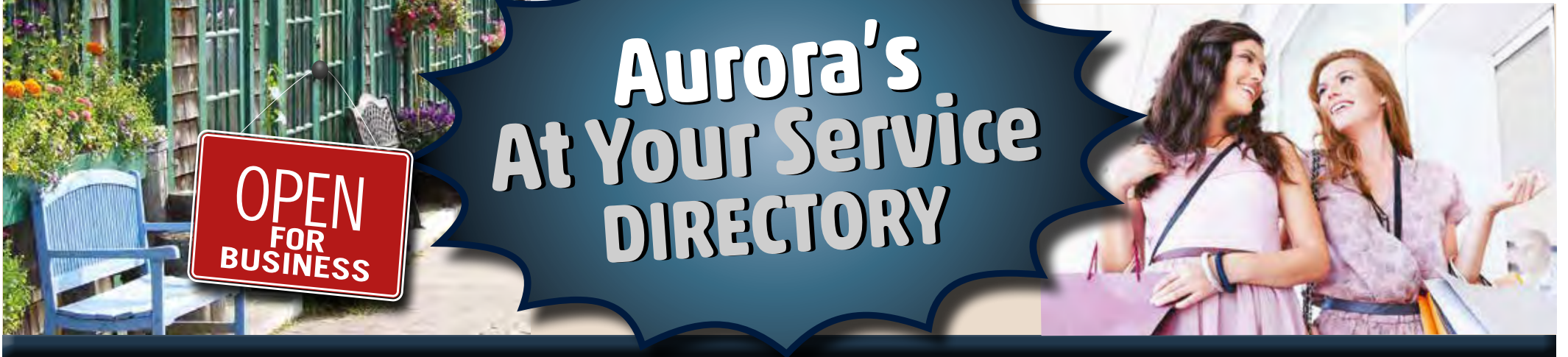
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# Dawn GALLAGHER MURPHY

## MPP Newmarket – Aurora

I would like to congratulate all the recipients of the Newmarket African Caribbean Canadian Association scholarship awards. It was a great ceremony and I thank NACCA for giving me the opportunity to address these young scholars!



*Building Our Community Together!*

905-853-9889 | Dawngallaghermurrymppy.ca | Dawn.Gallaghermurry@pc.ola.org

# Back-to-school will mark return to normal academic year, says Province

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

It's almost back-to-school season and as families prepare for the 2022-23 academic year, they are doing so with more certainty than they have had since 2019.

On Monday, Education Minister Stephen Lecce announced Ontario's Plan to Catch Up.

The Plan, said the Province, aims to get students "back in classrooms, on time, with the full school experience, including extra-curriculars like clubs, band and field trips."

"Our government is looking ahead as

we remain squarely focused on ensuring students receive the best stable learning experience possible, and that starts with them being in class, on time, with all of the experiences students deserve," said Lecce in a statement. "We have a plan for students to catch up, including the largest tutoring program in Ontario's history, a modernized skills-focused curriculum to prepare students for the jobs of tomorrow and enhanced mental health supports."

The plan is focused on five key areas:

- Getting kids back in classrooms in September, on time, with a full school experience that includes extra-curriculars like clubs, band, and field trips;
- New tutoring supports to fill gaps in learning;
- Preparing students for the jobs of tomorrow;
- Providing more money to build schools and improve education; and
- Helping students with historic funding for mental health supports.

"With almost 50,000 children benefiting from Ontario's tutoring investments every week, and summer learning programs underway Province-wide, Ontario's plan is getting students back on track," Lecce continued. "With an emphasis on getting back to basics, our government is focused on strengthening life and job skills in the classroom, so that students graduate as financially literate, technologically savvy, emotionally intelligent leaders, ready for the jobs of tomorrow."

As of the beginning of April 2022, Ministry-funded tutoring programs were underway across Ontario, said the Province. From May to June 2022, on average, approximately 49,000 students participated in tutoring programs each week, with an average group size of less than five students to provide tailored and focused support.

The Ministry of Education says more than \$26.6 billion has been allocated for

this school year.

More than \$175 million will go towards enhanced tutoring programs delivered by school boards and community partners with a focus on reading, writing and math.

A further \$304 million in "time-limited funding" will be earmarked to hire up to 3,000 "frontline staff, including teachers, early childhood educators, educational assistants, and other education workers" and \$14 billion to build new schools, classrooms, and to repair and renew existing schools, with \$2.1 billion allocated for this academic year.

Additional funding will support students with exceptionalities through a \$93 million increase in funding for the Special Education Grant and over \$9 million in funding to support the new de-streamed grade nine program, with an emphasis on supporting students most at risk including students from racialized, Black, immigrant, and Indigenous communities.

"With supportive policies and programs delivered by the Ministry, school boards and partners, Ontario students have overcome many of the challenges of the pandemic, and graduation rates continue to rise," said the Ministry of Education in a statement. "In 2020-21, 84.2 per cent of the 2016-17 grade nine cohort of students received their high school diploma within four years and 89 per cent of students received their high school diploma within five years.

"Since August 2020, more than \$665 million has been allocated to improve ventilation and filtration in schools as part of the province's efforts to protect against COVID-19. These investments have resulted in improvements to existing ventilation systems; deployment of over 100,000 standalone HEPA filter units and other ventilation devices to schools; upgrades to school ventilation infrastructure; and increased transparency through public posting of school board standardized ventilation measure reports."



## THE POWER OF MUSIC

### PHOTOGRAPHY CONTEST

In "Swimming Back to Trout River" music and its riveting power connects the characters through space and time. Capture the power of music and performance in this year's OBOA photography contest.

#### SUBMISSION GUIDELINES

There are two categories: youth (ages 14 - 17), and adult (ages 18+) Images may be digitally altered  
Photographs must be highresolution for print.

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Contest Deadline: Friday, September 30, 2022

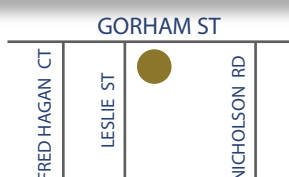
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[Joseph Quigley](#)  
about 18 hours ago

## Podcast offers 'moving' stories about York Region housing crisis

Social Planning Council, Aurora Public Library, offer voices from across region on housing struggles; Newmarket mayor in first episode



Stock photo

The housing crisis is getting put into the spotlight with a new, four-episode podcast series by the Social Planning Council of York Region and Aurora Public Library.

The two organizations have now launched the series featuring voices from throughout the region discussing different facets of the housing crisis. Topics range from infrastructure to housing for LGBTQ+ youth to housing as a human right.

Library manager of community collaboration Reccia Mandlecorn said she hopes the stories can inspire others and cause them to be carried forward.

“I’m hoping what will happen is that people will listen to the stories,” she said. “They will be touched and they will bring the stories, instead of only statistics, to the conversations they are having with their neighbours, they’re having with people running for office.”

The series will be released on podcast platforms weekly throughout August, with the first episode featuring Newmarket Mayor John Taylor and Blue Door CEO Michael Braithwaite.

Other episodes include:

- Infrastructure for Community Care, featuring Kathy Mochnecki (Home on the Hill Supportive Housing) and Surjit Sachdev (Anand Vihar – The Centre for Dignified Living)
- Housing for 2SLGBTQ + Youth, featuring Jesse Vacarciuc, youth worker, 360°kids, Dr. Alex Abramovich, independent scientist, Institute for Mental Health Policy Research (CAMH)
- Housing as a Human Right, featuring Bahar Shadpour, director of policy and communications, The Centre for Equality Rights in Accommodation

The four episodes are the third season of Social Planning Council of York Region’s Hidden Stories of York Region podcast series, highlighting the lived experiences of people within the region.

Mandlecorn said the library is a new partner, and the podcast series fit well within the “We thought it would really highlight some of the stories of people in our community who are not okay,” she said. “Especially with an election coming up, there will be a lot of conversation about the housing crisis.”

The series will be available on iTunes and Spotify. The Aurora Public Library has also already posted the whole series on its [Youtube channel](#).

It was not easy to interview guests sharing some very emotional accounts, Mandlecorn said.

“The commitment and openness of our guests who shared their professional expertise and their personal life experiences were extremely humbling,” she said. “I challenge anyone to listen to the podcasts and not be moved by their stories.”

# Just 4 You

## Monthly Women's Meetup



Contributed photo

### Just 4 You brings women – including newcomers – together to share ideas, build friendships

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

Starting a new life in a new community let alone a new country can be a daunting prospect for anyone, but the Aurora Public Library's Just 4 You program helps women build friendships, share ideas, and give and receive support.

Formerly the Newcomer Women's Meet-Up, the program was founded by the Aurora Public Library (APL) in 2016 and is still going strong – albeit under a new name to foster an atmosphere that all women are welcome to participate.

"The Just 4 You program is a monthly women's meetup designed to provide a welcoming, safe space where newcomers to Canada or Aurora, as well as established residents, can connect with each other; build friendships, share ideas, give and receive support, learn about Canada and the Town of Aurora, as well as other cultures, and access information on community resources," says Claudia Olguin, APL's Manager of Community-Led Initiatives.

Each monthly session features different

hands-on activities on a variety of subjects, on everything from the practical, such as financial planning, to getting a handle on resources in our community – such as this month's meet-up, which is slated to feature a presentation from the Aurora Historical Society with several "mystery items" from their collection of artefacts.

"Our group can just try their hand at guessing what the different artefacts are so they can learn more about the history of early Ontario, the tools and instruments that were used in day-to-day life, and participants will also have the opportunity to share their own stories, and have conversations about the different objects," says Olguin. "What I really like about this group is a lot of newcomers to Aurora, Canada, and even established residents are sometimes isolated – and with the COVID pandemic, the isolation became even more evident – but this allows them to reconnect in a safe, welcoming, no-agenda environment."

The needs of women in the community, newcomer or not, are often unique and Olguin says women might need "a little more support to integrate, make new friends, and [have the resources] to help

children adapt to the new environment."

"This allows them to not only learn about the community but also learn about issues and all the community resources available," she says. "We had Yellow Brick House come to the workshops for us. Last month in July we had a facilitator from the Women's Support Network and she facilitated a discussion around self-care. Us women, we also need to take care of ourselves to be able to help others in the community, friends, community, family members, kids – you have to be good to yourself first so you can care for others. Sometimes women forget

about themselves because they are always taking care of others. The idea of this workshop is just to remind ourselves that we need good mental health and physical health in order to be able to help others.

"Some conversations are a little bit more difficult to have during the pandemic [and] a lot of the members of the group came to me and said they wanted to do activities that are fun. This is self-care for everyone. They take time out of their busy schedules to come to this program and the idea is they can disconnect from whatever things are happening in life. They want to join and make new friends, and, yet we had self-care, and we had facilitators taking about stress and anxiety."

The next meet-up, featuring the Aurora Historical Society, will take place next Tuesday, August 9, from 10 – 11 p.m. at Town Park. The park will once again host the group in September, featuring outdoor yoga. October's meeting will include a workshop on meal planning on a budget, while November's will feature a representative from the York Regional Police speaking on winter driving.

"We want to invite all women to come and enjoy the program," says Olguin. "I hope to see more and more women because it is really a space for them where they can connect and build new friendships and be supported in a very safe and welcoming space. It doesn't matter if they just arrived in Canada yesterday or if they have been living in Canada or Aurora their whole lives, they are all welcome to join us."

For more information, visit [bit.ly/3QgVpHr](http://bit.ly/3QgVpHr).

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# Councillors make another push for Traffic Safety Committee

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

In the face of ongoing and mounting concerns over traffic, particularly in the Town Park and Downtown areas, Aurora Councillors are once again looking at the merits of a Traffic Safety Advisory Committee.

Following recent concerns from residents and Councillors alike over the pros and cons of traffic calming measures on Wells Street, an issue which brought out residents on both sides of the matter, Council is considering whether restoring the Committee would be a good way for Councillors to get a full picture of the situation.

Aurora hasn't had a Traffic Safety Advisory Committee for more than a decade. Its restoration is something that has been pushed by Councillor Sandra Humfryes since she was first elected in

2010, but it received additional support this summer.

"Perhaps come budget-time in 2023 and item [could] be placed about taking a look at a Comprehensive Traffic Safety Plan for the Town Park area given the development of [Town Square] and any other future events there," said Councillor Michael Thompson at a recent Council meeting. "Perhaps Councillor Humfryes may finally get her Traffic Advisory Committee together, [for] which she has been advocating for many, many years to look at these traffic calming issues because they seem to be getting more prevalent and perhaps we do need a committee for that."

Councillor Humfryes agreed with this assessment, adding: "I think that is exactly what we need for an overall Traffic Safety Master Plan – maybe not just for Town Park. We can start there, but I am very happy to hear that because things are changing rapidly

and instead of being reactive we can be more proactive."

Traffic issues well beyond the Town Park area were of concern for Councillor Wendy Gaertner, who zeroed in on some complaints she had received pertaining to Henderson Drive.

"There are complaints from Bathurst all the way to the Metro [grocery store] about noise, trucks, and speed," she said, asking staff on ways to get impacted residents to participate in providing input on what is needed in the area.

In recent months, Council members have voiced concerns over some decisions on traffic calming measures that have been approved by Council either without a study or in the face of studies where residents' concerns have been at odds with approved traffic

warrants Town staff use to determine if there is a problem in the area and what the most appropriate fixes are.

The most recent issue was the installation of two new stop signs on Wells Street, creating four-way stops where the street intersects with Connaught and Harrison Avenues.

This initiative was brought to Council's attention by a resident who surveyed his neighbours with Town-drafted questions on whether or not these signs were needed or wanted. At the same time, however, Council members voiced reservations that these surveys were not being conducted by Town Staff themselves, while others said that the parameters on which residents are typically notified of these changes were too limited and didn't consider the community as a whole.

## Hidden Stories of York Region podcast now streaming

Hidden Stories of York Region (HSYR) is a made-in-York Region podcast series that shares stories about lived realities, community issues and innovative solutions.

Each episode features guest speakers living and/or working in York Region.

Season three features four episodes on the housing crisis and was created and produced as a collaboration between the Social Planning Council of York Region and Aurora Public Library.

HSYR is available on Spotify and Apple podcasts and on the social media platforms of the Social Planning Council of York Region and Aurora Public Library. The episodes will be released weekly over the month of August.

For your convenience, the topics, guests and links are provided below:

- Housing from Past to Present in York Region: Landscape & Trends  
Michael Braithwaite, CEO, Blue

Door & Mayor John Taylor, Town of Newmarket: [youtu.be/JIP\\_vKawick](https://youtu.be/JIP_vKawick) Infrastructure for

- Community Care Kathy Mochnacki (Home on the Hill Supportive Housing) and Surjit Sachdev (Anand Vihar – The Centre for Dignified Living): [youtu.be/Lh91VDBJQOE](https://youtu.be/Lh91VDBJQOE)
- Housing for 2SLGBTQ + Youth Jesse Vacarciuc, Youth Worker, 360°kids & Dr. Alex Abramovich, Independent Scientist, Institute for Mental Health Policy Research (CAMH); Assistant Professor, Dalla Lana School of Public Health (University of Toronto): [youtu.be/7\\_G9IYIXJ1A](https://youtu.be/7_G9IYIXJ1A)
- Housing as a Human Right Bahar Shadpour, Director of Policy & Communications, The Centre for Equality Rights in Accommodation: [youtu.be/rgOpU9yqP4Q](https://youtu.be/rgOpU9yqP4Q)

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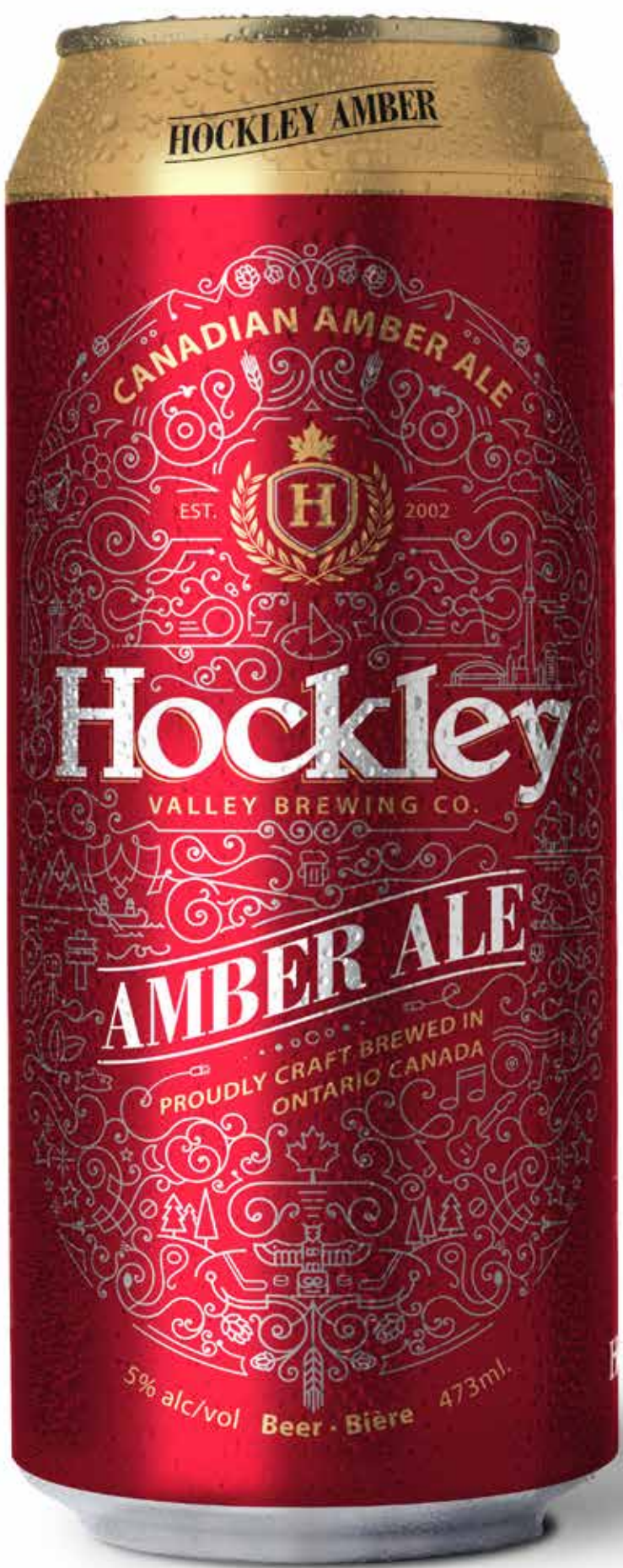


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## Hybrid work models to be examined at Town Hall this fall

**BY BROCK WEIR**  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

The global pandemic has changed the way many of us work – and municipal services are no exception.

