

WORKING GROUP REPORT

Membership

Date: February 25, 2025
Co-leads: Andrew Waters

DESCRIPTION/OBJECTIVES

To support PIAC representatives and parent/caregiver members to encourage active participation in PIAC purpose “to support, encourage and enhance parent engagement at the board level in order to improve student achievement and well-being.”

Scope of work for Membership WG from PIAC 2024-2025 Work-plan and STATUS

- 1) Refresh Membership WG work-plan. → **COMPLETE**
- 2) Update and manage PIAC Member List; WG Descriptions and WG Sign up Forms. → **ONGOING**
- 3) Create and develop a PIAC peer to peer support system to assist new members. → **ONGOING**
- 4) Provide professional development and training opportunities for PIAC members → **IN PROGRESS**
- 5) Develop a Volunteer Recognition program. → **ONGOING**
- 6) Work with Trustees to support their ward elections and provide information on the election procedure. → **ONGOING**
- 7) Develop a pipeline to PIAC by engaging parents/caregivers (non-PIAC representative members) to participate in working groups → **ONGOING**
- 8) Support the Nominations Sub-Working Group and Returning Officers in the development of the PIAC Co-chair Election Procedures and the running of the election. → **COMPLETE**

UPDATE

PIAC Membership WG Meeting – February 20, 2024 at 7:30pm via Zoom

Present (12): Andrew Waters, Moosa Anwar Alloo, Mercy Charles, Nicole Di Wu, Susan Lee, Erin Clarke, Gordon Harvey, Nabil Hadbun, Prasanna Jagannathan, Seema Mitchell, Emily Abrahams and Latha John (staff); Regrets(0): N/A; Absent (0): N/A

- Complaint against a PIAC member using PIAC members emails for personal business purposes
 - For confidentiality purposes the name of the members both subject and complainant are not being disclosed in this report.
 - Member who the complaint was against volunteered to the work group that it was them and indicated to the Co-lead of the Working Group that they could share that it was them.

- Member indicated to the group that it was not intentional, apologized and provided the following explanation. Member indicated they had uploaded their entire address book into tool that supports business newsletters. Member indicated to the group that any member receiving the emails can click unsubscribe.
- Work Group was satisfied with the apology and explanation, and no further action is required at this time.
- Work Group reminds all members that they need to be careful with confidential committee information including member email address and that they cannot use it for none PIAC business purposes.
- Work Group further agreed that issues related to member conduct should not be investigated by staff but by this Working Group to maintain independence and for PIAC to be self governing.
- Procedure for filling PIAC Ward Co-Representative Vacancies
 - There are currently 13 Co-Representative vacancies (vacancy rate of 30%) and 4 Ward with no representation at all (Ward, 2, Ward 5, Ward 13 and Ward 15).
 - Discussion about minimum standards for PIAC Ward Representative Elections to support the report back to the committee related to below motion approved at the PIAC Special Meeting on November 14, 2025:
 - *Membership Working Group work together with PCCEO staff to follow existing process to hold PIAC Co-representative position elections in collaboration with Trustees where possible but where necessary that elections be held without the Trustee involvement to ensure PIAC Co-representative positions are not vacant. The membership WG will undertake to review and revise the election procedures for PIAC election and report back to PIAC as a motion to a general meeting no later than January 2025.*
 - Working Group reviewed the below proposal for minimum standards developed at the previous meeting.
 - Elections meet the standards in Reg 612 for PIC Elections and School Councils.
 - Possible election schedule run by PCCEO and supervised by PIAC (Membership Working Group)
 - Kick-off session is conducted by PIAC on day 1 to kick-off the election (could be connected to Trustee Ward Forum)
 - Nominations/register to vote period be 14 days (1 day – 14 day of election cycle).
 - Validate nominations and voters period of 7 days (15 day – 21 day of election cycle).
 - Ward Forum/Polling stations (optional) 22 day to kick off

election.

- Election period 22 days – 28 days.
- Email communicating vacancies, nomination process and registering to vote process must be sent to all parents and guardians of the Ward as required by Regulations 612/00.
- Election be held on an electronic election platform with optional in-person option that has a minimum 7-day period for voting including with notice being provided to possible electors at start of election period and reminder communication sent on day 4 and day 6.
- Nominees meeting the requirements to be PIAC Co-Representative for the appropriate Ward be afforded the ability to make a candidate statement of up to 300 words/3 min video that would be shared as part of the election ballot/communication.
- Membership Working Group would review the election process and make a recommendation to PIAC on whether to accept the elected candidate onto PIAC at the next PIAC General Meeting.
- No consensus on the above proposal could be reached
 - Arguments were made advocating for complete removal of Trustees from the election process of PIAC due to
 - A conflict-of-interest concern. PIAC as a statutory Parent Involvement Committee of the Board is meant to hold the Board and TDSB staff accountable.
 - Not all Trustees are consistently ensuring that Ward Forums occur with PIAC Co-Representative Elections.
 - Trustees have a political incentive to either not hold PIAC elections or manipulate the election process to hand pick the PIAC Co-representative for the Ward as PIAC Co-Representatives are primary political rival/threat in their next Trustee election. Many PIAC members have run for Trustee and have become Trustees in the past.
 - Arguments were made advocated in favour of maintaining the Trustees involvement in the election process indicating
 - That it was easy for them to connect with their Trustee and get an election or their re-election to happened.
 - That relationship with Trustees are important to further the work of PIAC.
- Working Group agreed to continue to review the proposal at the next Working Group meeting and to seek clarity from staff on communication with parents concerning PIAC elections
 - Do the Trustee Newsletter which currently contain information on Ward

Forums where PIAC elections occur go to all parents and guardians of the Ward?

- Do all parents and guardians of a Ward receive nomination and voting information for a PIAC Ward Co-Representative election currently?
- Working Group reviewed the below recommendations (see Recommendation section of the report) related to filling PIAC Co-Representative vacancies on an interim bases before elections can be held to ensure that there is representation from all Wards and representation is not dependent on Trustee action.
 - Working Group passed the recommendations to be moved to the PIAC General Meeting with 7 in favour, 1 against and 3 abstentions.
 - Arguments for the motions indicated that due to the excessive vacancy rate of 30% and 4 Ward not having any representation the recommendation to amend the bylaws to allow for interim appointment option where parents step forward to represent their Ward is necessary to support parent engagement within the TDSB
 - Arguments against the motions indicated a bylaw review process was underway and that the motion should be brought to Operational Effectiveness Working Group
 - Counter arguments were made that
 - Bylaws review process was initiated by Operational Effectiveness Working Group in June 2024 and has indicated that any proposes for bylaw changes will not come to Committee until sometime in the Spring as late as June.
 - Bylaws review process can make recommendations to amend this recommendation but in the interim vacancies in PIAC can be reduced where parents put themselves forward to be appointed by PIAC on an interim basis.

PIAC Membership Dashboard – February 21, 2025

- A. Number of sitting members (Maximum members possible is 47 (44 Ward Co-representatives (WCR), 0 Community Liaison Group Representative (CLGR) and 2 Co-chairs)): 33 (31+0+2)**
- B. Maximum number of votes available per motion (i.e. one vote per Ward, one vote for CLGR, and one tie breaking vote for Chair): 19 (18+0+1)**
- C. Quorum for meetings**
 - **Total members: 40% of sitting members +1 (round down) = 14**
- D. Newly Elected or Re-elected PIAC Members (Ward Elections): 1**
 - a. **Ward 7 – Welcome Emily Abrahams**

E. Current PIAC Vacancies: 13 (no change from report)

F. Upcoming Ward Elections: 0

G. Sign Ups:

- **G-Drive Sign-up Form:** All PIAC members must sign the PIAC “G-drive User Agreement”. This drive houses files for working groups.
<https://bit.ly/PIACGOOGLE2021>
- **PIAC WG Sign-up for 2024-2025:** All current PIAC and community members can register their interest in joining specific Working Groups using the PIAC WG Sign-up Google Form ([2024-25 Working Group Sign-up Form](#)). One must re-register every fall for continuing or new WGs.
- **PIAC Working Group Descriptions:** [Working Group Descriptions](#)
- **PIAC Whatsapp group chat:** Email andrew.waters.piac@gmail.com for access.

H. Working Group Co-Leads

- **Governance Working Groups**
 - Membership: Andrew Waters & **VACANT**
 - Operational Effectiveness: Kaydeen Bankasingh & Erin Clarke
 - Strategic Planning: Mercy Charles & Eden Hagos
- **Non-Governance Working Groups**
 - Communications: Seema Mitchell & **VACANT**
 - Consultations: Susan Lee & Nicole Wu
 - Events: Nadia Judunath & Tanya Ono
 - School Council Support: Gordon Harvey & Melanie Medeiros-Sims

RECOMMENDATIONS

1. PIAC make the following amendment to the PIAC Bylaws: Add 3.1.10 (c) *Ward Vacancies - When a vacancy exists for a PIAC Ward Co-representatives position, PIAC can appoint a parent to represent the Ward who is qualified to be a PIAC parent member for that Ward for the length of the appointment term. The appointment term is for 1-year or until an election is held in the Ward to elect the PIAC Co-representative, whichever occurs first.* This amendment will not be considered to prevent other amendments of the bylaws in the 2024-2025 school year.
2. PIAC appoint Aaron Kucharczuk to a vacant PIAC Ward Co-representative position in Ward 5 as per PIAC Bylaw clause 3.1.10(c).

QUESTION(S)

- Do the Trustee Newsletter which currently contain information on Ward Forums where PIAC elections occur go to all parents and guardians of the Ward?

- Do all parents and guardians of a Ward receive nomination and voting information for a PIAC Ward Co-Representative election currently?

NEXT STEPS & ACTION ITEMS

- Working Group agreed to continue to review the proposal at the next Working Group meeting, to seek clarity from staff on communication with parents concerning PIAC elections and to bring a recommendation for a revised election procedure at the next PIAC General Meeting in April.

APPENDICES

Appendix 1 – PIAC Membership 2024-2025 (February 20, 2025)

Ward/ Position Type	PIAC Member	Term End Date (Month)	Email
Co-Chair	Zena Shereck	November 2025	PIAC.Chair@tdsb.on.ca
	Sarah Ali	November 2026	
1	Erin Clarke	November 2026	PIAC.Ward01@tdsb.on.ca
	Nabil Hadbun	November 2026	
2			
3	Andrew Waters	May 2026	andrew.waters.piac@gmail.com
	Gordon Harvey	May 2026	PIAC.Ward03@tdsb.on.ca
4	Tamasha Grant	February 2025	PIAC.Ward04@tdsb.on.ca
	Johnson Jayelola	November 2026	
5			
6	Crystal Stewart	November 2025	PIAC.Ward06@tdsb.on.ca
	Mercy Charles	November 2025	
7	Alice Romo	November 2025	PIAC.Ward07@tdsb.on.ca
	Emily Abrahams	January 2027	
8	Kaydeen Bankasingh	February 2026	PIAC.Ward08@tdsb.on.ca
	Anshu Grover	February 2026	
9	Melanie Medeiros-Sims	January 2025	PIAC.Ward09@tdsb.on.ca
10	Bruce Oyelowo	February 2025	PIAC.Ward10@tdsb.on.ca
11	Charles Zhu	January 2024	PIAC.Ward11@tdsb.on.ca
	Janice Barnett	January 2024	
12	Susan Lee	October 2026	PIAC.Ward12@tdsb.on.ca
	Nicole Di Wu	October 2026	
13			
14	Jenny Gannon	March 2025	PIAC.Ward14@tdsb.on.ca
	Mohammad Saleem Khan	November 2026	

15			
16	Shelley Kulperger	May 2025	PIAC.Ward16@tdsb.on.ca
	Eden Hagos	May 2025	
17	Tanya Ono	February 2025	PIAC.Ward17@tdsb.on.ca
18	Seema Mitchell	February 2025	PIAC.Ward18@tdsb.on.ca
	Hasiba Anna Esmatyar	April 2026	
19	Prasanna Jagannathan	December 2026	PIAC.Ward19@tdsb.on.ca
	Moosa Anwar Alloo	December 2026	
20	Christopher Levien	January 2025	PIAC.Ward20@tdsb.on.ca
	Geetika Bhardwaj	January 2025	
21	Abdul Azeem Mohammed	April 2023*	PIAC.Ward21@tdsb.on.ca
22	Nadia Judunath	February 2022*	PIAC.Ward22@tdsb.on.ca

*PIAC Bylaws amended on November 14, 2024, at a Special Meeting with clause 3.1.10 Appointment Process: “(b) This is a one-time measure occurring on November 14, 2024. This amendment will not be considered to prevent other amendments of the bylaws in the 2024-2025 school year. Where PIAC terms have ended in the past two years and elections have not occurred, the incumbent will be appointed to PIAC as a Co-representative from November 14, 2024, to March 31, 2025, or when an election to fill the vacancy is conducted, whichever occurs first.”

Appendix 2 – Aaron Kucharczuk’s statement of Interest and Declaration Qualification for Appointment to PIAC Ward 5 Co-Representative Vacant Position

I am interested in joining PIAC as a ward 5 representative. I have been very engaged in my school community, and have been driving for increased parent engagement at my school and others in my ward. As I see many parents in the ward express similar complaints and concerns, I would like to expand my involvement and represent the ward on PIAC.