



# MINUTES

DRAFT

## **Council Meeting**

**Via Remote Participation**

**101 Bloor Street West, Toronto**

**June 4, 2020**

**Minutes of the Council Meeting of the Ontario College of Teachers held on  
June 4, 2020 Via Remote Participation**

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## **Minutes of the Council Meeting of the Ontario College of Teachers held on June 4, 2020 Via Remote Participation**

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- Present:** Charles Dimitry Abraham, OCT; Diane Ballantyne, OCT; Chantal Bélisle, OCT (Deputy Registrar); Paige Bennett, OCT; John Cammarata; Bob Cooper, OCT; Chantal Côté, OCT; Irene Dembek, OCT; Elizabeth Edgar-Webkamigad, OCT (from 9:45 a.m.); Susan E. Elliott-Johns, OCT (from 9:50 a.m.); Richard Fillion; Rebecca Forte, OCT; Melissa Gaffen, OCT; Tim Gernstein, OCT (Vice-Chair); Erin Glen, OCT; Mary Ellen Gucciardi, OCT; John Hamilton, OCT; Jacqueline Karsemeyer, OCT; Timothy Kwiatkowski, OCT; Colleen Landers; Éleine Legault; Marlène Marwah; Michelle Miner Seal; Mary-Anne Mouawad, OCT; Sara Nouini, OCT; Gerry O'Reilly, OCT; Bonnie Oakes Charron; Wanda Percival; Tom Potter; Nicola Powadiuk, OCT; Vincent Rinaldo, OCT; Jonathan Rose; Nancy Saunders, OCT; Stéphane Vallée, OCT; Nicole van Woudenberg, OCT (Chair); Jennifer Wyatt, OCT; Stephen Zimmermann, OCT
- Guests:** Joane Mui, Partner and Nicole Hately, Senior Manager, KPMG (from 10 a.m. to 10:20 a.m.)
- Staff:** Kim Bauer; Tan Crombie; Roch Gallien, OCT; Richard Lewko; Charlie Morrison; Linda Zaks-Walker, OCT

### **1. Call to Order/Welcome**

The Chair of Council, Nicole van Woudenberg, called the meeting to order at 9 a.m.

It was noted that Tim Gernstein and Colleen Landers comprised the Steering Committee.

The Chair opened the meeting by acknowledging that the land on which those at or near the Council members gathered was the traditional territory of the Wendat, the Anishnaabeg, Haudenosaunee, Métis and the Mississaugas of the Credit First Nation.

The Chair welcomed all Council members, staff and members of the public to the meeting. She also reviewed brief biographies and expressed a special welcome for new Council members Éleine Legault and Bonnie Oakes Charron.

The Chair also provided a brief review of the preferred etiquette for conducting meetings effectively.

### **2. Agenda and Approval of Preparation Time (GC20200604-37)**

It was moved by Steering, and

**CARRIED,**

**That the Revised Agenda for the June 4, 2020 Council meeting be approved.**

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Richard Filion, Rebecca Forte, Melissa Gaffen, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt, Stephen Zimmermann

Result	<u>For:</u> 33	<u>Against:</u> 0	<u>Abstain:</u> 0	<u>Absent:</u> 3
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Preparation time of one half-day was confirmed for the meeting.

### 3. Conflict of Interest

No conflicts were declared.

### 4. Minutes

Council members proposed an addition to the minutes of the special meeting of April 14, 2020. The amendment was to reflect the Interim Deputy Registrar's acknowledgement that discussions should have taken place with the Chair of the Finance Committee regarding late payment of annual membership fees, prior to the implementation of a revised process.

It was moved by Steering, and

**CARRIED,**

**That the following meeting minutes be approved:**

- Meeting, March 5-6, 2020
- Special Meeting, April 14, 2020 (as amended)
- Special Meeting, April 17, 2020

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Richard Filion, Rebecca Forte, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt, Stephen Zimmermann

Against: Melissa Gaffen

Result	<u>For</u> : 32	<u>Against</u> : 1	<u>Abstain</u> : 0	<u>Absent</u> : 3
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## 5. Risks and Strategic Priorities

### 5.1 Chair's Report (GC20200604-43)

The Chair of Council, Nicole van Woudenberg, presented her report and responded to questions. She noted that she had included updates from various committees rather than having each of them provide a separate report. Highlights of the Chair's report and responses included the following:

- confirmation that in the absence of enactment of legislation related to the College's governance recommendations, the College was required to move forward with an election process for 2021
- on behalf of the Chair of the Finance Committee, a thank you to those committees that were able to meet and address budget questions
- confirmation that at a future regular meeting of Council, the Finance Committee would provide a report on the strengths and weaknesses of the annual fee collection process as requested by Council.

## 6. New Business

### 6.1 Finance Committee (Timed Item)

#### 6.1.1 2019 Audited Financial Statements (GC2020604-45)

The Chair of the Finance Committee, Diane Ballantyne, noted that the College had received a clean audit report for fiscal 2019 and that the audit was risk focused. She introduced auditors Joane Mui and Nicole Hatley from KPMG.

