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POLICY: Administrative Allowance

Rationale:
The Board recognizes that, from time to time, it will be necessary for Supervisory Officers, Managers and Assistant Managers to incur business expenses in carrying out their duties for the Board.

The Board also recognizes the need to reimburse members of the above-named groups of employees for these business expenses.

Personnel Affected by Policy:
Supervisory Officers, Managers and Assistant Managers.

Organizational Authority:
The Board

Regulations
1. The Administrative Allowance is an allowance to be used for business expenses incurred in carrying out the employee’s duties, that in their position as Supervisory Officer, Manager or Assistant Manager they would be required to incur.

2. An Administrative Allowance is a taxable benefit. Taxes will be deducted at source.

3. However, when an employee is entitled to an Administrative Allowance, business expenses can be used to offset tax on the Administrative Allowance.

4. By January 31 of each year, original receipts accompanied by a description the specific business expense, are to be submitted directly to the Superintendent of Business Services, who will ensure the annual expenses will be used as a taxable benefit on the employee’s T-4. The sensitivity/confidentiality of the business expense, shall be ensured.

5. The following employees shall be entitled to an Administrative Allowance:
   - Director of Education - $92.00 per month
   - Superintendent of Educational Services - $92.00 per month
   - Superintendent of Business Services - $92.00 per month
   - Manager of Human Resources Services - $92.00 per month
   - Manager of Plant Services - $92.00 per month
   - Assistant Manager of Plant Services - $62.00 per month
   - Manager of Technological Services - $92.00 per month
POLICY: Acquired Immune-Deficiency Syndrome (AIDS) and Human Immuno-Deficiency Virus (HIV)

Rationale for Policy:
The Board recognizes the right of students to an education and employees to gainful employment. It shall compassionately respond to individuals suffering from AIDS or carrying HIV; in keeping with the gospel message of Jesus Christ.

Personnel Affected by Policy:
Regular and long-term temporary, teaching and non-teaching employees, and students.

Organizational Authority:
Management

Regulations:
Whereas casual contact is not a known means of transmission of the HIV, and whereas legal and medical procedures are in place for infectious diseases the following regulations shall apply:

1.0 Students
1.1 The legal rights to attend school shall be upheld, in keeping with the Education Act and the Health Protection and Promotion Act.
1.2 The right to privacy shall be maintained, in accordance with the laws governing confidentiality and reporting obligations.
1.3 The feasibility of home or hospital instruction shall be decided upon when necessitated by a student's physical condition or behaviour. The decisions shall be made on a case by case basis.

2.0 Employees - Teaching and Non-teaching
2.1 The right to continuation of employment shall be respected, in accordance with the Education Act and the existing agreements and policies.
2.2 The right to privacy shall be maintained, in accordance with the laws governing confidentiality, and reporting obligations.
2.3 Where employment places the employee at a determined health risk in a particular work situation, efforts will be made to place the person in a less threatening situation.
2.4 The right to benefits, for an employee who becomes too sick to work, shall be duly regarded in respect to existing agreements and policies.
2.5 The assignment of a teacher to the delivery of home or hospital instruction shall be with the agreement of the teacher.

3.0 Curriculum
3.1 The Ontario Ministry of Education mandate, requiring educational units about AIDS, shall be enacted.
3.2 The programme, as outlined in the document AIDS EDUCATION: A PROGRAMME FOR THE CATHOLIC SCHOOLS IN ONTARIO, shall govern the Catholic nature and context of curriculum.
3.3 The Board's professional staff shall have the primary responsibility for program delivery of topics pertaining to sexually-transmitted diseases, including AIDS.
POLICY: Conferences & Conventions - Attendance

Rationale for Policy:
The Board recognizes the advantages to be gained by attendance at conventions, workshops and displays of an educational nature. The Board also recognizes that the benefits gained should bear a close relationship to the expense incurred.

Personnel Affected by Policy:
Trustees, and full- and part-time regular, non-teaching employees.

Organizational Authority:
1. The appropriate Superintendent responsible for the employee's school or department is the organizational authority for non-teaching staff.
2. The Director of Education is the organizational authority for Superintendents.
3. The Chairperson of the Board is the organizational authority for Trustees.

Regulations and Procedures:
1. Non-teaching Staff and Supervisory Officers
   1.1 Non-teaching and supervisory staff may attend conventions, workshops, and/or displays deemed to be worthwhile, subject to the limitations of the appropriate budget.
   1.2 At no time shall all personnel permitted to attend conventions, workshops and/or displays be absent from duty simultaneously to attend such functions.
   1.3 Personnel may be requested to make an oral and/or a written report to the Director and/or to the Board following attendance at a convention, workshop, or display.
   1.4 Application to attend must be submitted:
      a) in writing on the appropriate Application for Professional Development form (see Principal's Manual);
      b) when participation in the professional development activity requires:
         (i) absence from regular duties;
         (ii) payment of any expenses by the Board at least five weeks prior to the date of the activity;
   1.5 Employees are:
      a) responsible for making all arrangements pertinent to the attendance at the activity once it has been approved; and
      b) responsible for payment of all costs (subject to reimbursement).

2. Trustees
   2.1 The trustees may spend within the budgetary limits per year on conventions, workshops and displays.
   2.2 Not more than four trustees shall attend any one convention, workshop or display at the Board's expense, other than the OCSTA Annual Convention.
   2.3 The trustees who are to attend any given convention, workshop or display at the Board's expense shall be approved by the Chairperson of the Board in a manner the Chairperson will determine.
   2.4 Trustees may be requested to make an oral and/or a written report to the Board following attendance at a convention, workshop, or display. A joint report may be presented when two or more Trustees attend the same event.
POLICY: Criminal Background Check – Employees & Trustees

Rationale
The Board has the responsibility, under The Education Act, to provide a safe and secure working and learning environment for students and employees. The Board is in a position of trust with regard to students and must strive to protect their intellectual, physical, mental, and emotional well-being. The Board will not employ or continue to employ persons who have criminal records and/or patterns of behaviour that may place students at risk.

Personnel Affected by Policy
All current and new employees and trustees

Organizational Authority
The Board

Definitions
1. “Criminal Background Check” means, in respect of a Board, a document concerning an individual
   a) that was prepared by a police force or service from national data on the Canadian Police
      Information Centre (CPIC) database within six (6) months before the day the Board collects the
      document; and
   b) that contains information concerning the individual’s Personal Criminal History.

2. “Offence Declaration” means, in respect of a Board, a written declaration signed by an individual listing
   all of the individual’s convictions for offences under the Criminal Records Act (Canada) up to the date of
   the declaration:
   a) that are not included in a criminal background check collected by the Ontario College of Teachers
      (OCT) after December 31, 1998 or in the last criminal background check collected by the Board
      under this regulation; and
   b) for which a pardon under Section 4.1 of the Criminal Records Act (Canada) has not been issued or
      granted.

3. “Personal Criminal History” means, in respect of an individual, information on criminal offences of
   which the individual has been convicted under the Criminal Records Act (Canada) and for which a pardon
   under Section 4.1 of the Criminal Records Act (Canada) has not been issued or granted to the individual.

4. “Vulnerable Sector Screening” means, in respect of a Board, a document concerning an individual:
   a) that was prepared by a police force or service from national data on the Canadian Police
      Information Centre (CPIC) database and from local police service records, within six (6) months
      before the day the Board collects the document; and
   b) that contains information concerning the individual’s personal criminal history; and
   c) that contains information resulting from a criminal record search of data maintained by the Royal
      Canadian Mounted Police for sexual offences for which a pardon has been granted or issued.

Regulations
1. CRIMINAL REFERENCE CHECKS FOR EMPLOYEES AND TRUSTEES
   1.1 i All current employees will provide a Criminal Background Check in accordance with
      Regulation 521/01 (Collection of Personal Information) made under the Education Act.
   ii Current trustees will provide the original of a current Criminal Background Check by
iii Under Regulation 521/01 employees who are absent from the workplace in excess of one year must submit a new Criminal Background Check. In like manner, a Trustee who is absent or has a break between terms in excess of one year will be mandated to submit a new Criminal Background Check prior to commencing his/her duties. The aforementioned employees and trustees will be required to provide the new Criminal Background Check, at their own expense.

1.2 All new employees will be required to provide, at their own expense, an original Vulnerable Sector Screening Check prior to commencing employment.

1.3 All new trustees will be required to provide an original Vulnerable Sector Screening Check prior to commencing their duties as a trustee.

1.4 This policy is not applicable to Student Representatives on the Board of Trustees.

2. **COLLECTION OF PERSONAL INFORMATION (ONTARIO REGULATION 521/01)**

The “Collection of Personal Information Regulation” will require the Board to do the following:

2.1 *Current Employees*

   2.11 If the employee became a member of the Ontario College of Teachers (OCT) after December 31, 1998 and commenced employment with the Board before April 01, 2002, the Board shall collect an Offence Declaration from the individual by September 01 of each year in which the individual is employed by the Board after that day, commencing in 2002.

   2.12 If the employee commenced employment with the Board prior to April 1, 2002 and is not an individual described in paragraph (2.11), the Board shall collect:

      i. a Criminal Background Check (CPIC) by July 31, 2003 if the individual continues to be employed by the Board after July 31, 2003; and

      ii. an Offence Declaration from the individual by September 1 of each year in which the individual is employed by the Board, commencing in 2004.

2.2 *New Employees*

   2.21 If the individual commences employment after March 31, 2002 the Board shall collect an acceptable Criminal Background Check (Vulnerable Sector Screening) before the day the individual commences employment with the Board.

   2.22 All offers of employment with the Board shall be conditional upon the applicant supplying an acceptable criminal background check.

   2.23 The Board shall collect an Offence Declaration from the individual by September 01 of each year in which the Board employs the individual after the year employment was commenced.
2.3 **Trustees**

2.31 The Board shall collect an Offence Declaration from Current Trustees by September 01 of each year after receipt of the original CBC, commencing in September 2005.

2.32 The Board shall collect an Offence Declaration from new Trustees by September 01 of each year in which the trustee commenced his/her duties as a trustee of the Board.

3. **EMERGENCY PROVISION**

3.1 In exceptional circumstances it may be necessary for an individual to begin employment or commence their duties with a Board before an acceptable criminal background check is collected. In such circumstances, the Board will require the individual employee or trustee, as applicable, to submit an Offence Declaration, pending submission of the acceptable criminal background check.

3.2 i Before any exception is made, a binding agreement shall be entered into between the employee or any authorized representative of the employee, and the Board, ensuring that the verification will be provided without delay. This agreement will preserve the Board’s right to revoke the offer of employment, and dismiss the employee, should the information provided by the employee prove to be false or misleading in any respect, or if the background check is determined to be unacceptable.

   ii Before any exception is made, a binding agreement shall be entered into between the trustee and the Board, ensuring that the verification will be provided without delay. This agreement will preserve the Board’s right to take the necessary action and to prevent the trustee from commencing their duties, should the information provided by the trustee prove to be false or misleading in any respect, or if the background check is determined to be unacceptable.

4. **RETENTION**

4.1 The Board shall retain an original or a true copy taken from the original criminal background check by the Board designated contact or designate.

4.2 Completed criminal reference checks and offence declarations will be filed in a separate and secure location in accordance with Regulation 521/01.

5. **ADJUDICATION**

5.1 Where evidence is received of a criminal conviction, the designated Board contact will consider at least the following factors in determining an appropriate course of action:

   a) length of time since offence(s);
   b) did the offence(s) involve children and/or sexual activity and/or violence and/or acts of dishonesty;
   c) employment history; history as a trustee;
   d) employee’s attitude towards offence(s);
   e) treatment, counselling or other services received since offence;
   f) other steps taken to rehabilitate;
   g) likelihood offence(s) will be repeated;
   h) was alcohol or illegal drugs a factor in commission of offence(s);
   i) degree of co-operation with this investigation;
   j) was offence(s) committed while an employee or trustee of the Board;
   k) if employee is a teacher, relevance of offence(s) to teacher duties as set out in the Education Act and Regulations;
1) if employee is not a teacher, relevance of offence(s) to their employment duties or trustee duties, as applicable; and

m) does offence(s) require any action pursuant to section 170 (1) paragraph 12.1 of the Education Act or Part IX.1 of the Ontario College of Teachers Act.

5.2 The course of action may include action up to and including dismissal, and/or withdrawal of offer, and shall be in compliance of other Board policies, collective agreements and legislation.

6. **Consequences of Non Compliance**

6.1 Employees who fail to provide a criminal Background Check by July 31, 2003 in compliance with Regulation 521/01 may be suspended without pay pending submission of the Criminal Background Check.

Trustees who fail to provide a criminal Background Check by August 31, 2003 may have payment of their honorarium and other expense claims withheld pending submission of the Criminal Background Check.

6.2 Employees who fail to provide a signed Offence Declaration form by the date prescribed may be suspended without pay until the form is submitted.

Trustees who fail to provide a signed Offence Declaration form by the date prescribed may have payment of their honorarium and other expense claims withheld until the form is submitted.
POLICY: Criminal Background Check – Service Providers

Rationale
The Board has the responsibility to provide a safe and secure working and learning environment for students and employees. The Board is in a position of trust with regard to students and must strive to protect their intellectual, physical, mental and emotional well-being. In this regard, in accordance with Ontario Regulation 521/01 (Collection of Personal Information) made under the Education Act, the Board will not contract with or continue to contract with an individual who has direct and regular contact with students who has a police record which is judged to potentially place a student or students at risk.

Personnel Affected by Policy
All current and new service providers.

Organizational Authority
The Board

Definitions
1. “Police Record Check” means a document concerning an individual
   a) that was prepared by a police force or service from national data on the Canadian Police Information Centre (CPIC) database within six (6) months before the day the OESC collects the document on behalf of the Board; and
   b) that contains information concerning the individual’s police record including Criminal Code (Canada) convictions, pardoned sexual offences, records of convictions under the Controlled Drugs and Substances Act, Narcotic Control Act and Food and Drugs Act and all outstanding warrants and charges.

2. “Offence Declaration” means a written declaration signed by an individual listing all the individual’s convictions, warrants and charges that are not included in the Police Record Check or the last Offence Declaration collected by OESC under this Regulation on behalf of the Board.

3. “Identification Card” means a wallet sized card, issued by OESC for a 12-month period (one school year) to an individual Service Provider who has been determined to be an Acceptable Subject who may attend School Property and come in direct and regular contact with pupils.

3. “Service Provider” means an individual who is not an employee of the Board and who comes into direct contact with pupils on a regular basis at a school site of the Board in the normal course of:
   • providing goods or services under contract with the Board,
   • carrying out his or her employment functions as an employee of a person who provides goods or services under contract with the Board, or
   • providing services to a person who provides goods or services under contract with the Minister.

Regulations
1. Police Record Checks and Annual Offence Declarations for Service Providers
   The Board has contracted with the Ontario Education Services Corporation (OESC), a non-profit company established by the four School Boards’ Associations in Ontario and the Council of Directors of Education, to collect and adjudicate police record checks on all Service Providers and employees of Service Providers who are identified by the Board as potentially coming into direct and regular contact with students.
2. Board staff will:
   a) sign a contract with OESC to provide Police Record Check and Offence Declaration services on behalf of the Board until August 2006;
   b) identify all Service Providers who will require Police Record Checks and annual Offence Declarations and send a list with contact information to OESC by April 15, 2003;
   c) notify all Service Providers about the requirements of Regulation 521/01 using the pro forma letter provided by OESC, by April 15, 2003;
   d) ensure that all Service Providers are in compliance with Regulation 521/01 and have a satisfactory Police Record Check by July 31, 2003;
   e) develop a procedure for regularly, as required, updating the Service Provider list, communicating this information to OESC and informing new Service Providers about the requirements; and
   f) develop a procedure for checking Identification Cards (and photo-identification) of Service Providers by school officials on a regular basis.

3. ADJUDICATION
   OESC will use a panel of senior officials from School Boards to screen Service Providers who have Police Records. OESC will use published screening criteria and adjudication procedures which will strive to ensure provincial consistency in adjudication. All decisions of OESC will be final.

4. CONSEQUENCES OF NON-COMPLIANCE
   4.1 A Service Provider who fails to comply with the Police Record Check requirements of the Board through OESC by July 31, 2003 may have their contract suspended by the Board pending compliance.

   4.2 A Service Provider who fails to comply with the requirements of the Board through OESC regarding Offence Declarations beginning August 1, 2004 may have their contract suspended pending compliance.
POLICY: Employment Terms – Supervisory Officer

Rationale:
Certain specific employment terms for the Board’s Supervisory Officers are set out in Board Policy.

Personnel Affected by Policy:
Supervisory Officers (Director of Education, Superintendent of Educational Services and Superintendent of Business Services)

Organizational Authority:
The Board

Regulations:
1. Moving Expenses:
   Supervisory Officers shall be reimbursed as follows for moving expenses incurred as a result of accepting a position as a Supervisory Officer of the Board, provided that they sign the Agreement which is an appendix to this policy, and provide receipts for the following expenditures:
   a) the cost of meals for up to two days, of overnight accommodation for up to two nights, and of mileage at the current Board rate, for transport of self and spouse to look for a suitable residence;
   b) the cost of packing, cartage, and unpacking of household effects, having obtained three estimates of this cost;
   c) the cost of meals for up to two days, of overnight accommodation for up to two nights, and of mileage at the current Board rate, for transport of self, spouse, and family to the new place of residence;
   d) the cost of other expenditures -- moving insurance, appliance/hydro/telephone/cable disconnect and connect, and unforeseen expenditures related directly to moving-- to a maximum of $500.

2. Summer Courses:
   a) Only one Supervisory Officer may take a summer course in a given year.
   b) Regular salary shall be receivable during the period of attendance at a summer course.
   c) The period of attendance in excess of three weeks shall be deducted from vacation credits.

3. Entertainment Expenses:
The Board recognizes that on occasion its Senior Administrative staff, (Director of Education, Superintendent of Educational Services, Superintendent of Business Services and certain others with prior approval) may be working with a visitor who has special knowledge that would be of value to the Board.
   a) On such occasions the Board recognizes that reasonable entertainment expenses may be incurred.
   b) An amount will be included in the budget for such expenses.
   c) Receipts will be required for reimbursement of expenditures.
   d) Payment for entertainment expenses shall be in accordance with the Board’s Travel and Hospitality Expenses Policy.
Appendix A

Agreement

between

The Renfrew County Catholic District School Board,

(hereinafter referred to as the Board)

and

----------------------------------,
NAME OF SUPERVISORY OFFICER
(hereinafter referred to as the Supervisory Officer)

Of the total moving expenses for which the Supervisory Officer shall have been reimbursed by the Board under this Policy, both parties hereby agree that the Supervisory Officer shall refund to the Board

(a) 2/3 of the total if their employment terminates for any reason within one year of its effective date;

(b) 1/3 of the total if their employment terminates for any reason within two years of its effective date.

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Director of Education

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Witness

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Supervisory Officer

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Date

Renfrew County Catholic District School Board
POLICY: Equity – Affirmative Action

**Rationale**
The Board is an equal-opportunity employer. Each employee and student shall have the opportunity to develop abilities and aspirations regardless of sex, race, ethnicity, or colour.

**Personnel Affected by Policy**
All regular, long-term temporary, and casual teaching and non-teaching employees and students

**Definition**
Affirmative Action is a process intended to identify and correct systemic discrimination.

**Organizational Authority**
An awareness of this opportunity shall be fostered by personnel, especially personnel who are in identified positions of responsibility.

**Regulations**
1. The goal of equal opportunity shall be achieved through Affirmative Action. Through this process, employees and students shall have equal access to opportunities for learning and advancement.
POLICY: Equity – Racial and Ethnocultural

Rationale:
The Board recognizes that aboriginal, ethnocultural and racial diversity exist in Ontario and within our school communities. This diversity has brought social and cultural enrichment. The Board also recognizes that aboriginal, ethnocultural and racial minority groups often encounter barriers to their full participation in society. The Board is committed to the concept of equity for all of its students and staff and recognizes that understanding of and the affirmation of ethnocultural differences is essential to the positive growth of individuals and institutions. As well, the Board is committed to preparing our students for their future in an ethnoculturally and racially diverse Ontario and will therefore, encourage students to foster attitudes toward each other that are free of racism.

Personnel Affected by Policy:
All employees and students.

Organizational Authority:
The Board

Regulations:
We are challenged to respect and respond to our staff and students in such a way that we affirm their individual aboriginal, ethnocultural, or racial heritage.

Therefore, the Board declares that:
1. Every person has the right to life free from racial discrimination and prejudice.

2. The Board will continue to take an active role in the elimination of all racial discrimination, including those policies and practices which, while not intentionally discriminatory, have a discriminatory effect.

3. The Board will also continue to oppose any kind of racism and to this end declares that:
   a) racism in any form is not tolerated by the Board;
   b) all statements suggesting racial superiority are scientifically false, morally wrong and socially destructive and are unacceptable;
   c) the rights to equal treatment without racial discrimination guaranteed in the Ontario Human Rights Code will be rigorously enforced.

4. The Board with community involvement will begin a process that will develop policies and programmes that will protect the dignity and promote equity for each person with the school community.

5. The Racial and Ethnocultural Equity Policy Development will look at ten (10) areas:
   • leadership
   • school and community partnerships
   • use of data
   • curriculum
   • employment policies and practices
   • staff development
   • assessment and placement
   • support servicing guidance
   • racial harassment
   • policies, guidelines and practices.
POLICY: Gifts (Employees, Trustees & Non Employees)

I. Purpose of Policy

The objective of this policy is:

- to ensure that employees and trustees make workplace decisions based on an impartial and objective assessment of each situation, free from the influence of gifts and
- to set out guidelines for Board gifts and employee recognition.

This policy supplements the Board’s Supply Chain – Broader Public Sector (BPS) Code of Ethics Policy (Finance Category).

II. Policy Statement

1. Guiding Principle:

As a publicly funded organization the public’s perception of the integrity of the Board, its employees and its trustees is of great importance. Employees and trustees must avoid the real or perceived appearance of impropriety and conflict of interest with organizations or individuals with whom they deal or have a potential to deal.

2. General Prohibition on Acceptance of Gifts:

Employees and trustees shall not accept, directly or indirectly, any gifts that are offered at the expense of a person, persons, groups or organizations except as provided for herein.

3. Nominal Gifts of Appreciation ($50 or less):

a) Employees and trustees offered gifts by persons, groups or organizations, of a nominal value, ($50 or less) shall decline or accept based on professional judgment as to appropriateness.

b) The gifts must meet the following criteria:

- Are within the bound of propriety, a normal expression of courtesy or within normal standards of gift-giving;
- Are appropriately related to the responsibilities of the individual;
- Are from a vendor or business contact that is not currently involved in the bidding and award process for an RFP, tender or contract for which the employee or trustee is involved;
- Are not such as to bring suspicion on the employee’s or trustee’s objectivity and impartiality; and
- Would not compromise the integrity of the Board.

4. Gifts of a Significant Value (more than $50):

a) Employees and trustees offered gifts by persons, groups or organizations of a significant value (more than $50) shall use their professional judgment and:

- decline the gift;
- accept the gift as corporate asset of the Board; or
- pay the Board as a corporate asset the estimated value of the gift over $50.
b) Employee Reporting of Gifts of a Value over $50:
Employees must report, in writing, all such gifts to the employee’s immediate supervisor and
to the Superintendent of Business Services. The Director of Education must report, in writing,
all such gifts to the Chair of the Board and to the Superintendent of Business Services.

c) Trustee Reporting of Gifts of a Value over $50:
Trustees must report, in writing, all such gifts to the Chair of the Board and the Director
of Education. The Chair of the Board must report, in writing, all such gifts to the
Superintendent of Business Services.

5. Board Gifts of Appreciation:

a) Nominal gifts of appreciation ($50 or less):
These gifts may be extended to individuals who provide a voluntary or pro bono service to the
Board (e.g. presenter or speaker at a workshop). These gifts should reflect the value of the
work completed and the culture/standards of the community.

b) Retirement Gifts:
The Board may provide a retirement gift to a permanent Board employee on his or her
retirement from the Board.

c) Retirement Ceremonies for Employees:
The Board has a practice of honouring its permanent employees on their retirement from the
Board. Retirees may be accompanied by a spouse or a guest at their retirement ceremonies.
Appropriate funds to cover the cost of retirement ceremonies will be included in the Board’s
annual budget.

III. Definitions

Conflict of Interest: A situation in which financial or other personal considerations have the potential to
compromise or bias professional judgment and objectivity. An apparent conflict of interest is one in which
a reasonable person would think that the professional’s judgment is likely to be compromised.

IV. Related Information

Related Board Policies (Finance Category)
Supply Chain – BPS Code of Ethics

Management Board of Cabinet
(1-Apr-11) Broader Public Sector Expenses Directive
POLICY: Health and Safety

I. Purpose of Policy

The Board values learning and working environments that are safe, nurturing, positive and respectful. The purpose of this policy is to promote for all employees a healthy and safe working environment that is consistent with the requirements of the Occupational Health and Safety Act, its attendant Regulations and any other applicable legislation.

II. Policy Statement

1. Introduction:

The Occupational Health and Safety Act, (the OH&S Act) places the onus for compliance with the legislation on the key players within an organization and spells out key, defined responsibilities for each of these individuals, forming an Internal Responsibility System (IRS). This Internal Responsibility System provides the building blocks for an effective Health and Safety Management System.

The key players in the Internal Responsibility System at the Board are:
- the Board of Trustees;
- Senior Administration of the Board (Director, Supervisory Officers and Managers);
- Board supervisors including Principals and Vice-Principals; and
- Board employees.

2. General Policy Statement:

The Board is committed to the prevention of illness and injury through the provision and maintenance of a healthy and safe workplace. The Board endeavours to meet its responsibilities for the health and safety of the members of its community by complying with relevant health and safety standards and legislative requirements, and by assigning general and specific responsibilities for workplace health and safety as outlined in the Ontario Health & Safety Act.

III. Related Information

*Procedures for this Policy*
- Procedure: Asbestos
- Appendix: Asbestos Management Plan
- Procedure: Confined Spaces
- Procedure: Designated Substances
- Procedure: Employee Accident and Injury
- Form: Employee Accident/Incident.
- Procedure: Eyewash Stations
- Procedure: First Aid
- Procedure: Hazardous Waste Disposal
- Procedure: Hot Work Permits
- Form Hot Work Permits
- Procedure: Lockout and Tagging
- Procedure: Ministry of Labour Inspection
- Procedure: Refusal to Work
- Procedure: Safe Drinking Water
Procedure: Spill Control
Procedure: WHMIS

Related Board Policies
POLICY: Workplace Harassment
POLICY: Workplace Violence

Legislation
Occupational Health and Safety Act, s. 9 (Joint Health & Safety Committee); ss. 25-6 (Employer Duties); s. 27 (Supervisor Duties); s. 28 (Worker Duties).

Ministry of Labour
I. Overview / Procedure Description

To establish procedures to ensure the health and safety of all building occupants, maintenance personnel and contractors who may come in contact with asbestos in the course of their duties. This objective is achieved by:

- identifying the location of asbestos-containing material (ACM) and having this information available to all staff;
- inspection and monitoring of asbestos containing material, and providing direction on remedial action for material that has deteriorated;
- establishment of procedures for the inspection, repair, removal and disposal of asbestos containing material; and,
- training and equipping maintenance staff, and providing information and training to all staff and other personnel to prevent exposure to asbestos.

II. Areas of Responsibility

The Plant Services Department; superintendents, principals/managers; safety representatives; Joint Health and Safety Committee (JHSC); and employees have a shared responsibility for ensuring that the Asbestos Procedures are followed.

III. Procedure Steps / Checklist

1. Identifying Asbestos:
   a) Inventory
      An asbestos inventory has been compiled for each Board building. A master copy of the inventory resides with Plant Services. The inventory outlines which rooms have ACM and the specific type of ACM (for example, transite board walls, fire blankets, pipe lagging).
   b) Science classrooms
      Small quantities of asbestos material may be found in science classrooms as oven mitts, inserts in the wire mesh for heating pads, as counter protectors for hot items, fume hood liners and small oven liners. This equipment will be progressively replaced with non-asbestos substitutes. Equipment with friable asbestos will be replaced immediately.
   c) Fire blankets
      Asbestos is also contained in many fire blankets; however, the exposure or likelihood of exposure to airborne asbestos is assessed as not exceeding the level outlined in the Asbestos Regulation. However, as a precaution, all fire blankets made of asbestos must be replaced. The asbestos containing blankets must be disposed of in accordance with the Asbestos Management Plan.
   d) Construction and Building Materials
      i) Plant Services has adopted the policy that all pipe lagging, water vessel insulation, boiler gasket materials, ceiling tiles, and other construction materials in older buildings will be assumed to be asbestos except in the cases where it is obviously not, or known not to contain, asbestos.
      ii) The only authoritative method of identifying asbestos is by microscopic analysis of samples.
      iii) Asbestos used in the construction industry will appear quite similar to mineral wool or calcium silicate. It may appear white or bluish or brown in colour. Other materials such as fibreglass are noticeably different.
iv) In the case of pipe insulation, the corrugated type of material commonly called “air cell” insulation, was almost exclusively made of asbestos.

2. Assessment:

a) The presence of ACM in a workplace by itself is not a hazard, and many factors influence the potential for asbestos exposure to building occupants. These factors include:
   i) the condition of the material;
   ii) water damage;
   iii) exposed surface area;
   iv) accessibility;
   v) activity and movement in the room or area; and,
   vi) friability of the material.

b) Properly trained personnel will assess the potential for the ACM to cause asbestos exposure to building occupants, and recommend a course of action based on this assessment.

3. On-going Inspection and Repair:

ACM must be regularly monitored and inspected for deterioration, delamination or disturbance by maintenance, renovation or occupant activity. ACM is to be inspected during Workplace Inspections and during day-to-day work duties. Responsibilities and essential actions with respect to monitoring the condition of asbestos-containing material are as follows:

a) Responsibility of building occupants:
   If during day-to-day work it is apparent that a friable material is found to be deteriorating or has fallen, contact the caretaker or lead hand of the facility.

b) Responsibility of caretaker or lead hand:
   During day to day-to-day work where it is apparent that a friable material is found, or reported to be deteriorating or has fallen:
   i) check building inventory to see if the material and the area have been listed, providing positive identification;
   ii) if the material has been positively identified as asbestos, restrict use to the area, and contact the Health & Safety/Plant Services Officer; and
   iii) if the material appears to be asbestos but cannot be positively identified, restrict use to the area, and contact the Health & Safety/Plant Services Officer. The unidentified material will be assumed to be asbestos until positive identification can be made.

c) Responsibility of Plant Services:
   During day-to-day work where it is apparent that a friable material is found, or reported to be deteriorating or has fallen:
   i) check the inventory to see if the material and the area have been listed, providing positive identification;
   ii) if the material appears to be asbestos but cannot be positively identified, restrict use to the area, and obtain a sample. The unidentified material will be assumed to be asbestos until positive identification can be made;
   iii) if the material has been positively identified as asbestos, restrict use to the area and dampen the material with amended water to prevent the creation and spread of dust.

iv) initiate appropriate remedial action which may include encapsulation, enclosure or removal of ACM, based on the requirements set out in the Asbestos Management Plan. In the case of damaged pipe and boiler insulation, available options also include repair of the insulation with non-asbestos material.
4. **Sampling and Testing:**
   
a) When there is a concern that a material may be an ACM, and the location is not noted in the asbestos inventory, it may be necessary to have a sample analyzed. Contact Plant Services, and personnel properly trained in sampling ACM will obtain the samples in accordance with the Asbestos Management Plan.

b) Copies of any laboratory analyses must be forwarded to the Plant Services Department.

c) When taking a sample, follow the procedure set out in the Asbestos Management Plan.

5. **Work Procedures:**
   
a) Specific work procedures will be in accordance with the requirements of the Asbestos Management Plan.

b) The Board will generally undertake Type 1 work using its own staff.

c) Type 2 and Type 3 work will be contracted to an approved asbestos removal company.

6. **Training:**
   
a) For those sites that contain asbestos, awareness training will be provided to the principal, vice-principal, safety representative and any other staff that is likely to come into contact with asbestos in their day to day activities.

b) Awareness training will also be provided for all caretakers, lead hands, tradespersons and members of the Joint Health and Safety Committee.

c) The Plant Services Department will coordinate the awareness training.

d) All staff involved in the inspection, identification, and repair and/or removal of asbestos, including contractors, must have specialized training.

e) The specific requirements for the awareness and specialized training can be found in the Asbestos Management Plan.

7. **Storage, Handling and Disposal of ACM:**
   
The provisions for the storage, handling and disposal of ACM can be found in the Asbestos Management Plan.

IV. **Definitions**

*Amended water* is water to which soap has been added.

*Friable asbestos* material can be crumbled, pulverized or powdered by hand pressure. Friable materials likely to be found in Board buildings include fireproofing or sprayed-on insulation, acoustical plaster, heating equipment insulation, pipe insulation and broken ceiling tiles.

*Non-friable asbestos* is material in which asbestos fibres are held together by a binder such as cement, vinyl, or asphalt, and are therefore much more durable. Non-friable asbestos materials likely to be found in Board buildings include asbestos-cement products (for example, laboratory table tops), gaskets and packings, coatings and sealants, roofing paper, floor tiles, and asbestos textiles (for example, welding curtains and fire blankets).

*Type 1 Operations* are activities where there is a low risk of exposure to airborne asbestos fibres and almost no health risk. Examples of Type 1 Operations can be found in the Asbestos Management Plan.

*Type 2 Operations* are activities where there is moderate risk of exposure to airborne asbestos fibres and some health risk. Examples of Type 2 Operations can be found in the Asbestos Management Plan.

*Type 3 Operations* are activities where there is a high risk of exposure to airborne asbestos fibres and a high risk of health effects. Examples of Type 3 Operations can be found in the Asbestos Management Plan.
V. Related Information

Related Board Policies / Procedures

POLICY: Health & Safety
Appendix: Asbestos Management Plan

Legislation

Occupational Health and Safety Act
Regulation 278/05: Designated Substance – Asbestos on Construction Projects and in Buildings and Repair Operations.

Environmental Protection Act
Regulation 347/90: General Waste Management

Ministry of Labour

Appendix: Health & Safety – Asbestos Management Plan

I. Asbestos Plan Overview

Management plan for storage, handling and disposal of asbestos-containing material (ACM).

II. Asbestos Plan Responsibility

1. General Statement:

   The responsibility for the implementation of the Asbestos Management Plan rests predominantly with the Plant Services Department, as the representative for the owner (the Board). Specific requirements as set out by the regulation are as follows.

2. Owner’s Responsibility before requesting Tender or Arranging Work:

   a) The owner must have an examination carried out to establish whether any material that is likely to be handled, dealt with, disturbed or removed is ACM and whether it is friable or non-friable. This examination is not required if:

      i) the owner already knows that the material is not ACM, or already knows that the material is ACM and, in the case of sprayed-on friable material, knows the type of asbestos; or

      ii) the work is being arranged or contracted as though the material were ACM and, in the case of sprayed-on friable material, as though it contained a type of asbestos other than chrysotile.

   b) Whether an examination is required or not, the owner must have a report prepared and a copy given to any prospective constructor. The report prepared:

      i) must state whether the material is or is not ACM, or the work is to be performed as though the material were ACM and, in the case of sprayed-on friable material, as though it contained a type of asbestos other than chrysotile;

      ii) must describe the condition of the material and state whether it is friable or non-friable; and

      iii) must contain drawings, plans and specifications, as appropriate, to show the location of the material identified under (i).

   c) An owner must comply with subsections (a) and (b) before:

      i) requesting tenders for the demolition, alteration or repair of all or part of machinery, equipment, a building, or a vehicle; or

      ii) arranging or contracting for any work described above if no tenders are requested.

   d) If, during work described in subsection (c)(i), material is discovered that was not referred to in the report and may be ACM:

      i) the constructor or employer must immediately notify, orally and in writing, an inspector at the office of the Ministry of Labour, the owner, the contractor, and the joint health and safety committee or the health and safety representative for the workplace;

      ii) the written notice must include the information referred to in subsection (f);
Appendix: Health & Safety –
Asbestos Management Plan
Effective Date: October 24, 2011.
Last Revision Date: (N/A)

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iii) no work that is likely to involve handling, dealing with, disturbing or removing the material will be done unless it has been determined whether the material is ACM or the work is performed in accordance with these procedures as though the material were ACM and, in the case of sprayed-on friable material, as though it contained a type of asbestos other than chrysotile.

e) Before commencing a Type 3 operation, or a Type 2 operation in which one square metre or more of insulation is to be removed, the constructor, in the case of a project, and the employer, in any other case, must notify, orally and in writing, an inspector at the office of the Ministry of Labour nearest the workplace of the operation.

f) The written notice required must set out:
   i) the name and address of the person giving the notice;
   ii) the name and address of the owner of the place where the work will be carried out;
   iii) the municipal address or other description of the place where the work will be carried out sufficient to permit the inspector to locate the place, including the location with respect to the nearest public highway;
   iv) a description of the work that will be carried out;
   v) the starting date and expected duration of the work; and
   vi) the name and address of the supervisor in charge of the work.

3. Ongoing Asbestos Management:
ACM must be regularly monitored and inspected for deterioration, delamination or disturbance by maintenance, renovation or occupant activity. ACM is to be inspected at least annually by the Plant Services Department and during day-to-day work duties. Responsibilities and essential actions with respect to monitoring the condition of ACM are described in sections 4 – 9.

4. Responsibility of Owner on Discovery of Possible ACM Material:
   a) If the owner has been advised of the discovery of material that may be ACM, or has discovered, or otherwise knows, that the material is ACM (or being treated as though it were ACM) and has been used in the building for any purpose related to it including insulation, fireproofing and ceiling tiles, the owner will:
      i) prepare and keep on the premises a record containing the information described in subsection (b);
      ii) give any employer (if the owner arranges/contracts for work that is not described in section 2 (c) (i)) written notice of the information in the record
      iii) advise the workers who work in the building of the information in the record if they are working on or near material being treated as ACM;
      iv) inspect the material mentioned in the record at reasonable intervals to determine its condition; and
      v) give any other person who is an occupier of the building written notice of any information in the record that relates to the area occupied by that person.

   b) The record must contain the location of all material described in the first paragraph of section (a) and the information listed in paragraphs (b) and (c) of section 5. The owner must update this record at least once in every 12 month period and whenever the owner becomes aware of new information relating to the matters the record deals with.

   c) If it is readily apparent that friable material used in a building as fireproofing or acoustical or thermal insulation has fallen and is being disturbed so that exposure to the material is likely to occur:
      i) the owner will have the material examined in order to establish whether the material is ACM; and
      ii) until it has been established whether the material is ACM, no further work involving the material will be done.
d) If the examination establishes that the material is ACM, or if the material is treated as though it were ACM:
   i) the owner will have the fallen material cleaned up and removed; and
   ii) if it is readily apparent that material will continue to fall because of the deterioration of the fireproofing or insulation, the owner must repair, seal, remove or permanently enclose the fireproofing or insulation.

e) Subsection (d) does not apply if the fallen material is confined to an area that is:
   i) above a closed false ceiling, and
   ii) not part of a return air plenum.

5. **Responsibility of Constructor or Employer:**

   If a worker is to do work that involves material that is ACM, being treated as if it were ACM, or is to be carried on in close proximity to ACM and may disturb it, the constructor or employer must advise the worker and provide them with the following information:
   a) The location of all material that is ACM, being treated as ACM or in close proximity to ACM.
   b) For each location, whether the material is friable or non-friable.
   c) In the case of sprayed-on friable material, for each location, if the material is known to be ACM, the type of asbestos, if known. In any other case, a statement that the material will be treated as though it contained a type of asbestos other than chrysotile.

6. **Responsibility of Building Occupants:**

   a) If during day-to-day work it is apparent that a friable material is found to be deteriorating or has fallen, contact the caretaker who will contact the Plant Services Department.
   b) An occupier who receives notice under section 4 (a), paragraph (v) is responsible for advising their own workers of the record if they will be working on or near material being treated as ACM as well as establishing appropriate training programs for these workers.

7. **Responsibility of Caretakers, Lead Hands and Supervisors:**

   a) During day-to-day work where it is apparent that loose friable material is found, or reported to be deteriorating or has fallen:
      i) notify the principal or designate of the discovery;
      ii) check building inventory to see if the material and the area have been listed, providing positive identification;
      iii) if the material has been positively identified as asbestos, restrict use to the area, and contact the Plant Services Department and
      iv) if the material appears to be asbestos but cannot be positively identified, restrict use to the area, and contact the Manager of Plant Services or designate. The unidentified material will be assumed to be asbestos until positive identification can be made;
      v) contact Plant Services.
   b) During day-to-day work where it is suspected that material may be friable ACM:
      i) check the building inventory to see if the material and the area have been listed, providing positive identification;
      ii) if the material has been positively identified as asbestos and there is no evidence of degradation or crumbling, then regular activities can be resumed;
      iii) if the suspected friable material is not on the inventory and there is no evidence of degradation or crumbling, regular activities may be resumed. The caretaker and the principal must be informed in order to identify the material in question;
      iv) contact Plant Services.
8. **Responsibility of Plant Services:**

During day-to-day work where it is apparent that loose friable material is found, or reported to be deteriorating or has fallen:

- **a)** check the inventory to see if the material and the area have been listed, providing positive identification;
- **b)** if the material appears to be asbestos but cannot be positively identified, restrict use to the area, and obtain a sample in accordance with the sampling and testing procedures in Part III. The unidentified material will be assumed to be asbestos until positive identification can be made;
- **c)** if the loose material has been positively identified as asbestos, restrict use to the area and dampen the material with amended water to prevent the creation and spread of dust. Assess the area for the extent of damage, and determine if the operation is considered a Type 1, Type 2 or Type 3 operation; and
- **d)** initiate appropriate remedial action, which may include encapsulation, enclosure or removal of ACM. In the case of damaged pipe and boiler insulation, available options also include repair of the insulation with non-asbestos material.

9. **Responsibility of Principals/Managers whose sites contain asbestos:**

It is the responsibility of every principal/manager to:

- **a)** know where the building inventory is kept;
- **b)** know the location of all ACM in the school building(s) and be aware of material that may be ACM; and
- **c)** inform their staff of both (a) and (b).

### III. Asbestos Plan Procedures

1. **Sampling and Testing:**

The methods and procedures for establishing whether material is ACM and for establishing its asbestos content and the type of asbestos will be in accordance with the procedures set out by Designated Substance Regulation.

- **a)** When there is a concern that a material may be ACM, and the location is not noted in the asbestos inventory, it may be necessary to have a sample analyzed. Contact Plant Services, and a competent worker will obtain a sample.
- **b)** Copies of any laboratory analyses must be forwarded to the Plant Services Department.

2. **Clearance Air Testing:**

Clearance air testing will be done for all indoor Type 3 operations in accordance with the Clearance Air Testing Procedures in Section 4. These procedures include both phase contrast microscopy and transmission electron microscopy methods.

3. **Training:**

Awareness training will be provided to principals and vice-principals whose sites contain asbestos, caretakers, lead hands, tradesmen, safety representatives, Joint Health and Safety Committee members, Plant Services Department staff, and any worker who will be, or is likely to be, exposed to asbestos. Training will consist of inspection, identification, and repair and/or removal of asbestos. Specialized training will be provided to Maintenance Services staff, caretakers, and lead hands in addition to awareness training. The owner is responsible for establishing and maintaining...
these training programs while it is the employer’s duty to ensure that every worker and supervisor has successfully completed this program.

a) Awareness training will include the procedures for carrying out duties, the use of equipment, the procedures for the disposal of ACM, personal hygiene and work practices as well as the hazards of asbestos exposure.

b) Specialized training will include, when required, instruction on how to properly maintain, clean, and use respirators;

4. Clearance Air Testing:

Sample collection and analysis will be done by a professional service company. A copy of the air testing results must be kept by the owner of the building for at least one year after receiving them. A copy of the results will be provided to the Joint Health and Safety Committee.

5. Procedure for Type 1 Operations:

a) Dust must be removed from any surface in the work area before work is to start using a damp cloth or a vacuum equipped with a HEPA filter. The subsequent spread of dust will be controlled by measures appropriate to the work to be done including the use of drop sheets that are impervious to asbestos. Drop sheets are not to be reused.

b) In the case of drywall removal in a Type 1 operation as outlined by the OHSA (see definition of Type 1 Operation subsection (d)), the material is to be wetted using amended water before and kept wet during the work unless wetting would create a hazard or cause damage.

c) At frequent and regular intervals throughout work, as well as immediately upon completion of work, dust and waste will be cleaned up and removed using a vacuum equipped with a HEPA filter, or by damp mopping or wet sweeping, and placed in a container. As soon as practicable after the above has been complied with, drop sheets are to be wetted and placed in a container.

d) After the work is completed, polyethylene sheeting and similar material used for barriers and enclosures are not to be reused, but wetted and placed in a container in accordance with the disposal procedure in the General Waste Management Regulation made under the Environmental Protection Act.

e) Barriers and portable enclosures are not to be reused unless they are rigid and can be cleaned thoroughly. After work is completed, barriers and portable enclosures that will be reused are to be cleaned using a vacuum equipped with a HEPA filter or by damp wiping.

f) Compressed air must not be used to clean up and remove dust from any surface.

g) Eating, drinking, chewing or smoking is not permitted in the work area.

h) Workers who have been provided with protective clothing will, before leaving the work area:

i) decontaminate their protective clothing using a vacuum equipped with a HEPA filter, or by damp wiping, before removing the protective clothing:

ii) if the protective clothing will not be reused, place the clothing in a container.

i) Facilities for the washing of hands and face will be made available to workers and will be used by every worker when leaving the work area.

6. Respirators (Regulation 278/05):

a) A worker must not be assigned to an operation requiring the use of a respirator unless he or she is physically able to perform the operation while using the respirator.

b) If respirators are used in the workplace, the employer must establish written procedures regarding the selection, use and care of respirators and a copy of the procedures must be provided to and reviewed with each worker who is required to wear a respirator.

c) Respirators provided by an employer and used by a worker in a Type 1, operation:
i) will be fitted so that there is an effective seal between the respirator and the worker’s face, unless the respirator is equipped with a hood or helmet;

ii) will be assigned to a worker for his or her exclusive use, if practicable;

iii) will be used and maintained in accordance with manufacturer’s specifications;

iv) will be cleaned, disinfected and inspected after use on each shift, or more often if necessary, when issued for the exclusive use of one worker, or after each use when used by more than one worker;

v) damaged or deteriorated parts are to be replaced prior to being used by a worker; and

vi) when not in use, respirators are to be stored in a convenient, clean and sanitary location.

d) The following additional requirements apply to a respirator of the supplied air type:

i) The compressed air used for breathing must meet the standards set out in Table 1 of CSA Standard Z180.1-00, Compressed Breathing Air and Systems (March 2000).

ii) If an oil-lubricated compressor is used to supply breathing air, a continuous carbon monoxide monitor equipped with an alarm will be provided.

iii) If an ambient breathing air system is used, the air intake must be located in accordance with Appendix B of the standard referred to in paragraph (i).

### IV. Definitions

**Amended water** is water to which soap has been added.

**Friable asbestos** material can be crumbled, pulverized or powdered by hand pressure. Friable materials likely to be found in Board buildings include fireproofing or sprayed-on insulation, acoustical plaster, heating equipment insulation, pipe insulation and broken ceiling tiles.

**Non-friable asbestos** is material in which asbestos fibres are held together by a binder such as cement, vinyl, or asphalt, and are therefore much more durable. Non-friable asbestos materials likely to be found in Board buildings include asbestos-cement products (for example, laboratory table tops), gaskets and packings, coatings and sealants, roofing paper, floor tiles, and asbestos textiles (for example, welding curtains and fire blankets).

**Type 1 Operations** are activities where there is a low risk of exposure to airborne asbestos fibres and almost no health risk; this typically involves:

a) the installation or removal of ACM (not including ceiling tiles) that are installed/removed without being broken, cut, drilled, abraded, ground, sanded, or vibrated;

b) cutting breaking, drilling, abrading, grinding, sanding or vibrating and shaping of non-friable asbestos products if the material is wetted to control the spread of dust or fibres, and the work is done using hand tools;

c) installation or removal of ceiling tiles that are ACM, if the tiles cover an area less than 7.5 square metres and are installed/removed without being broken, cut, drilled, abraded, ground, sanded, or vibrated; and

d) drywall removal (for which the removed section is one square meter or less) where asbestos joint filling compounds were used.
Type 2 Operations are activities where there is moderate risk of exposure to airborne asbestos fibres and some health risk. This work typically involves:

a) removal of all or part of a false ceiling to obtain access to a work area, if ACM is likely to be lying on the surface of the false ceiling;
b) enclosure of friable ACM;
c) removal or disturbance of one square meter or less of friable ACM during the repair, alteration, maintenance or demolition of all or part of machinery or equipment, building or vehicle;
d) applying tape or a sealant or other covering to pipe or boiler insulation that is ACM;
e) installation or removal of ceiling tiles that are ACM, if the tiles cover an area of 7.5 square metres or more and are installed or removed without being broken, cut, drilled, abraded, ground sanded or vibrated;
f) breaking, cutting, drilling, abrading, grinding, sanding, or vibrating non-friable ACM if the material is not wetted to control the spread of dust or fibres and the work is done with a power tool equipped with a dust collection device and HEPA filter;
g) removal of insulation that is ACM from a pipe, duct or similar structure using a glove bag;
h) cleaning or removal of filters used in air handling equipment in a building that has a sprayed fireproofing that is ACM;
i) any operation that may expose a worker to asbestos and is not classified as Type 1 or Type 3.

Type 3 Operations are activities where there is a high risk of exposure to airborne asbestos fibres and a high risk of health effects. This typically involves:

a) a major removal of friable asbestos material from a building;
b) a spray application of a sealant to a friable asbestos material;
c) cleaning or removal of air-handling equipment, including rigid ducting but not including filters, in a building that has sprayed fireproofing that is ACM;
d) repair, alteration or demolition of a kiln or furnace made, in part, of asbestos-
e) the use of power tools on ACM not equipped with a HEPA filter and dust collection device; and
f) removal or disturbance of more than one square meter of friable ACM during the repair, alteration, maintenance or demolition of part or all of a building or any machinery or equipment.

V. Related Information

Related Board Policies / Procedures

POLICY: Health & Safety
Procedure: Asbestos

Legislation

Occupational Health and Safety Act
Regulation 278/05: Designated Substance – Asbestos on Construction Projects and in Buildings and Repair Operations.

Environmental Protection Act
Regulation 347/90: General Waste Management

Ministry of Labour

Procedure: Health & Safety – Confined Spaces

I. Overview / Procedure Description
To establish procedures to ensure the health and safety of all custodial and maintenance personnel and contractors who may perform work in confined and limited access spaces or perform related work with respect to confined and limited access spaces in the course of their duties. This objective is achieved by:

a) properly identifying, assessing and controlling the hazards associated with limited access spaces;
b) training and equipping maintenance staff, and providing information and training to all staff and other personnel who may be involved with confined and limited access spaces entry.

II. Areas of Responsibility

1. General Responsibility:
Manager of Plant Services; Plant Services Department; school and administrative facilities safety representatives; Occupational Health and Safety (OHS) representative; Joint Occupational Health and Safety Committee (JOHSC).

2. Employer’s Specific responsibility (before any worker enters a confined or limited access space):

   a) Board Staff Entry:
      i) Board employees will not enter confined spaces. The role will be fulfilled by Board service providers (independent contractors) who will comply with the statutory requirements for entering confined spaces.

   b) Multi-Employer Involvement:
      i) Before any worker enters the confined or limited access space or begins related work with respect to the confined or limited access space, the lead employer shall prepare a co-ordination document to ensure that the duties imposed on employers are performed in a way that protects the health and safety of all workers who perform work in the confined or limited access space or related work with respect to the confined or limited access space.

      ii) The co-ordination document may provide for the performance of duty or duties referred to in that subsection by one or more employers on behalf of one or more other employers, with respect to some or all of the workers.

   c) A copy of the co-ordination document will be provided to each employer’s joint occupational health and safety committee (JOHSC) or occupational health and safety (OHS) representative, if any, and each employer of workers who perform work in the same confined or limited access space or related work with respect to the same confined or limited access space.

III. Procedure Steps / Checklist

1. Program / Procedures:
A written program/procedure for confined and limited access spaces will be developed and maintained in consultation with the JHSC. The employer will provide a copy of the program/procedure to the JHSC and ensure that a copy of the program/procedure is available to any other employer of workers who perform work to which the program/procedure relates, and
every worker who performs work to which the program/procedure relates if the workplace has no JHSC or OHS representative.

2. Assessment / Inventory:
   a) An assessment/inventory will be conducted and recorded in writing on the Board Assessment Form and will consider, with respect to each confined or limited access space, the hazards that may exist due to the design, construction, location, use or contents of the confined or limited access space and the hazards that may develop while work is done inside the confined or limited access space.
   b) The record of the assessment may be incorporated into an entry permit for confined spaces and an entry log for limited access spaces.
   c) If two or more confined or limited access spaces are of similar construction and present the same hazards, their assessments may be recorded in a single document, but each confined or limited access space will be clearly identified in the assessment.
   d) The employer will appoint a person with adequate knowledge, training and experience to carry out the assessment and will maintain a record containing details of the person’s knowledge, training and experience.
   e) The assessment will contain the name of the person who carries out the assessment, this person will sign and date the assessment and provide it to the employer.
   f) On request, the employer will provide copies of the assessment and of the record mentioned in subsection (d) to the JOHSC or the OHS representative, if any, or every worker who performs work to which the assessment relates, if the workplace has no JOHSC or OHS representative.
   g) The employer shall ensure that the assessment is reviewed as often as is necessary to ensure that the relevant plan remains adequate.

3. Plan:
   A written plan, including procedures for the control of hazards identified in the assessment, will be developed and implemented by a competent worker for the confined or limited access space. The employer will ensure that the plan is reviewed as often as is necessary to ensure that it remains adequate.

4. General Training:
   Awareness training will be provided to all supervisors, principals, managers, vice-principals and OHS representatives whose site contains confined spaces and to Joint OHS Committee members.

5. Training (Limited Access Type A Space):
   Awareness and specific safe work procedures training will be provided to all Plant Services staff.

6. Entry to Confined Space:
   Board employees will not enter confined spaces. This role will be fulfilled by Board service providers (independent contractors) who will comply with the statutory requirements for entering confined spaces including providing ventilation and rescue and emergency response. Board services providers shall comply with the following procedures.
   a) Supervisors will assign work in Confined Spaces to at least two workers a minimum of one day in advance. In emergency situations, this timeline will not be applicable. A Confined Space Entry Permit will be issued by the supervisor or designate.
   b) Supervisors and/or workers will inspect the instruments and equipment to be used for the job. The checklist in the Confined Space Entry Permit must be used. Rescue and emergency...
equipment will be considered as equipment to be used for the job and will be included on the permit.

c) Workers will place a notice and install barriers to secure the entrances to the confined space. If necessary vehicular traffic control should be established.

d) An atmospheric test around the opening will be taken and recorded. Tests will be taken for oxygen levels, flammable and toxic gases.

e) The rescue and emergency equipment will be installed and tested for efficient operation. Non-entry rescue will be the preferred means of rescue for confined space emergencies. The attendants must be competent in the two retrieval systems on the davit. They must also know and be able to activate emergency procedures and have full knowledge of the operation of all equipment used in confined spaces entry and retrieval.

f) The space will be opened and an oxygen test will be taken by the competent workers at varying levels inside the space. The test results will be recorded on the Confined Space Entry Permit.

g) (If the test results indicate an oxygen deficient atmosphere, the space will be purged with fresh air for at least 20 minutes.

h) The competent worker will conduct a second oxygen test and record the result on the permit. Purging of the space and testing will be repeated until safe oxygen levels are obtained (19.5% to 23% oxygen).

i) The permit will be posted near the entrance to the confined space.

j) Flammability and toxicity tests will be taken and recorded in the Confined Space Entry Permit.

k) Workers assigned to enter the confined space will wear a full harness and a life line, if practicable.

l) (Only when the atmospheric tests indicate safe levels may a worker enter the space and establish adequate extraction of hazardous gases which may be produced as a result of the work, e.g., hot work. The other worker will ensure that the ventilation equipment maintains a safe atmosphere and the rescue and emergency equipment are laid out for a quick and effective response.

m) Only when the ventilation system inside the space and the rescue and emergency system outside are ready and operating, may the assigned worker enter the space and perform the task planned. The time of entry and exit must be entered on the permit.

n) The space will be continuously monitored to ensure that the atmosphere is free from hazards. The results will be recorded every 15 minutes on the permit.

o) When the work is completed, workers will close all entrances to the confined space, store all testing instruments emergency and other equipment appropriately and return the Confined Space Entry Permit to the supervisor.

p) Supervisors will review the information on the Confined Space Entry Permit and take appropriate action as necessary. The permit will be filed permanently and kept for at least two years.

q) The supervisor will log the entry, indicating the date and times of entry, space entered, reason for entry and note observations related to the entry.

NOTE: If hot work is being undertaken a hot work permit will be required. Ventilation equipment must be used, as well as all other appropriate control measures. If electrical work or work around moving equipment is being undertaken, the provisions of the lock-out/tag-out procedure must be applied.
IV. Definitions

**confined space** means a fully or partially enclosed space,

- a) that is not both designed and constructed for continuous human occupancy, and
- b) in which atmospheric hazards may occur because of its construction, location or contents or because of work that is done in it;

**limited access space Type A** is a space that is not meant for continuous human occupancy because of its access and design, and for which atmospheric testing is not required.

V. Related Information

**Related Board Policies / Procedures**
- POLICY: Health & Safety
- Procedure: Hot Work Permits

**Legislation**
- Occupational Health and Safety Act
- Ontario Regulation 632/05 – Confined Spaces
- Ontario Regulation 851/90 – Industrial Establishments, Part I.I (Confined Spaces)

**Ministry of Labour**
Procedure: Health & Safety – Designated Substances

I. Overview / Procedure Description
To ensure that Board employees and a worker who are not Board employees, but are working in a Board workplace are protected from exposure to designated substances.

II. Areas of Responsibility
The Board shall:
- take every precaution reasonable in the circumstance to ensure the protection of a Board employee and a worker who is not a Board employee but is working in a Board workplace.

Board employees shall:
- comply with the Board requirements related to designated substances.

III. Procedure Steps / Checklist
1. Use or Storage of Designated Substances:
   a) The following chemical agents are prescribed as designated substances in Regulation 490/09 made under the Occupational Health and Safety Act:
      i) Acrylonitrile.
      ii) Arsenic.
      iii) Asbestos.
      iv) Benzene.
      v) Coke oven emissions.
      vi) Ethylene oxide.
      vii) Isocyanates.
      viii) Lead.
      ix) Mercury.
      x) Silica.
      xi) Vinyl chloride.
   b) In order to use or store any of the eleven substances within the Board an assessment of the chemical exposure must be completed. The assessment will be coordinated by the Plant Services Department in consultation with the Joint Health and Safety Committee and Program Services.

2. Assessment Process:
   a) Prior to the purchase of a Designated Substance, the prospective user will contact the appropriate Program Services personnel to request an assessment. Program Services will contact the Plant Services Department and who will, in consultation with the Joint Health and Safety Committee and Program Services, establish a process for evaluating the use of the Designated Substance.
   b) If possible, an appropriate substitute will be found for the Designated Substance.
c) Prior to the Designated Substance being acquired, the prospective user will be consulted on the intended use of the chemical. This consultation will detail:
   - Transportation and Storage of the Substance;
   - Preparation and Use Procedures;
   - Engineering Controls and Facility Design;
   - Personal Protective Equipment;
   - Waste Management procedures.

d) In order to ensure the safety of Board staff and students, use of the product during the assessment will be arranged and demonstrated by the intended supplier of the product.

e) Industrial Hygiene Testing, which is conducted to evaluate chemical exposure during product use, will be used by Plant Services, in consultation with Program Services and the Joint Health and Safety Committee to assess the likelihood of an adverse health effect.
   i) If there is agreement that no health effect is likely, a Use Guideline will be written which will detail the conditions of use.
   ii) If there is a likelihood of a health effect from the designated substance, the substance will not be used in the Board.

3. Inquiries

All inquiries on this procedure are to be directed to the Plant Services Department.

IV. Related Information

Related Board Policies / Procedures

POLICY: Health and Safety

Legislation

Occupational Health and Safety Act
Regulation 490/09: Designated Substances
Procedure: Health & Safety – Employee Accident / Injury

I. Overview / Procedure Description
This Procedure outlines the requirements for:
• summoning immediate assistance for injured employees,
• reporting all workplace accidents and injuries,
• investigation of workplace accidents and injuries,
• taking remedial action to prevent reoccurrences.

II. Areas of Responsibility

a) All Board staff has a mutual responsibility for summoning immediate assistance for injured employees.
b) Board employees shall promptly report all workplace accidents and injuries to their Principal, Manager or Supervisor.
c) Board Principals, Managers and Supervisors shall immediately report all workplace accidents and injuries to the Health & Safety/Plant Services Officer.
d) The Health and Safety/Plant Services Officer shall be responsible for reporting workplace accidents and injuries to the applicable external agencies as required by statute.
e) The Health & Safety/Plant Services Officer has the responsibility for the investigation of less serious workplace accidents and injuries.
f) In its discretion the Board may designate another staff member or a neutral third party to investigate any workplace accidents and injuries.
g) The appropriate Principal/Manager, Vice Principal and/or Supervisory officer shall have the responsibility for reviewing the results of any investigation and taking appropriate action.

III. Procedure Steps / Checklist

1. Immediate Response (Principal / Supervisor / Employee):

a) If an employee is injured on the job, the Principal, the Supervisor or an employee shall:
   i) provide immediate assistance for the injured employee;
   ii) make arrangements for the affected employee to receive immediate medical attention where warranted and obtain medical verification of the workplace injury, either from a doctor called to the scene or from the nearest hospital;
   iii) inform the Principal or Supervisor at the earliest opportunity; and
   iv) inform the Health & Safety/Plant Services Officer.
b) If first aid is given to the injured employee, a record of any first aid treatment should be kept at the school.
c) The Principal or Supervisor shall preserve the integrity of the scene of any serious accident and any related objects for either an external agency or the Board investigation.
d) The Health & Safety/Plant Services Officer shall contact the employee at the earliest opportunity and advise the employee of the various assistance available.
2. **Reporting Workplace Accidents, Employee Injuries and Loss of Time from Employment:**

   a) Employees shall report any workplace injuries and any resulting loss of time from work to their immediate supervisor; shall fill in the required Employee Accident / Incident Report; and shall fax the completed report to the Health and Safety/Plant Services Officer.

   b) Supervisors and Principals shall promptly report all serious workplace accidents which resulted in employee injury or loss of time from work to the Health & Safety/Plant Services Officer for advice and direction.

   c) Where an employee is killed or critically injured from any cause at a workplace, the Board shall notify an inspector, the health and safety committee, and trade union, if any, immediately of the occurrence by telephone, telegram or other direct means and the Board shall, within forty-eight hours after the occurrence, send to a Director (appointed under the Occupational Health and Safety (OH&S) Act) a written report of the circumstances of the occurrence containing such information and particulars as the regulations prescribe.

   d) Where an employee is killed or critically injured at a workplace, no person shall, except for the purpose of,

      i) saving life or relieving human suffering;

      ii) maintaining an essential public utility service or a public transportation system; or

      iii) preventing unnecessary damage to equipment or other property, interfere with, disturb, destroy, alter or carry away any wreckage, article or thing at the scene of or connected with the occurrence until permission so to do has been given by an inspector.

   e) If an employee is disabled from performing his or her usual work or requires medical attention because of an accident at a workplace, but no person dies or is critically injured because of that occurrence, the Board shall, within four days of the occurrence, give written notice of the occurrence containing the prescribed information and particulars to the health and safety committee, trade union (if any) and to the Director (appointed under the OH&S Act), if an inspector requires notification of the Director.

   f) If an employee loses time from work, earns less than a regular day’s pay or gets health care treatment beyond first aid because of a workplace accident; a report must be filed with the Workplace Safety Insurance Board within three days.

3. **Investigating Workplace Accidents, Employee Injuries and/or Loss of Time from Employment:**

   a) The Health & Safety/Plant Services Officer has the responsibility for the investigation of less serious workplace accidents, employee injuries and loss of time from employment.

   b) In its discretion the Board may designate another staff member or a neutral third party to investigate any workplace accidents, employee injuries and loss of time from employment.

   c) The Joint Health and Safety Committee shall designate one or more members to investigate cases where an employee is killed or critically injured at a workplace from any cause and one of those members may, subject to subsection 51 (2) of the Act, inspect the place where the accident occurred and any machine, device or thing, and shall report his or her findings to a Director (appointed under the Act) and to the Committee.

   d) After consultation with the Manager of Plant Services, the appropriate Board Supervisory Officer and/or the Manager of Human Resources Services have the responsibility for reviewing the results of any investigation and taking appropriate action.
4. **Workplace Violence and Harassment:**

   Incidents of workplace violence and harassment shall be dealt with by the workplace violence and workplace harassment procedures.

5. **Record of Investigation & Response:**

   a) The report of the investigation, supporting documents and Board response shall be retained by the Manager of Human Resources Services in a confidential Board Folder.

   b) The Joint Health and Safety Committee shall be given the results of a report which deals with occupational health and safety matters and a copy of the portions of the report which deals with occupational health and safety matters.

   c) If any discipline was administered as a result of the workplace accident, employee injury and/or loss of time from employment, the necessary disciplinary documentation shall be filed in the employee's personnel file.

