



AGENDA

Board Meeting

Wednesday, July 2, 2025

7:00 p.m. – Open Session

Hybrid Meeting

MS Teams and Board Room, Central Board Office

Please note that all public sessions of Board Meetings are live-streamed and recordings are posted on the Peel District School Board website.

Members of the public can attend the public session of Board Meetings by watching the live-stream.

For additional details, including the live-stream link, visit
www.peelschools.org/trustees.

AGENDA

Open Session

Wednesday, July 2, 2025

1. Call to Order
2. National Anthem and Acknowledgement of Traditional Lands
3. Approval of Agenda
4. Declaration of Conflict of Interest
5. Staff Recognition
 - 5.1 Retirements
6. Board Chair's Announcements
7. Reports from Trustees Appointed to External Organizations
8. Approval of Minutes from Previous Board and Special Board Meetings
 - 8.1 Minutes – Board Meeting – June 18, 2025
9. Committee Minutes for Receipt and Motions for Consideration
 - 9.1 Minutes - Audit Committee – June 5, 2025
 - 9.2 Minutes – Governance and Policy Committee - June 11, 2025
 - 9.3 Motions - Special Education Advisory Committee – June 17, 2025
10. Staff Reports
 - 10.1 OPSBA Membership Fees (oral) - *presented by Jaspal Gill*
 - 10.2 PDSB Budget 2025-2026 (for information) - *presented by Jaspal Gill*
 - (a) Budget Introduction – *presented by Chair Green*
 - (b) Director's Remarks – *presented by Rashmi Swarup*

AGENDA

(c) Budget Overview – *presented by Jaspal Gill*

(d) Budget Motions

11. Communications

12. Trustee Motions/Motions for Consideration

13. Notice of Motion

13.1 Overnight Accommodation

13.2 Extreme Heat Days

14. Adoption of the Closed Session Report

15. PDSB Success Stories

16. Adjournment

5.1

Board Meeting, July 2, 2025

Retirements

Strategic Alignment:

Plan for Student Success – Safe, positive, healthy climate/well-being

Report Type:

For Information

<i>Prepared by:</i>	Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity
<i>Submitted by:</i>	Rashmi Swarup, Director of Education

Overview

Objective:

To recognize retiring Peel District School Board staff.

Context:

Each month, staff who are or have recently retired are recognized.

Appendices

Appendix 1 – Retirements

PEEL DISTRICT SCHOOL BOARD

Regular Meeting of the Board

July 2, 2025

RETIREMENTS

ALT, Lee
Office Manager
Effective: August 25, 2025

CARBAJAL GUTIERREZ, Mandy
Classroom Teacher
Effective: June 30, 2025

CORCORAN, Kevin
Classroom Teacher
Effective: June 30, 2025

DELIMA, Malcolm
Classroom Teacher
Effective: June 30, 2025

ELLIS, Dawn
Educational Assistant
Effective: August 31, 2025

FOURNIER, Karen
Educational Assistant
Effective: July 11, 2025

GAWRON, Zofia
Custodian
Effective: July 31, 2025

GIOVANNETTI, Sue
Classroom Teacher
Effective: June 30, 2025

GORDON, Barbara
Principal
Effective: August 31, 2025

RETIREMENTS

HENDERSON, Kimberly
Classroom Teacher
Effective: June 30, 2025

IRELAND, Evelyn
Social Worker
Effective: June 30, 2025

LAROCHE, Susan
Custodian
Effective: June 27, 2025

LORENZO, Frances
Classroom Teacher
Effective: June 30, 2025

MARICIC, Dusica
Educational Assistant
Effective: October 31, 2025

MARTIN, Linda
Head Custodian
Effective: July 11, 2025

MAYDAN, Jocelyn
Classroom Teacher
Effective: June 30, 2025

PODDER, Susmita
Educational Assistant
Effective: October 31, 2025

ROBERTS, Jane
Classroom Teacher
Effective: June 30, 2025

RETIREMENTS

SILVA, Maria
Office Assistant
Effective: June 30, 2025

SUPAUL, Lilly
Classroom Teacher
Effective: June 30, 2025

WATSON, Jeremy
Classroom Teacher
Effective: June 30, 2025

WILSON, Dana
Principal
Effective: August 31, 2025

Retirements as at July 2, 2025 Board Meeting

Teacher	1628-Administrative Support	2544-Custodial	Educational Assistants/DECEs	Principal	Vice Principal	ASG	PSSP
Sue Giovannetti	Alt Lee	Linda Martin	Sumsita Podder	Dana Wilson			Evelyn Ireland
Frances Lorenzo	Maria Silva	Zofia Gawron	Karen Fournier	Barbara Gordon			
Kimberly Henderson		Susan Laroche	Dawn Ellis				
Malcolm DeLima			Dusica Maricic				
Kevin Corcoran							
Mandy (Armandina) Carbjal Gutierrez							
Jane Roberts							
Jeremy Watson							
Lilly Supaul							
Jocelyn Maydan							
10	2	3	4	2	0	0	1

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, June 18, 2025, at 18:00 hours. The hybrid meeting was held in the Board Room, H. J. A. Brown Education Centre, 5650 Hurontario Street, Mississauga, Ontario, and by electronic means.

Members present:

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

Student Trustees:

Pradwit Thapa, Student Trustee North
Justin Ko, Student Trustee South
Austin Chrisjohn, Indigenous Student Trustee

Administration:

Rashmi Swarup, Director of Education
Paul da Silva, Associate Director, School Improvement and Equity
Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access
Tania Alatishe-Charles, Controller, Finance Support Services
Alvin Au, Superintendent of Education
Craig Caslick, Superintendent of Education
Lara Chebaro, Superintendent, Curriculum and School Improvement
Yonnette Dey, Superintendent of Education
Soni Gill, Superintendent of Education
Atheia Grant, Superintendent of Equity, Indigenous Education and Community Engagement
Leslie Grant, Superintendent of Education
Lisa Hart, Superintendent of Education
Rasulan Hoppie, Superintendent of Education
Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity
Lisa Leoni, Superintendent, Leadership Development and School Partnerships
Mark Marshall, Acting Chief Information Officer, Learning Technology Support Services
Ozma Masood, Superintendent of Education
Neerja Punjabi, Superintendent of Education
Claudine Scuccato, Superintendent Special Education
Bernadette Smith, Superintendent, Innovation and International Programs
Michelle Stubbings, Superintendent, Safety and Well-Being
Mathew Thomas, Controller, Planning and Accommodation Support Services

Administration: (Continued)

Jasmine Vorkapic, Governance Officer
Kervin White, Superintendent of Education
Mary Zammit, Superintendent of Education

Lorelei Fernandes, Board Reporter

1. Call to Order

Chair David Green called the meeting to order at 18:00 hours.

2. Closed Session

Resolution No. 25-143 moved by Brad MacDonald
seconded by Will Davies

Resolved, that the Board move into Closed Session (18:00 hours).

..... carried

The meeting recessed at 19:30 hours and reconvened at 19:37 hours.

3. Acknowledgement of Traditional Lands and National Anthem

A video recital of the Acknowledgement of Traditional Lands and the National Anthem was viewed.

4. Recognition of Student Trustees

Chair Green thanked the student trustees, Justin Ko, Austin Chrisjohn, and Pradwit Thapa and acknowledged their work on enhancing music programs and equitable access to arts education; engagement with the Ontario Student Trustees' Association (OSTA-AECO) advocating for equity; leadership in championing Indigenous identity and participating in cultural events and programs to reinforce Indigenous voices and traditions; representation in environmental stewardship; collaboration with student leaders and supporting technological innovation and digital well-being. The student trustees were presented with tokens of appreciation.

Later in the meeting the student trustees expressed appreciation for the opportunities offered to them and thanked the administration and staff for the positive impact on their growth.

5. Approval of Agenda

Resolution No. 25-144

moved by Will Davies
seconded by Susan Benjamin

Resolved, that the agenda be approved.

..... carried

6. Declaration of Conflict of Interest

There were no declarations of conflict of interest.

7. Staff Recognition: Retirements

Vice-Chair, Satpaul Singh Johal, recognized retiring staff for their hard work and dedication to Peel DSB and wished them well in their retirement.

Resolution No. 25-145

moved by Jeffrey Clark
seconded by Lucas Alves

Resolved, that the following retirements be received:

Kristine Babensee-Beattie
Amarjit Bassi
Maryanne Basso
Jody Bayes
Kimberley Beardwood
Teresinha Bento
Bhupinder Bhandal
Nazli Bhatti
Jody Biamonte
Shauna Bird
Heather Boland
Mark Botnick
Nancy Brockelbank
David Bromstein
Brian Carlson
Jenny Clarke
Anna Crawford
Sylvia Cutmore
Mary-ann Dacres French
Dino Dapice
Anna De Andrade
Lal Dhaliwal
Julie Dippelhofer

Ewa Doroszko
Paul Furness
Jennifer Gouin
Jean Graham
Sheryl Hibbins
Darlene Hickey
Cathy Hill
Laurieanne Hogarth
Patricia Ip
Zena Marcia Jackson
Karen Jones
Bruce Juby
Karen Kinden
Stephen Knox
Olga Levin
Neena Manku
Carole Mara
Andrea May
Sharon McLeod
Veronica Meikle
Joseph Melo
Alina Michalski
Jasmine Misra

Voula Nielsen
Uchi Nkado
Luisa Nunes-Melo
Greg Paley
Melissa Perez
Douglas Porter
Lovleen Randhawa
Ann Schneller
Cristina Sciamanna
Cindy Sellers
Donna Sidal
Lynn Stamp
Kathy Stiliadis
Louis Tavares
Donna Tudhope
Sharon Vaz
Mary Vickers
John Volpe
Deborah Weston
Julie Wilson-Clements
Mario Zaffino

..... carried

8. Board Chair's Announcements

Chair, David Green reflected on the positive work done at Peel DSB on student well-being, the Multi-Year Strategic Plan, and continued growth and engagement with students, families and community partners in a variety of activities and programs supporting minority groups. He commended students on the many awards of excellence received and outstanding achievements during this school year and acknowledged the growing number of Black parents engaged in the Black Student Association (BSA) and Parent Involvement groups to make a difference in the community. Chair Green commented on several events he has attended showcasing talent, partnerships, community consultation, professional development, and graduation events across Peel. He reiterated his commitment to fostering collaboration, transparency, and student-centered leadership. David Green thanked the trustees for the opportunity of being Chair of the Board and for their support.

Resolution No. 25-146

moved by Satpaul Singh Johal
seconded by Jill Promoli

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

..... carried

9. Director's Report

Director of Education, Rashmi Swarup, reflected on the first year of the implementation of the Board's Multi-Year Strategic Plan, and reports on progress and actions presented to the Board. The work will be assessed to set measurable goals for Year 2 to improve outcomes for students, staff, and families. Rashmi Swarup noted the Board's commitment to Peel DSB's values of creating inclusive education, positivity, and empathy while cultivating healthy school cultures. She highlighted Peel DSB's environmental stewardship in the Student Climate Action Team and EcoSchools program, the Annual Black Students Association Conference, and the Indigenous Student Advisor Program which have helped identity affirmation and assisted in meeting the Ministry's expectations. Director Swarup noted that the Ministry has acknowledged the Board's co-operation, compliance, and progress on the Directives, which is now complete, and she expressed appreciation for the Ministry's ongoing support and feedback. Director Swarup spoke about the enrolment increase in summer programs, as well as the Advanced Placement and Afro-Canadian Diaspora seminar course, and the 5th Annual Canada Forum scheduled for the start of the upcoming school year. She expressed her appreciation for the dedication of students, staff, and community members for their work.

Resolution No. 25-147

moved by Will Davies
seconded by Brad MacDonald

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

..... carried

10. Reports from Trustees on External Organizations

1. Ontario Public school Boards' Association (OPSBA)

An oral update report was provided on the Ontario Public school Boards' Association's Annual General Meeting, which included participation in the elections for the OPSBA President, Chair and Vice-Chair. Trustees David Green and Karla Bailey are on the OPSBA Board of Directors, representing Peel DSB. Trustee Kathy McDonald represents the Black Trustees' Caucus and is a member of the Education Program Work Group, Trustee Bailey is part of the Policy Development Work Group, and Trustee Green is also a member of the OPSBA Executive Council.

Resolution No. 25-148 moved by Susan Benjamin
seconded by Stan Cameron

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

..... carried

11. Minutes of the Board Meeting, May 28, 2025

Resolution No. 25-149 moved by Kathy McDonald
seconded by LeeAnn Cole

Resolved, that the Minutes of the Board Meeting, held May 28, 2025, be approved.

..... carried

12. Minutes of the Special Education Advisory Committee Meeting, May 20, 2025

Resolution No. 25-150 moved by Susan Benjamin
seconded by Lucas Alves

Resolved, that the Minutes of the Special Education Advisory Committee Meeting, held May 20, 2025, be received.

..... carried

13. Motions for Consideration: Special Education Advisory Committee Meeting, May 20, 2025

Resolution No. 25-151 moved by Karla Bailey
seconded by Jill Promoli

Resolved, that the following recommendations arising from a meeting of the Special Education Advisory Committee Meeting, held May 20, 2025, be approved:

13. Motions for Consideration: Special Education Advisory Committee Meeting, May 20, 2025 (Continued)

1. Change to SEAC Membership

That, the seat on the Special Education Advisory Committee (occupied by Abilities to Work) be declared vacant.

2. Down Syndrome Association of Peel re SEAC Membership

That, Anju Mistry will be the Representative of the Down Syndrome Association of Peel on the Special Education Advisory Committee, and the Alternate Representative will be Zulema Best.

..... carried

14. Minutes of the Physical Planning, Finance and Building Committee Meeting, June 4, 2025

Resolution No. 25-152

moved by Stan Cameron
seconded by Will Davies

Resolved, that the Minutes of the Physical Planning, Finance and Building Committee Meeting, held June 4, 2025, be received.

..... carried

15. Motions for Consideration: Physical Planning, Finance and Building Committee Meeting, June 4, 2025

Resolution No. 25-153

moved by Stan Cameron
seconded by Jeffrey Clark

Resolved, that the following recommendations arising from a meeting of the Physical Planning, Finance and Building Committee Meeting, held June 4, 2025, be approved:

1. Delegation of Amandeep Bains on behalf of the Red Cedar Public School Community regarding Delay in the Construction of Red Cedar Public School

That, the delegation of Amandeep Bains on behalf of the Red Cedar Public School Community regarding Delay in the Construction of Red Cedar Public School, be referred to the Director's Office for a response.

15. Motions for Consideration: Physical Planning, Finance and Building Committee Meeting, June 4, 2025 (Continued)

2. Delegation by Emma Haug-Kindellan, Credit Valley Conservation, and David Kellershohn and Darryl Grey, Toronto and Region Conservation Authority Seeking a Formal Partnership Agreement to Develop a Collective Flood Evacuation and Flood Prevention and Awareness Program for Flood Prone Schools within Peel DSB

That, the delegation by Credit Valley Conservation and Toronto and Region Conservation Authority Seeking a Formal Partnership Agreement to Develop a Collective Flood Evacuation and Flood Prevention and Awareness Program for Flood Prone Schools within Peel DSB, be referred to staff for an information report to be presented at a subsequent meeting.

3. New Attendance Boundary: Glenhaven Senior Public School Middle Years International Baccalaureate Regional Learning Choices Program

That, effective September 2026, the new boundary for the Middle Years International Baccalaureate Regional Learning Choices Program at Glenhaven Senior Public School be as follows:

Commencing at the intersection of Highway 401 and Highway 407
Then east along Highway 401 to the eastern border of the Region of Peel
Then south along the eastern border of the Region of Peel to Lake Ontario
Then west along the southern edge of the Region of Peel to the western border of the Region of Peel
Then north along the western border of the Region of Peel to the point of commencement.
(Appendix I, as attached to the minutes of the Physical Planning, Finance and Building Committee)

4. Science and Technology Regional Learning Choices Program (RLCP) Boundary Change: Morning Star Middle School (Grades 6-8); Centennial Senior Public School (Grades 6-8); Macville Public School (Grades 6-8)

That, effective September 2026, the following boundary changes, be as follows:

1. The new boundary for the Science and Technology Regional Learning Choices Program at Morning Star Middle School, be as follows:

Commencing at the intersection of Highway 410 and Bovaird Drive East
Then east along Bovaird Drive East, continuing east along Castlemore Road to Old Castlemore Road
Then east along Old Castlemore Road to the Region of Peel boundary
Then south along the Region of Peel boundary to Highway 401
Then west along Highway 401 to Highway 410
Then north along Highway 410 to the point of commencement.

15. Motions for Consideration: Physical Planning, Finance and Building Committee Meeting, June 4, 2025 (Continued)

2. A boundary change to the Science and Technology Regional Learning Choices Programs at Centennial Senior Public School

Commencing at the intersection of the western Region of Peel boundary and Mayfield Road
Then east along Mayfield Road to Highway 410
Then south along Highway 410 to Highway 401
Then west along Highway 401 to the Region of Peel boundary at Winston Churchill Boulevard
Then north along the Region of Peel boundary to the point of commencement.

3. A boundary change to the Science and Technology RLCP at Macville Public School

Commencing at the intersection Mayfield Road and the western Region of Peel boundary
Then north along the western Region of Peel boundary to the northern Region of Peel boundary
Then east along the norther Region of Peel boundary to the eastern Region of Peel boundary
Then south along the eastern Region of Peel boundary to Old Castlemore Road
Then west along Old Castlemore Road to Castlemore Road
Then west along Castlemore Road, continuing along Bovaird Drive East to Highway 410
Then north along Highway 410 to Mayfield Road
Then west along Mayfield Road to the point of commencement.
(Appendix II, as attached to the Minutes of the Physical Planning, Finance and Building Committee)

..... carried

16. Minutes of the Curriculum, Equity and Well-Being Committee Meeting, June 9, 2025

Resolution No. 25-154 moved by Lucas Alves
seconded by Susan Benjamin

Resolved, that the Minutes of the Curriculum, Equity and Well-Being Committee Meeting, held June 9, 2025, be received.

..... carried

17. Minutes of the Governance and Policy Committee Meeting, June 11, 2025

Resolution No. 25-155 moved by Brad MacDonald
seconded by Lucas Alves

Resolved, that the Minutes of the Governance and Policy Committee Meeting, held June 11, 2025, be received.

..... carried

18. Motions for Consideration: Governance and Policy Committee Meeting, June 11, 2025

Resolution No. 25-156

moved by Brad MacDonald
seconded by Lucas Alves

Resolved, that the following recommendations arising from a meeting of the Governance and Policy Committee Meeting, June 11, 2025, be approved:

1. Delegation by Madison Stewart re Food for Good, regarding Feeding Minds: Strengthening Oversight in school Food Policy

That, the delegation of Madison Stewart re Food for Good, regarding Feeding Minds: Strengthening Oversight in school Food Policy, be referred to the Director of Education for a response.

2. Human Rights Policy

That, the revised Human Rights Policy, attached as Appendix 2, be approved.
(Appendix I, as attached to the Minutes of the Governance and Policy Committee)

3. Extra-Curricular Activity Policy

That, the Extra-Curricular Activity Policy, attached as Appendix 1, be approved.
(Appendix II, as attached to the Minutes of the Governance and Policy Committee)

4. Amendments to Trustee Code of Conduct

- (i) That, the revised Trustee Code of Conduct, attached as Appendix 2, be approved;
- (ii) That, the Trustee Code of Conduct Enforcement Procedure, attached as Appendix 3, be approved.
(Appendix III, as attached to the Minutes of the Governance and Policy Committee)

5. Referral from Curriculum, Equity and Student Well-Being Committee meeting, held May 13, 2025, re Delegation by Danielle Humayun, OSSTF District 19, on Better Schools, Stronger Communities

That, the delegation of Danielle Humayun, OSSTF District 19, on Better Schools, Stronger Communities, be referred to the Director of Education for a response.

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Chair Green responded to a trustee's question of clarification regarding Item 15.4, Trustee Code of Conduct, that an anonymous complaint cannot be accepted.

.....

Resolution No. 25-156

..... carried

19. Peel Learning Foundation (PLF)

Brian Hobbs, Executive Officer, Peel Learning Foundation, and Sara Smith presented information on the positive difference PLF continues to make in Peel schools. Brian Hobbs provided background information on the inception of PLF and noted that it is a registered charity. The Foundation has two programs, the Student emergency Needs Program for all students, and the Backpack Program for students in Kindergarten to Grade 3 and Grades 9 – 12. Brian Hobbs thanked trustees for making the Foundation Peel DSB's charity of choice. The presenters reviewed the 2024 Impact Report, which indicates that students continue to receive support. Sarah Smith noted that in 2024, 2,604 students were provided with essential supplies, 763 students were assisted with Backpacks and 146 students received Chromebooks. Reporting that over \$280,000 was raised, the presenters thanked the donors and asked everyone to continue to support students through PLF. A video encouraging public support was viewed. Trustees spoke in favour of the program.

Resolution No. 25-157

moved by Will Davies
seconded by LeeAnn Cole

Resolved, that the report re Peel Learning Foundation (PLF), be received.

..... carried

20. Multi-Year Strategic Plan Progress Report 10.1 – Human Resources, Partnerships and Equity

Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access, stated that the Human Resources (HR) department is instrumental in fostering inclusive, equitable, and high performing environment which aligns with the Multi-Year Strategic Plan (MYSP). The report outlines the contributions of HR in improving organizational effectiveness and student outcomes. He thanked staff for their work in enabling the Board to continue to support student achievement.

Executive Officer, Human Resources, Partnerships and Equity, Masuma Khangura, presented a summary of the MYSP Progress Report which included an update on the impact of various initiatives of the HR department. She highlighted: successful planning and implementation of the Employment Systems Review recommendations; enhanced recruitment efforts; nurturing leadership; embedding equity; updating policy and procedures, risk assessments for safety and compliance, enhancing critical information systems within the department; implementation and completion of compensation related collective agreement requirements. Masuma Khangura commented on the Boards commitment to staff development, well-being, and improving partnerships, and supporting staff in meeting the needs of diverse students. She advised on HR's role in collecting and analyzing Workforce Census data which assists the Board to make informed decisions in addressing systemic racism, oppression, and reconciliation.

In response to a question, Masuma Khangura confirmed that a Workforce Census is currently being developed, and consultations with stakeholders has begun. The launch of a census is tentatively set for early 2026, with an analysis expected to be completed by summer of 2026.

20. Multi-Year Strategic Plan Progress Report 10.1 – Human Resources, Partnerships and Equity (Continued)

Further questions of clarification from trustees were responded to regarding: benchmarks and targeted hiring strategies for candidates with disabilities include self-identification, actively encouraging staff to seek accommodation and providing accommodations; implementing a renewed Accessibility for Ontarians with Disabilities Act (AODA) plan; the Board currently has an Employee Resource Group for staff with disabilities. A trustee asked whether hiring based on geographical location can be considered, and she was requested to seek clarification from the Legal department.

Resolution No. 25-158

moved by Jeffrey Clark
seconded by Satpaul Singh Johal

Resolved, that the report re Multi-Year Strategic Plan Progress Report 10.1 – Human Resources, Partnerships and Equity, be received.

..... carried

21. Multi-Year Strategic Plan in Action

Paul da Silva, Associate Director, School Improvement and Equity, stated that the MYSP, developed collaboratively with the Board of Trustees and staff, continues to serve as a guiding framework to inspire and focus on the work done by Peel DSB. Superintendent of Education, Soni Gill, highlighted activities at various schools in Peel through innovative, identity-affirming and collaborative learning to achieve the MYSP goals and shared how schools are building pathways to student improvement. At Churchill Meadows Public School, the environmental stewardship and Indigenous Ways of Knowing initiative included a community garden, a green space where children learn about well-being, stewardship and care, infusing First Peoples' principles of learning and Indigenous ways. Oscar Peterson Public School's Ubuntu philosophy – I am because we are – defines the school's identity and shapes interactions. Students are reminded of strength in unity and the importance of their identity, voice, and contributions. A partnership between Edenwood Middle School and Plum Tree Park Public School enabled students to work together to build planters and benches and engage in hands-on projects connected to math, science, learning skills, design thinking and environmental stewardship. At Meadowvale Secondary school students are exploring pathways that ignite curiosity through international travel, collaboration with professional artists, and robotics activities. The work supports academic excellence, equity and inclusion are interconnected commitments.

