Organizational Meeting

November 13, 2024

An organizational meeting was convened at 6:08 p.m. on Wednesday, November 13, 2024, in the Boardroom, 5050 Yonge Street, Toronto, with Louise Sirisko, Associate Director of Education, presiding.

The following members were present: Trustees Michelle Aarts, Alexis Dawson, Matias de Dovitiis, Sara Ehrhardt, Malika Ghous, Liban Hassan, Dennis Hastings, Debbie King, Shelley Laskin, James Li, Alexandra Lulka Rotman, Dan MacLean, Patrick Nunziata, Zakir Patel, Weidong Pei, Yalini Rajakulasingam, Farzana Rajwani, Neethan Shan, Anu Sriskandarajah, Deborah Williams, Manna Wong and Student Trustee Angelika Bell.

The office of Trustee Rachel Chernos Lin was vacated as a result of the recent municipal by-elections.

Trustees MacLean and Nunziata participated by electronic means, in accordance with amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings.

1. <u>Procedure for the Election of Chair and Vice-chair of the Board and Standing Committee Members</u>

The meeting considered a memorandum from staff presenting two election procedures for consideration: one for election by secret ballot and the other by recorded vote.

Trustee Patel, seconded by Trustee Aarts, moved: That election procedure Option One: Secret Ballot, as follows, be adopted:

- (a) That candidates be permitted to nominate themselves;
- (b) <u>Chair and Vice-Chair only</u>: That speeches be permitted, that they be given in the order of nomination, and that they be limited to a duration of five minutes;
- (c) Chair and Vice-Chair only: That questions of the candidates be permitted;
- (d) For standing committees:

That the meeting recess for up to ten (10) minutes to permit the members to informally develop a consensus concerning the membership of standing committees.

- Display boards will be positioned in the Boardroom to facilitate this approach.
- The meeting will reconvene and consider, by motion, the membership of the standing committees. If consensus is not achieved, then committee memberships will be determined by secret ballot.

- (e) That all voting be conducted by secret ballot;
- (f) That trustees participating electronically may e-mail their vote, in confidence to both Executive Officer, Legal Services, Jennifer Saville at Jennifer.Saville@tdsb.on.ca and Senior Manager, Governance and Board Services, Denise Joseph-Dowers at denise.joseph-dowers@tdsb.on.ca;
- (g) That trustees indicate their vote on the ballot provided and submit the ballot to Senior Manager, Governance and Board Services, Denise Joseph-Dowers;
- (h) That Jennifer Saville and Denise Joseph-Dowers (staff delegated by the Director) certify the results of secret ballots and advise the Chair of the meeting of the results;
- (i) That, in accordance with Board Bylaw 3.4.2. the election of Chair and Vice-Chair will require a majority vote of the members present. If no one receives a majority of votes cast, then the candidate in last place will be dropped from the ballot and another vote will be conducted with the remaining candidates;
- (j) If there is a tie for last place, the vote will be conducted once more amongst the candidates who are tied for last place. If the tie remains, a draw will be conducted amongst the candidates who are tied, and the candidate who loses the draw will be dropped from the ballot. To conduct the draw, the names of each candidate will be written on a piece of paper and folded and concealed so that the names are not visible and the papers indistinguishable. The papers will be deposited into a ballot box, and the Senior Manager, Governance and Board Services will randomly select one of the papers. The name on the paper that is selected will remain on the ballot;
- (k) If there is a tie vote on the final ballot, the vote will be conducted once more before drawing lots as required by the *Education Act*. To draw lots, the names of each candidate will be written on a piece of paper and folded and concealed so that the names are not visible and the papers indistinguishable. The papers will be deposited into a ballot box, and the Senior Manager, Governance and Board Services will randomly select one of the papers. The name on the paper that is selected will be declared the winner of the vote;
- (I) That the results of the vote be announced in public and published in the minutes, but that there be no further disclosure.

2. Election of the Chair of the Board

The Associate Director Sirisko called for nominations for the position of Chair of the Board.

Trustee King nominated Trustee Shan.

Trustee Hastings nominated Trustee Patel. Trustee Patel declined the nomination.

Trustee Laskin, seconded by Trustee Aarts, moved: That nominations be closed.

The motion was carried.

Trustee Shan was acclaimed to the position of Chair of the Board, for the term ending on November 11, 2025 and assumed the chair for the remainder of the meeting.

3. Election of the Vice-chair of the Board

The Chair called for nominations for the position of Vice-chair of the Board.

Trustee Dawson nominated Trustee Williams.

Trustee Hastings nominated Trustee Patel.

Trustee Laskin, seconded by Trustee Aarts, moved: That nominations be closed.

The motion was carried.

The candidates were given an opportunity to address the members of the Board and answer questions. Following this a secret ballot vote was taken.

Trustee Patel was declared elected to the position of Vice-chair of the Board, for the term ending November 11, 2025.

4. Membership of the Standing Committees

The meeting recessed for approximately twenty minutes while the members self-identified on which standing committee, they wished to serve, by placing their names on display boards that were provided for the purpose. Two standing committees require seven members, and one shall have six members (the Chair and Vice-chair of the Board are ex officio members). Nine members self-nominated to serve on the Governance and Policy Committee. A secret ballot vote was taken to determine up to seven members.

Members of the standing committees then met separately to appoint the chairs and vicechairs as noted below.

Trustee de Dovitiis, seconded by Trustee Aarts, moved:

a) That Trustees de Dovitiis, Ehrhardt, Hassan, Li, MacLean, Rajwani and Wong be appointed to serve on the Finance, Budget and Enrolment Committee for a term ending November 11, 2025;

- b) That Trustees Aarts, Ghous, Laskin, Nunziata, Pei, Rajakulasingam and Sriskandarajah be appointed to serve on the Governance and Policy Committee for a term ending November 11, 2025;
- c) That Trustees Dawson, Hastings, King, Lulka Rotman and Williams be appointed to serve on the Program and School Services Committee for a term ending November 11, 2025.

(i) Finance, Budget and Enrolment Committee

Chair, Trustee MacLean

Vice-chair, Trustee Hassan

(ii) Governance and Policy Committee

Chair, Trustee Aarts

Vice-chair, Trustee Rajakulasingam

(iii) Program and School Services Committee

Chair, Trustee Williams

Vice-chair, Trustee King

5. Audit Committee

On September 10, 2010, O. Reg. 361/10, Audit Committees, came into force requiring school boards to establish audit committees and setting out the terms of reference. The regulation states that "the composition of an audit committee shall consist of seven members, including four board members and three persons who are not board members."

As per O. Reg. 361/10, two of the four elected Trustee members shall serve on the Audit Committee for a two-year term and the other two elected Trustee members shall serve on the Audit Committee for a four-year term.

Trustees MacLean and Wong nominated themselves to serve on the Audit Committee.

Trustee Laskin, seconded by Trustee Rajwani, moved: **That Trustees MacLean and Wong be appointed to serve on the Audit Committee for a term ending November 14, 2026**;

The motion was carried.

6. Parent Involvement Advisory Committee

On September 1, 2010, O. Reg. 330/10, Parent Involvement Committees, came into force amending O. Reg. 612/00 ("the Regulation"), now entitled School Councils and Parent Involvement Committees. The Regulation was amended to include Part III, Parent Involvement Committees.

The regulation states that "the composition of PIAC shall be "one member of the board, appointed by the board" [s. 33(1)3].

Trustee de Dovitiis self-nominated to serve on the Parent Involvement Committee.

Trustee Pei, seconded by Trustee Ghous, moved: **That Trustee de Dovitiis be** appointed to serve on the Parent Involvement Advisory Committee for the term ending November 11, 2025.

The motion was carried.

7. Community Advisory Committees

The Board considered the establishment or re-establishment of community advisory committees.

Trustees nominated themselves to positions on the Board's community advisory committees.

Trustee Aarts, seconded by Trustee King, moved:

- (a) That the Urban Indigenous Community Advisory Committee be re-established;
- (b) That Trustees Ehrhardt and Williams be appointed to serve on the Urban Indigenous Community Advisory Committee for a term ending November 11, 2025;
- (c) That Trustee Williams be appointed to serve as co-chair of the Urban Indigenous Community Advisory Committee for a term ending November 11, 2025;
- (d) That the 2SLGBTQ+ Community Advisory Committee be re-established;
- (e) That Trustees Aarts and King be appointed to serve on the 2SLGBTQ+ Community Advisory Committee for a term ending November 11, 2025;
- (f) That Trustee Aarts be appointed to serve as co-chair of the 2SLGBTQ+ Community Advisory Committee for a term ending November 11, 2025;
- (g) That the Alternative Schools Community Advisory Committee be reestablished;

- (h) That Trustees Ghous and Li be appointed to serve on the Alternative Schools Community Advisory Committee for a term ending November 11, 2025;
- (i) That Trustee Li be appointed to serve as co-chair of the Alternative Schools Community Advisory Committee for a term ending November 11, 2025;
- (j) That the Black Student Achievement Community Advisory Committee be reestablished;
- (k) That Trustees Hassan and King be appointed to serve on the Black Student Achievement Community Advisory Committee for a term ending November 11, 2025;
- (I) That Trustee Hassan be appointed to serve as co-chair of the Black Student Achievement Community Advisory Committee for a term ending November 11, 2025:
- (m) That the Community Use of Schools Community Advisory Committee be reestablished;
- (n) That Trustees Ehrhardt and Patel be appointed to serve on the Community Use of Schools Community Advisory Committee for a term ending November 11, 2025;
- (o) That Trustee Ehrhardt be appointed to serve as co-chair of the Community Use of Schools Community Advisory Committee for a term ending November 11, 2025;
- (p) That the Early Years Community Advisory Committee be re-established;
- (q) That Trustees Hastings and Williams be appointed to serve on the Early Years Community Advisory Committee for a term ending November 11, 2025;
- (r) That Trustee Williams be appointed to serve as co-chair of the Early Years Community Advisory Committee for a term ending November 11, 2025;
- (s) That the Environmental Sustainability Community Advisory Committee be reestablished;
- (t) That Trustees de Dovitiis and Wong be appointed to serve on the Environmental Sustainability Community Advisory Committee for a term ending November 11, 2025;
- (u) That Trustee Wong be appointed to serve as co-chair of the Environmental Sustainability Community Advisory Committee for a term ending November 11, 2025;
- (v) That the Equity Policy Community Advisory Committee be re-established;

- (w) That Trustees Aarts and Shan be appointed to serve on the Equity Policy Community Advisory Committee for a term ending November 11, 2025;
- (x) That Trustee Aarts be appointed to serve as co-chair of the Equity Policy Community Advisory Committee for a term ending November 11, 2025;
- (y) That the French-as-a-Second-Language Community Advisory Committee be re-established;
- (z) Whereas, section 3.1.1 (b) of the Board's Bylaws state that the purpose of the Organizational Meeting will be to "Establish and review Committees of the Board (as defined in section 1.6), Statutory Committees and Community Advisory Committees"; and

Whereas, section 1.6 defines "Community Advisory Committee" as an advisory committee of the Board which serves in an advisory function in accordance with legislation and its mandate to provide the Board with ongoing community advice on specified areas of Board policy or program, as well as on educational issues of community interest"; and

Whereas, the TDSB French as a Second Language (FSL) programs are Core French, Early French Immersion and Middle French Immersion; and Extended French programs are being phased out; and

Whereas, the French-as-a-Second-Language Community Advisory Committee (FSLCAC), formerly known as the French as a Second Language Advisory Committee (FSLAC), was created by the Board in 2005; and

Whereas, in 2007, the FSLCAC mission was adopted by the Board and was reconfirmed with the adoption of its mandate and Terms of Reference in 2016: "To consult with and advise the Board on French as a Second Language matters. As a Board community advisory committee, the FSLAC will contribute to the work of trustees and staff. This partnership of trustees, staff and parents will foster excellence and growth in FSL programs at the Board."; and

Whereas, with the adoption of the TDSB Multi-Year Strategic Plan (MYSP) 2024-28, Community Advisory Committees Procedures (PR741, PR742, January 2024), and the review of selected community advisory committees, the FSLCAC Terms of Reference were reviewed. At the FSLCAC Annual General Meeting in June 2024, the committee passed recommendations for consideration by the Board of Trustees to align its name and mandate with the Multi-Year Strategic Plan (MYSP) 2024-28; and

Whereas, changing this committee's name to French Student Achievement Community Advisory Committee would center its work on students and their achievement in Core French and French Immersion programs. Removing "second language", as has been done by the TDSB French department, is

inclusive of multi-lingual students for whom French is a third or subsequent language;

Therefore, be it resolved:

- i. That the name of the French-as-a-Second-Language Community Advisory Committee be changed to French Student Achievement Community Advisory Committee, effective immediately;
- ii. That, effective immediately, the mandate of the French Student Achievement Community Advisory Committee (formerly known as the French-as-a-Second-Language Community Advisory Committee) be changed to:

To consult with and advise the Board on French program matters. As a Board community advisory committee, the French Student Achievement Community Advisory Committee will contribute to the work of Trustees and staff. This partnership of Trustees, staff, parents/caregivers/guardians and community will foster equity, excellence and growth in French programs at the Board.

- (aa) That Trustees MacLean and Williams be appointed to serve on the French Student Achievement Community Advisory Committee for a term ending November 11, 2025;
- (bb) That Trustee Williams be appointed to serve as co-chair of the French Student Achievement Community Advisory Committee for a term ending November 11, 2025;
- (cc) That the Inner City Community Advisory Committee be re-established;
- (dd) That Trustees Dawson and Hastings be appointed to serve on the Inner City Community Advisory Committee for a term ending November 11, 2025;
- (ee) That Trustee Dawson be appointed to serve as co-chair of the Inner City Community Advisory Committee for a term ending November 11, 2025.

The motion was carried.

8. Business Arising: Reconstitution of Community Advisory Committees

Trustee Arts, seconded by Trustee Dawson, moved:

Whereas, Community Advisory Committees (CAC) advise the Board of Trustees on matters that are within the Board's duties under the <u>Education Act (Regulation 169.1)</u>, and

Whereas, in May 2022 the Board approved the recommendations of policy P023 (Community Involvement) review and adopted governance procedure PR741 (January 2024), which governs the formation and dissolution of CACs, approval of CAC terms of reference, and requires that all CACs be reviewed on a three-year cycle beginning with review of:

- i. Alternative Schools Community Advisory Committee (ASCAC)
- ii. Community Use of Schools Community Advisory Committee (CUSCAC)
- iii. Early Years Community Advisory Committee (EYCAC)
- iv. Environmental Sustainability Community Advisory Committee (ESCAC)
- v. Equity Policy Community Advisory Committee (EPCAC)
- vi. French-as-a-Second-Language Community Advisory Committee (FSLAC);

And

Whereas, FSLAC, EYCAC and ESCAC are the first CACs to have completed a review as reported to Program and School Services Committee in October 2024 and review reports for ASCAC, CUSCAC and EPCAC are expected in January 2025; and

Whereas, the Board currently has the maximum number of CACs allowed under PR741, which does not allow for the consideration of new CACs in alignment with the Board's Multi-Year Strategic Plan (MYSP) and evolving system needs; and

Whereas, the mandates of EPCAC and the Inner City CAC (ICCAC), both formed in 2005, are complimentary to each other and with more recently adopted CACs; and

Whereas, the Board adopted a new Multi-Year Strategic Plan and action plan in 2024; Therefore, be it resolved:

- (a) That the Trustee co-chair and the Director work with the French Student Achievement Community Advisory Committee (formerly known as the French-as-a-Second-Language Community Advisory Committee), the Early Years Community Advisory Committee and the Environmental Sustainability Community Advisory Committee to explore alternative committee models (for example, staff reference groups, stakeholder roundtables, etc.) that honour the work of the respective committees;
- (b) That the Director present a report to the Board on Part (a) in the spring 2025;

- (c) That the Director ensure that further community advisory committee reviews include alignment with other CAC mandates and recommendations for possible changes to committee structure (e.g. staff committee, reference group);
- (d) That the Trustee co-chairs for the Equity Policy Community Advisory
 Committee and the Inner City Community Advisory Committee work with the
 Director and committee members to review mandates and explore options
 including developing a new, single community advisory committee model
 focused on equity and the social determinants of health;
- (e) That the Director present a report to the Program and School Services Committee on Part (d) above in the fall 2025.

9. Special and Ad Hoc Committees

The Board considered the establishment or re-establishment of special and ad hoc committees.

Trustees nominated themselves to positions on the Board's special and ad hoc committees.

i. Director's Performance Appraisal Committee

Membership on the Director's Performance Appraisal Committee is seven trustees, including the chair and vice-chair of the Board, subject to the results of the Organizational meeting for the positions of chair and vice-chair. The term of the DPA is two years.

