

January 22, 2013
Regular Meeting of the Board:lf

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 Tuesday, January 22, 2013 at 19:30 hours.

Members present:

Janet McDougald, Chair	Steve Kavanagh
Suzanne Nurse, Vice-Chair	Sue Lawton
Stan Cameron	Brad MacDonald
Beryl Ford	Harinder Malhi
David Green	Jeff White
Meredith Johnson	Rick Williams

Student Trustees:

Linda Bui, Student Trustee North

Administration:

Dawn Beckett-Morton, Director, Human Resources Support Services
Pertia Bent, Superintendent of Education
Shelley Bortolotto, Assistant Director, Human Resources Support Services
Jan Courtin, Superintendent of Education
Patrika Daws, Superintendent of Education
Jeff deFreitas, Superintendent of Education
Wendy Dowling, Superintendent of Education
Anthony Edwards, Superintendent of Education
Ina Fournier, Superintendent of Education
Jaspal Gill, Controller, Facilities and Environmental Support Services
Mark Haarmann, Superintendent of Education
Mark Keating, Chief Information Officer
Carla Kisko, Associate Director, Operational Support Services
Hazel Mason, Superintendent of Education
Scott Moreash, Associate Director, Instructional Support Services
David Neale, Controller, Transportation and Corporate Support Services
Patricia Noble, Superintendent of Education
Tony Pontes, Director of Education
Jerry Powidajko, Superintendent, Leadership Development and School Support Services
Patricia Rossall, Superintendent of Education, Alternative Programs
Louise Sirisko, Superintendent, Special Education Support Services
Marion Smith, Executive Assistant
Shirley-Ann Teal, Coordinating Superintendent
Joy Uniac, Superintendent of Education
Brian Woodland, Director, Communications and Community Relations Support Services
Randy Wright, Controller, Planning and Accommodation Support Services

Lorelei Fernandes, Board Reporter

1. Open Session

The Open Session commenced with the singing of O'Canada.

Chair McDougald thanked the students from Brock University for attending the meeting. She advised them of the V.I.P. system available on the Peel website for online applications.

2. Approval of Agenda

The following changes were made to the agenda:

Item 6.1 a) Retirements (addendum circulated)

Item 6.2 Copy of a Letter to the Minister of Education from the Superior-Greenstone District School Board, re Regulation 274/12, Hiring Practices (added)

Item 7.1 Delegation by Denise Baker, Building Industry and Land Development Association (BILD), re the proposed amendment to the Education Development Charges (EDC) By-law (withdrawn)

Item 11.2 OPSBA Fast Report: Volume 25, No. 3 (added)

Resolution No. 13-30 moved by Sue Lawton
seconded by Jeff White

Resolved, that the agenda as amended, be approved.

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

3. Conflict of Interest

There were no conflicts of interest declared.

**4. Minutes of the Special Education Advisory Committee Meeting, December 18, 2012
Minutes of the Regular Meeting of the Board, January 8, 2013
Minutes of the Physical Planning and Building Committee Meeting, January 9, 2013**

Resolution No. 13-31 moved by Steve Kavanagh
seconded by Beryl Ford

Resolved:

1. That, the Minutes of the Special Education Advisory Committee Meeting, held December 18, 2012, be received;
2. That, the Minutes of the Regular Meeting of the Board, held January 8, 2013, be approved;

**4. Minutes of the Special Education Advisory Committee Meeting, December 18, 2012
Minutes of the Regular Meeting of the Board, January 8, 2013
Minutes of the Physical Planning and Building Committee Meeting, January 9, 2013
(Continued)**

3. That, the Minutes of the Physical Planning and Building Committee Meeting, held January 9, 2013, be received.

..... carried

5. Written Questions

There were no written questions.

6. Notices of Motion and Petitions

There were no notices of motion or petitions.

