



POLICY REVIEW COMMITTEE

February 13, 2025, 6:30 pm
Trustees' Committee Room
133 Greenbank Road
Ottawa, Ontario

Members: Lyra Evans, Julia Fortey, Amanda Presley

Non Voting Members: Jennifer Jennekens (Trustee), Suzanne Nash (Trustee), Lynn Scott (Trustee), Monique Manatch (Indigenous Education Council), Calla Barnett (Parent Involvement Committee), Anthony Wong OCASC)

Staff and Guests Pino Buffone (Director of Education), Randy Gerrior (Associate Director, Business Operations), Jesse Mark (General Counsel - Legal Services), Reg Lavergne (Superintendent of Program Services), Darren Gatley (General Manager, Governance Services), Engy Abdel Masieh (Policy Analyst), Johanna Morrison (Senior Board Coordinator),

1. Call to Order

Chair Presley called the meeting to order at 6:30 p.m.

2. Acknowledgement of Territorial Lands

Chair Presley acknowledged that the meeting is taking place on unceded, unsurrendered Algonquin Homelands and thanked the Algonquin Nations for stewardship and hosting the meeting on their land.

3. Declarations of Interest

No declarations of interest were filed.

4. Approval of the Agenda

Moved by Trustee Lyra Evans,

THAT the agenda be approved.

Carried

5. Matters for Action:

5.1 Report 25-008, Approval of revisions to Policy P.009.HR, Respectful Workplace and Harassment Prevention (J. Mark)

Your Committee has before it Report 25-008, seeking approval of revisions to Policy P.009.HR, Respectful Workplace and Harassment Prevention.

Moved by Trustee Lyra Evans,

THAT the revised policy Policy P 009 HR Respectful Workplace and Harassment Prevention, attached as Appendix A to Report 25-008, be approved.

During discussion, and in response to queries, the following points were noted:

- New sections 4.9, 4.10 and 4.11 were added to "Addressing Policy Breaches" to clarify actions that can be taken if an employee or member of the community breaches the policy;
- A trustee is not considered to be a "worker" as defined in Appendix A; and
- The Board does not have a similar policy on workplace harassment for trustees; however, it does have a Board Member Code of Conduct policy P.073.GOV to manage inappropriate conduct for Board members.

An amendment moved by Trustee Lyra Evans,

THAT the words "other than a trustee," be added to follow "a person" in part a) of the definition of a Worker in Appendix A: Policy Definitions.

Carried, friendly

An amendment moved by Trustee Scott,

That the first five words in section 4.3, "The District shall develop processes" be deleted.

Carried, friendly

An amendment moved by Trustee Scott,

THAT "are prohibited" replace "is prohibited " in section 4.6.

Carried, friendly

Moved by Trustee Lyra Evans,

THAT the revised policy Policy P 009 HR Respectful Workplace and Harassment Prevention, attached as Appendix A to Report 25-008, be approved, as amended. (Attached as Appendix A)

Carried

5.2 Report 25-010, Rescission of P.095.PLG Declaring, Decommissioning and Disposal of Surplus Board Property (R. Gerrior)

Your committee had before it Report 25-010, seeking approval of rescission of policy P.095.PLG Declaring, Decommissioning and Disposal of Surplus Board Property.

Associate Director Gerrior advised that a new *Ontario Regulation 374/23* (the New Regulation) was issued by the Ministry of Education to replace the process set out in *Ontario Regulation 444/98* (the Old Regulation). The new regulation prescribes processes for declaring Board property a surplus and for the disposition of such properties. There is no requirement of the Board to have a policy or procedure on the matter.

Moved by Trustee Scott,

THAT Policy P 095 PLG Declaring, Decommissioning, and Disposal of Surplus Board Property and PR 613 PLG Declaration and Disposal of Surplus Board Property, attached as Appendix A and B to Report 25-010, be rescinded.

During discussion, and in response to queries, the following points were noted:

- Trustee Lyra Evans suggested that this policy be merged with Policy P.134.PLG Capital Projects Planning rather than rescinding it. Associate Director Gerrior advised against merging the two policies and noted that staff would seek approval from the Board with respect to any decommissioning or disposal of surplus property as well as complying with the new regulation;
- Ms. Manatch supported the merging of the two policies while complying with the new regulation; and
- Associate Director Gerrior advised that Planning staff are currently working on the Elementary Program Review and work on a new or revised policy would likely be delayed.

An amendment moved by Trustee Scott,

THAT "pending development of a new or revised policy, with the OCDSB conforming with O.Reg. 374/23 in the meantime" be added to the motion.

Carried, friendly

Moved by Trustee Scott,

THAT Policy P 095 PLG Declaring, Decommissioning, and Disposal of Surplus Board Property and PR 613 PLG Declaration and Disposal of Surplus Board Property, attached as Appendix A and B to Report 25-010, be rescinded, pending development of a new or revised

policy, with the OCDSB conforming with O.Reg. 374/23 in the meantime (Attached as Appendix B and C).

Carried

6. Matters for Discussion:

6.1 Report 25-009, Proposed Merger of Learning Resources Policies (R. Lavergne)

Your Committee had before it Report 25-009 seeking input on the proposed merger of Policy P.030.CUR Learning Media Requiring Approval, and Policy P.031.CUR Learning Resources.

Superintendent Lavergne advised that there is substantial overlap in these policies. Merging them would streamline the content, and make them more accessible and user-friendly for staff and the public. To date, there have been no updates to regulations or significant changes in practice and the new policy does not propose any major changes to the existing content.

During discussion, and in response to queries, the following points were noted:

- The proposed merged policy removes the right to appeal to the Board of Trustees when a learning resource is challenged;
- The associated procedures will be revised to include informal and formal methods to appeal to a staff panel with pedagogical expertise and experience in diversity, equity and inclusion when a learning resource is challenged;
- The Ministry of Education provides a list of all Ministry-approved textbooks and classroom learning resources; however, the District is not required to use all of them;
- Concern was expressed about removing the right to appeal to the Board of Trustees if a Ministry-approved resource is deemed to be inappropriate for a particular community;
- It was suggested that the definition of "classroom" be expanded to include Indigenous pedagogy and verification of the indigeneity of guests who are making presentations on Indigenous culture;
- Consider the recommendations of the Truth and Reconciliation Commission, as well as the Human Rights Code, when assessing learning resources;
- Consider including counter narratives and complimentary narratives, for example, Indigenous people may consider counter narratives to be colonial;

- Consider accessibility and include various types of media in the definition of learning resources;
- Consider including a process to remove learning resources from libraries that are out of date; and
- The community is invited to provide feedback on the proposed policy on the Engage OCDSB website.

7. New Business -- Information and Inquiries

7.1 Memo 25-009, Minor Policy Revisions (Tier 1)

Memo 25-009, Minor Policy Revisions (Tier 1) was provided for information.

It was suggested that the "Last Revised Date" be updated when a Tier 1 change is made and that a notation be added to indicate it was a Tier 1 revision. It was also suggested that "Last Reviewed" be amended to "Last Reviewed by Board/Committee".

General Counsel Mark agreed to follow up with Trustee Lyra Evans with respect to whether changes to the environment policy are considered to be Tier 1 or Two 2 changes.

8. Adjournment

The meeting adjourned at 8:05 p.m.

Amanda Presley, Chair, Policy Review Committee