

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, December 14, 2022 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.

Present:

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|--------------------------------------|-----------------------------|
| Bruce Rodrigues, Supervisor | |
| David Green, Chair | Jeffrey Clark (electronic) |
| LeeAnn Cole, Vice-Chair (electronic) | Will Davies |
| Lucas Alves | Satpaul Singh Johal |
| Karla Bailey (electronic) | Brad MacDonald |
| Susan Benjamin | Kathy McDonald (electronic) |
| 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
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
Craig Caslick, Superintendent of Education
Lara Chebaro, Superintendent of Education
Yonnette Dey, Superintendent, Elementary, Curriculum, Instruction and Assessment, and Community Engagement
Wendy Dobson, Controller, Corporate Support Services
Jasmine Dunn, Acting Executive Lead, Human Rights
Donna Ford, Superintendent of Education
Tiffany Gooch, Executive Lead, Public Engagement and Communications
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, 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
Luke Mahoney, Superintendent of Education
Ozma Masood, Superintendent of Education
Neerja Punjabi, Superintendent of Education

Administration: (Continued)

Claudine Scuccato, Superintendent of Education
Bernadette Smith, Superintendent, Innovation and Research
Michelle Stubbings, Superintendent, Safe and Caring Schools
Thomas Tsung, Controller, Facilities and Environmental Support Services
Sabrina Valleau, Governance Coordinator
Kervin White, Superintendent of Education
Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

1. Call to Order

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

2. National Anthem and Acknowledgement of Traditional Lands

The National Anthem was sung and the land acknowledgement was read.

3. Approval of Agenda

Chair Green noted that, as the Board continues to be under supervision, Supervisor Bruce Rodrigues will receive or approve items on the agenda.

Resolution No. 23-19, approved by Bruce Rodrigues,

Resolved, that the agenda be approved.

4. Conflict of Interest

There were no declarations of conflict of interest.

5. Celebrating Board Activities

Resolution No. 23-20,

Resolved, that the following item be received:

1. Tamil Heritage Month – January

Chair Green noted that the recognition of Tamil Heritage Month in January was declared by the Ontario government in 2014 and then by Canadian Parliament in 2016. Tamil Heritage Month offers the opportunity for Peel DSB students and staff to celebrate the achievements and contribution of Tamils around the world.

6. Staff Recognition: Retirements

Resolution No. 23-21,

Resolved, that the following retirements be received:

| | | |
|-----------------|----------------|----------------|
| Doina Anton | Freda D'souza | Darryl Menezes |
| Shannon Bourne | Norma Gould | Laurel Sakai |
| Patricia Burger | Oliver Harding | Carmen Segovia |
| Jeff Cote | Colleen Lowry | Debbie Sultana |
| Sharon Dhanoa | Mark Marshall | |
| Dianne Dodds | Kim McEwen | |

Chair Green thanked retiring staff for their years of service and commitment to the Peel DSB.

7. Report from Student Trustees

Student Trustees Evelyn Lee and Avneet Athwal provided an oral report on the activities and events they attended. These included the Fall General Meeting of the Ontario Student Trustee Association (OSTA), held in October 2022, and the OSTA conference held in August, when student trustees had the opportunity to share best practices and learning from peers across Ontario, while engaging with working groups such as Indigenous relations, student well-being, and equity and inclusion. They reported on their work with the Peel Student Presidents' Council (PSPC), and the Student Voice meeting, where there were discussions that students would like to have open conversations on consent culture, race, mental health, and LGBTQ+ issues. Students were asked for feedback on several issues, including dress code. Information regarding a proposed podcast to be streamed for schools was provided.

Resolution No. 23-22,

Resolved, that the Report from Student Trustees (oral), be received.

8. Director's Leadership Report

Director of Education, Rashmi Swarup, reported that the Board continues to prioritize the health and safety of students and staff, and follows the advice of Peel Public Health (PPH) and the Ministry of Education. Masking for students and staff is strongly recommended, and families are encouraged to consider COVID-19 and seasonal flu vaccinations. The Board is committed to regular and specific communications to promote messages about safe practices for students and staff, aligned with PPH guidelines. Director Swarup announced that the 2021-2022 Director's Annual Report is to be released next month, and will provide a comprehensive overview of the work done to support student achievement and well-being. She shared plans for the Student Census and Climate Survey to be launched in April 2023. Videos featuring principals recognizing the achievements and successes of several students were shown. Director Swarup noted that, as the holiday season approaches, students are engaged in numerous activities to support families who may need help, or who experience homelessness and poverty.

8. Director's Leadership Report (Continued)

Trustees' questions of clarification pertained to: communications to staff and students to encourage masking; whether actions can be taken, including absence reporting, to make parents more aware of the urgency of the situation; whether there are measures for students who have travelled during the holiday season; whether town hall meetings can be held to increase awareness among parents. Chair Green advised that enforcement of masking among students and staff, as well as communication about health issues to schools and the community are operational matters and are the responsibility of the Director of Education and staff.

Resolution No. 23-23,

Resolved, that the Director's Leadership Report (oral), be received.

9. Minutes of Board Meetings

Resolution No. 23-24, approved by Bruce Rodrigues,

Resolved, that the Minutes of the Organizational Meeting of the Board, held November 30, 2022, be approved.

10. Ministry Directive 12 – Policy 51 Human Rights and Operating Procedure 1 – Communication Plan

Jasmine Dunn, Acting Executive Lead, Human Rights, explained that the above-noted report is tied to Ministry Directive 12, which states that the mandate of the Human Rights Office is to ensure that the Board's human rights complaints procedure is widely communicated and accessible. She reviewed the report, outlining steps taken to reform the Human Rights Office (HRO), preserve its independence and safeguard its neutrality. She provided information on the revision of Policy 51 and Operating Procedure 1 and the consultation process in this regard. Actions taken to increase the presence of the HRO, Policy and Operating Procedure include: system-wide training delivered for the 2021-2022 school year, and completion of training for this school year by end of January 2023; launch of an online HRO Complaint and Support Form accessible to staff and community; Manager/Supervisor Resource intranet site with information and resources to identify and address discrimination and harassment under the Code; link to the HRO website included in student agendas; discriminatory language student survey.

Jasmine Dunn stated that the communication plan detailed in the report will action the final stage of the communication plan for all audiences, and will be executed from December 2022 to June 2023. The plan will build understanding of the Policy and Operating Procedure, and provide information to increase awareness and educate stakeholders. This will include communication sessions with school councils and the parent involvement committee; utilizing family channels; engaging stakeholder outreach; using internal communications; targeted sharing of key messages about the HRO; student voice survey on discriminatory statements; training sessions for families and internal and external stakeholders.

10. Ministry Directive 12 – Policy 51 Human Rights and Operating Procedure 1 – Communication Plan (Continued)

Resolution No. 23-25,

Resolved, that the report re Ministry Directive 12 – Policy 51 Human Rights and Operating Procedure 1 – Communication Plan, be received.

11. Ministry Directive 18 – Comprehensive Diversity Equity Audit Tools Report

Camille Logan, Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement, advised that Directive 18 states that the Board's Equity Office shall undertake a comprehensive diversity equity audit of tools, including naming mascots, libraries and classrooms. This includes evaluating books, media and other resources currently being used in schools for teaching and learning English, History and Social Sciences, to ensure that they are inclusive and culturally responsive, relevant and reflective of the student bodies and voices, and broader school communities.

Associate Director Logan reported that the equity audit has three sections, namely, school learning environments, school naming and mascots, and school libraries. The focus of the school equity audit tool is on critical examination of educator practices, policies and structures to ensure identity-affirming teaching and learning environments. This audit tool has six sections: critical frameworks; student well-being; design of learning environments; curriculum; how we teach; text and learning resources. The school equity audit tool will provide system wide data to inform next steps and future learning opportunities. With regard to audit of school libraries, Associate Director Logan noted that the use of anti-racist and anti-oppressive text provides authentic connections. Ongoing systemic weeding of library collections is necessary to offer culturally relevant and current learning resources. Administrators, library staff, and educators will review existing resources using an equitable deselection process to ensure that the collection is culturally relevant and responsive to the school communities. Creation schedules will be established and collections will be reviewed every five years. The school naming, mascots and logos audit tool will guide educators to critically examine how school identities can be redesigned using anti-colonial and anti-racist paradigms to address historical harm. Guidelines and reference indicators will help schools ensure that the current school name, logo or mascot reflects anti-oppressive principles. The process will include a role for community consultation and engagement of the school community. Associate Director Logan indicated that the audit tool is being piloted in some schools and feedback will inform adjustments to the tool, which will be ready in early 2023.