IV. **Definitions**

   **critical injury** means an injury of a serious nature that, 
   - places life in jeopardy;
   - produces unconsciousness;
   - results in substantial loss of blood;
   - involves the fracture of a leg or arm but not a finger or a toe;
   - involves the amputation of a leg, arm, hand or foot but not a finger or toe;
   - consists of burns to a major portion of the body; or
   - causes the loss of sight in an eye

V. **Related Information**

   **Related Board Policies / Procedures**

   POLICY: Health and Safety
   Form Employee Accident/Incident Report.

   **Legislation**

   Occupational Health and Safety Act, s. 51 (Notice of Death or Critical Injury); s. 52 (Notice of Accident causing Injury).
   Ontario Regulation 851/90 – Industrial Establishments, s. 5 (Notice of Accidents)
   Workplace Safety and Insurance Act, 1997, s. 21 (Notice of Accident).

   **Ministry of Labour**

RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

EMPLOYEE ACCIDENT/INCIDENT REPORT

PLEASE CONTACT THE HEALTH AND SAFETY OFFICER (KEN JONES) IMMEDIATELY AT 735-1031 FOR ALL ACCIDENTS

Name of employee: ________________________________
Address: __________________________________________
D.O.B. __________________________ dd/mm/yy
________________________________________ P.C. __________________________ Tel. # __________________________

Date of hire if known: __________________________ dd/mm/yy

Workplace / School: ____________________________ Position Occupied: ____________________________

Normal working hours: __________________________ Part time: _________ Full Time: _________

Date of accident/incident: __________________________ Time of accident/incident: __________________________

Was the employee absent from work beyond the day of the injury: Yes ☐ No ☐ Dates: __________________________

Date and hour last worked: __________________________ Time: __________________________

Date accident reported to Immediate Supervisor / Department Head: _________ Time: __________________________

Name of person accident/incident reported to: __________________________

What happened to cause the injury? __________________________

What was the employee doing during the time of accident/incident? __________________________

Identify the size, weight and type of equipment or materials involved (if applicable): __________________________

In what specific area did the accident/incident occur? __________________________

Describe the injury, part of the body involved, and specify left or right side: __________________________

Did the employee go to the hospital or seek medical attention? Yes ☐ No ☐ When? __________________________

Name of hospital or clinic: __________________________ Name of attending physician: __________________________

Was first-aid administered? Yes ☐ No ☐ If yes, by whom? __________________________

Name of witness who saw the accident/incident: __________________________

Employee’s signature: __________________________

N.B. 1. PLEASE FORWARD THIS FORM BY FAX THE DAY OF THE ACCIDENT/INCIDENT (FAX # 735-1715)
2. PLEASE ENSURE THAT THE PROPER EMERGENCY CARE IS PROVIDED

3/10/2010
Procedure: Health & Safety – Eyewash Stations

I. Overview / Procedure Description

To establish procedures to ensure that eyewash stations are available where required, and that they are maintained in order to ensure the health and safety of staff and students.

II. Areas of Responsibility

School principals and Plant Services are primarily responsible for the implementation of this procedure.

III. Procedure Steps / Checklist

1. Eyewash Stations:
   a) Eyewash stations should be installed in areas where a person (staff or student) is exposed to potential eye injury due to contact with a biological or chemical substance. It is recommended that this station be located at a distance no farther than 10 m from the hazard location. Suggested coverage for eyewash installations includes but is not limited to:
      i) science preparation rooms where concentrates are handled;
      ii) areas where corrosives are used;
      iii) cleaning chemical storage and mixing areas;
      iv) paint shops;
      v) auto body paint mixing areas;
      vi) industrial arts; and
      vii) visual arts.
   b) Eyewash stations must be identified with a highly visible sign.
   c) If an eyewash unit breaks down, staff and students in the area should be warned and properly protected.
   d) A comfortable temperature range for the water in fixed eyewash stations is 15-32 degrees Celsius (60-95 degrees Fahrenheit).
   e) Written instructions must be posted beside the eyewash station.

2. Types of Eyewash Stations:
   a) Fixed or plumbed-in eyewash basins which can deliver the required 15-minute flush.
   b) A combination eyewash/body spray unit should be considered as a versatile alternative to an eyewash basin. The hand-held unit can be used for splash and spills affecting other parts of the body but, for an eye injury, should only be used as an exterior measure until a 15-minute flush can be achieved.
   c) Portable eyewash bottles can be used to support eyewash stations. While they cannot be considered a substitute for a permanent, plumbed eyewash station, they can be kept in the immediate vicinity of staff/students so that an injured person can flush immediately, before going to a fixed eyewash unit.

3. Operation of Eyewash Stations:
   a) Everyone should remain calm and see that immediate care is given to the victim.
   b) The eyes should be immediately washed with clear water or an approved eyewash fluid for 15 minutes.
c) When washing the eyes, it is important to hold the eyelids open and roll the eyeballs so that water will flow on the entire surface of the eye and into the surrounding folds. The victim may need aid in holding the eyes open.

d) Seek medical aid immediately.

e) An eyewash should NOT be considered for foreign particles in the eye (for example wood dust, metal filings) as pressure from the spray could lodge such matter into the soft tissue around the eye or the eyeball itself.

4. Maintenance of Fixed (Plumbed) Eyewash Units:
   a) The water should be run on a regular schedule (for example, once a week for 3 minutes) to ensure that the units are working properly.
   b) Preventative maintenance (such as checking for valve leakage and clogged openings and lines) should be done as per the manufacturer’s instructions, or on a regularly scheduled basis.
   c) Signed and dated records of inspection and maintenance must be maintained.

5. Maintenance of Portable Eyewash Bottles:
   a) Check the bottles weekly, and replace or refill if necessary.
   b) If the bottle contains a buffered saline solution, check expiry date on the units and replace when required.
   c) If the bottle contains distilled water, change the water frequently (once per week at a minimum).
   d) Signed and dated records of inspection are to be maintained.

6. Instructions & Training:
   a) Written instructions must be posted beside the eyewash station.
   b) Instruction in the proper use and location of eyewash stations should be given to staff and students in the area.

IV. Related Information

Related Board Policies / Procedures
POLICY: Health and Safety
Procedure: First Aid

Legislation
Occupational Health and Safety Act
Ontario Regulation 851/90 – Industrial Establishments, s. 124
Procedure: Health & Safety – First Aid

I. Overview / Procedure Description

To provide first aid facilities, appliances and trained personnel as required by legislation.

II. Areas of Responsibility

The Board is responsible for:

- providing first aid facilities, appliances and trained personnel.

The Principal or Vice-Principal is responsible for:

- inspecting first aid stations and first aid boxes in his or her school.

The Health and Safety/Plant Services Officer or designate is responsible for:

- inspecting first aid stations and first aid boxes at other Board workplaces and
- restocking first aid boxes as necessary.

All Board employees and supervisors are responsible for:

- reporting accidents and injuries on the Employee Accident / Incident Report attached to the Employee Accident & Injury Procedure.

III. Procedure Steps / Checklist

1. General First Aid Requirements:

   a) First Aid Station:
      i) A first aid station shall contain, a first aid box containing the items set out in this Procedure, a notice board displaying, the WSIB poster known as Form 82 (See Appendix) and the valid first aid certificates of qualification of the trained workers on duty; and an inspection card with spaces for recording the date of the most recent inspection of the first aid box and the signature of the person making the inspection.
      ii) A first aid station shall be in the charge of a worker who works in the immediate vicinity of the first aid station and who is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent.
      iii) First aid stations shall be so located as to be easily accessible for the prompt treatment of any worker at all times when work is in progress.

   b) First Aid Box
      i) A first aid box shall contain as a minimum the first aid items required by this Procedure and all items in the box shall be maintained in good condition at all times.
      ii) The box shall be large enough so that each item is in plain view and easily accessible.
      iii) Principals or Vice- Principals shall inspect first aid boxes and their contents at their schools not less than quarter-yearly intervals and shall mark the inspection card for each box with the date of the most recent inspection and the signature of the person making the inspection.
      iv) The Manager of Plant Services or designate shall inspect first aid boxes and their contents at other Board workplaces not less than quarter-yearly intervals and shall mark the inspection card for each box with the date of the most recent inspection and the signature of the person making the inspection.
      v) Requests for restocking of first aid boxes shall be made to the Health and Safety / Plant Services Officer after an annual June inspection and on an as needed basis.
vi) The Board shall at all times keep posted in other conspicuous places in the place of employment the WSIB poster known as Form 82 respecting the necessity of reporting all accidents and receiving first aid treatment.

vii) The expense of furnishing and maintaining first aid appliances and services shall be borne by the Board.

c) WSIB Poster: The Board shall at all times keep posted in other conspicuous places in the place of employment the WSIB poster known as Form 82 respecting the necessity of reporting all accidents and receiving first aid treatment.

2. First Aid Station Requirements (School or Board workplace with 15 or less employees):

   a) The Board shall provide and maintain a first aid station with a first aid box containing as a minimum:
      • a current edition of a standard St. John Ambulance First Aid Manual;
      • 1 card of safety pins; and
      • dressings consisting of,
        − 24 adhesive dressings individually wrapped,
        − 12 sterile gauze pads, 3 inches square,
        − 4 rolls of 2-inch gauze bandage,
        − 4 rolls of 4-inch gauze bandage,
        − 4 sterile surgical pads suitable for pressure dressings, individually wrapped,
        − 6 triangular bandages,
        − 2 rolls of splint padding, and
        − 1 roll-up splint.

   b) The Board shall ensure that the first aid station is at all times in the charge of a worker who is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent; and works in the immediate vicinity of the box.

3. First Aid Station Requirements (School & Board workplace with more than 15 employees):

   a) The Board shall provide and maintain one stretcher, two blankets and a first aid station with a first aid box containing as a minimum,
      • a current edition of a standard St. John Ambulance First Aid Manual;
      • 24 safety pins;
      • 1 basin, preferably stainless steel; and
      • dressings consisting of,
        − 48 adhesive dressings, individually wrapped,
        − 2 rolls of adhesive tape, 1 inch wide,
        − 12 rolls of 1-inch gauze bandage,
        − 48 sterile gauze pads, 3 inches square,
        − 8 rolls of 2-inch gauze bandage,
        − 8 rolls of 4-inch gauze bandage,
        − 6 sterile surgical pads suitable for pressure dressings, individually wrapped,
        − 12 triangular bandages,
        − splints of assorted sizes, and
        − 2 rolls of splint padding.
b) The Board shall ensure that the first aid station is at all times in the charge of a worker who, is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent; and works in the immediate vicinity of the box.

4. **Board Construction Sites:**
   a) Where the construction, repair or demolition of a building is in the charge of a general contractor, the general contractor shall provide and maintain the first aid station or stations required by Regulation 1101/90 in respect of the workers in the same manner as if the general contractor were the employer of the workers.
   b) Where the place of employment is the site of construction, repair or demolition of a building, a first aid station shall be maintained in the time office for the project.
   c) Where there is no time office for the project, a first aid station shall be maintained in a vehicle or building at the site.

5. **Reporting Accidents and Injuries:**
   a) Employees shall report any workplace injuries and any resulting loss of time from work to their immediate supervisor; shall fill in the required Employee Accident / Incident Report attached to the Employee Accident & Injury Procedure; and shall fax the completed report to the Health and Safety/Plant Services Officer.
   b) All other required reports shall be made in accordance with the Employee Accident & Injury Procedure.

IV. Related Information

*Related Board Policies / Procedures*
- POLICY: Health and Safety
- Procedure: Employee Accident & Injury
- Form: Employee Accident & Injury

*Legislation*
- Occupational Health and Safety Act,
- Workplace Safety Insurance Act, 1997
- Regulation 1101/90 - First Aid Requirements

V. **Appendix: WSIB Form 82**
Procedure: Health & Safety - Hazardous Waste Disposal

I. Overview / Procedure Description

To ensure that hazardous wastes are disposed in an environmentally safe manner and to comply with Ontario waste management legislation.

II. Areas of Responsibility

The Plant Services Department shall:

• identify, remove and dispose of Construction and General Occupancy wastes.

A Facility or School shall:

• identify, remove and dispose of wastes from Programs within a facility.

III. Procedure Steps / Checklist

1. Construction and General Occupancy Wastes:

The identification, removal and disposal of the following wastes are the responsibility of the Plant Services Department:

   a) Construction materials (liquids and solids) used by Facility Services Staff and contractors for construction/repair/alteration or demolition at Board Sites, including asbestos containing materials;
   b) Decommissioning, removal and disposal of PCB (polychlorinated biphenyls) contaminated materials from ballasts, transformers;
   c) Grease and clay traps and neutralizing tank sludges;
   d) Bulk lift wastes as specified under the appropriate garbage and solid waste by-laws;
   e) Lawn and garden wastes; and
   f) Custodial chemicals

2. Wastes from Programs within a Facility or School:

The identification, removal and disposal of the following wastes from Programs within a facility are the responsibility of the facility or school:

   a) Chemical, mineral and radioactive wastes from Science Programs, including specimens and aged or obsolete chemicals;
   b) Paints, wood, metal and chemical and construction wastes from Technology Programs;
   c) Processing chemicals, equipment and supplies used in photo processing, printing, technology programs;
   d) Waste sludges, oils, paints, solvents and lubricants from the Automotive Program;
   e) Equipment, parts and hardware no longer required in Programs, after being declared surplus.

3. Facility / School Activities:

The identification, removal and disposal of the following wastes as a result of facility activities is the responsibility of the facility or school:

   a) Disposal of items gifted to the facility/school and
   b) Disposal of wastes generated by school activities such as rallies, games, collections.
4. **Facility Rental Wastes:**

The identification, removal and disposal of wastes as a result of a facility rental (wastes left by a renter or lessor) will be identified by the Plant Services Manager or Principal. Costs incurred will be allocated by the Finance Department to the revenues generated by the lease/rental.

5. **Waste Generator Numbers / Waste Identification Codes:**

   a) The Board is approved to contract for disposal of specified wastes from the Board Administration Office, the Board’s Plant Services Department Facility and its two secondary schools.

   b) It is the responsibility of the Waste Generator to identify waste streams to the Plant Services Department. The Plant Services Department will apply for the appropriate waste codes from the Ministry of Environment. When approved, Waste Identification Codes will be forwarded to the Manager of Plant Services / Principal.

   c) Waste Collections are contingent upon presentation of these numbers to the waste disposal company.

6. **Identification of Waste Streams:**

   a) **Construction and Building Wastes**

   Contractors and Departments performing construction, renovation, remediation work on Board sites are responsible to ensure that all wastes are removed and disposed of in accordance with local by-laws.

   b) **Asbestos Wastes**

   Will be disposed of in accordance with local by-laws and in accordance with Occupational Health and Safety Act, Regulation 278 - Asbestos on Construction Projects and in Buildings and Repair Operations.

   c) **P.C.B. Wastes**

   Will be collected by Plant Services personnel who will arrange for storage at the Board’s Ministry of Environment approved sites. Site approval, safety and security, disposal will be initiated by Plant Services and in accordance with the Ontario Ministry of the Environment Regulation.

   d) **Hazardous Chemical Wastes from Science Labs**

   The waste generator will ensure that all chemical wastes are labelled with their product name chemical formula if available, emergency procedures (a MSDS) as well as quantity and stored in a secure location. Chemical Wastes from Science Rooms are classified as Miscellaneous Inorganic Chemicals and Miscellaneous waste Organic Chemicals. These include laboratory surplus or off-specification chemicals that are generated in small quantities. Program Services will arrange for disposal of these wastes annually.

   e) **Technology Wastes**

   Spent Solvents are classified into Aliphatic solvents and residues which include Acetone methylethylketone, alcohols and Petroleum distillates which includes varsol, white spirits and thinners. These wastes are generally flammable and must be stored in an appropriate container until disposal. Labelling and inventorying is the same as Science Wastes. Program Services will arrange for disposal of these wastes annually.

   f) **Automotive Wastes**

   Waste crankcase oils/lubricants are generated by Automotive shops during oil changes. These oils will be stored and arrangements made by the Department Head with Plant Services for transport and disposal. All containers and holding tanks must be clearly identified and labelled where appropriate.
g) Miscellaneous Hazardous Wastes
There are a number of miscellaneous wastes generated at the Board, including such things as biological wastes (needles/experiments), drain sludges, acid neutralizing tanks, batteries, and sewage. The waste generator must ensure that disposal procedures are included in process instructions and available to appropriate personnel.

IV. Definitions

hazardous material means a biological or chemical agent named or described in the regulation as a hazardous material.

V. Related Information

Related Board Policies / Procedures
POLICY: Health & Safety
Procedure: Asbestos
Appendix: Asbestos Management Plan
Procedure: Spill Control

Legislation
Occupational Health and Safety Act
Regulation 278/05: Designated Substance – Asbestos on Construction Projects and in Buildings and Repair Operations
Environmental Protection Act, Part V – Waste Management
Regulation 347/90: General – Waste Management
Regulation 362/90: Waste Management – PCB’s
I. Overview / Procedure Description

All buildings will require maintenance involving hot work at some time or another. Any work that involves welding, cutting torches, open torch heating, grinding or soldering presents a high exposure to fire loss. By implementing and following a Hot Work Permit system, losses due to fire can be reduced or eliminated.

II. Areas of Responsibility

The Plant Services Department is responsible:
- making available the necessary hot work permit with the required precautions,
- auditing compliance with the hot work permit,
- any amendment or modification of the original hot work permit,

Contractors and constructors are responsible for:
- obtaining a hot work permit prior to commencing any hot work on Board sites or which could affect Board sites and facilities,
- complying with the general requirements for hot work in this policy, and
- complying with the specific conditions for hot work on a hot work permit.

III. Procedure Steps / Checklist

1. Alternative to Hot Work:
As part of the planning stage, all alternatives to hot work should be considered. Hot work should be authorized only as a last resort.

2. Hot Work Permits:
   a) A hot work permit is required for any hot work (roofing, welding, grinding, cutting, etc.) during construction, alteration and demolition that threatens the safety of the area or the building.
   b) All precautions set out on the hot work permit and any additional precautions issued by the Plant Services Department must be followed.
   c) The Hot Work Permit shall be prominently posted, or readily accessible at each hot work area or tied to the hot work equipment. The hot work on each floor level or within the fire containment requires a separate Hot Work Permit.
   d) The issued permit is valid for the specified period of time and not transferable to other work area or Contractors/Constructors. Any change that affects any of the conditions of the permit shall require a new or amended permit.
   e) The Plant Services Department will grant an extension of the permit time period upon presentation by the permit holder a satisfactory reason for failure to start or complete the hot work.
   f) The Plant Services Department will suspend or revoke the hot work authorization if any non-compliance of the required safety precautions is found upon inspection. No hot work is to continue until re-authorization.
3. **Contractors’ Responsibilities:**
   
a) For all hot work including, but not limited to, roof replacement, cutting, and welding, authorization to proceed must be obtained from the Building Administration.
b) No hot work is permitted in a building where the automatic sprinkler system is impaired.
c) The Contractors/Constructors shall arrange with Administration to maintain a fire watch during any hot work operation for at least 60 minutes after the completion of the work. Where the automatic fire detection system is not available, additional hourly patrols for at least 4 hours after the completion of the work must be implemented. The fire watch will conform to the requirements of the Ontario Fire Code.
d) Before commencing any hot work, the Contractors/Constructors shall inspect the work area and confirm precautions have been taken to prevent fire. In addition, all statutory requirements as outlined in the *Occupational Health and Safety Act*, the Regulations for Construction Projects and the Ontario Fire Code shall be complied with.
e) The Contractor will ensure the required safety equipment is present during the performed hot work, including, but not limited to, flame-proof curtains, an appropriate number of portable fire extinguishers, smoke-eaters or similar device, to limit welding fumes. The Contractor shall ensure his/her employees wear the required personal protective equipment while performing hot work.
f) Where the building fire alarm system has to be deactivated for facilitating the hot work, the Plant Services Department shall be given prior notification. Once the work has been completed and the fire watch is over, the Contractor will inform the Plant Services Department. The Plant Services Department will arrange for the fire alarm system to be returned to normal operation. In case of an emergency repair involving any hot work during the off-hours, the Plant Services Department shall be contacted for instructions.
g) No hot work is permitted in a building where the automatic sprinkler system is impaired.
h) The Contractors/Constructors shall sign the Hot Work Permit to indicate that the required fire watch and final check-up monitoring period have been complied with and returned the Hot Work Permit to Building Administration.

IV. Definitions

*Fire Watch* means monitoring the work area during and after the hot work to identify fire hazards and respond appropriately. A person trained in the use of fire suppression equipment and alarm activation is qualified to perform the fire watch. Fire suppression equipment and a means of communication must be immediately available during a fire watch. This person may not be assigned to any other task and will not be doing the actual hot work.

*Hot Work* means work that involves open flames or work that produces heat, sparks or dust that will affect the fire alarm system. Such operations include but are not limited to welding, soldering, brazing, cutting, coring, grinding, adhesive bonding, thermal spraying, riveting, chipping, soldering, and thawing pipes.

*Hot Worker* means a person performing the hot work.

*Hot Work Permit* means a document used to request approval to proceed with hot work and identify necessary fire precautions. The permit is posted at the workplace during the work process and remains posted until the fire watch is completed. The Hot Worker must be able to produce this permit on demand.
V. Related Information

Related Board Policies / Procedures
   POLICY: Health and Safety
   Procedure: Confined Spaces
   Form: Hot Work Permit

Legislation
   Occupational Health and Safety Act
   Ontario Regulation 213/91 – Construction Projects
   Fire Protection and Prevention Act, 1997
# HOT WORK PERMIT

All temporary operations involving open flames or producing heat and/or sparks require a Hot Work Permit. This includes, but is not limited to, Brazing, Cutting, Grinding, Soldering, Thawing, and Welding.

### INSTRUCTIONS FOR FIRE SAFETY SUPERVISOR

1. Verify precautions listed at right (or do not proceed with the work).
2. Complete page 1 and retain for job files.
3. Post page 2 in vicinity of hot work.

<table>
<thead>
<tr>
<th>DATE</th>
<th>JOB NO.</th>
</tr>
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<tbody>
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<td></td>
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</table>

LOCATION/BUILDING & FLOOR (Be Specific)

DESCRIPTION OF WORK BEING PERFORMED

NAME OF PERSON DOING HOT WORK and LICENSE #

The above location has been examined, the precautions checked on the Hot Work Checklist have been taken to prevent fire, and permission is authorized for this work.

SIGNED: (Permit Authorizing Individual)

SIGNED: (Person doing Hot Work)

SIGNED: (Fire Watch)

TIME

STARTED: Date:______ Time:______ AM/PM

Date:______ Time:______ AM/PM

FIRE WATCH SIGNOFF

Work area and all adjacent areas to which sparks and heat might have spread were inspected during the fire watch period and were found fire safe.

Signed:____________________________________

FINAL CHECKUP (minimum 30 minutes after Hot Work)

Work area was monitored for _______ hour(s) following Hot Work and found fire safe.

Signed:____________________________________

OK

- Sprinklers and hose streams in service/operable.
- Hot Work Equipment in good condition (e.g., power source, welding leads, torches, etc.).
- Multi-purpose fire extinguisher and/or water pump can.

REQUIREMENTS WITHIN 35 FEET OF WORK

- Dust, Lint, Debris, Flammable Liquids and oily deposits removed, floors swept clean.
- Explosive atmosphere in area eliminated.
- Combustible floors (e.g., wood, tile, carpeting) wet down, covered with damp sand or fire blankets.
- Remove flammable and combustible material where possible. Otherwise protect with fire blankets, guards, or metal shields.
- All wall and floor openings covered.
- Walkways protected beneath hot work.

WORK ON WALLS OR CEILINGS

- Combustibles moved away from other side of wall.

WORK IN CONFINED SPACES

- Confined space cleaned of all combustibles (example: grease, oil, flammable vapors).
- Containers purged of flammable liquids/vapors.
- Follow confined space guidelines.

FIRE WATCH/HOT WORK AREA MONITORING

- Fire watch will be provided during and for 30 minutes after work, including any coffee or lunch breaks.
- Fire watch is supplied with an extinguisher, and/or water pump can, also making use of other extinguishers located throughout work area.
- Fire watch is trained in use of this equipment and familiar with location of sounding alarm.
- Fire watch may be required for opposite side of walls, above, and below floors and ceilings.

OTHER PRECAUTIONS TAKEN

---

Renfrew County Catholic District School Board
WARNING!
HOT WORK IN PROGRESS
WATCH FOR FIRE!

IN CASE OF AN EMERGENCY:

CALL: ____________________________

AT: 911

WARNING!
Procedure: Health & Safety – Locking Out & Tagging

I. Overview / Procedure Description

To establish safety guidelines for employees when performing maintenance/repairs, by ensuring that all machinery, devices or objects which may endanger the safety of a worker are disconnected, locked out of service and tagged before any work is done and while it is being worked on. Locking and tagging out procedures may also be used when a hazardous machine, device or object has been identified.

II. Areas of Responsibility

The Plant Services Department, supervisors and workers who are working on machinery, devices or objects which may endanger the safety of a worker are responsible for implementation of this procedure.

III. Procedure Steps / Checklist

1. Maintenance and Repairs of a Machine, Device or Object:
   a) All apparatus capable of being energized or dynamically activated must be de-energized or de-activated by locking out, physically disconnecting, or otherwise rendering the apparatus inoperable.
   b) Switches, power sources, controls, interlocks, and other such devices must be appropriately tagged and personally locked out by each worker involved in the operation.
   c) Each worker must be protected by personally placing his/her own safety lock on the disconnect switch. The key for the lock must be retained on the worker’s person while the lock is in place.
   d) Where several workers are working on the same machinery, device or object, provision for additional locks must be made through the use of a lockout bar/scissor shackle. This arrangement can accommodate any number of locks by placing another lockout bar/scissor shackle in the last hole of the previous bar.
   e) Each worker must attach to the lock a durable tag filled out with the information indicated on the sample tag shown at the end of this Procedure.
   f) A record must be kept of the devices locked out or otherwise rendered inoperable so that all of these devices can be reactivated once the work is complete.
   g) A worker must remember that even though the disconnect switch may already be locked, he/she is not protected until his/her personal lock is utilized.

2. Identification of a Hazardous Machine, Device or Object:
   a) When a hazardous machine, device or object has been identified, the worker must immediately tag-out the hazard and immediately advise the supervisor.
   b) The supervisor must immediately contact the appropriate maintenance staff to investigate the hazard. The supervisor must follow the lock out procedure during maintenance or lockout and tag the hazard to allow for maintenance planning and preparation.
   c) Sample Lockout Tag (see sample tag at the end of this Procedure):
      An authorized lockout tag will be:
      i) made of a non-conducting material;
      ii) secured to machine to prevent its inadvertent removal; c) be placed in a conspicuous location;
      iii) state the reason for the lockout;
iv) show the name of the person performing the lockout; f) show the contact phone number; and
v) show the date the lockout was affected.

IV. Definitions

*locking out* a device means to render it inoperable.
*lockout tag* is the authorized tag used to lock out a device
*disconnect switch* means a pull-type switch or circuit breaker, which physically opens or closes to disconnect the circuit.
*lockout bar/scissor shackle* is a device which will allow multiple lockout tags to be used simultaneously.
*machine*, in the context of this procedure, refers to a vehicle, transmission machinery, boiler, vessel, steam or air-driven machinery, pipeline or any device which must be isolated to carry out work safely.
*work*, for the purpose of this procedure, means any inspection, repair, adjustment, cleaning or maintenance for which the machine must be stopped, other than the normal operation of the machine.
*worker* refers to a Board employee or any person contracted to perform work on a machine, equipment or device on Board property.
*supervisor* refers to a person who has charge of a workplace or authority over a worker.

V. Related Information

*Related Board Policies / Procedures*
  POLICY: Health and Safety

*Legislation*
  Occupational Health and Safety Act
  Regulation 851/90 – Industrial Establishments (ss. 75-76)
Procedure: Health & Safety – Ministry of Labour Inspection / Order

I. Overview / Procedure Description

To set out a procedure for staff to follow in the event of a Ministry of Labour inspection.

II. Areas of Responsibility

The Board shall:
- implement any required or necessary actions to comply with a report or order in accordance with the Occupational Health and Safety Act (the Act).

A Principal / VP or designate shall:
- inspect the Ministry of Labour inspector’s credentials and accompany the inspector on inspection of his or her school site;
- immediately provide the Plant Services Department with notice of and a copy of any inspector orders or reports;
- post any reports or orders for his or her school as required;
- take any required actions to comply with a report or order as directed by the Manager of Plant Services.

The Manager of Plant Services shall:
- inspect the Ministry of Labour inspector’s credentials and accompany the inspector on inspection of a non school site;
- immediately provide the appropriate Board Supervisory Officer with notice of and a copy of any inspector orders or reports;
- provide the Board’s Joint Health and Safety Committee with a copy of any reports or orders;
- post any reports or orders in non school sites as required;
- take any required actions to comply with a report or order.

The Managers of Human Resources & of Plant Services shall:
- take any necessary follow up to inspection reports and orders.

Workers and persons in Board workplaces shall
- assist the inspector in the performance of his or her duties under the Act.

III. Procedure Steps / Checklist

1. Ministry of Labour Inspection:
   a) Under section 54 of the Occupational Health and Safety Act, a Ministry of Labour (MOL) Inspector may enter in or upon any workplace, and all parts of that workplace, at any time without warrant or notice.
   b) The MOL Inspector will report to the office and present credentials prior to touring the school/facility. At that time the Inspector may ask for a Safety Committee member or a specific person or representative from a specific worker group to accompany him/her.
   c) During an inspection, the Principal/Manager, or designate, will accompany the Inspector as well as the Inspector’s requested worker representative.
   d) During the Inspector’s visit, inquiries may be made of any person in the building as stated in the Occupational Health and Safety Act.
   e) All Board employees and any other persons in Board workplaces shall assist the Inspector in the performance of his or her duties under the Occupational Health and Safety Act.
2. **Notice of Inspection Reports / Orders:**
   
a) When the inspection has been completed, a written report or order will be signed for and given to the Principal/Manager or designate.

b) Copies of the report or order are to be posted in all staff lounges (rooms) and the custodial room.

c) A copy is to be forwarded to the Manager of Plant Services and the Manager of Human Resources Services immediately.

d) The Manager of Plant Services shall send a copy of the report or order to the appropriate Board Supervisory Officer and to the Joint Health and Safety Committee.

3. **Action on Reports and Orders:**
   
a) If orders have been issued by the Inspector which require “immediate” or “forthwith” attention, a telephone call to the Manager of Plant Services is required, to be followed by notification in writing.

b) When a report or order is received by the Manager of Plant Services, the following procedure will be followed:
   
i) A Strategy for Compliance will be developed which assigns responsibilities and determines the nature of the corrective action required.

   ii) The Principal/Manager or Designate will be responsible for those areas which are not part of the facility.

   iii) Plant Services will be responsible for those areas which are considered to be part of the structure. All ventilation systems, fire extinguishers and electrics mounted on walls are classified as structural for these purposes.

c) The above individuals are to report their progress on their assigned areas of responsibility to the Managers of Plant Services and Human Resources Services.

d) The Manager of Plant Services shall be responsible for sending written notification to the Ministry within three days that the order has been complied with along with the signed statement of agreement or disagreement of a worker member of the Joint Health and Safety Committee or a statement that the worker member has declined to sign the statement.

e) The original order and the notice of compliance shall be posted for fourteen (14) days in all staff lounges (rooms) and the custodial room of the relevant workplace(s) and a copy given to the Joint Health and Safety Committee.

f) The Manager of Plant Services in consultation with the Manager of Human Resource Services will be responsible for the completion of all Ministry of Labour follow up reporting forms, and the launching of any appeal of orders or any formal statements made in regard to the Ministry of Labour orders.

IV. **Related Information**

*Related Board Policies / Procedures*

**POLICY:** Health and Safety

*Legislation*

Occupational Health and Safety Act, Part VIII - Enforcement

*Ministry of Labour*

Procedure: Health & Safety – Refusal to Work

I. Overview / Procedure Description

The process to be followed in schools and administration sites when workers exercise their right to refuse to work when they have reason to believe that the work is likely to endanger themselves or another worker.

II. Areas of Responsibility

Supervisory officers, principals, vice-principals, managers, supervisors.

III. Procedure Steps / Checklist

1. Statutory Right to Refuse Work
   a) The Occupational Health and Safety Act gives workers in Ontario the right to refuse work when they have reason to believe that the work is likely to endanger themselves or another worker. This right does not apply to a teacher when the circumstances are such that the life, health or safety of a pupil is in imminent jeopardy.
   b) The right applies when any machine, equipment, device or the physical condition of the workplace is believed to be unsafe, or where a provision of the Act is being contravened and is likely to be a danger to a worker.
   c) Every reasonable effort must be made prior to the refusal to resolve the issue, including taking the concern to the next management level.