Trustee de Dovitiis, seconded by Trustee Aarts, moved:

- (a) That the Director's Performance Appraisal Committee be re-established;
- (b) That Trustees King, Laskin, Pei, Rajwani, Sriskandarajah, Patel and Shan be appointed to serve on the Director Performance Appraisal Committee for a term ending November 14, 2026.

The motion was carried.

ii. Negotiations Steering Committee

Trustee de Dovitiis, seconded by Trustee Hastings, moved:

- (a) That the Negotiations Steering Committee be re-established;
- (b) That Trustees Aarts, Dawson, King, MacLean, Rajwani and Williams be appointed to serve on the Negotiations Steering Committee for a term ending November 11, 2025.

10. Representation on the Canadian National Exhibition Association

The Board considered a staff memorandum concerning trustee membership on the Canadian National Exhibition Association for the term ending November 11, 2025.

Trustee Dawson self-nominated for the position of representative on the Canadian National Exhibition Association.

Trustee Hassan, seconded by Trustee Williams, moved: That Trustee Dawson be appointed as the Board's representative on the Canadian National Exhibition Association for the term ending November 11, 2025.

The motion was carried.

11. Toronto Lands Corporation Directors

The Board considered a staff memorandum concerning appointments to the board of directors of the Toronto Lands Corporation.

Trustees Hastings, Li, MacLean and Patel nominated themselves for two positions of director of the Toronto Lands Corporation for a two-year term. A vote was taken by secret ballot and Trustees Li and MacLean were elected to the position of director.

That Trustees Li and MacLean be appointed to serve as directors of the Toronto Lands Corporation for a two-year term ending November 14, 2026.

The motion was carried.

12. Toronto Student Transportation Group

The Board considered a staff memorandum concerning membership on the Toronto Student Transportation Group.

Trustees Nunziata and Patel nominated themselves for the position of representative and alternate on the Toronto Student Transportation Group.

Trustee Hastings, seconded by Trustee Aarts, moved:

(a) That Trustee Patel be appointed as the Board's representative on the staff committee, Toronto Student Transportation Group for a term ending November 11, 2025;

(b) That Trustee Nunziata be appointed as the Board's alternate representative on the staff committee, Toronto Student Transportation Group for a term ending November 11, 2025.

The motion was carried.

13. <u>Schedule of Meetings for Regular Board and Standing Committees, 2025</u> (see page 13)

Trustee Laskin, seconded by Trustee Aarts, moved: That the schedule of meetings for regular board and standing committees for 2025, as amended, be approved.

The motion was carried.

14. Adjournment

At 8:14 p.m., on motion of Trustee Dawson, seconded by Trustee de Dovitiis, the meeting adjourned.

Neethan Shan Chair

Confirmed by the Board at the meeting held on December 11, 2024

Neethan Shan, Chair of the Board

Monday	Tuesday	Wednesday	Thursday	Friday
		January 1	January 2	January 3
		New Year's Day		
		Winter Break	Winter Break	Winter Break
January 6	January 7	January 8	January 9	January 10
		GPC ¹ , 4:30 p.m.	FBEC ² , 4:30 pm	
January 13	January 14	January 15	January 16	January 17
		PSSC ³ , 4:30 p.m.	PPC ⁴ , 4:30 p.m.	
January 20	January 21	January 22	January 23	January 24
		Regular Meeting 4:30 p.m.		

Monday	Tuesday	Wednesday	Thursday	Friday
January 27	January 28	January 29	January 30	January 31
GPC, 4:30 p.m.		GPC, 4:30 p.m.	FBEC, 4:30 p.m.	
		Chinese New Year		
February 3	February 4	February 5	February 6	February 7
		PSSC, 4:30 p.m.		
February 10	February 11	February 12	February 13	February 14
		PPC, 4:30 p.m.		
February 17	February 18	February 19	February 20	February 21
Family Day		Regular Meeting 4:30 p.m.		

¹ GPC – Governance and Policy Committee

GPC – Governance and Folicy Committee
 FBEC – Finance, Budget and Enrolment Committee
 PSSC- Program and School Services Committee
 PPC – Planning and Priorities Committee

Monday	Tuesday	Wednesday	Thursday	Friday
February 24	February 25	February 26	February 27	February 28
		Maha Shivaratri		Eve of Ramadan
		GPC, 4:30 p.m.		
March 3	March 4	March 5	March 6	March 7
		Ash Wednesday		
March 10	March 11	March 12	March 13	March 14
March Break	March Break	March Break	March Break	March Break
March 17	March 18	March 19	March 20	March 21
		GPC, 4:30 p.m.		
March 24	March 25	March 26	March 27	March 28
		FBEC, 4:30 p.m.		
March 31	April 1	April 2	April 3	April 4
Eid al-Fitr		PSSC, 4:30 p.m.		
April 7	April 8	April 9	April 10	April 11
		PPC, 4:30 p.m.		
April 14	April 15	April 16	April 17	April 18
		Regular Meeting,		
		4:30 p.m.	Bassana	Passover Good Friday
Passover	Passover	, 4300707	Passover	Orthodox Good Frida

Monday	Tuesday	Wednesday	Thursday	Friday
April 21 Easter Monday Orthodox Easter Monday	April 22	April 23 GPC, 4:30 p.m.	April 24	April 25
April 28	April 29	April 30 FBEC, 4:30 p.m.	May 1	May 2
May 5	May 6	May 7 PSSC, 4:30 p.m.	May 8	May 9
May 12	May 13	May 14 PPC, 4:30 p.m.	May 15	May 16
May 19	May 20	May 21 Regular Meeting, 4:30 p.m.	May 22	May 23

Monday	Tuesday	Wednesday	Thursday	Friday
May 26	May 27	May 28	May 29	May 30
		GPC, 4:30 p.m.		
June 2	June 3	June 4	June 5	June 6
		FBEC, 4:30 p.m.	PSSC, 4:30 p.m.	
Shavuot	Shavuot			
June 9	June 10	June 11	June 12	June 13
		PPC, 4:30 p.m.		
June 16	June 17	June 18	June 19	June 20
		Regular Meeting,		National Indigenous
		4:30 p.m.		Peoples Day
June 23	June 24	June 25	June 26	June 27

Monday	Tuesday	Wednesday	Thursday	Friday
September 1	September 2	September 3	September 4	September 5
September 8	September 9	September 10 Regular Meeting, 4:30 p.m.	September 11	September 12
September 15 GPC, 4:30 p.m.	September 16	September 17 FBEC 4:30 p.m.	September 18	September 19
September 22	September 23	September 24	September 25	September 26
Rosh Hashanah begins at Sunset	Rosh Hashanah	Rosh Hashanah	PSSC, 4:30 p.m.	
September 29	September 30	October 1	October 2	October 3
PPC 4:30 p.m.	National Day for Truth and Reconciliation	Yom Kippur begins at Sunset	Yom Kippur	
October 6	October 7	October 8	October 9	October 10
		Regular Meeting	Regular Meeting	
Sukkot Begins at Sunset		4:30 p.m. Sukkot	4:30 p.m.	

Monday	Tuesday	Wednesday	Thursday	Friday
October 13	October 14	October 15	October 16	October 17
Thanksgiving Shemini Atzeret begins	Shemini Atzeret Simchat Torah begins at	GPC, <mark>4:30-7</mark> p.m.		
at Sunset	Sunset	Simchat Torah (ends at sunset)		
October 20	October 21	October 22	October 23	October 24
		FBEC, 4:30 p.m.	PSSC, 4:30 p.m.	
Diwali				
October 27	October 28	October 29	October 30	October 31
		PPC, 4:30 p.m.		
				Halloween
November 3	November 4	November 5	November 6	November 7
		Regular Meeting		
		4:30 p.m.		

November 10	November 11	November 12	November 13	November 14
		Organizational		
		Meeting, 6 p.m.		
Remembrance Day				
November 17	November 18	November 19	November 20	November 21
		GPC, 4:30 p.m.		
November 24	November 25	November 26	November 27	November 28
		FBEC, 4:30 p.m.	PSSC, 4:30 p.m.	
December 1	December 3	December 4	December 5	December 5
		PPC, 4:30 p.m.		
December 8	December 9	December 10	December 11	December 12
		Regular Meeting		
		4:30 p.m.		
December 15	December 16	December 17	December 18	December 19
Hannukah	Hannukah	Hannukah	Hannukah	Hannukah
December 22	December 23	December 24	December 25	December 26
December 22	December 20	Becember 24	December 25	December 20
Hannukah		Christmas Eve	Christmas Day	Boxing Day
			,	Kwanzaa
December 29	December 30	December 31		
		New Year's Eve		