

AGENDA: 7:00 PM

1. Call to Order and Land Acknowledgement
2. O Canada
3. Meeting Roll Call
4. Approval of the Agenda
5. Declarations of Conflict of Interest
6. Farewell to Outgoing Student Trustees Aisha Mahmoud and Gloria Li
7. [Confirmation of the Minutes: June 12, 2023 & June 15, 2023](#)
8. [Correspondence – Mark Fisher: Unfunded Employment Insurance and Canada Pension Plan Expenses](#)

Reports from Trustee Special Committees:

9. [Program Committee – June 5, 2023](#)
10. [Human Resources Committee – June 6, 2023](#)
11. [Governance Committee – June 7, 2023](#)

12. Notice of Motion to Amend the September 2023 Board Meeting Date

13. Reports from Committee of the Whole (Private) – June 19, 2023

14. Oral Reports from Liaison Committees:
 - a. City/School Board Liaison Committee
 - b. Hamilton-Wentworth Home & School Association
 - c. Hamilton Foundation for Student Success (HWDSB Foundation)
 - d. Ontario Public School Boards' Association (OPSBA)

15. Oral Reports from:
 - a. Student Trustees' Report – Local Activities & Ontario Student Trustees' Association (OSTA) Report
 - b. Director's Report
 - c. Chair's Report

16. Adjournment

Meeting times and locations are subject to change. Please refer to our website for the latest information.
<http://www.hwdsb.on.ca/trustees/meetings/>

Trustees: Kathy Archer, Becky Buck (electronically), Sabreina Dahab, Dawn Danko, Amanda Fehrman, Maria Felix Miller, Ray Mulholland, Graeme Noble, Paul Tut and Todd White. Student Trustee Aisha Mahmoud.

Regrets: Trustee Elizabeth Wong and Student Trustee Li

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 7:08 p.m.

2. Approval of the Agenda

RESOLUTION #23-82: Trustees Tut/Fehrman moved: **That the agenda be amended to include item 12.B Private CTW under section 207 B&E of the Education Act the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian; (e) litigation affecting the board. R.S.O. 1990, c. E.2, s. 207 (2).**

CARRIED

Student Trustee Mahmoud voted in favour.

3. Declaration of Conflict of Interest

None.

4. Confirmation of the Minutes: May 29, 2023

The minutes of May 29, 2023 were confirmed.

Report from Trustee Special Committees

5. Audit Committee – June 5, 2023

RESOLUTION #23-83: Trustees Tut/White moved: **That the Audit Committee Report – June 5, 2023 be received including:**

- **Regional Internal Audit Team (RIAT) Update**
- **Update on School Board Sector Issues**

CARRIED

Student Trustee Mahmoud voted in favour.

6. Finance & Facilities Committee – June 8, 2023

Trustees requested that items B&C be voted on separately from item D.

RESOLUTION #23-84: Trustees Tut/Miller moved: **That the Finance & Facilities Committee Report – June 8, 2023, items B and C be approved including:**

2023-2024 Community Use of Schools Rental Rates

Item B: That the Board approves capping the 2023-2024 rental rate increase at 5%.

Hourly Space Rates for 2023 - 2024

5.0% increase to base rate on spaces for 2023-2024

| | Non-profit with no subsidy | Non-profit adult group with subsidy (50%) | Non-Profit youth group with subsidy (75%) | Business Enterprise / Commercial (150%) |
|---|----------------------------|---|---|---|
| Gym Class 4 (less than 2800 sq ft) | \$ 24.44 | \$ 12.22 | \$ 6.11 | \$ 36.67 |
| Gym Class 3 (2801-4500 sq ft) | \$ 34.29 | \$ 17.15 | \$ 8.57 | \$ 51.44 |
| Gym Class 2 (4501-7400 sq ft) | \$ 71.87 | \$ 35.94 | \$ 17.97 | \$ 107.81 |
| Gym Class 1 (7401-9500+ sq ft) | \$ 85.28 | \$ 42.64 | \$ 21.32 | \$ 127.92 |
| Classroom | \$ 11.36 | \$ 5.68 | \$ 2.84 | \$ 17.04 |
| Library | \$ 35.93 | \$ 17.97 | \$ 8.98 | \$ 53.90 |
| Cafeteria | \$ 41.93 | \$ 20.96 | \$ 10.48 | \$ 62.89 |
| Auditorium Class 1 (Westdale/Sir Allan MacNab) | \$ 113.81 | \$ 85.35 | \$ 56.90 | \$ 28.45 |
| Auditorium Class 2 N/A | \$ 79.65 | \$ 59.73 | \$ 39.83 | \$ 19.91 |
| Auditorium Class 3 (Westmount) | \$ 53.92 | \$ 40.44 | \$ 26.96 | \$ 13.48 |
| Auditorium Class 4 (Dalewood/WH Ballard/Viscount Montgomery/Memorial) | \$ 35.93 | \$ 26.94 | \$ 17.97 | \$ 8.98 |

