

MINUTES OF A REGULAR MEETING OF THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 37 (DELTA)  
OCTOBER 7, 2025

DATE, TIME AND PLACE: October 7, 2025, 7:00 p.m.  
Main Boardroom, School Board Office, 4585 Harvest Drive, Delta

PRESENT: Trustees: J. Muego, Chairperson  
V. Windsor, Vice-Chairperson  
N. Daula  
A. Dhillon  
N. Kanakos  
  
D. Sheppard, Superintendent of Schools  
J. Gray, Assistant Superintendent  
  
C. Bromley, Director, Information Technology Services  
R. Dhiman, Director of Finance  
J. Duffin, Secretary-Treasurer  
D. Duff, Director of Human Resources  
P. Klassen, Director, Learning Services – Inclusive Learning  
N. Stephenson, Director, Learning Services – Education Programs  
C. Tucker, Director of Communications

Regrets: Trustees: E. Beard  
M. Gooch  
  
B. Bauman, Assistant Superintendent  
F. de Dios, Director, Facilities & Planning  
K. Symonds, Director, International Student Programs

CALL TO ORDER

Chairperson Muego called the meeting to order at 7:02 p.m.

Chair Muego opened the meeting by acknowledging the traditional territory of the Tsawwassen First Nation and Musqueam Indian Band and of all the Hun'qumi'num speaking people who have been stewards of this land since time immemorial. He offered his respect to all the Elders who have gone before us and to all Canadians who are on the journey of Reconciliation.

Chairperson Muego introduced the following education partners attending the meeting, and thanked them for their participation:

- Aaron Akune, Principal, Ecole Burnsvew Secondary, and Past President & Executive Member, DPVPA
- Alison Kerr, President, Delta Teachers' Association
- Anthony Minichilli, Member-At-Large, Delta Teachers' Association
- Kati Glancy, 2nd Vice-President, CUPE Local 1091

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ADOPTION OF THE AGENDA

M/S Trustees Daula / Dhillon

**THAT** the Agenda be adopted as distributed.

**CARRIED**

JEAP ANNUAL REPORT

Neil Stephenson, Director of Learning Services, introduced Brooke Moore, District Principal of Learning Services, who provided a presentation on the Annual Report of the Justice & Equity Action Plan (JEAP).

Brooke opened the meeting with a summary of the development of the JEAP, which began in Fall 2023 with data collection. A draft plan was completed in Winter 2024, followed by community feedback in Spring 2024. The plan was implemented in Fall 2024, and a progress report was generated in Fall 2025 to reflect on the first year of action.

Brooke gave an overview of the JEAP goals, which can be found on the district website. She explained that the progress report is meant to give a clear update on how the district is doing with these goals. The report shows Delta's promise to be open and honest about its work toward creating a fair and inclusive place to learn and work. It's also meant to encourage real conversations—where people feel safe to ask questions, share feedback, and offer ideas to help us keep improving.

Key Highlights from Year One

- The JEAP has been incorporated into the District's Strategic Plan, making it a foundational document that informs all departmental planning.
- Procurement processes now include sustainability clauses and are evolving to reflect equity in representation.
- Staff have been allocated to support JEAP goals.
- A consultant was hired to support district leaders in developing language, confidence, and leadership in justice-focused conversations. This work will expand to all staff groups in the 2025/26 school year.
- A Teacher Coordinator for Justice and Equity was hired to begin in September 2025, Mahima Lamba, focusing on supporting educators in creating justice-centered classrooms.
- Employee Services engaged consultants to review hiring, recruitment, and retention practices.
- These actions reflect a shift toward systemic and structural engagement, signaling a culture of openness, curiosity, and commitment to meaningful change.

Challenges and Areas for Growth

- An anti-oppression module was developed but paused due to lack of infrastructure and shared purpose.
- Plans for a student panel did not proceed as intended and require redesign.
- No baseline data has been established for key indicators, such as adult confidence in responding to hateful incidents.

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- Feedback channels for community engagement were initiated, such as website forms, have not yet generated responses.
- Future engagement efforts must prioritize trust-building and may require more time and resources than traditional methods.

Brooke spoke to how the Delta School District is committed to creating a fair and inclusive environment for everyone. We know this work takes time, honesty, and teamwork. We will keep listening, learning, and staying true to the goals in the JEAP. Staff are encouraged to keep learning about equity, build welcoming spaces for students and colleagues, speak up against unfair treatment, and support policies that promote fairness. Families and community members are invited to share their experiences, work with schools to build inclusive spaces, and help us stay accountable as we grow. Together, we can build a school district where justice and equity are part of everyday life.

Brooke ended the presentation by thanking the students, staff, families, and community partners who have supported the progress of the Justice and Equity Action Plan (JEAP). She gave special thanks to the JEAP Advisory members for their thoughtful input. The district also recognizes the educators who are trying new approaches in their classrooms, the leaders who are open to change, the students who are speaking up, and the families who are supporting this journey.

Trustee Dhillon thanked Brooke for her presentation and for the work being done in the district. Chair Muego also expressed his appreciation and noted that the JEAP work is embedded in the district's strategic plan. He noted the importance of us actually doing the work together and not just saying we are doing it. Vice-Chair Windsor acknowledged the work being done specifically by the JEAP Coordinator, Mahima Lamba.

#### FACILITIES PROJECTS UPDATE

Jonathan Duffin, Secretary-Treasurer, introduced Pierre Ngo, Project and Energy Manager, who provided an update on the on-going facilities projects within the district, including energy-related projects.

