

Ministry of Education Recommendations:

**Recommendation 1**

*That the Chair and Superintendent cease holding any further closed meetings of trustees until the end of current trustee term of office (exceptions: official in-camera meetings as legally required).*

**Recommendation 2**

*That the Chair hold three closed board meetings (February-June period) focussed on specific governance subjects:*

- *(trustees only) to clarify and re-inforce the necessity for all trustees' compliance with the individual trustee's governance role to represent all members of the education community and the larger public; and to conduct themselves according to standards of acceptable trustee behaviour;*
- *(trustees, superintendent and secretary treasurer) to deliberate on the new handbook of trustee governance conduct currently being drafted by the Superintendent;*
- *(trustees, superintendent and secretary treasurer) to conduct an end of term, informal, self-evaluation of board governance performance.*

**Recommendation 3**

*That, prior to holding the above recommended closed meetings, the Chair meet with each trustee individually to re-inforce their personal responsibilities for improving board working relations.*

**Recommendation 4**

*That the Chair offer Trustee A voluntary confidential mediation conducted by an external professional mediator to resolve her harassment complaint; and reconfirm the Chair's earlier statement to Trustee A that a written complaint must be submitted before the Board can formally act. (If a claim is filed and the Board determines its substance is within Board jurisdiction, the Board has an interim formal process available – in the attached document)*

**Recommendation 5**

*That, if and when a trustee harassment complaint is filed, the Chair request Trustee A and any trustee named in the complaint to take a leave of absence from board duties until any complaint process concludes.*

**Recommendation 6**

*That, being respectful of board autonomy and recognizing board governance responsibilities, the Ministry communicate these recommendations to the Chair and Superintendent with a request for a progress update by April 30, 2018 on what actions the Board decides to take on them along with any other steps the Board may initiate to strengthen its governance performance.*