



# Agenda

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## Policy & Finance Meeting

Monday, October 4, 2010  
Boardroom

Regular Meeting 5:00 pm

RAINBOW DISTRICT SCHOOL BOARD

**POLICY & FINANCE MEETING**

to be held in the boardroom  
on October 4, 2010 at 5:00 pm

**AGENDA  
AND RECOMMENDED MOTIONS**

- A. **APPROVAL OF AGENDA** \*Chair
- Motion:  
That the agenda for the Policy & Finance Committee meeting for October 4, 2010 be approved.
- B. **PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST** \*Chair
- C. **REPORT FROM THE IN-CAMERA POLICY AND FINANCE** \*Chair
- D. **OLD BUSINESS**
1. **Minutes** \*Chair
- Motion:  
That the minutes of the Policy and Finance Committee meeting held on June 7, 2010 be approved.
- E. **NEW BUSINESS**
1. **Finance** \*SBO
- a) Report from KPMG
- Motion:  
That the 2009/10 audit planning report be approved.
- b) Tenders and Request for Proposals

2. **Policy** \*Chair
- a) **Equity And Inclusive Education**
- Motion:  
That Policy and Operational Procedures Equity And Inclusive Education be recommended to the Board as a Notice of Motion.
- b) **Leave of Absence for Holy Days**
- Motion:  
That changes to Policy and Operational Procedures 5.08 Leave for Holy Days be recommended to the Board as a Notice of Motion.
- F. **FUTURE ITEMS** \*Chair
- Policy for the Performance Appraisal of the Director of Education  
Interviewing Committee Structure for Management Positions Policy 5.07  
Policy 6.05 Fees, Fundraising  
Governance Bylaws
- G. **TRUSTEES' REMARKS** \*Chair
- H. **FUTURE MEETINGS**
- November 1, 2010  
December 20, 2010  
February 7, 2011  
March 7, 2011  
April 4<sup>th</sup>, 2011  
May 9<sup>th</sup>, 2011  
May 24, 2011 (budget)  
June 6, 2011(budget)
- I. **ADJOURNMENT** \*Chair
- Motion:  
That the meeting be adjourned (                    ).

RAINBOW DISTRICT SCHOOL BOARD

**Minutes of the  
POLICY & FINANCE MEETING**

on Monday June 7, 2010 at 4:30 p.m.

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Present: Trustees: D. Dewar (chair), T. Campbell, G. Fox, J.Hunda, L. Killens,  
B. Mekers, D. Morrison, R.Ward  
Absent: J. Miller  
Officials: J.Hanson – Director of Education  
D. Cayen-Arnold, S. Speir, A. Della Penta, L. Dye  
M. Egan, B.Webb, R. Spina, R. MacLeod, K. Kozman,  
R. Boucher, A. Morin

A. **APPROVAL OF AGENDA** \*Chair

Motion: L.Killens/G.Santala

That the agenda for the Policy & Finance Committee meeting for June 7, 2010 be approved as amended. The amendment being that the Policy item re Transportation be moved to D.2a) and that the Budget become D.2b). - **Carried**

B. **PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST** NIL \*Chair

C. **REPORT FROM THE IN-CAMERA POLICY AND FINANCE** NIL

D. **OLD BUSINESS**

1. **Minutes** \*Chair

Motion: L.Killens/D.Morrison

That the minutes of the Policy and Finance Committee meeting held on April 6, 2010 be approved. – **Carried**

Motion: J.Hunda/R.Ward

That the minutes of the Policy and Finance Committee meeting held on May 25, 2010 be approved. – **Carried**

2.a) **Transportation**

Motion to Amend: D.Dewar/L.Killens

That changes to Operational Procedures 6.07 Transportation be deferred until trustees have reviewed the Consortium Policy. - **Defeated**

Motion: R.Ward/D.Morrison

That changes to Operational Procedures 6.07 Transportation be recommended to the Board for approval. - **Carried**

