



REPORT TO

REGULAR BOARD

RESCINDMENT OF SUBSIDIES FOR INDIVIDUAL COURSES POLICY HM 20

Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. Romans 5:3-4

Drafted

February 21, 2023

Meeting Date

March 23, 2023

Lynda Coulter, Executive Superintendent of Human Resources, Leadership and Equity
Stephanie, Obradovich, Senior Legal Counsel

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends this rescindment of the Subsidies for Individual Courses Policy HM 20.

The cumulative staff time required to prepare this report was 2 hours

B. PURPOSE

This Report is on the Order Paper of the Governance and Policy Committee pursuant to the policy review schedule.

C. BACKGROUND

1. Following the rescindment of Board policy HM 02 (Non-Union Employee Handbook), administration has maintained a handbook which includes the terms and conditions of employment for non-union administration and management employees. While the current handbook does not include any reference to individual course subsidies that may be available to non-union employees, they could be added if policy HM 20 was rescinded.
2. The Non-Union Employee Handbook is a live document that is accessible to non-unionized employees for information purposes through the Board's staff intranet. It is updated by Human Resources on a regular basis as necessary due to legislative requirements such as provincial amendments to the *Employment Standards Act* or due to operational reasons including the clarification of on call and call out provisions.
3. Recommendations in this report were reviewed at the March 7, 2023 meeting of the Governance and Policy Committee.

D. METRICS AND ACCOUNTABILITY

The Director of Education through the Executive Superintendent of Human Resources, Leadership & Equity will monitor the terms and conditions of employment for non-union employees and assess any revisions that may be necessary.

E. GOVERNANCE AND POLICY COMMITTEE RECOMMENDATION

The Governance and Policy Committee recommends that the Subsidies for Individual Courses Policy HM 20, attached as **Appendix A**, be rescinded.