

## PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, January 25, 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 (electronic)	Will Davies
Lucas Alves	Satpaul Singh Johal (electronic)
Karla Bailey (electronic)	Brad MacDonald (electronic)
Susan Benjamin (electronic)	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  
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  
Dahlia Battick, Acting Superintendent of Education  
Craig Caslick, Superintendent of Education  
Lara Chebaro, Superintendent of Education  
Yonnette Dey, Superintendent of Equity, Community Leadership, Partnership and Engagement  
Wendy Dobson, Acting Controller, Corporate Support Services  
Jasmine Dunn, Acting Executive Lead, Human Rights  
Donna Ford, Superintendent of Education  
Soni Gill, 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, Anti-Racism, Anti-Oppression and School Engagement  
Rasulan Hoppie, Superintendent, Curriculum, Instruction and Assessment  
Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity  
Lisa Leoni, Superintendent, Leadership, Capacity Building and School Partnerships

Administration: (Continued)

Kathryn Lockyer, General Counsel and Governance Officer  
Michael Logue, Superintendent of Education  
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  
Thomas Tsung, Controller, Facilities and Environmental Support Services  
Sabrina Valteau, Governance Coordinator  
Kervin White, Superintendent of Education  
Randy Wright, Controller, Planning and Accommodation Support Services  
Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

**1. Call to Order**

Chair David Green called the meeting to order at 19:05 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 advised that Ministry supervision has been lifted, and he thanked the Minister of Education for returning governance of the Peel DSB to the elected trustees. He expressed appreciation for Supervisor Bruce Rodrigues' work at the PDSB. Indicating that the Board has made progress on the Ministry directives, he thanked senior administration and staff who have worked diligently on implementing the directives to help with positive student outcomes and dismantling anti-Black racism, anti-Indigenous racism, and any injustices in the system.

Chair Green noted that, with supervision lifted, trustees will be governing in accordance with the Procedure By-law, and he outlined the process followed in hybrid meetings with regard to voting.

Resolution No. 23-29

moved by Lucas Alves  
seconded by Stan Cameron

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**

**1. Black History Month – February**

Chair Green noted that Black History Month in February offers the opportunity for Peel DSB students, their families, and staff to celebrate and educate future generations about the achievements and contributions of Blacks within and beyond Canada. In celebration of Black History Month, the Board will continue to center students' lived experiences as well as amplify the community's definition of Black flourishing.

Resolution No. 23-30 moved by Jill Promoli  
seconded by Will Davies

Resolved, that the report re Black History Month – February, be received.

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**2. School/Student/Staff Successes**

Videos highlighting the celebrations of the 100<sup>th</sup> anniversary of McHugh Public School, and the achievements of Renee Steenge, speed skater representing Canada in the international arena and an alumna of David Suzuki Secondary School, were presented.

Resolution No. 23-31 moved by Jeffrey Clark  
seconded by LeeAnn Coles

Resolved, that the information on school, student, and staff successes, be received.

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**6. Staff Recognition: Retirements**

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

Resolution No. 23-32 moved by Karla Bailey  
seconded by Kathy McDonald

Resolved, that the following retirements be received:

Catherine Armes	Cathy Langley	Pierre Raymond
Dawn Bogseth	Dorita Machado	Dominic Rotolo
Linda Cannon	Carm Maiatico	Mike Shikongo

**6. Staff Recognition: Retirements (Continued)**

Michelle Cooper	Viola Maveneke	Kim Spratt
Sandra Fryer	Louisa Mazzucco	Carol Theriault
Helen Gallantry	Tina Morrison	Doug Tutty
Joe Grdisa	Julie Morton	Maryann West
Monica Hollmann	Daniella Perrott	Kim Wilson
Matthew Kerr		

..... carried

**7. Reports from Trustees**

**1. Peel Safe and Active Routes to Schools (PSARTS)**

Trustee McDonald reported that the Winter Walk Month will be held in February. The kick-off is on February 1, 2023 throughout the Region, and further details are available on the Region of Peel website. She spoke of the importance of continuing to encourage students, families and staff to be active, and the benefits of physical activity on the mental health of students, and on the environment.

