

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) 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: 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-Czarnta*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-Czarnta			
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-Czarota			
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 bias 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-Czarota		
	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-Czarota		
	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**.

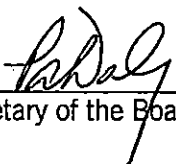
The meeting adjourned at 11:33 p.m. with a prayer led by Chair Murphy.

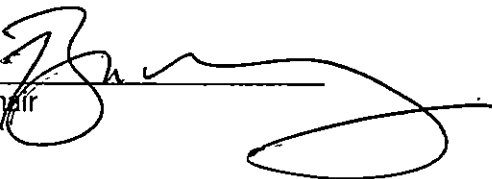
POST NOTES:

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