

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, August 23, 2023 at 18:30 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
LeeAnn Cole, Board Vice-Chair (electronic)	Will Davies
Lucas Alves	Satpaul Singh Johal
Karla Bailey	Brad MacDonald
Susan Benjamin	Jill Promoli
Stan Cameron	

Member absent:

Kathy McDonald

Student Trustees:

Srishti Sekri, Student Trustee North
Ammar Alian, Student Trustee South

Administration:

Rashmi Swarup, Director of Education
Harjit Aujla, Acting Associate Director, School Improvement and Equity, Leadership, 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, Superintendent of Education
Dahlia Battick, Acting Superintendent of Education
Craig Caslick, Superintendent of Education
Lara Chebaro, Superintendent of Education, Math Lead
Yonnette Dey, Superintendent of Education
Wendy Dobson, Acting Controller, Corporate Support Services
Donna Ford, Superintendent of Education
Soni Gill, Superintendent of Education
Tiffany Gooch, Executive Lead, Public Engagement and Communications

Administration:

Atheia Grant, Acting 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
Lisa Leoni, Superintendent of Leadership, Capacity Building and School Partnerships
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
Claudine Scuccato, Superintendent of Special Education, Social Emotional Learning and
Well-Being
Pradeep Shethur-Rajah, Superintendent of Education, Math Lead
Bernadette Smith, Superintendent of Innovation and Research
Michelle Stubbings, Superintendent of 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

Lorelei Fernandes, Board Reporter

1. Call to Order

Chair David Green welcomed everyone to the first meeting of the new school year and called the meeting to order at 18:30 hours.

2. Closed Session

Resolution No. 23-151 moved by Karla Bailey
seconded by Jeffrey Clark

Resolved, that the Board move into Closed Session (18:30 hours).

..... carried

The meeting recessed at 18:35 hours and recovered at 19:00 hours.

3. 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.

4. Approval of Agenda

Item 11, Report from Trustee Bailey on Ottawa Canadian Congress of Black Parliamentarians, was added to the agenda.

Resolution No. 23-152 moved by Jill Promoli
seconded by Satpaul Singh Johal

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

..... carried
2/3rds' majority

5. Declaration of Conflict of Interest

There were no declarations of conflict of interest.

6. Celebrating Board Activities

Chair Green stated that the Board will recognize the following activities in September and he encouraged everyone to join in the celebrations.

1. International Fetal Alcohol Spectrum Disorder Awareness Day – September 9
2. World Suicide Prevention Day – September 10
3. Terry Fox National School Run Day – September 22
4. Rowan's Law Day – September 27
5. Orange Shirt Day – September 30

7. Staff Recognition: Retirements

Chair Green expressed appreciation to retiring staff for their years of service, dedication, and commitment to Peel DSB, and wished them well in their retirement.

Resolution No. 23-153 moved by Susan Benjamin
seconded by Jill Promoli

Resolved, that the following retirements be received:

Dawn Addison	Donna Hall	Richard Podleszanski
Beverly Beltrano	Ross Hanna	John Purcell
Anthony Bermonte	Bianca Heins	Margo Reid
Hardip Bhangu	Rupinder Kahlon	Maria Rodrigues Gonsalves
Rachna Bhatnagar	Joanna Karas	Marlene Roy
Denise Blake	Leslie-Anne Kavuk	Rosanna Rummyee
Angela Blue	Sandra Lee	Kathy Sauer
Jeannine Bush	Susan MacLellan	Nancy Saunders
Catherine Campbell	Suzanne Nasturzio	Carol Scaini
Susan Corbett	Lynn O'Halloran	Monique Smith
Helena Creppy	Gabriel Otoide	Rudy Sookhoo
Roberto Di Prospero	Liz Ozolins	Nina Sosnowsky
Brenda D'Orazio	Gladys Parsons	Terry Stober
Jane Dove	Kamla Patel	Allan Wadley
Leslie Fleming-Scott	Ida Petgrave	Martha Wood
Kathy Gallant	Pamela Phelan	Jing Xu
Nora Green	Victor Phyllis	Joyce Zwiep
Kathryn Hague	Asha Pippo	

..... carried

8. Board Chair's Announcements

Chair Green reported that the Ontario Public Schools Board Association (OPSBA) has begun the planning session for the school year and will be meeting over the next two days. He will be attending as Executive Council Member, representing Peel DSB, and will bring back a report to the Board.

Resolution No. 23-154 moved by Will Davies
seconded by Jeffrey Clark

Resolved, that the oral report re Board Chair's Announcements, be received.

..... carried

9. Director's Report

Director of Education, Rashmi Swarup, welcomed everyone to the new school year. Regarding the Ministry Directives, she stated that almost all directives have been submitted to the Ministry, with nine fully approved, and five requiring additional information to be shared with the Ministry. The 27 directives resulting in over 54 actions were intended to address racism and systemic inequities. As part of PDSB's commitment to creating inclusive, and anti-racist environments, the Affirming Muslim Identities and dismantling Islamophobia Strategy and 2SLGBTQIA+ action plans will be launched this year.

Director Swarup emphasized the need to continue to work together, engage with community groups, strengthen connections, and promote transparency. Rashmi Swarup presented information on enrolment in PDSB summer learning programs, and the Ministry's expectations and PDSB's action plans for Math Achievement, Ontario Language Curriculum, Safe Schools, and Mental Health and Well-Being, for the upcoming school year. She described the various programs, designed to help students succeed and establish positive, high-achieving work and teaching climates for educators.

Resolution No. 23-155 moved by Brad MacDonald
seconded by Stan Cameron

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

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10. Introduction to New Student Trustees

At the commencement of the meeting, Chair Green introduced the new Student Trustees, Srishti Sekri, Student Trustee representing schools north of Highway 401, and Ammar Alian, Student Trustee for schools South of Highway 401. He also recognized the student trustee mentors, Trustee Brad MacDonald and Trustee Susan Benjamin.

11. Reports from Trustees Appointed to External Organizations

1. Ottawa Canadian Congress of Black Parliamentarians

Trustee Bailey reported that earlier this month she attended the Ottawa Canadian Congress of Black Parliamentarians, where Black elected officials from all across Canada met to discuss addressing and eradicating systemic racism and poverty, promote economic development, and offer entrepreneurial programs and various other supports among and within Black communities. The next meeting is scheduled for December 2023.

Resolution No. 23-156 moved by Susan Benjamin
seconded by Jeffrey Clark

Resolved, that the oral report re Ottawa Canadian Congress of Black Parliamentarians, be received.

..... carried

12. Minutes of Board Meetings

Resolution No. 23-157 moved by Lucas Alves
seconded by Stan Cameron

Resolved:

1. That, the Minutes of the Board Meeting, held June 14, 2023, be approved.
2. That, the Minutes of the Board Meeting, held July 5, 2023, be approved.

..... carried

13. Committee Minutes

Resolution No. 23-158 moved by Brad MacDonald
seconded by Jill Promoli

Resolved:

1. That, the Minutes of the Special Education Advisory Committee Meeting, held May 16, 2023, be received;
2. That, the Minutes of the Governance and Policy Committee Meeting, held June 7, 2023, be received;
3. That, the Minutes of the Audit Committee Meeting, held June 8, 2023, be received.

..... carried

14. Motions for Consideration: Governance and Policy Committee Meeting, June 7, 2023

Resolution No. 23-159 moved by Susan Benjamin
seconded by Brad MacDonald

Resolved, that the following recommendations of the Governance and Policy Committee, held June 7, 2023, be approved:

1. Occupational Health and Safety Policy 2023

That, the Occupational Health and Safety Policy 2023, be approved. (Appendix I as attached to the Minutes)

2. Expungement of Suspension and Expulsion Records for Students Kindergarten to Grade 3

- (i) That, the Expungement of Suspension and Expulsion Records for Students Kindergarten to Grade 3 Policy, be approved.
- (ii) That, interim Policy 89: Expungement of Suspension and Expulsion Records for Students Kindergarten to Grade 3, be repealed.
(Appendix II as attached to the Minutes)

16. Directive 17 – Performance Appraisal Schedule – Update (Continued)

Camille Logan provided background information on progress of the Ministry Directive deliverables and remaining reports which included Directive 14: Comprehensive Four Year Equity Strategy and Action Plan. She added that the Principal performance appraisal process and schedule is in alignment with the Education Act, which sets out the required timelines, processes and steps, and are captured in Board policies and procedures that cover these appraisals.

Resolution No. 23-161

moved by Karla Bailey
seconded by Will Davies

Resolved, that the update report re Directive 17 – Performance Appraisal Schedule, be received.

..... carried

17. Directive 26 – Fairness and Equity in Employment Strategy

Executive Officer, Human Resources, Partnerships and Equity, Masuma Khangura, introduced Aryanne de Silva, Manager of Workplace Equity and Inclusion, and provided background information on her qualifications and experience. Aryanne de Silva presented an overview of the Fairness and Equity in employment Strategy plan which meets the requirements of Directive 26, outlines the Board’s commitment to equity for all PDSB staff, encourage establishment of working environments free from barriers, and seeks to correct conditions of disadvantage in employment. She stated that the initial focus will be on hiring through a competency and evidence-based hiring program and other areas will involve leadership development and training, promotion and retention, flexibility and accommodation. Next steps will include feedback from all stakeholders and developing an implementation plan during the 2023-2024 school year.

Resolution No. 23-162

moved by Brad MacDonald
seconded by Jill Promoli

Resolved, that the report re Directive 26 – Fairness and Equity in Employment Strategy, be received.

..... carried

18. Safe and Caring Schools Plan

Harjit Aujla, Acting Associate Director, School Improvement and Equity, Leadership, and Safe Schools, stated that the report describes the Board’s ongoing strategic work to create safe and caring schools, with a multifaceted approach connected to school improvement and equity planning processes, and will include a system-wide rollout of resources as well as development of a comprehensive safe schools strategy over the coming year.

18. Safe and Caring Schools Plan (Continued)

Michelle Stubbings, Superintendent of Safe and Caring Schools, highlighted Policy 48, Safe and Accepting Schools, to ensure that all students, staff, and stakeholders feel welcome, valued and safe. She outlined two priorities for September. The first is a toolkit of Kindergarten to Grade 12 resources and age appropriate lessons, which contains resources on understanding of values and agreements for learning and working, code of conduct, online behaviour, anti-bullying, consent culture, anti-human sex trafficking, anti-vaping strategy, identity affirming learning environments, special education, and restorative justice. The second priority is the development of a comprehensive strategy aimed at reducing incidence of concerning behavior in schools. Michelle Stubbings advised that a consultation with a variety of stakeholders will commence in September 2023, the work aligns with Policy and Program Memorandum 145, Progressive Discipline, and an update report will be brought to the trustees in January 2024.

Responses to trustees' questions of clarification included: communication on the consultation plan will be sent home and all components of the toolkit can be shared with parents; lessons on affirming identity as they are based in human rights; Safe and Caring Schools department will work with superintendents of education to assist principals and vice-principals with the contents of the kit; the calendar attached to the toolkit is specific to the month of September and principals are expected to continue the work throughout the year and upload evidence of the ongoing work; appropriate washroom behaviour is part of the code of conduct and includes no vaping, for which communication to educate students and parents has been developed; the toolkit has a consistent system-wide message; measuring success of the toolkit will be done through collection of data at school level to determine whether there is a decrease in the number of suspensions and expulsions. A trustee's suggestion for further discussions and feedback on the use of washroom strategy to ensure student safety was taken under advisement. In response to the query on expected walkouts on September 20, 2023, a 2SLGBTQIA+ action plan is being developed, which will include a letter to parents, and a template letter to be sent home with students. Staff will consider the trustee's request for student attendance data on that day. The question on sharing the toolkit materials through the website and social media channels was taken under advisement. A trustee requested a report on the number of incidents related to suspensions and expulsions, which need medical attention due to violent incidents, for the past five years. Chair Green offered to discuss the request with Director Swarup regarding feasibility of this task.

Resolution No. 23-163

moved by Lucas Alves

seconded by Susan Benjamin

Resolved, that the report re Safe and Caring Schools Plan, be received.

..... carried

19. Third Quarter Financial Reports as at May 31, 2023

Associate Director, Operations and Equity of Access, Jaspal Gill, reported that the financial statements outline the Peel DSB's actual expenditures as at May 31, 2023. He noted that the overall expenditures are slightly above those of the previous years at approximately 72%, and below the benchmark of 75%. He advised that although overall expenditures are trending below budget, variability in spending can be seen in various areas due to slow starts in certain programs and timing of expenditures. The report includes Other School Board Grants and Expenses report as at May 31, 2023, Ministry Grant allocations outside of the GSNs (Grants for Student Needs), and funding for federal and other third party programs.

Resolution No. 23-164 moved by Karla Bailey
seconded by Brad MacDonald

Resolved, that the Third Quarter Financial Reports as at May 31, 2023, be received.

..... carried

20. Trustee Annual Learning Plan: 2023-2024

Kathryn Lockyer, General Counsel and Governance Officer, stated that the Trustee Annual Learning Plan was first required through the Ministry directives and since then it has been added to the Procedure Bylaw. The plan demonstrates trustees' commitment to ongoing learning and development, and input has been requested from trustees on suggestions for future learning. Kathryn Lockyer advised that some learning sessions are mandatory and are recorded so that they can be accessed at a later date and attendance is tracked. The report provides the attendance record for the previous year and the proposed schedule of learning sessions for the upcoming year.

Resolution No. 23-165 moved by Satpaul Singh Johal
seconded by Will Davies

Resolved, that the Trustee Annual Learning Plan for 2023-2024, be approved. (APPENDIX II, Item 15.4 of the Agenda).

..... carried

21. Adoption of the Closed Session Report

Resolution No. 23-166 moved by Jill Promoli
seconded by Susan Benjamin

Resolved, that the report of the Closed Sessions re: Minutes of the Board Meeting (Closed Session), June 14, 2023; Minutes of the Board Meeting (Closed Session), July 5, 2023; Minutes of the Audit Committee Meeting (Closed Session), June 8, 2023, and Principal/Vice-Principals Assignments, be received.

..... carried

22. Adjournment

Resolution No. 23-167 moved by Stan Cameron
seconded by Brad MacDonald

Resolved, that the meeting adjourn (20:15 hours).

..... Chair Secretary

RESOLUTIONS APPROVED IN CLOSED SESSION, AUGUST 23, 2023

Members present:

David Green, Board Chair
LeeAnn Cole, Board Vice-Chair (electronic)
Lucas Alves (electronic)
Karla Bailey
Susan Benjamin
Stan Cameron

Jeffrey Clark
Will Davies
Satpaul Singh Johal
Brad MacDonald
Jill Promoli

Member absent:

Kathy McDonald

1. Approval of Agenda

That, the agenda be approved.

2. Principal and Vice-Principal Assignments

That, the following elementary and secondary principal assignments, be received:

The following elementary principal assignment is a transfer, effective September 1, 2023:

Michael Poole, Principal, McKinnon Public School to Principal, Erin Centre Middle School.

The following secondary principal assignment is a transfer, effective September 1, 2023:

Kristy Zammit, Principal, Lorne Park Secondary School to Principal, Clarkson Secondary School.

The following co-ordinating principal assignments are transfers, effective September 1, 2023:

Andrea Dewar-Salmon, Principal, Fallingdale Public School to Coordinating Principal, Special Education, Social Emotional Learning and Well-Being.

Jeffrey Bertrand, Principal at Clarkson Secondary School to Coordinating Principal, Special Education, Social Emotional Learning and Well-Being.