

## MINUTES OF THE REGULAR BOARD MEETING

Date: February 20, 2018  
Time: 7:30 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: A. Barbul I. Schwecht

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

Also Present: A. Attardo, Principal, St. Gregory the Great Catholic Elementary School  
A. Barden, Vice Principal, Queen of Heaven Catholic Elementary School  
L. Collimore, Chief Officer, Research and Development  
A. Lofts, Senior Administrator, Financial Services  
A. Swinden, Administrator, Strategic Communications  
F. Thibeault, Administrator, Planning Services

Recording Secretary: R. Di Pietro

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### 1. Call to Order

The Chair called the meeting to order.

#### 1.1 Opening Prayer, National Anthem and Oath of Citizenship (A. Barbul)

The meeting opened at 7:30 p.m. with a prayer led by A. Barbul.

#### 1.2 Motions Adopted In-Camera

A motion regarding property was adopted in-camera.

#### 1.3 Information Received In-Camera

The following information was received in-camera:

##### Secondary Summer School Principal - 2018

Karen Boelhouwer renewed for a second term as Summer School Principal 2018.

Mark Freeman and Lisa Vasile appointed as Secondary Summer School Principals 2018 with a second renewable term for July 2019 at the Board's discretion.

Secondary Summer School Vice Principal - 2018

Marie Murad renewed for a second term as Summer School Vice Principal 2018.

Hiring

Athena Rasile and Alicia Sormaz hired as probationary teachers effective February 2, 2018.

Retirements

Carol Hyrhorsky and Martha Pickett retiring effective June 30, 2018.

Resignations

Jacqueline Jajdelski and Rosanna Monachino resigning effective August 31, 2018.

## 2. **Approval of the Agenda**

Trustee Karabela called a point of order stating that *Action item 8.3 – Reconsider Resolution #29/18 – Upholding the Sanctity of Life Through Donations to Charities and Non-Profits* was in violation of Board by-laws under section 10.20 where a motion to reconsider is to happen at the same meeting.

The Chair ruled to keep the item on the agenda and stated that she felt the by-laws were loose and would have to be revisited in order to tighten up the language. The Chair also reminded Trustees that the Student Trustees requested additional time in order to gather feedback at the next Student Senate meeting.

Trustee Karabela appealed the ruling of the Chair.

### **#48/18**

**Moved by:** H. Karabela

**Seconded by:** A. Quinn

**RESOLVED**, that the Board of Trustees appeal the ruling of the Chair to keep Action item 8.3 - Reconsider Resolution #29/18 - Upholding the Sanctity of Life Through Donations to Charities and Non-Profits on the agenda.

The Chair called for a vote on **#48/18**:

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

The motion was **DEFEATED**.

In order to accommodate audience members, Trustee Trites requested that Action item 8.2 be moved to Action item 8.3.

**#49/18**

**Moved by:** A. Iantomasi

**Seconded by:** S. Trites

**RESOLVED**, that the agenda be approved as amended.

The Chair called for a vote on **#49/18** and it **UNANIMOUSLY CARRIED**.

**3. Declarations of Conflict of Interest**

There were no conflicts of interest declared.

**4. Presentations**

**4.1 Camp Summerland: Literacy and Numeracy Development for Students (A. Prkacin)**

Principal D. Attardo and Vice Principal A. Barden provided a presentation on “Camp Summerland” which is a Summer Learning Program and a CODE (Council of Ontario Directors of Education) funded project offered to Grade 1 to 5 students within the Halton Catholic District School Board (HCDSB). The program accommodates a maximum of 160 students, and operates daily at three (3) different school sites (Milton, Oakville and Burlington) for three (3) weeks in July. The program is led by a school principal in collaboration with the Curriculum department and is staffed by HCDSB teachers.

There are twenty (20) students per class with four (4) teachers at each site. Secondary student volunteers also assist in the classroom. CODE supports mentors for robotics and also offered ELL funding.

It was confirmed that a number of students come to the Milton site from Halton Hills.

It was explained that student-learning skills are the rationale for how campers are selected. It is important that students can self-regulate and be independent.

**5. Delegations**

There were no delegations.

**6. Approval of Minutes**

**6.1 Minutes of the February 6, 2018 Regular Board Meeting**

**#50/18**

**Moved by:** A. Quinn

**Seconded by:** J.M. Rowe

**RESOLVED**, that the minutes of the February 6, 2018 Regular Board Meeting be approved.

The Chair called for a vote on **#50/18** 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 Rescinding the Decision to Close Holy Family Catholic Elementary School (P. Marai)  
#51/18**

**Moved by:** P. Marai

**Seconded by:** A. Quinn

**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.

Trustee Marai expressed that this was a positive motion for the Board and would support the Falgarwood community voice of the want for a local school and would also assist with community building.

Trustees voiced their support of the motion but cautioned the community that the government could come back and reverse the decision. Concerns regarding operating costs and programming were also voiced.

The Chair called for a vote on **#51/18** and it **UNANIMOUSLY CARRIED**.

**8.2 Reconsider Resolution #29/18 - Upholding the Sanctity of Life Through Donations to Charities and Non-Profits (J.M. Rowe) #52/18**

**Moved by:** J.M. Rowe

**Seconded by:** J. Michael

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

Trustee Rowe explained he initially supported the motion and upon reflection had concern on the word “indirectly” within the motion and questioned who would make the decisions, when they would be made, and how it would be implemented.

Student Trustee Schwecht spoke about the consultation that took place at the last Student Senate meeting. Votes were taken at individual secondary schools and every senate group was against the motion. Schools have deep rooted traditions, these build a sense of community when supporting charities that are important to them and have seen students benefit from some of the charities. The school petition under correspondence was highlighted as having over 200 signatures. Student Trustee Schwecht expressed how proud she was of the senators for being vocal and ambitious.

Trustee Michael expressed how proud she was of the students for their spirit for trying to make the world a better place for everyone. Students are committed, intelligent and able to weigh the merits of donating to cause even when they may not support 100% of activities carried on by the charity. The motion discourages students from doing their own research, exercising their own judgement and choosing to give to the causes closest to their heart in a manner in which donations have greatest impact. Trustee Michael voiced that she felt the motion was broad. The largest best known charities do touch on activities we are all against and she suggested amending the resolution by attaching a letter to use when submitting funds stating that none of funds donated would support any of the restricted activities.

Student Trustee Barbul communicated that she has been a student leader of the Free the Children committee for the past three (3) years so this may be a conflict of interest for her. The recurring theme that was heard from Student Senate is that students were concerned about the community aspect at their schools. Student support of organizations has created clubs, events and a sense of belonging at schools providing leadership and service. Student Trustee Barbul voiced concern that the motion will inhibit student ability to have vocal leadership roles among already existing groups that have been supported over a decade in some cases and trusted and rooted in the community. We do not directly support abortion, contraception etc. but do support the most vulnerable and in need. Schools have been involved with numerous organizations that are now coming into question. They have dedicated significant time and funds to charities they are very passionate about and would hate to see the end of the affiliation.

Trustee Danko indicated a lack of clarity among the Trustees. There is sentiment to maintain the merits of the motion but there is something in the way that needs to be dealt with.

Trustee Iantomasi shared that she discussed the motion with the Ontario Catholic School Trustee Association's President and his suggestion was to simply attach a letter stipulating what the funds are to be used for. Trustee Iantomasi indicated that students do not want to see a blanket motion that ties their hands from helping worthy causes and people who are less fortunate. Asking to be able to help fellow human because that we are called to do that as fellow Catholics and Christians.

Trustee Karabela voiced she would be voting against the motion to reconsider as the motion filled a void in the moral criteria guidelines needed for our fundraising and for financial transparency. Pope Francis said yes to life and no to death. Most fundamental is right to life because all other rights cannot apply if you are dead. If vote against motion are you saying it is Ok to fund organizations that support abortion, euthanasia and embryonic stem cell research? If remain bystanders, silent and indifferent evil flourishes and people die. It is always the right time to do the right thing. Trustee Karabela thanked the community for their letters which were attached as correspondence.

Trustee Trites responded to the suggestion of attaching a letter. Once you give the money it is impossible to control and unworkable. If time and effort is going to be spent in pursuing side bar agreements, there will be no scrutiny and transparency. We should be keeping a current list charities and non-profits that fall within our guideline and those that do not. The Board needs to keep this resolution and keep working in the spirit of the resolution. Important to model correct and righteous giving.

Trustee Quinn questioned if Trustee Rowe was influenced by the letter from the Ontario English Catholic Teachers Association (OECTA). Trustee Rowe's response was no.

Trustee Quinn then questioned the Student Trustees representing students if they were aware of an organization supporting any of the activities in the motion how could they support and continue to support that and be a scandal to themselves. In response Trustee Schwecht voiced they are asking for opportunity to help in other domains and stressed they do not support abortion. Students are requesting to help and agreed that letters be used to ensure where funds are directed. Trustee Barbul reminded Trustees that they are there to represent the student voice.

Trustee Karabela asked Trustees to vote against the motion to reconsider and keep the policy as it is. Keep the motion, criteria and policy, not be a bystander and to take a stand.

The Chair called for a vote on **#52/18:**

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

The motion **CARRIED** .

Trustee Rowe indicated that if the motion could be amended he would be in favour of it.

Trustee Danko reiterated the confusion amongst the Trustees. He questioned what restrictions the motion imposes compared to what is currently being done. Trustee Michael provided various examples of organizations that could not be supported one being a hospital. You could not support the mental health program there because the hospital may be involved in activities listed in the motion. Jesus helped everyone. He did not have them pass a test first.

Chair Rabenda spoke to the Wells in Africa that could possibly no longer be supported because of the support in family planning. Trustee Iantomasi explained the student initiative was province wide and that the HCDSB students would be only ones not participating. If we dissect every large institution, you are taking away the majority good. We want to support students and know things are done without ill intent.

Trustee Quinn stated that on a large scale there is not an understanding of our faith, and it is the responsibility of Trustees and as Roman Catholics. To say it is OK to support funds to the Cancer Society that funds stem cell research is wrong and we should not be funding that or groups that fund abortions in Africa or anywhere else regardless of good work they do elsewhere. We are scandalizing the Board and students who are not aware of the wrong they are doing. He indicated he would be embarrassed if as a Catholic Board, there was a vote against this motion. We need to teach students proper moral philosophy.

Trustee Karabela stated she was not willing to say any of the charities on the list are prohibited as no research has been done. Trustee Karabela requested a staff report that would speak to list and which ones could be negatively affected and the reason. The Director spoke about a certification requesting the organizations compliance with the motion. She suggested that moving forward the certification be put into policy.

Trustee Trites feels the motion sets a precedent for Catholic School Boards and other Catholic Institutions. Duty to exercise governance and stewardship and practice what we preach. Good for our students to learn not all charities are created equal. Some do good work but cannot dismiss other work they are doing. Thanked stakeholders for their correspondence.

Trustee Danko voiced disappointment with possibly defeating the motion with no evidence. More evidence and details on process need to be worked through. Trustee

Danko moved to postpone the motion to the first meeting in April upon delivery of staff report to answers questions. He requested that charities be looked into and provide a written abstract on so we can move forward. The Chair indicated a staff report would require a resolution of the Board and hiring of extra staff. A list was provided to Trustees as per the motion however there is doubt that they may contravene our teachings. Trustee Rowe said by bringing to Policy will help create a clear understanding.

