

AGENDA: 7:00 pm (time is approximate)

Immediately following the Organizational Board meeting

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. Confirmation of the Minutes: October 27, 2025

Reports from Trustee Special Committees:

7. Finance & Facilities – October 21, 2025
8. Human Resources – October 23, 2025
9. Governance – November 3, 2025
10. Audit – November 11, 2025

Reports from Staff:

11. Community Advisory Committees – Membership 2025-2026

12. Resolution Into Committee of the Whole (Private Session) as per the Education Act, Section 207.2
(b) 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

Meeting Resumes in Public Session

13. Report from Committee of the Whole (Private) – November 17, 2025

14. Oral Reports from Liaison Committees:

- A. City/School Board Liaison Committee
- B. Hamilton-Wentworth Council of Home & School Associations
- C. Hamilton Foundation for Student Success
- D. Ontario Public School Boards' Association (OPSBA)

15. Adjournment

Trustees: Kathy Archer^(R), Becky Buck*, Sabreina Dahab, Dawn Danko, Amanda Fehrman, Maria Felix Miller, Graeme Noble*, Paul Tut, Todd White*, Elizabeth Wong*, Abby Zaitley. Student Trustees Sanad Bizanti, Evelyn Watson, and Shakowennakara:tats Daunte Hillen.

*electronic participation, ^(R) regrets

1. Call to Order

Chair Miller called the meeting to order at 6:51 p.m.

RESOLUTION #25-80: Trustees Tut/Fehrman moved that Trustee Archer be approved as being absent for the October 27, 2025, Board Meeting.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

2. Approval of the Agenda

RESOLUTION #25-81: Trustees Tut/Zaitley moved that the agenda be approved.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

3. Confirmation of the Minutes

RESOLUTION #25-82: Trustees Tut/Fehrman moved that the Minutes from September 29, 2025, be confirmed.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

4. Policy Committee

Trustees Dahab/Zaitley moved that the Policy Committee report from October 9, 2025, be approved, including Boundary Review, Employee Expenses and Trustee Expenses policies:

- **RESOLUTION #25-83:** The *Boundary Review Policy* be approved, as amended.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

- **RESOLUTION #25-84:** The *Employee Expenses Policy* be approved.
The motion **CARRIED** on the following division:
In Favour (8): Trustees Buck, Dahab, Danko, Fehrman, Miller, Noble, Tut, Wong
Opposed (1): Trustee White
Abstain (1): Trustee Zaitley

- **RESOLUTION #25-85:** The *Trustee Expenses Policy* be approved.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

Trustee White left the meeting.

5. Special Education Advisory Committee

RESOLUTION #25-86: Trustees Danko/Tut moved that the Special Education Advisory Committee report from September 24, 2025, be received.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

6. French as a Secondary Language Advisory Committee

RESOLUTION #25-87: Trustee Noble/ Student Trustee Bizanti (Trustee Dahab) moved that the French as a Second Language Advisory Committee report from October 15, 2025, be received.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

7. City/School Board Liaison Committee

Chair Miller noted for the Board that on October 23, 2025, she and Trustee White delegated to the City of Hamilton's Audit, Finance & Administration Committee to seek an exemption to the City's Child Care Centre Development Charges.

RESOLUTION #25-88: Trustees Danko/Zaitley moved that a letter be written to the City of Hamilton in support of the City's Audit, Finance and Administration Committee Report Recommendation #2: Exemption for Child Care Centres in Board of Education owned buildings. The Development Charges By-Law could be amended to provide an exemption limited to childcare centres in school buildings owned by a Board of Education, including both new development and re-development of existing space and including both for-profit and non-profit providers.

CARRIED

Student Trustees Bizanti, Watson and Shakowennakara:tats Hillen voted in favour.

