

**October 25, 2018**  
*Programs & Human Resources Committee*

**1. OPENING**

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board was held on Thursday, October 25, 2018 via Skype. The meeting was called to order at 6:35 p.m. by the Chair, Kevin Ryan.

Members present: Kevin Ryan, Committee Chair  
Hayward Blake  
Pamela Gill  
Scott Burden  
Lester Simmons  
John Smith  
Eric Ayers

Also in attendance: Tony Stack, Director of Education  
Ed Walsh, Associate Director of Education (Acting)  
Cathy Martin, Administrative Assistant, Programs

**2. ADOPTION OF AGENDA**

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

**3. CONSIDERATION OF MINUTES**

**MOTION:** Moved by Scott Burden, seconded by Pamela Gill, and carried unanimously that the minutes of the May 29, 2018 Programs and Human Resources Committee meeting be adopted as presented.

#### 4. Business Arising

No new business arising

#### 5. New Business

##### 5.1. Student Refusal Policy (Decision)

Legislation to change the Schools Act, 1997, to ensure a safe learning environment in the province's more than 250 schools was passed in the house during the 2018 spring sitting of the House of Assembly.

This amendment (s. 35) provides the CEO/Director of Education /CEO of the Newfoundland and Labrador English School District with the legal authority to refuse school admission of a student where the district is of the opinion that the presence of the student in the school is detrimental to the physical or mental well-being of students or staff.

The amendment provided the authority for removal of a student but not the process to be followed.

The Refusal of School Admission policy outlines;

1. The steps the CEO/Director of Education must follow in exercising authority under the Act.
2. The criteria that the CEO/Director of Education shall use to inform a decision to exercise authority under the Act.
3. The obligation to provide alternate delivery of an educational program.
4. The expectation that the CEO/Director of Education to "review his or her decision ... at least every 15 days and determine whether the student should be re-admitted to the school".

There were several suggestions by trustees which were incorporated into the policy. These included:

- References to "student" be revised to reflect more than one student. Example: students(s).
- Wondered if the term "accused student" be incorporated as opposed to student.
- Questioned the Policy on the delivery of the letter, Student Refusal of School Admission, should be handled with sensitivity i.e. not by mail. Mr. Stack concurred with this suggestion.
- Policy Directives #13 – Replacing the word "impact on" with "affect".

Mr. Walsh noted in the definitions section of the Draft Policy the words "where appropriate" were added. In some cases (dependent of the nature of the allegations against the student) it might not be appropriate to transfer a student to another school.

There was discussion on the Board's appeal process. Mr. Stack advised that the appeals process are a part of the Board bylaws.

**MOTION: Moved by Pam Gill, seconded by Scott Burden, and carried unanimously that the Programs and Human Resources Committee recommend to the Board approval of the Refusal of School Admission Policy, with the changes as discussed.**

##### 5.2. Programs-Human Resources Committee Workplan (Discussion)

There was some discussion on items listed and it was decided to add additional items. Mr. Walsh along with Committee Chair Kevin Ryan will review and prioritize a new list for future Committee Meetings.

Mr. Walsh advised that he will engage the Department of Education and Early Childhood Development and request an update on the work of the Aboriginal Education Committee and explore the option of a Committee member participating in the Department's Aboriginal Committee meetings.

### **5.3. Meeting Schedule (Discussion)**

The Programs and Human Resources meeting schedule was discussed and accepted.

6. The next meeting will be held on Thursday, December 6, 2018.

### **7. Adjournment**

There being no further business the meeting adjourned at 8:00 pm. Motion to adjourn by Scott Burden.