



**NANAIMO LADYSMITH PUBLIC SCHOOLS
STRATEGIC DIRECTIONS COMMITTEE
PUBLIC MEETING
ACTION SHEET**

DATE: January 15, 2025
TO: Strategic Directions Committee
FROM: Mark Walsh, Secretary-Treasurer
SUBJECT: Draft Revised Policy 205 – Trustee Code of Conduct and Conflict Resolution

Recommendation:

The Strategic Directions Committee recommends that the Board of Education of School District No. 68 (Nanaimo-Ladysmith) receive the Draft Revised Policy 205 – Trustee Code of Conduct and Conflict Resolution and circulate as a notice of motion for 30 days, utilizing the consultation process as per Board Governance, Section 1, 2.7 – Policy Development.

Background:

Sometime ago the Ministry of Education and Child Care directed that Districts review their trustee Code of Conduct to ensure they met a minimum standard. The link can be found [here](#).

While the Board's current Code was found to be compliant, the Code has been reviewed and a number of changes are being proposed. This action sheet outlines the proposed changes.

Discussion:

The District's current Code of Conduct was used as an exemplar by many Districts in reviewing their Codes of Conduct. It contains clear procedural requirements, consequences and timelines that provide for procedural fairness for a trustee and clarity of process for consistency. Nevertheless, a number of changes are being proposed. The main changes are as follows:

Structure:

Currently, the Board has three policies that address trustee conduct. Policy 2.3 - Code of Conduct, Policy 2.3.1P – Procedure for Resolution of Conflict and Policy 2.3.2P – Procedure – Trustee Code of Conduct. The separation of the three policies creates confusion. Fundamentally, the three are associated with behaviour and relationships by and between trustees and trustees to the Superintendent. By combining the three policies it prevents the need to cross reference multiple policies. It also provides one policy to address behaviour whether a potential breach of the code or an interpersonal conflict.

Conduct Expectations:

The expectations have been themed into four areas. Further, specific expectations with respect to human rights have incorporated. Finally, an attempt to remove broad unenforceable language has been made.

Timeline:

The specific time limits for reporting a potential breach have been loosened. Specifically, there may be an instance of a minor breach that a trustee does not action. However, the behaviour is repeated. The current process would technically allow for only the most recent breach to be addressed. The language now would allow for a concern about a continuing course of conduct to be raised and be consistent with the policy.

Informal Process:

The informal process has been altered to allow for a trustee to agree to take remedial actions in response to a complaint without admitting a breach has occurred. The policy will also allow the Chair to provide recommendations that in appropriate circumstances the Board direct a potential breach to the resolution of conflict section of the policy rather than the current option of doing nothing or investigating.

Worksafe:

The language now provides that the Board may take actions to ensure it is compliant with Worksafe requirements. This was implicit in the current policy but is now explicit.

Restorative Justice:

One area clearly lacking in the current policy is a resolution process that provides for healing relationships or the reincorporation of a trustee into the Board structure following a complaint. The restorative justice section provides available options in “appropriate” circumstances.

Appendices:

Appendix A: Draft Revised Policy 205 – Trustee Code of Conduct and Conflict Resolution

