

**June 2, 2014**

*Programs & Human Resources Committee*

**1. OPENING**

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board (NLESD) was held by on Monday, June 2, 2014. The meeting was called to order at 5:15 p.m. by the Chair, Fred Douglas.

Members present via teleconference:

Fred Douglas, Chair  
Goronwy Price  
Kim Cheeks

Members present: John McCarthy

Regrets: Milton Peach  
Rick Martin  
Eric Snow  
Gary Baike  
Gerald Buffett

Also in attendance: Darrin Pike, CEO/Director of Education  
Jeff Thompson, Associate Director of Education  
Peggy Walsh, Administrative Assistant - Programs

The Chair welcomed the trustees and staff and thanked all for making the time to attend the Programs and Human Resources Committee meeting of the NLESD.

**2. ADOPTION OF AGENDA**

**MOTION:** Moved by Goronwy Price, seconded by John McCarthy, and carried unanimously that the agenda be adopted as presented.

**3. CONSIDERATION OF MINUTES**

**MOTION:** Moved by Kim Cheeks, seconded by John McCarthy, and carried unanimously that the minutes of the April 12, 2014 meeting be adopted as presented.

#### 4. BUSINESS ARISING

No Business Arising

#### 5. NEW BUSINESS

##### 5.1 Consideration of Draft Policy 'Bomb Threats'

The Chair asked Jeff Thompson, Associate Director of Education, to give an overview of the 'Bomb Threats' policy. Mr. Thompson thanked everyone for attending and explained that all the policies being brought forward at this meeting have been carefully drafted and vetted through the appropriate channels before being brought to the committee for review. This particular policy on 'Bomb Threats' was also reviewed at the most recent round of principals' meetings. Jeff noted that all policies have been drafted by a team of individuals to provide the most scrutiny, knowledge and background to form a well-rounded and researched policy. This approach will also be used to form the regulations for each policy.

Jeff noted that the 'Bomb Threats' policy is a straight forward policy under the Safe and Caring Schools umbrella. It provides direction on how the staff should respond to such an event.

Trustee Goronwy Price approved of the policy noting that as long as it has been properly vetted through the appropriate channels he is happy with it. Trustee Kim Cheeks agreed, noting that the policy is very well written.

**MOTION:**      **Moved by Goronwy Price, seconded by Kim Cheeks, and carried unanimously that the Programs and Human Resources Committee recommend to the Board, approval of the Bomb Threats Policy as tabled at the June 2, 2014 meeting of the Programs and Human Resources Committee of the Board.**

##### 5.2 Consideration of Draft Policy 'Weapons'

Mr. Thompson provided a general overview of the 'Weapons' policy which also falls under the Safe and Caring Schools umbrella. Jeff asked the committee to note that he has made a slight adjustment to the draft that was sent to the committee in the meeting package.

Under Definitions – Weapons, the original draft states:

"Anything used, designed to be used, or intended for use in causing death or injury, or for threatening or intimidating anyone, including, but not limited to, firearms, knives, brass knuckles, bear spray etc."

Because it was a direct quote, a reference notation was added. The new draft states:

"Anything used, designed to be used, or intended for use in causing death or injury, or for threatening or intimidating any person (Criminal Code R.S.C., 1985, c. C-46). Weapons include, but are not limited to, firearms, knives, brass knuckles, bear spray etc."

This change was accepted by the committee.



**MOTION:** Moved by John McCarthy, seconded by Goronwy Price, and carried unanimously that the Programs and Human Resources Committee recommend to the Board, approval of the Weapons Policy as tabled at the June 2, 2014 meeting of the Programs and Human Resources Committee of the Board.

### 5.3 Consideration of Draft Policy 'Search and Seizure'

Mr. Thompson noted that this policy is also under the Safe and Caring Schools banner. The policy gives direction on how to proceed with search and seizure when students are suspected of concealing illegal or prohibited substances or objects.

Trustees Price and McCarthy raised concerns regarding the scope of the policy and whether it should include staff or just students. Mr. Thompson agreed that this reference to "staff" is an oversight and needs to be removed.

The Chair raised the issue of how the law addresses searching a student's person. Mr. Thompson explained that the procedures to be used in dealing with these matters would be detailed in the Administrative Regulations to follow. Furthermore, Mr. Thompson indicated that the previous policies from which the new policy has been developed were vetted through legal counsel.

Trustee Price felt this should again be vetted through a legal avenue before bringing forward to board.

The Chair asked the committee if all were in agreement to have the policy reviewed in relation to case law. All agreed that it would be prudent to have the policy reviewed before proceeding.

### 5.4 Consideration of Draft Policy 'Home Schooling'

Mr. Thompson provided some details on the preparation of the 'Home Schooling' policy. He noted that Bill Tucker (Principal at the District School) and Eugene May (Senior Education Officer), who have both had long standing experience in this area, were responsible for drafting this policy.

After a thorough discussion that included an update on the Department of Education's involvement in Home Schooling (approval of curriculum, and provision of teaching and student resources for parents teaching the provincial curriculum), it was decided that this policy was ready to go to the Board for consideration.

**MOTION:** Moved by Goronwy Price, seconded by John McCarthy, and carried unanimously that the Programs and Human Resources Committee recommend to the Board, approval of the Home Schooling Policy as tabled at the June 2, 2014 meeting of the Programs and Human Resources Committee of the Board.

### 5.5 Education First (EF) Educational Tours Travel Policy

The Chair introduced the EF Tours agenda item and requested an overview from Mr. Thompson. Jeff thanked the Chair and explained that the District worked closely with EF Tours over the past several months to create a better agreement on travel arrangements for tours.

A number of issues had evolved over time relating to school participation in EF Tours that included (1) trips requiring 2 or more days of instructional time – hence the loss of instruction and substitute teacher



costs; (2) concerns relating to social justice where one or two students in a class were left out because they couldn't afford to go; and (3) liability issues. These and other important matters resulted in a decision by the former Nova Central School District to no longer sanction student or teacher involvement in the program. The former Western School District also expressed serious concerns and Indicated to EF Tours that if the issues were not able to be addressed, that the Board would also likely make a decision similar to the Nova Central School District.

Late in the fall of 2013, representatives of EF Tours met with the Director to discuss the issues. Just before Christmas a representative held a follow up meeting with Mr. Thompson to further clarify the issues and to explore possible solutions. In the New Year a document was presented and further discussed. The document included in the committee meeting package is the proposal from EF Tours to address concerns that had been flagged. This document goes a long way in addressing the issues of the former boards and the new district certainly reserves the right to change any of these conditions relating to loss of instructional time, etc.

Trustee Cheeks indicated she is glad this initiative is being revisited because it has great educational value. She is also pleased with the social justice piece. The Chair agreed the educational value is there, but that the administrative part can be an issue. He was pleased to see this being done and the issues being dealt with. Trustee McCarthy asked if we approve of this agreement, does it make participating in the tour School Board sanctioned? Trustee Price noted that this document is more of an internal protocol of how we will work with this particular company. He described it as an expression of understanding with a third party more than a board policy. He asked if it is necessary to pass a motion or could this be an informative piece? Jeff indicated that ensuring the agreement is followed is the most important part and agreed that it is not policy, but a protocol of how business will be done with this third party. It provides the Terms of Reference that addresses the issues the district raised, and is an information piece for the Board.

Director Darrin Pike also advised that this could go the Board as an Update for Information purposes rather than a policy. Darrin also noted that there are many tours coming up of great historical significance and he feels it is important that the central region be given the opportunity to participate in these events as with the other regions.

The Committee agreed with the EF Tours Terms of Reference and felt it important to ensure all regions of the new District are able to participate in EF Tours opportunities.

**Next meeting: June 14<sup>th</sup>, 2014**

## **ADJOURNMENT**

There being no further business the meeting adjourned at 6:10pm

