

# WORKING GROUP REPORT

## Membership

**Date:** March 2, 2026

**Co-leads:** Emily Abrahams and 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.”

### UPDATE

#### PIAC Membership Dashboard – March 2, 2026

Item	#	Comments		
A	Committee Seats	50	44 Ward Co-representatives (WCR), 1 Community Group Representative (CLGR), 5 Officers and 0 Ex officio members)	
B	Voting Members	39	34 WCR, 1 CLGR, 5 Officers	
C	Vacancies	11	Reason for Vacancy: 3 Term Ended, 6 Resignation, 2 Declared Vacant	
D	Quorum	17	40% of voting members +1 (round down)	
E	Votes Available per Regular Motion	26	One vote per Ward, one vote per CLGR, one vote per officers, and one vote for ex officio members): 20+1+5+0	
F	Newly Re-/Elected or Appointed Members	0		
G	Upcoming Ward Elections	8	Elections will be held in March/April for the following Wards where there are either 1 or 2 vacancies existing: 1, 4, 6, 7, 8, 10, 14 and 20.	
H	Officers	5	Co-chairs: Sarah Ali and Katrina Matheson; Treasurer: Mercy Charles; Secretary: Andrew Waters; and Officer At-large: Prasanna Jagannathan	
<b>Working Groups (WG)</b> [ <a href="#">Descriptions</a> ] <a href="https://torontopiac.com/get-involved/#piac-meetings">https://torontopiac.com/get-involved/#piac-meetings</a>				
I	<b>Type</b>	<b>Name</b>	<b>Co-leads</b>	<b>Next Meeting</b>
	Governance (open to voting members)	Strategic Planning	Mercy Charles & Aaron Kucharczuk	Thursday, April 9 @8pm
		Membership	Emily Abrahams & Andrew Waters	Tuesday, March 24 @7:30pm
		Operational Effectiveness	Kaydeen Bankasingh & Prasanna Jagannathan	Monday, March 23 @7:30pm
	Non-governance (open to all parents/ caregivers of TDSB & community members)	School Council Support	Crystal Stewart & Farheen Mahmood	Wednesday, March 11 @7:30pm
		Consultations	Susan Lee (Interim) & Nicole Wu	To be scheduled
		Advocacy	Mercedes Lee & Noel Morgan	To be scheduled
		Events	Tanya Ono & Moosa Alloo	To be scheduled
	Communications	Vinita Goel & Susan Lee	Thursday, March 26 @7:30pm	

Sign Ups:

- PIAC WG Sign-up for 2025-2026: All current PIAC and parent/caregivers of the TDSB and community members can register their interest in joining specific Working Groups using the PIAC WG Sign-up Google Form ([2025-26 Working Group Sign-up Form](#)). One must re-register every fall for continuing or new WGs.
- PIAC Whatsapp group chats: email [andrew.waters.piac@gmail.com](mailto:andrew.waters.piac@gmail.com) for access.

### **PIAC Membership WG Meeting – February 17, 2026, at 7:30pm via Zoom**

*Present (7): Andrew Waters, Emily Abrahams, Katrina Matheson, Vimuththan Nantheeswarar, Majda Eltayan, Gili Zemer, Noel Morgan, and Latha John (staff); Regrets (0): N/A; Absent (0): N/A*

Minutes (Generated by LLM (AI) and edited by Co-leads)

#### **Summary**

The PIAC membership meeting focused on improving communication channels and membership engagement. The group discussed challenges with current email systems and agreed to explore IT solutions for better communication between school councils and PIAC representatives. They also addressed concerns about member participation and attendance requirements, with Co-leads and others emphasizing the need to balance volunteer commitments while avoiding overly strict requirements. The conversation ended with a discussion about reorganizing PIAC's structure around the TDSB's "family of schools" model and potentially simplifying the membership requirements.