2023-2024 Child Care License Rates

Item C – That the Board maintain the existing childcare license rental rates for 2023-2024 and conduct a review of Board Policy No. 2.6 Use of Board Facilities.

The motion **CARRIED** on the following division of votes:

In Favour (9): Trustees Archer, Buck, Dahab, Danko, Fehrman, Noble, Miller, Tut, and White. Student Trustee Mahmoud

Opposed (1): Trustee Mulholland

RESOLUTION #23-85: Trustees Tut/Archer moved: **That the Finance & Facilities Committee Report – June 8, 2023, Item D be approved including:**

2023-2024 Budget Estimates

Item D

- That the Board approve the 2023-2024 Operating Budget expenditures in the amount of \$650,851,929 and that the Associate Director Support Services and Treasurer be authorized to proceed with the expenditure of funds as outlined in Appendix C dated June 8, 2023.
- That the Board approve the 2023-2024 Capital Budget expenditures in the amount of \$106,629,382 and that the Associate Director Support Services and Treasurer be authorized to proceed with the expenditure of funds as outlined in Appendix D dated June 8, 2023. The Associate Director,

Support Services and Treasurer is further authorized to secure short-term financing for project expenditures until such time as permanent funding is secured, if required.

The motion **CARRIED** on the following division of votes:

In Favour (8): Trustees Archer, Buck, Danko, Fehrman, Miller, Mulholland, Tut, and White.

Opposed (2): Trustees Dahab and Noble. Student Trustee Mahmoud

RESOLUTION #23-86: Trustees Tut/Miller moved: **That the remainder of the Finance & Facilities Committee Report – June 8, 2023, be received.**

CARRIED

Student Trustee Mahmoud voted in favour.

7. Governance Committee – May 30, 2023

RESOLUTION #23-87: Trustees White/Archer moved: **That the Governance Committee Report – May 30, 2023, be received including:**

- **Strategic Directions Update**

CARRIED

Student Trustee Mahmoud voted in favour.

Report from Community Advisory Committees

8. Rural Schools Community Advisory Committee – May 17, 2023

RESOLUTION #23-88: Trustees Fehrman/Mulholland moved: **That the Rural Schools Community Advisory Committee report – May 17, 2023, be received.**

CARRIED

Student Trustee Mahmoud voted in favour.

Trustee White was out of the room.

9. Human Rights & Equity Advisory Committee – May 24, 2023

10. RESOLUTION #23-89: Trustees Dahab/Miller moved: **That the Human Rights & Equity Advisory Committee Report – May 24, 2023, be received.**

CARRIED

Student Trustee Mahmoud voted in favour.

Trustee White was out of the room.

11. Special Education Advisory Committee – May 31, 2023

RESOLUTION #23-90: Trustees Dahab/Noble moved: **That Special Education Advisory Committee Report – May 31, 2023 be received.**

CARRIED

Student Trustee Mahmoud voted in favour.

Trustee White was out of the room.

RESOLUTION #23-91: Trustees Tut/Fehrman moved: **That the Board move into Private session under section 207 B&E of the Education Act the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian; (e) litigation affecting the board. R.S.O. 1990, c. E.2, s. 207 (2) this being done at 8:24 p.m.**

CARRIED

Student Trustee Mahmoud voted in favour.

Trustee White was out of the room.

The meeting resumed in public at 9:44 p.m. Trustee Mulholland and Student Trustee Mahmoud did not return to the meeting.

Reports from:

12. Committee of the Whole (private) – June 12, 2023

RESOLUTION #23-92: Trustees Miller/Noble moved: **That the Committee of the Whole Report – June 12, 2023 be approved including:**

- **That the Audit Committee report from June 5, 2023, be approved.**
- **That the Finance & Facilities Committee report from June 8, 2023, be received.**
- **That the Director’s DPA Framework be approved.**

CARRIED

Student Trustees Li and Mahmoud voted in favour.

The meeting adjourned at 9:46 p.m.

The recording of the Board meeting can be found here:

Part 1

https://hwdsbonca-my.sharepoint.com/personal/jmontgom_hwdsb_on_ca/_layouts/15/stream.aspx?id=%2Fpersonal%2Fjmontgom%5Fhwdsb%5Fon%5Fca%2FDocuments%2FRecordings%2FBoard%20Meeting%2D20230612%5F190802%2DMeeting%20Recording%2Emp4&ga=1

Part 2

https://hwdsbonca-my.sharepoint.com/personal/jmontgom_hwdsb_on_ca/_layouts/15/stream.aspx?id=%2Fpersonal%2Fjmontgom%5Fhwdsb%5Fon%5Fca%2FDocuments%2FRecordings%2FBoard%20Meeting%2D20230612%5F214443%2DMeeting%20Recording%2Emp4&ga=1

Trustees: Kathy Archer (electronically), Becky Buck, Dawn Danko, Amanda Fehrman, Maria Felix Miller (electronically), Ray Mulholland, Graeme Noble and Todd White.

Regrets: Trustees Sabreina Dahab, Paul Tut, Elizabeth Wong and Student Trustees Gloria Li and Aisha Mahmoud.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 6:04 p.m.

2. Declaration of Conflict of Interest

None.

3. Multi Year Strategic Plan Update

Director Sheryl Robinson Petrazzini Introduced the consultants, Ruth Silver, and Casey Hinton to the Board.

Ruth shared that they will be sharing only a fraction of what they have heard as there is still a lot of data to go through. The presentation is a very high-level, Executive Summary. The data was gathered from 43 leadership interviews, 5 Youth Ambassadors, 7 Advisory group sessions, 1 Community workshop, 3000+ survey respondents, 5 youth pop-ups and 6 community pop-ups.

Casey shared the Executive Summary of themes:

1. Equity and Inclusion – a desire to cultivate an inclusive and equitable environment that fosters a deep sense of belonging for everyone.
2. Safety & Well-being – safety is foundational for students’ well-being and achievement, and there is a need for holistic and caring approaches and supports.
3. Student Centered Journeys – Students need to feel heard and have opportunities for self-discovery and self-determination, with experiences and supports that meet their unique needs.
4. Community Connections – schools should be community hubs, with improved communication and connections to partners across HWDSB to welcome all learners and their families.
5. Transformation & Reimagining Systems – inequitable colonial systems require transparent and innovative change and healing with every HWDSB community member having a role to play.

Ruth and Casey reviewed the “What we heard” strategic directions theme matrix with the Board. Trustees had an opportunity to ask questions and share what surprised them about the data and if they felt that there were any gaps or missing information.

There will be a public meeting held at 10:00 a.m. on Saturday, June 17, 2023. The Governance meeting that will be held on June 26, 2023, will offer a “prototyping” workshop to test and iterate the draft vision, mission, values, and strategic priorities.

The meeting was adjourned at 7:38 p.m.

The recording of the Board meeting can be found here:

[Special Board-20230615_180430-Meeting Recording.mp4 \(sharepoint.com\)](#)



2023 June 6

The Honourable Stephen Lecce
Minister of Education
Ontario Ministry of Education
438 University Avenue, 5th Floor
Toronto, ON M5G 2K8

Dear Minister Lecce,

Re: Unfunded Employment Insurance and Canada Pension Plan Expenses

On behalf of the Thames Valley District School Board of Trustees, I am writing once again to urge the Ministry of Education to address the substantial impact on our budget of longstanding increases in Employment Insurance (EI) and Canada Pension Plan (CPP) benefit expenses.

As Chair of the Board for Thames Valley District School Board (TVDSB), I first wrote to you about this issue in July of 2021. I have also raised this topic with you during several Minister calls and informal discussions.

