

DELIVERED BY EMAIL

January 8, 2023

Sari Taha
Superintendent of Human Resources
Halton District School Board

Dear Mr. Taha:

Re: Oakville Trafalgar High School

Your letter of January 6, 2023 is unresponsive and unsatisfactory. You have not articulated what, if any, standard of teacher attire is applicable. Without any communication from the Board, we are left to 'read between the lines' based on its special in camera meeting of January 3rd that confirms the promulgation of a policy in March 2023. The need for clarity and resolution is *now*.

More importantly, my clients have no insight into whether or not Ms. Lemieux is returning to work in appropriate attire. You respond to our concern by ignoring it. You respond at the 11th hour before school resumes, in an obvious attempt to preclude further discussion.

Your ongoing references to the Board's legal obligations to its employees and its trade union ring hollow. However, the Board's priorities are clear. It has ignored, and continues to disregard, its fiduciary and statutory obligations.

School Council is moving forward on January 13th to address this and other matters. The principal will facilitate that meeting in accordance with the statute. Any Board representative sent to that meeting will not interfere.

We expect the Board to receive and respond to the advice and recommendations of School Council. We have never said that the parents' advisory rights supplant the Board's decision-making authority. Parents may advise on *any matter* that affects their children. Your obligations to your employees and the trade union do *not* supersede those rights.

Yours very truly,

BANDHU LAW PROFESSIONAL CORPORATION

Per: 
Rishi Bandhu

Copy to:

The Honourable Stephen Lecce, Minister of Education

Parents of Oakville Trafalgar High School