

## TRUSTEE ACCOMMODATION

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### PREAMBLE

The Board of Education is committed to increasing the equitability and accessibility of opportunities for community members to serve as school Trustees by reducing barriers to participation in the democratic process. The Board endeavours to respond to the needs of Trustees, where such needs have been made known, to allow each individual to fully participate in the work of the Board. Specific accommodations may include accessibility needs, such as supports for communication needs and/or disabilities. Other accommodations may be made for appropriate scheduling and location of meetings and/or financial reimbursement in extraordinary circumstances.

### POLICY

**THE BOARD SHALL CONSIDER OFFERING TRUSTEES OPPORTUNITIES AND CONDITIONS THAT SUPPORT THEIR FULL AND UNRESTRICTED ENGAGEMENT IN THE WORK OF THE BOARD. SUCH ACCOMMODATIONS MUST BE RESPONSIVE TO INDIVIDUAL CIRCUMSTANCES AND SHALL BE PROVIDED IN ACCORDANCE WITH FAIR, REASONABLE, AND SUSTAINABLE GUIDELINES AND COSTS THAT DO NOT EXCEED THE STANDARDS AVAILABLE TO EMPLOYEES.**

### OBJECTIVES

#### Confidentiality on Identifying Personal Needs

Confidential processes for communication of individual needs that require accommodation, including but not limited to ergonomic seating, acoustic enhancements or flexible (including remote) meeting participation options.

#### Schedules and Locations

Ensuring that meetings and related Trustee duties are scheduled and located so that all Trustees and potential future Trustees can reasonably access those sessions. Issues to consider include:

1. provision of technology supports and training;
2. dignified and comfortable meeting spaces;

3. responsiveness to medical conditions that may require the inclusion of specialized furnishing or devices;
4. opportunity for virtual/remote attendance;
5. meeting locations that are reasonably accessible; and,
6. timing of meetings to allow for full participation.

### **Reimbursement in Response to Unique Circumstances**

Establishing guidelines for financial support beyond regular Trustee remuneration and standard expense reimbursement if there are unique and/or unanticipated circumstances.

### **Communication Needs**

Exploring options for removing barriers for Trustees who would face challenges in receiving or communicating information (written, verbal, visual, or sign language interpretation) in English. Issues to consider include:

1. ensuring that translation and/or interpretation resources are available and can be prearranged for Trustees; and,
2. providing materials in accessible formats including large print, Braille, and/or by using technology-enhanced assistive technologies.

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Date Adopted: 2025-05  
Date(s) Revised:

Cross References: