

MINUTES

DRAFT

Council Meeting
Via Videoconference
December 11, 2025

Minutes of the Council Meeting of the Ontario College of Teachers held via
videoconference on December 11, 2025

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videoconference on December 11, 2025

Present: Tammy Webster, OCT (Interim Chair); Linda Lacroix, OCT (Registrar);
Natacha Akineza, OCT; Mark Baxter; Joseph Fiorino; Valerie Fontenelle,
OCT; Charles Kouassi, OCT; Karen Restoule; Jeff Rutledge;
Stephen Sliwa, OCT

Guests: Myrna Tulandi, Chair of the Discipline Committee; Hanno Weinberger, OCT,
Chair of the Adjudicative Body of Chairs Committee and Fitness to Practise
Committee

Staff: Tan Crombie; Stefanie Muhling, OCT; Anna-Marie Nielsen, OCT; Saran
Ragunathan, OCT; Jamie Robertson, OCT; Andy Rosenhek; Sal Shahid;
Hollis Sinker; Fred Towers; Saeed Walji; Libbey Dresser, OCT (Recorder)

1. Call to Order/Welcoming Chair Remarks

The Chair, Tammy Webster, called the meeting to order at 9:00 a.m. She welcomed everyone present and members of the public joining online. The Chair reflected on the role of land acknowledgements and the purpose of why they are done. The Chair introduced Council's newest Council member, Karen Restoule, and welcomed her to the meeting.

2. Approval of the Agenda (GC20251211-44)

It was moved by Mark Baxter, seconded by Valerie Fontenelle, and

CARRIED,

That the Agenda for the December 11, 2025 Council meeting be approved.

Preparation time of one half-day was confirmed.

Following the approval of the agenda, the Chair indicated that item 5 would be moved as the next item in order to stay on schedule.

5. Minister of Education Address to Council – Timed Item 9:05 – 9:30 a.m.

The Chair welcomed the Honourable Paul Calandra, Minister of Education to the Council meeting. The Minister reflected on the Leadership Pathways Amendments, noting that it will reduce barriers for individuals with lived experience to become principals or vice-principals within their schools. The Minister discussed the EQAO results from the past year indicating that though results are improving with the Back to Basics approach, the results in reading, writing and math have room for improvement, and therefore an advisory body has been appointed to look at why progress is slow and if the curriculum is supporting the growth of students. The results from the advisory body will become a published report with the findings. The Minister concluded with noting that schools in Ontario need to be a safe place for both students and teachers and announced the return of the School Resource Officer (SRO) program.

Following his address to Council, the Minister left the Council meeting.

3. Approval of the Consent Agenda (GC20251211-45, GC20251211-46, GC20251211-47, GC20251211-48, GC20251211-49)

It was moved by Valerie Fontenelle, seconded by Natacha Akineza, and

CARRIED,

That the Consent Agenda for the December 11, 2025 Council meeting be approved.

4. Conflict of Interest

No conflicts were declared.

6. Strategic and Regulatory Activities

6.1 Registrar's Report (GC20251211-50)

The Registrar, Linda Lacroix, presented the Q3 Registrar's Report. The Registrar highlighted the implementation of an enhanced screening process for employer reports to ensure investigative resources are focused on higher risk cases. The Registrar also outlined the College's review of recent Ontario Human Rights Commission and federal reports on systemic antisemitism and anti-Black racism in the education system and the related actions taken within the College's mandate. In addition, several key successes from the past year were noted, including strong

compliance with the Sexual Abuse Prevention Program, continued progress on the Professional Standards Review, and the implementation of new regulatory pathways allowing eligible teachers to pursue principal qualifications. Following the Registrar's presentation, the Registrar responded to questions from Council.

6.2 Governance Enhancement Plan – Prioritization Exercise (GC20251211-51)

The Registrar introduced the item, noting that the 12 governance initiatives brought to Council in October were finalized and were being brought back to Council to prioritize based on the initiatives they would like to see completed within the next year. The Registrar noted that following the prioritization exercise, staff will be taking Council's feedback and creating a proposed prioritization workplan that will be brought forward to the March Council meeting.

Council proceeded to complete the exercise virtually through Slido while the Registrar responded to questions from Council members.

When all Council members completed the exercise, the Registrar presented the top results which included competency matrix enhancements, a risk-based policy review cycle, and succession planning for Chair and Vice-Chair positions.

