

# MINUTES

**Council Meeting**  
**Via Videoconference**  
**March 26, 2026**

Minutes of the Council Meeting of the Ontario College of Teachers held via  
videoconference on March 26, 2026

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**Present:** Joseph Fiorino (Chair); Linda Lacroix, OCT (Registrar); Natacha Akineza, OCT; Valerie Fontenelle, OCT; Charles Kouassi, OCT; Jeff Rutledge; Stephen Sliwa, OCT (as of 9:20 a.m.); Tammy Webster, OCT

**Regrets:** Mark Baxter; Karen Restoule

**Guests:** Philip Warner, OCT, Chair of the Investigation Committee

**Staff:** Tan Crombie; Stefanie Muhling, OCT; Anna-Marie Nielsen, OCT; Saran Rangunathan, 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, Joseph Fiorino, called the meeting to order at 9:00 a.m. He welcomed everyone present and members of the public joining online. The Chair invited Tammy Webster to provide a land acknowledgement for Council. The Chair also provided a thank you for Imran Syed's service as a Council member, noting that he resigned from his position in January 2026.

**2. Approval of the Agenda (GC20260326-01)**

It was moved by Jeff Rutledge, seconded by Natacha Akineza, and

**CARRIED,**

**That the Agenda for the March 26, 2026 Council meeting be approved.**

Preparation time of one half-day was confirmed.

**3. Approval of the Consent Agenda (GC20260326-02, GC20260326-03, GC20260326-04, GC20260326-05, GC20260326-06)**

It was moved by Natacha Akineza, seconded by Charles Kouassi, and

**CARRIED,**

**That the Consent Agenda for the March 26, 2026 Council meeting be approved.**

**4. Conflict of Interest**

No conflicts were declared.

**5. Strategic and Regulatory Activities**

**5.1 Registrar's Report (GC20260326-07)**

The Registrar, Linda Lacroix, presented the Q4 2025 Registrar's Report. The Registrar highlighted three key areas within the Registrar's Report including the College's successful implementation of the As of Right Legislation. The second highlight she noted was using the data collected in the Focus on Teaching Survey to learn more about graduate preparedness when entering into the teaching profession in order to strengthen initial teacher education programs. The third highlight focused on the College's work with the Ontario Fairness Commissioner to ensure that the College's policies meet the requirements of the *Fair Access to Regulated Professions and Compulsory Trades Act*. Following the Registrar's presentation, the Registrar responded to questions from Council.

**5.1.1 Tracked Data**

The Registrar introduced the item, noting that this new item represents trend data and indicators that are useful for Council's decision making. The Registrar then introduced Jamie Robertson, Deputy Registrar and Keisha Lewis, Manager of Operational Change to speak to the item. The Deputy Registrar shared a PowerPoint

presentation with Council, focusing on three items on the tracked data dashboard from Q4 of 2025. This included employee retention, intake files received and the ratio of open investigation files. Following the presentation, the Registrar and Deputy Registrar responded to questions from Council.

The Chair proposed a motion to be considered by Council, **That Council direct the Registrar to complete an environmental scan of legislation of other regulators related to investigations and report back to Council with recommendations at the December 10, 2026 Council meeting.** In accordance with section 3.06(4) of the Bylaws on matters that may be considered at a Council meeting, the Chair called for a vote on whether to consider the motion. Council approved consideration of the motion with a more than two-thirds majority. The Chair and Registrar responded to questions from Council.

It was moved by Joseph Fiorino, seconded by Valerie Fontenelle, and **CARRIED,**

**That Council direct the Registrar to complete an environmental scan of legislation of other regulators related to investigations and report back to Council with recommendations at the December 10, 2026 Council meeting.**

## **6.2 Governance Enhancement Plan – Workplan (GC20260326-08)**

The Registrar, Linda Lacroix, introduced the item to Council and provided an overview of the development of the Governance Enhancement Plan (GEP), as well as an outline of its proposed phased implementation throughout 2026. The Registrar noted that as the work within the GEP was being mapped out for implementation, clear themes were identified and the GEP

initiatives were grouped into buckets, one of which was being brought forward for consideration by Council.

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

**CARRIED,**

**That Council approve the proposed work plan for Bucket 1 of the Governance Enhancement Plan.**

It was moved by Tammy Webster, seconded by Valerie Fontenelle, and

**CARRIED,**

**That Council refer the Bucket 1 Competency Matrix Enhancements to the Selection and Nominating Subcommittee for report back to the June 2026 Council meeting on how the current competency matrix is or should be used for reviewing and assessing applications for appointment to Council, committee and roster positions.**

### **6.3 Focus on Teaching Executive Summary (GC20260326-09)**

The Registrar, Linda Lacroix, introduced the item, highlighting that the Focus on Teaching survey has provided the College with a deep understanding of the profession the College regulates. The Registrar introduced Keisha Lewis, Manager of Operational Change and Jamie Robertson, Deputy Registrar who presented a PowerPoint presentation on the objectives and goals of the 2025 Focus on Teaching Survey to Council. The PowerPoint presentation focused on what the College is intending to do with the information moving forward including trend analysis and creating more inclusive member interactions.

Following the presentation, Linda Lacroix, Jamie Robertson and Keisha Lewis responded to questions.

### **6.4 Amendment to Accreditation Regulation : Indigenous Institutes**

**(GC20260326-10)**

The Registrar, Linda Lacroix, introduced the item to Council, highlighting that the proposed changes to the Accreditation Regulation would support Indigenous education and teacher workforce development, while maintaining the College's accreditation standards and its public interest mandate. Anna-Marie Nielsen, Director of Standards of Practice and Accreditation provided additional context for Council on the purpose of the amendment being brought forward for Council consideration. Following this, Anna-Marie Nielsen responded to questions from Council.

It was moved by Tammy Webster, seconded by Natacha Akineza, and  
**CARRIED,**

**That Council recommend to the Minister of Education the proposed amendment to O. Reg. 347/02 to expand the definition of "permitted institution" to include Indigenous Institutes recognized by regulation under the *Indigenous Institutes Act, 2017*, that have obtained approval from the Indigenous Advanced Education and Skills Council.**

**Specifically, section 1 of Ontario Regulation 347/02 is amended by adding the following clause to the definition of "permitted institution":**

**(c) an entity authorized under the *Indigenous Institutes Act, 2017* to offer a program of professional education leading to a degree.**

## **7. Council Business and Governance**

### **7.1 Subcommittee Reports**

**7.1.1 Audit and Finance Subcommittee Report (GC20260326-11, GC20260326-11 Att.1, GC20260326-11 Att.2, GC20260326-11 Att.3)**

The Chair of the Audit and Finance Subcommittee, Valerie Fontenelle, presented the Audit and Finance Subcommittee report to Council. The Chair noted that, at its March meeting, the Subcommittee received a presentation from KPMG outlining the 2025 audited financial statements. At year end, the College reported a surplus of \$2,051,468, which the Subcommittee recommended be placed in the College's reserve fund and brought forward for Council approval. In addition, the Subcommittee approved a draft policy intended to provide the College with greater budgetary flexibility and the ability to respond to unforeseen opportunities.

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

**CARRIED,**

**That Council approve a reserve contribution of \$2,051,468 representing the 2025 year-end financial surplus.**

It was moved by Jeff Rutledge, seconded by Charles Kouassi, and

**CARRIED,**

**That Council approve the "Annual Budget Reallocations Policy" supporting the Registrar's discretion to cumulatively reallocate up to \$2.5 million per year within the annual approved budget envelope with a report out to the AFS at the next scheduled meeting of AFS after a transfer has been enacted.**

### **7.1.2 Selection and Nominating Subcommittee Report (GC20260326-12)**

Natacha Akineza, 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 Stephen Sliwa, seconded by Jeff Rutledge, and

**CARRIED,**

- 1. That Council appoint Teresa Mormile, OCT to Council, for a two-year term of office effective March 26, 2026, subject to onboarding requirements, in accordance with the provisions of the Ontario College of Teachers Act, 1996 and regulations made thereunder, as applicable.**
- 2. That Council appoint Rachelle Coleman to the Roster of the Discipline/Fitness to Practise Committee for a term effective immediately and ending December 31, 2026.**
- 3. That Council appoint Danielle Morin to the Investigation Committee for a two-year term beginning June 6, 2026.**
- 4. That Council appoint Glenn Ellis, OCT to the Accreditation Committee for a two-year term beginning June 6, 2026.**

#### **7.1.3 Human Resources Subcommittee Report (GC20260326-13)**

The Vice-Chair of the Human Resources Subcommittee, Natacha Akineza presented the Subcommittee report on behalf of the Subcommittee. The Vice-Chair highlighted that since their last report to Council, the Subcommittee had one meeting where they received an orientation as well as training on the tool that will be utilized in assessing the Registrar's yearly performance. The Subcommittee approved the weighting of the Registrar's 2026 performance goals.

### **7.2 Committee Reports**

#### **7.2.1 Investigation Committee Report (GC20260326-14)**

Philip Warner, Chair of the Investigation Committee presented the committee report. Following the presentation, Phil responded to questions.

## **8. Future Meeting Date(s)**

- 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.

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Signed: Joseph Fiorino  
Chair of Council

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Signed: Linda Lacroix, OCT  
Registrar and CEO

Dated:

Dated: