

POLICY COMMITTEE

May 12, 2026 @ 4:30pm
Via Zoom Video Conference

AGENDA

	Agenda Item	Reference	Presenter
	Part 1 – Policy Committee Administration (10 mins)		
1.	Call to Order and Acknowledgement		Chair
2.	Approval of Agenda		Chair
3.	Approval of Minutes from April 7, 2026 Policy Committee Meeting		Chair
	Part 2 – Policy Renovation Project with Anne Cooper, Consultant (80 mins) – Please refer to the May 12, 2026 meeting binder		A. Cooper
4.	Draft Policies for Discussion at this meeting: 6.80 – Provision of Transportation 4.10 - Staff Expectations 3.70 – Learning Resources	Pages 1-15	A. Cooper
5.	Policy 2.70 – Use of Board Property for Child Care		Balan Moorthy
6.	Questions & Comments		
7.	New Business		



BOARD OF EDUCATION

ZOOM LINK:

Antigone Snider is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://ca01web.zoom.us/j/69039690750?pwd=ZqPFXJo2NUmyagy8rObPbB6JfTUb.1&from=addon>

Meeting agenda

<https://docs.zoom.us/agenda/doc/cf132f92-56c5-42dc-bb50-35da014a8121?from=addon>

Meeting chat link

<https://ca01web.zoom.us/launch/jc/69039690750>

Meeting ID: 690 3969 0750

Passcode: 825025

One tap mobile

+15873281099,,69039690750# Canada

+17789072071,,69039690750# Canada

Join by SIP

• 69039690750@zmca.us

Join instructions

<https://ca01web.zoom.us/meetings/69039690750/invitations?signature=5lMReZJ0SDyNMUIpOFSNd196aHsQqmslEXInquiLX7Q>

Next Meeting: TBD

**BOARD OF EDUCATION
SCHOOL DISTRICT NO. 78 (FRASER-CASCADE)**

**DRAFT MINUTES OF THE POLICY COMMITTEE MEETING
April 7, 2026**

PRESENT:

Board Representatives:

Pattie Desjardins	Trustee	Chair
Wendy Colman-Lawley	Trustee	Committee Member

Special Guest:

Anne Cooper		Consultant
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Committee Representatives:

Bernard Klop	Representative	FCPVPA
Greg Lawley	Representative	FCPVPA

District Staff:

Balan Moorthy	Superintendent
Gerry Slykhuis	Secretary-Treasurer
Renge Bailie	Assistant Superintendent
Deb McKinney	Executive Secretary
Antigone Snider	Executive Secretary

Observers:

Wendy Clark	Trustee
Andrea Hensen	Trustee
Linda Kerr	Trustee

Regrets:

Lynne Marvell	Representative	FCTA
Jen Riley	Representative	DPAC
Belle Peters-Lepitre	Representative	Student
Coira Norwood	Representative	Student
<i>Vacant</i>	Representative	FCTA
<i>Vacant</i>	Representative	CMAW
<i>Vacant</i>	Representative	CMAW
<i>Vacant</i>	Representative	DPAC
<i>Vacant</i>	Representative	IEC
<i>Vacant</i>	Representative	IEC

1. Call to Order and Acknowledgment

The meeting was called to order at 4:30 pm via Zoom conference call. The Chair acknowledged that the meeting was being held on the shared territory of the Cheam, Sts'ailes, Sq'ewlets, Sq'ewqel, Shxw'owhámél, Seabird Island, Nlaka'pamux and Chawathil people.

2. Approval of Agenda – April 7, 2026**COLMAN-LAWLEY/KLOP**

THAT the agenda of the Policy Committee meeting for April 7, 2026, be approved as presented.

Carried**3. Approval of Minutes – March 3, 2026****COLMAN-LAWLEY/LAWLEY**

THAT the minutes of the Policy Committee meeting held on March 3, 2026, be approved as presented.

Carried**4. Overview of Section 6.00, Finance and Transportation**

The Consultant provided a summary of the actions to date regarding section 6.00 policies. The Consultant updated the Committee regarding two (2) draft policies which were reviewed by legal counsel. The Consultant advised Policy 6.50 School Closures is an update to Policy 4020 Permanent School Closures and Policy 6.51 Disposal of Land and Buildings is a new policy.