Resolution No. 25-159

moved by Jill Promoli
seconded by LeeAnn Cole

Resolved, that the oral report re Multi-Year Strategic Plan in Action, be received.

..... carried

22. Adoption of the Closed Session Report

Resolution No. 25-160

moved by Satpaul Singh Johal
seconded by Kathy McDonald

Resolved, that the report of the Closed Session re: Minutes of the Board Meeting (Closed), May 28, 2025; Minutes of the Physical Planning, Finance and Building Committee (Closed) Meeting, June 4, 2025; Motions for Consideration: Audit Committee Meeting (Closed) June 5, 2025; Principal and Vice-Principal Appointments and Assignments; Senior Team Organization – 2025-2026; Director Performance Plan 2024-2025, and Trustee Governance Responsibilities, be received, and the recommendations contained therein be approved.

..... carried

23. Peel DSB Success Stories

School, staff, and student successes were highlighted, aligned with the Board's Multi-Year Strategic Plan for 2024-2028, which identifies the most important priorities of the PDSB as well as actions necessary to accomplish the goals of fulfilling the purpose of promoting student success through inclusion, innovation, and empowerment. A video was played, highlighting the following activities and initiatives: at the Maawnjiding Wingushkeng Centre for Indigenous Excellence and Land Based Learning, students created their own regalia; Humberview Secondary School has a comprehensive robotics program with state-of-the-art technology and the school's robotics team, Alpha Dogs, have competed for over a decade in the Championships and last year won 6th place, in Texas; Excellence in Eloquence, a co-curricular event has been held for over two decades in Peel schools. The initiative has given students an opportunity to develop communication skills, express themselves, share, and discuss important topics; Students from Brampton Centennial, Castlebrooke, David Suzuki, Humberview, Louise Arbour, and Sandalwood Heights Secondary Schools participated in the first Peel DSB Kabaddi tournament which was hosted by Sandalwood Heights Secondary School; groundbreaking construction was initiated at Ellengale Public School to build a new state-of-the-art Kindergarten to Grade 8 school; Five schools from the John Fraser Family of Schools organized a Grade 5 outdoor Play Day offering various play activities. Chair Green expressed appreciation for the work of staff, students, and families.

Resolution No. 25-161

moved by Karla Bailey
seconded by Brad MacDonald

Resolved, that the report re Peel DSB Success Stories, be received.

..... carried

24. Adjournment

Resolution No. 25-162

moved by Jeffrey Clark
seconded by Stan Cameron

Resolved, that the meeting adjourned (20:27 hours).

..... carried

..... Chair Secretary

RESOLUTIONS APPROVED IN CLOSED SESSION, JUNE 18, 2025

Members present:

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

1. Approval of Agenda

That, the agenda, as amended, be approved.

2. Minutes of the Board Meeting (Closed), May 28, 2025

That, the Minutes of the Board Meeting (Closed), held May 28, 2025, be approved.

3. Minutes of the Physical Planning, Finance and Building Committee (Closed), June 4, 2025

That, the Minutes of the Physical Planning, Finance and Building Committee (Closed), held June 4, 2025, be received.

4. Motions for Consideration: Audit Committee Meeting (Closed), June 5, 2025

That, the following recommendation arising from the Physical Planning, Finance and Building Committee Meeting (Closed), held June 5, 2025, be approved:

1. Cyber Security Audit Report

That, the recommendations contained in the Cyber Security Audit Report be adopted. (Appendix I, as attached to the Minutes)

2. Risk Assessment and Regional Internal Audit Plan: 2025-2026 and 2026-2027

That, the Board approve the Risk Assessment and Regional Internal Audit Plan: 2025-2026 and 2026-2027. (Appendix II, as attached to the Minutes)

5. Principal and Vice-Principal Appointments and Assignments

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

The following elementary principal assignments are transfers, effective August 1, 2025:

Norman Barker, Principal, Trelawny Public School to Principal, Artesian Drive Public School.

Joseph Pileggi, Principal, Ridgewood Public School to Principal, Brandon Gate Public School.

Jason Ieraci, Principal, Fallingbrook Middle School to Principal, Janet I McDougald Public School.

The following elementary principal assignment is a promotion, effective August 1, 2025:

Vanessa Colabawalla, Vice-Principal (External) to Principal, Ridgewood Public School.

The following elementary vice-principal assignments are transfers, effective August 1, 2025:

Chanique Panagakos, Vice-Principal, Dolson Public School and Eldorado Public School to Vice-Principal, Whaley's Corners Public School.

Kevin Hryhchuk, Vice-Principal, Whaley's Corners Public School to Vice-Principal, Dolson Public School and Malala Yousafzai Public School.

The following secondary principal assignment is a promotion, effective August 1, 2025:

Catherine Bruce, Vice-Principal, West Credit Secondary School to Principal, Applewood Acres Secondary School.

The following secondary vice-principal assignments are transfers, effective August 1, 2025:

Gillian Lutterel-Anderson, Vice-Principal, Stephen Lewis Secondary School to Vice-Principal, West Credit Secondary School.

David Barnes, Vice-Principal, Chinguacousy Secondary School to Vice-Principal, Bramalea Secondary School.

Peter Banhan, Vice-Principal, Bramalea Secondary School to Vice-Principal, West Credit Secondary School.

Skye Bowen, Vice-Principal, T.L. Kennedy Secondary School to Vice-Principal, Chinguacousy Secondary School.

5. Principal and Vice-Principal Appointments and Assignments (Continued)

The following coordinating principal assignment is a transfer, effective August 1, 2025:

Karen Thomas-Blanchette, Principal, John Fraser Secondary School to Coordinating Principal, Social Emotional Learning, Safety and Well-Being.

6. Senior Team Organization – 2025-2026

That, the following changes to the Senior Team organization, effective August 1, 2025, be received:

Craig Caslick, from Superintendent of Education, Port Credit, T.L. Kennedy and Woodlands Family of Schools to Superintendent of Human Resources, Workforce Planning, Abilities, Wellness and Attendance

Donna Ford, from Superintendent of Education, Brampton Centennial and Turner Fenton Family of Schools to Superintendent of Education, Port Credit, T.L. Kennedy and Woodlands Family of Schools.

Ozma Masood, from Superintendent of Education, Central Peel, Chinguacousy and North Park Family of Schools to Superintendent of Education, Brampton Centennial and Turner Fenton Family of Schools.

Maxine Miller, Principal, Earnscliffe Senior Public School to Superintendent of Education, Central Peel, Chinguacousy and North Park Family of Schools.

PEEL DISTRICT SCHOOL BOARD

Minutes of a meeting of the Audit Committee of the Peel District School Board. 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, on Thursday, June 5, 2025, at 14:38 hours.

Members present:

Stan Cameron (electronic)
Will Davies
Pradeep Sinha (electronic)

Member absent (apologies received):

Lucas Alves

Also present:

Paula Hatt, Senior Manager, Regional Internal Audit Team (RIAT)
Josh Trigiani, External Auditor, BDO Canada LLP

Administration:

Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access (Executive Member)
Tania Alatishe-Charles, Controller, Finance Support Services (Executive Back-up Member)
Mark Marshall, Acting Chief Information Officer, Learning Technology Support Services
Tony Ronca, Senior Internal Auditor

Lorelei Fernandes, Board Reporter

1. Call to Order

Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access and designate of the Director of Education, called the meeting to order.

2. Acknowledgement of Traditional Lands

The video on the Acknowledgement of Traditional Lands was viewed.

3. Election of Chair and Vice-Chair

Associate Director Gill stated that the term for Chair and Vice-Chair is for one year. He called for nominations for the position of Chair of the Audit Committee.

3. Election of Chair and Vice-Chair (Continued)

Trustee Stan Cameron nominated Trustee Will Davies.

The nomination of Trustee Davies for the position of Chair of the Audit Committee was moved by Stan Cameron and seconded by Pradeep Sinha.

There were no further nominations.

AC-01 moved by Will Davies
 seconded by Stan Cameron

Resolved, that the nomination for the position of Chair of the Audit Committee be closed.

..... carried

Trustee Will Davies was acclaimed as Chair of the Audit Committee.

Associate Director Gill called for nominations for the position of Vice-Chair of the Audit Committee.

Trustee Will Davies nominated Pradeep Sinha.

The nomination of Pradeep Sinha for the position of Vice-Chair of the Audit Committee was moved by Will Davies and seconded by Stan Cameron.

There were no further nominations.

AC-02 moved by Will Davies
 seconded by Stan Cameron

Resolved, that the nomination for the position of Vice-Chair of the Audit Committee be closed.

..... carried

Pradeep Sinha was acclaimed as Vice-Chair of the Audit Committee.

Trustee Will Davies assumed the Chair.

4. Rise and Report from Closed Session

AC-03 moved by Stan Cameron
 seconded by Pradeep Sinha

Resolved, that the reports of the Closed Session re: Minutes of the Audit Committee Meeting (Closed), held on November 14, 2024; Cyber Security Audit Report; PDSB Regional Internal Audit Update; Risk Assessment and Regional Internal Audit Plan: 2025-2026 and 2026-2027, and that the recommendations contained therein, be approved.

..... carried

5. Approval of Agenda

AC-04 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the agenda be approved.

..... carried

6. Declaration of Conflict of Interest

There were no declarations of conflict of interest.

7. Minutes of the Audit Committee Meeting, November 14, 2024

AC-05 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the Minutes of the Audit Committee meeting, held November 14, 2024, be approved.

..... carried

8. Internal Audit Services Summary

Tony Ronca, Internal Auditor, advised that the report lists the schools where audits have been conducted since September 2024 to date. He stated that the findings were minor, regarding school efficiencies. Most of the audits have been completed and the remaining will be completed in September 2025. Following this, a report will be brought to the Audit Committee, along with the frequency on types of findings and categories, and the audit log indicating the audit cycle of 6 – 7 years for schools.

AC-06 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the report re Internal Audit Services Summary, be received.

..... carried

9. Internal Audit Plan 2025-2026

Tony Ronca, Internal Auditor, stated that the report contains the proposed plan for school audits for the upcoming school year, identifying the schools scheduled to be audited.

AC-07 moved by Pradeep Sinha
seconded by Stan Cameron

Resolved, that the report re Internal Audit Plan 2025-2026, be received.

..... carried

10. Audit Committee Work Plan

Tania Alatishe-Charles, Controller, Finance Support Services, reviewed updates to the Work Plan, which summarizes the requirements under Ontario Regulation 361/10 with respect to duties related to the RIAT as well as Peel DSB's internal audit team. The mandate of three Audit Committee meetings per year has been met.

AC-08 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the report of the Audit Committee Work Plan, be received.

..... carried

11. PDSB Annual Report of Access Requests - MFIPPA

Chief Operating Officer and Associate Director, Operations and Equity of Access, Jaspal Gill, reviewed the Annual Report for the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA). He highlighted that 37 requests were received during the year 2024, 75% of these were for general records, 8 requests required consultation with third parties, 4 required a time extension, and 4 requests were abandoned after preliminary work was done. A total of \$1,852 was collected in MFIPPA fees.

AC-09 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the PDSB Annual Report of Access Requests - MFIPPA, be received.

..... carried

12. Audit Committee Meeting Schedule – 2025-2026

Associate Director Gill advised that as per the Regulation, the Audit Committee is required to meet at least three times per year with the first meeting taking place before the end of September each year. Four meetings have been scheduled for the next school year with the first one scheduled for September 25, 2025. The focus of the November 2025 meeting will be on the Board's audit, followed by a meeting in March 2026 and a final meeting in June 2026.

AC-10 moved by Stan Cameron
seconded by Pradeep Sinha

Resolved, that the Audit Committee Meeting Schedule for 2025-2026, be received.

..... carried

13. Adjournment

AC-11 moved by Pradeep Sinha
seconded by Stan Cameron

Resolved, that the meeting adjourn (14:57 hours).

..... carried

..... Chair

PEEL DISTRICT SCHOOL BOARD

Minutes of a meeting of the Governance and Policy Committee of the Peel District School Board, held on Wednesday, June 11, 2025, at 17:30 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.

Members present:

Brad MacDonald, Chair
Karla Bailey
Jeffrey Clark
Will Davies
David Green, Ex-officio (electronic)
Jill Promoli (electronic)

Also present:

Susan Benjamin

Members absent (apologies received)

Lucas Alves, Vice-Chair

Administration:

Jasmine Vorkapic, Governance Officer (Executive Member)
Harjit Aujla, Associate Director, School Improvement and Equity
Jasmine Dunn, Executive Lead, Human Rights

Lorelei Fernandes, Board Reporter

1. Call to Order

Chair MacDonald called the meeting to order.

2. Acknowledgement of Traditional Lands

A recording of the Land Acknowledgement was viewed.

3. Approval of Agenda

GC-29 moved by Jeffrey Clark
seconded by Karla Bailey

Resolved, that the agenda be approved.

..... carried

4. Conflict of Interest

There were no declarations of conflict of interest.

5. Minutes of the Governance and Policy Committee Meeting, May 14, 2025

GC-30 moved by Will Davies
seconded by Jill Promoli

Resolved, that the Minutes of the Governance and Policy Committee Meeting, held May 14, 2025, be approved.

..... carried

6. Delegation by Madison Stewart, Food for Good, re Feeding Minds: Strengthening Oversight in School Food Policy

Madison Stewart delegated on behalf of Food for Good. She provided brief background information on herself as a student in public health. She expressed her desire to advise school boards about PPM 150, School Food and Beverage Policy, compliance, and monitoring of this regulation. A video describing the effects that lack of food can have on a student was viewed. Madison Stewart remarked that nutrition is an essential building block of academic success and advised that over 43% of families in Ontario experience some form of food insecurity. She added that poor nutrition leads to stunted growth and can cause emotional and behavioural challenges. Commenting on possible reasons for nutritional neglect, Madison Stewart noted that PPM 150 sets out clear expectations on nutritional standards. She emphasized the need for a structured process and proper oversight, and she encouraged school boards to initiate an oversight committee to find solutions to support the program.

GC-31 moved by Jeffrey Clark
seconded by Karla Bailey

Resolved, that the Delegation by Madison Stewart, Food for Good, re Feeding Minds: Strengthening Oversight in School Food Policy, be referred to the Director of Education for a response.

..... carried

7. Human Rights Policy

Jasmine Dunn, Executive Lead, Human Rights, provided background information and purpose of the Policy which applies to all Peel DSB community members. She stated that the updated Policy aligns closely with Human Rights legislation and affirms Peel DSB's commitment to equity and inclusion. The policy also incorporates recommendations from the Employment Systems Review and feedback from internal and external stakeholders.

7. Human Rights Policy (Continued)

Jasmine Dunn highlighted the changes which included, explanation of definitions, clarification on protection under the policy, and updated sections for clarity on referenced PDSB departments, policies, and procedures. She responded to members' questions of clarification regarding: feedback from the community and other school boards is considered; the review timeline of 3 years ensures that any updates to the Human Rights Code or case decisions are integrated; communication of the updates will be through relevant websites, memo to all staff, and staff training. Jasmine Dunn confirmed that relevant policies and reference documents in the Policy will be hyperlinked.

GC-32 moved by Will Davies
seconded by Jill Promoli

Resolved, that the Governance and Policy Committee recommends to the Board:

That, the Human Rights Policy, attached as Appendix 2, be approved. (APPENDIX I, refers to Item 7.1 of the Agenda)

..... carried

8. Extra-Curricular Activity Policy

Coordinating Principal, Sumble Kaukab, presented the report. She advised that the revised Extra-Curricular Activity Policy now includes definitions, examples of activities, and outlines guiding principles and expectations to support students' learning experiences. In addition, the Policy outlines supervision parameters, ensures communication measures, rules and responsibilities, consistency, and accountability. The Policy is aligned with other Board policies, procedures, and guidelines. Sumble Kaukab noted that an internal and external consultation was undertaken, and feedback was incorporated.

GC-33 moved by Karla Bailey
seconded by Will Davies

Resolved that the Governance and Policy Committee recommends to the Board:

That, the Extra-Curricular Activity Policy, attached as Appendix 1, be approved
(APPENDIX II refers to Item 7.2 of the Agenda)

.....

Some trustees expressed concern that the Policy is extensive in its expectations of school principals and staff who volunteer for extra-curricular activities and asked whether staff are provided with the tools to enable Policy adherence. Sumble Kaukab explained that: most of the Policy clarifies duties and responsibilities and is written to ensure that the equity and inclusion standards are met. The Policy will create alignment with guidelines and procedures for management of extra-curricular activities.

8. **Extra-Curricular Activity Policy (Continued)**

Referring to 4.26 of the Policy, Trustee Promoli put the following motion on the floor to amend the Policy wording.

GC-34 Moved by Jill Promoli
 Seconded by Jeffrey Clark

Resolved that, section 4.26 of the Policy be reworded as follows:

- 4.26 The principal, or staff designate, should review and approve any information that the club would like to distribute to students and the school community, using the most updated policies and procedures.

.....

Associate Director of School Improvement and Equity, Harjit Aujla, acknowledged the workload of the school principals. However, he emphasized the need for involvement of principals with extra-curricular activities to ensure alignment with operations and expectations of the activities. Board Chair, David Green agreed with Associate Director Aujla regarding the accountability and mandated role of the principal, and provided his understanding of Ministry expectations in this regard. Sumble Kaukab offered alternate language for the amendment to designate the task with ultimate responsibility resting with the Principal. Further questions of clarification were responded to regarding responsibility for moving to a designate in the absence of a Principal. Chair MacDonald summarized the discussion that the school principal is mandated by the Ministry to assume full responsibility for extra-curricular activities. Trustee Promoli acknowledged the new information and agreed to withdraw her motion.

.....

GC-34 withdrawn

GC-33 carried

9. **Amendments to the Trustee Code of Conduct: June 2025**

Governance Officer, Jasmine Vorkapic, presented the revised Trustee Code of Conduct. She recalled that the Complaint Protocol section of the Trustee Code of Conduct was approved in March 2025 and has been updated and issued as an Operating Procedure to comply with regulatory changes and demonstrate the Board's commitment to working together to resolve matters. She stated that the new Trustee Code of Conduct includes an informal complaint procedure to provide opportunity for the board to resolve complaints internally.

9. Amendments to the Trustee Code of Conduct: June 2025 (Continued)

Jasmine Vorkapic reviewed the revisions which clarify: the Board's responsibility for appointing and funding the Integrity Commissioner; imposition of a sanction barring a trustee from attending all or part of one meeting of the Board shall be deemed to be authorization for a trustee to be absent from the meeting; updates regarding the publication of Records and Information requirements. She added that the Ministry of Education has implemented a mandatory professional development program on Code of Conduct revisions for trustees. She noted that as per Ontario Regulation 312/24, the revisions are to be completed by August 31, 2025.

GC-35 moved by Will Davies
seconded by Jeffrey Clark

Resolved, that the Governance and Policy Committee recommends to the Board:

- (i) That, the revised Trustee Code of Conduct, attached as Appendix 2, be approved;
 - (ii) That, the Trustee Code of Conduct Enforcement Procedure, attached as Appendix 3, be approved.
- (APPENDIX III)

.....

Chair MacDonald referred to the Informal Complaint Procedure, where it indicates that a trustee does not have to first attempt an informal resolution to a complaint before commencing a formal one. He proposed that in the spirit of building positive relationships, minimizing costs of referring a complaint to the Integrity Commissioner (IC), that trustees, where possible, have an opportunity within the informal process of 20 days to resolve issues among themselves. Chair MacDonald proposed the following motion to amend the wording under section 4.A, Informal Complaint Procedure:

GC-36 moved by Jill Promoli
seconded by Jeffrey Clark

Resolved that, all complaints proceed through the informal complaint process; however, where the issue is considered serious, the complainant can request moving to the formal complaint process.

.....

Speaking to the motion, Chair MacDonald explained that when the complaint is not of a serious nature, the proposed amendment will allow the trustee complainant an informal internal process for a resolution. If no resolution is reached the complaint can be forwarded to the IC. Discussion ensued and questions of clarification were responded to regarding: the previous policy allowed an informal process; the OPSBA template has mandated sections from Ont. Reg. 306 and 312 and the Education Act as well as best practices; informal process allows 20 business days for a resolution before contacting the Integrity Commissioner.

GC-36 defeated

GC-35 carried

10. Referral from May 13, 2025 Curriculum, Equity and Student Well-Being Committee - Delegation of Danielle Humayun, OSSTF District 19, regarding Better Schools, Stronger Communities

Chair MacDonald recalled that on May 13, 2025, Danielle Humayun from OSSTF District 19 presented the OSSTF D19 School Climate Survey delegated the Curriculum, Equity and Student Well-Being Committee, regarding the significant reduction in per-student funding since 2018.

GC-37 moved by Jill Promoli
seconded by Jeffrey Clark

Resolved, that the Delegation of Danielle Humayun, be referred to the Director of Education for a response.

..... carried

11. Adjournment

GC-38 Moved by Will Davies
seconded by Karla Bailey

Resolved, that the meeting adjourn (18:41 hours).

..... carried

..... Chair

MOTIONS FOR CONSIDERATION: SPECIAL EDUCATION ADVISORY COMMITTEE

Arising from a meeting of the Special Education Advisory Committee meeting, held June 17, 2025, the following recommendations are brought for Board approval:

1 Special Education Plan Amendment 2025

Resolved, that the report Special Education Plan Amendment 2025, be received.
(APPENDIX I)

2. Feasibility of Reserved Pathways for Students with Exceptionalities into Regional Learning Choices Programs

Whereas, Regional Learning Choices Programs (RLCPs) at the Peel District School Board offer specialized academic pathways through an application and/or exam-based process;

And whereas, anecdotal information indicates that approximately 200 students with learning exceptionalities apply to RLCPs each year, with limited data on how many meet entry thresholds and/or gain admission;

And whereas, the Board currently reserves a percentage of RLCP seats for students who self-identify as African, Black, Afro-Caribbean, First Nations, Inuit and Métis students through a graded entry program;

Therefore be it resolved, that, staff be directed to prepare a report that includes:

1. The number of students with identified learning exceptionalities who have applied to RLCPs over the past 4 Years and/or gained entry into the program;
2. The proportion of those applicants who met eligibility thresholds and/or were offered admission;
3. An analysis of the feasibility and potential impacts, logistical, legal, and equity-related, of reserving a percentage of RLCP seats for students with exceptionalities who meet admission criteria;
4. A comparison of the current admission structure for equity-deserving groups and how a similar model could be reasonably adapted for students with exceptionalities;
5. Recommendations on next steps to ensure equitable access for students with learning exceptionalities to RLCPs, aligned with the board's equity and inclusion goals.

Submitted by:

Harjit Aujla
Associate Director, School Improvement and Equity

Special Education Advisory Committee Meeting, June 17, 2025

Special Education Plan Amendment 2025

Strategic Alignment:

This report aligns with legislative requirement to provide an update/amendment to any changes in the Board's Special Education Plan

Report Type:

Update

<i>Prepared by:</i>	Claudine Scuccato, Superintendent – Special Education Harjit Aujla, Associate Director – School Improvement & Equity
<i>Submitted by:</i>	Rashmi Swarup, Director of Education

Overview

Update:

This report provides an update to the PDSB Special Education Plan report (7.4) from the September 17, 2024, SEAC meeting.

Highlights:

- Report outlines changes made to the published Special Education Plan
- Highlights the numerous program changes for 2025 with the transition to Learning Hubs
- Updates projected Special Education staffing for 2025

Background:

For 2024-25, the Special Education department dedicated themselves to updating the Board's Special Education Plan to align with Ministry expectations as outlined in *Special Education in Ontario: Kindergarten to Grade 12*. This report and the attached amendment provide all updates, based on collaboration within all PDSB departments, schools, SEAC and the community, to the Special Education Plan that have been made during the academic year, or that will take effect for September 2025. Some changes, including some of the changes recommended by SEAC, have already been incorporated in the Plan posted to the Board's website.