### **#53/18**

**Moved by:** A. Danko

**Seconded by:** A. Quinn

**RESOLVED**, that the motion be postponed to the first meeting in April 2018 in order for the list of charities can be looked into and provide a written abstract on what they do.

Trustee Marai expressed that the Board keeps talking about same subjects over and over and do not move forward. If Trustees want something to pass they should be doing the leg work. To postpone the motion is just another example of things that get pushed off.

Trustee Trites stated that this is a move forward. There is 12 million dollars out there with no guidelines. The Director clarified that schools must develop a school-generated plan that is posted on their school website. Part of school-generated funds goes to charitable donations.

The Chair called for a vote on **#53/18**:

<b>IN FAVOUR</b>	<b>OPPOSED</b>
A. Barbul (non-binding)	A. Iantomasi
A. Danko	P. Marai
H. Karabela	J. Michael
a. Quinn	D. Rabenda
S. Trites	J.M. Rowe
	I. Schwecht (non-binding)

The motion was **DEFEATED**.

### **#54/18**

**Moved by:** J. Michael

**Seconded by:** S. Trites

**WHEREAS**, on January 19, 2014, Pope Francis wrote to the participants of the March for Life in France: "Let's say 'Yes' to life and 'No' to death" and

**WHEREAS**, donations are ways of asserting our "Yes" and our "No" for or against institutions which support or violate the upholding of the sanctity of life from conception to natural death,

**BE IT RESOLVED**, that the Halton Catholic District School Board (HCDSB), because it is a Catholic Institution, will not provide or facilitate any financial donations to any charities or non-profits that publicly support, either directly or indirectly, abortion, contraception, sterilization, euthanasia, or embryonic stem cell research. For the purposes of this motion, "public support" for the issues listed above ( i.e. abortion, contraception etc....)



is not support when privately expressed but is support when publically expressed on a website, in press material or found in some other public area.

**BE IT FURTHER RESOLVED**, the Director of Education will provide a list of all charities and non-profits, which benefit from financial donations from the Board by the board meeting of Feb 20, 2018.

The Chair called for a vote on **#54/18**:

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

The motion was **DEFEATED**.

### 8.3 Salary Grid for Senior Officers (A. Quinn)

Trustee Quinn removed his motion.

### 8.4 Corporate Donation to Schools (R. Negoj) #55/18

**Moved by:** A. Iantomasi

**Seconded by:** J.M. Rowe

**BE IT RESOLVED THAT**, the Halton Catholic District School Board approve the donation from Shipway Stairs for hard maple treads valued at \$14,969.89.

The Chair called for a vote on **#55/18** and it **UNANIMOUSLY CARRIED**.

### 8.5 Bishop P.F. Reding Catholic Secondary School Addition Approval to Proceed with School Capital Planning (R. Merrick) #56/18

**Moved by:** A. Quinn

**Seconded by:** A. Iantomasi

**RESOLVED**, that the Halton Catholic District School Board authorize staff to proceed with the selection of an architect and the school capital planning process for the Bishop P.F. Reding Catholic Secondary School addition project in the Town of Milton.

The Chair called for a vote on **#56/18** and it **UNANIMOUSLY CARRIED**.

### 8.6 Executive Compensation (D. Rabenda)

**#57/18****Moved by:** D. Rabenda**Seconded by:** J.M. Rowe

**WHEREAS**, on September 26, 2017 the Halton Catholic District School Board voted to submit the proposed HCDSB Executive Compensation Program to the Ministry of Education with a proposed maximum rate of increase of 2.6% of the 2016-17 pay envelope;

**WHEREAS**, on November 2, 2017, the Halton Catholic District School Board received approval from the Ministry of Education to pose the proposed HCDSB Executive Compensation Program on the website;

**WHEREAS**, in accordance with the Broader Public Sector Executive Compensation Act, 2014, and Ontario Regulation 304/16, the Halton Catholic District School Board posted its proposed Executive Compensation Program on the public website for a period of one month (November 8 to December 12, 2017) and provided a mechanism to receive stakeholder feedback on the proposed Executive Compensation Program;

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

**WHEREAS**, the Ministry of Education directive provides in section 5.3 that after the public consultation, "the designated employer is responsible for addressing relevant feedback in its proposed executive compensation program";

**WHEREAS**, the Ministry of Education directive provides in section 5.4 that "the designated employer must submit its proposed executive compensation program to its overseeing Ministry along with the summaries of the public feedback received and any changes to the program since the government completed its review in step two."

**BE IT RESOLVED**, that the Halton Catholic District School Board authorize staff to provide the Ministry of Education with a summary of the feedback received through the Executive Compensation Stakeholder Feedback Process;

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 5% of the 2016-2017 pay envelope;

**THAT**, the Halton Catholic District School Board develop and approve salary grids for Superintendents and Director of Education based on the Mercer/Ministry approved Executive Compensation Framework at Level 4.

**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 Board's Strategic Plan.

**#57/18 (AMENDMENT)**

**Moved by:** P. Marai

**Seconded by:** A. Danko

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 2.6% of the 2016-2017 pay envelope.

The Chair called for a vote on **#57/18 (AMENDMENT):**

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

The amendment was **DEFEATED**.

Trustee Marai voiced that he felt the motion was out of order and violates the by-laws of the Board. The Chair explained that this motion must be voted on, as a percentage needs to be submitted to the Ministry of Education.

In response to the question of what percentage would make the Board whole the Director replied that the calculation has not been done. Trustee Marai proposed to defer the motion until information could be provided. The Director stated that 5% is her recommendation.

**#58/18**

**Moved by:** P. Marai

**Seconded by:** H. Karabela

**THAT**, the motion be postponed to a future date in order for further information be provided.

The Chair called for a vote on **#58/18:**

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

The motion was **DEFEATED**.

Student Trustee Schwecht left the Boardroom.

**#57/18 (AMENDMENT 2)****Moved by:** P. Marai**Seconded by:** H. Karabela

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 3.8% of the 2016-2017 pay envelope;

Trustee Marai expressed that the Board could reach a compromise at 3.8% in order to be fiscally responsible to the taxpayers of Ontario. Trustee Trites questioned how the percentage of 3.8% was obtained.

Trustee Iantomasi reminded that a certain portion of the envelope could be used to award specific measurable strategic objectives.

The Chair called for a vote on **#57/18 (AMENDMENT 2)**:

IN FAVOUR	OPPOSED
A. Barbul (non-binding)	A. Iantomasi
A. Danko	A. Quinn
H. Karabela	D. Rabenda
P. Marai	J.M. Rowe
J. Michael	S. Trites

The motion was **DEFEATED**.

**#57/18****Moved by:** D. Rabenda**Seconded by:** J.M. Rowe

**WHEREAS**, on September 26, 2017 the Halton Catholic District School Board voted to submit the proposed HCDSB Executive Compensation Program to the Ministry of Education with a proposed maximum rate of increase of 2.6% of the 2016-17 pay envelope;

**WHEREAS**, on November 2, 2017, the Halton Catholic District School Board received approval from the Ministry of Education to post the proposed HCDSB Executive Compensation Program on the website;

**WHEREAS**, in accordance with the Broader Public Sector Executive Compensation Act, 2014, and Ontario Regulation 304/16, the Halton Catholic District School Board posted its proposed Executive Compensation Program on the public website for a period of one month (November 8 to December 12, 2017) and provided a mechanism to receive stakeholder feedback on the proposed Executive Compensation Program;

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

**WHEREAS**, the Ministry of Education directive provides in section 5.3 that after the public consultation, “the designated employer is responsible for addressing relevant feedback in its proposed executive compensation program”;

**WHEREAS**, the Ministry of Education directive provides in section 5.4 that “the designated employer must submit its proposed executive compensation program to its overseeing Ministry along with the summaries of the public feedback received and any changes to the program since the government completed its review in step two.”