At the Special Board Meeting on May 9, 2023, the following motion was unanimously carried:

That Chair L. Pizzolato write a letter to the Minister of Education, MPs, MPPs, OPSBA, and other Boards of Education, advocating for increased funding to offset the statutory benefit increase shortfall related to CPP and EI rates and amounts, highlighting previous communication efforts with the government on the issue.

Since 2019, TVDSB has estimated approximately \$12.2 million in additional EI and CPP statutory benefit expenses because of maximum earnings amounts and rate changes. Additional increases are projected in the coming years.

Since the government has not provided a corresponding increase in benefits funding benchmarks within the Grants for Student Needs (GSN), the Board is required to meet these costs by utilizing funds that could have been directed towards student achievement and well-being initiatives.

As previously stated, this is a longstanding issue for TVDSB, and no doubt other school boards as well. The benefits benchmark has not increased to recognize the increase in statutory benefits that started in 2019.

My fellow Trustees and I strongly believe that the Ministry needs to fund these legally required benefit expenses and should address these expenses in the GSN. We trust that you will carefully consider this important and recurring issue. This letter has been copied to federal and provincial officials, the Ontario Public School Boards' Association (OPSBA) and other Boards of Education so that they may have the opportunity to join in the conversation.

Sincerely,



Lori-Ann Pizzolato
Chair of the Board

c: Trustees
Mark Fisher, Director of Education
Ernie Hardeman, Member of Provincial Parliament Oxford
Rob Flack, Member of Provincial Parliament Elgin-Middlesex-London
Teresa Armstrong, Member of Provincial Parliament London-Fanshawe
Terence Kernaghan, Member of Provincial Parliament London North Centre
Peggy Sattler, Member of Provincial Parliament London West
Monte McNaughton, Member of Provincial Parliament Lambton-Kent-Middlesex
Lindsay Mathysen, Member of Parliament
Arielle Kayabaga, Member of Parliament
Peter Fragiskatos, Member of Parliament
Karen Vecchio, Member of Parliament
Dave McKenzie, Member of Parliament
Lianne Rood, Member of Parliament
Ontario Public School Boards' Association

9-1
COMMITTEE REPORT

Presented to: Board

Date of Meeting: June 19, 2023

From: Program Committee

Date of Meeting: June 5, 2023

The committee held a meeting through MS TEAMS from 6:05 p.m. to 10:06 p.m. on June 5, 2023, with Trustee Graeme Noble presiding.

Members present were: Trustees Kathy Archer (electronically), Becky Buck (electronically), Amanda Fehrman, Graeme Noble and Todd White. Trustees Sabreina Dahab and Dawn Danko (electronically) joined the meeting.

Trustee White left the meeting at 6:10 p.m.

ACTION ITEMS:

A. Safe Schools – Suspensions & Expulsions Update

Staff shared a presentation to the Program Committee. The Committee heard data on the following points:

- Number of suspended students by frequency, panel, and grade level.
- K-3 suspension data.
- Number of suspended students in high priority schools.
- Number of suspended students by exceptionalty.
- Number of suspensions by type of infraction.
- Number of expulsions.

The importance of collecting identity-based data was noted. Staff shared that if a student falls into more than one category they are counted in each category resulting in being counted multiple times. Identity-based data was mapped to responses from The Student Census – We All Count, which only had a 48% completion rate.

It was further shared that K-3 discretionary suspensions should not occur and in the cases where it did occur, the discretionary suspension will be expunged, and an apology letter sent to parents/guardians. Letters will be translated to the top five languages in HWDSB. In the spring of 2020, Principals and Vice-Principals were trained on the new requirements from the Ministry and a detailed memo issued. Expectations regarding K-3 suspensions and expulsions will be re-issued this fall. K-3 suspension data will be gathered monthly at a central level and monitored with follow-up to schools where needed.

Trustee White rejoined the meeting at 7:03 p.m.

Trustee Dahab joined the meeting at 7:35 p.m.

