

November 27, 2018  
Regular Meeting of the Board:ma

## 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, November 27, 2018, at 20:15 hours.

Members present:

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

Member absent: (apologies received)

Harkirat Singh

Student Trustees present:

Amanpreet Chonkrian, Student Trustee North  
Laura Oris-Naidenova, Student Trustee South

Administration:

Tania Alatishe-Charles, Controller, Finance Support Services  
Dawn Beckett-Morton, Director, Human Resources Support Services  
Liz Cook, Superintendent of Education  
Paul Da Silva, Superintendent of Education  
Patrika Daws, 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  
Adrian Graham, Superintendent, Curriculum and Instruction Support Services  
Mark Haarmann, Superintendent, Leadership Development and School Support Services  
John Hartzema, Controller, Facilities and Environmental Support Services  
Adam Hughes, Chief Information Officer  
Nina Jaiswal, Superintendent of Education  
Peter Joshua, Director of Education  
Michael Logue, Superintendent of Education  
Jane Mason, Acting Associate Director, Instructional and Equity Support Services  
Matthew McCutcheon, Superintendent of Education  
Shawn Moynihan, Superintendent, Special Education Support Services  
Janice Mueller, Executive Assistant  
Patricia Noble, Superintendent of Education  
Carla Pereira, Director, Communications and Community Relations Support Services

Administration: (Continued)

Jamie Robertson, Superintendent of Education  
Gale Solomon-Henry, Superintendent of Education  
Michelle Stubbings, Superintendent of Education  
Joy Uniac, Superintendent, Social/Emotional Learning and Early Years  
Thomas Tsung, Controller, Corporate Support Services  
Darren Van Hooydonk, Superintendent of Education  
Randy Wright, Controller, Planning and Accommodation Support Services

Marina Amin, Board Reporter

**1. Open Session**

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

**2. Approval of Agenda**

Chair McDougald acknowledged the presence of Trustee Elect for Ward 5, Susan Benjamin, and former trustees, Beryl Ford and Jeff White in the audience. A short video was displayed of Chair McDougald's grandchildren wishing and congratulating her on her last Board meeting.

Resolution No. 18-245 moved by Stan Cameron  
seconded by Rick Williams

Resolved, that the agenda, be approved.

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Acknowledging concerns from some community members about raising of the Pride Flag during the month of June in Peel, Director of Education, Peter Joshua, explained that raising the Pride Flag is part of the Board's commitment to provide safe, respectful and equitable environments for all, as outlined in the Equity and Inclusive Education Policy #54. He noted that the decision about raising the Pride Flag was arrived at after significant research into practice at other school boards, as well as at local and provincial governments. Director Joshua highlighted the Board's efforts to create a school system that is free of religious discrimination, and to ensure, at the same time, that one individual's human rights do not supersede another's. He outlined expectation that all schools have classroom discussions and activities that build a climate of inclusion and safety. He stated that, while these activities do not affirm any particular faith or identity, they demonstrate that Peel schools are safe, inclusive and welcoming places where all students, staff and families are accepted and supported. Director Joshua advised that schools do not seek parental or guardian permission for any classroom or school activities related to inclusion, which could happen at any time during the year, nor is a religious accommodation provided for work about inclusion.

**2. Approval of Agenda (Continued)**

Director Joshua advised that the Board's guidelines and procedures for religious accommodation may be engaged, when a parent can provide objective evidence of interference with sincerely held creedal beliefs. Director Joshua stated that the intent is to have all students be a part of activities and discussions that build respect and understanding, and promote inclusion and safety.

**3. Conflict of Interest**

There were no declarations of conflict of interest.

**4. Minutes of the Special Education Advisory Committee Meeting, October 16, 2018  
Minutes of the Regular Meeting of the Board, November 13, 2018**

Resolution No. 18-246 moved by Robert Crocker  
seconded by Carrie Andrews

Resolved:

1. That, the Minutes of the Special Education Advisory Committee Meeting, held October 16, 2018, be received;
2. That, the Minutes of the Regular Meeting of the Board, held November 13, 2018, be approved.

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**5. Written Questions and Petitions**

There were no written questions or petitions.

**6. Special Section for Receipt**

Resolution No.18-247 moved by Sue Lawton  
seconded by Rick Williams

Resolved, that the following items, be received:

1. Retirements

Deborah Gardash  
Donna Golisky  
Annette Hartery  
Lynda Kearney

Ryszarda Kubiak  
Peter Lougheed  
Carol McClelland  
Diane McDougall

Kate O'Neill  
Uma Rajan  
Jonathon Ruhnke  
Valerie Tollan

**6. Special Section for Receipt (Continued)**

2. Peel Custodial and Maintenance Workers' Appreciation Day – November 30, 2018

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On behalf of the Board, Chair McDougald expressed appreciation for the commitment of Peel's Custodial and Maintenance staff in maintaining the cleanliness of school premises, especially older school buildings. Echoing similar comments, a trustee added that the custodial and maintenance workers in some schools work with school clubs, and are involved in various other activities which are a part of the school community, to ensure all children are safe.

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Resolution No.18-247 ..... carried

**7. Response to Delegation by Lesley Novak re Student Transportation**

Resolution No. 18-248 moved by Stan Cameron  
seconded by Sue Lawton

Resolved, that the response to the delegation of Lesley Novak re Student Transportation (Regular Meeting of the Board, October 23, 2018), be received.

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**8. Draft Letter from the Chair to the Minister of Education re Parents Reaching (PRO) Grants**

Resolution No. 18-249 moved by David Green  
seconded by Kathy McDonald

Resolved, that the Draft Letter from the Chair to the Minister of Education re Parents Reaching (PRO) Grants, be received.

..... carried

**9. Recommendations of the Special Education Advisory Committee, October 16, 2018**

At the meeting of the Special Education Advisory Committee, held October 16, 2018, there were no recommendations to the Board.

Resolution No. 18-250 moved by Sue Lawton  
seconded by Nokha Dakroub

Resolved, that the receipt of the following information arising from the Special Education Advisory Committee meeting, held October 16, 2018, be received:

**1. Reports / Information Received**

Superintendent's Report; Accessibility Plan Update; SEA – Summer Camp Pilot; Review of Secondary Gifted Programming – Update; Focus on Poverty: Consultation on Next Steps; Updated Special Education Advisory Committee (SEAC) Member List; Ontario Council for Exceptional Children Annual Conference; Association for Bright Children of Ontario Toronto Mini Conference; Response to Question re Ministry of Education Consultations on Education; Response to Question re Process for Associations to Provide Letters of Recommendation.

..... carried

**10. Recommendations of the Audit Committee, November 15, 2018**

Resolution No. 18-251 moved by Sue Lawton  
seconded by Robert Crocker

Resolved, that the following recommendations arising from the Audit Committee meeting, held November 15, 2018, be approved:

**1. Consolidated Financial Statements**

That, the Consolidated Financial Statements for the Peel District School Board, for the year ended August 31, 2018, be approved. (Appendix I, as attached to the Minutes)

**2. Audit Committee Report for 2017-2018 to the Ministry of Education**

That, the Audit Committee Report for 2017-2018, which has been approved by the Audit Committee, be submitted by the Board to the Ministry of Education. (Appendix II, as attached to the Minutes)

**3. Reports /Information Received**

Audit Committee Work Plan; Compliance Report for Fiscal Year 2017-2018; Regional Internal Audit Team - Audit Plan Status Update; Internal Audit Services Summary for Dunrankin Drive, Red Willow, Robert J. Lee, Thorn Lodge, and Thorndale Public Schools, and Streetsville and T.L. Kennedy Secondary Schools.

..... carried

**11. Schedule of Financial Reports to the Board**

Resolution No. 18-252 moved by Rick Williams  
seconded by Nokha Dakroub

Resolved, that the Schedule of Financial Reports to the Board for 2018-2019, be received.

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**12. Working Fund Reserve Transfers for the 2017-2018 Year End**

Associate Director of Operational Support Services, Jaspal Gill, provided an explanation of working fund reserve transfers outlined in the recommendations, which included: transfer of funds related to school projects; rollover of operational funds; 2018-2019 pay increases for Designated Early Childhood Educators; allocation of \$2,650,000 for additional Teaching Assistants; solar energy revenue be directed for improvement of common learning spaces at some schools. He spoke about the transfer of \$4,000,000 to dedicated working fund reserves to upgrade critical business systems, and \$1,762,496 to capital reserves which relates to capital over expenditure at Jean Augustine Secondary School. Jaspal Gill explained that recommendation 5 allows staff to use funds outlined in recommendation 2 to offset any operational costs during the 2018-2019 school year. Chair McDougald thanked the administration for the responsible handling of Board funds, that serve the many needs of the community in Peel.

Resolution No. 18-253 moved by Stan Cameron  
seconded by David Green

Resolved:

1. That, \$4,644,793 be transferred to the Working Fund Reserve (Unappropriated Accumulated Surplus)
2. That, the following amounts be transferred to a Dedicated Working Fund Reserve (Appropriated Accumulated Surplus) at August 31, 2018:
  - a) School and school support consumable funds in the amount of \$1,822,327
  - b) Miscellaneous operational funds in the amount of \$3,759,988
  - c) DECE 2018-2019 pay increases \$4,726,272 not known during 2018-2019 budget process
  - d) Increased Teaching Assistant allocation of \$2,650,000 approved by the Board at October 23, 2018 Regular Meeting of the Board
  - e) Solar energy reserve in the amount of \$2,805,792
3. That, \$4,000,000 be transferred to the Dedicated Working Fund Reserve (Appropriated Accumulated Surplus) at August 31, 2018 for critical business systems upgrade







**16. Response to Questions asked by Trustee Crocker at the November 13, 2018 Regular Meeting of the Board**

Trustee Crocker thanked Controller of Corporate Support Services, Thomas Tsung and his staff for the detailed response, and regular updates on bus runs at the particular sites. He voiced concerns about school buses not turning on their flashing lights, as required.

Resolution No. 18-258 moved by Robert Crocker  
seconded by Suzanne Nurse

Resolved, that the Response to Questions asked by Trustee Crocker at the November 13, 2018 Regular Meeting of the Board, be received.

..... carried

**17. Reports from Trustee Representatives on Councils/Associations**

Trustee Green reported on discussions at a recent Student Transportation of Peel Region (STOPR) meeting when a report on improvements in busing was presented. He stated that challenges continue to exist, and some routes are still operating without assigned bus drivers. He noted STOPR's awareness of the frustration and challenges, and he commented that steps have been taken to address concerns regarding inaccuracies in reporting of bus delays. He advised that STOPR is reviewing an App which will enable real time tracking of school bus location. Trustee Green will keep the Board updated on this matter.

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

Trustee Williams stated that it has been an honour and privilege to serve the Board for the past 21 years. He spoke positively about relationships formed, and collaborative efforts to support students and parents in the community. Trustee Williams thanked his constituents for supporting him over the years and noted that much of the work done in the community would not have been possible without the support of the senior administration. He expressed gratitude for the excellent education his children have received, and expressed appreciation for the strong and dedicated leadership in Peel.

Vice-Chair Nurse recalled the support she received from Trustee Williams and former trustee, Beryl Ford when she started in Peel. She spoke of the many friends and positive relationships built over her twelve-year tenure, and thanked the Board for the education her children have received in Peel. Trustee Nurse commented on potentially challenging times ahead, and she encouraged the Board to continue as a cohesive unit. She thanked Janet McDougald for her leadership as Chair of the Board, and colleagues for their input as a team focused on children. Vice-Chair Nurse noted that Trustee, Harkirat Singh, has been elected as City Councillor for Brampton Wards 9 and 10, where he will serve his community.

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

Chair McDougald commented that four trustees on the current Board will be retiring, and she expressed appreciation that the other eight trustees were re-elected by their constituents. She offered positive comments about the Board and the high level of commitment and dedication of trustees. A video recording of Chair McDougald's farewell address was played, wherein she expressed appreciation for the opportunity to serve as trustee for the past 30 years and as Chair for 21 consecutive years, and the pleasure to work with dedicated and committed individuals who positively impact the lives of students. She spoke about problem solving with empathy, understanding and flexibility, and expressed gratitude for the support and collaboration of colleagues, and staff, always focused on inspiring success, confidence, and hope in every student.

Student Trustee Chonkrian thanked outgoing trustees Janet McDougald, Suzanne Nurse, Rick Williams, and Harkirat Singh, for their dedication and commitment to student success and well-being. She congratulated returning and new trustees for their commitment to education and looked forward to working with the new Board.

Student Trustee Oris-Naidenova thanked retiring trustees for their support and mentorship, and wished them success in their future endeavours. She also congratulated and looked forward to working with the returning, and new trustees.

Trustee Dakroub played an excerpt from the song "My Way" noting that this was for all the trustees.

Trustee Andrews stated that it has been an honour to work with retiring Trustees Rick Williams, Janet McDougald, Suzanne Nurse, and Harkirat Singh, and to engage and collaborate on a number of key issues. She wished them the very best in the next chapter of their lives. Trustee Andrews noted her appreciation at being re-elected and looked forward to working with the new trustees in the best interests of children.

Trustee Lawton read an original poem in honour of retiring Trustees McDougald, Nurse, Singh, and Williams.

Trustee Cameron reported on the Women Impacting Trades Conference hosted at West Credit Secondary School on November 14, 2018, which was attended by 250 female students ranging from Grades 6 to 8 from across 15 elementary and middle schools. He also reported that on November 21, 2018, he and Trustee Crocker attended "Try A Trade Day" hosted at West Credit Secondary School, and he thanked school staff for their work in bringing the Regional Skilled Trades program to fruition. To retiring trustees, he offered best wishes and positive comments about their contribution to the Board and students in Peel.

Trustee Crocker thanked retiring trustees for their support and contribution to the integrity of the Board, and expressed eagerness to work with returning, and new trustees. He also acknowledged the presence of former trustees, Beryl Ford and Jeff White in the audience.

Trustee McDonald expressed pride in her role as trustee over the past four years, noting that it has been an honour to work with dedicated staff to help children be the best they can be. She acknowledged Trustee Elect, Susan Benjamin, in the audience, and looked forward to working with the new Board. Trustee McDonald thanked retiring trustees and wished them well.

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

Trustee MacDonald commented that 15 years as trustee have gone by quickly. He expressed positive comments about the four retiring trustees, noting their compassion, collaborative spirit and leadership, and he thanked them for their passionate support and contribution to children and the community in Peel.

Trustee Green expressed appreciation for the privilege to serve the Board for the past 15 years, working to support students achieve to their full potential. He thanked retiring trustees for their friendship, support of children, respectful interaction and collaboration, and leadership, and wished them the very best. Trustee Green expressed eagerness to work with the new Board in the best interests of students.

Director Joshua thanked retiring trustees, on behalf of the senior administration, for their commitment, leadership, and support of the administration, children and communities in Peel. He expressed positive comments about the Board of trustees who make decisions in the best interests of children, and expressed thanks for the support and direction provided.

**19. Public Question Period**

A member of the public asked for a transcript of the Director of Education's report (Item 2 of these minutes). Director Joshua responded.

Richard Edwards referred to statements from the Director's report regarding schools not having to seek parental or guardian permission for any work in the classroom on inclusion. He queried how faith-based leaders, and parents are excluded from consultation or information about activities that could impact faith or religion, which are important human rights. He asked how parents can be excluded and not informed on human rights, policies, and issues. Chair McDougald responded.

**20. Recess and In Committee Session**

The Board recessed at 21:40 hours, and reconvened in In Committee Session at 21:55 hours, in order to complete the In Committee Agenda.

The Board moved back into Open Session on a motion by Trustee MacDonald (22:05 hours).

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

Resolution No. 18-259 moved by Nokha Dakroub  
seconded by Rick Williams

Resolved, that the report of the In Committee Session regarding: Minutes of the Regular Meeting of the Board (In Committee – Part A), November 13, 2018; Working Fund Reserve Transfers for 2017-2018 Year End; Termination of Employment; Promotion Process Results – Elementary Vice-Principal; Promotion Process Results – Elementary Principal; Promotion Process Results - Secondary Vice-Principal; Minutes of the Regular Meeting of the Board (In Committee – Part B), November 13, 2018; Resignations; Retirements; Director’s Report re Superintendent Assignments and Appointment, and Question Period, be received, and that the recommendations contained therein, be approved.

..... carried

**22. Adjournment**

Resolution No. 18-260 moved by Stan Cameron  
seconded by Kathy McDonald

Resolved, that the meeting adjourn (22:05 hours).

..... carried

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

November 27, 2018  
Regular Meeting of the Board:ma

## **RESOLUTIONS APPROVED IN IN COMMITTEE SESSION – NOVEMBER 27, 2018**

Members present:

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

David Green  
Sue Lawton  
Brad MacDonald (electronically)  
Kathy McDonald  
Rick Williams

Member absent:

Harkirat Singh

Student Trustees present:

Amanpreet Chonkrian, Student Trustee North  
Laura Oris-Naidenova, Student Trustee South

### **Part A**

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

That, the agenda, be approved.

#### **2. Minutes of the Regular Meeting of the Board (In Committee – Part A), November 13, 2018**

That, the Minutes of the Regular Meeting of the Board (In Committee – Part A), held  
November 13, 2018, be approved.

#### **3. Working Fund Reserve Transfers for 2017-2018 Year End**

That, the report re Working Fund Reserve Transfers for 2017-2018 Year End, be received.

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

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

That, the agenda, as amended, be approved.

#### **2. Termination of Employment**

That, the employment of the teacher stated in the report be terminated for just cause.

**3. Promotion Process Results – Elementary Vice-Principal**

That, the report re Promotion Process Results – Elementary Vice-Principal, be received.

**4. Promotion Process Results – Elementary Principal**

That, the report re Promotion Process Results – Elementary Principal, be received.

**5. Promotion Process Results – Secondary Vice-Principal**

That, the report re Promotion Process Results – Secondary Vice-Principal, be received.

**6. Minutes of the Regular Meeting of the Board (In Committee – Part B),  
November 13, 2018**

That the Minutes of the Regular Meeting of the Board (In Committee – Part B), held November 13, 2018, as amended, be approved.

**7. Recommendations of the Audit Committee (In Committee), November 15, 2018**

That, the following recommendations arising from the Audit Committee (In Committee) meeting, held November 15, 2018, be approved:

**1. Annual Report to the Board of Trustees for 2017-2018**

The Audit Committee approved its Annual Report to the Board of Trustees for 2017-2018, which is submitted to the Board for receipt. (Appendix I, as attached to the Minutes)

**2. Reports / Information Received**

Year-end Communication (Deloitte).

**8. Resignations**

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

**9. Retirements**

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

## **10. Director's Report**

### **1. Superintendent Assignments and Appointment**

That, the following superintendent appointment, effective January 1, 2019, be approved:

Lawrence DeMaeyer from Acting Superintendent of Education for the John Fraser and Stephen Lewis Families of Schools and Applewood School to Superintendent of Education for the John Fraser, Stephen Lewis Families of Schools and Applewood School

That, the following superintendent assignment, effective January 1, 2019, be approved:

Jamie Robertson from Superintendent of Education for the Mississauga, Rick Hansen and Woodlands Families of Schools to Superintendent of Human Resources Support Services

That, the following superintendent assignments, effective August 1, 2019, be approved:

Lawrence DeMaeyer from Superintendent of Education for the John Fraser and Stephen Lewis Families of Schools and Applewood School to Superintendent of Education for the Meadowvale and Stephen Lewis Families of Schools, Applewood School and West Credit Secondary School

Matt McCutcheon from Superintendent of Education for the Heart Lake and Fletcher's Meadow Families of Schools and Parkholme School to Superintendent of Education for the Fletcher's Meadow and Jean Augustine Families of Schools and Parkholme School

Gale Solomon-Henry from Superintendent of Education for the Jean Augustine, Meadowvale and Streetsville Families of Schools to the Superintendent of Education for the Mississauga, Rick Hansen and Streetsville Families of Schools

Nina Jaiswal from Superintendent of Education for the Clarkson, Erindale and Lorne Park Families of Schools to Superintendent of Education for the Clarkson, Erindale, John Fraser and Lorne Park Families of Schools

Darren Van Hooydonk from Superintendent of Education for the Cawthra Park, Port Credit, and T.L. Kennedy Families of Schools to Superintendent of Education for the Port Credit, T.L. Kennedy and Woodlands Families of Schools

Paul da Silva from Superintendent of Education for the Schools in the Applewood Heights, Glenforest and Glenforest South Families of Schools to Superintendent of Education for the Schools in the Applewood Heights, Cawthra Park and Glenforest Families of Schools

Jeff deFreitas from Superintendent of Education for the Brampton Centennial and David Suzuki Families of Schools to the Superintendent of Education for the David Suzuki and Heart Lake Families of Schools

**10. Director's Report (Continued)**

**1. Superintendent Assignments and Appointment (Cont'd)**

Michelle Stubbings from Superintendent of Education for the Central Peel and Turner Fenton Families of Schools to Superintendent of Education for the Brampton Centennial and Turner Fenton Families of Schools

Liz Cook from Superintendent of Education for the Bramalea, Chinguacousy and North Park Families of Schools to Superintendent of Education for the Central Peel, Chinguacousy and North Park Families of Schools

Pat Noble from Superintendent of Education for the Louise Arbour and Sandalwood Heights Families of Schools to the Superintendent of Education for the Harold M. Brathwaite and Louise Arbour Families of Schools and Judith Nyman Secondary School

Patrika Daws from Superintendent of Education for the Castlebrooke and Lincoln M. Alexander Families of Schools to Superintendent of Education for the Castlebrooke and Sandalwood Heights Families of Schools

Michael Logue from Superintendent of Education for the Harold M. Brathwaite, Humberview and Mayfield Families of Schools to Superintendent of Education for the Humberview and Mayfield Families of Schools