



REPORT TO

GOVERNANCE AND POLICY
COMMITTEERESCINDMENT EMPLOYMENT OF FORMER
PRIESTS AND RELIGIOUS POLICY H.T.02

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

May 29, 2023

Meeting Date

June 6, 2023

Lynda Coulter, Executive Superintendent of Human Resources, Leadership and Equity

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 Employment of Former Priests and Religious Policy (H.T.02).

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. The Board employs former priests and other religious brothers and sisters in the role of teacher in elementary and secondary schools. The human resources department recruits teachers for placement on the Occasional Teacher Roster.
2. The *School Board Collective Bargaining Act, 2014* established two-tiered bargaining for the K – 12 education sector in the province of Ontario. Prior to the introduction of two-tiered bargaining where teacher staffing processes are negotiated at the central table between OECTA and OCSTA, the province established Regulation 274/12 which addressed the hiring process and the placement of occasional teachers into long term assignments and permanent positions.
3. All teachers including occasional teachers with the Board are members of OECTA and either members of TECT or TSU or TOTBU, depending on whether they are permanent and work in an elementary or secondary school or only work occasionally in either panel, respectively. Each of the three local teacher bargaining units have collective agreements with the TCDSB. The collective agreements prescribe how permanent teachers and occasional teachers are to be staffed.
4. The OECTA central agreement with OCSTA and approved by the Crown contains explicit language regarding the hiring and staffing of permanent and occasional teachers. The Board is required to apply the staffing procedures as outlined in the central agreement. A teachers' qualifications and seniority with a school board are considered in the staffing process, while a teacher's status as a former priest or other former religious person is not.

5. Policy H.T.02 was last reviewed by the Board in 1986, well before the introduction of the province's hiring regulation and the *School Board Collective Bargaining Act, 2014*.
6. Human Resources will however continue to monitor the placements of any teachers in the system who are former priests. If one of these teachers is seeking a transfer or assignment to a school or area in which they were known as a priest or a religious, staff will work with the applicable local union representative (TECT or TSU) along with the teacher for an alternative placement.

D. METRICS AND ACCOUNTABILITY

The Director of Education through the Executive Superintendent of Human Resources, Leadership & Equity will monitor the permanent placements of former priests and religious brothers and sisters in schools.

E. STAFF RECOMMENDATION

Staff recommends that the Employment of Former Priests and Religious, Policy H.T.02 attached as **Appendix A**, be rescinded.