



AD HOC CODE OF CONDUCT COMMITTEE

**April 23, 2019, 5:00 pm
Trustees' Committee Room
133 Greenbank Road
Ottawa, Ontario**

Trustee Members: Donna Blackburn, Christine Boothby, Keith Penny, Sandra Schwartz, Lynn Scott
Staff: Camille Williams-Taylor (Director of Education), Michele Giroux (Executive Officer, Corporate Services), Katrine Mallan (Manager of Board Services), Nicole Guthrie (Committee Coordinator)

1. Call to Order

Trustee Blackburn called the meeting to order at 5:09 p.m.

2. Approval of the Agenda

**Moved by Trustee Schwartz,
THAT the agenda be approved.
Carried**

3. Receipt of Report, Ad Hoc Code of Conduct Committee, 1 April 2019

**Moved by Trustee Boothby,
THAT the report of the Ad Hoc Code of Conduct Committee dated 1 April 2019 be approved.
Carried**

4. Matters for Action:

4.1 Report 19-050, Recommended Revisions to Policy P.073.GOV Board Member Code of Conduct

Your Committee had before it Report 19-050, presenting draft revisions to Policy P.073.GOV Board Member Code of Conduct responding to issues and questions raised during the 1 April 2019 Ad Hoc Code of Conduct Committee meeting. The proposed changes were reviewed with legal counsel who provided analysis and suggestions.

During the discussion of the revised draft policy, the following points were noted:

- Legal counsel advised against the inclusion of principles of direction for the Integrity Commissioner within the Code of Conduct. They recommended that matters be left to the discretion and expertise of the appointed Integrity Commissioner;
- The goal of the revised language of Section 4.7 is to encourage access to the Integrity Commissioner at an early stage of the dispute to resolve the conflict and to bring the situation to a satisfactory resolution;
- Only the most egregious matters would have to go through a formal process;
- The Integrity Commissioner is the lead, and all matters will be referred to them;
- The policy has statements to ensure the consideration of restorative justice and other less formal options;
- Should the members decide to move the recommendation, the documents will be presented as a series of policy changes thereby meeting the requirements for review under Ontario Regulation 246/18;
- The Board must ensure the current Code of Conduct remains in effect until the District has appointed an Integrity Commissioner;
- Staff will review the process of appointment from other school boards and municipalities that have an Integrity Commissioner;
- Several municipalities and school boards have a dedicated Integrity Commissioner, while others contract the service to a centralized Integrity Commissioner who serves multiple municipalities and school boards; and;
- Section 2.18 (3) of the Education Act provides direction to boards in terms of the sanctions which may be imposed. These include barring a member from attending all or part of a meeting of the board or a meeting of a committee of the Board.

Moved by Trustee Boothby

THAT the revisions to P.073.GOV, attached as Appendix A to Report 19-050, be approved, effective immediately following the appointment of an Integrity Commissioner; and

THAT the role of the Ad Hoc Committee be expanded to include the development of a policy and a request for proposal to support the appointment of an Integrity Commissioner.

Moved by Trustee Boothby

THAT Section 3.29 be amended to include the word "undermine" rather than "interfere".

Carried, friendly

Moved by Trustee Boothby,

THAT the second sentence of Section 4.15 be revised to read "The purpose of the meeting is to bring the allegation to the attention of the respondent and to discuss possible remedial measures to correct the offending behaviour."

Carried, friendly

Trustee Scott thanked staff for their work on the policy and recommended that the role of the Ad Hoc Committee be extended to include the development of the policy for Integrity Commissioner, to review the frameworks of other school boards or municipalities, and review the responses to a request for proposal to support the appointment of an Integrity Commissioner.

Moved by Trustee Boothby

A. THAT the revisions to P.073.GOV, attached as Appendix A to Report 19-050, be approved as amended, effective immediately following the appointment of an Integrity Commissioner (Attached as Appendix A); and

B. THAT the role of the Ad Hoc Committee be expanded to include the development of a policy and a request for proposal to support the appointment of an Integrity Commissioner.

Carried

5. Adjournment

The meeting adjourned at 5:31 p.m.

Donna Blackburn, Chair, Ad Hoc Code of Conduct Committee