7. Special Section for Receipt

Resolution No. 13-32 moved by Harinder Malhi
seconded by Stan Cameron

Resolved, that the following items, be received:

1. Retirements

Jane Booth	Surena Olkowicz
Hilary Crook	Karen Lane
Antonietta Di Cesare	Paula Moffatt
Janice Monaghan	

2. Copy of letter to the Minister of Education from the Superior-Greenstone District School Board re Regulation 274/12, Hiring Practices.

..... carried

8. Delegation by Sherene Ricketts re French Immersion Boundary Change at Copeland Public School

Sherene Ricketts delegated the Board, advising that due to boundary changes, her son will have to attend the French Immersion program at Ridgeview Public School instead of Copeland Public School. Sherene Ricketts requested the Board to allow a flexible boundary for her son to attend the French Immersion program at Copeland Public School, where his sibling currently attends the French Immersion program. She stated that she did not receive any notification of the boundary change, she would have difficulty in having her children in different schools, and that she has also looked into the possibility of both her children attending Ridgeview Public School.

8. Delegation by Sherene Ricketts re French Immersion Boundary Change at Copeland Public School (Continued)

Sherene Ricketts responded to a trustee's questions of clarification including: that her son will be attending Grade 1 in September 2013; lottery system does not apply to sibling enrolment; her residence is within the boundary of Ridgeview Public School. The trustee reminded the Board about an earlier discussion on family friendly Flexible Boundary policy and asked when those recommendations will be coming forward to the Board.

Chair McDougald stated that a committee is reviewing the Flexible Boundary policy with a focus on family friendly decisions and commented that it would be helpful for the Board to know the number of families affected by this boundary change. Chair McDougald advised Sherene Ricketts that her request will be reviewed and a response will be brought back to the Regular Meeting of the Board on February 12, 2013.

9. Letter from the Chair to the Minister of Education regarding Bill 115 – Putting Students First

Chair McDougald stated that Bill 115 will be repealed on Wednesday, January 23, 2013. A trustee asked about the outcome of repealing Bill 115, as contracts are in place and it has resulted in a deficit of approximately \$ 7 million for Peel DSB. Director of Education, Tony Pontes expressed the opinion that if Bill 115 is repealed tomorrow, it will be a symbolic gesture. Contracts, Memoranda of Understanding signed under Bill 115, and regulations arising from the Bill will continue to be in force. Chair McDougald stated that the deficit of approximately \$ 7 million will be brought to the attention of the Premier and the Minister of Education, as the amount has not been budgeted for and the effects of Bill 115 will continue even though the Bill will not exist.

Resolution No. 13-33

moved by Beryl Ford
seconded by Suzanne Nurse

Resolved, that the Letter from the Chair to the Minister of Education regarding Bill 115 - Putting Students First, be received.

..... carried

10. Recommendations of the Special Education Advisory Committee, December 18, 2012

Chair McDougald congratulated Barbara Byers and Trustee Stan Cameron on being elected Chair and Vice Chair of the Special Education Advisory Committee, and thanked them for their leadership in the challenging roles.

At a meeting of the Special Education Advisory Committee, held December 18, 2012, there were no recommendations to the Board.

10. Recommendations of the Special Education Advisory Committee, December 18, 2012
(Continued)

Resolution No. 13-34 moved by Stan Cameron
seconded by Brad MacDonald

Resolved that the information about the Special Education Advisory Committee's receipt of the following items, be received:

1. Reports / Information Received

Teaching Assistant Allocation Module (oral); Budget Considerations for 2012 - 2013 (oral); Support Student Transitions in Peel: Gillian Chassels re "Can Do Candles and Crafts"; Vocational Programs (oral); Board Improvement Plan for Student Achievement (BIPSA); Updated Special Education Advisory Committee Member List; Letter to Minister Laurel Broten from SEAC Chair, Renfrew County District School Board re Funding Model for Special Education; Letter re resignation from SEAC of Lynne Cramer, Community Living Mississauga; Letter to Lynne Cramer from Janet McDougald re resignation of Community Living Mississauga's representative to SEAC; Letter to Minister Laurel Broten from SEAC Chair, Upper Canada District School Board re Fetal Alcohol Syndrome Disorder and Mandatory Special Education Preparatory Courses for Teachers; Memorandum from Ministry of Education re Secondary School Completion in Four Years - Changes to Funding after 34 Credit Threshold; Memorandum from Barry Finlay, Ministry of Education re Supporting Students with Special Education Needs.

..... carried

11. Recommendations of the Physical Planning and Building Committee, January 9, 2013

Chair McDougald reviewed the recommendations. She noted that the proposed boundary change directs students from the local community of Cawthra Park Secondary School to Gordon Graydon Memorial Secondary School. She stated that this boundary has been in place for over 50 years and the change is an indication of enrolment decline in south Mississauga.

Resolution No. 13-35 moved by Harinder Malhi
seconded by Jeff White

Resolved that, the following recommendations arising from the Physical Planning and Building Committee meeting, held January 9, 2013, be approved:

1. Proposed Boundary Changes - Cawthra Park Secondary School and Gordon Graydon Memorial Secondary School

That, effective September 2013, the following Grade 9-12 boundary for Cawthra Park Secondary School be approved for public information. Students enrolled at Gordon Graydon Memorial Secondary School during the 2012 - 2013 school year will be allowed to remain at Gordon Graydon Memorial Secondary School.

11. Recommendations of the Physical Planning and Building Committee, January 9, 2013
(Continued)

Commencing at Hurontario Street and Dundas Street East
then east along Dundas Street East to the City of Mississauga boundary
then south along the City of Mississauga boundary to Lake Ontario
then west along Lake Ontario to a point midway between Wanita Road and The Thicket
then north along a line midway between Wanita Road and The Thicket to Lakeshore Road East
then north along a line midway between Seneca Avenue and Roosevelt Road to the Railway
then north along a line midway between Lakebreeze Drive and Mineola Gardens to a point north of Mineola Road East
then northeast and northwest along a line midway between Trotwood Avenue and Elaine Trail to a point along the rear property lines of Elaine Trail
then north along a line midway between Carmen Drive and Credition Parkway to a point south of the QEW
then east along a point south of the QEW to Carmen Drive
then north along Carmen Drive and Cliff Road to The Queensway
then west along The Queensway to Hurontario Street
then north along Hurontario Street to the point of commencement.
(Appendix I, as attached to the Minutes)

2. Multi-Year Accessibility Plan: 2013 - 2017

That, the Multi-Year Accessibility Plan: Peel District School Board, January 2013 - December 2017, be approved. (Appendix II, as attached to the Minutes)

3. Report on Tenders and Borrowing By-law - Alton Public School

1. That, the tender, in the amount of \$7,410,000 excluding HST, for the construction of Alton Public School, be awarded to Percon Construction Inc. (Appendix III, as attached to the Minutes)
2. That, a resolution enacting the Borrowing By-law, as follows, be approved:

Whereas, the Peel District School Board (hereinafter called the Board) deems it necessary to undertake the following project, namely the construction of the Alton Public School at a cost of \$8,985,000.00

Therefore, be it resolved and be enacted as a by-law of the Board that the foregoing project be authorized and approved and be financed through the Ontario Financing Authority (OFA) unless the Board can demonstrate it can obtain a loan with a better interest rate from another regulated financial institution or a municipality.

That, the balance required to complete the project be funded by the unexpended capital of other completed block funded projects.

11. Recommendations of the Physical Planning and Building Committee, January 9, 2013
(Continued)

4. Reports / Information Received

Recommendations of the Stormwater Financing Stakeholder Group - City of Mississauga; Tender Activity Report for October 26, 2012 to December 20, 2012; Vandalism Reports for October and November 2012.

..... carried

12. Revised Estimates for 2012 - 2013 Budget

Associate Director of Operational Support Services, Carla Kisko, advised that for the first time, the Ministry of Education has asked the Board to approve Revised Estimates, due to impacts of Bill 115. The cost estimate for Peel DSB, resulting from Bill 115, is approximately \$ 7 million. Some of the deficit will be offset by anticipated savings in utilities and snow removal. Carla Kisko explained that once all expenses are incorporated and \$ 1.89 million is transferred from the reserves to alleviate cost pressures, the Board is projecting an operating deficit of \$ 3.9 million for 2012 - 2013.