2. Exercise of Right to Refuse Work
   a) The right to refuse must be exercised in the workplace by the worker who has reason to believe that work is likely to endanger self or another worker.
   b) A work refusal cannot be made in advance of reporting for work.
   c) When a worker exercises his/her right to refuse work, the Act sets out a procedure that must be followed to ensure that the possibility of danger is fully investigated.
   d) No worker may be penalized because he has exercised his/her rights under the Act. There is an expectation that any worker who exercises his/her right to refuse unsafe work is acting in good faith based on a reasonable concern regarding his/her own safety or the safety of another worker(s).

IV. Definitions

worker representative is defined as:
   a) a Joint Occupational Health and Safety committee member who represents the worker;
   b) the workplace health and safety representative; or
   c) a worker with the knowledge, expertise and training to assess a situation and determine if it is indeed dangerous, who is selected by the workers to represent them.
V. Related Information

Related Board Policies / Procedures
   POLICY: Health and Safety

Legislation
   Occupational Health and Safety Act, Part V (Right to Refuse or Stop Work)
   Ontario Regulation 857/90 - Teachers

Ministry of Labour
Procedure: Health & Safety - Safe Drinking Water

I. Overview / Procedure Description

To ensure safe drinking water at all schools and sites of the Board and to comply with the Safe Drinking Water Act, 2002 and its Regulations for water quality, testing, flushing and other requirements.

II. Areas of Responsibility

Plant Services is responsible for the implementation of this procedure, in cooperation with the appropriate principal.

III. Procedure Steps / Checklist

1. Water Testing for Schools / Sites Serviced by Municipal Water Services:
   Board schools/locations serviced by municipal water services, do not require routine testing by the Board.

2. Water Testing for Schools / Sites Not Serviced by Municipal Water Services:
   a) Schools and sites that do not have water supplied by municipal water services shall be sampled by Plant Services and tested in accordance with the regulations.
   b) If results indicate that a parameter exceeds the regulated level outlined in regulation, the local Medical Officer of Health and the Ministry of the Environment must be notified immediately as well as the school or site in question.
   c) When the sodium concentration exceeds 20 mg/L, Physical Facilities will contact the Local Medical Officer of Health, who will provide direction to the Board.

3. Water Flushing for Schools / Sites:
   a) In accordance with the requirements set out in Regulation 173 flushing must be done in a school, regardless of whether the school is on a well.
   b) This flushing must be done at the beginning of the school week.
   c) Flushing is done by opening the last cold-water tap on each run of pipe in the plumbing or by opening every fixture where water is commonly taken for drinking or food preparation purposes.
   d) Flushing for lead is required daily, if there has been any exceedances in two (2) consecutive years.
   e) Flushing of these lines must continue until the water temperature stabilizes.
   f) Flushing must be done before school opens for the day. Records must be kept of all flushing.
   g) Copies of all documentation, i.e., lab reports, water logs, shall be kept at each school or site for review by any interested party.
IV. Related Information

Related Board Policies / Procedures
POLICY: Health and Safety

Legislation
Regulation 169/03 – Ontario Drinking Water Quality Standards
Regulation 170/03 – Drinking Water Systems
Regulation 248/03 – Drinking Water Testing Service
Regulation 243/07 – Schools, Private Schools and Day Nurseries
Procedure: Health and Safety – Spill Control

I. Overview / Procedure Description

The goal of the spill cleanup is the protection of people and the protection and preservation of the environment.

II. Areas of Responsibility

The Plant Services Department is responsible for:

- training Emergency Spill Co-ordinators,
- training other employees,
- equipping secondary schools with Emergency Spills Kits, and
- reporting spills to the appropriate authorities as required.

Emergency Spills Co-ordinators are responsible for:

- cleaning up minor spills which can be safely cleaned up,
- checking the contents of the Emergency Spills Kit monthly and requesting resupply when necessary, and
- notifying the Plant Services Department of any hazardous waste requiring disposal.

In the event of a major spill the School Principal or building administrator is responsible for:

- evacuation of the area, school or facility, and
- notifying the Fire Department, the Superintendent of Schools and the Plant Services Department.

III. Procedure Steps / Checklist

1. General Information:

   a) Emergency Spill Co-ordinators:
      i) Secondary School Emergency Spill Co-ordinators:
         One of the Emergency Spill Coordinators shall be notified immediately after a spill has occurred and shall respond to the spill site to take charge of containing the spill, cleanup and waste disposal. The Emergency Co-ordinators are:
         - Principal or Designate
         - Vice Principal
         - Science Department Head or Designate,
         - Technological Education Department Head,
         - Head Caretaker.

   b) Emergency Spill Kits:
      The Emergency Spill Kits provided to all secondary schools shall be used to cleanup minor spills. These are located in an area that is accessible. A kit has the capacity to handle a spill of 5 gallons of liquid. All site employees should know the storage location of the Emergency Spill Kit. The contents of the kit are as follows:
         - Clean up procedures
         - Granular all Purpose Absorbent
         - Sorbent pads
         - Sorbent socks
         - Sorbent pillows
         - Nitrile gloves
Procedure: **Health & Safety - Spill Control**  
Effective Date: October 24, 2011.  
Last Revision Date: (N/A)  
Page 2 of 3

- Splash goggles
- Hand wipes
- Disposal bags
- Plastic Drum (provided)

c) Location of Emergency Spill Kits:  
In a Secondary school, there will be a kit in the Custodian’s area or Science Department.

## 2. Minor Spills:

a) A **minor spill** is small enough it can be safely cleaned up using the Emergency Spill Kit.  
b) In the event that a Teacher working in the area discovers a minor spill and is unable to contact the Emergency Co-ordinator, then he or she shall evacuate the area, access the spill kit and contain the spill until one of the Emergency Co-ordinators is located.  
c) The Emergency Co-ordinator shall be contacted in the event of a **minor spill** and shall use the following procedures:  
   i) Advise all persons in the immediate area to evacuate except those involved in the cleanup.  
   ii) Notify the Main Office/Administration  
   iii) Eliminate all ignition sources. Flammable and combustible liquids are hazardous because their vapors will easily ignite on contact with an ignition source. Sources of ignition are welding torches, static electricity, Bunsen burners, electrical switches, motors, etc  
   iv) Ventilation that is exhausted to the outdoors such as fumehoods and local exhaust in the autoshops etc. should be turned on.  
   v) Extra ventilation should be provided to the area if possible. This would include opening windows and doors.  
   vi) Don the protective equipment provided in the Emergency Spill Kit.  
   vii) Confine the spill by diking or blocking it. This is done by using the absorbent material in the spill kit. Prevent the spill from entering the drains or sewer system.  
   viii) Cover the spill with absorbent and then place contaminated material into the drum provided.  
   ix) Dispose of contaminated equipment including personal protective equipment into the drum containing waste material. Seal and label as **flammable hazardous waste**.  
   x) Store the waste in a safe and secure location until pickup by a licensed hazardous waste disposal company.

## 3. Major Spills:

a) A **major spill** is one that cannot be safely contained with the materials on the site and/or threatens to enter the sewer system or travel beyond the boundaries of the plant to endanger the environment.  
b) For a **major spill**, or one that cannot be contained, the area and the school shall be evacuated.  
c) The Principal or Designate is to call 911 to report the spill to the Fire Department.  
d) The Principal or Designate shall then contact the Superintendent of the Family of Schools and the Plant Services Department.
4. **Spill Reporting:**

If a spill is such that the chemical is likely to enter a sewer or watercourse then the Plant Services Department shall ensure that the Ministry of Environment Spills Action Centre (24 hrs) is notified at 1-800-268-6060. Additionally, the local municipality must also be notified. The Plant Services Department shall arrange for pickup and disposal of waste material.

5. **Employee Spill Training:**

   a) General:
   
   All Emergency Co-ordinators shall be trained in these procedures. New staff shall be trained within 3 months of their being hired and for experienced staff this shall occur at the beginning of each school year.

   b) Flammable or Combustible Liquids:
   
   i) Employees who work with flammable or combustible liquids must be fully acquainted with these procedures and know the location of the Material Safety Data Sheet Binder. The Material Safety Data Sheet for a spilled chemical shall be obtained and quickly reviewed before spill cleanup.

   ii) Flammable and combustible liquids are used in the following areas: Science, Woodworking, Graphic Arts and Transportation Technology. Custodians may also store and handle flammable liquids like gasoline. The goal of the spill cleanup is the protection of people and the protection and preservation of the environment.

6. **Hazardous Waste Disposal:**

   The procedures laid out in Health and Safety Procedure – Hazardous Waste Disposal shall be followed for disposal of all hazardous wastes related to spills.

IV. **Definitions**

   A **minor spill** is small enough it can be safely cleaned up using the Emergency Spill Kit.

   A **major spill** is one that cannot be safely contained with the materials on the site and/or threatens to enter the sewer system or travel beyond the boundaries of the plant to endanger the environment.

V. **Related Information**

   **Related Board Policies / Procedures**
   
   POLICY: Health and Safety
   Procedure: Hazardous Waste Disposal

   **Legislation**
   
   Occupational Health and Safety Act
   Environmental Protection Act
Procedure: Health & Safety - WHMIS (Workplace Hazardous Materials Information System)

I. Overview / Procedure Description

To provide a process to be followed in schools and other Board sites for the identification, storage and handling of hazardous materials.

II. Areas of Responsibility

The Board is responsible for ensuring that:

- all controlled products are labeled with either a workplace or supplier label;
- every chemical product used at every site has an up-to-date MSDS (Material Safety Data Sheets) label; and
- training is provided for workers who are exposed or likely to be exposed to a controlled product on the job.
- all WHMIS (Workplace Hazardous Material Information System) products are appropriately labeled;
- MSDS binders are updated and placed in their stations;
- staff have received WHMIS training and use the training for their health and safety;
- any chemical products brought into the workplace, which are not listed in the Standard Supply Catalogue have an up-to-date MSDS;
- the MSDS for new chemicals brought into the workplace is reviewed for product safety; and
- chemical products with no MSDS are confiscated.

Employees are responsible for:

- reporting any hazard or contravention of the Act or Regulations such as a missing label or inappropriate or missing MSDS;
- participating in WHMIS training, including the annual review; and
- obtaining a MSDS for any chemical product brought into the workplace that is not listed in the standard supplies catalogue.

III. Procedure Steps / Checklist

1. Overview:

WHMIS is a Canada-wide system designed to give employers and workers information about hazardous materials used in the workplace. Under WHMIS, there are three ways in which information on hazardous materials is to be provided:

- labels on the containers of hazardous materials;
- material safety data sheets to supplement the label with detailed hazard and precautionary information; and
- worker education programs for workers who are exposed or likely to be exposed to a controlled product on the job.

The supplier of the hazardous material provides the labels and material safety data sheets to the employer. The employer passes the information on to the worker and provides education programs.
2. **Chemical Lists:**
   
   a) A list of chemicals is required in order to assess chemicals in the workplace for their potential hazard. This assessment reviews the material safety data sheet for each product on the list of chemical products. The assessment may also determine the products to be WHMIS controlled and therefore additional requirements, for e.g. the maintenance of material safety data sheets (MSDS’s) will be required.
   
   b) The Plant Services Department with the assistance of the various Board departments has compiled a list of chemical products. Products falling under the WHMIS regulation are considered controlled products.
   
   c) Schools/Departments are responsible for reviewing their inventory of chemical products annually. Known as the “Index” in the binders, the list of chemical products must be updated annually where there have been changes in the preceding year to the inventory. A yearly maximum is used as the quantity.
   
   d) The Plant Services Department must be notified of all new products, including consumer based products. A school/department shall provide the quantity, location and supplier of the product. This can be done when providing the MSDS.
   
   e) Chemical lists are the key to ensuring that the appropriate information is obtained and subsequently disseminated to each of the facilities/schools.

3. **Supplier Labels:**
   
   a) Supplier labels are affixed to WHMIS controlled products by the Supplier of the product.
   
   b) A supplier label has a cross-hatch border and seven components. The components are:
      
      i) Name of the product;
      
      ii) Supplier name;
      
      iii) Reference to a MSDS;
      
      iv) Hazard symbol(s) (see Appendix at the end of this Procedure);
      
      v) Risk phrases (short statements describing the hazardous properties of a controlled product);
      
      vi) Precautionary measures;
      
      vii) First aid measures.
   
   c) If a product is WHMIS controlled and does not have a Supplier Label the shipment should be returned if no alternative solution is determined with the supplier/manufacturer.

4. **Workplace Labels:**
   
   a) A workplace label is a label that the employer produces, for use in the employer's workplace only, and that contains the following information:
      
      i) the identity of the product;
      
      ii) information for the safe handling of the product; and
      
      iii) a statement that a material safety data sheet, if supplied or produced, is available.
   
   b) Workplace labels are required when:
      
      i) A hazardous material is produced in the workplace for use in the workplace,
      
      ii) The original supplier label is unreadable or missing, or
      
      iii) A hazardous material is decanted from its original container into another container.
   
   c) The user affixes the workplace label. Standard workplace labels can be obtained from the Plant Services Department upon request. They come in two sizes, 21/2” x 21/2” and 41/4” x 41/4”.
   
   d) Using the information from the supplier label, the workplace label is completed. The three pieces of information required are noted above.
5. **Material Safety Data Sheets (MSDS):**

   a) An M.S.D.S. provides detailed health and safety information about a controlled product. It supplements the information on the label.

   b) There are nine categories of information required on an M.S.D.S.. They are:
      
      i) Product Information,
      
      ii) Hazardous Ingredients,
      
      iii) Physical Data,
      
      iv) Fire or Explosion Hazards,
      
      v) Physical Hazards,
      
      vi) Health Hazard Data,
      
      vii) Spill or Leak Procedures,
      
      viii) Special Protection Information, and
      
      ix) Special Precautions.

   c) An M.S.D.S. is valid for three years from the date of preparation or until new information about a product comes available, then it must be revised immediately to reflect the changes.

   d) A current M.S.D.S. must be available in the workplace for every chemical product in the workplace.

   e) M.S.D.S. are kept in binders in the schools/facilities, in locations that are accessible to all employees and on the Board website.

   f) For products that are listed in the Standard Supply Catalogue, the Plant Services Department, in cooperation with the Purchasing personnel, will obtain MSDSs from Suppliers.

   g) For products that are not listed on the Standard Supplies Catalogue it is the Supervisor's and user's responsibility to ensure that a MSDS is available in the workplace. For example, the Custodian or the Principal and the Department Head are responsible for ensuring a MSDS is in the workplace. **A copy must be sent to the Plant Services Department immediately.**

   h) M.S.D.S. binders are updated through the Health and Safety Department as chemical products are added, deleted, or when M.S.D.S.’s are invalid. The updated M.S.D.S.’s and inventory are sent to schools/facilities that are required to file the information in the M.S.D.S. binder(s).

   i) Chemicals in the workplace that have no MSDS will be confiscated by the Supervisor/Principal and or the Plant Services Department.

   j) The MSDS for new products brought into the workplace shall be reviewed by the Principal/Supervisor for product safety. If the Supervisor is unable to determine this, then he/she shall contact the Plant Services Department.

6. **Identification of Transport Systems:**

   The following transport systems must be identified if they contain controlled products:

   i) pipes;

   ii) valves;

   iii) process vessels;

   iv) reaction vessels;

   v) tank trucks; and

   vi) conveyor belts.

   An identification system may consist of colour coding, placards, labels, numbering, tags, etc. Workers must be trained regarding the system in use.
7. **Eyewash Stations:**
   a) Where a worker is exposed to a potential hazard of injury to the eye due to contact with a biological or chemical substance, an eyewash station must be provided.
   b) All principals, department heads, site supervisors and custodians, and Health & Safety Representative must ensure that eye-wash stations are regularly inspected and maintained according to manufacturer’s instructions, so as to prevent contamination.

8. **Storage of Hazardous Materials:**
   a) Both temporary and permanent storage of all materials must be neat and orderly. Stored materials must not obstruct fire alarms, sprinkler systems, fire extinguishers, electrical panels, exits or aisles.
   b) Storage of limited amounts of material for short periods of time is closely associated with usage rate for the product. Planned material storage minimizes the handling required and reduces the risk of fire and large spills.
   c) All storage must ensure that incompatible chemicals do not come into contact with one another. All chemicals must have WHMIS-approved labeling.
   d) The storage facility, an area designated by the site supervisor as a storage area, must be secure from casual occupant entry. The storage facility must have the ability to be secured by a lock and key.
   e) The storage facility must be equipped with an eyewash and splash goggles.
   f) Absorbent material or spill pillows should be available in the storage area.
   g) Decanting from the original container, or diluting or mixing of materials, will be performed only by a designated trained person. Collection of products will be as per the instructions provided by the manufacturer. *At no time will products be mixed together.*

9. **Training:**
   a) There are two types of training required under the WHMIS Regulation: generic and specific. Both types of training must be performance based.
   b) The WHMIS training is to be reviewed on an annual basis in consultation with the Joint Health and Safety Committee.
   c) The majority of the Board staff work with or in close proximity to WHMIS controlled products. Therefore, the Board has a duty as described by the Regulation to educate these employees. All Board staff shall receive WHMIS training. The amount of training depends on the employee’s occupational exposure to WHMIS controlled products.
   d) Training for Board employees can be categorized into three groups.
      i) Awareness - for those that require a basic understanding of WHMIS concepts such as responsibilities and legislation
      ii) Generic - for those that require a basic understanding of WHMIS and the Board’s labeling requirements and how to access MSDS(s)
      iii) Generic and Specific - for those that require more in depth training as they work with a variety of controlled products regularly, for example a Science teacher.
   e) All new employees shall be trained upon hire unless documentation has been obtained that will exempt them from the generic portion of training. The method and training will be dependent on the staff group.
   f) The employee should review the training on an annual basis.
IV. Definitions

*controlled product* means any product that can be included in any of the following 6 classes in accordance with the Occupational Health and Safety Act and Regulation 860/90 (WHMIS):

- Class A Compressed Gas,
- Class B Flammable and Combustible Material,
- Class C Oxidizing Material,
- Class D Poisonous and Infectious Material,
- Class E Corrosive Material, and
- Class F Dangerously Reactive Material.

*hazard information* means information on the proper and safe use, storage and handling of a controlled product and includes information relating to the toxicological properties of the controlled product.

*hazardous material* means a biological or chemical agent named or described in the Occupational Health and Safety Act regulation as a hazardous material.

*label* includes a mark, sign, device, stamp, seal, sticker, ticket, tag or wrapper;

*material safety data sheet (MSDS)* means a technical document or bulletin that summarizes the health and safety information available about a controlled product. It supplements the warning information on the label.

*WHMIS* is the acronym for the Workplace Hazardous Material Information System.

V. Related Information

*Related Board Policies / Procedures*

- POLICY: Health and Safety
- Procedure: Designated Substances
- Procedure: Eyewash Stations
- Procedure: Hazardous Waste Disposal

*Legislation*

- Occupational Health and Safety Act
- Regulation 860/90 - WHMIS

*Ministry of Labour*

POLICY: Hiring & Continuing Employment

**Rationale:**
In its relationships with its employees and with applicants for employment, the Board will bear in mind the respect for Human Rights, proclaimed in the Documents of the Second Vatican Council and in the Canadian Bill of Rights and expressed in provincial legislation, subject to the rights and duties of separate school boards, enshrined in Section 93 of the Canadian Constitution, with regard to the management of denominational schools, as interpreted by the courts.

**Personnel Affected by Policy:**
Teachers: regular and occasional; Early Childhood Educators (ECE’s); Non-teaching employees not affiliated with a Bargaining Unit

**Definition:**
An “Internal Applicant” is one who is currently either a regular employee, or long-term temporary employee in the same position in excess of 20 consecutive days, or an occasional teacher certified in Ontario who is on the Board’s Occasional Teacher List.

**Organizational Authority:**
The Board of Trustees shall hire and directly participate in the hiring of the director of education and supervisory officers; and approve the termination of all Board permanent employees. Save and except for the hiring and termination functions set out above, the Director of Education or his or her designate shall have the responsibility for all human resources functions associated with Board employees and Board contract staff;

**Regulations:**
1. The Board promotes fairness and equity of opportunity in the hiring process, and objectivity in evaluating qualifications, ability and merit.
2. **Teachers and Early Childhood Educators (ECE’s)**
The Catholic school must be a community whose aim is the transmission of Catholic values based upon a faith relationship with Christ. Faith is principally assimilated through contact with people whose daily lives bear witness to it; therefore, Teachers and ECE’s who freely accept positions in the Board’s schools are expected:
   a) to respect the distinctive Catholic mission of the schools and to give their active support to it;
   b) to reveal the Catholic message not only by word by also by behaviour; and
   c) to contribute to the consolidation of Catholic schools as, in the words of Pope Paul VI, “meeting places for those who wish to express Christian values in education”.
3. **Job Postings**
   3.1 All regular and long-term temporary positions for both teaching and non-teaching jobs shall be advertised internally for a minimum of five (5) days and may be advertised publicly.
   3.2 **Information on Postings**
   Such notice shall contain the following information: nature of the position, qualifications, required knowledge and education, skills, salary range.
3.3 **Postings during Summer Months (July & August)**

During July and August, the Board agrees to post vacancies for non-unionized positions in all open work locations for ten (10) working days, and may advertise externally.

4. **Process**

4.1 Regular and long-term temporary employees, and occasional teachers may apply for all advertised positions.

4.2 (i) **Non-teaching Position**

Within five (5) working days after the notice was posted, employees may apply in writing to the appropriate Supervisory Officer/Manager/Principal, as indicated on the advertisement, for such vacancy or new position.

(ii) **Position Requiring Ontario Certification of Qualification**

Within five (5) working days after the notice was posted, teachers may apply in writing to the Principal or Supervisory Officer, as indicated on the advertisement, for positions requiring membership in good standing with the Ontario College of Teachers.

5. **Method of Making Appointments**

Staff changes, transfers, or promotions for unionized employees shall be subject to the applicable Collective Agreement. In making staff changes, transfers, or promotions, the applicants whose resumes indicate they may possess the required skills and ability for the position will be considered for an interview. Through the Recruitment, Interview and Selection Process, the Selection Committee shall determine and recommend to the appropriate Supervisory Officer, the best candidate for the position to hire. At all times, equity of opportunity, personal and professional values, dignity, and affirmation shall be the underlying principles of the process.

6. Immediately following the decision of the Selection Committee, all candidates interviewed will be notified verbally of the Committee’s determination. Usually, this is by means of a telephone call.

7. **Debriefing**

Unsuccessful applicants shall have the right to a debriefing meeting with a member of the Selection Committee regarding their candidacy for the position. Such requests should be in writing to the Chair of the Selection Committee within two weeks of being notified of the results of the competition.

8. **Probation**

8.1 Regular employees not affiliated with a bargaining unit shall have a probationary period of six months from date of hire in each position. With the mutual consent of the Board and the employee, the probationary period may be extended for a further period of not more than ninety (90) days.

8.2 Regular Teachers and occasional teachers shall have a probationary period in accordance with the appropriate Collective Agreement.
POLICY: Holidays – Statutory & Board

Rationale: The Board recognizes the following as statutory holidays.

Personnel Affected by Policy: Personnel who are not affiliated with a bargaining unit.

Organizational Authority: The Board

Regulations:

1. Paid Holidays for Permanent Employees
   The following days will be recognized as paid holidays for each permanent full-time or part-time employee, who is employed in a 10 or 12 month position, provided the employee received remuneration for the regularly scheduled Board work day before and after the holiday:

<table>
<thead>
<tr>
<th>Statutory Holidays</th>
<th>Board Approved Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>• New Year’s Day,</td>
<td>• Easter Monday,</td>
</tr>
<tr>
<td>• Family Day,</td>
<td>• the afternoon of December 24th</td>
</tr>
<tr>
<td>• Good Friday,</td>
<td>• and the afternoon of December 31st or a day in lieu.</td>
</tr>
<tr>
<td>• Victoria Day,</td>
<td>• Christmas Day,</td>
</tr>
<tr>
<td>• Canada Day,</td>
<td>• Boxing Day.</td>
</tr>
</tbody>
</table>

   Permanent 10 or 12 month part-time employees shall be paid for the above holidays on a prorated basis in the same ratio that the part-time employment bears to full-time employment.

   The above provision does not entitle an employee to a paid holiday when the holiday falls during the lay-off period in July and August.

2. Holiday Pay
   Employees who are not required to work on the above holidays shall receive holiday pay equal to one normal day's pay.

3. Holidays on Days Off
   When any of the above-noted holidays fall on an employee's scheduled day off the employee shall receive another day off at a time mutually agreed upon between the employee and the Board.

4. Holidays (Alternate Day Schedule)
   It is understood and agreed that the Board in its sole discretion may grant a paid holiday to employees who do not meet the qualifying days criteria because of an alternate day schedule.

5. Christmas Eve and New Year’s Eve
   It is understood and agreed that ten (10) month permanent employees shall be paid for Christmas Day, Boxing Day, the afternoon of December 24th, the afternoon of December 31st and New Year's Day provided that they have received remuneration for the regularly scheduled school work day before and after the holiday.

Renfrew County Catholic District School Board
POLICY: Hours of Work – Flex & Banked Time

Rationale:
In recognition of the demands put upon employees in managing their work, family, and other personal commitments, this policy is a tangible expression of putting our vision statement into practice by allowing more flexible working arrangements. At the same time, management retains the right to organize the workplace to meet the objectives of a given department.

Personnel Affected by Policy:
All non-management and non teaching employees.

Definitions:
Flex time is an arrangement whereby an employee, with the prior consent of their immediate supervisor, may:
• have an alternate starting and finishing time, providing the regularly required daily hours are worked.

Banked time is an arrangement whereby an employee, with the prior consent of their immediate supervisor, may:
• work time in excess of the regularly required daily hours in order to take time off, in direct proportion to that accumulated.

Regulations:

1. REGULAR WORKING HOURS
At all times, other than as noted in Regulation 3.2, the regular number of working hours for the day must be completed before banked hours can be accumulated. For example, the regular daily working hours for employees working 35 hour weeks is 7.0 hours during the school year; 6.5 hours during the summer; and if applicable, 3.5 hours on Christmas Eve and New Year's Eve. Board approved absence due to inclement weather, Board functions, etc., will affect the accumulation of flex hours, unless the regularly scheduled hours for that day are met.

1.1 CORE HOURS
The core hours during the school year are 8:30 a.m. to 4:30 p.m. During the Christmas, Easter, March, and Summer Breaks, the hours may vary depending on the needs of each department.

1.3 MAXIMUM NUMBER OF HOURS ACCUMULATED
The maximum of banked hours per year should be equivalent to two weeks of your regular working hours. (ie: if your FTE is less than 1 the accumulated banked hours would be pro-rated.)

2. ACCUMULATION AND USE OF FLEX/ BANKED TIME

2.1 Flex and Banked time is to be taken at a mutually agreeable time between employee and management.

2.2 Employees on Flex Time should only be able to change their schedules on a quarterly basis.

2.3 Generally, banked hours must be accumulated in advance of being used.

2.4 Banked time should not be accumulated during summer hours – unless subject to operational requirements.

2.5 Banked time off should only be taken once all of the employee vacation balance is exhausted.

Renfrew County Catholic District School Board
2.6 Banked Time should only be banked in increments of half hour.

2.7 Banked time is to be used for additional time off and never to be paid out to the employee.

2.8 Banked time is not to be carried over from one school year to the next.

2.9 The Supervisor, be it a Manager, Principal or Supervisory Officer, is responsible for tracking the accumulated hours in a consistent manner by using the forms developed by HR.

3. **LEAVE DUE TO ILLNESS**

3.1 Sick leave cannot be claimed on a day on which an employee is off on previously arranged banked time.

3.2 Where possible, employees are encouraged to arrange all non-urgent appointments for either before or after office hours, banked time shall not be used for such appointments.
POLICY: Hours of Work - Overtime

Rationale:
The Board recognizes that on occasion work overload will necessitate personnel to work overtime.

Personnel Affected by Policy:
With the exception of Supervisory Officers, Managers, and the Executive Assistant to the Director, personnel not affiliated with a bargaining unit shall be eligible for remuneration for overtime.

Organizational Authority:
Management.

Definition:
All time worked beyond the normal scheduled day, the normal scheduled week, or a recognized holiday, shall be considered as overtime

Regulations:
1. Financial Restraint
   Because of the necessity for financial restraint, overtime is to be approved only when essential.

2. Approval
   Overtime must be approved in advance by the appropriate Supervisory Officer or designate.

3. Right of Refusal
   Employees shall have the right to refuse overtime work except in cases of emergencies.

4. Regular Employees
   4.1 Payment of Overtime
      4.11 Overtime shall be paid at rates of time and one half (1.5).
      4.12 Remuneration of an employee's overtime payments will normally be added to the employee's pay cheque.
      4.13 Upon request of an employee, and with the consent of the appropriate Supervisory Officer or designate, compensatory time off in lieu of cash may be granted for overtime worked. Such time off is to be scheduled at a mutually agreed time.
      4.14 Overtime on Statutory Holiday
          All hours worked on a Statutory Holiday in excess of a regular working day (7 or 8 hours, as applicable) will be compensated at double (2T) time.

   4.2 Call Back Pay
      Any employee recalled to work after the completion of their normal work schedule, without prior notification, shall be compensated a minimum of three (3) hours at the applicable overtime rate.

   4.3 Reporting Pay
      An employee who is prescheduled to work outside and non-contiguous to their regular working hours shall be paid for a minimum of two (2) hours at overtime rates, and shall be paid from the time they leave their home to report for duty until the time they arrive back upon proceeding directly from work.
4.4 **OVERTIME FOR PART-TIME EMPLOYEES**
The regular working day for most employees affected by this Policy consists of seven (7) hours. For others the regular working day consists of eight (8) hours per day, i.e., labourers and tradespersons.

Part-time employees working less than a full day and who are required to work longer than the regular working day, shall be paid at the rate of straight-time for the hours so worked, up to and including seven (7) or eight (8) hours in the working day, as applicable. Overtime rates shall apply for work done thereafter, and for work performed on holidays and regular days off.

4.5 **TWO OR MORE PART-TIME POSITIONS**
An employee who works in two or more different positions and/or units will not be eligible for overtime payment until they have worked in excess of 44 hours per week (Monday to Sunday).

4.6 **INTEGRAL FUNCTION OF POSITION**
Attendance at regularly scheduled meetings after normal working hours by personnel for whom such attendance is a mandatory requirement of their position and for which this additional time worked is a factor of the employee’s annual salary, shall not be considered as overtime.

4.7 Overtime shall not be used in order to enable reductions in the workforce (layoff’s).

5. **CASUAL AND LONG-TERM TEMPORARY EMPLOYEES**
5.1 Casual employees not affiliated with a bargaining unit will be eligible for payment at time and one-half (1.5) upon the completion of eighty-eight (88) hours in a two-week period.

5.2 Long-term temporary employees not affiliated with a bargaining unit will be eligible for payment at time and one-half (1.5) upon the completion of twenty consecutive days in the position and it shall be retroactive to the first consecutive day in the assignment.
POLICY: Hours of Work - Regular

Rationale:
To promote continuity and to meet the needs of the Board as a service-driven organization, regularly scheduled work hours have been developed as follows.

Personnel Affected by Policy:
Employees not affiliated with a bargaining unit.

Organizational Authority:
Management

Regulations
1. Nothing in this Policy shall be construed as guaranteeing a minimum or maximum hours of work or a minimum or maximum number of months of work.

2. DAILY HOURS OF WORK
The normal daily hours of work for personnel other than Tradespersons, Labourers, Delivery Personnel and Custodians, shall be from 8:30 a.m. to 4:30 p.m. with a one-hour uninterrupted, unpaid lunch period.

The Board may, subject to operational requirements, and in accordance with the Employment Standards Act, authorized alternate work schedules whereby the duration of the lunch period and/or the work day, as well as the starting and finishing time for employees may vary from the normal daily hours.

2.1 REST PERIODS
i) Full-time employees will be permitted a fifteen (15) minute rest period, at approximately the mid-point of each half of the normal scheduled day.

ii) A part-time employee, working continuously for at least one-half of the normal scheduled full-time work hours for that day will be entitled to a fifteen (15) minute rest period as above.

2.2 LUNCH PERIODS
i) Full-time employees: There shall be a minimum thirty (30) minute, uninterrupted, unpaid lunch break to be scheduled at approximately the mid-point of the working day.

ii) Part-time employees: Employees working more than five (5) consecutive hours must have an unpaid meal period as described above.

3. Work Week
3.1 REGULAR FULL-TIME EMPLOYEES
The normal work week for full-time personnel employed in positions other than tradesperson labourer, delivery or custodial, consists of thirty-five (35) hours per week, seven (7) hours per day, Monday to Friday, exclusive of unpaid meal periods.