Potential hybrid work models for Town Staff will come into sharp focus this fall as Town Hall looks into a post-pandemic

environment.

Beginning this past March as many public health restrictions were lifted, municipal staff were directed to start coming back into the physical office space “to address in-person service needs” and to “increase face-to-face collaboration” with their colleagues, according to a report before Council.

This was the first step in seeing what

was going to work moving forward.

By May, a new phase in this assessment had begun, working with staff on “fine tuning” new and existing work models with an eye at moving towards “a hybrid model of work that will allow the organization to maintain some of the benefits of remote work while, at the same time, restoring the benefits of being able to collaborate face-to-face and

address in-person citizen [and] customer needs.”

The latest phase will begin next month when staff will look at the possibility of compressed work weeks and flexible start and end times for municipal staff.

“The Town’s workforce has adapted over the past two years to continue to provide a seamless citizen experience while maintaining a healthy and safe workforce,” said Demetre Rigakos, Manager of Human Resources for the Town of Aurora. “The work model that we implement will consider new technologies and processes that support an efficient and modern workforce model while maintaining the same or higher levels of service. The Town’s customer experience plan will enable us to receive regular input on how we are doing in the delivery of services and what adjustments we may need to make to address customer needs.”

“The digitization of our services over the past few years and more recently during the pandemic has resulted in service efficiencies for our citizens. The introduction of flexible work arrangements will further enhance our ability and availability to respond to our citizens’ needs.”

Moving forward with hybrid and flexible work models will boost employee retention and attraction, said Rigakos, with a focus on work-life balance and consideration from “a psychological and physical health and safety perspective.”

“Flexible working has emerged as a catalyst for the corporate world throughout the pandemic and will also be a key factor in the ‘next normal’ as, on average, surveys have shown that employees would want to work between two and three days remotely in a post-COVID-19 world,” he continued. “One of the emerging issues in our communities is housing affordability and commute times. Providing our employees with flexible work options will address some of these concerns but it also enables the Town to attract and retain talent from a broader geographic area, thus increasing our skilled talent as a competitive advantage.”

Any moves in this direction would be done in a fiscally sustainable manner, he added, and that shifts would be “planned, thoughtful and gradual.”

“Workplace culture has been affected by the pandemic as employees have been more isolated, have had to juggle protecting their family members, addressing children and elder care issues while, at the same time, being productive in their roles,” he concluded. “Staff have demonstrated the ability to adapt throughout the pandemic despite the challenges they faced both at work and at home. Our improved culture of trust has been demonstrated by staff continuing to produce work and provide excellent customer service to our internal and external stakeholders, even when our technological infrastructure did not provide us with the same opportunities it does today to connect and work efficiently in a virtual environment.”

“The Future Work Model will require a continuous shift in our mindset to provide an environment that is founded on trust, collaboration, clear outcome expectations, and regular feedback, support and communication.”

The report, which was received by Council in July, outlined that the third phase of this plan, scheduled for the fall, will be done in concert with progress reports to Council where they will approve next steps as they come up.

The fourth phase of the plan will run from January through June of 2023 and serve as an implementation period.



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# Mrakas to seek second term as Mayor

From page 1

the 2018-2022 Council term has wound down for the summer, it's time to focus on the future.

"It has been my honour to serve you

as mayor this term," he said. "I have spent the past four years working to do what you elected me to do: work hard for the residents and businesses of our Town. My focus has always been the job

at hand; the day-to-day work that needs to get done to keep our community moving forward in a positive direction.

"The past four years have been filled with wonderful opportunities and extraordinary challenges – and this Council has much to be proud of. We have seen once-in-a-generation initiatives such as moving forward with the Town Square, but we also had to work together to navigate the impact of the pandemic on our lives and businesses and other worthwhile initiatives. Both prove that leadership that gets things done is leadership that works with, and for, our community."

Work ahead, he said, requires leadership "that is focused on community first," and Mrakas said he was "proud" of his record of "working collaboratively with Council and residents to build our community together."

"From strategic developments to bringing day businesses to the core, furthering the revitalization of our downtown to support for local businesses that are the lifeblood of our community; from fostering the further growth of arts and culture initiatives to the protection of our built and natural heritage; my vision remains firmly on community building - maintaining our small-town charm while continuing to provide the amenities our residents expect.

"Over the next two months, as our attention moves to the municipal election and next term of Council, if

I am honoured to once again be your mayor, I look forward to continuing to work together with Council and residents to get things done for our Town – not only for the present, but for our future."

As of Monday, August 8, the 2022 Municipal Ballot has started to take shape with more residents putting themselves forward to represent their selected wards – with more expected in the weeks ahead.

As of press time, in addition to Aurora's two mayoral candidates, incumbent Sandra Humfries has registered for re-election in Ward 1, and incumbent Rachel Gilliland and Daniel Lajeunesse are seeking election in Ward 2. Ward 3 is currently a three-way race between Alexandra Bonham, incumbent Wendy Gaertner, and Harold MacDonald. Incumbent Michael Thompson has put himself forward for re-election in Ward 4, newcomer Iwona Czarnecka in Ward 5, while incumbent Harold Kim is seeking re-election in Ward 6.


Those seeking election as the York Region District School Board trustee for Aurora and Stouffville are Luther C. Brown, Bridget Kilgallon, Asim Sayed, Mary Sled-Lucas, Elizabeth Terrell and Melanie Wright.

Incumbent Elizabeth Crowe is, thus far, the only candidate who has stepped forward for York Catholic District School Board trustee.

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# THINGS you Ought To Know

## WEDNESDAY, AUGUST 10

Aurora's Concerts in the Park Summer Series presents Soul Up Top. This seven-piece ensemble has a fabulous horn and rhythm section that performs R&B Soul classics from the past to the present. Enjoy music from Stevie Wonder, Marvin Gaye, Otis Redding and many others. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

## SATURDAY, AUGUST 13

The Aurora Farmers' Market returns for its 20th this year. Open at Town Park from 8 a.m. to 1 p.m. each Saturday through Hallowe'en, the Market will offer an array of farmers, food vendors and artisans. For more information, visit [theaurorafarmersmarket.ca](http://theaurorafarmersmarket.ca).

## WEDNESDAY, AUGUST 17

Aurora's Concerts in the Park Summer Series presents Desire: Tribute to U2. Desire brings to the stage a unique combination of showmanship and style that is rooted in a magnificent grasp of the musical intricacies behind U2. Desire is the total package. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

## THURSDAY, AUGUST 18

Aurora's Movies in the Park summer series

opens at Town Park tonight with the classic "Dennis the Menace." Arrive early to make a comic strip of your own starting at 8 p.m. Showtime is 9 p.m. For more information, visit [aurora.ca/moviesinthepark](http://aurora.ca/moviesinthepark).

## SATURDAY, AUGUST 20

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## THURSDAY, AUGUST 25

Aurora's Movies in the Park summer series continues tonight with Disney's "Encanto." Race your way down to the final movie of the season. Arrive at 7.30 p.m. to see if you can match Sonic's speed as you navigate your way through obstacles. Showtime is 8.30 p.m.

## THURSDAY, SEPTEMBER 1

Aurora's Movies in the Park summer series continues tonight with "Sonic the Hedgehog 2." Family is the centre of this story, so be sure to gather your family for a night of fun. Arrive early to explore the world of Colombia through crafts and activities at 8 p.m. Showtime is 8.45 p.m.

## THURSDAY, SEPTEMBER 29

The Aurora Public Library, as part of the One Book One Aurora Program, presents An Evening with Jan Wong at 7 p.m. Jan Wong went to China as a starry-eyed Maoist in 1972 at the height of the Cultural Revolution. Learn about her experiences and how her love affair began to sour as she became aware of the harsh realities of Chinese communism. A talk followed by a Q&A period. Tickets are available beginning August 1. To register, visit [bit.ly/3rFdZHL](http://bit.ly/3rFdZHL).

## CONTINUING JULY 25 - SEPTEMBER 17

The Aurora Cultural Centre presents Backwards and Forwards: Reflections in Porcupine Quills, a solo exhibition by Vanessa Dion Fletcher. Recent quillworks (2020-present), ranging from intimate pieces on paper to large mural installations, at the core is a negotiation between the artist's hands and porcupine quills. Vanessa Dion Fletcher is a Lenape and Potawatomi neurodiverse Artist. Her family is from Eelūnaapëewii Lahkëewiit (displaced from Lenapehoking) and European settlers.

\*\*\*\*

Partagez le Français: Ce groupe accueille les ADULTES / 18+ (des francophones aux débutants capables de converser) -

qui cherchent à mettre en pratique leurs compétences Conversationnelle en français. Over Zoom with a nominal fee of \$2.50. RSVP by visiting [meetup.com/Partagez-le-francais](http://meetup.com/Partagez-le-francais). For more information, email [partagez.york@outlook.com](mailto:partagez.york@outlook.com).

\*\*\*\*

Support AbuseHurts' Delivering Hope Full Circle Program textile recycling and donation program. In the current COVID climate, a greater number of people are wanting to donate or get rid of unwanted items, increasing the need for more outlets being available to receive the items. This program will provide a convenient way for people to donate or get rid of used/unwanted clothing, blankets, linens and furniture and will help lessen the amount of items ending up in landfills. Materials that were previously perceived as waste will now be seen as a valuable resource further encouraging redistribution. The items will be recycled in the following ways: To be given to individuals who are survivors of violence and are transitioning from shelters into new homes; To be sold in our store; To be sold to a textile recycler, which makes for an ongoing source of funding for Abuse Hurts enabling them to provide their services to the thousands of people that require them each year. When and Where: Monday and Wednesday, every week, 10 a.m. - 4 p.m., with 30-minute time slots - only 1 drop off per time slot. If you do not have an appointment, we cannot accept your donation. The Abuse Hurts Warehouse is located at 1208 Gorham St, Unit 4, Newmarket - rear unloading dock. Visit [AbuseHurts.ca](http://AbuseHurts.ca) to select your drop off time slot.

# AURORAN CLASSIFIEDS

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## GARAGE SALE

### MARY LAKE MONESTARY GROUNDS

Friday, **August 12**  
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Come join a dynamic, fast paced, growing entrepreneurial company looking for young, enthusiastic sales representatives. A rewarding, lucrative opportunity for the right candidate.

### DUTIES AND RESPONSIBILITIES:

- Tour groups of students through houses and apartments to rent them out for the annual rental campaign.
- Plan, Prepare and Execute Advertising and Marketing Material for the annual rental campaign.
- Complete all necessary paperwork involved in lease signing and payment collection for newly rented units.
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### EXPECTATIONS:

- Have a positive attitude
- Willing to work hard and enjoy rewards in a team environment
- Willing to take chances and learn from your peers

### DESIRED SKILLS & EXPERIENCE:

- Sales Driven
- Work well in results based environment
- Goal Oriented
- Great Personal Skills
- Some Sales Skills Preferred but would be willing to train the right candidate
- Marketing and/or Communication education would be a great fit

### COMPENSATION:

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EMAIL RESUME FOR CONSIDERATION:  
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and joy that is fully restored. I'll pay CASH.

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## The Aurora Museum & Archives is feeling... *Whimsical on Wells!*

The Aurora Museum & Archives has a sizeable collection of ceramic pieces adorned with our heritage buildings. Most of these were made in the wake of Canada's 1967 Centennial celebration, but some are much earlier. This tiny commemorative vase (2005.18) bears an image of Aurora High School in its original form (1892-1922), and was likely made in Dresden, Germany around 1910. Rising Sun Lodge, to the right of the school, is also pictured but with the whimsical addition of a steeple – which the building never had!

As a lover of all things literary, one of my favourite activities is to attend author events. There's a buzz in the air like no other when writers, readers and industry professionals come together to celebrate the craft of the written word.

On the Civic Holiday weekend, I attended a book launch in Toronto at which the author opened with a personal land acknowledgement that was so different than the ones I have heard or delivered myself. She ended with a challenge to all present to consider our own relationships with the land, engage with Indigenous struggles to restore and repair these relationships, and to work alongside Indigenous peoples for climate justice and Land Back. Beyond speaking to our place as settlers, the author tasked every one of us to make our acknowledgement actionable.

I considered what I could do to address the injustices that colonialism inflicted on Indigenous peoples. Beyond casting my ballot in elections and showing up at vigils and events in solidarity, I think that the most important role that I can play is to promote the voices of Indigenous writers. Incumbent to all settlers is hearing the lived experiences of Indigenous peoples, past and present. Here are some of the narratives (fiction and memoir) that I think are important for every settler to read.

A Mind Spread Out on the Ground is a courageous and profound meditation from award-winning Haudenosaunee writer, Alicia Elliott. Through a canvas of essays, Elliott



## Welcome to Library Land

By Reccia Mandelcorn

weaves the historic with the personal, addressing the legacy of residential schools, intergenerational trauma, loss of culture and Indigenous sovereignty.

Five Little Indians by Cree author Michelle Good follows five residential school survivors in Vancouver as they each grapple with the trauma they endured in their own ways. The author is the daughter and granddaughter of residential school survivors. Although the book is fiction, it is a composite of the realities of the impact the residential schools have and continue to have on Indigenous people.

It is too easy to dismiss the colonialism and the genocidal policy of residential schools as a shameful past as we move forward to reconciliation. In Seven Fallen Feathers, Anishinaabe journalist Tanya Talaga speaks to the systemic and institutional violence behind the deaths of seven Indigenous youths in Thunder Bay, focusing on the impact that their deaths had on their families.

Jesse Wentz is an Anishinaabe writer and broadcaster whose recent book, Unreconciled: Family, Truth, and Indigenous Resistance, is as

much a manifesto as it is memoir. Wentz exposes the flawed concept of reconciliation and calls on us to demand truth to action in building a new, respectful relationship between the nations of Canada and those of Indigenous peoples.

Over the past few years, opening a meeting or event with a land acknowledgement has become ubiquitous, as if spoken by rote. Novelist and cultural commentator, Stephen Marche, wrote of the need for land acknowledgements “to be simpler, less legalistic, less hypocritical. It must be more than a guilty excuse. It must capture the sense of the basic contradiction at the heart of the new Canada... and that responsibility begins the moment you enter history.” (New Yorker)

My takeaway action as a response to this weekend's challenge delivered from the stage of the Imperial Pub is to not read from a scripted paragraph when delivering my land acknowledgement, but to write a specific and personal one each occasion as part of my daily responsibility as a settler on these lands.

I will not end as I usually do with my recent reads; rather I encourage you to read the titles recommended in this column. All are available at Aurora Public Library.

*Reccia Mandelcorn is the Manager, Community Collaboration at Aurora Public Library. The opinions expressed in this column reflect her personal thoughts about the engagement of community with their public library.*

## 2022 Municipal election – some early thoughts

The Blue Jays picked up a couple of players at the trade deadline recently. Hopefully, this will help them secure a wild card spot and from there, maybe start a long playoff run.

A man can dream, can't he?

Anyway, there is another fantastic sporting event that will take place later on this year. It is the municipal election scheduled for Monday, October 24, 2022.

Some other important dates on this electoral calendar include Friday, August 19, which is the deadline for candidates to file a nomination, withdraw a nomination or change office.

Friday, September 23, is the day that final spending limits are provided to candidates and registered third party advertisers.

The Town website has lots of good information about the upcoming election at [www.aurora.ca/en/your-government/elections.aspx](http://www.aurora.ca/en/your-government/elections.aspx).

We do have one declared candidate for Mayor.\*

But there are a lot of questions out there, regarding this race, to wit:

- Will the Mayor seek to retain the chains of office?
- Will anyone from the present Council run against his Worship?
- What will the three most important issues be?

