



POLICY AND GOVERNANCE COMMITTEE OF THE WHOLE

AGENDA

BOARD OF EDUCATION
School District No. 8 (Kootenay Lake)
570 Johnstone Road, Nelson, B.C.

TUESDAY, APRIL 24, 2018

12:30 – 2:00 P.M.

1. **CALL TO ORDER**



2. **ELECTION OF POLICY & GOVERNANCE COMMITTEE OF THE WHOLE CHAIR**



3. **ACKNOWLEDGEMENT OF ABORIGINAL TERRITORY**

We acknowledge, respect and honour the First Nations in whose traditional territories the Kootenay Lake School District operates and all Aboriginal people residing within the boundaries of School District #8.

4. **INSERTIONS/DELETIONS TO PROPOSED AGENDA**



5. **ADOPTION OF AGENDA**

Proposed Resolution:



The Policy and Governance Committee of the Whole Agenda for the April 24, 2018 meeting, BE ADOPTED, as circulated.

6. **OPPORTUNITY FOR COMMENTS BY THE PUBLIC**

7. **ADOPTION OF POLICY AND GOVERNANCE COMMITTEE OF THE WHOLE MINUTES** (p. 4)

App. A

Proposed Resolution:



The Policy and Governance Committee of the Whole Minutes from the February 27, 2018 meeting, BE ADOPTED.

8. **OLD BUSINESS**

A. Action

- a) **Policy 220 – District Computer Network/Internet User Agreement** (p. 7)

App. B

Proposed Resolution:



Whereas no field testing comments were received, be it resolved:

That Policy 220 – District Computer Network/Internet User Agreement, be recommended to the Board for approval.

- b) Policy 300 – Code of Conduct (p. 15) App. C

Proposed Resolution: 

Whereas no field testing comments were received, be it resolved:

That Policy 300 – Code of Conduct, be recommended to the Board for approval.

- c) Policy 546 – Conflict of Interest (p. 19) App. D

Proposed Resolution: 

Whereas no field testing comments were received, be it resolved:

That Policy 546 – Conflict of Interest, be recommended to the Board for approval.

- d) Policy 721 – Pesticides/Herbicides (p. 21) App. E

Proposed Resolution: 

Whereas no field testing comments were received, be it resolved:

That Policy 721 – Pesticides/Herbicides, be recommended to the Board for approval.

B. Information/Discussion

- a) Policy 202 – Whistleblower Protection (p. 23) App. F

Proposed Resolution: 

The Field Testing Comments for Policy 202 – Whistleblower Protection, BE RECEIVED.

- b) Policy 210 – Smoking and Vaping Free Environment (p. 26) App. G

Proposed Resolution: 

The Field Testing Comments for Policy 210 – Smoking and Vaping Free Environment, BE RECEIVED.

9. **NEW BUSINESS**

- a) Section 500 Policies (p. 28) App. H

Proposed Resolution: 

The Policy Manual Revisions – Section 500, BE RECEIVED.

- b) Dogs on School District Property – Pro Forma (p. 38) App. I

Proposed Resolution: 

The Dogs on School District Property Pro Forma, referred by Superintendent Perkins on April 20, 2018, be placed _____, on the Policy Priority List.

10. **POLICY NEXT ON PRIORITY LIST** (p. 39)  App. J

11. **QUESTION PERIOD** 

An opportunity to ask for clarification.

12. **MEETING SCHEDULE** (p. 44) App. K

The next Policy and Governance Committee of the Whole Meeting is scheduled for May 22, 2018 at the Nelson Board Office.

13. **ADJOURNMENT** 

A School District No. 8 (Kootenay Lake) Policy and Governance Committee of the Whole meeting was held in the Board Room, 570 Johnstone Road, Nelson, B.C., on Tuesday, February 27, 2018.

TRUSTEES PRESENT: L. Trenaman, S. Nazaroff, D. Lang, B. Wright, B. Maslechko,

REGRETS: C. Bendig, Trustee
C. Beebe, Trustee
H. Suttie, Trustee
R. Huscroft, Trustee
K. Morris, Secretary-Treasurer

ALSO PRESENT: C. Perkins, Superintendent
B. Eaton, Director of Independent Learning Services
L. Fehr, Director of Innovative Learning Services
D. Holitzki, Director of Human Resources
B. MacLean, Director of Operations
W. Makortoff, Executive Assistant to Innovative Learning Services
D. Sabourin, KLTF
B. Cross, KLPVPA
A. Early, CUPE
N. Latham, CUPE
B. Reimer, CUPE
A. Cooper, AZ Cooper Consulting

VIA VIDEO CONFERENCE

IN CRESTON: D. Kunzelman, KLTF

CALL TO ORDER

Board Chair Trenaman called the meeting to order at 1:06 p.m.

ACKNOWLEDGEMENT OF ABORIGINAL TERRITORY

We acknowledge, respect and honour the First Nations in whose traditional territories the Kootenay Lake School District operates and all Aboriginal people residing within the boundaries of School District #8.

INSERTIONS/DELETIONS TO PROPOSED AGENDA

Nil

ADOPTION OF AGENDA

Moved by Trustee Maslechko, seconded by B. Cross, KLPVPA AND RESOLVED THAT:
The Policy and Governance Committee of the Whole Agenda for the February 27, 2018 meeting, BE ADOPTED, as circulated.

OPPORTUNITY FOR COMMENTS BY THE PUBLIC

Nil

ADOPTION OF POLICY AND GOVERNANCE COMMITTEE OF THE WHOLE MINUTES

STRIKE: B. Information/Discussion

b) Draft Administrative Regulation: Policy 546 – Supervisory Conflict of Interest

Discussion took place relative to regulations as follows:

Bullet #6

Moved by Trustee Maslechko, seconded by B. Cross, KLPVPA, AND RESOLVED THAT:
The Policy and Governance Committee of the Whole Minutes from the January 23, 2018 meeting, BE ADOPTED as amended.

OLD BUSINESS

A. Action

a. Policy & Development Review Project

Anne Cooper, AZ Cooper Consulting, provided a presentation on the process for the School District No. 8 (Kootenay Lake) policy renovation.

