

## PEEL DISTRICT SCHOOL BOARD

Minutes of the Board Meeting, held on Wednesday, October 19, 2022, at 18:35 hours. The hybrid meeting was held in the Brampton Room, the H. J. A. Brown Education Centre, 5650 Hurontario Street, Mississauga, Ontario, and by electronic means, under Ontario Regulation 463/97, as amended.

Present:

Bruce Rodrigues, Supervisor, Chair

Also Present (Trustees):

Susan Benjamin  
Stan Cameron  
Robert Crocker  
Will Davies  
David Green

Sue Lawton  
John Marchant (20:10 hours)  
Brad MacDonald  
Kathy McDonald  
Balbir Sohi

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  
Dahlia Battick, Acting Superintendent of Education  
Tania Alatishe-Charles, Controller, Finance Support Services  
Craig Caslick, Superintendent of Education  
Lara Chebaro, Superintendent of Education  
Yonnette Dey, Superintendent of Equity, Community Leadership, Partnership and Engagement  
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  
Kathryn Lockyer, General Counsel and Governance Officer  
Luke Mahoney, Superintendent of Education  
Ozma Masood, Superintendent of Education

Administration: (Continued)

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, Corporate Support Services  
Randy Wright, Controller, Planning and Accommodation Support Services  
Mary Zammit, Superintendent of Education

Lorelei Fernandes, Board Reporter

**1. Call to Order**

Supervisor, Bruce Rodrigues, called the meeting to order at 18:35 hours.

**2. Committee of the Whole (Closed)**

Resolution No. 22-145, approved by Bruce Rodrigues,

Resolved, that the Board move into a Committee of the Whole (Closed) meeting (18:35 hours).

The meeting recessed at 18:44 hours and reconvened at 19:00 hours.

**3. Rise and Report from Committee of the Whole (Closed)**

Resolution No. 22-146, approved by Bruce Rodrigues,

Resolved, that the report of the Committee of the Whole (Closed) re: Minutes of the Committee of the Whole (Closed) meeting, held September 28, 2022; CUPE 2544 (Facilities, Maintenance, AV Repair, Food Services) Tentative Local Agreement, be received, and that the recommendations contained therein be approved.

**4. National Anthem and Acknowledgement of Traditional Lands**

The Chair led the singing of O Canada, and acknowledgement of traditional lands was recited.

**5. Approval of Agenda**

Item 11.1, Trustee K. McDonald: Peel Safe and Active Routes To School (PSARTS), was added to the agenda.

Resolution No. 22-147, approved by Bruce Rodrigues,

Resolved, that the agenda, as amended, be approved.

**6. Conflict of Interest**

There were no declarations of conflict of interest.

**7. Celebrating Board Activities**

Resolution No. 22-148,

Resolved, that information on the following items be received:

1. Indigenous Education Month - November
2. Hindu Heritage Month - November
3. Peel Custodial and Maintenance Workers Day – November 25, 2022

Supervisor Rodrigues stated that November is celebrated as Indigenous Education month and provides an opportunity for students and families to engage in Treaty relationships by reflecting on long-standing commitments with Indigenous peoples throughout history. Bruce Rodrigues recalled that, in December 2017, the Ontario Legislative Assembly declared November as Hindu Heritage Month to increase awareness of Hindu culture and recognize significant contributions of Hindus in Ontario. Referring to Item 7.3, Peel Custodial and Maintenance Workers Day, Supervisor Rodrigues expressed appreciation for the work done to keep learning environments safe and clean. He also acknowledged October 19, 2022 as Bus Driver Appreciation Day and October 21, 2022 as Peel Teaching Assistants and Early Childhood Educators Appreciation Day. He thanked staff for supporting students and ensuring their safety.

**8. Staff Recognition**

Supervisor Rodrigues acknowledged the many years of dedication and service by retiring staff and wished them success in their future endeavours.