Evidence

Findings/Key Considerations:

The 2025-26 Amendment to the Board's Special Education Plan provides updates in the following areas:

- Standard 2 – overview of the transition to Learning Hubs from Special Programs contained classes; addition of the After School Skills Development Programs
- Standard 3 – role description for new Individualized Education Resource Teachers (IERTs), and removal of descriptions for roles that are not continuing; addition of missing role description for Deaf/Hard of Hearing Itinerant teachers; addition of EA role.
- Standard 4 – minor update to Student Review Meetings to reflect role of IERTs
- Standard 7 – update to parties responsible for providing services as per PPM 81
- Standard 8 – update to identification criteria for Language Impairment exceptionality
- Standard 9 – updated program descriptions and placement considerations for Learning Hubs and Vocational 1
- Standard 11 – updated numbers of students attending Provincial Demonstration schools
- Standard 12 – projected staffing allocations for 2025-26
- Standard 13 – revised professional learning offerings, and reformatting for clarity
- Standard 16 – update to modified day transportation
- Standard 17 – update to reflect the current SEAC membership
- Standard 17 – update to reflect current composition of SEAC members

The amendment will also include a new appendix, the Family Guide to Special Education. This guide provides a comprehensive overview of Special Education processes and programs in a more accessible manner for parents and caregivers.

Impact Analysis

Equity & Human Rights Review:

In our commitment to fostering a more inclusive and equitable educational environment, we recognize the need to rethink how we name and structure Special Education programs. Revisioning these programs is a critical step in addressing the systemic inequities perpetuated by the use of diagnostic labels as the primary framework for accessing services.

This change ensures that all students can access the services they need, while still using comprehensive assessment data that inform their individual student portrait and programming, without reinforcing ableist assumptions that can sometimes be made about diagnostic labels.

Based on a review of the current model of Special Education program delivery, and in consideration of feedback from administrators, educators, SEAC and families/caregivers, changes to the model of program delivery for students receiving Special Education support in a congregated class environment are being implemented starting in the 2025-2026 school year. These changes are highlighted in the chart below:

Community Impact:

Changes to the Special Education Plan included in the 2025 Amendment have been shared with SEAC members during monthly SEAC meetings where all Standards were reviewed and feedback was received. Feedback provided by SEAC members, and the public has been reviewed and any changes to the Special Education Plan were shared with SEAC during the May 20, 2025, SEAC meeting. Ongoing consultation with SEAC with respect to the Board's Special Education Plan, Special Education budget and staffing will continue during the 2-25-26 school year.

Next Steps

Action Required:

The amendment is to be submitted to the Ministry of Education by July 31, 2025, and will be uploaded on to the Board's website by September 1, 2025.

Communications:

Upon approval and submission to the Ministry of Education, the amendment is posted on the Board's public website under the Special Education Plan. Its contents will also be included in the full Special Education Plan posted on the Board's website.

Appendices

Appendix 1 – [PDSB Special Education Plan 2024](#)

Appendix 2 – [2025 Special Education Plan Amendment](#)

2025-2026

Proposed Operating and Capital Budget

PEEL DISTRICT SCHOOL BOARD
2025-2026 BUDGET
Table of Contents

Director's Report	Page	4-5
7-year Enrolment Summary		7
Financial Summary		
Total Revenue and Expenses		9
Business Cases Approved		10
Operating Revenue		11
Operating Expense		12
Regional		
School Staffing		14
School Budget		15
Regional Budget		16-18
Department Budgets		
Director of Education		21-25
Governance and Policy		27-29
Legal and Privacy		31-33
Central Organizational Expenses		35-36
Finance Support Services		38-40
Innovation and International Programs		42-44
Planning & Accommodation Support Services		46-48
Equity, Indigenous Education and Community Engagement		50-52
Curriculum & School Improvement		54-56
Continuing and Adult Education		58-60
Human Resources, Partnerships & Equity		62-64
Leadership Development & School Partnerships		66-68
Safety and Well Being		70-72
Special Education		74-76
Field Office Support Services		78-79
Facilities and Environmental Support Services		81-84
Learning Technology Support Services		86-89
Transportation Support Services		91-93
Communication and Public Engagement		95-97
School Renewal		99-101
Operational Expenses Related to Capital		103-104
Tangible Capital Assets		106

DIRECTOR'S REPORT

July 2, 2025

I am pleased to present the Peel District School Board's proposed balanced budget of \$2,243,509,594 for the 2025-2026 fiscal year. Aligned with the Board's Multi-Year Strategic Plan (MYSP), this budget ensures that our financial decisions support long-term goals and strategic priorities. It underscores our unwavering commitment to preparing students for a dynamic future by equipping them with the essential skills and knowledge for their well-being and academic success.

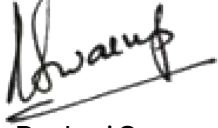
This year's budget process was particularly challenging, as the board faces its sixth consecutive year of declining enrolment alongside increasing support needs of our marginalized and vulnerable students. At the same time, Core Education funding formulas have not kept pace with the rising costs associated with special education, statutory benefits, sector-wide absenteeism and the rising cost of inflation impacting non-salary costs. In areas where there were significant Core Education funding changes, most are directly linked to staffing obligations related to the collective agreements with little new money for programs and local priorities. Compounding these challenges was the requirement to balance the budget without relying on reserve funds. Despite these financial pressures, our unwavering commitment to equity and inclusion has guided our decisions. Every choice was made with the goal of ensuring our students have access to the support and opportunities they need to thrive.

Our budget development process was thorough and inclusive. We worked closely with employee group leaders, trustees, and the senior leadership team to gather key insights and ensure strategic alignment. We also invited input from parents, guardians, students, school council members, and community stakeholders through an online survey, while offering opportunities for public delegations through the Budget Development and Physical Planning, Finance, and Building Committees. These contributions were vital in shaping a budget that reflects the diverse voices of our community.

Despite financial pressures, our priorities were clear: support our most vulnerable students, advance equity and inclusion, maintain high standards for academic achievement, foster positive and safe learning environments, and address cost pressures driven by inflation. Guided by our consultation process, the 2025–2026 budget includes targeted investments outlined in detail on page 10 of this budget book. This budget reflects our continued focus on fiscal responsibility while maintaining our commitment to student success and classroom excellence.

I extend my sincere gratitude to our senior leadership team, trustees, and the Finance Support Services Team for their hard work and collaboration in preparing the budget. I also thank the parents, staff, and community members who provided thoughtful feedback during this process. Your voices help ensure that we remain responsive, transparent, and student-focused.

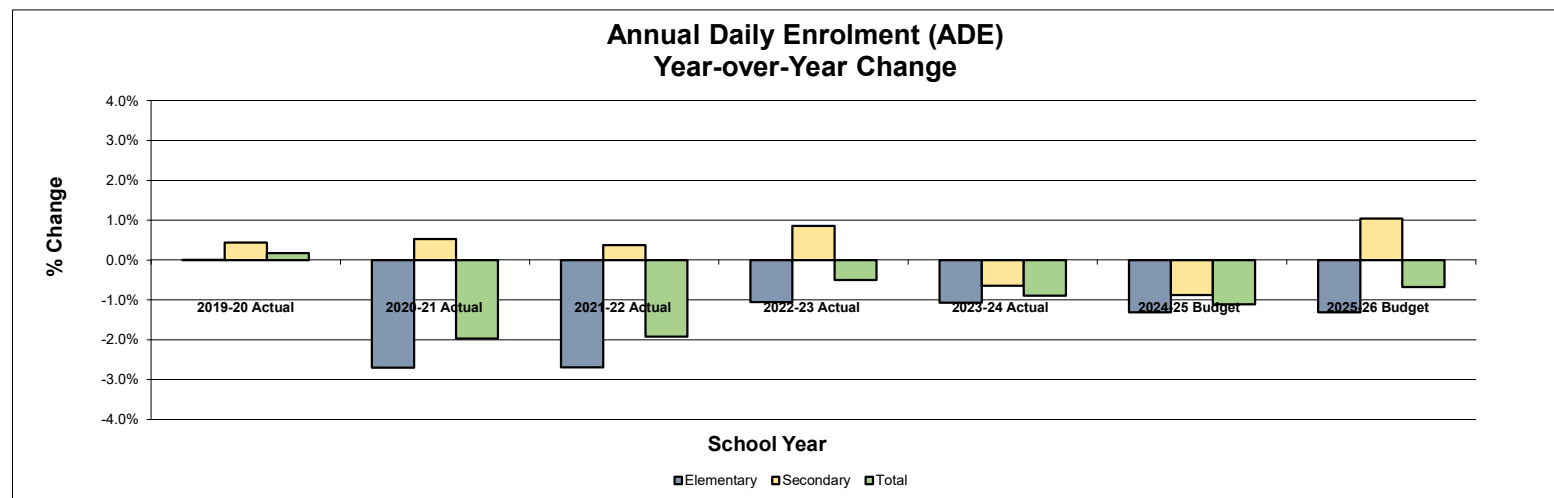
Sincerely,

A handwritten signature in black ink, appearing to read 'Rashmi Swarup', with a horizontal line drawn underneath it.

Rashmi Swarup
Director of Education

7-YEAR ENROLMENT SUMMARY

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 7-Year Enrolment Summary									
	2019-20 Actual	2020-21 Actual	2021-22 Actual	2022-23 Actual	2023-24 Actual	2024-25 Budget	2024-25 Revised Budget	2025-26 Budget	Change from 24-25 Budget
Elementary Enrolment:									
JK-K	21,070.5	20,154.3	19,933.5	20,143.0	19,756.0	19,334.0	19,241.5	18,523.0	(811.0)
Grades 1 to 3	34,548.0	33,411.0	32,214.0	31,790.0	31,796.5	31,690.0	31,673.0	31,246.0	(444.0)
Grades 4 to 8	59,749.0	58,683.5	57,079.5	56,140.0	55,356.5	54,480.0	54,860.0	54,351.0	(129.0)
Total Elementary	115,367.5	112,248.8	109,227.0	108,073.0	106,909.0	105,504.0	105,774.5	104,120.0	(1,384.0)
<i>% change over prior year</i>	<i>0.0%</i>	<i>(2.7%)</i>	<i>(2.7%)</i>	<i>(1.1%)</i>	<i>(1.1%)</i>	<i>(1.3%)</i>	<i>(1.1%)</i>	<i>(1.3%)</i>	
Secondary Enrolment:									
Grades 9 to 12	40,669.5	41,002.0	41,251.3	41,604.9	41,464.9	41,101.0	41,296.0	41,528.0	427.0
Independent Study	341.0	222.1	128.2	127.4					-
Secondary Day School	41,010.5	41,224.1	41,379.5	41,732.3	41,464.9	41,101.0	41,296.0	41,528.0	427.0
Over 21	0.50	2.13	2.38	2.50	1.00	-	-	-	-
Total Secondary (excluding International)	41,011.0	41,226.3	41,381.9	41,734.8	41,465.9	41,101.0	41,296.0	41,528.0	427.0
<i>% change over prior year</i>	<i>0.4%</i>	<i>0.5%</i>	<i>0.4%</i>	<i>0.9%</i>	<i>(0.6%)</i>	<i>(0.9%)</i>	<i>(0.4%)</i>	<i>1.0%</i>	
Total ADE (excluding International)	156,378.5	153,475.0	150,608.9	149,807.8	148,374.9	146,605.0	147,070.5	145,648.0	(957.0)
<i>% change over prior year</i>	<i>0.1%</i>	<i>(1.9%)</i>	<i>(1.9%)</i>	<i>(0.5%)</i>	<i>(1.0%)</i>	<i>(1.2%)</i>	<i>(0.9%)</i>	<i>(0.7%)</i>	
International	595.5	399.5	304.3	347.8	439.3	555.0	463.0	510.0	-45.0
Total ADE (including International)	156,974.0	153,874.5	150,913.2	150,155.6	148,814.2	147,160.0	147,533.5	146,158.0	(1,002.0)
<i>% change over prior year</i>	<i>0.2%</i>	<i>(2.0%)</i>	<i>(1.9%)</i>	<i>(0.5%)</i>	<i>(0.9%)</i>	<i>(1.1%)</i>	<i>(0.9%)</i>	<i>(0.7%)</i>	



FINANCIAL SUMMARY

Peel District School Board
2025-2026 Budget
Total Revenue and Expense Summary

	2024-2025 BUDGET	2025-2026 BUDGET	Change
<u>Revenue</u>			
Core Education Operating Grants	1,835,776,833	2,027,496,167	191,719,334
Responsive Education Program (REP)	14,373,484	18,358,874	3,985,390
Grants applied to Minor Tangible Capital Assets (TCA)	(1,373,348)	(585,000)	788,348
School Renewal Applied to Operating Expenses	5,905,633	5,905,633	-
Capital Related Revenues	124,734,112	131,114,357	6,380,245
School Generated Funds (SGF)	30,570,000	30,844,822	274,822
Other revenue - netted against expenses	10,658,710	8,142,171	(2,516,539)
Miscellaneous Revenue	21,544,699	20,208,076	(1,336,624)
Education Development Charges (EDC)	5,408,435	26,748,950	21,340,515
Total Revenue	2,047,598,558	2,268,234,050	220,635,491
<u>Expenses</u>			
Operating Expenses	1,936,623,679	2,047,431,792	110,808,113
Responsive Education Program (REP)	14,373,484	18,358,874	3,985,390
Minor Tangible Capital Assets (TCA)	(1,373,348)	(585,000)	788,348
School Renewal Applied to Operating Expenses	5,905,633	5,905,633	-
Capital Related Expenses	125,609,664	131,244,274	5,634,610
School Generated Funds (SGF)	30,570,000	30,844,822	274,822
Other expenses (netted against revenue)	10,658,710	8,142,171	(2,516,539)
Education Development Charges (EDC) Interest	3,749,236	2,167,029	(1,582,207)
Total Expenses	2,126,117,058	2,243,509,594	117,392,537
<u>Deferred Revenue</u>	8,526,225	-	
<u>Receivable - Bill 124</u>	60,453,380	-	
Preliminary Surplus / (Shortfall)	(9,538,895)	24,724,455	
<u>Compliance Measures</u>			
In Year Revenue for Land	(1,659,199)	(24,581,921)	
Interest Accrual Adjustment	(633,323)	(600,344)	
Amortization of Board Supported Capital Projects	796,618	704,036	
Amortization of Sinking Fund	361,776	361,775	
In Year Asset Retirement Obligation adjustment	(283,525)	(608,002)	
Compliance Surplus/ (Deficit)	(10,956,548)	0	

Peel District School Board
2025-2026 Budget

Business Cases Approved

Project Title with Business Case #	One-time Amount \$	On-going Amount \$
Educational Assistant-LTO, 100FTE (#1198)	6,279,700	
Child and Youth Practitioner (CYCP), 13FTE (#1181)		890,708
Child and Youth Care Practitioners -Supplies (#1162)	10,000	
Instructional Coach Indigenous Education K to 12, 2FTE (#1140)		282,430
Central Educational Assistants for Indigenous Students, 4FTE (#1150)		274,064
Resource Teacher Pathways, Transitions, Dual Credit for Indigenous Students, 1FTE (#1142)		142,354
Resource Teacher Indigenous Knowledge in Literacy, 1FTE (#1151)		140,003
Resource Teacher Indigenous Knowledge in Mathematics, 1FTE (#1152)		140,003
Impact Coach Counting on You (COY) - Middle School, 1FTE (#1194)		140,781
Impact Coach for Specialist High Skills Major-Explore High Skills (SHSM-EHS), 1FTE (#1205)		141,038
Individualized Education Resource Teacher (IERT) Elementary, 1FTE (#1144)	140,003	
Transportation - Travel Assistants (#1225)		439,595
Casual Principal - Kindergarten Recruitment (#1186)		13,000
Increase Hiring of Casuals Pool (#1210)	50,000	
Leading Education Innovation Projects-LEIP (#1172)		400,000
EcoSchool Program (#1219)		228,300
School Partnerships (#1179)		80,000
Peer Support Mentoring Program (#1180)		63,000
PDSB eLearning/Ontario eLearning Consortium (OeLC) Program and Membership (#1174)		30,000
Peel Skills Competition for Elementary and Secondary Schools (#1176)		50,000
Digital Wellness Platform (#1212)		50,000
Medical documentation reimbursement costs (#1213)		50,000
Principal/Vice Principal Sick Leave Adjudication Process (#1214)		75,600
Personal Protective Equipment/ PPE (#1215)		50,000
Hazardous Waste Disposal Services (#1216)		25,000
Inflationary increase for facilities' supplies (#1221)		133,000
Gasoline contracted services (#1222)		135,600
Transportation contract rate increase (#1226)		1,163,502
AllData Automotive Intelligence digital student resource (#1177)		20,000
HRIS system upgrade (#1158)		380,200
Migration to Azure Cloud Services (#1159)	255,000	
Workload management system expansion (#1160)	65,520	
Sub-Total	\$ 6,800,223	\$ 5,538,178
Total	\$	12,338,401

PEEL DISTRICT SCHOOL BOARD 2025-2026 BUDGET Summary of Operating Revenue			
	2024-2025	2025-2026	CHANGE
Enrolment - Average Daily Enrolment (ADE)	146,605	145,648	(957)
Elementary (excluding International Students)	105,504	104,120	(1,384)
Secondary (excluding International Students)	41,101	41,528	427
Classroom Staffing Fund (CSF)	1,061,586,255	1,196,325,740	134,739,485
1 CSF Per Pupil Allocation	760,541,165	847,381,420	86,840,255
2 Language Classroom Staffing Allocation	80,901,443	104,650,296	23,748,853
3 Local Circumstances Staffing Allocation	195,215,911	218,438,033	23,222,122
4 Indigenous Education Classroom Staffing Allocation	74,934	89,041	14,107
5 Supplementary Staffing Allocation	24,852,802	25,766,950	914,148
Learning Resources Fund (LRF)	272,936,479	299,072,507	26,136,028
6 LRF Per Pupil Allocation	102,376,102	108,429,128	6,053,026
7 Language Supports and Local Circumstances Allocation	18,020,975	19,191,678	1,170,703
8 Indigenous Education Supports Allocation	5,983,954	6,796,197	812,243
9 Mental Health and Wellness Allocation	3,179,390	3,366,558	187,168
10 Student Safety and Well-Being Allocation	4,137,248	4,312,441	175,193
11 Continuing Education and Other Programs Allocation	15,991,949	18,446,476	2,454,527
12 School Management Allocation	107,489,474	122,175,960	14,686,486
13 Differentiated Supports Allocation	15,757,387	16,354,069	596,682
Special Education Fund (SEF)	229,690,666	248,525,186	18,834,520
14 SEF Per Pupil Allocation	126,251,994	137,013,093	10,761,099
15 Differentiated Needs Allocation (DNA)	74,101,384	79,252,374	5,150,990
16 Complex Supports Allocation	20,645,772	23,417,106	2,771,334
17 Specialized Equipment Allocation (SEA)	8,691,516	8,842,613	151,097
School Facilities Fund (SFF)	157,225,018	163,540,628	6,315,610
18 School Operations Allocation	157,214,685	163,529,053	6,314,368
19 Rural and Northern Education Allocation	10,333	11,575	1,242
Student Transportation Fund (STF)	68,584,663	72,769,194	4,184,531
20 Transportation Services Allocation	68,031,469	72,186,102	4,154,633
21 School Bus Rider Safety Training Allocation	135,080	133,760	(1,320)
22 Transportation to Provincial or Demonstration Schools	418,114	449,332	31,218
School Board Administration Fund (SBAF)	45,753,752	47,262,912	1,509,160
23 Trustees and Parent Engagement Allocation	570,137	568,390	(1,747)
24 Board-Based Staffing Allocation	38,758,253	40,742,785	1,984,532
25 Central Employer Bargaining Agency Fees Allocation	59,190	60,919	1,729
26 Data Management and Audit Allocation	478,315	495,159	16,844
27 Declining Enrolment Adjustment (DEA) Allocation	5,887,857	5,395,659	(492,198)
Core Education Funding	1,835,776,833	2,027,496,167	191,719,334

PEEL DISTRICT SCHOOL BOARD
2025-2026 BUDGET
Summary of Operating Expense

DESCRIPTION	2024-2025 BUDGET	2025-2026 BUDGET	CHANGE
Regional	1,530,279,080	1,640,997,723	110,718,644
Director of Education	2,323,146	2,027,549	(295,598)
Human Rights Office	477,028	527,296	50,268
Research	1,345,381	1,395,214	49,833
Governance & Policy	1,855,824	1,868,568	12,744
Legal & Privacy	2,056,428	1,962,031	(94,397)
Central Organizational Expenses	28,331,685	13,368,584	(14,963,101)
Finance Support Services	7,061,755	8,930,159	1,868,404
Innovation and International Programs	5,809,198	5,917,623	108,425
Planning & Accommodation Support Services	1,455,120	1,557,026	101,906
Equity, Indigenous Education and Community	10,573,454	10,247,135	(326,319)
Curriculum & School Improvement	20,143,211	18,619,129	(1,524,082)
Continuing and Adult Education	9,329,074	10,229,426	900,352
Human Resources, Partnerships & Equity	14,898,832	16,175,012	1,276,180
Leadership Development & School Partnerships	2,125,202	1,946,277	(178,924)
Safety and Well Being	4,567,814	12,836,129	8,268,315
Special Education	28,891,760	21,786,228	(7,105,532)
Field Office Support Services	7,710,428	7,803,010	92,582
Facilities and Environmental Support Services	155,598,204	162,181,197	6,582,993
Corporate Support Services	5,108,138	-	(5,108,138)
Learning Technology Support Services	31,839,698	34,092,133	2,252,435
Transportation Support Services	62,992,324	70,992,556	8,000,231
Communication and Public Engagement	1,850,895	1,971,787	120,893
OPERATING EXPENSES	1,936,623,679	2,047,431,792	110,808,112

REGIONAL

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
School Staffing

	Budget 2024-25			Budget 2025-26			
	Elem	Sec.	Total	Elem	Sec.	Total	Change
<u>SCHOOL ADMINISTRATION</u>							
Principals	218.0	38.0	256.0	218.0	38.0	256.0	-
Vice Principals	153.0	81.0	234.0	146.0	84.0	230.0	(4.0)
Roy McMurtry Centre	0.0	2.0	2.0	0.0	2.0	2.0	-
TOTAL SCHOOL ADMIN	371.0	121.0	492.0	364.0	124.0	488.0	(4.0)
<u>INSTRUCTIONAL STAFF</u>							
Teachers							
Primary Class Size							
Classroom, ESL, Spec Ed	5,373.5	2,509.4	7,882.9	5,293.6	2,524.8	7,818.4	(64.4)
Preparation Time	856.9	0.0	856.9	848.6	0.0	848.6	(8.3)
Guidance	60.6	105.3	165.9	58.6	106.3	164.9	(1.0)
Library	133.8	46.3	180.1	133.8	46.3	180.1	-
Section 23 / Education and Community	4.0	11.0	15.0	4.0	11.0	15.0	-
Partnership Programs (ECPP)							
Roy McMurtry Centre	0.0	21.0	21.0	0.0	27.0	27.0	6.0
TOTAL INSTRUCTIONAL STAFF	6,428.8	2,693.0	9,121.8	6,338.6	2,715.5	9,054.1	(67.7)
<u>EDUCATIONAL ASSISTANTS (EA)</u>							
Student Learning - Spec education	1,440.9	564.2	2,005.0	1,414.0	606.0	2,020.0	15.0
Long Term Occasional	0.0	0.0	0.0	100.0	0.0	100.0	100.0
Section 23 / Education and Community	5.0	6.0	11.0	5.0	6.0	11.0	-
Partnership Programs (ECPP)							
Roy McMurtry Centre	0.0	6.0	6.0	0.0	11.0	11.0	5.0
Behaviour Educational Assistants	167.1	71.4	238.5	168.7	72.3	241.0	2.5
TOTAL EDUCATIONAL ASSISTANTS	1,613.0	647.6	2,260.5	1,687.7	695.3	2,383.0	122.5
<u>DESIGNATED EARLY CHILDHOOD EDUCATORS (DECE)</u>							
Designated Early Childhood Educators	660.0	0.0	660.0	636.0	0.0	636.0	(24.0)
TOTAL ECE	660.0	0.0	660.0	636.0	0.0	636.0	(24.0)
<u>SECRETARIAL STAFF</u>							
10 month	388.0	93.0	481.0	381.0	93.0	474.0	(7.0)
12 month	0.0	108.0	108.0	0.0	108.0	108.0	-
Virtual Schools	2.5	4.0	6.5	3.0	4.0	7.0	0.5
Roy McMurtry Centre	0.0	1.0	1.0	0.0	1.0	1.0	-
TOTAL SECRETARIAL STAFF	390.5	206.0	596.5	384.0	206.0	590.0	(6.5)
<u>PSSP STAFF</u>							
Psycho Educational Consultants			43.0			51.5	8.5
Social Workers			51.4			47.9	(3.5)
Speech Language Pathologists			54.4			56.8	2.4
Social Workers - Fresh Start and			6.1			6.1	-
Supervised Alternative Learning (SAL)							
TOTAL PSSP STAFF			154.9			162.3	7.4
TOTAL SCHOOL STAFFING (FTE)			13,285.7			13,313.4	27.7