Moved by Trustee Nazaroff, seconded by Director Fehr AND RESOLVED THAT:
The Policy & Development Review Project presentation by Anne Cooper, BE RECEIVED.

b. Policy 743 - Anti-Idling of School District Vehicles

Moved by Trustee Maslechko, seconded by Trustee Nazaroff AND RESOLVED THAT:

That Policy 743 - Anti-Idling of School Vehicles, be recommended to the Board for approval.

B. Information/Discussion

a. Draft Revision of Policy 210 – Tobacco and Electronic Smoking Devices

Superintendent Perkins highlighted the following:

- Revision of the policy - Keeping paraphernalia is included in the code of conduct.

By consensus, Policy 210 – Tobacco and Electronic Smoking Devices be sent for field testing, as presented.

b. Fundraised Monies for Extra-Curricular Activities – Pro Forma
Postponed to April 24, 2018 meeting.

- c. Policy 307 – Physical Restraints and Seclusion in School Setting Field Testing
By consensus, Policy 307 – Physical Restraints and Seclusion in School Setting Field Testing be sent for field testing, as presented.

NEW: WHISTLEBLOWER PROTECTION

Moved by Trustee Nazaroff, seconded by B. Cross, KLPVPA AND RESOLVED THAT:
The Whistleblower policy be sent for field testing, as presented.

POLICY NEXT ON PRIORITY LIST

In light of the School District No. 8 (Kootenay Lake) policy renovation, all policies will be reviewed and updated in time for the opening of the 2018-2019 school year.

- 100’s are currently being done,
- 200’s will come to the next meeting and the
- 300’s – etc. will be reviewed in sequential order.

QUESTION PERIOD

Nil

MEETING SCHEDULE

The next Policy and Governance Committee of the Whole Meeting is scheduled for April 24, 2018 at Nelson Board Office.

ADJOURNMENT

The meeting adjourned at 1:45 p.m.

Chair

Secretary-Treasurer

Policy #220 – District Computer Network/Internet User Agreement

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

No comments received.

<p>HISTORY: Draft November, 2001 Adopted April 23, 2002 Revised October 9, 2012 <i>Draft Amendment</i> <i>January 24, 2014</i></p>		<p>POLICY TITLE: DISTRICT COMPUTER NETWORK/INTERNET USER AGREEMENT</p>	<p>POLICY NO. 220</p> <p>Page 1 of 7</p>
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Introduction

We are pleased to offer the students and staff of SD 8 (Kootenay Lake) access to the district computer network resources, electronic mail and the Internet. Our computer networks are a tool to facilitate learning and work in the District. These networks users with the opportunity to work and learn in the technological work in which we live. They provide access to online resources enabling integration in all areas of learning. To use these resources, all users must sign and return this form. Those under the age of 19 must receive parental authorization.

Parents and Guardians please read this document carefully. Review its contents with your daughter or son, and sign and initial where appropriate.

Any questions or concerns about this permission form, or any aspect of the computer network should be referred to your school Principal or the District staff overseeing Technology.

General Network Use

The network is provided for students and staff to conduct research, complete assignments, and communicate with others. Access to network services is given to users who agree to act in a considerate and responsible manner. Students are responsible for good behavior on school computer networks just as they are in a classroom or a school hallway. Access is a privilege – not a right. As such, general school rules for behavior and communications apply; users must comply with district standards and honor the agreements they have signed. Beyond the clarification of such standards, the district is not responsible for restricting, monitoring or controlling the communications of individuals utilizing the network.

Internet/World Wide Web/E-Mail Access

Access to the Internet and e-mail will enable students and staff to use thousands of libraries and databases. Within reason, freedom of speech and access to information will be honored. Families should be warned that some material accessible via the Internet might contain items that are illegal, defamatory, inaccurate or potentially offensive to some people. While our intent is to make the Internet access available to further educational goals and objectives, students may find ways to access other materials as well. Filtering software is in use, but no filtering system is capable of blocking 100% of the inappropriate material available on the Internet. We believe that the benefits to students from access to the Internet, in the form of information resources and opportunities for collaboration, exceed any disadvantages. Ultimately, parents and guardians of minors are responsible for setting and conveying the standards that their children should follow when using media and information sources. To that end, SD 8 (Kootenay Lake) supports and respects each family’s right to decide whether or not to apply for access.

Publishing to the World Wide Web

Student work may be considered for publication on the World Wide Web. Where such publishing identifies the creator, it requires parent/guardian permission. Unidentified photos (related to student achievements and participation in school activities) and student projects may be published on a school’s website. If you do not want your child’s photo or work to be published on the website, please indicate this on the Parent Permission form.

SCHOOL DISTRICT 8 (KOOTENAY LAKE)

**Student Authorization for Computer Network Access
Grades K-3**

This form must be completed the year a student enters Kindergarten, or when a new Primary student registers at the school. It is to be signed and placed in the cumulative file of every K-3 student in SD 8 authorized to use the District Network.

Student Name: _____ **Grade:** _____

School: _____ **Year:** _____

Sponsoring Parent or Guardian:

- By signing below, I certify that, together, my child and I have reviewed the rules regarding use of the District's computer network.
- I have made sure that my son/daughter understands what is expected of students when using the school's computer network.
- I acknowledge that should I wish to terminate my child's computer network and Internet privileges, I must do so in writing to the school administration.
- By signing this form I acknowledge that my child cannot be monitored at all times when using the computer.
- As well, it is possible that even in the presence of supervision, at some time my child may access inappropriate sites while doing research online.

Please Check All Areas Which Apply

_____ I **do** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do not** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do** give permission for my child's photo, no name attached, to be published to the World Wide Web.

_____ I **do** give permission for my child's work, name attached, to be published to the World Wide Web

_____ The School District recognizes that parents/guardians may have concerns and questions about student use of the Internet. If you would like to speak to the Principal about these issues, please check the box. The Principal will arrange for a meeting to discuss these issues with you.

Parent/Guardian Signature: _____

Date: _____

SCHOOL DISTRICT 8 (KOOTENAY LAKE)
Student Authorization for Computer Network Access
Grades 4 - 7

This form must be completed the year a student enters Grade 4, or when a new Grade 4-7 student registers at the school. It is to be signed and placed in the cumulative file of every Grade 4-7 student in SD 8 authorized to use the District Network.

