

September 14, 2021

Delivered via electronic mail to: cpamill@hwdsb.on.ca

At a Board Meeting held Monday, September 13, 2021, the Hamilton-Wentworth District School Board determined that Trustee Carole Paikin-Miller breached multiple sections of the Trustee Code of Conduct. As one of the sanctions, the Board of Trustees agreed to issue a formal letter of Censure of the trustee, as an official reprimand for Trustee Paikin-Miller, for disclosing another Trustee Identity, not respecting differing views of colleagues and referencing past code of conduct complaints when you submitted your response to a previous Code of Conduct investigation.

Dear Trustee Paikin-Miller,

This is a formal letter of censure regarding several breaches of the HWDSB Code of Conduct. This Board condemns your statements and actions as outlined below.

According to the findings of the Integrity Commissioner, the Board of Trustees agrees, you have breached the following sections of the Trustee Code of Conduct:

Maintaining the integrity and dignity of office

2. Trustees, as elected officials of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property and shall at all times act with decorum and be respectful of other Trustees, staff, students and the public.

3. Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Civil Behaviour

9. When expressing individual views, Trustees shall respect the differing points of view of other Trustees, staff, students and the public.

Respect for confidentiality

12. Trustees shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that a Trustee becomes aware of because of his or her position, except when required by law or authorized by the Board to do so.

Upholding decisions

14. Trustees shall uphold the implementation of any Board resolution after it is passed by the Board.

Trustees, as duly elected representatives of their communities, are held to a higher standard of behaviour. Trustees are expected to model the exemplary behaviour that we want to see in our students. Trustee Paikin-Miller, you have failed in this regard by not acting respectfully and professionally when presented with differing views from your colleagues, compromising public confidence in the integrity of the Board.

HWDSB

Dawn Danko
Chair of the Board
Hamilton-Wentworth District School Board
20 Education Court, P.O. Box 2558
Hamilton, ON L8N 3L1

The Board of Trustees have established a commitment to learning, equity, engagement and innovation. One of our key priorities to guide our system is Positive Culture and Well-Being. The Board also shares our commitment to the principles of equity in the Equity and Inclusion Policy. Trustee Paikin-Miller, you have acted in a manner that is inconsistent with these commitments and priorities despite previous sanctions and opportunities to learn and grow.

The Board of Trustees takes violations of its Code of Conduct seriously and will act judiciously and with resolve to protect the integrity of this important elected office. We request that you acknowledge the impact of your actions through a public apology to Trustee Miller, our Board of Trustees, HWDSB Students and Staff specifically for behaviour unbecoming of a trustee and the cost incurred by the Board for this investigation. Furthermore, we expect you to take appropriate measures to restore relationships and correct offending behaviours. Our students, staff and community deserve no less.

Sincerely,



Dawn Danko, Chair
Hamilton-Wentworth District School Board