

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, April 26, 2023 at 19:00 hours. The hybrid meeting was held in the Board Room, the H. J. A. Brown Education Centre, 5650 Hurontario Street, Mississauga, Ontario, and by electronic means, under Ontario Regulation 463/97.

Members present:

David Green, Board Chair	Jeffrey Clark (electronic)
LeeAnn Cole, Board Vice-Chair	Will Davies
Lucas Alves	Satpaul Singh Johal
Karla Bailey	Brad MacDonald
Susan Benjamin	Kathy McDonald
Stan Cameron	Jill Promoli

Student Trustees:

Avneet Athwal, Student Trustee North
Evelyn Lee, Student Trustee South

Administration:

Rashmi Swarup, Director of Education
Harjit Aujla, Acting Associate Director, School Improvement and Equity, Leadership, Innovation and Safe Schools
Paul da Silva, Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being
Jaspal Gill, Associate Director, Operations and Equity of Access
Camille Logan, Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement
Tania Alatishe-Charles, Controller, Finance Support Services
Alvin Au, Acting Superintendent of Education
Dahlia Battick, Acting Superintendent of Education
Craig Caslick, Superintendent of Education
Lara Chebaro, Superintendent of Education
Yonnette Dey, Superintendent of Elementary Curriculum, Instruction and Assessment and Community Engagement
Wendy Dobson, Acting Controller, Corporate Support Services
Soni Gill, Superintendent of Education
Leslie Grant, Superintendent of Education
Antoine Haroun, Chief Information Officer, Learning Technology Support Services
Lisa Hart, Superintendent of Equity, Indigenous Education, School Engagement and Community Relations
Rasulan Hoppie, Superintendent of Secondary Curriculum, Instruction and Assessment
Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity
Kathryn Lockyer, General Counsel and Governance Officer
Michael Logue, Superintendent of Education

Administration: (Continued)

Luke Mahoney, Superintendent of Education
Ozma Masood, Superintendent of Education
Jennifer Newby, Superintendent, Special Education and Social Emotional Learning and Well-Being
Neerja Punjabi, Superintendent of Education
Claudine Scuccato, Superintendent of Education
Bernadette Smith, Superintendent, Innovation and Research
Michelle Stubbings, Superintendent, Safe and Caring Schools
Sabrina Valleau, Governance Coordinator
Kervin White, Superintendent of Education
Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

1. Call to Order

Chair David Green called the meeting to order at 19:00 hours.

2. National Anthem and Acknowledgement of Traditional Lands

A video of the singing of the National Anthem and reciting of the Acknowledgement of Traditional Lands was shown.

3. Approval of Agenda

Resolution No. 23-82 moved by Lucas Alves
seconded by Kathy McDonald

Resolved, that the agenda be approved.

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4. Conflict of Interest

There were no declarations of conflict of interest.

5. Celebrating Board Activities

Chair Green noted that the Board will recognize and celebrate Peel IT Support Staff and Media Support Services Appreciation Day on May 12, 2023, and Asian Heritage Month and Jewish Heritage Month in May.

5. Celebrating Board Activities (Continued)

Later in the meeting, videos were shown highlighting school, staff and student successes. These included: Peel Skills Challenge held at Judith Nyman Secondary School; accomplishment of Aditya from Woodlands Secondary School, one of eight students in Canada selected to participate in a STEM project around the use of Artificial Intelligence in everyday life; fundraising by Esker Lake Public School students for Water First, an organization training and employing First Nations people; Grade 9 and Grade 11 student teams from Central Peel Secondary School who placed first in their categories in the Gerard K. O'Neill Space Settlement contest, from among 26,000 participants from 19 countries with 4,000 submissions.

6. Staff Recognition: Retirements

Trustee LeeAnn Cole expressed appreciation to retiring staff for their years of service and commitment to the Peel DSB and thanked them for their work.