The normal work week for full-time personnel employed in a tradesperson, labourer, delivery or custodial position consists of forty (40) hours per week, eight (8) hours per day, Monday to Friday, exclusive of unpaid meal periods.
3.2 **Regular Part-time Employees**

The normal work week for part-time personnel employed in positions other than tradespersons, labourer, delivery, or custodial, consists of less than thirty-five (35) hours per week, and up to seven (7) hours per day, on a regular basis, Monday to Friday, exclusive of unpaid meal periods.

The normal work week for part-time personnel employed in a tradespersons, labourer, delivery, or custodial position, consists of less than forty (40) hours per week, and up to seven (8) hours per day, on a regular basis, Monday to Friday, exclusive of unpaid meal periods.

4 **Work Year**

The work year shall be established as follows:

4.1 12 months per year -- 1820 hours per year for full-time employment
Personnel affected are Board Office Administrative Support, Warehouse personnel, and School Support (as applicable) -- personnel who work indirectly with the pupils.

4.2 12 month per year -- 2020 hours per year for full-time employment
Personnel affected are Delivery Personnel, Custodians, Tradespersons and Labourers,

4.3 10 months per year -- 1400 hours per year for full-time employment
Personnel affected are School Educational Support -- personnel who work directly with the pupils, such as, Cultural and Pastoral Animators, and School Support (as applicable).
POLICY: Hours of Work - Summer

Rationale:
The pupils and teachers are not in attendance during the summer months. This negates the necessity for personnel at the Board Office to maintain compatible office hours with the schools. Therefore, the Board deemed it permissible to implement altered summer hours.

Personnel Affected by Policy:
Regular and Long-term Temporary Board Office Administration Staff and 12 Month School Secretaries

Organizational Authority:
Management.

Regulations:
Summer hours shall commence on the first working day in July and end on the second Friday prior to Labour Day. The Summer Hours for the staff at the Board Office and 12 Month School Secretaries shall be as follows:

1. 1.1 The Administration Office’s Switchboard is open and hours of work for all employees is as follows.

   Monday to Thursday 8:00 a.m. to 3:30 p.m.
   with one-half (0.5) hour unpaid lunch break

   and

   Friday 8:00 a.m. to 12:30 p.m.
   Board Office closed Friday afternoons at 12:30 p.m.

1.2 The Board may, subject to operational requirements, and in accordance with the Employment Standards Act, authorized alternate work schedules whereby the duration of the lunch period and/or the work day, as well as the starting and finishing time for employees may vary from the normal daily summer hours.

2. Rest and lunch periods will be accorded in accordance with Regulation 2.1 and 2.2 of Policy- HOURS OF WORK – REGULAR.
POLICY: Information Technology

Rationale:
The Board, is a Christ-centered community of life-long learners, who are committed to providing excellence in every aspect of education. This has lead to a focus on state-of-the-art information and communication technology for our students and staff. Technology is a tool that can assist in nurturing the individual’s potential to become a discerning believer, an effective communicator and a self-directed, critical thinking, problem solver.

Personnel Affected by Policy:
Students, Teaching and Non-teaching Staff, Trustees. School Council Members

Organizational Authority:
The Board

Regulations:
1. Effective January 1, 2001, an Information and Communication Technology Steering Committee will be established to advise the Superintendent responsible for ICT management in the Board.
2. The Committee will be composed of representation from each of the following areas:
   a) Technological Services
   b) elementary administration
      i) one large school
      ii) one small school
   c) secondary administration
   d) Special Education SPAT
   e) Academic Resource for Information Technology SPAT.
3. The Committee will be responsible to examine and advise on board processes including:
   a) input into the bulk purchasing process for ICT
   b) support for teacher computer use in the classroom
   c) equitable allocation of ICT resources
   d) support and planning for school office ICT
   e) Board wide computerized report card procedures
   f) IEP software review
   g) disposal of obsolete equipment.

Procedure:
1. The Steering Committee will be responsible for choosing a chairperson.
2. Agenda items will be sent through the Chair of the ICT Committee.
3. The Steering Committee will meet monthly to discuss ICT issues.
4. Recommendations will be made to and through the Superintendent of ICT, for the Principals’ Association, Administrative Management Council and/or the Board as required.
POLICY: Insurance Plans

Rationale:
The Board agrees to administer the following Group Insurance Benefit Plans for its eligible employees: Extended Health Benefit; Dental Prevention Care Benefit; Basic Life Insurance Plan and Accidental Death and Dismemberment; Optional Life Insurance Plan for Employee and/or Spouse; and Long Term Disability Plans.

Personnel Affected by Policy:
Regular (permanent) employees not affiliated with a bargaining unit are eligible to apply for participation in the insurance plans. Temporary and casual employees are not eligible to participate in any of the Board’s group insurance plans.

Organizational Authority:
The Board

Regulations:

BOARD’S OBLIGATIONS
With respect to the Insurance Plans set out in this Policy, the Board is not the insurer. The Insurance Plans are underwritten by insurance companies and the provisions of the policies issued shall govern each Plan. The Board is not responsible in the event that the insurer determines that a claim is not payable. All Insurance Plan coverage is subject to the approval of the insurance carrier.

1. ELIGIBILITY
   1.1 Permanent 12 month Employees (both full-time and part-time):
   Enrolment in Basic Life/Accidental Death and Dismemberment (AD&D) Insurance Plan and Long Term Disability Plan is mandatory for all permanent 12-month employees. Permanent 12-month employees may enroll in the following optional group insurance plans: Extended Health Benefit Plan, Dental Prevention Care Plan, and Optional Life Insurance Plan for employee and/or spouse.
   1.2 Principals and Vice Principals
   Enrolment in Basic Life/Accidental Death and Dismemberment (AD&D) Insurance Plan and Long Term Disability Plan is mandatory for all permanent Principals and Vice-Principals. Principals and Vice-Principals may enroll in the following optional group insurance plans: Extended Health Benefit Plan, Dental Prevention Care Plan, and Optional Life Insurance Plan for employee and/or spouse.
   1.3 Permanent Employees – Less than 12 months per year (both full-time and part-time):
   Enrolment in Basic Life/AD&D and Long Term Disability is optional for all regular (permanent) employees who are regularly employed less than 12 months per year and who meet the criteria for participation in the Plans as determined by the Insurance Carrier. These employees may enrol also in the following optional group insurance plans: Extended Health Benefit Plan, Dental Prevention Care Plan, Optional Life Insurance Plan for employee and/or spouse.

2. BASIC LIFE/ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLAN
The Board agrees to pay 80% of the premiums for the current Basic Life/AD & D Insurance Plan for all eligible employees.

3. OPTIONAL/SPOUSAL LIFE INSURANCE PLAN
   3.1 Additional life insurance coverage is available for eligible employees and/or spouse and is subject to carrier approval. The employee is responsible for 100% of the premiums.
3.2 Upon the death of the employee, Spousal Life Insurance coverage ceases. The spouse may convert from the Group Spousal Life Insurance Plan to an individual Life Insurance Plan within the timeline as specified by the carrier.

4. **DENTAL PREVENTION CARE PLAN**
   4.1 The Board agrees to pay 80% of the premium for the current Dental Preventive Care Plan for all eligible employees.
   4.2 Subject to continuing eligibility, the surviving dependents of a deceased member may retain membership at no cost in the Dental Prevention Care Plan (provided that the member belonged to the Plan at the time of their death), for a period of two years after the death of the member.

5. **EXTENDED HEALTH BENEFIT PLAN**
   5.1 The Board agrees to pay 80% of the premium for the current Extended Health Benefit Plan for all eligible employees.
   5.2 Subject to continuing eligibility, the surviving dependents of a deceased member may retain membership at no cost in the Extended Health Care Plan (provided that the member belonged to the Plan at the time of their death), for a period of two years after the death of the member.

6. **LONG-TERM DISABILITY PLANS**
   6.1 The Board agrees to administer the five current long-term disability plans (LTD):
      a) three different non-taxable plans (integrated with sick leave) for which eligible employees are responsible for 100% of the premium. Until the employee’s bank of sick leave credits is exhausted, the Board shall deduct up to forty percent (40%) of a day’s credit from the employee's sick leave credits for each day of absence due to qualified long-term disability when the Board is receiving sixty percent (60%) or more of the employee's salary from the Insurance Carrier.
      b) the Principal/Vice-Principal non-taxable plan (not integrated with sick leave) for which Principals/Vice-Principals are responsible for 100% of the premium; and
      c) a taxable plan for which the Board agrees to pay 80% of the premium for eligible employees. Sick leave credits may not be utilized to subsidize this plan.
   6.2 Eligible administration employees and Pastoral Animators may choose from the two long-term disability plans applicable to them. In the case of 12-month employees, once a selection has been made, the employee will have to remain in their chosen Plan for as long as they are employed by the Board.
   6.3 To be eligible for long-term disability coverage, employees will be required to work a minimum of fifteen hours per week.
   6.4 **Income Tax Receipts**
      The Board shall issue to each employee who is receiving payment from Plan 1 a T-4 statement reflecting all income from the Board with the exception of the Insurance Carrier’s share. The Insurance Carrier will issue to each employee who is receiving payment directly from Plan 2 a T-4 statement reflecting all income earned through this Plan.

7. **ENROLMENT IN OR DISCONTINUATION OF OPTIONAL COVERAGE**
   7.1 Subject to the terms and conditions of the Plan(s), an employee who wishes to discontinue any optional insurance plan shall notify the Superintendent of Business Services in writing no later than the fifteenth (15th) day of the month immediately preceding the month in which the employee wishes the optional plan to be discontinued.
7.2 An employee who elects to discontinue an optional insurance plan may be eligible to re-enroll in the said Plan subject to the terms and conditions of the said Plan. Upon request, the Board shall provide the employee with a copy of the re-enrollment provisions of the Plan and the necessary forms. An employee who elects to re-enroll in any optional insurance plan must give notice in writing by the fifteenth (15th) day of the month immediately preceding the month in which they wish to be re-enrolled.

7.3 Subject to the terms and conditions of the Plan(s) an employee who waived the Extended Health Benefit Plan or the Dental Prevention Care Plan when they became eligible may join only on the anniversary date of the Plan -- September 1.

Exceptions to this rule pertain to employees who were covered under a spouse’s plan, which has terminated, or to situations where the spousal coverage through another organization no longer offers comparable benefits. In either of these cases, employees can enroll at any time provided that written application is made within thirty-one days of the change of circumstance. Documentation, which substantiates the termination of the spouse’s plan or the loss in coverage in the spouse’s plan, must accompany the written application.

8. **Mandatory Participation in Insurance Plans During Non-Working Months**

Permanent employees in a position that regularly consists of less than 12 months per year, must continue their participation in their chosen insurance plans by prepaying in advance of the months for which they would not receive remuneration, the employee’s share of the premium costs for those months.

9. **Employees on Long-Term Disability Participating in Benefit Plans**

9.1 Subject to the terms and conditions of the Plan(s), an employee who is approved for and receiving Long-term Disability benefits may retain membership in any or all of the following Group Insurance Plans for the duration of their disability and employment with the Board provided the employee belonged to these Plans at the time of the disability: Basic Life/AD & D, Optional Life, Spousal Life, Long-term Disability, Extended Health, and Dental Insurance Plans.

9.2 At least two weeks (2) prior to the earlier of the expiry of the employee's sick leave credits or to the estimated commencement of LTD payments, the employee must inform the Board in writing of their intent to retain or not retain membership in any or all the Group Insurance Plans and make payment arrangements which are satisfactory to the Board. An employee who wishes to discontinue any insurance plan during the leave of absence must follow the procedures outlined in Regulation 7 (Enrolment in or Discontinuance of Optional Coverage).

9.3 The premium cost will continue to be shared by the Board and the employee until such time as the employee's sick leave credits are exhausted for those employees participating in an integrated plan. For employees who do not participate in an integrated plan, the premium cost will continued to be shared by the Board and the employee until such time as the earlier of the expiration of the employee’s sick leave credits or the date preceding the date on which the employee’s LTD benefits commence. When the employee no longer receives remuneration from the Board, the employee must pay the full premium cost (100%) to maintain participation and coverage under the Group plans.

9.4 Upon return from the leave, mandatory insurance plans that the employee elected to cancel will be reinstated immediately, but it is the responsibility of the employee to request in writing, within 31 days of returning to work, reinstatement of any optional insurance plans that the employee elected to cancel.

9.5 Coverage under these Plans will terminate the earlier of the date of termination of employment with the Board, or when the employee attains the age of 65.
10. **LEAVE OF ABSENCE OTHER THAN THE ESA APPROVED LEAVES: PREGNANCY/PARENTAL LEAVE AND EMERGENCY LEAVE AND FAMILY MEDICAL LEAVE**

10.1 Subject to the terms and conditions of the Plan(s), an employee who is granted a full or partial leave of absence from the Board may retain membership in any or all of the following Group Insurance Plans provided the employee belonged to these plans prior to the Leave of Absence: Basic Life/AD & D, Optional Life, Spousal Life, Long-term Disability, Extended Health, and Dental Insurance Plans. However, employees on a deferred salary leave who are members of the Teachers’ Pension Plan are required to maintain participation in the Long-term Disability Group Insurance Plan.

10.2 At least two weeks (2) prior to the commencement of their leave, the employee must inform the Board in writing of their intent to retain or not retain membership in any or all the Group Insurance Plans and make payment arrangements which are satisfactory to the Board. An employee who wishes to discontinue any insurance plan during the leave of absence must follow the procedures outlined in Regulation 7 (Enrolment in or Discontinuance of Optional Coverage).

10.3 Upon return from the leave, mandatory insurance plans that the employee elected to cancel will be reinstated immediately but it is the responsibility of the employee to request in writing, within 31 days of returning to work, reinstatement of any optional insurance plans that the employee elected to cancel.

10.4 Coverage under these plans will terminate the earlier of the date of termination of employment with the Board, or when the employee attains the age of 65. Long-term Disability Insurance has a two (2) year limit for coverage for employees on an approved Leave of Absence.

10.5 **Payment Terms**

i. Full-time Leave of Absence: Employees on a full Leave of Absence must pay 100% of the premium cost to maintain participation and coverage under the Group Insurance Plans.

ii. Part-time Leave of Absence: For employees on partial Leaves of Absence, the premium cost will continue to be shared by the Board and the employee, pro-rated to the time worked. These employees will have the required deductions taken from their pay cheques. [Example: For a part-time employee working 75% of full-time, the Board shall pay 60% of the premiums for Insurance Plans described in (Basic Life/AD&D), (Dental Care Prevention), (Extended Health Benefit) and (Long Term Disability) Regulation 6.1 c) respectively.]

11. **RETIREE**

Subject to the terms and conditions of the Group Insurance Plans and until an employee attains the age of 65, an employee who retires from the Board prior to age 65 may maintain his or her membership in one or more of the following Group Insurance Plans: Basic Life/AD&D, Optional Life, Spousal Life, Extended Health, and Dental Insurance Plans, provided that the employee belonged to these Plans at the time of retirement. If the said Plans are administered by the Board, the retired employee must pay, in advance, the full premium cost to maintain participation and coverage under the said Plans.

The Board’s contribution to the Extend Health Plan premiums shall be frozen at its May 1997 dollar amount, subject to adjustment due to the number of staff in the Plan(s) and the mix of single and family coverage. The Board shall not incur any additional costs to the said Plan resulting from a change to the experience rating of retirees.
To qualify, the employee must be eligible for a pension to commence payment immediately upon retirement, under the provisions of one of the Board’s pension plans (OMERS or TPP), or if not enrolled in these pension plans, has attained the age of 55 prior to their retirement.

11.2 i. The retired employee must pay the full premium costs (100%) to maintain participation and coverage under the above Plans.

ii. The retired employee must make payment arrangements which are satisfactory to the Board/Third Party Administrator. Failure to make payment arrangements which are satisfactory to the Board/Third Party Administrator or to honor the payment arrangements will result in the Board/Third Party Administrator cancelling coverage without further notice.

iii. Coverage under the above Plans must be continuous; withdrawal is irrevocable.

iv. Coverage under the above Plans ceases when the employee attains the age of 65 years.

11.3 In the event that the retired employee wishes to cancel one or more of the Group Insurance Plans which the employee is maintaining, the retired employee must inform the Board/Third Party Administrator in writing of their intent to cancel at least two months before the September 1st billing date.

12. **Lay-Off/Resignation/Termination**

With the exception of long-term disability insurance, employees who are laid off, who resign or who are terminated may convert any of the above-mentioned insurance plans to an individual policy within 31 days of termination of employment.

13. **Change of Carriers**

13.1 The level of coverage shall not be altered without prior written notice to the affected employees.

13.2 The Board has the right to change carriers providing there are no changes to the administration or coverage of the current plan.
POLICY: Leave - Compassionate

Rationale:
The Director of Education may approve Compassionate Leave for death in the immediate family of the employee or the employee’s spouse.

Personnel Affected by Policy:
Regular employees not affiliated with a bargaining unit

Organizational Authority:
Director of Education or designate

Regulations:
1. A full-time employee shall be eligible for compassionate leave without loss of pay, or deductions from sick leave credits as follows:
   a) Five (5) consecutive working days, or more at the discretion of the Director or designate, except where spanning a holiday, for the death of a husband, wife, parents or guardian, son or daughter, brother or sister of the employee.
   b) Three (3) consecutive working days or more at the discretion of the Director or designate, except where spanning a holiday, for the death of a mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, of the employee or the spouse and for the death of the guardian of the spouse.
   c) One (1) working day, or more at the discretion of the Director or designate, to attend the funeral of an uncle, aunt, niece or nephew of the employee or spouse.
   d) Saturdays and Sundays are not deemed to be holidays in the application of this Policy.

2. In order to be eligible for such leave, the employee shall:
   a) have the approval of the Director or designate before commencing the leave and
   b) ensure that the immediate supervisor is aware of the leave of absence before the leave commences.

3. Written requests for Compassionate Leave are not required except as expressed or implied in the Board’s Policy Manual.

4. The terms of this Policy are applicable to part-time employees, prorated to their percentage of employment.
POLICY: Leave – Cumulative Sick Leave

Rationale:
The Board shall maintain a sick leave credit system.

Personnel Affected by Policy:
Principals, Vice Principals and all permanent employees not affiliated with a bargaining unit.

Organizational Authority:
Director of Education or designate

Regulations:
1. CREDITS
   1.1 Full-Time Non-teaching Employees: As of January 1 of each year, each full-time (12 month) permanent employee's sick leave account shall be credited with an advance of twenty-four (24) days sick leave. At the end of each year’s employment with remuneration, the amount of sick leave credit remaining in an employee’s account shall be carried forward to the next year.
   1.2 Part-time and/or Ten Month Non-teaching Employees: As of January 1 or September 1, as applicable, ten (10) month, or part-time permanent employees, including Pastoral Animators, shall be advanced a credit of a pro-rated amount of sick leave equivalent to Regulation 1.1 above, based on their hours of work and/or the percentage of the normal twelve (12) month work year for which they are employed in a permanent position.
   1.3 Employees who hold more than one permanent position shall be advanced a pro-rated amount of sick leave in each position equivalent to Regulation 1.1 above, based on their hours of work and/or the percentage of the normal twelve (12) month work year for which they are employed in each permanent position.
   1.4 Principals/Vice-Principals: As of September 1, Principals and Vice-Principals employed with remuneration for the full school year shall be credited with an advance of twenty (20) days sick leave allowance for the period of the first school day to the last school day of the school year.
      1.41 Principals and Vice Principals whose employment with remuneration with the Board in these positions is for any reason, for a period of less than a full school year, shall be credited with sick leave on the basis of 10% of the number of full day equivalents for which the Principal/Vice-Principal is employed with remuneration in this position.
   1.5 All permanent employees of the Board, shall be given credit accumulated under the jurisdiction of the Board and its predecessor boards, where appropriate records are available.
   1.6 All eligible permanent employees are entitled to a credit of 100% of their unused days of accumulated sick leave earned in a permanent position to a maximum of 250 days.
   1.7 All permanent employees who are working for the Board for the first time in a permanent position, or who return after a period of non-service with the Board for a reason other than leave of absence, shall be allowed to carry over from their previous permanent position with an Ontario district school board, accumulated days of sick leave credit to the maximum 250 days. The onus is upon the employee to provide written verification of this credit.
   1.8 The Board will endeavour to forward to employees in the early months of each new calendar year a statement of their sick leave credits and to Principals and Vice-Principals by November 30 of each school year.
2. **DEDUCTIONS FROM SICK LEAVE**
   
2.1 A deduction shall be made from the employee’s accumulated sick leave credits on all normal working days or part thereof (exclusive of holidays), where the employee is absent due to personal illness, and/or personal, medical or dental appointments as per Regulation 3.

2.2 Where an employee holds more than one part-time permanent position, sick leave credits shall not be taken from one permanent position to offset an absence in the employee’s other permanent position.

2.3 **Workplace Safety and Insurance Act (WSIB)**
   
   An employee prevented from performing their permanent work with the Board as a result of an occupational accident that is recognized by the Workplace Safety and Insurance Act, shall have deducted from their sick leave account the difference between the employee’s regular salary and the amount payable by the Workplace Safety and Insurance Board. This difference will be deducted from the employee’s bank of sick leave credits until such credits are exhausted.

3. **MEDICAL/DENTAL APPOINTMENTS**
   
   Personal medical and/or dental appointments should normally be scheduled outside normal working hours where possible. Where such appointments cannot be scheduled outside normal working hours, the employee should endeavour to schedule the appointment to minimize work time lost and should notify their immediate supervisor at least three (3) days prior, except in emergency situations.

4. **PROOF OF ILLNESS**
   
4.1 Any employee who is absent from duty because of illness for more than three (3) consecutive working days shall submit, if requested to do so by the Director of Education, a statement from a doctor certifying that such employee is unable to carry out their duties due to illness and the nature of the illness. The Board reserves the right, at its expense, to request that an employee obtain a medical certificate from a medical practitioner chosen by the Board in the event of repeated or extended absences.

4.2 Notwithstanding Regulation 4.1 the individual privacy of employees in their professional relationship with their physicians shall not be violated.

4.3 If an employee fails to submit a medical certificate when required in 4.1, within five (5) working days of their return to work, the days of absence shall be processed as leave without pay. The Board reserves the right to request medical certificates prior to an employee's return to work in the case of long-term absences.

4.4 The Board reserves the right to require an employee to undergo a medical examination as required, in order to ensure fitness for work.

4.5 Costs associated with obtaining a medical certificate shall be borne by the Board.

5. **LEAVE OF ABSENCE DUE TO ILLNESS**
   
5.1 Each employee's sick leave account shall be debited for the number of normal working days absent due to personal illness until such account has become completely exhausted. Employees who continue to be absent due to personal illness after their sick leave accounts have become exhausted shall be deemed to be on leave of absence due to personal illness.

5.2 Leave of absence due to personal illness of a permanent employee may remain in effect for a maximum of one calendar year, and at the discretion of the Board, may be extended further.

5.3 In a situation where an employee is absent because of illness, it is understood and agreed that the Board may request a medical report or reports to determine if there is a reasonable prospect that the employee will return to active employment.
5.4 Sick leave credits shall not accumulate during any leave of absence without remuneration due to personal illness nor during any period of redundancy. The employee shall retain their cumulative sick leave credits, if any, existing at the time of such leave or redundancy, when the employee returns to work.

6. **INSURANCE PLANS WHILE ON LEAVE OF ABSENCE DUE TO ILLNESS**

6.1 Subject to the terms and conditions of the Plans, Insurance Plans may be continued during the leave of absence due to personal illness provided the employee belonged to these plans prior to the beginning of the leave of absence and the employee prepays 100% of the premiums.

6.2 At least two weeks prior to the earlier of the expiry of the employee’s sick leave credits or the estimated commencement of LTD payments, the employee must inform the Board in writing of their intent to retain or not retain membership in any or all of the Group Insurance Plans and make payment arrangements which are satisfactory to the Board. When the employee no longer receives remuneration from the Board, the employee must pay 100% of the full premium cost to maintain coverage under the Group plans.

6.3 Upon return from the leave, mandatory insurance plans that the employee elected to cancel will be reinstated immediately but it is the responsibility of the employee to request in writing, within 31 days of returning to work, reinstatement of any optional insurance plans that the employee elected to cancel.

7. **ATTENDANCE REPORTS**

Board Office Administration regular (permanent) employees, Pastoral Animators, and Principals and Vice-Principals shall complete and forward to the Manager of Human Resources Services, a monthly Attendance Report immediately after the end of the month.
POLICY: Leave – Deferred Salary

Rationale:
The Deferred Salary Leave Plan (DSL) affords full- and part-time regular employees the opportunity to take a one (1) year leave of absence, and through deferral of salary, to finance the leave. The purpose of the Deferred Salary Leave Plan shall not be to provide benefits on retirement.

Personnel Affected by Policy:
This Policy is applicable to regular (permanent) non-union employees and CUPE members provided the employee or CUPE member has three (3) years seniority with the Board.

Organizational Authority:
Director of Education or designate.

Regulations:
1. ELIGIBILITY
   1.1 To be eligible to participate in the Plan commencing in September for 10-month employees and January for 12-month employees, the eligible employee shall apply in writing to the Director of Education at least seven (7) months prior to the commencement date of the Plan.
   1.2 The determination of whether an application is or is not approved shall be at the discretion of the Director of Education, and the employee shall be notified in writing of the decision by May 1 for 10-month employees and by September 1 for 12-month employees.
   1.3 If an application is not approved, the reason or reasons shall be included in the notification specified in the subsection (b) above.

2. PAYMENT FORMULA
   2.1 In a Memorandum of Agreement, set out in Appendix A, the employee shall specify the portion of the employee's salary and allowance which is to be deferred and the deferred amount shall not exceed 33.3% of the employee's salary and allowance.
   2.2 In accordance with the Memorandum of Agreement in each year of the Plan preceding the period of leave the employee will be paid a reduced percentage of salary and allowance which the employee is entitled under the Collective Agreement.
   2.3 The remaining portion of the employee's annual salary shall be deferred and shall be retained by the Board in trust to finance the period of leave. While participating in the DSL Plan the amount of salary and allowance deferred by a employee under the DSL Plan cannot exceed 33.3% in any calendar year.
   2.4 Each pay day the Board shall deposit the deferred portion of the employee's annual salary and allowance in an interest bearing account in the name of the employee in trust.
   2.5 Interest
      By December 31st of each year of the Plan the Board shall pay any interest earned in that year on the deferred salary and allowance to the employee subject to the usual withholdings and remittances. The income earned on the deferred amounts is income from employment and will be reported on a T4.
   2.6 Payment Dates
      During a 10 month employee’s leave of absence, the employee shall be paid 40% of their Deferred Salary on September 1 during the year of leave, and the remaining 60% on January 1 during the year of leave.
During a 12 month employee's leave of absence the employee shall be paid 40% of their Deferred Salary on January 1 during the year of leave, and the remaining 60% on May 1 during the year of leave.

3. **INSURANCE**
   
   3.1 While employees are enrolled in the Plan and not on leave, subject to the approval of the Insurance Carrier, Insurance Plans tied to salary and allowance level shall be structured according to the salary and allowance they would have received had they not been enrolled in the Plan.
   
   3.2 While on leave, subject to the approval of the Insurance Carrier, any Insurance Plan tied to salary and allowance level shall be structured according to the salary and allowance the employee would have received in the year prior to taking the leave had the employee not been enrolled in the Plan.
   
   3.3 Employees on a year of Deferred Salary Leave who are members of the Teachers’ Pension Plan must maintain participation in the Long-term Disability Insurance Plan during the period of leave.
   
   3.4 An employee's Insurance Plans shall be maintained by the Board during the employee's Deferred Salary Leave provided that the employee pays 100% of the premiums as follows:
      i) 40% of said premiums on or before the commencement date of the leave September 1st for 10 month employees or January 1st for 12 month employees; and
      ii) 60% of said premiums on or before January 1st for 10 month employees or May 1st for 12 month employees.

4. **CONDITIONS OF LEAVE**
   
   4.1 The leave of absence shall commence no later than six (6) years after the date of the first deferral of salary and allowance.
   
   4.2 The employee shall not receive any compensation from the Board or a person with whom the Board does not deal at arm's length during the period of leave other than the salary and allowance deferred, any accumulated and unpaid interest and reasonable fringe benefits which have been prepaid.
   
   4.3 An employee returning from leave shall remain in the employ of the Board for a period of time at least equal to the period of time the employee was on leave.
   
   4.4 Deferred salary and allowance plus any accumulated and unpaid interest shall be paid to the employee in the Plan not later than the end of the first taxation year commencing after the expiry of the six year period after the first deferral of salary and allowance.
   
   4.5 During the period of leave the employee will not accumulate or be entitled to the following:
      i) experience for salary and allowance increments,
      ii) statutory holidays, maternity, sick or other leaves; and
      iii) sick leave credits and vacation leave credits.
   
   4.6 **Employees' Pension Plan**
   The Board will make pension deductions from the payments to the employee in accordance with the requirements of the applicable pension plan (the Ontario Municipal Employees Retirement System or the Teachers' Pension Plan).

   4.7 **Memorandum of Agreement**
   An employee participating in the Plan will be required to sign the Memorandum of Agreement (set out in Appendix A) with the Board setting out the particulars of the employee’s Salary Deferral Plan.

   4.8 **Reassignment after Deferred Salary Leave**
   Subject to the redundancy procedures, the Board will endeavour to reassign an employee to the former position, if it still exists, or to a position in a location as near as practical to the location of the position formerly held when the employee returns from a Deferred Salary Leave Plan.
5. **Withdrawal from the Plan**

5.1 **Resignation**
An employee who ceases to be employed by the Board must withdraw from the Plan. Within sixty (60) days the Board shall pay to the employee the deferred salary and allowance plus any accumulated and unpaid interest.

5.2 **Financial Hardship**
In extenuating circumstances, such as financial hardship, the employee may withdraw from the Plan upon giving not less than six months notice of intent to do so prior to the date established for the leave of absence. Within sixty (60) days of such withdrawal the Board shall pay to the employee the deferred salary and allowance plus any accumulated and unpaid interest.

5.3 **Death of Employee**
Should the employee die, the Board shall, within sixty (60) days of notification of such death to the Board, pay the deferred salary and allowance plus any accumulated and unpaid interest to the employee's estate subject to the Board receiving the necessary clearances and proofs normally required for payment to estates.

5.4 **Payment of Deferred Salary and Allowance**
In the event that the employee does not take their DSL Plan leave in the designated period, the deferred amounts will be paid to the employee in the first taxation year that commences after the end of the period of salary and allowance deferral.

6. **Revenue Canada**

6.1 The Board and the participating employees agree that the Plan will comply with the requirements of Revenue Canada for deferred salary leave plans and that they will make any changes necessary.

6.2 The participating employees in the Plan hereby agree to indemnify and hold harmless the Board for the effects of participation in the Plan on the employees' Pension Plan, income tax deductions, Employment Insurance, Canada Pension Plan or other additional matters affected by the Plan.
APPENDIX A: Deferred Salary Leave Plan

I, the undersigned employee, have read the provisions of the Deferred Salary Leave Plan Policy and I wish to apply for a deferred salary leave plan.

The particulars of my deferred salary leave plan are:

a) Date of Leave of Absence: __________________________
b) Commencement date for Plan deductions from salary: __________________________
c) End date for Plan deductions from salary: __________________________
d) Percentage of salary to be deducted: _____%

I agree to amendment of the terms and conditions of this Plan if amendment is necessary for compliance with the requirements of Revenue Canada for deferred salary leave plans.

In Witness the Parties have signed this Memorandum.

Dated at this day of 20____

_________________________ __________________________
Witness Employee

Dated at this day of 20____

_________________________
Director of Education or designate

Renfrew County Catholic District School Board
POLICY: Leave – Election to Public Office

Rationale
The survival of democracy depends upon the availability of responsible, public-spirited citizens to offer themselves for election to public office. Accordingly, the Board recognizes the right of its employees to seek election to public office at any level.

Notwithstanding the foregoing, the Board is conscious of its responsibility to insure the best professional and related services to pupils, to separate school supporters, and to the taxpaying public in general.

Personnel Affected by Policy:
Regular teaching and non-teaching employees

Organizational Authority:
Director of Education or designate

Regulations:
1. An employee who has been elected to public office may be granted leave, for official business in their elected office, without loss of salary, for the equivalent of one-half day per month to a maximum of five days per year, throughout the duration of their term of public office. Leave under this regulation shall be subject to prior approval by the Director of Education, and shall not be cumulative from one year to the next.

2. The Director of Education shall report to the Board on the performance of an employee who holds public office within six months of their assuming such office, and annually thereafter.

3. The Board in its discretion may transfer an employee to a less responsible position, or may terminate their employment, if the employee's performance is, in the opinion of the Board, adversely affected by their holding public office.

4. An employee elected to the office of MP or MPP shall resign from their position with the Board effective not later than two months subsequent to their assuming such office.

