

**Policy Committee**  
**Public Meeting Agenda**

**Monday, April 15, 2024 – 11:00 am**  
**via Zoom**

<https://sd38.zoom.us/j/66776854810>

Passcode: 6000

The Richmond Board of Education acknowledges and thanks the First Peoples of the hən̓q̓əmiñəm language group on whose traditional and unceded territories we teach, learn and live.

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- 1. Adopt Agenda**
- 2. Approve Minutes**  
Public minutes from meeting held February 12, 2024 attached.
- 3. Policy 200: Trustee Role, Responsibilities and Code of Ethics**  
Report from the Secretary Treasurer attached.
- 4. Policy 204-R: Creation and Revision of Policy and Regulations**  
Report from the Deputy Superintendent attached.
- 5. Status of Current and Anticipated Items**  
Status Update attached.
- 6. Next Meeting Date – Monday, May 13, 2024 at 11:00 am**
- 7. Adjournment**

**Policy Committee**  
**Public Meeting Minutes**

**Monday, February 12, 2024 – 11:00 am**  
**Via Zoom**

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**Present:**

Chairperson

Vice Chairperson

Trustee Member

Trustee Alternate

Trustee

Trustee

Superintendent

Deputy Superintendent

Secretary Treasurer

President, Richmond Teachers' Association

2<sup>nd</sup> Vice President, Richmond Teachers' Association

President, Canadian Union of Public Employees 716

President, Richmond Association of School Administrators

Vice President, Richmond Association of School Administrators

Chair, Richmond Management and Professional Staff

Executive Assistant (Recording Secretary)

D. Tablotney

D. Yang

R. Belleza

H. Larson

A. Wong

D. Sargent

C. Usih

R. Ryan

C. Wang

L. Baverstock

F. Marsic

S. Robinson

G. Fitt

A. Goulas

K. Gibson

J. Coronel

The Chairperson called the meeting to order at 11:02 am.

The Richmond Board of Education acknowledged and thanked the First Peoples of the hən̓q̓əmiñəm language group on whose traditional and unceded territories we teach, learn and live.

**1. Adopt Agenda**

The agenda was adopted as circulated.

**2. Approve Minutes**

Minutes of the meeting held November 14, 2023 were approved as circulated.

**3. Policy 701.2-R: Capital Project Design Review Process**

The Deputy Superintendent spoke to his report as included in the agenda package.

The Committee then agreed to forward the following **RECOMMENDATION** to the board:

**THAT** the Chairperson of the Policy Committee bring forward a Notice of Motion to the Board of Education at its February 21, 2024, public meeting that a recommendation for the board's consideration will be presented at the March 13, 2024, public meeting to approve the minor revisions to Policy 701.2-R: Capital Project Design Review Process.

**4. Update on Premier's Announcement: Restriction on Cell Phone Use in BC Schools**

The Superintendent explained that the Premier's announcement regarding the restriction on cell phone use in BC schools is part of the province's measures to keep kids safe from online threats. He also clarified that the restriction is not intended as a ban on cellphone use. All school districts in BC are mandated to have policies in place for the start of the 2024/25 school year, with Guidelines from the province anticipated to be released by the end of March.

The President of Richmond Teachers' Association commented that if a teacher is making the decision to restrict cellphone use in the classroom, it won't be frowned upon when there are good pedagogical reasons for such restriction. She looks forward to the guidelines from the Ministry to provide guidance and support to teachers.

A trustee suggested that a wider consultation process be conducted for the district's policy on cellphone use that will include opportunities for parents and the school community to share their feedback. The Superintendent echoed this statement and assured the Committee that partner groups and parents will be involved in the consultation process.

**5. Status of Current and Anticipated Items**

An updated status document was provided with the agenda package.

**6. Next Meeting Date – Monday, April 15, 2024 at 11:00 am.**

**7. Adjournment**

The meeting adjourned at 11:31 am.

*Respectfully Submitted,*

*Debbie Tablotney  
Chairperson, Policy Committee*

## Report to the Policy Committee (Public)

**Date:** April 15, 2024  
**From:** Cindy Wang, Secretary Treasurer  
**Subject:** **Policy 200/200-R1 and 200-R2: Trustee Role, Responsibilities and Code of Ethics**

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### **RECOMMENDATION:**

**THAT** the Chairperson of the Policy Committee bring forward a Notice of Motion to the Board of Education at the April 24, 2024, public meeting that a recommendation for the board's consideration will be presented at the May 22, 2024, public meeting to approve revisions to Policy 200/200-R1 and 200-R2: Trustee Role, Responsibilities and Code of Ethics.

### **BACKGROUND:**

The Ministry and BC School Trustees Association (BCSTA) have collaboratively developed provincial criteria for the school trustee code of conduct. The primary goal of this initiative is to offer trustees clear guidance regarding their roles and responsibilities in terms of their conduct. These codes of conduct can aid boards in emphasizing their fundamental duties, which include delivering educational programs and promoting safe and inclusive school and workplace environments.

In June 2023, the Ministry and BCSTA released the criteria for school trustee codes of conduct, including:

- Emphasis on student achievement, equity and well-being;
- Alignment with BCSTA's six principles/standards, including integrity, respect, confidentiality, responsibility, conflict of interest and relationships;
- Alignment with existing provincial and federal legislation, including Criminal Code, BC Human Rights Code, Freedom of Information and Protection of Privacy Act, School Act, Workers' Compensation Act;
- Provisions on:
  - respectful workplaces and relationships with others;
  - anti-racism, reconciliation and relations with local First Nations;
  - acceptable use of social media;
- Policies and procedures for breaches and sanctions with public accountability;
- Mechanisms to regularly review and affirm the code;
- Board training, including with trustee onboarding; and
- Plain language.

Furthermore, a scan of all BC school boards' code of conduct has been completed by the Ministry of Education. Based on the scan, the Board of Education of School District No. 38 (Richmond) has been identified as not having reviewed or updated their trustee code of conduct and not including a breaches and sanctions component.

The Ministry recommended that the Board review and update the trustee code of conduct to align with the new provincial criteria.

**POLICY REVIEW AND UPDATE PROCESS:**

During two trustee workshops held on October 24, 2023 and November 28, 2023, significant progress was made in reviewing and updating the code of conduct. Trustee Workshop #1 included a presentation by Ministry and BCSTA representatives on best practices in the K-12 public education sector, along with an environmental scan by staff to identify best practices in various Boards of Education across the province. Building on this, Trustee Workshop #2 involved a thorough review of the policy and discussions on proposed updates to ensure alignment with the provincial criteria, best practices and board governance needs.

Legal Counsel provided final comments and revisions to ensure compliance with the legal framework governing board policies. Legal Counsel also responded to trustees’ questions on the proposed revisions in the In-camera Policy Committee meeting on February 12, 2024. Their input strengthened the integrity and legality of the code of conduct, mitigating potential risks and ensuring alignment with relevant legislation and regulations.

The final draft of the trustee code of conduct reaffirms its role as a foundational document governing ethical behavior and accountability within the Board as a governing body of the public K-12 system in its jurisdiction.

**PROPOSED TIMELINE:**

September 18, 2023	In-camera Policy Committee meeting	Initial discussion by members of Policy Committee including feedback on proposed timeline and process of of the policy review and update.
October 24, 2023	Trustee Workshop #1	Staff conduct an environmental scan to identify best practices in the codes of conduct of BC school boards’; trustee review of the existing board policy; presentation by Ministry staff on best practices.
November 28, 2023	Trustee Workshop #2	Trustee review of the policy and proposed update.
February 12, 2024	In-camera Policy Committee meeting	Draft policy revision to be shared for feedback from trustees.
April 15, 2024	Public Policy Committee meeting	Revised policy reflecting trustee feedback shared with the Committee. Possible notice of motion to April Board meeting for final approval at May Board meeting.
April 24, 2024	Public Board meeting	Possible notice of motion for approval at May Board meeting.
May 22, 2024	Public Board meeting	Possible final approval of new policy.

**CONCLUSION:**

According to Board Policy 204-R, it is recommended that the proposed policy updates not be part of the partner group review process, as they specifically pertain to board governance matters.

*Respectfully submitted,*

*Cindy Wang MSc, CPA-CA  
Secretary Treasurer*

*Attachments:*

- 1. Draft Revised Policy 200 Trustee Role Responsibilities and Code of Ethics*
- 2. Draft Revised Policy 200-R1 Trustee Orientation*
- 3. Draft Proposed Policy 200-R2 Trustee Code of Ethics Breaches and Sanctions*

## GOVERNANCE

## Policy 200

### Trustee Role, Responsibilities and Code of Ethics

#### Role Of The Trustee

The role of the trustee is to prioritize the educational well-being of children and youth, by fostering a District culture that promotes student achievement, represents the broader needs of the community, and allocates resources responsibly and equitably in the best interest of every student. In recognition of the public trust and responsibility vested in them, Trustees are expected at all times to conduct themselves diligently, ethically, respectfully, impartially and in a manner that will strengthen and promote confidence in public education.

As members of the corporate board, trustees are accountable to the public for the collective decisions of the Board, and for the delivery and quality of educational services. Trustees must be cognizant that while being an elected government official carries public perceptions of authority, the *School Act* gives no individual authority to trustees. Regardless of this limitation, the actions of individual Trustees can damage the reputation and interests of the Board, and Trustees are accountable for their actions in carrying out their formal and informal responsibilities.

Because the Board's composition will change with each election, the Board believes an orientation program is necessary to ensure continuity and facilitate a smooth transition following an election. To be effective in their role, trustees must be adequately briefed concerning existing Board policy and practice, statutory requirements, initiatives and long-range plans. This Policy shall be reviewed by the Board within six months of any election, and on an annual basis thereafter.

#### Responsibilities of Trustees

In order to carry out their role as a Trustee, Trustees shall:

- Familiarize themselves with District policies, procedures, meeting agendas, and reports as necessary to discharge duties effectively.
- Participate in, and contribute to, the decisions of the Board, unless excluded for conflict of interest or approved absence.
- Support the implementation of the Board's decisions, and follow progress to ensure decisions have the intended outcomes.
- Refer policy questions, or other general issues and concerns not covered by an existing Board policy, to the Board for corporate discussion, decision or delegation.
- When parents or members of the community ask a question or raise a concern about a particular teacher, classroom, principal or school, refer the parent or community member to the Complaints and Appeals Bylaw or to the Superintendent or delegate. Trustees should

Adopted: 15 September 2008  
Revised:

avoid direct discussion of the merits of the complaint in order to respect the authority of staff, and to avoid the need for the trustee to declare a conflict in any appeal which comes before the Board in the matter.

- Bring to the attention of the Board any issues that may significantly affect the District
- Exercise authority within defined limits when delegated such responsibility.
- Actively engage in professional development opportunities to enhance their knowledge of Trustee roles and responsibilities and become acquainted with current educational topics and trends.
- Share the materials and ideas gained at trustee development activities and outside meetings with fellow trustees.
- Familiarize themselves with current educational issues and trends as necessary to discharge duties effectively.
- Act as a liaison to assigned schools.
- Attend District or school events when invited and when possible.
- Become familiar with, and adhere to, the Trustee Code of Ethics.

## **Code of Ethics**

In carrying out their responsibilities, Trustees must uphold the highest standards of integrity, accountability, and ethical practice in all aspects of their role, acting in ways that strengthen public trust and inspire confidence in the Board's actions and decisions. This includes the following obligations:

1. Trustees shall abide by District policies, decisions, and all relevant provincial and federal legislation, including the *School Act* and the Oath of Office.
2. Trustees shall respect the confidentiality of in-camera board or committee meetings, interviews, and other privileged or personal information obtained in their capacity as Trustee. Trustees are explicitly prohibited from disclosing confidential, privileged, or personal information to the public or any other individual unless and until the Board has officially made such information public.
3. Trustees shall develop and contribute to a positive, respectful, and safe learning and working culture both within the Board and the District. Trustees shall respect the authority of the Superintendent and staff and ensure fair treatment for students, parents, staff, community members, and fellow trustees.
4. Trustees will not attempt to exercise individual authority with respect to Board matters, except as explicitly permitted by policies of the Board. Committees of Trustees or individual Trustees may not exercise the rights, duties and powers of the Board.
5. Trustees may interact with the Superintendent and staff; however, individual Trustees

Adopted: 15 September 2008  
Revised:



must recognize that the authority of the Board to delegate specific and general administrative and management duties to one or more of its employees derives from the Board's corporate status and any assignment of responsibilities must comply with applicable Bylaw or Board policy.

6. Trustees must ensure that they do not purport to speak for the Board in any interactions with the public, media or other entities unless explicitly authorized by Bylaw or Board policy. Trustees will not express opinions on individual staff performance unless explicitly authorized by Bylaw, Board policy or an official Board process, and recognize that only the Board and not individual trustees, may assess the Superintendent's performance.
7. Consistent with their fiduciary obligations, Trustees shall make decisions in the best interests of the Board, based on available facts and their independent judgment. Trustees must not be unduly influenced by any individual or group.
8. Refrain from discussing, voting and influencing decision making on any matter in which they are in conflict. Trustees shall declare any pecuniary conflicts of interest in accordance with the School Act, and must avoid any situation where their decision making or actions could reasonably be seen as being influenced by personal interests, business relationships, or the interests of friends, family or associates.
9. Trustees recognize the public trust in the expenditure of Board funds by exercising financial prudence.
10. Trustees shall work collaboratively with fellow trustees in a spirit of harmony and cooperation and be respectful of differences of opinion. Trustees shall encourage full and open discussion in all matters with their fellow trustees, treating each other with respect and consideration.
11. Trustees must exercise responsible digital citizenship by using social media responsibly, professionally, and accurately, avoiding any dissemination of inaccurate or misleading information, and respecting the Board's obligations under the *Freedom of Information and Protection of Privacy Act*.
12. Trustees shall advocate for the diverse needs of all learners in the community consistent with its obligations under the *Human Rights Code*. This commitment extends to building partnerships with Indigenous communities and local First Nations in the ongoing work of Truth and Reconciliation, and promoting diversity, equity, and inclusion policies within the District.

References:

[School Act](#)

[Freedom of Information and Protection of Privacy Act](#)

[Human Rights Code](#)

Adopted: 15 September 2008  
Revised:

## GOVERNANCE

## Policy 200-R1

### Trustee Orientation

1. The District will offer an orientation program prior to January 31 after an election for all newly elected trustees which provides information on such things as:
  - 1.1 Role of the trustee and the Board;
  - 1.2 Organizational structures and procedures of the District;
  - 1.3 Board policy, agendas and minutes;
  - 1.4 Existing District initiatives, annual reports, budgets, financial statements, and long-range plans;
  - 1.5 District programs and services;
  - 1.6 The Board's function as an appeal body; and
  - 1.7 Statutory and regulatory requirements, including responsibilities with regard to conflict of interest.
2. The District will fund trustees to attend BCSTA sponsored orientation seminars.
3. The Board Chair and Superintendent shall develop and implement the District's orientation program for newly elected trustees.
4. Incumbent trustees are encouraged to help newly elected trustees become informed about functions, policies, and procedures.

## GOVERNANCE

## Policy 200-R2

### Trustee Code of Ethics Breaches and Sanctions

Trustees shall conduct themselves in an ethical and prudent manner in compliance with Policy 200: Trustee Role, Responsibilities and Code of Ethics. The failure by trustees to conduct themselves in compliance with this policy may result in the Board instituting sanctions.

To assist the Board in self-governance, Trustees who wish to report an infraction under the Trustee Code of Ethics [the "Code"] may follow the procedure below.

A Trustee who believes that a fellow Trustee has violated the Code of Ethics is encouraged to seek resolution of the matter through the Informal Complaint process when possible, prior to commencing an official complaint under this policy.

#### Informal Complaint Process

It is recognized that a contravention of the Code may occur that is relatively minor, or committed inadvertently or due to an error of judgment made in good faith. In such instances the priority shall be to alert the offending Trustee to the violation and their obligations under the Code. Only serious and/or reoccurring breaches of the Code by a Trustee should be investigated following the official complaint procedure. Both the offending and offended Trustee shall seek resolution in an informal, cooperative fashion marked by mutual respect, seeking to understand with an openness to growth and improvement. Discussions during the Informal Complaint process will not be referred to if the matter proceeds to an Official Complaint.

1. The Trustee who believes a violation has occurred will engage in an individual private conversation with the Trustee affected.
2. Failing resolution through the private conversation the parties will engage the Board Chairperson, or at the Chairperson's option the Chairperson and Vice Chairperson, to gain resolution. If the concern is with the Board Chairperson, the concern should be raised with the Vice Chairperson.
3. The Chairperson, or at the Chairperson's option the Chairperson and Vice Chairperson, will attempt to resolve the matter to the satisfaction of the Trustees involved.

It is recognized that for reasons, which may include the nature of the issue of concern or the manner in which it has come to a Trustee's attention, informal measures may not be appropriate.

If resolution through the Informal Complaint Process is not possible, the Official Complaint Process will be followed. Serious and/or recurring breaches of the Code by a Trustee should be addressed through the Official Complaint Process.

Adopted:

## **Official Complaint Process**

### **Filing of Complaint**

1. A Trustee who wishes to commence an official complaint under the Code shall file a letter of complaint with the Board Chairperson within ninety (90) days following the alleged event occurring or of knowledge of the same and indicate the nature of the complaint and the section or sections of the Code that are alleged to have been violated by the Trustee. If the subject of the official complaint is the Board Chairperson, the letter of complaint shall be filed with the Vice Chairperson. The Trustee who is alleged to have violated the Code and all other Trustees shall be forwarded a confidential copy of the letter of complaint as part of the confidential agenda materials for an in-camera meeting.
2. When a Trustee files a letter of complaint, and a copy of that letter of complaint is forwarded to all Trustees, the filing, notification, content and nature of the complaint shall be deemed to be strictly confidential, the public disclosure of which shall be deemed to be a violation of the Code. Public disclosure of the complaint and any resulting decision taken by the Board may be disclosed by the Board Chairperson or Vice Chairperson (as may be appropriate) only at the discretion of the Board, following the disposition of the complaint by the Board of Education at a Code hearing.
3. Procedural fairness and the rules of natural justice shall govern any proceedings under this Policy. The presiding Chairperson shall ensure fairness in dealing with the complaint by adhering to the following procedures. The procedures may be adapted by direction of the Board in order to address the circumstances of the complaint, provided that any deviation from this process is consistent with the principles of natural justice and procedural fairness. The Board may, in its discretion, call upon legal advisors to assist them at any time on issues arising from the administration and application of this Policy.
4. Unless specifically noted, all decisions of the Board under this policy shall be made by way of ordinary resolution.

### **Preliminary Board Meeting**

5. The Chairperson or Vice Chairperson (the "**presiding Chairperson**", when the Chairperson is the subject of the complaint), shall convene, as soon as is reasonable, an in-camera meeting of the Board to determine whether formal sanction proceedings should be initiated.
6. At this meeting, all relevant information available regarding the allegation will be placed before the Board, including the trustee(s) who is the subject of the complaint.
7. The presiding Chairperson shall outline the content of the complaint, and the trustee(s) involved (as complainant or respondent) shall be provided with an opportunity to address the Board regarding the complaint. The Board will then deliberate (in the absence of the respondent trustee(s)) and will determine whether there is sufficient evidence to conclude that a violation of the Code has or has not occurred, or whether additional information is required before a determination can be made.
8. In the event the Board concludes that further information is required, the meeting

Adopted:

shall be adjourned, and the Board will authorize an appropriate investigation. Depending on the circumstances, including the seriousness of the allegation and the nature and extent of the required information, the investigation may be conducted by a designated trustee, an executive officer of the Board of Education or an independent third party to conduct the investigation. The appointed investigator shall gather all relevant information and documents pertaining to the alleged misconduct for review and decision by the Board of Education. There will be no recommendations made or determination of credibility during the investigation process. Upon completion, the requested information shall be provided to trustees, including the respondent Trustee(s), and a date for the completion of the Preliminary Board Meeting shall be scheduled.

9. At the conclusion of the Preliminary Meeting, the Board shall consider all of the relevant circumstances and determine the appropriate next steps in the process which may include:
  - a. dismissing the complaint without further proceedings;
  - b. referring the matter back for informal resolution or to another more appropriate process;
  - c. referring the matter to a formal disciplinary proceeding.

### **Formal Disciplinary Meeting**

10. Formal disciplinary meetings shall take place at an in-camera Board of Education meeting (the **"meeting"**) convened for that purpose. The Trustee facing discipline shall be provided with at least 72 hours notice of the meeting, and will be provided with full details of the alleged breach(es), and a copy of any documents that will be considered at the meeting.
11. All preliminary matters, including whether adaption to the process for the meeting should be amended or whether one (1) or more Trustees may have a personal interest in making a decision regarding the complaint, shall be dealt with prior to discussion about the complaint during the meeting. A Trustee is deemed to have a personal interest if it could lead a reasonably well-informed outsider to think that their judgment could be influenced by that interest or their personal interest would lead to a "reasonable apprehension of bias". Personal interest would not typically be raised in circumstances where a Trustee has been a witness to conduct that is the subject matter of a complaint since it is expected that all Trustees will conduct themselves in accordance with the Code and in the interests of the School District. If it is determined that a Trustee has a personal interest in making a decision regarding the complaint, the Trustee shall not participate in deliberations or vote in respect of any resolution, however the Trustee shall be present if required to maintain quorum of the Board
12. The process followed at the disciplinary meeting shall be in keeping with the following, which is intended to provide a fair opportunity for both parties to be heard and to respond as appropriate. Neither party is obligated to make submissions or to respond to questions.
  - i. The complaining Trustee shall provide a presentation which may be written or oral or both. The complaining Trustee may opt to rely on the written complaint in place of this presentation;
  - ii. The respondent Trustee shall provide a presentation which may be written or oral or both;

Adopted:

- iii. The complaining Trustee shall then be given an opportunity to reply to the respondent Trustee's presentation;
  - iv. The respondent Trustee shall then be provided a further opportunity to respond to the complaining Trustee's presentation and subsequent remarks;
  - v. The remaining Trustees shall be given the opportunity to ask questions to both parties;
  - vi. The complaining Trustee shall be given the opportunity to make final comments; and
  - vii. The respondent Trustee shall be given the opportunity to make final comments.
13. Following the presentation of the respective positions of the parties, the parties and all persons other than the remaining Trustees who do not have a conflict (the "**Voting Trustees**") and the Secretary Treasurer or delegate, shall be required to leave the room, and the Voting Trustees shall deliberate in private, without assistance from staff. The Board will determine what, if any, sanctions should be imposed on the offending trustee(s).
14. The presiding Chairperson shall call for a resolution(s) to be placed before the Board and a vote will be conducted. Only the Voting Trustees shall be able to vote on any resolution(s).
15. The presiding Chairperson shall declare the in-camera Board meeting adjourned.
16. All documentation that is related to the Code of Ethics hearing shall be returned to the Secretary Treasurer or designate immediately upon adjournment or conclusion of the Code of Ethics hearing and shall be retained in accordance with legal requirements. This includes all notes taken by Voting Trustees in relation to the submissions or deliberations.
17. In the case of an adjournment for any reasons, no discussion by Trustees whatsoever of the matters heard at the hearing may take place until the meeting is reconvened. Only those members present for all submissions made in a Code of Ethics hearing will be permitted to deliberate or vote in respect of any resolution of a complaint.
18. If a party to a complaint does not attend a Code of Ethics hearing where appropriate notice has been provided, the matter will be adjourned in the first instance. If a complaining Trustee indicates they will not attend a Code of Ethics hearing or does not attend for the second Code of Ethics hearing where appropriate notice has been provided, the complaint will be deemed to be withdrawn. If a respondent Trustee indicates they will not attend a Code of Ethics hearing or does not attend for the second Code of Ethics hearing where appropriate notice has been provided, the Code of Ethics hearing will proceed in the absence of the respondent Trustee and the respondent Trustee will be deemed to have waived participation in the hearing.
19. Any staff support that is necessary or requested under this policy shall be administrative in nature.

Adopted:

## **Sanctions**

Sanctions for a violation of the Code should be imposed in a remedial and restorative manner, and should reflect the seriousness of the breach.

For example, sanctions may include:

1. Having the offending Trustee write a letter of apology;
2. Having the offending Trustee participate in a restorative justice process;
3. Having the offending Trustee participate in specific training, coaching or counselling as directed by the Board;
4. Having the presiding Chairperson write a letter of censure marked "personal and confidential" to the offending Trustee, on the approval of at least a majority of the Voting Trustees at the in-camera meeting of the Board;
5. Having a motion of censure passed by at least a majority of the Voting Trustees at the in-camera meeting of the Board;
6. Having a motion to remove the offending Trustee from one (1), some or all Board committees or other appointments of the Board passed by at least a majority of the Voting Trustees at the closed (in-camera) meeting of the Board.
7. Where a trustee refuses or repeatedly fails to respect the confidentiality of in-camera meetings, the Board may, on the approval of at least a majority of the Voting Trustees, remove the trustee from some or all closed meetings and access to confidential materials for a defined period, and/or until such conditions as the Board deems appropriate are met.

The Board may, in its discretion and by resolution of the Voting Trustees, make public any outcomes(s) of the Official Complaint Process if this is consistent with applicable law, and is considered reasonable and appropriate.

## **Appeals Process**

The decisions of the Board made under this Policy are final. Trustees who have been sanctioned or have had other measures imposed upon them by the Board of Education under this Policy have the right to seek judicial review of the Board's decision, at their own expense.

## Report to the Policy Committee (Public)

**Date:** April 15, 2024

**From:** Rick Ryan, Deputy Superintendent

**Subject:** **Proposed Minor Revisions to Policy 204-R: Creation and Revision of Policy and Regulations**

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### RECOMMENDATION:

**THAT** the Chairperson of the Policy Committee bring forward a Notice of Motion to the Board of Education at the April 24, 2024, public meeting that a recommendation for the board's consideration will be presented at the May 22, 2024, public meeting to approve minor revisions to Policy 204-R.

### INTRODUCTION:

The purpose of this report is to provide a draft timeline, background information, and proposed minor revisions (i.e., housekeeping) to Policy 204-R.

### BACKGROUND:

From time to time, staff will bring forward minor revisions to existing policies and/or regulations for Policy Committee's consideration. Ultimately, all revisions supported by Policy Committee will require approval at a public meeting of the Board of Education.

### POLICY CONSIDERATIONS:

The proposed minor revisions to Policy 204-R are guided primarily by the need to align the *Creation and Revision of Policy and Regulation* with new understandings through a DEI lens (i.e., DEI Policy Checklist). Specifically, the provincial government has developed and posted online a document titled **Terminology in Indigenous context** which articulates that the term "stakeholder is a common cooperate term for partners which has negative connotations to many Indigenous Peoples." With this understanding, the term partner group is inserted in place of stakeholder.

### LEGISLATIVE CONSIDERATIONS:

School Act - Section 85: Power and Capacity

For the purposes of carrying out its powers, functions, and duties under the School Act, a board has the power and capacity to determine local policy.

### PROCESS:

Following initial discussions at Policy Committee (In-camera), trustee feedback has been incorporated into the draft documents. Per Board Policy 204-R, it is recommended not to place the policy revisions into the partner group review process, since the proposed revisions are minor in nature.



**PROPOSED TIMELINE:**

<b>Dates</b>	<b>Meeting</b>	<b>Comments</b>
February 12, 2024	Policy Committee (In-camera)	Report submitted to Policy Committee (In-camera) with draft minor policy revisions attached. Opportunity for trustee review and feedback.
April 15, 2024	Policy Committee (Public)	Draft revised policy incorporating trustee feedback submitted to Policy Committee (Public). Recommendation for Notice of Motion at the next Board of Education (Public) Meeting.
April 24, 2024	Board of Education (Public)	Possible Notice of Motion for approval at the next Board of Education (Public) Meeting.
May 22, 2024	Board of Education (Public)	Recommendation for board approval of revised policy.

*Respectfully submitted,*

*Rick Ryan  
Deputy Superintendent*

*Attachments:*

- 1. Revised Policy 204-R (with tracked changes)*
- 2. Revised Policy 204-R (clean versions)*
- 3. Provincial Government Document: Terminology in Indigenous content*

## GOVERNANCE

## Policy 204-R

### **Development and Revision of Policy and Regulations**

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Policy development is an on-going process. Policies and regulations will be reviewed periodically by the Policy Committee and revised, if necessary, to meet changing needs.

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The Board will initiate the development and revision of policy and regulations via the Policy Committee. It may do so at the suggestion of the Superintendent or any other individual or group, or on its own volition.

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The Superintendent, via the Policy Committee, will provide the Board with a clear assessment of the need for new or revised policy or regulations, and possible alternatives to fulfill the need.

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Prior to Board approval of a policy or regulation, a statement of need, an analysis of implications and alternatives, and a copy of the proposed policy and/or regulation should be circulated to those affected by it for comment, unless, in the opinion of the Board, the new policy or regulation, or the revision to an existing policy or regulation, is too minor to require this process. A minor revision will not change the intent of an existing policy.

The Superintendent will consult with all those affected by a policy or regulation in the process of developing a recommendation for consideration by the Board.

Notice of Motion for any adoption, revision, or suspension of a policy or regulation will be submitted at the regular public Board Meeting prior to the meeting at which the change will be considered.

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If a situation arises in which the Board must act quickly, the Chairperson may, with the consent of the Board, waive the requirement of prior notice and the Board may propose, discuss, and adopt a policy or regulations at a single meeting. However, it is the practice of the Board to review such emergency policies and regulations after they have been in force for several months to ensure that the policy and/or regulations are well considered and remain appropriate for continued use.

Deleted: "emergency"

The formal adoption of policies and regulations will be recorded in the minutes of the public Meeting of the Board at which the adoption vote was taken. Only such written record will constitute the policies and regulations of the Board.

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Deleted: shall

All Board policies and regulations will be recorded in the appropriate section of the online Policy Manual and, in each case the date of Board approval will be shown.

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The Superintendent will ensure that notice of new or revised policy or regulations is provided to affected parties (employees, students, parents and/or the public) as appropriate to the topic.

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Adopted: 02 June 2014

Revised: 26 November 2015; 24 November 2021

\*Examples are included but not limited to: Housekeeping, Legislative Mandated changes, Board Governance Matters

# Regulation

Policies will be posted on the district website. Partner groups will be advised of all new and revised policies and regulations.

Deleted: Stakeholder  
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## Required Steps For New Policy or Revisions to Existing Policy

Deleted: **Amendments**

### 1. Policy Initiated or Amended

New policy or revisions to existing policy may be initiated by the Superintendent or designate directly or on behalf of Trustees. Once a new policy is identified or changes to an existing policy are required, it comes to Policy Committee for discussion.

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### 2. Policy Reviewed by Policy Committee

If the Policy Committee is satisfied with the proposed policy and determines it is either a minor revision (e.g., housekeeping) or policy change that does not require partner group input (e.g., legislative mandate, board governance) proceed to Step 5.

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If the Policy Committee determines that partner group consultation is required, the Chair of the Policy Committee prepares a Recommendation to the Board for circulation to partner groups for input and feedback with a timeline.

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### 3. Policy Draft or Revision Circulated to Partner Groups for Input and Review.

