

MINUTES OF THE REGULAR BOARD MEETING

Date: February 6, 2018
Time: 7:12 pm
Location: Catholic Education Centre
802 Drury Lane, Burlington, ON

Members Present: A. Danko D. Rabenda, Chair of the Board
A. Iantomasi J.M. Rowe
H. Karabela A. Quinn
P. Marai, Vice-Chair of the Board S. Trites
J. Michael

Student Trustees: C. Atrach I. Schwecht
A. Barbul

Senior Staff: B. Browne R. Negoï
C. Cipriano J. O'Hara
P. Dawson, Secretary of the Board T. Overholt
C. McGillicuddy A. Prkacin
R. Merrick

Also Present: J. Chanthavong, Manager, Accounting/Budgeting, Business Services
L. Collimore, Chief Officer, Research and Development
A. Lofts, Senior Administrator, Financial Services
N. March, President, Halton OECTA Elementary
T. McKinnon, Manager, Privacy and Records Information
E. Roher, Legal Counsel, Borden Ladner Gervais
A. Swinden, Administrator, Strategic Communications
F. Thibeault, Administrator, Planning Services
D. Tkalcic, Manager, Purchasing Services

Recording Secretary: R. Di Pietro

1. Call to Order

The Chair called the meeting to order at 7:12 p.m. as In-Camera Action item – Executive Compensation was moved to public session.

Chair Rabenda shared a discussion she had with individual from a Toronto School Board regarding their Executive Compensation Committee. They have no participation with an outside firm and work with own needs in system and measure goals related to their strategic plan.

Legal counsel, Eric Roher provided an overview of the session provided a week prior to Trustees regarding the Executive Compensation program. The program is:

- Mandated by province.
- Applies to the entire public sector and is a Treasury Board initiative.

- Addresses inequity and assists in attracting talent and maintaining consistent leadership.

The Board submitted a proposed Executive Compensation Program of 2.6% of the 2016-2017 pay envelope back in September 2017. The Ministry of Education has indicated a willingness to approve up to 5% which almost all other Boards have applied and been approved for. Public feedback of the Halton Catholic District School Boards submission indicates concerns with inequity. Trustees through the regulation now have opportunity to resubmit to the Ministry of Education and advised to submit 5% in order support and create strong leadership and remain competitive with neighbouring Boards.

#35/18

Moved by: A. Iantomasi

Seconded by: J.M. Rowe

WHEREAS, the September 26th 2017 Executive Compensation Program submission was 2.6% of the 2016-17 pay envelope;

WHEREAS, stakeholder feedback was not in support of the Board's proposed Executive Compensation Program;

BE IT RESOLVED, that the Halton Catholic District School Board rescind in-camera motion IC#106/17 (dated September 26th 2017) which submitted the proposed HCDSB Executive Compensation Program to the Ministry of Education using the 2016-17 pay envelope with a maximum rate of increase of 2.6%.

BE IT FURTHER RESOLVED, that the Halton Catholic District School Board authorize staff to inform the Ministry of Education of the results of the Executive Compensation Stakeholder Feedback Process.

BE IT FURTHER RESOLVED, that the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program of 5% of the 2016-2017 pay envelope.

BE IT RESOLVED, that the Halton Catholic District School Board approve Superintendents and Director of Education salary grids based on the Mercer/Ministry approved Executive Compensation Framework at Level 4 as presented.

Trustee Danko proposed the following amendment:

#35/18 (AMENDMENT)

Moved by: A. Danko

Seconded by: A. Iantomasi

BE IT FURTHER RESOLVED, that the Executive Compensation Program designate a certain portion of its funding envelope for the purpose of awarding executives who achieve specific measurable strategic objectives as prescribed by the Boards Strategic Plan.

Trustee Danko explained that the percentage of envelope set aside for performance based compensation can be debated at Policy.

Trustee Quinn voiced he did not find stakeholder feedback compelling and therefore could not support the motion.