**BE IT RESOLVED**, that the Halton Catholic District School Board authorize staff to provide the Ministry of Education with a summary of the feedback received through the Executive Compensation Stakeholder Feedback Process;

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 5% of the 2016-2017 pay envelope;

**THAT**, the Halton Catholic District School Board develop and approve salary grids for Superintendents and Director of Education based on the Mercer/Ministry approved Executive Compensation Framework at Level 4.

**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 Board’s Strategic Plan.

The Chair called for a vote on **#57/18**:

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

The motion **CARRIED**.

Student Trustee Schwecht returned to the Boardroom.

## 9. Staff Reports

### 9.1 2018 Municipal Election: Trustee Determination and Distribution (R. Negoï / P. Dawson)

In order to prepare for the 2018 Municipal Election, Trustees were provided information regarding the 2018 Population Electoral Group (PEG) report.

Staffed confirmed that distribution can remain status quo but most likely subject to appeal.

In response to a question regarding the recommendation of going to representing Wards, Staff explained the advantages of representing the neighborhood and that it would create less confusion for constituents. At large can be looked into but not recommended.

Staff stressed that the Board is subject to appeal if a municipality is over represented and that the appeal would need to be resolved before the 2018 election.

Trustee Karabela expressed advantages to being at large as it provides availability to all schools and ratepayers.

**9.2 School Name Selection – Northeast Oakville Catholic Elementary School (T. Overholt)**

Trustees were provided the results of the community vote which there was an opportunity to vote twice.

**10. Information Items**

**10.1 Student Trustees Update (A. Barbul)**

Student Trustees attended the OSTA AECO Board Council Conference in Ottawa from February 15 - 18, 2018.

The pillars of Achieving, Believing and Belonging were shared.

**#59/18**

**Moved by:** A. Iantomasi

**Seconded by:** A. Quinn

**RESOLVED**, that the meeting moved past 10:00 p.m.

The Chair called for a vote on **#59/18** and it **UNANIMOUSLY CARRIED**.

The Chair granted Trustee Mara's request for a 5-minute recess.

The meeting reconvened at 10:05 p.m.

**10.2 School Educational Field Trips (C. Cipriano)**

School trips were provided as information.

Staff to follow up with where the UN Conference for Assumption Catholic Secondary School students took place.

*POST-NOTE: Assumption Catholic Secondary School students took part in a model UN conference in New Haven, Connecticut, USA.*

**10.3 Construction Report - Milton No. 8 CES (R. Merrick)**

An update on the construction at the Milton No. 8 Catholic Elementary School was provided.

**10.4 Charities and Non-Profits, which Receive Financial Donations from the Board (P. Dawson)**

A list of charities and non-profits was provided.

**10.5 2018 Long Term Accommodation Plan (LTAP) Update (R. Negoj)**

Trustees were updated on the progress of the 2018 Long-Term Accommodation Plan and the communication plan to stakeholders.

**10.6 Halton Student Transportation Services (HSTS) 2016-17 Annual Report (R. Negoj)**

A summary of the year end results from the 2016-2017 Halton Student Transportation Services Annual Report was provided.

**11. Miscellaneous Information****11.1 Minutes of the January 15, 2018 SEAC Meeting**

The minutes of the January 15, 2018 SEAC meeting were provided as information.

