

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, July 2, 2025, at 19:00 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
Satpaul Singh Johal, Vice-Chair
Lucas Alves (19:19 hours) (electronic)
Karla Bailey
Susan Benjamin
Stan Cameron

LeeAnn Cole
Will Davies
Brad MacDonald
Kathy McDonald
Jill Promoli

Member absent:

Jeffrey Clark

Administration:

Rashmi Swarup, Director of Education
Harjit Aujla, Associate Director, School Improvement and Equity
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
Donna Ford, Superintendent of Education
Atheia Grant, Superintendent of Equity, Indigenous Education and Community Engagement
Lisa Leoni, Superintendent, Leadership Development and School Partnerships
Mark Marshall, Acting Chief Information Officer, Learning Technology Support Services
Claudine Scuccato, Superintendent Special Education
Michelle Stubbings, Superintendent, Safe and Caring Schools
Mathew Thomas, Controller, Planning and Accommodation Support Services
Thomas Tsung, Controller, Facilities and Environmental Support Services
Jasmine Vorkapic, Governance Officer
Kervin White, Superintendent of Education

Lorelei Fernandes, Board Reporter

1. Call to Order

Chair David Green called the meeting to order at 19:00 hours.

2. Acknowledgement of Traditional Lands and National Anthem

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

3. Approval of Agenda

Resolution No. 25-163 moved by Brad MacDonald
seconded by Stan Cameron

Resolved, that the agenda be approved.

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4. Declaration of Conflict of Interest

There were no declarations of conflict of interest.

5. Staff Recognition: Retirements

Vice-Chair, Satpaul Singh Johal, acknowledged the hard work and dedication of retiring staff. He wished them well in their retirement.

Resolution No. 25-164 moved by Jill Promoli
seconded by Karla Bailey

Resolved, that the following retirements be received:

Lee Alt
Mandy Carbajal Gutierrez
Kevin Corcoran
Malcolm DeLima
Dawn Ellis
Karen Fournier
Zofia Gawron
Sue Giovannetti

Barbara Gordon
Kimberley Henderson
Evelyn Ireland
Susan Laroche
Frances Lorenzo
Dusica Maricic
Linda Martin
Jocelyn Maydan

Susmita Podder
Jane Roberts
Maria Silva
Lilly Supaul
Jeremy Watson
Dana Wilson

..... carried

6. Minutes of the Board Meeting, June 18, 2025

Resolution No. 25-165 moved by Kathy McDonald
seconded by LeeAnn Cole

Resolved, that the Minutes of the Board Meeting, held June 18, 2025, be approved.

..... carried

7. Minutes of the Audit Committee Meeting, June 5, 2025

Resolution No. 25-166 moved by Will Davies
seconded by Satpaul Singh Johal

Resolved, that the Minutes of the Audit Committee Meeting, held June 5, 2025, be received.

..... carried

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

Resolution No. 25-167 moved by Brad MacDonald
seconded by Will Davies

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

..... carried

9. Motions for Consideration: Special Education Advisory Committee Meeting, June 17, 2025

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

1. Special Education Plan Amendment 2025

Resolution No. 25-168 moved by Susan Benjamin
seconded by Jill Promoli

Resolved, that the Special Education Plan Amendment 2025 be received, and that the Special Education Plan and Amendment be approved. (Appendix I as attached to the Minutes)

..... carried

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

Resolution No. 25-169 moved by Susan Benjamin
seconded by Karla Bailey

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;

9. Motions for Consideration: Special Education Advisory Committee Meeting, June 17, 2025 (Continued)

2. Feasibility of Reserved Pathways for Students with Exceptionalities into Regional Learning Choices Programs (Cont'd)

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.

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Responding to a question from a trustee, the administration clarified that if the number of students with exceptionalities is small, the data cannot be reported. It was noted that from a preliminary review of the data, no disproportionalities are evident between students with IEPs and other students that apply to Regional Learning Choices Programs.

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Resolution No. 25-169

..... carried

10. Ontario Public School Board Association - OPSBA Membership Fees

Chief Operating Officer and Associate Director of Operations and Equity of Access, Jaspal Gill, stated that OPSBA currently represents all 31 English public school boards and 10 school authorities in Ontario. The membership fee for the 2025-2026 school year will be \$262,067 plus HST. Jaspal Gill described the financial and other benefits of being an OPSBA member, which have resulted in significant savings to Peel DSB. Controller of Finance Support Services, Tania Alatishe-Charles, advised that OPSBA is the largest stakeholder voice in Ontario public education. She described OPSBA's five major roles, political and legislative advocacy, financial negotiation, collective bargaining, professional development, and inclusion, advocacy and support networks and provided examples of OPSBA work which supports school boards.

10. Ontario Public School Board Association - OPSBA Membership Fees (Continued)

Tania Alatishe-Charles highlighted some of the supports and member benefits: submission to the Ministry of Education on Core Education funding consultation; reporting on concerns regarding gaps in per student and special education funding; negotiation on bulk copyright tariff agreements for significant savings to school boards. She noted that OPSBA represents all 72 Ontario school boards on the School Energy coalition and advocates provincially for energy regulators, which has resulted in savings of \$702,000 for Peel DSB. In addition, in collective bargaining support, OPSBA has the role of the employer negotiating for English public district school boards on central issues, and provides free professional development, daily media scans and provincial updates to trustees. Controller Alatishe-Charles advised that OPSBA's focus on inclusion, advocacy, and support networks through the Indigenous Trustee Council, Black Trustee Caucus, and Policy and Program Work, helps shape legislation and education policy. Trustees spoke in favour of OPSBA and the benefits of being a member.

Resolution No. 25-170

moved by Jill Promoli
seconded by Karla Bailey

Resolved, that the Ontario Public School Boards Association (OPSBA) membership for the 2025-2026 school year, be approved.

..... carried

11. Budget Overview

Chief Operating Officer and Associate Director of Operations and Equity of Access, Jaspal Gill, acknowledged the commitment and leadership of the senior team in developing the proposed 2025-2026 Budget. He thanked Controller of Finance Support Services, Tania Alatishe-Charles, and Finance department staff for their outstanding work on the development of the budget. Jaspal Gill described the budget process with input from the Budget Development Committee and several stakeholders. He noted an increase of 3.3% in Core Education Funding from last year, for all school boards, amounting to approximately \$953.5 million. Changes to funding include: salary benchmarks and funding updates to align with collective agreements; 5-year phase-in of Statistics Canada Census data update; additional \$4.2 million in student transportation based on recent routing simulations; a 2% cost update as assistance for increase in commodity prices; administration expenses will be limited and require accountability and compliance measures.

Jaspal Gill stated that enrolment is a key driver for staffing, determining accommodation needs, and most of the Ministry funding is based on Average Daily Enrolment (ADE). He reviewed enrolment trends over the last 10 years and noted that enrolment projections indicate a decline of 1384 elementary and 427 secondary students, representing an overall decline of 0.65% over last year and 6.86% since the 2019-2020 school year. He commented on the challenges of declining enrolment coupled with increased support for vulnerable students and those with exceptionalities, lack of funds to meet the rising costs of special education, statutory benefits, sector-wide absenteeism, and inflationary costs.

11. Budget Overview (Continued)

Associate Director Gill advised that a majority of the proposed budget is focused on classroom learning resources, and priorities such as special needs, Indigenous education and student safety and well-being. Enhancements for 2025-2026 include direct classroom supports, such as, additional staffing positions to support students with special needs, Instructional Coaches, pathways transitions, dual-career program, travel assistants, and casual staff. Details were provided on funding for Leading Education Innovation Projects (LEIP), Skills Competition, EcoSchools program and Climate Action Plan, software application to support staff well-being, price escalation of supplies and gasoline, technology upgrade of Human Resources Information system (HRIS), increasing cloud services and expansion of IT solution license agreements, and student transportation cost increases.

The 5-year Special Education funding shortfall was reviewed, indicating that funding has increased by 11.3%, while simultaneously expenses have increased by 19.1%, resulting in a shortfall of approximately \$46.4 million for the upcoming school year. Associate Director Gill reviewed the operating expenditure and the breakdown of staffing and non-staffing costs. Reviewing the comparison of per pupil funding by large urban boards, Jaspal Gill commented that Peel DSB's projected per pupil amount of \$14,071 falls in the middle of funding of other large boards in Ontario. A trustee thanked Associate Director Gill and the staff for the work done and commented on the funding shortfall.

Resolution No. 25-171

moved by Brad MacDonald
seconded by Will Davies

That, the report on the Budget Overview re 2025-2026 Budget, be received.

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12. 2025-2026 Budget – Chair's Remarks

Chair of the Board, David Green, thanked Associate Director Gill, Finance Controller Alatishe-Charles, and staff who worked on the budget. He stated that the budget reflects continuing commitment to equitable student success and responsible stewardship of public funds. He expressed appreciation for the Ministry's improvement in funding allocation to address key priorities and noted that there are still significant areas, such as special education, shortage of qualified French teachers, and school infrastructure, which impact program delivery and need to be addressed. He spoke about the importance of innovation, technology, and specialist high skills programs, to provide students with skills needed to thrive in a changing world.

David Green stated that despite challenges, the Board is presenting a balanced budget that aligns with the Multi-Year Strategic Plan, reflects fiscal responsibility and focuses on student achievement and well-being. He acknowledged the input of federations, partners, community stakeholders and families who have voiced their opinions and helped shape priorities to present the budget. Recognizing the work of the Director of Education, Associate Directors, trustees, and staff, Chair Green voiced Peel DSB's commitment of working collaboratively with stakeholders and the government to ensure that Peel students learn, grow, and succeed in a safe, inclusive, and inspiring environment.

12. 2025-2026 Budget – Chair’s Remarks (Continued)

The Chair’s Remarks are attached as APPENDIX I.

Resolution No. 25-172 moved by Stan Cameron
seconded by Satpaul Singh Johal

That, the Chair’s Remarks re 2025-2026 Budget, be received.

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13. 2025-2026 Budget – Director’s Remarks

Director of Education, Rashmi Swarup, presented the 2025-2026 Peel DSB proposed balanced budget totalling \$2,243,509,594. She expressed the Board’s commitment to the Multi-Year Strategic Plan to support long-term goals and prepare students for the future with essential skills and knowledge for academic success and well-being. Director Swarup commented on the challenges due to declining enrolment in Peel over the past five years, outdated Core Education funding formulas and inflationary costs, while simultaneously facing the increasing needs of marginalized and vulnerable students as well as ensuring that students have access to support, and opportunities to thrive. She described the inclusive budget development and consultation process and expressed appreciation for the contributions of stakeholders. Director Swarup extended her gratitude to the senior team, trustees, staff, and community for their input, and commended Finance Support Services staff for their hard work and collaboration in preparing the budget.

The Director’s report is attached as APPENDIX II.

Resolution No. 25-173 moved by Stan Cameron
seconded by Satpaul Singh Johal

That, the Director’s Remarks re 2025-2026 Budget, be received.

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14. Budget Motions

Resolution No. 25-174 moved by Brad MacDonald
seconded by Karla Bailey

Resolved:

1. That, the total consolidated Operating Expense Budget for 2025-2026 of \$2,243,509,594 be approved, and
2. That, the total Capital Budget for 2025-2026 of \$96,980,506 be approved.

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14. Budget Motions (Continued)

A trustee expressed his appreciation for the remarkable work done on the Budget.

A trustee spoke about fiscal responsibility while focussing on student achievement and indicated that she did not support the proposed budget. The trustee commented on expenditures for legal fees and absenteeism, cuts to custodial staff, the Board's cost savings measures, increases in Central Board Office staffing, size of the senior management team, diversity, equity, human rights, and anti-Black racism. The trustee expressed her belief that the budget does not address inefficiencies, unfair processes and protocols that are cost prohibitive.

Another trustee spoke in favour of the budget and thanked staff for their work.

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A recorded vote was taken. The result of the vote was as follows:

Yeas	Nays	Abstentions
Trustees Davies, Johal, MacDonald, Promoli, Green, Cole, Alves, Bailey, Benjamin, Cameron.	Trustee McDonald	
	 carried (10-1-0)

15. Notices of Motion

(i) Overnight Accommodation

The following Notice of Motion was submitted by Trustee Will Davies:

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.

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15. Notices of Motion (Continued)

(ii) Temperature Threshold for Extreme Heat Days

The following Notice of Motion was submitted by Trustee Jill Promoli:

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 as 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.

16. Adjournment

Resolution No. 25-175

moved by Will Davies
seconded by Stan Cameron

Resolved, that the meeting adjourned (20:05 hours).

..... carried

..... Chair Secretary

PDSB 2025-2026 Budget Remarks for Chair Green

Good evening, trustees, staff, families, and members of the Peel community,

It is my honor to present the 2025—2026 budget on behalf of the Peel District School Board. This budget reflects our continued commitment to equity, student success, and responsible stewardship of public funds.

I want to begin by thanking the Ministry of Education for the improvements we have seen in funding allocations this year. These steps forward are appreciated and have helped us address some key priorities. However, there are still significant gaps that must be addressed, particularly in areas such as:

- Special Education, where students require timely assessments and individualized support.
- Qualified French-language educators, where shortages continue to impact program delivery.
- School infrastructure, especially the lack of air conditioning in many elementary schools, which affects the learning environment during warmer months.
- Innovation and technology, ensuring students have access to modern tools and digital learning environments.
- Specialist High Skills Major (SHSM) programs, which prepare students for real-world careers in sectors like health care, business, and skilled trades.
- STEM and future-focused learning, equipping students with the skills they need to thrive in a rapidly changing world.

Despite these challenges, it is important to note that today we are presenting a balanced budget, one that reflects both fiscal responsibility and our unwavering focus on student achievement and well-being. This budget also reflects the valuable input of our federal partners, community stakeholders, and families, whose voices have helped shape our priorities.

Special thanks to the Director, Associate Director Gill and his staff. Trustees who have spent countless hours ensuring that a balanced budget is achieved. To each and every one who worked so hard to share ideas and input, thank you once again.

We remain committed to working collaboratively with our staff, families, and government partners, to ensure every student in Peel can learn, grow, and succeed in a safe, inclusive, and inspiring environment.

Thank you to our Finance team, educators, and community members for your continued dedication and collaboration. Together, we will continue building a stronger, more equitable public education system.

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.

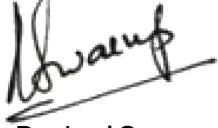
This year's budget process was particularly challenging, as the board faces its sixth consecutive year of declining enrolment alongside increasing support needs of our marginalized and vulnerable students. At the same time, Core Education funding formulas have not kept pace with the rising costs associated 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', written over a horizontal line.

Rashmi Swarup
Director of Education