Motion: D.Morrison/G.Santala

That the Director representing the Rainbow District School Board on the Board of the Sudbury Student Services Consortium bring all policies of the Consortium to the Board of Trustees of Rainbow District School Board for information. - **Carried**

b) 2010/11 Budget

Motion: J.Hunda/T.Campbell

That the 2010/11 budget in the amount of \$171,985,454 be recommended to the Board for approval. – **Carried**

3. **Policy**

Respectful Working and Learning Environments

Motion: R.Ward/G.Fox

That changes to Policy and Operational Procedures Respectful Working and Learning Environments be recommended to the Board as a Notice of Motion. – **Carried**

E. **NEW BUSINESS**

1. **Finance** NIL

2. **Policy**

a) Early Learning Policy

Motion: J.Hunda/D.Morrison

That Policy and Operational Procedures Early Learning be recommended to the Board as a Notice of Motion. – **Carried**

b) Facilities Guidelines Policy

Motion: D.Morrison/T.Campbell

That Policy and Operational Procedures Facilities Guidelines be recommended to the Board as a Notice of Motion. – **Carried**

F. **FUTURE ITEMS**

Equity and Inclusive Education policy

Performance Appraisal of Director of Education policy

Interviewing Committee Structure for Management Positions 5.07

G. **TRUSTEES' REMARKS**

Trustee Ward will bring a full report to the Board meeting in June re OPSBA AGM. Trustee Hunda questioned the lack of a Policy and Finance meeting in September 2010. Chair Dewar explained that a meeting was considered however the calendar did not allow it.

H. **DIRECTOR'S REMARKS** NIL

I. **FUTURE MEETINGS**

October 4, 2010  
November 1, 2010  
December 20, 2010  
February 7, 2011  
March 7, 2011  
April 4<sup>th</sup>, 2011  
May 9<sup>th</sup>, 2011  
May 24, 2011 (budget)  
June 6, 2011

J. **ADJOURNMENT**

\*Chair

Motion: L. Killens/D. Morrison

That the meeting be adjourned (6:45 pm). - **Carried**

<b>Title:</b>	Tenders and Request for Proposals (RFP)
<b>Contact:</b>	Diane Cayen-Arnold
<b>Date Submitted:</b>	October 4, 2010
<b>Background</b>	<p>Tenders have clearly defined specifications and requirements. Tenders are opened and submission prices are read at a meeting that is open to the public. Recommendations to the Board name the lowest compliant bidder and amount.</p> <p>Requests for Proposals (RFP) invite bidders to provide complex and private information on their business practices, prices and proposed solutions. There is no public disclosure of the contents unless specified in the RFP document and only the names of the bidders that have submitted proposals are public information, prior to a Board meeting. Each proposal is evaluated based on the RFP evaluation criteria. The recommendation to the Board is to the highest scoring submission.</p>
<b>Process</b>	We will continue to provide documentation for tenders and RFP's with the Board agenda, however for RFP's, the evaluation results will be provided to trustees at the Board meeting.

## RAINBOW DISTRICT SCHOOL BOARD

<b>POLICY &amp; PROCEDURES MANUAL</b>		<b>P.</b>
LAST UPDATE PRINTED	BOARD MOTION:	

### POLICY STATEMENT

#### EQUITY AND INCLUSIVE EDUCATION

THE BOARD IS COMMITTED TO AN EDUCATION SYSTEM THAT UPHOLDS THE PRINCIPLES OF EQUITABLE AND INCLUSIVE EDUCATION IN ORDER TO ENABLE EACH STUDENT TO LEARN EFFECTIVELY, TO REDUCE ACHIEVEMENT GAPS AND TO IMPROVE LEARNING OUTCOMES FOR ALL, REGARDLESS OF RACE, CLASS, GENDER, ETHNICITY, DISABILITY, SEXUAL ORIENTATION, FAMILY STATUS, RELIGIOUS AND LINGUISTIC DIFFERENCES AND OTHER HISTORICAL FORMS OF MARGINALIZATION.

THE BOARD IS DEDICATED TO SERVING STAFF, STUDENTS, AND FAMILIES IN DIVERSE COMMUNITIES BY INCORPORATING THE PRINCIPLES OF EQUITABLE AND INCLUSIVE EDUCATION INTO ALL ASPECTS OF ITS OPERATIONS, STRUCTURES, POLICIES, PROGRAMS, PROCEDURES, GUIDELINES, AND PRACTICES, CONSISTENT WITH THE PRINCIPLES OF THE ONTARIO HUMAN RIGHTS CODE (THE 'CODE').

### OPERATIONAL PROCEDURES

#### EQUITY AND INCLUSIVE EDUCATION

##### DEFINITIONS

Equity: The condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Inclusive Education: Education that is based on the principle of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected.

The Code: The Human Rights Code.

The Strategy: The Outline found in the document "Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development." .../2

The Board recognizes eight areas of focus for implementation:

1. Board policies, programs, guidelines, and practices
2. Shared and committed leadership
3. School-community relationships
4. Inclusive curriculum and assessment practices
5. Religious accommodation
6. School climate and the prevention of discrimination and harassment
7. Professional learning
8. Accountability and transparency

The Board will:

1. Include principles of equity and inclusive education in all Board and school policies, programs, guidelines, operations, practices, and Board / school improvement plans.
2. Provide ongoing education and training for students, administrators, teachers, support staff and trustees in implementing equity and inclusive education and leadership initiatives.
3. Provide opportunities for the diverse school community, including students, staff, parents, trustees and community members, to provide input into Board policies and improvement plans.
4. Establish and maintain partnerships with diverse communities.
5. Support an inclusive curriculum and review resources, instruction, and assessment and evaluation practices.
6. Acknowledge each individual's right to follow or not to follow religious beliefs and practices.
7. Provide administrators, staff, students and other members of the school community with opportunities to acquire the knowledge, skills, attitudes, and behaviour necessary to uphold the *Code*.

Schools will:

1. Implement strategies to engage students, parents, families, and the wider community in initiatives to support the strategy.
2. Establish a collaborative culture.
3. Review existing community partnerships.
4. Review student assessment and evaluation policies and practices.
5. Implement religious accommodation practices.
6. Align codes of conduct to the strategy.
7. Build staff capacity through ongoing professional learning.
8. Monitor and assess progress in implementing the strategy.

RAINBOW DISTRICT SCHOOL BOARD

<b>POLICY &amp; PROCEDURES MANUAL</b>		<b>P.5.08</b>
LAST UPDATE PRINTED October 19, 1998	BOARD MOTION: 98-R163	STAFF

**POLICY STATEMENT**

P.5.08 LEAVE OF ABSENCES FOR HOLY DAYS

~~THE BOARD RECOGNIZES THE IMPORTANCE OF HOLY DAYS FOR ITS EMPLOYEES AND WILL ENDEAVOUR TO MEET THESE NEEDS BY GRANTING LEAVE OF ABSENCES AS OUTLINED IN THE COLLECTIVE AGREEMENT.~~

**RELIGIOUS ACCOMMODATION**

**THE BOARD ACKNOWLEDGES EACH INDIVIDUAL'S RIGHT TO FOLLOW OR NOT FOLLOW RELIGIOUS BELIEFS AND PRACTICES FREE FROM DISCRIMINATORY OR HARASSING BEHAVIOUR AND IS COMMITTED TO TAKING ALL REASONABLE STEPS TO PROVIDE RELIGIOUS ACCOMMODATION TO STUDENTS AND STAFF.**

**OPERATIONAL PROCEDURES**

P.5.08 LEAVE OF ABSENCE FOR HOLY DAYS RELIGIOUS ACCOMMODATION

- a) **Areas where the practice of religion may result in a request for religious accommodation on the part of the school and/or Board may include the following:**
- **Observation of major religious holy days and celebrations**
  - **School opening or closing exercises**
  - **Prayer**
  - **Dietary requirements**
  - **Fasting**
  - **Religious attire**
  - **Modesty requirements in physical education**
  - **Participation in daily activities and curriculum**
- b) Board employees are allowed to use personal days for the purpose of holy days.
- c) Personal days in excess of three days would be a leave without pay.