A trustee asked about the regulation under which the Ministry has directed school boards to approve the revised estimates for the 2012 - 2013 Budget. Associate Director Kisko will confirm if it is covered by the Grants for Student Needs (GSN). In response to the trustee's question regarding the amount of \$ 1.89 million, Associate Director Kisko replied that it was set aside for the purpose of assisting with benefit cost pressures and is being brought forward to help offset benefit cost pressures this year. Carla Kisko explained that the Board continues to manage health and dental benefits of employees other than teachers, and the cost is an overall estimate of increases in employee benefits. With regard to the trustee's query regarding the possibility of government claw back of the \$ 1.89 million and the balance left in the Working Fund Reserve, Carla Kisko clarified that funds held in the Working Fund Reserve are not clawed back. Another trustee questioned the rationale behind using reserve funds to offset the deficit. Carla Kisko responded to questions from Chair McDougald regarding the Teacher Qualifications and Experience grant of \$ 12.7 million as a result of the grid increment on the 97th school day, explaining that because of grant withdrawals in professional development in secondary school programming, the net overall in terms of operating grant increases is \$ 4.6 million. She confirmed that the \$ 12.7 million grant will address grid increments of all teachers based on an estimate.

Resolution No. 13-36

moved by Suzanne Nurse
seconded by Brad MacDonald

Resolved,

1. That, the Revised Estimates for 2012 - 2013 be approved,
2. That, a transfer of \$1,891,928 be approved from the reserve fund appropriated for benefits to operating, to be used to offset increased employee benefit plan costs in 2012 - 2013. (APPENDIX I)

12. Revised Estimates for 2012 - 2013 Budget (Continued)

The result of the vote was as follows:

Yeas	Nays	Abstentions
Trustees Lawton, Green, Cameron, Malhi, MacDonald, Ford, McDougald, Nurse, White, Williams, Johnson	Kavanagh	(11-1-0) carried
Student Trustee Bui		(12-1-0) (Non-binding)
<u>Resolution No. 13-36</u>	 carried

13. Education Development Charges (EDC) By-law Amendment

Controller of Planning and Accommodation Support Services, Randy Wright, reviewed the recommendation to amend the EDC By-law passed by the Board in 2009. He noted that the proposed new rates in the report are \$ 1,595.00 per residential unit and \$ 0.32 per sq ft of gross floor area on non-residential development, which is a result of increasing land values since 2008-2009, with respect to the current By-law.

Chair McDougald asked about the balance in the EDC fund. Associate Director Kisko advised that there is a deficit of \$ 52 million. She explained that the price of land escalates beyond what the EDC By-law is based on, and Peel has bought land where prices are increasing, which has resulted in the deficit. In response to Chair McDougald's questions, Carla Kisko noted that land is bought from funds in the EDC accounts and the differential is carried through a bank loan. She confirmed that the government is aware of the deficit and that a review is currently being done regarding EDCs in which Peel will be a participant. Carla Kisko added that interest cost is recognized in the EDC account and the By-law is for five years. Controller Wright commented that the current By-law expires in June 2014. Regarding Chair McDougald's query on regular amendments to the By-law based on information received on land rates, Carla Kisko confirmed that amendments can be made annually through a formal process.

Resolution No. 13-37 moved by Beryl Ford
seconded by David Green

Resolved, that the By-law to amend the Peel District School Board 2009 Education Development Charges By-law, be approved and passed. (APPENDIX II)

..... carried

14. 2013 - 2014 School Boundary Changes – Feedback from Community Information Sessions

Resolution No. 13-38 moved by Harinder Malhi
seconded by Rick Williams

Resolved, that the report re 2013-2014 School Boundary Changes – Feedback from Community Information Sessions, be received.

..... carried

15. Boundary Change for Cawthra Park Secondary School/Gordon Graydon Memorial Secondary School

Resolution No. 13-39 moved by Steve Kavanagh
seconded by Stan Cameron

Resolved, that the following recommendations re Boundary Change for Cawthra Park Secondary School/Gordon Graydon Memorial Secondary School, be approved.

Commencing at Hurontario Street and Dundas Street East
then east along Dundas Street East to the City of Mississauga boundary
then south along the City of Mississauga boundary to Lake Ontario
then west along Lake Ontario to a point midway between Wanita Road and The Thicket
then north along a line midway between Wanita Road and The Thicket to Lakeshore Road East
then north along a line midway between Seneca Avenue and Roosevelt Road to the Railway
then north along a line midway between Lakebreeze Drive and Mineola Gardens to a point north of Mineola Road East
then northeast and northwest along a line midway between Trotwood Avenue and Elaine Trail to a point along the rear property lines of Elaine Trail
then north along a line midway between Carmen Drive and Credition Parkway to a point south of the QEW
then east along a point south of the QEW to Carmen Drive
then north along Carmen Drive and Cliff Road to The Queensway
then west along The Queensway to Hurontario Street
then north along Hurontario Street to the point of commencement.

Grade 10 -12 students who move into the current catchment area for Gordon Graydon Memorial Secondary School in 2013 - 2014 will continue to be directed to that school.
(APPENDIX III)

..... carried

**16. Boundary Change for Bramwest Sub Area 1 #1 Public School / Credit Valley
Sub Area 2 #2 Public School / Huttonville Public School / James Potter Public School**

Trustee Malhi thanked staff for their efforts in working with the community with regard to the boundary changes.

Bramwest Sub Area 1 #1 Public School (Grades K – 8)

Resolution No. 13-40 moved by Suzanne Nurse
seconded by Beryl Ford

Resolved that, effective September 2013, the Grade K - 8 boundary for Bramwest Sub Area 1 # 1 Public School, phasing in beginning with Grade K -7, be as follows:

Commencing at the intersection of Mississauga Road and Queen Street West
then east along Queen Street West to the Credit River
then southeast along the Credit River to the Railway
then south along the Railway to Steeles Avenue West
then west along Steeles Avenue West to a point before Churchville Road
then southwest along the rear property lines on the east side of Churchville Road to the

southernmost rear property line of Shuter Lane
then southeast along the rear property lines of Outlook Avenue to the rear property lines of Neopolitan Road
then east along the rear property lines of Neopolitan Road to the Railway
then south along the Railway to the Brampton/Mississauga City Limits
then west along the Brampton/Mississauga City Limits to Mississauga Road
then north along Mississauga Road to the point of commencement.

..... carried

Bramwest Sub Area 1 #1 Public School Holding (Grades K – 8)

Resolution No. 13-41 moved by Suzanne Nurse
seconded by Beryl Ford

Resolved that, effective September 2013, new K - 8 students from the following holding boundary be directed to Bramwest Sub Area 1 # 1 Public School, phasing in beginning with Grade K-7, be as follows:

Commencing at the intersection of the Credit River and Queen Street West
then east along Queen Street West to Chinguacousy Road
then south along Chinguacousy Road to the Railway
then west and south along the Railway to the Credit River
then northwest along the Credit River to the point of commencement.

..... carried

16. Boundary Change for Bramwest Sub Area 1 #1 Public School / Credit Valley Sub Area 2 #2 Public School / Huttonville Public School / James Potter Public School
(Continued)

Credit Valley Sub Area 2 #2 Public School (Grades K – 8)

Resolution No. 13-42 moved by Suzanne Nurse
seconded by Beryl Ford

Resolved that, effective September 2013, the Grade K - 8 boundary for Credit Valley Sub Area 2 # 2 Public School, phasing in beginning with Grade K - 7, be as follows:

Commencing at the intersection of Mississauga Road and Highway 7
then east along Highway 7 to James Potter Road
then southeast along James Potter Road to Creditview Road
then south along Creditview Road to Springbrook Tributary
then south along the Springbrook Tributary to the northern rear property lines of Maybeck Drive
then west along the northern rear property lines of Maybeck Drive to the rear property lines of Dalmeny Drive
then south and west along the rear property lines of Dalmeny Drive to Dalmeny Drive
then west along Dalmeny Drive and the northern rear property lines of Cains Street to Huttonville Creek
then south along Huttonville Creek to Queen Street West
then west along Queen Street West to Mississauga Road
then north along Mississauga Road to the point of commencement.

..... carried

Huttonville Public School (Grades 6 – 8)

Resolution No. 13-43 moved by Suzanne Nurse
seconded by Beryl Ford

Resolved that, effective September 2013, Huttonville Public School be re-organized as a Grade 6 - 8 school and that the school's boundary be as follows:

Part 1

Commencing at the intersection of Winston Churchill Boulevard and Highway 7
then east along Highway 7 to Mississauga Road
then south along Mississauga Road to the Brampton/Mississauga City Limits
then northwest along the Brampton/Mississauga City Limits to Winston Churchill Boulevard
then north along Winston Churchill Boulevard to the point of commencement.

16. Boundary Change for Bramwest Sub Area 1 #1 Public School/ Credit Valley Sub Area 2 #2 Public School/ Huttonville Public School/James Potter Public School (Continued)

Huttonville Public School (Grades 6 – 8) (Cont'd)

Part 2

Commencing at the intersection of Highway 7 and James Potter Road
then east along Highway 7 to the Railway
then southeast along the Railway to Chinguacousy Road
then south along Chinguacousy Road to Queen Street West
then west along Queen Street West to Springbrook Tributary
then north along Springbrook Tributary to Creditview Road
then north along Creditview Road to James Potter Road
then northwest along James Potter Road to the point of commencement.

Part 3

Commencing at the intersection of Chinguacousy Road and the Railway
then south along Chinguacousy Road to Steeles Avenue West
then west along Steeles Avenue West to the Railway
then north, northeast and east along the railway to the point of commencement.

..... carried

James Potter Public School (Grades K – 5)

Resolution No. 13-44 moved by Suzanne Nurse
seconded by Beryl Ford

Resolved that, effective September 2013, the Grade K - 5 boundary for James Potter Public School, be as follows:

Commencing at the intersection of Highway 7 and James Potter Road
then east along Highway 7 to the Railway
then southeast along the Railway to Chinguacousy Road
then south along Chinguacousy Road to Queen Street West
then west along Queen Street West to Springbrook Tributary
then north along Springbrook Tributary to Creditview Road
then north along Creditview Road to James Potter Road
then northwest along James Potter Road to the point of commencement.

James Potter Public School students will continue to attend Huttonville Public School for Grades 6 - 8. (APPENDIX IV)

..... carried

**17. Boundary Change for Brameast #5 Public School / Brameast #4 Public School /
Castlemore Public School**

Brameast #5 Public School (Grades K – 8)

Resolution No. 13-45 moved by Harinder Malhi
seconded by David Green

Resolved that, for the 2013 - 14 school year, the Grade K - 8 boundary for Brameast # 5 Public School, be as follows:

Commencing at the intersection of McVean Drive and Castlemore Road
then east along Castlemore Road to the rear property line of 2 Julian Drive
then south along the western rear property lines of Julian Drive to the southern rear property line of Princess Andrea Court
then east along the southern rear property lines of Princess Andrea Court to The Gore Road
then south along The Gore Road to Cottrelle Boulevard
then west along Cottrelle Boulevard to McVean Drive
then north along McVean Drive to the point of commencement.

..... carried

Brameast #4 Public School (Grades K – 8)

Resolution No. 13-46 moved by Harinder Malhi
seconded by David Green

Resolved that, effective September 2013, the Grade K - 8 boundary for Brameast # 4 Public School be as follows:

Commencing at the intersection of Castlemore Road and the watercourse
then east along Castlemore Road to Highway 50
then south along Highway 50 to Bellchase Trail
then west along Bellchase Trail to Clarkway Drive
then north along Clarkway Drive to Castle Oaks Crossing
then west along Castle Oaks Crossing to the watercourse
then north along the watercourse to the point of commencement.

..... carried

17. Boundary Change for Brameast #5 Public School/Brameast #4 Public School/Castlemore Public School (Continued)

Castlemore Public School (Grades K – 8)

Resolution No. 13-47 moved by Harinder Malhi
seconded by David Green

It is recommended that effective September 2013, the Grade K - 8 boundary for Castlemore Public School be as follows:

Commencing at the intersection of Castlemore Road and the rear property line of 2 Julian Drive then east along Castlemore Road to the watercourse then south along the watercourse to Cottrelle Boulevard then west along Cottrelle Boulevard to The Gore Road then west along the southern rear property lines of Princess Andrea Court to the rear property lines of Julian Drive then north along the western rear property lines of Julian Drive to the point of commencement. (APPENDIX V)

..... carried

18. The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel

Director of Education, Tony Pontes, stated that the document, Our Action Plan for Equitable Hiring and Promotion in Peel, is a road map for strengthening hiring and promotion practices in Peel. In response to feedback from employees and communities regarding hiring within the Board, a need to review the practice was identified. Turner Consulting Group (TCG) was hired to review the process. Director Pontes stated that TCG has expertise in human resources practices and human rights and the report is based on comprehensive research.

Using a PowerPoint presentation, Director Pontes reviewed the report, which included: Report Card for Student Success; goal to attract, develop and retain qualified staff; Co-Accountable Model project; recommendation of Diversity Leadership Council. He spoke about the purpose of reviewing hiring policies and practices in relation to equity-related legislation, review of promotion process for Principals and Vice Principals, assessment of organizational environment, and readiness for workplace diversity initiatives. The Research Methodology included policy and document review, competition file review, focus groups, employee survey, and interviews. The findings highlighted: Peel DSB has created inclusive learning environments; a need to continue efforts to ensure inclusive working environments and increase understanding among staff regarding equity, diversity and inclusion; further action and implementation. The action plan pointed to the need to improve hiring and promotion practices to ensure equity and compliance with equity-related legislation, as well as to work towards ensuring a diverse workforce at all levels of the organization to reflect the composition of the external labour market. Director Pontes reviewed in detail the three priority areas of action: ensuring equitable processes; ensuring equitable academic promotion process; diversity and inclusion.

18. The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel
(Continued)

Tony Pontes commented that Peel DSB is an organization with committed leaders, staff, and trustees who work with children and communities. The action plan will improve and strengthen student achievement and confidence in public education through thoughtful implementation of all of the recommendations. He stated that this initiative is intended to help improve the work on diversity, inclusivity, reporting of progress and measurable outcomes in the Peel Board.

In conclusion, Tony Pontes noted that The Journey Ahead action plan is student-focused, and will help to increase student achievement and well-being, enhance community confidence in public education, improve job satisfaction, strengthen staff relations, build confidence in Peel DSB as an employer, and improve the corporate image as a fair and bias-free employer. Director Pontes expressed enthusiasm about the work to support students, parents and staff on the journey ahead and noted that the recommendations from this report will be brought forward to the Board for approval. He thanked Turner Consulting Group for the recommendations, Anne Cameron of Human Resources department for her leadership on the initiative, senior administration, and the trustees for their support.

Resolution No. 13-48

moved by Suzanne Nurse
seconded by Rick Williams

Resolved, that the report re The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel, be received.

.....

A trustee expressed appreciation for the opportunity to be part of the Co-Accountable Model which has resulted in this report. He stated that the report has identified some gaps which can now be closed based on the action plan. He expressed appreciation for the work of Director Pontes on this initiative and thanked the leadership staff.

Chair McDougald commended the report and indicated that an information session for trustees was held by Director Pontes and action plans were discussed on a few occasions. She noted the word "journey", and commented that it will take a few years to address some of the recommendations within the report. She stated that the Board is committed, and she asked for patience from the communities as the Board works through the implementation of this initiative.

.....

Resolution No. 13-48

..... carried

19. Reports from Ontario Public School Boards' Association

Resolution No. 13-49 moved by Sue Lawton
seconded by Meredith Johnson

Resolved, that the following reports, be received:

- OPSBA Fast Report, Volume 25, No. 2
- OPSBA Fast Report, Volume 25, No. 3

..... carried

20. Question Period

There were no questions.

21. Public Question Period

There were no questions.

22. Adoption of the In Committee Report

Resolution No. 13-50 moved by Stan Cameron
seconded by Jeff White

Resolved, that the Report of the In Committee Session regarding: Minutes of the Regular Meeting of the Board (In Committee - Part A), January 8, 2013; Minutes of the Physical Planning and Building Committee Meeting (In Committee), January 9, 2013; Recommendations of the Physical Planning and Building Committee (In Committee), January 9, 2013; Negotiations Update (oral); The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel (oral); Minutes of the Regular Meeting of the Board (In Committee - Part B), January 8, 2013; Resignations; Retirements; and Question Period, be received, and that the recommendations contained therein, be approved.

..... carried

23. Adjournment

Resolution No. 13-51 moved by David Green
seconded by Brad MacDonald

Resolved, that the meeting adjourn (20:40 hours).

..... carried

..... Chair Secretary

RESOLUTIONS APPROVED IN IN COMMITTEE SESSION – JANUARY 22, 2013

Members present:

Janet McDougald, Chair
Suzanne Nurse, Vice-Chair
Stan Cameron
Beryl Ford
David Green
Meredith Johnson

Steve Kavanagh
Sue Lawton
Brad MacDonald
Harinder Malhi
Jeff White
Rick Williams

Part A

1. Approval of Agenda

That, the agenda, as amended, be approved.

**2. Minutes of the Regular Meeting of the Board (In Committee – Part A), January 8, 2013
Minutes of the Physical Planning and Building Committee (In-Committee),
January 9, 2013**

1. That, the Minutes of the Regular Meeting of the Board (In Committee – Part A), held January 8, 2013, be approved;
2. That, the Minutes of the Physical Planning and Building Committee (In Committee), held January 9, 2013, be received.

**3. Recommendations of the Physical Planning and Building Committee (In Committee),
January 9, 2013**

That, the following recommendations arising from the Physical Planning and Building Committee, (In Committee) meeting, held January 9, 2013, be approved:

**1. Credit Valley Sub Area 2 #2 Public School – Grant of Easement to
Hydro Brampton**

That, the Board grant an easement of approximately 50.47m² (543.25 ft²) at Credit Valley Sub Area 2 #2 Public School to Hydro Brampton for the installation of underground high voltage cables, a switchgear box and a transformer, subject to a satisfactory easement agreement (Appendix I, as attached to the Minutes).

2. Brameast #4 Public School – Grant of Easement to Hydro Brampton

That, the Board grant an easement of approximately 42.42m² (456.6 ft²) at Brameast #4 Public School to Hydro Brampton for the installation of underground high voltage cables, a switchgear box and a transformer, subject to a satisfactory easement agreement (Appendix II, as attached to the Minutes).

3. Recommendations of the Physical Planning and Building Committee (In Committee), January 9, 2013 (Continued)

3. Reports / Information Received

Tender Activity Report for October 26, 2012 to December 20, 2012; Response to Trustee Kavanagh's Question re Different Educational Development Charges (EDC) Rates on Residential Units; Report on Tenders: Alton Public School.

4. Negotiations Update

That, the oral update report re Negotiations be received.

5. The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel

That, the oral report re The Journey Ahead: Our Action Plan for Equitable Hiring and Promotion in Peel, be received.

PART B (Not Including Student Trustees)

1. Approval of Agenda

That, the agenda, as amended, be approved.

2. Minutes of the Regular Meeting of the Board (In Committee – Part B), January 8, 2013

That, the Minutes of the Regular Meeting of the Board (In Committee – Part B), held January 8, 2013, be approved.

3. Resignations

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

4. Retirements

That, the reports of retirement of staff, be received.