

## 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, June 19, 2018 at 19:40 hours.

Members present:

Janet McDougald, Chair	David Green
Suzanne Nurse, Vice-Chair	Sue Lawton
Carrie Andrews	Brad MacDonald
Stan Cameron	Kathy McDonald
Robert Crocker	Harkirat Singh
Nokha Dakroub	Rick Williams

Student Trustee present:

Khushpal Pawar, Student Trustee North

Administration:

Tania Alatishe-Charles, Controller, Finance Support Services  
Harjit Aujla, Acting Superintendent of Education  
Dawn Beckett-Morton, Director, Human Resources Support Services  
Ted Byers, Superintendent, Special Education Support Services  
Liz Cook, Superintendent of Education  
Paul Da Silva, Superintendent of Education  
Jeff deFreitas, Superintendent of Education  
Lawrence De Maeyer, Acting Superintendent of Education  
Wendy Dowling, Associate Director, 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  
Poleen Grewal, Associate Director, Instructional and Equity Support Services  
Mark Haarmann, Superintendent, Leadership Development and School 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, Acting Superintendent of Education  
Janice Mueller, Executive Assistant  
Patricia Noble, Superintendent of Education  
Carla Pereira, Director, Communications and Community Relations Support Services  
Jamie Robertson, Superintendent of Education  
Michelle Stubbings, Superintendent of Education  
Joy Uniac, Superintendent of Education, Early Years  
Thomas Tsung, Controller, Corporate Support Services  
Darren Van Hooydonk, Superintendent of Education  
Randy Wright, Controller, Planning and Accommodation Support Services

Nicole Fernandes, Board Reporter



**3. Special Presentation by Winners of the 2018 Excellence in Eloquence Competition**

Providing background information, Chair McDougald reported that, in 2000, two Grade 8 teachers, Darwin Chan and Michael Dzis, revived the Board-wide speech competition to celebrate students who possessed effective speaking skills. She noted that this is the 17<sup>th</sup> year the Excellence in Eloquence competition is being held. Listing the members of the Excellence in Eloquence Committee, Chair McDougald stated that the competition is a great addition to the Oral Communication section of the curriculum, and that approximately 100 schools participated in the competition. The winners of the competition then recited their speeches to the Board.

Preanka, student from Bristol Road Middle School, winner of the Junior division, spoke about gender inequality and living up to expectations, which can hold people back from achieving their best. She urged speaking up against gender inequity, and ignoring negative comments on gender and stereotypes. Areez, student from Tomken Road Middle School, winner of the Intermediate division, spoke about the value of failing and learning from mistakes. He suggested that being given the permission to fail helps to widen knowledge, experience and growth. Chair McDougald recognized parents and families of the winners who were present in the audience. She and Director Joshua presented the winners with tokens of appreciation.

**4. Special Presentation to the Friends of the Britannia Schoolhouse**

Chair McDougald thanked the volunteers of the Friends of the Britannia Schoolhouse for their partnership with the Board. She expressed appreciation for their dedication and effort, and reported that the Friends of the Britannia Schoolhouse are celebrating 25 years of voluntary service. She noted that Eva Ardiel, a former school mistress, who was present in the audience, founded the Friends of the Schoolhouse in September 1992 in response to the pending closure of the Field Centres' programs. Chair McDougald explained that the Schoolhouse and the Field Centre programs provide important outdoor and experiential learning opportunities for more than 35,000 students each year. She added that this would not be possible without the volunteers who donate hundreds of hours, as well as money, to the Old Britannia Schoolhouse. She and Director Joshua presented the Friends of the Britannia Schoolhouse with a plaque in appreciation of their work, and announced that the plaque will be installed in the Atrium of the Central Board Office.

**5. Conflict of Interest**

There were no declarations of conflict of interest.

**6. Minutes of the Special Education Advisory Committee Meeting, May 15, 2018  
Minutes of the Physical Planning and Building Committee Meeting, June 4, 2018  
Minutes of the Regular Meeting of the Board, June 5, 2018**

Resolution No. 18-150 moved by Carrie Andrews  
seconded by Harkirat Singh

Resolved:

1. That, the Minutes of the Special Education Advisory Committee, held May 15, 2018, be received;
2. That, the Minutes of the Physical Planning and Building Committee, held June 4, 2018, be received;
3. That, the Minutes of the Regular Meeting of the Board, held June 5, 2018, be approved.