8. Hamilton-Wentworth Council of Home & School Associations

Trustee Danko shared the following update from the recent meeting held on October 16, 2025:

- Executive elections were held:
 - President: Heather Lambert-Hillen
 - Past President: Sandra Huculia
 - Treasurer: Reasa Diab
- Meeting dates for the upcoming year were set - January 8, April 9 and May 14
- OSSTF representative provided updates on advocacy work and information on bargaining
- Parent Involvement Committee (PIC) update noted that the council presented at the recent School Council start-up event
- Member associations shared highlights of their fall events and school community support efforts

9. Hamilton Foundation for Student Success

Trustee Fehrman shared the following update:

- Student Support Grants opened on October 1, 2025. These grants are intended to respond to the emergency needs of HWDSB students, and a student can receive a maximum of \$200.00 per school year.
- A 2025-2026 Enhancement Grant Program was launched, and schools were invited to apply for a grant up to a maximum of \$1000. Applications have closed and under review with decisions expected soon.
- HFSS Board of Directors is seeking one (1) Community at Large member and one (1) HWDSB staff representative to serve on its Board of Directors.

10. Ontario Public School Boards' Association (OPSBA)

Trustee Buck provided the following update:

- Local Government Week: Trustee Wong, White, Noble and Fehrman participated in school visits and civic engagement activities, helping students understand the roles of different levels of government.
- Advocacy Campaign: OPSBA launched a digital campaign to promote local democracy in education. Visit democracyisnotoutdated.ca to view the campaign and sign the petition.
- Central West Regional Meeting: Scheduled for Saturday, November 1, 2025, in Peel. All Trustees and Student Trustees are invited.

11. Student Trustees' and Shakowennakara:tats report

Shakowennakara:tats Hillen provided a verbal update:

- Attended the CC:Rose community gathering focused on creating spaces of belonging for Indigenous students and families.
- Participated in Sisters in Spirit Day to honour missing and murdered Indigenous women, girls, and two-spirit peoples.
- Represented HWDSB at the AMO Healthy Democracy Forum, advocating for youth voice in civic participation and leadership.

Student Trustees Bizanti and Watson provided a verbal update:

- Participated in the HWDSB AI Think Tank alongside staff and system leaders to explore responsible integration of artificial intelligence in education and its potential impact on classroom learning.
- Announced the first Student Senate meeting of the school year to be held on October 29, 2025, from 4:00 to 7:30 pm at the board office. All trustees and students are welcome to attend.
 - Shared plans to establish a Student Senate executive team with roles such as Social Justice and Equity Representative and Social Media Coordinator.
- Co-hosted the HWDSB Eco Summit, which brought together approximately 130 students from secondary schools to participate in workshops and hear from keynote speakers on environmental sustainability.

12. Director's Report

Sheryl Robinson Petrazzini [presented](#) the Director's Report that shines a light on the exceptional students, families and staff who make up HWDSB community:

- Local Government Week: Trustees visited schools across their region, sharing about the important role school board Trustees play in supporting schools and communities.
- Fall Edition of the 2025 Trustee Newsletter is now live and has been distributed to all HWDSB families, has been posted on our HWDSB website and featured across social media channels.
- This year, one of our overarching themes is going deeper with a focus on the 2025-2026 Board Improvement Plan. We officially launched an outstanding learning opportunity which involved a learning session day for principals, vice principals and system leaders from both Learning Services and Business Services.
- The expertise and dedication of staff and the voices of students, families and communities, HWDSB continues to be guided by a clear and compelling multi-year strategic plan that grounds our direction and aligns our collective efforts.

13. Chair's Report

Chair Miller thanked the Trustees who participated in Local Government Week, Trustee Officer Miller for spearheading all the amazing sessions held with students, and to the Communications Community Engagement team for all the work behind the scenes in support of the recently released Trustees' Newsletter. It is a wonderful way to voice the work being done from their own perspective.

She shared her appreciation for the conversations Trustees have had with local union groups and community organizations about advocacy for the Trustee Governance Model and role they hold in school boards.

The meeting adjourned at 8:20 p.m.

Reference: [Agenda Package](#) and [Recording](#)

COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 17, 2025

From: Finance and Facilities Committee

Date of Meeting: October 21, 2025

The committee held a hybrid meeting on October 21, 2025, at 7:00pm with Trustee Paul Tut presiding.

Members present: Trustees Kathy Archer* Amanda Fehrman, Maria Felix Miller, Paul Tut and Abby Zaitley.

Also in attendance: Trustees Becky Buck* and Todd White.

*Electronic participation, ^(R) Regrets

ACTION ITEMS

A. Accessibility SCI Funding Update

On August 25, 2025, the Ministry of Education released Memorandum 2025: B03 – 2025-26 School Renewal Funding: Accessibility and Reinforced Autoclaved Aerated Concrete. HWDSB was allocated an additional \$5,811,583 for accessibility projects. Trustees previously approved the use of Proceeds of Disposition (POD) for three elevator projects. The elevator projects at AM Cunningham, Bennetto and Parkdale Elementary Schools are in various stages of completion, as communication through the quarterly Capital Project Update report and represents approximately \$3 million of POD being consumed to fund the projects to date.

On the motion of Maria Felix Miller, the Finance and Facilities Committee **RECOMMENDS that the \$3 million Proceeds of Disposition allocation, approved through the 2024-25 Capital Budget for three (3) elevator projects (AM Cunningham, Bennetto and Parkdale Elementary Schools) be funded through Accessibility SCI funding and that the \$3 million of Proceeds of Disposition be returned.**

CARRIED

MONITORING ITEMS

A. Binbrook II and New Waterdown Boundary Review Update

On May 5, 2025, Trustees approved Boundary Reviews for both the new elementary schools in Waterdown and Binbrook. Staff provided the tentative schedule for Advisory Panel and Public meetings for both locations. It is expected that the Boundary Review process will be completed in early 2026.

Respectfully submitted,
Paul Tut, Chair of the Committee

Resource: [Agenda Package](#) and [Recording](#)

COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 17, 2025

From: Human Resources Committee

Date of Meeting: October 23, 2025

The committee held a hybrid meeting on October 23, 2025, at 6:06 pm with Trustee Dawn Danko presiding.

Members present: Trustees Amanda Fehrman, Elizabeth Wong^(R), Abby Zaitley*

* electronic participation, ^(R) regrets

MONITORING ITEMS

A. Recruitment and Staffing Update

As of September 30, 2025, the Board employs a total of 8,569 employees, including 6,206 permanent employees and 2,363 occasional or casual staff. Recruitment and staffing efforts have resulted in overall fill rates of 91%. The fill rates for Teachers are 96%, 74% for education workers, and 91% for CUPE and OCTU positions. Recruitment efforts for Secondary Occasional Teachers are ongoing with a focus on Technological Education, English, Math, Science, Teaching English Language Learners, ESL, Special Education and First Nations, Metis and Inuit Studies. Ongoing recruitment efforts continue for open hiring of Casual Caretakers and Educational Assistants. Between late summer and early fall, HWDSB received 661 applications across all staffing groups, leading to 258 interview invitations, 141 accepted interviews, and 131 successful candidates. In addition, 20 French occasional teachers were successfully hired and onboarded. The Recruitment Team continues to advance strategic hiring priorities through targeted outreach and expanded partnerships. New collaborations have been established with the Immigrant Women's Centre, YMCA, Goodwill, CNIB, Wesley Urban Ministries, and Employment Hamilton. Key initiatives include the upcoming launch of the "From Casual to Permanent" learning module for OCTU employees on the HUB. In-person application and interview workshops have resumed, with plans to expand these sessions to other casual employee groups. These efforts are further supported by the development of an "Equitable Recruitment" training module, which reinforces the Board's commitment to inclusive and innovative hiring practices.

B. Employee Attendance Monitoring Report (Sept 2024 – August 2025)

The HWDSB attendance rate is a review of personal illness, medical appointments, and dental appointments pursuant to central sick leave collective agreement provisions. From September 2024 to August 2025, permanent Board employees utilized an average of 14.09 personal illness days per 1.0 FTE. In comparison, the average was 16.85 days during the 2023-2024 school year. This is a decrease of 2.76 days per 1.0 FTE. The Employee Support and Wellness (ESW) Department continues to support staff with early intervention, return-to-work planning and accommodations and continues to monitor attendance rates while working closely with our Employee and Family Assistance Provider (EFAP), Homewood Health, in promoting available resources and services to support HWDSB staff through a variety of avenues.