Resolution No. 23-33 moved by Will Davies  
seconded by Jill Promoli

Resolved, that the Trustee Report re Peel Safe and Active Routes to Schools (oral), be received.

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**8. Minutes of Board Meetings**

Resolution No. 23-34 moved by Lucas Alves  
seconded by Stan Cameron

Resolved, that the Minutes of the Board Meeting, held December 14, 2022, be approved.

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Arising from the Minutes, and referring to Directive 18, Comprehensive Diversity Equity Audit Tools Report, a trustee asked about the matrix and metrics for defining the tool as it relates to removal of books from school libraries. He commented on the need to ensure consistent application of criteria. Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being, Paul da Silva, explained that specific training is provided to teacher librarians on weeding books from school libraries. Chair Green indicated that he will raise this topic in his discussions with Director Swarup, and it was noted that staff will bring back a report regarding the process and procedure of weeding of books from school libraries.

**9. Committee Minutes**

Resolution No. 23-35

moved by Brad MacDonald  
seconded by Jeffrey Clark

Resolved:

1. That, the Minutes of the Special Education Advisory Committee, held November 9, 2022, be received;
2. That, the Minutes of the Parent Involvement Committee, held November 17, 2022, be received;
3. That, the Minutes of the Curriculum, Equity and Student Well-Being Committee, held December 8, 2022, be received;
4. That, the Minutes of the Special Education Advisory Committee, held December 13, 2022, be received.

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**10. Ministry Directive 5 – Final Report**

General Counsel and Governance Officer, Kathryn Lockyer, reviewed the administrative recommendation to approve the Final Report on Directive 5 for submission to the Ministry to demonstrate the completion of the directive. Providing background information, she highlighted the work done by the external parliamentarian/governance expert, Lori Barnes, to establish procedures and practices for effective governance. Lori Barnes had provided a list of recommendations relating to Multi-Year Strategic Plan, policy development and review, effective committee meeting structure, board by-laws and governance directives, and trustee access to information. Kathryn Lockyer outlined the actions taken to address the recommendations to create a good governance foundation for Peel DSB and the framework for continuous improvement.

Thanking the administration for the report, a trustee commented on the commitment to fulfill the directives, and he queried as to whether the status of the directives is posted on the website. Director Swarup explained that while some directives were completed quickly, many directives are multi-layered requiring several actions and integration into current work. She expressed the commitment that, by June 2023, all directives are expected to be submitted to the Ministry. Confirming that the status on the directives can be provided to trustees, she drew attention to the letter from Supervisor Rodrigues to the Minister posted on the website.

Resolution No. 23-36

moved by Lucas Alves  
seconded by Will Davies

Resolved, that the Final Report be approved for submission to the Ministry of Education in satisfaction and completion of Ministry Directive 5. (APPENDIX I, Item 14.1(a) of the Agenda)

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**15. Ministry Directive 25 – Establishment of a Centralized Applicant Tracking and File Management System – Final Report**

Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity, noted that this is the final project update report on the implementation of a tracking and file management system in accordance with Directive 25, for submission to the Ministry of Education. She stated that the intent is to create a system that will allow for preservation of all documents related to hiring, promotion and temporary appointments, and provide an audit trail to demonstrate a fair and objective process. She advised that SabaTalent Link was selected by the Steering Committee to provide a central repository and platform for all job postings, applicant tracking and storage of job competition files. Masuma Khangura described the status of the project, and indicated that the various employee groups will be transitioned in phases, commencing in February 2023 and ending in May 2023. A significant highlight of the project implementation team is to directly establish a partnership with the Ontario College of Teachers (OCT), and Peel DSB will be the first school board to integrate data directly with the OCT.

Resolution No. 23-41

moved by Stan Cameron  
seconded by Brad MacDonald

Resolved, that the Final Report re Ministry Directive 25 – Establishment of a Centralized Applicant Tracking and File Management System, be received.

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**16. Graduation Rates and Non-Graduates 2023**

Lynne Hollingshead, Research Manager, and Sumble Kaukab, Coordinating Principal, Curriculum, Instruction and Assessment, presented information on the 2023 Peel District School Board Graduate Rates and Non-Graduates report, which covers students who enter Grade 9 in 2016-17 and in 2017-18. Graduation requirements and modifications made to the requirements due to the pandemic, were described. Explaining that the report on graduation rates provides important data for measuring Board initiatives that respond to the 2020 Ministry directives, the presenters confirmed that graduation rates at the Peel DSB continue to be high, with 91% of students graduating in four years for both cohorts. Disaggregated outcomes for the Non-Graduate Leavers was reviewed. The concern was noted that graduation rate for English Language Learners has reduced by 8% after the pandemic, and the non-graduate leavers is disproportionately high for the cohort of students supported in the English Literacy Development program. A highlight of the report relates to a notable decrease in disproportionate outcomes as leavers for African, Black, and Afro-Caribbean students for the 2017-18 cohort, and future reports will help determine if this is due to system change or because of the individuals in the cohort. Next steps as outlined in the report were described. Trustees' questions of clarification were responded to regarding: work done by schools to assist students to complete community hours; breakdown of graduation rates by school; Ministry has reintroduced 40 hours of community service in this school year. Chair Green requested that, arising from the Ministry directives, the next Graduation Rates report include changes in graduation rates for Black and Indigenous students.

**16. Graduation Rates and Non-Graduates 2023 (Continued)**

Resolution No. 23-42 moved by Stan Cameron  
seconded by Brad MacDonald

Resolved, that the report re Graduation Rates and Non-Graduates 2023, be received.

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**17. First Quarter Financial Reports as at November 30, 2022**

Jaspal Gill, Associate Director, Operations and Equity of Access, noted that the report presents the Board's actual expenditures as at November 30, 2022. The overall expenditure rate aligns with previous years, at approximately 23%, which is below the benchmark of 25%. He advised about variability in spending due to slow start of some programs and timing of expenditure, and confirmed that the normal operating expenditure is expected to be within budget for the remainder of the year. He indicated that the report includes information on expenditures, Grants for Student Needs (GSN), ministry grant allocations outside the GSN, and funding for federal and other third party programs.

Resolution No. 23-43 moved by Will Davies  
seconded by LeeAnn Cole

Resolved, that the report re First Quarter Financial Reports as at November 30, 2022, be received.

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**18. Director's Annual Report**

Director of Education, Rashmi Swarup, stated that the 2021-2022 Director's Annual Report celebrates the accomplishments of students and staff in Peel. It provides important progress updates on the work being done to enable all students reach their full potential in an inclusive and equitable environment, including to ensure the implementation of the Ministry Directives and eradicate all forms of systemic racism and oppression. She explained that accountability, relationships, student learning/well-being, and leadership and capacity-building have been the foundation and focus to ensure a clear alignment with school and Board equity improvement planning. Remarking that the Ministry directives are baseline actions toward sustainable and transformative change, she thanked everyone for their commitment and service of students, and she acknowledged the significant advocacy and collaboration of families and communities.

Resolution No. 23-44 moved by Will Davies  
seconded by Jill Promoli

Resolved, that the Director's Annual Report 2021-2022 (oral), be received.

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**19. Notice of Motion re Indigenous Student Trustee**

Resolution No. 23-45 moved by Stan Cameron  
seconded by Jeffrey 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.

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The mover of the motion stated that the Regulations cited in the Education Act provide the basis for his motion. Trustee Cameron noted that Peel DSB is the second largest school board in Canada and approval of the motion is an important step to support Indigenous students and community partners. He explained that the motion calls for the Student Trustee Policy to be amended and a Procedure developed, in consultation with Indigenous communities. Trustee Cameron stated that there are approximately 700 students who have self-identified as Indigenous, and there are likely more students who do not self-identify for a variety of reasons. Referring to the 94 Calls to Action recommended by the Truth and Reconciliation Commission of Canada, he noted that Number 63 states: "We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal educational issues, including, Part 3, Building Student Capacity For Intercultural Understanding, Empathy And Mutual Respect." He expressed the hope that trustees will support his motion.

**19. Notice of Motion re Indigenous Student Trustee (Continued)**

Trustees speaking supported the motion. Comments from Board members and student trustees included: the motion offers an opportunity to understand the similarities and differences between the governance methodologies of the Indigenous people and the global standard; addition of an Indigenous student trustee will support inclusion of Indigenous perspectives and needs, as well as Indigenous education, representation, and reconciliation; an Indigenous student trustee will serve as a role model and an inspiration, which will establish a sense of belonging among Indigenous students; importance of acknowledging the loss of culture and tradition as a result of the residential school system; public schools are fundamental in properly educating communities and students on crucial aspects of Canada's past and the disproportionately negative impacts on Indigenous populations. Trustees unanimously supported the motion.

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Resolution No. 23-45 ..... carried

**20. Adoption of the Closed Session Report**

Resolution No. 23-46 moved by Satpaul Singh Johal  
seconded by Kathy McDonald

Resolved, that the report of the Closed Session re: Minutes of the Organizational Meeting of the Board (Closed), held November 30, 2022; Principals/Vice-Principals Assignments and Senior Team Appointment; CUPE Local 1628 (Clerical, Secretarial, Library Technicians) Tentative Local Agreement, be received, and the recommendations contained therein be approved.

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**21. Adjournment**

Resolution No. 23-47 moved by Stan Cameron  
seconded by Will Davies

Resolved, that the meeting adjourn (20:55 hours).

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..... Chair ..... Secretary

**RESOLUTIONS APPROVED IN CLOSED SESSION, JANUARY 25, 2023**

Members present:

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

Member absent:

Satpaul Singh Johal

**1. Approval of Agenda**

That the agenda, as amended, be approved.

**2. Minutes of the Organizational Meeting of the Board (Closed)**

That, the Minutes of the Organizational Meeting of the Board (Closed), held November 30, 2022, be approved.

**3. Principals/Vice-Principals Assignments and Senior Team Appointment**

That, the following list of secondary principals/vice-principals assignments, and senior team appointment, be received:

The following secondary principal assignments are transfers, effective January 9, 2023:

Susan MacLellan, Principal, Mayfield Secondary School, to Principal, Mississauga Secondary School

Pradeep Rajah, Principal, Mississauga Secondary School, to Principal, Brampton Centennial Secondary School

The following secondary principal assignment is a transfer, effective February 3, 2023:

Paul Freier, Principal, Brampton Centennial Secondary School, to Principal, Mayfield Secondary School

The following secondary vice-principal assignments are transfers, effective February 3, 2023:

Christine Hill, Vice-Principal, Harold M. Brathwaite Secondary School, to Vice-Principal, Applewood Heights Secondary School.

**3. Principals/Vice-Principals Assignments and Senior Team Appointment (Continued)**

Shakti Patel, Vice-Principal, Castlebrooke Secondary School, to Vice-Principal,  
Harold M. Brathwaite Secondary Schoolp

Jeffrey Hall, Vice-Principal, Rick Hansen Secondary School, to Coordinating  
Vice-Principal, ECPP

The following Secondary Vice-Principal assignment is a promotion, effective February 3, 2023:

Jason Uttamsingh, Acting Vice-Principal, Castlebrooke Secondary School, to  
Vice-Principal, Castlebrooke Secondary School

The following Superintendent of Education assignment is a transfer, effective January 9, 2023:

Michael Logue, Superintendent of Education, Humberview and Mayfield Families of  
Schools, to Superintendent of Education, Special Projects

**4. CUPE Local 1628 (Clerical, Secretarial, Library Technicians) Tentative Local Agreement**

That, the tentative local agreement with CUPE Local 1628 (Clerical, Secretarial, Library  
Technicians) be ratified upon ratification by the CUPE Local 1628. (Appendix I)