

## MINUTES OF THE SPECIAL BOARD MEETING

Date: February 26, 2018  
Time: 7:00 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 (via telephone)  
J. Michael

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: J. Lochrie, Parliamentarian

Recording Secretary: R. Di Pietro

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### 1. Call to Order

#### 1.1 Opening Prayer (P. Dawson)

The meeting opened with a prayer led by P. Dawson.

### 2. Declarations of Conflict of Interest

There were no conflicts of interest.

### 3. Approval of the Agenda

**#67/18**

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

**Seconded by:** J. Michael

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

### 4. Action Items

#### 4.1 Executive Compensation (D. Rabenda)

**#68/18**

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

**Seconded by:** A. Iantomasi

**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.

**#68/18 (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 **#68/18 (AMENDMENT):**

| <b>IN FAVOUR</b> | <b>OPPOSED</b> |
|------------------|----------------|
| A. Danko         | A. Iantomasi   |
| H. Karabela      | J. Michael     |
| P. Marai         | J.M. Rowe      |
| A. Quinn         |                |
| S. Trites        |                |

The amendment **CARRIED.**

**#68/18 (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 **#68/18 (AS AMENDED)**:

| <b>IN FAVOUR</b> | <b>OPPOSED</b> |
|------------------|----------------|
| A. Danko         | A. Iantomasi   |
| H. Karabela      | J. Michael     |
| P. Marai         | D. Rabenda     |
| A. Quinn         | J.M. Rowe      |
| S. Trites        |                |

The motion **CARRIED**.

5. **Resolution re Absentees**  
There were no absentees.
6. **Adjournment and Closing Prayer (D. Rabenda)**  
**#69/18**  
**Moved by:** A. Quinn  
**Seconded by:** J. Michael  
**THAT**, the meeting adjourn.

The Chair called for a vote on **#69/18** and it **UNANIMOUSLY CARRIED**.

The meeting adjourned at 7:14 p.m.

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Secretary of the Board

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Chair