

## Bill 157 Update (P/PM 144 and 145)

The government introduced legislation on March 12, 2009 designed to

- Permit Principals to delegate their disciplinary duties under Part XIII of the Education Act (safe schools provisions)
- Require school staff to report serious student incidents to the Principals
- Require Principals to contact parents of victims of such incidents
- Require school staff to respond to address inappropriate and disrespectful student behaviour.

This bill came into effect on February 1, 2010. School Board personnel received training on October 20-21, 2009. Each school board was then responsible for organizing and delivering the Safe Schools and Equity and Inclusive Education training through one day face-to-face training sessions for school teams according to the following:

- The Ministry will provide boards with copies of the training manual for each school level team member along with an electronic copy of the materials.
- There should be one team of three per school and the team should include: one Principal or VP, one teaching staff and one non-teaching staff.
- Board's costs of training will be reimbursed per Ministry guidelines.

The basic parameters of Bill 157 are:

- All employees are to report an incident that would be considered suspension worthy to the Principal. Each school should develop guidelines on what type of incidents are reported.
- There is a standardized report form on which the incident is documented/reported.
- Privacy legislation prohibits employees from copying the form. Employees should, however, keep a record of the report and the receipt that the Principal is required to give to the reporting employee.
- All employees who witness the incident must file reports.
- The Principal is required to act on the report. The Principal reports whether or not action was taken based on the report. If action is required it is documented in student's OSR.
- There should be no liability on the employee when reporting. The employee reports what they witness. There is more of a risk if the incident is not reported.

- If the employer does not provide proper training, employees are still required to report.
- Each employer is required to provide employee training on a number of related topics. All schools must have an anti-bullying plan and a strategy to promote a positive culture in the school. Training must also be provided on appropriate response strategies and on the mechanics of reporting serious incidents.
- OSSTF/FEESO sees this training as work-related and required by regulation. Therefore, it is not professional development or independent training. It should be provided at no cost to the employee and should be provided during the regular work day.