Ms. Mui reported that the audit process had been well summarized and that they had received full co-operation from management that enabled them to complete the audit on a timely basis. She confirmed that the draft financial statements would be finalized once approved by Council and responded to questions.

The Chair of the Finance Committee thanked the auditors for their presentation and they left the meeting at 10:20 a.m.

It was moved by Diane Ballantyne, and

**CARRIED,**

**That Council accept the December 31, 2019 audited financial statements of the Ontario College of Teachers.**

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Elizabeth Edgar-Webkamigad, Susan E. Elliott-Johns, Richard Filion, Rebecca Forte, Melissa Gaffen, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Wanda Percival, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt

Result	<u>For:</u> 35	<u>Against:</u> 0	<u>Abstain:</u> 1	<u>Absent:</u> 0
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**6.1.2 Reappointment of Auditors**

The Chair of the Finance Committee recommended that the College continue to utilize the services of KPMG as auditors for fiscal 2020.

It was moved by Diane Ballantyne, and

**CARRIED,**

**That Council reappoint KPMG as auditors for the Ontario College of Teachers for the 2020 fiscal period.**

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Elizabeth Edgar-Webkamigad, Susan E. Elliott-Johns, Richard Filion, Rebecca Forte, Melissa Gaffen, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Wanda Percival, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt

Result	<u>For:</u> 35	<u>Against:</u> 0	<u>Abstain:</u> 1	<u>Absent:</u> 0
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**6.2 Regulation on Alternative Eligibility Requirements For Therapy or Counselling (GC20200604-44C)**

The Deputy Registrar, Chantal Belisle, reported that College staff had been work with staff from the Ministry of Education provide input to a regulatio to support the Therapy and Counselling Program that would align with the policy approved by Council in March 2020.

The Director of Corporate and Council Services, Richard Lewko, reviewed the draft regulation and responded to questions. He noted that the Ministry had chosen to

regulate in some areas but had declined to do so in others. He confirmed that as a result, there would be elements of the program enshrined in regulation and others enshrined in policy.

It was moved by Steering, and

**CARRIED.**

**That the Regulation on Alternative Eligibility Requirements for Therapy or Counselling as outlined in Document GC20200604-44C, be approved.**

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Susan E. Elliott-Johns, Richard Filion, Rebecca Forte, Melissa Gaffen, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Wanda Percival, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt

Result	<u>For:</u> 34	<u>Against:</u> 0	<u>Abstain:</u> 1	<u>Absent:</u> 1
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### **6.3 Human Resources Committee**

#### **6.3.1 Compensation Philosophy and Process (GC2020604-46)**

The Chair of the Human Resources Committee, Michelle Miner Seal, noted that at the March 2020 session with Council members, the committee had conducted an exercise to identify the factors Council felt were most important for inclusion in a compensation philosophy. She indicated that the results had been formed into a narrative to complete a draft philosophy that would then inform the development of a compensation policy.

The Chair of the Human Resources Committee confirmed that the committee had worked with the Finance Committee to ensure the philosophy and process supported the existing budget cycle. A lengthy question and answer session followed, and recommendations for amendments to the philosophy were made.

It was moved by Michelle Miner Seal, and

**CARRIED**

**That Council approve the Compensation Philosophy and Process, as outlined in Document GC20200604-46, as amended.**

eScribe vote:

For: Charles Dimitry Abraham, Diane Ballantyne, Paige Bennett, John Cammarata, Bob Cooper, Chantal Côté, Irene Dembek, Elizabeth Edgar-Webkamigad, Susan E. Elliott-Johns, Richard Fillion, Rebecca Forte, Melissa Gaffen, Tim Gernstein, Erin Glen, Mary Ellen Gucciardi, John Hamilton, Jacqueline Karsemeyer, Timothy Kwiatkowski, Colleen Landers, Éleine Legault, Marlène Marwah, Michelle Miner Seal, Mary-Ann Mouawad, Sara Nouini, Gerry O'Reilly, Bonnie Oakes Charron, Wanda Percival, Tom Potter, Nicola Powadiuk, Vincent Rinaldo, Jonathan Rose, Nancy Saunders, Stéphane Vallée, Nicole van Woudenberg, Jennifer Wyatt

Against: Stephen Zimmermann

Result	<u>For:</u> 35	<u>Against:</u> 1	<u>Abstain:</u> 0	<u>Absent:</u> 0
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## 7. Next Meeting(s) of Council

- June 16, 2020 (Special)
- October 1-2, 2020
- December 3-4, 2020

## 8. Adjournment

The meeting adjourned at 12:05 p.m.

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Signed:  
Chair, Nicole van Woudenberg, OCT

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Signed:  
Deputy Registrar, Chantal Bélisle, OCT

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Dated:

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Dated: