

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**RESOURCE COMMITTEE MEETING MINUTES**

Held March 3, 2021 at 7:00 p.m.  
Roy H. Wilfong Boardroom, 1994 Fisher Drive, Peterborough, Ontario

Present: Trustees Rose Kitney (Committee Chairperson), Cathy Abraham, Sarah Bobka, Terry Brown, and Emilio Ojeda.

Also Present: Trustees Diane Lloyd (Chairperson of the Board), Angela Lloyd (Vice-chairperson of the Board), Cyndi Dickson, Jaine Klassen Jeninga and Steve Russell; R. Russo, C. Arnew, S. Girardi and S. Foss.

Due to the current health advisory and public health measures in place provincially, the meeting was held virtually using WebEx.

**CALL TO ORDER AND LAND ACKNOWLEDGEMENT**

Committee Chairperson Kitney called the meeting to order at 7:00 p.m. and Trustee Abraham recognized and acknowledged that the committee was meeting on the traditional territory of the Mississauga First Nations.

**ADOPTION OF AGENDA**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Abraham

**That the agenda be adopted as printed.**

**CARRIED**

**ADOPTION OF MINUTES**

It was,

Moved by: Trustee D. Lloyd  
Seconded by: Trustee Brown

**That the minutes of the Resource Committee meeting of January 6, 2021 be adopted as recorded.**

**CARRIED**

**DECISION ITEMS**

**Draft Board Policy HR-1.6, Teacher Hiring Practice**

Superintendent Girardi reported that on October 15, 2020, the Minister of Education announced that Regulation 274/12 Hiring Practices would be revoked on October 29, 2020 and issued an interim policy for school board hiring practices. On February 22, 2021, Policy/Program Memorandum (PPM) No. 165 School Board Teacher Hiring Practices was issued. The PPM was informed by stakeholder input, including most

recently through stakeholder feedback on a draft version of the policy. The PPM outlines provincial expectations for establishing teacher hiring policies and processes that will strengthen Ontario's teacher workforce. School boards will be expected to establish teacher hiring policies that meet the expectations in the PPM no later than March 31, 2021. PPM No.165 expects that school boards will include the following components into their teacher hiring policies:

- Diversity, Equity, and Human Rights
- Qualifications and Merit
- Employment Mobility
- Fairness and Transparency
- Monitoring and Evaluation

Superintendent Girardi reviewed the draft policy in detail and addressed trustee questions of clarification.

Superintendent Girardi presented draft Administrative Regulation, HR-1.6.1, Teacher Hiring Practice, which, together with the draft policy will guide the Board in its recruitment efforts to have a well-prepared, qualified, and diverse teacher workforce with the knowledge, skills and attributes needed to ensure that all students reach their full potential, regardless of their background or social identity. Also presented was draft Administrative Regulation, HR-1.4.8, Conflict of Interest. The requirements outlined in PPM No. 165 will apply to the hiring of all employees at Kawartha Pine Ridge District School Board.

Discussion continued, specifically related to how the monitoring and evaluation process would occur and the possible addition of details in the Administrative Regulation to provide clarity, ensuring employee participation in census audits, and conflict of interest relationships.

It was,

Moved by: Trustee D. Lloyd  
Seconded by: Trustee Brown

**That Draft Board Policy HR-1.6, Teacher Hiring Practice, be approved.**

**CARRIED**

Committee Chairperson R. Kitney noted that the next meeting of the Resource Committee would take place on April 7, 2021.

It was,

Moved by: Trustee Bobka  
Seconded by: Trustee Brown

**That the Committee move to In-camera Session (8:08 p.m.).**

**CARRIED**

The Open Session of the meeting resumed (8:52 p.m.).

ADJOURNMENT

It was,

Moved by: Trustee D. Lloyd  
Seconded by: Trustee A. Lloyd

**That the Resource Committee meeting be adjourned 8:52 p.m.).**

**CARRIED**

Rose Kitney  
Committee Chairperson  
March 3, 2021