

**REGULAR BOARD MEETING
AGENDA**

Date: September 7, 2021
Time: 7:30 pm
Location: Catholic Education Centre - Board Room
802 Drury Lane
Burlington, Ontario

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1. Call to Order	
1.1. Opening Prayer, National Anthem and Oath of Citizenship (K. Bowie)	
1.2. Motions Adopted In-Camera	
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June 15th Motions

A Presentation by:

Kirsten Kelly

Outgoing Burlington Student Trustee

September 7, 2021

Overview

- ❑ Menstrual Equity
- ❑ Indigenous Studies
- ❑ Indigenous, Equity and Human Rights Roadmap
- ❑ Conclusion



Menstrual Equity



Menstrual Equity in the Board

- In 2020, the Board of Trustees at Halton Catholic passed a motion to disrupt Period Poverty
- The board can also encourage the Ministry of Education (MoE) to prioritize Menstrual Equity throughout Ontario
- According to Plan Canada's 2019 Gender Study, **one in every three** Canadian women under the age of 25 struggle to afford menstrual products and **70% of Canadian women** under 25 years of age had **missed school, work, or social activities** due to their period

"Quite frankly when you talk about access to menstrual products it's no different than toilet paper. It's no different than say soap. Everything was on the same level. We don't expect students to bring their own toilet paper," ~ Student Trustee Suan, 2020

Menstrual Equity

The Toronto Youth Cabinet are encouraging the MoE to directly address the needs of all students who undergo the consequences of period poverty.

Ensure FREE Menstrual Products in ALL Ontario Schools

13,863 have signed. Let's get to 15,000!



HCDSB can help to urge the government to tackle Period Poverty and join the provinces of British Columbia, Nova Scotia and Prince Edward Island in providing **free menstrual products to all students** in their respective jurisdictions.



Indigenous Studies



First Nations, Métis and Inuit Studies

At the Secondary Level, the Ministry of Education offers **five types** of courses in Native Studies, yet the majority of HCDSB Students are unaware of these courses, or do not have them offered at their schools.

COURSES

Course Introduction

Expressions of First Nations, Métis, and Inuit Cultures, Grade 9, Open (NAC1O) . . .

Course Introduction

First Nations, Métis, and Inuit in Canada, Grade 10, Open (NAC2O)

Course Introduction

English: Understanding Contemporary First Nations, Métis, and Inuit Voices, Grade 11, University Preparation (NBE3U)

English: Understanding Contemporary First Nations, Métis, and Inuit Voices, Grade 11, College Preparation (NBE3C)

English: Understanding Contemporary First Nations, Métis, and Inuit Voices, Grade 11, Workplace Preparation (NBE3E)

Appendix to the English Courses: Cultural Text Forms

Course Introduction

Contemporary First Nations, Métis, and Inuit Issues and Perspectives, Grade 11, University/College Preparation (NDA3M)

Course Introduction

World Views and Aspirations of First Nations, Métis, and Inuit Communities in Canada, Grade 11, College Preparation (NBV3C)

World Views and Aspirations of First Nations, Métis, and Inuit Communities in Canada, Grade 11, Workplace Preparation (NBV3E)

Course Introduction

Contemporary Indigenous Issues and Perspectives in a Global Context, Grade 12, University/College Preparation (NDW4M)

The Importance of Indigenous Studies


- As anti-Indigenous racism continues to persist in Canada, it continues to grow more important that all students have the opportunity to fully understand and learn about the Indigenous people of Canada.
- According to Board Staff, these courses are not offered at the majority of HCDSB secondary schools, and those of them that do have a low application rate. This is because students and parents are unaware of the option to take these courses, or they don't believe it to be an important course to take.

This type of mindset needs to be challenged, as Indigenous education and history are pivotal to understanding Canada

Board Actions

- The *Inclusive Racial and Cultural Curriculum letter* whereas Halton Catholic advocated for the curriculum to better include the perspectives of underrepresented and marginalized voices throughout the province
- Board Policy II-45 Equity and Inclusive Education states “students must be represented in the curriculum and heard in the assessment and evaluation.”

In secondary school, students’ learning of the political, historical, and socioeconomic environment of Canada is enhanced, and a large gap is left in learning without the full understanding of the Indigenous impacts that have shaped and continue to shape the country as a whole



Indigenous, Equity, and Human Rights Roadmap



Student Experiences

Last year, Students have bravely come forward and shared their lived experiences of racism and ostracization within the board:

- incidents of the use of racial slurs
- the stereotyping of racialized students
- the stigmatization of differing cultures and encouragement of assimilation
- the discomfort and intimidation of School Resource Officers towards students of colour
- the overrepresentation of racialized students streamed in applied level courses or lower
- the ridicule of racialized students.

Students are only able to reach their full potential in a learning environment that prioritizes their dignity.

Goals of this motion

Inspired by the actions of the Ottawa-Carleton District School Board, the Indigenous, Equity and Human Rights Roadmap is a motion that aims to:

Shed light on the current equity-based internal initiatives of HCDSB -

- Being transparent with the internal workings of Halton Catholic in a way that is publicly accessible can demonstrate accountability and commitment in identifying and challenging systemic barriers in the board.
- Public accessibility to initiatives, resources, opportunities, and approaches provided can be crucial to confronting acts of ostracization in a way that encourages the impact and outreach of board staff, while also promoting the unlearning of racism and discrimination of marginalized groups in a learning environment.

Goals of this motion

The Indigenous, Equity and Human Rights Roadmap is a motion that also aims to:

Centre students' voices that are often underrepresented -

- Student experiences, now more than ever, are different from year to year, so it is of utmost importance that the board gives them a platform to speak, rather than speak and assume on their behalf.
- Thus, initiatives or opportunities that impact students should include input from our board's diverse body of students. It allows for an accurate representation of the individual needs of the board's diverse student body.

Goals of this motion

The Indigenous, Equity and Human Rights Roadmap is a motion that also aims to:

Take proactive steps to bridge the inequities that many marginalized students face -

- It is important to approach anti-oppressive systemic barriers in a manner that is preventative rather than reactive. Thus, providing resources catered to and for racially and culturally diverse students is important, such as access to mental health resources in which experiences with racism, ostracization or cultural upbringing affect experiences of trauma, and mental illness.
- Acknowledging and addressing the lived experiences of these students is pivotal in making sure that all students are able to realize their full potential by breaking down the barriers imposed upon them.

Final comments

Each of these motions is different in subject, but each intends to **enhance equity and inclusion** in the learning environment. It is important to aim to **address the barriers** that prevent students from excelling, participating, and succeeding in the Halton Catholic Community. **All students should feel like they can achieve, believe, and belong.**

I hope you consider passing these motions.

MINUTES OF THE REGULAR BOARD MEETING

Date: June 15, 2021
Time: 7:30 p.m.
Location: Catholic Education Centre
802 Drury Lane, Burlington

Trustees: B. Agnew (Electronically) H. Karabela (Electronically)
P. DeRosa (Electronically) P. Murphy, Chair
N. Guzzo (Electronically) T. O'Brien (Electronically)
V. Iantomasi (Electronically) J. O'Hearn-Czarnota (Electronically)

Student Trustees: N. Gubert (Electronically) J. Roshdy (Electronically)
K. Kelly (Electronically)

Trustees Absent: M. Duarte

Senior Staff: E. Bakaic (Electronically) N. Dinolfo (Electronically)
S. Balogh (Electronically) A. Lofts (Electronically)
A. Cordeiro (Electronically) R. Merrick (Electronically)
J. Crowell (Electronically) L. Naar (Electronically)
P. Daly, Director of Education J. O'Hara (Electronically)

Also Present: L. Collimore, Chief Officer, Research and Development Services (Electronically)
S. Jayaraman, Senior Manager, Human Rights and Equity (Electronically)
A. Kapur, Parliamentarian (Electronically)
A. Swinden, Manager, Strategic Communications (Electronically)
B. Vidovic, Senior Manager, Planning and Assessment Services (Electronically)

Recording Secretary: R. Di Pietro

1. Call to Order

The Chair called the meeting to order.

1.1 Opening Prayer, National Anthem and Oath of Citizenship (J. Roshdy)

The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Roshdy.

1.2 Motions Adopted In-Camera

The following motion was adopted in-camera:

RESOLVED, that The Halton Catholic District School Board ratify the attached Memorandum of Settlement between the Board and the Halton Ontario English Catholic Teachers Association (OECTA) Occasional Teachers to be effective September 1, 2019 and to expire August 31, 2022.

1.3 Information Received In-Camera

The following information was received in-camera:

Retirements

Daniela Castaldi, Dean Castellan, Anne Emmerson, Deborah Evangelista, Sarah Fabbiani, William Hoch, Terri Martin and Shan McNeill retiring effective June 30, 2021.

Colin McGillicuddy retiring effective July 31, 2021.

Joe O'Hara retiring effective August 12, 2021.

Department Heads

Michelle Belbeck-Rego, Lindsay Cheal and Rinaldo Taraschi appointed as Department Heads effective September 1, 2021 for a period of up to four (4) years.

Acting Department Heads

Christian DeAngelis, Stephanie Di Gennaro, Hannah McCallum, Lauren Prisniak and Lindsay Smith appointed as Acting Department Heads effective September 1, 2021 for a period of up to one (1) year. Amanda Treacy appointed as Acting Department Head effective September 1, 2021 to approximately April 6, 2022.

Administrative Appointments

Lisa MacLennan and Stephanie MacLeod appointed as Elementary Principals effective September 1, 2021. Rory Sneyd appointed as Elementary Vice Principal effective September 1, 2021.

2. Approval of the Agenda

The following was added to the agenda:

10.7 Notice of Motion - Equal Leadership Opportunities for Non-Catholic Secondary Students (P. Murphy)

10.8 Notice of Motion - Staff Data Collection (N. Guzzo)

#180/21

Moved by: B. Agnew

Seconded by: T. O'Brien

RESOLVED, that the agenda be approved as amended.

The Chair called for a vote on **#180/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		M. Duarte
N. Guzzo	V. Iantomasi		
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

3. Declarations of Conflict of Interest

Trustee DeRosa declared a conflict of interest with information item 10.2 - Budget Report for September 1, 2020 to May 31, 2021. The item deals with budget. Salaries are included in the budget. Trustee DeRosa has family members who are teachers with HCDSB therefore declared conflict.

Trustee O'Brien declared a conflict of interest with information item 10.2 - Budget Report for September 1, 2020 to May 31, 2021. This item deals with budget. Salaries are included in the budget. Trustee O'Brien's wife is an occasional teacher with HCDSB therefore declared conflict.

4. Presentations**4.1 Student Trustee Update (N. Gubert, K. Kelly, J. Roshdy)**

Student Trustees reported on the pillars of achieving, believing and belonging.

4.2 Schools Update (P. Daly)

Director Daly provided information on the following:

- 2021 Summer Programming
- Planning for the 2021-2022 School Year

5. Delegations**5.1 Youth Vaccinations (N. Deveau)**

A delegation regarding youth vaccinations was presented.

5.2 Student Experiences with Racism (J. Asante-Tutu, A. Chua)

A delegation regarding student experiences with racism was presented.

5.3 Indigenous Equity and Human Rights Roadmap (J. Black, D. DeSouza, L. Greaves)

A delegation regarding indigenous equity and human rights roadmap was presented.

5.4 Importance of Student Voice (R. Barakat)

A delegation regarding the importance of student voice was presented.

#181/21

Moved by: J. O'Hearn-Czarnota

Seconded by: P. DeRosa

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

The Chair called for a vote on **#181/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			M. Duarte
P. DeRosa			
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

6. Approval of Minutes

6.1 Minutes of the June 1, 2021 Regular Board Meeting
#182/21

Moved by: B. Agnew

Seconded by: T. O'Brien

RESOLVED, that the minutes of the June 1, 2021 Regular Board meeting be approved.

The Chair called for a vote on #182/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		M. Duarte
N. Guzzo	V. Iantomasi		
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

6.2 Minutes of the June 3, 2021 Special Board Meeting
#183/21

Moved by: B. Agnew

Seconded by: N. Guzzo

RESOLVED, that the minutes of the June 3, 2021 Special Board meeting be approved.

The Chair called for a vote on #183/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa	N. Gubert (non- binding)	M. Duarte
N. Guzzo	V. Iantomasi	J. Roshdy (non-binding)	
P. Murphy	H. Karabela		
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The motion **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 **Response to Delegations**

#184/21

Moved by: P. DeRosa

Seconded by: H. Karabela

RESOLVED that the Board of Trustees receive the delegation regarding Youth Vaccinations as information.

The Chair called for a vote on **#184/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			M. Duarte
P. DeRosa			
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non- binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

#185/21

Moved by: H. Karabela

Seconded by: P. DeRosa

RESOLVED that the Board of Trustees receive the delegation regarding Student Experiences with Racism as information.

The Chair called for a vote on **#185/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		M. Duarte
V. Iantomasi	N. Guzzo		
H. Karabela	P. Murphy		
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

#186/21

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED that in response to the delegation regarding Indigenous Equity and Human Rights Roadmap, the Board of Trustees request a staff report on data regarding complaints and suspensions involving marginalized students within the system.

The Chair called for a vote on **#186/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		M. Duarte
N. Guzzo	V. Iantomasi		
P. Murphy	H. Karabela		
J. O'Hearn-Czarnota	T. O'Brien		
K. Kelly (non-binding)	N. Gubert (non-binding)		
J. Roshdy (non-binding)			

The motion was **DEFEATED**.

#187/21

Moved by: P. DeRosa

Seconded by: T. O'Brien

RESOLVED that the Board of Trustees receive the delegation regarding Indigenous Equity and Human Rights Roadmap as information.

The Chair called for a vote on **#187/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		M. Duarte
V. Iantomasi	N. Guzzo		
H. Karabela	P. Murphy		
T. O'Brien	J. O'Hearn-Czarnota		
N. Gubert (non-binding)	K. Kelly (non-binding)		
J. Roshdy (non-binding)			

The motion was **DEFEATED**.

#188/21**Moved by:** N. Guzzo**Seconded by:** B. Agnew**RESOLVED** that the Board of Trustees defer the delegation regarding Indigenous Equity and Human Rights Roadmap to a future meeting.The Chair called for a vote on **#188/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa	N. Gubert (non- binding)	M. Duarte
N. Guzzo	V. Iantomasi		
P. Murphy	H. Karabela		
J. O'Hearn-Czarnota	T. O'Brien		
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion was **DEFEATED**.**#189/21****Moved by:** N. Guzzo**Seconded by:** B. Agnew**RESOLVED** that the Board of Trustees direct the Director of Education to engage a third party to investigate allegations of discrimination in our schools of all marginalized groups immediately.**#190/21****Moved by:** J. O'Hearn-Czarnota**Seconded by:** N. Guzzo**RESOLVED** that the meeting move past 10:30 p.m.The Chair called for a vote on **#190/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	T. O'Brien	J. Roshdy (non-binding)	M. Duarte
P. DeRosa			
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
J. O'Hearn-Czarnota			
N. Gubert (non- binding)			
K. Kelly (non-binding)			

The motion was **DEFEATED**. The meeting would adjourn following the motion on the table.The Chair called for a vote on **#189/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa	N. Gubert (non- binding)	M. Duarte
N. Guzzo	V. Iantomasi		
P. Murphy	H. Karabela		
J. O'Hearn-Czarnota	T. O'Brien		
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion was *DEFEATED*.

Trustee DeRosa moved a motion that all schools recite the land acknowledgement daily. There was no seconder.

The meeting adjourned at 10:53 p.m. with a prayer led by Trustee Karabela.

POST NOTES:

- 8.2 *2020-21 Year-End Audit Planning Report from KPMG (A. Lofts)*
The meeting was adjourned.
- 8.3 *2021-2022 ISP Conference - International Consultants for Education and Fairs (ICEF) (A. Cordeiro)*
The meeting was adjourned.
- 8.4 *Data Collection (N. Guzzo)*
The meeting was adjourned.
- 8.5 *Menstrual Equity (K. Kelly, N. Guzzo)*
The meeting was adjourned.
- 8.6 *Indigenous Studies (K. Kelly, N. Guzzo)*
The meeting was adjourned.
- 8.7 *Indigenous, Equity and Human Rights Roadmap (K. Kelly, B. Agnew)*
The meeting was adjourned.
- 8.8 *Policy II-40 Bullying Prevention and Intervention (N. Guzzo)*
The meeting was adjourned.
- 8.9 *Policy I-34 (B) Reimbursement of Board Business Expenses for Trustees and External Members (N. Guzzo)*
The meeting was adjourned.
- 8.10 *Policy I-40 Performance Appraisal of the Director of Education (N. Guzzo)*
The meeting was adjourned.
- 8.11 *Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary Schools (N. Guzzo)*
The meeting was adjourned.

- 8.12 **Policy II-29 Inclusion and Range of Placement Options for Identified Exceptional Students (N. Guzzo)**
The meeting was adjourned.
- 8.13 **Policy II-33 Safe Arrival at School Program (N. Guzzo)**
The meeting was adjourned.
- 8.14 **Policy II-43 Voluntary, Confidential Self Identification of First Nation, Métis, and Inuit Students (N. Guzzo)**
The meeting was adjourned.
- 8.15 **Policy I-46 Correspondence to the Board of Trustees (N. Guzzo)**
The meeting was adjourned.
- 8.16 **Policy I-11 International Student Admission Requirements (Fee Paying Students) (N. Guzzo)**
The meeting was adjourned.
- 8.17 **Policy I-23 Catholic School Councils and Catholic Parent Involvement Committee (N. Guzzo)**
The meeting was adjourned.
- 8.18 **Policy V-08 School Anniversary Celebrations (N. Guzzo)**
The meeting was adjourned.
- 8.19 **Policy V-12 Blessing and Official Opening of a New School (N. Guzzo)**
The meeting was adjourned.
- 8.20 **Policy V-13 Blessing and Rededication of a Major Addition to a School (N. Guzzo)**
The meeting was adjourned.
9. **Staff Reports**
10. **Information Items**
- 10.1 **Construction Report - Bishop P.F. Reding Catholic Secondary School and Milton No. 10 Catholic Elementary School (R. Merrick)**
The meeting was adjourned.
- 10.2 **Budget Report for September 1, 2020 to May 31, 2021 (A. Lofts)**
The meeting was adjourned.
- 10.3 **Capital Projects Report as at May 31, 2021 (A. Lofts)**
The meeting was adjourned.
- 10.4 **2021 Long Term Capital Plan (LTCP) Update - Final Report and Long-Term Facility Renewal Strategy (A. Lofts)**
The meeting was adjourned.
- 10.5 **Math Action Plan (J. Crowell)**
The meeting was adjourned.

10.6 Utilization of MPAC Data for Public Feedback on the Multi-Year Strategic Plan (A. Lofts)

The meeting was adjourned.

10.7 Notice of Motion – Equal Leadership Opportunities for Non-Catholic Secondary Students (P. Murphy)

The meeting was adjourned. The notice of motion was withdrawn.

10.8 Notice of Motion – Staff Data Collection (M. Guzzo)

The meeting was adjourned. The notice of motion was withdrawn.

11. Miscellaneous Information

11.1 Minutes of the April 19 SEAC Minutes

11.2 Minutes of the May 3, 2021 CPIC Meeting

11.3 Minutes of the May 11, 2021 Policy Committee Meeting

The meeting was adjourned.

12. Correspondence

The meeting was adjourned.

13. Open Question Period

The meeting was adjourned.

Question #1

Did HCDSB seek a legal opinion as to whether it has the legal jurisdiction to restrict the participation of non-Catholics who would otherwise be qualified by statute to serve as Student Trustees or members of a School Council?

The Board has sought a legal opinion on this matter.

Question #2

If the Board did not seek a legal opinion, why was no opinion sought, given the potential for expensive litigation against the Board on this matter, with that expense borne by ratepayers?

The Board has sought a legal opinion on this matter.

14. In Camera

The meeting was adjourned.

15. Resolution re Absentees

The meeting was adjourned.

16. Adjournment and Closing Prayer (H. Karabela)

The meeting was adjourned.

Secretary of the Board

Chair

MINUTES OF THE SPECIAL BOARD MEETING

Date: June 16, 2021
Time: 7:30 p.m.
Location: Catholic Education Centre
802 Drury Lane, Burlington

Trustees: B. Agnew (Electronically) H. Karabela (Electronically)
P. DeRosa (Electronically) P. Murphy, Chair
M. Duarte, Vice-Chair T. O'Brien (Electronically)
N. Guzzo (Electronically) J. O'Hearn-Czarnota (Electronically)
V. Iantomasi (Electronically)

Student Trustees: N. Gubert (Electronically) J. Roshdy (Electronically)
K. Kelly (Electronically)

Senior Staff: E. Bakaic (Electronically) N. Dinolfo (Electronically)
S. Balogh (Electronically) A. Lofts (Electronically)
A. Cordeiro (Electronically) R. Merrick (Electronically)
J. Crowell (Electronically) L. Naar (Electronically)
P. Daly, Director of Education J. O'Hara (Electronically)

Also Present: A. Cross, Senior Manager, Finance, Business Services (Electronically)
C. Dalrymple, Manager, Budget and Capital, Business Services (Electronically)
A. Kapur, Parliamentarian (Electronically)
J. O'Reilly, Special Education Coordinator (Electronically)
S. Saevil, Indigenous Education Advisor (Electronically)
A. Swinden, Manager, Strategic Communications (Electronically)
B. Vidovic, Senior Manager, Planning and Assessment Services (Electronically)

Recording Secretary: R. Di Pietro

1. **Call to Order**
 - 1.1 **Opening Prayer, National Anthem, and Oath of Citizenship (N. Gubert)**
The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Gubert.
2. **Approval of the Agenda**
#191/21
Moved by: B. Agnew
Seconded by: N. Guzzo
RESOLVED, that the agenda be approved.

The Chair called for a vote on **#191/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		
M. Duarte	V. Iantomasi		
N. Guzzo	H. Karabela		
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

3. Declarations of Conflict of Interest

Trustee DeRosa declared a conflict of interest with staff report 4.1 – 2021-22 Budget Estimates (Draft). The item deals with budget. Salaries are included in the budget. Trustee DeRosa has family members who are teachers with HCDSB therefore declared conflict.

Trustee O'Brien declared a conflict of interest with staff report 4.1 – 2021-22 Budget Estimates (Draft). This item deals with budget. Salaries are included in the budget. Trustee O'Brien's wife is an occasional teacher with HCDSB therefore declared conflict.

4. Staff Reports

4.1 2021-22 Budget Estimates (Draft) (A. Lofts)

A draft of the 2021-22 budget estimates were presented to Trustees.

5. Action Items

5.1 Policy II-40 Bullying Prevention and Intervention (N. Guzzo)

#192/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-40 Bullying Prevention and Intervention, be approved.

#192/21 (AMENDMENT)

Moved by: T. O'Brien

Seconded by: P. DeRosa

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-40 Bullying Prevention and Intervention, be approved *and include the following clause under Requirements: A continual commitment to provide supervision to secondary students inside our schools whenever it is possible during regular school hours.*

The Chair called for a vote on **#192/21 (AMENDMENT)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The amendment **CARRIED**.

#192/21 (AS AMENDED)

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-40 Bullying Prevention and Intervention, be approved as amended.

The Chair called for a vote on **#192/21 (AS AMENDED)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.2 Policy I-34 (B) Reimbursement of Board Business Expenses for Trustees and External Members (N. Guzzo)

#193/21

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy I-34 (B) Reimbursement of Board Business Expenses for Trustees and External Members, be approved.

The Chair called for a vote on **#193/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	V. Iantomasi	P. DeRosa	J. Roshdy (non-binding)
N. Guzzo		M. Duarte	
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.3 Policy I-40 Performance Appraisal of the Director of Education (N. Guzzo)

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy I-40 Performance Appraisal of the Director of Education, be approved.

#194/21

Moved by: M. Duarte

Seconded by: H. Karabela

RESOLVED, that Policy I-40 Performance Appraisal of the Director of Education be referred back to the Policy Committee.

The Chair called for a vote on **#194/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			J. Roshdy (non-binding)
P. DeRosa			
M. Duarte			
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.4 Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary Schools (N. Guzzo)

#195/21

Moved by: N. Guzzo

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary Schools, be approved.

The Chair called for a vote on **#195/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.5 Policy II-29 Inclusion and Range of Placement Options for Identified Exceptional Students (N. Guzzo)

#196/21

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-29 Inclusion and Range of Placement Options for Identified Exceptional Students, be approved.

#196/21 (AMENDMENT)

Moved by: H. Karabela

Seconded by: T. O'Brien

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-29 Inclusion and Range of Placement Options for Identified Exceptional Students, be approved *and include the following under Requirements: For a listing of placements available at HCDSB, see the HCDSB Special Education Plan.*

The Chair called for a vote on **#196/21 (AMENDMENT)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		V. Iantomasi
M. Duarte	N. Guzzo		J. Roshdy (non-binding)
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The amendment **CARRIED**.

#196/21 (AS AMENDED)

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-29 Inclusion and Range of Placement Options for Identified Exceptional Students, be approved as amended.

The Chair called for a vote on **#196/21 (AS AMENDED)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.6 Policy II-33 Safe Arrival at School Program (N. Guzzo)

#197/21

Moved by: N. Guzzo

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-33 Safe Arrival at School Program, be approved.

The Chair called for a vote on **#197/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.7 Policy II-43 Voluntary, Confidential Self Identification of First Nation, Métis, and Inuit Students (N. Guzzo)

#198/21

Moved by: N. Guzzo

Seconded by: T. O'Brien

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy II-43 Voluntary, Confidential Self Identification of First Nation, Métis, and Inuit Students, be approved.

The Chair called for a vote on **#198/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.8 Policy I-46 Correspondence to the Board of Trustees (N. Guzzo)

#199/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy I-46 Correspondence to the Board of Trustees, be approved at first reading.

The Chair called for a vote on **#199/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.9 Policy I-11 International Student Admission Requirements (Fee Paying Students) (N. Guzzo)

#200/21

Moved by: N. Guzzo

Seconded by: J. O'Hearn-Czarnota

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

The Chair called for a vote on **#200/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

5.10 Policy I-23 Catholic School Councils and Catholic Parent Involvement Committee (N. Guzzo)

#201/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy I-23 Catholic School Councils and Catholic Parent Involvement Committee, be approved.

The Chair called for a vote on **#201/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
M. Duarte	B. Agnew	P. DeRosa	J. Roshdy (non-binding)
V. Iantomasi	N. Guzzo	N. Gubert (non-binding)	
H. Karabela	P. Murphy		
T. O'Brien	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

The Chair overruled a point of order that a Trustee who abstained from a vote can put forward a motion to reconsider.

Trustee Iantomasi was asked to leave the meeting.

#202/21

Moved by: T. O'Brien

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#202/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		V. Iantomasi
T. O'Brien	M. Duarte		J. Roshdy (non-binding)
	N. Guzzo		
	H. Karabela		
	P. Murphy		
	J. O'Hearn-Czarnota		
	N. Gubert (non-binding)		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

5.11 Policy V-08 School Anniversary Celebrations (N. Guzzo)

#203/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy V-08 School Anniversary Celebrations, be approved.

The Chair called for a vote on **#203/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

The Chair overruled a point of order for a Trustee to reconsider a vote on a previous action item as they were not on the prevailing side.

5.12 Policy V-12 Blessing and Official Opening of a New School (N. Guzzo)

#204/21

Moved by: N. Guzzo

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy V-12 Blessing and Official Opening of a New School, be approved.

The Chair called for a vote on **#204/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			V. Iantomasi
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

Trustee DeRosa was asked to leave the meeting.

5.13 Policy V-13 Blessing and Rededication of a Major Addition to a School (N. Guzzo)
#205/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that Policy V-13 Blessing and Rededication of a Major Addition to a School, be approved.

The Chair called for a vote on #205/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			P. DeRosa
M. Duarte			V. Iantomasi
N. Guzzo			J. Roshdy (non-binding)
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion **CARRIED**.

6. **Correspondence**
There was no correspondence.

7. **In-Camera**
#206/21
Moved by: B. Agnew
Seconded by: N. Guzzo
RESOLVED, that the meeting move in-camera.

The Chair called for a vote on #206/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	H. Karabela	N. Gubert (non-binding)	P. DeRosa
M. Duarte	T. O'Brien	K. Kelly (non-binding)	V. Iantomasi
N. Guzzo			J. Roshdy (non-binding)
P. Murphy			
J. O'Hearn-Czarnota			

The motion **CARRIED**.

The meeting moved in-camera at 9:58 p.m.

POST NOTES:

8. **Resolution re Absentees**
The meeting was adjourned.

9. ***Adjournment and Closing Prayer (P. Murphy)***
The meeting was adjourned.

Secretary of the Board

Chair

MINUTES OF THE SPECIAL BOARD MEETING

Date:	June 24, 2021	
Time:	7:30 p.m.	
Location:	Catholic Education Centre 802 Drury Lane, Burlington	
Trustees:	B. Agnew (Electronically) P. DeRosa (Electronically) M. Duarte, Vice-Chair N. Guzzo (Electronically) V. Iantomasi (Electronically)	H. Karabela (Electronically) P. Murphy, Chair T. O'Brien (Electronically) J. O'Hearn-Czarnota (Electronically)
Student Trustees:	N. Gubert (Electronically) K. Kelly (Electronically)	J. Roshdy (Electronically)
Senior Staff:	E. Bakaic (Electronically) S. Balogh (Electronically) A. Cordeiro (Electronically) J. Crowell (Electronically) P. Daly, Director of Education	N. Dinolfo (Electronically) A. Lofts (Electronically) R. Merrick (Electronically) L. Naar (Electronically) J. O'Hara (Electronically)
Also Present:	L. Collimore, Chief Research Officer, Research Services (Electronically) A. Cross, Senior Manager, Finance, Business Services (Electronically) C. Dalrymple, Manager, Budget and Capital, Business Services (Electronically) A. Kapur, Parliamentarian (Electronically) A. Swinden, Manager, Strategic Communications (Electronically) D. Tkalcic, Manager, Purchasing Services (Electronically)	
Recording Secretary:	R. Di Pietro	

1. Call to Order

1.1 Opening Prayer, National Anthem, and Oath of Citizenship (K. Kelly)

The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Kelly.

1.2 Motions Adopted In-Camera

The following motion was adopted in-camera:

***RESOLVED**, that The Halton Catholic District School Board ratify the Memorandum of Settlement between the Board and the Halton Ontario English Catholic Teachers Association (OECTA) Elementary Teachers to be effective September 1, 2019 and to expire August 31, 2022.*

2. **Approval of the Agenda**
#207/21
Moved by: T. O'Brien
Seconded by: J. O'Hearn-Czarnota
RESOLVED, that the agenda be approved.

The Chair called for a vote on **#207/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		
M. Duarte	V. Iantomasi		
N. Guzzo	H. Karabela		
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

3. **Declarations of Conflict of Interest**
Trustee DeRosa declared a conflict of interest with the first resolution in action report 4.1 – 2021-22 Budget Estimates (Final). The item deals with budget. Salaries are included in the budget. Trustee DeRosa has family members who are teachers with HCDSB there declared conflict.
- Trustee O'Brien declared a conflict of interest with the first resolution in action report 4.1 – 2021-22 Budget Estimates (Final). This item deals with budget. Salaries are included in the budget. Trustee O'Brien's wife is an occasional teacher with HCDSB therefore declared conflict.
4. **Action Items**
4.1 **2021-22 Budget Estimates (Final) (A. Lofts)**
#208/21
Moved by: M. Duarte
Seconded by: N. Guzzo
RESOLVED, that the Halton Catholic District School Board approve the 2021-22 salary and benefits Budget Estimates in the amount of \$357,487,646.

The Chair called for a vote on **#208/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	V. Iantomasi		
M. Duarte	H. Karabela		
N. Guzzo			
P. Murphy			
J. O'Hearn-Czarnota			
N. Gubert (non- binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

The Chair ruled that a Trustee's statement would not be recorded in the minutes.

#209/21

Moved by: P. DeRosa

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#209/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew	T. O'Brien	
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
N. Gubert (non- binding)	P. Murphy		
J. Roshdy (non-binding)	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

#210/21

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the Halton Catholic District School Board approve the 2021-22 Budget Estimates (excluding salary and benefits) in the amount of \$89,175,138.

The Chair called for a vote on **#210/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa	N. Gubert (non- binding)	
M. Duarte	V. Iantomasi		
N. Guzzo	H. Karabela		
P. Murphy	T. O'Brien		
J. O'Hearn-Czarnota	J. Roshdy (non-binding)		
K. Kelly (non-binding)			

The motion **CARRIED**.

4.2 2021-21 Year-End Audit Planning Report from KPMG (A. Lofts)
#211/21

Moved by: N. Guzzo

Seconded by: M. Duarte

RESOLVED, that the Halton Catholic District School Board approve the External Auditor's 2020-21 Year-End Audit Planning Report.

The Chair called for a vote on #211/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	V. Iantomasi		
P. DeRosa	H. Karabela		
M. Duarte			
N. Guzzo			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

4.3 2021-22 ISP Conference - International Consultants for Education and Fairs (ICEF)
(A. Cordeiro)
#212/21

Moved by: J. O'Hearn-Czarnota

Seconded by: H. Karabela

RESOLVED, that the Halton Catholic District School Board approve the request for travel outside of Canada by one senior staff member to attend the ICEF conferences October 31 – November 2, 2021 and December 6 – 8, 2021.

The Chair called for a vote on #212/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		J. Roshdy (non-binding)
M. Duarte	N. Guzzo		
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			

The motion **CARRIED**.

4.4 Response to June 15, 2021 Delegations**#213/21****Moved by:** P. DeRosa**Seconded by:** T. O'Brien**RESOLVED**, that the land acknowledgement be recited at all Board meetings.**#213/21 (AMENDMENT)****Moved by:** V. Iantomasi**Seconded by:** T. O'Brien**RESOLVED**, that the ~~land acknowledgement be recited at all Board meetings~~ By-Laws be amended in section 9.5 Order of Business, to include the land acknowledgement for all regular Board Meetings, including Special Board Meetings.

The Chair overruled a point of order regarding a question regarding the Oath of Citizenship not being valid.

#214/21**Moved by:** P. DeRosa**RESOLVED**, that Trustees appeal the ruling of the Chair.The Chair called for a vote on **#214/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew	N. Gubert (non-binding)	J. Roshdy (non-binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.The Chair called for a vote on **#213/21 (AMENDMENT)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa			B. Agnew
M. Duarte			J. Roshdy (non-binding)
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			

The amendment **CARRIED**.

#213/21 (AS AMENDED)

Moved by: P. De Rosa

Seconded by: T. O'Brien

RESOLVED, that the By-Laws be amended in section 9.5 Order of Business, to include the land acknowledgement for all regular Board Meetings, including Special Board Meetings.

The above resolution will be brought to the Policy Committee.

The Chair called for a vote on **#213/21 (AS AMENDED)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa			B. Agnew
M. Duarte			J. Roshdy (non-binding)
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			

The motion **CARRIED**.

#215/21:

Moved by: M. Duarte

Seconded by: J. O'Hearn-Czarnota

WHEREAS, the Halton Catholic District School Board strives to be equitable and inclusive, as our Catholic faith calls us to be;

WHEREAS, the Halton Catholic District School Board has since 1984 has accepted students of all religious demographics and has for a long period of time had a significant non catholic secondary student population;

WHEREAS, Policy I-26 Student Trustees on the Halton Catholic District School Board, prevents Non-Catholic Students from becoming Student Trustees, limiting their ability for their voice to be heard at the board level;

BE IT RESOLVED, that the Director of Education, ask staff to return to the Board of Trustees for the September 7, 2021 board meeting, recommendations on how to provide equal leadership opportunities for Non Catholic Secondary Students.

The Chair called for a vote on **#215/21:**

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa			B. Agnew
M. Duarte			J. Roshdy (non-binding)
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			

The motion was **CARRIED**.

4.5 Equity Audit (P. Daly)

#216/21:

Moved by: N. Guzzo

Seconded by: M. Duarte

WHEREAS the Halton Catholic District School Board (HCDSB) is committed to identifying and eliminating discriminatory systemic barriers, as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of education, and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the Constitution Act, 1982, and as recognized in section 19 of the Ontario Human Rights Code;

WHEREAS the HCDSB recognizes that the effective review, development, implementation and monitoring of equity and inclusive education policies and practices and recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy;

RESOLVED THAT an Ad Hoc Committee, comprised of the Director, Trustees, and the Senior Manager of Human Rights & Equity, be established to develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within HCDSB.

More specifically, a complete review of employment policies, with a focus on hiring and workforce retention practices, policies, process and investigations related to allegations/complaints based on protected grounds as identified in the Human Rights Code, Board policies and procedures, organizational culture, communication/ conduct with all staff, students and members of the community to ensure an environment free of discrimination and harassment.

#217/21:

Moved by: N. Guzzo

Seconded by: M. Duarte

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

The Chair called for a vote on **#217/21:**

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa			B. Agnew
M. Duarte			J. Roshdy (non-binding)
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
N. Gubert (non-binding)			

The motion was **CARRIED**.

#216/21 (AMENDMENT 1)

Moved by: P. DeRosa

Seconded by: V. Iantomasi

WHEREAS the Halton Catholic District School Board (HCDSB) is committed to identifying and eliminating discriminatory systemic barriers, as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of Education, and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the Constitution Act, 1982, and as recognized in section 19 of the Ontario Human Rights Code;

WHEREAS the HCDSB recognizes that the importance of developing and implementing equity and inclusive education policies; effective review, development, implementation and monitoring of equity and inclusive education policies and practices and recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy;

RESOLVED THAT an Ad Hoc Committee, comprised of the Director, *nine* Trustees, and the Senior Manager of Human Rights & Equity, be established to review and establish the scope and parameters for a fulsome review and make recommendations to the Board. The Committee will hold public recorded meetings, as required by the Education Act, Section 207, Open Meetings of the Board. develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within HCDSB.

More specifically, a complete review of employment policies, with a focus on hiring and workforce retention practices, policies, process and investigations related to allegations/complaints based on protected grounds as identified in the Human Rights Code, Board policies and procedures, organizational culture, communication/ conduct with all staff, students and members of the community to ensure an environment free of discrimination and harassment.

The Chair called for a vote on **#216/21 (AMENDMENT 1)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		J. Roshdy (non-binding)
V. Iantomasi	M. Duarte		
T. O'Brien	N. Guzzo		
N. Gubert (non-binding)	H. Karabela		
	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The amendment was **DEFEATED**.

#218/21

Moved by: B. Agnew

Seconded by: N. Guzzo

RESOLVED, that the meeting move past 10:30 p.m.

The Chair called for a vote on **#218/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			J. Roshdy (non-binding)
P. DeRosa			
M. Duarte			
N. Guzzo			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

The motion was **CARRIED**.

#216/21 (AMENDMENT 2)

Moved by: T. O'Brien

Seconded by: V. Iantomasi

WHEREAS the Halton Catholic District School Board (HCDSB) is committed to identifying and eliminating discriminatory systemic barriers, as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of Education, and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the Constitution Act, 1982, and as recognized in section 19 of the Ontario Human Rights Code;

WHEREAS the HCDSB recognizes that the effective review, development, implementation and monitoring of equity and inclusive education policies and practices and recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy;

RESOLVED THAT an Ad Hoc Committee, comprised of the Director, Trustees, and the Senior Manager of Human Rights & Equity, be established to develop a Request for Proposal to ~~recommend~~ retain a third party approved by the Board to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within HCDSB.

More specifically, a complete review of employment policies, with a focus on hiring and workforce retention practices, policies, process and investigations related to allegations/complaints based on protected grounds as identified in the Human Rights Code, Board policies and procedures, organizational culture, communication/ conduct with all staff, students and members of the community to ensure an environment free of discrimination and harassment.

The Chair overruled a point of order that a Trustee question was not germane to the amendment.

#219/21:

Moved by: N. Guzzo

Seconded by: T. O'Brien

RESOLVED, that the meeting move past 11:00 p.m.

The Chair called for a vote on **#219/21:**

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	V. Iantomasi		J. Roshdy (non-binding)
P. DeRosa	N. Gubert (non-binding)		
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The motion was **DEFEATED**. The meeting to adjourn after item on the table.

Trustee Iantomasi was asked to leave the meeting.

The Chair overruled a point of order that a Trustee question was in order.

#220/21

Moved by: T. O'Brien

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#220/21:**

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		V. Iantomasi
H. Karabela	M. Duarte		N. Gubert (non-binding)
T. O'Brien	N. Guzzo		J. Roshdy (non-binding)
	P. Murphy		
	J. O'Hearn-Czarota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

#221/21

Moved by: T. O'Brien

RESOLVED, that Trustees appeal the ruling of the Chair asking Trustee Iantomasi to leave the meeting.

The Chair called for a vote on **#221/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		V. Iantomasi
H. Karabela	M. Duarte		N. Gubert (non-binding)
T. O'Brien	N. Guzzo		J. Roshdy (non-binding)
	P. Murphy		
	J. O'Hearn-Czarota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

The Chair overruled a point of order that he was biased and treating people unfairly.

#222/21

Moved by: P. DeRosa

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#222/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew	H. Karabela	V. Iantomasi
	M. Duarte		N. Gubert (non-binding)
	N. Guzzo		J. Roshdy (non-binding)
	P. Murphy		
	T. O'Brien		
	J. O'Hearn-Czarota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

The Chair called for a vote on **#216/21(AMENDMENT 2)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
T. O'Brien	B. Agnew		P. DeRosa
	M. Duarte		V. Iantomasi
	N. Guzzo		N. Gubert (non-binding)
	H. Karabela		J. Roshdy (non-binding)
	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The amendment was **DEFEATED**.

#216/21(AMENDMENT 3)

Moved by: P. DeRosa

Seconded by: T. O'Brien

WHEREAS the Halton Catholic District School Board (HCDSB) is committed to identifying and eliminating discriminatory systemic barriers, as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of Education, and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the Constitution Act, 1982, and as recognized in section 19 of the Ontario Human Rights Code;

WHEREAS the HCDSB recognizes that the effective review, development, implementation and monitoring of equity and inclusive education policies and practices and recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy;

RESOLVED THAT an Ad Hoc Committee, comprised of the Director, *nine* Trustees, and the Senior Manager of Human Rights & Equity, be established to develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within HCDSB.

More specifically, a complete review of employment policies, with a focus on hiring and workforce retention practices, policies, process and investigations related to allegations/complaints based on protected grounds as identified in the Human Rights Code, Board policies and procedures, organizational culture, communication/ conduct with all staff, students and members of the community to ensure an environment free of discrimination and harassment.

The Chair called for a vote on **#216/21(AMENDMENT 3)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		V. Iantomasi
P. Murphy	M. Duarte		N. Gubert (non-binding)
T. O'Brien	N. Guzzo		J. Roshdy (non-binding)
	H. Karabela		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The amendment was **DEFEATED**.

#216/21

Moved by: N. Guzzo

Seconded by: M. Duarte

WHEREAS the Halton Catholic District School Board (HCDSB) is committed to identifying and eliminating discriminatory systemic barriers, as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of education, and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the Constitution Act, 1982, and as recognized in section 19 of the Ontario Human Rights Code;

WHEREAS the HCDSB recognizes that the effective review, development, implementation and monitoring of equity and inclusive education policies and practices and recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy;

RESOLVED THAT an Ad Hoc Committee, comprised of the Director, Trustees, and the Senior Manager of Human Rights & Equity, be established to develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within HCDSB.

More specifically, a complete review of employment policies, with a focus on hiring and workforce retention practices, policies, process and investigations related to allegations/complaints based on protected grounds as identified in the Human Rights Code, Board policies and procedures, organizational culture, communication/ conduct with all staff, students and members of the community to ensure an environment free of discrimination and harassment.

The Chair called for a vote on **#216/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		V. Iantomasi
M. Duarte	H. Karabela		N. Gubert (non-binding)
N. Guzzo			J. Roshdy (non-binding)
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The motion **CARRIED**.

The meeting adjourned at 11:33 p.m. with a prayer led by Chair Murphy.

POST NOTES:

5. **Correspondence**
 - 5.1 **A. Kolch**
 - 5.2 **A. Power**

5.3 **D. Harvey**

5.4 **L. Hotchkiss**

5.5 **L. Wallis**

5.6 **S. DeSousa**

5.7 **Z. Letvenchuk**

The meeting was adjourned.

6. ***In-Camera***

The meeting was adjourned.

7. ***Resolution re Absentees***

The meeting was adjourned.

8. ***Adjournment and Closing Prayer (P. Murphy)***

The meeting was adjourned.

Secretary of the Board

Chair

MINUTES OF THE SPECIAL BOARD MEETING

Date: June 29, 2021
Time: 7:30 p.m.
Location: Catholic Education Centre
802 Drury Lane, Burlington

Trustees: B. Agnew (Electronically) H. Karabela (Electronically)
P. DeRosa (Electronically) P. Murphy, Chair
M. Duarte, Vice-Chair T. O'Brien (Electronically)
N. Guzzo (Electronically) J. O'Hearn-Czarnota (Electronically)
V. Iantomasi (Electronically)

Student Trustees: K. Kelly (Electronically) J. Roshdy (Electronically)

Trustees Absent: N. Gubert

Senior Staff: E. Bakaic (Electronically) A. Lofts (Electronically)
S. Balogh (Electronically) R. Merrick (Electronically)
A. Cordeiro (Electronically) L. Naar (Electronically)
P. Daly, Director of Education J. O'Hara (Electronically)
N. Dinolfo (Electronically)

Also Present: L. Collimore, Chief Research Officer, Research Services (Electronically)
A. Kapur, Parliamentarian (Electronically)
A. Swinden, Manager, Strategic Communications (Electronically)

Recording Secretary: R. Di Pietro

1. **Call to Order**
 - 1.1 **Opening Prayer, National Anthem, and Oath of Citizenship (N. Gubert)**
The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Gubert.
 - 1.2 **Motions Adopted In-Camera**
A motion regarding property was adopted in-camera.
2. **Approval of the Agenda**
The Chair overruled a point of order regarding an agenda item not properly added to the agenda.

#223/21
Moved by: T. O'Brien
RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on *#223/21*:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The motion was **DEFEATED**.

The Chair overruled a point of order regarding the Director of Education and Secretary of the Board having no jurisdiction over action item 5.1 - Conduct During Board Meetings.

#224/21

Moved by: V. Iantomasi

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#224/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The motion was **DEFEATED**.

#225/21

Moved by: M. Duarte

Seconded by: N. Guzzo

RESOLVED, that the agenda be approved.

The Chair called for a vote on **#225/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		N. Gubert (non- binding)
M. Duarte	V. Iantomasi		
N. Guzzo	H. Karabela		
P. Murphy	T. O'Brien		
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

3. Declarations of Conflict of Interest

There were no conflicts of interest declared.

4. Presentations**4.1 Schools Update (P. Daly)**

Director Daly provided information on planning for the 2021-2022 school year.

Chair Murphy passed the gavel to Vice Chair Duarte.

5. Action Items**5.1 Conduct During Board Meetings (P. Murphy)**

#226/21

Moved by: P. Murphy

Seconded by: B. Agnew

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair overruled a point of order regarding the motion being out of order.

#227/21

Moved by: T. O'Brien

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#227/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The motion was **DEFEATED**.

The Chair overruled a point of order regarding Trustees can follow by-laws 4.3.7 – Breach of Code of Conduct and/or Fiduciary Obligations.

#228/21

Moved by: T. O'Brien

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#228/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The motion was **DEFEATED**.

#226/21 (AMENDMENT 1)

Moved by: T. O'Brien

Seconded by: H. Karabela

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner ~~or Lawyer~~ to determine if the conduct of the Chair was bias as stated

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AMENDMENT 1)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
H. Karabela	B. Agnew		N. Gubert (non- binding)
T. O'Brien	P. DeRosa		
	M. Duarte		
	N. Guzzo		
	V. Iantomasi		
	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The amendment was **DEFEATED**.

The Chair ruled in favour of a point of order regarding rulings of points of order are to come from the Chair.

The Chair overruled a point of order regarding the parliamentarian relying on OCSTA guidelines.

#229/21

Moved by: V. Iantomasi

RESOLVED, that Trustees appeal the ruling of the Chair.

The Chair called for a vote on **#228/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The motion was **DEFEATED**.

#226/21 (AMENDMENT 2)

Moved by: T. O'Brien

Seconded by: P. DeRosa

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentary opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated. *All persons involved in any investigations will be approved by the Board of Trustees*

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AMENDMENT 2)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		
	J. Roshdy (non-binding)		

The amendment was **DEFEATED**.

#226/21 (AMENDMENT 3)

Moved by: V. Iantomasi

Seconded by: P. DeRosa

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that *as per Section 218 (2) 218 (3), which states that the Board must provide a mechanism to enforce their code conduct by retaining a third party investigation by an integrity commissioner or lawyer to conduct the said investigation of the Board of Trustees which shall be retained by the Board* ~~the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.~~

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AMENDMENT 3)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		J. Roshdy (non-binding)
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The amendment was **DEFEATED**.

#226/21 (AMENDMENT 4)

Moved by: T. O'Brien

Seconded by: P. DeRosa

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been ~~dilatory~~ behaviour causing the business of the Board to have been ~~purposefully~~ delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

#230/21

Moved by: V. Iantomasi

Seconded by: P. DeRosa

RESOLVED, to postpone this matter until a cost estimate is obtained for a full investigation.

The Chair called for a vote on **#230/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non-binding)
V. Iantomasi	M. Duarte		J. Roshdy (non-binding)
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

The Chair called for a vote on **#226/21 (AMENDMENT 4)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		J. Roshdy (non-binding)
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The amendment was **DEFEATED**.

#231/21

Moved by: B. Agnew

Seconded by: P. Murphy

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

The Chair called for a vote on **#231/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			N. Guzzo
P. DeRosa			N. Gubert (non- binding)
M. Duarte			J. Roshdy (non-binding)
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The motion **CARRIED**.

#226/21 (AMENDMENT 5)

Moved by: T. O'Brien

Seconded by: V. Iantomasi

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before the September 7, 2021 Regular Board Meeting. Included in the report should be any findings with recommendations, *recommended* corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AMENDMENT 5)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	N. Guzzo		N. Gubert (non- binding)
P. DeRosa			J. Roshdy (non-binding)
M. Duarte			
V. Iantomasi			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The amendment **CARRIED**.

#232/21

Moved by: T. O'Brien

Seconded by: P. DeRosa

RESOLVED, that the matter be postponed indefinitely.

The Chair called for a vote on **#232/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		N. Gubert (non- binding)
V. Iantomasi	M. Duarte		J. Roshdy (non-binding)
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
	J. O'Hearn-Czarnota		
	K. Kelly (non-binding)		

The motion was **DEFEATED**.

#226/21 (AMENDMENT 6)

Moved by: J. O'Hearn-Czarnota

Seconded by: B. Agnew

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before [August 24, 2021](#). ~~the September 7, 2021 Regular Board Meeting~~. Included in the report should be any findings with recommendations, recommended corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AMENDMENT 6)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		N. Gubert (non- binding)
M. Duarte	V. Iantomasi		J. Roshdy (non-binding)
N. Guzzo	H. Karabela		
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarnota			
K. Kelly (non-binding)			

The amendment **CARRIED**.

#226/21 (AS AMENDED)

Moved by: P. Murphy

Seconded by: B. Agnew

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentary opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content

BE IT RESOLVED that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.

BE IT FURTHER RESOLVED that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect

BE IT FURTHER RESOLVED that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement

BE IT FURTHER RESOLVED that that the investigation report be completed before August 24, 2021. Included in the report should be any findings with recommendations, recommended corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.

The Chair called for a vote on **#226/21 (AS AMENDED)**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		N. Gubert (non- binding)
M. Duarte	V. Iantomasi		K. Kelly (non-binding)
N. Guzzo	H. Karabela		J. Roshdy (non-binding)
P. Murphy	T. O'Brien		
J. O'Hearn-Czarnota			

The amendment **CARRIED**.

Vice Chair Duarte passed the gavel to Chair Murphy.

The Chair overruled that an action item be placed on the agenda.

#233/21

Moved by: M. Duarte

Seconded by: N. Guzzo

RESOLVED, that the meeting move past 10:30 p.m.

The Chair called for a vote on **#233/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		N. Gubert (non- binding)
M. Duarte	V. Iantomasi		K. Kelly (non-binding)
N. Guzzo	T. O'Brien		J. Roshdy (non-binding)
H. Karabela			
P. Murphy			
J. O'Hearn-Czarnota			

The motion was **DEFEATED**.

The Chair overruled a point of order that Trustees are to go back in-camera.

The meeting adjourned at with a prayer led by Trustee O'Brien.

POST NOTES:

6. **Correspondence**
 - 6.1 **Assumption Catholic School Council**
 - 6.2 **L. Silvestri**

The meeting was adjourned.
7. **In-Camera**

The meeting was adjourned.
8. **Resolution re Absentees**

The meeting was adjourned.
9. **Adjournment and Closing Prayer (T. O'Brien)**

The meeting was adjourned.

Secretary of the Board

Chair

MINUTES OF THE SPECIAL BOARD MEETING

Date: August 17, 2021
 Time: 7:30 p.m.
 Location: Catholic Education Centre
 802 Drury Lane, Burlington

Trustees: B. Agnew (Electronically) P. Murphy, Chair
 M. Duarte, Vice-Chair T. O'Brien (Electronically)
 N. Guzzo (Electronically) J. O'Hearn-Czarnota (Electronically)

Student Trustees: G. Masri Ahmar (Electronically) A. Tokiwa (Electronically)

Trustees Absent: P. DeRosa H. Karabela
 V. Iantomasi K. Bowie

Senior Staff: E. Bakaic (Electronically) N. Dinolfo (Electronically)
 A. Cordeiro (Electronically) A. Lofts (Electronically)
 J. Crowell (Electronically) R. Merrick (Electronically)
 P. Daly, Director of Education L. Naar (Electronically)

Also Present: S. Jayaraman, Senior Manager, Human Rights and Equity (Electronically)
 A. Kapur, Parliamentarian (Electronically)
 A. Swinden, Manager, Strategic Communications (Electronically)

Recording Secretary: R. Di Pietro

1. **Call to Order**
 - 1.1 **Opening Prayer, National Anthem, and Oath of Citizenship (G. Masri Ahmar)**
 The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Masri Ahmar.

2. **Approval of the Agenda**
 The following was added to the agenda:
 - Notice of Motion - Elementary Community Classrooms (B. Agnew)
 - Notice of Motion - Senior Staff Updates (B. Agnew)

#234/21

Moved by: T. O'Brien

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the agenda be approved as amended.

The Chair called for a vote on **#234/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			P. DeRosa
M. Duarte			V. Iantomasi
N. Guzzo			H. Karabela
P. Murphy			K. Bowie (non- binding)
T. O'Brien			
J. O'Hearn-Czarnota			
G. Masri Ahmar (non- binding)			
A. Tokiwa (non- binding)			

The motion **CARRIED**.

3. **Declarations of Conflict of Interest**

There were no conflicts of interest declared.

4. **Presentation**

4.1 **Return to School Update (P. Daly)**

Director Daly provided information regarding planning for the 2021-2022 school year.

5. **Action Items**

5.1 **Equity Audit Ad Hoc Committee - Terms of Reference (N. Guzzo)**

#235/21

Moved by: T. O'Brien

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the Halton Catholic District School Board approve the Terms of Reference as presented by the Equity Audit Ad Hoc Committee.

The Chair called for a vote on **#235/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew			P. DeRosa
M. Duarte			V. Iantomasi
N. Guzzo			H. Karabela
P. Murphy			K. Bowie (non- binding)
T. O'Brien			
J. O'Hearn-Czarnota			
G. Masri Ahmar (non- binding)			
A. Tokiwa (non- binding)			

The motion **CARRIED**.

6. **Information Items**

6.1 **Notice of Motion – Elementary Community Classrooms (B. Agnew)**

WHEREAS there is a continued demand to meet the needs of some of our special education learners, who have complex needs

WHEREAS the Halton Catholic District School Board currently only has one Community Classroom for elementary students

WHEREAS the capacity limits for the classroom are low and turnover is low thereby limiting access to the classroom and

WHEREAS the Community Classroom is currently housed in Oakville

BE IT RESOLVED that the Director of Education direct staff to bring a report the Board of Trustees for the first regular board meeting in October 2021, outlining how this program can be expanded to include more sites and more students.

6.2 Notice of Motion – Senior Staff Updates (B. Agnew)

WHEREAS there are numerous happenings in and around the Halton Catholic District School Board (HCDSB) across the region including school-based initiatives, student success, sporting and extra circular events, social justice programs, parish led initiatives, Special Education programs, staff excellence, and more and

WHEREAS there is not always a consistent opportunity to present information on these various happenings to the Board of Trustees, parents, students, staff and other HCDSB stakeholders

BE IT RESOLVED that each Superintendent and the Director of Education prepare and present a monthly report at the last regularly scheduled board meeting of each month effective Sept 21, 2021.

6. Correspondence

6.1 A. Power

6.2 A. Power

6.3 D. Harvey

Correspondence was provided.

7. In-Camera

#236/21

Moved by: T. O'Brien

Seconded by: J. O'Hearn-Czarnota

RESOLVED, that the meeting move in-camera.

The Chair called for a vote on **#236/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew		G. Masri Ahmar (non- binding)	P. DeRosa
M. Duarte		A. Tokiwa (non- binding)	V. Iantomasi
N. Guzzo			H. Karabela
P. Murphy			K. Bowie (non- binding)
T. O'Brien			
J. O'Hearn-Czarnota			

The motion **CARRIED**.

The meeting moved in-camera at 9:20 p.m.

The meeting moved out of in-camera at 9:35 p.m.

8. Resolution re Absentees

#237/21

Moved by: M. Duarte**Seconded by:** J. O'Hearn-Czarnota*RESOLVED, that for personal reasons Trustee DeRosa, Trustee Iantomasi, Trustee Karabela and Student Trustee Bowie be excused from the meeting.*

The Chair called for a vote on #237/21:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
M. Duarte	T. O'Brien	B. Agnew	P. DeRosa
P. Murphy		N. Guzzo	V. Iantomasi
J. O'Hearn-Czarnota		A. Tokiwa (non-binding)	H. Karabela
G. Masri Ahmar (non-binding)			K. Bowie (non-binding)

The motion **CARRIED**.

9. Adjournment and Closing Prayer (J. O'Hearn-Czarnota)

The meeting adjourned at 9:36 p.m. with a prayer led by Trustee O'Hearn-Czarnota.

Secretary of the Board_____
Chair



BUSINESS ARISING FROM PREVIOUS MEETINGS

DATE OF THE BOARD MEETING	AGENDA ITEM	ACTION REQUIRED	RESPONSIBILITY	STATUS
October 20, 2020	COVID-19 Related Financial Reporting	<p><i>BE IT RESOLVED, that the Board of Trustees direct the Secretary of the Board and Director of Education to provide an ongoing financial report of the past expenditures by HCDSB and all past, current and future funding received by HCDSB from different levels of government to effectively manage COVID-19 in the form of a quarterly financial report commencing on Nov 30, 2020 and reported to the Board at the December 15, 2020 Board meeting until such a time as the Ministry of Education removes all COVID-19 related protocols and guideline and all schools have returned to a conventional full time learning model.</i></p>	A. Lofts	Quarterly Report
April 26, 2021	Supporting Our Diverse School Community	<p><i>WHEREAS, many of our students, parents, caregivers, staff and community members identify as 2SLGBTQ+.</i></p> <p><i>WHEREAS, our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.</i></p> <p><i>WHEREAS, Pope Francis has told parents of 2SLGBTQ+ children that “God loves your children as they are” and “the church loves your children as they are because they are children of God.”</i></p> <p><i>WHEREAS, Mark 10:13-16 states “People were bringing little children to Jesus for him to place his hands on them,</i></p>	P. Daly	January 4, 2022

but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, placed his hands on them and blessed them."

WHEREAS, *there are students and staff within our Halton Catholic District School Board (HCDSB) community who identify with the 2SLGBTQ+ and*

WHEREAS, *we as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,*

BE IT RESOLVED *that the HCDSB create a shared understanding through mandatory training for senior staff (including Superintendents and board level Senior Managers/Chiefs of Programming) on the Catholic Social Teaching on loving and accompanying students who identify as 2SLGBTQ+, denominational rights and rights of students and staff under the Ontario Human Rights Code by the start of the 2021/2022 school year.*

BE IT FURTHER RESOLVED, *that the HCDSB create shared understanding through mandatory training on the Catholic Social Teaching on loving and accompanying students who identify as 2SLGBTQ+, denominational rights and rights of students and staff under the Ontario Human Rights Code in schools with Principals and VPs, Teachers,*

Chaplains, Early Childhood Educations, Educational Assistants, Special Education Staff (including Social Workers, Child and Youth Workers, Speech Pathologists, Special Education Resource Teachers, Psychology department, etc.) to be started in September of the 2021/ 2022 school year.

***BE IT FURTHER RESOLVED**, that HCDSB staff raise awareness around Pride month, utilizing the guidelines the Institute for Catholic Education (I.C.E.) has provided to each board through the Directors of Education (Memo dated May 19, 2020) starting June 2021.*

***BE IT FURTHER RESOLVED** each school be mandated safe space signage, to ensure that students in the 2SLGBTQ+ community are supported throughout the entire school year.*

***BE IT FURTHER RESOLVED** that the Director of Education and Secretary of the Board ensure that the mandatory training is to be completed by the 2021/ 2022 school year if not sooner and provide an updated report on the progress to the Trustees at the first meeting in January 2022.*

OUTSTANDING POLICY ITEMS

DATE OF THE BOARD MEETING	AGENDA ITEM	ACTION REQUIRED	RESPONSIBILITY	STATUS
June 16, 2021	Policy I-46 Correspondence to the Board of Trustees	2 nd and 3 rd Reading	Policy Committee	September 21, 2021
June 24, 2021	Response to June 15, 2021 Delegations	<i>RESOLVED, that the By-Laws be amended in section 9.5 Order of Business, to include the land acknowledgement for all regular Board Meetings, including Special Board Meetings.</i>	Policy Committee	September 21, 2021



Regular Board Meeting

Action Report

Menstrual Equity	Item 8.1
September 7, 2021	

The following Notice of Motion was presented at the June 1, 2021 Regular Board Meeting:

Moved by: N. Guzzo

Seconded by:

WHEREAS, a provincial petition has gathered over 9,000 signatures to support Menstrual Equity throughout Ontario

WHEREAS, the Halton Catholic District School Board passed a motion for Menstrual Equity in 2020

BE IT RESOLVED, that in collaboration with the Halton District School Board the Halton Catholic District School Board Chair write a letter to the Ministry of Education to urge the provincial implementation of accessible and free menstrual hygiene products in across Ontario schools.



Regular Board Meeting

Action Report

Data Collection	Item 8.2
September 7, 2021	

The following Notice of Motion was presented at the June 1, 2021 Regular Board Meeting:

Moved by: N. Guzzo

Seconded by:

***WHEREAS** the Halton Catholic District School Board (HCDSB) has been mandated under the Anti-Racism Act 2017 to collect voluntary identity-based data by January 1, 2023*

***WHEREAS** collecting fulsome data about historically under-served communities within HCDSB we can better provide appropriate resources through curriculum and PD sessions*

***WHEREAS** in addition to curriculum, the data will ensure that the appropriate supports are in place to support staff and students experiencing marginalization*

***WHEREAS** the Human Rights Tribunal states that “all schools in Ontario have a legal duty under the Education Act and Ontario’s Human Rights Code to ensure a school environment free from harassment and other forms of discrimination based on sexual orientation, gender identity and gender expression”, by not recognizing all groups experiencing marginalization in our data collection, we are upholding systemic discrimination*

***BE IT RESOLVED** that HCDSB forms and surveys, where identity-based data analyses will allow for a more comprehensive and accurate capture of the demographics of our school population, specifically our staff and students, provide the full range of options for gender identity and sexual orientation.*



Regular Board Meeting

Action Report

Indigenous Studies	Item 8.3
September 7, 2021	

The following Notice of Motion was presented at the June 1, 2021 Regular Board Meeting:

Moved by: B. Agnew

Seconded by:

***WHEREAS** there is a need to create additional educational opportunities specific to Native studies*

***WHEREAS** the majority of Indigenous history and learning currently happens in our schools*

***WHEREAS**, students and parents are generally unaware of the Native Studies offered by the Ministry, and*

***WHEREAS**, the Halton Catholic District School Board has written a letter to the Ministry of Education to provide a more Inclusive Curriculum*

***BE IT RESOLVED** that schools include more conversation and promotion of Culturally-Diverse secondary courses, such as the Native Studies.*



Regular Board Meeting

Action Report

Indigenous Equity and Human Rights Roadmap	Item 8.4
September 7, 2021	

The following Notice of Motion was presented at the June 1, 2021 Regular Board Meeting:

Moved by: B. Agnew

Seconded by:

WHEREAS, the statement released by the Director of Education on June 1, 2020, regarding recent events of anti-Black racism expresses that “Let us be sources of peace, comfort and healing to one another as we work together to create a world that is free from all forms of racism, discrimination and hatred.”

WHEREAS, our Halton Catholic District School Board (HCDSB) students have reached out about their experiences of racism in our schools; including incidents of the use of racial slurs, assumptions and stereotyping of racialized students, international students being stigmatized about their lack of assimilation (accents, culture) thus causing fear to interact with Canadian Students, and jokes being made at the expense of racialized students

WHEREAS, the HCDSB Board Operating Policy II-45 Equity and Inclusive Education states, “The Board recognizes that any form of social or cultural discrimination is incompatible with Catholic moral principles and is in violation of the Ontario Human Rights Code”

BE IT RESOLVED that the Director of Education and the Secretary of the Board direct staff to create an Indigenous Education Action Roadmap and a separate Human Rights & Equity Roadmap on the HCDSB website in regards to Equity initiatives. These initiatives include examples such as culturally responsive and relevant pedagogy by shining light on the allocation of budget to support learning on anti-racism and anti-oppression and tackling discrimination to build on inclusive learning and tackling discrimination in the classroom. The end goal being that all staff, students, parents, and stakeholders of HCDSB will be consistently informed of all the internal happenings regarding, by January 2022

***BE IT FURTHER RESOLVED**, that by the start of the 2021-2022 school year, HCDSB will provide accessible resources on its online platforms regarding preventing and responding to discrimination specific to racism, homophobia, and transphobia in an educational environment*

***BE IT FURTHER RESOLVED**, that HCDSB and its individual schools and staff deliberately seek out the voices of students from diverse social identities to guide decision-making, e.g. forming student advisory committees, allowing for more seats for students voices to be heard in HCDSB Sub-Committees, conducting roundtable discussions, conducting outreach to student clubs and organizations, to be implemented by the first quarter of the 2021-2022 school year*

***BE IT FURTHER RESOLVED**, that Anti-racism training be mandated for all teachers, administrators, staff, and students to be completed annually, utilizing the training that is already provided*

***BE IT FURTHER RESOLVED**, that the School Resource Officer (SRO) program be reviewed to determine whether or not the program has fulfilled its mandate, prior to the 2021-2022 school year*

***BE IT FURTHER RESOLVED**, that staff continue to create and promote mental health resources catered specifically to the unique experiences of racialized and culturally diverse students. These resources will be presented in a staff report to Trustees by the October 5th, 2021 Board meeting, and*

***BE IT FURTHER RESOLVED**, that the effectiveness, equity, and outcomes of the overall practice of streaming be reviewed as a part of the race-based student data collection, in both the pilot and the final board-wide data collection.*



Regular Board Meeting

Action Report

Elementary Community Classrooms	Item 8.5
September 7, 2021	

The following Notice of Motion was presented at the August 17, 2021 Special Board Meeting:

Moved by: B. Agnew

Seconded by:

WHEREAS there is a continued demand to meet the needs of some of our special education learners, who have complex needs

WHEREAS the Halton Catholic District School Board currently only has one Community Classroom for elementary students

WHEREAS the capacity limits for the classroom are low and turnover is low thereby limiting access to the classroom and

WHEREAS the Community Classroom is currently housed in Oakville

BE IT RESOLVED that the Director of Education direct staff to bring a report the Board of Trustees for the first regular board meeting in October 2021, outlining how this program can be expanded to include more sites and more students.



Regular Board Meeting

Action Report

Senior Staff Updates	Item 8.6
September 7, 2021	

The following Notice of Motion was presented at the August 17, 2021 Special Board Meeting:

Moved by: B. Agnew

Seconded by:

WHEREAS, there are numerous happenings in and around the Halton Catholic District School Board (HCDSB) across the region including school-based initiatives, student success, sporting and extra circular events, social justice programs, parish led initiatives, Special Education programs, staff excellence, and more and

WHEREAS, there is not always a consistent opportunity to present information on these various happenings to the Board of Trustees, parents, students, staff and other HCDSB stakeholders

BE IT RESOLVED, that each Superintendent and the Director of Education prepare and present a monthly report at the last regularly scheduled board meeting of each month effective Sept 21, 2021.



<p>Equal Leadership Opportunities for Non-Catholic Secondary Students</p>	<p>Item 9.1</p>
<p>Tuesday, September 7, 2021</p>	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Belonging: Embracing relationships & sustaining safe, welcome schools.**

Purpose

To provide Trustees with an overview of the Student leadership opportunities in our Board.

Background Information

Student leadership exists in many forms in both the elementary and secondary schools in our Board. Ultimately, we strive for our students to be service minded global citizens engaged and empowered to be leaders in their communities.

Student well-being is often reflected in how comfortable students feel using their voice and the extent to which they feel heard and respected when they do. When we support leadership opportunities for students, they can feel valued and empowered. Developing and providing opportunities for leadership are supported by our Board’s Mission, Vision and Values as well as our Strategic Priorities to support students in becoming service minded global citizens engaged and empowered to be leaders in their communities. School communities grounded in positive relationships and responsible citizenship are the goal of Catholic social teaching which promote peace, justice and the sacredness of human life.

Student Leadership Opportunities Across HCDSB

There are many ways in which the students of the Halton Catholic District School Board (HCDSB) may gain leadership experience, participate in experiential learning and provide community service. With the outstanding support of our staff a variety of possibilities are made available in schools both in class and in extra-curricular activities.

Student Leadership Opportunities at the School Level

Our Catholic secondary schools across HCDSB provide a number of leadership opportunities for our secondary students. These range from specific positions of responsibility to involvement in long-standing school-based groups such as Student, Athletic or Arts Councils, Culture of Life, Social



Justice Groups, Equity Groups, Best Buddies, Mentoring/Prefect programs, Peer Tutoring, DECA and Model United Nations which are common to many of our schools.

Leadership opportunities and development are also embedded in the curriculum of such courses as Business Leadership and Equity, Diversity and Social Justice. In each of the instances, all students are eligible and encouraged to seek out leadership opportunities. Many students may also involve themselves in leadership roles with community partners or in various extension activities such as the *Duke of Edinburgh International Award*.

Student accomplishments are recognized and celebrated at both graduation and school internal awards assemblies, such as our annual *Student Awards of Excellence* and externally by organizations like the Catholic Education Foundation of Ontario and various community partners including our parishes and service organizations.

Student Leadership Opportunities at the System Level

At the system level, the HCDSB Student Senate was established by the Board to represent the interests of students from across the system. Student Senate also elects Student Trustees and serve a role to advise Student Trustees in their advocacy and initiatives.

The purpose and the opportunity afforded to Student Trustees is to directly inform the governance decisions of district school boards. While student trustees may not exercise a binding vote, they have an opportunity to influence the Board of Trustees in the management of Catholic district school boards. In this sense Student Trustees form a part of the management of school boards. As such, the position of Student Trustee is distinguished from other student leadership positions. This is reflected in the requirements that Student Trustees be a full-time Catholic student, as stipulated in [Policy I-26 Student Trustees on the Halton Catholic District School Board](#).

Enhancing and Expanding Student Leadership Opportunities

Providing opportunities for students to be involved in groups both inside and outside of the school community groups has been a focus of our Board Multi Year Strategic Plan. There has been an increase over the past few years in the number of students who agree or strongly agree that that HCDSB students are taught to think of others and are given opportunities to get involved and be leaders in the school and/or community as reflected in our Strategic Plan Monitoring surveys.

However, we have also heard in student delegations to the Board this past year a feeling of disconnect between leadership and student voice at the school level and the system level. As such, it incumbent upon the Board to recognize this and create both leadership structures and cultures where Student Voice is valued and respected.

In order to try to address this and to better serve and connect the various student leadership initiatives, this fall Staff will convene a working group to determine how can we better connect, align, support, and expand student leadership both at the school and system levels so that students feel respected, valued and empowered. This working group will examine matters such as staff and student training and development workshops (e.g., communication, organization, community building), conferences and retreats, and community outreach.



In addition, we have a number of system initiatives taking place this year which should both serve to generate student voice and involvement as well identify opportunities to grow and enhance student leadership, including:

- The Board-wide Student Census, which will be implemented during the 2021-2022 school year, may provide additional insight as to how we can enhance student leadership opportunities that are equitable and accessible to all HCDSB students.
- The consultation process we are undertaking for our next Board Multi Year Strategic Plan will also offer natural opportunity to solicit feedback on how we can best support our students in developing the leadership skills to serve both our school communities and the wider community.

Conclusion

HCDSB students participate in various enrichment and extra-curricular activities design to foster and strength student leadership. A variety of possibilities are made available in schools and by the district school board both in class and in extra-curricular activities such as sports, clubs, student parliaments and social justice initiatives.

There are various ways in which HCDSB students can gain leadership experience, participate in experiential learning and provide public service. With the exception of Student Trustee all student leadership opportunities are open to non-Catholic students.

We recognize that there is more that we can do to create leadership structures and cultures where Student Voice is valued and respected. We will continue to work with our students to demonstrate that HCDSB honours all voices and fosters engagement by building trust and nurturing relationships with our student leaders.

Report Prepared &
Submitted by:

Pat Daly
Director of Education and Secretary of the Board



De-Streaming of Grade Nine Math	Item 9.2
September 7, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Achieving: Meeting the needs of all learners.**

Purpose

This report is in response to questions raised with the release of the planned implementation of the new grade nine math curriculum last spring.

Background Information

This school year marks the introduction of a new Grade 9 math course. As part of Ontario’s Math Strategy, the Grade 9 mathematics curriculum is based on the belief that all students can and deserve to be successful in mathematics. The curriculum emphasizes the need to eliminate systemic barriers and to serve students belonging to groups that have been historically disadvantaged and underserved in mathematics education.

Ontario’s plan to de-stream Grade 9 was informed by research from around the world that shows that streaming in early secondary school has significant negative and long-term impacts on students who are placed in ‘lower’ streams. The Organization for Economic and Cooperation and Development (OECD) recommends that school systems eliminate streaming for students who are younger than 15 years of age to ensure that options are kept open for students until they have enough experience to make decisions about their futures.

According to the Ministry of Education, research also shows that students who are Indigenous, Black, and racialized, students who live in low-income households, and students with disabilities and/or student special education needs are more likely to be streamed into Applied courses. Students then have fewer choice for courses that they can take in later grades which can then limit their access to post-secondary pathways. As a result, a decision was made to end the “streaming” of students into Applied or Academic level math in grade 9 and instead create a “de-streamed” common math curriculum for these students.

The Grade 9 mathematics curriculum is based on the belief that all students learn mathematics most effectively when they can build on prior knowledge to develop a solid understanding of the concepts and skills in mathematics, and when they are given opportunities to apply these concepts and skills as they solve increasingly complex tasks and investigate mathematical ideas, applications, and situations in everyday contexts



The Ministry of Education notes the key benefits of this change to the math curriculum include:

- setting high academic standards for all students
- enabling students with a range of skills and interests to learn together
- increasing opportunities and helping to remove systemic barriers for Indigenous, Black and other racialized students, students who live in low-income households, and students with disabilities and special education needs
- keeping future options open for all students (for example, going to college, university or apprenticeship)
- provide more time for students and families to make informed decision about their secondary pathways with greater transparency on how these pathways lead to post secondary destinations.

Comments

The De-streaming Staff Committee comprised of Senior Staff, Secondary Administrators, Senior Manager – Human Rights and Equity, Curriculum and Student Success Coordinator, Itinerants and Consultants, Secondary Department Heads, Special Education Coordinator and Consultants began meeting internally and attending Ministry Sessions in early 2021 to gain a greater understanding of the rationale of the move to a de-streamed curriculum. The group understood the intent of the direction was to de-stream academic and applied math. The ministry did give flexibility to determine how Boards would move forward with optional programming such as Advanced Placement and the International Baccalaureate Diploma Programme.

Advanced Placement (AP) courses offer university-level content to students in secondary school. Students in AP and pre-AP programmes study topics in greater depth, providing an opportunity for enhanced learning.

The AP curriculum and the Ontario Secondary curriculum overlap to a large extent. Students in pre-AP courses complete the Ontario secondary school courses with appropriate extensions designed to prepare students for writing the Grade 12 AP exam. Students who successfully complete an AP examination can receive university credit or advanced standing depending on the policy of the specific university however students are not required to write the AP exam. Students who complete the exam may choose whether to share AP exam results when applying to University. While any student can choose to write AP exams, typically we have an average of approximately 5 students attempt an exam each year who have not been involved in AP programming. AP has expanded since its inception in our Board to four of our secondary schools – Bishop Reding, Assumption, Holy Trinity and this year, Christ the King which speaks to the value that many students and parents see in the course material, delivery and challenge that are typical of AP courses.

In the planning for the introduction of the new grade 9 math curriculum, the De-streaming Staff committee and Senior staff concluded that to meet the overall goals of the de-streamed curriculum one math course would be offered to all students. As noted, because AP is considered an optional program, Boards were given the ability to make board level decisions on these programs. This flexibility regarding optional programs is not new. Prior to the introduction of the new math curriculum, Boards differed in their approach to AP delivery. Some Ontario Boards offer AP in much the same way that we do in Halton Catholic, other boards begin pre-AP in grade 10 while others provide extensions to the Ontario curriculum in grade 11 and 12. Individual schools and boards also offer different AP course options.



This approach has also varied across the country in other provinces that already have de-streamed programming in grade 9. For those provinces' students continue to participate in AP programming and the number of AP course providers have continued to grow in many provinces outside of Ontario.

Conclusion

The decision to not continue to offer pre-AP as a congregated course was met with concern by many parents and students and as result of this feedback and further reflection by Senior Staff the decision was made to continue to offer congregated pre-AP grade 9 math classes.

The Grade 9 Curriculum document was released in late spring, and a De-streaming Writing Team has worked throughout the summer to plan and prepare professional development and resources for Secondary Math teachers and Department heads. Gr. 9 Math teachers and Math Department Heads participated in a PD workshop on September 2, 2021 and will receive ongoing support throughout the school year.

The De-streaming Committee has expanded to include members from SEAC and CPIC (and will add additional members as we move forward) and will meet in early September to continue this ongoing work.

Report Prepared and

Submitted by:

P. Daly
Director of Education and Secretary of the Board



Recommended Names for the Virtual Catholic Elementary School	Item 9.3
September 7, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To provide Trustees with an update on the process of naming the Virtual Catholic Elementary School as per Board Policy I-15 School Name Selection.

Background Information

In consultation with the Virtual Catholic Elementary School Name Selection Committee, which consisted of Chair Patrick Murphy, Trustee Janet O’Hearn-Czarnota, Fr. Dave Walter of Holy Cross Parish in Georgetown, Heidi Hartmann (parent representative), Raquel Garcia (parent representative), Superintendent Nancy Dinolfo, Principal Michele Braida and Vice Principal Martin Simon, four (4) names were submitted for consideration by members of the broader HCDSB community.

Comments

Stakeholder Consultation – Request for Potential Names

On July 14, 2021, an invitation to submit potential school names was sent to the HCDSB Elementary School community at large, as well as all parishes in Halton for parishioner input. The deadline for responses was July 23, 2021.

Shortlist of School Names Selected

On Thursday, July 29, 2021, the Virtual Catholic Elementary School Name Selection Committee reconvened to review the names submitted by members of the community. The Committee developed a short list of names in accordance with the Diocesan criteria outlined in Policy I-15. They considered all the names and rationale provided by community members and created a shortlist of four (4) names:

- Blessed Carlo Acutis
- St. Clare of Assisi
- St. Isidore of Seville
- St. Josephine Bakhita

Stakeholder Consultation –Vote for Preferred Name(s)

A voluntary, anonymous online feedback form was made available between August 9, 2021 to August 16, 2021 (inclusive). The link to the online forms was sent via email on August 9th to all the HCDSB families at large, inviting them to select their top two (2) preferences from the shortlist of potential



school names. The survey was also promoted on HCDSB social media, as well as, through all parishes in Halton for parishioner input.

The rationale for the name selection and a brief biography of each saint were provided. The feedback received is attached as **Appendix A**.

As illustrated in the chart and table in Appendix A, there were a total of 2104 votes among the four suggested school names. The name ‘St. Clare of Assisi’ had the highest number of 1st choice votes (n = 822, 39%). ‘Blessed Carlo Acutis’ received 588 votes (28%), ‘St. Josephine Bakhita’ received 391 votes (19%), and ‘St. Isidore of Seville’ received 303 votes (14%).

The preference of the community, as outlined above, is in favour of naming the Virtual Catholic Elementary School, ‘**St. Clare of Assisi**’ with a second choice being ‘**Blessed Carlo Acutis**’.

Conclusion

Policy I-15 School Name Selection stipulates that a list of two (2) names – a preferred name and an alternate – be submitted to the Bishop of the Diocese for review and consideration.

Trustees are invited to consider two (2) recommended names for the Virtual Catholic Elementary School to be forward to the Diocese of Hamilton for consideration by His Excellency, Bishop Douglas Crosby.

Recommendation

An Action Report recommending a preferred name and alternate to be submitted to Bishop Douglas Crosby for his consideration and response will be brought forward at the September 21, 2021 Board Meeting.

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board approve the following two (2) school names, ordered in priority, as possible names for the Virtual Catholic Elementary School:	
<i>1st Choice: St. Clare of Assisi Catholic Elementary School (preferred)</i>	
<i>2nd Choice: Blessed Carlo Acutis Catholic Elementary School (alternate)</i>	
BE IT FURTHER RESOLVED , that the Board approved list of possible school names be submitted to Bishop Douglas Crosby for his consideration and response.	

Report Prepared by: Nancy Dinolfo
Superintendent of Education

Report Submitted by: Nancy Dinolfo
Superintendent of Education

Report Approved by: Pat Daly
Director of Education and Secretary of the Board



School Name Selection Process - Virtual Catholic Elementary School

Poll Results: Community Vote for New School Name

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Background

During the 2020-2021 school year, we started the HCDSB Virtual Catholic Elementary School to meet the remote learning needs of students and families across our district. As we prepare to welcome students and staff back to school for the 2021-2022 school year, we look forward to continue offering excellence in Catholic education through a remote learning experience for families who have made the decision that their children will learn from home for the time being.

We are currently in the process of naming our HCDSB Virtual Catholic Elementary School, and the School Naming Committee is seeking the input of our HCDSB community to help them decide on the new name for this school.

In July, we reached out to our community to ask for input on potential name ideas. We received 192 responses and 90 unique names were submitted. At the meeting held on July 29th, the School Name Selection Committee reviewed the names submitted by members of the community and developed a short list of names in accordance with the Diocesan criteria included in Policy I-15.

The short list of four (4) potential names were then shared with our HCDSB community, with an invitation to select the first and second choices for school name from the short.

This report summarizes the feedback received for potential name for the HCDSB Virtual Catholic Elementary School.

Online Feedback Form

A voluntary, anonymous online feedback form was made available between August 9 and August 16, 2021 (inclusively).

The link to the online form was sent via email on August 9th to all staff as well as all parents/guardians with children currently registered in an HCDSB Catholic Elementary School. A reminder email was sent on August 13, 2021.

The invitation to vote on the new school name was also sent to Halton Deanery parishes.

Who Responded?

In total, **2104** completed responses were submitted through the online poll.

Parents or Guardians	1182
Staff	713
Students	145
Halton Parishioner	34
Member of the Broader Community	15
Other	10
HCDSB Trustee	5

Poll Results

Respondents were invited to submit their first and second choice of school name. The results are listed in the chart below.

NAME	1 st Choice Votes	2 nd Choice Votes
Saint Clare of Assisi	822	609
Blessed Carlo Acutis	588	357
Saint Josephine Bakhita	391	582
Saint Isidore of Seville	303	556

Student Trustees Update	Item 10.1
September 7, 2021	

The Board would like to welcome Katie Bowie, Gabriela Masri Ahmar and Alicia Tokiwa who will be representing students of the Halton Catholic District School Board for the 2021-2022 school year.

Student Trustees look forward to providing regular reports to the Board linked to the strategic priorities of **Achieving: Meeting the needs of all learners**, **Believing: Celebrating our Catholic faith & aspiring to be models of Christ and** **Belonging: Embracing relationships & sustaining safe, welcoming schools**

Katie Bowie

Katie is a Grade 11 honour roll student at St. Ignatius of Loyola Catholic Secondary School in Oakville. She is a lead Student Senator, Co-Chair of the debate team, and a lead member of MP Pam Damoff’s Youth Advisory Council. Katie and her family are members of the St. Matthew Parish community.

Gabriela Masri Ahmar

Gabriela is a Grade 12 honour roll student at Corpus Christi Catholic Secondary School in Burlington. She is a Student Senator and member of the Athletic Council. Gabriela and her family are members of the St. Charbel church community.

Alicia Tokiwa

Alicia is a Grade 12 honour roll student at Christ the King Catholic Secondary School in Georgetown. She is a DECA chapter Co-Chair, Student Senator, and member of the field hockey, badminton, flag football, and track and field teams. Alicia and her family are members of the Holy Cross parish community.



Utilization of MPAC Data for Public Feedback on the Multi-Year Strategic Plan	Item 10.2
September 7, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

The purpose of this report is to provide Trustees with a full cost analysis of utilizing Municipal Property Assessment Corporation (MPAC) data, as requested through Board Resolution #173/21.

Background

At the June 3, 2021 Special Meeting of the Board, the Board of Trustees passed the following resolution:

“BE IT RESOLVED that the Halton Catholic District School Board direct the Secretary of the Board and Director of Education to present a report at the June 15th Board meeting outlining the full cost of utilizing MPAC in order to seek feedback from as many ratepayers as possible for our Multi-Year Strategic Plan.”

In consultation with MPAC, Staff has determined that as of May 17th, 2021, there are a total of 127,733 separate school board supporters, of which 46,728 are ratepayers.

Ratepayers are identified as individuals who own property in Halton Region and pay property taxes that are directed to support the separate school board.

Comments

Staff provides the following public feedback cost analysis comparison for both separate school board supporters and ratepayers notification scenarios.



Scenario 1:

Circulation for Public Feedback Purposes to Separate School Board Ratepayers ONLY	
Tasks Required	Costs (approximate)
Compilation of Information and Analysis	\$ 1,000*
Mailing Stamps	\$43,000**
Cost of paper and envelopes	\$ 3,300
TOTAL	\$ 47,300

*Assumes that the Board will hire a consultant or additional staff person to compile the required information and complete the data analysis.

**Assumes that the Board will send out the public feedback mailout as standard size mail with the purchase of Canada Post stamp booklets at the cost of \$0.92/stamp.

Scenario 2:

Circulation for Public Feedback Purposes to All Separate School Board Supporters	
Tasks Required	Costs (approximate)
Compilation of Information and Analysis	\$ 3,000*
Mailing Stamps	\$117,500**
Cost of paper and envelopes	\$ 8,800
TOTAL	\$ 129,300

*Assumes that the Board will hire a consultant or additional staff person to compile the required information and complete the data analysis.

**Assumes that the Board will send out the public feedback mailout as standard size mail with the purchase of Canada Post stamp booklets at a cost of \$0.92/stamp.

NOTE: At no incurred cost to the Board, Staff has consulted with an external consultant and been advised that it would be more cost effective and efficient to send out mailings to all ratepayers or all school supporters rather than trying to filter through all the data and information to determine which members of the public are already captured through the Board’s existing mailing communications.

Conclusion

The data above is the best available information from MPAC at this time. MPAC information is updated on a monthly basis. Therefore, should the Board wish to proceed with either approach, variations in the MPAC number counts are possible as newer information is made available. With respect to the cost analysis for both scenarios, the information provided is only the best estimate, with several assumptions being made. Final costs may vary depending on the approach taken, changes in costs, and unexpected overruns in staff/consultant time to compile and analyze the information.



Report Prepared by:

B. Vidovic
Senior Manager, Planning Services

A. Swinden
Manager, Strategic Communications

Report Submitted by:

A. Lofts
Superintendent, Business Services

Report Approved by:

P. Daly
Director of Education and Secretary of the Board



Conduct During Board Meetings	Item 10.3
September 7, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

The purpose of this report (Appendix A) is to provide Trustees an investigation report, as requested through Board Resolution #226/21.

Background

At the June 29, 2021 Special Board Meeting, the Board of Trustees passed the following motion:

***WHEREAS** Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education*

***WHEREAS** Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public*

***WHEREAS** training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications*

***WHEREAS** according to HCDSB Procedural By-Law 8.1 – Role of Chair “In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . .”*

***WHEREAS** Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”*

***WHEREAS** behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in*



several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings

WHEREAS *the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board*

WHEREAS *accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content*

BE IT RESOLVED *that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was bias as stated.*

BE IT FURTHER RESOLVED *that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behavior, decorum, treatment of staff, the public and fellow trustee(s) with respect*

BE IT FURTHER RESOLVED *that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement*

BE IT FURTHER RESOLVED *that that the investigation report be completed before August 24, 2021. Included in the report should be any findings with recommendations, recommended corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.*

Report Prepared and
Submitted by:

P. Daly
Director of Education and Secretary of the Board



IN THE MATTER OF
an Investigation into Conduct during Board Meetings
Authorized by June 29, 2021 Resolution of
the Halton Catholic District School Board

Report Prepared by Barry Bresner of ADR Chambers Inc.

August 24, 2021

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I INTRODUCTION

[1] Pursuant to a Resolution (attached as Appendix “A”) passed by the Halton Catholic District School Board (“HCDSB”) at a Special Meeting of the Board of Trustees (“Board”) on June 29, 2021 as Item 5.1 on the Agenda – *Conduct During Board Meetings* (“the Resolution”), the Secretary of the Board and Director of Education were directed to commission an investigation by an Integrity Commissioner or lawyer into the following matters:

- a) Whether the Chair was biased in his conduct of Board meetings, which impacts the functioning and reputation of the Board;
- b) Whether the conduct of Trustees during Board meetings was compliant with their mandate as detailed in the *Education Act* and as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behaviour, decorum and treating staff, the public and fellow trustee(s) with respect; and
- c) Whether allegations made toward staff by Trustees regarding acts that were not legal or non-compliant with regulations are unfounded and whether there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and whether there has been behaviour in general that has not been in the best interests of the Board and Student achievement.

[2] The Board further resolved that this report be completed by August 24, 2021 and include any findings with recommendations, recommended corrective actions and recommended disciplinary actions in accordance with Policy I-36 *Trustee Code of Conduct*.

[3] It is apparent from the foregoing that the Trustees have recognized the need for an independent review and assessment of the Board’s proceedings to assist in the resolution of the apparent dysfunction at the Board. While this report relates to Board meetings since the election of a new Chair on December 1, 2020, it is clear from a sampling of earlier meetings of the Board and interviews with Trustees, that the dysfunction also existed under the previous Chair. An article reporting on the December 1st meeting in InsideHalton.com (www.insidehalton.com/news-story/10285584-video-halton-catholic-district-school-board-trustees-clash-during-heated-meeting-that-sees-new-chair-elected) noted that the Board had retained a

Parliamentarian in October 2020 “to help address issues related to meeting conduct”. The article further noted, accurately, that the December 1, 2020 meeting was marked by a Trustee accusing another of a personal attack, a warning by the Chair that a Trustee would be asked to leave the meeting if he persisted with repeated statements, cross-talk and multiple requests for the advice of the Parliamentarian. Those comments could be applied, in varying degrees, to the subsequent meetings of the Board through June 2021.

II PRELIMINARY MATTERS

[4] The appointment of the Integrity Commissioner/lawyer was made through a Request for Quotation dated July 7, 2021 (“RFQ”). ADR Chambers was notified that it had been awarded the RFQ on July 21, 2021. With a prescribed completion date of August 24, 2021, the investigation was necessarily limited by time constraints.

[5] It should be noted at the outset that the investigative mandate does not fit neatly into the customary role of an Integrity Commissioner. For example, in the municipal arena, Integrity Commissioners have generally ruled that they have no jurisdiction over the conduct of participants at council meetings; noting that the control of such meetings falls under the authority of the Chair of those meetings [by way of example, see *Dhillon v. Moore*, 2018 ONMIC 15 (CanLII)]. The current mandate specifically requires a review of the conduct of Trustees at meetings of the Board.

[6] It is further noted that an investigation by an Integrity Commissioner is typically triggered by a specific complaint or series of complaints. In such cases, the investigation usually involves interviews with the complainant, the subject of the complaint and relevant witnesses. The mandate in the present case does not involve specific allegations and no formal complaint has been made. Rather, the present enquiry is more general in nature and it was left to the investigator to personally review the publicly available videos of the Board meetings from December 2020 through June 2021 in order to reach his conclusions independently and without any preconceived notion of the issues beyond the general statements in the Resolution. Given that mandate and the tight time frame for presenting this report, the interviewing of all Trustees was neither feasible nor essential. However, in the interests of fairness, all Trustees were offered an opportunity to speak with the investigator if they so wished to express any views on the issues under investigation.

[7] This report should not be taken as expressing any views on the merits of the substantive matters debated at the Board. Rather, the focus is restricted to the conduct of the Trustees in addressing those issues. Similarly, this report should not be seen as reaching any conclusion on whether any Trustee has breached the Code of Conduct or any other enactment. It would be unfair to do so without providing the relevant Trustee with an opportunity to be heard. However, Trustees are named in the report as part of the mandate is to report on the investigator's observations from the review of the meetings and to identify circumstances where there are grounds for suggesting a possible breach.

[8] This report will touch on legal issues, but should not be interpreted as providing legal advice or opinion to the Board or any of the Trustees. The investigator has not been retained as a lawyer and is not providing this report in that capacity. To the extent legal advice is required by the Board or a Trustee, a lawyer should be retained.

III SCOPE OF THE INVESTIGATION

[9] In preparing this report, regard was had to the following:

- a) video recordings of the public portions of Meetings and Special Meetings of the Board on December 1st, 15th and 17th, 2020, January 5th and 19th, February 2nd and 16th, March 2nd and 16th, April 6th, 20th and 26th, May 4th, 18th and 27th and June 1st, 3rd, 15th, 16th, 24th and 29th, 2021.
- b) the 2016 *Board Procedural By-Laws*;
- c) Board Policies *I - Governance of Policy*, *I-06 Delegation to the Board*, *I-28 Electronic Meetings* and *I-36 Trustee Code of Conduct*;
- d) *the Education Act*, R.S.O. 1990, c.E.2 as amended ("*Education Act*") and O. Reg. 246/18 – *Members of School Boards-Code of Conduct*, O. Reg. 7/07 – *Student Trustees* and R.R.O. 1990, Reg. 309 -*Supervisory Officers*;
- e) for context, a sampling of videos of meetings of the Board's Policy Committee in 2021 and of Board meetings prior to December 2020;

- f) *Robert's Rules of Order, Newly Revised* ("RONR"), 12th edition (2020);
- g) Trustee Modules of the Ontario Catholic School Trustees Association (OCSA);
- h) Emails from the Chair to all Trustees dated December 15, 2020, January 19, February 16 and April 19, 2021, referenced in the 3rd Recital to the Resolution; and
- i) Media reports, articles and relevant jurisprudence.

[10] As indicated above, all Trustees were provided with an opportunity to speak with the investigator. Trustees Agnew, Guzzo and Karabela responded to that invitation and were interviewed. Trustee DeRosa responded by email attaching a letter dated August 6, 2021, which he had addressed to the Chair. Trustee Iantomasi responded to the invitation by asking questions in a series of emails which did not address the issues identified in the Resolution, but focused on the process by which the appointment of ADR Chambers and the investigator was made. He was advised that, as an individual Trustee, such questions were inappropriate.

[11] The issues identified in the Resolution are addressed below.

IV OVERVIEW

[12] The issues raised in the Resolution are not unique to HCDSB. Dysfunction in both public and separate school boards has been a source of debate over many years. For example, see: www.OSBA.org/Resources/Article/Board_Operations/Is_Your_School_Board_Dysfunctional.aspx ; www.tvo.org/article/ontarios-school-boards-are-a-mess-we-made . Indeed, Section 230 of the *Education Act* provides that in certain circumstances involving violations of specified provisions of the Act or Regulations, the Minister may direct an investigation of the Board's affairs. The issues raised in the Resolution may fall short of those which would trigger Ministerial intervention, but one goal of this report is to

identify the causes of dysfunction and to make recommendations to address those causes, with a view to avoiding a situation which might lead to such intervention.

[13] It is clear from the 21 scheduled and special meetings convened by the Board between December 1, 2020 and June 29, 2021 that there are substantial differences of opinion held by the Trustees on many issues. That is to be expected and, in and of itself, is not a concern. However, it also appears that the Board has evolved into two factions, which frequently vote as a bloc regardless of the issues on the table. The result has been numerous 4 to 4 deadlocks with the Chair casting the deciding vote on those matters requiring a simple majority vote (section 208(12) of the *Education Act* provides for the right of the Chair to vote on all motions). That factionalism has also resulted in matters requiring a special majority or unanimity to regularly be defeated. Frustration on the part of all Trustees is evident and it is unfortunate, but not surprising, that tempers occasionally flare.

[14] The differences of opinion at the Board also manifest themselves in multiple motions to amend, repetitive debate on the main motions and the motions to amend, cross-talk, Trustees being interrupted with Points of Order, rulings having to be made on the Points of Order by the Chair, often after consulting the Board's Parliamentarian, and appeals from the rulings on the Points of Order.

[15] The procedural wrangling which has come to dominate much of the debate at the Board, particularly on the more contentious issues, has slowed the deliberative process of the Board. However, section 10 of HCDSB's Procedural By-Laws acknowledges the right of Trustees to move amendments, raise Points of Order and appeal rulings on Points of Order. Further, section 1.3 of the Procedural By-Laws provides that "[i]n any instance or instances not provided in statute or in this By-Law, Board Policies and Regulations or the Education Act, Robert's Rules of Order shall govern insofar as they are applicable."

[16] The Procedural By-Laws and RONR are intended to foster greater order and efficiency in meetings. However, the authors of RONR foresaw and provided for the possibility that the procedures might be abused by including a section on *Dilatory and Improper Motions* (RONR (12th ed.) 10:39). As stated in RONR:

39:1 A motion is dilatory if it seeks to obstruct or thwart the will of the assembly as clearly indicated by the existing parliamentary situation.

39:2 Parliamentary forms are designed to assist in the transaction of business. Even without adopting a rule on the subject, every deliberative assembly has the right to protect itself from the dilatory use of these forms.

[17] One example of dilatory motions provided in RONR is *“constantly raising points of order and appealing from the chair’s decision on them”*.

[18] RONR further provides (at 39:6) that motions are *“improper when they present practically the same question as a motion previously decided at the same session... or that conflict with, or present practically the same question as one still within the control of the society because not finally disposed of.”*

[19] It is also noteworthy that RONR imposes the difficult task of policing the meetings and making the call as to when a tactic is dilatory or improper on the Chair. As stated in RONR at 39:4:

It is the duty of the presiding officer to prevent members from misusing the legitimate forms of motions, or abusing the privilege of renewing certain motions, merely to obstruct business. Whenever the chair becomes convinced that one or more members are repeatedly using parliamentary forms for dilatory purposes, he should either not recognize these members or he should rule that such motions are not in order – but he should never adopt such a course merely to ‘speed up’ business, and he should never permit his personal feelings to affect his judgment in such cases. If the chair only ‘suspects’ that a motion is not made in good faith, he should give the maker of the motion the benefit of the doubt. The chair should always be courteous and fair, but at the same time he should be firm in protecting the assembly from imposition.

[20] In the ordinary course, the Board meets twice monthly at 7:30 p.m. on the first and third Tuesday. Special meetings are called by the Chair as needed to complete the Board's business. Pursuant to the Board's Procedural By-Laws, section 4.1.8, the meetings are required to adjourn at 10:00 p.m. unless 2/3 of the Trustees present vote to extend to 10:30. Unanimity is required to extend beyond 10:30 p.m. The meetings during the period under review average approximately 3 hours, reflecting an extension to 10:30. Motions to extend beyond 10:30 are rarely successful, but the meeting can continue past the deadline in order to complete the item on the table at that time. Typically, the Agendas are not completed in the allotted time.