..... carried

**7. Written Questions**

Trustee Singh submitted the following written questions:

1. What is the Board's policy regarding faith heritage months? What do other boards do?
2. The community of Castlemore Road/Humberwest Parkway/Cottrelle Road and Airport Road is looking to attend a school closer to the community. Are there any options?
3. Will the new school at Vales of Humber be air conditioned?

Trustee McDonald submitted the following written questions:

1. Are there any plans to install air conditioning systems in all Peel DSB schools?
2. Are there plans to declare heat alert days as some school buildings become unbearably hot and unsafe for students and staff?
3. What about health and safety? These past few days have become so hot that food is spoiling. What arrangements are in place for safely storing food during very hot days?
4. Why doesn't the Board close schools on very hot days?
5. Why does the Board allow students, especially Kindergarten students, outside on very hot days, for example, June 11, 2018 had a heat advisory?
6. The Dufferin-Peel CDSB cancelled their track event because of weather concerns. Why didn't the Board?

**8. Notices of Motion and Petitions**

There were no notices of motion or petitions.

**9. Special Section for Receipt**

Chair McDougald invited Trustee Rick Williams to address the meeting. Trustee Williams announced that he will not be seeking re-election in the upcoming municipal elections in October 2018. Stating that he has served for 21 years as a trustee, he expressed sincere gratitude to his community who have elected him for six consecutive terms.

Trustee Williams commented that it is an honour and privilege to work with the Board of trustees, administration, teachers and staff across the system. He spoke about the opportunity to represent Peel DSB on the Ontario Public School Boards' Association, of which 14 years were on its Board of Directors, and two years as Vice-President of Enrolment. Trustee Williams stated that the Peel DSB is viewed with admiration across the Province, and he highlighted the growth in student enrolment and budget over the past 21 years. Recalling some of the difficult issues faced by the Board, he stated that trustees have collaborated well in the past, and he expressed the hope that this will continue, in the best interest of students.

On behalf of the administration Director Joshua thanked Trustee Williams for his work as trustee, and highlighted his professionalism, and responsive and supportive nature. Chair McDougald characterized Trustee Williams as a true gentleman, and she thanked him for the support and encouragement he has always extended to her. Expressing appreciation for his calm and methodical approach and comments, she remarked that his community will miss him, and she encouraged him to continue to be involved in schools.

Resolution No.18-151 moved by Suzanne Nurse  
seconded by Nokha Dakroub

Resolved, that the following items, be received:

1. Retirements

Margaret Ackie	Heather MacLellan	Harold Udit
Sandra D'Alimonte	Patricia McKim	Janet Vander Griendt
Dale Darcy	Michelle Perrone-Bonavita	Darra Walsh
Rick De Benedetti	Susan Slaunwhite	Cathy Wenediktow
Majorie Dickinson	Dianne Smith	Paul Zurbrigg
Sandra Dussiaume	Rosemary Sutton	Sherry Stoneman
Amy Fletcher	Dennis Tam	
Lenny Lim	Katherine Tiku	

..... carried

**10. Delegation by Stan Taylor re Access to School Council Meetings**

Stan Taylor delegated the Board from speaking notes, which were provided to the administration. He listed the documents that were attached as part of his submission to delegate. Reporting on his attendance at school council meetings at a secondary school in Brampton, he stated that he was treated unfairly and in a manner contrary to the provisions of Ontario Regulation 612 of the Education Act, and Peel DSB Policy #61. He noted that school council meetings are public meetings guided by legislation and policy, and adherence is expected by all members.



**13. Response to Delegation by Paula Hylton and Colin Browne re We Rise Together**

Resolution No. 18-154 moved by Carrie Andrews  
seconded Nokha Dakroub

Resolved, that the response to delegation by Paula Hylton and Colin Browne regarding We Rise Together (June 5, 2018 Regular Meeting of the Board), be received.