Resolution No. 22-149,

Resolved, that the report on Retirements be received:

Nancy Banks	Andrew Earl	Samour Ruhomutally
Loris Buzdon	Barb Elder	Pixie Schmitz
James Cash	Karen LaPierre	Dilia Vincent
Xiaoping Chen	Lynne Magee	Stephen Vincent
Barbara Dodwell	Kathryn McClure	Lynne Walter
Shirley Drummond	Dan Ramo	

## **9. Board Chair's Announcements**

Supervisor Rodrigues announced that this is the last Board Meeting of the 2018-2022 term of office. Commenting on the trustees' positive impact on the education system and the community, he thanked them for their service over the past term and noted that, despite challenges, good work has been done to bring about change through initiatives, programming and measures which lead to action. He wished the trustees well in their future endeavours.

## **10. Reports from Trustees Appointed to External Organizations**

### **1. Peel Safe and Active Routes To School (PSARTS)**

Trustee Kathy McDonald reported on recommendations initiated by PSARTS for policies to support active school travel and benefit the health of school children. She summarized the findings on active school travel in the PSARTS report, which included: that engagement of school aged children is correlated with levels of physical activity; improves academic performance, brain development and connections with peers; decreases children's exposure to air pollution. Trustee McDonald stated that the PSARTS report will serve as a guidance document to inform Ontario municipalities, school boards, and student transportation consortia in the development of future policies on active school travel.

## **11. Director's Leadership Report**

Director Swarup shared information on a celebration on the 85th birthday of Jean Augustine on September 29, 2022, hosted by students of Jean Augustine Secondary School, which included fundraising for the Jean Augustine Centre for young women's empowerment. Rashmi Swarup reported on the Louise Arbour Secondary School alumni event, held to support racialized students in their journey towards post-secondary pathways. Director Swarup advised that Peel DSB hosted a large international delegation from Netherlands to visit schools and learn about innovative work to empower students and build inclusive and equitable learning environments that contribute to student achievement and well-being.

Rashmi Swarup stated that the Ministry Directives continue to be foundational in ensuring equitable outcomes for Peel students, with a focus on Black and Indigenous students and communities. Directive 17 outlines the plan for the Guidance System Review and the report on Directive 21 aligns the approach to student discipline in the revision of Policy 48, Safe and Caring Schools. Policy 48 includes accountability measures to secure the removal of disparities and disproportionality in the student discipline process.

Director Swarup reported on social justice work at Miller's Grove Public School and a mock election organized at Lisgar Public School. Rashmi Swarup advised that the Peel DSB Human Rights Office had launched a survey in early 2022, on discriminatory language in learning environments to better understand the impact of discriminatory statements on student learning experience. The survey results are being finalized and recommendations will be brought to the Board.

**11. Director's Leadership Report (Continued)**

In view of the approaching Remembrance Day, Director Swarup acknowledged contributions of all Canadian soldiers who fought for freedom. She recognized that November 8<sup>th</sup> marks Indigenous Veterans Day and on November 11<sup>th</sup> Peel DSB schools and work sites will commemorate Remembrance Day.

Director Swarup acknowledged the work of the trustees and thanked them for their ongoing advocacy and service to students and families in Peel.

**12. Minutes of Board Meetings**

Resolution No. 22-150, approved by Bruce Rodrigues,

Resolved, that the Minutes of the Board Meeting, held September 28, 2022, be approved.

**13. Directive 9 – Annual Equity Accountability Report Card**

Superintendent of Innovation and Research, Bernadette Smith, referred to the Ministry review, following which Peel DSB has undertaken system transformation to ensure that inequities in students' achievement and experiences are eliminated, particularly for those who identify as Black and Indigenous. The Annual Equity Accountability Report Card is intended to support the Board's efforts to create structural and cultural changes that infuse core values of equity, inclusion, and human rights into practices, programs and policies, and is intended to assess and measure the implementation of the directives to address student outcomes.

Manager of Research and Accountability, Lynne Hollingshead, explained that data standards provide insight into disproportionate experiences of students, and the report card organizes the outcome indicators according to the Board improvement and equity planning focus areas. She described the four areas of focus as, special education designations, academic and university pathways, regional learning choices programs, and French instruction. Outcome indicators are disaggregated by various racial, sexual orientation, socio-economic vulnerability, and special needs identification and status. The report shows disproportionate outcomes for Black and Indigenous, Latinx, Hispanic, Middle Eastern, 2SLGBTQA+, special needs, and English language Learner students. Next steps include, working closely with departments to use system level data to inform their work and to support system priorities. Feedback will be collected for the next iteration of the Equity Accountability Report card due in fall 2023. A trustee asked whether a summary report with key take-aways from the information presented can be developed. The administration thanked the trustee for the suggestion and offered to consider the request.

Lynne Hollingshead responded to questions of clarification from Supervisor Rodrigues regarding concerns and/or unexpected outcomes found in the data.

Resolution No. 22-151,

Resolved, that the report re Directive 9 – Annual Equity Accountability Report Card, be received.

**14. Directive 17 – Reform of the Guidance Program/System – Final Report**

Superintendent of Curriculum, Instruction and Assessment, Rasulan Hoppie, reviewed the report. He advised that the steps for reform included a Guidance Professional Learning Series, hiring of Black Guidance Counsellors, and opportunity for self-identification of racialized staff before undertaking the staffing allocation process. He highlighted efforts to support the Guidance program with a significant increase in the number of Black educators in the Guidance role in elementary and secondary panels, and a mentorship program to support new counsellors. There are scholarship and bursary opportunities, and resources to support counsellors and build capacity to serve Black students and families. Responding to a question, Superintendent Hoppie indicated that, although a number of Black identifying educators have been hired, there is still a gap in terms of representation based on student identification.

Resolution No. 22-152, approved by Bruce Rodrigues,

Resolved, that the final report re Directive 17 – Reform of the Guidance Program/System, be approved. (APPENDIX I, Item 16.1 (b) of the agenda)

**15. Directive 21 – Revision of Policy 48 – Safe and Caring Schools**

Acting Associate Director, School Improvement and Equity, Leadership, Innovation and Safe Schools, Harjit Aujla, stated that through Directive 21, the Board has reviewed and revised its student discipline policy to reflect and further prioritize restorative justice approaches as alternatives to suspensions, expulsions and exclusions. The ongoing work of Directive 21 will enable the board to create conditions, policies, and operating procedures necessary to eliminate disparities and disproportionality in the student discipline process. Superintendent of Safe and Caring Schools, Michelle Stubbings, reviewed the report and advised that superintendents of education and school administrators will receive training on policy and restorative justice. Operating procedures will be revised to support fair student investigations and policy implementation. Coordinating Principal, Leadership and Capacity Building and School Partnerships, Phiona Lloyd-Henry, stated that Peel DSB's aim is to foster safe, welcoming, and inclusive environments, free from discrimination, and to eliminate racial disparities in the use of suspensions, expulsions and other forms of exclusionary discipline. She provided background information on the consultation process and external stakeholder engagement at various stages of policy development.

Resolution No. 22-153, approved by Bruce Rodrigues,

Resolved, that revised Policy 48: Safe and Caring Schools attached as Appendix A to the report, be approved. (APPENDIX II, Item 16.1 (c) of the agenda)

**16. Human Sex Trafficking Prevention – Update #2**

Coordinating Principal, Safe and Caring Schools, Alvin Au, stated that the Human Sex Trafficking Committee has taken action to raise awareness and prevent sex trafficking in schools. Resources such as a Cyber Safety Video and Infographic tools have been developed and posted on the Board's website for community outreach and support.

**16. Human Sex Trafficking Prevention – Update #2 (Continued)**

The annual training plan is expected to be completed by December 2022. Next steps include continued consultation with stakeholders, receiving feedback to monitor progress, as well as reporting and responding to sex trafficking concerns. In addition, specific outreach and support will be extended to Indigenous, Black, African, Caribbean, Punjabi, and Sikh parents and caregivers and groups that are disproportionately impacted by human sex trafficking. Alvin Au advised that in its first year of implementation, Peel DSB's Anti-Sex Trafficking Strategy has achieved the core components of PPM 166, Keeping Students Safe: Policy Framework for School Board Anti-Sex Trafficking Protocols. It was recommended that the Peel Human Trafficking Service Providers Committee report annually to the Board, with the next update in October 2023, to provide continued progress on the human sex trafficking prevention strategy.

Resolution No. 22-154, approved by Bruce Rodrigues,

Resolved, that the Peel Human Trafficking Service Providers Committee report annually to the Board with an update on the continued progress of the Human Sex Trafficking Prevention Strategy. (APPENDIX III, Item 16.2 of the agenda)

**17. Trustee Code of Conduct**

General Counsel and Governance Officer, Kathryn Lockyer, provided background information on Ontario Regulation 246/18: Members of School Boards - Code of Conduct, and the requirement that the Code should be in place by May 2023, with a review at least every four years. She advised that the Ontario Public School Boards Association (OPSBA) Code of Conduct template was used as a guide and the draft Code was reviewed by external legal counsel and the provincially appointed Parliamentarian. Following consultation with the Integrity Commissioner, the proposed Code of Conduct was presented to the Governance and Policy Committee in September 2022 for input, as well as to trustees for comments to be considered. Reviewing the report, Kathryn Lockyer stated that the Code is for trustees, and consists of the principles and directions, the complaint protocol, and method of retaining the Integrity Commissioner. It will be effective on the first day of the new term of office on November 15, 2022. Kathryn Lockyer responded to a trustee's questions on the process for dealing with complaints brought through the Code of Conduct. She clarified that the regulation does not provide guidance on whether the process should be in camera or in public session, the Integrity Commissioner has recommended a public process, and in some cases the complaint may be dealt by remediation.

Resolution No. 22-155, approved by Bruce Rodrigues,

Resolved, that the Trustee Code of Conduct, attached as Appendix A to the report, be approved. (APPENDIX IV, Item 16.3 of the agenda)

**18. Motion regarding Term Limits for Trustees**

Resolution No. 22-156,

“Whereas, the Board values enhanced community engagement;

And whereas, the Board is committed to diversity and inclusion;

And whereas, education is a constantly evolving field which benefits from regular infusions of new and fresh ideas;

And whereas, notwithstanding the arduous process to secure political office, trustees should not view themselves as lifetime politicians;

Therefore be it resolved, that a letter be written to the Premier of Ontario to request necessary changes in legislation to permit and implement term limits for the position of school board trustee such that, beginning with the 2022 Municipal election term, trustees of the Peel District School Board be limited to a maximum of 5 terms in office.”

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Supervisor, Bruce Rodrigues invited Trustee Will Davies to speak to the motion. Recalling his experiences in his first term in office, Trustee Davies stated that parents of students need more voice at the Board table as they can better serve the needs of students, and the Board needs to change and evolve with new ideas. Trustees speaking against the motion indicated that: the scope of the motion is limited to Peel District School Board, while there are 72 school boards in the province; the electorate should decide the term of office for trustees; elections are a democratic process; the Term has been set out in the Municipal Elections Act. Another trustee supported the motion indicating that term limits will offer other candidates entrance to the school trustee role.

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Resolution No. 22-156, approved by Bruce Rodrigues,

Resolved, that Resolution No. 22-156, Motion regarding Term Limits for Trustees, be deferred.

Resolution No. 22-156, .....deferred

**19. Adjournment**

Resolution No. 22-157, approved by Bruce Rodrigues

Resolved, that the meeting adjourn (20:14 hours).

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



**RESOLUTIONS APPROVED IN COMMITTEE OF THE WHOLE (CLOSED), OCTOBER 19, 2022**

Present:

Bruce Rodrigues, Supervisor, Chair

Also Present (Trustees):

Susan Benjamin  
Stan Cameron  
Robert Crocker  
Will Davies

David Green  
Sue Lawton  
Brad MacDonald

**1. Approval of Agenda**

That, the agenda be approved.

**2. Minutes of the Committee of the Whole (Closed) Meeting, September 28, 2022**

That, the Minutes of the Committee of the Whole (Closed) meeting, held September 28, 2022, be approved.

**3. CUPE Local 2544 (Facilities, Maintenance, AV Repair, Food Services) Tentative Local Agreement**

That, the tentative local agreement with CUPE Local 2544 (Facilities, Maintenance, AV Repair, Food Services) be ratified upon ratification by the CUPE Local 2544.