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 SCHOOL BUDGET		
	2024-2025 BUDGET	2025-2026 BUDGET
<u>ELEMENTARY</u>		
<u>SALARIES</u>		
LUNCHROOM SUPERVISOR TOTAL	8,393,804	8,029,725
Early Learning Program	3,513,409	3,469,095
Special Education/Mainstream	4,880,395	4,560,630
TOTAL SALARIES	8,393,804	8,029,725
<u>BENEFITS</u>		
LUNCHROOM SUPERVISOR TOTAL	861,317	579,438
Early Learning Program	360,523	259,242
Special Education/Mainstream	500,794	320,196
TOTAL BENEFITS	861,317	579,438
<u>SCHOOL ALLOCATED FUNDS</u>		
REPAIRS - INSTRUCTIONAL EQUIPMENT	356,000	356,000
COMPUTER PLAN	2,312,720	2,312,720
FRENCH IMMERSION (FI) NEW CLASS START UP	49,000	49,000
INSTRUCTIONAL SUPPLIES & SUPPORT	12,205,895	11,462,120
ONTARIO FOCUSED INTERVENTION PARTNERSHIP (OFIP) TUTORING	25,000	25,000
OUTDOOR EDUCATION	933,702	933,702
PARENT ENGAGEMENT	109,500	109,500
	15,993,817	15,248,042
TOTAL ELEMENTARY COSTS	25,248,938	23,857,205
	2024-2025 BUDGET	2025-2026 BUDGET
<u>SECONDARY</u>		
<u>SCHOOL ALLOCATED FUNDS</u>		
REPAIRS - INSTRUCTIONAL EQUIPMENT	495,000	495,000
INSTRUCTIONAL SUPPLIES & SUPPORT	7,325,043	6,915,025
EXTRACURRICULAR SUPPORT	300,000	300,000
COMPUTER PLAN	1,064,103	1,064,103
URBAN PRIORITIES	1,103,770	1,103,770
PARENT ENGAGEMENT	19,000	19,000
TOTAL SECONDARY COSTS	10,306,916	9,896,898
TOTAL SCHOOL COSTS	35,555,854	33,754,103

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 REGIONAL BUDGET		
	2024-2025 BUDGET	2025-2026 BUDGET
<u>ELEMENTARY STAFF</u>		
<u>SALARIES</u>		
TEACHER TOTAL	683,311,963	738,460,956
Classroom	662,878,531	715,989,147
Library and Guidance	20,433,432	22,471,809
OCCASIONAL TEACHERS	25,568,052	27,223,698
PRINCIPALS	30,651,949	35,227,514
VICE PRINCIPALS	17,856,649	20,799,379
SECRETARIAL TOTAL	22,548,856	22,442,250
Regular	22,099,133	21,963,175
Temporary Supply	449,723	479,075
DESIGNATED EARLY CHILDHOOD EDUCATORS TOTAL	40,019,634	41,286,671
Regular	37,517,729	37,849,193
Temporary Supply	2,501,905	3,437,478
EDUCATIONAL ASSISTANT TOTAL	85,523,409	93,600,807
Special Education	82,111,201	88,578,104
Temporary Supply	3,412,208	5,022,703
PROF AND PARA PROFESSIONAL	17,387,445	18,281,003
TOTAL SALARIES	922,867,957	997,322,278
<u>BENEFITS</u>		
TEACHER TOTAL	95,118,125	91,701,758
Classroom	92,238,136	88,892,754
Library and Guidance	2,879,989	2,809,004
OCCASIONAL TEACHERS	2,712,943	2,522,431
PRINCIPALS	3,560,072	3,526,772
VICE PRINCIPALS	2,426,495	2,329,280
SECRETARIAL TOTAL	6,574,202	6,482,704
Regular	6,528,054	6,404,366
Temporary Supply	46,148	78,338
DESIGNATED EARLY CHILDHOOD EDUCATORS TOTAL	11,300,993	11,353,784
Regular	11,044,264	10,848,244
Temporary Supply	256,729	505,540
EDUCATIONAL ASSISTANT TOTAL	25,443,955	27,205,366
Special Education	25,104,169	26,539,953
Temporary Supply	339,786	665,413
PROF AND PARA PROFESSIONAL	4,095,842	4,223,178
TOTAL BENEFITS	151,232,627	149,345,273
<u>REGIONAL SUPPORT FUNDS</u>		
MILEAGE	194,080	194,080
	194,080	194,080
TOTAL ELEMENTARY COSTS	1,074,294,664	1,146,861,631

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 REGIONAL BUDGET		
	2024-2025 BUDGET	2025-2026 BUDGET
<u>SECONDARY STAFF</u>		
<u>SALARIES</u>		
TEACHER TOTAL	282,466,503	313,585,767
Classroom	264,159,543	292,916,308
Library and Guidance	15,840,922	17,207,727
Dept. head Allowance	2,466,038	3,461,732
OCCASIONAL TEACHERS	7,116,121	7,539,772
PRINCIPALS	5,468,202	6,141,784
VICE PRINCIPALS	10,752,872	12,426,870
LIBRARY TECHNICIANS	1,605,420	1,606,895
SECRETARIAL TOTAL	10,891,589	11,133,534
Regular	10,774,368	11,008,662
Temporary Supply	117,221	124,872
EDUCATIONAL ASSISTANT TOTAL	33,682,301	37,906,017
Special Education	32,549,632	35,753,430
Temporary Supply	1,132,669	2,152,587
FOOD SERVICES VOCATIONAL	782,510	806,833
SECTION 23/ ECCP	2,279,693	2,434,270
ROY MCMURTRY	2,643,792	3,780,005
TOTAL SALARIES	357,689,003	397,361,747
<u>BENEFITS</u>		
TEACHER TOTAL	39,354,926	40,008,098
Classroom	36,807,362	37,350,795
Library and Guidance	2,204,027	2,211,766
Dept. head Allowance	343,537	445,537
OCCASIONAL TEACHERS	755,069	698,603
PRINCIPALS	623,148	614,926
VICE PRINCIPALS	1,310,682	1,336,892
LIBRARY TECHNICIANS	484,029	475,926
SECRETARIAL TOTAL	3,136,089	3,129,812
Regular	3,124,061	3,109,507
Temporary Supply	12,028	20,305
EDUCATIONAL ASSISTANT TOTAL	10,047,832	10,997,560
Special Education	9,932,666	10,713,823
Temporary Supply	115,166	283,737
FOOD SERVICES VOCATIONAL	249,236	250,586
SECTION 23/ ECCP	400,415	385,600
ROY MCMURTRY	442,461	593,915
TOTAL BENEFITS	56,803,887	58,491,918
<u>REGIONAL SUPPORT FUNDS</u>		
O.F.S.A.A. FEES	29,000	29,000
SECTION 23/ ECCP SUPPLIES	54,906	54,906
MILEAGE	254,920	254,920
ROY MCMURTRY	69,310	91,636
TOTAL SCHOOL SUPPORT FUNDS	408,136	430,462
TOTAL SECONDARY COSTS	414,901,026	456,284,127

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 REGIONAL BUDGET		
	2024-2025 BUDGET	2025-2026 BUDGET
<u>COMBINED EXPENSES</u>		
SUPERINTENDENT SUPPORT FUNDS	754,442	750,401
PSSP - MILEAGE,PD & MEMBERSHIPS	597,415	222,098
INSTRUCTIONAL TECHNOLOGY	847,500	-
STAFF ON LOAN	5,472,099	6,784,271
STAFF ON LOAN - RECOVERY	(4,605,206)	(6,107,657)
SUPERINTENDENT - ON LEAVE COVERAGE	95,000	95,000
STPDL - PROFESSIONAL DEVELOPMENT	1,997,198	1,986,340
SYNERVOICE	236,000	236,000
AUDIO VISUAL SUPPLIES	133,088	131,408
TOTAL COMBINED COSTS	5,527,536	4,097,861
TOTAL REGIONAL COSTS	1,494,723,226	1,607,243,619
<u>REGIONAL COST SUMMARY</u>		
TOTAL REGIONAL COSTS	1,494,723,226	1,607,243,619
TOTAL SCHOOL COSTS	35,555,854	33,754,103
TOTAL REGIONAL/SCHOOL COSTS	1,530,279,080	1,640,997,722

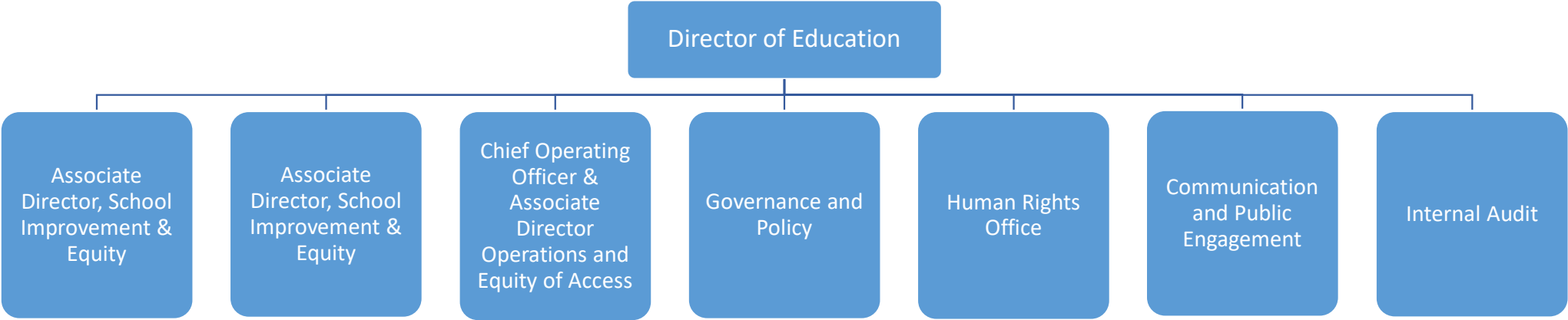
Note:

2025-2026 Regional Budget includes approved Business Case #1198 - Educational Assistant-LTO, 100FTE

DEPARTMENTS

DIRECTOR OF EDUCATION

Director of Education



Areas Supported	
<ul style="list-style-type: none">• Responsible to the Board for management and coordination of instructional and business aspects for the Board’s operation• Staff support, coordinate procedures for Board, Committee meetings and related activities• Support for Senior Administration• Operations & Equity of Access• Research	<ul style="list-style-type: none">• Relationships & Community Partnerships• Leadership & Capacity Building• Student Learning & Well-Being• Legal and Governance• Trustee Services• Human Rights• Internal Audit• Instructional & School Support• School Improvement and Equity Plan (SIEP)• Accountability

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1100 DIRECTOR OF EDUCATION

Director of Education & Secretary to the Board

DIRECTOR'S OFFICE

1.0	DIRECTOR OF EDUCATION & SECRETARY TO THE BOARD
1.0	CHIEF OPERATING OFFICER, ASSOCIATE DIRECTOR OF OPERATIONS & EQUITY OF ACCESS,
2.0	ASSOCIATE DIRECTOR OF SCHOOL IMPROVEMENT & EQUITY
1.0	SENIOR ADMINISTRATIVE COORDINATOR
1.0	COORDINATING PRINCIPAL
3.0	ASSISTANT TO DIRECTOR AND ASSOC DIRECTORS

HUMAN RIGHTS OFFICE

1.0	EXECUTIVE LEAD - HUMAN RIGHTS (GRANT FUNDED)
1.0	HUMAN RIGHTS OFFICER (GRANT FUNDED)
1.0	SENIOR HUMAN RIGHTS OFFICER
1.0	HUMAN RIGHTS OFFICER
1.0	HUMAN RIGHTS SPECIALIST

RESEARCH

1.0	RESEARCH MANAGER*
5.0	RESEARCH COORDINATOR*
1.0	STATISTICAL DATA ANALYST*
1.0	OFFICE ASSISTANT*

Total Staff

22.0

* Transfer from 1225 Innovation and International Programs

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1100 DIRECTOR OF EDUCATION

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,900,536	1,639,338
BENEFITS	251,078	216,679
STAFF DEVELOPMENT & PROFESSIONAL FEES	31,648	31,648
SUPPLIES & SERVICES	46,657	46,657
FEES & CONTRACTUAL SERVICES	81,227	81,227
OTHER COSTS	12,000	12,000
TOTAL COSTS	<u>2,323,146</u>	<u>2,027,549</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

STAFF DEVELOPMENT & PROFESSIONAL FEES	Strategic planning professional development
SUPPLIES & SERVICES	Consumables, printing, planning sessions, special projects, community support and business related expenses
FEES & CONTRACTUAL SERVICES	External consultants
OTHER COSTS	Membership fees to Council of Directors of Education (CODE) and Ontario Public Supervisory Officers Association (OPSOA)

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1100 HUMAN RIGHTS OFFICE

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	604,808	684,289
BENEFITS	142,881	153,568
STAFF DEVELOPMENT & PROFESSIONAL FEES	1,000	1,000
SUPPLIES & SERVICES	9,239	9,239
RENTALS	40,000	-
FEES & CONTRACTUAL SERVICES	15,000	15,000
OTHER COSTS	5,000	5,000
REVENUES & RECOVERIES	(340,900)	(340,800)
TOTAL COSTS	477,028	527,296

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SUPPLIES & SERVICES	Consumables, printing, and office supplies
FEES & CONTRACTUAL SERVICES	Case Management annual fees and consulting services
REVENUES & RECOVERIES	Grant recovery for Human Rights

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1100 RESEARCH

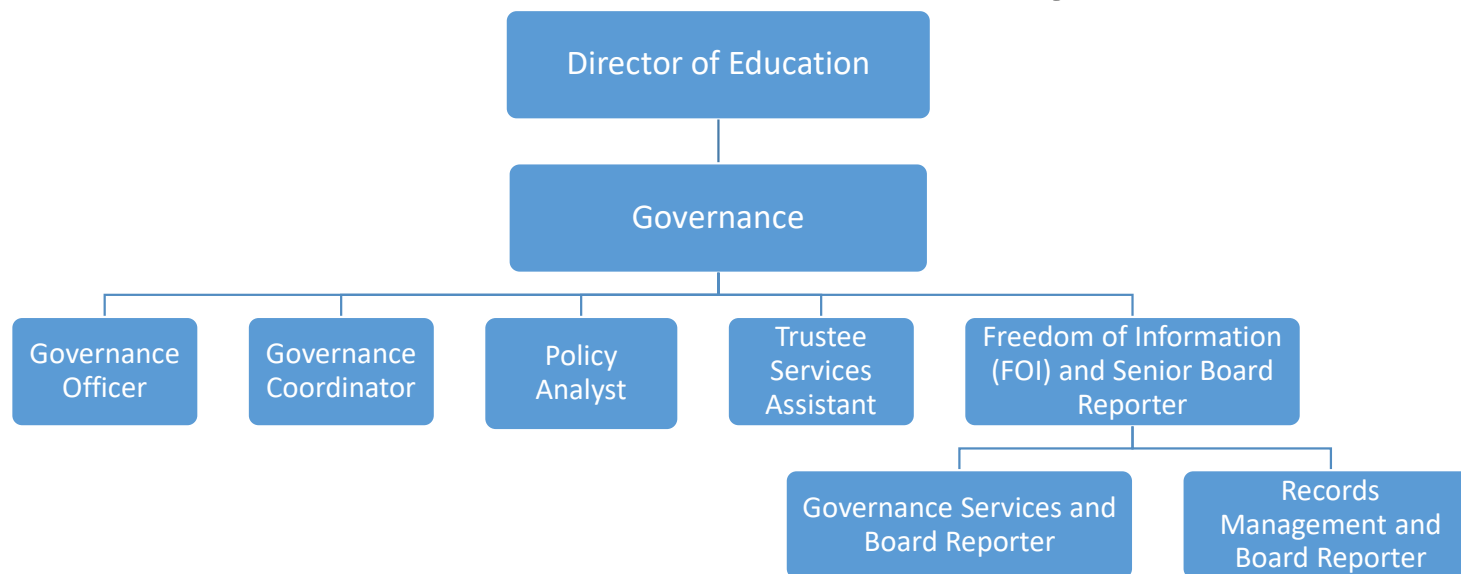
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	912,599	941,473
BENEFITS	198,554	219,513
STAFF DEVELOPMENT & PROFESSIONAL FEES	4,000	4,000
SUPPLIES & SERVICES	37,550	37,550
FEES & CONTRACTUAL SERVICES	191,778	191,778
OTHER COSTS	900	900
TOTAL COSTS	1,345,381	1,395,214

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SUPPLIES & SERVICES	Consumables, mileage and supplies for reviews and studies
FEES & CONTRACTUAL SERVICES	Data gathering from census, Quadtrics Softchoice software

GOVERNANCE AND POLICY

Governance and Policy



Areas Supported

- Governance Services / Trustees Services
- Information and Records Management
- Board of Trustees Records
- Policy Management Program
- Agenda Planning and Coordination for Board and Committee Meetings
- Access to Privacy and Freedom of Information Services

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1125 GOVERNANCE AND POLICY

1.0	GOVERNANCE OFFICER
1.0	GOVERNANCE COORDINATOR
1.0	ASSISTANT TO THE GOVERNANCE OFFICER
1.0	ASSISTANT TO TRUSTEES AND GOVERNANCE SERVICES
1.0	SENIOR BOARD REPORTER
1.0	BOARD REPORTER
1.0	POLICY ANALYST
12.0	TRUSTEE
3.0	STUDENT TRUSTEE

Total Staff

22.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1125 GOVERNANCE AND POLICY

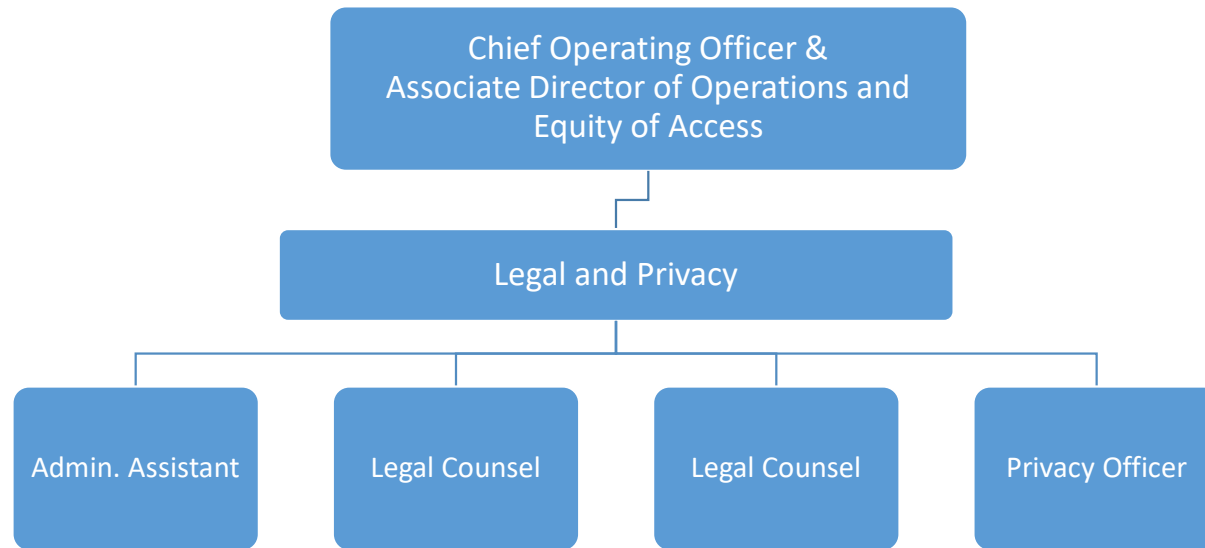
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,092,359	1,129,855
BENEFITS	201,758	202,006
STAFF DEVELOPMENT & PROFESSIONAL FEES	51,000	51,000
SUPPLIES & SERVICES	115,267	115,267
FEES & CONTRACTUAL SERVICES	50,000	25,000
OTHER COSTS	345,440	345,440
TOTAL COSTS	<u>1,855,824</u>	<u>1,868,568</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - TRUSTEES	Staff salaries and honoraria for 12 Trustees, 3 Student Trustees and per diem meeting allowances
BENEFITS - TRUSTEES	Staff benefits, statutory benefits for trustees
STAFF DEVELOPMENT & PROFESSIONAL FEES	Trustee and Student Trustee conference allowance, including but not limited to student leadership - Public Services and Procurement Canada, Ontario Public School Board conference, professional membership fees for staff
SUPPLIES & SERVICES	Office supplies including allowance for the 12 Trustees, mileage and board meeting costs
OTHER COSTS	Annual Ontario Public School Board and Ontario Student Trustees' Association membership fees and Trustees Association fees; also included are fees for staff association membership

LEGAL AND PRIVACY

Legal and Privacy



Areas Supported

- Legal Advice and Representation
- Liaison and Management of External Counsels
- Responding to and Managing Legal Claims
- Access to Privacy and Freedom of Information Services
- Privacy Impact Assessment
- Privacy Program
- Access to Privacy and Freedom of Information Services

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1125 LEGAL AND PRIVACY

2.0	LEGAL COUNSEL
1.0	PRIVACY & INFORMATION OFFICER
1.0	ADMINISTRATIVE ASSISTANT

Total Staff

4.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1125 LEGAL AND PRIVACY

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	344,373	556,350
BENEFITS	72,925	116,551
STAFF DEVELOPMENT & PROFESSIONAL FEES	19,500	19,500
SUPPLIES & SERVICES	24,500	24,500
FEES & CONTRACTUAL SERVICES	1,594,880	1,244,880
OTHER COSTS	250	250
TOTAL COSTS	<u>2,056,428</u>	<u>1,962,031</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SUPPLIES & SERVICES

Office supplies and mileage

FEES & CONTRACTUAL SERVICES

Legal fees to resolve various legal matters within the board,
e.g., Labour, Employment, Real Estate, Investigations,
Special Education

CENTRAL ORGANIZATIONAL EXPENSES

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1175 CENTRAL ORGANIZATIONAL EXPENSES

	0.0
Total Staff	<u>0.0</u>

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1175 CENTRAL ORGANIZATIONAL EXPENSES