The draft proposed policy or revision is sent out for circulation to partner groups for input and feedback with a timeline attached.

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### 4. Input on the Response Draft Reviewed by Policy Committee

Policy Committee makes revisions to the response draft as necessary, based on the input received and if further discussion is needed, Policy Committee makes revisions to the response draft as necessary. Once the Policy Committee is satisfied with the proposed policy or revision to policy, it is attached to the Policy Committee minutes for reference and proceeds to Step 5 Notice of Motion process.

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Adopted: 02 June 2014  
Revised: 26 November 2015; 24 November 2021  
\*Examples are included but not limited to: Housekeeping, Legislative Mandated changes, Board Governance Matters

**5. Notice of Motion**

The Chair of the Policy Committee prepares a *Notice of Motion* that a **Recommendation** will be coming to the Board for consideration and final approval of the new/revised proposed policy. A copy of the proposed policy is attached to the Policy Committee minutes with the *Notice of Motion* and also to the **Recommendation** at the following Board meeting, to allow all Board members opportunity for final review and comment.

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**6. Board Considers Policy**

This is the final opportunity for Board input. If anything, other than minor changes to the proposed policy are being considered at this time, the Board should send the policy back to Step 4.

**7. Board Approves Policy**

Following Board approval, the new/revised policy is **posted** to the District Website.

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Adopted: 02 June 2014  
Revised: 26 November 2015; 24 November 2021  
\*Examples are included but not limited to: Housekeeping, Legislative Mandated changes, Board Governance Matters

## GOVERNANCE

## Policy 204-R

### Development and Revision of Policy and Regulations

Policy development is an on-going process. Policies and regulations will be reviewed periodically by the Policy Committee and revised, if necessary, to meet changing needs.

The Board will initiate the development and revision of policy and regulations via the Policy Committee. It may do so at the suggestion of the Superintendent or any other individual or group, or on its own volition.

The Superintendent, via the Policy Committee, will provide the Board with a clear assessment of the need for new or revised policy or regulations, and possible alternatives to fulfill the need.

Prior to Board approval of a policy or regulation, a statement of need, an analysis of implications and alternatives, and a copy of the proposed policy and/or regulation should be circulated to those affected by it for comment, unless, in the opinion of the Board, the new policy or regulation, or the revision to an existing policy or regulation, is too minor to require this process. A minor revision will not change the intent of an existing policy.

The Superintendent will consult with all those affected by a policy or regulation in the process of developing a recommendation for consideration by the Board.

Notice of Motion for any adoption, revision, or suspension of a policy or regulation will be submitted at the regular public Board Meeting prior to the meeting at which the change will be considered.

If a situation arises in which the Board must act quickly, the Chairperson may, with the consent of the Board, waive the requirement of prior notice and the Board may propose, discuss, and adopt a policy or regulations at a single meeting. However, it is the practice of the Board to review such emergency policies and regulations after they have been in force for several months to ensure that the policy and/or regulations are well considered and remain appropriate for continued use.

The formal adoption of policies and regulations will be recorded in the minutes of the public Meeting of the Board at which the adoption vote was taken. Only such written record will constitute the policies and regulations of the Board.

All Board policies and regulations will be recorded in the appropriate section of the online Policy Manual and, in each case the date of Board approval will be shown.

The Superintendent will ensure that notice of new or revised policy or regulations is provided to affected parties (employees, students, parents and/or the public) as appropriate to the topic.

Policies will be posted on the district website. Partner groups will be advised of all new and

revised policies and regulations.

## Required Steps For New Policy or Revisions to Existing Policy

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- 1. Policy Initiated or Amended**

New policy or revisions to existing policy may be initiated by the Superintendent or designate directly or on behalf of Trustees. Once a new policy is identified or changes to an existing policy are required, it comes to Policy Committee for discussion.

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  - 2. Policy Reviewed by Policy Committee**

If the Policy Committee is satisfied with the proposed policy and determines it is either a minor revision (e.g., housekeeping) or policy change that does not require partner group input (e.g., legislative mandate, board governance) proceed to Step 5.

If the Policy Committee determines that partner group consultation is required, the Chair of the Policy Committee prepares a Recommendation to the Board for circulation to partner groups for input and feedback with a timeline.

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  - 3. Policy Draft or Revision Circulated to Partner Groups for Input and Review**

The draft proposed policy or revision is sent out for circulation to partner groups for input and feedback with a timeline attached.

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  - 4. Input on the Response Draft Reviewed by Policy Committee**

Policy Committee makes revisions to the response draft as necessary, based on the input received and if further discussion is needed, Policy Committee makes revisions to the response draft as necessary. Once the Policy Committee is satisfied with the proposed policy or revision to policy, it is attached to the Policy Committee minutes for reference and proceeds to Step 5 Notice of Motion process.

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**7. Board Approves Policy**

Following Board approval, the new/revised policy is posted to the District Website.

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# Terminology in Indigenous content

Last updated on January 26, 2024

Individuals and Nations may have preferred terminology. Always check first with those you're writing about.

## Aboriginal

Legal term in Canada when referring to Aboriginal rights under [s.35 of the Constitution Act, 1982](#).

## Band Councils

Use this term only to describe leadership operating under the Indian Act. The term may not be appropriate when self-government agreements such as treaties are in place. Review the Profile of Indigenous Peoples to learn more about the government structure of a Nation.

## British Columbians

The term 'British Columbians' is often used to reference people living in B.C. This term excludes Indigenous Peoples who may not identify with it. For many, they identify as members of their own sovereign nations and do not consider themselves part of one that has actively worked to assimilate their people.

'British Columbians' also excludes other groups such as newcomers and refugees. We recommend instead saying 'people living in B.C.'



## First Nation(s)

- Identifies one of the three populations of Indigenous Peoples within Canada, the other two being Métis and Inuit
- An individual's heritage which can be a combination of any or all three
- Usually, the term 'First Nations' is plural when used as an adjective and singular or plural as a noun
- First Nations people identify with their ancestral Indigenous origins and do not like to have their identity tied to the federally regulated reserve status, which is a colonial construct through the Indian Act
- Many First Nation communities in Canada are still governed by the Indian Act, and are referred to as [Bands](#)
- First Nation refers to the political governance entity and is made up of members of the First Nation community

## Hereditary Chiefs

Hereditary Chiefs inherit their title. Their responsibilities and governing principles are according to the history and cultural values of their community. Hereditary Chiefs are the caretakers of the people and the culture. In addition to governance responsibilities, they may carry or share the responsibility of ensuring the traditions, protocols, songs, and dances of the community are respected and kept alive.

## Indigenous

- The term 'Indigenous Peoples' includes First Nations, Inuit and Métis people in Canada
- Although used as a synonym to Aboriginal, Indigenous is the preferred term
- Individuals are more likely to identify with their Nation than the term Indigenous

## Inuit and Inuk

- Indigenous people who live in the Arctic regions of what is now Canada, Greenland, United States of America and Siberia
- Identifies one of the three populations of Indigenous Peoples within Canada, the other two being First Nations and Métis
- Inuit in Canada are part of the Indian Act and at the same time do not have 'status'. They have their own history of land claims and journey of returning to self-governance
- Inuit in B.C. do not currently have political representation within B.C.
- Inuit – plural, 'we're Inuit'
- Inuit - adjective or collective noun. For example:
  - 'No matter where Inuit live, whether in Nunavut or elsewhere, they share certain ideals, beliefs and ways of life.'[\[1\]](#)
  - 'An Inuit drum'
- Inuk - singular noun referring to an individual. 'This Inuk is a celebrated Inuit musician' is correct, but not 'The musician is an Inuk' or 'They're an Inuk musician'

## Métis

- Indigenous peoples with ancestral lineage that can be traced back to the historic Métis Nation Homeland which includes Manitoba, Saskatchewan, and Alberta, as well as parts of Ontario, British Columbia, the Northwest Territories and parts of the northern United States.
- Identifies one of the three populations of Indigenous Peoples within Canada, the other two being First Nations and Inuit
- Nation-specific term with unique culture, language and customs
- Can be singular or plural, noun or adjective

- Métis people possess both First Nations and European ancestry. However, not all people with mixed First Nations and European ancestry are Métis.
- The Métis National Council (MNC), the political organization that represents the Métis Nation federally, defined Métis in 2002 as: “a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation ancestry and who is accepted by the Métis Nation”

## **Reserve**

Lands defined under the Indian Act and held in trust by the Crown. Note that the term ‘reservation’ is used in the United States only.

## **Rights**

Asserted or established rights as referred to under Section 35 of the Constitution and Nation-specific Treaties.

## **Poles and Posts**

‘Totem pole’ is a general term, not all Nations have them. There are different types of poles, statutory figures and posts. Other names for Totem poles can be translated as Clan or House totems. These identify the Clan or Wilp (Gitxsan for House group) that protects and uses the land in that totem’s territory. Traditionally this allowed others to identify the People whose territory they were moving through. It also identified who to ask for permission to use the land for themselves for a time. For example, when they need to hunt/harvest to get a stock of food to keep travelling. Speak with the Nation, Elder, Knowledge Keeper or other knowledgeable individual from the Nation about what kind of pole or post is being discussed and its purpose and history.

## **Stakeholders**

‘Stakeholder’ is a common corporate term for partners which has negative connotations to many Indigenous Peoples. When land acquisition was happening, this term referred to the allotment of land to settlers. Settlers were given wooden stakes to claim their plot of land prior to any treaty or land negotiations with Indigenous Peoples. It's more appropriate to refer to Indigenous Peoples as partners rather than stakeholders. Indigenous Peoples are not stakeholders; they're Aboriginal rights holders whose rights are protected under the Constitution of Canada.

## **Territory**

Territories that Nations have occupied and continue to occupy where they exercise their Indigenous rights.

## **Treaty Settlement Lands**

Lands identified under a treaty over which a First Nation has law-making authority and title.

## **Two-spirit**

Two-spirit people are part of the LGBTQ2S+ community, specific to the Indigenous community. The term ‘Two-spirit’ can be abbreviated as ‘2S.’ An older term, ‘Two-spirited’ may be preferred by some people when referring to themselves.

## **UN Declaration on the Rights of Indigenous Peoples**

When shortening the name of the United Nations Declaration on the Rights of Indigenous Peoples, it's the preference to use the term UN Declaration, and not the acronym UNDRIP.

## Outdated terms to avoid

Avoid outdated terms unless they're formalized in organizational, geographical names, or legislation.

- Aboriginal groups
- Aboriginal interest
- Band (Unless referring to a local Nation that uses this term, check with the Nation first for proper reference)
- Eskimo
- Indian (Unless referring to a local Nation that uses this term, such as 'Adams Lake Indian Band'. Or it is part of legislation like the 'Indian Act' or 'Status Indian')
- Native (Unless it is part of an organization name such as 'Native Women's Association of Canada')
- Traditional (i.e. traditional knowledge, traditional territories, makes it seem like it is only applicable to the past and not the present.) When referring to ceremonies, please check with the local Nation's website for assistance on whether to include 'traditional'.
- Tribe (Unless referring to a local Nation that uses this term, such as 'Cowichan Tribes'. 'Tribe' may also be appropriate when working with groups or individuals in the U.S.A.)

Offer context where possible when using the terms listed above, such as, 'Status Indian under the Indian Act'.

## Be mindful of the words you're using

Some words have historical connotations which may cause unease or mistrust. Awareness of this historical lens is important when working with Indigenous Peoples. For example:

- 'Executing' and 'execute' are commonly used and can be replaced with 'implement.'  
Consider that in 1864, the provincial government asked to meet the Tsilhqot'in Chiefs

and then hanged five of them on October 25, 1864, at a location just north of Quesnel's hospital.

- 'Artifact(s)' and 'curating/curate' are commonly used when describing documents or the work done to compile information. When used out of context it has negative connotations to many Indigenous Peoples. Indigenous communities struggle to reclaim cultural and ceremonial regalia, artwork and tools which were stolen and are displayed publicly or privately. In some cases, there are pieces that were never meant to be seen outside of ceremony and they continue to hang in a museum or a private collection not being honored and cared for by their rightful owners. Using the word(s) out of context sounds like something is being taken, e.g. data, knowledge, ideas, and used without the permission of Indigenous Peoples.

Be curious of the influence of our words. Choose language that reflects consent and Indigenous agency and resiliency. For example:

- 'Leverage' instead of 'take advantage'
- 'Practice' instead of 'use'

Many words can support a positive shift. For example:

- 'Should' may be replaced with 'could'
- 'But' may be replaced with 'and'
- 'Best' may be replaced with 'wise'
- 'Gaps' may be replaced with 'needs'

(source: The Provincial Governments [website](#))

## POLICY COMMITTEE: STATUS OF CURRENT AND ANTICIPATED ITEMS

COMPLETED		
	Policy	Dates & Actions
1	<b>Policy 101:</b> Goals and Objectives	Revised policy approved in May 2023
2	<b>Policy 201:</b> Board Operations	Revised policy approved in June 2023
3	<b>Policy 311/311-R:</b> Freedom of Information and Protection of Privacy	New policy approved in June 2023
4	<b>Policy 621/621-R:</b> Financial Planning and Reporting and <b>Policy 631-R:</b> Accumulated Operating Surplus and Capital Reserves	Revised policy approved in June 2023
5	<b>Policy 402/402-R:</b> Public Interest Disclosure Policy	New policy approved in December 2023
6	<b>Policy 701.2-R:</b> Capital Project Design Review Process	Revised policy approved in March 2024

IN PROGRESS		
	Policy	Dates & Actions
1	<b>Policy 200:</b> Trustee Role, Responsibilities and Code of Ethics  <b>Senior Staff Responsible:</b> Cindy Wang	<ul style="list-style-type: none"> <li>Initial IC discussion on proposed timelines and scope of revisions (Sept 2023)</li> <li>Trustee Workshops on this item have been scheduled for October &amp; November 2023</li> <li>IC report on draft revised policy incorporating trustee feedback shared with Committee (Feb 2024)</li> <li style="color: red;">Public report on draft revised policy, with Recommendation for Notice of Motion for approval at April board meeting (Apr 2024)</li> </ul>
2	<b>Policy 204-R:</b> Creation and Revision of Policy and Regulations  <b>Senior Staff Responsible:</b> Rick Ryan	<ul style="list-style-type: none"> <li>IC report on draft revised policy with housekeeping revisions shared with Committee (Feb 2024)</li> <li style="color: red;">Public report on draft revised policy, with Recommendation for Notice of Motion for approval at April board meeting (Apr 2024)</li> </ul>

## POLICY COMMITTEE: STATUS OF CURRENT AND ANTICIPATED ITEMS

ANTICIPATED		
	Policy	Dates & Actions
1	<p><b>Policy 102:</b> Diversity and Inclusion</p> <p><b>Senior Staff Responsible:</b> Christel Brautigam</p>	<ul style="list-style-type: none"> <li>• DEI Advisory Committee Policy Update (Dec 2022)</li> <li>• Public report on revised policy checklist from DEI Advisory Committee; Revised policy checklist approved by Policy Committee (Jan 2023)</li> <li>• Policy revision <b>placed on hold</b> to align with an anticipated Ministry DEI framework</li> </ul>
2	<p><b>Policy 103 Bylaw:</b> Complaints by Students, Parents &amp; the Public</p> <p><b>Senior Staff Responsible:</b> Rick Ryan</p>	<ul style="list-style-type: none"> <li>• Anticipate submission of revised policy to public meeting in 2024</li> </ul>
3	<p><b>Policy 105-R:</b> District Code of Conduct: How we Learn and Work Together Personal Use of District Supplies, Equipment and Facilities</p> <p><b>Senior Staff Responsible:</b> Cindy Wang</p>	<ul style="list-style-type: none"> <li>• Public report on draft revised policy (Feb 2021) <ul style="list-style-type: none"> <li>- Committee agreed that there would be more discussion and review around process for the revision to be brought back at a later date</li> </ul> </li> <li>• Anticipate submission of revised policy to public meeting in 2024</li> </ul>
4	<p><b>Policy 502:</b> Student Behaviour and Discipline</p> <p><b>Policy 502.1:</b> Maintenance of Orderly Conduct</p> <p><b>Policy 502.2/502.2-R:</b> Student Suspension or Exclusion from School</p> <p><b>Policy 502.3/502.3-R:</b> Student Possession of Weapons</p> <p><b>Senior Staff Responsible:</b> Jane MacMillan</p>	<ul style="list-style-type: none"> <li>• Update provided by Deputy Superintendent. Policies and regulations will be updated in with District Code of Conduct and brought back to the Committee for further review and feedback (Jan 2021)</li> <li>• Anticipate submission of revised policy to public meeting in 2024</li> </ul>
5	<p><b>Policy 522/522-R:</b> Transportation</p> <p><b>Senior Staff Responsible:</b> Cindy Wang/Jane MacMillan</p>	<ul style="list-style-type: none"> <li>• Anticipate submission of revised policy to public meeting in 2024</li> </ul>
6	<p><b>Policy 701.11/701.11-R:</b> Naming and Renaming of Board Owned Facilities or Parts of Board Owned Facilities</p> <p><b>Senior Staff Responsible:</b> Rick Ryan</p>	<ul style="list-style-type: none"> <li>• Update for information from the Deputy Superintendent (Mar 2022)</li> <li>• Policy revision and development placed on hold to allow for the Anti-Racism Working Group Report to the Board</li> </ul>



## POLICY COMMITTEE: STATUS OF CURRENT AND ANTICIPATED ITEMS

ANTICIPATED		
	Policy	Dates & Actions
		<ul style="list-style-type: none"> <li>Policy 102 will be reviewed/refreshed to inform and ensure alignment with a redrafted Policy 701.11/701.11-R</li> </ul>
7	<p><b>Policy 701.12/701.12-G:</b> Official School Openings</p> <p><b>Senior Staff Responsible:</b> Cindy Wang</p>	<ul style="list-style-type: none"> <li>Anticipate submission of revised policy to public meeting in 2024</li> </ul>
8	<p><b>PHASE 3 - Policy Section 700: Facilities:</b></p> <p>Policy 703.1 - Accident Prevention and Safety Procedure</p> <p>Policy 703.2 - First Aid and Accident Reports</p> <p>Policy 703.5 and Regulation 703.5-R - Health and Safety</p> <p>Policy 703.6 and Regulation 703.6-R - Protection of Employees from Violence in the Workplace</p> <p>Policy 705 and Regulation 705-R - Telephones</p> <p>Policy 706 - Smoke Free Environments</p> <p>Policy 703.7 and Regulation 703.7-R - Closure of Schools Due to Emergent Conditions</p> <p>Policy 707 and Regulation 707-R - Post Disaster Procedures</p> <p>Policy 708 and Regulation 708-R - Video Surveillance</p> <p><b>Senior Staff Responsible:</b> Cindy Wang</p>	<ul style="list-style-type: none"> <li>Anticipate submission of revised policy to public meeting in 2024</li> </ul>