Student Name: _____ **Grade:** _____

School: _____ **Year:** _____

Student Section

_____ I have read, or have had explained to me, the rules regarding the use of the School District's computer network.

_____ I agree that I will follow these rules when I use the District's computer network.

_____ I understand that if I use the District's computer network in a way that violates these rules I can be disciplined.

_____ I understand that discipline may include not being allowed to use computers, detention, suspension from school, etc.

_____ I understand that the technology staff and the school administration may check and see what I am doing or what I have done on a computer, to make sure I follow the rules.

_____ I understand that if I cause harm to the computer network (hardware/software), or to information or documents that do not belong to me, that my parents or guardians and I may have to pay the costs of any damage.

_____ By signing below, I am showing that I understand this information.

Student Signature: _____

Date: _____

Sponsoring Parent or Guardian:

- By signing below, I certify that, together, my child and I have reviewed the rules regarding use of the District's computer network.
- I have made sure that my son/daughter understands what is expected of students when using the school's computer network.
- I acknowledge that should I wish to terminate my child's computer network and Internet privileges, I must do so in writing to the school administration.
- By signing this form I acknowledge that my child cannot be monitored at all times when using the computer.

- As well, it is possible that even in the presence of supervision, at some time my child may access inappropriate sites while doing research online.

Please Check All Areas Which Apply

_____ I **do** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do not** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do** give permission for my child's photo, no name attached, to be published to the World Wide Web.

_____ I **do** give permission for my child's work, name attached, to be published to the World Wide Web

_____ The School District recognizes that parents/guardians may have concerns and questions about student use of the Internet. If you would like to speak to the Principal about these issues, please check the box. The Principal will arrange for a meeting to discuss these issues with you.

Parent/Guardian Signature: _____

Date: _____

SCHOOL DISTRICT 8 (KOOTENAY LAKE)
Student Authorization for Computer Network Access
Grades 8 - 12

This form must be completed the year a student enters Grade 8, or when a new Grade 8-12 student registers at the school. It is to be signed and placed in the cumulative file of every Grade 8-12 student in SD 8 authorized to use the District Network.

Student Name: _____ **Grade:** _____

School: _____ **Year:** _____

Student Section

_____ I have read, or have had explained to me , the rules regarding the use of the School District's computer network.

_____ I agree that I will follow these rules when I use the District's computer network.

_____ I understand that if I use the District's computer network in a way that violates these rules I can be disciplined.

_____ I understand that discipline may include loss of computer network use privileges, detention, suspension, expulsion or other consequences.

_____ I understand that if I misuse the computer network (hardware/software), cause harm to the network or to a person or to their information or documents, that my parents or guardians and I may be responsible for paying for such misuse or damage.

_____ By signing below, I demonstrate that I understand and agree to the attached Policy and Rules and Regulations.

_____ I understand that all District network accounts may be examined by the School District's technology staff or the school administration without notice to the account holder.

is

Student Signature: _____

Date: _____

Sponsoring Parent or Guardian:

- By signing below, I certify that, together, my child and I have reviewed the rules regarding use of the District's computer network.
- I have made sure that my son/daughter understands what is expected of students when using the school's computer network.
- I acknowledge that should I wish to terminate my child's computer network and Internet privileges, I must do so in writing to the school administration.
- By signing this form I acknowledge that my child cannot be monitored at all times when using the computer.
- As well, it is possible that even in the presence of supervision, at some time my child may access inappropriate sites while doing research online.

Please Check All Areas Which Apply

_____ I **do** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do not** give permission for an account to be issued to my son/daughter which provides access for participation in using the District's computer network which includes access to the Internet.

_____ I **do** give permission for my child's photo, no name attached, to be published to the World Wide Web.

_____ I **do** give permission for my child's work, no name attached, to be published to the World Wide Web

_____ The School District recognizes that parents/guardians may have concerns and questions about student use of the Internet. If you would like to speak to the Principal about these issues, please check the box. The Principal will arrange for a meeting to discuss these issues with you.

Parent/Guardian Signature: _____

Date: _____

SCHOOL DISTRICT 8 (KOOTENAY LAKE)

District Network Usage Agreement

I _____, acknowledge that, when I am granted access to the District Network to carry out my work, my use of the network will be conducted in an ethical and professional manner.

I agree that I will not use this access for personal use during scheduled hours of work, and recognize that personal use, consistent with this policy, is permissible during preparation periods or scheduled breaks.

I agree that personal use will not include inappropriate behavior such as:

- Access to or downloading from offensive sites;
- ;Personal (non-work related) posting to Internet forums such as Newsgroups or Listserves;
- Activities that would be considered business use (use of the Network for personal financial gain, or commercial and/or private business transactions).

I understand that my use of the District Network is identifiable by the School District and acknowledge that it is my responsibility to ensure that my usage (viewing, creating, downloading, copying, forwarding, etc.) does not contravene any laws or regulations, including copyright and licensing issues and laws respecting obscene and discriminatory material.

I understand that my usage may be monitored without warning and that inappropriate usage may be cause for disciplinary action up to and including cancellation of contract, or dismissal.

Signed: _____

Date: _____

Policy #300 – Code of Conduct

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

No comments received.

<p>History: Adopted July 14, 1998 Revised Oct. 26, 2004, April 8, 2008 Revised April 1, 2014 February 27, 2018 Draft</p>		<h1>CODE OF CONDUCT</h1>	<p>Policy No. 300</p>
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SD 8 - Kootenay Lake School District's Code of Conduct has been established to maintain a safe, caring and healthy learning environment.

It is the shared responsibility of students, staff, parents/guardians and the broader community (school community), to demonstrate positive conduct while attending any school or District related activity, at any location.

All members of the school community have an obligation to:

- Support learning
- Promote Safety
- Respect property, environment, personal space and privacy
- Model courtesy, compassion and respect.

All members of the school community must refrain from engaging in any in-person or digital communication or behavior that is considered to be:

- Interfering with the learning and working of others
- Bullying, harassing, intimidating, retaliating, discriminating or violent
- Unsafe or illegal including the possession, use or distribution of illegal or restricted substances, or the possession of weapons or replicas.

All members of the school community are expected to comply with the purpose and spirit of the BC Human Rights Code, including not engaging in discriminatory conduct on the basis of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.