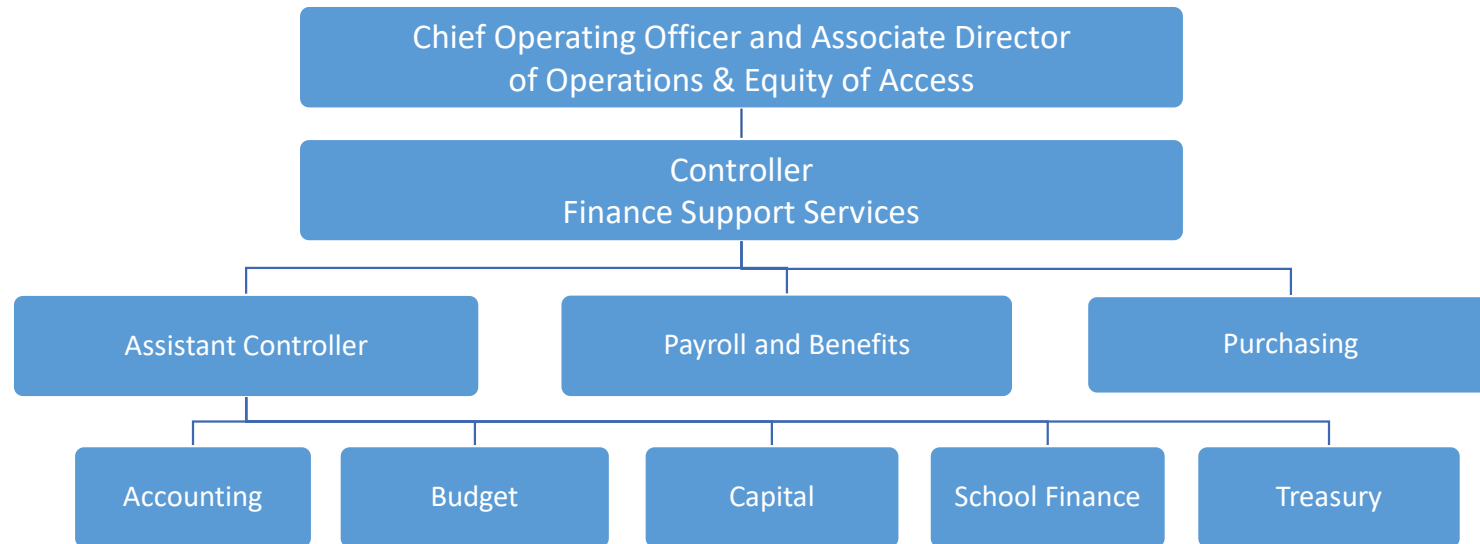
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	25,000	25,000
BENEFITS	7,435,607	8,678,024
SUPPLIES & SERVICES	15,450	(25,754)
FEES & CONTRACTUAL SERVICES	6,892,932	4,689,257
OTHER COSTS	14,169,696	180,822
REVENUES & RECOVERIES	(207,000)	(178,765)
TOTAL COSTS	28,331,685	13,368,584

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES	Special project salaries
BENEFITS	Workplace Safety and Insurance Board expenses (WSIB), retirement gratuity, early retirement incentive plan and employment Insurance rebate
SUPPLIES & SERVICES	Furniture needs for administrative staff at all instructional and administrative locations
FEES & CONTRACTUAL SERVICES	General human resources legal and labour relation fees, premium for board liability, cyber insurance, fiduciary liability insurance, property insurance and boiler insurance
OTHER COSTS	Financing costs for day to day operations, interest on operation cash flow, and bank charges
REVENUES & RECOVERIES	Recovery of program fees

FINANCE SUPPORT SERVICES

Finance Support Services



Areas Supported

- Accounts Receivable
- Accounts Payable
- Accounting and Financial Reporting
- Capital Asset Management and Reporting
- Finance Support for Schools
- Donations
- Trust Funds and Scholarships
- Payroll Management
- System Procurement of Supplies and Services
- Budget Development and Reporting
- Budget Allocation and Controls
- Grant Calculations, Monitoring and Reporting
- Treasury Management
- Benefits Administration
- Ontario Municipal Employee Retirement System (OMERS) Administration
- Ministry Financial Reporting

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1200 FINANCE SUPPORT SERVICES

Controller of Finance Support Services

FINANCE, ADMIN & ACCOUNTING

1.0	CONTROLLER OF FINANCE SUPPORT SERVICES
1.0	ASSISTANT TO CONTROLLER
1.0	ASSISTANT CONTROLLER
1.0	SENIOR FINANCE MANAGER
1.0	SCHOOL FINANCE MANAGER
1.0	MANAGER OF BUDGET AND GRANTS
1.0	REVENUE MANAGER
1.0	MANAGER OF ACCOUNTING
1.0	FINANCIAL PROCESS MANAGER
1.0	SUPERVISOR OF BUDGET AND GRANTS
1.0	SUPERVISOR OF ACCOUNTING
1.0	CAPITAL ACCOUNTANT
4.0	FINANCIAL ANALYST
4.0	FINANCE SUPPORT OFFICER
1.0	FINANCIAL REPORTING OFFICER
1.0	BUDGET CONTROL CLERK
1.0	OFFICE ASSISTANT/CLERK
14.0	ACCOUNTING CLERK

INTERNAL AUDIT

2.0	INTERNAL AUDITOR
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PAYROLL & BENEFITS

1.0	PAYROLL AND BENEFITS MANAGER
1.0	SUPERVISOR OF PAYROLL
1.0	SUPERVISOR OF BENEFITS
2.0	PAYROLL OFFICER
1.0	BENEFITS OFFICER
2.0	PENSION OFFICER
1.0	PAYROLL ANALYST
2.0	PAYROLL CLERK
11.0	PAYROLL SPECIALIST
3.0	BENEFITS CLERK

PURCHASING

1.0	MANAGER OF PURCHASING*
1.0	SENIOR COMMODITY SPECIALIST*
4.0	COMMODITY SPECIALIST*
4.0	OFFICE ASSISTANT*

Total Staff

74.0

* Transfer from 1625 Corporate Support Services

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1200 FINANCE SUPPORT SERVICES

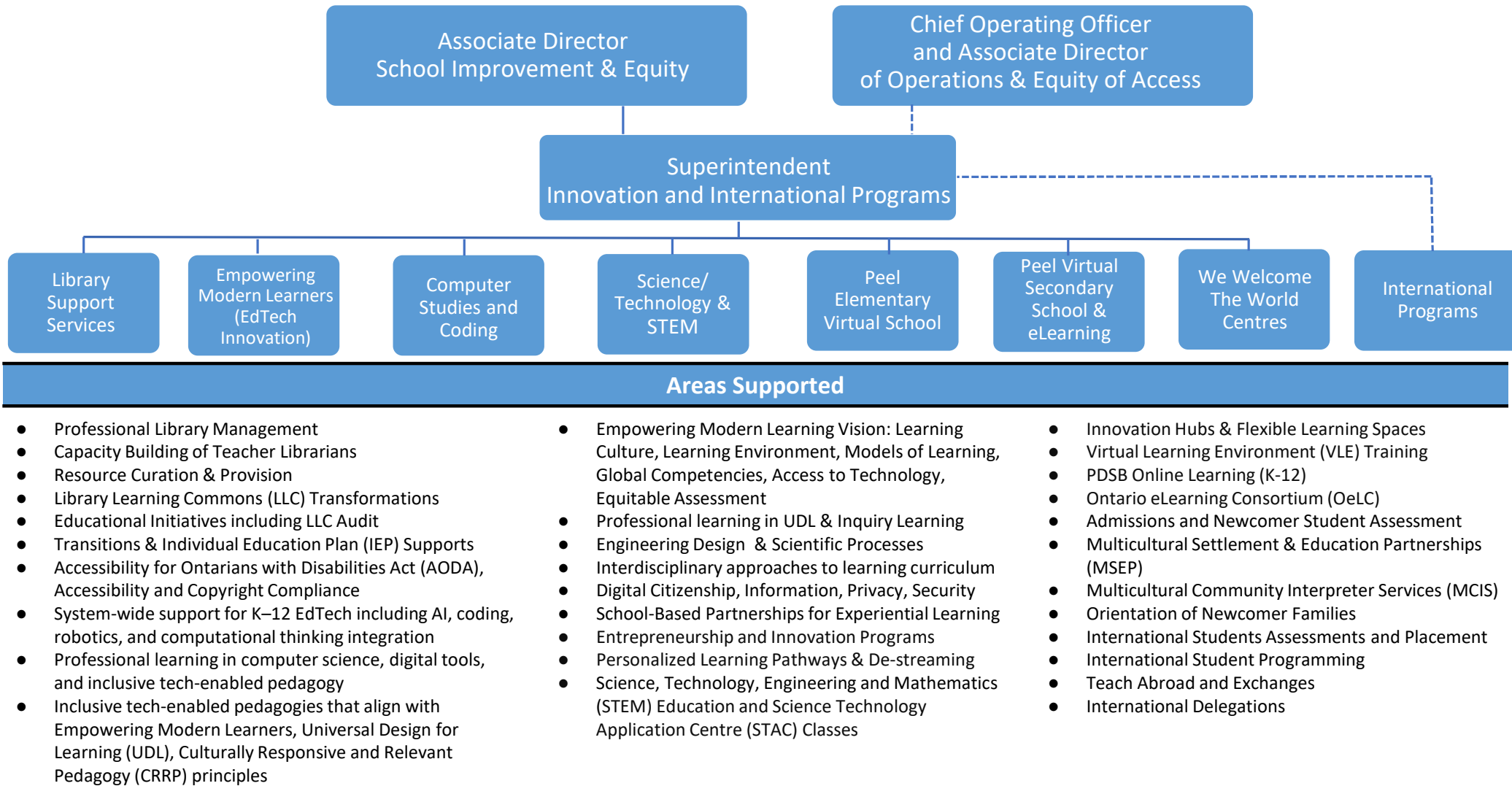
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	5,524,710	7,061,536
BENEFITS	1,419,573	1,716,642
STAFF DEVELOPMENT & PROFESSIONAL FEES	43,120	43,493
SUPPLIES & SERVICES	41,258	50,313
FEES & CONTRACTUAL SERVICES	29,769	49,850
OTHER COSTS	3,325	8,325
TOTAL COSTS	7,061,755	8,930,159

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

STAFF DEVELOPMENT & PROFESSIONAL FEES	Professional conferences –Ontario Association of School Business Officials (OASBO) and Council of Senior Business Officials (COSBO), training sessions and professional membership fees i.e., Certified Public Accountant (CPA)
FEES & CONTRACTUAL SERVICES	Financial system, benefit consulting and purchasing annual e-bidding software
OTHER COSTS	OASBO, Municipal Internal Auditors Association (MIAA) and Supply Chain Management Association Ontario (SCMAO) fees

INNOVATION AND INTERNATIONAL PROGRAMS

Innovation and International Programs



**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary**

1225 INNOVATION AND INTERNATIONAL PROGRAMS

Superintendent of Innovation and International Programs

INNOVATION & RESEARCH

1.0 SUPERINTENDENT OF INNOVATION & INTERNATIONAL PROGRAMS
1.0 ASSISTANT TO SUPERINTENDENT

WE WELCOME THE WORLD

4.0 WE WELCOME THE WORLD - RESOURCE TEACHER
2.0 OFFICE ASSISTANT - WE WELCOME THE WORLD

INTERNATIONAL STUDENT PROGRAM

1.0 MANAGER, INTERNATIONAL RECRUITMENT & MARKETING
0.5 RESOURCE TEACHER - INTERNATIONAL PROGRAM
1.0 INTERNATIONAL GUIDANCE, STUDENT WELL BEING, WWTW - SSF
1.0 OFFICE ASSISTANT
1.0 SETTLEMENT RESPONSE WORKER

PROFESSIONAL LIBRARY

2.0 RESOURCE TEACHER - LLC, EdTECH -SSF
1.0 INFORMATION RESOURCES SPECIALIST

TECHNOLOGY & EMPOWERING MODERN LEARNERS

1.0 COORDINATING PRINCIPAL
0.5 RESOURCE TEACHER - eLEARNING
10.0 RESOURCE TEACHER - ED TECH INNOVATION SSF (STEM/SCIENCE),
TELT(1 FTE*)
1.0 RESOURCE TEACHER - CODING/COMPUTER STUDIES SSF*
1.0 OFFICE ASSISTANT

Total Staff

29.0

SSF - Supports for Students Fund

* Transfer from 1300 Curriculum and School Improvement

Note - 8 FTE transferred to 1100 Director of Education

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1225 INNOVATION AND INTERNATIONAL PROGRAMS

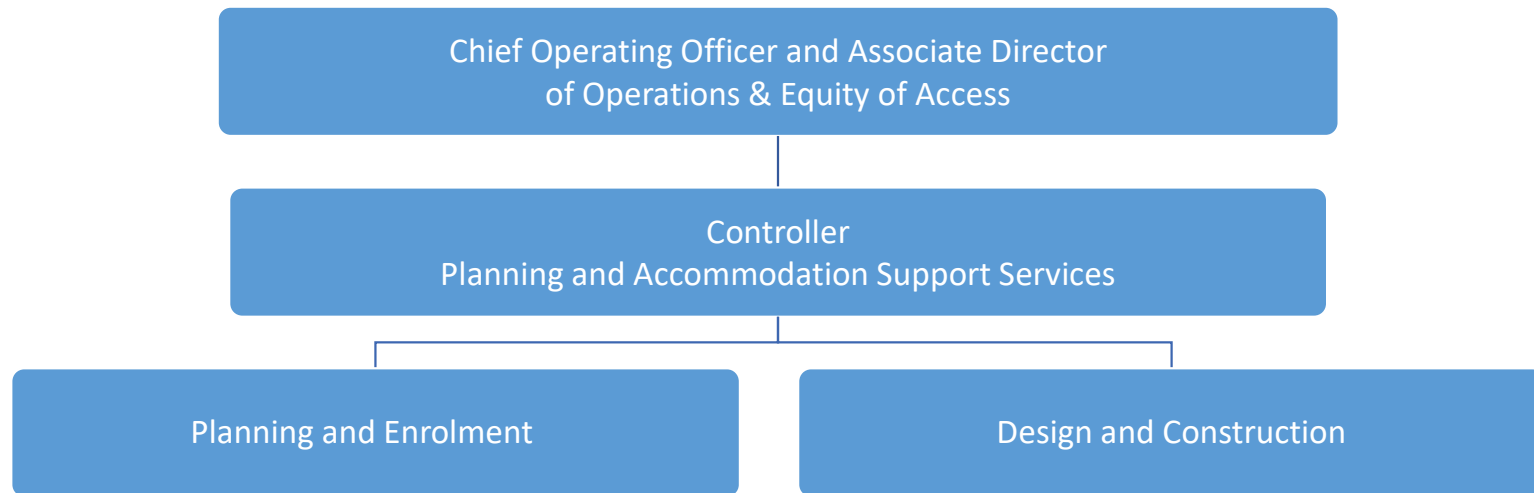
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	3,298,737	3,488,920
BENEFITS	490,178	485,557
STAFF DEVELOPMENT & PROFESSIONAL FEES	216,650	153,819
SUPPLIES & SERVICES	662,398	1,015,697
FEES & CONTRACTUAL SERVICES	1,712,435	1,260,530
OTHER COSTS	6,000	43,500
REVENUES & RECOVERIES	(577,200)	(530,400)
TOTAL COSTS	<u>5,809,198</u>	<u>5,917,623</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

STAFF DEVELOPMENT & PROFESSIONAL FEES	Support professional learning for empowering modern learners (EML) and Library services by preparing educators to foster digital literacy and innovation
SUPPLIES & SERVICES	Office Supplies, cell phones, printing, computer technology, regional testing materials, reviews and studies. Technology to support EML and leading education innovation projects (LEIP) - Business case #1172 and Peel Skills Competition materials and transportation for students - Business case #1176
FEES & CONTRACTUAL SERVICES	Software and data licenses, Central Databases/e-resources, Board wide library circulation and catalogue system. Bring your own device (BYOD) E-resources to empower modern learners through Digital Human Library use. Alldata - Business case #1177
OTHER COSTS	Ontario eLearning Consortium (OeLC) Program and Membership - Business case #1174
REVENUE & RECOVERIES	International Program admin and medical fees recovery (for student expenses)

PLANNING AND ACCOMMODATION SUPPORT SERVICES

Planning and Accommodation Support Services



Areas Supported	
<ul style="list-style-type: none">• Enrolment Projections• Capacity & Space Need Calculations• Land Use Planning & Site Acquisition• Capital Planning• Education Development Charges• Acquisition and Disposition of Property	<ul style="list-style-type: none">• New School & Additions – Preliminary & Final Design• Major Renovations• Child Care Space• Project Management• Contract Administration• Temporary Accommodation

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1250 PLANNING AND ACCOMMODATION SUPPORT SERVICES

Controller of Planning and Accommodation

1.0	CONTROLLER OF PLANNING AND ACCOMMODATION
1.0	ASSISTANT TO CONTROLLER
1.0	MANAGER - PLANNING &ENROLMENT
1.0	SENIOR PLANNER - ENROLMENT
1.0	SENIOR PLANNER
3.0	INTERMEDIATE PLANNING OFFICER
1.0	PLANNING OFFICER-DEVELOPMENT
1.0	OFFICE ASSISTANT

Total Staff

10.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1250 PLANNING AND ACCOMMODATION SUPPORT SERVICES

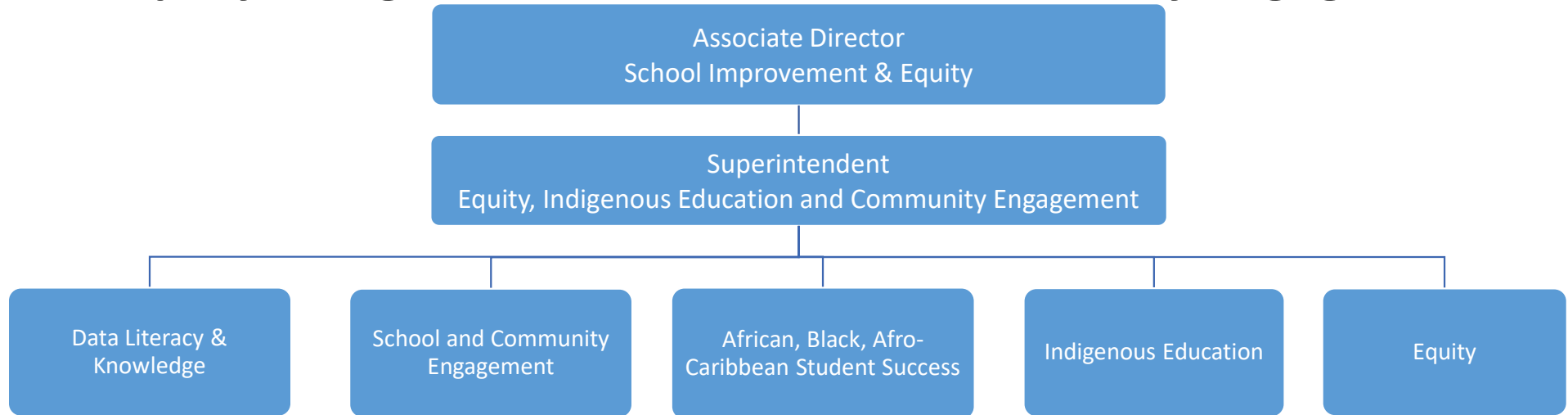
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,082,082	1,173,916
BENEFITS	263,927	273,999
STAFF DEVELOPMENT & PROFESSIONAL FEES	6,475	6,475
SUPPLIES & SERVICES	36,835	36,835
FEES & CONTRACTUAL SERVICES	62,451	62,451
OTHER COSTS	3,350	3,350
TOTAL COSTS	<u>1,455,120</u>	<u>1,557,026</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING TEMPORARY ASSISTANCE	Temporary assistance to handle peak workload requirements
STAFF DEVELOPMENT & PROFESSIONAL FEES	Conferences for Ontario Association of School Business Officials (OASBO), Canadian Institute of Planners, Ontario Professional Planners Institute, project management, and Windows Courses including Professional memberships
FEES & CONTRACTUAL SERVICES	Annual software and data license fees, consulting fees regarding building and site condition reports, parking studies etc.
OTHER COSTS	Memberships to OASBO, Canadian Institute of Planners and Ontario Professional Planners Institute

EQUITY, INDIGENOUS EDUCATION AND COMMUNITY ENGAGEMENT

Equity, Indigenous Education and Community Engagement



Areas Supported		
<ul style="list-style-type: none"> Community Leadership and Partnerships Community Outreach Community Engagement Black Student Success Strategy Data Literacy & Knowledge Mobilization Parent Involvement Committee 	<ul style="list-style-type: none"> Grad Coaches Centre for Black Excellence Board Action Plan for Indigenous Education Education for Reconciliation Indigenous Education Student Advisors 	<ul style="list-style-type: none"> Maawnjiding Wiigushkeng School Improvement and Planning (SIEP) School Equity Audit Tool (SEAT) Alignment of the Strategies Capacity Building of Equity Lead Teachers and School Teams

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1275 EQUITY, INDIGENOUS EDUCATION, AND COMMUNITY ENGAGEMENT

Superintendent of Equity, Indigenous Education, and Community Engagement

EQUITY AND INCLUSION SUPPORT SERVICES

1.0	SUPERINTENDENT OF EQUITY, INDIGENOUS EDUCATION, AND COMMUNITY ENGAGEMENT
1.0	ASSISTANT TO SUPERINTENDENT
2.0	COORDINATING PRINCIPAL
1.0	COORDINATOR - DATA LITERACY & MOBILITY*
2.0	RESOURCE TEACHERS FOR CENTRE OF BLACK EXCELLENCE
4.0	RESOURCE TEACHER - EQUITY SSF
3.0	INSTRUCTIONAL COACHES - EQUITY - SSF
1.0	MANAGER SCHOOL COMMUNITY ENGAGEMENT
3.0	COMMUNITY OUTREACH WORKER
1.0	PROGRAM LEAD FOR CENTRE OF BLACK EXCELLENCE
0.5	EDUCATIONAL ASSISTANT - CLIMATE FOR LEARNING & WORKING
7.0	GRADUATION COACHES
0.5	OFFICE ASSISTANT BUDGET
2.0	OFFICE ASSISTANTS

INDIGENOUS EDUCATION SUPPORT

1.0	COORDINATING PRINCIPAL OF INDIGENOUS EDUCATION
1.0	INDIGENOUS COMMUNITY ENGAGEMENT CONSULTANT
2.0	RESOURCE TEACHER - INDIGENOUS EDUCATION STRATEGY
3.0	RESOURCE TEACHER - TRANSITIONS, DUAL CREDIT, LITERACY AND MATH - Business case #1142, 1151, 1152
9.0	INSTRUCTIONAL COACH - INDIGENOUS - 2 FTE Business case #1140
2.0	INDIGENOUS-LAND BASED LEAD
1.0	INDIGENOUS-PSSP
1.0	INDIGENOUS-STUDENT SUCCESS TEACHER
6.0	STUDENT ADVISOR & COMMUNITY ENGAGEMENT
1.0	INDIGENOUS-CYCP
4.0	INDIGENOUS-EA - Business case #1150
0.5	INDIGENOUS-BUDGET ASSISTANT
1.0	INDIGENOUS-OA CENTRE BASED

Total Staff

61.5

SSF - Supports for Students Fund

* Transfer from 1450 Leadership Development and School Partnerships

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

**1275 EQUITY, INDIGENOUS EDUCATION, AND COMMUNITY
ENGAGEMENT**

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	6,941,989	6,649,534
BENEFITS	1,086,361	1,155,832
STAFF DEVELOPMENT & PROFESSIONAL FEES	757,002	770,252
SUPPLIES & SERVICES	995,028	954,659
FEES & CONTRACTUAL SERVICES	791,074	714,858
OTHER COSTS	2,000	2,000
TOTAL COSTS	<u>10,573,454</u>	<u>10,247,135</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING STAFF DEVELOPMENT & RELEASE TIME	Professional development release and curriculum writing teams
STAFF DEVELOPMENT & PROFESSIONAL FEES	Professional development for curriculum development, conferences promoting learning and strengthening the community connections of Indigenous studies and equity
SUPPLIES & SERVICES	Office supplies, mileage, phones, furniture, and computers. Business case #1140 and #1142
FEES & CONTRACTUAL SERVICES	Research services to support focused recruitment, Black student excellence center consulting and thought exchange software for data literacy

CURRICULUM AND SCHOOL IMPROVEMENT

Curriculum and School Improvement

Associate Director
School Improvement & Equity

Superintendent
Curriculum and School Improvement



Areas Supported

- | | | | |
|---|--|---|--|
| <ul style="list-style-type: none"> • 34 Credit Threshold • 40 Hours Community Service • Adult Education • Advanced Placement (AP) • Arts and Extra-Curricular Activities • Assessment and Evaluation including Education, Quality and Accountability Office (EQAO) • AQ Program Development and Support • Athletics, Health and Physical Education • Business & Computer Studies • Camp I Can / Camp Explore (Summer) • Comprehensive Literacy Instruction • Continuing Education • Cooperative Education • Counting On You • Curriculum Policy • De-streaming • Dual Credit Program | <ul style="list-style-type: none"> • Early Years / The Kindergarten Program • Early Intervention and Transition Planning • English as a Second Language (ESL/ELD) • Education, Quality and Accountability Office (EQAO) • Equity & Inclusive Education Strategy • Experiential Learning • Explore High Skills (EHS) • Focus On Youth • French Immersion/Extended French • French as a Second Language • Guidance Reform • Healthy Active Living • High Performance Pathways Programs • Home Instruction • Home School Registration and Tracking • Implementation of Ministry Curriculum • International Baccalaureate (IB) • International Languages • Itinerant Teacher services | <ul style="list-style-type: none"> • myBlueprint.ca/peel • Literacy and Language Achievement • Literacy and Numeracy K-12 • Multi-Languages • New Teacher Induction Program (NTIP) • Night School • Numeracy & Effective Mathematics Instruction • Ontario Focused Intervention Program (OFIP) • Outdoor Educational Field Centres • Ontario Youth Apprenticeship Program (OYAP) • Pathways to Success and the Individual Pathway Plan (IPP) • Regional Learning Choices Programs • Region of Peel Secondary School Athletic Association (ROPSSAA) • Reporting to parents | <ul style="list-style-type: none"> • School Improvement and Equity Planning • School Success Planning Support • Science & Technology • Skills Canada • Social Studies, Social Sciences and Humanities • Specialist High Skills Major (SHSM) • Staff Development • Student Competitions & Showcases • Student Success Teachers (SST) – school and cross-panel teams • Student Transitions / Profiles • Summer School • Summer Youth Programs • Support for Grades 7-10 Networks • Target Student supports |
|---|--|---|--|

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1300 CURRICULUM & SCHOOL IMPROVEMENT

Superintendent of Curriculum & School Improvement

PROGRAM SUPPORT

1.0	SUPERINTENDENT OF CURRICULUM & SCHOOL IMPROVEMENT
1.0	ASSISTANT TO SUPERINTENDENT
1.0	COORDINATING PRINCIPAL
1.0	COORDINATING VICE PRINCIPAL - AQ-NTIP
1.0	COORDINATING VICE PRINCIPAL - LITERACY
6.0	IMPACT COACHES - SSF
1.0	BUDGET ANALYST
3.0	BUDGET ASSISTANT
10.0	PROGRAM SUPPORT OFFICE ASSISTANT

FIELD CENTRES & FARM

1.0	FIELD CENTRE COORDINATOR
5.0	FIELD CENTRE INSTRUCTOR

EARLY LEARNING PROGRAM

1.0	CO-ORDINATING PRINCIPAL ELEMENTARY
1.0	INSTRUCTIONAL IMPACT COACH - KINDERGARTEN ELEM
1.0	OFFICE ASSISTANT
1.0	PD FACILITATOR - DECE

FRENCH

1.0	IMPACT COACH - FRENCH
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STUDENT SUCCESS

1.0	COORDINATING PRINCIPAL STUDENT SUCCESS & PATHWAYS PROGRAMMING
2.0	COORDINATING VICE PRINCIPAL - SS & TRANSITIONS
2.0	IMPACT COACH - MATH
2.0	INSTRUCTIONAL IMPACT COACH - TRANSITIONS - SS

SPECIALIST HIGH SKILLS MAJOR (SHSM)

2.0	INSTRUCTIONAL IMPACT COACH SHSM - Business case #1205
0.5	OFFICE ASSISTANT

COUNTING ON YOU (COY)

3.0	INSTRUCTIONAL IMPACT COACH - COUNTING ON YOU - Business case #1194
2.5	OFFICE ASSISTANT
1.0	OFFICE ASSISTANT TO CO-ORDINATING PRINCIPAL

EXPERIENTIAL LEARNING

1.0	INSTRUCTIONAL IMPACT COACH - EXPERIENTIAL LEARNING
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HEALTH AND PHYSICAL EDUCATION

2.0	ATHLETIC CONVENER
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Total Staff

55.0

SSF - Supports for Students Fund

Note - 2 FTE transferred to 1225 Innovation and International Programs

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1300 CURRICULUM & SCHOOL IMPROVEMENT

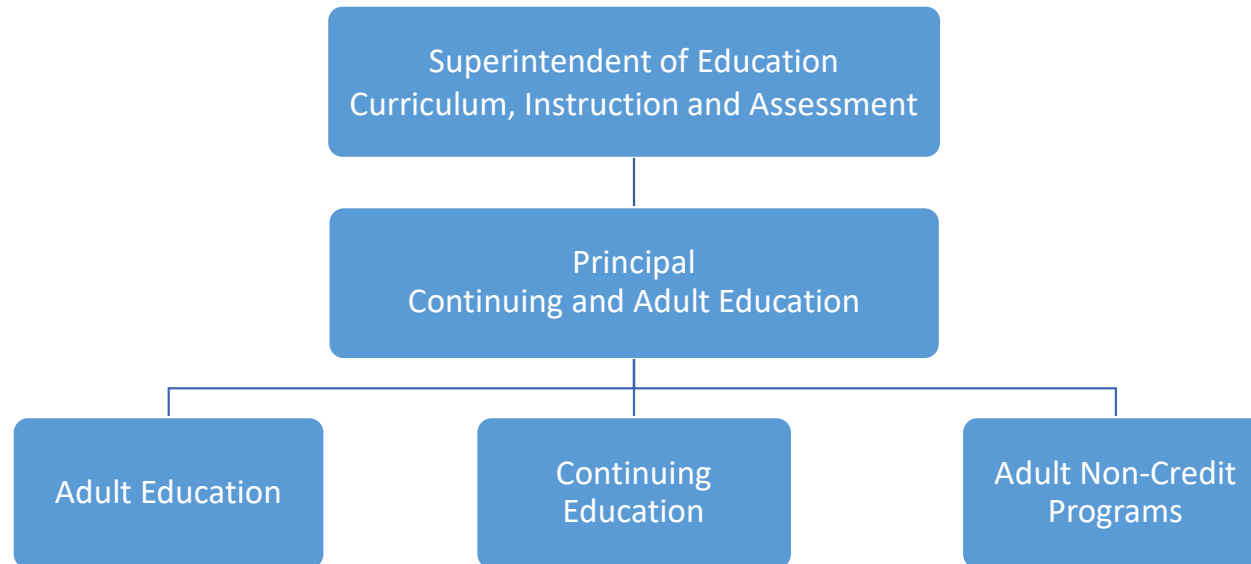
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	13,310,060	11,796,835
BENEFITS	1,736,515	1,527,411
STAFF DEVELOPMENT & PROFESSIONAL FEES	985,462	908,510
SUPPLIES & SERVICES	3,605,068	3,376,064
CAPITAL EXPENDITURES (TCA)	10,000	10,000
RENTALS	3,500	3,500
FEES & CONTRACTUAL SERVICES	1,373,979	1,206,797
OTHER COSTS	89,043	62,986
REVENUES & RECOVERIES	(970,416)	(272,974)
TOTAL COSTS	20,143,211	18,619,129

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING STAFF DEVELOPMENT & RELEASE TIME	Professional development to support Ministry Directives, plan for Student Success, provision of supports for students, support for Kindergarten enrollment retention - Business case #1186, writing teams to support curriculum, assessments and review of processes. Identifying early leavers, racialized or other specifically selected students between 18 and 20 years old close to graduation
STAFF DEVELOPMENT & PROFESSIONAL FEES	Mandatory certification, expertise, resources and materials to support professional learning (provided for all employee groups)
SUPPLIES & SERVICES	Resources for schools and staff learning, replacement technology, furniture, cell phones, and mileage
FEES & CONTRACTUAL SERVICES	Software Licenses, e-Explore Learning, Be Safe (Safety Plan), and Math Up, Specialist High Skills Major (SHSM) mandatory and elective certifications and training, Science, technology, engineering, and mathematics (STEM) and hybrid learning
OTHER COSTS	Department association memberships, e.g. Ontario Cooperative Education Association(OCEA), Ontario School Counsellors' Association (OSCA), Council for Outdoor Education Ontario (COEO), Ontario Geographer and Historian Association (OGHA), Ontario Physical and Health Education Association (OPHEA)
REVENUE & RECOVERIES	Salary cost recovery with Dufferin Peel Catholic District and School Board for Athletic Convenors

CONTINUING AND ADULT EDUCATION

Continuing and Adult Education



Areas Supported	
<ul style="list-style-type: none"> Adult Secondary School Credit (Day, Night, Summer) Adult Non-Credit Program (i.e.. Foreign Trained Teachers Program, Literary Basic Skills, TESL Ontario Canada Accreditation Certifications, LINC, ESL) 	<ul style="list-style-type: none"> Summer School (Credit) Night School (Credit) International Language (Elementary and Secondary)

TESL: Teaching English as Second Language
 LINC: Language Instruction for Newcomers to Canada
 ESL: English as a Second Language

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1325 CONTINUING AND ADULT EDUCATION

Principal of Continuing Education

<i>CONTINUING & ADULT EDUCATION</i>	1.00	PRINCIPAL
	2.00	VICE PRINCIPAL
	1.00	SUPERVISOR OF CONTINUING EDUCATION
	1.00	BUDGET OFFICER
	0.50	SOCIAL WORKER
	1.25	INSTRUCTIONAL TECHNOLOGY ASSISTANT
	1.00	OFFICE MANAGER
	1.00	OFFICE ASSISTANT - BUDGET
	8.00	OFFICE ASSISTANT

Total Staff

16.75

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1325 CONTINUING AND ADULT EDUCATION

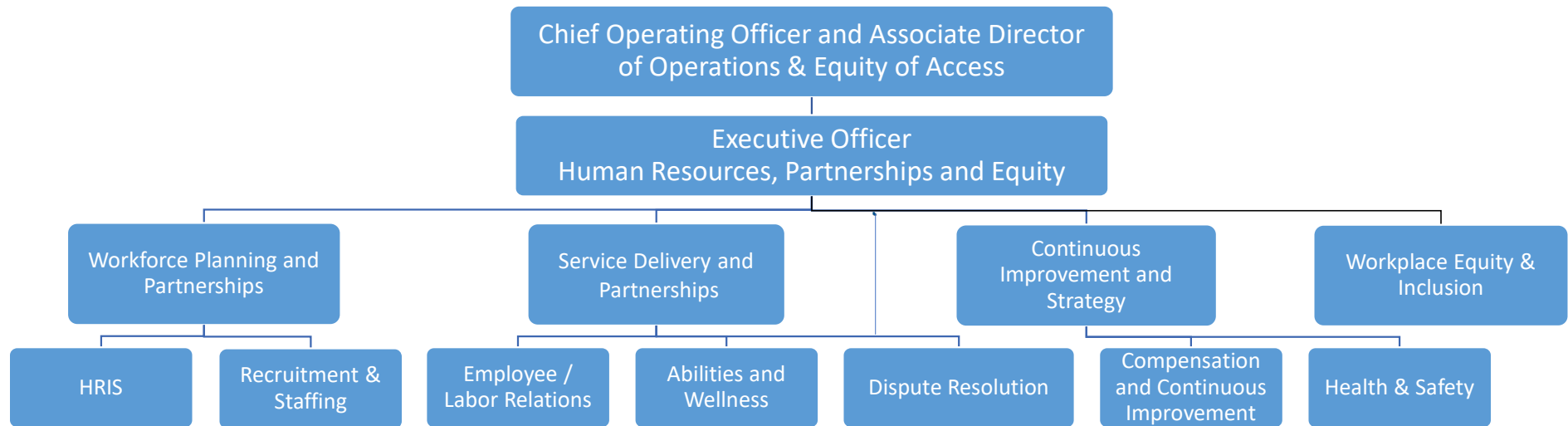
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	10,763,958	9,282,760
BENEFITS	1,395,532	925,353
STAFF DEVELOPMENT & PROFESSIONAL FEES	23,200	12,600
SUPPLIES & SERVICES	367,267	261,555
RENTALS	296,020	75,233
FEES & CONTRACTUAL SERVICES	38,790	3,500
REVENUES & RECOVERIES	(3,555,693)	(331,575)
TOTAL COSTS	9,329,074	10,229,426

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING CASUAL PROGRAM STAFF	Program instructors, teachers, night administrators, counsellors, co-op consultant/teachers, night office assistant for the program
SUPPLIES & SERVICES	Office supplies, professional development training and maintenance, E-learning supplies, instructional materials for schools, photocopying and printing material, textbooks, workbooks, and periodicals for classrooms
RENTALS	Photocopy lease, debit machine lease
FEES & CONTRACTUAL SERVICES	Supervision for night school sites, audit fees, signage at Adult Education Centres /advertising
REVENUES & RECOVERIES	Program and workbook recovery, material fee, letters, and transcripts

HUMAN RESOURCES, PARTNERSHIPS AND EQUITY

Human Resources, Partnerships and Equity



Areas Supported

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> • VISTA-HRIS, Peel Absence Management (PAM) • Data reporting and analytics, performance management metrics • Workforce and succession planning, capacity building, regional budget development data • Recruitment and retention, talent acquisition and branding strategies • Employee onboarding and orientation • Student placements, partnerships with colleges, universities, and community agencies • Criminal background records • Staffing/surplus, transfer and promotion processes | <ul style="list-style-type: none"> • Employee and Labour Relations • Negotiations, Collective Agreement Development, Implementation & Administration • Labour/ Management Committees • Grievances & Arbitration • Administration of Terms/Conditions for Non-Union Groups • Salary Administration • Liaison with unions, federations & associations • Abilities, Wellness & Attendance • Organizational Wellness/Employee Family Assistance Program (EFAP) • Workplace Harassment, Investigations, Mediation | <ul style="list-style-type: none"> • HR Projects, Continuous Improvement • Policies and Procedures Development • Compensation Programs • Job Evaluation Programs • Pay Equity • Health & Safety • Personal Protective Equipment (PPE) • Ergonomics • Accident and Injury Reporting • Workplace Violence and Harassment Prevention • Workplace Equity |
|--|--|---|

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1400 HUMAN RESOURCES, PARTNERSHIPS & EQUITY

Executive Officer & Superintendent - Human Resources, Partnerships & Equity

HUMAN RESOURCES SUPPORT SERVICES

1.0 EXECUTIVE OFFICER - HR PARTNERSHIPS AND EQUITY
1.0 SUPERINTENDENT - HR PARTNERSHIPS AND EQUITY
1.0 OFFICE ASSISTANT TO EXECUTIVE OFFICER

HRIS

1.0 MANAGER OF HRIS
2.0 HRIS LIAISON PARTNER
1.0 HR SPECIALIST - PAM
1.0 OFFICE ASSISTANT - PAM/EASY CONNECT

STRATEGY, INSIGHTS & PARTNERSHIPS

1.0 HR LEAD - STRATEGY, INSIGHTS

COMPENSATION

1.0 SENIOR PARTNER, COMPENSATION
2.0 COMPENSATION PARTNER
1.0 COMPENSATION REPRESENTATIVE
1.0 HR SPECIALIST CONTINUOUS IMPROVEMENT

WORKFORCE PLANNING

1.0 HR LEAD - WORKFORCE PLANNING & PARTNERSHIPS
1.0 ASSISTANT TO HR LEAD - WORKFORCE PLANNING
2.0 MANAGER OF WORKFORCE PLANNING & PARTNERSHIPS
2.0 SENIOR PARTNER STAFFING
1.0 HR STAFF ALLOCATION - EJSC
1.0 HR STAFF ALLOCATION - JSC
6.0 HR PARTNER - WORKFORCE PLANNING & PARTNERSHIPS
5.0 HR SPECIALIST - WORKFORCE PLANNING
5.0 HR REPRESENTATIVE
7.0 OFFICE ASSISTANT - WORKFORCE PLANNING

SERVICE DELIVERY - EMPLOYEE & LABOUR RELATIONS

1.0 HR LEAD - SERVICE DELIVERY
1.0 ASSISTANT TO HR LEAD - SERVICE DELIVERY
2.0 MANAGER - EMPLOYEE & LABOUR RELATIONS - SERVICE DELIVERY
3.0 SENIOR PARTNER - EMPLOYEE RELATIONS
6.0 EMPLOYEE & LABOUR RELATIONS PARTNERS
1.0 OFFICE ASSISTANT MENTOR FLOATER - CBO - SSF
6.0 HR REPRESENTATIVE
4.0 OFFICE ASSISTANT - SERVICE DELIVERY
5.0 HR SPECIALIST - SERVICE DELIVERY/LABOUR RELATIONS
1.0 RECEPTIONIST

DISPUTE RESOLUTION AND INVESTIGATIONS

1.0 MANAGER - DISPUTE RESOLUTION AND INVESTIGATIONS
2.0 ALTERNATIVE DISPUTE RESOLUTION AND INVESTIGATIONS PARTNER

ABILITIES, WELLNESS AND ATTENDANCE

1.0 MANAGER OF ABILITIES, WELLNESS AND ATTENDANCE
1.0 SENIOR PARTNER OF ABILITIES, WELLNESS AND ATTENDANCE
1.0 SENIOR PARTNER STAFF AND WELL BEING PARTNER
9.0 ABILITIES PARTNER
3.0 ABILITIES SPECIALIST
4.0 ABILITIES REPRESENTATIVE

HEALTH & SAFETY

1.0 MANAGER OF HEALTH AND SAFETY
1.0 SENIOR PARTNER OF HEALTH AND SAFETY
4.0 SAFETY PARTNER
1.0 HEALTH AND SAFETY SPECIALIST
1.0 HR REPRESENTATIVE

WORKPLACE EQUITY

1.0 MANAGER OF WORKPLACE EQUITY
1.0 WORKPLACE EQUITY PARTNER

Total Staff

107.0

SSF - Supports for Students Fund

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1400 HUMAN RESOURCES, PARTNERSHIPS & EQUITY

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	10,318,474	11,567,688
BENEFITS	2,451,462	2,623,649
STAFF DEVELOPMENT & PROFESSIONAL FEES	226,748	251,748
SUPPLIES & SERVICES	472,788	434,788
RENTALS	3,000	3,000
FEES & CONTRACTUAL SERVICES	1,423,560	1,291,339
OTHER COSTS	2,800	2,800
TOTAL COSTS	14,898,832	16,175,012

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING TEMPORARY ASSISTANCE

Occasional teacher hiring costs, teacher's performance appraisal (TPA) and due diligence training costs, long term occasional list interviews Business case #1210, French language recruitment, budget & mentor floaters, inspection training release days, temporary assistants for relocation of teachers - health and safety related, elementary and secondary joint staffing committees' costs

STAFF DEVELOPMENT & PROFESSIONAL FEES

Progressive discipline, investigation and compliance training board wellness committee. Workplace Hazardous Materials Information System (WHMIS), first aid, competency, and inspection training supplies

SUPPLIES & SERVICES

Printing of recruitment material, operational supplies and day advertising costs , collective agreement administration, negotiations and arbitration costs, Ontario teacher appraisal software costs, organizational wellness, Business case #1212, personal protective equipment Business case #1215, printing, audit forms, publications

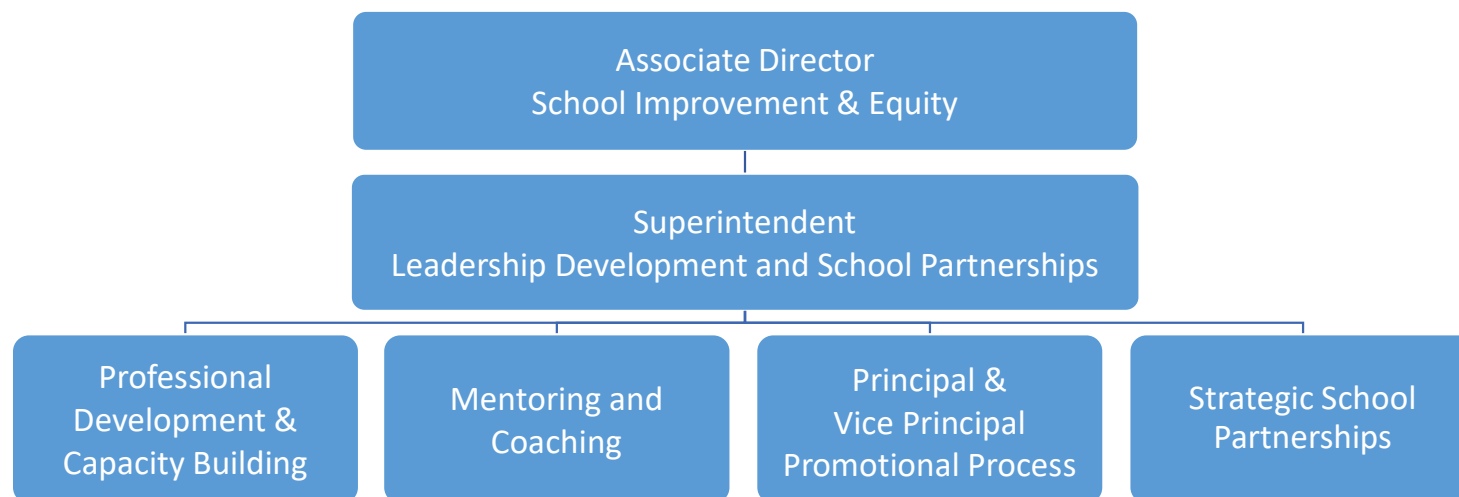
FEES & CONTRACTUAL SERVICES

Arbitrators, nominees to arbitration boards, statistical / survey data costs, skill testing software, medical assessments, Business case #1213 – medical documentation reimbursement, investigations, assistive devices, and workshops. Sick leave adjudication process with School Board's Co-operative Inc. (SBCI) - Business case #1214

Also includes cost related to mold remediation, industrial hygiene, first aid, E-learning, technology equipment, science safety, hazardous waste removal Business case #1216, asbestos management program, third party tech classroom inspections, and automated external defibrillators (AED) inspections and maintenance

LEADERSHIP DEVELOPMENT AND SCHOOL PARTNERSHIPS

Leadership Development and School Partnerships



Areas Supported

- | | |
|---|---|
| <ul style="list-style-type: none"> • Develop resources, manage and coordinate professional development programs for business staff and school leaders • Mentorship/coaching for business and school staff, and system leaders • Professional Learning (PL) Day System Memo Coordination • Peel Equity Leadership Framework • Principal/Vice-Principal Promotion Process (including Acting Process) | <ul style="list-style-type: none"> • Capacity building and mentorship for new and aspiring leaders • Create strategic partnerships with public and private organizations to foster pathways and transitions for students • Foster and support system networks • Collaborate and support system initiatives and committees |
|---|---|

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1450 LEADERSHIP DEVELOPMENT & SCHOOL PARTNERSHIPS

Superintendent of Leadership Development and School Partnerships

1.0	SUPERINTENDENT OF LEADERSHIP DEVELOPMENT & SCHOOL PARTNERSHIPS
1.0	ASSISTANT TO SUPERINTENDENT
1.0	COORDINATING VICE PRINCIPAL - LEADERSHIP
1.0	COORDINATING PRINCIPAL-LEADERSHIP
1.0	MANAGER - STRATEGIC PARTNERSHIPS & BUSINESS DEVELOPMENT
1.0	COORDINATOR- LEADERSHIP
2.0	RESOURCE TEACHER - LEADERSHIP SSF
1.0	LEADERSHIP REPRESENTATIVE
2.0	OFFICE MANAGER/MENTOR FLOATER - SSF
0.5	BUDGET ASSISTANT

Total Staff

11.5

SSF - Supports for Students Fund

Note - 1 FTE transferred to 1275 Equity, Indigenous Education and Community Engagement