Questions/idle speculations regarding the current Council:

- How many of the current council will run again?
- As we now have a ward system, will any of the current council run against their seat mates?
- How many people from our community will seek office this time?

Lots to digest, but I am not going to try



## FRONT PORCH PERSPECTIVE

Stephen Somerville

to answer any of the above this week; I will save this for some future columns.

One thing that you will not see from The Auroran, which goes back to when Ron Wallace was the owner/publisher, is this newspaper endorsing any mayoralty/council candidates.

As Ron told me back in 2010 when I asked him:

“Publicity, as you know, good, bad or indifferent, is still publicity, and any public mention of a candidate, via column particularly, is a plus for whoever is mentioned. The Auroran will not select a slate nor recommend who should be the mayor of the community.”

(I also like the fact that a lot of editorial space is reserved for reader feedback; this is one of the key reasons for the success of the newspaper. I have changed my mind on some issues as a direct result of various letters to the editor.)

An interesting side bar to all this is the need for some changes to our municipal election laws.

I am in favor of the ward system.

The main reason being that in talking to many first-time municipal office seekers over the years in Aurora, the number one

issue they had to overcome was trying to mount a community-wide campaign. It is very much an uphill battle against long term incumbents. It can be expensive and very time consuming.

Along with the above, I also kindly suggest that we need to make another fundamental change at some point as well: the introduction of term limits.

Napoleon is alleged to have once said that the battlefields are littered with the bodies of irreplaceable soldiers. He could just have easily been speaking about modern day politics.

Since it seems that many public figures stay well past their “best before” date, we need to help the politicians help themselves.

Mandating term limits is one way to lend assistance.

I believe that a councillor should be limited to serving two terms.

Mayors should also be limited to two terms.

If an individual becomes mayor after already having served two four-year terms as a councillor, then he or she would have served sixteen years by the time they are through. This should be more than enough time to implement or achieve any legislative agenda that they initially brought to the table.

Public life is fundamentally about the nobility and selflessness of public service. It should not be about longevity; it should simply be about service.

Next Up: Transparency in local political ads

*\*(Editor's Note: Mr. Somerville's column was filed before incumbent Tom Mrakas filed his nomination papers on Tuesday morning)*

Stephen can be contacted at [stephengsomerville@yahoo.com](mailto:stephengsomerville@yahoo.com)



## Parsa's Perspective

Michael Parsa, MPP  
Aurora-Oak Ridges-Richmond Hill

Four years ago, you first elected me as your local Member of Provincial Parliament on a promise to stand up for Aurora-Oak Ridges-Richmond Hill, and bring growth and prosperity to our community.

I never lose sight of what an honour it is to serve our vibrant riding in the Ontario Legislature.

I am proud of what we have accomplished over the past four years.

Working together, we've opened new schools, invested in small businesses and bounced back stronger than ever from the pandemic.

Fast forward to now, I am so grateful to have been re-elected by our community to continue the progress we've made.

With your support, I renew my commitment and promise to our riding to stand up for the best interest of Aurora-Oak Ridges-Richmond Hill and everyone who calls it home.

I have no doubt in my mind that Ontario is the best place in the world to live. People come from around the world to follow their dreams and start a family here, but it simply cannot be at its best until every Ontarian taken care of. And that begins with ensuring everyone in this province has a place to call home.

Ontario is facing a housing crisis. Too many families are unable to afford a home and too many people have given up entirely on the dream of entering the housing market. This must change if we want to continue building our province up.

That is why the government has made it a top priority to solve the housing crisis and make life more affordable for families across Ontario. To date, we have listened to expert advice and are now implementing steps to cut down unnecessary red tape that prevent homes from being built, while speeding up the approval process so we can get shovels in the ground quicker.

We've capped the Rent Increase Guideline at 2.5%, well below the rate of inflation, to give families facing rising costs predictability and stability. And we've taken action to make life more affordable from cutting the gas tax, to scrapping license plate sticker fees.

I know that the housing crisis will not be solved overnight, and that it will take some hard work. But the government will work relentlessly to make sure everyone in this province has a place to come home to.

As the upcoming session of the Legislature gets underway on August 8, I look forward to working with my fellow MPPs to keep building Ontario.

We will work collaboratively with all levels of government to address the challenges of our time and ensure our best days continue to lie ahead.

As always, I want you to know that I am here to serve you: If you require assistance with any provincial matters, please do not hesitate to contact my office.

*Michael Parsa's constituency office is located at 13085 Yonge Street suite 201 in Richmond Hill. You can reach the office at 905-773-6250 or emailing us through [michael.parsa@pc.ola.org](mailto:michael.parsa@pc.ola.org).*

## THIS WEEK'S NEW POLL

Will you miss Aurora's at-large system of Council?

Yes No Unsure

[www.theauroran.com](http://www.theauroran.com)

Previous Poll Results

Did the Pope's apology on residential schools go far enough?

RESULTS TO DATE	YES	NO	UNSURE
August 9, 2022	30%	30%	40%



# BUSINESS & FINANCE

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## More than 400 charges laid related to firearms, drugs in Operation Monarch

**BY BROCK WEIR**  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

More than 400 charges related to illicit firearms and drugs have been handed down by York Regional Police and partners in Peel Region and beyond following Operation Monarch.

Police from across Southern Ontario converged on the YRP's Aurora headquarters on Wednesday morning to announce the results of the investigation, which began in October 2021 before concluding on July 28. Through the process, search warrants were executed at 22 residents, at two businesses, and in 198 vehicles located in Brampton, Toronto and London.

22 people were arrested, and 27 handguns were seized, along with 17 prohibited magazines, more than 300 rounds of ammunition, nine kilograms of cocaine, 1.5 kilograms of fentanyl, more than 20,000 Xanax pills, 28 grams of heroin, and 41.5 pounds of cannabis.

All told, the street value of the seized drugs is more than \$1.3 million.

"The overall objective of Operation Monarch was to disrupt and dismantle

the large-scale criminal network trafficking guns and controlled substances across the Province – a criminal network that we believe were smuggling illicit firearms into Canada from the U.S.," said York Regional Police Deputy Chief Brian Bigras at last week's press conference.

"These handguns will not be making it into our cities, our towns, our communities, and our neighbourhoods. We are tracing the origins of each and every one of these handguns and, to date, we have determined... at least 20 of these 27 firearms did originate from the US and therefore were smuggled into Canada. The remaining seven we continue to look into but I can assure you that we probably would all agree that the fact that these firearms could potentially land in the hands of criminals on our streets is a significant problem, one that every agency here is committed to eradicating."

The investigation began last fall when members of the YRP's Guns, Gang and Drug Enforcement Unit began investigating an individual who Police say they believe was "involved in the trafficking of cocaine and fentanyl," said YRP Inspector Ahmad Salhia

"As the investigation began to progress, we identified a fairly robust criminal network surrounding this specific individual who we believe were also involved in the distribution of controlled substances as well as firearms – firearms [and] drugs we believe were being trafficked here in York Region and the GTA," he continued.

"As such, we formed a joint forces operation with the partners you see here today dubbed 'Operation Monarch.' As the investigation began to evolve we identified a suspect in the London area who we believe was involved in illicitly importing firearms into Canada from the United States. We believe that one of the points of entry for this smuggle of firearms was Walpole Island, a First Nations community [bordering] Port Huron in Michigan. "We continue to work closely with Walpole Island, their Chief and Council to ensure that their community is safe and secure."

Of the 27 firearms that were found in the July 28 searches, 20 were traced to the United States, including Florida, Ohio and Michigan and "we believe the seven remaining will also be traced to the United States."

A "disturbing" factor in the investigation, added Inspector Salhia, was quantities of the fentanyl seized were "pressed [into] pills to appear like candy, whether it be a car, or a butterfly, or a variety of other things."

"If you can imagine, a young child or even an adult accidentally consuming what they believe to be candy. I assure you the result would most definitely be fatal," he concluded. "Ultimately, this investigation has dismantled a sophisticated criminal network involved in the distribution of cocaine, fentanyl and other controlled substances. We identified a criminal pipeline we believe was responsible for the flow of illicit firearms coming into Canada from the United States. Firearms we believe were destined to the hands of violent gang members and other violent offenders.

"Our communities deserve to feel safe. YRP and its partners recognize the devastating impact that guns, gangs and drugs have on our communities, not just here locally in York Region, but Provincially and nationally. We recognize that the combination of firearms and drugs can often lead to violence and any time we can seize a firearm we are confident we're saving a life and we're enhancing public safety."

Peel Deputy Police Chief Nick Milinovich added that "roughly half" of the homicides seen in Peel Region can be attributed to illegal firearms.

"This is not a concern that is exclusive to Peel, it's an issue that affects all of our communities, extending well beyond the boundaries of Peel and across the Province and the country," he said.



### CUSTOMER APPRECIATION DAY & COMMUNITY CORN ROAST AUGUST 20<sup>th</sup>

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**- All money raised will be donated to the food pantry.**

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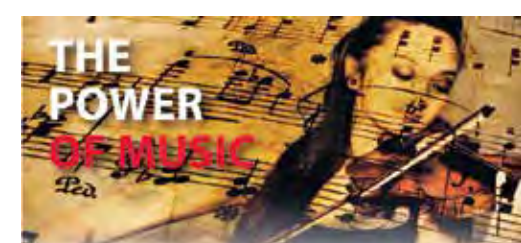
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We would also like to thank the Town of Aurora, York Region Public Health and we would also like to thank our resident DJ, David Heard for being there whenever we need him.



We have the best staff and volunteers, and our board has worked very hard to get us here.  
Most of all we want to thank the people of Aurora, our customers,  
for coming out, for being supportive and respectful and making us the best market.



### PHOTOGRAPHY CONTEST

In "Swimming Back to Trout River" music and its riveting power connects the characters through space and time. Capture the power of music and performance in this year's OBOA photography contest.

#### SUBMISSION GUIDELINES

There are two categories: youth (ages 14 - 17), and adult (ages 18+)  
Images may be digitally altered  
Photographs must be high resolution for print.

Winning photographs will be published in The Auroran. Winners will be announced at the OBOA Grand Finale on Saturday, October 22. APL employees/Board/judges and their immediate families are ineligible to win.

Please send submissions to [brock@lpcmedia.ca](mailto:brock@lpcmedia.ca)  
Contest Deadline: Friday, September 30, 2022

#### PRIZES

Winner: **\$100** gift card  
Runner-Up: **\$50** gift card

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**CONTINUING**

Partagez le Francais: Ce groupe accueille les ADULTES / 18+ (des francophones aux débutants capables de converser) - qui cherchent à mettre en pratique leurs compétences Conversationnelle en français. Over Zoom with a nominal fee of \$2.50. RSVP by visiting [meetup.com/Partagez-le-francais](http://meetup.com/Partagez-le-francais). For more information, email [partagez.york@outlook.com](mailto:partagez.york@outlook.com).

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- Plan, Prepare and Execute Advertising and Marketing Material for the annual rental campaign.
- Complete all necessary paperwork involved in lease signing and payment collection for newly rented units.
- Work with all current tenants in completing necessary paperwork for renewal units

**EXPECTATIONS:**

- Have a positive attitude
- Willing to work hard and enjoy rewards in a team environment
- Willing to take chances and learn from your peers

**DESIRED SKILLS & EXPERIENCE:**

- Sales Driven
- Work well in results based environment
- Goal Oriented
- Great Personal Skills
- Some Sales Skills Preferred but would be willing to train the right candidate
- Marketing and/or Communication education would be a great fit

**COMPENSATION:**

Base + Commission

## Let's Talk.

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and joy that is fully restored. I'll pay CASH.

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905-367-7217**

## Area newcomers can meet with settlement worker at Aurora library

Next sessions of the pilot project for newcomers to Canada offered by Aurora Public Library and Catholic Community Services of York Region are Sept. 15 and Oct. 18

Brock Weir, Local Journalism Initiative reporter about 4 hours ago



Aurora Public Library photo

[Listen to this article](#)

00:03:54

A new pilot project for newcomers to Canada has proven to be a huge success for the Aurora Public Library (APL) and Catholic Community Services of York Region (CCSYR).

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The settlement worker at APL program was designed to help new residents get these answers and, following significant uptake in July, is set to continue well into the fall.

“Sometimes people come to the library because they don’t know where to go to get the information,” says CCSYR settlement worker Sara Meghdadpour. “As we are providing services for newcomers, many don’t know much about the system and the biggest barrier is language. When we advertise that different languages are available, they’re more comfortable to go and talk to the person who is speaking their own language.

“I speak English and Farsi and the community is growing in Aurora. It helped them to come in and they wanted to know how they can find job, how they can rent a house, the roles for being tenants and landlords and...how they can find English classes and assess their level of language. Many other things bring them in; they don’t even know how to open a bank account, which banks they can go to. Many of them are not even familiar with online searching and they get help to find the way.”

Seeing this unfold was “very rewarding” for Claudia Olguin, manager of community-led initiatives for the APL.

“For this kind of program, it doesn’t matter if you’re helping one client or 50, as long as you help one person establish themselves in Canada, find a new job, find a house, or whatever their needs are, that’s enough,” she says. “It gives us the energy to continue with this work. Even if you help just one person you’re making a difference in a family and sometimes, with these families, you’re making a big difference in the community.

“It’s very rewarding when you see them months later and their English has improved, or they found a job or a career because a lot of them who come here arrive and their credentials are not recognized, they have to go back to school, but when you see them again and see that they have succeeded, that’s the best reward these types of jobs give back.”

Given the success of the program from the outset, the Aurora Public Library is looking to continue and grow the program well into the future.

The next session will take place beginning at 1.30 p.m. on Thursday, Sept. 15. Programming will change to a different monthly rotation beginning on Tuesday, Oct. 18, from 1 to 4.30 p.m. All sessions will take place in the library living room.

“Helping people has always been my passion,” says Sarah. “I was always trying to update myself with new information and [when I can make a difference] I feel happy and that trust is very important. When you’re providing services you can build that trust and it is a very important first step we can make with people. I can’t explain how happy and glad I am to be in this field!”

Adds Olguin: “Having a settlement worker for APL is connecting with newcomers and directing them to settlement information and referrals they need to successfully integrate into their new communities. All are welcome for this drop-in program. We hope to see them there and if they have any questions I can also help them learn more about the Library and how different systems work.”

For more information on the program and future initiatives, contact Claudia Olguin at [COlguin@aurorapl.ca](mailto:COlguin@aurorapl.ca).

*Brock Weir is a federally funded Local Journalism Initiative reporter at The Auran*

# THINGS you Ought To Know

## WEDNESDAY, AUGUST 17

Aurora's Concerts in the Park Summer Series presents Desire: Tribute to U2. Desire brings to the stage a unique combination of showmanship and style that is rooted in a magnificent grasp of the musical intricacies behind U2. Desire is the total package. Concerts take place at Town Park each Wednesday beginning at 7 p.m. Concerts are free to attend with no pre-registration required. Donations to the Aurora Food Pantry are encouraged. For more, visit [aurora.ca/summerconcerts](http://aurora.ca/summerconcerts).

## THURSDAY, AUGUST 18

Aurora's Movies in the Park summer series opens at Town Park tonight with the classic "Dennis the Menace." Arrive early to make a comic strip of your own starting at 8 p.m. Showtime is 9 p.m. For more information, visit [aurora.ca/moviesinthepark](http://aurora.ca/moviesinthepark).

## SATURDAY, AUGUST 20

The Aurora Farmers' Market returns for its 20th this year. Open at Town Park from 8 a.m. to 1 p.m. each Saturday through Hallowe'en, the Market will offer an array of farmers, food vendors and artisans. For more information, visit [theaurorafarmersmarket.ca](http://theaurorafarmersmarket.ca).

## THURSDAY, AUGUST 25

The Aurora branch of the Royal Canadian Legion will host a free car show from 6 p.m. until dusk. Come on out to enjoy an evening

at the Legion with a barbecue, beautiful rides, prizes, awards and more. 105 Industrial Parkway North.

\*\*\*\*

Aurora's Movies in the Park summer series continues tonight with Disney's "Encanto." Race your way down to the final movie of the season. Arrive at 7.30 p.m. to see if you can match Sonic's speed as you navigate your way through obstacles. Showtime is 8.30 p.m.

## SATURDAY, AUGUST 27

The Aurora Farmers' Market returns for its 20th this year. Open at Town Park from 8 a.m. to 1 p.m. each Saturday through Hallowe'en, the Market will offer an array of farmers, food vendors and artisans. For more information, visit [theaurorafarmersmarket.ca](http://theaurorafarmersmarket.ca).

## THURSDAY, SEPTEMBER 1

Aurora's Movies in the Park summer series continues tonight with "Sonic the Hedgehog 2." Family is the centre of this story, so be sure to gather your family for a night of fun. Arrive early to explore the world of Colombia through crafts and activities at 8 p.m. Showtime is 8.45 p.m.

## THURSDAY, SEPTEMBER 29

The Aurora Public Library, as part of the One Book One Aurora Program, presents An

Evening with Jan Wong at 7 p.m. Jan Wong went to China as a starry-eyed Maoist in 1972 at the height of the Cultural Revolution. Learn about her experiences and how her love affair began to sour as she became aware of the harsh realities of Chinese communism. A talk followed by a Q&A period. Tickets are available beginning August 1. To register, visit [bit.ly/3rFdZHL](http://bit.ly/3rFdZHL).