Every effort will be made to support individuals and to determine the root causes of behavior. If the safety or educational program of others is compromised, or if there is an ongoing failure to meet the expectations of the Code of Conduct, a range of consequences will follow. Whenever possible, incidents will be resolved by discussion, mediation and restitution.

All members of the SD 8 - Kootenay Lake School District community have the right to be treated fairly and should know and understand this Code of Conduct.

Policy:

The Board of Education, School District No. 8 (Kootenay Lake), expects students to treat others with respect and courtesy and to conduct themselves in a manner which contributes to and promotes a safe, caring and orderly learning environment in schools and at school activities.

The Board considers the conduct of any member of the school community that adversely affects the school environment to be a breach of the District Code of Conduct and to warrant appropriate forms of intervention. Special consideration may

History: Adopted July 14, 1998 Revised Oct. 26, 2004, April 8, 2008 Revised April 1, 2014 February 27, 2018 Draft		CODE OF CONDUCT	Policy No. 300
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apply to students with special needs if these students are unable to comply with a code of conduct due to having a disability of an intellectual, physical, sensory, emotional or behavioural nature.

BC Human Rights Code

The Board of Education believes all individuals in the school district have the right to an environment free from discrimination and acknowledges that certain kinds of discrimination as prohibited by the BC Human Rights Code must be a part of a district and schools code of conduct.

The Board of Education therefore expects students to not, without a bonafide and reasonable justification, publish, issue or display, or cause to be published, issued or displayed, any statement, publication, notice, sign, symbol, emblem or other representation that:

- a) indicates discrimination or an intention to discriminate against a person or class of persons;
- b) expose a person or group or class of persons to hatred or contempt because of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.

The prohibited grounds for discrimination are to be addressed by schools in their code of conduct.

District Code of Conduct

Expected Behavior

- i) **Respect**
Students are expected to show respect for people, property, and the school's code of conduct. They are expected to act in a responsible manner and be respectful of the rights of others at school and school activities wherever held.
- ii) **Responsibility**
Students are expected to gradually assume more responsibility for themselves, as individuals and members of society. They are expected to become more responsible for undertaking, organizing and completing their school work and for contributing to and promoting a safe, caring and positive school environment.

History: Adopted July 14, 1998 Revised Oct. 26, 2004, April 8, 2008 Revised April 1, 2014 February 27, 2018 Draft		CODE OF CONDUCT	Policy No. 300
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iii) **Commitment**

Students are expected to strive for excellence in all their school endeavors and comply with school expectations and rules for student work, attendance, behaviour, and deportment.

iv) **Attitude**

Students are expected to participate willingly and diligently in their assigned work and to undertake school activities with a spirit of cooperation and fair play.

Compliance with the District Code of Conduct

It is expected that students will abide by the District and School Code of Conduct going to and from school, on school buses, at school, and at school activities wherever held.

Retaliation Concerns

Schools and the district will take necessary measures to prevent retaliation by an individual against a student who has made a complaint of a breach of code of conduct.

Reference Documents to Support the District Code of Conduct

The following Policies support the District Code of Conduct and will be considered as an extension of the Code.

SD8 Policy 215 Sexual Orientation and Gender Identity

SD8 Policy 300 Student Conduct and Discipline

SD8 Bylaw #1 Student/Parent Appeal

School Act, sections 85 (1.1) 168 (2) (s.1)

BC Human Rights Code, Sections 7 & 8

Policy #546 – Conflict of Interest

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

No comments received.

<p>History: April 21, 2015: Adopted February 27, 2018 Draft</p>		<h2>Conflict of Interest</h2>	<p>Policy No. 546</p>
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Policy:

The purpose of this procedure is to assist in preventing both real and perceived conflict of interest situations from arising for employees of the school district who may have a supervisory conflict of interest.


DRAFT

Policy #721 – Pesticides/Herbicides

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

No comments received.

History: July 14/98: Adopted January 23/18: Draft		PESTICIDES/HERBICIDES	Policy No. 721
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The Board of School District No. 8 values the environment and aims to keep grounds safe, healthy and accessible for all. In the interest of health and safety of staff and students, school grounds maintenance and pest problems will be conducted through an Integrated Pest management approach. An Integrated Pest Management approach is the best combination of cultural, biological, and genetic methods for the most effective control of pests.

DRAFT

Policy #202 – Whistleblower Protection

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

1. Doug Kunzelman

From: Doug Kunzelman - Local 861 President [mailto:lp861@bctf.ca]

Sent: Monday, March 12, 2018 11:52 AM

To: Kim Morris <kmorris@sd8.bc.ca>

Cc: Debbie Sabourin - Local 07 President <lp07@bctf.ca>; Michelle Bennett <mbennett@sd8.bc.ca>; Cam Zuk - Local 862 President <lp862@bctf.ca>; Lenora Trenaman <ltrenaman@sd8.bc.ca>; Heather Suttie <Heather.Suttie@sd8.bc.ca>; Christine Perkins <Christine.Perkins@sd8.bc.ca>

Subject: Draft Policy 202 Whistleblower Protection Feedback

To the SD8 Policy and Governance Committee

RE: February 27, 2018 Draft Policy 202 - Whistleblower Protection

As written, this policy provides absolutely no protections for individuals that voice concerns regarding district operations or potential wrongdoing. It only states that the board expects people to voice concerns without providing any assurances that there will be no reprisals from the district.

In fact, it encourages co-workers and colleagues to "tattle" on each other without considering that doing so could potentially violate their professional code of ethics, leading to possible discipline from outside organizations. Further, when an employer tells its employees that there is an expectation to "tell on" each other, it doesn't seem to encourage employees to work together in a collaborative manner.

Lastly, it makes no mention of where such reports of "improper activity" or concern over "district operations" should be directed. Should these reports/concerns be directed to the media?

