

PEEL DISTRICT SCHOOL BOARD

Minutes of the Regular Meeting of the Board, held in the Board Room, the H. J. A. Brown Education Centre, 5650 Hurontario Street, Mississauga, Ontario on Wednesday, April 15, 2020 at 19:35 hours. The meeting was held by electronic means, under Ontario Regulation 463/97, as amended.

Members present:

Brad MacDonald, Chair
David Green, Vice-Chair
Susan Benjamin
Stan Cameron

Robert Crocker
Will Davies
Sue Lawton
Kathy McDonald

Members absent (apologies received*):

Carrie Andrews*
Nokha Dakroub
John Marchant
Balbir Sohi*

Student Trustees:

Kenisha Arora, Student Trustee South
Prabhleen Nar, Student Trustee North

Administration:

Tania Alatishe-Charles, Controller, Finance Support Services
Harjit Aujla, Superintendent of Education
Donna Baptie, Executive Assistant
Liz Cook, Superintendent of Education
Paul Da Silva, Superintendent of Education
Patrika Daws, Superintendent of Education
Lawrence De Maeyer, Superintendent, Leadership Development and School Support Services
Anthony Edwards, Superintendent of Education, Alternative Programs
Jaspal Gill, Associate Director, Operational Support Services
Soni Gill, Acting Superintendent of Education
Adrian Graham, Superintendent, Curriculum and Instruction Support Services
Mark Haarmann, Associate Director, School Support Services
Antoine Haroun, Chief Information Officer, Learning Technology Support Services
John Hartzema, Controller, Facilities and Environmental Support Services
Nina Jaiswal, Superintendent of Education
Peter Joshua, Director of Education
Michael Logue, Superintendent of Education
Matthew McCutcheon, Superintendent of Education
Patricia Noble, Superintendent of Education
Carla Pereira, Director, Communications and Community Relations Support Services
Jamie Robertson, Superintendent, Human Resources Support Services

Administration:

Dana Sheahan, Superintendent of Education
Gale Solomon-Henry, Superintendent of Education
Michelle Stubbings, Superintendent of Education
Thomas Tsung, Controller, Corporate Support Services
Darren Van Hooydonk, Superintendent of Education

Lorelei Fernandes, Board Reporter

1. Open Session

The Open Session commenced with the acknowledgement that the meeting is being held on the traditional territory of the Mississaugas of the Credit First Nation and singing of O Canada.

2. Approval of Agenda

Chair MacDonald welcomed everyone to the first public meeting of the Regular Meeting of the Board since the COVID-19 situation. He stated that the meeting is livestreamed to the public, and he provided information for public participation in delegations and public question period.

The following changes were made to the agenda.

Item 7.1 Delegation by Athina Tagidou and Lesia Forse on behalf of Applewood Residents regarding Applewood Heights S.S. field and partnership with Community Sports Partners (withdrawn)

Item 10.1 Peel DSB's Response to COVID-19 Pandemic Closures – Community of Care Plan (added)

Resolution No. 20-110 moved by Will Davies
seconded by Susan Benjamin

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

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

3. United Way Campaign 2019-2020

Alvin Au, Principal of Heartlake Secondary School, and Chair of the 2019-2020 United Way Campaign, acknowledged the work of Peel DSB staff and students who contributed towards the success of the fundraising campaign, totaling \$143,774, which will help United Way to support Peel families. He spoke of United Way's numerous community partners in Peel and highlighted the recent partnership with the federal government to support homeless youth, people in poverty, seniors, and those who are affected by the COVID-19 pandemic.

3. United Way Campaign 2019-2020 (Continued)

Alvin Au thanked members of the United Way Committee and Michael Logue, Superintendent of Education and Senior Administration Liaison for the 2019-2020 United Way Campaign, for engaging all board employee groups, and for their hard work and diligence throughout the campaign. He expressed appreciation for the leadership, passion and inspiration of Peter Joshua, Director of Education, to this year's campaign. He acknowledged the support of the Board of Trustees and the work of staff members, especially Ashley Bigda, Jennifer Paiva, Debbie Wattier, and Simone Wallace, Vice-Chair of the Committee, for their various contributions to ensure success of the campaign. Alvin Au also thanked Raj Chandegra of United Way of Greater Toronto for his insight, wisdom, and commitment. He announced that Special Recognition Awards were presented to Mount Royal Public School, Fernforest Public School, Churchill Meadows Public School, Glenforest Secondary School and Alternative Programs department for their outstanding contributions. Superintendent Logue echoed the sentiments of Alvin Au, acknowledging the work of Peel DSB staff and students and thanked Principal Au for his leadership.

4. Conflict of Interest

There were no declarations of conflict of interest.

**5. Minutes of the Regular Meeting of the Board, March 10, 2020
Minutes of the Supplementary Meeting of the Board, March 24, 2020
Minutes of the Extraordinary (Electronic) Meeting of the Board, April 1, 2020**

Resolution No. 20-111 moved by Sue Lawton
seconded by Stan Cameron

Resolved:

1. That, the Minutes of the Regular Meeting of the Board, held March 10, 2020, be approved;
2. That, the Minutes of the Supplementary Meeting of the Board, held March 24, 2020, be approved;
3. That, the Minutes of the Extraordinary (Electronic) Meeting of the Board, held April 1, 2020, be approved.

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6. Written Questions

Trustee McDonald submitted the following questions:

1. As the Ministry Review's data on suspensions in secondary schools indicates that approximately 78% of PDSB suspensions do not fit within the parameters of the Ministry of Education's definitions for Other Incident codes, will the administration review and expunge suspensions of current black students that do not meet the ministry definitions?

6. Written Questions (Continued)

2. As the Ministry Review's data confirms that black students are disproportionately streamed in the PDSB, will the administration be reviewing all Grades 8, 9, and 10 option sheets where black students were streamed to Applied and Locally Developed courses? Will these black students have a choice to change their pathways?
3. Given the pivotal role of guidance counsellors, what is the immediate plan for senior administration to have more black male guidance counsellors in Peel secondary schools, especially given secondary staffing needs will be taking place?
4. With respect to the 'Plan for Learning and Support', posted on the board's website, indicating a breakdown by grade level for learning, a timeframe for learning of 5 hours of work per student per week is suggested for Kindergarten to Grade 3, who monitors that teachers are adhering to these suggested times? Can teachers be required to check in with students, once per week?
5. If it is true that parents have been informed that students will be penalized if work is not completed, will Peel DSB be failing students?
Is the board going to check the circumstances surrounding a student's inability to complete work or access the internet before failing a student?
Will the board take into account students' mental well-being?
As the first set of communication stated that students will not be penalized, and the later communication stated that if students don't log into their accounts, their credits will be at risk, which communication is correct?
Will the board take into consideration students living in poverty, and will consideration be given to resources available to students, such as affordability and reliability of internet for students?
6. Could all parents be provided an email indicating how to contact their child's teacher? When a parent does not respond to an email, could consideration be given in trying to make phone contact or contact via Canada Post? Is there any consideration given to teachers calling their students at home for regular check-ins?
7. Did Minister Lecce direct the Chair, Vice-Chair and/or the Director of Education to run the Board and exclude trustees from all communications and decision making?
8. In regard to the trespass letter issued to Idris Orughu on March 9, 2020, the Board has not responded to his questions and a public apology has not been forthcoming. When will the Board issue a public apology to Idris Orughu and remove his trespass letter? Can the Director please forward me any evidence he possesses linking Idris Orughu to the events listed in his trespass letter? Could the Director please provide an estimate in the legal cost the board will incur if Idris Orughu pursues legal action.

11. Notice of Motion by Trustee McDonald re Recognition of the International Decade of Peoples of African Descent (Continued)

Trustee McDonald voiced her hope that in recognizing the United Nations International Decade of Peoples of African Descent, the Board consider and contextualize the United Nations directives for PDSB students and their families, beyond the Ministry directives. This should include a review of the School Resource Officer programs, justice in schools, and examination of surveillance affecting black students and review of suspension rates of black students. She spoke about the effect on mental health of black children, the need to integrate black lived experience into the curriculum, recognition of challenges faced by black communities and their major contributions to Canada and the world. She expressed her hope that by 2024 the Board will be able to authentically celebrate people of African descent in a meaningful way.

A trustee commented that in January 2018 the Canadian Prime Minister had expressed a commitment to International Decade of Peoples of African Descent to help address the challenges faced by black Canadians and move towards justice and inclusivity. Vice-Chair Green thanked Trustee McDonald for bringing the motion forward. He stated that this motion will help to embrace people of African descent and enable future generations of the black community to move forward confidently.

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Resolution No. 20-113

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12. Ministry Review Directives

Chair MacDonald referred to the Ministry Review report released on March 13, 2020, which included 27 directives and timelines, following which he and Director Joshua had issued a joint statement which is posted on the board's website. Referring to the findings, Chair MacDonald extended an apology for the trauma and hurts experienced by black and other racialized communities and acknowledged that remedial work needs to be done. He added that an accountability framework will be developed to achieve positive change with the help of input from community members and alignment with the Ministry directives. Chair MacDonald reviewed some of the directives and provided information on items where progress has been made, including hiring of advisory experts to support the board with practices and procedures, and directions on hiring process and practices. With regard to harms to the black community, Chair MacDonald advised that an apology will be issued by the Board of Trustees. He stated that the Ministry directives are being taken very seriously to improve board governance and leadership practices.

Director of Education, Peter Joshua, emphasized Peel DSB's commitment to equity. He highlighted the work emerging from the Ministry of Education's directives, some of which must be acted upon immediately by Board staff and some which will include input from the community. He spoke about engaging in virtual ways to involve stakeholders in decision making and Peel DSB's commitment to consulting and working with the black and other communities in Peel.

13. Peel Board's Response to COVID-19 Pandemic Closures – Community of Care Plan (Continued)

Trustees speaking expressed appreciation for Director Joshua's leadership and for a thorough report. They thanked all staff involved in providing distance learning in such difficult and uncertain times. A trustee expressed concern about a negative comment on social media, by a trustee, directed at Peel DSB staff. He asked whether there will be an apology to staff and a retraction of the statement. He praised the extraordinary efforts of administration and staff which he has witnessed in this challenging time. Arising out of the report, a motion to recognize the remarkable work of staff was put on the floor.

Resolution No. 20-115 moved by Stan Cameron
seconded by Susan Benjamin

Whereas, the Ministry of Education requires school boards to resume classes through distance learning;

And whereas, to meet the Ministry's expectations the Peel District School Board's senior administration organized into 7 leadership teams: 1. Distance Learning, 2. Special Education and ELL, 3. Alternatives to online, 4. Technology, 5. Communications, 6. Mental Health, 7. Unions;

And whereas, each of the 7 teams was required to share their strategies, requirements and expectations to move forward, with each of the Board's school principals and vice-principals;

And whereas, each of the board's school principals and vice-principals were required to share these strategies, requirements and expectations with all of their school staff;

And whereas, each school staff member was required to connect with each of their students to ensure a record of students' and family needs;

And whereas, all of the leadership teams, school leaders, school staff, students and families are now in day 8 of implementation and delivery/receipt of equipment, internet access assurance, grade specific lessons, worksheets, assessments, etc., and this preparation work will continue every day until all students, families and school staff are equipped with the tools to offer opportunities for student success;

Be it resolved, that the Board of Trustees offer sincere recognition and appreciation to all of our Board staff for their committed and unprecedented effort to initiate distance learning opportunities, and for their continuing efforts to address any outstanding needs.

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Describing the incredible work done by Board staff, the mover of the motion, Trustee Cameron stated that this is an opportunity to thank staff for their commitment and efforts in implementing distance learning and providing technology to students at short notice. He asked trustees to support his motion. Trustees speaking expressed support for the motion. They voiced their appreciation of flexibility of staff in giving priority to this work, and thanked Director Joshua for his leadership.

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Resolution No. 20-115 carried

14. Items for Receipt

Resolution No. 20-116 moved by Sue Lawton
seconded by Robert Crocker

Resolved, that the following items be received:

1. Retirements

Cleve Battick	Shirlene Clarke	Donna Pressner
Karen Beamish	Lyne Cote	Janet Ramsay
Judith Biehn	Julie Jeffries	Loretta Rego
Carolyn Borrell	Shelley Lanktree	Beth Ruitter
Sonia Boudreau	Aileen MacDonald	Maureen Shaw
Beth Breadner	Linda Mattie	Lionel Tavares
Paul Brown	Michelle McNeilage	Nancy Trivett
Jane Burke	Deborah Mills	Patricia Walker
Teresa Buryta-Faloney	Tammy Moase	Laura Webster
Laura Byrne	Canio Monetta	
Frances Campbell	Andree Plastre	

2. Second Quarterly Financial Reports as at February 29, 2020
3. Response to delegation by Graeme Melvin regarding rental of school facilities and partnering with community groups (Regular Meeting of the Board, March 10, 2020)
4. Response to delegation by Dr. Tope Adefarakan regarding Black History Month - policing Black students (Regular Meeting of the Board, March 10, 2020)
5. Response to question asked by Trustee McDonald regarding adherence to progressive discipline process (Regular Meeting of the Board, February 25, 2020)
6. Response to questions asked by Trustee McDonald regarding psycho-educational consultants and behavioural teaching assistants racial breakdown and Black student proportion of BTA allocation (Regular Meeting of the Board, February 25, 2020)
7. Response to written questions submitted by Student Trustee Arora regarding vaping (Regular Meeting of the Board, February 25, 2020)
8. Response to question asked by Trustee McDonald regarding proportion of Black students in behavioural programs (Regular Meeting of the Board, February 25, 2020)
9. Response to written questions submitted by Trustee McDonald and Trustee Benjamin regarding student and staff safety during the COVID-19 pandemic (Regular Meeting of the Board, March 10, 2020)
10. Response to written question submitted by Student Trustee Arora regarding actions taken for the LGBTQ+ student community (Regular Meeting of the Board, March 10, 2020)
11. Response to written question submitted by Trustee Sohi regarding restorative practices (Regular Meeting of the Board, March 10, 2020)

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14. Items for Receipt (Continued)

Referring to Item 14.5, Response to a question by Trustee McDonald regarding adherence to progressive discipline process, the trustee inquired about accountability measures when progressive discipline is not followed. The administration responded that there is a complaint procedure, investigation to correct behavior, staff training and support, and an expectation to adhere to the policy. There is a level of oversight and protocol for accountability for superintendents of education. In case of excessive disciplinary action against students, it was clarified that suspension is decided on a case to case basis depending on the misdemeanor. The trustee was advised that further queries in this regard may be directly addressed to the Associate Director of School Support Services, and the Superintendent of Human Resources Support Services.

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Resolution No. 20-116 carried

15. Ontario Public School Boards' Association – OPSBA Connects

Resolution No. 20-117 moved by Kathy McDonald
seconded by David Green

Resolved, that the following reports, be received:

- OPSBA Connects – March 9, 2020
- OPSBA Connects – April 6, 2020

..... carried

16. Reports from Trustee Representatives on Councils/Associations

There were no reports.

17. Questions from Board Members

Trustee Benjamin inquired whether the Ministry will be providing funding for implementing distance learning included in the Community of Care Plan. The administration stated that existing funds are being used to support the program and to date there has been no indication that additional funds will be received.

17. Questions from Board Members (Continued)

Student Trustee Arora asked whether training has been offered to staff to navigate online platforms, and if support is being provided for parents with language barriers, particularly at the elementary level. Director Joshua replied that the Ministry of Education has offered professional learning opportunities across the province for distance learning and use of Brightspace. In addition, Peel DSB has modules for educators to better understand online platforms and Google applications, instructional videos, interactive webinars, and one-on-one help. Parents are being supported by settlement workers, and a guideline document has been translated into top 10 languages and was provided to local ethnic media, MPs, MPPs and City and Regional Councillors, to share in the community.

Student Trustee Arora inquired about course assessments for language courses which involve oral presentations or oral examinations, and recommendations for teachers to continue oral assessments if video conferencing is not permitted. Superintendent of Curriculum and Instruction Support Services, Adrian Graham, advised that technical aspects with regard to privacy and security for use of Brightspace is currently being put in place and expected to be ready for video conferencing shortly.

Student Trustee Arora asked how Student Council elections for individual schools will take place. Superintendent of School Support Services, Lawrence de Maeyer advised that student trustee elections will be held online on April 21 and 22, 2020. With regard to Student Council elections in schools, he will follow up and provide a response to the student trustee.

Trustee MacDonald referred to a section of the Ministry Review report findings regarding dysfunction and inability of the Board of Trustees to work together in a cooperative and respectful manner. She indicated that on January 5, 2020 the Director of Education, Chair, and Vice-Chair of the Board received a letter from the Anti-Black Racism working group regarding their concerns about events at Board meetings. She asked why the letter was not shared with the entire Board of Trustees and why a response was given without knowledge of the Board. Chair MacDonald ruled the question out of order for discussion in Open Session, but recalled that the matter was discussed at a Private Session. Trustee MacDonald asked for the date of the meeting.

Trustee MacDonald quoted a section of the Ministry Review report indicating that some individuals viewed community concerns of racism as attacks, disparagement of Peel DSB, and unfair slandering of their roles and work. She asked why warning letters were issued to Kola Iluyomade and a trespass letter was sent to Idris Orughu. Chair MacDonald ruled the question out of order in Open Session in light of these being legal matters. The trustee rephrased her question by omitting names of individuals. Chair MacDonald reiterated that these questions can be brought for discussion in In Committee Sessions, and he offered to ask administration to bring a response to an In Committee Session.

Trustee MacDonald recalled her earlier request regarding an appeal process for trespass letters. Chair MacDonald replied that as this is a legal matter, the request has been forwarded to legal counsel and the response will be brought to an In Committee Session.

17. Questions from Board Members (Continued)

Trustee McDonald referred to a section of the Ministry Review report regarding problems about effective communication with local communities. She stated that 18 black community organizations wrote to the Board of Trustees on March 27, 2020, about their concerns regarding anti-black racism and their demands. She asked why there has been no response to date. Chair MacDonald indicated that the email in question was addressed to all trustees. He offered to take direction from trustees to respond to that letter. The trustee inquired about responses to various other letters received by the board in March and April 2020.

18. Public Question Period

Jordan Grewal, inquired about principals suspending and calling the police on black students. Director of Education, Peter Joshua, responded.

Gurdeep Singh asked as to why so many white women are guidance counsellors. Director Joshua responded.

Danielle asked if school councils can use funds raised for purchase of grocery store cards to be used to support families during the pandemic. Director Joshua and the administration responded.

19. Adoption of the In Committee Report

Resolution No. 20-118 moved by David Green
seconded by Susan Benjamin

Resolved, that the report of the In Committee Session regarding: Minutes of the Regular Meeting of the Board (In Committee – Part A), March 10, 2020; Negotiations Update (oral); Student Census Update (oral); Minutes of the Discipline Committee of the Board Meeting (In Committee), March 9, 2020; Regular Meeting of the Board (In Committee - Part B), March 10, 2020; Supplementary Meeting of the Board (In Committee – Part B), March 24, 2020; Extraordinary (Electronic) Meeting of the Board (In Committee – Part B), April 1, 2020; Resignations; Retirements; Response to Questions asked by Trustee McDonald regarding Integrity Commissioner Accountability, and Question Period, be received, and that the recommendations contained therein, be approved.

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20. Adjournment

Resolution No. 20-119 moved by Sue Lawton
seconded by Stan Cameron

Resolved, that the meeting adjourn (22:45 hours).

..... carried

..... Chair Secretary

April 15, 2020
Regular Meeting of the Board:lf

RESOLUTIONS APPROVED IN IN COMMITTEE SESSION – APRIL 15, 2020

Members present:

Brad MacDonald, Chair
David Green, Vice-Chair
Susan Benjamin
Stan Cameron

Robert Crocker
Will Davies
Sue Lawton
Kathy McDonald

Members absent: (apologies received*)

Carrie Andrews*
Nokha Dakroub
John Marchant
Balbir Sohi*

Student Trustees:

Kenisha Arora, Student Trustee South
Prableen Nar, Student Trustee North

Part A

1. Approval of Agenda

That, the agenda be approved.

2. Minutes of the Regular Meeting of the Board (In Committee – Part A), March 10, 2020

That, the Minutes of the Regular Meeting of the Board (In Committee – Part A), held March 10, 2020, be approved.

3. Negotiations - Update

That, the oral update report re Negotiations, be received.

4. Student Census Update

That, the oral update report re Student Census be received.

April 15, 2020
Regular Meeting of the Board:lf

Part B (Not including Student Trustees)

1. Approval of Agenda

That, the agenda be approved.

**2. Minutes of the Discipline Committee of the Board Meeting (In Committee), March 9, 2020
Minutes of the Regular Meeting of the Board (In Committee – Part B), March 10, 2020
Minutes of the Supplementary Meeting of the Board (In Committee – Part B),
March 24, 2020
Minutes of the Extraordinary (Electronic) Meeting of the Board (In Committee – Part B),
April 1, 2020**

1. That, the Minutes of the Discipline Committee of the Board Meeting (In Committee), held March 9, 2020, be received;
2. That, the Minutes of the Regular Meeting of the Board, held March 10, 2020, be approved;
3. That, the Minutes of the Supplementary Meeting of the Board (In Committee – Part B), held March 24, 2020, be approved;
4. That, the Minutes of the Extraordinary (Electronic) Meeting of the board (In Committee – Part B), held April 1, 2020, be approved.

3. Resignations

That, the report of resignations of staff, be received.

4. Retirements

That, the report of retirements of staff, be received.

**5. Response to Question asked by Trustee McDonald re Integrity Commissioner
Accountability**

That, the Response to Question asked by Trustee McDonald at the February 25, 2020 Regular Meeting of the Board re Integrity Commissioner Accountability, be received.