## CONTINUING JULY 25 - SEPTEMBER 17

The Aurora Cultural Centre presents Backwards and Forwards: Reflections in Porcupine Quills, a solo exhibition by Vanessa Dion Fletcher. Recent quillworks (2020-present), ranging from intimate pieces on paper to large mural installations, at the core is a negotiation between the artist's hands and porcupine quills. Vanessa Dion Fletcher is a Lenape and Potawatomi neurodiverse Artist. Her family is from Eelūnaapēwii Lahkēewiit (displaced from Lenapehoking) and European settlers.

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Sat. **Aug. 27**, Sun., **Aug. 28**  
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Base + Commission

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## WANTED

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### I WANT YOUR OLD CAR!

Porsche 356/911/912,  
Jaguar E-Type or XKE. Tell me what you have,  
I love old classics especially German, British and Muscle Cars.  
Whether it's been in the barn for 25 years, or your pride  
and joy that is fully restored. I'll pay CASH.

Call David

905-367-7217



# Settlement worker program is success for Library, Newcomer Centre

BY BROCK WEIR  
EDITOR  
LOCAL JOURNALISM  
INITIATIVE REPORTER

A new pilot project for newcomers to Canada has proven to be a huge success for the Aurora Public Library (APL) and Catholic Community Services of York Region (CCSYR).

Launched last month, the Settlement Worker at APL program sees a counsellor from CCSYR stationed in the Library's Living Room space once a month to answer questions on careers, employment, housing, health care, education, transit, and more in multiple languages.

In communities like Aurora without an official Welcome Centre, newcomers previously had the option of going to like centres in Newmarket and Richmond Hill – but libraries like APL are often the first starting point for new Canadians looking for answers.

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"Sometimes people come to the Library because they don't know where to go to get the information," says CCSYR settlement worker Sara Meghdadpour. "As we are providing services for newcomers, many don't know much about the system and the biggest barrier is language. When we advertise that different languages are available, they're more comfortable to go and talk to the person who is speaking their own language."

"I speak English and Farsi and the community is growing in Aurora. It helped them to come in and they wanted to know how they can find job, how they can rent a house, the roles for being tenants and landlords and...how they can find English classes and assess their level of language. Many other things bring them in; they don't even know how to open a bank account, which banks they can go to. Many of them are not even familiar with online searching and they get help to find the way."

Seeing this unfold was "very rewarding"

for Claudia Olguin, Manager of Community-Led Initiatives for the APL.

"For this kind of program, it doesn't matter if you're helping one client or fifty, as long as you help one person establish themselves in Canada, find a new job, find a house, or whatever their needs are, that's enough," she says. "It gives us the energy to continue with this work. Even if you help just one person you're making a difference in a family and sometimes, with these families, you're making a big difference in the community."

"It's very rewarding when you see them months later and their English has improved, or they found a job or a career because a lot of them who come here arrive and their credentials are not recognized, they have to go back to school, but when you see them again and see that they have succeeded, that's the best reward these types of jobs give back."

Given the success of the program from the outset, the Aurora Public Library is looking to continue and grow the program well into the future.

The next two sessions will take place beginning at 1.30 p.m., on Thursday, August 18 and Thursday, September 15. Programming will change to a different monthly rotation beginning on Tuesday, October 18, from 1 – 4.30 p.m. All sessions will take place in the Library Living Room.

"Helping people has always been my passion," says Sarah. "I was always trying to update myself with new information and [when I can make a difference] I feel happy and that trust is very important. When you're providing services you can build that trust and it is a very important first step we can make with people. I can't explain how happy and glad I am to be in

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Adds Ms. Olguin: "Having a Settlement Worker for APL is connecting with newcomers and directing them to settlement information and referrals they need to successfully integrate into their new communities. All are welcome for this drop-in program. We hope to see them there and if they have any questions I can also help them learn more about the Library and how different systems work."

For more information on the program and future initiatives, contact Claudia Olguin at [COlguin@aurorapl.ca](mailto:COlguin@aurorapl.ca).

## Artists perform at Laskay Hall

By Mark Pavilons

King will reverberate with the sounds of some soulful jazz, thanks to James Brown and Clark Johnston during their August 24 performance.

Aurora's James Brown (guitar) and Clark Johnston (bass) will perform an intimate concert at the historic Laskay Hall in King Township. On tap will be music from their recent CD release as well as jazz, pop and blues standards.

Brown has performed and recorded with many leading artists and ensembles and has recorded four critically acclaimed CDs of original music.

He describes his sound as contemporary jazz with a melodic style borrowing from classical, folk and rock styles.

His recent full scale composition, "The Mosley Street Suite", was premiered at Koerner Hall in August 2021 and his fourth studio album "Song Within the Story," (featuring Clark Johnston, Anthony Michelli and Mike Murley) was released on NGP records in March of 2022.

Other recordings have featured Don Thompson, Quinsin Nachoff, Jim Vivian, Andrew Downing, Ernie Tollar, John Obercian and Christopher Lee.

This is his first time performing in King and he said he likes the intimate venues and acoustics in old buildings like Laskay Hall.

James has also performed with The Toronto Symphony Orchestra, Toronto Philharmonic, Sound Streams Canada (with The Hilliard Ensemble), Art of Time Ensemble and CanStage.

He also performed in the Canadian premiere of 2X5: a new work by New York composer Steve Reich.

James's compositions range from solo guitar to symphony orchestra and have been performed and recorded by numerous ensembles and soloists including Orchestra Toronto, Trinity Chamber Ensemble, Jeffrey McFadden, William Beauvais and The Montreal Guitar Trio.

James has a Master of Arts Degree in Composition from York University and is currently on Faculty at The Oscar Peterson School of Music.

The concert takes place August 24 at the King Heritage & Cultural Centre, from 8 to 10 p.m. Each ticket includes the concert and a copy of "Song Within the Story." Children 8 years and under are admitted free, one child per each adult ticket purchased.

For more, visit [kingheritageandculture.ca](http://kingheritageandculture.ca).

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Work continues to unify the historic Church Street School landmark with its modern extension.

Auroran photos by Brock Weir



# PHOTOGRAPHY CONTEST

In "Swimming Back to Trout River" music and its riveting power connects the characters through space and time. Capture the power of music and performance in this year's OBOA photography contest.

## SUBMISSION GUIDELINES

There are two categories: youth (ages 14 - 17), and adult (ages 18+) Images may be digitally altered Photographs must be high resolution for print. Winning photographs will be published in The Auroran.

Winners will be announced at the OBOA Grand Finale on Saturday, October 22. APL employees/Board/judges and their immediate families are ineligible to win.

Please send submissions to [brock@lpcmedia.ca](mailto:brock@lpcmedia.ca)  
Contest Deadline: Friday, September 30, 2022

## PRIZES

Winner: **\$100** gift card

Runner-Up: **\$50** gift card

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Aurora's Community Newspaper

One Book | One Aurora

AURORA LIBRARY



# AutumnFest Open House

Saturday, September 10<sup>th</sup>, 1:00-3:00 p.m.

Celebrate the Autumn season and honour Grandparent's Day with us by enjoying live entertainment, local farm-to-table appetizers, Verve Signature Treats™ and cocktails all while learning about what our full-service residence has to offer when it comes to the best in senior living!

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[TheRoxboroughRetirement.com](http://TheRoxboroughRetirement.com)



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# York arts award winner supports women's rights, racial justice

Photographer, poet, journalist Yafang Shi donated her prize money from the York Regional Council's Resiliency Award to two non-profit organizations  
Scarlett Liu, Local Journalism Initiative reporter a day ago



A photography collage by Yafang Shi. Supplied photo

Aurora-based photographer, poet and journalist Yafang Shi recently donated her prize money from the York Regional Council's Award to two non-profit organizations.

Her artwork Fire, in the form of a photography collage of Women's March and Rally against anti-Asian Racism, paired with a poem, has been showcased at AGO's online group exhibition Portraits of Resilience. Fire is also the winner of the Resiliency Award of the York Region Arts Council's inaugural YR ARTS AWARD this year.

Shi decided to donate the \$1,000 prize: \$500 to the Canadian Women's Foundation and \$500 to the Chinese Canadian National Council Toronto Chapter, to support their causes for women's rights and racial justice respectively.

"My works have been on and for women's rights and racial justice. I would like to give the prize money back to the community for the important causes for women's rights and racial justice," Shi says.

Her documentary photography on Women's Marches in Toronto in 2017 and 2018, Washington, D. C., in 2019 and London, U.K., in 2020, has been exhibited in Canada and China.

In addition to her documentary photography, Shi had worked on art photography with the same weight of socio-political message as to her documentary photography.

Shi's virtual photography and poetry exhibition Women's Voices, Censorship and Resistance has been showcased at the Aurora Public Library and the Scotiabank CONTACT Photography Festival 2022.

Women's Voices, Censorship and Resistance presents symbolic images of flowers and barbed wires/fences paired with a poignant yet fierce poem, Shi explains.

"This exhibition brings the viewers the awareness of the censorship and oppression women face when they speak out and their tenacious resistance in authoritarian states," she said, adding that it also calls viewers' attention to the barriers women, especially women of colour and immigrant women, face when they try to make their voices heard and their fierce fights for getting heard in the western democratic societies.

The physical version of this exhibition at the Aurora Public Library scheduled for March 2021 was delayed due to the COVID-19 pandemic and is pending the completion of the renovation project at the library.

Shi's previous works, the poem Sister Flowers, won the first prize in the Aurora Public Library's One Book One Aurora writing contest in 2021 and the poem "Threads, Rainbows and Auroras" won second place in the same writing contest in 2020.

*Scarlett Liu is a federally funded Local Journalism Initiative reporter at Economist & Sun*

# THINGS You Ought To Know

## THURSDAY, SEPTEMBER 1

Aurora's Movies in the Park summer series continues tonight with "Sonic the Hedgehog 2." Race your way down to Town Park for the final movie of the season. Arrive early to try your hand (and your feet) at obstacle courses and other activities at 8 p.m. Showtime is 8.45 p.m.

## SATURDAY, SEPTEMBER 10

Join the Aurora Historical Society for an intriguing historic walking tour of the Downtown area. On August 27, learn all about the history of Yonge Street – its beginnings in the 18th century as a military road and how it has evolved over time to meet the needs of the community. Then on September 10th, continue the fun and discover the history of Wellington Street – a road with over 150 years of industry, business, and homes. Free. 10.30 a.m. to 12.30 p.m. Register at [www.eventbrite.ca/e/aurora-walking-tours-tickets-329941362497](http://www.eventbrite.ca/e/aurora-walking-tours-tickets-329941362497). In partnership with the Aurora Public Library.

## SATURDAY, SEPTEMBER 17

The Aurora Historical Society hosts its third annual Victorian Harvest Tea today – two seatings: 12 noon and 2.30 p.m. Tickets

are \$31.50 per person and can be purchased at [aurorahs.com/victorian-harvest-tea-2022](http://aurorahs.com/victorian-harvest-tea-2022). Break out your fascinators, it's Tea Time! Treat yourself to a delicious autumn-themed afternoon tea at the 3rd Annual Victorian Harvest Tea on the beautiful tree-lined grounds at Hillary House National Historic Site. In addition to your pot of tea, sandwiches, scones, and desserts, enjoy a free tour of Hillary House to learn about the unique history of this beautiful National Historic Site in Aurora. Please note, this event will take place outside (weather permitting) on uneven ground. If you have accessibility requirements, please call to inquire.

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The Aurora Public Library, as part of the One Book One Aurora Program, presents An Evening with Jan Wong at 7 p.m. Jan Wong went to China as a starry-eyed Maoist in 1972 at the height of the Cultural Revolution. Learn about her experiences and how her love affair began to sour as she became aware of the harsh realities of Chinese communism. A talk followed by a Q&A period. Tickets are available beginning August 1. To register, visit [bit.ly/3rFdZhl](http://bit.ly/3rFdZhl).

## CONTINUING

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\*\*\*\*

Support AbuseHurts' Delivering Hope Full Circle Program textile recycling and donation

program. In the current COVID climate, a greater number of people are wanting to donate or get rid of unwanted items, increasing the need for more outlets being available to receive the items. This program will provide a convenient way for people to donate or get rid of used/unwanted clothing, blankets, linens and furniture and will help lessen the amount of items ending up in landfills. Materials that were previously perceived as waste will now be seen as a valuable resource further encouraging redistribution. The items will be recycled in the following ways: To be given to individuals who are survivors of violence and are transitioning from shelters into new homes; To be sold in our store; To be sold to a textile recycler, which makes for an ongoing source of funding for Abuse Hurts enabling them to provide their services to the thousands of people that require them each year. When and Where: Monday and Wednesday, every week, 10 a.m. – 4 p.m., with 30-minute time slots – only 1 drop off per time slot. If you do not have an appointment, we cannot accept your donation. The Abuse Hurts Warehouse is located at 1208 Gorham St, Unit 4, Newmarket - rear unloading dock. Visit [AbuseHurts.ca](http://AbuseHurts.ca) to select your drop off time slot.

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## "Sonic" boom helps bring down curtain on Movies in the Park



Sonic the Hedgehog 2 helped bring down the curtain on the Town's Movies in the Park summer series on Thursday night at Town Park. Ahead of the movie itself, a number of speed-related activities, including obstacle courses, kept families busy. (Clockwise from Top Left) Nahal and Negin try their hands at some hoops. Urijah conquers the obstacle course. Robbie and Stuart visit the craft table. Zoe and dad Erick compare hula hooping skills.

Auroran photos by Brock Weir



## THE POWER OF MUSIC

# PHOTOGRAPHY CONTEST

In "*Swimming Back to Trout River*" music and its riveting power connects the characters through space and time. Capture the power of music and performance in this year's OBOA photography contest.

### SUBMISSION GUIDELINES

There are two categories: youth (ages 14 - 17), and adult (ages 18+)  
Images may be digitally altered Photographs must be high resolution for print.  
Winning photographs will be published in The Auroran.  
Winners will be announced at the OBOA Grand Finale on Saturday, October 22.

APL employees/Board/judges and their immediate families are ineligible to win.

Please send submissions to [brock@lpcmedia.ca](mailto:brock@lpcmedia.ca)  
Contest Deadline: Friday, September 30, 2022

### PRIZES

Winner: \$100 gift card  
Runner-Up: \$50 gift card

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**Aurora Public Library Board**  
**MEETING**  
**Wednesday, September 21, 2022**  
**7:00 p.m.**  
**Via Zoom video conference call**

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## **AGENDA**

1. Adoption of Agenda
2. Declaration of Conflict of Interest
3. Resolution to Move Into Closed Session
  - .1 Labour relations or employee negotiations
4. Minutes of:
  - .1 April 13, 2022 Meeting *(enclosures)*
  - .2 June 22, 2022 Meeting
  - .3 September 14, 2022 APLB Finance Committee
5. Reports
  - .1 Financial Statement as of March 31, 2022 *(enclosure)*  
SR2022.13
  - .2 Second Quarter Operations Report SR2022.14 *(enclosure)*
  - .3 Second Quarter Use Indicators Report  
SR2022.15
  - .4 Financial Statement as of June 30, 2022 *(enclosure)*  
SR2022.16
6. Items for Consideration
  - .1 Non-Union Benefit Update Report SR2022.17 *(enclosure)*
  - .2 Disconnecting from Work Policy SR2022.18 *(enclosure)*
  - .3 Personnel Provisions for Non-Union and  
Management Staff Policy SR2022.19 *(enclosure)*
  - .4 APL Hybrid Work Policy SR2022.20 *(enclosure)*
7. Library CEO Updates
  - .1 CEO Updates *(verbal report)*
8. General Business Information/Questions
  - .1 APL Updates
  - .2 Aurora Town Square Stakeholder Update *(enclosure)*  
Sept 2022

9. Member Announcements

10. Date of Next Meeting: Wednesday, October 19, 2022

11. Adjournment

**\*\* Please advise Maida Rae of regrets for attendance, by noon on September 21<sup>st</sup> ([mrae@aurorapl.ca](mailto:mrae@aurorapl.ca)).**





**Aurora Public Library Board**

**MINUTES of MEETING**

**Wednesday, April 13, 2022**

The Aurora Public Library Board held its regular meeting on April 13, 2022 via video conference.

Present: John Clement, Tom Connor (Chair), Councillor Sandra Humfries, Adam Mobbs (Vice Chair), Marie Rankel

Regrets: Councillor John Gallo, Ken Turriff

Chief Executive Officer: Bruce Gorman

Staff: Mario Baleno, IT Manager; Mary Ann Gruppuso, Manager, Collections and Access; Reccia Mandelcorn, Manager, Community Collaboration; Jodi Marr, Manager, Customer Opportunity; Maida Rae, HR Coordinator/EA (recorder); Julie Rocca, Business Manager

---

The Chair called the meeting to order at 07:04 p.m.

**1. Adoption of the Agenda**

MOTION: **22.04.24** **THAT** the agenda be approved  
Moved by: A. Mobbs  
Seconded by: J. Clement  
CARRIED

**2. Disclosure of Interest**

**3. Approval of Minutes:**

- .1 Regular meeting of February 16, 2022
- .2 Special Meeting of March 23, 2022

MOTION: **22.04.25** **THAT** the Minutes of the February 16, 2022 regular meeting and March 23, 2022 Special Meeting be approved  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**4. Reports**

**.1 *APL 2022 First Quarter Operations Draft Report SR2022.06***

A staff report was issued prior to the meeting.

MOTION: **22.04.26**  
Moved by: J. Clement  
Seconded by: A. Mobbs  
CARRIED

**THAT** the 2022 First Quarter Operations Report to March 31, 2022 be received as information

*Councillor Sandra Humfryes joined the meeting at 7:08 p.m.*

**.2 *First Quarter Use Indicators Report SR2022.07***

A staff report was issued prior to the meeting.

MOTION: **22.04.27**  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**THAT** the Aurora Public Library Board receives the First Quarter Use Indicators DRAFT Report to March 31, 2022 as information

**.3 *Financial Statement for the Period Ending December 31, 2021 SR2022.08***

A staff report was issued prior to the meeting.

MOTION: **22.04.28**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** the Aurora Public Library Financial Statement for the year ended December 31, 2021 be received as information

**5. Items for Consideration**

**.1 *Social Media Policy Report SR2022.09***

A staff report was issued prior to the meeting.

MOTION: **22.04.29**  
Moved by: J. Clement  
Seconded by: Councillor S. Humfryes  
CARRIED

**THAT** the Social Media Policy dated April 13, 2022 be approved

**.2 Aurora Public Library Board Committees Terms of Reference Report SR2022.10**

A staff report was issued prior to the meeting.

MOTION: **22.04.30**  
Moved by: Councillor S. Humfryes  
Seconded by: A. Mobbs  
CARRIED

**THAT** the APL Board approve the Terms of Reference documents for the APL Executive Committee, Finance Advisory Committee and CEO Performance Review Committee

**.3 Non-Union General Wage Increase Report SR2022.11**

A staff report was issued prior to the meeting.

MOTION: **22.04.31**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** a general wage increase of 1.25% effective April 1, 2022 be applied to the salary schedule for the continuous non-union employee group

**6. Library CEO Updates**

**.1 CEO Updates**

A verbal report was provided at the meeting.

MOTION: **22.04.32**  
Moved by: M. Rankel  
Seconded: A. Mobbs  
CARRIED

**THAT** the Library CEO Updates be received as information

The Aurora Town Square handover date is scheduled for April 29, 2022. At this time, there is still work to be done to complete second floor rooms, foyer, mainfloor washrooms, Magna and Lebovic Rooms, Yonge Street entrance and second floor staff room. The completion for this work will likely run into May, but a revised date has not been supplied by the Town or the contractor.

Once this work is completed, a return to regular operating hours will resume. There is a required notice period for unionized staff to change schedules to facilitate this change.

Major work will be done on Church Street, including a regrade and permanently closing the Library's Church Street entrance once the Yonge Street entrance is completed.

A new dropbox will be installed along the Church Street side of the Library.

The Sorter Room has resumed operations after construction related water damage and roof repairs have been completed.

*Councillor Sandra Humfryes left the meeting at 8 p.m.*

B. Gorman and M. Baleno continue to attend Aurora Town Square IT meetings to help navigate the integration of networks as part of the efficiencies expected from the Aurora Town Square project.

**7. General Business Information/Questions**

**.1 *APL Updates and Aurora Town Square Stakeholder Updates***

Articles and photographs and a project update were issued prior to the meeting.

MOTION: **22.04.33**  
Moved by: M. Rankel  
Seconded by: J. Clement  
CARRIED

**THAT** the APL Updates and the Aurora Town Square Stakeholder Updates be received as information

Newspaper articles and media coverage from late February to early April highlighted APL’s programs and services.

The Town of Aurora provided an update on the Aurora Town Square construction project in an email to the Board.

**8. Member Announcements**

The Library will be hosting a virtual All Candidates event for the upcoming provincial election on May 12<sup>th</sup> at 7 p.m. Board members are encouraged to attend.

**9. Date of Next Meeting**

The next meeting is scheduled for Wednesday, May 18, 2022 at 7:00 p.m.

**10. Adjournment**

MOTION: **22.04.34**  
Moved by: A. Mobbs  
Seconded by: M. Rankel  
CARRIED

**THAT** the meeting be adjourned at 8:20 p.m.

\_\_\_\_\_  
T. Connor  
Chair

\_\_\_\_\_  
B. Gorman  
Chief Executive Officer



## Aurora Public Library Board

### MINUTES of MEETING

Wednesday, June 22, 2022

The Aurora Public Library Board held its regular meeting on Wednesday, June 22, 2022 via video conference.

Present: Tom Connor (Chair), Adam Mobbs, Marie Rankel, Ken Turriff

Regrets: John Clement, Councillor John Gallo, Councillor Sandra Humfryes

Chief Executive Officer: Bruce Gorman

Staff: Mario Baleno, IT Manager; Reccia Mandelcorn, Manager, Community Collaboration; Jodi Marr, Manager, Customer Opportunity; Maida Rae, HR Coordinator/EA (recorder); Julie Rocca, Business Manager

---

The Chair called the meeting to order at 07:04 p.m.

#### 1. **Adoption of the Agenda**

MOTION: **22.05.35**

**THAT** the agenda be approved

Moved by: M. Rankel

Seconded by: A. Mobbs

CARRIED

#### 2. **Disclosure of Interest**

#### 3. **Presentation**

.1 Andrea Nauss, CPA, CA, Manager BDO Canada, LLP

Re: 2021 Audited Financial Statements and SR2022.12

Tom Connor welcomed Andrea Nauss, Senior Manager, Assurance and Accounting of BDO Canada LLP and asked her to present the 2021 Audited Financial Statements.

MOTION: **22.05.36**

**THAT** the Audited Financial

Moved by: K. Turriff

Statements as of December 31,

Seconded by: M. Rankel

2021 be approved

CARRIED

Thank you to J. Rocca, Business Manager for her work with the audit.

4. **Date of Next Meeting**

The next meeting is scheduled for Wednesday, September 21, 2022 at 7:00 p.m.

5. **Adjournment**

MOTION: **22.05.37**  
Moved by: K. Turriff  
Seconded by: M. Rankel  
CARRIED

**THAT** the meeting be adjourned  
at 7:15 p.m.

---

T. Connor  
Chair

---

B. Gorman  
Chief Executive Officer



**Aurora Public Library Board Finance Sub-Committee  
MINUTES of MEETING  
Wednesday September 14, 2022**

The Aurora Public Library Finance Sub-Committee held a meeting on Wednesday September 14, 2022 via Zoom video conference.

Present: Tom Connor, Adam Mobbs

Regrets: John Gallo

Chief Executive Officer: Bruce Gorman, CEO

Staff: Julie Rocca, Business Manager

---

The meeting was called to order at 9:05 a.m.

**1. Adoption of Agenda**

MOTION: **01.01.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the agenda be adopted

**2. Disclosure of Conflict of Interest**

There were no disclosures of interest.

**3. Minutes of October 8, 21 Meeting**

MOTION: **01.02.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the minutes of the previous meeting be approved

**4. APL Operation Pressures**

MOTION: **01.03.2022**

Moved by: T. Connor

Seconded by: A. Mobbs

**CARRIED**

**THAT** the the email be reviewed for information

**5. APL 5 Year Budget Line Detail (2022-2026)**

MOTION: **01.04.2022**

Moved by: A. Mobbs

Seconded by: T. Connor

**CARRIED**

**THAT** the APLB Finance Sub-Committee approve the 2023-2026 Draft Operating Budget and forward to the APLB for review at the September 21, 2022 meeting

**6. APL 5 Year Budget Summary (2022-2026)**

MOTION: **01.05.2022**  
Moved by: A. Mobbs  
Seconded by: T. Connor  
**CARRIED**

**THAT** the APLB Finance Sub  
Committee approve the APL 5 Year  
Budget Summary and forward to the  
APLB on September 21, 2022 meeting

**7. Other Business**

**8. Adjournment**

MOTION: **01.06.2022**  
Moved by: T. Connor  
Seconded by: A. Mobbs  
**CARRIED**

**THAT** the meeting be adjourned at  
10:15 a.m.

---

Tom Connor  
APLB Chair  
Finance Sub-Committee

---

Bruce Gorman  
Chief Executive Officer

DRAFT





## Aurora Public Library Board

### REPORT SR2022.13

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**SUBJECT:** Financial Statement for the period ended March 31, 2022

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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#### **RECOMMENDATION:**

That the *Aurora Public Library Financial Statement for the period ended March 31, 2022* be received.

#### **BACKGROUND:**

The attached Financial Statement for the period ended March 31, 2022 shows expenses at 21% of the annual operating budget. As in the previous year, COVID-19 and the ongoing Town square construction project has impacted the operations of Aurora Public Library.

The significant variances of Aurora Public Library's expenses and revenues for the period ended March 31, 2022 are as follows:

- Salaries and benefits continue to be lower than planned due to reduced operating hours
- Collections and IT spending is over benchmark predominately due to digital content and software licenses paid for at the beginning of each year
- General revenue is higher than anticipated at time of budget development

#### **ATTACHMENTS:**

1. APL Financial Statement for the period ended March 31, 2022

***Assisted by: Julie Rocca, Business Manager***

---

*Bruce Gorman*  
*Chief Executive Officer*

**Aurora Public Library  
Financial Statement**

For the period ending March 31, 2022	Annual Budget	Prior YTD Actuals	Year End Actuals	Actuals Balance	% of Budget
<b>EXPENSES</b>					
<b>Operating Expenses</b>					
Salaries & Benefits	\$ 3,024,515	\$ 546,296	\$ 600,441	2,424,074	19.9%
Collections	378,000	145,710	115,880	262,120	30.7%
Cataloguing and Processing Services	34,000	12,380	15,433	18,567	45.4%
IT Contracts, Equipment & Licenses	203,000	43,768	86,306	116,694	42.5%
Programs	30,000	2,212	2,795	27,205	9.3%
Public Relations	26,110	574	4,054	22,056	15.5%
Office Supplies, Equipment & Telephone	50,000	5,741	9,588	40,412	19.2%
Staff Development & Board Training	26,500	4,633	613	25,887	2.3%
Professional Fees	15,000	5,683	2,418	12,582	16.1%
Business Plan Initiatives	10,000		-	10,000	0.0%
Unclassified / Contingency	6,000	3,566	-	6,000	0.0%
	<b>3,803,125</b>	<b>770,563</b>	<b>837,528</b>	<b>2,965,597</b>	<b>22.0%</b>
<b>Contribution to Capital Reserve</b>	180,000	-	-	0	0.0%
<b>TOTAL EXPENSES</b>	<b>3,983,125</b>	<b>770,563</b>	<b>837,528</b>	<b>2,965,597</b>	<b>21.0%</b>
<b>REVENUE</b>					
<b>General Revenue</b>					
Fines	-		963	-963	0.0%
Fees	2,000	356	548	1,452	27.4%
Sales	1,000		-	1,000	0.0%
Reserves	-		-	0	0.0%
Interest and Other	600	31	145	456	24.1%
	<b>3,600</b>	<b>387</b>	<b>1,656</b>	<b>1,944</b>	<b>46.0%</b>
<b>Grant Revenue</b>					
Provincial Library Operating Grant (PLOG)	44,140		-	44,140	0.0%
Pay Equity Grant	1,285		-	1,285	0.0%
	<b>45,425</b>	<b>-</b>	<b>-</b>	<b>45,425</b>	<b>0.0%</b>
<b>Total General and Grant Revenue</b>	<b>49,025</b>	<b>387</b>	<b>1,656</b>	<b>47,369</b>	<b>3.4%</b>
<b>Municipal Requisition</b>	<b>3,934,100</b>	<b>770,176</b>	<b>835,872</b>	<b>2,918,228</b>	<b>21.2%</b>
<b>TOTAL REVENUE</b>	<b>\$ 3,983,125</b>	<b>\$ 770,563</b>	<b>\$ 837,528</b>	<b>2,965,597</b>	<b>21.0%</b>



## Aurora Public Library Board

### REPORT SR2022.14

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**SUBJECT:** *SECOND QUARTER OPERATIONS REPORT*

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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#### **RECOMMENDATION**

That the *Second Quarter Operations Report to June 30, 2022* be received as information.

#### **BACKGROUND**

The quarterly Operations Report has been revised to reflect the goals set out in the Library's Strategic Plan 2017-2021 "Place of Possibilities". The Library's management team have identified goals relating to the Strategic Plan for 2022 and provided updates on the established timelines and targets in the attached spreadsheet, *Aurora Public Library 2022 Strategic Plan Goals*.

#### **ATTACHMENTS:**

*Aurora Public Library 2022 Strategic Plan Goals*

*Assisted by: Executive Leadership Team  
Maida Rae, Human Resources Coordinator/EA*

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*Bruce Gorman  
Chief Executive Officer*

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
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Strategic Direction 1. Build Community								
1.1 Pandemic/Post Pandemic Library	Bruce	90%	Q1	Q4	Additional open hours Restart in-library programming. Return to regular hours.	Introduced vaccination policy  Manage omicron variant shutdown including up to 9 staff off at the same time  Pilot evening pickup window hours.  Maintaining pickup window service through 2022.  Provincial government removal of restrictions on March 9  Provided N95 masks and rapid tests to staff  Review related policies and procedures  Encouraged staff to wear masks as restrictions lifted  Monitoring current increase in staff with COVID including numerous cases into July  Supported staff throughout with compassion and action  Guided, supported and assisted ELT members  Prepared for future breakouts  Reviewing hybrid working models	On track	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>1.2 Research placement of satellite collections in the community</b>	Mary Ann		Q2	Q4	Identify 3 potential locations for satellite collections in the community. Develop RFP for Book Locker.	3 potential locations identified – evaluated and SARC is the preferred location Re-established discussions with Metrolinx and local community organizations and centres such as SARC. Determine services to be offered at the satellite locations i.e. holds pickup, browsing collection and/or returns	On track	
<b>1.3 Increase customer use and staff knowledge of eResources</b>	Mary Ann		Q1	Q4	Increase usage of databases by 5% Review one database a month with Access Team staff	Use different channels to promote eResources – Social media, e-newsletter, new website Review Cloud content –change purchase strategy and increase “shelf” displays	On Track	
<b>1.4 Hidden Stories of York Region Podcast Project</b>	Reccia	100%	Q1	Q3	Completion of four episodes in collaboration with the Social Planning Council of York Region	HSYR shares stories about lived realities, community issues and innovative solutions. Conversations will tackle challenges as well as identify solutions and actions for change. APL will support with storyboarding, production and marketing. Theme of Housing to run for four episodes. Presenting at OLS conference on this project. (Sept. 22, 2022)		Achieved
<b>1.5 In-Library Settlement Worker (monthly) *Pilot Project</b>	Reccia	75%	Q2	Q4	Attendance from community Evaluation to expand/discontinue pilot	Monthly on-site settlement worker in partnership with Library Settlement Partnerships. Can be increased to bi-weekly if there is community interest. 3 <sup>rd</sup> Thursday/month starting June 16. LSP to Evaluate response in September	3 of 4 visits completed	
<b>1.6 Present economic impact of Aurora Public Library on the Town</b>	Julie	75%	Q2	Q4	Showcase financial value to community	Implement value calculator and undertake economic impact study	Deferred to 2022	

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
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Strategic Direction 2. Place of Possibilities								
<p><b>2.1 Redesign website and mobile platform to improve customer experience</b></p>	<p>Mario</p>	<p>100%</p>	<p>Jan</p>	<p>May</p>	<p>Increase number of visitors as well as average time spent on a page. Reduce our bounce rate (number of people who only view one page then leave the site)</p>	<p>Redesign online presence to provide customers with an excellent experience regardless of the device type they are using. This will increase usage and better display our programming and material offerings.</p> <p>Simplify and optimize content updates and website management to reduce staff workload.</p> <p>Fully integrate website with the Library catalogue and event management system.</p> <p>Formed website redesign team.</p> <p>Bibliocommons has been chosen as our new website vendor.</p> <p>Biblioweb instance has been created; the team is working on the website structure and layout.</p> <p>The project team has begun training.</p> <p>Website design is underway.</p> <p>Content is being migrated from the existing site to the new site. Staff preview to begin mid February 2022.</p> <p>Public preview Q2 2022</p>	<p>Deferred to 2022 On Track</p>	<p>Achieved</p>

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						<p>(2021 Marketing Plan implementation to be completed pending website redesign).</p> <p>Staff preview completed and public preview began April 4.</p> <p>New website successfully launched in May.</p>		
<p><b>2.2 Aurora Town Square Integration</b></p>	<p>Bruce</p>	<p>80%</p>	<p>Q1</p>	<p>Q4</p>	<p>Integration of network with Town</p> <p>Signed Rooms MOU</p> <p>Signed Network SLA</p> <p>Opening of Yonge St. Town Square entrance</p> <p>Integrate new programming spaces</p>	<p>Library space handover in Fall 2022</p> <p>Opening ceremony of Town Square (Library segment) in Fall 2022</p> <p>Grand opening Town Square in 2023</p> <p>Negotiated Library exclusive use of Magna and Lebovic for 2022</p> <p>Member of Town Square Opening Committee</p> <p>Continue participation with Town Square Programming Committee</p> <p>Acquired new book drop to be relocated to Church street. Town will assist</p> <p>Continue fundraising discussions with Town</p> <p>Continue regular Town Square operational meetings</p> <p>Rooms MOU in final stage with legal</p> <p>Commence Network SLA discussions towards SLA, APL overlay, and demarcation</p>	<p>On track</p>	

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						<p>Ongoing meeting with Town on network integration underway</p> <p>Finalizing cost efficiencies with Town</p> <p>Provided input on parking requirements for customers and staff</p> <p>Renewed staff parking arrangement with Trinity Church</p> <p>Ensured Library foyer was retiled</p> <p>Reviewing security gate requirements for 2<sup>nd</sup> floor corridor</p> <p>Selected Library foyer furniture</p> <p>Preparing to open on July 4 with regular hours. Facilities operational including updated washrooms, the sorter room, and staff lunchroom</p> <p>Assisted in ensuring accessible customer parking</p> <p>Ensured service levels and regulations were maintained regarding customer washroom access</p> <p>Negotiated ongoing access to Church Street entrance through winter 2022</p>		
<b>2.3 Develop Capital Plan</b>	Bruce	90%	Q1	Q3	Integration of new furniture and millwork	Explore synergies with Town Square	Continuing to 2023 due to pandemic, construction and	



AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
					Integration of existing look and feel of Library and Town Square  Grow with the needs and desires of residents of Aurora  Full costing  Complete timeline  Intelligent lockers and satellite browsing in Aurora  Community led	Continue to provide input on Town Square furniture  Consider sustainability options  Meeting with VG+ in Oct  Final plan being prepared for ELT is in final stage  Provide sequencing and cost assessments  Provide timelines  Inquire on Town capital budget	other space considerations  On track	
<b>2.4 Investigate early literacy centre possibilities</b>	Mary Ann/Jodi		Q3	Q4	Develop a design plan of possible early literacy additions to the children’s area	Review current best practices. Reached out to TPL. Identified List of Vendors.	On Track	
<b>2.5 Career Fair</b>	Reccia	100%	Q1	Q2	Event delivered (virtual) Wed. June 22, 4-6pm 83 attendees	Working with our partners (YRP, OPP, Access Employment, etc.) this event provides career options including the trades, entrepreneurship, and corrections.		Achieved
<b>2.6 Enhance digital signage solution</b>	Mario		Q3	Q4	3 additional digital signage panels installed in Library.  Additional digital signage panels installed outside of the Library in the bridge and new building.	Consider signage in new building and in the bridge and the corridor	Return from Parked Items 2020	
<b>2.7 Explore deploying new children’s technologies</b>	Mario/Jodi	10%	October	December	Enhance children’s learning experience by engaging with new technology. Alignment with STEAM.	Tethered iPads to replace AWE stations Osmos Met with Playaway Tablets. Investigating Samsung Kids, Osmos.	On Track	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>2.8 Investigate circulating non-traditional collections</b>	Mary Ann	90%	January	September	Expand our children’s science and technology collections by introducing a new collection that supports STEAM skills development with interactive learning at home.	Backpacks ready to be processed, then circulated. Track circulation from March to September.	On Track	
<b>2.9 Deliver engaging Creative Studio Plan</b>	Jodi	60%	Q1	Q4	Define Creative Studio programming objectives (Q1) Develop a course of programming specific to the Creative Studio resources and mandate (Q3)	As the Creative Studio has been closed since 2020 we have not been able to fully explore the programming potential of this space. Priorities for programming have required attention in operational areas.	Continuing in 2022 due to pandemic	
<b>Strategic Direction 3. Organizational Capacity</b>								
<b>3.1 Improve work collaboration by moving staff from locally installed Microsoft Office to the Microsoft 365 cloud based solution.</b>	Mario	80%	Jan	Q4	Cloud based collaboration solution deployed to all staff. Email moved from locally hosted server to the cloud.	M365 testing licenses have been purchased  Server has been purchased and is being configured for hybrid deployment  Hybrid configuration complete  Migration of staff email and accounts to M365 has started.	On Track	
<b>3.2 Develop a new APL Strategic Plan</b>	Bruce		Q2	Q4	Increased reach  Enhanced use  Improved value	Review existing plan for fit, relevance, success, and future  Consider timing (end of Board cycle and unique times coming out of pandemic)  Develop team  Identify strategic position and trends		

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
						SWOT Consider approach – refresh, outsourcing Develop plan Incorporate Equity, Diversity and Inclusion Develop strategies re: Indigenous Relations Mental Health Marketing and Communication		
<b>3.3 Implement new Performance Management Plan for managers and staff</b>	Bruce	90%	Q1	Q3	Improve customer experience Enhance staff satisfaction and output Enhance real time feedback Improve process efficiency	Introduce new model, process and updated semi annual and annual engagement Introduce regular and impromptu feedback and coaching in real time Alignment with strategic plan Performance as a positive experience Work with Town on ADP module Inform through CEO performance process Follow with management	On track	
<b>3.4 Investigate Volunteer Management Solution</b>	Jodi		Q1	Q4	Develop a needs assessment and seek IT input on software solution Recommend a final solution	Investigate a volunteer management solution and if feasible implement.		

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<b>3.5 Develop a Merchandising Plan</b>	Jodi/Mary Ann		Q1	Q4	Develop a merchandising plan for the library to enrich user experience. Increase the number of displays and improve user engagement with passive Readers' Advisory.  Increase physical fiction and digital circulation by 5%.	Train staff on how to maintain the visual standards.  Create a display schedule  Create standard display guidelines  Recommend possible new display solutions  Consider online content	On Track	
<b>3.6 Consolidate staff training resources into an online LMS</b>	Jodi	80%	Q1	Q4	Launch APL Education platform with 5 active modules.  Have 15 staff complete all modules that apply to their job functions.	Carried forward from 2020 <ul style="list-style-type: none"> <li>Explore using the Niche Academy platform to develop the LMS.</li> </ul> Niche academy purchased and developing learning modules for staff, branding and layout for courses.  Courses in development for onboarding, Readers' Advisory and circulation training.  Launched 4 staff courses with a focus on training Customer Opportunity Staff. 46 staff have completed modules across the 4 courses.	Deferred to 2022	
<b>3.7 Develop a 4 Year Operating Budget for (2023-2026)</b>	Julie	90%	Q3	Q4	Deliver a fiscally responsible operating budget to provide optimal library services for the community.	Presentation to Council and Committee in Q4		
<b>3.8 Further develop staff branding, visibility and virtual presence to support relationship building and enhance the customer</b>	Jodi	75%	Q1	Q4	Train all IPS and Librarians in personal brand development that aligns with APL's vision.	Research branding and personal marketing training for staff (completed 2021).  Customer Opportunity staff have individualized Bibliocommons logins to	Deferred to 2022	

AURORA PUBLIC LIBRARY 2022 GOALS AND OBJECTIVES

ACTION	RESPONSIBLE	STATUS %	START	END	SUCCESS MEASURE	NOTES	ON TRACK/AT RISK	ACHIEVED
<p><b>experience by finding the right training/facilitator</b></p>						<p>communicate the RA recommendation to customers (ongoing from 2021).</p> <p>Display wall of Staff Picks (completed 2021).</p> <p>Researching available training opportunities for staff</p>		

DRAFT



## Aurora Public Library Board

### REPORT

SR2022.15

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**SUBJECT:** *SECOND QUARTER USE INDICATORS DRAFT REPORT*

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** *September 21, 2022*

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#### **RECOMMENDATION**

That the *Aurora Public Library Board* receives the *second Quarter Use Indicators DRAFT Report to June 30* as information.

The Library closed March 17, 2020 due to the COVID-19 pandemic; Virtual programming commenced April 17, 2020; Curbside pickup of holds began May 25, 2020; limited in-library services resumed July 5, 2021.

To adapt to the Aurora Town Square construction project and the pending winter weather, on Tuesday October 13, 2020 pickup of holds moved inside the facility to the Magna Room and on Monday, December 7, 2020 due to internal construction by the Town, to the Lebovic Room.

When Ontario went into a province-wide lockdown on December 26, 2020, libraries were permitted to continue offering curbside pickup. Due to the Town's construction project, the Library was not able to resume pickup of holds until Wednesday, January 20 when a new window for holds pickup was installed at the south end of the building on Church Street. For the convenience of customers, a new return slot was installed at the same location.

On April 8, 2021 the province enacted a provincial emergency and stay-at-home order; no change in service delivery was required.

On July 5, 2021 APL welcomed customers back with in-library computer use, study tables and browsing collections: Monday through Saturday, 11:00 am – 5:00 pm.

Hold pickup hours remained the same for curbside, in-library and window pickup: Monday through Saturday, 11:00 am – 6:00 pm.

On March 15, 2022 hours for window pickup were extended on Tuesdays and Thursdays to 8:00pm.

On March 21, 2022 in alignment with the province's end of the mask mandate, staff and customers were no longer required to wear a mask in the facility or at the pickup window. The greeter position at the temporary entrance was eliminated. Customers accessed public workstations without sanitization by staff between sessions.

On July 4, 2022 regular library hours (excluding Sundays) resumed for in-person service. The window pickup was maintained for the convenience of customers.

## **BACKGROUND**

One of the Library's chief priorities is to ensure we remain relevant and responsive to our community. A key component of advancing this priority has been to gather, analyze and interpret our quantitative data with the understanding that the numbers do not always reflect the qualitative usage and benefits of library service.

Aurora Public Library has tracked use indicators for many years with the actual indicators evolving over time. New and emerging technologies continue to impact the indicators and serve to demonstrate the diverse nature of customer usage of collections, programs and services.

The Library depends on the reporting by vendors or site for metrics on database sessions, Niche Academy and some social media. Metrics for the Niche Academy are provided by the vendor without detail as to unique/all users or time spent viewing the learning videos.

Metrics for programs are provided by Library staff or community partners. Metrics for virtual programs present unique challenges. While we can more closely measure attendance through registered platforms like Zoom and Google Classroom, analytics for FB attendance report views of one-minute duration. Programs delivered on the Niche Academy are counted as programs delivered that month; then can be accessed as Niche Academy views at any time after. The Niche Academy also includes views by staff for training purposes. Films screened do not account for multiple viewers within a household, so the counts are typically under-reported.

APL's use indicators that report one-minute views over-represent engagement, but also under-represent viewers potentially watching together. However, this is consistent with the metrics all libraries provide for the provincial annual survey. Metrics are taken end-month, so online programs viewed into the next month are not counted.

One interesting observation is that virtual programming knows no boundaries and APL programs are being enjoyed by participants beyond York Region and even Canada. Zoom workshops have included participants from England, India and Mexico and the United States.

The Use Indicators serve two important purposes:

- tracking changes and trends in library use patterns for planning collections, programs and services
- fulfilling the annual reporting requirements of the Province of Ontario for public library boards

The Library Board is provided with quarterly updates of our current use indicators to monitor trends and to plan for future strategic opportunities and developments.

Attached is the second quarter summary of the 2022 APL Use Indicators.

### **Some Use Indicator Definitions:**

#### **Circulation**

Circulation includes the number of physical items borrowed/checked out from the Library's collections for use outside of the Library during the given period. Items that are used within the Library that have not been checked out and therefore never physically leave the facility are not included in this total. Circulated items that are renewed are included in this statistic.

Circulation also includes the number of digital items streamed or downloaded by active cardholders during the given period. Digital items include eBooks, eAudiobooks, digital magazines and digital media such as music, games and movies.

#### **In-Library Use**

In-Library use represents items removed from their usual location for use in the facility. The count includes reference materials, circulating materials, magazines and newspapers.

#### **Holds**

Holds is an aggregate of both physical and digital materials. Physical holds represent items not currently available (in-use or on order) or materials the cardholder reserves remotely for staff to retrieve from the shelves as a customer service.

With the facility's closure, physical materials could only be borrowed through the placement of holds by the customer through the library catalogue. Although browsing is now permitted, many customers prefer to get their material through the window pick-up.

Digital holds represent eBooks and eAudiobooks purchased by APL on cloudLibrary that currently are in use. Holds cannot be placed on content not purchased by APL.

#### **Courses**

Included in this metric are both registered courses (e.g. Gale online learning and Lynda.com) and courses in database format (e.g. Mango language learning). In September 2019 Lynda.com changed to LinkedIn Learning requiring a LinkedIn account for access. After feedback from public libraries, in March 2021 Lynda.com allowed access to the learning modules without a LinkedIn social media account.

#### **Public Workstation Usage**

This metric reflects the number of times a customer logs in during the given period. The amount of time that the public workstation is used is not reflected in this statistic.

Public Workstations were not available from the initial lockdown in March until August; and again not after the second lockdown.



### **Wireless Internet Usage**

This metric reflects the number of times visitors utilized the free wireless network during the given period. The amount of time that the wireless network is used is not reflected in this statistic.

### **Facebook Reach**

APL no longer reports Facebook Reach as the number provided is an estimation based on an unknown FB algorithm.

### **Online Followers**

This metric combines Followers on Twitter, Facebook and Instagram.

### **Library Programs**

A program is a planned presentation, program or event given at a scheduled time in the facility, in the community or virtually.

In April 2020 the category of virtual programs was added to the use indicators. Virtual programs include videos that can be enjoyed at the convenience of the viewer.

### **Outreach**

Outreach includes exhibits/displays and promotional library booth at events, festivals, agencies and schools.

### **Volunteer Services**

Volunteer Services includes the total number of hours provided by high school students and Visiting Library Service (VLS) volunteers.

Volunteer services provided by high school students was enhanced in 2019 to include assistance at Library events; also a change was made to count actual hours rather than people (March 2019). With the advent of the pandemic, volunteer hours were also given for participation in some teen programs.

An estimate of two hours per visit (to include material selection, delivery and interaction between client and volunteer) is allotted to each VLS transaction. Given that most volunteers spend time with their clients, two hours may be under reporting the time the time spent with each client.

When the facility closed due to the pandemic, visits to clients by VLS volunteers declined due to public health recommendations, library closure and lockdowns. VLS visits are increasing since we reopened with several volunteers are relying on staff to select the material or are placing holds – both which allow for window pick-up.

### **In-Person Visits**

Gate counters at the Yonge Street and Parking Lot entrances captured the number of visitors entering the facility.

As we did not have operable gate counters, the Greeter had been taking a manual count since reopening to the public on July 5. On March 14, an automatic People Counter was installed.

## **Library Membership**

Membership is defined as the number of library cardholders who have used the card in the past two years. This metric is taken as a snapshot at the end of the given period. While the Library encourages each member to have a personal library card, families often share one or two cards among them.

After the initial lockdown, APL developed virtual options for customers to acquire a temporary digital library card that could be enhanced for full borrowing privileges through presentation of ID through video conferencing. Library privileges for current members were set to not expire before the end of August to provide ample time for members to renew. This created a temporary spike in membership.

## **Community Use Statistics**

A comparison of metrics indicates an overall annual increase in Circulation of 32.4%.

Circulation of print materials increased 61.7%; audio/visual increased 36.7%; Streaming & Downloads decreased 1.7%.

Streaming and Downloads includes eBooks & eAudio, movies and music. eBooks and eAudio decreased 10.2%; Hoopla decreased 1.0%; Freegal decreased 15.5%

In 2021 APL replaced Zinio with PressReader, providing access to 7,000+ newspapers and magazines in 60+ languages that can be translated into 19 languages. Flipster (digital magazines) was added to the offerings and the two products are now reported as eMagazines & eNewspapers with a combined increase of 17.4%

Staff continues to monitor the popularity of individual products to ensure that APL's offerings match customer preferences.

Holds decreased 28.9%. Holds on physical materials decreased 32.3%; Although the facility is now open for browsing, many customers continue to prefer placing holds on their materials for pick-up at the Holds window. Holds on eBooks increased 3.9%. Holds on cloudLibrary (2020) can only be placed on circulating APL materials.

Electronic database sessions increased 32.3%. January and March enjoyed exceptional usage. This may be explained by staff training, school usage or new products offered.

Online learning (both registered courses and those accessed through database format) increased 2.1%.

The Niche Academy was added in February 2021. The Niche Academy is a platform for instructional videos and is counted in electronic services; some of the videos were created by APL staff and are counted as programs that month; they remain available as learning videos that can be watched at the viewer's convenience. Use decreased 24.7%.

Online Followers (Twitter, Facebook & Instagram) increased 7.7% (Twitter increased 4.8%; FB increased 18.0% Instagram decreased 4.2%). eNewsletter subscribers increased 12.9%. There are currently 8,819 subscribers to APL's monthly eNewsletter.

Metrics for Virtual Programs and Attendance present unique challenges. For example:

- While we can measure attendance through registered programs over Zoom, attendance at virtual FB programs is measured by 60 second views.
- Although registrants for films receive a link to the streaming, we do not know how many people view the film together in a household.
- Virtual programs do not allow for targeting of audiences in the same way as in-person program.
- Some counts were reported in different age categories when we reviewed participation activity by demographic.

Metrics for Take & Makes, which were reported as Adult in 2021 are now reported as Young Adult programs.

Staff expanded reading challenges. A virtual multi-sector career fair connected attendees to industry employers from sectors such as construction, healthcare, information technology, policing and more.

Events featuring writers and poets (Farzana Doctor, George Elliott Clarke and others) were funded by grants received from the League of Canadian Poets and the Writers' Union of Canada.

While it is important to recognize that accurate comparisons cannot be made between live and virtual programming, in Q2 APL delivered 382 programs with attendance of 5,446. This represented an increase in programming of 11.4% and a decrease in attendance of .9%.

Volunteer Services, largely driven by online teen volunteer hours, increased annually 20.5%. Volunteers and clients of the VLS remain hesitant about the safety of delivering material during the pandemic and some have stopped using the service.

### **Library Membership**

Membership (26,381) is down 2.7%. APL began to offer temporary digital library cards and virtual full registration during our closure. In-person registration resumed July 5.

### **ATTACHMENTS**

1. APL Second Quarter Use Indicators 2022

***Assisted by Reccia Mandelcorn, Manager, Community Collaboration***

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*Bruce Gorman*  
*Chief Executive Officer*



## Comparatives Quarter Use Indicators

Period: April - June 2022

	2022 Quarter	2021 Quarter	% chg	2022 YTD	2021 YTD	% chg
<b><u>Circulation</u></b>						
1. Print	68,672	47,037	46.0%	139,023	85,994	61.7%
2. Audio/Visual	8,678	7,117	21.9%	18,645	13,639	36.7%
3. Streaming & Downloads	35,631	39,217	-9.1%	74,222	75,522	-1.7%
4. Miscellaneous	0	15		0	15	
<b>Total</b>	<b>112,981</b>	<b>93,386</b>	21.0%	<b>231,890</b>	<b>175,170</b>	32.4%
<b><u>In-Library Use</u></b>						
<b>Holds</b>	2,412	0		4,336	0	
	24,069	41,533	-42.0%	55,660	78,271	-28.9%
<b><u>Electronic Services</u></b>						
1. Catalogue Logins	35,398	42,967	-17.6%	76,379	81,631	-6.4%
2. Electronic Database Sessions *	6,422	7,142	-10.1%	20,256	15,313	32.3%
3. Courses	760	683	11.3%	1,720	1,684	2.1%
4. Niche Academy *	539	954	-43.5%	1,470	1,953	-24.7%
5. Public Workstation Usage	891	0		1,557	0	
6. Wireless Internet Usage	4,425	1,595	177.4%	7,902	3,125	152.9%
<b>Total</b>	<b>48,435</b>	<b>53,341</b>	-9.2%	<b>109,284</b>	<b>103,706</b>	5.4%
<b><u>Website Visits</u></b>						
<b>eNewsletter Subscribers</b>	40,730	42,694	-4.6%	86,715	92,398	-6.2%
<b>Online Followers **</b>	8,819	7,808	12.9%	8,819	7,808	12.9%
	4,477	4,156	7.7%	4,477	4,156	7.7%
<b><u>Programs &amp; Events ***</u></b>						
<b><u>In Library</u></b>						
Youth	13	0		13	0	
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>0</b>	<b>0</b>		<b>13</b>	<b>0</b>	
<b><u>In the Community</u></b>						
Youth	19	1		20	1	
Adult		0		0	0	
All Ages		0		0	0	
<b>Subtotal</b>	<b>19</b>	<b>1</b>		<b>20</b>	<b>1</b>	
<b>Total Live</b>	<b>32</b>	<b>1</b>		<b>33</b>	<b>1</b>	
<b><u>Virtual</u></b>						
Youth	182	152	19.7%	340	283	20.1%
Adult	165	173	-4.6%	329	320	2.8%
All Ages	3	17	-82.4%	7	35	-80.0%
<b>Subtotal Virtual</b>	<b>350</b>	<b>342</b>	2.3%	<b>676</b>	<b>638</b>	6.0%
<b>Total Programs &amp; Events</b>	<b>382</b>	<b>343</b>	11.4%	<b>709</b>	<b>639</b>	11.0%

**Comparatives  
Quarter Use Indicators**

Period: April - June 2022

	2022	2021		2022	2021	
	Quarter	Quarter	% chg	YTD	YTD	% chg
<b>Attendance ***</b>						
<b>In Library</b>						
Youth	116	0		116	0	
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>116</b>	<b>0</b>		<b>116</b>	<b>0</b>	
<b>In the Community</b>						
Youth	455	32	1321.9%	585	32	1728.1%
Adult	0	0		0	0	
All Ages	0	0		0	0	
<b>Subtotal</b>	<b>455</b>	<b>32</b>	<b>1321.9%</b>	<b>585</b>	<b>32</b>	<b>1728.1%</b>
<b>Total Live</b>	<b>571</b>	<b>32</b>	<b>1684.4%</b>	<b>701</b>	<b>32</b>	<b>2090.6%</b>
<b>Virtual ****</b>						
Youth	2,695	2,368	13.8%	5,007	4,263	17.5%
Adult	2,163	2,839	-23.8%	4,610	6,566	-29.8%
All Ages	17	254	-93.3%	46	430	-89.3%
<b>Subtotal Virtual</b>	<b>4,875</b>	<b>5,461</b>	<b>-10.7%</b>	<b>9,663</b>	<b>11,259</b>	<b>-14.2%</b>
<b>Total Attendance</b>	<b>5,446</b>	<b>5,493</b>	<b>-0.9%</b>	<b>10,364</b>	<b>11,291</b>	<b>-8.2%</b>
<b>Outreach</b>	0	0		0	0	
<b>Volunteer Services</b>	586	654	-10.4%	1,239	1,028	20.5%
<b>In-Library Visits</b>	19,113	0		30,913	0	
<b>Library Membership</b>	26,381	27,105	-2.7%	26,381	27,105	-2.7%

\* Metrics provided by vendors

\*\* Metrics for Social Media provided from social media sites

\*\*\* Metrics for programs & events and attendance provided by staff, facilitators and community partners

\*\*\*\* Metrics taken from a combination of views on Facebook, Livestream & YouTube (1 min. views), Google Classroom & Zoom registrations

Sept. 13, 2022



**Aurora Public Library Board  
REPORT  
SR2022.16**

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**SUBJECT:** Financial Statement for the period ended June 30, 2022

**FROM:** Bruce Gorman, Chief Executive Officer

**DATE:** September 21, 2022

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**RECOMMENDATION:**

That the Aurora Public Library Financial Statement for the period ended June 30, 2022 be received.

**BACKGROUND**

The purpose of this report is to present the Aurora Public Library Board with year-to-date expenses and revenues in comparison to the approved annual operating budget. As in previous years, COVID-19 and Town square construction have affected the operations of Aurora Public Library.

These statements are prepared on a modified accrual basis, which differs from year-end audited financial statements that include adjustments for tangible capital asset depreciation in accordance with Public Sector Accounting Board requirements. This method of presentation is consistent with that of the Town of Aurora financial reporting and budget approval processes.

Overall Library expenditures to date reflect 44.8% of the approved 2022 budget. Significant variances are as follows:

- Salaries and benefits are lower due to reduced operating hours and staff gapping
- Collections and IT spending is over benchmark due to digital content and software licenses paid for at the beginning of each year

General revenue is slightly higher than anticipated at time of budget development. Provincial funding is expected by year-end and municipal funding is provided as required to fund operations.

**ATTACHMENTS**

1. Aurora Public Library Financial Statement for the period ended June 30, 2022

***Assisted by: Julie Rocca, Business Manager***

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*Bruce Gorman  
Chief Executive Officer*

**Aurora Public Library  
Financial Statement**

<b>For the period ended June 30, 2022</b>	<b>Annual Budget</b>	<b>Prior YTD Actuals</b>	<b>YTD Actuals</b>	<b>Balance</b>	<b>Actuals as a % of Budget</b>
<b>EXPENSES</b>					
<b>Operating Expenses</b>					
Salaries & Benefits	\$ 3,024,515	\$ 1,276,786	\$ 1,306,978	\$ 1,717,537	43.2%
Collections	378,000	198,021	223,100	154,900	59.0%
Cataloguing and Processing Services	34,000	23,754	22,345	11,655	65.7%
IT Contracts, Equipment & Licenses	203,000	102,000	102,422	100,578	50.5%
Programs	30,000	6,161	7,545	22,455	25.1%
Public Relations	26,110	5,351	4,411	21,699	16.9%
Office Supplies, Equipment & Telephone	50,000	18,229	18,630	31,370	37.3%
Staff Development & Board Training	26,500	4,551	1,874	24,626	7.1%
Professional Fees	15,000	6,626	4,179	10,821	27.9%
Business Plan Initiatives	10,000		-	10,000	0.0%
Unclassified / Contingency	6,000	3,566	2,411	3,589	40.2%
	<b>3,803,125</b>	<b>1,645,045</b>	<b>1,693,895</b>	<b>2,109,230</b>	<b>44.5%</b>
<b>Contribution to Capital Reserve</b>	180,000	65,000	90,000	90,000	50.0%
<b>TOTAL EXPENSES</b>	<b>3,983,125</b>	<b>1,710,045</b>	<b>1,783,895</b>	<b>2,199,230</b>	<b>44.8%</b>
<b>REVENUE</b>					
<b>General Revenue</b>					
Fines	-	-	1,001	(1,001)	0.0%
Fees	2,000	888	2,146	(146)	107.3%
Sales	1,000		2	998	0.2%
Reserves	-		-	0	0.0%
Interest and Other	600	89	460	140	76.7%
	<b>3,600</b>	<b>977</b>	<b>3,609</b>	<b>(9)</b>	<b>100.3%</b>
<b>Grant Revenue</b>					
Provincial Library Operating Grant	44,140		-	44,140	0.0%
Pay Equity Grant	1,285		-	1,285	0.0%
	<b>45,425</b>	<b>-</b>	<b>-</b>	<b>45,425</b>	<b>0.0%</b>
<b>Total General and Grant Revenue</b>	<b>49,025</b>	<b>977</b>	<b>3,609</b>	<b>45,416</b>	<b>7.4%</b>
<b>Municipal Requisition</b>	<b>3,934,100</b>	<b>1,709,068</b>	<b>1,780,285</b>	<b>2,153,815</b>	<b>45.3%</b>
<b>TOTAL REVENUE</b>	<b>\$ 3,983,125</b>	<b>\$ 1,710,045</b>	<b>\$ 1,783,895</b>	<b>2,199,230</b>	<b>44.8%</b>



## Aurora Public Library Board

### REPORT SR2022.17

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**SUBJECT:** Non-Union Benefit Update Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

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#### **RECOMMENDATION**

That the Library Board approve adjustments in the extended health and dental benefit for APL non-union staff in accordance with the negotiated Library 905.02 union extended health and dental benefits.

#### **BACKGROUND**

There are three Library employee groups, two union and one non-union. The non-union Library group includes administrative and management staff.

Earlier in 2022, the Library Board completed negotiation of a three-year contract with its 905.02 unionized employees, which provides for wage increases for the duration of the contract period from April 1, 2020 through March 31, 2023. The wage increases negotiated for the 905.02 group have also received Board approval for application to the non-union employee group.

As part of that three-year contract, the Board approved extended health and dental benefits for the 905.02 employees. As has been a long-standing past practice, the same benefit adjustments are recommended for Library non-union staff.

#### **FINANCIAL IMPLICATIONS**

The non-union staff group is comprised of nine employees, the employer paid benefit improvements are incorporated into the current Library operating budget.



## **CONCLUSIONS**

The proposed adjustments to the compensation of the non-union employee groups are in keeping with Library full-time and part-time 905.02 unionized staff and are in line with the extended health and dental benefits provided by the Town of Aurora. Accordingly, the same adjustments are recommended for the Library's full-time non-union employee group.

***Assisted by: Maida Rae, HR Coordinator/EA***

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*Bruce Gorman  
Chief Executive Officer*



**Aurora Public Library Board**

**REPORT  
SR2022.18**

---

**SUBJECT:** Disconnecting from Work Policy Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

---

**RECOMMENDATION**

That the Library Board approve the Aurora Public Library Disconnecting from Work Policy dated September 21, 2022.

**BACKGROUND**

The provincial government has introduced legislation requiring employers with more than 25 employees to implement a Disconnecting from Work Policy effective June 2022. A written copy of the policy will be emailed out to all Library staff according to the legislative requirements.

APL has reviewed the legislation and draft policies from the Town of Aurora, an HR advisory service, as well as comparator libraries in developing this new policy for review. This policy is in compliance with the Employment Standards Act, 2000 and the Working for Workers Act, 2021.

**CONCLUSION**

As an employer, Aurora Public Library prioritizes the health and well-being of Library staff. The Disconnecting from Work policy will ensure the Library has clear definitions and expectations for staff and management to support employee wellness and a healthy work-life balance.

***Assisted by: Maida Rae, HR Coordinator/EA  
Executive Leadership Team Review completed June 2022***

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*Bruce Gorman  
Chief Executive Officer*



## Aurora Public Library

# DISCONNECTING FROM WORK POLICY

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### **POLICY STATEMENT**

This policy has been established to support employee wellness, minimize excessive sources of stress, and ensure that employees feel they can disconnect from their work outside their regular working hours and to comply with all relevant legislative requirements.

Employee health and well-being is a priority for Aurora Public Library (APL). This policy has been established to encourage employees to disconnect from their work outside their regular working hours, subject to the needs of the business.

This policy applies to all APL employees, including members of bargaining units, management and other non-union staff although it is primarily intended for employees who can remain connected to the workplace outside their hours of work because of their use and/or access to their personal and/or work-issued technology. It is also applicable to alternative hours of work as agreed to by an employee and their manager/supervisor due to accommodation.

### **1. PURPOSE**

This policy has been established to support employee wellness, minimize excessive sources of stress, and ensure that employees feel they can disconnect from their work outside their regular working hours and to comply with all relevant legislative requirements.

Employee health and well-being is a priority for Aurora Public Library (APL). This policy has been established to encourage employees to disconnect from their work outside their regular working hours, subject to the needs of the business.

This policy applies to all APL employees, including members of bargaining units, management and other non-union staff although it is primarily intended for employees who can remain connected to the workplace outside their hours of work because of their use and/or access to their personal and/or work-issued technology. It is also applicable to alternative hours of work as agreed to by an employee and their manager/supervisor due to accommodation.

### **2. DEFINITIONS**

Disconnecting from work: Not engaging in work-related communications, including e-mails, telephone calls/texts, video calls, or the sending or reviewing of other messages, so as to be free from the performance of work.

Regular working hours: The time agreed to by an employee, as stated in their employment contract and/or posted schedule, when they are meant to complete work for APL.

### **3. GUIDELINES**

The ability to disconnect from work outside of individual working hours is key to individual well-being and establishing work-life balance. Technological advances and working remotely can make employees feel as though they are obligated to continue working or respond to communication, regardless of the time of day.

APL recognizes the importance of staff being able to disconnect from work outside of working hours, unless there is an emergency, unforeseen circumstance, or established “on-call arrangement” in place.

APL is committed to overall employee health and wellness and providing employees with a positive work–life balance. This policy is intended to promote that ideal by specifically detailing the company’s expectations related to disconnecting from work.

APL recognizes there are situations when it is necessary for managers and staff to perform work or communicate with co-workers outside of normal working hours, due to urgent or time sensitive matters and business needs. APL will minimize such situations when possible. Disconnecting from work is a shared goal, and APL will work with staff to respect work schedules and the need to disconnect after hours.

### **4. DISCONNECTING FROM WORK**

This policy confirms that APL staff are encouraged to disconnect from work outside of working hours, unless there is an emergency, unforeseen circumstance, or established “on-call” arrangement in place. All scheduled breaks should be taken and time off entitlements for non-work-related activities should be used each year. Employees are encouraged to set clear boundaries between work and their personal lives.

This policy is in compliance with the requirements of the provincial Employment Standards Act 2000, and the Working for Workers Act, 2021.

### **5. WORKLOAD AND PRODUCTIVITY**

APL understands that employees may choose to work outside their regular working hours to meet a time-sensitive deadline or to attend to an urgent matter or emergency; however, employees should not regularly or frequently work outside their scheduled hours to complete or catch up on work.

Employees who cannot manage their workload during regular working hours should meet with their manager to evaluate workload, priorities and due dates.

### **6. COMMUNICATION**

Employees should not feel obligated to send or respond to work-related communication outside regular working hours. APL may send communication to employees when they are not working. Employees are not expected to respond to any company communication when not at work, apart from unforeseen circumstances, such as an emergency.

Employees who do not reply to work-related communications outside regular working hours will not face negative effects on their employment.

**7. OVERTIME**

APL may request employees work overtime to meet business needs. Overtime will always be approved and scheduled in advance. It may be requested by the employee or required in certain situations to ensure work is completed; however, employees should not work overtime unless directed by their manager.

**Acknowledgement and Agreement**

I, \_\_\_\_\_, acknowledge that I have read and understand APL's Disconnecting from Work Policy. I agree to adhere to this policy.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Approved Date:	Motion #:
Effective Date:	
Date of Creation: September 2022	



## Aurora Public Library Board

### REPORT SR2022.19

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**SUBJECT:** Personnel Provisions for Non-Union and Management Staff Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** June 22, 2022

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#### **RECOMMENDATION**

That the Library Board approve the Personnel Provisions for Non-Union and Management Staff Policy dated September 21, 2022.

#### **BACKGROUND**

The non-union Library group includes administrative and management staff. Personnel policies for this employee group have not been updated since 2004. With the introduction of the Human Resources Information Software (HRIS) in 2021, a current reference for employee vacation and benefit information is required.

This policy updates vacation entitlement for the management group to better reflect current practices and market trends. Sick leave benefits remain consistent with Library unionized staff. It also confirms that union negotiated changes to the Library's extended health and dental benefits also extend to the non-union employee group, as has been past practice.

#### **FINANCIAL IMPLICATIONS**

The non-union staff group is comprised of nine employees, and the employer paid benefit improvements are incorporated into the current Library operating budget. The updated vacation provisions reflect what has been negotiated for recent management group hires, so the financial implications are also factored into the current budget framework.

#### **CONCLUSIONS**

The recommended updates to this personnel policy reflect current Library practices and will assist in providing the updated documentation for implementing human resource services.

***Assisted by: Maida Rae, HR Coordinator/EA***

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*Bruce Gorman  
Chief Executive Officer*



## **Aurora Pubic Library**

### **Personnel Provisions**

#### **NON-UNION and MANAGEMENT STAFF**

---

##### **General**

Non-union personnel are entitled to but not limited by the rights and privileges included in the Union Contract.

##### **Sick Leave**

As outlined in the Union Contract (1.5 days per month pro-rated based on a 35 hour full time work week). Sick time banks may accumulate up to six (6) months of regularly scheduled time. There is no pay out for unused sick time upon termination.

##### **Vacation**

As outlined in the Union Contract unless negotiated otherwise in an individual employment contract.

##### **Vacation (Management Group Only)**

One full year or more:	20 working days (4 weeks)
Four full years or more:	23 working days
Six full years or more	24 working days
Eight full years or more	25 working days (5 weeks)
Ten full years or more:	27 working days
Twelve full years or more	28 working days
Sixteen full years or more:	30 working days (6 weeks)

##### **Extended Health Care and Dental Benefits**

Library Non-union and Management staff are eligible for the same extended health and dental benefits outlined in the CUPE 905.02 union contract.



### **Membership in Professional Associations / Organizations**

Personal membership in professional associations is the choice and responsibility of the employee. The employer will support this facet of professional development through the granting of time to attend conferences and workshops hosted by relevant professional organizations.

Organizational membership in a professional association may be appropriate in some situations. Such memberships will be considered by the CEO/HR on a case by case basis.

*DLR: October 2004*



## Aurora Public Library Board

### REPORT SR2022.20

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**SUBJECT:** Hybrid Work Policy Report

**FROM:** Bruce Gorman, C.E.O.

**DATE:** September 21, 2022

---

#### **RECOMMENDATION**

That the Library Board approve the Aurora Public Library Hybrid Work Policy dated September 21, 2022.

#### **BACKGROUND**

The COVID-19 pandemic led the Library to make changes to how and where staff were able to work. To continue providing a wide range of library services, Library management worked to transition staff to a work from home model where possible.

With Library hours and operations gradually returning to pre-COVID levels, the majority of Library staff have returned to the workplace. The Hybrid Work Policy outlines the necessary criteria for certain staff groups or positions to continue working from home. For all staff groups and positions, a hybrid model that includes both on site and at home work is being implemented.

APL has reviewed draft policies from the Town of Aurora, an HR advisory service, as well as comparator libraries in developing this new policy for review.

#### **CONCLUSION**

Aurora Public Library recognizes the value for the organization to establish criteria regarding working from home. The Hybrid Work policy will ensure the Library has clear definitions and expectations for staff and management to support continued work from home where possible.

***Assisted by: Maida Rae, HR Coordinator/EA***

***Executive Leadership Team Review completed September 2022***

---

*Bruce Gorman*  
*Chief Executive Officer*



## Aurora Public Library HYBRID WORK POLICY

---

### Background

COVID19 has led organizations to reimagine their workforces. Flexibility such as working remotely has enabled Aurora Public Library (APL) to achieve continuity, improve outcomes for customers as well as protect the health and safety of its employees and the public. This flexible work environment has further generated global interest post-pandemic.

It is understood that APL is a customer facing organization. Face to face human connection is an essential part of APL reflected in the hundreds of thousands who attend the library each year.

This flexible work policy allows the organization to get work done successfully during any situation and sets the foundation to evolve and respond to challenges of the future.

### Objective

APL is committed to work-life balance and exploring flexible work practices. The purpose of this policy is to outline the parameters and eligibility requirements of hybrid work. The policy success will be measured by the library's ability to continue to provide high quality services to our customers while maintaining an engaged workforce.

### Scope

This policy comes into effect on November 1, 2022 and applies to all APL employees who may qualify.

The scope of the policy includes hybrid work arrangements, as well as flexible start and end times.

### Definitions

Term	Definition
<b>Workplace</b>	Any place where an employee is engaged in work for APL. This includes locations where work is being performed outdoors, on third-party premises or from an employee's home.

<b>Hybrid Eligible Work</b>	Type of work that can be performed in part remotely, and in part at APL. This is accomplished through the aid of technology such as telephone, laptop etc.
<b>Hybrid Working Arrangement</b>	Approved arrangement for an employee to carry out defined duties from both the employee’s home-based worksite or designated remote worksite and the Library facilities, during the agreed hours on an ongoing basis or for a specified period of time, the terms of which are set out in a ‘Hybrid Working Agreement’ entered into between the Library and the employee. If the employee is unionized, the agreement will abide by either APL Collective Agreement.
<b>Working hours</b>	Are defined in the individual employee’s contract or Collective Agreement and may vary depending on role. Core working hours of APL are currently as follows:  9:00 am to 9:00 pm, Monday to Thursday 9:00 am to 6:00 pm, Friday 9:00 am to 5:00 pm, Saturday 1:00 pm to 5:00 pm, Sunday  These core working hours are subject to change with notice.
<b>Flexible start and end time</b>	Refers to staff starting and ending their day outside core business hours.

**Policy**

Employees approved for the Hybrid Workplace program may be authorized to complete some of their work from home. The frequency of working from home will be determined by their manager in consultation with the employee. Employees participating will be expected to maintain normal productivity and performance. They must not carry out work for anyone other than APL nor, without prior permission, undertake non-work-related activities during their working hours.

**1. Types of Hybrid Work Arrangements**

There are three (3) types of hybrid work covered under this policy:

**1.1. Occasional or as-needed hybrid work**

Short-term hybrid work arrangement refers to situations where the employee works from home or some other location for all or some of their regularly scheduled work hours as approved by their manager

## 1.2. **A time limited, temporary or flexible/hybrid work arrangement**

A longer-term arrangement, where the employee works from home part of the time on a regular basis, under the following types of circumstances:

- Their position has been identified as one that can be performed remotely for part of the time.
- An agreement exists between the Library and the employee permitting the employee to work from home for a specifically defined number of days per week.
- Other circumstances agreed upon the employee, and, at the manager's discretion.
- There is an understanding from both sides that the agreement can be modified or cancelled with notice based on operational needs.

## 1.3. **Critical situation remote work**

An unexpected, undefined and evolving situation that forces all employees or a large percentage of employees to work from home or some other location. Remote working in critical situations may be mandatory as opposed to optional. Such situations are temporary by nature and temporary remote working arrangements are understood not to alter the nature or typical working arrangements of any job. Generally, the timeframe for this work arrangement is undetermined and dictated by circumstances outside the direct control of the Library, such as:

- Political situations – at a national or provincial level that exposes employees to safety risks if they venture to and from the Library.
- Health situations – such as a pandemic where relevant Public Health officials have prescribed or directed that employees remain off site, stay at home or practice physical distancing or have recommended the closure of Library facilities. Example, the Covid-19 pandemic.
- Any act affecting employees' ability to work at the Library that can be categorized as a force majeure (an act that occurs due to a superior or irresistible force), or an event or effect that cannot be reasonably anticipated or controlled such as a natural disaster.

For each type of hybrid working arrangement described above, there are many considerations, specific eligibility and careful documentation requirements.

## 2. **Eligibility Considerations**

Not all APL jobs are appropriate for hybrid working arrangements. The following are the considerations:

### 2.1 **Jobs suitable for hybrid working arrangements:**

- Jobs with a high level of autonomy and minimal requirements for face-to-face interactions.
- Jobs that require reading, writing, research, working with data, or talking on the phone.
- Jobs that can be done off-site without disruption to the flows of work including scheduled in-library tasks. (e.g. desk responsibilities)
- Jobs that can be performed at the remote working location in a similar manner as if it were being performed at the Library.
- Jobs for which the output or outcome is measurable.
- Situations where employees can arrange time off to focus on critical work or project work on a case-by-case basis, which would not be a regular remote work arrangement
- Hybrid work arrangements must be completed in the Province of Ontario. Any request for one off exemptions can be discussed with the CEO for consideration in extenuating circumstances.

## **2.2 Jobs not suited for hybrid working arrangements:**

- Jobs requiring full-time in-person contact/customer service to support the core functions of the Library
- Services that cannot be provided remotely at the level of service required by the Library
- Jobs that rely upon specific equipment or supplies to work on-site which cannot be easily and effectively moved to a remote environment.

The Library's Code of Conduct and all other respective employment policies and practices apply while working, irrespective of work location or schedule arrangement.

Employees must accurately report all time worked no matter the work location.

## **Responsibilities**

### **All Staff**

Employees must ensure their role is eligible to work on a hybrid basis and they should discuss role eligibility with their manager. Certain roles due to the nature of the job are not possible to perform outside of the Library. Such examples include, but are not limited to:

- Any roles which require a physical presence onsite (e.g. customer service desk, sorter, shelving, in person programming)
- Any roles which have a technology constraint
- Any roles which have a security constraint that cannot be maintained from outside of the Library

All staff are required to comply with the terms of this policy and associated procedures.

**Management**

Management is responsible for ensuring all employees are aware of the policy and associated procedures and that they consider requests for enrolment in a fair, equitable and consistent way while balancing the needs of the Library’s operation along with the employee’s request.

Library management is responsible for resolving any conflicts or concerns with respect to the administration of this policy and ensuring the right balance is achieved between continuing to provide a high level of service to our citizens/internal clients and maintaining a positive workplace culture and engaged workforce.

**Monitoring and Compliance**

Each Manager will oversee their particular department’s participation in the program and provide periodic updates to library management in terms of implementation and success. Human Resources will support each manager in the administration and reporting of the program to ensure objectives are achieved.

**Related Policies and Documents**

- CUPE Local 905.02 Collective Agreement
- CUPE Local 905.27 Collective Agreement
- APL Privacy Policy
- APL Health and Safety Policy Statement
- APL Violence in the Workplace Policy
- APL Workplace Harassment Policy
- APL Hybrid Work Procedures

**Review Timeline**

This policy will be reviewed once per Library Board term.

Approved Date:	Motion #:
Effective Date:	
Date of Creation: September 2022	





## Activities Since Last Update

- Library ground floor cleaned up and reinstated to original condition.
- Pre-caster planters installed within the reading garden.
- Structural steel erection for the new addition completed.
- Continuation of exterior and interior metal stud framing and masonry wall installation.
- Roof deck over the performance hall installed and ready for concrete.
- Continuation of mechanical and electrical rough-in on all levels of new addition.
- Continuation of outdoor square site works, including installation of catenary light poles and seat walls/amphitheatre stairs.
- Commencement of formwork and reinforcement of poured-in-place slabs around the square.
- Ongoing excavation and removal of material from the property.

## Activities For Next Period

- Complete pedestal and paver flooring system in reading garden.
- Continue underground work, including remedial work on existing sanitary line.
- Delivery of the remaining doors for the new spaces adjoining the Library, followed by partial occupancy shortly thereafter.
- Continue commissioning activities on Library equipment.
- Receive structural steel for the bridge and complete all earthworks within the square.
- Continue to excavate and remove material from the property as needed.

## The latest construction schedule provided by Chandos is as follow:

- Library façade and connecting spaces – October 2022
- Schoolhouse, Bridge and Outdoor Square – Early 2023
- New Addition – Summer 2023



Figure 1 – Overlooking the square from Church Street.

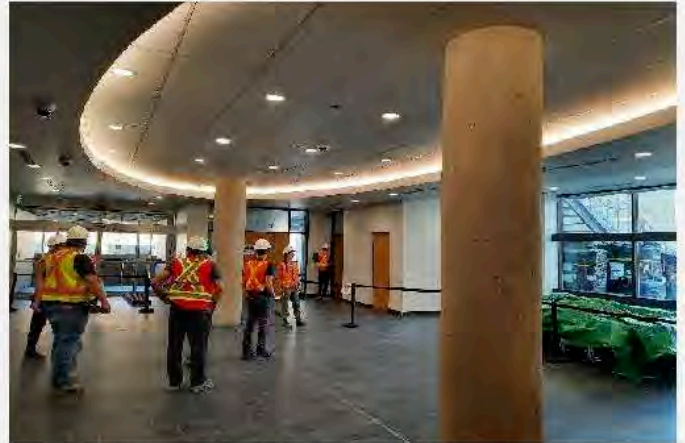


Figure 2 – Main lobby of the library



Figure 3 – West entrance canopy not yet completed



Figure 4 – View of the NCC from the north



Figure 5 – Reading garden precast planter walls in place. Insulation needs to be levelled



Figure 6 – Meeting room on 2<sup>nd</sup> floor of the Library - west side. Furniture for room has been delivered.

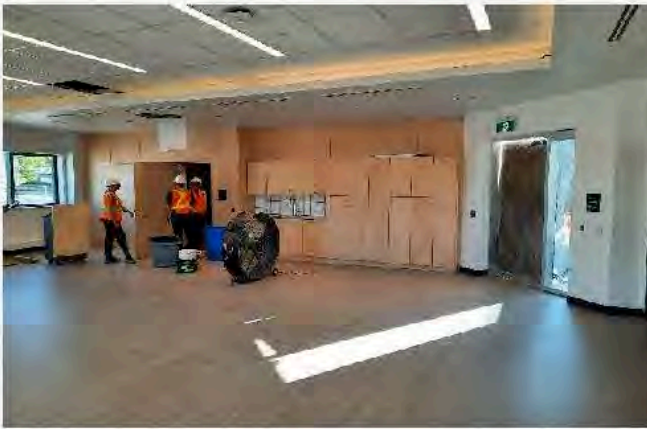


Figure 7 – 2<sup>nd</sup> floor program room to the west. Vibrations from HVAC units above and leaks in ceiling were detected



Figure 8 – Main entrance lobby tiling and ceiling is complete. Stainless steel railings to be installed today.



Figure 9 – View of the NCC theatre from the back of the room. Ceiling in place



Figure 10 – View over the square from the 2<sup>nd</sup> floor of the NCC



Figure 11 - Masonry work and lintel between the NCC and the school house



Figure 12 - View through the atrium from Victoria Street



**THE POWER OF MUSIC**

## PHOTOGRAPHY CONTEST

Winning photographs will be published in The Auroran. Winners will be announced at the OBOA Grand Finale on Saturday, October 22. APL employees/Board/Judges and their immediate families are ineligible to win. Please send submissions to [brock@ipcmedia.ca](mailto:brock@ipcmedia.ca) **Contest Deadline: Friday, September 30, 2022**

**PRIZES: Winner: \$100 gift card  
Runner-Up: \$50 gift card**

**SUBMISSION GUIDELINES**

There are two categories: youth (ages 14 - 17), and adult (ages 18+)

Images may be digitally altered. Photographs must be high resolution for print.


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# Think you can sell?

Come join a dynamic, fast paced, growing entrepreneurial company looking for young, enthusiastic sales representatives. A rewarding, lucrative opportunity for the right candidate.

**DUTIES AND RESPONSIBILITIES:**

- Tour groups of students through houses and apartments to rent them out for the annual rental campaign.
- Plan, Prepare and Execute Advertising and Marketing Material for the annual rental campaign.
- Complete all necessary paperwork involved in lease signing and payment collection for newly rented units.
- Work with all current tenants in completing necessary paperwork for renewal units

**EXPECTATIONS:**

- Have a positive attitude
- Willing to work hard and enjoy rewards in a team environment
- Willing to take chances and learn from your peers

**DESIRED SKILLS & EXPERIENCE:**

- Sales Driven
- Work well in results based environment
- Goal Oriented
- Great Personal Skills
- Some Sales Skills Preferred but would be willing to train the right candidate
- Marketing and/or Communication education would be a great fit

**COMPENSATION:**  
Base + Commission

## Let's Talk.

EMAIL RESUME FOR CONSIDERATION:  
[employment@londonprop.com](mailto:employment@londonprop.com)

London Property Corp.