[21] During the COVID-19 pandemic, the meetings of the Board have been conducted electronically. While the Chair and Vice-Chair attend in person, the remaining Trustees connect to the meetings over the internet. Trustees have experienced occasional connectivity issues from time to time, but Trustee Iantomasi has had ongoing connectivity issues, which appear to be due to an unreliable internet connection at his location. As indicated later in this report, his absences due to being disconnected have triggered disputes at the Board meetings.

[22] The Policy Committee of the Board is comprised of all Trustees and chaired by Trustee Guzzo. It meets in advance of Board meetings with the goal of fashioning or amending policies to be recommended for adoption by the Board. The mandate for this report is limited to meetings of the Board, but a brief sampling of Policy Committee meetings was done for context. Even on that sampling, it was apparent that there was extensive and vigorous debate on many of the policies which the Policy Committee, by a majority vote, recommended for adoption by the Board. The Policy Committee meetings also appear to be marked by the same conduct issues as occur at the Board meetings. While there may be occasions where, on sober reflection in the intervening days between the Policy Committee meeting and the Board Meeting, a Trustee concludes that an amendment should be made to a draft policy, in many cases it appears that the debate at the Policy Committee is replicated at the Board and amendments are moved notwithstanding that they are doomed to fail given the will of the majority expressed previously at the Policy Committee meeting.

[23] Apart from the procedural framework, it is important to recognize the legislative framework established by the *Education Act* and the distinction between the roles

assigned to the Board of Trustees, the Chair of the Board and the Director of Education and Superintendents.

[24] For present purposes, the relevant provision of the *Education Act* governing the duties of Board members is section 218.1. More particularly, the following subsections of section 218.1 are instructive:

Duties of board members

218.1 A member of a board shall,

(a) carry out his or her responsibilities in a manner that assists the board in fulfilling its duties under this Act, the regulations and the guidelines issued under this Act, including but not limited to the board's duties under section 169.1;

[...]

(e) uphold the implementation of any board resolution after it is passed by the board;

(f) entrust the day to day management of the board to its staff through the board's director of education;

(g) maintain focus on student achievement and well-being; and

(h) comply with the board's code of conduct.

[25] The relevant duties of the Chair are contained in section 218.4 of the *Education Act*. In relevant part, the Chair is to preside over Board meetings and to *conduct the meetings in accordance with the Board's procedures and practices for the conduct of board meetings*. The Board's Procedural By-Laws further provide in section 8.1 that the Chair "shall preserve order and decide all questions of order subject to an appeal to the board".

[26] The qualifications and responsibilities of the Director of Education and Supervisory Officers are set out in Part XI of the *Education Act*. The Director of Education is the Chief Executive Officer and Chief Education Officer of the Board and

acts as Secretary to the Board. As such, the Director of Education is responsible for the development and maintenance of an effective organization and the programs required to implement Board policies. In brief, the Board is responsible for setting policies and the Director of Education is responsible for implementing and maintaining those policies. Operational matters fall within the purview of the Director of Education. The line between policy matters and operational matters can sometimes be blurred, but it is clear that the Board has no involvement in the day-to-day operations of HCDSB. As stated in Board Policy *No. I- Governance of Policy*, the Director of Education is responsible for recommending policies or a review of the by-laws to the Board through its Policy Committee and for developing administrative procedures to implement approved Board policies.

[27] O. Reg. 246/18 made under the *Education Act* requires every board to adopt a code of conduct that applies to all members of the board. HCDSB's Policy *I-36 - Code of Conduct* ("the Code") recites section 218.1 of the *Education Act* regarding the responsibilities of Board members (excerpted in para. 24 above) and section 218.4 setting out the duties of the Chair (excerpted in para. 25 above). The Code also provides, in relevant part, as follows:

3. Integrity and Dignity of Office

- Trustees are expected to discharge their duties and responsibilities in a professional and ethical manner, consistent with Gospel Values, the teachings of the Catholic Church, the *Education Act* and Regulations, the *Municipal Freedom of Information and Privacy Act* and Regulations, the *Municipal Conflict of Interest Act*, the Board's By-Laws and Policies, and any other Act or Regulation that may be applicable to the Trustees' duties.
- Trustees will act, and be seen to act, in the best interests of the public they serve. Trustees are elected to represent all stakeholders in the Halton Catholic District School Board by articulating and supporting a shared commitment to excellence in Catholic education that promotes student achievement and well-being through the delivery of effective and appropriate education programs and effective stewardship of the Board's resources.

4. Civil Behaviour

- Trustees shall, at all times, act with decorum and shall be respectful of other Trustees, the Director of Education, staff, all members of the HCDSB community, as well as the public.
- As stewards of the system, Trustees are held to a high standard of conduct and should serve as role models of exemplary behaviour reflective of the values articulated in the Ontario Catholic School Graduate Expectations,

This includes but is not limited to:

- Trustees shall respect and comply with all applicable federal, provincial and municipal laws;
 - Trustees shall demonstrate honesty and integrity;
 - Trustees shall respect differences in people, their ideas and their opinions;
 - Trustees shall treat one another with dignity and respect at all times, and especially when there is disagreement:
 - Trustees shall respect and treat others fairly, regardless of, for example, race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability; and
 - Trustees shall respect the rights of others.
- Trustees shall be prepared for meetings, avoid disrupting the process, and refrain from engaging in conduct or contributing to a tone of sarcasm or denigration during meetings of the Board, and at all other times that would discredit or compromise the integrity of the Board.
 - In performing their duties as trustees, and in all matters of communication, including email, telephone and face-to-face meetings with staff, parents, and other stakeholders, appropriate language and professionalism are expected. [...]
 - Subject to the duty of a Trustee under Section 218.1(e) of the *Education Act*, to uphold the implementation of any Board resolution after it is passed by the Board, a Trustee may

comment on, or disagree with, a decision taken by the Board. A Trustee may not make disparaging remarks about another Trustee or a group of Trustees in expressing such comment or disagreement or speculate on the motives of a Trustee or group of Trustees, or staff.

- Any Trustee who fails or refuses to comply with the procedural By-Laws of the Board and/or the Trustee Code of Conduct, uses offensive language, disobeys the decisions of the Chair of the Board on points of order, or makes any disorderly noise or disturbance, may be ordered by the Chair to leave for the remainder of the meeting, and in the case of a refusal to do so, may, on the order of the Chair, be removed from the room where such meeting is taking place and/or the Board office. Such a removal will be recorded in the minutes of the meeting. Section 207(3) of the *Education Act* addresses the exclusion of persons from board meetings. It provides: “The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting.”

5. Complying with Legislation

All Trustees shall comply with the letter and spirit of all laws of Canada and the Province of Ontario and any contractual obligations of the Board in conducting the business of the Board.

- The Trustees acknowledge they may only act on behalf of the Board through resolution and may not act individually or purport to represent the interest of the Board without the express knowledge and consent of the Board of Trustees, shown through resolution.
- Trustees shall ensure that all information they communicate in the course of their duties is accurate and complete. [...]

6. Upholding Decisions

- Trustees must:

- a) accept that authority rests with the Board and that they have no individual authority other than that delegated by the Board;
- b) uphold the implementation of any Board resolution after it is passed by the Board;
- c) comply with Board Policies and Procedures; and
- d) refrain from speaking on behalf of the Board unless authorized to do so.

[28] The Code further provides a procedure, consistent with section 218.3 of the *Education Act*, which provides for any Trustee to bring an alleged breach of the Code by another Trustee to the attention of the Board for determination by the Board. As indicated above, that process has not been invoked in the meetings under review.

[29] It is against the above backdrop that the issues identified in the Resolution are addressed.

V ALLEGED BIAS OF THE CHAIR

[30] In the legal context, allegations of bias generally relate to a judge, arbitrator or other person charged with judicial or quasi-judicial decision-making responsibilities being predisposed to favour one party to a dispute over another party to that dispute. It is well-established that adjudicative bodies owe a duty of fairness and impartiality to the parties who appear before them and that the rigour with which the duty is applied depends upon the nature of the tribunal. It has been said by the Supreme Court of Canada that “bias reflects a state of mind that is closed or predisposed to a particular result on material issues (*R. v. S. (R.D.)*, [1997] 3 S.C.R. 484).

[31] However, a school board is not an adjudicative body. The rulings of the Chair on procedural matters, including Points of Order, are subject to appeal to the Board. The right of appeal protects against rulings that a Trustee might perceive as biased. In the context of HCDSB, the allegations of bias can more accurately be described as

allegations that the Chair has acted unfairly towards certain Trustees in a manner which violates his duty under sections 281.1 and 218.4 of the *Education Act* and the Code.

[32] RONR 62:2 addresses “Remedies for Abuse of Authority by the Chair in a Meeting”. In essence, a Trustee who feels that the Chair has not complied with the Policies and Procedures of the Board by, for example, failing to provide him or her with a proper opportunity to speak to an issue that is not dilatory, should immediately raise a Point of Order. The Chair’s ruling on that Point of Order can be appealed to the Board. As stated in RONR (at 62:7), “these procedures enable the majority to ensure enforcement of the rules”.

[33] The allegations of bias or improper conduct by the Chair must be viewed in context. Those allegations emanate from Trustees Iantomasi and DeRosa, both of whom previously served as Chair. Trustee Iantomasi was the Chair in the preceding year and was defeated in the December 2020 election of Trustee Murphy as the current Chair. On most substantive issues before the Board, Trustees Iantomasi and DeRosa are supported by Trustees Karabela and O’Brien. As a minority of 4, they are very often outvoted by a 5-4 margin, with the Chair casting the deciding vote. The objective observer of the meetings gets a clear sense of their frustration with being cast in the minority. One also gets a clear sense of the frustration of Trustees Agnew, Duarte, Guzzo, O’Hearn-Czarnota and, at times, Chair Murphy, as a result of their perception that the minority group has abused the meeting procedures in a manner that delays the business of the Board and that is detrimental to the integrity and reputation of the Board. In short, there are two factions at the Board which are often at loggerheads.

[34] That broader context has to be taken into account in addressing the specific accusations of bias of the Chair which were made during the meetings under consideration.

[35] The following paragraphs summarize the events at those meetings where express allegations of bias were made against the Chair. However, those meetings cannot be taken out of context and the conclusions drawn on the bias allegations are based on an assessment of Trustee conduct at the totality of the meetings under review.

V.1 Board Meeting of April 20, 2021

[36] On April 19, 2021, the Chair wrote to all Trustees to remind them of their obligations at the April 20, 2021 meeting, including a warning that it would not be “in order to offer comments, ask argumentative questions or enter into debate in dealing with the delegations at the meeting”. He also advised that “[s]ome matters on the agenda may be emotionally charged. I ask that you remain focused on the topic and not the person who may have an opposing view. We will have many guests watching tomorrow as well as many media outlets. We want to make sure we represent ourselves, HCDSB, ratepayers and our communities with the respect they deserve.”

[37] At the Board meeting of April 20th, Trustee Iantomasi accused the Chair of bias by ruling in favour of a Point of Order which objected to Trustee DeRosa giving a speech in response to a delegation on “Supporting Our Diverse School Community”. In context, the Board was entertaining five delegations presenting opposing views on whether to allow the Pride flag to be flown and posters to be displayed at schools during Pride Week. That was a divisive and emotional issue. Trustees O’Brien and Iantomasi questioned why a number of other delegations on the topic were declined and the Chair explained that he had exercised his discretion to put the first five delegations received on the agenda and that he felt both sides of the debate would be fairly represented. Policy I-06 *Delegation to the Board* provides that discretion to the Chair and further provides for a maximum of five delegations at any one meeting unless the Chair decides to increase that number.

[38] Policy I-06 further provides that, in addressing delegations, the Chair “will govern the questions from the Board of Trustees, preserving the intent of the questions to be strictly for clarification purposes.”

[39] In questioning one of the delegations, Trustee DeRosa commenced with a lengthy preamble, intimating his view in opposition to the delegation. As no question had been asked, let alone a question of clarification, a Point of Order was raised. The Chair ruled in favour of that Point of Order, restricting Trustee DeRosa to asking a clarifying question. Trustee Iantomasi interjected to accuse the Chair of bias, as other Trustees had spoken without asking a clarifying question. Other Trustees had spoken to complement or voice support for the delegations, but no Point of Order was raised at that time. A brief argument ensued between the Chair and Trustee DeRosa, which

culminated in the Chair giving Trustee DeRosa the floor for one additional minute to ask a question of clarification.

[40] At the same meeting, Trustee Iantomasi objected to a question posed by Student Trustee Kelly to a delegation. The Chair ruled in favour of Trustee Iantomasi.

[41] The balance of the questioning of delegations at the meeting was civil and respectful.

[42] It was the duty of the Chair to restrict the questioning of delegates to questions seeking clarification and to rule on Points of Order. He did so and it was open to any Trustee to appeal that ruling. There is no basis for a finding of bias at that meeting.

V.2 Special Meeting of April 26, 2021

[43] At the outset of the Special Meeting on April 26, 2021, Trustee Iantomasi objected to the Agenda as being biased and unlawful. As the Procedural By-Laws provide in section 8.1(c) that the Chair is responsible for establishing the agendas, in consultation with the Director of Education, the allegation of a biased Agenda can be seen as an allegation of bias of the Chair.

[44] The Chair ruled against Trustee Iantomasi and an appeal from that ruling was unsuccessful, with Trustees Iantomasi, DeRosa, Karabela and O'Brien in the minority supporting the appeal. The debate centered on a motion brought by Trustee Agnew to fly the Pride Flag at schools during the month of June and to mandate a safe space poster in each school. The minority group clearly did not want that motion heard; hence the objection to the agenda. When the motion by Trustee Agnew was finally reached on the Agenda, Trustee O'Brien objected to it being considered. The Chair ruled that Trustee O'Brien's motion could proceed to a vote on whether Trustee Agnew's motion could be considered at the meeting. Trustee Iantomasi raised a further Point of Order as to the form of the question to be put to a vote. Ultimately, Trustee O'Brien's motion was defeated, with only Trustees Iantomasi, O'Brien, DeRosa and Karabela voting in favour.

[45] Trustee O'Hearn-Czarnota then moved an amendment to the main motion brought by Trustee Agnew. Without going into detail, there ensued a Point of Order by

Trustee Iantomassi, an unsuccessful motion by Trustee O'Brien to take a 5 minute recess, an objection to proceeding by Trustee Iantomassi because Trustee Karabela had been disconnected, a motion by Trustee DeRosa to amend the amendment, a vote to extend the meeting to 10:30 (opposed by Trustees Iantomasi and Karabela), a motion by Trustee DeRosa to replace the motion to amend in its entirety, a motion by Trustee O'Brien to delete a paragraph of Trustee DeRosa's amendment, a Point of Order by Trustee Iantomasi objecting to the meeting extending beyond 10:30 (the Chair ruled against that Point of Order with the advice of the Parliamentarian as the matter under consideration had to be completed), an unsuccessful motion to amend by Trustee O'Brien to add a reference to section 93 of the BNA Act, a further unsuccessful motion by Trustee O'Brien to delete the reference to posting safe space signage, an unsuccessful motion by Trustee O'Brien to postpone the motion indefinitely, a Point of Order raised by Trustee Iantomasi to revisit the postponement issue (ruled out of order) and an unsuccessful motion by Trustee O'Brien to strike out the resolution in its entirety.

[46] While the meeting was protracted, it is evident from watching the video of the proceedings that the Chair did his best to maintain an orderly meeting in difficult circumstances. Arguably, he might have been justified in deciding that dilatory tactics were being employed to frustrate the will of the majority at the meeting. He did not do so. There is no basis for finding any bias on the part of the Chair in setting the Agenda for or conducting the April 26, 2021 meeting.

V.3 Special Meeting of June 16, 2021

[47] At a number of the meetings, it was noted that Trustee Iantomasi has experienced connectivity issues. Those issues were evident on June 16, 2021 as he was disconnected on at least two occasions for a period of time. A number of motions were carried in his absence, but given the votes on those motions, most of which were unanimous, his absence did not affect the outcome. The Chair chose to proceed with the business of the Board rather than wait for Trustee Iantomasi to reconnect. While the *Safe Arrival at School* Policy was being voted on, the Chair was alerted that Trustee Iantomasi had raised a Point of Privilege by text to the Chair. The Chair advised the meeting that he had not had time to look at his phone during the meeting and that if Trustee Iantomasi was having connectivity issues he should contact the appropriate staff person to assist him with re-connecting.

[48] After Trustee Iantomasi rejoined the meeting, he raised a Point of Order regarding whether an abstention should count as a vote against a motion. The Chair, with the advice of the Parliamentarian, ruled against him and an argument with the Chair ensued. Trustee Iantomasi was warned that he was out of order and told to respect the Chair. Trustee Iantomasi persisted with a further Point of Order which resulted in the Chair again ruling him out of order and removing him from the meeting.

[49] Trustee DeRosa then sought to change his vote on an earlier motion on which he had abstained in order to change the result of the vote on that motion. The Chair, with the advice of the Parliamentarian, ruled that he could not change his vote once voting had been completed. Trustee O'Brien unsuccessfully appealed that ruling. During the vote on a subsequent motion to approve a policy, Trustee DeRosa raised a motion to reconsider. The Chair ruled he could not do that mid-vote. Trustee DeRosa continued to argue and was warned that he was out of order. Shortly thereafter, Trustee DeRosa raised a Point of Privilege to complain that he felt there was imbalance in how the meeting was being conducted, that it was difficult for him to carry on with the meeting when he felt that he wasn't receiving equal treatment and that he was being beaten up in trying to serve his constituents. The Chair advised him that all Trustees were treated fairly and were expected to follow the rules. The Chair noted that he had sent multiple emails to the Trustees on meeting procedures and, while he appreciated Trustee DeRosa's sentiments he would rule against the Point of Privilege. A few minutes later, Trustee DeRosa spoke, without being recognized, to accuse the Chair of using sarcasm. The Chair gave him his final warning and removed him from the meeting.

[50] While the issues addressed at the meeting were not particularly divisive or controversial, it is clear that tempers flared. The Chair could have handled Trustees Iantomasi and DeRosa differently, but made the judgment call to remove them to restore order, after prior warnings were disregarded.

[51] While RONR provides that the Chair should be "courteous and fair" at all times, it also requires the Chair to "be firm in protecting the assembly from imposition". Section 207(3) of the *Education Act* and section 4 of the Code of Conduct both confirm the right of the Chair to order a Trustee to leave the meeting if they fail to comply with the Procedural By-Laws, disobey the rulings of the Chair on Points of Order or otherwise disrupt the meeting.

[52] In the circumstances, the removal of Trustees Iantomasi and DeRosa from the meeting was well within the authority of the Chair and does not establish bias on the part of the Chair.

V.4 Special Meeting of June 24, 2021

[53] The first two Action Items on the Agenda for the June 24, 2021 meeting were the 2021-22 Budget Estimates and the 2021-22 Year-End Audit Planning Report from KPMG. During the vote on the motion to approve the budget (other than salaries), Trustee O'Hearn-Czarnota was disconnected due to a technical issue. The Vice-Chair tried to reach her by telephone and the vote was paused for approximately 10 minutes until she reconnected and cast her vote. After the vote, Trustee Iantomasi raised a Point of Privilege to point out that when he was disconnected a week earlier, the Chair had indicated he had no time to read Trustee Iantomasi's text message and carried on with the vote in the absence of Trustee Iantomasi. The Chair indicated that, at the prior meeting, he had been mid-meeting and had no time to read texts.

[54] Later in the meeting, during the debate on an Equity Audit, Trustee Iantomasi interjected with a Point of Order while Trustee Guzzo was speaking. The Chair ruled that Trustee Guzzo was in order and that Trustee Iantomasi was out of order. Trustee Guzzo complained that she was feeling aggression from Trustee Iantomasi when he interjected while she was speaking. The Chair asked all Trustees to be collegial. There ensued an argument between the Chair and Trustees Iantomasi and DeRosa, with Trustee Iantomasi claiming the floor and Trustee DeRosa stating that he won't be silenced. The Chair advised Trustee DeRosa that he had used up his allotted time for debate and could only ask questions. Trustee Iantomasi interjected and both he and Trustee DeRosa argued with the Chair. The Chair told Trustee Iantomasi that he had not been recognized and gave him a final warning. Trustee Iantomasi continued to argue and told the Chair that he had let the Parliamentarian put words in his mouth. The Chair removed him from the meeting. Trustee O'Brien then unsuccessfully appealed the ruling that Trustee DeRosa was out of order.

[55] Trustee DeRosa then raised a Point of Privilege to express what he described as his serious concerns about debate management. The Chair ruled him out of order as that was not a proper Point of Privilege. There was then an unsuccessful appeal of the ruling to remove Trustee Iantomasi from the meeting, followed by Trustee DeRosa

expressing his concern with the tone and manner in which meetings were being managed. He asserted that the meetings were conducted in a manner that was unbalanced, unfair and biased, such that it was increasingly difficult to express his views. The Chair responded that he respected Trustee DeRosa's opinion. He added that he did not seek to create issues, but had to address the actions of Trustees and enforce the rules as he saw fit.

[56] The events leading to the removal of Trustee Iantomasi do not support the allegation of bias. He was out of order and insisted on interjecting when not recognized by the Chair. He was warned, and not having heeded the warning, was removed from the meeting. However, the handling of Trustee Iantomasi's connectivity issue at the earlier meeting is troubling when contrasted with the patience exhibited when Trustee O'Hearn-Czarnota was disconnected during the vote on the budget forecasts. The disparity of treatment could be interpreted as reflecting a double standard.

[57] However, there are distinguishing factors between the two situations. It appears that Trustee Iantomasi has regularly experienced connectivity issues, apparently due to an unreliable signal at his location. Pausing the business of the Board, particularly on non-contentious items, to accommodate Trustee Iantomasi's recurring connectivity issues would not be fair to the other Trustees or to the orderly conduct of business at the Board. Presumably, Trustee Iantomasi's connectivity issue could be resolved by participating from a different location with a stronger signal or, when permitted, in person. In contrast, Trustee O'Hearn-Czarnota does not appear to have had recurring connectivity issues and the disconnection occurred while the Trustees were voting on an important and time-sensitive issue.

V.5 Conclusions on Bias

[58] Having listened to over 50 hours of Board meetings, I do not share Trustee DeRosa's sense that the Chair has acted in a manner that is unfair or unbalanced. He has stayed calm and respectful in emotionally charged debates and has sought to ensure that all Trustees have the same opportunity to express themselves. All Trustees are allotted the same time to speak and are able to ask proper questions. All Trustees have the same right to make motions, move amendments, raise Points of Order or Points of Privilege and to appeal the Chair's rulings.

[59] I have not timed the meeting minutes at which Trustees DeRosa, Iantomasi and O'Brien have had the floor, but they are three of the most vocal Trustees and I suspect their speaking time exceeds that of many, if not all, other Trustees. I am unable to discern any basis for the suggestion that the Chair is not giving them a fair opportunity to be heard. The fact that Trustees Iantomasi and DeRosa are met with Points of Order while they are speaking or that they are unsuccessful on Points of Order they raise against other Trustees does not reflect bias on the part of the Chair. The Chair is required to rule on Points of Order and he does not always rule against Trustees Iantomasi and Derosa. When he does rule against them, his rulings generally follow the advice of the Parliamentarian and an objective observer would not conclude that there has been a pattern of discriminatory rulings. Further, the ultimate decision on Points of Order is that of the Board on an appeal of the Chair's rulings. On occasion, the Chair has been over-ruled on appeal.

[60] As indicated in the above paragraphs, the Chair has removed Trustees Iantomasi (twice) and DeRosa (once) from meetings. Those removals were within his discretionary authority to control the meetings in order to ensure that the business of the Board is not derailed. All Trustees are aware of the rules of proper meeting conduct and of the potential consequences if they fail to adhere to those rules.

[61] The Board of Trustees of HCDSB is comprised of 9 individuals willing to give generously of their time and energy to further the same objectives. Not surprisingly, they differ in their views of what is required to achieve those objectives. Their differences are particularly acute when dealing with polarizing and emotional issues such as the Gay Pride flag debate or the debate over whether non-Catholic students can be student trustees. The task for the Chair is a difficult one. He initially sought to encourage a spirit of collaboration amongst the Trustees by refraining from voting. Unfortunately, that resulted in 4:4 votes, such that motions would fail for want of a majority. The Chair advised the Trustees in his email of April 19, 2021 that in "order to ensure that the business of the board can effective (sic) move forward, in the future I will be voting on matters as I see fit."

[62] While I accept that the Trustees who find themselves in the minority on most contentious matters perceive a lack of fairness, they are duty bound to respect the will of the majority. In my assessment, the Chair has generally acted in a fair and respectful

manner towards all Trustees. He has ruled both in favour and against Points of Order raised by Trustees from both factions. There is no indication that he has allowed more speaking time to the Trustees whose views he shares than to those he opposes. In short, apart from the one incident in which he was unwilling to wait for Trustee Iantomasi to re-connect, I have found no reasonable grounds to support a finding of bias or unfair treatment on the part of the Chair. As regards that single incident, it did not affect the outcome of any vote and, in any event, must be viewed in the broader context of all meetings; which I find to have been fair and balanced in the circumstances.

VI THE CONDUCT OF TRUSTEES DURING BOARD MEETINGS

[63] The mandate under the Resolution includes a consideration of whether the Trustees have complied with their obligations under the *Education Act*, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behaviour, decorum and treating staff, the public and fellow Trustee(s) with respect during Board meetings.

[64] As indicated in the section addressing the allegations of bias against the Chair, there have been breaches of civil behaviour and decorum from time to time. There are a number of strong personalities on the Board and, given the philosophical differences between the minority and majority groups, it is not surprising that clashes occur. However, there has not been any name calling, direct insults or other seriously disruptive behaviour, other than the use of parliamentary procedures by the minority group to frustrate and delay the majority's agendas. Those tactics, while arguably in breach of the Trustees' duties under the *Education Act*, the Board's Procedural By-Laws and the Code of Conduct, do not constitute breaches of decorum or civil behaviour. Indeed, Trustees O'Brien and Karabela almost invariably put forward their positions in accordance with the procedural rules and without raised voices or inappropriate argument. On one occasion, Trustee O'Brien argued with the Chair, but almost immediately apologized. Trustees Guzzo, O'Hearn-Czarnota, Agnew and Duarte also generally abide by the procedural rules and the rulings of the Chair. As indicated elsewhere in this report, Trustee DeRosa occasionally strays from the rules, but he generally does so in a polite and soft-spoken manner. For example, in questioning delegations, ostensibly for clarification, he has a tendency to speak at length, prompting Points of Order alleging that he is improperly debating the delegates rather than asking

a clarifying question. In one meeting, he explained that was simply his way of speaking and that he needed to lay the groundwork for the question he wanted to ask. Trustee Iantomasi has a strong personality and is aggressive in putting forth his opinions, both on substantive issues and procedural matters in a manner which sometimes grates on Trustees who disagree with him. There is nothing unusual in finding personality clashes on a board.

[65] The mix of personalities on a board does not necessarily have to result in dysfunction. Indeed, not every meeting of the Board has been dysfunctional. For example, the Chair complimented the Trustees at the end of the meeting of May 18, 2021 for their decorum at that meeting. While the meeting included a dispute over the Agenda and Points of Order, the Trustees were respectful of each other and the delegations.

[66] In contrast, the Special Meeting of June 29, 2021 which addressed the Resolution which authorized this investigation and report, was described as follows in the Oakville News of July 2, 2021:

During the June 29 meeting it took the board three recorded votes and almost eight minutes to approve the agenda.

And despite clear indication that that Murphy's motion had enough support for approval, opponents initiated about a dozen amendments.

Some involved minor wording changes; others were as dramatic as tabling or postponing the motion indefinitely.

All the amendments except one meaningless wording change were defeated 5-4, but opponents spoke to each one, often reiterating the same arguments repeatedly.

They also made numerous calls for rulings to parliamentarian Kapur and appealed procedural rulings on the part of the chair over the three-hour meeting.

Burlington trustees Tim O'Brien and Vincent Iantomasi moved most of the unsuccessful amendments but were consistently supported by Oakville trustees Helena Karabela and Peter DeRosa.

[67] Although Trustee DeRosa voted against the Resolution, he stated during the meeting that he was pleased with the management of the speakers' list and acknowledged the need to do better at meetings. While the procedural steps taken by the minority at that meeting could clearly be seen as dilatory, the meeting itself provided a fair opportunity for all to voice their opinions with decorum preserved. That said, dilatory behaviour designed to frustrate the business of the Board can be interpreted as demonstrating a lack of respect for the will of the majority of the Trustees.

[68] Moving a series of motions or Points of Order that are doomed to fail and repeatedly appealing procedural rulings of the Chair are hallmarks of dilatory conduct. When a Trustee disagrees with a motion being debated, he or she has the opportunity to voice his or her opinion on that motion. Where it is clear that there is sufficient support for a motion to be passed, a Trustee acts in bad faith and in violation of his or her obligations in moving amendments or moving to table or postpone the main motion indefinitely when it is plain and obvious that those motions will fail for lack of requisite support and are only raised to delay the inevitable. Such conduct can amount to a breach of the fundamental obligation of a Trustee, under section 218.1 of the *Education Act*, to "carry out his or her responsibilities in a manner that assists the board in fulfilling its duties under this Act, the regulations and the guidelines issued under this Act, including but not limited to the board's duties under section 169.1". Obstructive conduct does not assist the Board in fulfilling its responsibilities.

[69] There have been specific incidents where Trustees have not acted respectfully towards other Trustees, staff and the public at Board meetings. While it can be argued that the dilatory tactics of the minority illustrated in the above meeting summaries and reflected in other Board meetings, are a form of disrespect to all stakeholders by frustrating the will of the majority to advance the business of the Board in an efficient manner, the following paragraphs of the report will focus on specific incidents.

[70] The obligations imposed on Trustees to act with decorum and to act respectfully towards other Trustees, the Director of Education, staff, all members of the HCDSB

community and the public are set out in the Code of Conduct, quoted in paragraph 27 above.

[71] In the Special Meeting of the Board on May 27, 2021, one of the items on the Agenda was a revised Policy III-11 *Hiring and Promotion Policy Academic and Non-Academic Personnel*. The Policy was triggered by a Policy/Program Memorandum from the Ministry of Education on March 31, 2021 which provided guidelines for hiring practices at all district school boards. One of the Principles in the draft Board Policy was for HCDSB to promote the hiring of under-represented groups. The Principles also recognized “the interdependent components of qualifications and merit, diversity, equity and Human Rights, employment mobility, fairness and transparency, monitoring and evaluation, and conflict of interest in teacher hiring requirements”.

[72] In the debate on Policy III-11, which had been recommended by the Policy Committee, Trustee Iantomasi stated that “there is too much focus on human rights” and that “our denominational rights override human rights”. It was obvious from the reaction at the meeting that those comments were offensive and disrespectful to some of the Trustees and staff in attendance and, presumably, to some in the streaming audience. Those comments were also at odds with the Code of Conduct which requires Trustees to “*respect and treat others fairly, regardless of, for example, race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability*”.

[73] There were a number of delegations at the June 15, 2021 Board meeting, including a delegation by a student on the “Importance of Student Voice” in which the student spoke to the perception that the Board was not giving sufficient weight to the opinions of the students on topics such as the current prohibition against non-Catholic students being elected as student trustees, notwithstanding the substantial number of non-Catholic students at HCDSB high schools. As indicated above, the questioning of delegations by the Trustees is restricted to clarifying questions. Trustee Iantomasi praised the student for her “great presentation”, but then took issue with the presentation with questions regarding the provisions of the *Education Act*, and the delegate’s comment that the majority of students at one of the high schools was non-Catholic. He claimed to have information from staff at the school that non-Catholic students represented less than 50% of the student body. The delegate answered that she had unsuccessfully sought accurate information and that her assessment was based on her observation of the students in her classes. Trustee DeRosa, in turn, questioned why the student felt that student voices were not being heard given that they were free

to present delegations to the Board. The delegate pointed to the delegations on flying the Pride flag which had been supported by the majority of the student body, but their views had been disregarded by the Board. Trustee DeRosa suggested that it was just a matter of not getting the result they wanted as opposed to their not having a forum to voice their opinions. Points of Order and a Point of Privilege were raised objecting to the questioning. The Chair did not rule in favour of those points, but reminded Trustees DeRosa and Iantomasi that they should restrict themselves to clarifying questions and pointed out to Trustee Iantomasi that the important point was that a substantial number of students were not Catholic and that all should be mindful that “what we say and how we say it” is important.

[74] The questioning of the student delegate can be contrasted with the treatment of other delegations on controversial issues, which are generally received politely with few, if any, questions that go beyond points of clarification. The Board always addresses the response to delegations later in its agendas and that is the time for debate. With a few exceptions, delegations are received as information to the Board. While the questioning of the student delegate was permitted by the Chair, it can be perceived as disrespectful to challenge a student on a delegation in the manner which occurred on June 15th.

[75] At the June 24, 2021 Special Meeting, the Board addressed a motion to approve the budget estimates (other than the estimates for salaries, which was dealt with separately). During the time allotted to Trustee DeRosa to debate the motion, he read a statement accusing staff of disregarding his requests for “standard financial reports” and of providing “untimely and incomplete” reports, which precluded him from fulfilling his fiduciary duty of financial oversight. Superintendent Lofts was clearly offended by those remarks. It was pointed out that when the Board requested additional data it was provided promptly. Trustee Guzzo stated that no information had ever been withheld. Superintendent Lofts added that when the Board passed a motion the prior Fall requesting monthly reports, those reports were provided at great cost and effort and that he had never received any questions on those reports. The Chair intervened to state that Trustee DeRosa was entitled to his opinion and asked everyone to move on.

[76] At an earlier meeting on March 2, 2021, the Board was debating a motion to authorize an increase in the borrowing limits by staff. Trustee Iantomasi suggested the

motion was not authorized by the Board's Banking Resolution, debated the point with the Superintendent and was twice ruled out of order. Trustee DeRosa then complained that he needed estimates of cash flow to support an increase in the borrowing limits. It was explained to him that the increase was requested to permit flexibility in the future and that any estimated cash flows would be purely hypothetical. The Superintendent further advised him that if the Board required such cash flows they would be provided. Trustee DeRosa brought a motion requiring such cash flows and that motion failed.

[77] Trustee DeRosa has a particular interest in Board finances and sits on the Audit Committee. He may have some expertise in financial matters. However, his dealings with senior staff on financial matters appear to reflect a misapprehension of his authority as a Trustee. Section 16.2 of the Procedural By-Laws provides that "*members will exercise their power to govern only as Trustees of the corporate body, not as individuals*". The Code of Conduct confirms that "Trustees must accept that authority rests with the Board and that they have no individual authority other than that delegated by the Board."

[78] In OCSTA's Module 3 on the Roles and Responsibilities of Trustees it is provided that:

Under the *Education Act*, the Board as a whole is legally accountable for its decisions, rather than individual trustees, including the chair. In fact, the Act gives no individual authority to trustees.

A clear understanding of an individual trustee's role is fundamental to good governance. A school board trustee is a member of a board, and, as such, trustees cannot act unilaterally.

[79] Pursuant to the *Education Act* and Regulation 309 made under that Act, Supervisory Officers must meet stringent criteria to qualify them for their positions. They are to be afforded respect and that is confirmed in section 4 of the Code of Conduct. The Board has oversight responsibilities, but no individual Trustee has the right to unilaterally demand financial reporting of a type that the Board has not directed. Trustee DeRosa was entitled to bring a motion on March 2nd seeking additional financial data. That motion did not succeed and Trustee DeRosa was duty-bound to accept that result. As noted by Superintendent Lofts, the imposition of

additional reporting requirements comes with a cost and it is the Board's decision whether to incur that cost.

[80] In that light, Trustee DeRosa's statements on June 24th can be seen as disrespectful and insulting to Superintendent Lofts and his staff, the Director of Education and the other Trustees. His comments called the competency of the Superintendent and his staff into question. His comments intimated that other Trustees were not properly performing their financial oversight responsibilities by failing to support his requests for additional information. It is particularly egregious to make such bald accusations without any specifics as to the nature of the "standard financial reports" he claims were not being provided or the manner in which the financial information being provided was "incomplete" or "untimely". Presumably, the reports which Trustee DeRosa claims were not being providing were reports that had not been requested by the Board. There is no indication that any Board-sanctioned requests for financial information were not complied with or that the Board has questioned the completeness or untimeliness of the financial reports it received.

[81] While a Trustee can perhaps be excused for a spontaneous outburst in an emotional moment, the fact that Trustee DeRosa apparently read from a prepared statement is an aggravating factor. To make such premeditated and bald allegations in a public forum in which those accused of wrongdoing have no opportunity to respond, can be seen as an example of a failure to act respectfully towards staff and other Trustees and a failure to recognize that a single Trustee has no authority to act unilaterally in such matters.

VII ALLEGATIONS OF UNLAWFUL CONDUCT/DILATORY BEHAVIOUR

[82] The third mandate under the Resolution raises three disparate areas of enquiry, all of which have been addressed to some extent above.

VII.1 Allegations of Unlawful Activities by Staff

[83] As with the other parts of the mandate in the Resolution, no particulars were provided of specific instances where Trustees allege that staff acted in an illegal manner or a manner that was non-compliant with regulations.

[84] From a review of the meetings over the relevant period, the only instance of such conduct was Trustee DeRosa's accusations of incomplete and inaccurate financial reporting and of a failure to provide "standard financial reports". That incident was fully explored in paragraphs 75 to 81 above.

[85] As previously noted, Trustee DeRosa's comments at the June 24th Special Meeting were out of order. Arguably, any concerns he had regarding financial irregularities should not have been raised in that forum and in that manner. An investigation into his broad, unparticularized allegations is well beyond the scope of this inquiry and report.

[86] For present purposes, it is noted that HCDSB's auditors are KPMG and that the most recent audited statements for the period ending August 31, 2020 note that the financial statements were prepared in accordance with the *Financial Administration Act*, supplemented by *Ontario Ministry of Education Memorandum 2004:B2* and *Ontario Regulation 395/11 of the Financial Administration Act*. KPMG also notes that during the audit process, it identifies and assesses the risks of any material misstatement of the financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks and obtains audit evidence that is sufficient and appropriate to provide a basis for its opinion that the financial statements present fairly, in all material respects, the financial position of HCDSB.

[87] It is also noted that Part IX of the *Education Act* contains detailed requirements for financial matters at school boards, including the provision of the audited financial statements to the Minister (section 252). Division D of Part IX provides for the supervision of the financial affairs of school boards by the Minister. There is no suggestion that the Minister has expressed any concerns in that regard.

[88] As noted above, it appears that when the Board directs staff to provide additional financial information such as monthly statements, such information is provided promptly.

[89] There is nothing in any of the materials available to me that would provide any support for the allegations by Trustee DeRosa of misfeasance in financial reporting.

VII.2 Dilatory Behaviour Causing the Business of the Board to be Purposefully Delayed

[90] As noted previously, the Board rarely, if ever, completes its considerations of the matters on its agendas. It can be argued, with some justification, that some of the agendas are overly ambitious. However, there are obviously other factors at play. Many of those factors are obvious and reflect the factionalism at the Board: multiple motions to amend in circumstances where it is obvious that there is insufficient support, multiple Points of Order and appeals from the rulings of the Chair where, again, it is obvious that there is insufficient support for the appeal. There is also significant delay which results from motions to approve policies recommended by the Policy Committee, which have been thoroughly debated at the Policy Committee, then were re-debated at length during the Board meeting in circumstances where there is no reasonable basis for believing that the vote at the Board will differ from that at the Policy Committee meeting.

[91] However, the delays resulting from the procedural steps sanctioned by the Procedural By-Laws and Board Policy I – *Governance of Policy* cannot necessarily be characterized as intentional efforts to delay the business of the Board and, in most cases, it is difficult to ascribe that motive to the Trustee(s) causing the delay.

[92] As noted above, there are at least two meetings in which there are reasonable grounds for suggesting they be characterized as an abuse of the procedural norms in order to intentionally delay or derail the consideration of a matter before the Board. The Special Meeting of April 26, 2021 is reviewed at paragraphs 43-46 and the Special Meeting of June 29, 2021 is reviewed at paragraphs 66-68 above.

[93] Also, as noted above, it is the Chair's responsibility to make the judgment call on whether the tactics being employed at a meeting are dilatory or improper. One can have some sympathy for the Chair in those circumstances. He risks being accused of bias or unfairness if he makes that judgment call against a Trustee and such a determination does nothing to mend the bridges between the factions. However, making that call when warranted can have the salutary effect of deterring such conduct in the future, and thereby assisting in the goal of completing the Board's business more efficiently.

[94] In summary, it is rarely easy to determine if the parliamentary tactics being employed are intended to delay the business of the Board or simply reflect the desire of Trustees to use the procedural tools at hand to make their voices heard. There are reasonable grounds for finding dilatoriness at the meetings of April 26 and June 29, 2021, both of which raised issues to which the minority were strongly opposed, but it would be unsafe to reach a conclusion as to the intention of Trustees in other circumstances.

VII.3 Behaviour in General that has not been in the Best Interests of the Board and Student Achievement

[95] All of the behaviour described in the preceding paragraphs which delays the business of the Board can be viewed as counter to the best interests of the Board and student achievement. The internal squabbling over procedures does nothing to advance the business of the Board and the fundamental goal of promoting student achievement and well-being (see *Education Act*, section 169.1 (a)).

[96] It would be a virtually endless task to identify every instance in the 21 meetings in which debate has been repetitive, doomed motions and motions to amend have been brought and debated, debates over agendas have taken up valuable meeting time, and procedural rulings have been sought and appealed, none of which advance the business of the Board in any meaningful way.

[97] All Trustees in both factions of the Board have employed the procedural rules. While I take no sides on the issues with which the Board has grappled, it is evident from this report that the minority, and particularly Trustees Iantomasi and DeRosa,

may feel singled out for criticism in the manner in which they have invoked or disregarded the rules. That is simply the result of a dispassionate review of the meetings and should not be taken in any way as casting doubt on the sincerity of their beliefs in the positions they have taken. They, and all Trustees, have devoted substantial time and effort in their roles as Trustees. I have no reason to doubt that they all sincerely believe they are acting in the best interests of their constituents and other stakeholders.

VIII CONCLUSIONS AND RECOMMENDATIONS

[98] While there are clearly reasonable grounds for complaint under the Code of Conduct, any sanction would reflect the will of the Board upon completion of the prescribed process under section 4.3.7 of the Procedural By-Laws and section 11 of the Code of Conduct. The process is triggered by a Trustee bringing the alleged breach to the attention of the Board. Obviously, the Trustee who is the subject of the Complaint has a right to defend themselves. As indicated at the outset, no such complaint has been made and the negative comments in this report about the conduct of individual Trustees are simply observations to which the affected parties have not had an opportunity to respond. Nothing in this report should be taken as making any finding of a breach of the Code of Conduct or any other enactment governing the duties and responsibilities of Trustees. It would be wrong to make any such finding without providing the affected parties an opportunity to be heard. Any such finding can only be made through the prescribed process. As instructed, I have simply reviewed the meetings and have reported on those instances which may constitute a breach.

[99] The Trustees must decide, as individuals, whether it would assist or harm the business of the Board to bring a complaint against another Trustee. The dynamic of this Board is such that one complaint could generate any number of complaints against Trustees on both sides of the debates. That sort of finger-pointing could be counter-productive in focusing on past conduct rather than moving forward with the business of the Board.

[100] Each Trustee brings their own skillset and point of view to the Board meetings. There is great value in vigorous debate, but, ultimately, there are lines which should not be crossed. It is primarily the thankless duty of the Chair to draw those lines to the

extent that they relate to meeting conduct. His correspondence to Trustees demonstrates the effort he has made to draw those lines. Unfortunately, it is apparent that the lines are still being crossed to the detriment of the Board's ability to efficiently conduct its affairs.

[101] The following recommendations are put forward in the hope they will assist in addressing somewhat the dysfunction observed at the Board:

- a) Legal counsel should be retained to review and streamline the Board's Procedural By-Laws and Policy I – *Governance of Policy* to make them more efficient;
- b) HCDSB Policy I-06 currently provides for four possible responses to delegations: (i) make a decision on the matter at the same meeting, (ii) refer the matter to a future meeting, (iii) request a staff report on the matter, or (iv) receive for information. While the most frequent response to a delegation is to receive it as information, there are occasions where the other options are debated and, on one occasion, there was no majority vote on any of the options with the unfortunate result that the delegation received no response. The Policy could be amended to provide that, absent a majority vote on another option, the default response will be to accept the delegation as information. That would avoid the need for a motion to receive a delegation as information, as currently occurs.
- c) I am not aware of the pro-active steps, if any, taken after an election of Trustees to encourage mutual respect and collaboration. Other non-profit and for-profit boards have found it effective to schedule retreats with a professional facilitator to engage the directors or trustees in sessions which build relationships between them and lead them to work co-operatively. Such retreats can be surprisingly effective.
- d) Trustees should refrain from actions which they know only serve to irritate other Trustees. For example, there is one Trustee who regularly votes against approving the Minutes of prior meetings, without having voiced any concern with those Minutes. The approval of Minutes is generally a consent exercise at most boards, absent an error which is identified and corrected. Opposing

something as innocuous as the Minutes without any explanation is not productive and only furthers the factionalism at the Board.

- e) As regards proposed policies or amendments to policies approved by the Policy Committee, it should usually suffice for Trustees to succinctly state the basis for their support or opposition to the proposal without repeating the arguments they made at the Policy Committee. Absent new information in the intervening week, no constructive purpose is served by a repetitive debate, as it should be apparent that the votes on a policy recommended by the Policy Committee will not change.

- f) Given the arguments that have been triggered by technical issues, Policy I-28 on Electronic Meetings should be amended to specify the platform to be used, the technical specifications required by participants and provide clearer guidelines on how technical difficulties will be addressed during meetings. One possibility is to put the onus on the participants to ensure they are in a location with reliable internet access and to provide a specified window of time to permit a participant to re-connect, failing which the meeting will proceed in their absence.

[102] There is no magic bullet which will remedy the divide between the majority and minority at the Board. It will take goodwill and, most importantly, mutual respect to put their philosophical differences aside for the greater good. Each of the Trustees has something positive to bring to the table and an effective board makes use of those attributes. Frustration has been exhibited by all Trustees and that is understandable, but with the advent of a new school year it is hoped they can take this report as constructive criticism, and move forward in a more positive manner.

Dated August 24, 2021 at Toronto, Ontario.



Barry H. Bresner, LL.B., FCI Arb

Investigator – ADR Chambers Inc.

Appendix "A" - Resolution re Conduct during Board Meetings

passed June 29, 2021 per Attachment C to the RFQ

5.1 Conduct During Board Meetings

Moved by: P. Murphy

Seconded by: B. Agnew

WHEREAS Trustees are required to conduct themselves in a manner that enhances confidence in publicly funded Education;

WHEREAS Trustees are always bound to act with dignity, civil behavior, decorum and be respectful of other Trustees, the Director of Education, staff, all members of the Halton Catholic District School Board (HCDSB) community, as well as the public;

WHEREAS training sessions have been provided to Trustees by certified Parliamentarians on proper parliamentary procedure and meeting conduct, and a certified Parliamentarian has provided on going advice during Board meetings on proper parliamentary procedures and conduct. In addition, Trustees have been copied on parliamentarian opinions regarding procedure and meeting conduct and Trustees have been reminded of proper parliamentary procedures and conduct in through several email communications;

WHEREAS according to HCDSB Procedural By-Law 8.1 – Role of Chair "In addition to any other duties under the Act, the Chair of a Board shall, (b) conduct the meetings in accordance with this By-Law or other procedures and practices for the conduct of Board Meetings, and shall preserve order and decide all questions of order subject to an appeal to the board; . . ."

WHEREAS Section 207 (3) of the Education Act addresses the exclusion of persons from Board meetings, it provides: "The presiding officer may expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting."

WHEREAS behaviour of some Trustees has been seen as disruptive and dilatory, which has delayed the Board from moving the business of the Board forward, resulting in several special called meetings, eroding public confidence in the Board, and resulting in some Trustees being expelled from Board meetings;

WHEREAS the integrity of the Chair has been called into question and it was alleged that the Chair is biased in his conduct of Board meetings which impacts the functioning and reputation of the Board;

WHEREAS accusations have been made towards staff regarding reports provided to Trustees, questioning timeliness and content;

***BE IT RESOLVED** that the Board of Trustees direct the Secretary of the Board and Director of Education to commission an investigation by an Integrity Commissioner or Lawyer to determine if the conduct of the Chair was biased as stated;*

***BE IT FURTHER RESOLVED** that the conduct of Trustees during Board meetings be investigated with regards to their mandate as detailed in the Education Act, as directed by Board Policies and Procedure and Board Procedural By-Laws regarding civil behaviour, decorum, treatment of staff, the public and fellow trustee(s) with respect;*

***BE IT FURTHER RESOLVED** that the investigation review allegations that have been made toward staff by Trustees regarding acts that were not legal or non-complaint with regulations and are unfounded. If there has been dilatory behaviour causing the business of the Board to have been purposefully delayed and if there has been behaviour in general that has not been in the best interest of the Board and Student achievement;*

***BE IT FURTHER RESOLVED** that the investigation report be completed before **August 24, 2021**. Included in the report should be any findings with recommendations, recommended corrective actions and recommended disciplinary actions, in accordance with Policy I-36 Trustee Code of Conduct.*

MINUTES OF THE SPECIAL EDUCATION ADVISORY COMMITTEE MEETING

Date: May 31, 2021
 Time: 7:00 pm
 Location: Microsoft Teams

Members Present	B. Agnew	A. Louca-Ricci
	M. Arteaga	M. Lourenco
	R. Barreiro	P. Moran
	N. Guzzo	R. Quesnel
	D. Hotopeleanu	D. Rabenda
	H. Karabela	S. Sweet
	J. Lim	T. Veale

Staff Present

- J. Acheson, Acting Chief Social Worker
- G. Brown, Chief of Mental Health Programming
- S. Balogh, Superintendent, Special Education Services
- J. Crowell, Superintendent, Curriculum Services
- K. Davison, Curriculum Consultant
- P. Daly, Director of Education
- O. Foese, Chief Psychologist
- D. Kollee, Chief Speech Language Pathologist
- J. O'Reilly, Special Education Coordinator

Members Excused M. Duarte

Recording Secretary A. Hughes

1. Call to Order

The chair called the meeting to order.

1.1 Opening Prayer and Land Acknowledgement

The meeting opened at 7:00 p.m. with a prayer led by the Chair.

1.2 Approval of Agenda

Moved by: S. Sweet

Seconded by: N. Guzzo

RESOLVED, that the agenda be accepted as received. **CARRIED**

2. Presentations

2.1 Special Education Summer Learning Program (J. O'Reilly and O. Foese)

B. Agnew introduced J. O'Reilly, Special Education Coordinator and O. Foese, Chief Psychologist who presented on the Special Education Summer Learning program. Staff concluded with answering questions. The presentation is included in the meeting package.

2.2 Supporting Special Education Students in Destreamed Math (J. O'Reilly and K. Davison)

B. Agnew introduced J. O'Reilly, Special Education Coordinator and Kristy Davison, Curriculum Consultant who presented on the supports for special education students in destreamed math. Staff concluded with answering questions. S. Balogh will provide updates to SEAC when received. The presentation is included in the meeting package.

3. Action to be Taken

3.1 Minutes of the April 19, 2021 SEAC Meeting

Moved by: N. Guzzo

Seconded by: P. Moran

RESOLVED, that the minutes of the April 19, 2021 SEAC Meeting be approved as presented.

The Chair called for a vote and the motion **CARRIED**.

4. Declarations of Conflict of Interest

There were no conflicts of interest reported.

5. Business Arising from Previous Meetings (Chair)

6. Special Education Board Policy Review (Chair)

There were no policies for review.

7. Action and Information Items

7.1 Special Education Plan (S. Balogh)

The redline draft version of the special education plan, a summary of changes and SEAC member feedback on the plan was emailed to members before the meeting for review. S. Balogh thanked the members of the special education plan subcommittee and spoke to the updates to the plan. Questions were welcomed. S. Sweet, indicated that the Learning Disabilities Association of Halton Hamilton (LDAHH) can not support the special education plan since the association feels there is no self-contained option, either partial or full (Level 4 and 5) for students with learning disabilities. According to the policies and procedures of the Learning Disabilities Association of Ontario, who is the governing body of LDAHH, the association cannot support a special education plan if there is not a continuity of service from kindergarten to grade 12.

M. Lourenco stated that ABC stands by their feedback submission to Policy No. II-29 Inclusion and Range of Placement Options for Identified Exceptional Students. Although clustering was added to the special education plan, ABC believes there is currently no secondary placement option for gifted students and would like to see a regular class secondary clustered placement.

7.2 Summary of Student Exceptionalities (S. Balogh)

Data on exceptionalities and placements for the school year 2020-2021 was distributed in the meeting package. Questions were welcomed. Staff concluded with answering questions.

7.3 Nominations re: Autism Ontario (Chair)

B. Agnew announced that nominations had been received from Autism Ontario for L. Rojas-Silva to represent their association on SEAC and L. Anderson as the alternate representative. The Autism Ontario nomination will go to the June 1, 2021 Board meeting for trustee approval.

8. Communications to SEAC

8.1 Superintendent's Report

S. Balogh provided updates on:

National AccessAbility Week in Canada: is May 30 to June 5, 2021. It is an opportunity to celebrate the valuable contributions of Canadians with disabilities. This week, we also recognize the efforts of individuals, communities and workplaces that work to remove barriers to accessibility and inclusion.

Summer Psychological Assessments: will be conducted this summer. Currently, Psycho-Educational Consultants are reaching out to parents to establish availability. We will conduct these assessments at select locations in Milton, Oakville and Burlington. Staff will review wait times continuously to ensure that any variability of wait times across the board that occurs as a result of summer assessments and other pandemic factors will be addressed in September.

Right-to-Read: As a result of the Ontario Human Rights Commission report on "The Right-to-Read" a committee was struck at the beginning of this year with the Special Education Consultants and Coordinator to begin looking at our current process around early screening and identification for students who are struggling to read. The report has since been delayed and is set to be released in Fall of 2021. The committee has been working on a study around using a reading readiness screening tool called the RRST. This tool is for use by classroom teachers to identify specific areas of reading readiness to provide meaningful and targeted intervention. The committee has since expanded to include the Chief of Psychology and Chief Speech Language Pathologist as well as Curriculum staff. Updates will be provided at a future meeting in the new school year as more information becomes available.

After School Skills Development Program: the Children Friendship Training is complete and PEERS is finishing up. Feedback on the program from parents and staff has been positive. The program will continue next year. SLPs, CDAs, BAs, Psychology staff, ISERTS, and some SERTS and CYCs participated in 3 days of training to be able to deliver PEERS, a social skill development program.

ABA Bonanza 2.0: the Bonanza has finished, including the panel discussions which have been completed. The Bonanza 2.0 will continue in the fall with some additional modules and panel discussions.

Project SEARCH: the launch held on April 22nd was very well received. Applications have been received, and the presentation has had over 600 views to date on the HCDSB YouTube channel. This school-to-work transition program for students with Developmental and Intellectual disabilities will commence in September 2021 at Milton District Hospital. The next step in the recruitment process is the interviews/assessment phase. Successful applicants will be notified the week of June 7th.

SEA Showcase: the Special Education Department hosted a virtual SEA Showcase on the HCDSB YouTube channel on May 26th. The keynote speaker was Carrie Anton, gold medal Paralympian from the Sydney 2000 Paralympic Summer Games and for the past 25 years has been an assistive technology and accessibility specialist. Video submissions of the Ignite Technology Grant winners were viewed and HCDSB students described the impact of assistive technology on their own lives and on their educational journeys. Thank you to Brenda Agnew, who spoke on behalf of SEAC, Rick Barreiro, who spoke on behalf of VOICE and Maria Lourenco and Jessica Lim, who spoke on behalf of ABC.

Mental Health: the video on Parenting During the Pandemic has surpassed 1000 views and people continue to watch the videos weeks after they were posted. We will continue to work on materials over the summer. Social workers and CYCs are continuing to work with students and families virtually during this period of school closure. For students that are requiring more intensive support, the social workers are providing support as well as liaising with community professionals to ensure that student and family's needs are being met.

8.2 Trustee Reports

N. Guzzo reported on:

- At the April 26th Special Board of Trustee meeting a motion was brought to the table, supporting our diverse school community, in regards to celebrating pride month. The result is it includes that mandatory training for senior staff be completed before the start of the 2021-2022 school year on the Catholic Social Teaching on loving and accompanying students who identify as 2SLGBTQ+. To be started in September of the 2021/2022 school year, all staff are to receive mandatory training on the Catholic Social Teaching on loving and accompanying students who identify as 2SLGBTQ+, denominational rights and rights of students and staff under the Ontario Human Rights Code in schools. In addition, HCDSB is raising awareness around Pride month and each school will be mandated to have safe space signage.
- The 2021-2022 school year calendar has been approved.
- Meetings for multi-year strategic plan have been held. The mission and vision have been revised based on stakeholder feedback.
- Capital priorities program list report was presented.
- St. Kateri Tekakwitha is the official school name for the new Milton #3 Catholic Secondary School.
- The Bronte green school boundary review was approved for St. Mary and St. Joan of Arc.
- Religious education resource selection for the Grade 8 core religious is up for purchase for the complete print and digital series.
- The following policies were approved: Policy III-11 The Hiring and Promotion Policy Academic and Non-Academic Personnel and Policy II-45 Equity and Inclusive Education.
- Pre AP and pre IB programming will continue next year as per direction from Director Daly.

8.3 Association Report – Halton Down Syndrome Association (D. Hotopeleanu)

D. Hotopeleanu provided an overview on the Halton Down Syndrome Association virtual walk for Down Syndrome and an update on the HDSA's 7th annual World Down Syndrome Day school contest. The top three winning submissions were from HCDSB schools and a video of the first place submission was played.

9. SEAC Discussion/Questions

B. Agnew discussed writing a letter in support of Bill 172 similar to letters other SEAC's have written. B. Agnew called on T. Veale, FASworld Canada representative, to provide further information to members. T. Veale requested the support of SEAC to write a letter to the Minister of Education in support of Bill 172. B. Agnew asked members if they were in agreement. Members agreed to compose and send a letter of support.

Moved by: D. Rabenda

Seconded by: M. Lourenco

RESOLVED, that a letter in support of Bill 172 be sent to the Minister of Education. **CARRIED**

10. Meeting Summary and Next Steps

11. Next Agenda: Meeting June 14, 2021

The agenda will include a multi-year strategic plan update and the accessibility plan.

12. Adjournment

12.1 Resolution re Absentees (Chair)

Moved by: R. Barreiro

Seconded by: M. Lourenco

RESOLVED, that M. Duarte be excused. **CARRIED**

12.2 Adjournment and Closing Prayer (Chair)**Moved by:** M. Lourenco**Seconded by:** N. Guzzo**RESOLVED**, that the meeting adjourn. **CARRIED**

The meeting adjourned at 9:06 p.m. with a prayer led by the Chair.

MINUTES OF THE CATHOLIC PARENT INVOLVEMENT COMMITTEE (CPIC)

Date: June 7, 2021
Time: 7:00 pm
Location: Virtual Meeting

Members Present: T. Arruda-Newns
G. Bergin
S. Boulanger
V. Chininea
N. Dinolfo
M. Duarte
L. Efremova
S. Furlong-Warren
L. Gallo
D. Garell-Teti
M. Lourenco
J. MacLeod
T. O'Brien
J. Santos
S. Sywash

Guests:
P. Daly
A. Swinden

Regrets: O. Liuyomade
V. Monaco
Fr. D. Walter

Chair: J. Santos

Recording Secretary A. Brown

1. Opening Prayer & HCDSB Land Acknowledgement

J. Santos began the meeting at 7:01 p.m. with a welcome, V. Chininea led the committee with an opening prayer, followed by the Land Acknowledgement.

2. Approvals & Revisions

2.1 Agenda

Moved by: J. MacLeod

Seconded by: S. Furlong-Warren

That, the agenda be approved.

CARRIED

2.2 Minutes

- Amendments were made to the Minutes of May 3, 2021.

Moved by: M. Lourenco

Seconded by: S. Boulanger

That, the minutes of the May 3, 2021 Catholic Parent Involvement Committee be approved.

CARRIED

3. Board Update (N. Dinolfo)

3.1 General update

- Although only a week into June – as a system we have prayed, reflected, and embraced so many things together.
- Today we are praying the 5th day of the Novena to the Sacred Heart of Jesus – You comfort Us so we may comfort others and we will celebrate the feast of the Sacred Heart of Jesus on June 11th.

National Indigenous History Month

- our days, reflection and prayers are for our indigenous brothers and sisters and the grief and sorrow we share as a Catholic School System learning about the discovery of the unmarked grave of 215 children at the Residential School in Kamloops – we continue to pray and acknowledge the pain and suffering of the past and continue to work together for healing and reconciliation on June 21st - National Indigenous Peoples Day
- All of our schools have fully embraced our HCDSB board motion Supporting Our Diverse Community in particular our students and staff who are part of the 2SLGBTQ+ community – Rainbow Day on June 1st focused on the love we have for another where all are embraced with love and human dignity – virtually and in our school settings, symbols of our board response with signage and rainbow cross walks created the spaces for all our students to feel welcomed and supported – June 14th will be HCDSB Pride Awareness Day – schools will be bringing awareness to our staff and students about Pride and the history of Pride
- June is also Filipino Heritage Month together with Portuguese and Italian Heritage Month - - we celebrate Filipino, Portuguese and Italian Canadians and honour their contribution to the growth and development of our country and our HCDSB communities.
- All our schools are continuing with remote learning for the remainder of the school year.
- Tech and wifi continue to be provided to families who have asked for the resources. Students in elementary and secondary who have been provided with technology can keep the resources for their summer program and return them to the school in August/September.
- All of our category 4 or 5 Special Education classroom placements have some students attending in person. At the secondary CLC setting all schools have students and educators working on-site daily and in the elementary setting we have some

students attending daily or with a modified day and in-person educators supporting them.

- There have been some requests for some of our identified students to now attend in person over the past few weeks on a modified day. Parents are working together with their school and administrator to create a schedule that works best to meet the student need.
- Graduations – all school planned events have been communicated to the school community and include a virtual ceremony with an outdoor event following the health and safety protocols at this stage of reopening for the distribution of diplomas, awards and for families to take photos of their graduate.
- Our graduations will be the focus for our grade 8s and grade 12s. For our K- Grade 7 classes schools will end off the year in a positive note through the remote learning environment – guest speakers, special events, year-end liturgy and curb side pick-up and drop off of personal belongings and resources as per the protocols set out by Halton Region Public Health. Schools will communicate their plans to parents and guardians.
- We are also planning for the start of the 2021/22 school year:
- Our school year calendar has been approved by the ministry and a formal communication will be sent out to parents this week.
- September PA Days focus on Professional Development for our educators: Health and Safety Protocols, student mental health and wellbeing, learning recovery and intervention strategies to work with students after learning interruptions due to Covid -19 and further development of the new math curriculum.
- Our high schools will follow an in person quadmester schedule and the details of how the day will run will be shared with the calendar communication to parents. Our committee is working through what our schedule and day will look like and seek feedback through CPIC, SEAC and our student trustees.
- Our elementary learning environment survey is out now and will close on June 11. The Ministry has directed us to prepare for September 2021 as we were when school went remote in April. Our return in September will continue with students being in a cohort and children wearing masks. The focus is on vaccinating our educators and students from 12 – 17 for September. The data for Covid-19 will dictate what the health and safety protocols will be, but we have learned a lot this year and know the protocols Halton, and in particular Halton Catholic, put in place were successful. We have had minimal outbreaks in our schools and will continue to follow the direction from public health with our reopening plans.
- Schools have started transition planning for our special education students for August, where students and parents will meet with the school, ahead of the start of the school year and through a special program that has been planned for the week of August 23rd.
- Elementary Summer School Registration is open and has various offerings for grade 6-8 for literacy and numeracy and Camp Summerland for Grade 2 – 5 for students who have been selected for the program based on their needs and Special Education programs.
- We continue to have our virtual summer school secondary program offerings.
- We continue to take Kindergarten and all new student registrations at the schools, and this will continue through the summer.
- Our virtual new Kindergarten Parent Orientation sessions were well attended and engaged our new parents. We look forward to working together with them in the fall.

- Report Cards at the elementary and secondary panel will go home electronically. Elementary Report cards will go home on Wednesday June 23rd and secondary schools reports first week of July. Most elementary report cards will only have marks assigned and no commentary as a result of the sanctions from our elementary OECTA strike action. Classes that have been taught by a long-term occasional teacher will have commentary together with marks.
- All of our educators are continuing to support the students with their academic, spiritual and mental well-being. Educators have planned many different activities to wrap up the year on a positive note for the students and we thank our families for working in partnership with us this year and as we begin to plan for the fall.
- CPIC Speaker Series coming up and information will start to be released this week.
 - Questions for Superintendent Dinolfo were asked and answered.

4. Trustee update (M. Duarte)

4.1 General update

- A little bit of what is going on at the Board since the last CPIC meeting on May 3rd Trustees have been very busy since the last CPIC meeting with 3 Board meetings, 2 Special Board meetings, 1 policy meeting & 1 MYSP meeting!
- At the May 4th Board meeting Trustees approved the 2021-2022 school year calendar. At the same meeting the Capital Priorities Program Submission was approved with 2 new schools in Milton, 1 in Georgetown, 1 in North Oakville, besides a couple of extensions and re-builds.
- Phase 1 of the MYSP was concluded with Trustees accepting the recommendations of the MYSP committee as far as Mission, Vision and Values are concerned. Phase 2 – data collection is in process now. We hope to complete the 4 phases of the MYSP early next year.
- At the May 18th Board meeting there was 1 delegation on student voice and 3 delegations on cancellation of grade 9 pre-AP and pre-IB math programs because of Ministry mandated grade 9 math de-streaming implementation at HCDSB.
- At the May 27th Special Board meeting, Trustees responded to the student voice delegation by referring it to a “Working Staff Committee – Student Leadership”. This is a new committee comprising of Senior staff which will work with our students to better connect, align, support and expand student leadership, both at the system and school levels. This will be an exciting opportunity for our students. At the same meeting, the new name for Milton#3 high school was approved to be St Kateri Tekakwitha – our very own indigenous Canadian saint!
- The comprehensive, detailed and updated policy II-45 Equity and Inclusion was approved at the same meeting. This is an extremely important policy and we are proud of the effort and work that staff put into it and this policy will go a long way in making our students and staff feel included and safe.
- At the June 1st meeting, there was a presentation on the work done by the STEM committee over the past year. There were 2 delegations on cancellation of grade 9 pre-AP and pre-IB math programs because of de-streaming implementation at HCDSB. Prior to these delegations, staff had decided to retain programming for the math AP and IB programs to the way it originally was. The response to these delegations was that any cancellation of the AP or IB programming would be brought to the Board of Trustees.

- At the June 3rd Special Board meeting, the results of the STEM committee recommendations were presented and unanimously approved! The original STEM motion a year back, was to find opportunities to increase curricular and extra-curricular STEM activities and promote them in our system. The committee worked together for a whole year to come up with this report with concrete plans to implement and grow STEM/STEAM in all elementary and secondary schools in the system. STEM/STEAM is now tied to the curriculum and linked to the Ontario Catholic Schools Graduate expectations. We now have a detailed roadmap with plans for resources, dedicated staff and physical spaces in our schools. (See the board package for details). STEAM is now an excellent opportunity for school councils, parents and our alumni students to be involved in the deployment process at our schools (Camps / Clubs / Parent evenings etc..) and I hope you could help disseminate this info. This initiative also brings opportunities for all our girl students, whilst also providing equitable and accessible opportunities to each and every student in our system and my hope is that it will only keep on growing. Staff will bring this to CPIC as well as SEAC and will look to grow the committee representation.

4.2 Upcoming Notable Items

1. Trustees are involved with school graduation ceremony preparations this week – virtually!!
2. Policy I-23 Catholic School Councils and Catholic Parent Involvement Committee will come up for discussion at the Policy meeting tomorrow night. If approved, it will go to the last Board meeting on June 15th for Board approval.
3. Trustees will be having meetings in July to discuss and approve the budget.
4. A consultant will be hired to assist with some areas of the MYSP Phase 2 (data collection) and this will happen in August.

Finally This being our end-of-the-year meeting, I would like to **Thank** each and every CPIC member for your dedication and contribution to CPIC and HCDSB. Have a great and safe summer with your families!

- Questions for Vice Chair Duarte were asked and answered.

5. Standing Items:

5.1 OAPCE Update (D. Garell-Teti)

- Submitted final regional report for Halton to the Executive Director of OAPCE on Friday. It will be included in upcoming Parent 4 Parent newsletter which is due to be released shortly.
- Attending a Board of Directors meeting near the end of June for OAPCE to look at strategic planning for the next year.
- Plan in works for upcoming events in June – along the lines of a Town Hall. Finalized plans will be forwarded to OAPCE reps.
- Denice thanked all OAPCE reps. for their contribution to OAPCE through school councils and parent engagements.

5.2 CPIC Subcommittees

5.2.1 School Council Support Committee (L. Efremova)

- Subcommittee met and provided a few comments and forwarded the school council handbook it to CPIC chairs. Feedback given that it needs further review and revisions. Hopefully it will be ready for September for the new members when they start.

5.2.2 Parent/Community Engagement Committee (J. MacLeod)

- Arranged the guest speaker for CPIC Speaker Series but have not met.

5.2.3 By-Laws Committee (S. Boulanger)

- Phase one of the review of the by-law document focused on language and structure has been complete. The subcommittee is meeting on Thursday to discuss more substantial changes to be made to the by-laws.

5.3 CPIC Representation on Board Committees

5.3.1 Mental Health (L. Efremova)

- Nothing to report at this time.

5.3.2 Bullying Prevention (S. Furlong-Warren)

- Nothing to report at this time.

5.3.3 Walk with Jesus (T. Newns-Arruda)

- The event took place on May 6th. Thanks go out to everyone involved in organizing the Walk with Jesus and to all who participated.

5.3.4 Home-School-Parish Partnership (J. Santos)

- Nothing to report at this time.

6. Discussion Items:

6.1 2021-2022 CPIC Meeting Dates

- changed some dates from the proposal last meeting, due to feedback given, in that four (4) Council of Chairs meetings may provide so much great information to bring back to Catholic School Councils. One CPIC meeting was removed in order to accommodate an extra Council of Chairs meeting for the 2021-2022 school year.
 - Questions asked and answered regarding the last Council of Chairs meeting.

6.2 Community Representative Position (open September 2021)

- Discussion took place on what kind of candidate they would like to see as a Community Rep. on CPIC come September 2021. Some excellent ideas were presented.
- Description from the Ministry of Education is as follows *“this person would contribute to the discussions of school council, represent the community respective and help build partnerships and links between the school and community”*.

7. Other Business/Future Agenda Items

- D. Garell-Teti brought to the committee’s attention Future Ground Prize for the David Suzuki Foundation. Encouraged all to vote. www.davidsuzuki.org
- Discussed possible topics for Council of Chairs meeting for 2021-2022
- Exiting CPIC members gave a brief overview on their roles on the Board Committees they sat on.

8. Closing Prayer

- J. Santos and G. Bergin both thanked everyone for your hard work on CPIC. N. Dinolfo thanked everyone but gave a special thank you to our departing members,
- N. Dinolfo ended the meeting with a closing prayer.

9. Adjournment

Meeting was adjourned at 8:08 p.m.

From: Catholic School Council - Assumption <AssumptionCSC@outlook.com>

Sent: September 3, 2021 3:18 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Ohearn-czarnotaj@hcdsb.org; Daly, Patrick <DalyP@hcdsb.org>; McDougall, Clark <McDougallC@hcdsb.org>

Cc: minister.edu@ontario.ca; ross.romano@ontario.ca; yael.ginsler@ontario.ca; jennifer.chan3@ontario.ca; jane.mckenna@pc.ola.org; effie.triantafilopoulos@pc.ola.org; stephen.crawford@pc.ola.org; parm.gill@pc.ola.org; ted.arnott@pc.ola.org; CPIC <cpic@hcdsb.org>; Tan, Kaitlyne <[REDACTED]>; Chliszczyk, Christopher <ChliszczykC@hcdsb.org>; Thomas, Maria <ThomasM@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; [REDACTED]

Dear Chair of the Board, Secretary of the Board, and HCDSB Trustees,

We are once again following up on the recommendations of the Assumption Catholic Secondary School Council from June 11th, regarding exams and exam writing skills for secondary students. With the new school year just days away, we have still not received even an acknowledgement of our concerns and recommendations, much less a response as to how they will be addressed.

This is not a trivial matter, and was thoroughly discussed and debated at our last council meeting. This is an issue that can have a potentially significant impact on the future success of our students, whose education you have been entrusted with.

As outlined below, the Board has a duty, under the Education Act, to "consider each recommendation made to the board by the council" and to "advise the council of the action taken in response to the recommendation".

Furthermore, under Section 283 of the Education Act, the Director of Education has a duty to bring to the attention of the board any act or omission that "has resulted in a contravention of (the) Act or any policy, guideline or regulation made under (the) Act" and, "if a board does not respond in a satisfactory manner to an act or omission", to "advise the Deputy Minister of the Ministry of the act or omission".

Please advise of the action taken in response to our recommendation and if you are not able to do so before the board report is published for the September 7th board meeting, please include this communication in the Correspondence section of that board report. We would also then further ask the Chair to place this item on the next agenda for consideration by Trustees. If the

board does not intend to respond to our Council, we trust that you will be advising the Deputy Minister of the board's failure to comply with the requirements of Regulation 612.

Sincerely,

Maria Lourenco
Santa Silvestri
Co-chairs, Assumption CSC

From: Catholic School Council - Assumption <AssumptionCSC@outlook.com>

Sent: June 25, 2021 7:07 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Marvin Duarte <duartem@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Clark McDougall <mcdougallc@hcdsb.org>

Cc: minister.edu@ontario.ca <minister.edu@ontario.ca>; ross.romano@ontario.ca <ross.romano@ontario.ca>; yael.ginsler@ontario.ca <yael.ginsler@ontario.ca>; jennifer.chan3@ontario.ca <jennifer.chan3@ontario.ca>; jane.mckenna@pc.ola.org <jane.mckenna@pc.ola.org>; effie.triantafilopoulos@pc.ola.org <effie.triantafilopoulos@pc.ola.org>; stephen.crawford@pc.ola.org <stephen.crawford@pc.ola.org>; parm.gill@pc.ola.org <parm.gill@pc.ola.org>; ted.arnott@pc.ola.org <ted.arnott@pc.ola.org>; CPIC <cpic@hcdsb.org>; [REDACTED] Chliszczyk, Christopher <ChliszczykC@hcdsb.org>; ThomasM@hcdsb.org <ThomasM@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; [REDACTED]

Subject: RE: Exams for Secondary Students

Dear Chair Murphy, Director Daly and all Trustees,

We are following up on our correspondence and recommendations to the board from June 11th regarding exams for secondary students and attached below. To date, we have not received any response, not even an acknowledgement.

As you know, School Councils have a very specific mandate, and mechanism for carrying out

that mandate, which is outlined in Regulation 612 (School Councils and Parent Involvement Committees). That is:

2. (1) The purpose of school councils is, through the active participation of parents, to improve pupil achievement and to enhance the accountability of the education system to parents. O. Reg. 612/00, s. 2 (1).

(2) A school council's primary means of achieving its purpose is by making recommendations in accordance with this Regulation to the principal of the school and the board that established the council. O. Reg. 612/00, s. 2 (2).

