

PEEL DISTRICT SCHOOL BOARD

Minutes of the Board Meeting, held on Wednesday, September 28, 2022, at 18:32 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, as amended.

Present:

Bruce Rodrigues, Supervisor, Chair

Also Present (Trustees):

Susan Benjamin
Stan Cameron
Robert Crocker
Will Davies
David Green

Sue Lawton
John Marchant
Brad MacDonald
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
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
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
Kathryn Lockyer, General Counsel and Governance Officer

Administration: (Continued)

Michael Logue, Superintendent of Education
Luke Mahoney, Superintendent of Education
Ozma Masood, Superintendent of Education
Neerja Punjabi, Superintendent of Education
Claudine Scuccato, Superintendent of Education
Michelle Stubbings, Superintendent, Safe and Caring Schools
Thomas Tsung, Controller, Corporate Support Services
Kervin White, Superintendent of Education
Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

1. Call to Order

Supervisor, Bruce Rodrigues, called the meeting to order at 18:32 hours.

2. Committee of the Whole (Closed)

Resolution No. 22-128, approved by Bruce Rodrigues,

Resolved, that the Board move into a Committee of the Whole (Closed) meeting (18:32 hours).

The meeting recessed at 18:37 hours, and reconvened at 19:00 hours.

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

Resolution No. 22-129, 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 August 24, 2022; Minutes of Physical Planning, Finance and Building Committee Meeting (Closed Session), held September 7, 2022; Motion for Consideration: Physical Planning, Finance and Building Committee Meeting (Closed Session), held September 7, 2022; Principal and Vice-Principal Appointment and Assignments, and Senior Team Update, be received and 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

The following items were added to the agenda:

- Item 11.2 Trustee Green: Ontario Public School Boards' Association – Update
- Item 11.3 Trustee Green: Student Transportation of Peel Region – Update

Resolution No. 22-130, 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. 22-131,

Resolved, that information on the following items be received:

1. National Day for Truth and Reconciliation – September 30, 2022
2. Islamic Heritage Month – October
3. Latinx Heritage Month – October
4. World Teachers' Day/Peel Teachers' Day – October 3, 2022
5. Principals and Vice-Principals' Day – October 7, 2022
6. Bus Driver Appreciation Day – October 19, 2022
7. Peel Teaching Assistant & Early Childhood Educators' Appreciation Day – October 21, 2022

Supervisor Rodrigues announced that National Day of Truth and Reconciliation on September 30, 2022 ensures the opportunity to recognize and remember the harmful impact that the legacy of colonialism has had on Indigenous culture and sovereignty through the Residential School System.

Supervisor Rodrigues noted that October is Islamic Heritage Month and Latinx Heritage Month, and the celebration acknowledges and affirms the contributions made by Canadians of Muslim and Latinx heritage. Reporting that the Board marks October 3, 2022 as Peel Teachers' Day in addition to World Teachers' Day, October 7, 2022 as Principals and Vice-Principals Day, and October 21, 2022 is Peel Teaching Assistant & Early Childhood Educators' Appreciation Day, Supervisor Rodrigues expressed appreciation and thanked staff for their commitment and dedication in effecting positive change and helping students succeed. Referring to Item 7.6, Bus Driver Appreciation Day on October 19, 2022, he acknowledged the contributions of bus drivers who help thousands of students get to and from school safely.

8. Staff Recognition

Supervisor Rodrigues acknowledged the many years of dedicated service by the following retiring staff and wished them success in their future endeavours:

Resolution No. 22-132,

Resolved, that the report on Retirements be received:

Archana Anand	Scott Fedorowich	Michelle Papp
Valerie Balkwill	Regina Garbacz	Rosa Rosati
Robyn Beckman	Fidelito Go	Jan Sandhu
Maria Belardi	Effie Grigoropoulos Tsakonas	Shirley Snyder Moore
Jane Boonstra	Janice Hancock	Vaughan Stoyka
Dorothy Boylan	Take Lachhman	Karen Tolles
Paul Delsnyder	Tonya Long	Megan Wilson-Reitknecht
Rita DeSousa	Lexi Miljak	Donna Zaritsky
Wendy Dukhan	Joanne Miller	
Bibi Dulymamode	Nalayini Moorthy	

9. Board Chair's Announcements

Supervisor Rodrigues announced that he has completed a comprehensive review of the Director of Education, Rashmi Swarup's performance. He congratulated her on a positive review and thanked her for her dedication to Peel DSB.

10. Reports from Trustees Appointed to External Organizations

1. Natural Science and Education Committee Update

Trustee Cameron, Peel DSB's representative on the Natural Science and Education Committee (NSEC) for the 2021-2022 term, provided an oral report on the composition and mandate of the Committee. He advised that, in keeping with its objectives, the NSEC had endorsed a series of minimum standards proposed by the Outdoor Education Taskforce on student access to outdoor classroom learning related to natural science, conservation and the environment. This recommendation was accepted by the Toronto and Region Conservation Authority and partner agencies. Trustee Cameron outlined next steps in regard to participation, cross curriculum support, creating a consistent and clear system that ensures equitable access, and broadly communicating the minimum standards.

2. Ontario Public School Boards' Association (OPSBA)

Trustee Green reported on the topics of discussion at the OPSBA's Executive Council meeting, including developing a template for trustee training on diversity, equity, and inclusion, trustee orientation, bargaining, and hiring to replace the outgoing Executive Director of OPSBA. He highlighted the Day of Advocacy, when trustees from several school boards will meet with the government to discuss the challenges in the education system with regard to fair funding, especially funding to hire more teachers and Educational Assistants, and for Special Education.

10. Reports from Trustees Appointed to External Organizations (Continued)

3. Student Transportation of Peel Region (STOPR)

Trustee Green reported that STOPR had a good start of the school year with adequate drivers. STOPR conducted training for new bus drivers over the summer, and held a Safe Ride to School program at which 1500 parents and students participated. Work is ongoing to ensure that drivers are trained and ready to replace those leaving. Trustee Green referred to construction in Mississauga which has led to bus delays, and indicated that trustees may receive calls in this regard.

11. Director's Leadership Report

Director Swarup reported that this year's Starting Point, which launched the new school year, was an opportunity to review Peel DSB's collective work and commitments, and to share an overview of priorities. She stated that student achievement continues to be a priority in Peel DSB's strategic plan to align classroom instructional practices with the goal of addressing disproportionalities in achievement. Remarking that strong partnerships with education providers are integral to creating pathways for students, Director Swarup noted that Peel DSB has partnered with University of Toronto Mississauga on the SEE@UTM program. Students can explore post-secondary options and campus life in a positive, inclusive, and nurturing environment. She explained that the Ministry Directives remain the foundation of the work to ensure equitable outcomes for Peel students, with a focus on Black and Indigenous communities, guided by the Board and School Equity Improvement Plans. She highlighted restructuring of the Human Rights Office, mandatory board-wide human rights training, the complaints procedure for Peel families, and work on supporting the newly created Black Student Success strategy.

Director Swarup stated that September 30, 2022, marks National Day for Truth and Reconciliation, and schools throughout PDSB will engage in meaningful learning and discussions about the impact of the residential school system in Canada. Latinx Heritage Month and Islamic Heritage Month, as well as the staff and Bus Driver appreciation days were noted. Director Swarup spoke about the celebration of the 200th anniversary of Alton village, and 42nd Annual Terry Fox Run in which staff and students participated.

12. Policy 56 – Occupational Health and Safety

The Occupational Health and Safety Act requires all employers in Ontario to approve an Occupational Health and Safety Policy, which must be reviewed annually and posted in a conspicuous location where it will draw the attention of all employees.

Resolution No. 22-133, approved by Bruce Rodrigues,

Resolved, that Policy 56, Occupational Health and Safety, be approved. (APPENDIX I, Item 13.1 of the Agenda)

13. Board and Committee Meeting Schedules 2022-2023 - Updated

Resolution No. 22-134,

Resolved, that the updated Board and Committee Meeting Schedules 2022-2023, be received.

14. Minutes of Board Meetings

Resolution No. 22-135, approved by Bruce Rodrigues,

Resolved, that the Minutes of the Board Meeting, held August 24, 2022, be approved.

15. Committee Minutes

Resolution No. 22-136,

Resolved:

1. That, the Minutes of the Parent Involvement Committee meeting, held May 26, 2022, be received;
2. That, the Minutes of the Special Education Advisory Committee meeting, held June 14, 2022, be received;
3. That, the Minutes of the Physical Planning, Finance and Building Committee meeting, held September 7, 2022, be received;
4. That, the Minutes of the Governance and Policy Committee meeting, held September 14, 2022, be received.

16. Motions for Consideration - Physical Planning, Finance and Building Committee Meeting, September 7, 2022

Resolution No. 22-137, approved by Bruce Rodrigues,

Resolved, that the following recommendation arising from the Physical Planning, Finance and Building Committee meeting, held September 7, 2022, be approved:

1. Report on Tenders: Malala Yousafzai Public School

That, the contract for the construction of Malala Yousafzai Public School be awarded to Quad-Pro Construction Inc. in the amount of \$ 29,719,000. (including HST). (Appendix I, attached to the minutes of the Physical Planning, Finance and Building Committee Meeting)

17. Motions for Consideration, Governance and Policy Committee, September 14, 2022

Resolution No. 22-138, approved by Bruce Rodrigues,

Resolved, that the following recommendation arising from the Governance and Policy Committee meeting, held September 14, 2022, be approved:

1. Policy Development and Review Framework

That, the report be received and the Policy Development and Review Framework (appended to the report), be approved. (Appendix I, attached to the minutes of the Governance and Policy Committee Meeting)

2. Trustee Family Leave Policy

That, the Trustee Family Leave Policy be approved, effective November 15, 2022. (Appendix II, attached to the minutes of the Governance and Policy Committee Meeting)

18. Policy 71 – Trustee Honoraria

General Counsel and Governance Officer, Kathryn Lockyer, reviewed the report, noting that Ontario Regulation 357/06, Honoraria for Board Members, provides the method for calculating the limits on honoraria paid to trustees under Section 191 of the Education Act. She reported that, each year, the honoraria must be calculated based on enrollment. Indicating that trustee honoraria is funded by the Province of Ontario, she advised that the 2022-2023 basic trustee honorarium is \$28,365.63 per year, effective December 1, 2022.

Resolution No. 22-139, approved by Bruce Rodrigues,

Resolved, that revised Policy 72, Trustee Honoraria, effective December 1, 2022, to November 14, 2023, be approved. (APPENDIX II, Item 16.1 of the agenda)

19. Amendments to Peel DSB Procedure By-Law

Kathryn Lockyer stated that the current Board By-laws and related Governance Directives were approved at the June 16th, 2021 Board Meeting. She explained that the Procedure By-law should be reviewed regularly to ensure that it is meeting the needs of the Board and its committees, as well as providing the necessary guidance for effective and efficient meeting management. She noted that, after applying the current By-laws and upon closer review, there was some demonstrated need for a few amendments, clarifications, and additions. The proposed amendments were presented to the Governance and Policy Committee at the June 15, 2022 meeting, and notice to the public regarding the proposed amendments was provided at the June 29, 2022 Board Meeting. No comments have been submitted since then. Kathryn Lockyer indicated that training will be provided on the proposed Procedure By-law in the new term of office.

19. Amendments to Peel DSB Procedure By-Law (Continued)

Resolution No. 22-140, approved by Bruce Rodrigues,

Resolved, that amendments to the Peel DSB Procedure By-law, effective November 15, 2022, be approved (APPENDIX III, Item 16.2 of the agenda)

20. Trustee Annual Learning Plan: 2022-2023

The report on the Trustee Annual Learning Plan: 2022-2023, was reviewed by Kathryn Lockyer. She explained that, pursuant to Ministry Directive 6, the Board was required to establish a mandatory annual learning plan for Board Members. The first mandatory annual learning plan was completed and reported at the May 25th, 2022, Board Meeting. The requirement of an annual learning plan is embedded in the Procedure By-law. Kathryn Lockyer reported that recommended training focuses on the trustee roles and responsibilities, as well as awareness of important system work. The six learning opportunities proposed are: trustee orientation; trustee roles and responsibilities; Peel DSB Consent Culture; Code of Conduct; Budget; conducting expulsion hearings and suspension appeals.

Resolution No. 22-141, approved by Bruce Rodrigues,

Resolved, that the Trustee Annual Learning Plan for 2022-2023, be approved (APPENDIX IV, Item 16.3 of the agenda)

21. Centre for Indigenous Excellence and Land Based Learning

Nicole Reynolds, Coordinator of Indigenous Education, reviewed the recommendation regarding the development of a Centre for Indigenous Excellence and Land-Based Learning as an important part of the Board's commitment to improved outcomes for Indigenous students, and which upholds the distinct and inherent rights of First Nation, Metis, and Inuit peoples. She referred to the Ministry Review report which outlined the significant disparities in achievement of Indigenous students whose opportunities are being erased due to a lack of cultural understanding. Nicole Reynolds remarked that Indigenous students will continue to experience disproportionate outcomes if Eurocentric models of education and success measures continue to apply. She spoke of the need for these students to be immersed in Indigenous education, and she provided examples of Indigenous centres at the Toronto DSB, Halton Catholic DSB, and the University of Toronto Mississauga. Explaining the rationale for the proposed location at the former Credit View Public School, Nicole Reynolds described the activities that will be offered at the recommended Centre, including being a work site for the Indigenous education team, and an affinity space where Indigenous and non-Indigenous students can access cultural education from community partners.

Noting Article 14 of the United Nations Declaration on the Rights of Indigenous People, which speaks to the rights of Indigenous peoples to establish and control their educational systems and institutions, Nicole Reynolds stated that the cultural survival of First Nation, Metis and Inuit communities, and the academic success of their children will largely depend on the implementation of culturally relevant curriculum based on contributions by their communities.

21. Centre for Indigenous Excellence and Land Based Learning (Continued)

Resolution No. 22-142, approved by Bruce Rodrigues,

Resolved, that the development of a Centre for Indigenous Excellence and Land Based Learning, be approved, to affirm Peel DSB's commitment to improved outcomes for Indigenous students and to uphold the distinct and inherent rights of First, Nation, Metis and Inuit people. (APPENDIX V, Item 16.4 of the agenda)

22. Educational Assistants – Absence and Backfill Challenges

Masuma Khangura, Executive Officer, Human Resources Support Services, provided an oral report on the challenges facing school boards in attracting and retaining Educational Assistants (EAs). Thanking Educational Assistants for their invaluable work in supporting students, she reported that the Board had hired approximately 280 EAs since the beginning of this year. She described the several steps to address the challenges, including making changes to posting vacancies and the hiring process. Staff continue to monitor the situation and expand partnerships, advocacy, and outreach to facilitate sustainable improvement.

Masuma Khangura responded to trustees' questions of clarification, including: factors influencing lack of job applicants; school boards' obligation to provide support to students to access education; effect of work pressure on EAs' mental health due to low fill rates and students requiring support; need to review and remove barriers that prevent some EAs from being hired; risk of exposure in not meeting legislated requirements to hire qualified EAs. Masuma Khangura invited trustees to share information about specific cases of qualified EAs not being hired.

Resolution No. 22-143, approved by Bruce Rodrigues,

Resolved, that the oral report re Educational Assistants – Absence and Backfill Challenges, be received.

23. Notices of Motion

Trustee Will Davies submitted the following Notice of Motion:

“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;

23. Notices of Motion (Continued)

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.”

24. Adjournment

Resolution No. 22-144, approved by Bruce Rodrigues

Resolved, that the meeting adjourn (20:12 hours)

..... Chair Secretary

**RESOLUTIONS APPROVED IN COMMITTEE OF THE WHOLE (CLOSED),
SEPTEMBER 28, 2022**

Present:

Bruce Rodrigues, Supervisor, Chair

Also Present (Trustees):

Susan Benjamin
Stan Cameron
Robert Crocker
Will Davies
David Green

Sue Lawton
John Marchant
Brad MacDonald
Balbir Sohi

1. Approval of Agenda

That, the agenda be approved.

2. Minutes of the Committee of the Whole (Closed) Meeting, August 24, 2022

That, the Minutes of the Committee of the Whole (Closed) meeting, held August 24, 2022, be approved.

3. Minutes of Physical Planning, Finance and Building Committee Meeting (Closed Session), September 7, 2022

The Minutes of the Physical Planning, Finance and Building Committee (Closed Session) meeting, held September 7, 2022, were received.

4. Motion for Consideration: Physical Planning, Finance and Building Committee Meeting (Closed Session)

That, the following recommendation arising from the Physical Planning, Finance and Building Committee Meeting (Closed Session), held September 7, 2022, be approved:

1. Turner Fenton Secondary School Cricket Pitch Partnership – Peel District School Board and City of Brampton

That, staff enter into a partnership agreement with the City of Brampton regarding Turner Fenton Secondary School cricket pitch. (Appendix I, attached to the Minutes of the Physical Planning, Finance and Building Committee meeting (Closed Session))

5. Principal and Vice-Principal Appointment and Assignments

The following elementary vice-principal assignments are transfers, effective September 1, 2022:

Kerri Evershed, Vice-Principal at Ellengale Public School and Dixie Public School, be transferred as Vice-Principal at Camilla Road Senior Public School.

Ryan Farrell, Vice-Principal at Chris Hadfield Public School, be transferred as Vice-Principal at Ellengale Public School and Springfield Public School.

The following secondary principal assignment is a transfer, effective October 11, 2022:

Greg Pearson, Coordinating Principal, Curriculum, Instruction and Assessment, be transferred as Principal at Peel Alternative School South.

The following secondary principal assignment is an appointment, effective October 17, 2022:

Angelo Kontos, Principal at Toronto District School Board, be appointed as Principal at Erindale Secondary School.

The following coordinating principal assignments are transfers, effective October 11, 2022:

Amtul Ejaz, Principal at Harold F. Loughin Public School, be transferred as Coordinating Principal, Safe and Caring Schools.

Sumble Kaukab, Principal at Peel Alternative School South, be transferred as Coordinating Principal – Secondary, Curriculum, Instruction and Assessment.

9. Senior Team Appointments

The following are appointments to Senior Leadership:

Thomas Tsung, Controller of Corporate Support Services, will assume the role of Controller of Facilities and Environmental Support Services, effective October 17, 2022.

Wendy Dobson, General Manager of Student Transportation of Peel Region (STOPR), be appointed to the position of Acting Controller of Corporate Support Services, effective October 17, 2022.

The following Senior Leadership appointments are from Acting to Permanent:

Lisa Hart, from Acting Superintendent of Equity, Indigenous Education, Anti-Racism, Anti-Oppression and School Engagement to Superintendent of Equity, Indigenous Education, Anti-Racism, Anti-Oppression and School Engagement, effective September 28, 2022.

Mary Zammit, from Acting Superintendent of Education of Castlebrooke and Sandalwood Heights to Superintendent of Education of Castlebrooke and Sandalwood Heights, effective September 28, 2022.