5. The provisions of this policy and the regulations made under this policy shall be subject to the terms of any Provincial Legislation which may be inconsistent with the terms hereof.

6. The foregoing provisions apply mutatis mutandis to elections to Councils of Religious Congregations.
POLICY: Leave - Federation Activities

Rationale:
The Board recognizes the contribution its teachers can make to the numerous activities of OECTA.

Personnel Affected by Policy:
Teachers

Organizational Authority:
Director of Education

Regulations:
The Board is prepared to support teacher participation to the extent of 25 teacher days in the school year subject to the following:

1. All requests for this Leave of Absence shall be directed to the Director of Education by the Provincial Executive or the District Executive of O.E.C.T.A.

2. Each request will specify:
   a) the person or persons for whom leave is requested;
   b) the date or dates of the Leave of Absence; and
   c) in general terms the purpose of the Leave of Absence.
POLICY: Leave – Jury, Witness or Compulsory Quarantine

Rationale:
An employee shall be entitled to salary if absent from duty by reason of quarantine, or a summons to serve as a juror, or a subpoena as a witness.

Personnel Affected by Policy:
All regular employees not affiliated with a Union are eligible for paid Jury or Witness Leave. All employees not affiliated with a Union are eligible for paid Quarantine Leave.

Organizational Authority:
Manager of Human Resources Services or designate.

Regulations:
1. In order to be eligible for such leave an employee shall:
   a) complete the Board leave form, stating the reason(s) for the leave of absence;
   b) have the approval of the Manager of Human Resources Services or designate before commencing the leave;
   c) ensure that the immediate supervisor is aware of the leave of absence before the leave commences.

   In urgent circumstances an employee may request verbal approval of the Manager of Human Resources Services or designate and advise the employee’s immediate supervisor verbally prior to the commencement of the leave. The verbal request shall be confirmed in writing as soon as possible.

2. Jury or Witness Leave
   Leave with pay shall be granted when a regular full-time employee is required to appear in court by reason of a summons to serve as a juror, or by reason of a subpoena to be a witness in any proceeding to which the employee is not a party or one of the persons charged. The employee shall submit to the Board a certificate signed by a court representative testifying to the employee’s presence at court and remit any fee (excluding expenses) the employee received from the court.

3. Quarantine
   Every employee is entitled to their salary despite absence from duty in a case where, because of exposure to a communicable disease, the employee is quarantined or otherwise prevented by the order of the medical health authorities from attending upon the employee’s duties. The days shall not be deducted from sick leave credits.

4. Part-time Employees
   A part-time employee is eligible to be granted jury or court witness leave or quarantine leave, as laid out above, on a prorated basis in the same ratio that the part-time employment bears to full-time employment for scheduled work days or days with which the leave coincides.
POLICY: Leave – Long Term Personal without Pay

Rationale:
From time to time employees require a long term personal leave of absence without pay for legitimate purposes.

Personnel Affected by Policy:
All regular employees not affiliated with a Union.

Organizational Authority:
Manager of Human Resources Services or designate.

Regulations:
1. When an employee’s statutory period of pregnancy leave, pregnancy/parental leave or parental leave has expired, the employee may be granted leave without pay, not to exceed two (2) years, for the purpose of child rearing.

2. In situations not involving the extension of a statutory leave as set out above, the employee may be granted leave without pay in excess of thirty (30) consecutive calendar days and not more than twelve (12) calendar months to an employee who has been employed by the Board for a period of two (2) years.

3. During the period of the leave the employee will not accumulate or be entitled to the following:
   i) experience for salary purposes
   ii) sick leave credits

4. As a condition of the leave a Principal or Vice-Principal shall agree to a return date as follows:
   i) for an elementary school the first instructional day of the school year or the first instructional day following the Christmas break
   ii) for a secondary school the first instructional day of the school year or the first instructional day of the second semester.

5. The Board shall endeavour to place the employee, upon return to duty, in a position equivalent to that held at the commencement of the leave of absence.

6. An employee shall make a written application to the Manager of Human Resources Services or designate for the said leave on or before March 1st of the school year preceding the leave. The application shall identify the purpose of the leave and set out the anticipated return date from the leave.

7. An employee on a leave of absence shall not be employed elsewhere without the written approval of the Manager of Human Resources Services or designate.

8. The Manager of Human Resources Services has the discretion to waive any preconditions for the above leave in exceptional circumstances.
POLICY: Leave – Pregnancy & Parental

Rationale:
Pregnancy and/or parental leave shall be granted as per the Employment Standards Act of Ontario. Additional Board leave and the Board’s Supplementary Employment Benefits (SEB) Plans are set out in this Policy.

Personnel Affected by Policy:
Regular and eligible long-term temporary employees not affiliated with a Bargaining Unit and Principals and Vice Principals.

Organizational Authority:
Manager of Human Resources Services or designate.

Regulations:
1. Pregnancy and Parental Leave under the Employment Standards Act
   a) The Board shall grant to each employee pregnancy leave, pregnancy/parental leave or parental leave in accordance with the Employment Standards Act provided the employee is eligible for the said leave under the Employment Standards Act.

   b) Each employee who intends to take pregnancy leave, pregnancy/parental leave or parental leave under the provisions of the Employment Standards Act shall give the Manager of Human Resources Services notice of his or her intention to take such leave and the starting and ending dates of such leave as soon as possible to enable the Board to secure a replacement. Verbal notice is required at least eight (8) weeks prior to the leave and written notice is required at least two (2) weeks prior to the leave.

   c) Employees are entitled during pregnancy leave, pregnancy/parental leave or parental leave to retain membership in the pension plans, and the Group Insurance Benefit Plans in which the employee participated prior to taking the leave.

      i) At least two weeks prior to the commencement of his or her leave, the employee must inform the Board in writing of his or her intent to retain or not retain membership in any or all the Plans and make payment arrangements which are satisfactory to the Board. The premium cost of the group insurance plans will continue to be shared by the Board and the employee at the same Board share which was applicable prior to the leave.

      ii) Upon return from the leave, mandatory insurance plans that the employee elected to cancel will be reinstated immediately but it is the responsibility of the employee to request in writing, within 31 days of returning to work, reinstatement of any optional insurance plans that the employee elected to cancel.

   d) Employees shall be reinstated following return from pregnancy leave, pregnancy/parental leave or parental leave in the position that the employee held prior to commencing leave, if it still exists, or a comparable position at the rate equal to the wages most recently paid by the Board.

   e) During pregnancy leave, pregnancy/parental leave or parental leave, employees shall accumulate seniority.
f) When the statutory period of pregnancy leave, pregnancy/parental leave or parental leave has expired, the employee may be granted, upon application to the Manager of Human Resources Services, a long-term personal leave of absence without pay.

2. Employment Standards Act Information:

3. Ontario Supplemental Employment Benefits (SEB) Plan:
   a) An employee taking pregnancy leave under this Policy who is subject to a waiting period of two weeks before receiving Employment Insurance Benefits is eligible to receive, following the birth of the baby, the following payment. For each day of the Employment Insurance Commission (EIC) two week waiting period which falls on a regular working day for the said employee, the Board shall reimburse the employee the equivalent of 100% of the employee’s total salary (base salary plus any eligible allowances) for the said day.
   b) An employee who is taking pregnancy leave under this Clause and who is in receipt of Employment Insurance maternity benefits is eligible to be paid, following the birth of the baby, a Supplemental Employment Benefit. For each day of the first four weeks of the payment of Employment Insurance maternity benefits which falls on a regular working day for the said employee, the Board shall reimburse the employee the difference between the Employment Insurance maternity benefit payment and the equivalent of 100% of the employee’s total salary (base salary plus any eligible allowances) for the said day.
   c) The employee shall provide to the Board a letter from the Employment Insurance Commission verifying the dates that the Employment Insurance Commission determines are the dates of the waiting period and the amount of the Employment Insurance maternity benefits which are to be paid.
   d) It is understood that an employee may select one of the following options:
      i) Option A: access her sick leave credits for each day of the six weeks immediately following the birth of the baby which falls on a regular working day for the said employee or
      ii) Option B: access the Board payments for each day of the two week waiting period and the Supplemental Employment Benefit for the first four weeks of Employment Insurance maternity benefits as set out above.

The employee shall advise the Board, in writing, which of the above options she chooses.
4. Quebec Parental Insurance Plan (QPIP) Benefits
   a) An employee residing in Quebec who is taking pregnancy leave under this Policy and who is in receipt of Quebec Parental Insurance Plan maternity benefits is eligible to be paid, following the birth of the baby, the following payment. For each day of the first six weeks of the payment of Quebec Parental Insurance Plan maternity benefits which falls on a regular working day for the said employee, the Board shall reimburse the employee the difference between the maternity benefit payment and the equivalent of 100% of the employee’s total salary (base salary plus any eligible allowances) for the said day.
   b) The employee shall provide to the Board a letter from the l’Emploi et de la Solidarité sociale Quebec verifying the date that the l’Emploi et de la Solidarité sociale Quebec determines is the date of the first payment and the amount of the maternity benefits which are to be paid.
   c) It is understood that an employee may select one of the following options:
      i) Option A: access her sick leave credits for each day of the six weeks immediately following the birth of the baby which falls on a regular working day for the said employee or
      ii) Option B: access the Board payments for the six weeks of Quebec Parental Insurance Plan maternity benefits as set out above.
      The employee shall advise the Board, in writing, which of the above options she chooses.

5. Additional Board Leave
   a) Paternity Leave for Male Teacher
      Subject to the approval of the Manager of Human Resources Services, a male employee may be granted paternity leave with pay to a maximum of four days for needs directly related to the birth of his child. This leave may be divided into two periods and granted on separate days.

   b) Adoption Leave
      Subject to the approval of the Manager of Human Resources Services, a maximum of four days adoption leave with pay may be granted for needs directly related to the adoption of an employee’s child. This leave may be divided into two periods and granted on separate days. This leave may be split between two employees who are adopting a child. It is understood and agreed that a maximum of four days leave will be granted for any one adoption.
POLICY: Leave – Short Term Personal without Pay

Rationale:
In recognition of the demands put upon employees in managing their work, family and other personal commitments, special leave may be granted without pay.

Personnel Affected by Policy:
Regular teaching and non-teaching employees

Organizational Authority:
Director of Education

Regulations:
Subject to the approval of the appropriate Superintendent or Principal or Manager and the Director of Education, special leave may be granted without pay for personal reasons.

1. To be eligible for leave without pay, the employee shall:
   (a) submit a written request to the Director, stating the reason(s) for the leave of absence and the date(s) of the leave;
   (b) have the approval of the Director or designate before commencing the leave;
   (c) ensure that the immediate supervisor is aware of the leave of absence before the leave commences.

2. A regular employee may apply for a short-term personal leave not to exceed a maximum of thirty (30) calendar days in each school or calendar year, as applicable.

3. The terms of this Policy are applicable to part-time employees, prorated to their percentage of employment.
POLICY: Leave - Special

Rationale:
In recognition of the demands put upon employees in managing their work and urgent personal business special leave may be granted without deduction of pay for up to three days per year.

Personnel Affected by Policy:
Regular employees

Organizational Authority:
Director of Education.

Regulations:
1. A full-time employee may be granted a leave of absence for attendance to urgent personal business without deduction of salary up to a maximum of three (3) days, in any one school or calendar year, as appropriate to the position.

2. In order to be eligible for such leave an employee shall:
   a) submit a written request, stating the reason(s) for the leave of absence;
   b) have the approval of the Director or designate before commencing the leave;
   c) ensure that immediate supervisor is aware of the leave of absence before the leave commences.

In urgent circumstances an employee may request verbal approval of the Director or designate and advise the employee’s immediate supervisor verbally prior to the commencement of the leave. The verbal request shall be confirmed in writing as soon as possible.

3. Notwithstanding Regulation # 1, the Board may at its discretion grant leave for urgent personal business in excess of three (3) days prorated to the employee’s percentage of employment.

4. Leave of absence under this section is neither cumulative from year to year nor is it to be used for holidays.

5. When the employee, for any reason, works fewer days than the regular work year, the salary payable shall be reduced proportionately for any special leave used in excess of 3/10 day per month for 10 month employees and 3/12 day per month for 12 month employees prorated to their percentage of employment.
POLICY: Pension Plans

Rationale:
The Renfrew County Catholic District School Board participates in the Ontario Municipal Employees’ Retirement System (OMERS). For personnel who are certified as Teachers in Ontario, the Board will administer the Teachers’ Pension Plan.

Personnel Affected by Policy:
All eligible teaching and non-teaching employees.

Definition:
The Ontario Municipal Employees Retirement System (OMERS) is a pension plan based on the employee's salary, in which the Board and the employee shall contribute equally fifty percent (50%) of the cost for participation in this plan.

The Teachers’ Pension Plan is a pension plan whereby the employee contributes one hundred percent (100%) of the cost for participation in this Plan.

Organizational Authority:
The Board

Regulations:

1. **Mandatory OMERS/TPP Enrolment**
   1.1 OMERS
   Application for enrolment in the current OMERS Pension Plan is mandatory for all employees hired on a continuous full-time 12 month basis who regularly work 12 months in every year and who work thirty-two (32) or more hours per week save and except for employees who have an Ontario Certificate of Qualification or its equivalent.
   1.2 TPP
   Immediately upon hiring, all employees who possesses an Ontario Certificate of Qualification or its equivalent must enroll in the Teachers’ Pension Plan.

2. **Optional OMERS Enrolment**
   2.1 Criteria for Optional OMERS Enrolment
   All permanent and temporary employees who do not meet the requirements for mandatory OMERS enrolment are eligible for optional OMERS enrolment when they meet the optional OMERS enrolment requirements. (The current optional OMERS enrolment requirements are that in each of the two immediately preceding calendar years the employee must have worked at least 700 hours (including overtime) or the employee must have earned, including overtime and vacation pay, at least 35% of the Year's Pensionable Earnings (YMPE) with any participating employer.) The above provisions do not apply to employees who have an Ontario Certificate of Qualification or its equivalent.
   2.2 Notice of Optional OMERS Enrolment
   In the last trimester of each calendar year only, the Board will offer OMERS enrolment to employees who meet the requirements for optional OMERS enrolment. The OMERS enrolment will be effective January 1 of the following calendar year.
POLICY: Performance Appraisal – Principal & VP

I. Purpose of Policy

Research shows that school leadership is second only to teaching in having an impact on student achievement. The progress and success of all students in Ontario is contingent on effective leadership throughout the system to guide and support teaching and learning in Ontario schools.

The principal/vice-principal performance appraisal process is a growth-based model intended to develop, support, and sustain leadership of the highest possible quality.

II. Policy Statement

1. Purpose of Performance Appraisal:

   The purpose of Principal and Vice-Principal performance appraisal is:
   
   a) to ensure that pupils receive the benefit of an education system staffed by principals and vice-principals who are performing their duties satisfactorily;
   
   b) to provide for fair, effective and consistent evaluation of supervisory officers, principals and vice-principals, in every school; and
   
   c) to promote professional growth. (Education Act, s. 287.2)

2. Overview of Performance Appraisal Process / Documents:

   a) Part XI.1 of the Education Act provides the broad general legal framework to establish the performance appraisal process.
   
   b) Ontario Regulation 234/10 (Principal and Vice-Principal Performance Appraisal) sets out the detailed process to follow.
   
   c) The Minister of Education has issued guidelines which are set out in the (2010) Ministry of Education document, Principal/Vice-Principal Performance Appraisal: Technical Requirements Manual. This manual has been developed as a resource to provide a clear and concise overview of the components of the principal/vice-principal appraisal process and the tools that can be used in conducting appraisals.
   
   d) The Ontario Leadership Framework for Principals and Vice-Principals provides the underpinning for the principal / vice-principal performance appraisal process. The Board will use the Ontario Leadership Framework for Catholic Principals and Vice-Principals. (See Appendix A.)
   
   e) Additional general information and resources are located on the Principal Performance Appraisal section of the Ministry of Education web site.
   
   f) Part III (Related Information) of this Policy provides hyperlinks to the above resources.
   
   g) The Appendices are provided for information only and the actual legislation, regulations and Ministry of Education directives as amended from time to time apply.

3. Evaluation Cycle, Performance Plan & Performance Appraisals:

   a) Board administration shall schedule evaluation cycles for new and experienced principals in accordance with the legislative requirements and Ministry of Education directives.
   
   b) Board administration shall schedule evaluation cycles for new and experienced vice-principals in accordance with the legislative requirements and Ministry of Education directives.
c) For each of his or her evaluation years a principal and vice-principal shall develop a Performance Plan in accordance with the legislative requirements and Ministry of Education directives.

d) The Director of Education or designate shall ensure that the necessary performance appraisals are carried out in accordance with the legislative requirements and Ministry of Education directives.

e) The Director of Education or designate may conduct additional performance appraisals, if he or she considers it advisable in the light of circumstances relating to the performance of a principal. Any additional performance appraisals shall be conducted in accordance with the legislative requirements and Ministry of Education directives.

f) After consultation with his or her supervisory officer, the School Principal or designate may conduct additional performance appraisals, if he or she considers it advisable in the light of circumstances relating to the performance of a vice-principal. Any additional performance appraisals shall be conducted in accordance with the legislative requirements and Ministry of Education directives.

4. Board Guidelines for Certain Circumstances:

As a general rule the Board will apply the following factors in determining which supervisory officer is to exercise the performance appraisal function in relation to a principal or vice-principal who is:

a) assigned to more than one school;
   [Guideline: If the schools are in different families of schools, the school assignment with the highest percentage shall govern. If the principal or vice-principal is assigned to two or more schools on an equal percentage; the Director of Education or designate, in consultation with the principal or vice-principal, shall make the determination.]

b) not assigned to duties in a school;
   [Guideline: The reporting or supervising supervisory officer for the principal or vice-principal shall be the determining factor. If the principal or vice-principal reports to or is supervised by two supervisory officers on a equal percentage; the Director of Education or designate, in consultation with the principal or vice-principal, shall make the determination.]

c) assigned to duties in a school as well as to other duties; or
   [Guideline: The assignment with the highest percentage shall govern. If the two assignments have an equal percentage; the Director of Education or designate, in consultation with the principal or vice-principal, shall make the determination.]

d) moves from school to school.
   [Guideline: If the schools are in different families of schools, the school assignment with the most (FTE) days in the position. If the (FTE) days in the position for two or more schools are equal; the Director of Education or designate, in consultation with the principal or vice-principal, shall make the determination.]

e) These are general guidelines only and may not be applicable to every situation. The Director of Education or designate reserves the right to make the determination of which supervisory officer shall exercise the performance appraisal function after consultation with the principal or vice-principal.

5. Annual Growth Plan:

a) Every year each principal and vice-principal shall develop an Annual Growth Plan in accordance with the legislative requirements and Ministry of Education directives.
b) The principal and vice-principal Annual Growth Plan shall be reviewed by the appropriate supervisory officer (principal plans) or principal (vice-principal plans) or their designates in accordance with the legislative requirements and Ministry of Education directives.

III. Related Information

Procedures / Information for this Policy
Appendix A: Ontario Leadership Framework for Catholic Principals & VP’s

Legislation (Links to Applicable Legislation)
- Education Act, Part XI.1 (Performance Appraisal of Principals, VP’s & Supervisory Officers)
- Ontario Regulation 234/10 (Principal & Vice-Principal Performance Appraisal)

Ministry of Education
- 2010 Principal/Vice-Principal Performance Appraisal: Technical Requirements Manual
- Principal Performance Appraisal (Path: Ministry of Education / Administrator / Leadership Development / Principal Performance Appraisal)
- Leadership Development (Path: Ministry of Education / Administrator / Leadership Development)
LEADERSHIP FRAMEWORK FOR CATHOLIC PRINCIPALS AND VICE-PRINCIPALS

CATHOLIC FAITH, COMMUNITY AND CULTURE

The principal nurtures Catholic faith, community, and culture and models a commitment to Gospel values.

PRACTICES

The principal will:
• build and sustain a collaborative Catholic professional learning community that promotes a sense of collective responsibility for the worth and dignity of all members of the community;
• participate in liturgies and prayers that nurture a Catholic school culture and faith development;
• provide pastoral care to persons and situations in need;
• promote school programs, policies and procedures that are embodied with the fundamental concepts of human dignity, social justice and environmental stewardship;
• establish systematic and comprehensive program feedback to support school, parish and family life;
• foster a commitment to equality of outcome and to closing the achievement gap.

COMPETENCIES

Skills
The principal is able to:
• facilitate holistic and daily prayer experiences that celebrate Catholic life and support faith formation;
• recognize persons and situations which require a pastoral response;
• foster the relationship among parents, parish and the school community to support faith development and school programs.

Knowledge
The principal knows about:
• church teaching on creation, culture, and the connection of faith with culture;
• the role of the administrator in shaping the Catholic culture of the school;
• the integral role that human dignity, social justice and environmental stewardship play in the faith formation of students and staff;
• the availability of resources to provide the pastoral care needed;
• personal strengths, styles and strategies to deepen relationships and networks.

Attitudes
The principal demonstrates:
• commitment to faith development through modeling, facilitation and mentorship;
• a strong, authentic and active faith reflective of Gospel values;
• commitment to the promotion of Catholic school culture;
• empathy for the feelings and faith perspectives of others;
• commitment to excellence and service tempered by compassion;
• commitment to equity of outcome and closing the achievement gap.

BUILDING RELATIONSHIPS AND DEVELOPING PEOPLE

The principal builds collaborative relationships with students, staff, families and communities, guided by a sense of mutual respect. The principal affirms and empowers others to work in the best interests of all students.

PRACTICES

The principal will:
• ensure a Catholic vision is clearly articulated, shared, understood and acted upon effectively by all;
• work within the school community to translate the vision into agreed objectives and operational plans which promote and sustain school improvement;
• demonstrate the vision and values in everyday work and practice;
• motivate, and work with others to create a vibrant Catholic learning community, shared culture and positive climate;
• ensure creativity, innovation and the use of appropriate technologies to achieve excellence;
• ensure that strategic planning embraces the diversity, values, and experiences of the school and community;
• provides ongoing and effective communication with the school community.

COMPETENCIES

Skills
The principal is able to:
• think strategically and build and communicate a coherent vision in a range of compelling ways;
• to inspire, challenge, motivate and empower others to respond to the vision for learning;
• model the values and vision of the school;
• actively engage the diverse community, through sharing knowledge, to build relationships and alliances.

Knowledge
The principal knows about:
• the Catholic faith tradition, local, national and global trends;
• ways to build, communicate and implement the Catholic vision;
• strategic planning processes;
• ways to communicate within and beyond the school;
• new technologies, their use and impact;
• lead change, creativity and innovation.

Attitudes
The principal demonstrates:
• commitment to setting and achieving ambitious, challenging goals;
• an belief that all students are created in the image of God;
• a belief that all students can learn;
• commitment to accessibility, respect, compassion, equitable school culture based on Gospel values.

BUILDING THE ORGANIZATION

The principal builds collaborative cultures, structures the organization for success, and connects the school to its wider environment.

PRACTICES

The principal will:
• build a collaborative learning culture within the school and actively engages with other schools, parishes and community partners to build effective learning communities;
• nurture and empower a diverse workforce, providing equity of access to opportunity and achievement;
• supervises staff justly and effectively;
• uses performance appraisal to foster professional growth;
• challenges thinking and learning of staff to further develop professional practice;
• develops a school ethos which promotes shared knowledge and shared responsibility for outcomes;
• builds a harmonious community which work reflects and prays together.

COMPETENCIES

Skills
The principal is able to:
• collaborate and network with others inside and outside the school;
• perceive the richness and diversity of school communities;
• foster a culture of change;
• engage in dialogue which builds community partnerships;
• think strategically and act on community feedback.

Knowledge
The principal knows about:
• building and sustaining a Catholic professional learning community;
• change management strategies;
• models of effective partnership;
• strategies to encourage parent involvement;
• strategies to promote and sustain a caring Catholic school culture;
• strategies to promote individual and team development and adult faith formation;
• the relationship between performance management and systems, structures and processes for ensuring inclusion, diversity and access;
• the impact of change on organizations and individuals;
• effective media relations.

Attitudes
The principal demonstrates:
• commitment to effective working relationships;
• commitment to shared leadership;
• commitment to effective teaching;
• confidence, optimism, hope and resilience, integrity and trust.

LEADING THE INSTRUCTIONAL PROGRAM

The principal sets high expectations for learning outcomes and monitors and evaluates the effectiveness of instruction. The principal manages the school effectively to ensure everyone can focus on teaching and learning.

PRACTICES

The principal will:
• ensures a consistent and continuous school-wide focus on student learning, using data to monitor progress, ensures that learning is at the centre of planning and resource management;
• develops and promotes effective learning communities in collaborative cultures;
• participates in the recruitment, hiring and retention of teachers with the interest and capacity to further the school’s goals;
• provides resources in support of curriculum and Catholic graduate expectations;
• fosters staff from distractions that detract from knowledge and shared responsibility for outcomes;
• implements strategies which secure high standards of behaviour and attendance.

COMPETENCIES

Skills
The principal is able to:
• demonstrate the principles and practice of effective leading and learning;
• access, analyze and interpret data;
• initiate and support an inquiry-based approach to improving student learning;
• establish and sustain appropriate structures and systems for effective management of the school;
• realize organizational demands based on interim judgements;
• manage time effectively;
• foster faith and moral formation of students.

Knowledge
The principal knows about:
• the principles and practices of performance management and appraisal systems;
• strategies for ensuring inclusion, diversity and access;
• the impact of change on organizations and individuals;
• the parameters and strategies for ensuring inclusion, diversity and access;
• appropriate technologies to achieve excellence;
• systems, structures and processes to work effectively in line with legal requirements;
• develops and applies appropriate performance management strategies to goals and outcomes identified in the school improvement plan;
• makes connections to ministry goals to strengthen commitment to school improvement efforts.

SECKING ACCOUNTABILITY

PRACTICES

The principal will:
• engage the school community in the systematic (and rigorous self-evaluation of the work of the school); collect and use a rich set of data to monitor the strengths and weaknesses of the school;
• combine the outcomes of regular school self-evaluation with external evaluations in order to develop the school.

Knowledge
The principal knows about:
• accountability frameworks including self-evaluation;
• the contribution that education makes to developing, promoting and sustaining a fair and compassionate society;
• the use of a range of evidence to support, monitor, evaluate and improve aspects of school performance;
• the principles and practices of performance management.

Attitudes
The principal demonstrates:
• commitment to raising standards for all;
• commitment to closing the achievement gap;
• belief in meeting the needs of all students in diverse ways;
• commitment to sustaining a safe, secure and healthy school environment;
• commitment to upholding human rights.
POLICY: Performance Appraisal

Rationale:
Through the supervision and evaluation of personnel, it is expected that successful performance will be recognized and encouraged. Evaluation, as a continuous long-term, formative process, should contribute to the affirmation, growth, and development of persons being evaluated.

Supervision and evaluation as a process contributes to the achievement of organizational and corporate goals when, together with other data, it facilitates decisions respecting the assignment, transfer, and promotion of personnel.

Personnel Affected by Policy:
All permanent-non-teaching employees.

Definition:
Supervision is the authorized, emphatic observation, overseeing, and/or direction of personnel to maintain and enhance progress toward the achievement of system goals.

Evaluation is appraising or judging, according to criteria based upon identifiable objectives, the value of an activity, and event, a behaviour, or the outcome (product) of a behaviour.

Performance appraisal is evaluation.

Organizational Authority:
For purposes of this policy, “immediate supervisor” shall be as follows:

Managers or Principals, as appropriate, are the organizational authority for employees in positions other than that of Manager, Principal, Superintendent or Director of Education.

The Superintendent of Business Services is the organizational authority for the Accounting and Payroll Staff, and Managers who are directly accountable to the Superintendent of Business Services.

The Superintendents of Educational Services is the organizational authority for her own respective personal secretary, Principals, and for Managers, School and Attendance Counsellors, Communication Facilitators, etc., who are directly accountable to the Superintendent of Educational Services.

The Director of Education is the organizational authority for the Superintendents of Business Services and of Educational Services.

The Board is the organizational authority for the Director of Education.

Regulations:
1. Non-teaching employees shall receive from their immediate supervisor during the former’s first year of employment, or first year in a new classification of employment, a written performance appraisal in a form approved by the Board.

2. Thereafter, the employer shall receive such a written appraisal at least once during each five-year period.
## EMPLOYEE PERFORMANCE APPRAISAL

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**OBJECTIVES:**
Brief list for statement of specific objectives and expected achievements for the next year. To be completed by the employee.

(To be confirmed or modified in consultation with supervisor.)

**IMPROVEMENTS:**
Areas where an employee may be able to improve his/her performance. (To be completed by employee.)

**ACTION PLAN:**
(To be completed by supervisor in consultation with employee.)
EMPLOYEE PERFORMANCE APPRAISAL (Supervisor Report) (Page 2 of 2)

Under every heading, check the box which best indicates the employee's performance, taking:

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Comments are required for ratings other than 3 or 4.

1. ATTITUDE, INTEREST IN JOB
   Comments:

2. QUALITY OF WORK, JUDGMENT
   Comments:

3. OUTPUT
   Comments:

4. RELIABILITY
   Comments:

5. RELATIONSHIPS, EFFECTIVENESS WITH OTHERS
   Comments:

6. INITIATIVE
   Comments:

7. ABILITY TO LEARN
   Comments:

REMARKS:

OVERALL ASSESSMENT:

Performance was discussed with employee: ☐ YES ☐ NO

Supervisor’s Signature

Director’s Signature

DATE

I acknowledge receipt of a copy of this Employee Performance Appraisal.

Employee’s Signature

Renfrew County Catholic District School Board
POLICY: Retirement Gratuity

Rationale:
The Board offers a Retirement Gratuity incentive to eligible personnel in recognition of the employee’s many years of dedicated service to the Board.

Personnel Affected by Policy
All regular employees not affiliated with a bargaining unit save and except Principals and Vice-Principals.

Organizational Authority
The Board

Regulations
1. Upon retirement as defined by OMERS or the Teachers’ Pension Plan Act, from the Renfrew County Catholic District School Board, after ten or more years of continuous service with the Board, including years of service with any former board which forms part of the Renfrew County Catholic District School Board, an employee shall be entitled to a gratuity.

2. Formula

2.1 The retirement gratuity shall be equal to the lesser of:

   i) The Number of Years of Continuous Service X 2.4% X The Number of Sick Leave Credits Remaining at Date of Retirement (to a maximum of 250 days) X Annual Rate of Earnings at Date of Retirement

   OR

   ii) One-half X The Number of Sick Leave Credits at Date of Retirement X Daily Rate of Earnings

   OR

   iii) One-half X Annual Rate of Earnings at Date of Retirement

Renfrew County Catholic District School Board
2.2 An employee who has elected to accept a reduction in employment from full-time to part-time employment in respect of one or more years or school years, as the case may be, including the year or school year immediately preceding the employee's termination of employment by reason of retirement, the limitation upon the amount of the gratuity payable under Regulation 2.1 (iii) does not apply to the employee and, in lieu thereof, the maximum amount receivable by the employee shall not be in excess of an amount equal to one-half of the full-time annual rate of the earnings received by the employee for the last complete year or school year, as the case may be, in which the employee was employed by the Board. This is in accordance with Section 180 (3) of the Education Act. The retirement gratuity shall be the lesser of:

i) \( \text{The Number of Years of Continuous Service} \times 2.4\% \times \text{The Number of Sick Leave Credits Remaining at Date of Retirement (to a maximum of 250 days)} \times \text{Full-time Annual Rate of Earnings at Date of Retirement} \)

OR

ii) \( \text{One-half} \times \text{The Number of Sick Leave Credits at Date of Retirement} \times \text{Full-time Daily Rate of Salary at Date of Retirement} \)

OR

iii) \( \text{One-half} \times \text{Full-time Annual Rate of Earnings at Date of Retirement} \)

3. The Board reserves the right to pay a gratuity to employees who may not have sufficient cumulative sick leave.

4. Gratuity benefits as per Regulation 1 shall be paid within one (1) year after retirement or as arranged to the mutual satisfaction of the employee and the Board.

5. In the event of the death of an employee employed by the Board, the gratuity to which the employee would have been entitled under Regulation 1 and 2 shall be paid to the employee's estate.
POLICY: Salary – Acting Pay

Rationale:
Acting Pay is a tangible expression by the Board in recognition of the demands and level of responsibility a regular employee incurs when temporarily filling in or replacing in a higher paying non-union, non-management position.

Personnel Affected by Policy:
Regular non-teaching employees temporarily working in a position not affiliated with a Bargaining Unit.

Organizational Authority:
Appropriate Supervisory Officer and/or Manager/Principal

Regulations:
1. Acting Pay is:
   • applicable to positions which are not affiliated with a bargaining unit; and
   • exclusive of positions which are classified as management, i.e., Supervisory Officers, Managers, Principals, Vice-Principals, and non-academic Co-ordinators.