**12. Correspondence**

**12.1 N. Agbapu**

**12.2 L. Alexander**

**12.3 V. Baronowsky**

**12.4 M. Bilbao**

**12.5 L. Cala**

**12.6 G. Carson**

**12.7 G. Cauchi**

**12.8 J. Coffey**

**12.9 M. Coffey**

**12.10 P. Coffey**

**12.11 M. Forsch**

**12.12 C. Gamble**

**12.13 O. Gibson**

**12.14 E. Giffen**

**12.15 A. & J. Graziadei**

**12.16 D. Harvey**

**12.17 S. & D. Heald**

**12.18 D & G Kantor**

**12.19 P. Kimeda**

**12.20 H. & C. Lauz**

**12.21 C. Luetke**

**12.22 D. McCash**

**12.23 M. McCash**

**12.24 J. McManamy**

**12.25 C. McManus**

**12.26 J. McManus**

**12.27 J. McManus**

**12.28 M. McManus**

**12.29 L. Peluso**

**12.30 O. Pineau**

**12.31 A. Rego**

**12.32 L. Rett & F. Diez**

**12.33 F. Ryan**

**12.34 N. Scarangella**

**12.35 K. Serensits**

**12.36 P. Swirzon**

**12.37 Corpus Christi Student Petition**

**13. Open Question Period**

No questions were submitted.

**#60/18**

**Moved by:** P. Marai

**Seconded by:** A. Quinn

**RESOLVED**, that the resolution from Action item 8.3 – Upholding the Sanctity of Life Through Donations to Charities and Non-Profits be reconsidered.

The Chair called for a vote on **#60/18**:

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

The motion **CARRIED**.

**#61/18**

**Moved by:** P. Marai

**Seconded by:** H. Karabela

**WHEREAS**, on January 19, 2014, Pope Francis wrote to the participants of the March for Life in France: "Let's say 'Yes' to life and 'No' to death" and

**WHEREAS**, donations are ways of asserting our "Yes" and our "No" for or against institutions which support or violate the upholding of the sanctity of life from conception to natural death,

**BE IT RESOLVED**, that the Halton Catholic District School Board (HCDSB), because it is a Catholic Institution, will not provide or facilitate any financial donations to any charities or non-profits that publicly support, either directly or indirectly, abortion, contraception, sterilization, euthanasia, or embryonic stem cell research. For the purposes of this motion, "public support" for the issues listed above ( i.e. abortion, contraception etc....) is not support when privately expressed but is support when publically expressed on a website, in press material or found in some other public area.

**BE IT FURTHER RESOLVED**, the Director of Education will provide a list of all charities and non-profits, which benefit from financial donations from the Board by the board meeting of Feb 20, 2018.



The Chair called for a vote on **#61/18**:

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

The motion **CARRIED**.

### **#62/18**

**Moved by:** A. Quinn

**Seconded by:** A. Danko

**RESOLVED**, that the resolution from Action item 8.6 – Executive Compensation be reconsidered.

The Chair called for a vote on **#62/18**:

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

The motion **CARRIED**.

### **#63/18**

**Moved by:** A. Quinn

**Seconded by:** A. Danko

**WHEREAS**, on September 26, 2017 the Halton Catholic District School Board voted to submit the proposed HCDSB Executive Compensation Program to the Ministry of Education with a proposed maximum rate of increase of 2.6% of the 2016-17 pay envelope;

**WHEREAS**, on November 2, 2017, the Halton Catholic District School Board received approval from the Ministry of Education to pose the proposed HCDSB Executive Compensation Program on the website;

**WHEREAS**, in accordance with the Broader Public Sector Executive Compensation Act, 2014, and Ontario Regulation 304/16, the Halton Catholic District School Board posted its proposed Executive Compensation Program on the public website for a period of one month (November 8 to December 12, 2017) and provided a mechanism to receive stakeholder feedback on the proposed Executive Compensation Program;

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

**WHEREAS**, the Ministry of Education directive provides in section 5.3 that after the public consultation, “the designated employer is responsible for addressing relevant feedback in its proposed executive compensation program”;

**WHEREAS**, the Ministry of Education directive provides in section 5.4 that “the designated employer must submit its proposed executive compensation program to its overseeing Ministry along with the summaries of the public feedback received and any changes to the program since the government completed its review in step two.”