Furthermore, the Regulation imposes upon the board a duty to respond.

Duty of Board to Respond

21. The board that established a school council shall consider each recommendation made to the board by the council and shall advise the council of the action taken in response to the recommendation. O. Reg. 612/00, s. 21.

You will note that the requirement is for the board to advise what action will be taken in response, not simply an acknowledgement. Please provide a response at your earliest possible convenience that outlines, specifically, how our concerns and recommendations will be addressed.

Sincerely,

Maria Lourenco
Santa Silvestri
Co-chairs, on behalf of
Assumption Catholic Secondary School

Sent from [Mail](#) for Windows 10

From: [Catholic School Council - Assumption](#)

Sent: June 11, 2021 5:26 PM

To: [Murphy, Patrick](#); [Marvin Duarte](#); [lantomasi, Vincent](#); [O'Brien, Timothy](#); [Agnew, Brenda](#); [Karabela, Helena](#); [DeRosa, Peter](#); [Guzzo, Nancy](#); ohearn-czarnotaj@hcdsb.org; [Daly, Patrick](#); [Clark McDougall](#)

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[\[REDACTED\]](#) [Chliszczyk, Christopher](#); ThomasM@hcdsb.org; [DiPietro, Rosie](#);

[REDACTED]
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Subject: Exams for Secondary Students

Dear Chair of the Board, Director of Education and All Trustees of the Halton Catholic District School Board:

We are writing to you on behalf of the Assumption Catholic School Council to bring forward concerns regarding a serious deficit that we feel is developing for our secondary students, that is, the lack of exam writing skills resulting from not writing any final course exams since the first semester of the 2019-2020 school year - a year and a half ago. We are concerned that this deficit will continue to grow should the decision be made to continue to not provide end of course exams in the expected quadmester model for at least the first half of the 2021-2022 year, or in any other modified return to school plan. This could mean at least two full years without exams, half of a typical high school career. This is significant, particularly for our students who will be entering Grade 11 or 12 in September.

We had a fulsome discussion on this topic at our June 2nd Council meeting. During the discussion we acknowledged and thanked our teachers and administrators for their exceptional efforts and dedication since the beginning of this pandemic and before. We acknowledged that this deficit is in no way a reflection on them, their talents or dedication.

We discussed and acknowledged various issues of equity, and the value of all pathways our students may choose, and that not all are bound for college or university.

We learned that approximately 48% of our graduating students apply to university, and approximately 80% of those proceed to university. Those numbers suggest that almost 40% of our students are university bound. (We were not provided with statistics for college applications or acceptance). We agreed that equity applies to those students as well, and that they too must be given the opportunities to develop the skills necessary for success once they graduate from HCDSB.

We discussed the impact of the COVID pandemic on our students' mental health, and that exams can be anxiety inducing. We also discussed the stress and anxiety of post secondary education, especially that first year transition, and especially where students may be living away from home for the first time, and without their usual support systems. With all of the changes that COVID has brought to our lives, these transitions now have the potential to be even more stressful than "normal".

Several of our members have children already enrolled in post-secondary, and those members shared the high value - rightly or wrongly - placed on final exams and even midterms, particularly in some university programs. Members shared the importance of exam writing skills for college bound students as well. We learned that in some programs, final exams and even midterms can be worth 40% or 50% of a final course grade. In some courses, students must obtain a certain mark or pass the final exam to pass the course, regardless of other assessments. Imagine the stress and anxiety that comes from that. Now imagine it when you haven't written an exam in two years, and when your high school education was also severely disrupted. Imagine you have four or five exams in the span of a week or two. Imagine you don't do well on the first one. Imagine the impact of all of *that* on your mental health.

We agreed that "test taking" is not the same as, and does not adequately prepare students for an end of course culminating exam - especially a post-secondary one. We also learned that in some courses, high school teachers are currently not even providing tests.

We know that HCDSB is committed to the success of its students. Graduating from high school is not success if students are not prepared for what comes next. Mental wellness must be a long term goal and must include providing our students with all the tools they need to face the challenges that await them upon graduation.

While our Council agreed on the issues and risks to our students, we had difficulty agreeing on the best solution. Some thoughts we discussed included:

- exam writing skill workshops and/or practice exams
- optional exams and/or
- exams worth as little as 5%, possibly with some flexibility for higher weighting if students do well
- focus on exam writing for students in grades 11 and 12 only

We recognize that this list is not exhaustive, and that there may be other options available.

Our Council did agree that this matter was of sufficient importance to be brought forth to the board for further review and consideration of possible solutions and direction to staff. We would encourage the board to also seek additional feedback from councils and parents of other secondary schools in our board.

Please include this correspondence in the June 15th board report. We look forward to a response from the board and are happy to be of further assistance in addressing this issue.

Yours in Catholic education,

Maria Lourenco, Co-Chair
Santa Silvestri, Co-Chair
on behalf of the Assumption Catholic School Council

cc: HCDSB Catholic Parent Involvement Committee
School Council Chairs, HCDSB Secondary Schools
Hon. Stephen Lecce, Minister of Education
Hon. Ross Romano, Minister of Colleges and Universities
Yael Ginsler, Assistant Deputy Minister, Student Achievement Division
Jennifer Chan, Director, Curriculum, Assessment, and Student Success Policy Branch
Jane McKenna, Burlington MPP
Effie Triantafilopoulos, Oakville-North Burlington MPP
Steven Crawford, Oakville MPP
Parm Gill, Milton MPP
Tedd Arnott, Wellington-Halton Hills MPP

-----Original Message-----

From: Sabrina T

Sent: August 31, 2021 11:43 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Mandate for all HCDSB STAFF to be Vaccinated

Hello everyone,

As we head into the 2021-22 school year, I, as a parent of a HCDSB student ask that all staff at HCDSB's please be mandated to be fully vaccinated. OUR CHILDREN deserve it, especially the ones who are not yet eligible.

Please bring this up at your next board meeting or better, send out communication ASAP stating a mandate that everyone is fully vaccinated before school begins.

We as parents, trustees, the community have a right to protect ourselves and those around us.

Please do the right thing. Please show us your leadership. Please protect our children.

Please add this correspondence to your next board meeting.

Thank you

Sabrina

To: **Ontario Human Rights Commission**

CC: **Stephen Lecce**, Minister of Education
Nancy Naylor, Deputy Minister of Education
Merrilee Fullerton, Minister of Children, Community, and Social Services
Janet Menard, Deputy Minister of Children, Community, and Social Services
Stephen Crawford, MPP - Oakville
Jane McKenna, MPP - Burlington
Effie Triantafilopoulos, MPP - Oakville North-Burlington
Parm Gill, MPP - Milton
Ted Arnott, MPP - Wellington-Halton Hills
Hamidah Meghani, Medical Officer of Health, Halton Region
Ontario Association of Children's Aid Societies
Halton Children's Aid Society

July 21st, 2021

To the Ontario Human Rights Commission,

We are writing this letter as a concerned group of parents, all with children enrolled in the Halton Catholic District School Board (HCDSB). Following the Government of Ontario's news release on June 15, 2021, titled Ontario Supporting 2SLGBTQI+ Students, we are writing due to concerns regarding deeply ingrained systemic discrimination present in the Board of Trustees, not only with regard to the 2SLGBTQI+ community, but also racial minorities, Indigenous Persons, and other marginalized groups.

There is a long history of our HCDSB Trustees demonstrating homophobic, transphobic, discriminatory, and racist views; however, we have recently witnessed an escalation in the prevalence of these behaviours. Certain trustees and senior school board staff appear emboldened to voice and make decisions based on these views with no consequence for their actions. We are concerned for the safety and well-being of not only our children, but also the greater student body, who must live with the decisions and policies set by these board members.

There are four specific areas of concern we wish to bring to your attention:

1. A refusal by the Board of Trustees to act on allegations of racial and religious discrimination
2. Using interpretations of religious doctrine to justify discrimination
3. Discrimination against non-Catholic students
4. Discrimination against non-Catholic parents

Refusal to Act on Allegations of Racial and Religious Discrimination

At the Board Meeting on June 15, 2021, three delegations were presented by current HCDSB students. The first two delegations outlined first-hand accounts of racism and harassment they experienced within their schools. The third delegation clearly outlined how the student voice continues to be



ignored, particularly with respect to the inclusion of minorities and non-Catholic students. Following these delegations, the Board of Trustees had an opportunity to formally respond to them. During the discussion, two motions were put forth by Trustee Nancy Guzzo.

Trustee Guzzo's first motion requested a staff report and investigations into these incidents, and others within the HCDSB school system. This was voted down by Trustees Tim O'Brien, Vincent Iantomasi, Helena Karabela, and Peter DeRosa.

Trustee Guzzo then proposed a second motion, to have an independent third party investigate these allegations. Again, this motion was voted down by Trustees O'Brien, Iantomasi, Karabela, and DeRosa.

These four trustees obstructed any formal response to the delegations (including deferring a decision to the next board meeting) and led to the meeting ending without a decision. The result of this behaviour is that the students who bravely came forward with their stories of the racism prevalent within HCDSB schools were ignored. When the opportunity to protect students from this harassment was presented, the trustees did nothing. The system which allowed these discriminatory and racist acts to occur remained unchanged.

This occurred despite training and professional education events hosted by HCDSB for their trustees. Notably, one such training session, held on July 21, 2020 and titled Understanding the Impact of Anti-Black Racism in Education was run by Kike Ojo, an award-winning expert on equity, inclusion, and diversity. During the question period, Trustee Iantomasi requested clarification on the definition of colonialism and slavery, as he disagreed with the one provided by Ms. Ojo. She began by explaining that unless one has more than 10,000 hours of training in a specific area, each individual must enter this forum with a learning mindset, and then moved to answer Trustee Iantomasi's question. Trustee Iantomasi then informed Ms. Ojo that he has a Master's degree in political science, and continued to speak over this expert while she was trying to answer him. He then stated:

Trustee Iantomasi: Slavery isn't just about coloured people or Indians or anything like that. Slavery is slavery and comes in all colours.¹

This is one of many examples of Trustee Iantomasi, along with other trustees, demonstrating their unwillingness to learn about the historical context of the systemic racism which impacts our students and community members of colour on an almost daily basis. His belief in his own expertise continues to create a barrier to his learning, which then is exemplified in instances when students present their own accounts of racism, which are subsequently ignored.

Using Interpretations of Religious Doctrine to Justify Discrimination

While listening to recent board meetings, it is evident how certain trustees feel about the rights of their students, in relation to the rights of the Church. At the Board Meeting on May 28, 2021, Trustee Iantomasi made several alarming comments during a debate about the hiring and promotion policy, and specifically of hiring of under-represented groups. Below is a summarized transcript of this debate:

Trustee Iantomasi: There's too much focus on human rights, and we know from precedent-setting legal cases that although we want to uphold the human rights, our

¹ Available at <https://www.youtube.com/watch?v=SrtnUsjqqz4> timestamp 1h59m



denominational rights are front and centre, and they do override most of this, but this particular policy doesn't speak to it. [...]

Trustee Brenda Agnew: Can you confirm for me that you actually said that we have too much focus on human rights?

Trustee Iantomasi: The focus that I am referring to is the wording, and there is no overriding mention of our denominational rights. That's the focus with which I'm speaking or I'm addressing.

Trustee Agnew: So you're looking to see the denominational rights supersede the human rights.

Trustee Iantomasi: That is correct.²

Further, there is ample evidence to show that the trustees also put denominational rights ahead of human rights when it comes to their staff. Two events stand out when considering how trustees wish staff to be treated.

The first event occurred at the Board Meeting on January 19, 2021, during a discussion around performance reviews of teachers and other staff. Trustee O'Brien proposed an amendment that would have enabled Principals and Vice-Principals to consider the personal faith of staff in their performance appraisals, a completely subjective measure. Despite opposition from some trustees as well as from board staff (including the Director of Education), Trustee O'Brien concludes his arguments by stating:

Trustee O'Brien: Your value system must somehow be included in that appraisal. If you must take out the Catholic component or cannot evaluate a teacher on that or how they show Christ to the kids, then I don't think you can really give an honest appraisal.³

Trustee O'Brien's amendment was ultimately defeated, but was supported by Trustees DeRosa, Iantomasi, Karabela, and O'Brien.

The second event occurred at the Board Meeting on February 16, 2021, where Trustee Karabela tabled a motion titled *Opposing Euthanasia Bill C-7*. As part of her motion, Trustee Karabela included the below stipulation with regard to teachers seeking to move teaching positions or promotions within the board:

BE IT FURTHER RESOLVED that teachers seeking promotion to other teaching positions or board-level positions be expected to:

- 1) be opposed to all forms of euthanasia, and*
- 2) be opposed to the principles listed in this motion above as found in Bill C-7 or not be promoted.*⁴

² Available at https://www.youtube.com/watch?v=XEDR3_0G4tQ timestamp 1h44m

³ Available at <https://www.youtube.com/watch?v=hRdrbEMUmwE> timestamp 0h20m

⁴ Available at https://www.hcdsb.org/wp-content/uploads/2021/02/BOARD_2021_02_16_REPORT.pdf, p16-17



The above portion of Trustee Karabela’s motion is a direct violation of the Canadian Charter of Rights and Freedoms, which protects an individual’s freedom of religion. In the case of *R. v. Big M Drug Mart Ltd.*, [1985] 1 S.C.R. 295, heard by the Supreme Court of Canada, the court ruled that:

“With the Charter, it has become the right of every Canadian to work out for himself or herself what his or her religious obligations, if any, should be and it is not for the state to dictate otherwise.”⁵

An amendment to the motion that removed this part of the text from the motion passed, but of importance is that the amendment was opposed by Trustees Karabela, Iantomasi, and O’Brien.

It is further worth noting that the remainder of Trustee Karabela’s motion requested that the Board of Trustees write a letter to the Canadian Senate voicing their opposition to Bill C-7, a bill that has nothing to do with education. A large amount of time was spent debating this motion (which ultimately failed) and goes to further prove that religious doctrine is consistently put ahead of student well-being and achievement.

All of the above-stated incidents clearly demonstrate how the trustees prioritize denominational rights over human rights and use religious doctrine to justify their discrimination.

Animosity Towards 2SLGBTQI+ Community Members

At the Board Meeting on April 6, 2021, the trustees heard a motion from a student requesting the Pride Flag be raised for the month of June, in celebration of Pride Month. This student, Nic Hotchkiss (they/them), provided the Board examples of the discrimination they have encountered at their HCDSB high school due to their belonging to the 2SLGBTQI+ community. The following is a transcript of Trustee DeRosa’s questioning:

Trustee DeRosa: My struggle, flying the flag for one month, how far does that go to improve your plight or your perceived plight [...] How is the flying of the flag for one month going to help your situation? [...] I’m concerned about the original objective of making sure you are safe and making sure you’re included and making sure you’re meant to feel included on a daily basis... I am just struggling to see how flying a flag can improve that plight.⁶

As is evident in this exchange, this is another example of a trustee, an elected official in a position of power, minimizing the lived experiences of a student. He questions them on their “perceived plight”, in a blatant show of blaming the victim.

This delegation led to Trustee Agnew putting forth a motion to raise the Pride Flag in support of not only Mx Hotchkiss, but also the wider 2SLGBTQI+ community, at the Board Meeting on April 20, 2021. During this meeting, several delegations were made by concerned community members, including a current HCDSB teacher, a current HCDSB parent of a student who identifies as part of the 2SLGBTQI+ community, and a group of former HCDSB students including one 2SLGBTQI+ community member. During this same meeting, two delegations from parties opposed to raising the Pride Flag also spoke.

⁵ Available at <https://scc-csc.lexum.com/scc-csc/scc-csc/en/item/43/index.do>, paragraph 135

⁶ Available at <https://www.youtube.com/watch?v=t3d1hm2fIRc> timestamp 0h46m



The terminology used by these delegators was disgusting and will not be repeated in this letter. These words were heard by our students and our communities. Instead of calling out these biases and overt bigotry, these delegations were “accepted as information”. After much debate, which included a great deal of aggressive questioning by trustees to delegators, Trustee Agnew’s motion was repeatedly amended by other Trustees until it no longer provided for the raising of the Pride Flag. The motion that passed in the Special Board Meeting on April 26, 2021, retained very little of Trustee Agnew’s original motion. At one point during debate, Trustee DeRosa even proposed an amendment that simply struck out the entire text of the motion. Once again, by not calling out hate, the HCDSB Trustees are complicit in it.

Discrimination Against Non-Catholic Students

Another matter that has been before the Board of Trustees in several recent meetings has surrounded delegations by students requesting that non-Catholic students be allowed to serve as Student Trustees on the Board.

The qualifications for Student Trustees is set out in Regulation 7/07 under the *Education Act*, R.S.O. 1990, c.E.2:

Qualifications

5. (1) A person is qualified to act as a student trustee if, on the first day of school after the term of office begins, he or she is enrolled in the senior division of a school of the board and is,
 - (a) a full-time pupil; or
 - (b) an exceptional pupil in a special education program for whom the board has reduced the length of the instructional program on each school day under subsection 3 (3) of Regulation 298 of the Revised Regulations of Ontario, 1990 (Operation of Schools — General) made under the Act, so long as the pupil would be a full-time pupil if the program had not been reduced.

As can be seen, there is no requirement that Student Trustees in a Catholic school board be Catholic. However, the HCDSB has implemented a policy that requires Student Trustees to be Catholic⁷, thereby disqualifying students who are otherwise qualified under the provisions of Regulation 7/07.

⁷ For regular, elected Trustees, qualifications are set out in subsection 219 of the *Education Act*:

Qualifications of members

219 (1) A person is qualified to be elected as a member of a district school board or school authority if the person is qualified to vote for members of that district school board or that school authority and is resident in its area of jurisdiction.

Pursuant to sections 1 and 54 of the Education Act, to be qualified to vote for members of a Catholic district school board, one must be Roman Catholic. Therefore, to be qualified to be elected as a member of a Catholic district school board, one must be Catholic. This provision ensures some connection between the person running to be a Trustee and the Catholic board, as there is no requirement that the person be a student or parent of a student. The provisions relating to the qualifications and election of Student Trustees in Regulation 7/07, however, are separate, and cannot be read together with section 219. If Student Trustees were required to be qualified under section 219, most students could not qualify, as they do not meet the age requirement to vote (age 18). The requirement that a candidate be a student within the board provides the necessary connection to the board.



Under Provincial law, non-Catholic students are allowed to attend any secondary school regardless of Catholic or Public, and within HCDSB make up nearly half of students in some school communities. These students are not afforded equal opportunity at the board. Catholic students have these prestigious positions available (which include scholarships), while non-Catholics are explicitly excluded from applying.

In the HCDSB Policy Meeting on June 8, 2021⁸, Student Trustee Kirsten Kelly (they/them) brought a motion to change the rules surrounding the application criteria for Student Trustee positions. Their motion would have removed the requirement for parish membership and a letter of recommendation from a priest, and replaced it with a letter of recommendation from any Catholic community member (for example, the school chaplain). This motion was immediately defeated by Trustees Karabela, O'Brien, Iantomasi, and DeRosa, as well as Chair Patrick Murphy and Vice-Chair Marvin Duarte, with no discussion or debate by trustees.

In the Board Meeting on June 15, 2021⁹, student Raghad Barakat delegated on the same topic. Trustee Iantomasi had incorrectly asserted that the HCDSB could not change these provisions, as they were required by the *Education Act*. When challenged by Ms Barakat with the correct wording of the *Education Act*, he repeatedly deflected and claimed that denominational rights should supersede the *Education Act* itself. Trustee DeRosa then continued to suggest to Ms Barakat that she was only bringing her concerns to the Board because the trustees had decided against Trustee Kelly's motion, as if Ms Barakat's voice was that of a petulant child. This lying about factual information and outright dismissal of students again demonstrates how little these trustees care about the best interests of their students and, instead, prioritize maintaining a system which minimizes and actively excludes the voices and opinions of minority groups. Notably, the HCDSB Student Senate, a group of students elected to represent each high school, was in favour of allowing non-Catholic students to run for Student Trustee and informed the board of their recommendation. This information was, again, ignored.

Discrimination Against Non-Catholic Parents

One final example of the board using its power to discriminate against non-Catholics within the HCDSB community was during the Policy Meeting on June 8, 2021¹⁰, during a discussion related to a recent proposed policy change to remove the limit on the number of non-Catholic parents who can participate on a School Council. Many HCDSB schools have growing numbers of non-Catholic students and families, particularly in high school. The board is using its power once again to systematically limit their voices, despite the fact that most of these parents are involved with the simple goal to help their schools organize extra-curricular events and fundraising efforts.

The composition of and qualifications for School Councils are set out in Regulation 612/00 under the *Education Act*. With respect to parents, subsection 4(1) states:

4. (1) A person is qualified to be a parent member of a school council if he or she is a parent of a pupil who is enrolled in the school.

⁸ Available at <https://www.youtube.com/watch?v=74ex-fBiOjo> timestamp 2h34m

⁹ Available at <https://www.youtube.com/watch?v=DUu6VEN0OHs> timestamp 2h02m

¹⁰ Available at <https://www.youtube.com/watch?v=74ex-fBiOjo> timestamp 1h45m



There is no provision in the Regulation regarding the need for a parent to be Catholic to qualify as a member of a school council within a Catholic school board. However, HCDSB has implemented a policy which limits the number of non-Catholic parents who can be members of a school council, which has the effect of disqualifying parents from membership who are otherwise qualified under the Regulation.

The HCDSB has implemented similar policies limiting the participation of non-Catholic parents on the Parent Involvement Committee, a group of parents meant to provide support and feedback to trustees on various matters.

Conclusion

Over and over again, we, as a group of parents, are hearing stories from students and staff of discrimination within the schools and at the board level. These are from individuals who, due to witnessing the abuse of power of the board, are too scared to come forward. One Educational Assistant (EA) provided us with an email from her principal related to Pride Month. This EA is known to the principal to be part of the 2SLGBTQI+ community. The EA was instructed to not share personal information with the students, and to only promote information that was available within the HCDSB curriculum (which is notably lacking in reference to 2SLGBTQI+ content and education).

The examples presented in this letter are not exhaustive by any stretch, but are indicative of the repeated perpetration of racist, anti-2SLGBTQI+, and acts of religious suppression within this board, and particularly within this Board of Trustees. These actions are not new or isolated, rather they are obviously deeply ingrained. Our children are not safe. We request an immediate investigation by the Ontario Human Rights Commission, the involvement of the Ministry of Education, and the Ministry of Child and Youth Services.

Sincerely,

Allison Kolch

Jessica Macias

Ian McCombe

Alexandra Power

Stacey Vlasic

Lauren Wallis



On behalf of **Halton Parents for Change**
info@haltonparentsforchange.ca



References

Education Act, R.S.O. 1990, c.E.2

<https://www.ontario.ca/laws/statute/90e02>

O. Reg. 7/07: STUDENT TRUSTEES

<https://www.ontario.ca/laws/regulation/070007>

O. Reg. 612/00: SCHOOL COUNCILS AND PARENT INVOLVEMENT COMMITTEES

<https://www.ontario.ca/laws/regulation/000612>

HCDSB Policy I-26: Student Trustees on the Halton Catholic District School Board

<https://www.hcdsb.org/wp-content/uploads/2020/12/I-26-Student-Trustees-on-the-Halton-Catholic-District-School-Board.pdf>

HCDSB Procedure VI-15: Student Trustees on the Halton Catholic District School Board

<https://www.hcdsb.org/wp-content/uploads/2020/12/VI-15-Student-Trustees.pdf>

HCDSB Policy I-23: Catholic School Councils and Catholic Parent Involvement Committee

<https://www.hcdsb.org/wp-content/uploads/2020/12/I-23-Catholic-School-Councils-and-Catholic-Parent-Involvement-Committee.pdf>

HCDSB Procedure VI-84: Catholic School Councils and Catholic Parent Involvement Committee

<https://www.hcdsb.org/wp-content/uploads/2020/12/VI-84-Catholic-School-Councils-and-Catholic-Parent-Involvement-Committee.pdf>

Supreme Court Judgement - R. v. Big M Drug Mart Ltd., [1985] 1 S.C.R. 295

<https://scc-csc.lexum.com/scc-csc/scc-csc/en/item/43/index.do>

Copies of delegations to the HCDSB Board of Trustees can be found in the Agenda packages for each meeting at:

<https://www.hcdsb.org/our-board/events-and-meetings/>

Letter to HCDSB from Halton Children's Aid Society:

<http://haltoncas.ca/news/halton-cas-statement-on-hcdsb-decision-to-not-raise-the-pride-flag-in-june/>

Links to videos of each meeting of the HCDSB Board of Trustees can also be found at:

<https://www.hcdsb.org/our-board/events-and-meetings/>

Links to meetings referenced in this letter:

January 19, 2021	https://www.youtube.com/watch?v=hRdrbEMUmwE
February 16, 2021	https://www.youtube.com/watch?v=HbetWkfpA2A
April 6, 2021	https://www.youtube.com/watch?v=t3d1hm2fIRc
April 20, 2021	https://www.youtube.com/watch?v=hllRV4AM1Wc
April 26, 2021	https://www.youtube.com/watch?v=MSyCgbV_qPo
May 28, 2021	https://www.youtube.com/watch?v=XEDR3_0G4tQ
June 8, 2021	https://www.youtube.com/watch?v=74ex-fBiOjo
June 15, 2021	https://www.youtube.com/watch?v=DUu6VEN0OHs