



January 6, 2023

WITHOUT PREJUDICE

Rishi Bandhu
Bandhu Law Professional Corporation
277 Lakeshore Rd E Suite 211
Oakville, ON
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Re: Oakville Trafalgar High School

We are in receipt of your correspondence dated December 19, 2022 and December 23, 2022 written on behalf of Scott Miller, Celina Close, and Julia de Winter. I am providing this letter to acknowledge receipt of that correspondence and to provide a response on behalf of the Board.

The Board recognizes and shares your concern and that of your clients concerning the health and wellbeing of students at Oakville Trafalgar High School (OTHS). As the Board has stated repeatedly, the Board remains committed to establishing and maintaining a safe, caring, inclusive, equitable and welcoming learning and working environment for all students and staff. We trust that you and your clients understand that the Board, in conjunction with the Halton Regional Police and other community partners, continues to take steps to protect student and staff safety and to further investigations into the threats that have been made against OTHS.

While the Board appreciates your clients' perspective regarding the role that School Councils play in the operation of a school, the Board does not agree that the *Education Act* and its Regulations vest School Councils with a right to consultation into what, in this case, are confidential staff and personnel matters. Even if School Councils were endowed with the right to compel Board action on staff and personnel matters, that right would still be subject to the statutory freeze and the *Human Rights Code*. The Board will not be responding to your clients' requests that specific actions be taken with respect to Board employees. As we trust you are aware and have advised your clients, such matters remain between an employer, its employees, and their bargaining agent.

The Board disagrees with your clients' assertions concerning its conduct vis-à-vis the School Council at OTHS, and asserts that it has at all times engaged itself in accordance with its obligations under

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the *Education Act*. The Board denies that it has interfered with the rights of the School Council to make recommendations, to the extent that those rights are engaged by this matter.

In closing, the Board recognizes your clients' concerns and their frustration with the threats that have been made against OTHS. The Board remains committed to protecting the safety of its students and staff, as well as to their equitable treatment without discrimination based upon sex, gender identity and gender expression.

We trust that you will communicate the Board's position to your clients.

Sincerely,

Sari Taha

Sari Taha
Superintendent of Human Resources
Halton District School Board