



Kenora Catholic District School Board

We are a Roman Catholic school system dedicated to excellence in education, the Christian formation of youth, and meaningful partnerships with community and family.

Board Meeting Agenda

By order of the Chair, Frank Bastone, the regular meeting of the Kenora Catholic District School Board will be held **Tuesday, February 20, 2018**. The meeting will start at 6:00 p.m. at the Catholic Education Center. **The public meeting will commence at 7:00 p.m.** Video Conferencing will be available from St. John School in Red Lake.

AGENDA

1. **OPENING PRAYER**

2. **ROLL CALL**

3. **COMMITTEE OF THE WHOLE**

Recommendation:

THAT the Board resolve into Committee of the Whole and the meeting be closed to the public in accordance with the provisions of Section 207 (2) of the Education Act, R.S.O. 1990, c.E.2.

4. **DECLARATIONS OF PECUNIARY INTEREST**

5. **CONSIDERATION AND APPROVAL OF AGENDA**

Recommendation:

THAT the agenda be approved as presented/amended.

6. **CONFIRMATION OF MINUTES**

Recommendation: (P. 1)

THAT the minutes of the meeting of the Kenora Catholic District School Board of January 16, 2018 be approved as circulated/amended.

7. **BUSINESS ARISING FROM THE MINUTES**

8. **DELEGATIONS AND PRESENTATIONS**

8.1 St. Louis School

8.2 Healthy Active Living and New Hockey Skills Development Program

8.3 Personal Fitness Activities Program

8.3 Student Trustee Report



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Board Meeting Agenda

9. POLICY GOVERNANCE:

9.1 Approval of Minutes (P. 6)

Recommendation:

THAT the report of the Policy Governance Committee meeting of February 6, 2018 be approved as circulated/amended.

9.2 Policy

9.2.1 Policy # 12 – Policy Making (P. 10)

Recommendation:

THAT the Board approve the revisions to Policy #12 – Policy Making effective immediately.

9.2.2 Policy #14 – Hearings Regarding Teacher Termination (P. 13)

Recommendation:

THAT the Board approve the revisions to Policy #14 – Hearings Regarding Teacher Termination effective immediately.

9.3 Personnel

9.4 Property

9.5 Finance

9.6 Program

9.6.1 2018 - 2019 Regular School Year Calendar (P. 18)

Recommendation:

THAT the Board approve the 2018 – 2019 School Year Calendar as presented and forward the calendar to the Ministry of Education for approval.

9.7 Negotiations

9.8 Other

9.8.1 Special Education Advisory Committee Report

9.8.2 OCSTA Trustee Professional Development Report



Kenora Catholic District School Board

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Board Meeting Agenda

10. COMMITTEE OF THE WHOLE

Recommendation:

THAT the Board accept the report of the Committee of the Whole and all recommendations contained therein.

11. UNFINISHED BUSINESS

12. NEW BUSINESS

13. INFORMATION

14. FUTURE MEETINGS

POLICY GOVERNANCE MEETINGS

March 5, 2018 (Monday)

April 3, 2018

REGULAR BOARD MEETINGS

March 20, 2018

April 17, 2018

SPECIAL BOARD MEETINGS

SPECIAL EDUCATION ADVISORY COMMITTEE

Friday, January 19th at 1:30 p.m. at École Ste-Marguerite Bourgeoys

SCHOOL COUNCIL MEETINGS

March 7th at 6:00 p.m. at St. John School

March 26th at 6:30 p.m. at St. Thomas Aquinas High School

March 27th at 6:30 p.m. at Pope John Paul II School

April 10th at 5:30 p.m. St. Louis School

March 21st at 7:00 p.m. at École Ste-Marguerite Bourgeoys

TRUSTEE TRAVEL / PROFESSIONAL DEVELOPMENT

OCSTA Annual General Meeting and Conference – April 25 - 28, 2018 in Kitchener/Waterloo

CCSTA Annual General Meeting – June 7 – 9, 2018 in Kelowna, BC

MINISTRY OF EDUCATION FINANCIAL REPORTING DEADLINES

June 30, 2017 – Board Estimates for 2017-18

Nov 15, 2017 – Board Financial Statements for 2016-17

Nov 24, 2017 – Board Enrolment Projections for 2018-19 to 2021-22



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Board Meeting Agenda

Dec 15, 2017 – Board Revised Estimates for 2017-18

May 15, 2018 – Board Financial Report for Sep 1 2017 to March 31, 2017

15. **ADJOURNMENT**

Recommendation:

THAT the meeting adjourn at _____ p.m.



Kenora Catholic District School Board

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REGULAR BOARD MEETING ¹

Meeting Report

January 16, 2018

MEETING DATE:	January 16, 2018
LOCATION OF MEETING:	Catholic Education Center
SUBJECT OF MEETING:	Regular Board Meeting
CHAIR:	Teresa Gallik
TRANSCRIBER:	Trina Henley
TIME OF MEETING:	7:00 p.m. – 8:25 p.m.

ATTENDED BY:

	INIT	ATTENDANCE	PERSON	TITLE
1.	AS	<input checked="" type="checkbox"/>	Anne Sweeney	Trustee (Anne Sweeney participated via Facetime)
2.	FB	<input checked="" type="checkbox"/>	Frank Bastone	Chair
3.	JB	<input checked="" type="checkbox"/>	Matthew Favreau	Student Trustee
4.	MF	<input checked="" type="checkbox"/>	Mike Favreau	Trustee
5.	PL	<input checked="" type="checkbox"/>	Paul Landry	Trustee
6.	PW	<input type="checkbox"/>	Paul White	Superintendent of Instructional Services
7.	PE	<input checked="" type="checkbox"/>	Phyllis Eikre	Director of Education
8.	TG	<input checked="" type="checkbox"/>	Teresa Gallik	Vice Chair
9.	VB	<input checked="" type="checkbox"/>	Vaughn Blab	Trustee (Participated via video conferencing from Red Lake)

AGENDA

- OPENING PRAYER** – Mariette Martineau, Religious Education and Family Life Coordinator opened the meeting with a meaningful prayer bringing everyone into the presence of the Lord.
- ROLL CALL** – Trustee Anne Sweeney was noted as absent with regret.
- COMMITTEE OF THE WHOLE**

Motion #001 Moved by Paul Landry
 Seconded by Mike Favreau

Recommendation:

THAT the Board resolve into Committee of the Whole and the meeting be closed to the public in accordance with the provisions of Section 207 (2) of the Education Act, R.S.O. 1990, c.E.2.

Carried.



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REGULAR BOARD MEETING
Meeting Report
January 16, 2018

4. **DECLARATIONS OF PECUNIARY INTEREST - NIL**

5. **CONSIDERATION AND APPROVAL OF AGENDA**

Motion #002 Moved by Mike Favreau
Seconded by Teresa Gallik
Recommendation:
THAT the agenda be approved as presented.

Carried.

6. **CONFIRMATION OF MINUTES**

Motion #003 Moved by Anne Sweeney
Seconded by Vaughn Blab
Recommendation:
THAT the minutes of the meeting of the Kenora Catholic District School Board of December 19, 2017 be approved as circulated.

Carried.

7. **BUSINESS ARISING FROM THE MINUTES**

8. **DELEGATIONS AND PRESENTATIONS**

8.1 Business Services

Alison Smith, Superintendent of Business Services, along with Craig Debbo, Manager of Information Technology Services and Andrew Poirier, Manager of Operational Services provided a report on the notable accomplishments and initiatives happening within the Business Services department.

8.2 First Nation, Métis and Inuit Strategy for Success

Shelly Tom, First Nation, Métis and Inuit Education Coordinator reported on projects and initiatives citing many partnerships with local First Nation communities. The board's First Nation, Métis and Inuit Advisory Council continues to provide valuable input and direction into programming and services for students.

8.3 Student Trustee Report

Student Trustee, Matthew Favreau, provided a report on the notable accomplishments, humanitarian activities and events happening at St. Thomas Aquinas High School in January. Matthew Favreau's full video report is available on the Kenora Catholic District School Board YouTube channel.



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REGULAR BOARD MEETING
Meeting Report
January 16, 2018

9. **POLICY GOVERNANCE:**

9.1 Approval of Minutes

9.2 **Policy**

9.2.1 Policy # 9 – Board Operations

Motion #004 Moved by Teresa Gallik
Seconded by Anne Sweeney

Recommendation:

THAT the Board approve the revisions to Policy #9 – Board Operations effective immediately.

Carried.

9.3 **Personnel**

9.4 **Property**

9.5 **Finance**

9.6 **Program**

9.6.1 2018 - 2019 Regular School Year Calendar

Phyllis Eikre, Director of Education provided a report on the 2018 – 2019 consultation process for the school year calendar. Eikre reported that there were over 1,512 survey responses received during the consultation process. 59 percent of survey respondents prefer to start school before Labour Day, while 41 percent prefer to start school after Labour Day. The proposed calendar is posted on the board's Facebook site and website and is available for public comments until February 13th.

9.7 **Negotiations**

9.8 **Other**

9.8.1 Catholic Student Trustee 2018 Catholic Education Week Christian Service Activity

Phyllis Eikre provided information to the trustees that the Catholic Student Trustee 2018 Catholic Education Christian Service Activity. The focus for 2018 will be to raise awareness about the lack of clean and accessible water in our own country and throughout the world; and to raise funds and generate support for clean water projects sponsored by the "WE" organization or local and/or international projects supported by individual boards and schools. The event is planned for May 8, 2018. Dean Woodbeck, Chaplain from St. Thomas Aquinas High School is the board's contact for the event. Matthew Favreau, Student Trustee will also have a role.



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REGULAR BOARD MEETING
Meeting Report
January 16, 2018

9.8.2 2018 Trustee Twinning Report

The 2018 Trustee Twinning Report was noted as being available in the trustees' board books.

9.8.3 2018 Board Committees

The 2018 Board Committees report was noted as being available in the trustees' board books.

10. **COMMITTEE OF THE WHOLE**

Motion #005 Moved by Vaughn Blab
Seconded by Anne Sweeney

Recommendation:

THAT the Board accept the report of the Committee of the Whole and all recommendations contained therein.

Carried.

11. **UNFINISHED BUSINESS**

12. **NEW BUSINESS**

12.1 2017 Director's Annual Report

Motion #006 Moved by Paul Landry
Seconded by Teresa Gallik

Recommendation:

THAT the 2017 Annual Director's Report be received and forwarded to the Ministry of Education in accordance with the Education Act.

Carried.

13. **INFORMATION**

14. **FUTURE MEETINGS**

POLICY GOVERNANCE MEETINGS

February 6, 2018

March 5, 2018 (*Monday*)

REGULAR BOARD MEETINGS

February 20, 2018

March 20, 2018

SPECIAL BOARD MEETINGS

SPECIAL EDUCATION ADVISORY COMMITTEE



Kenora Catholic District School Board

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REGULAR BOARD MEETING
Meeting Report
January 16, 2018

Friday, January 19th at 1:30 p.m. at École Ste-Marguerite Bourgeoys

SCHOOL COUNCIL MEETINGS

January 30th at 6:30 p.m. at St. Thomas Aquinas High School

January 30th at 6:30 p.m. at Pope John Paul II School

February 7th at 6:00 p.m. at St. John School

February 12th at 5:30 p.m. St. Louis School

February 21st at 7:00 p.m. at École Ste-Marguerite Bourgeoys

TRUSTEE TRAVEL / PROFESSIONAL DEVELOPMENT

OCSTA Trustee Professional Development – January 19 – 20, 2018 in Mississauga

OCSTA Annual General Meeting and Conference – April 25 - 28, 2018 in Kitchener/Waterloo

CCSTA Annual General Meeting – June 7 – 9, 2018 in Kelowna, BC

MINISTRY OF EDUCATION FINANCIAL REPORTING DEADLINES

June 30, 2017 – Board Estimates for 2017-18

Nov 15, 2017 – Board Financial Statements for 2016-17

Nov 24, 2017 – Board Enrolment Projections for 2018-19 to 2021-22

Dec 15, 2017 – Board Revised Estimates for 2017-18

May 15, 2018 – Board Financial Report for Sep 1 2017 to March 31, 2017

15. ADJOURNMENT

Motion #007 Moved by Paul Landry

Seconded by Mike Favreau

Recommendation:

THAT the meeting adjourn at 8:25 p.m.

Carried.

Chairman

Secretary



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**Meeting Report
February 6, 2018**

MEETING DATE:	February 6, 2018
LOCATION OF MEETING:	Catholic Education Center
SUBJECT OF MEETING:	Policy Governance Committee Meeting Report
CHAIR:	Anne Sweeney
TRANSCRIBER:	Trina Henley
TIME OF MEETING:	6:07 p.m. – 7:53 p.m.

ATTENDED BY:

	INIT	ATTENDANCE	PERSON	TITLE
1.	AS	<input checked="" type="checkbox"/>	Anne Sweeney	Trustee
2.	AS	<input checked="" type="checkbox"/>	Alison Smith	Superintendent of Business Services
3.	FB	<input checked="" type="checkbox"/>	Frank Bastone	Chair
4.	JB	<input type="checkbox"/>	Matthew Favreau	Student Trustee
5.	MF	<input checked="" type="checkbox"/>	Mike Favreau	Trustee
6.	PE	<input checked="" type="checkbox"/>	Phyllis Eikre	Director of Education
7.	PL	<input checked="" type="checkbox"/>	Paul Landry	Trustee
8.	PW	<input checked="" type="checkbox"/>	Paul White	Superintendent of Instructional Services
9.	TG	<input type="checkbox"/>	Teresa Gallik	Vice Chair
10.	VB	<input type="checkbox"/>	Vaughn Blab	Trustee (via videoconferencing from St. John School)

AGENDA

1. **CALL TO ORDER** – Anne Sweeney called the meeting to order at 6:07 p.m.
2. **OPENING PRAYER** – Anne Sweeney opened the meeting with a meaningful prayer bringing everyone into the presence of the Lord.
3. **ROLL CALL** – Teresa Gallik, Vaughn Blab and Matthew Favreau were noted as absent with regret.
4. **DECLARATIONS OF PECUNIARY INTEREST - NIL**
5. **APPROVAL OF AGENDA** – The agenda was approved as presented.
6. **PRESENTATIONS/DELEGATIONS**



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POLICY GOVERNANCE COMMITTEE

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**Meeting Report
February 6, 2018**

7. PRESENTATIONS AND REPORTS

7.1 Policy

7.1.1 Policy #12 – Policy Making

Phyllis Eikre provided the trustees with a review of Policy #12 – Policy Making. Revisions were identified in the preamble, section 1.1 and legal references. The policy will be amended and presented at the February Board meeting.

7.1.2 Policy #14 – Hearings Regarding Teacher Termination

Phyllis Eikre provided the trustees with a review of Policy #14 – Hearings Regarding Teacher Termination. A minor change was identified under section 5.1. The policy will be amended and presented at the February Board meeting.

7.1.3 Northwestern Student Services Consortium #001 - Transportation Policy

Alison Smith, Superintendent of Business Services provided a review of the proposed changes for the Northwestern Student Services Consortium #001 – Transportation Policy.

7.2 Personnel

7.2.1 Executive Compensation

Alison Smith, reported that the Ministry of Education has accepted the Board's Executive Compensation Plan. The Executive Compensation plan will be implemented and posted on the board's website under Trustees/Governance.

7.3 Property

7.4 Finance

7.5 Program

7.5.1 2018 – 2019 School Year Calendar

Phyllis Eikre provided a report on the proposed 2018 – 2019 School Year Calendar. The calendar will now be put forward for board motion at the February Board Meeting.

7.5.2 Grade 6 Transitions Report

Jamey Robertson, Innovation and Creativity and Managing Information for Student Achievement Lead provided the trustees with a report on the Grade 6 transition statistics across the board.

7.6 Negotiations



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**Meeting Report
February 6, 2018**

7.7 **Other**

7.7.1 Board Patrons Saint

Trustee, Paul Landry recommended that the board adopt a Patron Saint. The recommendation was accepted and Phyllis Eikre will work with the board's Religious Education and Family Life Coordinator to implement the recommendation.

7.7.2 Community Consultation Session Planning Committee

Phyllis Eikre identified that the board is hosting Community Consultation Sessions in Red Lake on May 2nd and Kenora on May 3rd. Trustees were invited to participate in a planning meeting on Monday, February 12th at 10:00 a.m. at the Catholic Education Session.

7.7.3 OCSTA Canada Summer Jobs Program

Chair, Frank Bastone brought forward the Ontario Catholic School Trustees' Association attestation issue regarding the Canadian Summer Jobs Program. The trustees agreed to write a letter to the MP and Prime Minister in support of the attestation issue.

7.7.4 OCSTA January Professional Development Training:

7.7.4.1 Mental Health and Wellbeing Board Policies

Frank Bastone brought forward a recommendation to implement a Mental Health and Well-Being Policy. The trustees decided that a policy was not necessary as Mental Health and Well-Being is covered under board procedures.

7.7.4.2 Board, Parish, Home Relationship

The trustees requested that a plan be created to reflect the Board, Parish and Home Relationship Initiatives. Phyllis Eikre will work with board's Religious Education and Family Life Coordinator to implement a plan.

8. **UNFINISHED BUSINESS**

9. **CORRESPONDENCE**

10. **NEW BUSINESS**

11. **INFORMATION**

12. **FUTURE MEETINGS**

POLICY GOVERNANCE MEETINGS

February 6, 2018

March 5, 2018 (Monday)



Kenora Catholic District School Board

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**Meeting Report
February 6, 2018**

REGULAR BOARD MEETINGS

January 16, 2018
February 20, 2018

SPECIAL BOARD MEETINGS

SPECIAL EDUCATION ADVISORY COMMITTEE

Friday, February 16th at 1:30 p.m. at Pope John Paul II School

SCHOOL COUNCIL MEETINGS

February 7th at 6:00 p.m. at St. John School
February 21st at 7:00 p.m. at École Ste-Marguerite Bourgeoys
February 26th at 6:30 p.m. at St. Thomas Aquinas High School
February 27th at 6:30 p.m. at Pope John Paul II School
February 12th at 5:30 p.m. St. Louis School

TRUSTEE TRAVEL / PROFESSIONAL DEVELOPMENT

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MINISTRY OF EDUCATION FINANCIAL REPORTING DEADLINES

June 30, 2017 – Board Estimates for 2017-18
Nov 15, 2017 – Board Financial Statements for 2016-17
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Dec 15, 2017 – Board Revised Estimates for 2017-18
May 15, 2018 – Board Financial Report for Sep 1 2017 to March 31, 2017

13. **COMMITTEE OF THE WHOLE**
14. **ADJOURNMENT** – The meeting adjourned at 7:53 p.m.

Chairman

Secretary



KENORA CATHOLIC DISTRICT SCHOOL BOARD

Policy 12: Policy Making

This policy has been developed to provide broad guidelines for the effective operation of the Kenora Catholic District School Board and a framework for consistent decision-making by the director of education and staff.

Policy development is a key responsibility of the Kenora Catholic District School Board. Policies, inspired by the values and traditions of the Catholic faith and the principles of democratic and accountable governance, establish directions for the board, assign authority and establish controls that make board governance and management possible. Policies are the means by which the board, director and the board employees are accountable to the community as a whole. Adoption of new board policies or revision of existing policies is solely the responsibility of the board.

The Kenora Catholic District School Board shall be guided in its approach to policy making by ensuring adherence to the requirements necessary to provide effective Catholic education. The board's policies will comply with the *Education Act* and provincial legislation and will be informed by Church teaching and Gospel values. **The board's policies will be reviewed through the lens of well-being and equity for all.** The board believes that the development and review of policies are enhanced when the process allows for the ongoing participation of employees and stakeholders. The board recognizes that a number of groups have an interest in and may provide valuable contributions in the development and revision of policies.

The board recognizes that policies, to be effective, must be reviewed regularly and changed in keeping with **current research and** existing circumstances. This policy provides for a review every two years of all the existing policies of the board. Once a policy has been approved or amended by the board, all former policies or board motions that are superseded in whole or in part by the new policy or amendment, shall be considered revoked.

Board policies shall provide an appropriate balance between the responsibility of the board to develop the broad guidelines to guide the board and the opportunity for the director of education to exercise professional judgments in the administration of the board.

The Kenora Catholic District School Board shall adhere to the following stages in its approach to policy making:

1. Planning

- 1.1. The board and/or the director, shall assess the need for a policy, as a result of legislative compliance and its own monitoring activities or on the suggestion of others, and identify the critical attributes of each policy to be developed.

2. Development

- 2.1. The board may develop the policy itself or may delegate the responsibility for development to the director or to a board committee.
- 2.2. To ensure the effectiveness of policy implementation, the board will endeavor to inform and consult with employees and stakeholders affected by proposed policies or amendments to existing policies prior to the proposals reaching the board for final approval.
- 2.3. Amendments, alterations and additions to board policies require approval by the Board. All recommendations must be made in writing and be approved at a Regular Board Meeting to allow for review and approval by the Board.

3. Implementation

- 3.1 The board is responsible for the implementation of policies governing its own processes. The board and director share the responsibility for implementation of policies relating to the board/director relationship. The board has delegated to the director the authority to develop procedures to address all other issues, and the director is responsible for the implementation of these procedures.
- 3.2 Policy shall come into force on the date of the final passing thereof.

4. Evaluation

The board, in co-operation with the director, shall evaluate each policy once within a two year period, or earlier as needed, in order to determine whether or not it is meeting its intended purpose.

Legal Reference:

Education Act S. 283 Chief Executive Officer; S. 286 Duties of Supervisory Officers

Ontario's Education Equity and Action Plan, 2017

Approval Date: June 2006
Date of Latest Review: October 19, 2010, October 2011, December 2011, January 2014, December 2015, February 2018
Date of Latest Revision: October 19, 2010, December 2011, January 2014, December 2015, February 2018



KENORA CATHOLIC DISTRICT SCHOOL BOARD

Policy 14: Hearings Regarding Teacher Termination

1. Recommendation of Termination

1.1 Related to Teaching Competence

1.1.1 Where a comprehensive performance appraisal conducted under Part X.2 of the *Education Act* results in an unsatisfactory rating after the teacher has been placed on review status as set out in Sections 277.36 and 277.37 of the *Act*, the principal, in consultation with the Director of Education or designate, shall promptly transmit a recommendation in writing to the board that the teacher's employment with the board should be terminated.

1.1.2 If at any time during the teacher performance appraisal review process the principal and the Director of Education or designate jointly determine that the delay necessitated by conducting the additional mandated performance appraisal during the review process is inconsistent with the protection of the best interests of students, they shall refrain from conducting the appraisal and shall promptly transmit a joint recommendation in writing to the board that the teacher's employment with the board should be terminated.

1.2 Related to Just Cause

The Director of Education may bring a recommendation to the board for teacher termination, if he/she believes that the evidence gathered warrants dismissal of the teacher for just cause.

2. Provision of Information

- 2.1 The recommendation for termination shall be accompanied by the following:
- written reasons for the recommendation; and
 - a copy of the performance appraisal document and copies of all documents relied on in conducting the performance appraisal referred to in subsection 277.36 (1) and any performance appraisals conducted under subsection 277.36 (3) and subsection (3) of this section.

3. Procedure at Hearings

- 3.1 Notes of the proceedings will be recorded for the purposes of the board's records.
- 3.2 The Director of Education or designate and the teacher or designate shall be given an opportunity to make introductory and closing statements.
- 3.3 If the Director of Education considers it necessary to have witnesses appear on behalf of the recommendation, they shall be called to appear prior to the teacher making any representations.
- 3.4 Trustees shall ask questions of a witness only after the party calling the witness has completed its presentation.
- 3.5 The presentation of the teacher's case shall commence after the Director of Education or designate has presented his/her evidence.
- 3.6 After the teacher's closing statement, the Director of Education or designate shall have an opportunity to respond to information presented by the teacher or designate.
- 3.7 Board members will have the opportunity to ask questions of clarification from both parties.
- 3.8 No cross-examination of witnesses shall be allowed, unless the board chair deems it advisable.
- 3.9 The board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The recording secretary will remain in attendance. The board may have legal counsel in attendance.
- 3.10 If the board requires additional information or clarification in order to make its decision, both parties to the appeal will be requested to return to the hearing for the required additional information.

4. Board Decision

- 4.1 The board, upon receiving a recommendation to terminate a teacher's employment under Part X.2 of the *Education Act* shall determine, based on the competencies provided for in the *Education Act*, whether or not the teacher is performing satisfactorily in the position to which he or she was assigned immediately before any action of the Director of Education to suspend or reassign the teacher, pending the board's decision.
- 4.2 The board upon receiving a recommendation to terminate a teacher's employment for just cause shall determine, based on the evidence presented, whether or not the teacher demonstrated behavior warranting removal from the position to which he or she was assigned immediately before any action of the Director of Education to suspend or reassign the teacher, pending the board's decision.
- 4.3 The determination of the board shall be by majority vote of the members of the board present at a meeting of the board at which there is a quorum. In the case of a teacher performance appraisal hearing, the determination must be within 60 days of receiving the recommendation.
- 4.4 When the board determines that the teacher is not performing satisfactorily in the position to which he or she was assigned immediately before any action of the Director of Education, or determines the need to terminate for other reasons, the board shall terminate the teacher's employment with the board.
- 4.5 Where the board does not make the determination described above, the suspension or reassignment, as the case may be, shall cease and except where the teacher and the board agree otherwise, the teacher shall resume his or her former position.