The Consultant recommended the two policies be referred directly to the Board of Education for review as the Policies were drafted under specific legal advice and should be reviewed by the Board without further edits. The Committee agreed to the recommended approach. The consultant and staff agreed to work and ensure the two policies are added to the agenda for the April 21, 2026 Board of Education meeting,

5. Drafts for Discussion:

The following five (5) draft Policies were put forward for review by the Policy Committee:

- 5.50 Unauthorized Visitors
- 6.20 Funding Requests
- 6.30 Advertising and Sponsorships
- 6.60 Public Use of Facilities
- 6.80 Student Transportation

Draft Policy 5.50 – Unauthorized Visitors

The Consultant provided an update on the revisions to date and reviewed the policy line by line with the Committee. The Consultant explained the overall focus on safety and how the changes to the draft policy provided clearer language and referenced the School Act.

The Committee discussed the Policy's purpose focusing on unauthorized visitors rather than authorized ones. The Consultant confirmed additional procedural details would be

included in the Administrative Procedure which would be made available on the District website for parents, and the public to review.

DESJARDINS/COLMAN-LAWLEY

THAT the Policy Committee recommend to the Board of Education that Policy 5.50 Unauthorized Visitors be forwarded to the Board for public notice and comment.

Carried

Draft Policy 6.20 – Funding Requests

The Consultant advised this is a new policy which was requested by the Board and as such the draft was presented without previous edits. The Consultant reviewed the draft policy and included an overview of the policy's purpose to ensure public funds are used for the intended educational purposes.

The Consultant explained the scope of the draft policy is not meant to impact existing ongoing funding agreements and partnerships. The Consultant clarified the draft policy covers circumstances where the entity requesting the funding is the lead for the initiative rather than the District. The Consultant advised the draft policy does not specify a funding amount or limit as it is optimal to review each funding request and corresponding value on a case by case basis.

The Committee discussed how the draft policy relates to the District's Strategic Plan. The Superintendent questioned whether the draft Policy should include more specifics on how funding requests relate to the curriculum and to ensure they have a clear purpose and scope. The Consultant simplified the policy language regarding the criteria to emphasize a direct link with the funding request's scope and the Board's expectations for positive student impacts and outcomes. The Consultant made various syntax and punctuation changes as recommended by the Committee.

DESJARDINS/KLOP

THAT the Policy Committee recommend to the Board of Education that Policy 6.20 Funding Requests be forwarded to the Board for public notice and comment.

Carried

Draft Policy 6.30 Advertising and Sponsorships

The Consultant advised the draft policy is a combination of two existing policies and advised the Committee of the draft policy's scope and purpose. The draft policy is intended to ensure students' time spent at school is safe from activities that are specifically for commercial gain.

The Consultant provided a review of the draft policy and advised that the Principal is the decision maker on sponsorship and advertising requests in consultation with the Superintendent when needed. The draft policy's purpose is to help guide those decisions. The Committee discussed scenarios for requests and how sponsorships are typically temporary rather than permanent commitments. The Consultant clarified that student led fundraising activities are outside the scope of the draft policy. The Consultant added an

additional sentence to help clarify that the draft policy is not intended to limit District led fundraising initiatives.

COLMAN-LAWLEY/KLOP

THAT the Policy Committee recommend to the Board of Education that Policy 6.30 Advertising and Sponsorship be forwarded to the Board for public notice and comment.

Carried

Draft Policy 6.60 Public Use of Facilities

The draft policy is an update to existing Policy 4030 - Use of School Grounds, Buildings and Facilities. The Consultant advised the policy applies to rental arrangements where no Joint Use Agreement is in place. The Consultant reviewed the draft principles and explained that rental fees would be structured on a cost recovery basis and not intended to subsidize the renters' activities. The Consultant reviewed the guidelines and prohibited activities. The Committee recommended additional language to include vaping and drug use of any kind as prohibited activities.

The Consultant provided a review of the factors to take into consideration to prioritize the use of a facility by multiple applicants. The Committee discussed how various applicants and application scenarios would be evaluated based on the factors. The Consultant updated the policy's language regarding "the Board's values" rather than "beliefs and values" to ensure alignment with the current strategic plan's language. The Consultant confirmed specifics related to fee schedules and rental application processes would be moved to an Administrative Procedure.

DESJARDINS/KLOP

THAT the Policy Committee recommend to the Board of Education that Policy 6.60 Public Use of Facilities be forwarded to the Board for public notice and comment.

Carried

Policy 6.80 Student Transportation

The Consultant reviewed the revised list of factors to consider when transportation services are provided. The Consultant emphasized that the policy's intent is to clarify that the provision of transportation services are a privilege rather than a right, and the key factors help clarify when the need for transportation services is justified and necessary. The Committee discussed hardship scenarios and agreed support for transportation services may be captured through alternate student support activities on a case by case basis.

The Committee discussed how First Nations evaluate their school of choice and how that connects to the provision of transportation services. The Consultant provided a line by line review of the eligibility factors and the Committee recommended to review the language regarding students with physical disabilities and neurodivergent students. The Committee agreed to defer discussion to the next Policy Committee meeting in the interest of time and to allow for more in depth review.

6. Questions & Comments - Nil

7. New Business - Nil

Next Meeting: Tuesday, May 12, 2026 4:30-6:00 pm
Via Zoom conference call

ADJOURNMENT

DESJARDINS

THAT the meeting be adjourned at 5:59 pm

DRAFT



BYLAW AND POLICY REVISION PROJECT

POLICY COMMITTEE – MAY 12, 2026

1. Drafts for discussion at this meeting:

- 1.1. Policy 6.80 Provision of Transportation – review revised draft, note yellow highlighting
- 1.2. Policy 4.10 Staff Expectations
- 1.3. Policy 3.70 Learning Resources

POLICY 6.80 STUDENT TRANSPORTATION

The Board of Education acknowledges the rural nature of the District. Safe and accessible transportation plays a key role in the provision of education programs for some students. In accordance with the *School Act*, transportation for students going to and from school is provided at the discretion of the Board. Transportation services to and from school are offered as a privilege, recognizing that the Board is under no obligation, statutory or otherwise, to provide transportation.

The following factors are considered when determining the provision of bus transportation services:

- whether there are sufficient students to justify the service,
- whether road conditions are suitable for school buses,
- the distance affected students live from the nearest school,
- available funding, and
- the need for operational efficiencies.

Where there are insufficient eligible students to justify the establishment of a school bus route or where a bus route has not been established for other reasons such as safety and unsuitable road conditions, the Board will pay transportation allowance to the parents of eligible students in accordance with the rates established by the Board from time to time.

In all cases the Board expects students to comply with the behaviour and procedure expectations of drivers, teachers and other supervisors.

GUIDELINES

1. Eligible Riders – Students are eligible for transportation services when they live further than the following walk limits from, and are attending, their catchment area school:
 - 1.1. a student with neurodivergent or physical disabilities whose need for transportation has been assessed and approved by the district;
 - 1.2. kindergarten residing more than 1.6 km. from school
 - 1.3. grades 1-7 residing more than 4 km from school
 - 1.4. grades 8-12 residing more than 4.8 km from school
2. Ineligible Riders – Students are ineligible for transportation services:
 - 2.1. a student living within walk limits as outlined above
 - 2.2. a student attending an out-of-catchment area school
 - 2.3. A student attending a non-public school
 - 2.4. a student living outside of the district, and attending a district school

3. Courtesy Riders – If the manifest of eligible riders, indicates there is space on a bus, there is a pre-existing bus route, no additional stops are required, and no additional costs are incurred, the following students may be permitted to ride as courtesy riders:
 - 3.1. students in catchment within walk limits
 - 3.2. students from out-of-catchment areas
 - 3.3. students who attend non-public schools (a fee will be applied)

THE REMAINDER MOVE TO SUPPORTING ADMINISTRATIVE PROCEDURES



POLICY 6.80 STUDENT TRANSPORTATION

~~It is the policy of the~~The Board of Education ~~for School District No. 78 (Fraser-Cascade)~~ acknowledges the rural nature of the District. Safe and accessible transportation plays a key role in the provision of education programs for some students. In accordance with the *School Act*, transportation for students going to and from school is provided at the discretion of the Board ~~that where there are sufficient eligible students, the Board may provide a school bus service to convey students to and from school.~~ This ~~service~~Transportation services to and from school ~~is~~are offered as a privilege, ~~as recognizing that~~ the Board is under no obligation, statutory or otherwise, to provide transportation.

~~The goal of the school bus transportation system is to transport district public school students safely, economically and expeditiously in the following order of priority:~~

- ~~• a) to and from school~~
- ~~• b) co-curricular / extra-curricular activities both within the school district and beyond~~

The following factors are considered when determining the provision of bus transportation services:

- whether there are sufficient students to justify the service,
- whether road conditions are suitable for school buses,
- the distance affected students live from the nearest school,
- available funding, and
- the need for operational efficiencies.

Where there are insufficient eligible students to justify the establishment of a school bus ~~run~~route or where a bus ~~run~~route has not been established for other reasons ~~like such as~~ safety and unsuitable road conditions, the Board will pay transportation allowance to the parents of eligible students in accordance with the ~~scale set by the Board (See Appendix "A" Transportation Allowance Form / Scale).~~rates established by the Board from time to time.

~~The Board will establish regulations, which may be amended by resolution defining eligible students and laying down procedures for payment of transportation allowance.~~

In all cases ~~The use of buses by District students is a privilege, not a right.~~The ~~the~~ Board expects students to comply with the behaviour and procedure expectations of drivers, teachers and other supervisors.

~~The Board delegates to the bus driver the authority and responsibility for the safety and well-being of all students on board the bus. The driver has the authority to maintain order on the bus and ensure that rules regarding transportation are respected.~~

GUIDELINES

~~1.—Eligible Students~~

~~2.1.~~ Eligible Riders – Students are eligible for transportation services when they live further than the following walk limits from, and are attending, their catchment area school:

~~2.1.1. a student with neurodivergent or physical disabilities whose need for transportation has been assessed and approved by the district a physically handicapped student;~~

~~2.2.1.2.~~ kindergarten residing more than 1.6 km. from school

~~2.3.1.3.~~ grades 1-7 residing more than 4 km from school

~~2.4.1.4.~~ grades 8-12 residing more than 4.8 km from school

~~3.2.~~ Ineligible Riders – ~~Students are i~~ineligible ~~Students~~for transportation services:

~~For the purpose of student transportation an ineligible student is:~~

~~3.1.2.1.~~ a student living within walk limits as outlined above

~~2.2.~~ a student attending an out-of-catchment area school

~~3.2.~~

~~2.3.~~ A student attending a non-public school

~~3.3.2.4.~~ a student living outside of the district, and attending a district school

~~4.3.~~ Courtesy Riders – If the manifest of eligible riders, ~~as required by Motor Vehicle Act Regulation, Division 11–School Buses~~ indicates there is space on ~~the a~~ bus, there is a pre-existing bus route, no additional stops are required, and no additional costs are incurred, the following students may be permitted to ride as courtesy riders:

~~4.1.3.1.~~ students in catchment within walk limits

~~4.2.3.2.~~ students from out-of-catchment areas

~~4.3.3.3.~~ students who attend non-public schools (a fee will be applied)

~~5.—The Transportation Supervisor will approve courtesy rider requests after September 30, on a first-come, first-serve basis, after the Courtesy Rider Request Form has been completed (see Appendix B Courtesy Rider Request Form). When necessary, courtesy riders will be removed from the list in reverse order of application. At the discretion of~~

Policy 4.50 Recruitment of Senior District Staff

~~the District, courtesy rider privileges may be withdrawn at any time with up to one week's verbal notice, followed by written notification.~~

~~6.—~~

~~7.—*** Courtesy riders from previous years will notify the Director of Facilities and Transportation on or before August 15th if they still wish to be considered as a courtesy rider and do not require yearly approval.~~

~~8.—Transportation Allowance— will be paid to an eligible student in accordance with the scale set by the Board if there is no school bus service.~~

~~Transportation allowance will be paid on receipt of a signed application from the parent/guardian of an eligible student. Application forms are available from the schools (See Appendix "A"). Parents should complete and sign the forms, return them to the school for approval by the school principal or designate and for approval by the Secretary-Treasurer. Applications submitted between September and December will be retroactive to September of the current school year and applications submitted after December 31st will be retroactive to January of the current school year.~~

~~Principals and designate are to forward a monthly report to the Secretary-Treasurer, giving attendance details of eligible students.~~

~~9.—Exceptionsto school bus transportation or transportation allowance~~

~~10.—~~

~~11. The Superintendent of Schools may declare an ineligible student to be eligible for school bus transportation or transportation allowance if the walk to school is along or across a dangerous section of highway, or if there are other special circumstances.~~

~~Should it become necessary for a student to transfer from a school in his/her catchment area to a school in another catchment area in order to receive Special Education services not available in his/her catchment school, that student will be considered eligible for transportation allowance, if there is no bus reasonably available. The Board will be notified of those students.~~

THE REMAINDER MOVE TO SUPPORTING ADMINISTRATIVE PROCEDURES

~~SUBJECT: STUDENT TRANSPORTATION — SCHOOL BUS RULES AND REGULATIONS~~

POLICY 4.10 EXPECTATIONS OF EMPLOYEES

The Board of Education has established expectations for employees, aligned with the district's core values, to support employee growth and development and to guide employee behaviors and actions.

Employees are to report any concerns or violations of this policy to their immediate supervisor.

A breach of these expectations may result in disciplinary action, up to and including dismissal.

Employees are expected to:

General Conduct

- ensure the safety, well-being, and educational needs of students are a paramount priority.
- treat all individuals with respect and dignity.
- foster equity, empathy, and inclusion through all interactions with colleagues, students, parents/guardians/caregivers, and community members.
- practice factual, courteous, and respectful communication at all times, using appropriate language and tone, in verbal, written and electronic exchanges.
- never make comments or engage in conduct which they know or ought to know is intimidating, humiliating, hostile, offensive, discriminatory, or violent.
- refrain from any comments or behaviours which are known or ought to be known to discriminate on the basis of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, and/or any other personal characteristic.

Relationships with Students and Parents/Guardians/Caregivers

- respect and maintain appropriate professional boundaries between themselves and students, acting at all times in a manner consistent with their role and obligations under any applicable professional codes of conduct.
- never abuse the privileged position of authority, trust, and influence they hold.
- respond to concerns in a timely, attentive, factual and respectful manner.

Use of Confidential Information

- treat student records, personal information, and sensitive data with the utmost care and confidentiality.
- safeguard confidential information and never share with unauthorized individuals, except as required by law or authorized by the district. [privacy management program]

Off-Duty Conduct and Social Media

- maintain a positive and professional image outside working hours so as to not negatively affect the District's reputation and work environment
- use social media responsibly, ensuring that content shared does not compromise professional integrity or violate the rights and privacy of students, colleagues, or parents/guardians/caregivers.

Conflict of Interest

- disclose potential conflicts by promptly reporting any personal, financial, or professional relationships that could interfere with objective decision-making or create perceived favoritism.
- maintain impartiality by ensuring that relationships, such as family members, friends and colleagues, do not influence grading, discipline, opportunities, or professional judgment
- avoid dual relationships by refraining from paid services such as, tutoring, counselling, coaching, or providing to students they teach or supervise without the approval of administration.
- decline inappropriate gifts by refusing gifts, favors, or benefits from students or families that could create obligation or appear to influence professional decisions
- separate personal interests from professional duties by avoiding using their position for personal gain, such as promoting personal businesses, soliciting donations for personal causes, or directing school resources to benefit themselves
- notify administration when they observe potential conflicts of interest that could compromise student welfare or district integrity
- consult with administration whenever uncertain if a situation constitutes a conflict of interest.

Drug and Alcohol Use

- For the purpose of policy, the term "drug" includes, any substance which affects a person's physical or mental capacity or functioning, which causes a marked change in consciousness, or which has a physiological effect when ingested or otherwise introduced into the body. A drug includes both legal and illegal forms of such substances, or medications taken pursuant to a valid prescription.
- never perform duties while impaired by the effects of drugs ensuring the safety and well-being of colleagues and students.
- take reasonable action to prevent another employee from working under the influence of drugs and report it to their direct Supervisor immediately if they believe that a worker is impaired or observes what appears to be an unsafe or harmful condition or act.

Attendance FROM POLICY 6540 ABSENTEEISM REPORTING BY STAFF

- be regularly available for their scheduled work, including arriving on time.
- follow district procedures for absences, lates and requesting leaves.
- respond positively to interventions to assist with attendance and punctuality issues.

Workplace Attire

- exercise good judgement and reasonableness when selecting work attire that is appropriate for the intended work, and when required, in accordance with WorkSafe BC and other safety considerations.

Political Participation

- when participating in the democratic process at any level, including being a member of a political party, supporting a candidate for elected office, campaigning in elections, and running for or holding public office, this must be done on their own time, and with care to ensure separation between their private activities and their association with the District.
- never use school district facilities, equipment or resources in the support of these activities.

Post-Employment Obligations

When employees leave the employ of the district they have an ongoing responsibilities to the District to:

- protect confidential information – the confidentiality of sensitive and/or personal information, as realized through their employment with the District, must be maintained. Confidential information must not be disclosed. It must not be used for personal gain or shared with future employers.
- return district property – any property, materials, or documents, must be returned on or before an employee's last working day, including but not limited to, files, records, keys, security passes, and any electronic equipment or mobile devices.

Criminal Offenses

Employees must immediately notify the Assistant Superintendent Human Resources if they are charged with a criminal offence which may be relevant to their employment, including but not limited to, a relevant or specified offence under the BC *Criminal Records Review Act*.

When uncertain whether to disclose a particular charge, employees should consult Human Resources for guidance.



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Employees are to report any concerns or violations of this policy to their immediate supervisor.

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General Conduct

- ensure the safety, well-being, and educational needs of students are a paramount priority.
- treat all individuals with respect and dignity.
- foster equity, empathy, and inclusion through all interactions with colleagues, students, parents/guardians/caregivers, and community members.
- practice factual, courteous, and respectful communication at all times, using appropriate language and tone, in verbal, written and electronic exchanges.
- never make comments or engage in conduct which they know or ought to know is intimidating, humiliating, hostile, offensive, discriminatory, or violent.
- refrain from any comments or behaviours which are known or ought to be known to discriminate on the basis of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, and/or any other personal characteristic.

Relationships with Students and Parents/Guardians/Caregivers

- respect and maintain appropriate professional boundaries between themselves and students, acting at all times in a manner consistent with their role and obligations under any applicable professional codes of conduct.
- never abuse the privileged position of authority, trust, and influence they hold.
- respond to concerns in a timely, attentive, factual and respectful manner.

Use of Confidential Information

- treat student records, personal information, and sensitive data with the utmost care and confidentiality.

- safeguard confidential information and never share with unauthorized individuals, except as required by law or authorized by the district. [privacy management program]

Off-Duty Conduct and Social Media

- maintain a positive and professional image outside working hours so as to not negatively affect the District's reputation and work environment
- use social media responsibly, ensuring that content shared does not compromise professional integrity or violate the rights and privacy of students, colleagues, or parents/guardians/caregivers.

Conflict of Interest

- disclose potential conflicts by promptly reporting any personal, financial, or professional relationships that could interfere with objective decision-making or create perceived favoritism.
- maintain impartiality by ensuring that ~~personal~~ relationships, such as family members, friends and colleagues, do not influence grading, discipline, opportunities, or professional judgment
- avoid dual relationships by refraining from paid services such as, tutoring, counselling, coaching, or providing to students they teach or supervise without the approval of administration.
- decline inappropriate gifts by refusing gifts, favors, or benefits from students or families that could create obligation or appear to influence professional decisions
- separate personal interests from professional duties by avoiding using their position for personal gain, such as promoting personal businesses, soliciting donations for personal causes, or directing school resources to benefit themselves
- notify administration when they observe potential conflicts of interest that could compromise student welfare or district integrity
- consult with administration whenever uncertain if a situation constitutes a conflict of interest.

Drug and Alcohol Use

- For the purpose of policy, the term "drug" includes, any substance which affects a person's physical or mental capacity or functioning, which causes a marked change in consciousness, or which has a physiological effect when ingested or otherwise introduced into the body. A drug includes both legal and illegal forms of such substances, or medications taken pursuant to a valid prescription.
- never perform duties while impaired by the effects of ~~alcohol, drugs or prescription or non-prescription medication,~~ ensuring the safety and well-being of colleagues and students.

- take reasonable action to prevent another employee from working under the influence of drugs **or alcohol**, and report it to their direct Supervisor immediately if they believe that a worker is impaired ~~by alcohol, drugs or prescription or non-prescription medication~~, or observes what appears to be an unsafe or harmful condition or act.

Attendance FROM POLICY 6540 ABSENTEEISM REPORTING BY STAFF

- be regularly available for their scheduled work, including arriving on time.
- follow district procedures for absences, lates and requesting leaves.
- respond positively to interventions to assist with attendance and punctuality issues.

Workplace Attire

- exercise good judgement and reasonableness when selecting work attire that is appropriate for the intended work, and when required, in accordance with WorkSafe BC and other safety considerations.

Political Participation

- when participating in the democratic process at any level, including being a member of a political party, supporting a candidate for elected office, campaigning in elections, and running for or holding public office, this must be done on their own time, and with care to ensure separation between their private activities and their association with the District.
- never use school district facilities, equipment or resources in the support of these activities.

Post-Employment Obligations

When employees leave the employ of the district they have an ongoing responsibilities to the District to:

- protect confidential information – the confidentiality of sensitive and/or personal information, as realized through their employment with the District, must be maintained. Confidential information must not be disclosed. It must not be used for personal gain or shared with future employers.
- return district property – any property, materials, or documents, must be returned on or before an employee's last working day, including but not limited to, files, records, keys, security passes, and any electronic equipment or mobile devices.

Criminal Offences

Employees must immediately notify the Assistant Superintendent Human Resources if they are charged with a criminal offence which may be relevant to their employment, including but not limited to, a relevant or specified offence under the BC *Criminal Records*

Review Act. When uncertain whether to disclose a particular charge, employees should consult Human Resources for guidance.

|



3.70 LEARNING RESOURCES

The Board of Education recognizes that the selection of learning resources draws on input from teachers, students, administrators, district staff, Rightsholders, parents/guardians/caregivers and partners.

Learning resources should reflect and celebrate the diversity of the District. Students should see themselves, their families, and the wider world represented positively and authentically throughout the curriculum.

In support of Reconciliation, learning resources will reflect the perspectives and knowledge of local First Nations.

Questions or requests to view resources are to be directed to the staff member providing the resources. Challenges to resources will be reviewed thoughtfully and in accordance with the District's Learning Resource Challenge Administrative Procedure.



~~7525~~ **3.70 LEARNING RESOURCES FOR CLASSROOM USE AND** **5110 CHALLENGING CONTROVERSIAL MATERIAL**

~~The learning of individual students is enhanced by the use of a variety of learning materials which are appropriate to students' developmental levels and learning styles. The Board of Education promotes the development of a resource rich learning environment in each of its schools. For purposes of this policy, resources will refer to those materials intended for extensive classroom use either print or non-print and that are curriculum related, age appropriate, and accommodating to a wide range of learning levels and interests.~~

The Board of Education recognizes that the selection of learning resources draws on input from teachers, students, administrators, district staff, Rightsholders, parents/guardians/caregivers and partners.

Learning resources should reflect and celebrate the diversity of the District. Students should see themselves, their families, and the wider world represented positively and authentically throughout the curriculum.

In support of Reconciliation, learning resources will reflect the perspectives and knowledge of local First Nations.

Questions or requests to view resources are to be directed to the staff member providing the resources. Challenges to resources will be reviewed thoughtfully and in accordance with the District's Learning Resource Challenge Administrative Procedure.

~~The Board of Education recognizes that any person in the District may challenge (on the basis of appropriateness), learning resources used in the District's educational program.~~

~~This policy is to provide a procedure for considering the opinions of those persons in the community and schools who are not directly involved in the selection process.~~



POLICY 2.70 USE OF BOARD PROPERTY FOR CHILD CARE

This policy is to provide guidance with respect to how the Board of Education will promote the use of Board property for the provision of child care programs, in accordance with the *School Act*.

The Board will, on an ongoing basis, assess community need for child care programs on its property, through a process of engagement with employee groups, Parent Advisory Councils, parents/guardians, local First Nations, Métis Nation BC, service providers, and existing child care operators. The process for engagement will be reviewed on an ongoing basis.

Where the Board changes the use of board property being used for child care, it will promptly notify the Minister.

Guiding Principles

GUIDELINES

1. District facilities will be generally available for child care, by the Board or third-party licensees, on business days between the hours of 7 a.m. and 6 p.m.
2. The use of Board property by licensed child care providers must not disrupt or otherwise interfere with the provision of educational activities including early learning programs and extracurricular school activities.
3. If child care programs are to be provided on Board property, the Board will consider, on an ongoing basis, whether those programs are best provided by licensees other than the Board, the Board, or a combination of both.
4. If the Board decides to operate a child care program, the Board will ensure that it is operated in a manner that:
 - 4.1. fosters Indigenous reconciliation in child care. In particular, the child care program will be operated consistently with the following principles of the *British Columbia Declaration on the Rights of Indigenous Peoples Act*: Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including in the area of education; and “Indigenous peoples have the right to the dignity and diversity of their cultures, traditions,

- histories and aspirations which shall be appropriately reflected in education”;
and
- 4.2. is inclusive and consistent with the principles of non-discrimination set out in the British Columbia Human Rights Code.
5. Child care programs, if operated by the Board, will be operated for a fee no greater than the direct costs the Board incurs in providing the child care program.
 6. In selecting licensees other than the Board to operate a child care program, the Board will give special consideration to the candidates' proposals to:
 - 6.1. provide inclusive child care; and
 - 6.2. foster Indigenous reconciliation in child care.
 7. Fees for the use of Board property by licensees other than the Board will not exceed the direct and indirect costs the Board incurs in making board property available for the child care program. Direct and indirect costs include:
 - 7.1. utilities;
 - 7.2. maintenance and repair;
 - 7.3. a reasonable allowance for the cost of providing custodial services; and
 - 7.4. a reasonable allowance for time that school district administrators and other staff spend on matters relating to the use of Board property by licensed child care providers.
 8. If child care programs are operated by a licensee other than the Board, the Board will require the licensee to commit to, and comply with, this policy.
 9. Any contract with a licensee other than the Board, to provide a child care program on Board property must be in writing and subject to review no less than every three years. The contract must contain:
 - 9.1. a description of the direct and indirect costs for which the licensee is responsible;
 - 9.2. an agreement by the licensee to comply with this policy and all other applicable policies;
 - 9.3. a provision describing how the agreement can be terminated by the Board or the licensee; and
 - 9.4. an allocation of responsibility to ensure adequate insurance is in place to protect the interests of the Board;

- 9.5. a provision confirming the child care provider will be responsible for liability arising from the child care provider's operation of a child care program on board property, including indemnification of the Board.
 - 9.6. a statement that the agreement can only be amended in writing, signed by the Board and the licensee;
 - 9.7. a requirement for the licensee to maintain appropriate standards of performance;
 - 9.8. a description of processes for ongoing engagement with the licensee in the provision of child care; and
 - 9.9. a requirement that the licensee must at all times maintain the required license to operate a child care facility.
10. Prior to entering into or renewing a contract with a licensee other than the Board to provide a child care program on Board property, the Board will consider:
- 10.1. whether it is preferable for the Board to become a licensee and operate a child care program directly;
 - 10.2. the availability of school district staff to provide a child care program;
 - 10.3. whether, with respect to a licensee seeking renewal or extension of a contract, the licensee has performed its obligations under this Policy and its contract with the Board, with specific regard to performance in respect of providing an inclusive child care program and one that promotes Indigenous reconciliation in child care.
11. The Board is not providing any assurance that the facility the licensed child care provider intends to use complies with the regulatory requirements of licensed child care facilities. The licensed child care providers are responsible for ensuring that they comply with regulatory requirements associated with operating a licensed child care facility.