

**School District #75 (Mission)  
Special Committee of the Whole Meeting Minutes  
October 26, 2021, 3:30 pm  
Zoom Meeting**

**Members Present:** Board Chair, Tracy Loffler  
Vice-Chair, Randy Cairns  
Trustee, Shelley Carter  
Trustee, Rick McKamey  
Trustee, Julia Renkema

**Staff Present:** Secretary-Treasurer, Corien Becker  
Superintendent of Schools, Angus Wilson  
Assistant Superintendent, Karen Alvarez  
District Principal of Indigenous Education, Vivian Searwar  
Director of Operations, Dana MacLean

**Executive Assistant, Ilona Schmidt (Recorder)**

**Others Present:** MTU President, Ryan McCarty; MTU Vice-President,  
Shannon Bowsfield; DPAC Treasurer, Jacquelyn Wickham,  
DPAC Chair, Cheryl Blondin; CUPE President, Nansy  
Gibson; Principal, Angela Condon

**1. CALL TO ORDER**

The meeting was called to order at 3:30 pm by the Chairperson. The Chair acknowledged that Mission Public Schools is held on Stó:lō Territory. There are four First Nation Bands within the boundaries of the Mission School District: Leq:a'mel, Sq'èwlets, Kwantlen, and Matsqui First Nations.

**2. ADOPTION OF AGENDA**

**MOVED and Seconded that the Agenda be adopted as presented.**

**CARRIED**

**3. DELEGATIONS/PRESENTATIONS**

**4. CURRICULUM**

**5. UNFINISHED BUSINESS**

**6. STAFF REPORTS**

## 6.1 Policy Review

### 6.1.1 Draft - Equity, Diversity, and Inclusion Policy

The Secretary-Treasurer has worked with the District Principal of Indigenous Education to restructure the policy to include a positive lens, how we want to see the school district going forward.

A question was asked about handling complaints. This overarching policy is designed to be an umbrella policy on how we do the work. Procedures will address how we handle complaints. We wanted to frame what the policy is, not what it is against. Changing a view of systemic racism that the society grew up with is educating people.

A comment was made that discrimination exists, and putting a positive lens onto discrimination could sound demeaning.

Suggestions were made:

- Page 2, include disability in Guidelines 1, 1.1
- Values/racial equity - add the word decolonize? anti-ableism? Accessibility;
- Page 4, 2nd a - UNDRIP - while listing the declaration of human rights, include the BC TEA. All are important. LEA - ongoing work towards decolonization.
- Page 2, h: does the word health fit?
- Were definitions of equity or racism left blank on purpose?
- Input from students that are not overly represented. Reach out to other communities - self-advocacy groups (MACL, Siwal Si'wes, LGBTQ?) may offer a great perspective

SST REPORT - one of their recommendation was to broaden the policy.

A question was asked about Equity Scan updates. We may have to revisit this every couple of years, as Equity Scan is updated every year. We are a long way from achieving equity.

### 6.1.2 Draft - Safe, Caring, and Respectful Schools Policy

Re-structured to show where we are now. Procedure we currently have - DRC - we would like to move away from "if you do this, this is what happens". We are looking at pro-active strategies towards a positive school environment. Looking at our response, but also how the repair the harm of the behaviour - education from it takes place.

p.1 "orderly" - province uses these words - does not add anything to creating safe, caring and respectful schools.

to provide a safe..... and orderly environment (start with safe). Government document is from 2007. Orderly has a military sense.

Safe, caring and orderly schools (provided by the Ministry)

We can separate this into student/employee stream. We are trying to lean away from rules/laws and create expectations.

SD75 is reviewing Codes of Conduct at every school, as per Ministry requirement. Behaviour management procedure is also being reviewed, to avoid only punishing students, and ensure students learn from the actions. Creating more procedures.

Guidelines: Will there be a corporate policy to govern all the codes of conduct? Should there be one? Legislative requirement is to have a school code of conduct. We are going to create a template with the clothing guidance, and the code of conduct.

Suggestions were made:

- AP3.0.1, 1.13: "timely" handling of complaints should have a concrete timeframe. The response lies in the management/administration of the SD to take action.
- reference UNDRIP, DRIPA
- 2.5 - annual review - what is the mechanism of the review? expectation is for students to review codes of conduct...
- AP 3.0.1, p.1 "on purpose" replace by purposefully
- Mention school buses
- 4.2.1: initiate a review "immediately"
- 4.1.2: add email and phone under address
- 4.2.3. h: "designed" change to "designated"

There are various instances of student complaint - principals make notes in their day journals. If a formal investigation is needed, we need something documented. What is the cut-off line between day-to-day school management to something we need to report.

If a student does something that is serious enough to warrant suspension, we get documents. DRC - package is put together. In elementary school, it is on daily basis that someone accuses someone of bullying. Bullying is on an ongoing basis. Something needs to be documented.

Interpersonal issues may need to be documented, as when there are staff changes, principals should be aware who is being picked on etc. Is any bias being eliminated?

Informal vs formal form of recording something

Safer Schools Together - recommendation to upgrade the policy #8 considerations (address these)

The Safe, Respectful Schools policy was brought forward in 2014

6.1.3 Draft - Respectful Workplaces Policy

Suggestions were made:

- Tolerate - why was that removed? There is no issue leaving it in. Tolerate is a charged word with the racism context
- 1.4 others may need to be included
- Feb14, 2021 email sent: 1.3 and 1.11 reference
- AP, Definitions Workers... incorporate elected officials

**7. NEW BUSINESS**

**8. MINUTES OF PREVIOUS MEETINGS**

8.1 Special Committee of the Whole Meeting Minutes, October 12, 2021

MOVED and Seconded that the Special Committee of the Whole minutes dated October 12, 2021 be amended.

AMENDMENT: 6.1.2 Trustees have not had an increase since 2009. Prior to 2009, the previous trustee remuneration increase was in 2001.

AMENDMENT2: 6.1.2 Trustees have not had an increase since 2009. Prior to 2009, the previous trustee remuneration increase was in 2001. Due to federal tax changes in 2019, trustee's net income was decreased and has not been adjusted to offset the change.

MOVED and Seconded to DEFER to November 2, 2021 meeting.

**CARRIED**

**9. INFORMATION ITEMS**

**10. ADJOURNMENT**

**MOVED and Seconded that the Board adjourn the meeting.**

**CARRIED**

The meeting adjourned at 4:54 pm.

Original signed by T. Loffler

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Chair, Board of Education

Original signed by C. Becker

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Secretary-Treasurer

The minutes were approved on  
December 7, 2021 at the Public  
Committee of the Whole meeting.