



## Subcommittee Report

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### Item: Selection and Nominating Subcommittee Report

**Public Interest Rationale:** The Selection and Nominating Subcommittee serves the public interest by ensuring that candidates are appointed to Council, Committee, and Roster positions based on competencies and qualifications, and that the process is fair and transparent.

**Submitted By:** Tammy Webster, OCT, Chair

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### Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (SNS) met on November 20 and November 28, 2025.

### Summary of Work

#### Statutory and Regulatory Committee Appointments

At the November 20 meeting, the SNS considered recommendations for Chair and Vice-Chair positions of statutory and regulatory committees. They received an overview of the process for canvassing committee members for interest in these positions and bringing forward recommendations from committee support staff with rationale. Recommendations for the Chair and Vice-Chair appointments for one-year terms for statutory and regulatory committees are included in Attachment 1.

SNS also considered the Adjudicative Body of Chairs (ABC), a statutory committee comprised of Chairs and Vice-Chairs of the statutory committees. Under the College's Act, the ABC must be an equal number of OCT Council members and non-OCT Council members. To ensure that balance was achieved, two additional members were appointed to the ABC, along with the Chair and Vice-Chair of ABC. These recommended appointments are included in Attachment 1.

Lastly, the SNS considered some statutory and regulatory committee and roster appointments. While the majority of committee and roster appointments were made by Council in October, these final recommendations as included in Attachment 1, will allow for additional specialized skills and expertise on the committee/rosters.

#### Council and Subcommittee Appointments

At the November 20 and 28 meetings, the SNS considered the Chair of Council position and Council subcommittee appointments.



Following a period of canvassing for interest and conversations at the subcommittee level, two Council members put their names forward for consideration. The SNS reviewed statements from each of the candidates outlining their skills and competencies for the position, their biographies and the overall Council competency matrix.

The recommended candidate, Joseph Fiorino, brings strong governance experience and facilitation expertise. In his first term on Council, Joseph's appointment offers the opportunity for leadership continuity and stability in the years to come.

Lastly, the SNS considered the composition and leadership of Council subcommittees. With two new non-OCT Council member and one new OCT Council member appointments, there is an opportunity for a realignment of subcommittee memberships. New subcommittee membership also offers an opportunity for new Chair and Vice-Chair appointments. Recommended appointments to subcommittees for two-year year terms and to the Chair and Vice-Chair positions for one-year terms are reflected in Attachment 1.

## **Motions Referred to Council**

**The Selection and Nominating Subcommittee recommends:**

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

## **Future Meeting Dates**

- TBC

## **Subcommittee Members**

- Tammy Webster, OCT (Chair)
- Natacha Akineza, OCT
- Mark Baxter
- Joseph Fiorino
- Robert Waxman

## **Subcommittee Mandate/Duties**

Per Section 5.05 of the College Bylaws, the Selection and Nominating Subcommittee shall:

- Carry out the duties prescribed in section 15.2 of the Act; and
- Carry out the additional duties prescribed in section 14 of Regulation 563/21 (General).



**Per the Ontario College of Teachers Act:**

- 15.2 (4) The Selection and Nominating Subcommittee shall,
- (a) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (a), and based on the review and assessment, prepare a list of nominees who may be appointed to the Council under that clause;
  - (b) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (b), and based on the review and assessment, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to the Council under that clause;
  - (c) review and assess applications of persons who have applied to be appointed to a statutory committee or regulatory committee, and based on the review and assessment, prepare a list of nominees who may be appointed to such a committee;
  - (d) recommend persons for the positions of Chair of Council and of each regulatory committee, and for Chair and Vice Chair of each statutory committee;
  - (e) review and assess applications of persons who have applied to be appointed to the roster of eligible panellists under clause 17 (4) (a), and based on the review and assessment, prepare a list of nominees who may be on the roster; and
  - (f) carry out any other duty prescribed by the regulations. 2020, c. 36, Sched. 33, s. 9.

**Per Ontario Regulation 563/21 (General):**

14. (1) In addition to performing its duties of the Selection and Nominating Subcommittee under the Act, the subcommittee shall,
- (a) prepare a list of nominees composed of members of the statutory committees for the Council to consider for appointment to the Adjudicative Body of Chairs as additional members referred to in paragraph 3 of subsection 15.1 (1) of the Act;
  - (b) if requested by the Minister, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to a roster under clause 17 (4)(b) of the Act; and
  - (c) prepare a list of nominees for the Council to consider for appointment to subcommittees of Council, including the Selection and Nominating Subcommittee.
- (2) The Selection and Nominating Subcommittee shall not consider an application from a person for appointment to the Council, a statutory committee, regulatory committee, roster or subcommittee of the Council if the person does not meet the eligibility criteria for that position.
- (3) The Selection and Nominating Subcommittee shall consider, as applicable, the following selection criteria when reviewing and assessing applications for appointment to the Council, a statutory committee, regulatory committee or



roster or a subcommittee of the Council, including the Chairs and Vice-Chairs of such bodies:

1. Demonstrated commitment to the College's mission, mandate and the safeguarding of students.
  2. Familiarity with relevant legislation and policies.
  3. Demonstrated ability to practise independent and unbiased decision-making.
  4. Independence from other memberships, directorships, voluntary or paid positions or affiliations that may present a conflict of interest.
  5. Previous governance or board of directors experience.
  6. Availability to perform the duties of the position, including completing training, attending meetings and preparing for hearings, proceedings and other matters before a panel.
  7. Demonstrated ability to make evidence-based decisions efficiently.
  8. Computer literacy and experience working remotely.
  9. Oral and written fluency in either English or French.
  10. Experience as a principal, vice-principal or supervisory officer.
  11. Specialized knowledge, expertise or experience,
    - i. in teacher education, or as an educator in a faculty of education,
    - ii. in financial, auditing and human resources,
    - iii. in adjudication, or
    - iv. in complaint screening.
- (4) When preparing the list of nominees or recommendations for appointment to the Council, a statutory committee, regulatory committee or roster, or the Selection and Nominating Subcommittee, as the case may be, the Selection and Nominating Subcommittee shall consider including on the list,
- (a) persons who reflect the diversity of Ontario;
  - (b) persons who reside in different regions of Ontario; and
  - (c) persons who reflect the composition of Ontario's education system, including persons employed by,
    - (i) English-language public boards,
    - (ii) French-language public boards,
    - (iii) English-language separate boards, and
    - (iv) French-language separate boards.

## Selection and Nominating Subcommittee Motions

### Statutory and Regulatory Committees

1. That the following individuals be appointed to the position of chair or vice-chair, each for a 1-year term of office commencing January 1, 2026, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*:

|   | Role       | Name                 |
|---|------------|----------------------|
| Accreditation Committee                       | Chair      | Robert Kyle          |
|   | Vice-Chair | Thelma Sambrook, OCT |
| Accreditation Appeal Committee                | Chair      | Vicky Fauteux, OCT   |
|   | Vice-Chair | Amrita Sidhu         |
| Discipline Committee                          | Chair      | Kim Westfall-Connor  |
|   | Vice-Chair | Brian Serafini, OCT  |
| Fitness to Practise Committee                 | Chair      | Anthony Jeethan, OCT |
|   | Vice-Chair | Kayla Stephenson     |
| Investigation Committee                       | Chair      | Phil Warner, OCT     |
|   | Vice-Chair | Elisha Turney Foss   |
| Registration Appeals Committee                | Chair      | Marcel Castonguay    |
|   | Vice-Chair | Michael Collis       |
| Standards of Practice and Education Committee | Chair      | Deani Van Pelt, OCT  |
|   | Vice-Chair | Daniel Anckle        |

2. That the following individuals be appointed to the **Adjudicative Body of Chairs** for a 1-year term of office commencing January 1, 2026, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*:

|                             |                     |                      |
|-----------------------------|---------------------|----------------------|
| Adjudicative Body of Chairs | Kim Westfall-Connor | Discipline Committee |
|                             | Brian Serafini, OCT | Discipline Committee |

|  |                                 |  |
|--|---------------------------------|--|
|  | Anthony Jeethan, OCT            | Fitness to Practise Committee                        |
|  | Kayla Stephenson                | Fitness to Practise Committee                        |
|  | Phil Warner, OCT                | Investigation Committee                              |
|  | Elisha Turney Foss              | Investigation Committee                              |
|  | Marcel Castonguay               | Registration Appeals Committee                       |
|  | Michael Collis                  | Registration Appeals Committee                       |
|  | Claudine Rollande Gauthier, OCT | Committee member-at-large (Investigations Committee) |
|  | Colin Halsall, OCT              | Committee member-at-large (Investigation Committee)  |

3. That the following individuals be appointed to the position of chair and vice-chair of the Adjudicative Body of Chairs, for a 1-year term of office commencing January 1, 2026, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*:

|                             | Role       | Name                 |
|-----------------------------|------------|----------------------|
| Adjudicative Body of Chairs | Chair      | Anthony Jeethan, OCT |
|                             | Vice-Chair | Kim Westfall-Connor  |

#### Council and Subcommittees

4. That Joseph Fiorino be appointed to the position of Chair of Council for a 1-year term commencing January 1, 2026, in accordance with the provisions of the *Ontario College of Teachers Act, 1996* and regulations made thereunder, as applicable.
5. That the following individuals be appointed to the following subcommittees, each for a 2-year term of office commencing January 1, 2026, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*:
- Jeff Rutledge to Audit and Finance Subcommittee (replacing Joseph Fiorino)
  - Jeff Rutledge to Selection and Nominating Subcommittee (replacing Joseph Fiorino)

- Karen Restoule to Selection and Nominating Subcommittee (replacing Robert Waxman)
- Stephen Sliwa, OCT to Selection and Nominating Subcommittee (replacing Tammy Webster, OCT)

6. That the following individuals be appointed to the position of subcommittee chair or vice-chair, each for a 1-year term of office, effective as of the date noted below, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*:

|  | Role       | Name   |
|--|------------|--|
| <b>Audit and Finance Subcommittee</b>        | Chair      | Valerie Fontenelle, OCT<br><i>effective March 3, 2026</i>                                      |
|  | Vice-Chair | Robert Waxman<br><i>effective March 3, 2026</i><br><i>subject to Ministerial reappointment</i> |
| <b>Human Resources Subcommittee</b>          | Chair      | Mark Baxter<br><i>effective March 3, 2026</i>  |
|  | Vice-Chair | Natacha Akineza, OCT<br><i>effective January 1, 2026</i>                                       |
| <b>Selection and Nominating Subcommittee</b> | Chair      | Natacha Akineza, OCT<br><i>effective January 1, 2026</i>                                       |
|  | Vice-Chair | Stephen Sliwa, OCT<br><i>effective January 1, 2026</i>   |

**For Information Only: Motions 5 and 6 will result in subcommittee membership as of January 1, 2026 as follows:**

|                                       | Name  |
|---------------------------------------|---|
| <b>Audit and Finance Subcommittee</b> | Valerie Fontenelle, OCT (Chair)<br>Robert Waxman (Vice-Chair)<br>Charles Kouassi, OCT<br>Mark Baxter<br>Jeff Rutledge |

|  | Name   |
|--|--|
| <b>Human Resources Subcommittee</b>          | Imran Syed, OCT (Chair to March 2, 2026)<br>Mark Baxter (Chair from March 3, 2026)<br>Natacha Akineza, OCT (Vice-Chair)<br>Joseph Fiorino<br>Robert Waxman |
| <b>Selection and Nominating Subcommittee</b> | Natacha Akineza, OCT (Chair)<br>Stephen Sliwa, OCT (Vice-Chair)<br>Mark Baxter<br>Karen Restoule<br>Jeff Rutledge  |