Sincerely,

Doug Kunzelman

President, Creston Valley Teachers' Association (BCTF Local 861)

Co-President, Kootenay Lake Teachers' Federation

250-402-8073

2. Debbie Sabourin

From: Debbie Sabourin - Local 07 President <lp07@bctf.ca>

Sent: March 27, 2018 1:55 PM

To: Kim Morris <kmorris@sd8.bc.ca>

Cc: Doug Kunzelman BCTF <lp861@bctf.ca>

Subject: Field Testing-Policy Comments

1) Whistleblower Policy- in doing research from other districts, this policy wording seems scant, unless my suggestions are part of the regulations. I would like to add: ...standards of openness, honesty, and accountability.... (and the Board believes that there is a shared responsibility between employees and the Board to prevent harm and injury.). Also add: ...Board encourages employees, acting in good faith...(who have information about potentially fraudulent, injurious,illegal or dishonest behaviour of any employee...). A definition of good faith could be added: Good faith is evident when a report is made without malice or consideration of personal benefit and there is a reasonable basis for the individual reporting to believe that the report is true. Reportable activities can also be defined (see Policy from Chilliwack #33, Boundary #51, North Okanagan-Shuswap #83). I am requesting that this policy not move forward without the wording: reportable activities do not include personnel actions taken in the course of conducting the district's business where such matters are most appropriately addressed by reference to the applicable contract or collective agreement.

I'll respond to the other policies separately. Thank you.

Debbie Sabourin

President, Nelson District Teachers' Association (BCTF Local 07)

Co-President, Kootenay Lake Teachers' Federation

250-354-4142 (O)

250-354-9693 (C)

250-354-1558 (F)

www.ndta.ca

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History: February 27, 2018 Draft		WHISTLEBLOWER PROTECTION	Policy No. 202
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The Board is committed to the highest standards of openness, honesty and accountability. The Board encourages employees, acting in good faith, to report what the employee reasonably believes to be true and reasonably believes to be an improper activity by District employees.

The Board is strongly committed to upholding ethical standards in the School District. All employees, and others performing work on behalf of the District, are expected to conduct themselves in a professional manner, adhere to applicable laws and Board Policies that apply to their work activities in addition to demonstrating ethical behavior in all their decisions and interactions. The Board expects employees, and others that the Board deals with, who have serious concerns about any aspect of the District’s operations with respect to potential evidence of wrongdoing, to come forward and voice those concerns.

DRAFT

Policy #210 – Smoking and Vaping Free Environment

Field Testing Feedback Summary

Sent for Field Testing February 27, 2018 due April 9, 2018

1. Debbie Sabourin

From: Debbie Sabourin - Local 07 President <lp07@bctf.ca>

Sent: March 27, 2018 2:07 PM

To: Kim Morris <kmorris@sd8.bc.ca>

Subject: Field Testing- Policy Comments

Hi Kim- With the legalization of marijuana upon us, I would really like to see the smoking of marijuana added to the Smoking and Vaping Free Environment. I am not sure if this premature, however, as legislation and parameters around the use of marijuana have not been decided yet by the federal and provincial governments. It is a definite problem at the school where I currently work, in the use of marijuana by the parents when picking up their children from school. Perhaps a separate policy when we know more about the rules and regulations of marijuana use.

I am in agreement with the Conflict of Interest Policy, but I feel we need to ensure that the policy specifically states and defines that there is a conflict when one member is in a supervisory role over another member who is related. For example, an administrator of a school having a supervisory role over a teacher, EA, or other CUPE member who is related to that supervisor.

The other policies look good.

Debbie Sabourin

President, Nelson District Teachers' Association (BCTF Local 07)

Co-President, Kootenay Lake Teachers' Federation

250-354-4142 (O)

250-354-9693 (C)

250-354-1558 (F)

www.ndta.ca

History: April 21, 2015: Adopted February 27, 2018 Draft		<h2>Smoking and Vaping Free Environment</h2>	Policy No. 210
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The Board of Education encourages a safe and healthy learning and teaching environment. The Board is committed to its responsibility of enforcing a tobacco and vapour products free environment, as required under the Tobacco and Vapour Products Control Act.

In accordance with Section 2.2 of the Tobacco and Vapour Products Control Act, the use of tobacco and vapour products is banned on all public Kindergarten to Grade 12 schools in British Columbia. A person must not smoke or use tobacco/e-cigarettes, or hold lighted tobacco/activated e-cigarettes in or on school property.

DRAFT

SCHOOL DISTRICT NO. 8 (Kootenay Lake)

TO: Policy and Governance Committee

FROM: Dr. Christine Perkins, Superintendent

DATE: April 24th, 2018

SUBJECT: Policy Manual Revisions – Section 500

A complete review of Board policies in section 500 has now been drafted. An analysis of each section of the policy manual has been completed to ensure all human resources policies are located within Section 500 Human Resources. Most policies have had only minor revisions, while one has had a more substantive revision (Prevention of Violence in the Workplace). Current Regulations have been embedded within the policy statements or included as guidelines.

Suggestions have also been made with respect to the groupings and order of policies within this section, with new numbering in place, summarized as follows:

- Policy 510 Employee Recognition
- Policy 520 Human Resources Employment Practices
- Policy 521 Relocation Assistance for Senior Management
- Policy 530 Whistleblower Protection
- Policy 540 Supervisory Conflict of Interest
- Policy 560 Appointment of Principals and Vice-Principals
- Policy 570 Prevention of Violence in the Workplace

A. Policies to be Revised and Renumbered

Section 500, currently summarized as Personnel, would be organized as Section 500 Human Resources. Within this section, the following policies have undergone revisions, with drafts appended to this memo.

Proposed #	Policy Name	New Policy Name, if revised	Current #	Comment
520	Personnel Employment Practices	Human Resources Employment Practices	502	Minor revisions, and inclusion of Work From Home initiative.
560	Hiring & Placement of Principals and Vice-Principals	Appointment of Principals and Vice-Principals	540	Revisions to accommodate inclusion of Policy 541.
521	Relocation Assistance for Senior Management		543	Very minor revisions
540	Supervisory Conflict of Interest		546	New formatting only

Recommendation: That the Policies 502, 540, 543 and 546 be amended, as outlined in the drafts provided.

B. Policies to be included in Section 500 from another section.

Proposed #	Policy Name	New Policy Name, if revised	Current #	Comment
570	Prevention of Violence in the Workplace		200	Revisions to make current with WorkSafeBC language and addition of fair notice
530	Whistleblower Protection		202	New formatting only
510	Employee Recognition		208	New formatting only

Recommendation: That Policies 200, 202 and 208 be moved to section 500, and amended as outlined in the drafts provided.