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1450 LEADERSHIP DEVELOPMENT & SCHOOL PARTNERSHIPS

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,543,616	1,452,700
BENEFITS	274,197	243,138
STAFF DEVELOPMENT & PROFESSIONAL FEES	205,645	168,395
SUPPLIES & SERVICES	25,244	57,544
FEES & CONTRACTUAL SERVICES	76,000	24,000
OTHER COSTS	500	500
TOTAL COSTS	<u>2,125,202</u>	<u>1,946,277</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING STAFF DEVELOPMENT & RELEASE TIME	Collaborative inquiry - teacher release, mentoring for teaching assistants, secretarial and principals. Mentoring for new school principals and vice principals. Business Case #1180
STAFF DEVELOPMENT & PROFESSIONAL FEES	Research study specific professional development, staff coaching and leadership training session - Sunrise Series, leadership launch, mentoring. Build school partnerships with post secondary institutions and business corporations to provide student opportunities for success in future careers and venues permits - Business case #1179
SUPPLIES & SERVICES	Program/reviews supporting continuous improvement, and other management initiatives, regional testing, reviews and studies and testing materials
FEES & CONTRACTUAL SERVICES	Costs for student transportation for school partnerships - Business case #1179

SAFETY AND WELL BEING

Safety and Well-Being

Associate Director
School Improvement & Equity

Coordinating Superintendent
Safety and Well-Being

School Support

Education and
Community
Partnerships Program
(ECCP)

Fresh Start

Social Emotional
Learning

Mental Health

Areas Supported

- | | |
|---|--|
| <ul style="list-style-type: none"> • School Support • Student Registration/Custody • School Messenger Communicate/Safe Arrival • Restorative Justice • Peer Mediation • Policy 48/Progressive Discipline • Student Discipline procedures • Peel Health Liaison/Immunization • Social Emotional Learning • Mental health | <ul style="list-style-type: none"> • Local Police/School Board Protocol and Liaison • Health and Wellness (incl. Prevalent Medical Conditions processes) • Fresh Start Suspension and Expulsion programs • Emergency Response protocols • Anti Human Sex Trafficking • Student Trustee Election • Consent Culture • Integrated Services • Anti vaping • Anti Bullying/ Upstander program |
|---|--|

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1475 SAFETY AND WELL BEING

Coordinating Superintendent of Safety and Well being

CARING AND SAFE SCHOOLS

1.0	COORDINATING SUPERINTENDENT OF SAFETY AND WELL BEING
1.0	ASSISTANT TO SUPERINTENDENT
2.0	COORDINATING PRINCIPAL - SCHOOL SUPPORT
1.0	SOCIAL WORKER
1.0	RESOURCE TEACHER - RESTORATIVE JUSTICE
1.0	OFFICE ASSISTANT SCHOOL SUPPORT
4.0	SAFE SCHOOL RESPONSE TEAM

SAFE SCHOOLS

1.0	COORDINATING VICE PRINCIPAL
4.0	TEACHER - ELEMENTARY SCHOOL
4.0	TEACHER - SECONDARY SCHOOL
1.0	PSYCHO EDUCATIONAL CONSULTANT
1.9	SOCIAL WORKER
13.0	CHILD AND YOUTH WORKER
1.0	OFFICE ASSISTANT

BEHAVIOUR & SOCIAL EMOTIONAL

1.0	COORDINATOR - BEHAVIOUR*
4.0	CONSULTANT - BEHAVIOUR PSYCH & SW*
1.0	COORDINATING PRINCIPAL-STUDENT WELL BEING & MENTAL HEALTH*
1.0	COORDINATING PRINCIPAL-SOCIAL EMOTIONAL LEARNING*
1.0	COORDINATOR - STUDENT WELL BEING & MENTAL HEALTH - PSSP*
1.0	COORDINATOR CARE AND TREATMENT FACILITIES - ECCP FUNDED*
1.0	COORDINATOR INTEGRATED SERVICES-PSSP*
6.0	RESOURCE TEACHER-SPEC ELEM - SELRT*
26.0	CHILD AND YOUTH WORKER - SSF*
13.0	CHILD AND YOUTH WORKER - SUPERINTENDENT OF EDUCATION
	ALLOCATION - Business case #1181
2.0	OFFICE ASSISTANT*

MENTAL HEALTH

1.0	MENTAL HEALTH MANAGER - SOCIAL WORK*
6.0	SOCIAL WORKER - MENTAL HEALTH*
1.0	PSYCHOLOGIST - MENTAL HEALTH*
8.0	MENTAL HEALTH CLINICIAN*
1.0	OCCUPATIONAL THERAPIST*
0.5	OFFICE ASSISTANT*

Total Staff

111.4

SSF - Supports for Students Fund

* Transfer from 1525 Special Education

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1475 SAFETY AND WELL BEING

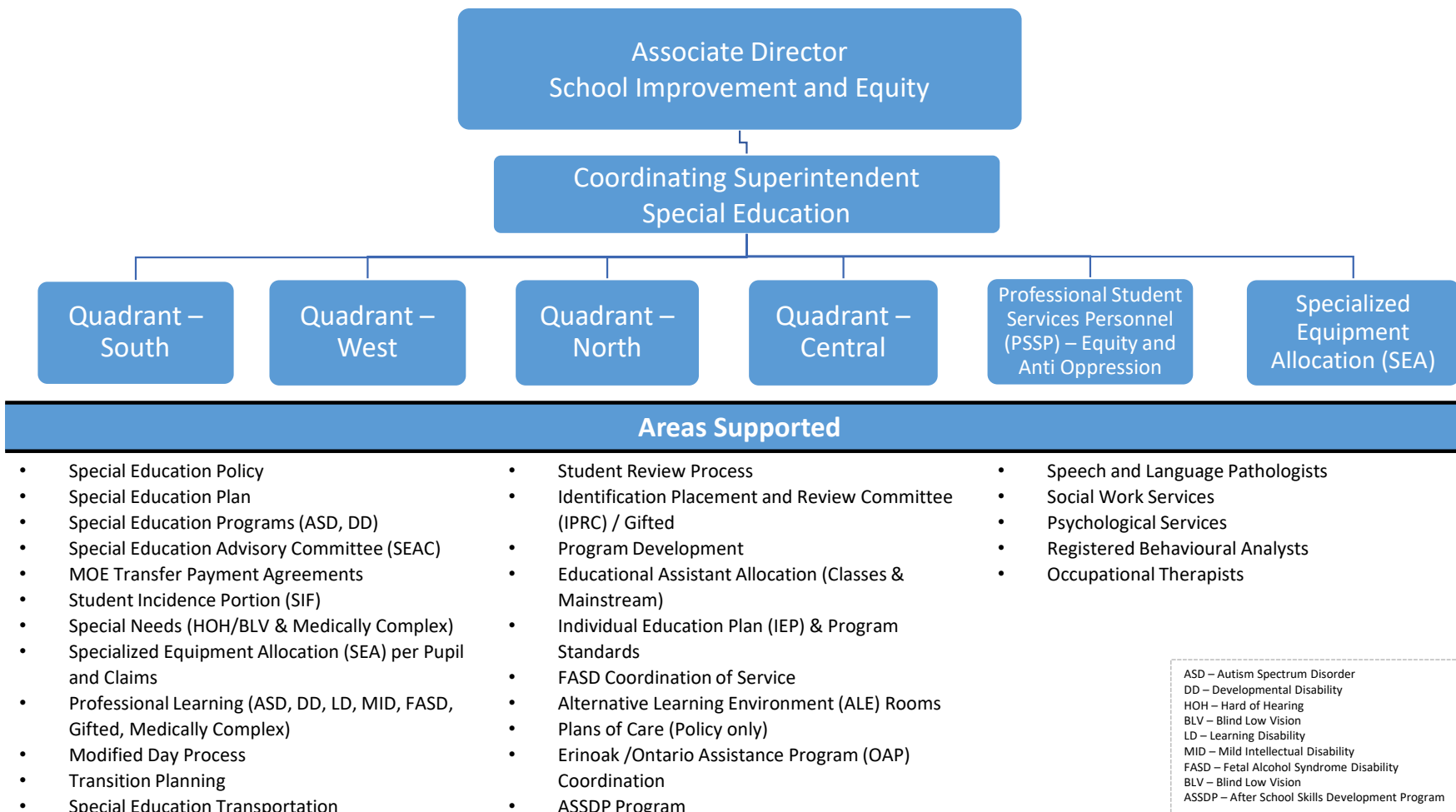
<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	3,528,767	9,869,974
BENEFITS	642,584	2,055,196
STAFF DEVELOPMENT & PROFESSIONAL FEES	95,063	440,486
SUPPLIES & SERVICES	191,075	433,807
FEES & CONTRACTUAL SERVICES	110,325	36,666
TOTAL COSTS	<u>4,567,814</u>	<u>12,836,129</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES	Admin support, teaching staff and behaviour support for safe schools programs - multiple sites; Professional response team who will address incidents that has negative impact on the school and community , release support for new school principals for hiring & school setup
OTHER SALARIES	Curriculum support, writing teams and program supply teacher costs
SUPPLIES & SERVICES	Office supplies - Business case #1162, phone, internet line, photocopying, technology and resources for students and teachers
FEES & CONTRACTUAL SERVICES	Translation, student support to access pro-active, expulsion and suspension programs

SPECIAL EDUCATION

Special Education



PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1525 SPECIAL EDUCATION

Coordinating Superintendent of Special Education

SPECIAL EDUCATION

1.0	COORDINATING SUPERINTENDENT OF SPECIAL EDUCATION
1.0	ASSISTANT TO THE SUPERINTENDENT
4.0	COORDINATING PRINCIPAL
4.0	COORDINATING VICE PRINCIPAL
1.0	RESOURCE TEACHER - SPEC ED SEC
2.0	ABA FACILITATOR
4.0	BOARD CERTIFIED BEHAVIOUR ANALYST
2.0	BOARD CERTIFIED BEHAVIOUR ANALYST - ASD
10.0	PROGRAM SUPPORT OFFICE ASSISTANT
37.0	INDIVIDUALIZED EDUCATION RESOURCE TEACHER SSF - Business case #1144

ASD - AUTISM SPECTRUM DISORDER DEPT

1.0	TRANSITION FACILITATOR - AASDP
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SEA CLAIMS & SPECIAL NEEDS

2.0	OCCUPATIONAL THERAPIST - ASD & SPECIAL NEEDS
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K-12 SPECIAL EDUCATION SUPPORT

0.5	PD FACILITATOR - EA
-----	---------------------

PSSP, EQUITY AND ANTI OPPRESSION

1.0	COORDINATING PRINCIPAL
2.0	MANAGER, PSYCHOLOGY
2.0	MANAGER, SOCIAL WORK
2.0	MANAGER, SPEECH LANGUAGE
0.5	SOCIAL WORKER - COURT WORKER

SPECIAL EDUCATION EQUIPMENT - SEA

1.0	COORDINATING VP - SEA- ED TECH INNOVATION
1.0	TEAM LEADER - TECHNICAL SUPPORT SPEC ED
2.0	SEA EQUIPMENT TECHNICIAN
2.0	SEA EQUIPMENT TECHNICIAN - CONTRACT ONLY
8.0	RESOURCE TEACHER - SPECIAL PROGRAMS
1.0	SEA OCCUPATIONAL THERAPIST SUPERVISOR
6.0	OCCUPATIONAL THERAPIST
2.0	EDUCATIONAL ASSISTANT - SEA

Total Staff

100.0

SSF - Supports for Students Fund

Note - 61.5 FTE transferred to 1475 Safety and Well-being

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1525 SPECIAL EDUCATION

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	15,559,466	12,184,337
BENEFITS	2,918,817	1,920,332
STAFF DEVELOPMENT & PROFESSIONAL FEES	1,969,895	1,632,501
SUPPLIES & SERVICES	6,370,039	4,631,879
FEES & CONTRACTUAL SERVICES	2,073,543	1,417,179
TOTAL COSTS	<u>28,891,760</u>	<u>21,786,228</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES - INCLUDING STAFF DEVELOPMENT & RELEASE TIME	Release time for building capacity to enhance collective well-being, student specific training and support student transitions and responsive programming
STAFF DEVELOPMENT & PROFESSIONAL FEES	Empower training for Communication teachers, crisis prevention institute (CPI), safety training and re-certification, staff meetings, staff and student mental health training supports
SUPPLIES & SERVICES	Instructional supplies for Speech Language pathologists, Psycho-educational Consultants and Social Workers in the schools, computers, printing, office supplies, cell phones, mileage, Psychology testing kits and CPI training booklets
FEES & CONTRACTUAL SERVICES	Laserfiche for Paraprofessionals records, CPI trainer fees, Canadian Cognitive Abilities Test (CCAT) testing costs. Assessment external contracts

FIELD OFFICE SUPPORT SERVICES

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1550 FIELD OFFICE SUPPORT SERVICES

MISSISSAUGA FIELD OFFICE

5.0	SUPERINTENDENT OF SCHOOLS
5.0	ASSISTANT TO SUPERINTENDENT
13.0	OFFICE ASSISTANT
2.0	OFFICE MANAGER FLOATER - SSF
2.0	OFFICE MANAGER FLOATER

NORTH FIELD OFFICE

8.0	SUPERINTENDENT OF SCHOOLS
8.0	ASSISTANT TO SUPERINTENDENT
19.0	OFFICE ASSISTANT
5.0	OFFICE MANAGER FLOATER - SSF
3.0	OFFICE MANAGER FLOATER

Total Staff

70.0

SSF - Supports for Students Fund

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1550 FIELD OFFICE SUPPORT SERVICES

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	6,116,248	6,240,348
BENEFITS	1,242,981	1,211,463
STAFF DEVELOPMENT & PROFESSIONAL FEES	163,500	163,500
SUPPLIES & SERVICES	187,099	187,099
FEES & CONTRACTUAL SERVICES	600	600
TOTAL COSTS	<u>7,710,428</u>	<u>7,803,010</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

STAFF DEVELOPMENT & PROFESSIONAL FEES

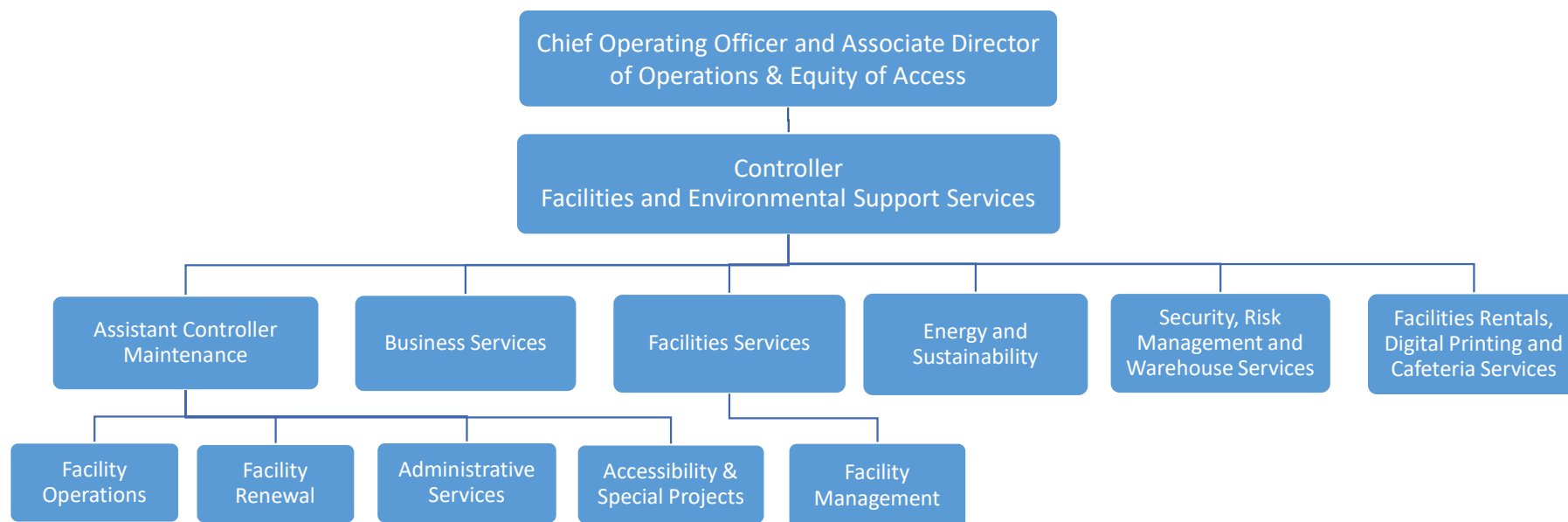
Professional development support for the schools provided by the Superintendents

SUPPLIES & SERVICES

Auto mileage (for mentor floaters, mobile support and Superintendents), office supplies and services

FACILITIES AND ENVIRONMENTAL SUPPORT SERVICES

Facilities and Environmental Support Services



Areas Supported

- | | | |
|---|--|---|
| <ul style="list-style-type: none"> • Training of Custodial Staff • Liaison with Custodial Union • Quality Assurance Standards • Accessibility Compliance and Improvement • Building Maintenance and Repair Services • Facilities Renewal and upgrading • Facilities Renovations • Facilities Joint Use Agreements | <ul style="list-style-type: none"> • Overall Coordination of Regional Custodial Services • Energy Efficiency and Conservation Programs • Utilities Administration • Waste Management and Recycling Programs • Environmental Compliance and EcoSchools • Green Energy Initiatives • Renewable Energy Initiatives | <ul style="list-style-type: none"> • Community Use of Schools and CBO permits • Secondary Schools and CBO cafeteria services • Early Years Operations • CBO Administration • Digital Printing and Mailroom • Security, Risk Management of Schools/Sites • Warehouse, Courier and Delivery Services and Creative Zone |
|---|--|---|

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1600 FACILITIES AND ENVIRONMENTAL SUPPORT SERVICES

Controller of Facilities and Environmental Support Services

FACILITIES & ENVIRONMENTAL SUPPORT SERVICES

1.0	CONTROLLER OF FACILITIES AND ENVIRONMENTAL SUPPORT SERVICES
1.0	ASSISTANT MANAGER, BUSINESS SERVICES
1.0	ASSISTANT TO CONTROLLER
4.0	PROJECT MANAGER - FUNDED BY 3RD PARTY SOLAR REVENUE

FACILITIES OPERATIONS SERVICES

1.0	SENIOR GENERAL MANAGER
1.0	GENERAL MANAGER
14.0	FACILITIES SERVICES MANAGERS
4.0	CUSTODIAL SHIFT SUPERVISOR
13.0	CUSTODIAL FLOATER - SSF
1.0	OFFICE MANAGER
13.0	OFFICE ASSISTANT/CLERK
788.0	CUSTODIAN
284.0	SCHOOL ATTENDANT

MAINTENANCE SERVICES

1.0	MANAGER OF PLANT OPERATIONS
1.0	MANAGER ADMINISTRATIVE SERVICES
18.0	SUPERVISOR / ASSISTANT SUPERVISOR
1.0	BUSINESS SERVICES ASSISTANT
1.0	OFFICE SERVICES ADMINISTRATOR
7.0	OFFICE ASSISTANT / CLERICAL
70.0	TRADES PEOPLE
2.0	TRADES PEOPLE - SSF
4.0	TRADES PEOPLE - SSF

ENERGY AND SUSTAINABILITY

1.0	MANAGER - ENERGY AND SUSTAINABILITY
1.0	UTILITIES DATA ANALYST
1.0	ENERGY SPECIALIST ACTING - FUNDED BY ALECTRA UTILITIES
1.0	SUSTAINABILITY COORDINATOR
1.0	HVAC - TRADES PERSON - FUNDED BY ENERGY REBATES

FACILITIES RENTALS

1.0	MANAGER OF FACILITIES RENTAL SERVICES*
1.0	EDUCATION CENTRE LIAISON OFFICER*
2.0	FACILITY RENTALS COORDINATOR*
2.0	RECEPTION/SWITCHBOARD*
4.0	OFFICE ASSISTANT*

PRINTING/DUPLICATING, & MAILROOM SERVICES

1.0	SUPERVISOR OF DIGITAL PRINTING AND DELIVERY SERVICES*
3.0	OFFICE SERVICES DIGITAL PRINTING CLERK*
2.0	OFFICE SERVICES MAIL ROOM CLERK*
1.0	INTERMEDIATE PRINTER/BINDERY PERSON*
1.0	DIGITAL EQUIPMENT OPERATOR LEADHAND*
1.0	OFFICE ASSISTANT*

SECURITY & RISK MANAGEMENT & WAREHOUSE

1.0	MANAGER OF SECURITY , RISK AND WAREHOUSE SERVICES*
1.0	ASSISTANT MANAGER OF SECURITY , RISK AND WAREHOUSE SERVICES*
1.0	SUPERVISOR WAREHOUSE*
1.0	SECURITY SYSTEMS - PROJECT COORDINATOR*
1.0	INSURANCE RISK MANAGEMENT CLERK*
1.0	INVENTORY WAREHOUSE CLERK*
1.0	OFFICE ASSISTANT*

Total Staff

1,262.0

SSF - Supports for Students Fund

* Transfer from 1625 Corporate Support Services

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1600 FACILITIES AND ENVIRONMENTAL SUPPORT SERVICES

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	78,728,927	84,437,865
BENEFITS	23,908,708	23,126,048
STAFF DEVELOPMENT & PROFESSIONAL FEES	49,950	221,450
SUPPLIES & SERVICES	35,803,299	36,017,188
CAPITAL EXPENDITURES (TCA)	100,000	100,000
RENTALS	2,000	240,599
FEES & CONTRACTUAL SERVICES	17,192,820	18,391,947
OTHER COSTS	22,500	26,100
REVENUES & RECOVERIES	(210,000)	(380,000)
TOTAL COSTS	155,598,204	162,181,197

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SALARIES	Includes staff funded from 3rd party solar revenue, custodial overtime for permits, overtime help to handle peak workloads and teacher release time to carry out EcoSchool responsibilities - Business case #1219
STAFF DEVELOPMENT & PROFESSIONAL FEES	Professional fees for professional engineers, Ontario Association of School Business Officials (OASBO) and Ecoschool events and training - Business case #1219
SUPPLIES & SERVICES	Consumable supplies, cell phones, equipment and supplies for custodial staff - Business case #1221 and contractors, lawn mowers, floor machines, snow blowers, vacuums, ladders and scaffolds, maintenance materials for carpentry, flooring, electrical, heating, plumbing etc. supplies for facilities maintenance, uniforms and safety shoes per Canadian Union for Public Employees (CUPE) contract, maintenance and license fees for service trucks and buses located at Parkholme and Applewood Acres, routine maintenance supplies for board preventive maintenance mechanics and additional facilities, annual utilities required for Peel schools and administrative buildings, utility advisory fees, inflationary increases in facilities services supplies and contract fees. E-bidding software annually, board letterhead, folders, envelopes, catalogue items, postage for all outgoing Central board office (CBO) mail, paper and supplies for CBO duplicating, cost recovery for board, school and outside clients, provision for meeting room furniture, replacement of folding tables, band risers and choral risers that are moved between schools, replacement of coil/cerlox binder, maintenance of card access system access cards, door hardware maintenance, school repairs to wear and damage caused by rentals, repairs to furniture and equipment for HJA Brown Education Centre

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

FEES & CONTRACTUAL SERVICES

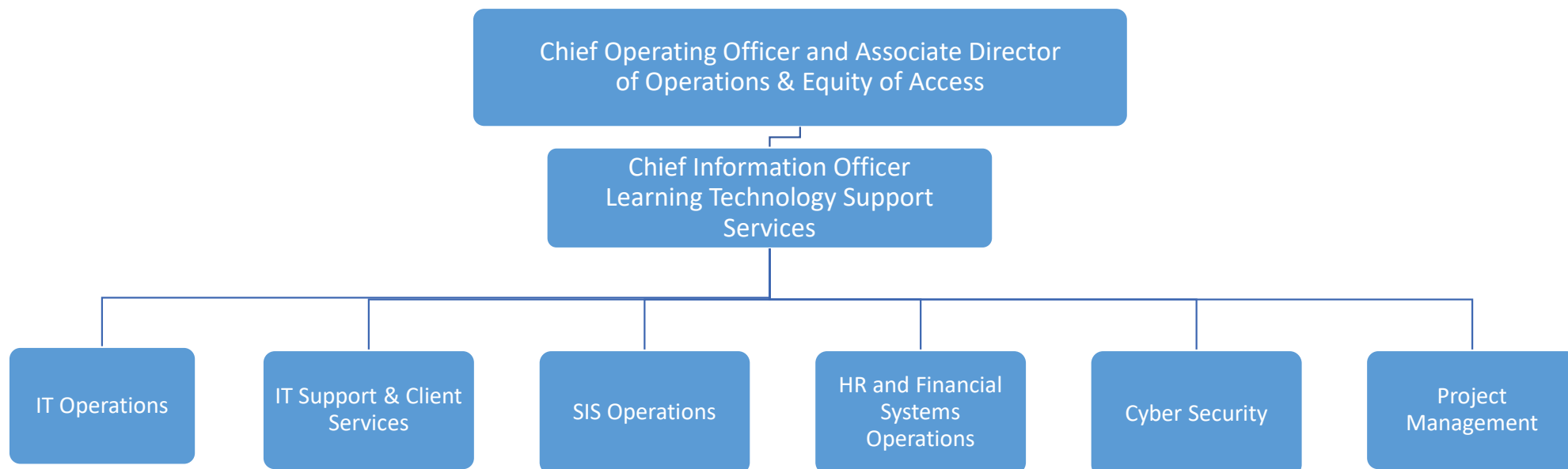
Garbage removal, pest control, graffiti removal, increases in snow plowing and salting contracts , landscaping & grounds and emergency cleaning, contractual repairs, air conditioning, structural, electrical, fire safety systems, heating, paving and roads, tree removal, plumbing and roofing contracts, structural analysis and reports, well water testing, general water testing (lead), materials testing, methane gas monitoring, asbestos inspections, mandatory inspections and reports, service pole inspections, and testing; External gas transportation contract - Business Case #1222; Courier routes and contracted moving expenses, board's share of picking up and sorting Creative Zone materials, in partnership with Family Day care, security responses to alarms and patrols, alarm monitoring by security provider of alarm systems, alarm audits, cameras, alarm system verification/camera replacement due to vandalism

REVENUE & RECOVERIES

Revenues from energy supply contracts

LEARNING TECHNOLOGY SUPPORT SERVICES

Learning Technology Support Services



Areas Supported			
<ul style="list-style-type: none"> • Technology Planning • Email/Electronic Messaging • Collaboration Tools/SharePoint • Internet/Intranet • Data Management and Reporting • Telephony, public announcement (PA) & Lockdown Systems • Classroom and Boardroom technologies 	<ul style="list-style-type: none"> • Video/Tele Conferencing • Support Virtual Learning Environments • IT Client Support/Help Desk/Field Services • IT Project Management • IT Infrastructure • Support of Corporate Systems (SIS, FIS, Vista) • SIS Modernization/Operations 	<ul style="list-style-type: none"> • Telecommunications • Media Support • Hardware Repair • IT Operations • Application Development • Cyber Security • Networks/Data Centre • Enterprise Architecture 	<div>SIS: Student Information System FIS: Financial Information System</div>

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1650 LEARNING TECHNOLOGY SUPPORT SERVICES

Chief Information Officer

<i>C/O</i>	1.0	CHIEF INFORMATION OFFICER
	1.0	ASSISTANT TO THE CHIEF INFORMATION OFFICER
	1.0	MANAGER, PMO & IT GOVERNANCE
<i>ENTERPRISE ARCHITECTURE</i>	1.0	TEAM LEAD - MINISTRY REPORTING
<i>CYBER SECURITY</i>	1.0	MANAGER CYBER SECURITY
	1.0	SECURITY ANALYST
	1.0	IT SECURITY ANALYST
	1.0	DATA ANALYST
<i>ENTERPRISE SYSTEMS & SOLUTIONS DELIVERY</i>	1.0	SENIOR ERP PROGRAM MANAGER
	1.0	SUPERVISOR - COLLABORATION SYSTEMS
	1.0	POWER PLATFORM DEVELOPER
	3.0	PROGRAM ANALYST/DEVELOPER - SHAREPOINT
	1.0	SHAREPOINT FRONT END DEVELOPER
	1.0	SUPERVISOR - FIS
	2.0	PROGRAMMER ANALYST - FIS
	1.0	ANALYST - FIS
	1.0	SUPERVISOR - HRMS
	1.0	TEAM LEAD - HRMS
	3.0	PROGRAMMER ANALYST - HRMS
	2.0	MINISTRY & DATA REPORTING ANALYST
	2.0	DATA BASE ADMINISTRATORS
	1.0	OFFICE ASSISTANT
<i>SIS MODERNIZATION</i>	1.0	SENIOR MANAGER SIS
	1.0	MANAGER - SIS OPERATIONS
	1.0	TEAM LEAD SIS
	1.0	BUSINESS ANALYST SIS
	3.0	DATABASE ADMINISTRATORS FOR SIS
	3.0	PROGRAMMER ANALYST - ORACLE - SSF
	2.0	DEVELOPER - WEB APPLICATION
	1.0	COLLABORATION ANALYST
	1.0	PROJECT MANAGER
	1.0	TEAM LEADER TESTING & TRAINING
	2.0	DATABASE ADMINISTRATORS
	1.0	TEAM LEADER COLLABORATION
<i>IT SUPPORT & CLIENT SERVICES</i>	1.0	SENIOR MANAGER - IT SUPPORT & CLIENT SERVICES
	1.0	SUPERVISOR - IT SERVICE DESK
	4.0	SUPERVISOR TECHNICAL SUPPORT QUADRANT
	4.0	ANALYST - PCLAN
	3.0	CUSTOMER SERVICE SUPPORT ANALYST
	10.0	CUSTOMER SERVICE SUPPORT SPECIALIST
	49.0	TECHNICAL SUPPORT & COMPUTER TECH SPECIALIST (SCHOOL SUPPORT)
<i>PROJECT MANAGEMENT</i>	2.0	PROJECT MANAGER
	1.0	BUSINESS ANALYST
<i>IT OPERATIONS</i>	1.0	SENIOR MANAGER - IT OPERATIONS
	1.0	MANAGER - DATA CENTRE SUPPORT SERVICES
	1.0	MANAGER - INTERNETWORKING
	1.0	TEAM LEAD INTERNETWORKING (BROADBAND CONTINUOUS IMPROVEMENT)
	2.0	INTERNETWORK ANALYST (1 FTE IS BROADBAND CONTINUOUS IMPROVEMENT)
	1.0	TELECOMMUNICATIONS SUPPORT SPECIALIST
	1.0	SUPERVISOR - INFRASCT/HARDWARE
	2.0	COMMUNICATIONS INFRASTRUCTURE ANALYST
	2.0	DATA CENTRE ANALYST

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

	2.0	DATA CENTRE OPERATOR
	1.0	ELECTRONIC MESSAGING ANALYST
	1.0	LEARNING MANAGEMENT SYSTEMS ANALYST
	1.0	SENIOR ACTIVE DIRECTORY ANALYST
	1.0	TECHNICAL REPAIR PERSON - CHIEF
	10.0	TECHNICAL REPAIR PERSON - 4 FTE SSF
	2.0	MINISTRY & DATA REPORTING ANALYST
	1.0	CUSTOMER SERVICE SUPPORT SPECIALIST
	9.0	TECHNICAL SUPPORT & DATA CENTRE ANALYSTS
	1.0	OFFICE ASSISTANT
	1.0	SUPERVISOR - ASSET& VENDOR MANAGEMENT
	1.0	IT ASSET MANAGEMENT ANALYST
	2.0	TELECOMMUNICATIONS SUPPORT ANALYST
	2.0	TELECOMMUNICATIONS SPECIALIST
<i>MEDIA SERVICES</i>		
	1.0	SUPERVISOR - MEDIA TECHNOLOGY SUPPORT
	10.0	MEDIA TECHNOLOGY SPECIALIST
	1.0	TECHNICIAN - DIGITAL/VIDEO

Total Staff

181.0

SSF - Supports for Students Fund

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1650 LEARNING TECHNOLOGY SUPPORT SERVICES

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	16,000,881	16,983,703
BENEFITS	4,050,812	4,172,384
STAFF DEVELOPMENT & PROFESSIONAL FEES	115,731	110,811
SUPPLIES & SERVICES	2,014,176	1,939,176
CAPITAL EXPENDITURES (TCA)	913,348	125,000
RENTALS	1,449,661	1,449,661
FEES & CONTRACTUAL SERVICES	7,280,208	9,276,597
OTHER COSTS	34,801	34,801
REVENUES & RECOVERIES	(19,920)	-
TOTAL COSTS	31,839,698	34,092,133

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SUPPLIES & SERVICES

Hardware repairs, audio visual repairs, phone system upgrades and centralized support, maintain telephone systems, identity management protection system hardware, mobile device management, data centre technology and disaster plan hardware and school/central board office administrative computer upgrades

RENTALS

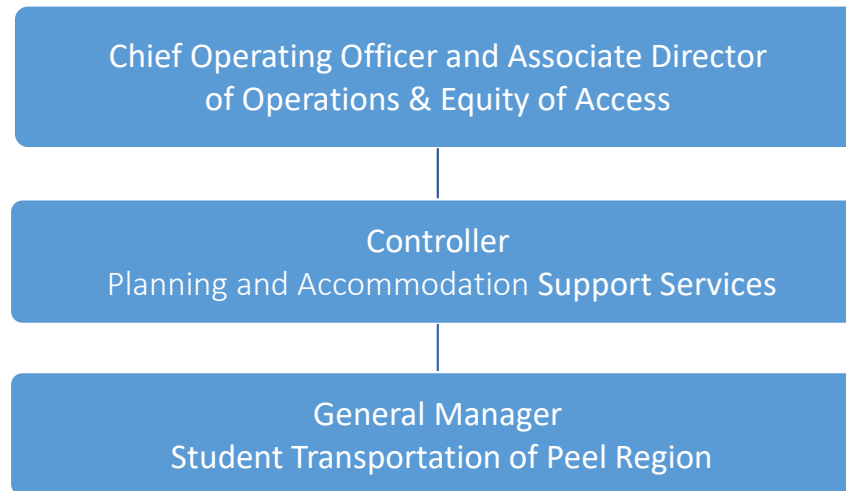
Annual lease for fiber optics, telephone lines and internet services, network infrastructure, internet provider

FEES & CONTRACTUAL SERVICES

Maintenance for wide area network (WAN), network upgrades, eBASE Project Manager and Budgets modules upgrade, software contracts - internet filter, virus protection, phone system upgrades, Voice Over Internet Protocol (VOIP) management system, IT ticketing & asset management in the cloud, system support licenses - Student Information System (SIS), SharePoint license, school cash online, spam filter, Vista system upgrades - Business case #1158, Financial Information System (FIS), corporate account automation, cyber security contracts and broadband network operations through Core Ed Funding, Smart Find Express, digital document delivery, Learnstyle - Rise together, Ebase work order, Azure Cloud Services - Business case #1159 and additional support ticketing licenses - Business case #1160. Human Resource software - Paradigm staffing plus, Talent Link Recruiting, OCT, Workato and Tier 1

TRANSPORTATION SUPPORT SERVICES

Transportation Support Services



PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1675 TRANSPORTATION SUPPORT SERVICES

Controller of Corporate Support Services

1.0	GENERAL MANAGER OF TRANSPORTATION
2.0	MANAGER
1.0	SUPERVISOR, PLANNING AND DEVELOPMENT
1.0	TRANSPORTATION OPERATIONS OFFICER
1.0	STUDENT TRANSPORTATION OF PEEL REGION (STOPR) FINANCIAL ANALYST
6.0	TRANSPORTATION ASSISTANT
1.0	DATA ANALYST
1.0	TRANSPORTATION CLERK
2.0	OFFICER (CONSORTIA STAFF FROM DUFFERIN PEEL CDSB)
5.0	TRANSPORTATION AREA COORDINATOR (CONSORTIA STAFF FROM DUFFERIN PEEL CDSB)
1.0	FINANCIAL CLERK (CONSORTIA STAFF FROM DUFFERIN PEEL CDSB)
1.0	OFFICE ASSISTANT (CONSORTIA STAFF FROM DUFFERIN PEEL CDSB)

Total Staff

23.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1675 TRANSPORTATION SUPPORT SERVICES

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,802,728	2,368,774
BENEFITS	462,253	525,580
STAFF DEVELOPMENT & PROFESSIONAL FEES	11,409	11,409
SUPPLIES & SERVICES	102,000	102,000
RENTALS	39,168	39,168
FEES & CONTRACTUAL SERVICES	60,573,766	67,942,625
OTHER COSTS	1,000	3,000
TOTAL COSTS	62,992,324	70,992,556

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

*NOTE: STAFF AND COSTS SHARED WITH DUFFERIN-PEEL
CATHOLIC DISTRICT SCHOOL BOARD BASED ON RIDERSHIP*

SALARIES

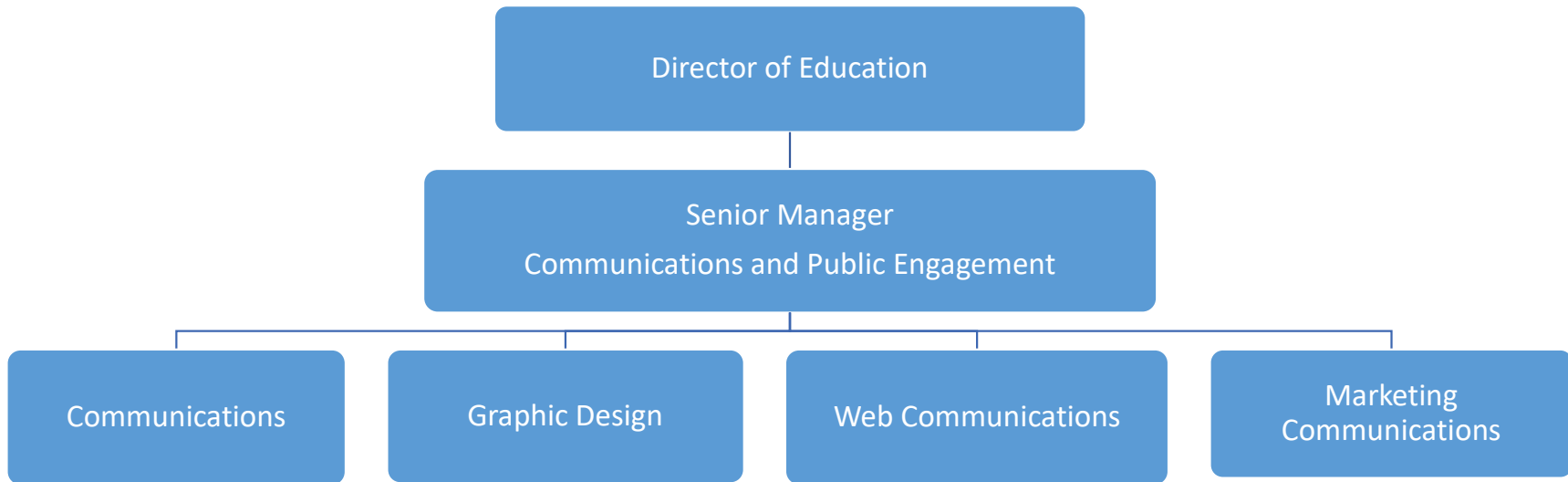
Consortium staffing for Peel's portion, Transportation Assistant overtime to cover school start-up, snow days and emergencies, Travel Assistants - Business case #1225, temp assistance help during peak work periods

FEES & CONTRACTUAL SERVICES

Transportation for day students and provincial schools contracts, increase in transportation contract rates and fuel costs - Business case #1226, safety training, Student Transportation of Peel Region (STOPR) - software and administrative fees

COMMUNICATION AND PUBLIC ENGAGEMENT

Communications and Public Engagement



Areas Supported	
<ul style="list-style-type: none">• Community Relations• Internal Communications• External Communications• Board Functions• Issues management• Event management	<ul style="list-style-type: none">• Publications• Media Relations• Website and Social Media• Graphic Design• Marketing

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

1700 COMMUNICATION AND PUBLIC ENGAGEMENT

Executive Lead - Communication and Public Engagement

COMMUNICATION AND PUBLIC ENGAGEMENT

1.0	SENIOR MANAGER OF COMMUNICATION & PUBLIC ENGAGEMENT
1.0	ASSISTANT TO SENIOR MANAGER
2.0	COMMUNICATIONS & COMMUNITY RELATIONS MANAGER
2.0	COMMUNICATIONS OFFICER
1.0	COMMUNITY RELATIONS OFFICER
1.0	GRAPHIC DESIGNER
2.0	COMMUNICATIONS ASSISTANT
1.0	WEB COMMUNITY SPECIALIST
2.0	OFFICE ASSISTANT

Total Staff

13.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1700 COMMUNICATION AND PUBLIC ENGAGEMENT

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SALARIES	1,214,565	1,324,492
BENEFITS	313,313	324,278
STAFF DEVELOPMENT & PROFESSIONAL FEES	13,375	13,375
SUPPLIES & SERVICES	225,106	225,106
FEES & CONTRACTUAL SERVICES	82,286	82,286
OTHER COSTS	2,250	2,250
TOTAL COSTS	<u>1,850,895</u>	<u>1,971,787</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

STAFF DEVELOPMENT & PROFESSIONAL FEES

National School Public Relations Association, Canadian Association of Communicators in Education (CACE), Ontario Association for School Business Officials (OASBO), New York School Public Relations Association Conference (NYSPRA), and other professional learning as required

SUPPLIES & SERVICES

Supplies for graphic art, office supplies, printing of board materials - flyers, posters, brochures, advertising - kindergarten registration, French Immersion, Extended French, start of year, central support for education week initiatives, board functions - recognition dinners - 25 year members, retirees; Starting Point, parent conference; digital citizenship conferences, school council information nights, Asian & Black history month events, school anniversaries

FEES & CONTRACTUAL SERVICES

Newswire services, design services including use of outside agencies as required

SCHOOL RENEWAL

School Renewal

Chief Operating Officer and Associate Director
of Operations & Equity of Access

Controller
Facilities and Environmental Support Services

Assistant Controller
Maintenance, Facility and Accessibility Renewal Projects

Areas Supported

- Facilities Renewal and Upgrading
- Facilities Renovations and Improvements
- Accessibility Compliance and Improvement

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary**

1800 SCHOOL RENEWAL

Controller of Facilities and Environmental Services

1.0	ASSISTANT CONTROLLER
1.0	SENIOR PROJECT MANAGER
1.0	MANAGER - ACCESSIBILITY & SPECIAL INITIATIVES
6.0	PROJECT MANAGER
1.0	SUPERVISOR FACILITY RENEWAL
1.0	TECHNICAL ASSISTANT
2.0	OFFICE ASSISTANT

Total Staff

13.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

1800 SCHOOL RENEWAL

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
SUPPLIES & SERVICES	165,000	165,000
CAPITAL EXPENDITURES (TCA)	14,689,889	14,587,046
FEES & CONTRACTUAL SERVICES	4,758,120	4,820,092
OTHER COSTS	982,513	920,541
TOTAL COSTS	20,595,522	20,492,679

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

SUPPLIES & SERVICES	Alarm repairs and upgrades
CAPITAL EXPENDITURES (TCA)	Building betterments and modifications, gym floor improvements, PA systems/lockdown, playing field improvements, camera equipment and accessibility improvements
FEES & CONTRACTUAL SERVICES	Superintendent school based renewal allocations - operating, emergency repairs, pull stations, gym floor improvements, maintenance renewal projects, back door card access security, security improvement maintenance

OPERATIONAL EXPENSES RELATED TO CAPITAL

PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-26
Departmental Staffing Summary

4000 OPERATIONAL EXPENSES RELATED TO CAPITAL

Controller of Planning and Accommodation

1.0	MANAGER - DESIGN, CONSTRUCTION
1.0	SENIOR PROJECT MANAGER
3.0	PROJECT MANAGER
1.0	ARCHITECTURAL TECHNOLOGIST
1.0	OFFICE ASSISTANT

Total Staff

7.0

**PEEL DISTRICT SCHOOL BOARD
BUDGET 2025-2026
BUDGET SUMMARY AND EXPENSE DESCRIPTIONS**

4000 OPERATIONAL EXPENSES RELATED TO CAPITAL

<u>DESCRIPTION</u>	<u>2024-25 BUDGET</u>	<u>2025-26 BUDGET</u>
INTEREST EXPENSES	22,726,691	19,235,050
INSTRUCTIONAL RENTALS	81,409	81,409
FEES & CONTRACTUAL SERVICES	1,242,496	782,487
OTHER COSTS	1,685,284	1,685,284
AMORTIZATION	103,623,020	111,627,073
TOTAL COSTS	<u>129,358,900</u>	<u>133,411,303</u>

DETAILED DESCRIPTION OF DEPARTMENTAL EXPENDITURES

INTEREST EXPENSES	Debenture interest, Education Development Charge (EDC) loan interest
INSTRUCTIONAL RENTALS	Rental of instructional spaces
FEES & CONTRACTUAL SERVICES	Portable relocation expenses
OTHER COSTS	Debt service costs and project related salary and benefit costs that are not included in capital projects

TANGIBLE CAPITAL ASSET

PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 Summary of Tangible Capital Asset Acquisitions		
DESCRIPTION	2024-25 BUDGET	2025-26 BUDGET
Land Improvements	2,385,846	2,285,588
Buildings	100,325,566	86,409,918
Public Private Partnerships (P3)		7,000,000
Equipment over \$5,000, amortized over 5 years	110,000	10,000
Equipment over \$5,000, amortized over 10 years	175,000	175,000
First Time Equipping for New Schools & Classrooms	800,934	700,000
Furniture over \$5,000	150,000	150,000
Computer Hardware	250,000	250,000
Computer Software	788,348	-
Total Tangible Capital Asset Acquisitions	\$ 104,985,694	\$ 96,980,506
PEEL DISTRICT SCHOOL BOARD BUDGET 2025-2026 Summary of Tangible Capital Asset Funding		
TOTAL CAPITAL FUNDING	2024-25 BUDGET	2025-26 BUDGET
CAPITAL GRANTS - MINISTRY APPROVED		
Capital Priorities (including land)	32,995,462	20,222,916
Child Care	6,654,535	40,315
School Condition Improvement	51,393,525	54,103,359
	91,043,523	74,366,591
OTHER CAPITAL FUNDING		
Minor Tangible Capital Assets (TCA)	1,373,348	585,000
School Renewal - TCA Portion	11,409,584	15,028,916
Education Development Charges - Land	5,408,435	26,748,950
Total Capital Funding	\$ 109,234,890	\$ 116,729,457
OTHER SUPPORTED CAPITAL PROJECTS	2024-25 BUDGET	2025-26 BUDGET
Board Supported	1,159,239	-
Public-Private-Partnership (P3)	-	7,000,000
Total Board Supported Capital Projects	\$ 1,159,239	\$ 7,000,000

Notice of Motion re Overnight Accommodation

Submitted by: W. Davies

Notice of Motion:

Whereas the Trustees of this board wish to show leadership in reducing costs outside the classroom; and

Whereas the possibility exists that a Trustee could be elected that falls just inside this proximity;

Therefore, be it resolved that no Trustee shall accept overnight accommodation if the venue falls within 75 Kilometers of the Central Board Office.

Notice of Motion re Extreme Heat Days

Submitted by: J. Promoli

Notice of Motion:

Whereas protocols are established to respond to extreme cold days with school closures for the safety of staff and students;

Whereas extreme heat is recognized as a risk to health, and a particular risk to health for young children, seniors, and anyone who may have an underlying health concern;

Whereas the Ontario Ministry of Labour recognizes 27 degrees Celsius a maximum acceptable indoor temperature for construction workers;

Whereas many PDSB classrooms are without air conditioning or measures to significantly bring down the temperature to a level that may be considered manageable;
Whereas PDSB's ability to adjust to the challenges of extreme heat within schools may be limited by existing infrastructure and available resources; and

Whereas changes in climate patterns have resulted in an increase in high heat days during the school year in the years since many schools were built;

Therefore, be it resolved that the Peel District School Board work with Peel Public Health to establish an upper temperature threshold for extreme heat days, and a plan for these days for the safety and well-being of our staff and students.