Pierre's presentation highlighted how current and future facilities projects align with the District's Strategic Plan goals; specifically, Goals #5 (Governance and Stewardship of Resources) and #2 (Inclusive and Inspiring Learning Environments). Pierre described examples of in-progress sustainability projects, including:

- DDC controls upgrades at McCloskey and Ladner Elementary
- High voltage transformer upgrade at Port Guichon
- Roofing insulation upgrades at Delta Secondary
- Progress of school-based Green Teams
- Integration of AI weather prediction technology with irrigation systems

Future sustainability plans include replacement of aging gas-fired rooftop units to reduce emissions, further LED lighting upgrades, more upgrades of legacy DDC systems, and exploring the possibility of establishing an automated irrigation systems with soil sensors.

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Pierre also described the following accessibility and inclusion projects currently being worked on:

- Heath Elementary Elevator Project
- Sunshine Hills Elementary:
  - Stage lift installation
  - Upper/lower boys' washroom upgrades
  - Elevator installation
- Kitchen Upgrades: Completed at Gibson, Holly, McCloskey, and Sands
- South Delta Secondary Theatre: Ramp installed for wheelchair accessibility

Chair Muego commented that the work Pierre has described is inspiring and asked if the AI system can be used for other systems as well, in addition to water systems. Pierre responded that yes, the solutions are almost endless. Trustee Dhillon commented that the AI tool is an innovative idea. Chair Muego thanked Pierre for his presentation.

APPROVAL OF THE MINUTES

M/S Vice-Chair Windsor / Trustee Daula

**THAT** the Minutes of the Regular meeting of September 23, 2025, be approved.

**CARRIED**

BOARD OF EDUCATION REPORT

Trustee Kanakos reported the following:

- September 29: Attended the Truth and Reconciliation Ceremony at North Delta, along with Vice Chair Windsor, Trustee Dhillon, and the district's senior staff. The speaker, Kung Jaadee, really challenged the students, and the event was interactive.

Trustee Dhillon reported the following:

- September 24: Attended the Healthier Communities Partnership (HCP) Meeting that focuses on food security. Heather Anderson, the public health dietician from Fraser Health, introduced the new Delta food charter, declaring food as a basic human right. She also highlighted all of the systemic barriers that come into play that limit food access, and also offered ideas for the way forward.
- September 26: Attended Pinewood Elementary Veterans Day assembly and commemorative poster launch. The Minister for Veterans' Affairs, Jill McKinght, was in attendance, and gave a keynote address. Warrant Officer Lo shared stories from his 30-year military career.
- September 29: Attended the Truth and Reconciliation Ceremony at North Delta. The presenter, Kung Jaadee, shared a deep personal message around self-love, cultural pride, and healing, and how she can offer her gifts to the next generation.
- October 6: Attended Inclusive Learning Action Committee (ILAC) Meeting and healthy eating for children and families. This was the first meeting of the school year. Updates were shared from district leadership about key programs and projects. There was some open discussion around

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challenges currently being faced. There was also discussion around the Preventure program and how to increase Grade 8's ability to access some of that preventative work.

Vice Chair Windsor reported on the following:

- September 29: Attended the Truth and Reconciliation Ceremony at North Delta. Noted that speaker Valerie Cross from TFN included in her remarks a game of True or False where she had students call out the answers to her questions about Truth and Reconciliation. She also noted listening to guest speaker, Kung Jaadee, Roberta Kennedy, from the Haida, Musqueam, Squamish, Tlingit and Tsleil-Waututh Nations and is also part Hawaiian, who shared a valuable lesson about self-love with an attentive audience of mostly elementary students and educators who were there to "listen and learn".
- October 1: Attended the ELL Consortium meeting. The main discussion centred around funding of IRCC service and access to the provincial funds for ELL services by school districts.
- October 6: Attended Inclusive Learning Action Committee (ILAC) Meeting with Trustee Dhillon. Trustee Dhillon has already spoken to this, so nothing more to add about the event here.

Trustee Daula reported the following:

- September 16: Attended the 2025 State of the City: Economic Business Breakfast, hosted by the Delta Chamber of Commerce in partnership with the City of Delta. The event was held at Cascades Casino Delta. The gathering brought together local business owners, community leaders, city officials, and industry experts to discuss Delta's economic direction and development priorities. Mayor George V. Harvie delivered a keynote address outlining municipal progress, strategic goals, and upcoming capital projects. Featured speakers, including Tsawwassen First Nation Chief Laura Cassidy and representatives from the real estate, industrial, and clean energy sectors, explored topics such as housing development, business growth, infrastructure investments, and sustainable innovation.

Chair Muego reported the following:

- October 6: Attended a call with the Minister of Education and Child Care about amendments that are being made to the School Act. For more information, the public can consult the Ministry website.

## ENROLMENT REPORT

Jane Gray, Assistant Superintendent, provided an update on the district's enrolment. She presented a report comparing enrolment figures by zone. She noted that as of September 2025, overall enrolment has decreased by 221 students compared to September 2024. This trend aligns with broader district patterns and expectations. The report was well received by the Committee, with no questions raised.

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QUESTION PERIOD

No questions relating to agenda items were presented.

DATE AND TIME OF NEXT MEETING

December 9, 2025 at 7:00 p.m.

ADJOURNMENT

M/S Trustee Kanakos / Trustee Dhillon

**THAT** the Delta Board of Education Regular Board meeting of October 7, 2025, be adjourned.

**CARRIED**

ADJOURNMENT: 7:58 p.m.

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Chairperson

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Secretary-Treasurer