C. Redundant Policies/Regulations to be abandoned, incorporated in other policies

The policy below is now incorporated in the revised Policy 560.

Policy #	Policy Name	Comment
541	Administrative Mobility	Incorporated within Appointment of Principal and Vice-Principals to ensure smooth implementation

Recommendation: That Policy 541 be abandoned.

D. Policies to be abandoned and incorporated within Administrative Procedures

The policies listed below, provide administrative directions, and will be moved to an administrative procedures manual. As a result, these policies will need to be formally abandoned at a Board meeting.

Policy #	Policy Name	Date	Comment
204	Criminal Record Checks	April 13, 1999	Covered by Criminal Records Review Act [RSBC 1996] Chapter 86, actual details of process for an administrative procedure
504	Confidential Medical Records	October 24, 2006	Describes the administrative processes to keep employee medical records confidential

Recommendation: That Policies 204 and 504 be abandoned.

E. Policies to be abandoned

The policies listed below, contain content now covered by collective agreements. As a result, they can be abandoned outright.

Policy #	Policy Name	Date	Comment
501	Personnel Files	March 27, 1998	Covered by CUPE Article 25-07 and KLTF Article E24
503	Job Descriptions	April 13, 1999	Covered by CUPE Article 17 and KLTF Article B22.1
510	Non-Contractual Leaves of Absence	September 1, 2009	Covered by KLTF Article G21 and CUPE Article 8
515	Teacher-Administrator Exchanges	February 26, 2002	Covered by KLTF Article 14 and 15
545	Principal and Vice-Principal Meetings	April 8, 2008	Covered by current expense reimbursement policy and practice

Recommendation: That Policies 204, 501, 503, 510, 515 and 545 be abandoned.



The Board of Education of
School District No. 8 (Kootenay Lake)

Policy Manual

POLICY 510: Employee Recognition

The Board of Education of School District No. 8 (Kootenay Lake) recognizes the valuable contributions made by all employees of the District to students and learning. The Board promotes a culture of employee recognition within the District and will formally recognize employees of the District who:

- have provided long service to the students of the District; and
- are retiring from the District.



The Board of Education of
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Policy Manual

POLICY 520: Human Resources Employment Practices

The Board of Education of School District No. 8 (Kootenay Lake) seeks to operate with consistent personnel practices; accordingly, the Board authorizes the following practices:

A. Home Office

The Board recognizes that its professional employees may choose to maintain an office with appropriate technology in their place of residence at no cost to the Board of Education.

B. Work From Home

A work from home strategy is intended to create flexible conditions that will assist the School District in a more effective accomplishment of our services, access to a broader pool of talent and support for our employees. Successful work at home arrangements will serve the needs of employees and the organization.

C. Private Vehicles

Employees so designate may be required to maintain and operate a vehicle at their own expense for use as required in the performance of their duties with the Board of Education. Such designated employees will be supplied with a T2200 by the Board of Education, if requested.

D. Vandalism

If an employee's vehicle is damaged due to vandalism while on school property or while the employee is on school business, upon receipt of evidence, the Board will reimburse the employee the lesser of actual vehicle damage repair costs, or the cost of any deductible portion of insurance coverage on that vehicle up to a maximum of \$600.

E. First Aid

The Board agrees to underwrite, upon successful completion, the registration expense of at least one employee on each staff who agrees to enroll in a district approved first aid course and act as the school First Aid Attendant. Course classifications may vary dependent on WorkSafeBC. Candidates for the course will be approved by the Superintendent.



The Board of Education of
School District No. 8 (Kootenay Lake)

Policy Manual

POLICY 521: Relocation Assistance for Senior Management

The Board of Education of School District No. 8 (Kootenay Lake) recognizes the need to attract the best qualified people for positions in senior management. To this end, the Board will provide relocation assistance for incoming senior management (Superintendent, Secretary-Treasurer, Assistant Superintendent and Directors).

Guidelines

1. The incoming senior staff member shall obtain at least two (2) quotations from moving companies. The Board will pay the lesser of the lowest quote, or \$7,000.
2. The senior staff member may elect to receive payment directly from the Board, upon presentation of receipts and quotations, or for the moving company to be paid directly.



The Board of Education of
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Policy Manual

POLICY 530: Whistleblower Protection

The Board of Education of School District No. 8 (Kootenay Lake) is committed to the highest standards of openness, honesty and accountability. The Board encourages employees, acting in good faith, to report what the employee reasonably believes to be true and reasonably believes to be an improper activity by District employees.

The Board is strongly committed to upholding ethical standards in the School District. All employees, and others performing work on behalf of the District, are expected to conduct themselves in a professional manner, adhere to applicable laws and Board Policies that apply to their work activities in addition to demonstrating ethical behavior in all their decisions and interactions. The Board expects employees, and others that the Board deals with, who have serious concerns about any aspect of the District's operations with respect to potential evidence of wrongdoing, to come forward and voice those concerns.



The Board of Education of
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POLICY 540: Supervisory Conflict of Interest

The Board of Education of School District No. 8 (Kootenay Lake) prohibits employment situations where employees occupy positions where a Direct Supervisory Relationship exists between family or significant others. Exceptions to this policy will only be considered in rare and extraordinary circumstances where staff shortages exist. This policy will not affect such working relationships that were established prior to August 1, 2014, however any transfers or promotions of these employees will be subject to the new policy.

Guidelines

1. Definitions

- *Close Associate* for the purpose of this policy, is defined as a business associate, or someone in a close personal relationship
- *Family* for the purpose of this policy, is defined as all relatives, such as, but not limited to the following: spouses, domestic partners, children, parents, grandparents and siblings.
- *Significant others* for the purpose of this policy, includes individuals involved in an intimate relationship but may or may not reside together.
- *Direct Supervisory Relationship* for the purposes of this policy, refers to an employment relationship where one employee does or could have authority over another employee's performance evaluation, salary, work hours, working assignments or other conditions of employment.

2. Employees of the Board who are in a position to hire or contract full-time, part-time, occasional, contract or summer staff/students will not hire members of their immediate or extended family to work for them directly.
3. An employee must ensure there is no participation in the hiring process when the employee and prospective employee are family members or close associates.
4. Employees and prospective employees will not seek positions where one family member may have a direct supervisory role over another family member or close associate. However, should this be impossible to avoid, the Superintendent will ensure sufficient safeguards are in place to ensure that the District's interests are not compromised.
5. Where there is a situation where an employee may have a direct supervisory role over another family member or close associate as a result of circumstances ranging from the implementation of a collective agreement to a change in status within a worksite and newly-developed relationships each employee shall report this conflict in writing to the Director, Human Resources who will then determine if any action is required.



The Board of Education of
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Policy Manual

POLICY 560: Appointment of Principals and Vice-Principals

The Board of Education of School District No. 8 (Kootenay Lake) has the authority to appoint Principals and Vice-Principals but delegates the responsibility for the process of hiring and/or placement of school-based administrators to the Superintendent of Schools subject to the following guidelines.

The Board desires to promote change and growth for both administrators and schools through the process of administrative transfers. Prior to a vacancy being determined, Principals and Vice-Principals' may be transferred through self or Board initiated action during their administrative tenure with the District. The Board may also transfer administrators due to restructuring, financial or contractual reasons.

Guidelines

1. The Superintendent may transfer Principals and Vice-Principals from one school to another, prior to determining any competitions for District school-based administrative positions.
2. The Superintendent may create a Qualified Principal/Vice-Principal Applicant Pool from existing District #8 employees, who may proceed directly to the interview stage in any competition for District school-based administrative positions.
3. When a vacancy for a Principal or Vice-Principal is determined, meaningful advisory input and /or representation from trustees, parents and school staff shall be included during the initial consultation phase, the long-listing phase and during the interviewing of candidates.
 - 3.1. When a vacancy for a high school Principal or Vice-Principal is determined, meaningful advisory input/or representation from secondary students shall whenever possible, be included during the initial consultation phase and during the interviewing of candidates.
4. Upon the completion of the candidate evaluation process, the Superintendent, taking into account the views of the interview panel, shall provide final recommendations to the Board of Education for approval.

Input at each Stage/Phase of the Hiring Process

Initial consultation	- district staff, students, parents, union reps, trustee reps
Long list	- district staff, parents, union reps, trustee reps
Short list	- district staff, trustee reps
Interviews	- district staff, students, parents, union reps, trustee reps,



The Board of Education of
School District No. 8 (Kootenay Lake)

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POLICY 570: Prevention of Violence in the Workplace

The Board of Education of School District No. 8 (Kootenay Lake) recognizes the right of all employees to work in an environment free from violence. The Board is committed to protecting employees from incidents of violence in the workplace, and as a result will conduct risk assessments when there is any risk of injury to workers from violence arising out of their employment.

It is the responsibility of all personnel to identify situations of risk so that appropriate planning for prevention, intervention and follow-up can be undertaken.

Guidelines

1. "*violence*" means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.
2. The Superintendent will be responsible to maintain current Violence Threat Risk Assessment procedures.
3. Fair notice shall be provided annually to parents, students and the community that schools will not ignore any threat of violence.



SCHOOL DISTRICT NO. 8 (KOOTENAY LAKE) POLICY PRO FORMA

Title of Proposed Policy:

Dogs on School District Property

Purpose and rationale for the proposed Policy:

To set clear protocol for dogs on school district property based on applicable municipal and regional district bylaws.

Suggested wording:

The Board of Education is responsible for maintaining a safe and healthy learning environment at all schools and School District sites.

In School District No. 8 (Kootenay Lake), Municipal and Regional District of Central Kootenay bylaws, with respect to animal control, will apply to all School District property and school sites.

Specifically, all dogs must be kept on a leash and under the immediate and effective control of a responsible person on school district property. In the event a dog defecates on school district property, the responsible person in control of the dog must immediately remove and dispose of the defecated matter in a sanitary manner.

Notwithstanding this policy, under the School Act, the principal of the school has the authority to remove any person / animal which poses a safety or health concern to the school learning environment. Information which may support local school conversations and planning can be found at:

[The City of Nelson Animal Regulation and Control Bylaw](#)

[Town of Creston Animal Care and Responsibility Bylaw](#)

[Regional District of Central Kootenay Dog Control Bylaw](#)

Submitted by:

Christine Perkins
Superintendent/CEO, School District No. 8

Date:

April 20, 2018

School District No. 8
Policy & Governance Committee of the Whole Annual Plan
Policy Revisions and Review – April 2018

Policy #	Policy Name	Status	Originating	Assignment
Section 100 Policies				
See "In Progress"				
Section 200 Policies				
205	Fees, Deposits & Financial Hardship 1999	Values and operational practices discussion Feb 7/17 DPAC Pro-Forma re Transparency	Review	
207	Child Abuse & Neglect 2001	<ul style="list-style-type: none"> • Trilateral agreement • Changes to teacher to report 	Review	Ben & Safe Schools
216	Police Investigations in Schools 2001	Review for current	Review	Christine
Section 300 Policies				
302	Student Services	September 2017 – New Policy 307 – Physical Restraint and Seclusion in School Setting – sent for field testing. May 16/17 – Director Eaton will provide guidelines at next meeting. "hands off" legislation update	Board Referral	Ben
304	Student Records 2002	Field test for feedback: practice and alignment	Review	
311	Head lice 2008	Change Reg. #4 regarding volunteer checks and #6 students can attend after treatment	Review	Christine & Anne
323	Cell Phones & Digital Devices 2010	Review Policy	Review	Christine & Anne
Section 400 Policies				
430	Extra and Co-Curricular Activities	May 3, 2016 Meeting - Prioritized Feb 9/16 Pro forma from JSAC Feb 7/17 DPAC Pro-Forma re Transparency	Board Referral	
440	Distributed Learning 2009	<ul style="list-style-type: none"> • Consult with DL staff • Combine with #442 	Review	Christine & Rob Simpson

School District No. 8
Policy & Governance Committee of the Whole Annual Plan
Policy Revisions and Review – April 2018