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**14. Response to Delegation by Kola Iluyomade re Equity at the Board**

Resolution No. 18-155 moved by Brad MacDonald  
seconded Rick Williams

Resolved, that the response to delegation by Kola Iluyomade re Equity at the Board (June 5, 2018 Regular Meeting of the Board), be received.

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**15. Recommendations of the Special Education Advisory Committee, May 15, 2018**

At a meeting of the Special Education Advisory Committee, held May 15, 2018, there were no recommendations to the Board.

Resolution No. 18-156 moved by Sue Lawton  
seconded by Suzanne Nurse

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

**1. Reports / Information Received**

Ministry of Education 2017 Governance Engagement; Superintendent's Report; Student Census; Draft Special Education Plan: Section E/Addendum; SEAC Conference Notes; Advancing Equity and Inclusion in the Peel Board Study Action Plan – Inclusion Monograph; Special Education Advisory Committee Meeting Schedule 2018-2019; Letter to the Ministry of Education from Bluewater DSB.

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**16. Appointment of Trustees to the Flag Raising Operating Procedure Development Committee**

At the May 22, 2018 Regular Meeting of the Board, the Board approved the establishment of a committee to develop an Operating Procedure that will include criteria for reviewing requests from individuals or groups to raise flags at all Peel DSB schools and sites. Membership of the Flag Raising Operating Procedure Development Committee will include the Chair or Vice-Chair of the Board, two trustees, and appropriate administrative staff. Notice of the appointments to the Committee was given at the Regular Meeting of the Board on June 5, 2018.

Trustee Andrews nominated Trustee Cameron  
Trustee Lawton nominated Trustee Crocker

There were no further nominations. Chair McDougald declared that Trustees Cameron and Crocker are appointed to serve on the Flag Raising Operating Procedure Development Committee.

**17. Third Quarterly Financial Reports as at May 31, 2018**

Resolution No. 18-157 moved by Sue Lawton  
seconded by Harkirat Singh

Resolved, that the Third Quarterly Financial Reports, as at May 31, 2018, be received.

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**18. Notice of Motion: Trustee McDonald re Targeted Recruitment Drive to Hire Racialized Staff, Specifically Black and Indigenous Teachers**

Resolution No. 18-158 moved by Kathy McDonald  
seconded by Nokha Dakroub

Whereas, the Peel District School Board strives to inspire success, confidence and hope in all students,

Whereas, the We Rise Together, the Peel DSB's action plan to support black male students was created to identify, understand, minimize and eliminate the marginalization experienced by black male students in the Peel school board,

Whereas, it is important for students to see themselves reflected in their learning environment and have high expectations set for them,

Whereas, several research reports and studies conducted by the Peel DSB highlight the great negative impact some marginalized students perceive their learning environment to be,

Be it resolved, that the Peel DSB embark on a targeted recruitment drive to hire racialized staff, specifically black and indigenous staff, so that teaching staff will better represent the diversity of the population they serve.

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**18. Notice of Motion: Trustee McDonald re Targeted Recruitment Drive to Hire Racialized Staff, Specifically Black and Indigenous Teachers (Continued)**

The mover of the motion circulated to trustees a report card and a worksheet of a student, and she gave some examples about disciplining and labelling racialized students. Presenting data from the recent workforce census, and contrasting that with the Statistics Canada census data, she stated that the South Asian and black communities are not adequately represented on teaching staff of the Board. She stated that she could not get data for Indigenous teachers. Trustee McDonald read an article outlining a teacher's perspective of the benefits to sharing the racial identity of students, and commented that treating students like people and recognizing their potential should not rely solely on race.

Another trustee remarked that this motion has relevance and suggested that the motion be referred to the Human Resources and Negotiations Advisory Committee, so that the administration can bring forward information with regard to the impact of the motion on collective agreements. He stated that, following discussion at the Committee, the motion can be brought back in the Fall.

Resolution No. 18-159 moved by David Green  
seconded by Brad MacDonald

Resolved, that Resolution No. 18-158 be referred to the Human Resources and Negotiations Advisory Committee for discussion, and that the motion be brought back to a Regular Meeting of the Board in the Fall.

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Speaking in support of the referral, another trustee noted that the referral will provide trustees with an opportunity to discuss the motion within the context of Bill 274 and collective agreements. Another trustee indicated that the motion is one of exclusion and not inclusion.

A trustee spoke against the referral, stating that Durham DSB has a special project in place that is similar to what is being proposed by the motion and, as such, there should not be an impact on collective agreements. The trustee explained that the Ontario Human Rights Code permits organizations to create temporary special programs on a voluntary basis to provide opportunities for those who face discrimination, economic hardships or disadvantages.

Chair McDougald relinquished the Chair to Vice-Chair Nurse in order to speak to the referral motion. Vice-Chair Nurse chaired the meeting until the conclusion of this item.

Discussion continued on the topic. A trustee stated that she did not support the referral motion and spoke in favour of the Board considering the main motion at this meeting. She indicated that she does not support targeted hiring, and commented that this is contrary to the Board's equity principles as it provides job preference based on skin colour. She asked trustees to vote against referral.

(Continued overleaf)

**18. Notice of Motion: Trustee McDonald re Targeted Recruitment Drive to Hire Racialized Staff, Specifically Black and Indigenous Teachers (Continued)**

Another trustee supporting referral, indicated that, while he is not fully in agreement with the main motion, there may be institutional barriers. Trustee Green, in closing debate on the referral motion, explained that the referral will allow the administration to present information that will help trustees to make an informed decision. Stating that the needs of all communities should be taken into consideration, he expressed the opinion that better representation helps all students, especially black male students, to feel more supported in the classroom.

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Resolution No. 18-159

..... carried

In reply to a trustee's question, Trustee Green requested that the administration bring to the Human Resources and Negotiations Advisory Committee meeting of October 15, 2018, a report outlining actions taken by other school boards, similar to what is being asked through the main motion, including how they have collaborated with their unions. Trustees with specific questions were asked to email Director Joshua.

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Resolution No. 18-158

..... referred (to the  
Human Resources and Negotiations  
Advisory Committee)

**19. Graduation Rates 2016-2017**

Associate Director of Instructional and Equity Support Services, Poleen Grewal, advised that the above-noted report does not include the graduation rates for 2016-2017 for the Province, as these are expected to be released in the Fall. Superintendent of Education, Alternative Programs, Anthony Edwards reviewed the PowerPoint presentation which outlined the 4 year and 5 year graduation rates, disaggregation of the 2012-2013 cohort, trends over time, and analyses of data for non-graduates.

Superintendent Edwards noted that there is a continued and steady progress of improved graduation rates for Peel DSB students. The current cohort of graduates include those who are registered at the beginning of the Grade 9 school year, or transferred into a Peel DSB school during the 2012-2013 school year. When students move to another board at any point thereafter, they are removed from the cohort, which is contrasted with Ministry practice of including these students, with the exception of those moving out of province. Superintendent Edwards noted that the 4 year graduation rate remains steady at 88%, while the 5 year rate grew modestly. Reviewing trend data disaggregated by gender, he noted that girls continue to find success faster than boys but, over the past 5 years, the 4 year graduation rate for boys has narrowed from 11% to 7%. A similar narrowing of the gap is noticed between English Language Learners (ELL) and non-ELL students and last year, the 5 year graduation rate gap between ELL and non-ELL students was less than 1%.



**21. Ontario Public School Boards' Association – OPSBA Connects**

Resolution No. 18-162 moved by Kathy McDonald  
seconded by Robert Crocker

Resolved, that the following report be received:

- OPSBA Connects – June 11, 2018

..... carried

**22. Response to Trustee's Question re Incidents in Wards 9 and 10 in Mississauga**

Trustee Dakroub thanked the administration for the response to her question as to the steps taken in schools to educate and raise awareness about the impact of weapons on students' lives and others.

Resolution No. 18-163 moved by Nokha Dakroub  
seconded by Carrie Andrews

Resolved, that the Response to Trustee's Question re Incidents in Wards 9 and 10 in Mississauga, be received.

..... carried

**23. Comments or Questions from Board Members**

Chair McDougald noted that this is the last Regular Meeting of the Board for this school year. On behalf of the trustees, she thanked everyone for their participation and involvement. Stating that some of the issues dealt with during the year have been difficult and complex, she indicated that trustees have done their best to serve students and communities. Chair McDougald thanked trustees for their work, and she also thanked the administration and staff for their efforts, hard work, and their support of public education. Reporting that she will be retiring and not seeking re-election at the end of this year, she thanked everyone for their dedication and commitment.

Student Trustee Pawar thanked trustees for their continued generosity and support, and for giving him the opportunity to broaden his knowledge of the education system. He thanked Student Trustee Mahr, and spoke of the privilege to work with her. He highlighted his involvement in special education issues, and arts and culture through the dance competition, Elevate. Reporting on the student trustees' discussions with Associate Director Gill on the collection, allotment and distribution of extra-curricular funds, he stated that a survey was conducted with Peel Student Presidents' Council and findings were shared with Associate Director Gill. He indicated that, based on the report, it is anticipated that the administration will be releasing a memo regarding transparency of extra-curricular budgets and improvements in allocation.

Trustee Dakroub thanked trustees for their time and effort, and stated that she had learned a lot about governance and collaboration with Board members.

**23. Comments or Questions from Board Members (Continued)**

Trustee Andrews indicated that, as trustees reflect on their work during the school year, the main motivation and inspiration has been to do their best for students. She thanked Chair McDougald, trustees and staff, and stated that she is proud to be a member of the Peel DSB.

Trustee Cameron thanked everyone for their work and support on the issues that came up during the year, including busing, low fill rate, and mental health.

Vice-Chair Nurse thanked the Leadership team and staff and, noting that there have been some difficult issues to deal with, she indicated that she looked forward to starting a new school year and doing better. She wished everyone a restful summer.

Trustee Crocker thanked trustee colleagues, senior administration and staff for their patience, good humour and focus on students. He wished everyone well for the holidays.

Trustee McDonald expressed her objection to being called self-serving by a trustee during the discussion on her notice of motion regarding Targeted Recruitment Drive to Hire Racialized Staff, Specifically Black and Indigenous Teachers (Item 18 of these Minutes). She indicated that she was serving her communities when she submitted a motion regarding filling vacancies in some Brampton schools. Chair McDougald noted that the statement was not made in connection with the motion on filling vacancies. Trustee McDonald thanked staff, and acknowledged the work of crossing guards. She wished everyone well for the summer.

Trustee Williams thanked all staff members, and acknowledged their service and contribution to the success of the Board. He thanked his colleagues on the Board, and stated that, notwithstanding some differences of opinion, they manage to reach consensus.

Trustee Singh thanked staff for their work, and wished everyone well for the holidays.

Trustee Green stated that over the past 15 years, the Board has dealt with some difficult issues and challenges and this year, too, has been challenging. He thanked God for helping him through the challenges, and expressed appreciation for the passion and dedication of staff. He thanked his community and wished everyone well during the holidays.

Trustee MacDonald indicated that he is proud to be a member of this Board. He thanked the superintendents of education who make the work of trustees easier, and Chair McDougald for her courageous work as Chair of the Board.

**24. Public Question Period**

Catherine Sople thanked the Board for endorsing the Peel Youth Charter, stating that the core values continue to be safety, health, and future jobs for youth.

Nicole Brooks referred to her delegation to the Board on May 22, 2018. Noting that only two of the seven questions she had asked were answered, she indicated that the Board's By-law does not permit her to delegate again on the same issue.

(Continued overleaf)

**24. Public Question Period (Continued)**

Nicole Brooks stated that her questions on the We Rise Together initiative were not answered regarding the amount from the \$420,000 that was spent directly on black boys, resources available for parents and children to access, policies regarding regulating teachers and consequences, and support systems in place. Remarking that representation matters for black boys, she asked for direction on how to proceed. Chair McDougald responded.

Antoinette asked about the anti-black racism training for superintendents of education and trustees. Chair McDougald responded. Antoinette then recommended that trustees and the administration read the book, "Deep Diversity", as it helps with unlearning and learning the issues. She also invited trustees to view the CBC article on the Durham DSB and asked why the Board cannot implement similar policies. She spoke about the need for representation, and the under achievement of black boys being attributed to their under-engagement in school. Chair McDougald and Director Joshua responded.

Kola Iluyomade commented on the Chair's opinions, and he asked about the anti-racism training taken by trustees. Chair McDougald responded.

**25. Adoption of the In Committee Report**

Resolution No. 18-164 moved by David Green  
seconded by Rick Williams

Resolved, that the report of the In Committee Session regarding: Minutes of the Physical Planning and Building Committee (In Committee) Meeting, June 4, 2018; Minutes of the Regular Meeting of the Board (In Committee – Part A), June 5, 2018; Director's Reports re Latinx, Afro-Latin-America, Abya Yala Education Network (LAEN) – Update and Trustee Information Session (oral); Minutes of the Human Resources and Negotiations Advisory Committee Meeting (In Committee), May 28, 2018; Minutes of the Regular Meeting of the Board (In Committee – Part B), June 5, 2018; Recommendations of the Human Resources and Negotiations Advisory Committee, May 28, 2018; Resignations; Retirements; Terms of Reference – Discipline Committee of the Board; Discipline Committee of the Board Meeting Dates for 2018-2019; Director's Report re Personnel Matter – Update (oral), and Question Period be received, and that the recommendations contained therein, be approved.

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**26. Adjournment**

Resolution No. 18-165 moved by Stan Cameron  
seconded by David Green

Resolved, that the meeting adjourn (23:00 hours).

..... carried

..... Chair ..... Secretary

June 19, 2018  
Regular Meeting of the Board:nf

## **RESOLUTIONS APPROVED IN IN COMMITTEE SESSION – JUNE 19, 2018**

Members present:

Janet McDougald, Chair  
Suzanne Nurse, Vice-Chair  
Carrie Andrews  
Stan Cameron  
Robert Crocker  
Nokha Dakroub

David Green  
Sue Lawton  
Brad MacDonald  
Kathy McDonald  
Harkirat Singh  
Rick Williams

Student Trustee:

Khushpal Pawar, Student Trustee North (18:10)

### **Part A**

#### **1. Approval of Agenda**

That, the agenda be approved.

#### **2. Minutes of the Physical Planning and Building Committee (In Committee) Meeting, June 4, 2018 Minutes of the Regular Meeting of the Board (In Committee – Part A), June 5, 2018**

1. That, the Minutes of the Physical Planning and Building Committee (In Committee) Meeting, held June 4, 2018, be received;
2. That, the Minutes of the Regular Meeting of the Board (In Committee – Part A), held June 5, 2018, be approved.

#### **3. Director's Report**

##### **1. Latinx, Afro-Latin-America, Abya Yala Education Network (LAEN) – Update**

That, the Director's oral update report re Latinx, Afro-Latin-America, Abya Yala Education Network (LAEN), be received

##### **2. Trustee Information Session**

That, the Director's oral report re Trustee Information Session, be received.

**Part B** (Not including Student Trustees)

**1. Approval of Agenda**

That, the agenda, as amended, be approved.

**2. Minutes of the Human Resources and Negotiations Advisory Committee, May 28, 2018  
Minutes of the Regular Meeting of the Board (In Committee – Part B), June 5, 2018**

1. That, the Minutes of the Human Resources and Negotiations Advisory Committee Meeting, held May 28, 2018, be received;
2. That, the Minutes of the Regular Meeting of the Board (In Committee – Part B), held June 5, 2018, 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. Terms of Reference – Discipline Committee of the Board**

That, the revised Terms of Reference for the Discipline Committee of the Board, be approved. (Appendix I as attached to the Minutes)

**6. Discipline Committee of the Board Meeting Dates for 2018-2019**

That, the 2018-2019 meeting dates for the Discipline Committee of the Board Meeting, be received.

**7. Director's Report**

**1. Personnel Matter - Update**

That, the Director's oral update report re Personnel Matter, be received.