Trustee Iantomasi noted that although stakeholder feedback was minimal there was no support for the increase of 2.6% and that she would be in favour of the motion in order to maintain and attract exceptional leaders.

Trustee Marai expressed the following prior to the vote:

- Public participation was inaccurate.
- Wrong to increase the executive compensation envelope by 5% vs the private public sector increase of 2.6%.
- Risk in increasing the envelope when the Ministry may decide that Boards need to find the money.
- Even though mandated to provide an increase, not mandated to increase to 5%.
- Opposing the motion does not mean the Board cannot develop merit based pay.

The Chair called for a vote on **#35/18 (AMENDMENT):**

| IN FAVOUR | OPPOSED | ABSTAIN |
|--------------|----------|---------------------------|
| A. Danko | P. Marai | C. Atrach (non-binding) |
| A. Iantomasi | | A. Barbul (non-binding) |
| H. Karabela | | I. Schwecht (non-binding) |
| J. Michael | | |
| A. Quinn | | |
| J.M. Rowe | | |
| S. Trites | | |

The motion **CARRIED**.

#35/18 (AS AMENDED)

Moved by: A. Iantomasi

Seconded by: J.M. Rowe

WHEREAS, the September 26th 2017 Executive Compensation Program submission was 2.6% of the 2016-17 pay envelope;

WHEREAS, stakeholder feedback was not in support of the Board's proposed Executive Compensation Program;

BE IT RESOLVED, that the Halton Catholic District School Board rescind in-camera motion IC#106/17 (dated September 26th 2017) which submitted the proposed HCDSB Executive Compensation Program to the Ministry of Education using the 2016-17 pay envelope with a maximum rate of increase of 2.6%.

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BE IT RESOLVED, that the Halton Catholic District School Board approve Superintendents and Director of Education salary grids based on the Mercer/Ministry approved Executive Compensation Framework at Level 4 as presented.

BE IT FURTHER RESOLVED, that the Executive Compensation Program designate a certain portion of its funding envelope for the purpose of awarding executives who achieve specific measurable strategic objectives as prescribed by the Boards Strategic Plan.

Trustees were reminded that in order for the motion to pass a 2/3 vote would be required.

The Chair called for a vote on **#35/18 (AS AMENDED)**:

| IN FAVOUR | OPPOSED | ABSTAIN |
|-------------------------|-------------|---------------------------|
| C. Atrach (non-binding) | H. Karabela | I. Schwecht (non-binding) |
| A. Barbul (non-binding) | P. Marai | |
| A. Danko | J. Michael | |
| A. Iantomasi | A. Quinn | |
| J.M. Rowe | | |
| S. Trites | | |

The motion was **DEFEATED**.

1.1 Opening Prayer, National Anthem and Oath of Citizenship (C. Atrach)

Student Trustee Atrach led the opening prayer.

1.2 Motions Adopted In-Camera

A motion regarding Secondary School Renewal work was adopted in-camera.

1.3 Information Received In-Camera

The following information was received in-camera:

Curriculum Consultant Experiential Learning Appointment

John Dietrich appointed as Curriculum Consultant Experiential Learning effective February 2, 2018 for a period of up to three (3) years with the possibility of a one (1) year extension.

Hiring

Steven Nobili hired as a probationary teacher effective January 22, 2018.

Retirements

Victoria Goodwin-Duncan, Marcia Kumagai and Tricia Swimm retiring effective June 30, 2018.

2. Approval of the Agenda

The following additions were made to the agenda:

10.6 Notice of Motion - Rescinding the Decision to Close Holy Family Catholic Elementary School

10.7 Notice of Motion - Salary Grid for Senior Officers

10.8 Notice of Motion - To Reconsider Resolution #29/18 – Upholding the Sanctity of Life through Donations to Charities and Non-Profits (J.M. Rowe)

#36/18

Moved by: P. Marai

Seconded by: J.M. Rowe

RESOLVED, that the agenda be approved as amended.