5. Communication of Decision

- 5.1 The board decision will be communicated to the teacher by telephone and confirmed in writing **via a registered letter** following the hearing.
- 5.2 When the board terminates a teacher's employment under section 277.39, the secretary of the board shall promptly file a complaint under section 26 of the Ontario College of Teachers Act, 1996, regarding the reasons for the termination.
- 5.3 Where a teacher employed by the board resigns while he or she is on review status, the secretary of the board shall promptly file a complaint under section 26 of the Ontario College of Teachers Act, 1996, regarding the reasons for the teacher having been placed on review status.
- 5.4 The board shall promptly provide to any other board requesting teacher performance appraisal documents all documents relating to termination of the employment of a teacher.

Legal References:

Education Act S. 277.15 (5) Termination for Other Reasons; Part X.2 S. 277.14 - S. 277.45 Teacher Performance Appraisal
Ontario Regulation 298—Operation of Schools S. 11(3) j Principal's Recommendation
Ontario College of Teachers Act, S. 26

Approval Date: June 2006
Date of Latest Review: May 2011, May 2012, March 2014, March 2016,
February 2018
Date of Latest Revision: October 2009, February 14, 2012, **February 2018**



Draft

2018 - 2019 Regular School Year Calendar

SCHOOL HOLIDAY
PD DAY
EXAMS

<p>19 instructional days</p> <p>September 2018</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Su</th><th>M</th><th>Tu</th><th>W</th><th>Th</th><th>F</th><th>Sa</th></tr> <tr><td></td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	Su	M	Tu	W	Th	F	Sa		27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30							<p>22 instructional days</p> <p>October 2018</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Su</th><th>M</th><th>Tu</th><th>W</th><th>Th</th><th>F</th><th>Sa</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>	Su	M	Tu	W	Th	F	Sa		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				<p>22 instructional days</p> <p>November 2018</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Su</th><th>M</th><th>Tu</th><th>W</th><th>Th</th><th>F</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table>	Su	M	Tu	W	Th	F	Sa					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		<p>15 instructional days</p> <p>December 2018</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Su</th><th>M</th><th>Tu</th><th>W</th><th>Th</th><th>F</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	Su	M	Tu	W	Th	F	Sa							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p>19 instructional days</p> <p>January 2019</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Su</th><th>M</th><th>Tu</th><th>W</th><th>Th</th><th>F</th><th>Sa</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table>	Su	M	Tu	W	Th	F	Sa			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
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All students begin school on September 5, 2018 and end on June 28, 2019

<u>School Holidays</u>	
September 4, 2018	Labour Day
October 8, 2018	Thanksgiving
Dec 24- Jan 4, 2019	Christmas Holidays
February 18, 2019	Family Day
March 11-15, 2019	March Break
March 29, 2019	Good Friday
April 1, 2019	Easter Monday
May 20, 2019	Victoria Day

<u>Professional Activity Days</u>	
September 4, 2018	PD Day
September 28, 2018	PD Day
October 26, 2018	PD Day
November 26, 2018	PD Day
February 1, 2019	Elem - Report Card
	Sec - Curriculum
April 26, 2019	PD Days
June 14, 2019	Elem - Report Card
	Sec - School Based PD

<u>Elementary</u>	
Progress Report	November 14, 2018
Elementary Report	February 12, 2019
Elementary Report	June 28, 2019
Secondary	
<u>Semester 1 September 4, 2018, January 31, 2019</u>	
<u>Semester 1 Term 1</u>	
<u>Semester 1 Term 2</u>	
Mid Term Report	November 23, 2018
Exams	January 28, 29, 30, 31, 2019
Final Report	February 12, 2019
<u>Semester 2 February 1, 2018 - June 28, 2019</u>	
<u>Semester 2 Term 1</u>	
<u>Semester 2 Term 2</u>	
Mid Term Report	April 25, 2019
Exams	June 21, 24, 25, 26, 27, 28, 2019