**BE IT RESOLVED**, that the Halton Catholic District School Board authorize staff to provide the Ministry of Education with a summary of the feedback received through the Executive Compensation Stakeholder Feedback Process;

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 5% of the 2016-2017 pay envelope;

**THAT**, the Halton Catholic District School Board develop and approve salary grids for Superintendents and Director of Education based on the Mercer/Ministry approved Executive Compensation Framework at Level 4.

**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 Board's Strategic Plan.

**#63/18 (AMENDMENT)**

**Moved by:** A. Quinn

**Seconded by:** A. Danko

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 2.6% of the 2016-2017 pay envelope.

The Chair called for a vote on **#63/18 (AMENDMENT)**:

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

The amendment **CARRIED**.

**#63/18 (AS AMENDED)****Moved by:** A. Quinn**Seconded by:** A. Danko

**WHEREAS**, on September 26, 2017 the Halton Catholic District School Board voted to submit the proposed HCDSB Executive Compensation Program to the Ministry of Education with a proposed maximum rate of increase of 2.6% of the 2016-17 pay envelope;

**WHEREAS**, on November 2, 2017, the Halton Catholic District School Board received approval from the Ministry of Education to post the proposed HCDSB Executive Compensation Program on the website;

**WHEREAS**, in accordance with the Broader Public Sector Executive Compensation Act, 2014, and Ontario Regulation 304/16, the Halton Catholic District School Board posted its proposed Executive Compensation Program on the public website for a period of one month (November 8 to December 12, 2017) and provided a mechanism to receive stakeholder feedback on the proposed Executive Compensation Program;

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

**WHEREAS**, the Ministry of Education directive provides in section 5.3 that after the public consultation, "the designated employer is responsible for addressing relevant feedback in its proposed executive compensation program";

**WHEREAS**, the Ministry of Education directive provides in section 5.4 that "the designated employer must submit its proposed executive compensation program to its overseeing Ministry along with the summaries of the public feedback received and any changes to the program since the government completed its review in step two."

**BE IT RESOLVED**, that the Halton Catholic District School Board authorize staff to provide the Ministry of Education with a summary of the feedback received through the Executive Compensation Stakeholder Feedback Process;

**THAT**, the Halton Catholic District School Board submit to the Ministry of Education a revised Executive Compensation Program reflecting an amendment to the proposed maximum rate of increase to 2.6% of the 2016-2017 pay envelope;

**THAT**, the Halton Catholic District School Board develop and approve salary grids for Superintendents and Director of Education based on the Mercer/Ministry approved Executive Compensation Framework at Level 4.

**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 Board's Strategic Plan.

The Chair called for a vote on **#63/18 (AS AMENDED)**:

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

The motion was **DEFEATED**.

#### **#64/18**

**Moved by:** A. Danko

**Seconded by:** H. Karabela

**THAT**, the meeting move past 10:30 p.m.

The vote was not unanimous and the Chair ended the meeting.

Due to unfinished business with sending a resolution to the Ministry of Education regarding Executive Compensation, Chair Rabenda called a Special Meeting of the Board for February 26, 2018 at 7:30 p.m.

#### **14. In Camera**

There was no follow-up In-Camera session.

#### **15. Resolution re Absentees**

##### **#65/18**

**Moved by:** A. Quinn

**Seconded by:** S. Trites

**RESOLVED**, that Student Trustee C. Atrach be excused from the meeting.

The Chair called for a vote on **#65/18** and it **UNANIMOUSLY CARRIED**.

#### **16. Adjournment and Closing Prayer (S. Trites)**

##### **#66/18**

**Moved by:** A. Quinn

**Seconded by:** S. Trites

**RESOLVED**, that the meeting adjourn.

The Chair called for a vote on **#66/18** and it **UNANIMOUSLY CARRIED**.

The meeting adjourned at 10:35 p.m. with a prayer led by S. Trites.

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Secretary of the Board

\_\_\_\_\_  
Chair