C. 2024-2025 Workplace Violence Summary

Health and Safety (H&S) provide an annual summary of workplace violence reporting statistics. The data provided reflects reports received from staff where they believe the threshold of workplace violence as defined in the Occupational Health and Safety Act has been met. For the 2025/26 school year, multi-disciplinary teams continue to support school staff in their efforts with students. The Educational Assistant (EA) Onboarding has been designed to provide essential learning for EAs to prepare them to support a diverse population of students and Behaviour Management Systems (BMS) Training was expanded during the 2024-2025 school year. A review of Board procedures continues into the 2025-2026 school year, which includes consultation with union partners on our processes relating to responding to student need.

Respectfully submitted,
Dawn Danko, Chair of the Committee

Reference: [Committee Package](#) and [Recording](#)

COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 17, 2025

From: Governance Committee

Date of Meeting: November 3, 2025

The committee held a hybrid meeting on November 3, 2025, at 6:00 pm with Trustee Buck presiding.

Members: Trustees Becky Buck, Sabreina Dahab, Maria Felix Miller and Paul Tut*.

Also in attendance: Trustee Todd White.

*electronic participation, ^(R)regrets

MONITORING ITEM(S):

A. Board Improvement Plan 2025-2026

Director Robinson Petrazzini [presented](#) the [Board Improvement Plan for 2025-2026](#), which is part of HWDSB's continuous efforts to enhance student outcomes and organizational effectiveness. The Director highlighted to the Committee that this is the third iteration of the Board Improvement Plan (BIP) since 2023 and reflects feedback from Trustees, Executive Council, Learning Services, System Principals, Managers and Hamilton Wentworth Principals Council.

Key Enhancements in the 2025-2026 Plan include:

- Greater emphasis on student voice and real-time classroom data, moving beyond reliance on EQAO (which is considered lagging data)
- New monitoring structure where goals are tracked at three levels – student, classroom and school
- Data literacy support for Principals and Vice Principals
- An appendix was added to the BIP to guide staff on where to find data sources for each measure

The goals for 2025-2026 remain the same:

- Improve literacy achievement for every student
- Improve numeracy achievement for every student
- Improve preparedness for the future of every student
- Improve well-being for every student
- Increase engagement for every student

Trustees receive updates on the progress of the goals through reports to the Program Committee in March (literacy, numeracy, future preparedness), May (engagement, well-being), and a cumulative report in October 2027.

The Committee highlighted the following feedback:

- Appreciation for clarity, coherence, and alignment with strategic directions
- Recognition of equity focus and responsiveness to previous feedback provided
- Suggestions to improve website organization and centralize related documents (e.g., MYSP, BIP, Student Achievement Plan)

Respectfully submitted,
Trustee Buck, Chair of the Committee

Reference: [Committee Package](#), [Recording](#)

COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 17, 2025

From: Audit Committee

Date of Meeting: November 11, 2025

The committee held a hybrid meeting on November 11, 2025, at 6:00pm with Trustee Dawn Danko presiding.

Members: Trustees Dawn Danko, Paul Tut^(R) and Todd White. External Members: Angela Zehr*

* Electronic participation, ^(R)Regrets

MONITORING ITEMS

A. Compliance Report

As per section 361/10 of the Education Act, staff presented the compliance report on behalf of the Director of Education, confirming that nothing has come to the Board's attention that would lead us to believe that we are not compliant with current federal and provincial acts, regulations and statutes.

B. Non-Board (External) Member Recruitment

Staff provided an update relating to the recruitment of a new external committee member. Once qualified candidate(s) have been reviewed, staff will provide next steps.

Respectfully submitted,
Dawn Danko, Chair of the Committee

Reference: [Committee Package](#) and [Recording](#)



BOARD REPORT

Monday, November 17, 2025

Community Advisory Committees - Membership

Submitted By: Sheryl Robinson Petrazzini, Director of Education

Prepared By: Heather Miller, Officer of Trustee Services

Recommendation:

That the membership appointments to the following Community Advisory Committees be approved:

- Faith Advisory Committee
 - French as a Second Language Advisory Committee
 - Human Rights & Equity Advisory Committee
 - Rural Schools Advisory Committee
-

Background:

The Board of Trustees considers Community Advisory Committee memberships annually between September 1st and the Organizational Board Meeting in November in accordance with the Board of Trustees Governance Manual.

Status:

Community Advisory Committee membership names have been submitted by each of the committees for consideration by the Board – please refer to [Appendix A](#) for names and length of term for each committee.

Financial Implications:

There are no known financial implications.

Strategic Directions:

Collaborating with Students, Families & Communities

We will build reciprocal relationships and partnerships to enhance access and engagement for students, families, and communities.

**Faith Community Advisory Committee
Membership 2025-2026**

Faith Affiliation	Parent/Guardian/Caregiver/Community Leader	Term Expiry
Bahá'í	Geoff Cameron	2027
Buddhist	Charles Chiarelli	2026
Christian	Meaghan Dummer	2026
Hindu/Jain	Pooja A. Mathuria	2027
Jewish	Rabbi Miriam Wajnberg	2026
Muslim	Ala Mohamed	2026
Sikh	Sukhi Dhillon	2027
Indigenous Philosophy	Nick Ashawasega	2027
Community Member	Mahendra Deonarain	2027
Student Membership	Nabiha Nadeem	2027
Student Membership	Angelina Hassan	2027

**French As a Second Language Community Advisory Committee
Membership 2025-26**

Name		Term Ending
Jeremy Galea	Canadian Parents for French	June 30 th , 2026
Sabrina Varghese	Elementary Parent, French Immersion (Guy Brown)	June 30 th , 2026
Shawn Harvey	Elementary Parent, French Immersion (Dundana)	June 30 th , 2026
Aaron Thompson	Secondary Parent, French Immersion (Sherwood)	June 30 th , 2026
Anais Cho	Student Representative (Glendale)	June 30 th , 2027
Salome (Sally) Sanchez Ojeda	Student Representative (Westmount)	June 30 th , 2027
Avery Downton	Student Representative (Sherwood)	June 30 th , 2026
Keya Dudhwala	Student Representative (Nora Francis Henderson)	June 30 th , 2027
Ellen Syracopoulos	Elementary Parent Core French and French Immersion (Lawfield)	June 30 th , 2026
Katharine Muis	Elementary Parent French Immersion (Lawfield)	June 30 th , 2027
Lauren Baker Amodeo	Elementary Parent French Immersion (Earl Kitchener)	June 30 th , 2026

**Human Rights & Equity Community Advisory Committee
Membership 2025-2026**

Name	Organization/Affiliation	Term Ending
Mesum Ali (Co-Chair)	Student (Orchard Park)	June 30, 2026
Sumayyah Satia (Co-Chair)	Student (Westdale)	June 30, 2026
Grey Sandilands	Student (Glendale)	June 30, 2026
Tehreem Zafar	YWCA Hamilton	June 30, 2026
Rebecca Morikawa	Empowerment Squared	June 30, 2026
Penny McAndrews	Parent (Westdale, Hill Park Alter. Ed./G.L. Armstrong)	June 30, 2026
Jordan Fudge	Parent, Queen Mary ES	June 30, 2026
Joyce Maina	Parent, Viscount Montgomery	June 30, 2026
Hina Ahmed	Parent	June 30, 2026

**Rural Schools Community Advisory Committee
2025 - 2026**

School	School Council Chair / Co-Chair	Term Expiry
Balaclava	Jen McCarney Kyrsten Feere	June 30, 2026
Bellmoore	TBD	
Flamborough Centre	Angie Devall	June 30, 2026
Greensville	Sinead McMullen	June 30, 2026
Michaelle Jean	Suzanne Hall Wendy Mahabir	June 30, 2026
Millgrove	TBD	
Mount Hope	Meghan Kuyntjes	June 30, 2026
Rockton	Tanya Brouwer Kim Albers	June 30, 2026
Tapleystown	Kristy Creen	June 30, 2026