2. a) With the exception of vacation days/periods, a Regular Employee is entitled to Acting Pay, when that employee,
   i) with the approval of the Manager, Principal or Supervisory Officer, as appropriate,
   ii) temporarily substitutes in and performs the principle duties of a higher paying position for which a salary range has been established
   iii) for ten or more consecutive working days.
   b) Subject to Regulation 2 (a) (i) and (ii), consideration for Acting Pay may be given when vacation periods exceed 15 days.

3. a) The employee shall receive, retroactive to start date in the assignment, the rate in the salary grid of the higher paying position which is the next highest to the employee’s current salary in the employee’s regular position.
   b) With respect to positions that are not eligible for overtime payment and which have built into their annual salary calculation, the requirement for night meetings, acting pay will come into effect when the employee temporarily replacing, fulfills all of the duties of the higher paying position including working at night meetings.

4. The new rate shall not exceed the maximum grid rate of the higher paying position.

5. When an employee is temporarily assigned to a position paying a lower rate, their rate shall not be reduced.
POLICY:  Salary - Redundancy

Rationale:
Salary is a tangible expression by the Board in recognition of the demands and level of responsibility an employee incurs when hired for or promoted to a non-union position.

Personnel Affected by Policy:
Regular non-teaching employees employed in a position not affiliated with a Bargaining Unit.

Organizational Authority:
Board

Regulations:
1. Regular employees, who, as a result of the redundancy of their regular position, accept the offer of a lower paying position to avoid lay-off, shall be salary protected while employed in the lower paying position for the greater of six months or the remainder of the school year.

   At the end of this period, the employee shall be entitled to the lesser of their former salary or the top salary rate in the lower paying position.
POLICY: Salary - Starting

Rationale:
Salary is a tangible expression by the Board in recognition of the demands and level of responsibility an employee incurs when hired for or promoted to a non-union position.

Personnel Affected by Policy:
Temporary and Regular non-teaching employees hired for or promoted to a position not affiliated with a Bargaining Unit.

Organizational Authority:
Board

Regulations:
1. Permanent Assignments
   a) Newly hired Regular employees to the Board shall receive the starting rate on the salary grid of the permanent positions for which they were hired, effective the date of hire unless approved otherwise by the Director of Education for recognition of related experience for the position hired for as recommended by the Manager of Human Resources. Satisfactory written confirmation from previous employers will be required for such recognition.
   
   b)  
   i) A current Regular employee who is hired for another position which is on the same salary range as the employee’s previous position, shall maintain their salary rate.
   ii) A current Regular employee of the Board who is hired or promoted on a permanent basis to another regular position, which has a higher paying salary range, shall receive, effective the start date in the new position, the rate on the salary grid of the higher paying position which is the next highest to the employee’s salary rate in the employee’s previous regular position.
   iii) A current Regular employee who applies for and is the successful candidate for a permanent position which has a lower paying salary range than their former regular position shall be entitled to the lesser of (1) their current salary rate, or (2) the top increment of the lower paying position.

2. Temporary Assignments
   a) Regular Employee in Temporary Assignments
      i) A current Regular employee who is assigned temporarily to another position which is on the same salary range as the employee’s regular position, shall maintain their current salary rate.
      ii) A current Regular employee who is assigned temporarily to another non-management position which as a higher salary range than the employee’s regular position, shall be subject to the terms of Board Policy: Acting Pay.
      iii) A current Regular employee who is assigned temporarily to a position paying a lower salary rate, shall maintain their salary for their regular position.

   b) Temporary Employee in Temporary Assignment
      Temporary employees will be placed at the start level salary rate for the position for which they were hired.
POLICY: School Supervision – Bus & Yard

Rationale:
The Board recognizes the desirability of arranging for supervision of the bus and yard prior to and after classes in special circumstances.

Personnel Affected by Policy:
Principals and Bus/Yard Supervisors

Organizational Authority:
Director of Education or designate

Regulations:
The Board is prepared to engage where possible sufficient lay people to reduce the amount of bus/yard supervision carried out by the teaching staff.

1. **Criteria for Hiring**
   1.1 In special circumstances, a lay supervisor may be engaged to supervise the pupils as they board or depart from the buses and in the yard prior to classes.

2. **Selection and Hiring**
   2.1 The preliminary sorting of the applications is the responsibility of the Principal in consultation with the Superintendent of Business Services.
   2.2 It is the duty of the Principal to interview approved applicants and make recommendations regarding the hiring thereof.

3. Lay supervisors are responsible to the Principal of the school for the discharge of their duties.

4. **Hours of Work**
   4.1 Bus/Yard Supervisors are expected to work for one-half hour on each day that supervision is required before classes, and, where applicable, an additional one-half hour on each day where supervision is required after classes.
   4.2 In specific circumstances, the length of the assignment may be extended with the approval of Manager of Plant Operations under the direction of the Superintendent of Business Services.

5. **Discipline**
   5.1 It is the responsibility of the Principal to instruct non-teaching supervisors with respect to their obligations in a given school.
   5.2 Children should be taught to appreciate the responsibilities of the non-teaching supervisors and to treat them with the respect which supervisors should receive.
   5.3 Disciplinary action may be taken by the Principal, or a Teacher designated by the Principal, but not by a non-teaching supervisor.

6. **Teacher Supervision**
   In most schools it would seem advisable to have a staff member involved at least in part with the yard, lunchroom, and/or auditorium supervision.
7. **Remuneration**

7.1 The lay supervisor shall receive remuneration based on an hourly rate as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>0 Year</th>
<th>1 Year</th>
<th>2 Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept. 1, 2004</td>
<td>$11.36</td>
<td>$12.50</td>
<td>13.63</td>
</tr>
<tr>
<td>Sept. 1, 2005</td>
<td>$11.59</td>
<td>12.75</td>
<td>13.90</td>
</tr>
</tbody>
</table>

In addition to the hourly rate of salary, the lay supervisor will receive the percentage of vacation pay appropriate to their years of service.

7.2 Lay supervisors shall be paid for days on which their jobs aren’t available as a consequence of school closure on a school day.
POLICY: School Supervision – Noon Hour

Rationale:
This Policy sets forth the guidelines for paid Noon Hour Supervisors.

Personnel Affected by Policy:
Principals, Teachers and Noon Hour Supervisors.

Organizational Authority:
Director of Education or designate.

Regulations:
BOARD POLICY GUIDELINES FOR PAID NOON HOUR SUPERVISORS FOR THE BOARD’S
ELEMENTARY SCHOOLS, FOR THE TWO (2) VALLEYCREST (SECTION 20) CLASSES AND FOR
GRADE 8 IN BISHOP SMITH CATHOLIC HIGH SCHOOL (NOT PART OF THE COLLECTIVE
AGREEMENT)

1. Commencing during the 2000-2001 school year, the Board shall provide sufficient monies to hire paid
Noon Hour Supervisors for the Board’s elementary schools, in the two Valleycrest (section 23) classes and
for Grade 8 at Bishop Smith Catholic High School. It is understood and agreed that each Noon Hour
Supervisor will be employed for 1.0 hour per instructional school day at a rate set out in Board Policy.

2. Each elementary school, the two Valleycrest (section 23) classes and Grade 8 at Bishop Smith Catholic
High School shall be entitled to hire Noon Hour Supervisor(s) as follows:
   a) 1.0 Noon Hour Supervisor: enrolment of less than 100 full time equivalent (FTE) pupils;
   b) 2.0 Noon Hour Supervisors: enrolment of 100-299 full time equivalent (FTE) pupils;
   c) 3.0 Noon Hour Supervisors: enrolment of 300 or more full time equivalent (FTE) pupils.
In special or unique circumstances the Director of Education may assign additional Noon Hour Supervisors
to an elementary school or to Grade 8 at Bishop Smith Catholic High School.

3. Subject to the approval and direction of the Director of Education or designate, the school Principal shall be
responsible for the hiring, training, scheduling and supervision of Noon Hour Supervisors.

4. The school Principal shall review the current lunch supervision schedule with the staff and shall consult
with the staff in establishing a teacher lunch supervision schedule where required. The school Principal
shall consult with the staff in establishing a teacher on call schedule to deal with emergencies, special
circumstances and/or the absence of a Noon Hour Supervisor(s).

5. Where it is difficult to attract a Noon Hour Supervisor or Noon Hour Supervisors to a particular school, a
representative of the Renfrew OECTA Bargaining Unit shall be assigned to work with the school Principal
and/or the Director of Education to attempt to resolve the problem.

6. It is understood and agreed that in an exceptional or emergency situation it may be necessary to assign
additional lunch supervision duties to teachers.

7. The Board agrees that the above guidelines shall remain in effect for the term of the Agreement unless
amended in writing by the Director of Education and by the President of the Renfrew OECTA Bargaining
Unit. The Parties acknowledge that for the 2000-2001 school year the application of the formula will
generate forty one (41) Noon Hour Supervisors.
POLICY: Service - Continuous

Rationale:
To facilitate the calculation of an employee’s period of employment for purposes of seniority and retirement gratuity, the Board determined that the appropriate tool is continuous service.

Personnel Affected by Policy:
All regular employees not affiliated with a bargaining unit.

Definition:
Continuous years service shall mean service with the Board including service with a predecessor board uninterrupted due to resignation or due to unilateral termination of employment by the Board for any reason except redundancy.

Organizational Authority:
Manager of Human Resources Services or designate.

Regulations:
1. Absence for any reason for a continuous period of more than two years, except approved leave of absence or absence on sick leave credits, shall terminate continuous service.
2. Failure to return to work within seven (7) days of being recalled after a lay-off unless through sickness or other just cause shall terminate continuous service.
POLICY: Smoke Free Facilities

Rationale:
The education community within the Board recognizes the need to have learning environments free from the use of tobacco products.

Personnel Affected by Policy:
All Board employees and students

Organizational Authority:
The Board

Regulations:
1. All learning environments within the Board’s jurisdiction shall be maintained as model learning environments demonstrating the institutional standard of being smoke free.

2. The Board recognizes:
   a) the obligations under the Education Act concerning safety, health and well-being of students;
   b) the legal obligations and intentions as stated in Canada and Ontario’s anti smoking legislation including the Smoke-Free Ontario Act;
   c) the Canadian and Ontario comprehensive tobacco use prevention strategies as they apply to school systems;
   d) the need for single standard institutional care whereby all persons act for consistent maintenance of smoke-free learning environments.
   e) that it is educationally sound to prevent students from learning to smoke at school;
   f) that Ontario’s number one public health problem is tobacco-related diseases;
   g) that smoking is the leading preventable cause of diseases;
   h) that the unprecedented pattern of tobacco use by students requires comprehensive action;
   i) that the projected consequences for students, who currently smoke, requires comprehensive corrective action;
   j) that a smoke-free support environment is needed to address the socially-related tobacco use behaviour;
   k) that the learning environment is fundamentally important; and
   l) that broad-base empowerment given through the drug-education mandates/applies to the substance of tobacco.

3. Under this policy learning environments shall include buildings and grounds at schools and offices. They shall include meeting places, carriers, and other places which are owned or leased by the Board’s jurisdiction. This policy applies to students and Board employees in learning environments under school aegis, at off-campus sites and on school excursions.

4. The policy applies to all students and employees. It applies to all contracted personnel, permit holders, volunteers, and other persons in the learning environments.

5. The policy shall be part of a comprehensive tobacco use prevention program.

6. Tobacco products shall not be used in the learning environments. Use is smoking, igniting, chewing or any other use of tobacco that is inconsistent with the tobacco-free learning environment, the learning objectives, or the Board’s standard of being a smoke-free (tobacco-free) learning institution. The policy applies at all hours.
POLICY: Staffing – Principal & VP Appointment

Rationale:
The Board recognizes the need for a Vice Principal to be appointed in larger schools to assist the Principal with their duties.

Personnel Affected by Policy:
Teachers, Principals

Organizational Authority:
Director of Education

Regulations:
Vice Principal may be appointed to a school in which 350 or more pupils are registered.
POLICY: Staffing – Principal Assignment

Rationale:
The Board recognizes that a Principal as a professional person responsible for the operation of a school, requires time free from classroom duties for working with their teaching and non-teaching staff, pupils, parents and community.

Personnel Affected by Policy:
Principals, Vice-Principal, and Principal Designates

Organizational Authority:
Supervisory Officer for the Schools

Regulations:
1. In schools which are not twinned, the Principal shall be free from teaching duties based on the following:

<table>
<thead>
<tr>
<th>ENROLMENT</th>
<th>PRINCIPAL ASSIGNMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 100 pupils</td>
<td>0.50</td>
</tr>
<tr>
<td>100 to 150 pupils</td>
<td>0.75</td>
</tr>
<tr>
<td>More than 150 pupils</td>
<td>1.00</td>
</tr>
</tbody>
</table>

2. In addition to the above secondary schools shall be entitled to Vice-Principal Relief as follows:

<table>
<thead>
<tr>
<th>ENROLMENT</th>
<th>VICE-PRINCIPAL ASSIGNMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 400 pupils</td>
<td>0.50</td>
</tr>
<tr>
<td>400 to 900 pupils</td>
<td>1.00</td>
</tr>
<tr>
<td>More than 900 pupils</td>
<td>1.50</td>
</tr>
</tbody>
</table>
POLICY: Staffing – Principal Redeployment, Selection & Recruitment

Rationale:
The notion of leadership is to be rooted in and derived from the person of Jesus Christ. He devoted his life to establishing the possibility of growth and leadership in others. True leaders serve those they lead.” (excerpt from Catholic Education: The Future is Now by James Mulligan, CSC)

This policy clearly outlines the principles necessary for the process of redeployment, recruitment and selection of exemplary Catholic leaders for the Renfrew County Roman Catholic Separate School Board.

Personnel Affected by Policy:
Principals and Vice-Principals

Definitions:
REDEPLOYMENT
An on-going process through which incumbent principals and vice-principals may be transferred to suitable positions.

SELECTION
A process to select and appoint the most suitable qualified candidate to a principal or vice-principal vacancy which has not been filled through the redeployment process.

SUCCESSION PLANNING
An on-going process recognized by, and in part provided by the Board, for the leadership development of teachers employed by the Board.

Organizational Authority:
The Board

Regulations:
1. REDEPLOYMENT POLICY
The following recommendations are made regarding the redeployment of Principals and Vice-Principals:

1.1 Redeployment shall be the first option of the Board to be effected when a position becomes available, or, when redeployment of Principals and Vice-Principals is necessary to fulfill the Board’s mandate;

1.2 Catholic Community School Councils shall develop in conjunction with the appropriate supervisory officer School Profiles. These School Profiles will focus on the school community’s needs, the needs of the students, staff, and Principal and/or Vice-Principal;

1.3 The policy of the Board shall be to initiate redeployment of Principals and Vice-Principals based on identified needs, not on automatic redeployment at the end of a set number of years;

1.4 Principals and Vice-Principals should not expect to remain in the same school beyond a ten-year period;

1.5 Special circumstances may warrant exceptions to this Policy;
1.6 Redeployment of Principals and Vice-Principals may occur after a request has been made and as a result of a consultative process between Senior Administration and the Principal or Vice-Principal;

1.7 The consultation shall be based on the Principal/Vice-Principal’s qualifications, experience, a collaboratively planned career tracking process, a personal profile, the established community school profile, and the system goals, and thus on how a Principal or Vice-Principal meets the needs of a particular school community;

Emphasis shall be placed on the positive manner in which a Principal or Vice-Principal has carried out responsibilities to date;

1.8 The Board will endeavour to notify principals and vice-principals involved in the redeployment process three school months prior to redeployment;

1.9 At all times, equity of opportunity, personal and professional value and dignity, affirmation, and consultation shall be the underlying principles of the process.

2. **Selection Policy**

2.1 The Board shall have in place a selection process which shall be used to appoint a teacher to a Principal or Vice-Principal vacancy which has not been filled by the redeployment process.

2.2 The selection process shall first be open to teachers of the Board who hold Principal qualifications and have applied for the posted vacancy.

2.3 Catholic Community School Council shall develop a school profile.

All community schools shall have a standing school profile, which shall be updated on a yearly basis and forwarded to the Board Office by January 1st.

2.4 A Selection Committee shall be appointed by the Board and consist of the following:

a) Two Trustees;

b) Two Administration Representatives

c) One Catholic Community School Council member.

2.5 The Selection Committee shall make a recommendation of a candidate to the board for final approval.

2.6 The selection process shall include the following components:

a) application submission including current professional and pastoral references

b) academic qualifications and professional experience;

c) interview process;

d) participation in the succession planning process;

e) roles in board, school and provincial initiatives;

f) the established community school profile;

An initial screening of candidates’ qualifications and experience may be completed by the Selection Committee to identify candidates to be short-listed for interviewing.
From the onset, all components which will play a part in the process shall be apparent and visible to all participants.

At all times, equity of opportunity, personal and professional values, dignity, affirmation, and consultation/de-briefing shall be the underlying principles of the process.

2.7 In the event that no suitable internal candidate is found for the position, the recommendation from the Selection Committee to the Board shall be to advertise externally, and the selection process shall be repeated.

3. **Succession Planning Policy**

3.1 The Board shall provide ongoing leadership opportunities and training as required in order to maximize internal recruitment potential for future principals and vice-principals.

3.2 As part of the Succession Planning, the Board shall encourage current board teachers to participate in academic, professional, religious and community initiatives such as:

a) Principals’ Qualification Courses;
b) Religious Education Certificate Courses;
c) Ministry of Education and Training Specialty Courses;
d) Professional Development Seminars’ Courses;
e) Principal’s Designate Role opportunities;
f) School and board leadership;
g) Community leadership;
h) Parish leadership;
i) Mentorship programs at the school and system levels;
j) Membership on Board, school and provincial committees;
k) Qualifications in Special Education;
POLICY: Staffing – School Secretaries

Rationale:
The Board shall be responsible for determining the secretary staffing levels for all of its schools.

Personnel Affected by Policy:
School Secretaries and Principals

Organizational Authority:
The Board

Regulations:

1. **ELEMENTARY SCHOOLS**
   Secretarial hours for an elementary school are calculated based on the actual enrolment as at October 31 in each school year.

   Secretarial hours are to be worked between the first school day and last school day of the school year plus 3 additional days to be scheduled by the Principal between the end of the school year and before the commencement of the following school year. These days are to be based on hours allotted for the previous year. Time sheets are to be submitted to Payroll for the additional 3 days.

   All elementary school secretary positions are to be 10-month in duration.

   At the commencement of the school year, school secretaries will work the same hours as the previous year. Adjustments to the hours, if necessary, will be effective as of December 1, based on the actual enrolment as at October 31 of the current school year.

   Secretaries, whose hours would be decreased as a result of a decline in their school’s enrolment as of October 31, shall have their hours red-circled for the duration of the current school year, based on their hours from the previous school year. The aforementioned is conditional upon a secretary remaining at the same school during the current school year.

   1.1 Base secretarial hours for an elementary school shall be allotted as follows:

<table>
<thead>
<tr>
<th>Student Enrolment as at October 31 (FTE)</th>
<th>Hours/day</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 25 FTE</td>
<td>2.8</td>
</tr>
<tr>
<td>26 to 49 FTE</td>
<td>3.5</td>
</tr>
<tr>
<td>50 to 99 FTE</td>
<td>5.0</td>
</tr>
<tr>
<td>100 to 249 FTE</td>
<td>7.0</td>
</tr>
<tr>
<td>250 to 299 FTE</td>
<td>7.0</td>
</tr>
<tr>
<td>300 FTE and greater</td>
<td>7.0</td>
</tr>
</tbody>
</table>

   1.2 Use of flex secretarial hours for an elementary school shall be allotted as follows:
   Schools that have an enrolment between 250 and 299 FTE shall have 250 unscheduled flex secretarial hours that are to be assigned at the Principal’s discretion, based on the individual needs of the school.
These flex secretarial hours are to be used by bringing in additional resources during peak periods between the first school day and last school day of the school. Time sheets are to be submitted for these hours.

1.3 Schools that have an enrolment greater than 299 shall have 300 unscheduled flex secretarial hours that are to be assigned at the Principal’s discretion, based on the individual needs of the school. These flex secretarial hours are to be used by bringing in additional resources during peak periods between the first school day and last school day of the school. Time sheets are to be submitted for these hours.

1.4 In addition to the above, secretaries shall receive remuneration for the paid holidays based on their allotted daily hours in accordance with Article 25 of the Collective Agreement between the Board and COPE.

2. **SECONDARY SCHOOLS**

2.1 The high schools shall be staffed in the following manner:

**Bishop Smith High School, Pembroke**

<table>
<thead>
<tr>
<th>Full time – 12-month Head School Secretary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time – 10-month</td>
</tr>
<tr>
<td>Full-time – 10-month</td>
</tr>
<tr>
<td>Part-time – 10-month (0.5)</td>
</tr>
</tbody>
</table>

**St. Joseph’s High School, Renfrew**

<table>
<thead>
<tr>
<th>Full time – 12-month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time – 10-month</td>
</tr>
<tr>
<td>Part-time – 10-month (0.5)</td>
</tr>
</tbody>
</table>

2.2 10-month high school secretarial hours are to be worked between the first school day and last school day of the school year plus 3 additional days (for 10-month only) to be scheduled by the principal between the end of the school year and before the commencement of the following school year. These days are to be based on hours allotted for the previous school year. Time sheets are to be submitted for the additional 3 days.

2.3 In addition to the above, high school secretaries shall receive remuneration for paid holidays based on their allotted daily hours in accordance with Article 25 of the Collective Agreement between the Board and COPE.

2.4 Secretarial provisions for Student Services are part of the above school allocation formula.

2.5 There is to be the position of Head Secretary only when there is an allocation of three or more full-time secretarial positions.

3. **ALLOCATED SECRETARIAL HOURS PER SCHOOL YEAR**

3.1 Secretaries shall be paid based on the daily allotment of hours. By the last pay of the school year, the secretary will have been paid for all hours allotted for that school year based on the period of the first day of school up to and including the day after the last day of school. Secretarial hours can not be carried forward to the next following school year.

3.2 A 10-month secretary cannot work more than the 3 allotted additional days during July and August.
3.3 No one school secretary is to exceed 1.0 FTE.

4. REPLACEMENT SECRETARIES
4.1 The Principal has the option of hiring a replacement secretary on the day that their regular secretary is absent due to illness or for other approved leave. Unless there are extreme extenuating circumstances a replacement secretary shall not be hired to fill a vacancy resulting from their regular secretary’s absence while on a vacation day or vacation period.

4.2 The replacement secretary costs will not be charged to the school budget unless the hours worked by the replacement exceed the daily allotted hours.
POLICY: Staffing – Teacher Redeployment, Selection & Recruitment

Rationale:
Teachers are our heroes. We believe they should be everyone’s heroes.
Transforming schools, as we insistently repeat, ultimately depends on teachers. It’s because of this indispensable role that we identified teacher development as one of our four engines of change.

(Commission on Learning, Short Version, P. 14)

The above statements from the Commission on Learning clearly illustrate the importance of the deliberations of the Teachers’ Redeployment, Selection and Recruitment Committee (TRSaR).

The Renfrew County Catholic District School Board believes that “teachers are our heroes.” The RCCDSB strives to redeploy, select and recruit its teachers “in a spirit of freedom, affirmation and celebration” and strives to reverence the dignity of the whole person. We strive to redeploy, select and recruit teachers who can best meet the spiritual, intellectual, emotional, social and physical needs of the students. Personal faith commitment of the educator to God as their ultimate source is extremely sacred. Thus, the Teachers’ Redeployment, Selection and Recruitment process shall recognize the integrity of the child and the value of Catholic Education.

Throughout the redeployment, selection and recruitment process the RCCDSB strives to:
- model a servant-leadership style that empowers and serves others;
- provide opportunities to facilitate an active faith journey;
- nurture each individual’s potential;
- make a difference as faith-filled community builders; and
- engage teachers in the pursuit of life-long learning.

The Redeployment, Selection and Recruitment Policy shall ensure fairness, consistency, and most of all, that the most suitable candidate for a position is chosen. No other single factor has as great an impact on the quality of our schools as the selection of teachers.

In seeking to provide the best educational program for its students, the RCCDSB endeavours to make the most effective use of its professional resources when staffing the various schools, programs and classrooms. The education system is a dynamic one; enrolment, school organizations and programs change. School, community, student and staff needs also change. Thus, it becomes necessary each year to transfer teachers to accommodate these needs. The interest of the child is foremost!

Far from being limited to a reactive response to circumstances, the transfer of teachers is a proactive process that is intended to promote professional growth and renewal. A variety of placements throughout a teacher’s career provides opportunities for new experiences and challenges. Upgrading or updating qualifications and thinking about other career opportunities are ways in which teachers can actively plan their professional careers. Seeking a transfer is one means of enriching career aspirations.

Literature reveals that redeployment by mutual consent may result in positive changes. Arbitrary transfer of employees within a set number of years does not tend to provide benefits throughout the system.

Viewed in this positive light, staffing changes should be a source of personal and professional stimulation and satisfaction, leading to increased morale, for the betterment of the system.
A review of the literature shows:

- change provides opportunities, develops growth and learning for staff;
- transfers increase pride and loyalty to school boards and not just to one school;
- job performance increases as does innovation and cohesion;
- “feeling stuck” where you cannot move may result in poor performance and lack of initiative;
- transfers allow teachers to share their talents, expertise, skills and interests and to use these to the fullest;
- transfers allow teachers to offer a fresh approach to their new students, parents and colleagues;
- transfers allow teachers to experience new styles of leadership and expertise;
- changes in school assignment can provide variety in experience, interests, colleagues, students and techniques that contribute richness and vitality to the teacher/learning process.

**Personnel Affected by Policy:**
Teachers

**Definitions:**

**REDEPLOYMENT**
An on-going process through which incumbent teachers may be transferred to suitable positions.

**SELECTION**
The process to select and appoint a person to a teaching position which has become vacant, or is a new position, which has not been filled through the process of redeployment.

**RECRUITMENT**
An on-going process recognized by, and in part provided by the Board, for the development of the leadership potential of individuals interested in being employed by the Board.

**Regulations:**

1. **REDEPLOYMENT POLICY**
The following recommendations are made regarding the redeployment of teachers:

1.1 The Redeployment Policy shall be the first option of the Board to be effected when a position becomes available, or, when redeployment of teachers is necessary to fulfill the Board’s Vision Statement.

1.2 Catholic Community School Councils shall develop in conjunction with the appropriate Supervisory Officer School Profiles. These School Profiles will focus on the school community’s needs, the needs of the students, teachers, other staff, and principal.

1.3 The policy of the Board shall be to initiate redeployment of teachers based on identified needs, not on automatic redeployment at the end of a set number of years.

1.4 Special circumstances concerning a teacher or a school may warrant exceptions to this Policy.

1.5 The Redeployment Policy shall not be used for disciplinary purposes.

1.6 Redeployment of teachers may occur after a request has been made and as a result of a consultative process between Senior Administration, the principal and the teacher.
1.7 The consultation shall be based on the teacher’s qualifications, experience, a collaboratively planned career tracking process, a personal profile, the established community school profile, the system goals, and thus, on how the teacher meets the needs of a particular school community. Emphasis shall be placed on the positive contribution that the teacher has made to the Board and school community.

1.8 The Board will endeavour to notify teachers involved in the redeployment process three months prior to redeployment.

1.9 At all times, equity of opportunity, personal and professional value and dignity, affirmation, and consultation shall be the underlying principles of the process.

2. SELECTION POLICY
(For the purpose of this section the term “qualified internal employee” is defined as all current contractual teachers, as well as, all qualified occasional teachers who have their names on the Board’s Occasional Teacher List. To be considered qualified, the teacher must be one who either is in possession of or who submits to the Board verification that they meet the requirements and have applied for Ontario certification.)

2.1 The Board shall have in place a selection process which shall be used to appoint a person to a teaching position which has become vacant, or is a new position, which has not been filled by the process of Redeployment.

2.2 The selection process shall first be open to qualified internal employees of the Board.

2.3 The Catholic Community School Council shall develop a school profile.

All community schools shall have a standing school profile which shall be updated on a yearly basis and forwarded to the Board Office by January 1st.

2.4 There shall be a Selection Committee of at least 3, with the following membership:
   a) Director or Superintendent of Education
   b) Principal of the School
   c) one or more additional Principals (at the secondary school level, a Vice-Principal and/or Department Head(s) or other member(s) deemed appropriate in accordance with the Education Act).

2.5 The selection process may include such elements as:
   a) Board’s Vision Statement;
   b) pastoral and professional references;
   c) professional qualifications;
   d) current experience with the Board;
   e) experience;
   f) the established community school profile;
   g) a written presentation;
   h) an interview;
   i) a debriefing opportunity.

At all times, equity of opportunity, personal and professional values, dignity, affirmation, and consultation/de-briefing shall be the underlying principles of the process.
2.6 In the event that no suitable internal candidate is found for the position, the recommendation from the Selection Committee shall be to advertise externally, and the selection process shall be repeated.

3. **RECRUITMENT POLICY**

3.1 The Board shall implement, when necessary, a Teacher Recruitment Policy which is in keeping with its Vision Statement and its corporate goals and objectives.

3.2 A Recruitment Action Plan, when necessary, shall have as its basis the provision of opportunities designed to develop the potential of future employees for the Board.

3.3 The Recruitment Action Plan will be developed by the TRSaR Committee.
APPLICATION OF POLICY

Redeployment

Teacher Re-organization

Position Vacancy

Selection to fill position from internal selection process

Position Filled

Debriefing of internal applicants

Selection to fill position from external selection process

Position Filled

Debriefing of external applicants
POLICY: Supervisory Officer – Sabbatical Leave

Rationale:
This program is established for the purpose of offering Supervisory Officers an opportunity for approved study or research including travel.

Personnel Affected by Policy:
Supervisory Officers (Director of Education, Superintendent of Educational Services, Superintendent of Business Services)

Organizational Authority:
The Board

Regulations:
1. Sabbatical Leave may be granted after seven years service at 2/3 salary.

2. Granting of Sabbatical Leave:
   2.1 Sabbatical Leave may be granted to Supervisory Officers on application to the Board through the Director.
   2.2 Those Supervisory Officers requesting Sabbatical Leave shall submit detailed information regarding their teaching experience and their plans for the Sabbatical year.
   2.3 Such application shall be submitted to the Director by January 15 prior to the September in which the Sabbatical Leave would commence.

3. Superannuation deductions are to be continued as provided by the Teachers’ Pension Plan and/or OMERS, as applicable.

4. Personnel granted Sabbatical Leave are to be eligible, upon their return to duties, to receive any increment or any increase in salary resulting from a revised schedule that they would have received had they not taken Sabbatical Leave.

5. The period of leave shall not exceed one year.

6. A Supervisory Officer granted Sabbatical Leave for one full year shall sign a commitment to return to the Board for a period of two (2) years. If the Supervisory Officer leaves before fulfilling this commitment, that Supervisory Officer shall reimburse the Board an amount equal to the salary paid during the Sabbatical. Partial refunds shall be in the ratio that unworked months bear to this two-year period.

7. The Supervisory Officer, on return from Sabbatical Leave, shall be assigned a position relative to the position immediately preceding the period of Sabbatical Leave.

8. The Board shall endeavour to approve at least one Sabbatical per year where one or more Supervisory Officers have applied for Sabbatical Leave. If an application is not approved, the applicant shall be informed in writing of the reason for the Board's decision.

9. The number of sick leave credits shall neither increase nor decrease as a consequence of Sabbatical Leave.

Renfrew County Catholic District School Board
POLICY: Travel and Hospitality Expenses

Rationale:
The Board recognizes that, from time to time, it will be necessary for Staff to travel from place to place on School/Board business.

The Board also recognizes the need to reimburse Staff for expenses incurred in such travel.

It is the policy of the Board to pay the travelling expenses and hospitality expenses according to the procedure listed below.

Personnel Affected by Policy:
All employees of the Board.

Organizational Authority:
The Superintendent of the School or Office is the Organizational Authority for employees in positions other than Superintendent or Director. The designated organizational authority for a Superintendent is the Director of Education, and for the Director of Education is the Chair of the Board.

The Superintendent of Business Services is the Organizational Authority for Managers. The Managers are the Organizational Authorities for members of their staff. Principals are the Organizational Authorities for members of their staff.

Regulations:

1. Travel

   Employees shall be reimbursed as follows for the expenses incurred in Board-authorized travel within Renfrew County.

   1.1 Subject to section 1.4, reimbursement shall be made for authorized travel from the designated school/office/etc. to and from any other school or authorized location within Renfrew County.

   1.2 The designated facility is the one in which the employee works or has an office. The Board shall name the designated facility with respect to an itinerant employee.

   1.3 No reimbursement shall be paid for travel between the employee's residence and the designated facility.

   1.4 If the distance between the designated facility and any other facility or location to which travel is authorized, is greater than the distance from the employee's residence to such other Board facility or location to which travel is authorized, then the Board shall pay for the shorter distance.