Trustee White moved: **That we initiate a policy review of the Student Behaviour and Discipline policy 5.7 immediately following the 2024 Safe Schools Report for Suspensions and Expulsions.**

CARRIED

MONITORING ITEMS:

B. Modern Learning Update

At the January 24, 2023, Program Committee meeting, Trustees received an update about the laptop pilot project at Sir Winston Churchill Secondary School. This report shared the feedback gathered during semester two of this school year. About the opportunities and challenges of the laptop as a 1:1 learning device, including the importance of processing speed. New devices will have greater processing capability and upgrades are being made to procured devices to retain functionality (the device operating systems, functions, etc.) while improving performance (i.e., change in speed, not in platform). In addition, educators require training to move from a tablet to a laptop and students require more support with keyboarding skills.

Next steps include providing a laptop to all grade nine students next year. It was noted that the students who currently have a laptop for the grade 9 pilot will continue with the laptop use until graduation. Over the next three years there will be a gradual change over from tablets to laptops as grade 9 students receive a new laptop that will stay with them throughout their secondary school career. Students in grades 10 to 12 students this year will continue using tablets until graduation.

This summer, new laptops will be imaged. When the laptops are assigned, students will receive an orientation package, including information on how to use a keyboarding effectively. Students can decline a device if they choose to provide their own. Parents will be required to go into the portal to acknowledge use of the device for the students. The Program Committee thanked staff for the Modern Learning Update.

C. Elementary Focus Program Review Update

Staff shared that HWDSB has created an application process for Elementary Focus Programs similar to the French Immersion application. HWDSB continues to explore how to mitigate barriers including program costs and transportation. Transportation is not provided due to the cost and budget restraints. All programs were reviewed and received a report from Program staff. A Program consultant will continue to support implementation of the recommendations next year. Information on program enrollment was also shared. The Program Committee thanked staff for the Elementary Focus Program Review Update.

A 5-minute recess was taken.

D. Positive Culture and Well-Being – Mid-Year Update

Staff shared the Mid-Year update with the committee speaking to the following topics:

1. School and Classroom Practices
2. Leadership, Governance and Human Resource
3. Positive Culture and Well-being
4. Data Collection, Integration and Reporting

Staff shared that the 81 recommendations as outlined in Safe Schools Action Plan end in August 2023. Although some recommendations have been completed, the work will continue as many are at various stages of implementation.

Reimagining Wellness highlighted the following:

- Anonymous reporting tools for students, families, and staff.
- Student, family, and staff resources.
- Clear communication and clarity around the process after a report has been made.
- Student Safety Plans.
- Student, classroom, and family support.

Trustee Buck left the meeting at 9:20 p.m.

Trustee Fehrman moved **that the meeting be extended to 10:15 p.m.**

CARRIED

The Program Committee thanked staff for the Positive Culture and Well-Being – Mid-Year Update.

The agenda and Program package can be viewed using the following link: [Program-Committee-Agenda-1685563076.pdf](https://www.hwdsb.on.ca/Program-Committee-Agenda-1685563076.pdf) ([hwdsb.on.ca](https://www.hwdsb.on.ca))

The program Committee meeting can be viewed using the following link: https://www.hwdsbonca-my.sharepoint.com/personal/tmckillo_hwdsb_on_ca/_layouts/15/stream.aspx?id=%2Fpersonal%2Ftmckillo%5Fhwdsb%5Fon%5Fca%2FDocuments%2FRecordings%2FProgram%2D20230605%5F180528%2DMeeting%20Recording%2Emp4&ga=1

*Respectfully submitted,
Graeme Noble, Chair of the Committee*

COMMITTEE REPORT (PUBLIC)

Presented to: Board

Date of Meeting: June 19, 2023

From: Human Resource Committee

Date of Meeting: June 6, 2023

The committee held a hybrid meeting on June 6, 2023, from 6:00pm to 6:41pm with Maria Felix Miller presiding.

Members participating were: Trustees Maria Felix Miller (Chair), Todd White, Sabreina Dahab, Graeme Noble and Elizabeth Wong.

MONITORING ITEMS:

A. Employee and Staffing Update:

Staff provided updates regarding our staffing levels and response to supporting unfilled daily positions and our spring recruitment plan. Human Resource Services has recruited and onboarded 282 new employees for all employee groups since September 2022.

Human Resource Services continues to recruit and hire for occasional positions to maintain healthy pools of staff to call upon for daily positions. The committee further reviewed the hiring targets for each of our employee groups as part of our spring recruitment plan and learned about new partnerships to expand opportunities for individuals to seek employment in HWDSB.

B. Employee Support Attendance Report: September 2022 – April 2023

Staff have observed an increase in the average number of short-term sick leave days utilized per employee compared to the prior school year. This increase is observed in both absences due to personal illness and absences due to medical and dental appointments.

There has been an increase in overall employee absence rates related to personal illness dates in September 2022 – April 2023 compared to the same time period last year, September 2021 – April 2022. In September 2022 – April 2023, the average permanent Board employee utilized 12.4 personal illness days, whereas in September 2021 – April 2022, the average was 11.76 days. This data indicates an increase of 0.64 average days overall.

Respectfully submitted,
Maria Felix Miller, Chair

COMMITTEE REPORT (Public)

Presented to: Board

Date of Meeting: June 19, 2023

From: Governance Committee

Date of Meeting: June 07, 2023

The committee held a meeting from 5:36 p.m. to 6:48 p.m. on June 7, 2023, at 20 Education Court, Hamilton, ON, in person and through MS Teams, with Trustee Todd White presiding.

Members present were: Trustees Amanda Fehrman, Becky Buck, Dawn Danko, Kathy Archer, Maria Felix Miller and Todd White.

ACTION ITEMS:

1. Trustee Learning Plan September to December 2023

Director Robinson Petrazzini presented the DRAFT Trustee Professional Learning Plan for September to December 2023 including four 3-hour learning sessions and four 50-minutes information sessions. The proposed Learning Session topics include Human Rights & Equity Fundamentals (1), Good Governance, Trustee Ward Representation, and Indigenous Education (7). Proposed Information Session topics include Working with Executive Council, Board Meeting Procedures, Gender Expression and Gender Identity Procedures (6), and Privacy and Records. The Committee expressed interest in additional learning focused on the budget, and the possibility of extending the learning into January of 2024 if it cannot be completed during the proposed timelines.

The Committee discussed Resolution #21-89, Recommendation 6, which states that prior to August 30, 2021, the Board shall require mandatory human rights, equity, diversity and inclusion training by HWDSB's Human Rights and Equity Officer or external facilitators with human rights and EDI expertise, which is to specifically include anti-racism and anti-oppression training, for all Trustees, including Student Trustees, and thereafter on an annual basis in August of each year after the election of the Student Trustees. Based on this resolution, reference to the learning sessions being mandatory applies to sessions 1,6 and 7.

It was discussed that Learning Sessions will be in-person with the option of accommodation for electronic participation if needed, and that Information Sessions would be presented in a Hybrid format. Trustee attendance at past and future 2023 Learning Sessions will be posted publicly to the HWDSB website.

Moved by Trustee Fehrman, the Governance Committee **recommends that the DRAFT Fall 2023 Trustee Learning & Development plan be approved.**

CARRIED

MONITORING ITEMS:

2. Trustee Ward Representation Update

Manager of Communications Shawn McKillop shared an overview of suggested additions to the School Council Handbook. The committee reviewed the suggested additions and requested several revisions and changes to the addition.

3. Trustee Policy Manual Review

The Director shared that a request has been made to all Trustees to provide feedback on the Trustee Policy Manual so that it can be updated and revised as needed. Staff will provide an update to the Governance Committee in the Fall of 2023.

4. Board of Trustees Self-Assessment

Trustees discussed creating a framework and criteria for the Board of Trustees Self-Assessment to bring it back in the Fall of 2023. Discussion surrounded revisiting the existing framework and bringing this to the Governance Committee before forming a subcommittee. Ideally self-assessment would take place throughout the school year, and a framework and criteria would be set near the beginning of the school year and before December. The Committee will continue discussion related to Trustee Self-Assessment.

The recorded meeting can be accessed here: https://hwdsbonca-my.sharepoint.com/:v:/g/personal/jmontgom_hwdsb_on_ca/EXzSqFvPLDhGirDTptEdtpwBjaTuA7gLMLvAkwOQRAIKrw?e=Yjyt70

Respectfully submitted,
Todd White, Chair of the Committee