The Chair called for a vote on **#36/18** and it **UNANIMOUSLY CARRIED**.

3. Declarations of Conflict of Interest

There were no conflicts on interest declared.

4. Presentations

There were no presentations.

5. Delegations

There were no delegations.

6. Approval of Minutes**6.1 Minutes of the January 16, 2018 Regular Board Meeting****#37/18**

Moved by: S. Trites

Seconded by: J. Michael

RESOLVED, that the minutes of the January 16, 2018 Regular Board Meeting be approved.

The Chair called for a vote on **#37/18** and it **UNANIMOUSLY CARRIED**.

7. Business Arising from Previous Meetings**7.1 Summary of Outstanding Items from Previous Meetings**

The Summary of Outstanding Items from Previous Meetings was received as information.

8. Action Items**8.1 Policy I-11 International Students (P. Marai)****#38/18****Moved by:** P. Marai**Seconded by:** J. Michael

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy I-11 International Students name be changed to Policy I-11 International Student Admission Requirements (Fee Paying Students), and be approved as amended.

The Chair called for a vote on **#38/18** and it **UNANIMOUSLY CARRIED**.

8.2 Policy I-36 Trustee Code of Conduct (P. Marai)**#39/18****Moved by:** P. Marai**Seconded by:** A. Iantomasi

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee and approve Policy I-36 Trustee Code of Conduct, as amended.

The Chair called for a vote on **#39/18** and it **UNANIMOUSLY CARRIED**.

8.3 Policy II-05 Reporting Student Achievement to Parents/Guardians (P. Marai)**#40/18****Moved by:** P. Marai**Seconded by:** S. Trites

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-05 Reporting to Parents name be changed to Policy II-05 Reporting Student Achievement to Parents/Guardians, and be approved as amended.

The Chair called for a vote on **#40/18** and it **UNANIMOUSLY CARRIED**.

8.4 Policy II-41 School Uniform Dress Code - School Dress Code (P. Marai)**#41/18****Moved by:** P. Marai**Seconded by:** A. Iantomasi

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-05 Reporting to Parents name be changed to Policy II-05 Reporting Student Achievement to Parents/Guardians, and be approved as amended.

The Chair called for a vote on **#41/18**:

| IN FAVOUR | OPPOSED |
|---------------------------|----------|
| C. Atrach (non-binding) | A. Quinn |
| A. Barbul (non-binding) | |
| A. Danko | |
| A. Iantomasi | |
| H. Karabela | |
| P. Marai | |
| J. Michael | |
| J.M. Rowe | |
| I. Schwecht (non-binding) | |
| S. Trites | |

The motion **CARRIED**.

8.5 Policy V-05 School Accidents - Prevention and Safety (P. Marai) #42/18

Moved by: P. Marai

Seconded by: H. Karabela

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy V-05 School Accidents - Safety, name be changed to Policy V-05 School Accidents – Prevention and Safety, and be approved as amended.

The Chair called for a vote on **#42/18** and it **UNANIMOUSLY CARRIED**.

8.6 Proposed Assumption Renewal Works – Phase 1 (R. Merrick) #43/18

Moved by: S. Trites

Seconded by: J. Michael

RESOLVED, that the Halton Catholic District School Board authorize staff to proceed with the proposed Assumption Catholic Secondary School renewal project, with the reduced scope encompassing the addition of air-conditioning to the gymnasiums and the refresh of the existing science laboratories.

Trustee Iantomasi proposed the following amendment:

#43/18 (AMENDMENT)

Moved by: A. Iantomasi

Seconded by: A. Quinn

RESOLVED, that the Halton Catholic District School Board authorize staff to proceed with the proposed Assumption Catholic Secondary School renewal project, to the fullest extent possible commencing with the addition of air-conditioning to the gymnasiums and the refresh of the existing science laboratories.

The Chair called for a vote on **#43/18 (AMENDMENT)** and it **UNANIMOUSLY CARRIED**.

#44/18**Moved by:** S. Trites**Seconded by:** J. Michael

RESOLVED, that the Halton Catholic District School Board authorize staff to expense funds from available capital funding and the capital reserve for the proposed Assumption Catholic Secondary School renewal project, with the reduced scope encompassing the addition of air-conditioning to the gymnasium and the refresh of the existing science laboratories, and that the expenditures will not exceed \$1,100,000.

Trustee Iantomasi proposed the following amendment:

#44/18 (AMENDMENT)**Moved by:** A. Iantomasi**Seconded by:** A. Quinn

RESOLVED, that the Halton Catholic District School Board authorize staff to expense funds from available capital funding and the capital reserve for the proposed Assumption Catholic Secondary School renewal project, to the fullest extent possible commencing with the addition of air-conditioning to the gymnasium and the refresh of the existing science laboratories, and that the expenditures will not exceed \$1,100,000.

The Chair called for a vote on **#44/18 (AMENDMENT)** and it **UNANIMOUSLY CARRIED**.

8.7 St. Mark Catholic Elementary School Addition Sketch Plan Design and Preliminary Budget (R. Merrick)

#45/18**Moved by:** A. Iantomasi**Seconded by:** S. Trites

RESOLVED, that the Halton Catholic District School Board authorize staff to proceed with the construction of the St. Mark Catholic Elementary School addition, childcare centre and EarlyON child and family centre as outlined in the Board Action Report dated February 6, 2018.

The Chair called for a vote on **#45/18** and it **UNANIMOUSLY CARRIED**.

9. Staff Reports

9.1 2018-19 Budget Estimates - Schedule, Objectives and Consultation (R. Negoi)

Information regarding the Ministry's 2018 - 2019 Grants for Student Needs (GSN) Regional Symposia and the 2018 – 2019 Budget Estimates schedule, objectives and consultation approach was provided.

Staff confirmed that a Town Hall regarding the budget would be organized

9.2 Bishop Reding Catholic Secondary School Addition Approval to Proceed with School Capital Planning (R. Merrick)

Staff will be requesting authorization for staff to select an architect, commence the school capital planning process and approve the preliminary project budget for the Bishop P.F. Reding Catholic Secondary School addition.

9.3 Response to December 19, 2017 Delegation (C. Cipriano)

Staff provided uniform information for all the Ontario Catholic School Boards.

10. Information Items**10.1 Student Trustees Update (C. Atrach)**

Student Senate is focusing on the plans for the balance of initiatives for the year.

Student Trustees will be attending the OSTA - AECO AGM in Ottawa from February 15 - 18, 2018.

C. Atrach attended the OCSTA seminar. Trustee Iantomasi expressed her appreciation of Student Trustees presence at OCSTA events.

The pillars of Achieving, Believing and Belonging were shared.

10.2 School Educational Field Trips (T. Overholt)

School trips were provided as information.

Staff explained that the variance in price for end of year trips to same city is due to locations visited and types of activities organized.

10.3 School Naming Committee - Oakville South (T. Overholt)

The South Oakville Transition committee has recommended that the School Name Selection process be initiated for the new consolidated school, which requires the establishment of a board committee in February 2018.

10.4 2017 Capital Priorities Grant Preliminary Ministry Funding Announcement (R. Negoi)

Minister of Education, Indira Naidoo-Harris made an announcement confirming two (2) of the Board's eight (8) projects submitted as part of Ministry Memorandum 2017: B07. The status of the remaining six (6) projects remains unknown at the present time.

10.5 Director's Annual Report 2016 - 2017 (P. Dawson)

The Director of Education shared highlights of the report which reflect strategic priorities.

10.6 Notice of Motion - Rescinding the Decision to Close Holy Family Catholic Elementary School (P. Marai)

WHEREAS, the Halton Catholic District School Board approved the consolidation of Holy Family Catholic Elementary with St. Marguerite d'Youville Catholic Elementary on March 7, 2017 with the following motion:

"#68/17

Moved by: S. Trites

Seconded by: A. Iantomasi

BE IT RESOLVED THAT, in the event the Ministry of Education does not approve funding for Option 1A through the 2017 School Consolidation Capital submission, that the Halton Catholic District School Board adopt and implement Part 2 of Option 12B (the alternate plan) as the preferred accommodation plan for the Oakville Northeast Pupil Accommodation Review Area, specifically:

THAT, the Halton Catholic District School Board consolidate Holy Family Catholic Elementary School into St. Marguerite d'Youville Catholic Elementary School, effective the 2020/2021 school year; and

THAT, the Halton Catholic District School Board approve the construction of a permanent classroom addition to St. Marguerite d'Youville Catholic Elementary School that will effectively accommodate the sustainable projected student enrolment."

WHEREAS, the Ministry of Education provided no funding for this initiative.

WHEREAS, a moratorium on school closures was enacted by the provincial government, just three months later in June 2017.

BE IT RESOLVED, that the Halton Catholic District School Board rescind the above motion **#68/17** and keep Holy Family Catholic Elementary School open.

10.7 Notice of Motion – Salary Grid for Senior Officers (A. Quinn)

WHEREAS, the Halton Catholic District School Board (HCDSB) received ongoing funding from the Ministry of Education in relation to the commensurate salary grid movement of senior staff, but did not make payments according to the contracts signed in good faith with board superintendents;

WHEREAS, other Ontario School boards have recently been obliged to repay those previously withheld amounts as required by the provincially mandated salary freeze, following legal proceedings on behalf of the Superintendents; and our board wishes to avoid similar proceedings;

WHEREAS, the HCDSB wishes to reiterate our commitment to adhere to all contractual commitments made in good faith,

BE IT RESOLVED, the HCDSB retroactively repay all contractual obligations of salary grid compensation increases that were withheld to the Senior Officers of the HCDSB, with interest, of no greater than 5% per annum.

10.8 Notice of Motion - To Reconsider Resolution # 29/18 – Upholding the Sanctity of Life through Donations to Charities and Non-Profits (J.M. Rowe)

RESOLVED, that the Halton Catholic District School Board reconsider Resolution # 29/18 – Upholding the Sanctity of Life Through Donations to Charities and Non-Profits.

11. Miscellaneous Information

11.1 Minutes of the November 20, 2017 SEAC Meeting

The minutes of the November 20, 2017 SEAC meeting were provided as information.

11.2 Minutes of the December 4, 2017 CPIC Meeting

The minutes of the December 4, 2017 CPIC meeting were provided as information.

11.3 Minutes of the December 12, 2017 Policy Committee Meeting

The minutes of the December 12, 2017 Policy Committee meeting were shared as information.

12. Correspondence**12.1 Ontario English Catholic Teachers Association**

Correspondence from the Ontario English Catholic Teachers Association was shared.

13. Open Question Period

No questions were submitted.

The Director of Education requested that Trustees save the date of April 11, 2018, as the Board will be hosting a Celebration of Career in Catholic Education for the late Giacomo Corbacio, Superintendent of Education, Facility Management Services. Mass will begin at 5:00 p.m. at St. Thomas Aquinas Catholic Secondary School.

14. In Camera

#46/18

Moved by: P. Marai

Seconded by: J.M. Rowe

RESOLVED, that the meeting move in-camera

The Chair called for a vote on **#46/18** and it **UNANIMOUSLY CARRIED**.

The meeting moved in-camera at 8:32 p.m.

15. Resolution re Absentees

There were no absentees.

16. Adjournment and Closing Prayer (J.M. Rowe)

#47/18

Moved by: J. Michael

Seconded by: H. Karabela

RESOLVED, that the meeting adjourn.

The Chair called for a vote on **#47/18** and it **UNANIMOUSLY CARRIED**.

The meeting adjourned at 8:49 p.m. with a prayer led by J.M. Rowe.

Secretary of the Board

Chair