6.3 Council Education Sessions Plan 2026 (GC20251211-52)

The Registrar, Linda Lacroix, presented the proposed education session plan to Council for their consideration. The Registrar noted that in previous years, set topics were chosen for the education sessions, however, the 2026 plan focuses on broad themes, which will allow the education sessions to be adapted to current trends in the education system as well as tailored to strengthen Council's oversight role. Following the presentation of the item, the Registrar responded to questions from Council.

It was moved by Jeff Rutledge, seconded by Stephen Sliwa, and

CARRIED,

That Council approve the proposal for the 2026 Council Education Sessions Plan.

7. Council Business and Governance

7.1 Subcommittee Reports

7.1.1 Audit and Finance Subcommittee Report (GC20251211-53, GC20251211-53 Att.1, GC20251211-53 Att.2)

The Chair of the Audit and Finance Subcommittee, Valerie Fontenelle, presented the Audit and Finance Subcommittee report to Council including the Q3 financial results. The Chair noted that at the December Subcommittee meeting, the Subcommittee made a minor reduction to the 2026 College Budget, representing an employee compensation inflationary adjustment. The Chair also informed Council that the Subcommittee received the 2025 audit plan from KPMG, which would be brought forward to the March Council meeting. Finally, College expenses from 2025 were highlighted and the 2026 College Membership fee was recommended to be maintained at \$200.

It was moved by Charles Kouassi, seconded by Mark Baxter, and

CARRIED,

The Audit & Finance Committee recommends that Council approve the proposed 2026 budget, which includes maintaining the membership fee at \$200, and authorizes a reserve fund draw of up to \$4,366,486."

7.1.2 Selection and Nominating Subcommittee Report (GC20251211-54, GC20251211-54 Att.1)

Tammy Webster, Chair of the Selection and Nominating Subcommittee presented the Subcommittee report on behalf of the Subcommittee. The Chair presented key highlights of the report, going over the reasoning for each motion being brought forward for Council's approval.

It was moved by Natacha Akineza, seconded by Stephen Sliwa, and

CARRIED,

That Council approve the recommendations for Council, subcommittee, committee and roster member appointments and reappointments, as outlined in Document 54, Attachment 1.

Following the approval of the motion, Joseph Fiorino thanked Council for the opportunity to become Chair of Council starting in 2026 and also thanked Tammy Webster for her leadership as acting Chair of Council in 2025.

7.1.3 Human Resources Subcommittee Report (GC20251007-39, GC20251007-39 Att. 1)

The Chair of Council introduced the item, noting that Council would move into an in-camera session to consider the confidential annual performance review of the Registrar and to assess her goals for 2026.

Following the in-camera session, Joseph Fiorino, Vice-Chair of the Human Resources Subcommittee, reported that Council had approved the Subcommittee's recommendation to adopt the 2025 CEO/Registrar performance review and the 2026 performance goals. He also provided a brief summary of the Subcommittee's report, highlighting the CEO/Registrar Performance Review Policy that the Subcommittee is recommending for Council approval. This policy is intended to formalize the process used by the Subcommittee when conducting the Registrar's annual performance review.

It was moved by Stephen Sliwa, seconded by Charles Kouassi, and

CARRIED,

That Council approve the Registrar/CEO Annual Performance Assessment Policy.

7.2 Committee Reports

7.2.1 Adjudicative Body of Chairs Committee Report (GC20251007-40)

Hanno Weinberger, Chair of the Adjudicative Body of Chairs presented the committee report. Following the presentation, Hanno responded to questions.

7.2.2 Fitness to Practise Committee Report (GC20251007-41)

Hanno Weinberger, Chair of Fitness to Practise Committee presented the committee report. Following the presentation, Hanno responded to questions.

7.2.3 Discipline Committee Report (GC20251007-41)

Myrna Tulandi, Chair of the Discipline Committee presented the committee report. Following the presentation, Myrna responded to questions.

8. Future Meeting Date(s)

- March 26, 2026 (Virtual – 9:00 a.m. to 1:00 p.m.)
- June 11, 2026 (Virtual – 9:00 a.m. to 1:00 p.m.)
- September 29, 2026 (In-Person – 9:00 a.m. to 3:00 p.m.)
- December 10, 2026 (Virtual – 9:00 a.m. to 1:00 p.m.)

9. Adjournment

The meeting adjourned at 11:15 a.m.

Signed: Joseph Fiorino
Chair of Council

Signed: Linda Lacroix, OCT
Registrar and CEO

Dated:

Dated: