

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Policy Committee DATE: December 4, 2019

CHAIRPERSON: Trustee L. Tiede STAFF CONTACT: K. Kaardal, Superintendent/CEO

Attendees:

Board of Education:

Trustee L. Tiede (Chairperson)
Trustee J. Fraser (Committee Member)
Trustee A. Geistlinger (Committee Member)
Trustee M. Baxter

Staff:

K. Kaardal, Superintendent of Schools/CEO
T. Beaudry, Deputy Superintendent
R. Stierman, Secretary-Treasurer
M. Essler, Executive Assistant (Recorder)
Dr. R. Oliver, Assistant Superintendent
D. Cavezza, District Health & Safety Manager

Partner Group Representation:

COPAC	No representative
COTA	Lori Dawson Bedard, 1 st Vice-President
COPVPA	No representative
CUPE	Shelley Yost, Clerical/Library Assistant Shop Steward
DSC	Zijun Meng, Student, Okanagan Mission Secondary School

Agenda – Additions/Amendments/Deletions

Remove:

- Discussion/Action Item 6.1 – New DRAFT Policy 437 – Physical Restraint and Seclusion in School Settings (*Draft Policy is no longer required as confirmation has been received by the Ministry of Education that the Admin Procedure is sufficient.*)
- Discussion/Action Item 6.2 – Amendments to Policy 220 – Principals and Vice-Principals: Selection, Appointment and Transfer and Regulations 220R – Principals and Vice-Principals: Selection, Appointment and Transfer (*Will be brought back to the next Policy Committee after discussions with the Human Resources Department.*)

Additional Material:

- Additional Material for Information Item 7.1 – Review of Policy 208 – Confidential Disclosure: Reporting and Investigating Allegations of Financial Irregularity

The December 4, 2019 Agenda was approved as amended.

Report

The October 2, 2019 Public Policy Committee Report was approved as presented.

Discussion/Action Items

6.1 Review of Policy 345 – Violence in the Workplace and Amendments to Regulations 345R – Violence in the Workplace (Regulations)

In attendance: Dave Cavezza, District Health & Safety Manager

Dave Cavezza, District Health & Safety Manager, confirmed that the Policy and Regulations were reviewed by WorkSafeBC, and the amendments to the Regulations are coming forward on the recommendation of WorkSafeBC and after review by the District Health & Safety Committee. There were no suggested amendments to the Policy 345 - Violence in the Workplace. The reference to VTIH Form will be amended to read Violence Threat Intimidation Harassment (VTIH) Form and will be included with the suggested amendments to the Regulations when presented to the Board.

Outcome:

THAT: The review of Policy 345 – Violence in the Workplace and Amendments to Regulations 345R – Violence in the Workplace (*Regulations*), as attached to the Agenda and as further amended at the December 4, 2019 Policy Committee Meeting, be forwarded to the Board of Education for approval.

6.2 Amendments to Policy 352 – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity
Amendments to Regulation 450R - Discrimination Towards and by Students (Regulations)
Amendments to Policy 452 – Discrimination Towards and by Students as it Pertains to Sexual Orientation and Gender Identity

In attendance: Dr. Rick Oliver, Assistant Superintendent

Dr. Rick Oliver, Assistant Superintendent, confirmed that the students in the Mount Boucherie Secondary School Diversity Club reviewed the Policies and Regulations and provided suggested amendments to the Human Rights Committee. The suggested amendments update the language and reflect how everyone needs to be respectful of how people may wish to be identified. The Committee members agreed to discuss each Policy/Regulation on an individual basis.

Amendments to Policy 352 – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity

Two additional amendments to the Policy were identified:

- Page 2, second to last paragraph, to read:
The victim or the alleged harasser may be a School District employee, parent, volunteer, a Board Member or a third party doing business with the District.
- Definition of LGBTQ – addition of +
LGBTQ+ is an acronym for Lesbian, Gay, Bisexual, Transgender, ~~and~~ Questioning, plus other terms, and it is meant to be an inclusive term for a very diverse group of people.

Outcome:

THAT: The amendments to Policy 352 – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity, as attached to the Agenda and as further amended at the December 4, 2019 Policy Committee Meeting, be forwarded to the Board of Education for approval.

Amendments to Regulation 450R - Discrimination Towards and by Students (Regulations)

The suggested amendments were reviewed.

Outcome:

THAT: The amendments to Regulation 450R – Discrimination Towards and by Students (Regulations), as attached to the Agenda and as presented at the December 4, 2019 Policy Committee Meeting, be forwarded to the Board of Education for approval.

Amendments to Policy 452 – Discrimination Towards and by Students as it Pertains to Sexual Orientation and Gender Identity

An amendment to the definition of LGBTQ – addition of +

LGBTQ+ is an acronym for Lesbian, Gay, Bisexual, Transgender, ~~and~~ Questioning, plus other terms, and it is meant to be an inclusive term for a very diverse group of people.

Outcome:

THAT: The amendments to Policy 452 – Discrimination Towards and by Students as it Pertains to Sexual Orientation and Gender Identity, as attached to the Agenda and as further amended at the December 4, 2019 Policy Committee Meeting, be forwarded to the Board of Education for approval.

Information Items:

7.1 Review of Policy 208 – Confidential Disclosure: Reporting and Investigating Allegations of Financial Irregularity

In attendance: Kyle Cormier, Director of Labour Relations

The review of Policy 208 – Confidential Disclosure: Reporting and Investigating Allegations of Financial Irregularity was referred to the Policy Committee from the Finance and Audit Committee. At the June 19, 2019 Finance and Audit Committee meeting Trustee Baxter queried where complaints, other than financial, can be heard and questioned whether or not Board Policy should be updated to include the reporting of other allegations.

Trustee Baxter stated she originally brought this Policy forward as she felt there was a need for a Whistleblower Policy for both financial irregularities and for other matters of serious concern which may affect the School District or which could be deemed as actions detrimental to students and staff. The Committee discussed concerns with the anonymity of the person reporting the concerns and therefore resulting in the inability to properly investigate or substantiate accusations. Also discussed was the fear of defaming or ruining an employee's reputation without substantiation. Further concerns were discussed about retribution or retaliation.

The Committee reviewed the current listing of ways in which to report concerns:

- Policy 208 – Confidential Disclosure: Reporting and Investigating Allegations of Financial Irregularity
- Policy and Regulations 350 – Human Rights
- Policy and Regulations 351 – Respectful Workplace
- Reporting to a Supervisor
- Reporting to the Superintendent of Schools/CEO
- Appeal to the Board of Education – Policy 460 – Appeals
- Criminal matter:
 - o RCMP
 - o Crime Stoppers
- Ministry for Children and Family Development
- Ombudsperson
- Human Rights Tribunal Complaint Process
- Process for CUPE and COTA enshrined in respective Collective Agreements
 - o COTA: Article A.6
 - o CUPE: Article 18

The Committee agreed further investigation was required, including reviewing Policies of other School Districts.

Outcome:

THAT: The review of Policy 208 – Confidential Disclosure: Reporting and Investigating Allegations of Financial Irregularity be deferred to the next Policy Committee Meeting.

Recommendations to the Board of Education

- Review of Policy 345 – Violence in the Workplace and Amendments to Regulations 345R – Violence in the Workplace (Regulations)
- Amendments to Policy 352 – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity
- Amendments to Regulation 450R - Discrimination Towards and by Students (Regulations)
- Amendments to Policy 452 – Discrimination Towards and by Students as it Pertains to Sexual Orientation and Gender Identity

Items for Future Policy Committee Meetings

- Review of Central Okanagan Public Schools Policies (in relation to the Board of Education) relative to School District No. 83 (North Okanagan-Shuswap) Policies
- Policy 390 – Conflict of Interest and Confidentiality
- Amendments to Policy 480 – Raising the Bar: The Three-Year Rule, Deletion of Appendix 480A – Application for Exemption of the Three-Year Rule, Deletion of Appendix 480A – Appeal of Decision to Deny Three-Year Rule Exemption Application – feedback from Central Okanagan Parent Advisory Council.
- Amendments to Policy 650 – Public Use of School Facilities and Amendments to Regulations 650R – Public Use of School Facilities (Regulations) – feedback from partner groups
- Amendments to Policy 351 – Respectful Workplace and Regulations 351R – Respectful Workplace (*Regulations*) – recommendation from the Ad Hoc Policy Committee
- Amendments to Policy 625 – Sites, Facility and Equipment Enhancements – recommendation from the Ad Hoc Policy Committee
- New Policy – Diabetes
- Amendments to Policy 436 – Managing Students with Medical Alert/Anaphylaxis Conditions and Regulations 436R – Managing Students with Medical Alert/Anaphylaxis Conditions (*Regulations*)
- Amendments to Policy 220 – Principals and Vice-Principals: Selection, Appointment and Transfer and Regulations 220R – Principals and Vice-Principals: Selection, Appointment and Transfer

Future Policy Committee Meetings

Wednesday, February 5, 2020 – 4:00 pm

Wednesday, May 6, 2020 – 4:00 pm

Wednesday, November 4, 2020 – 4:00 pm

Questions – Please Contact:

Lee-Ann Tiede, Chairperson

Kevin Kaardal, Superintendent/CEO

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Lee-Ann Tiede, Chairperson