Questions of clarification and comments from trustees included: equity audit relates to teaching and learning English, History and Social Sciences, and resources are to reflect the broader Peel community; whether the audit plan includes posters, murals and surroundings in libraries; disposition of books and resources that are weeded out from libraries; whether a report can be provided to trustees regarding books disposed of or donated, in terms of titles, cost analysis for replacement, and whether replacement will be on a one to one basis; criteria for selection or deselection of texts and resources and need for consistent application; process to ensure that students have sufficient texts and resources in the library.

11. Ministry Directive 18 – Comprehensive Diversity Equity Audit Tools Report (Continued)

Chair Green reminded trustees that the implementation of the equity audit tools is an operational issue, and that trustees need to be cognizant of staff time and costs involved in responding to trustees' requests for reports.

Resolution No. 23-26,

Resolved, that Ministry Directive 18 – Comprehensive Diversity Equity Audit Tools Report, be received.

12. 2023 Borrowing Resolution for School Board Expenditures

Associate Director, Operations and Equity of Access, Jaspal Gill, noted that the Borrowing Resolution, if approved, will allow the Board to borrow funds from time to time to meet its ongoing operating expenditures in 2023. He advised that there is usually a time gap between payments for expenditures and when the Board receives funds, either from the Ministry or local municipality. The Resolution also authorizes the Associate Director of Operations and Equity of Access to apply Board revenue to repay borrowed funds, as well as interest charges.

Resolution No. 23-27, approved by Bruce Rodrigues,

Whereas The Peel District School Board (hereinafter called the "Board") finds it necessary to borrow to meet the ongoing expenditures from January 1, 2023 to December 31, 2023 until the current revenue has been received:

Therefore Be It Resolved as follows:

1. Any two of the Supervisor, Chair, Vice-Chair, the Director, the Associate Director of Operations and Equity of Access/Treasurer of the Board and Associate Director of School Improvement and Equity are hereby authorized on behalf of the Board to borrow from time to time by way of promissory note, banker's acceptance, or operating overdraft facility in accordance with Section 243(1) of the Education Act, up to the maximum sum of \$250,000,000, and the outstanding amount in any given time will substantially represent the unreceived or uncollected balance of the estimated revenues of the Board to meet the current expenditures of the Board until the current revenue has been received, provided that the interest and any other charges connected therewith do not exceed the interest that would be payable at the prime lending rate of the majority of chartered banks on the date of borrowing.
2. The Associate Director of Operations and Equity of Access/Treasurer of the Board is hereby authorized and directed to apply in payment of all sums borrowed as aforesaid, together with interest thereon, all the moneys comprising the current revenue of the Board hereafter received.

13. Notice of Motion re Indigenous Student Trustee

The following notice of motion was submitted:

Moved by Trustee Cameron, seconded by Trustee Clark:

Whereas the *Education Act* through Ontario Regulation 7/07 'Student Trustees' specifies that a board shall have two but not more than three student trustees;

And whereas, the Education Act through Ontario Regulation 462/97 'First Nations Representation on Boards' supports and provides for the appointment of Indigenous representation in its Board membership;

And whereas, the Peel District School Board is dedicated to Indigenous Educational Sovereignty and reconciliation, and recognizes the importance of representation;

Therefore be it resolved, that the Peel District School Board Student Trustees Policy be amended to update the number of student trustees from two to three to include one self-identifying Indigenous student to be elected by students who voluntarily self-identify as First Nations, Metis or Inuit;

And further, that staff, in consultation with Indigenous communities, draft an update to the Peel District School Board Student Trustee Policy and Procedure to establish a process by which an Indigenous student trustee may be elected to the Board, to be presented by way of report to a future meeting of the Governance and Policy Committee;

And further, that upon recommendation for approval by the Governance and Policy Committee, the updated Student Trustee Policy and Procedure be presented to the Peel District School Board of Trustees at a future Board Meeting for approval;

And further, that an approved Peel District School Board Student Trustee Policy and Procedure be in place prior to the 2024 Student Trustee Elections to allow for the inclusion of an Indigenous Student Trustee commencing with the 2024-2025 school year.

14. Adjournment

Chair Green noted that this is the last Board Meeting in 2022, and he wished trustees, staff and families the very best for the holiday season. He remarked that the pandemic has had a significant impact on many families, and he encouraged everyone to reach out through various channels, including community agencies, to help the less fortunate during the holiday season.

Resolution No. 23-28, approved by Bruce Rodrigues,

Resolved, that the meeting adjourn (20:36 hours).

..... Supervisor Secretary