   1.5 When at the Board's discretion it is feasible for several employees to travel together, the Board may designate the number of vehicles with respect to which travel shall be reimbursed.

   1.6 Travel within Renfrew County shall not be reimbursed to employees attending or participating in Professional Activity Days except as outlined in 1.7.
1.7  i) Any employee who is responsible for the preparation and presentation of a Professional Development Program for other personnel in Renfrew County Catholic District Schools on a Professional Activity Day shall be reimbursed for the travel which must be undertaken to present such a program on a Professional Activity Day.

ii) An itinerant employee for whom it is mandatory to commute on a Professional Activity Day between their designated facility and their other assigned facility in the completion of their duties may claim travel expenses on these Professional Activity Days.

1.8 Where and when feasible, the Board encourages employees to rent a vehicle for out-of-county travel. The Board has negotiated preferred automobile rental rates which are set out in Appendix B along with the required booking procedure.

2.  2.1 For Board-authorized travel within Renfrew County, employees shall be paid the greater of $5.00 per car per day or $0.45 per kilometre per car per day.

2.2 Plant Maintenance personnel are entitled to an additional $0.05 per km for “load allowance” when they are transporting Board materials, equipment or tools in his/her own private vehicles.

2.3 For authorized travel from within the County to points beyond the County an allowance as stated in 2.1 will be paid. If public transportation is used, the allowance will be equal to the actual cost involved.

3. The Director of Education, Superintendent of Educational Services, Superintendent of Business Services, Managers of Plant Services, Human Resources Services, and Technological Services shall be entitled to an allowance as stated in Regulation 2.1 to be paid for each kilometre driven while carrying out normal duties within the County, with the exception of in-town travel.

4. MEALS AND/OR ACCOMMODATION EXPENSES:
All expenditures must be supported by original expense claim forms and original receipts reflecting the HST or similar tax. Faxed or copies of the original expense claim form and/or receipts will not be accepted. Credit card slips are not recognized as original receipts.

4.1 The Board may reimburse the employee for a reasonable expenditure on meals when on Board business up to the meal expenditure limits set out in Appendix A.

4.2 Purchases of alcoholic beverages are not permitted for personal use or for personal use when away from the school/office on business related to their position or when attending Professional Development Activities, seminars, conferences, etc.

4.3 When required, a reasonable cost for a standard level of overnight accommodation will be paid by the Board. Expenses incurred for hotel movies, mini-bar snacks, etc., are the responsibility of the employee.

5. HOSPITALITY EXPENSES:
All expenditures must be supported by original expense claims and original receipts reflecting the HST or similar tax. Faxed or copies of the original expense claim and/or original receipts will not be accepted. Credit card slips are not recognized as original receipts.

5.1 In addition to original receipts, hospitality expense claims must be accompanied with names of individuals entertained and their role. The purpose of the hospitality also must be clearly stated.
5.2 Purchases of alcoholic beverages are not permitted unless authorized by the Director of Education and/or the Chair of the Board.

6 **APPROVAL**

The individual employee will itemize and submit for written approval as follows, before forwarding at the end of each month, the original expense claim to the Superintendent of Business Services for payment/reimbursement. **The original expense claim must be accompanied by original receipts.**

6.1 All expenditures supported by original receipts must be approved by the employee’s immediate supervisor, i.e., Principal, Manager or Supervisory Officer, as appropriate.

6.2 All expenditures supported by original receipts and incurred by the Director of Education must be approved by the Chair of the Board.

7. **Original** expense claims are to be submitted monthly on the prescribed form accompanied by the **original** receipts.

8 **POLICY REVIEW**

Periodic review and audit of expenditures are undertaken to monitor the adherence to this and other Board policies.

**Related Information**

*Appendix for this Policy*

APPENDIX A: Meal Expenditure Limits
APPENDIX B: Automobile Rental

*Related Board Policies (Governance Category)*

POLICY: Travel, Hospitality & Equipment – Trustee
APPENDIX A: Meal Expenditure Limits
APPENDIX B: Automobile Rental

*Management Board of Cabinet*

(1-Apr-11) Broader Public Sector Expenses Directive
**APPENDIX A: Meal Expenditure Limits**

**Up to and including August 31st 2014**
The Board may reimburse the employee for a reasonable expenditure on meals when on Board business.

**Commencing September 1st 2014**
The Board may reimburse an employee for reasonable expenditures on meals when on Board business up to the following meal expenditure limits. These meal expenditure limits include any applicable HST or similar tax and any gratuity paid.

<table>
<thead>
<tr>
<th>Meals</th>
<th>Meal Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>12.00</td>
</tr>
<tr>
<td>Lunch</td>
<td>18.00</td>
</tr>
<tr>
<td>Dinner</td>
<td>35.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>65.00</strong></td>
</tr>
</tbody>
</table>

Notwithstanding the above meal expenditure limits the employee must still comply with the requirement to submit original receipts as laid out in the Policy.
APPENDIX B: Automobile Rental

PREFERRED DISCOUNT CAR RENTAL
The Board has an agreement with Discount Car and Truck Rental for a reduced rate. Discount provides fixed daily car rental rates with 3,000 km included in the rental fee.

Insurance must be purchased for all vehicles: PAP (Practical Assistance Program) for cars.

Discount has rental outlets in Pembroke and Renfrew.

NOTE: Considering the current $0.45 per kilometre Board reimbursement for travel, use of the car rental vehicle is more economical for travel over 150 km (including the cost of insurance, taxes, fees and gas). Midsize auto to be rented at a cost of $35.00 plus $12.01 for insurance.

BOOKING PROCEDURE:
1. Book a car rental directly with Discount and indicate that you are from the RCCDSB (24 hour prior notice is recommended).
2. Night before pickup is available at no charge.
3. You are required to refuel the car before returning it to Discount.
4. Pay for the rental personally and submit your receipt with your travel claim.
POLICY: Vacation

Rationale:
The Board wishes to recognize its valued employees through a progressive vacation allotment which through service exceeds the requirements of the Employment Standards Act.

Personnel Affected by Policy:
Non-teaching Personnel who are not affiliated with a bargaining unit and Supervisory Officers.

Organizational Authority:
The Board.

Regulations:
1. Twelve Month Permanent Employees
   a) Other than personnel classified as Supervisory Officers, Managers, and the Executive Assistant to the Director, full-time, twelve (12) month regular employees shall accumulate vacation leave as follows:

<table>
<thead>
<tr>
<th>Continuous Service with Remuneration</th>
<th>Vacation Leave per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 years to less than 2 completed years</td>
<td>10 working days</td>
</tr>
<tr>
<td>2 completed years to less than 10 completed years</td>
<td>15 working days</td>
</tr>
<tr>
<td>10 completed years to less than 15 completed years</td>
<td>20 working days</td>
</tr>
<tr>
<td>15 or more completed years</td>
<td>22 working days</td>
</tr>
</tbody>
</table>

   b) Paid vacation leave for a part-time twelve (12) month permanent employee or for a full-time twelve (12) month permanent employee who works part of the period September 1st to August 31st shall be prorated based on the employee's days with remuneration and/or percentage of employment.

c) All full-time 12 month regular employees who are in their twentieth (20) year of employment shall be granted four (4) weeks' paid leave during that year, in addition to their annual leave. Part-time 12 month regular employees who are in their twentieth (20) year of employment shall receive this benefit prorated to their percentage of employment.

2. Ten Month Permanent Employees
   a) The following table sets out the vacation pay rate for ten (10) month permanent employees appropriate to the employee's continuous years of service with the Board.

<table>
<thead>
<tr>
<th>Continuous Service with Remuneration</th>
<th>Vacation Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 years to less than 2 completed years</td>
<td>4%</td>
</tr>
<tr>
<td>2 completed years to less than 10 completed years</td>
<td>6%</td>
</tr>
<tr>
<td>10 completed years to less than 15 completed years</td>
<td>8%</td>
</tr>
<tr>
<td>15 or more completed years</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

   Vacation pay for ten (10) month permanent employees shall be based on the applicable vacation pay rate multiplied by their regular earnings, excluding vacation pay, for the period September 1st to August 31st for which the vacation pay is given.
b) A regular employee who is in his or her twentieth (20) year of employment shall be granted a one time grant of 8% vacation pay during that calendar/school year, in addition to their annual percentage of vacation pay. Part-time 10 month regular employees who are in their twentieth (20) year of employment shall receive this benefit prorated to their percentage of employment.

3. PAY OPTIONS FOR 10 MONTH PERMANENT EMPLOYEES
   a) Full-time and part-time ten (10) month permanent employees shall have the option of:
      i) receiving their vacation pay in their regular bi-weekly pay cheque,
      ii) accruing their vacation as above, or
      iii) in accordance with the vacation entitlement outlined in this Policy, receiving from the Board up to a maximum of:
         • two (2) weeks pay during the Christmas break which will consist of a combination of vacation entitlement and statutory holiday pay and
         • one (1) week's pay during the March break.
         Payment for the Christmas and March break periods will be made on the next regularly scheduled pay.
         No record of employment for EI purposes will be issued in December or March in lieu of the vacation payment. Employees shall receive the remainder of their vacation entitlement in a lump sum on the last regular pay at the end of the school year.
   b) Employees other than newly hired employees, may elect to change the method of receiving or accruing vacation pay only on September 1 of each year.

4. CASUAL AND TEMPORARY EMPLOYEES
   Casual and Temporary employees will receive their vacation pay with their regular pay cheque at the rate specified by the Employment Standards Act.

5. SUPERVISORY OFFICERS
   Supervisory Officers shall be eligible for twenty-five days holidays with the additional provision for a short winter break of four days. Supervisory Officers shall include the following positions: Director of Education, Superintendent of Educational Services, and Superintendent of Business Services.

6. MANAGERS AND EXECUTIVE ASSISTANT TO THE DIRECTOR
   Personnel classified as Managers, and the Executive Assistant to the Director of Education, shall have an annual vacation of twenty-two days holidays, with the additional provision of four days annually for work performed over and above regular work hours.

7. VACATION SCHEDULES AND THE ANNUAL BOARD OFFICE CLOSURE
   a) Twelve (12) month permanent employees employed in the Board Office shall take up to two (2) consecutive weeks of their vacation to coincide with the annual closure of the Board Office (the last week in July and the first week August). The dates of their remaining vacation leave shall be scheduled to the mutual satisfaction of the employee and the Board.
   b) The dates on which vacation leave will be taken by each other employee, shall be established to the mutual satisfaction of the employee and the Board, it being understood that the Board reserves the right to limit the number of personnel absent on vacation at any given time.

8. Employment with the Board, as well as merged and predecessor boards, will count as service with this Board.
9. A maximum of ten (10) days of vacation credit may be carried forward from one year to the next for twelve (12) month employees. Written permission of the Manager of Human Resources Services is required to carry forward more than ten days of vacation from any year to the subsequent year.

10. Employees shall be entitled to vacation with pay on a pro rata basis with respect to any final period of employment which is less than one full year based on the following formula:

\[
\text{Vacation Pay} = \frac{\text{Gross Pay (including Statutory and Board approved holidays)}}{12} \times \text{Percentage of Vacation Pay Allowed (based on years of service)}
\]

\[
\text{OR}
\]

\[
\text{Vacation Days Allowed} = \frac{\text{Number of Days with Remuneration}}{260} \times \text{Vacation Days Allowed (based on years of service)} \times \text{Percentage of Employment}
\]
POLICY: Workplace Harassment

I. Purpose of Policy

In accordance with the Board Vision Statement, the Safe Schools – Code of Conduct Policy and applicable legislation the Renfrew County Catholic District School Board is a community that fosters a Christ-centered positive school climate, free from discriminatory or harassing behaviour. The educational community is a place that promotes responsibility, respect, civility, and academic excellence in a safe learning, teaching and working environment in which all persons are treated with respect and dignity, free from sexual, racial, ethnocultural, or other harassment, related to any grounds identified within the Human Rights Code.

The Board, in accordance with the gospel values of Jesus Christ and in accordance with legislation, is committed to providing and maintaining a work environment in which all employees are able to work in a workplace free from workplace harassment.

II. Policy Statement

1. Guiding Principles & Commitment

   a) All Board employees should be able to work without being subject to workplace harassment.
   b) Workplace harassment in Board workplaces from Board employees, students or any other individual is unacceptable conduct and will not be tolerated.
   c) All persons involved with or present in Board schools or workplaces, including employees, students, parents, volunteers, visitors and other individuals, must comply with the standards of behaviour set out in the Safe Schools – Code of Conduct.
   d) Employees who exercise their rights under the Occupational Health and Safety Act in reporting workplace harassment or acting as witnesses to incidents of workplace harassment shall not be the subject to any reprisals for their actions. However, any reporting must not be done maliciously or in bad faith. The reporting employee must have some reasonable cause to make the report.
   e) Workplace violence incidents shall be dealt with under the Workplace Violence Policy.
   f) The elected Board of Trustees, Senior Administration, Managers, Principals, Supervisors, employees and union representatives are committed to taking all precautions reasonable in the circumstances to prevent workplace harassment in Board workplaces.

2. Workplace Harassment:

   As defined by the Occupational Health and Safety Act, workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

   As defined by the Occupational Health and Safety Act, workplace means any land, premises, location or thing at, upon, or near which a worker works.

3. Human Rights Code Harassment:

   a) The definition of workplace harassment in section 2 is broad enough to include harassment prohibited under the Human Rights Code.
   b) The Human Rights Code prohibits harassment in the workplace based on the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability.
4. Conduct that is Not Workplace Harassment:

   a) Reasonable action or conduct by the Board or by Board management staff that is part of their normal work or management functions would not normally be considered workplace harassment. This is the case even if there are sometimes unpleasant consequences for an employee. Examples could include changes in work assignments, scheduling, job assessment and evaluation, workplace inspections, implementation of dress codes and disciplinary action.

   b) Differences of opinion or minor disagreements between employees would also not generally be considered workplace harassment.

   c) Any behaviour that would meet the definition of workplace violence would not be considered workplace harassment and should be dealt with under the Workplace Violence Policy.

5. General Policy Requirements:

   a) The Policy shall be posted in a conspicuous place in each Board workplace with more than five (5) employees.

   b) The Board shall provide information and instruction that is appropriate for each Board employee on the contents of this Policy and related procedures.

   c) The Policy shall be reviewed as often as necessary, but at least annually.

III. Related Information

   Procedures for this Policy

   Procedure: Workplace Harassment – Report, Investigate & Respond

   Other Board Documents:

   POLICY: Workplace Violence
   POLICY (Schools & Students): Safe Schools – Code of Conduct

   Legislation

   Occupational Health and Safety Act, as amended to (15-Jun-10)
   Human Rights Code

   Ministry of Labour

Procedure: Workplace Harassment – Report, Investigate & Respond

I. Overview / Procedure Description

This Procedure outlines the requirements for reporting, investigating and responding to incidents and complaints of workplace harassment.

II. Areas of Responsibility

a) Board employees shall promptly report all incidents of workplace harassment to their Principal, Manager or Supervisor.
b) Board Principals, Managers and Supervisors shall immediately report all incidents and complaints of workplace harassment to the Manager of Human Resources Services.
c) Board Principals, Managers and Supervisors have responsibility for the investigation of incidents and complaints of workplace harassment.
d) In his or her discretion the Director of Education may designate another staff member or a neutral third party to investigate any incidents and complaints of workplace harassment.
e) The appropriate Board Supervisory Officer and/or the Manager of Human Resources Services have the responsibility for reviewing the results of any investigation and taking appropriate action.

III. Procedure Steps / Checklist

1. Reports & Complaints of Workplace Harassment:
   a) Complaints or reports of workplace harassment shall be made promptly and no more than one year from the incident or one year from the last incident in a series of related incidents.
   b) Employees shall promptly report incidents or complaints of workplace harassment to their immediate Supervisor, their Principal or the Manager of Human Resources Services in writing.
   c) Supervisors and Principals shall promptly report all reports or complaints of workplace harassment to the Manager of Human Resources Services.
   d) In consultation with the complainant or reporting employee the Supervisor or Principal shall determine if any interim action is necessary to ensure employee safety pending the completion of an investigation or resolution of the complaint.

2. Teachers and Adverse Reports:
   a) Teachers who report an incident or file a complaint of workplace harassment involving another teacher are reminded that section 18 (1) (b) of the Regulation made under the Teaching Profession Act requires the teacher reporting the incident or the complaint to provide the alleged teacher offender with a written statement of the complaint or incident at the earliest possible time and not later than three days after making the report.
   b) The Teaching Profession Act defines a teacher as a person who is a member of the Ontario College of Teachers and is employed by a board as a teacher but does not include a supervisory officer, a principal, a vice-principal or an instructor in a teacher-training institution.
3. **Confidentiality:**
As much as possible confidentiality will be maintained in the process. However, the right of an alleged offender to know the case against him or her, reporting obligations, the obligation to investigate and the obligation to take any necessary action means that absolute confidentiality cannot be guaranteed to the employee filing the complaint or report.

4. **Informal Resolution:**
In less serious incidents of workplace harassment an informal resolution process may be used to attempt to resolve the dispute between the parties to the alleged incident(s).

5. **Representation for an Alleged Offender / Complainant:**
   a) An alleged offender who is a unionized employee has a right to have his or her union representative present at any investigative meeting or a meeting which may result in disciplinary action. An alleged offender who is not a unionized employee has a right to have a representative present at any investigative meeting or a meeting which may result in disciplinary action.
   b) A complainant who is a unionized employee has a right to have his or her union representative present at any meeting resulting from an incident or complaint of workplace harassment. A complainant who is not a unionized employee has a right to have a representative present at any meeting resulting from an incident or complaint of workplace harassment.

6. **Preliminary Assessment Report:**
   a) At the conclusion of the investigation, there should be sufficient information to make a preliminary assessment of what happened and what action is required.
   b) All preliminary assessment reports should be reviewed and approved by the Manager of Human Resources Services prior to scheduling an alleged offender interview.

7. **Natural Justice & Alleged Offender Meeting:**
The principles of natural justice require that a person whose rights, privileges or interests may be affected by an administrative decision be given:
- the right to hear the case against him or her and
- the right to make a response to the deciding person or deciding body prior to the decision being made.

8. **Final Assessment Report & Action:**
   a) The Investigator shall consider the response of the alleged offender prior to making a determination of what happened and what action should be taken.
   b) All final assessment reports should be reviewed and approved by the Manager of Human Resources Services prior to release.

9. **Reporting to the Complainant:**
The complainant shall be advised of the results of the investigation and of the action the Board has taken to maintain a harassment free work environment.
10. Record of Complaint, Investigation & Response:
   a) The report of the investigation, supporting documents and Board response shall be retained by
      the Manager of Human Resources Services in a confidential Board Folder. If discipline was
      administered as a result of the workplace harassment, the necessary disciplinary
      documentation shall be filed in the employee's personnel file.
   b) If the complaint was resolved by an informal dispute resolution process, a record shall be kept
      of the original complaint, the results of the informal dispute resolution process and the records
      from any follow up or monitoring of the situation.

IV. Definitions

supervisor means a person who has charge of a workplace or authority over a Board employee or a worker
who is paid to perform work or supply services. Board supervisors include Superintendents, Managers,
Principals/Vice-Principals and their designates, Lead Hands and any other person who supervises Board
employees or contract workers.

workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a
workplace that is known or ought reasonably to be known to be unwelcome.

V. Related Information

Related Board Policy
   POLICY: Workplace Harassment

Legislation
   Occupational Health and Safety Act, as amended to (15-Jun-10)

Ministry of Labour
POLICY: Workplace Violence

I. Purpose of Policy

The Renfrew County Catholic District School Board (the Board) believes in the prevention of workplace violence and promotes a violence-free workplace in which all people respect one another and work together to achieve common goals. Any act of workplace violence or behaviour which increases the risk of violence is unacceptable conduct and will not be tolerated. Workplace violence in any form erodes the mutual trust and confidence that are essential to the well-being of our staff.

II. Policy Statement

1. Guiding Principles & Commitment

   a) As part of the internal responsibility system, individuals engaging in unsafe activity will be held accountable for their actions. This, together with Safe Schools legislation, means that violent and potentially violent activity will be investigated by the Board and will be acted upon in a manner that protects members of the school board community in the workplace.

   b) All Board employees should be able to work without fear of violence in a safe and healthy workplace.

   c) Violent behaviour in Board workplaces from Board employees, students, parents or any other individual is unacceptable conduct and will not be tolerated.

   d) Violent conduct in Board workplaces resulting from a domestic relationship which involves one or more Board employees is unacceptable conduct and will not be tolerated.

   e) Employees are responsible for reporting any hazard, which includes potentially violent circumstances of which he/she is aware. Employees are also responsible for cooperating in investigations and participating in associated training.

   f) All persons involved with or present in Board schools or workplaces, including employees, students, parents, volunteers, visitors and other individuals, must comply with the standards of behaviour set out in the Safe Schools – Code of Conduct.

   g) Employees who exercise their rights under the Occupational Health and Safety Act in reporting workplace violence or acting as witnesses to incidents of workplace violence shall not be the subject to any reprisals for their actions. However, any reporting must not be done maliciously or in bad faith. The reporting employee must have some reasonable cause to make the report.

   h) The elected Board of Trustees, Senior Administration, Managers, Principals, Supervisors, employees and union representatives are committed to taking every precaution reasonable in the circumstances to provide safe workplaces for all Board employees.

2. Workplace Violence:

   a) As defined by the Occupational Health & Safety Act, workplace violence means,

      i) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,

      ii) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,

      iii) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.
As defined by the Occupational Health and Safety Act, workplace means any land, premises, location or thing at, upon, in or near which a worker works.

b) Employees shall report any incidents of workplace violence to their Principal or Supervisor.
c) Principals and Supervisors shall report any incidents of workplace violence to the appropriate Supervisory Officer and the Manager of Human Resources Services.
d) Employees shall not engage in any prank, contest, feat of strength, unnecessary running or rough and boisterous conduct which might result in or lead to workplace violence.
e) Accidental situations are not generally considered to be workplace violence.

3. Workplace Violence Program:
   a) The Board has established a Workplace Violence Program which includes requirements for risk assessment, control measures, summoning immediate assistance, incident reporting, communication and training
   b) Principals, Vice-principals, Managers and Supervisors are responsible for insuring the workplace is safe and workers are protected from hazards. On behalf of the Board, they must implement the Workplace Violence Prevention Program.
c) Under the Workplace Violence Program Principals, Vice-principals, Managers and Supervisors are responsible for recognizing and advising workers where actual or potential danger to their health and safety related to violence may exist, investigating incidents and establishing measures to prevent recurrences.

4. General Policy Requirements:
   a) The Policy shall be posted in a conspicuous place in each Board workplace with more than five (5) employees.
b) The Board shall provide information and instruction that is appropriate for each Board employee on the contents of this Policy and related procedures.
c) The Policy shall be reviewed as often as necessary, but at least annually.

III. Related Information

Procedures for this Policy:
   Procedure A: Workplace Violence - Summon Immediate Assistance & Report
   Procedure B: Workplace Violence – Investigate & Respond

Other Board Documents:
   POLICY: Workplace Harassment
   POLICY (Schools & Students): Safe Schools – Code of Conduct

Legislation
   Occupational Health and Safety Act, as amended to (15-Jun-10)

Ministry of Labour
Procedure A: Workplace Violence – Summon Immediate Assistance & Report

I. Overview / Procedure Description

This Procedure outlines the requirements for summoning immediate assistance for affected employees in workplace violence situations and for reporting incidents and complaints of workplace violence.

II. Areas of Responsibility

   a) All Board staff have a mutual responsibility for summoning immediate assistance for affected employees in workplace violence situations.

   b) Board employees shall promptly report all incidents of workplace violence to their Principal, Manager or Supervisor.

   c) Board Principals, Managers and Supervisors shall immediately report incidents of workplace violence involving serious assaults or other criminal offences with violence to the local Police Services for investigation and action.

   d) Board Principals, Managers and Supervisors shall immediately report all incidents and complaints of workplace violence to the Manager of Human Resources Services.

III. Procedure Steps / Checklist

1. Immediate Response (Principal / Supervisor / Employee):

   a) If an incident of workplace violence occurs or is likely to occur, the Principal, the Supervisor or an employee shall:

      i) if possible, remove the perpetrator of the workplace violence from the presence of the affected employee immediately;

      ii) in situations where it is not possible to safely remove the perpetrator of the workplace violence from the presence of the affected employee, the police should be called to deal with the situation;

      iii) make arrangements for the affected employee to receive immediate medical attention where warranted and obtain medical verification of the workplace violence, either from a doctor called to the scene or from the nearest hospital;

      iv) inform the Principal or Supervisor at the earliest opportunity; and

      v) inform the appropriate Supervisory Officer and the Manager of Human Resources Services.

   b) The Principal or Supervisor shall preserve the integrity of the scene of the incident and any related objects for either the police or Board investigation.

   c) The appropriate Supervisory Officer or the Manager of Human Resources Services shall contact the employee at the earliest opportunity and advise the employee of the various assistance available.

2. Reporting Incidents of Workplace Violence:

   a) Where the initial assessment by the Principal or Supervisor establishes that a serious assault or the threat of a serious assault including,

      i) a physical assault causing bodily harm requiring medical attention;

      ii) a sexual assault;
PROCEDURE A: Workplace Violence – Summon
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Effective Date: September 1, 2010.
Last Revision Date: (N/A)

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iii) an assault involving a weapon; or
iv) another criminal offence involving violence,
may have taken place, the Principal or Supervisor shall call the police to investigate and shall inform the appropriate Supervisory Officer and the Manager of Human Resources Services.

b) Supervisors and Principals shall promptly report all incidents of workplace violence to the Manager of Human Resources Services for advice and direction.

c) Where a person is killed or critically injured from any cause at a workplace, the Board shall notify an inspector, the health and safety committee, and trade union, if any, immediately of the occurrence by telephone, telegram or other direct means and the Board shall, within forty-eight hours after the occurrence, send to a Director (appointed under the Occupational Health and Safety Act) a written report of the circumstances of the occurrence containing such information and particulars as the regulations prescribe.

d) If an employee is disabled from performing his or her usual work or requires medical attention because of an incident at a workplace, but no person dies or is critically injured because of that occurrence, the Board shall, within four days of the occurrence, give written notice of the occurrence containing the prescribed information and particulars to the health and safety committee, trade union (if any) and to the Director (appointed under the OH&S Act), if an inspector requires notification of the Director.

e) If an employee loses time from work, earns less than a regular day’s pay or gets health care treatment beyond first aid because of workplace violence; a report must be filed with the Workplace Safety Insurance Board within three days.

f) For serious incidents of workplace violence the appropriate Supervisory Officer or the Manager of Human Resources Services shall notify the Board’s legal counsel and request legal advice and direction.

g) Workplace harassment incidents shall be dealt with under the Workplace Harassment Policy.

3. Employee Report of Injuries and Loss of Time from Employment:

Employees shall report any workplace injuries and any resulting loss of time from work to their immediate supervisor; shall fill in the required Employee Accident / Incident Report (See Health & Safety Form) and shall fax the completed report to the Health and Safety/Plant Services Officer.

4. Complaints of Workplace Violence:

a) Complaints or reports of workplace violence shall be made promptly and no more than one year from the incident or one year from the last incident in a series of related incidents.

b) Employees shall promptly report incidents or complaints of workplace violence to their immediate Supervisor, their Principal or the Manager of Human Resources Services in writing.

c) Supervisors and Principals shall promptly report all reports or complaints of workplace violence to the Manager of Human Resources Services.

d) In consultation with the complainant or reporting employee, the Supervisor or Principal shall determine if any interim action is necessary to ensure employee safety pending the completion of an investigation or resolution of the complaint.

5. Teachers and Adverse Reports:

a) Teachers who report an incident or file a complaint of workplace violence involving another teacher are reminded that section 18 (1) (b) of the Regulation made under the Teaching Profession Act requires the teacher reporting the incident or the complaint to provide the alleged teacher offender with a written statement of the complaint or incident at the earliest possible time and not later than three days after making the report.
b) The Teaching Profession Act defines a teacher as a person who is a member of the Ontario College of Teachers and is employed by a board as a teacher but does not include a supervisory officer, a principal, a vice-principal or an instructor in a teacher-training institution.

6. Confidentiality:

As much as possible confidentiality will be maintained in the process. However, the right of an alleged offender to know the case against him or her, reporting obligations, the obligation to investigate and the obligation to take any necessary action means that absolute confidentiality cannot be guaranteed to the employee filing the complaint or report.

IV. Definitions

director means an inspector under this Act who is appointed as a Director for the purposes of the Occupational Health and Safety Act.

supervisor means a person who has charge of a workplace or authority over a Board employee or a worker who is paid to perform work or supply services. Board supervisors include Superintendents, Managers, Principals/Vice-Principals and their designates, Lead Hands and any other person who supervises Board employees or contract workers.

workplace means any land, premises, location or thing at, upon, in or near which a worker works.

workplace violence means,

a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,

b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,

c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

V. Related Information

Related Procedure

Procedure B: Workplace Violence – Investigate & Respond

Related Board Policies / Procedures

POLICY: Workplace Violence
Procedure: First Aid
Health & Safety Form: Employee Accident & Injury

Legislation

Occupational Health and Safety Act, as amended to (15-Jun-10)
Criminal Code of Canada

Ministry of Labour

Ministry of Education

Procedure B: Workplace Violence – Investigate & Respond

I. Overview / Procedure Description

This procedure outlines the requirements for investigating incidents and complaints of workplace violence and for taking appropriate action.

II. Areas of Responsibility

   a) Board Principals, Supervisors and/or Managers shall immediately report incidents, reports and complaints of workplace violence involving serious assaults to the local Police Services for investigation and action.
   b) Board Principals, Supervisors and/or Managers have responsibility for the investigation of less serious incidents and complaints of workplace violence.
   c) In its discretion the Board may designate another staff member or a neutral third party to investigate any incidents and complaints of workplace violence.
   d) The appropriate Board Supervisory Officer and/or the Manager of Human Resources Services have the responsibility for reviewing the results of any investigation and taking appropriate action.

III. Procedure Steps / Checklist

   1. Informal Resolution:

      In less serious incidents of workplace violence an informal resolution process may be used to attempt to resolve the dispute between the parties to the alleged incident(s).

   2. Representation for an Alleged Offender / Complainant

      a) An alleged offender who is a unionized employee has a right to have his or her union representative present at any investigative meeting or a meeting which may result in disciplinary action. An alleged offender who is not a unionized employee has a right to have a representative present at any investigative meeting or a meeting which may result in disciplinary action.
      b) A complainant who is a unionized employee has a right to have his or her union representative present at any meeting resulting from an incident or complaint of workplace violence. A complainant who is not a unionized employee has a right to have a representative present at any meeting resulting from an incident or complaint of workplace violence.

   3. Preliminary Assessment Report:

      a) At the conclusion of the investigation, there should be sufficient information to make a preliminary assessment of what happened and what action is required.
      b) All preliminary assessment reports should be reviewed and approved by the Manager of Human Resources Services prior to scheduling an alleged offender interview.
4. **Natural Justice & Alleged Offender Meeting:**

The principles of natural justice require that a person whose rights, privileges or interests may be affected by an administrative decision be given:

- the right to hear the case against him or her and
- the right to make a response to the deciding person or deciding body prior to the decision being made.

5. **Final Assessment Report & Action:**

a) The Investigator shall consider the response of the alleged offender prior to making a determination of what happened and what action should be taken.

b) All final assessment reports should be reviewed and approved by the Manager of Human Resources Services prior to release.

6. **Reporting to the Complainant:**

The complainant shall be advised of the results of the investigation and of the action the Board has taken to maintain a violence free workplace.

7. **Record of Complaint, Investigation & Response:**

a) The report of the investigation, supporting documents and Board response shall be retained by the Manager of Human Resources Services in a confidential Board Folder. If discipline was administered as a result of the workplace violence, the necessary disciplinary documentation shall be filed in the employee's personnel file.

b) If the complaint was resolved by an informal resolution process, a record shall be kept of the original complaint, the results of the informal dispute resolution process and the records from any follow up or monitoring of the situation.

**IV. Definitions**

*workplace* means any land, premises, location or thing at, upon, in or near which a worker works.

*supervisor* means a person who has charge of a workplace or authority over a Board employee or a worker who is paid to perform work or supply services. Board supervisors include Superintendents, Managers, Principals/Vice-Principals and their designates, Lead Hands and any other person who supervises Board employees or contract workers.

*workplace violence* means,

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b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,

c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

**V. Related Information**

*Related Procedure*

Procedure A: Workplace Violence – Summon Assistance & Report
Procedure B: Workplace Violence – Investigate & Respond
Effective Date: September 1, 2010.
Last Revision Date: (N/A)

Related Board Policies / Procedures

   POLICY: Workplace Violence

Legislation

Occupational Health and Safety Act, as amended to (15-Jun-10)

Ministry of Labour