#### **PIAC Meeting Agenda Discussion**

The agenda was shared, including topics such as the plan for PIAC Co-Rep elections, communication channels for PIAC members, WhatsApp Community Group rules, and a request for the Operation Effectiveness Working Group to conduct a bylaws review.

#### **PIAC Co-Rep Elections Postponed**

The meeting discussed the upcoming PIAC Co-Rep elections, which are delayed until after March break due to bylaw requirements. Co-leads noted the need for better pre-communication about the elections, as principal involvement has been challenging without trustees. Vim raised concerns about the definition of eligible members for ward elections, and Emily shared her experience that despite communication challenges, elections still saw multiple candidates. The group agreed to work with Latha and the PCCO to improve communication and ensure a smooth election process.

#### **School Council Election Communication Challenges**

The group discussed communication challenges for school council elections, particularly regarding announcements to parents. Katrina raised concerns about the lack of election announcements through School Messenger during the last cycle, while Vim suggested using the IT team to create ward-specific distribution lists for emails. Latha confirmed that while principals can be contacted by ward, school councils are not currently separated by wards in the email system. Andrew referenced Regulation 612, which requires various methods of advertising vacancies, including newsletters, websites, and modern technology, suggesting this could form the basis for a motion to ensure proper communication about elections.

#### **PIAC Elections and Engagement Strategies**

The meeting focused on communication challenges regarding PIAC elections and membership engagement. Katrina highlighted that feedback indicated parents were not receiving election information, suggesting the use of existing tools like PowerSchool for dissemination. Andrew provided details on election vacancies across multiple wards, while Vim raised concerns about member burnout and the need for active participation in working groups. The discussion emphasized the importance of effective communication and engagement strategies for the organization's members.

#### **Parent Council Election Communication Solutions**

The group discussed concerns about parent council elections and communication, with Andrew and Emily planning to work with Latha and PCCEO to explore using PowerSchool or other technological solutions to directly

reach parents with voting information, rather than relying on school councils who may not disseminate information effectively. Noel highlighted the political nature of parent councils and the challenges of information sharing among members. The discussion also touched on membership obligations, including meeting attendance and participation in working groups, which would be addressed later in the agenda.

### **Email Standardization for School Councils**

Vim raised concerns about the lack of standardization and consistency in email communication between schools and parent councils, highlighting issues with security, equity, and volunteer retention. Katrina acknowledged these challenges and suggested proactive measures, such as systematic follow-ups after elections, while Vim proposed a computerized system to automate these processes. Both emphasized the need for a streamlined onboarding process and discussed potential solutions, including a "blind system" similar to York Region's, to improve communication efficiency.

### **School Council Communication Solutions**

The group discussed communication challenges within school councils and proposed solutions, including dedicated email addresses for working groups and the use of WhatsApp for real-time communication. Katrina emphasized that any structural changes should not be mandatory, while Vim suggested creating a third email box for working groups to improve organization. Andrew shared his experience with structured communication at his school council, highlighting the effectiveness of WhatsApp and dedicated email addresses. The group agreed to consider these suggestions for improving communication while avoiding rigid requirements.

### **Email and PIAC Training Challenges**

The group discussed two main topics: email communication challenges and PIAC's role in school council training. Katrina suggested implementing an auto-reply system for ward emails if responses are not received within a few business days, and the team agreed to invite IT staff to their next membership working group meeting to explore technical solutions. Vim raised concerns about PIAC's lack of recognition at PCCEO school council trainings, which Andrew supported and suggested could be addressed through recommendations about staff providing training to school councils. The conversation ended with a discussion about the WhatsApp group's rules of engagement, which Andrew needed to locate and would be deferred to the next meeting.

### **Chat Structure Optimization Discussion**

The group discussed the effectiveness of their new chat structure, with Emily noting that while communication has become more streamlined, she still receives excessive WhatsApp messages and suggests establishing guidelines for when messages should be sent to the whole group versus one-on-one. Andrew explained their current structure includes separate chats for working groups, co-leads, and coordinator officers, while a general PIAC chat has become redundant with only 10 members. The group agreed to consider deleting the redundant general chat, though Vim suggested it could be used for general discussion on motions or proposals.

### **Streamlining Membership and Communication**

The group discussed improving communication structures and membership representation. Vim raised concerns about accessibility for those unable to attend work groups, leading to a discussion about creating clear guidelines for initiating contributions. Andrew suggested simplifying the membership model by aligning with the "Family of Schools" structure, which would allow for 2 representatives per family of schools, tied to where members' children attend school. The group also considered amending bylaws to allow for co-lead elections, particularly for governance working groups, though this remains an open question for further discussion.

### **Balancing Expectations and Accountability**

The group discussed communication and accountability within their organization. Vim emphasized the need for clear feedback and acknowledgment of volunteers for positions like communications co-lead. Emily and others agreed on the importance of collaboration and shared responsibilities, but expressed concerns about expanding expectations beyond what members initially agreed to. They discussed attendance requirements, with Emily strongly opposing mandatory weekend sessions and optional events like the PIAC conference. The group acknowledged the need to balance member commitments with the organization's goals.

## RECOMMENDATIONS

- None

## QUESTION(S)

- None

## NEXT STEPS & ACTION ITEMS

### Next steps

- Co-leads: Ensure that Co-representative elections occur starting after the March Break and concluding prior to the PIAC general meeting occurring May 12, 2026 so the elected candidates can be seated at that meeting.
- Co-leads: Draft a motion recommending that the Director of Education and staff use available tools (e.g., PowerSchool, School Messenger) to ensure parents in relevant wards are directly notified about PIAC Co-Rep elections, referencing Regulation 612.
- Co-leads and working group members: Collaborate on a motion or guidelines to encourage and track participation in working groups, ensuring it reiterates existing commitments without imposing new mandatory requirements, and share draft in the Membership Working Group for broader input.
- Co-leads: Work with Latha and PCCO to inquire about the feasibility and process of using PowerSchool or similar tools for election communications, and report back.
- School Council Support Working Group: Invite IT staff to the next working group meeting to discuss technical solutions for standardized and reliable communication channels (e.g., automated emails, distribution lists by ward, auto-forwarding, working group emails).
- Co-leads: Draft a motion to open the bylaws for discussion at the next meeting regarding (a) reorganizing PIAC representation around the TDSB's Family of Schools structure and (b) possible changes to the process for electing working group co-leads.

## APPENDICES

### Appendix 1 – PIAC Membership 2025-2026 (January 27, 2026)

Position/Ward	PIAC Member	Term End Date	Email
<b>Officers</b>			
Co-Chair	Sarah Ali	1 <sup>st</sup> Meeting Fall 2026	<a href="mailto:info@torontopiac.com">info@torontopiac.com</a> <a href="mailto:PIAC.Chair@tdsb.on.ca">PIAC.Chair@tdsb.on.ca</a>
	Katrina Matheson	1 <sup>st</sup> Meeting Fall 2027	
Treasurer	Mercy Charles	1 <sup>st</sup> Meeting Fall 2026	
Secretary	Andrew Waters	1 <sup>st</sup> Meeting Fall 2026	<a href="mailto:andrew.waters.piac@gmail.com">andrew.waters.piac@gmail.com</a>
Officer At-large	Prasanna Jagannathan	1 <sup>st</sup> Meeting Fall 2026	
<b>Ward Co-Representatives</b>			
1	Nabil Hadbun	November 2026	<a href="mailto:PIAC.Ward01@tdsb.on.ca">PIAC.Ward01@tdsb.on.ca</a>
2	Noel Morgan	December 2027	<a href="mailto:PIAC.Ward02@tdsb.on.ca">PIAC.Ward02@tdsb.on.ca</a>
	Uthman Quick	December 2027	
3	Maira Riaz	December 2027	<a href="mailto:PIAC.Ward03@tdsb.on.ca">PIAC.Ward03@tdsb.on.ca</a>
	Rehab Aly	December 2027	
4	Tamasha Grant	November 2026	<a href="mailto:PIAC.Ward04@tdsb.on.ca">PIAC.Ward04@tdsb.on.ca</a>
5	Carly Cohen	April 2027	<a href="mailto:PIAC.Ward05@tdsb.on.ca">PIAC.Ward05@tdsb.on.ca</a>
	Aaron Kucharczuk	April 2027	

6	Crystal Stewart	November 2026*	<a href="mailto:PIAC.Ward06@tdsb.on.ca">PIAC.Ward06@tdsb.on.ca</a>
7	Emily Abrahams	January 2027	<a href="mailto:PIAC.Ward07@tdsb.on.ca">PIAC.Ward07@tdsb.on.ca</a>
8			
9	Frida (Gili) Zemer	March 2027	<a href="mailto:PIAC.Ward09@tdsb.on.ca">PIAC.Ward09@tdsb.on.ca</a>
	Sarah Brager	March 2027	
10	Mark Unger	March 2027	<a href="mailto:PIAC.Ward10@tdsb.on.ca">PIAC.Ward10@tdsb.on.ca</a>
11	Reem Al Jabi	December 2027	<a href="mailto:PIAC.Ward11@tdsb.on.ca">PIAC.Ward11@tdsb.on.ca</a>
	Hilla Gutman	December 2027	
12	Susan Lee	October 2026	<a href="mailto:PIAC.Ward12@tdsb.on.ca">PIAC.Ward12@tdsb.on.ca</a>
	Nicole Di Wu	October 2026	
13	Majda Eltayan	December 2027	<a href="mailto:PIAC.Ward13@tdsb.on.ca">PIAC.Ward13@tdsb.on.ca</a>
	Colleen Harper	December 2027	
14	Mohammad Saleem Khan	November 2026	<a href="mailto:PIAC.Ward14@tdsb.on.ca">PIAC.Ward14@tdsb.on.ca</a>
15	Kristen Boyd	October 2027	<a href="mailto:PIAC.Ward15@tdsb.on.ca">PIAC.Ward15@tdsb.on.ca</a>
	Farheen Mahmood	October 2027	
16	Mercedes Lee and Marycarmen Lara Villanueva	December 2027	<a href="mailto:PIAC.Ward16@tdsb.on.ca">PIAC.Ward16@tdsb.on.ca</a>
		December 2027	
17	Thanuja Sankar	February 2027	<a href="mailto:PIAC.Ward17@tdsb.on.ca">PIAC.Ward17@tdsb.on.ca</a>
18	Olivia Hetherman	December 2027	<a href="mailto:PIAC.Ward18@tdsb.on.ca">PIAC.Ward18@tdsb.on.ca</a>
	Marissa Hill	December 2027	
19	Moosa Anwar Alloo	December 2027	<a href="mailto:PIAC.Ward19@tdsb.on.ca">PIAC.Ward19@tdsb.on.ca</a>
	Chantal Gayle	December 2027	
20			
21	Sundus Meer	December 2027	<a href="mailto:PIAC.Ward21@tdsb.on.ca">PIAC.Ward21@tdsb.on.ca</a>
	Neerajah Ponnampalam	December 2027	
22	Vimuththan Nantheeswarar (resigned)	December 2027	<a href="mailto:PIAC.Ward22@tdsb.on.ca">PIAC.Ward22@tdsb.on.ca</a>
	Jennifer Sparks	December 2027	
<b>Community Group Representatives</b>			
MOTiVAtE	Rahel Gettu	June 2027	

\*Or until an election is held, switch ever occurs first as per 3.1.8(a)(ii) Term of Office for Acting Appointments.