



**BRANT HALDIMAND NORFOLK
Catholic District School Board**

Minutes

Catholic Education Centre
322 Fairview Drive
Brantford, ON N3T 5M8

**Policy Committee Meeting
Tuesday February 17, 2026 ♦ 3:00 p.m.
Board Room/ Microsoft Teams**

Trustees:

Dan Dignard (Chair), Dennis Blake, Bill Chopp, Carol Luciani, Toni Poirier

Regrets: Rick Petrella (on leave)

Senior Administration:

Mike McDonald (Director of Education & Secretary), Rajini Nelson (Superintendent of Business & Treasurer)
John Della Fortuna, Kevin Greco, Michael Lawlor, Phil Wilson (Superintendents of Education)

Regrets:

1. Opening Business

1.1 Opening Prayer

The meeting was opened with prayer led by Trustee Dignard.

1.2 Attendance

Attendance was noted as above.

1.3 Approval of the Agenda

Moved by: Dennis Blake

Seconded by: Carol Luciani

THAT the Policy Committee of the Brant Haldimand Norfolk Catholic District School Board approves the agenda of the February 17, 2026, meeting.

Carried

1.4 Approval of Minutes from the Policy Committee Meeting – October 21, 2025

Moved by: Carol Luciani

Seconded by: Bill Chopp

THAT the Policy Committee of the Brant Haldimand Norfolk Catholic District School Board approves the minutes of the October 21, 2025, meeting.

Carried

1.5 Business Arising from the Minutes - Nil

2. Committee and Staff Reports

2.1 Professional & Respectful Workplace (Employees) Policy #300.45

Superintendent Greco presented the Respectful Workplace Policy. This new policy highlights the board's commitment to respectful and professional workplaces. This policy applies to all employees of the Brant Haldimand Norfolk Catholic District School Board. It describes professionalism in a Catholic setting as unwavering integrity and ethical conduct. Staff are expected to meet universal professional standards as well as the spiritual commitments that shape Catholic institutions into communities of faith and learning. Discussion regarding the unprofessional conduct section was had. This section is for supervisors to have conversations with employees regarding unprofessional conduct and for incidents that fall below the threshold for workplace harassment and/ or workplace violence.



Moved by: Dennis Blake

Seconded by: Toni Poirier

THAT the Policy Committee recommends that the Committee of the Whole refers the Respectful Workplace Policy #300.45 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

2.2 Naming of Schools Policy #400.17

Director McDonald presented the revised Naming of Schools Policy #400.17. This policy is being brought ahead of the next scheduled review as a proactive approach intended to enhance transparency and strengthen community engagement, particularly as the Brant Haldimand Norfolk Catholic District School Board prepares for the addition of two new elementary schools. The superintendent led committee that was removed in the previous policy iteration has been brought back along with clearly defined composition of the committee, greater clarity regarding the required components of submissions brought forward to the Board and introduces a new requirement to consult with the Minister of Education in accordance with Bill 33.

Moved by: Bill Chopp

Seconded by: Carol Luciani

THAT the Policy Committee recommends that the Committee of the Whole refers the Naming of Schools Policy #400.17 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

2.3 Volunteers Policy #300.12

Superintendent Lawlor presented the Volunteers Policy. This policy became eligible for review based on the four-year renewal cycle. The review of this policy focused on clarity, comprehension and accurate alignment with current legislation and practices in Ontario. In particular, the policy was updated to include the provisions introduced in December 2025 by Ontario Regulation 298/25 *Collection of Personal Information* which mandate volunteers submitting a Vulnerable Sector Check (VSC) every five years and an annual Criminal Offence Declaration in the intervening four years. The policy revisions were further informed by Ministry of Education guidance to school boards.

Moved by: Carol Luciani

Seconded by: Dennis Blake

THAT the Policy Committee recommends that the Committee of the Whole refers the Volunteers Policy #300.12 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

2.4 Religious Accommodation Policy #200.04

Superintendent Lawlor presented the Religious Accommodation policy. This policy became eligible for review based on the four-year renewal cycle. The review of this policy focused on clarity, comprehension and accurate alignment with current legislation and practices in Ontario. In particular, the policy was updated to include language and provisions that are consistent with the Ontario Human Rights Code and recent decisions made by the Ontario Human Rights Commission. Discussion regarding an exclusion request from Opening and closing exercises was had. A question was posed to review the administrative procedure #200.43.



BRANT HALDIMAND NORFOLK Catholic District School Board

Minutes

Catholic Education Centre
322 Fairview Drive
Brantford, ON N3T 5M8

Moved by: Toni Poirier

Seconded by: Dennis Blake

THAT the Policy Committee recommends that the Committee of the Whole refers the Religious Accommodation Policy #200.04 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

2.5 **Electronic Monitoring Administrative Procedure #400.18**

Superintendent Della Fortuna presented the Electronic Monitoring policy. The revised Administrative Procedure introduces several key updates. Responsibility for oversight has shifted from the Superintendent of Business to the Superintendent of Education. Employees will receive an electronic copy of the procedure within 30 calendar days of each implementation and review. The definition of Electronic Monitoring has been updated to clarify its role in tracking digital activities for security, health and safety, and regulatory compliance. Additionally, Transportation Services has added video surveillance under the "Tool and Circumstance" section. Discussion regarding the process for monitoring emails for both staff and trustees was had along with the electronic monitoring for FOI requests.

Moved by: Carol Luciani

Seconded by: Toni Poirier

THAT the Policy Committee recommends that the Committee of the Whole refers the Electronic Monitoring Policy #400.18 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

3.0 **Adjournment**

Moved by: Bill Chopp

Seconded by: Carol Luciani

THAT the Policy Committee of the Brant Haldimand Norfolk Catholic District School Board adjourns the February 17, 2026, Policy committee meeting.

Carried.

Next meeting: March 10, 2026 at 3:00pm – Boardroom