

UPPER GRAND DISTRICT SCHOOL BOARD

POLICY MANAGEMENT COMMITTEE

MINUTES

2010 06 02

The Policy Management Committee of the Upper Grand District School Board met on Tuesday, June 2, 2010 in the Boardroom at the Board Office, 500 Victoria Road North, Guelph, Ontario, commencing at 3:14 p.m.

The Chairperson, Trustee Gohn presided, and the following Trustees were present: Bailey, Borden, Busuttill, and Shieck, together with Director of Education, Dr. M.C. Rogers and Communications Officer McFadzen. Superintendent McDonald, Coordinator of Special Education and Collaborative Projects Lead Szpular, and Executive Officer of Human Resources Rose, were also in attendance.

APPROVAL OF AGENDA

Trustee Borden moved that the Agenda be approved as printed.

The motion carried.

APPROVAL OF MINUTES

Trustee Borden moved that the Minutes of the meeting held May 4, 2010 be approved as printed.

The motion carried.

POLICIES FOR APPROVAL

POLICY 402 SAFE WORKPLACES AND LEARNING ENVIRONMENTS (VIOLENCE AND HARASSMENT IN THE WORKPLACE)

Coordinator of Special Education and Collaborative Projects Lead Szpular, advised that policy 402 Safe Workplaces and Learning Environments (Violence and Harassment in the Workplace) was developed in compliance with Bill 168. This is new legislation dealing with violence and harassment in the workplace. The Bill mandates that a violence and harassment in the workplace policy be created, school boards develop procedures for assessing risk of workplace violence, and develop an implementation plan for dealing with incidents involving violence in the workplace. A steering committee was set up for the development of the policy, under the direction of Superintendent McDonald, with representation from Health and Safety, elementary and secondary Principals, Trustees, and Human Resources. Executive Officer of Human Resources Rose presented the proposed policy in detail. It is an umbrella policy that satisfies the legislation. She noted that, in order to meet Ministry of Labour requirements, the policy must be posted by the 15th of June at every worksite on the

Health and Safety bulletin board. She also noted that Principals and supervisors must review the policy annually with staff. The Ministry of Labour requires that the policy be reviewed each year, and be re-posted with the current date. Formerly, domestic violence was not considered workplace violence. The Board's Anti-Harassment policy # 408 will be revised and a new policy on Workplace Violence will be developed to provide procedures in both areas to support the policy. The policy was discussed and approved. Trustees thanked staff for the hard work in the development of this policy, and complying with Ministry of Labour legislation.

RECOMMENDATION # 1

Trustee Borden moved that this Committee recommend to the Board that Policy 402 Safe Workplaces and Learning Environments (Violence and Harassment in the Workplace) be approved.

The motion carried.

POLICY 503 STUDENT DISCIPLINE, BULLYNG PREVENTION AND INTERVENTION (PROGRESSIVE DISCIPLINE, SUSPENSION AND EXPULSION)

Superintendent McDonald advised that policy 503 was revised to comply with Bill 157, Keeping our Kids Safe at School. He noted that this new policy combines previous policies including bullying prevention and intervention, progressive discipline, suspension, and expulsion. With the approval of the new policy 503, policy 214 Bullying Prevention and Intervention will become redundant. Changes in the student discipline policy included timelines for conducting a school climate survey, a formal process for delegation of authority in a school, a requirement for Board employees to report incidents of inappropriate behaviour, and criteria regarding reporting to or opting not to report to parents. Mr. McDonald noted that, through the use of progressive discipline measures, the goal of the Board and the Ministry of Education is to reduce the number of student suspensions and expulsions. In reference to harassment and bullying incidents, he noted that The Human Rights Code has primacy over all Provincial Legislation. The policy was discussed and approved.

RECOMMENDATION # 2

Trustee Borden moved that this Committee recommend to the Board that Policy 503 Student Discipline, Bullying Prevention and Intervention (Progressive Discipline, Suspension and Expulsion) be approved.

The motion carried.

RECOMMENDATION # 3

Trustee Busutil moved that this Committee recommend to the Board that Policy 214 Bullying Prevention and Intervention be rescinded.

The motion carried.

POLICY OBJECTIVES 2009 – 2010

Communications Officer McFadzen provided a schedule of upcoming policy reviews during the 2009 -2010 school year, dated June 2010.

Trustee Borden moved that the policy schedule dated June 2010 be received.

The motion carried.

DATES OF FUTURE MEETINGS

September 14th was tentatively set for the next Policy Management Committee Meeting. Further dates will be set at that time.

ADJOURNMENT

Trustee Bailey moved that this Committee adjourn at 4:45 p.m. to report to the Board.

The motion carried.