

*May 29, 2018  
Programs & Human Resources Committee*

**1. OPENING**

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board was held on Tuesday, May 29, 2018 via teleconference. The meeting was called to order at 12:05 by the Chair, Kevin Ryan.

Members present: Kevin Ryan, Committee Chair  
Scott Burden  
John George  
Jennifer Aspell  
Hayward Blake  
Lester Simmons  
Hilary Primmer

Regrets: John Smith  
Pam Gill

Also in attendance: Tony Stack, Director of Education  
Ed Walsh, Assistant Director of Education, Human Resources  
Lucy Warren, Associate Director of Education (Programs)  
Elaine Cross, Administrative Assistant, Human Resources

The Chair, Kevin Ryan, welcomed the trustees and staff and thanked everyone for making the time to attend the meeting.

**2. ADOPTION OF AGENDA**

**MOTION:** Moved by John George, seconded by Lester Simmons, and carried unanimously that the agenda be adopted as presented.

**3. CONSIDERATION OF MINUTES**

**MOTION:** Moved by John George, seconded by Jennifer Aspell, and carried unanimously that the minutes of the March 29, 2018 Programs and Human Resources Committee meeting be adopted as presented.

#### **4. BUSINESS ARISING**

No new business arising.

#### **5. NEW BUSINESS**

##### **5.1. Human Resources: Staffing Update**

Ed Walsh provided an update on the staffing process for the 2018-19 school year.

There were 170 redundancy and reassignments leading up to May 7<sup>th</sup>. All teachers who were in a redundancy position were offered another position by the District. There were 17 teachers who rejected their reassignment and placed in the lay-off pool. These teachers have recall rights after the end of the current school year.

To date, there have been 151 permanent teaching positions posted, 70 permanent administrative positions, and 11 program specialist positions. We are currently in the process of interviewing to fill these positions.

Partial permanent positions will be posted on June 8<sup>th</sup>, fallouts will be posted each week starting June 15<sup>th</sup>, and term positions will be advertised June 22<sup>nd</sup>.

Trustee Blake asked how many teachers are currently at the end of their probationary period and eligible for tenure. Mr. Walsh would request this information and have available for the next meeting.

##### **5.2. Programs: French Programs Policy**

Lucy Warren referred the committee to the French Programs Policy, Administrative Regulations and Briefing Note included in the meeting package.

Trustee Aspell questioned the wording of Policy Directive #1 Regarding Core French being mandatory for all students.

Mr. Stack suggested that the wording be amended to "Core French is part of the regular program for all students in Grades 4-9 in the Newfoundland and Labrador English School District". The exemption request for students with diagnosed exceptionalities and appendix are no longer necessary.

Entry into Early French Immersion is in Kindergarten. Any requests to start EFI in a later grade are rare and would be considered on a case by case basis. It is also dependent upon the current class sizes/caps and availability in that school.

Trustee Ryan suggested a change in Item 3.3 of the Administrative Regulations to read, "In areas where there is not full implementation, the deadline for registration for ICF at the school level is the end of January".

Trustee Aspell suggested that Item 3.6 of the Administrative Regulations be amended to read, "Where registration numbers exceed the class cap of 28, or multiple thereof, a numbered waitlist will be created by each school using registrations received by the deadline.



Mr. Stack indicated that this policy will be taken to the Director's Principal Advisory Group at their meeting next week.

**MOTION:** Moved by Scott Burden, seconded by Jennifer Aspell, and carried unanimously that the Programs and Human Resources Committee recommend to the Board approval of the French Programs Policy, with the changes as discussed regarding Policy Directive #1, as tabled at the May 29, 2018 meeting of the Programs and Human Resources Committee of the Board.

### 5.3. Programs: Organizations in Schools (policy discussion)

There was some discussion regarding the difficulty in creating a policy to govern outside or third-party organizations that may be involved in our schools; organizations whose values that may be different from that of the NLESD.

It was indicated that we need to be inclusive and treat everyone fairly. Guidelines may be necessary but the idea that we need a policy on this subject was also questioned. Sometimes schools can become too involved in other issues and instead should be driven by curriculum and related to education.

There were changes suggested to some of the wording and it was decided to have the document shared to the committee so that everyone can review in the coming days and make changes or comments where they feel necessary. It will be discussed again at the next working session.

6. The next meeting will be held at the call of the Chair.

### 7. ADJOURNMENT

There being no further business the meeting adjourned at 1:05. Motion to adjourn by Scott Burden.