Policy #	Policy Name	Status	Originating	Assignment
461	School Choice & Catchment	Dec 13/16 – policy waived for 17/18 registration with 2 amendments: “continuing student” and transfer opening date change to January Draft Policies prepared – waiting for Ad Hoc Catchment/Boundary Committee to complete its work	Board Referral	
462	Schools and Programs of Choice	Dec 13/16 – policy waived for 17/18 registration with 2 amendments: “continuing student” and transfer opening date change to January Draft Policies prepared – waiting for Ad Hoc Catchment/Boundary Committee to complete its work	Board Referral	
Section 500 Policies				
<i>See “In Progress”</i>				
Section 600 Policies				
612	School Inventories 2002	Align practice and policy	Review	Kim
Section 700 Policies				
710	Overnight Accommodation 1999	External organizations use of school facilities; costs etc.	Review	Bruce
711	Playgrounds	Should include construction and current practices Recommendations from Operations	Review	Bruce
720	Asbestos 1998	Update for current.	Review	Bruce
730	Pupil Transportation 2001	<ul style="list-style-type: none"> • Combine with #731 and #732. • Have these 3 the only agenda item. 	Review	Bruce
731	Bus Transportation for Independent School Students 2009	See #730 notes	Review	Bruce
732	Transportation Assistance 2010	See #730 notes	Review	Bruce

School District No. 8
Policy & Governance Committee of the Whole Annual Plan
Policy Revisions and Review – April 2018

Policy #	Policy Name	Status	Originating	Assignment
740	Care/Handling of Sick or Injured Students at School 2003	Review for current	Review	Bruce & Christine
New Policies (no policy number assigned)				
	Annual Student Symposia	Each Committee of the Whole is scheduling an annual Student Symposia		Next year?
	Freedom of Information	October 4/13 – Focus a whole meeting to review FOI, expression policies – Superintendent will develop a process		Director of IT & Christine
	Child Care Providers in schools	Mar 26/13 Board Referral	Board Referral New policy	Christine to Draft Policy
	Procurement and Purchasing	Prioritized by P&G Feb 7/17	Board Referral New policy	Kim
	Authority to Superintendent and Secretary-Treasurer to sign documents on behalf of Board	Recommended by our Lawyer, Ron Bogusz	New policy	Kim
	Board/Chair Evaluation & Monitoring Plan	Nov 4/14 – Prioritized	Board Referral – New Policy	
	Superintendent Evaluation Process & Monitoring Plan	Nov 4/14 – Prioritized	Board Referral – New Policy	
In Progress				
102	Board Meeting Procedures & District Committees	Oct 7/14 – Board referral – Top Priority Change of governance & committee structure – referred to Ad Hoc Policy 100's Committee Apr 7/15 – Board Working Session Apr 24/18 – Board Working Session	Board Referral	In Progress

School District No. 8
Policy & Governance Committee of the Whole Annual Plan
Policy Revisions and Review – April 2018

Policy #	Policy Name	Status	Originating	Assignment
101	Speaking on Behalf of the Board 1996	Apr 4/14 – Include all 3 paragraph statements from Policy 110 & 111 as policy statements with no regulation, and it be forwarded for field testing. Apr 7/15 – Board Working Session Apr 24/18 – Board Working Session	Review	In Progress
111	Board Representatives 1997	See #110 notes Apr 7/15 – Board Working Session Apr 24/18 – Board Working Session	Review	In Progress
115	Communication Protocols	Oct 7/14 – Board referral – Top Priority Referred to Ad Hoc Policy 100's Committee Apr 7/15 – Board Working Session Apr 24/18 – Board Working Session	Board Referral	In Progress
202	Whistleblower	Jan 23/18 – Placed on Priority List Feb 27/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments	Board Referral – Pro forma	In Progress
210	Smoking and Vaping Free Environment	Feb 27/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments		In Progress
220	District Computer Network/Internet User Agreement	Nov 2017 – Ad Hoc District Computer Network/Internet User Agreement update Feb 27/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments: None	Board Referral	In Progress
300	Code of Conduct 2004	Field test for feedback: relevancy and alignment Feb 27/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments: None	Review	In Progress
500s (formerly 200)	Prevention of Violence in the Workplace 2009	Changes to definition of harassment Apr 24/18 – Review Section 500 Policies	Review	In Progress
500s (formerly 203)	Discrimination & Harassment 2008	Policy to be reviewed by HR & BCPSEA Changes to definition of harassment Apr 24/18 – Review Section 500 Policies	Review	In Progress

School District No. 8
Policy & Governance Committee of the Whole Annual Plan
Policy Revisions and Review – April 2018

Policy #	Policy Name	Status	Originating	Assignment
500s (formerly 204)	Criminal Records	Housekeeping: College of Teachers Amended Policy to be reviewed by HR & BCPSEA Apr 24/18 – Review Section 500 Policies	Review	In Progress
502	Personnel Files 1998	Recommendations from HR Apr 24/18 – Review Section 500 Policies	Review	In Progress
504	Confidential Medical Records 2006	Recommendations from HR Apr 24/18 – Review Section 500 Policies	Review	In Progress
515	Teacher- Administrator Exchanges	Change wording of Reg. #1 Apr 24/18 – Review Section 500 Policies	Review	In Progress
546	Code of Conduct	Feb 27/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments: None		In Progress
721	Pesticides / Herbicides	June 14/16 – Placed on Priority List Feb 20/18 – Sent for Field Testing Apr 24/18 – Review Field Testing Comments: None	Board Referral – Pro forma	In Progress
	Fund Raised Monies for Extra Curricular Activities	Policy for a future meeting Nov 28/17 – DPAC reps contact PACs to gather information May 22/18 – Review DPAC information	Board Referral New policy	In Progress
Complete				
743	Anti-idling of School District Vehicles	Oct 17/17 – Sent for Field Testing April 10/18 – Board Approved	Board Referral	Complete

2017-2018 Board Calendar

DATE	TIME	BOARD MEETING	COMMITTEE of the WHOLE MEETING	OTHER
September 12	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
September 26	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
October 10	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
October 24	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
November 14	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
November 28	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
December 12	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
January 9				Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
January 23	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	

DATE	TIME	BOARD MEETING	COMMITTEE of the Whole Meeting	Other
February 13	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
February 27	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
March 13	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
April 10	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
April 24	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
May 8	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
May 22	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	
June 12	1:00-2:30			Flex Meeting (Optional Use)
	3:00-4:00	Closed Board Meeting		
	5:00-7:00	Regular Open Board Meeting		
June 26	12:30-2:00		Policy and Governance	
	2:30-4:00		Education	
	4:30-6:00		Finance and Operations	