Resolution No. 23-83 moved by LeeAnn Cole
seconded by Brad MacDonald

Resolved, that the following retirements be received:

Antonia Albarran	Danielle Ineson	Belinda Nicholls
Dave Allan	Cherie Johnson	Joseph Nizio
Lisa Anderson-Reeves	Mark Jones	Kim Philip
Nicole Baron	David Kong	Joan Redhead
Paul Blaney	Dorethy Lamme	David Rintoul
Hannah Blankson-Baffoe	Jane Latham	Nancy Rohde
Brett Boivin	Gillian Leavitt	Dennis Romanet
Helen Brown	Melvin Legree	Rosario Sbrizzi
Lisa Browne	Michael Logue	Fozia Singh
Michael Callan	Lee MacGregor	Heather Situm
Celestino Cardarelli	Inder Mander	Lee Ann Smith
Giovannina Cifa	Karen Marshall	Scott Smith
Virginia De Gasperis	Doug Maskell	Faye Taylor
Hermindar Dhillon	Pamela Mauti	Bernice Templar
Gail Fletcher	Debbie McCleary	Deborah Tolan
Diane Gabriele	Heather McDonald	Edwin Valladares
Yolanda Gidzinski	Alan McGregor	Petra Van Rooy
Kelly Gouveia	Lisa McLeod	Ty Watson
Pauline Holman	Aaloka Mehndiratta	Kristi Wright
Danuta Hrynkiw	Ada Motino	Daniel Yuasa
Jacqueline Hurley		

..... carried

10. Minutes of Special Education Advisory Committee, February 21, 2023

Resolution No. 23-86 moved by Jeffrey Clark
seconded by Susan Benjamin

Resolved, that the Minutes of the Special Education Advisory Committee meeting, held February 21, 2023, be received.

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11. Minutes of the Audit Committee, March 9, 2023

Resolution No. 23-87 moved by Jill Promoli
seconded by Karla Bailey

Resolved, that the Minutes of the Audit Committee meeting, held March 9, 2023, be received.

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12. Minutes of the Physical Planning, Finance and Building Committee, April 4, 2023

Resolution No. 23-88 moved by Stan Cameron
seconded by LeeAnn Cole

Resolved, that the Minutes of the Physical Planning, Finance and Building Committee meeting, held April 4, 2023, be received.

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13. Minutes of the Governance and Policy Committee, April 12, 2023

Resolution No. 23-89 moved by Brad MacDonald
seconded by Lucas Alves

Resolved, that the Minutes of the Governance and Policy Committee meeting, held April 12, 2023, be received.

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14. Motions for Consideration: Governance and Policy Committee, April 12, 2023

Chair Green advised that each of the recommendations arising from the meeting of the Governance and Policy Committee meeting, held April 12, 2023, will be considered separately.

1. Repeal of Policy 3 – Appointment of Administrative and Supervisory Personnel

Resolution No. 23-90 moved by Brad MacDonald
seconded by Will Davies

Resolved:

- (i) That, Policy 3 – Appointment of Administrative and Supervisory Personnel, attached as Appendix A, be repealed. (Appendix I, attached to the Minutes of the Governance and Policy Committee meeting).
- (ii) That, the administration bring back a report on standards for hiring administrative and supervisory staff, as guidelines.

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2. Naming and Renaming of Schools, Special Function Areas, and Facilities Policy

Resolution No. 23-91 moved by Brad MacDonald
seconded by Lucas Alves

Resolved:

- (i) That, the Naming and Renaming of Schools, Special Function Areas, and Facilities Policy, as amended, be approved, and replace existing Policy 27 – Naming of Schools.
- (ii) That, the Naming and Renaming of Schools, Special Function Areas, and Facilities Procedure, be received for information.
(Appendix II, attached to the Minutes of the Governance and Policy Committee meeting)

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Noting that proposed names under the policy will not include names of identifiable individuals, a trustee commented about many things named after people and the potential for controversy attached to identifiable individuals. Another trustee inquired as to whether approval of the Policy will affect the naming of a school, special function area, or facility, if a family has already been contacted. Chair Green stated that naming will follow the conventions set out in the Policy, if approved, and that the Board has final approval over a proposed name.

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Resolution No. 23-91 carried

14. Motions for Consideration: Governance and Policy Committee, April 12, 2023
(Continued)

3. Student Registration and Admission Policy

Resolution No. 23-92 moved by Brad MacDonald
seconded by Lucas Alves

Resolved:

That, the Student Registration and Admission Policy, attached as Appendix A, be approved.
(Appendix III, attached to the Minutes of the Governance and Policy Committee meeting)

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4. Records Retention Schedule

Resolution No. 23-93 moved by Brad MacDonald
seconded by Karla Bailey

That, the Records Retention Schedule, attached as Appendix A, be approved and adopted as
a by-law. (Appendix IV, attached to the Minutes of the Governance and Policy Committee
meeting)

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15. Directive 24 – Employment Systems Review – Final Report

Providing background information, Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity reported that Turner Consulting was retained as the independent expert to conduct a comprehensive Employment Systems Review (ESR), including a review of the implementation of the recommendations of the 2013 Turner Consulting Group Research Report on “Hiring and Promotion at the Peel District School Board”. Masuma Khangura explained that Turner Consulting shared the methodology, project work plan, project scope, and committee structure, and engaged in a comprehensive process to collect data. Noting that the analysis is now complete and a summary report has been finalized, Masuma Khangura stated that administration will review the report and develop a project plan to implement the recommendations, which will assist with framing the Board’s Equity and Fairness in Employment Strategy. Tana Turner of Turner Consulting advised that the ESR covered the Board’s employment policies, procedures and related documents, 28 files for competitions completed between 2020 and 2021, and extensive consultations. Resulting from the analysis, 108 recommendations were made, split into four priority areas: strengthening the employment equity infrastructure; diversifying the workforce at all levels; creating a more inclusive and welcoming work environment; creating more equitable policies and practices. Tana Turner spoke about the impact of COVID on educators and the need to create psychologically safe and inclusive workplaces to ensure sufficient and capable staff are available to support the learning and well-being of students.

15. Directive 24 – Employment Systems Review – Final Report (Continued)

Masuma Khangura and Tana Turner responded to trustees' questions of clarification, including: relationship-based hiring was a perception expressed by staff in the focus groups and the report does not include data to support the perception; the ESR was conducted after Ministry supervision and contains statistics for the 2020-2021 school year; release of the full report may affect the integrity of assurances provided around confidentiality. A trustee noted that Board members received the full report on The Journey Ahead, and a review of the implementation of The Journey Ahead was part of the ESR. She stated that trustees should be able to view the full report of the ESR and the results of the workplace census.

Resolution No. 23-94 moved by Kathy MacDonald
seconded by Jill Promoli

Resolved, that the administration bring to the Board of Trustees the full report of the review of the implementation of The Journey Ahead, results of the workplace census, and the complete Employment Services Review report. And further resolved, that all identifiable information be redacted from the reports, but that no redaction be made to any results in the reports, whether they are positive or negative.

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Responding to further questions of clarification, Tana Turner noted that: the Board needs to do more work to embed EDI in its hiring practices; some targeted hiring was undertaken through outreach recruitment; substantial efforts have been made to remove barriers to hiring Black and Indigenous teachers; more work is to be done to address staff accommodation concerns.

Resolution No. 23-95 moved by Susan Benjamin
seconded by Karla Bailey

Resolved, that the Final Report on Directive 24 – Employment System Review, be received.

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16. Suspensions, Expulsion, Safe Schools Incident Reports, and Employee Workplace Incident Violence Reports Data

Michelle Stubbings, Superintendent, Safe and Caring Schools, reviewed the above-noted report, explaining that the suspension and expulsion data for September 2022 to March 10, 2023 is compared to the 2018-2019 school year, as data for 2019-2020, 2020-2021 and 2021-2022 school years was impacted by the Covid-19 pandemic. She advised that the number of suspensions has decreased, and the number of expulsions have increased. Outlining the process for submitting a Safe Schools Incident Report, she noted that they are to be completed fairly and without bias. The Employee Workplace Violence Report is a requirement under the *Occupational Health And Safety Act* and includes three types of reporting criteria: exercise of physical force, attempt to exercise physical force, and threat to exercise physical force. One incident could generate multiple reports. Michelle Stubbings stated that the report contains aggregate information for the system and is not disseminated by student or by school.

16. Suspensions, Expulsion, Safe Schools Incident Reports, and Employee Workplace Incident Violence Reports Data (Continued)

During the lengthy discussion that followed, Superintendent Stubbings clarified that the Ministry review, and a review of the Board’s policies, procedures and practices have contributed to the decrease in suspensions. Students in Kindergarten to Grade 3 can no longer be suspended, and principals are required to use the framework for suspension which ensures procedural fairness and adherence to the *Education Act*. Superintendent Stubbings and Atheia Grant, Coordinating Principal, School Support, responded to further questions including: disaggregation by race of students suspended or expelled will be available after student census data is collected; several employees observing a particular behaviour will result in more than one report; not all incidents of physical violence lead to suspensions and principals are required to consider mitigating factors; infractions under Section 310 are considered more serious and an incident is reported to the police when the victim of physical violence requires medical attention; incidents of violence by parents against staff are reported through the Employee Workplace Violence Report; incidents occurring off school property that have a negative impact on the school climate are also considered for discipline; violent incidents against students or staff will result in similar discipline outcomes; schools are provided with progressive discipline support and training, and a number of actions are taken to change the learning environment before suspending a student; staff are trained on using the Safe Schools Incident Report at the start of the school year and through e-modules. It was confirmed that data on suspensions under Section 310, when there is mandatory notification to police, can be provided, and a jurisdictional scan can be undertaken to compare the data with other school boards.

Resolution No. 23-96 moved by Satpaul Singh Johal
seconded by Will Davies

Resolved, that the report re Suspensions, Expulsion, Safe Schools Incident Reports, and Employee Workplace Incident Violence Reports Data, be received.

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17. Appointment of Peel DSB Student Trustees for 2023-2024

Chair Green congratulated Srishti Sekri and Ammar Alian on their appointment as Peel DSB Student Trustees for the term 2023-2024, and stated that the Board looks forward to working with them. Srishti Sekri, from Lincoln M. Alexander Secondary School, will represent schools north of the 401. Ammar Alian, from Erindale Secondary School, will represent schools south of the 401.

Resolution No. 23-97 moved by Lucas Alves
seconded by LeeAnn Cole

Resolved, that the oral report re Appointment of Srishti Sekri and Ammar Alian as Peel DSB Student Trustees for 2023-2024, be received.

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18. Recommended Candidate for the Special Education Advisory Committee Vacant Member Seat

Paul da Silva, Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well-Being, stated that the Special Education Advisory Committee advises the Board on special education programs and services, and allows community organizations to offer essential perspectives on the delivery of special education. Superintendent of Special Education and Social Emotional Learning and Well-Being, Jennifer Newby, reviewed the administrative recommendation that Sawubona Africentric Circle of Support be appointed to fill the member vacancy on SEAC. She described the evaluation of submissions against legislation, strategic priorities of the Board, and Ministry directives. She reported that the mandate of the Sawubona Africentric Circle of Support includes educating families on their rights and responsibilities, and services available to them, as well as empowering them to advocate for the well-being of Black students, particularly those with disabilities. Highlighting the intersectionality of race and disability and its impact on students, Jennifer Newby advised that the inclusion of this organization is a proactive step towards fostering a culture of respect and dignity for Black students.

Resolution No. 23-98 moved by Stan Cameron
seconded by LeeAnn Cole

Resolved, that the Sawubona Africentric Circle of Support be appointed to fill the member organization vacancy on the Special Education Advisory Committee. (APPENDIX I)

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19. Annual United Way Campaign – Board Report

Superintendent of Education, Leslie Grant, thanked Peel DSB staff for their generosity in participating in the Annual United Way Campaign, and she introduced Michael Miller, Acting Principal, Britannia Public School, and Chair of the Peel DSB United Way Campaign Committee. Principal Miller stated that the theme of the 2022-2023 Campaign was Better Together, and relied on the generosity of staff who participated in the employee giving campaign during November 30-December 16, 2022. He reported that \$39,883 was raised, which will go a long way in helping the United Way reach and support families. He spoke of the strong partnership between United Way and the Peel DSB, and he expressed appreciation to members of the Committee, Superintendent Grant, Director of Education, Rashmi Swarup, and United Way Liaison, Raj Chandegra, for their support of the Campaign. He thanked Peel DSB staff for their contributions which will positively impact Peel communities.

Resolution No. 23-99 moved by Kathy McDonald
seconded by Jill Promoli

Resolved, that the oral Board Report re Annual United Way Campaign, be received.

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20. Notices of Motion

The following Notice of Motion was submitted, for consideration at the May 24, 2023 Board Meeting:

Moved by: Karla Bailey
Seconded by: LeeAnn Cole

That two Trustees be appointed to serve on the Ontario Public School Boards' Association (OPSBA) Board of Directors for a term beginning in June 2023 until June 2024, or until a successor is appointed;

And further, that two Trustees be appointed to serve as Alternates on the OPSBA Board of Directors for a term beginning in June 2023 until June 2024, or until a successor is appointed.

21. Closed Session Report

There was no Closed Session.

22. Adjournment

Resolution No. 23-100 moved by Satpaul Singh Johal
seconded by Will Davies

Resolved, that the meeting adjourn (20:51 hours).

..... Chair Secretary