



Board of Trustees' Board Meeting

Date: Monday, February 24, 2025.

Time: 6:00 p.m.

* Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.

Location: 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener

Attendees: **Board of Trustees**:

Linda Cuff (Vice-Chair), David Guerin, Renée Kraft, Marisa Phillips, Robert Sikora (Chair),

Conrad Stanley, Tracey Weiler

Student Representatives:

Allison-Hannah Berwick, Matteo Leone

Senior Administration:

Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonça, Judy Merkel, Kerry Pomfret,

Jennifer Ritsma, Annalisa Varano

Special Resource:

Recording Secretary:

Stephanie Medeiros

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Chair		
1.1 Opening Prayer/Memorials 1.1.1 Declaration/Oath of Re-appointed Trustee	Board of Trustees W. Francis		
1.2 Territorial Acknowledgement I (we) would like to begin by acknowledging that the land on which we gather today is the land traditionally cared for by the Haudenosaunee, Anishinaabe and Neutral People. I (we) also acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous People with whom we share this land today.	Chair		
1.3 Approval of Agenda 1.4 Declaration of Pecuniary Interest 1.4.1 From the current meeting 1.4.2 From a previous public or in-camera meeting	Board of Trustees Individual Trustees		Approval
1.5 Items for Action:	Board of Trustees		Approval
Items for action arising from the Double In Camera meeting of Wednesday, February 19, 2025, regarding Trustee matters.			
Items for action arising from the In Camera meeting of Monday, February 24, 2025, regarding financial matters.			

ITEM	Who	Agenda Section	Method & Outcome
2. Consent Agenda: Director of Education (e.g.: day –to –day operational matters from the Ministry of Education that the Board is required to do)			
3. Consent Agenda: Board (Minutes of meetings, staff report)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1.1 Board of Trustees Minutes – Jan 27, 2025 3.2 CPIC Minutes – Dec 11, 2024 3.3 SEAC Minutes – Jan 8, 2025 3.4 Director's Report 3.5 Governance Minutes – Jan 20, 2025 (Approval of Minutes) 3.6 Governance Minutes – Jan 20, 2025 (Approval of recommendations)	Board of Trustees Board of Trustees Board of Trustees T. Dowling Governance Committee Board of Trustees	pp. 4-9 pp. 10-11 pp. 12-13 pp. 14-15 pp. 16-21 pp. 16-21	Approval Information Information Information Approval Approval
4. Delegations/Presentation 4.1 Delegation Presentation 4.2 Delegation Presentation 4.3 Delegation Presentation 4.4 Delegation Presentation	J. Hayek B. Gosse A. Hailu J. Fonseca	pp. 22-24 pp. 25-27 pp. 28-29 pp. 30-35	Information Information Information Information
5. Advice from the CEO 5.1 Audit Report on Trustee Expenses 5.2 2025-2026 Estimates Budget Plan: Trustee Update #2 5.3 Guarding Minds Update 5.4 School Year Calendar 5.5 Administrative Procedure Update	S. Maharaj S. Maharaj K. Pomfret J. Ritsma T. Dowling	pp. 36-41 pp. 42-48 pp. 49-52 pp. 53-56 pp. 57-58	Information Information Information Approval Information
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces 7.1 Student Trustee Report 8. Board Education (at the request of the Board)	A. Berwick/M. Leone	pp. 59-60	Information
8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link	Chair	Link	Information
8.2 Chair of the Board Report	Chair	pp. 61-62	Information
9. Policy Discussion			
10. Assurance of Successful Board Performance			
10.1 Board Policy Review 10.1.1 Board Policy II 007 Board Members' Code of Conduct Is there a need to review the Policy?	C. Stanley	Link	Approval
10.1.2 <u>Board Policy III 003 Accountability of the CEO</u> Is there a need to review the Policy?	R. Kraft	Link	Approval
10.1.3 <u>Board Policy III 004 Delegation of the CEO</u> Is there a need to review the Policy?	M. Phillips	Link	Approval

ITEM	Who	Agenda Section	Method & Outcome
11. Assurance of Successful Director of Education Performance			
11.1 Monitoring Reports			
11.1.1 Monitoring Report IV 002 - Treatment of Public	T. Dowling	pp. 63-65	Approval
11.1.2 Monitoring Report IV 003 – Treatment of Students	T. Dowling	pp. 66-69	Approval
11.1.3 Monitoring Report IV 011 – Emergency CEO Replacement	T. Dowling	pp. 70-73	Approval
12. Potential Agenda Items/Trustee Inquiry Report (CEO)			
12.1 Notice of Motion – Public Recording of Meetings	C. Stanley	pp. 74	Information
13. Announcements			
 13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated): Feb 26 - Pink Shirt Day Mar 3 - Committee of the Whole Mar 5 - SEAC Meeting Mar 4 - Shrove Tuesday Mar 5 - Ash Wednesday Mar 10-14 - March Break Mar 17 - Governance Committee Meeting Mar 19 - CPIC Meeting Mar 24 - Board of Trustees Mar 26 - Audit Committee Meeting Mar 31 - PD day 	Chair		Information
13.2 Pending Items: 13.3 Pending Items for OCSTA Consideration	Committee/Task Force	<u>Due Date</u>	<u>Action</u> Taken
14. Items for the Next Meeting Agenda	Trustees		
14.1 March 3, 2025 – Committee of the Whole Meeting	Board of Trustees		Information
Student Success Update/Plan (Re-Engagement Strategy Update 12/12+)	שטמוע טו וועאנפפא		inionnation
15. Adjournment	Director of Education		
Confirm decisions made tonight			
15.1 Confirm Decisions Made Tonight	Recording Secretary		Information
16. Closing Prayer			
16.1 Closing Prayer	All		
17. Motion to Adjourn	Board of Trustees	Motion	Approval

CLOSING PRAYER

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God's world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities. We make this prayer through Christ our Lord.

Amen

Minutes



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, January 27, 2025, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

Linda Cuff (Vice-Chair), David Guerin, Renée Kraft, Marisa Phillips, Robert Sikora (Chair), Conrad Stanley, Tracey Weiler

- *-joined via Teams
- **-joined via Teams at 6:30 p.m.

Student Trustees Present:

Matteo Leone*

Administrative Officials Present:

Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonça, Judy Merkel**, Kerry Pomfret, Jennifer Ritsma**

Special Resources For The Meeting:

Regrets: Allison-Hannah Berwick, Winston Francis, Annalisa Varano

Recorder:

Stephanie Medeiros, Executive Administrative Assistant

NOTE ON VOTING: Under Board by-law 4.7, when a decision is reached by consensus, the minutes of the Meeting shall indicate a decision by consensus with the notation in the minutes that consensus means the decision was supported by all Trustees present and eligible to vote on a matter. Under Board by-law 4.11 Whenever a vote is required, every Trustee present when a vote is taken, including the Chair but excluding any Trustee who has declared a direct or indirect pecuniary interest as required by the Municipal Conflict of Interest Act, shall vote on all questions on which the Trustee is entitled to vote and abstentions are not permitted.

1. Call to Order:

The Chair of the Board called the meeting to order at 6:04 p.m.

1.1 Opening Prayer & Memorials

Trustee Guerin led prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgement declared by Chair Sikora.

1.3 Approval of Agenda

Chair Sikora motioned for approval of the agenda.

2025-07-- It was moved by Trustee Weiler and seconded by Trustee Phillips: THAT the agenda for Monday, January 27, 2025, be now approved. --- Carried by *consensus*

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting - NIL

1.4.2 From a previous public or in-camera meeting - NIL

1.5 Items for Action

Items for action arising from the Double In Camera meeting of Monday, January 13, 2025.

Chair Sikora requested a mover and seconder to approve the items for action from the Double In Camera meeting.

2025-08-- It was moved by Trustee Stanley and seconded by Trustee Guerin:

THAT the items for action arising from the Double In Camera meeting of Monday, January 13, 2025, regarding Trustee matters be now approved.

- --- Carried by consensus
- 2. Consent Agenda: Director of Education (e.g. day-to-day operational matters from the Ministry of Education that the board is required to do)
- 3. Consent Agenda: Board of Trustees (Minutes of meetings)
- 3.1 Approval of Minutes of Regular and Special Meetings
 - 3.1.1 Board of Trustees Minutes- Dec 9, 2024
 - 3.1.2 Special Board of Trustees Minutes Jan 6, 2025
- 3.2 CPIC Minutes Sept 18, 2024
- 3.3 SEAC Minutes Nov 6, 2024
- 3.4 SEAC Minutes Dec 4, 2024
- 3.5 Director's Report

Trustee Guerin noted that in item 7.2 of the September 18, 2024, CPIC minutes, the CPIC Meeting dates listed from January 22 to May 29 should be corrected to reflect the year 2025 instead of 2024.

2025-09-- It was moved by Trustee Weiler and seconded by Trustee Cuff:

THAT the Consent Agenda: Board of Trustees and the recommendations contained therein be now approved. --- Carried by consensus

carried by consens

4. Delegations

4.1 Delegation Presentation – Chair Sikora invited Theresa Rose to discuss their concerns on library books and Catholic teachings in the education of children.

5. Advice from the CEO

5.1 Rosenberg Boundary Review – Final Recommendation Report

Superintendent Maharaj introduced Jennifer Passy, Manager of Planning to present the Rosenberg Boundary Review – Final Recommendation Report. The presentation highlighted the main points and recommendations related to option 3 of the boundary review. Trustees engaged with clarifying questions and offered their comments. Chair Sikora then moved to seek a mover and seconder for the following motion.

2025-10-- It was moved by Trustee Kraft and seconded by Trustee Weiler:

That the Board of Trustees approve the following:

- That the boundaries of John Sweeney Catholic Elementary School (CES) and St. Josephine Bakhita CES be modified, and the boundary of the new Rosenberg CES be established in accordance with Option 3, effective September 1, 2025, namely:
 - a. Move Sub-Area E from John Sweeney to the new Rosenberg elementary school; and
 - b. Move Sub-Areas L, M and N from St. Josephine Bakhita to the new Rosenberg elementary school.
- 2. That Grade 7 students currently enrolled at St. Josephine Bakhita CES in the 2024/2025 school year, be granted legacy exception permission to finish Grade 8 at their current school. Further, said Grade 7 students will also be allowed to attend the new Rosenberg school in 2025/2026 for Grade 8.
- 3. That current year Grade 7 students who opt to remain at their current school be provided with transportation if they qualify in accordance with board procedure APO012 Transportation.

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- 4. That effective September 1, 2025, John Sweeney CES and St. Josephine CES remain capped in accordance with APA003 Admission of Out of Boundary Students.
- 5. That new Out of Boundary admissions to St. Josephine Bakhita CES be considered by a special administrative level committee. Admission of Out of Boundary students in unusual and extraordinary circumstances will be considered if:
 - a. A student's mental, physical, or academic well-being would likely be compromised if they were moved.
 - b. Upon the professional consideration of school and board staff, there is a determination that a student's unique personal and educational needs are better served at the current school.
 - c. There are unique health and safety considerations pertaining to the student, which are better served at the current school, and which are verified by school and board staff.
- 6. That a Transition Planning Committee be formed to support all students who will be moving to the new Rosenberg school because of the Rosenberg Boundary Review.

--- Carried by consensus

5.2 Annual Report on Properties and Major Construction Projects

Superintendent Maharaj presented the Annual Report on Properties and Major Construction Projects. The presentation highlighted new property acquisitions and the progression on current major construction projects for new school facilities. It also covered the recently approved capital priorities. Trustees asked clarifying questions.

5.3 Approval of Budget Plan

Superintendent Maharaj introduced Laura Isaac, the Finance Manager, to present the report on the Approval of the Budget Plan. The report outlined the budget development process and timelines for the 2025-26 school year. Trustees asked clarifying questions.

5.4 FSL

Superintendent Mendonça introduced Jennifer Kruithof, FSL Consultant to present the French as a Second Language report. The report outlined three main goals for achieving success in FSL: the first goal focuses on building confidence, proficiency, and achievement; the second emphasizes the importance of continuing FSL studies through to graduation, which includes the introduction of new French immersion classes in various secondary schools; and the third goal aims to enhance engagement among students, educators, and parents in FSL. Additionally, there was a discussion regarding the staffing challenges related to French language teachers.

5.5 Well-Being – Healthy Active Living

Superintendent Ritsma introduced Brigitte Webster, Healthy Active Living & Outdoor Education consultant, to present the Well-Being – Healthy Active Living report. The presentation covered topics related to student wellness and available physical activity options, along with a review of the menstrual equity report, updates on the PALs program, and educational resources regarding cannabis and vaping for teachers. Additionally, it addressed outdoor education recertification for secondary schools. Trustees asked clarifying questions.

6. Board Education (at the request of the Board)

7. Reports From Board Committees/Task Forces

7.1 Student Trustee Update

Student Trustee Leone presented the Student Trustee report and provided an update on events and activities happening in the secondary school community along with Student Trustee Role update for the month of January.

8. Board Education (at the request of the Board)

8.1 Chair Sikora noted OCSTA Communications

Chair Sikora noted review of OCSTA communications.

8.2 OCSTA Resolutions

- 1. Addressing Funding Needs for Faculties of Education
- 2. Cost of Sick Leave
- 3. Cyber Security Funding
- 4. Student Transportation
- 5. Temporary Accommodation
- 6. Voter Registration
- 7. Creation of a dedicated Catholic Faculty of Education and/or Catholic educational worker training program in the Province of Ontario

Trustee Weiler consulted with Trustee Doherty-Masters, who consented to allow another Trustee to second the motions initially proposed by her during her absence.

Chair Sikora reviewed the motions for the OCSTA Resolutions and requested a mover and seconder for each

2025-11-- It was moved by Trustee Weiler and seconded by Trustee Kraft:

THAT the WCDSB Board of Trustees submit the resolution for Addressing Funding Needs for Faculties of Education contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

2025-12-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the WCDSB Board of Trustees submit the resolution for Cost of Sick Leave contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

2025-13-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the WCDSB Board of Trustees submit the resolution for Cyber Security Funding contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

2025-14-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the WCDSB Board of Trustees submit the resolution for Student Transportation contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

2025-15-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the WCDSB Board of Trustees submit the resolution for Temporary Accommodation contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

2025-16-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the WCDSB Board of Trustees submit the resolution for Voter Registration contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

Trustee Weiler noted that the voter registration resolution was drafted by Trustee Doherty-Masters for this year and the previous year.

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2025-17-- It was moved by Trustee Stanley and seconded by Trustee Phillips:

THAT the WCDSB Board of Trustees submit the resolution for Creation of a dedicated Catholic Faculty of Education and/or Catholic educational worker training program in the Province of Ontario contained in the agenda of January 27, 2025, for consideration at the OCSTA AGM of May 1, 2025, and that this be submitted by the deadline of February 7, 2025.

-- Carried by consensus

8.3 Chair's Report

Chair Sikora delivered the Chair's report for January, highlighting the events in which Trustees engaged in across the Region.

9 Policy Discussion

10 Assurance of Successful Board Performance

10.1 Board Policy Review

10.1.1 Board Policy II 006 Celebration of Excellence. Is there a need to review the Policy?

Trustee Weiler confirmed review of Board Policy II 006 Celebration of Excellence and confirmed compliance. The policy does not require review at Governance Committee.

Chair Sikora called for a mover and seconder to affirm compliance.

2025-18-- It was moved by Trustee Weiler and seconded by Trustee Guerin:

THAT the Board of Trustees reviewed Board Policy II 006 Celebration of Excellence and find that the Board is in compliance.

--- Carried by consensus

10.1.2 Board Policy III 002 Unity of Control. Is there a need to review the Policy?

Chair Sikora confirmed review of Board Policy III 002 Unity of Control and confirmed compliance. The policy does not require review at Governance Committee.

Chair Sikora called for a mover and seconder to affirm compliance.

2025-19-- It was moved by Trustee Sikora and seconded by Trustee Cuff:

THAT the Board of Trustees reviewed Board Policy III 002 Unity of Control and find that the Board is in compliance.

--- Carried by consensus

10.2 Trustee Code of Conduct Concern

Chair Sikora asked for a mover and seconder for the following motions in the matter of a Trustee breach regarding Board Policy II-007 - Board Members' Code of Conduct.

2025-20-- It was moved by Trustee Weiler and seconded by Trustee Guerin:

THAT the Waterloo Catholic District School Board of Trustees find Trustee Francis in breach of Board Policy II-007 - Board Members' Code of Conduct.

--- Carried by consensus

2025-21-- It was moved by Trustee Guerin and seconded by Trustee Weiler:

THAT the Waterloo Catholic District School Board of Trustees request a written apology from Trustee Francis.

--- Carried by consensus

11 Assurance of Successful Director of Education Performance

11.1.1 Board Policy IV-13 - Leadership

Director Dowling presented on Board Policy IV-13 – Leadership and confirmed compliance. Chair Sikora requested a mover and seconder of the recommendation.

2025-22-- It was moved by Trustee Guerin and seconded by Trustee Weiler:

That the Board accept this report indicating compliance with Policy IV 013 Leadership.

--- No consensus

Trustee Stanley requested a recorded vote	
By Recorded Vote: In Favour: Trustees Cuff, Guerin, Kraft, Weiler, Sikora Opposed: Trustees Phillips, Stanley Motion passed by Majority	
12 Potential Agenda Items	
13 Announcements	
13.1 Upcoming Meetings/Events Chair Sikora reviewed upcoming meetings and events.	
13.2 Pending Items: N/A 13.3 Pending Items for OCSTA Consideration: N/A	
14 Items for the Next Meeting Agenda	
14.1 Chair Sikora reviewed upcoming agenda items.	
15 Adjournment – Confirm decisions made tonight.	
15.1 The Recording Secretary confirmed decisions made tonight.	
15.2 Trustees move into Triple In Camera meeting	
2025-23 It was moved by Trustee Cuff and seconded by Trustee THAT the Board of Trustees move into a Triple In Camera meeting Carried by consensus Trustees moved into Triple In Camera meeting at 8:10 p.m.	
16 Closing Prayer	
16.1 Closing prayer.	
17 Motion to Adjourn	
2025-24 It was moved by Trustee Stanley and seconded by Trus THAT the meeting be now adjourned. The meeting was adjourned	by consensus at 9:47 p.m.
Chair of the Board	Secretary



Catholic Parent Involvement Committee (CPIC) Minutes

Date	Wednesday, December 11, 2024		
Time	6:00pm to 7:30pm		
Location	Catholic Education Centre, 35 Weber St. W., Kitchener		
(Hybrid)	Teams Link:		
		-	
	Member	Role	
	Judy Merkel	Superintendent of Learning	In-Person
	Renee Kraft	Trustee	In-Person
	Marisa Phillips	Trustee	Regrets
	Winston Francis	Trustee	Absent
	Andrew Gordon	Elementary Administrator	Regrets
	Monica Carlin	Secondary Administrator	In-Person
	John Murphy	Diocesan Representative	Absent
	Joy Stephen	Monsignor Doyle Family	In-Person
	Chetna Tomar	Resurrection Family	Absent
	James Sebastian-Scott	St. Benedict Family (CPIC Chair)	In-Person
	Craig LeBlanc	St. David Family	In-Person
	Paul Marchwica	St. Mary's Family	In-Person
	Dave Perlaky	Secondary: Cambridge (Budget)	In-Person
	Irene Vassalo	Secondary: Kitchener	In-Person
	vacant	Secondary: Waterloo	N/A
	Vacant	Member-at-Large	N/A
	Jessey Fraga	Recorder	In-Person
	Conrad Stanley	Trustee	Online
	Action Items	Noted in Green	

Item #	Topic	Presenter
1	Welcome, Opening Prayer & Territorial Acknowledgment,	Judy
	Call for Additional Agenda Items	
2	Approval of the December 11, 2024 Agenda	Judy
	Paul moved and Joey seconded approval of the Agenda.	·

3	Approval of the Minutes of September 18, 2024	Judy
	Irene moved and Craig seconded approval of the Minutes.	
4	Presentation Presentation on Student Achievement Plan ("SAP")	Jennifer Ritsma Kelly Roberts
5	Superintendent Update	Judy Merkel
-	PPF – Parent Education and Awareness Campaign (code of conduct)	, , , , , , , , , , , , , , , , , , , ,
	Referred to Mental Health & Well Being Lead	
	Parent and student surveys to be sent out	
	Collaboration with CSACs and other community partners	
	Plan is to host a large event with our community partners	
5	Trustee Update	
	Rosenberg Elementary School is being built including boundary review	Renee Kraft
6	Phoning in on behalf of Marisa Phillips	Conrad Stanley
	Catholic Board is growing rapidly	
	Inaugural Meeting of the Board – started in November	
	Bob Sikora and Linda Cuff were re-elected as Chair and Vice Chair	
	A lot of Christmas events happening at schools	
7	Administrator Updates:	
	Elementary	Written summary
	*We will send out as an attachment to our committee	provided by Andrew Gordon
	Secondary	
	Christmas/spirits events taking place	Monica
	Advent liturgy	
	Grade 8 evenings have all taken place	
	Headstart will continue this summer	
	CSAC family of schools mass/dinner went very well – 70 people attended	
	Grade 10 literacy test – fall and spring sessions	
8	CSAC Onboarding	Judy
	Summary of the evening	
	Information will be sent out to our CSACs	
	OCSTA	
	Send out additional printed copies of series sent out to our CSACs	
	CPIC Applications	
	Received a number of applications	
	We will redact and send out applications to our group	
	We will bring back to the agenda in January for discussion	
	CPIC could use better branding/advertisement	
	People don't know about CPIC	
	We can bring this back in January to come up with a plan	
8	Gratitude and Closing Prayer	Judy
9	Adjournment	7:32
	Motion to adjourn made by Craig and seconded by David.	



SEAC Committee Meeting Minutes		
Date& Time:	January 8, 2024, at 6:00 p.m.	
Location (Hybrid)	In-Person: St. Francis Room (2 nd Floor), Catholic Education Centre Online: Via Teams : <u>Join the meeting now</u>	
Next Meeting:	February 5, 2025, @ 6:00 pm	
Samueltta Manchara King Manchara Amanda Hannig Cinda Banadatti Karan Amalahaa Baina		

Committee Members: Kim Murphy, Amanda Hennig, Cindy Benedetti, Karen Applebee, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Conrad Stanley

Administrative Officials: Gerald Foran, Erin Lemak

Regrets: Daina Colbourne

1. Opening Prayer	Erin Lemak
Welcome	
2. Approval of Agenda	
Motion by: Laura Shoemaker	
Seconded: Karen Applebee	
3. Declared Pecuniary Interest	
N/A	
4. Approval of the December minutes:	
Motion by: Jeanne Gravelle	
Seconded: Laura Shoemaker	
5. School System Operational Business	
5.1. Math Achievement Action Plan Update	P. LeDuc
Math Achievement Action Plan 2024-25	Board Math Lead
6. Ministry Updates (10 min)	
6.1. Limestone District School Board SEAC letter to the Ontario College of	G. Foran
Teachers regarding special education training.	
Committee to review the idea of sending the similar letter to Ontario	
College of Teachers at the next meeting.	
6.2. WCDSB Communication Guidelines (APC001)	
7. SEAC Committee Functions	_
7.1. Grace for All: Celebrating the sacraments with those with special	E. Lemak
needs – Updates	
8. Policy Advice to the Board	
N/A	
8. Updates	
9.1. Trustee Updates	
Chair Sikora updated SEAC on December events	
9.2. Autism Updates	
March Break Reimbursement Fund	

Minutes



9.3. WRFN Updates

- Temporarily pausing Kaleidoscope Kids. Kaleidoscope Kids is a dropin program for children under 8 years of age with special needs and
 their parent or caring adult. It's a partnership among WRFN,
 KidsAbility and EarlyON. Program did not engage much attendance
 over the past year, so pausing the program with the intent of
 restarting in March. A survey has been shared out to families to
 provide feedback regarding timing, location, interest, etc. of the
 program. Hoping to come back with a program that better meets the
 evolving needs of the families we support.
- WRFN School Navigation Workshop Series Making Your IEP Work Jan 22 from 6:30 8 pm at The Family Centre. Brief overview of IEPs along with an activity session sharing examples of IEPs. Parents/caregivers are encouraged to submit questions in advance so that they can be answered during the workshop. Registration through info@wrfn.info FLYER.

9.4. IDA Updates

IDA Ontario Conference April 25-27, 2025

9.5. WWDSS Updates

WWDSS continues to offer New Parent Connection, Speech & Music Social Groups, Teen & Adult Hangouts.

10. Pending Items

N/A

11. Adjournment

Motion by: Laura Shoemaker Seconded: Monica Wenzlaff

12. Action Items Place Holder

N/A



Report

Date:	February 24, 2025	
To:	Board of Trust	ees
From:	Director of Edi	ucation
Subject:	Administrative	Procedure Update
Type of Report		I Decision-Making
		Monitoring Incidental Information concerning day-to-day operations
	Z.	incluental information concerning day-to-day operations
Type of Inform		Information for Board of Trustees Decision-Making
		1 Monitoring Information of Board Policy XX XXX
	D	Information only of day-to-day operational matters delegated to the CEO
Origin: (cite Ed	ucation Act an	d/or Board Policy or other legislation)
Executive Limita	tion IV 012 Comr	nunication to Board
Policy Stateme	ent and/or Edu	cation Act/other Legislation citation:
IV 012 Communication to Board		
Alignment to t ⊠ Awaken to B		
	•	emselves reflected in their learning.
•		ive, healthy, and inclusive workplace.
		the available resources to assist in navigation of the school system.
図 Ignite to Bel		
		es the Ontario Catholic School Graduate Expectations (OCSGEs) and the
•	WCDSB pastoral plan within their learning environments. ☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.	
	 □ Starr are welcomed and invited to continue to be a partiel in their addit rath formation journey. □ The relationship between home, parish and school is strengthened. 	
⊠ Strengthen	to Become	
		neir full potential.
	•	student achievement.
🖂 Are engag	⊠ Are engaged as active partners in our students' Catholic education journey.	







Background/Comments:

From October 2024 to present the following AP Memos have been revised/updated and posted:

Policy No.	Title of Document
APB004	School Generated Funds and Fundraising
APB005	Engaging Individuals for Contract Work
APC040	Privacy Breach Protocol
APF017	Boundary Review Process
APH008	Inclement Weather
APH013	Emergency Planning & Procedures
APH018	Wellness
APH025	Footwear Safety
APH037	Air Quality and Extreme Temperature
APO006	Purchasing Procedures
APO012	Transportation
APO027	Surplus Assets
APS007	Access to Legal Counsel
APS012	Mobile and Personal Technology
APS013	Staff Recognition Program
APS037	Employee Attendance Support Program

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling

Tyrone Dowling Director of Education

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.









Governance Committee

Date:	January 20, 2025
Time:	5:00 p.m.
Location:	CEC
Next Meeting Date(s):	March 17, 2025, May 20, 2025

Board of Trustees: Linda Cuff (Chair of Governance), David Guerin, Robert Sikora

Regrets: N/A

Administrative Officials: Tyrone Dowling

Recording Secretary: Alice Figueiredo

1. Call to Order (Trustee Cuff)

5:04 PM

1.1 Territorial Acknowledgement & Opening Prayer

Territorial Acknowledgement proclaimed by Trustee Guerin Prayer shared by Vice-chair Cuff

2. Approval of Agenda (Trustee Cuff)

That the Governance Agenda of Monday, January 20th, 2025 be approved.

First: Trustee Guerin Second: Chair Sikora Carried by Consensus

3. Declared Pecuniary Interest (Trustee Cuff)

None.

4. Approval of the Minutes (Trustee Cuff)

Noted that the incorrect minutes were attached, should be November 24, 2024.

5. Discussion Items

5.1 Board Policy II 009 - Board Committee Principles

Committee reviewed policy. Round table discussion on mandate of Board committees. Discussion on mandatory, quasi and Board only committees.

Director Dowling to confirm whether each mandated committees has a term of reference (SEAC, CPIC & Audit) and whether they are being reviewed.

5.2 Board Policy II 010 - Board Committee Structure

Committee reviewed policy and discussed edits.

5.3 Board Policy II 004 Advocacy and Advertising

Committee reviewed policy. Chair Sikora noted enhancing last paragraph. Committee discussed edits.

6. Pending Items (Trustee Cuff)

N/A

7. Recommendations to Board (Trustee Cuff)

"Board Policy II 009 - Board Committee Principles, Board Policy II 010 - Board Committee Structure and Board Policy II 004 Advocacy and Advertising with suggested edits be brought to the February 24th, 2025, Board meeting for approval."

First: Trustee Guerin Second: Chair Sikora Carried by Consensus

8. Adjournment (Trustee Cuff)

First: Chair Sikora Second: Trustee Guerin Carried by Consensus

Time 6:25 pm



Number: II 009 Subject: Committee Principles

Approval Date: September 29, 2008 Effective Date: September 29, 2008

Revised: December 11, 2023, February 24, 2025

ACCESSIBILITY:

To request this file in large print, please email <u>aoda@wcdsb.ca</u> or call (519) 578-3660.

POLICY STATEMENT:

The Board of Trustees specifies the roles of committees and its relationship to them. It uses committees to facilitate effective and efficient governance. Committees do not do the work of the Board nor compromise the Board of Trustee integrity, authority and responsibility. Board of Trustee committees will be used sparingly and time limited and will be created to reinforce the wholeness of the Beoard's job and to never interfere with delegation from the Board to Director.

Accordingly:

- 1. Board committees will work under a specified terms of reference and timelines so that the duties and mandate of the committee are clearly understood.
- 2. Committee terms of reference will be carefully stated in order to avoid conflicting with authority delegated to the CEO. Each committee will review the Terms of Reference annually.
- 3. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited purposes.
- 4. Board committees may facilitate the use of resources, expert opinion and data information necessary to fully prepare the Board on the topic before the committee.
- 5. Non-Board of Trustee Committees are committees that have been created and mandated by organizations, other than the Board of Trustees, where Trustee representation has been requested, by the committee, the Chair will be notified. Board involvement provides opportunity for connecting with the community and bringing new information and understanding to the Board of Trustees. Involvement on Non-Board of Trustee Committees is subject to the following considerations:
 - a) availability of a Trustee to participate
 - b) relevance of the committee work to the current work of the Board of Trustees
 - c) contribution that the Board and/or the individual Trustee can bring to the committee
 - d) opportunity to foster on-going partnerships and community relationships
 - e) ability to raise the profile of the Board
 - f) annual review of membership to ensure that involvement continues to be meaningful

6. Trustees must refrain from requesting to participate in a board committee.









Number: II 010 Subject: Board Committee Structure

Approval Date: September 29, 2008
Effective Date: October 1, 2008
Revised: February 24, 2025

ACCESSIBILITY:

To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

POLICY STATEMENT:

A committee is a Board committee only if its existence and charge comes from the Board, regardless of whether Board members sit on the committee. Unless otherwise stated, a committee ceases to exist as soon as its task is complete.

- 1. The Board of Trustees will assess the contribution of and need for each Board committee, reviewing committee terms of reference, objectives and work plans.
- 2. Trustees who serve as Chair of a Board of Trustee Committee will: are assigned to chair a Board of Trustee committee will:
 - a) oversee the activities delegated to the committee
 - b) ensure committee work adheres to board policy and committee terms of reference
 - c) schedule all meetings of the committee and prepare agendas
 - d) provide sufficient time during meetings to discuss adequately the agenda items
 - e) ensure committee minutes are completed
 - f) facilitate the performance review of the committee and its work









Number: II 004

Subject: Advocacy and Advertising

Approval Date: September 29, 2008 **Effective Date:** September 29, 2008

Revised: January 30, 2023, February 24, 2025

ACCESSIBILITY:

To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

POLICY STATEMENT:

The Board of Trustees has a responsibility to act as advocates on behalf of the Catholic ratepayers. Advocacy involves telling our story with the purpose of soliciting support for our students, system and Catholic Education.

(New para)

As per Ministry of Education directive **2006**; **B15 School Board Expenditure Guidelines**, advocacy activities will not use students, report cards or annual reports **2006**; **B15 School Board Expenditure Guidelines** as vehicles for Board or school advocacy to the public, education partners or government. The Board will not expend bBoard funds for specific political party events, recruit students from other boards, provide inaccurate information, or use paid advertising or communications with parents, teachers, or students for the sole purpose of advocating the government or other education partners.

Advocacy Aaction however may, result from the activities of the members of the Board of Ttrustees directly, or indirectly through supporting the activities of groups like the Ontario Catholic School Trustees Association (OCSTA), the Ontario Catholic Supervisory Officers Association (OCSOA) or the Ontario Catholic School Business Officials Association (OCSBOA).







Feb 24th, 2025, WCDSB trustee meeting—Delegate comments by Joshua Hayek

Dear Trustees of WCDSB,

Please accept these comments in regards to the trove of questionable 'lgbtq2+' books found recently at Canadian Martyrs elementary Catholic school, and unfortunately, possibly available at other schools.

As Catholic parents and citizen rate payers, the expense allotted to a non-academic and woke expenditure is worrisome and not accepted by most parents, and is not in accord with God's Teachings.

Our focus as parents, teachers, community, and trustees is the correct Catholic formation of children that permeates the academic and social development of all children. In particular we have a responsibility to avoid all activist organizations, whether 'straight or gay pride', or 'lgbtq', etc.

All of us strive to uphold chastity in all its forms---in thoughts, words, deeds, actions, omissions, and in books and literature, and use of internet (no pornography), etc. All of us ought to avoid the use of materials that can contaminate or hinder the correct formation of the vulnerable consciences of children.

The holy Gospels, The Holy Cross, The Sacred and Immaculate Hearts, and the Pure Heart of St Joseph, Teach us the unconditional acceptance of all poor sinners. The Gospels teach us that we should avoid scandal and injury to Souls, such as that that would be set by the contrary example given by literature that is against purity of heart and mind.

The books discovered at the aforementioned school had inappropriate sexualized content and propaganda aimed at sexualizing the malleable minds of children. All people and children of all backgrounds and propensities towards sin, can be taught and set an example so as to avoid sinful natures and to strive for self discipline and mastery over sin in thought and action, etc. When we inadvertently place obstacles in the way of the developing virtues of children we are tacitly teaching them that sin is 'natural' and permitted by God, when in reality it is not.

My thought is that the WCDSB and the Public Boards should remove all sexual kinds of books and literature from all primary, and secondary schools, and rescind all sex education in schools, making such education the responsibility of parents and religious institutions, churches, etc. Governments, Boards, and Churches, can help by supplying appropriate resources for this, and by offering a non-mandatory participation in a non-sexualized, biology based, instruction on Saturdays, and/or at alternate locations.

The schools and boards should not be flying 'straight pride' or 'gay pride' or 'lgbtq' flags, as these symbols endorse things contrary to God's and the Church's Teachings, such as abortion, intercourse outside of marriage, contraception, and unnatural vices. By flying these flags, the general public, the Faithful, and the children, risk a misconstrual as to what God does and does not permit. The pro-life and Vatican flags are permitted by God's Laws.

'Lgbtq' and 'gay/straight' pride groups should not be permitted in schools because of the inherent scandal that would be caused by the tacit suggestion of the religious ratification of these groups. Further, no suggestive influence or priming of children's minds towards a so called state of 'gender uncertainty' should be allowed. The notion of 'gender confusion' is reinforced by the speculative machinations of feminist fad psychology and science, and has no for certain biological underpinnings; as well, 'gender confusion' can be coerced through social pressure.

Pronounced cross gendered behaviors (expressive, learned, personality, etc) of the two sexes though not common, are naturally occurring in the population. The perennial Teachings of God tell us that there is no real medical/social requirement for children or adults to be socially, hormonally (puberty blockers, etc), or surgically altered to be 'more like' the 'opposite gender'. Such practices are superficial in appearance and biologically impossible anyways, and as such are very psychologically and physically detrimental for most (i.e. even Elon Musk's 12 year old son Xavier committed suicide).

Parents have the inherent right to know everything about their child in the school setting (and everywhere), and as well, to have full control of all decision making and interventions in regards to their child. God considers 'transitioning' either 'socially' or 're-constructively' (destruction of healthy tissue/gametes) as evil and illicit. With true interventions children should be affirmed and reinforced in their real biological male or female sex that was established at birth.

All people have free will given by God. Therefore, if an individual does not want to live according to God's Commandments, they have the free will not to do so. That being said, it is necessary that schools do not endorse the 'lgbtq' or 'straight or gay pride' lifestyles. However, we can respect and pray for all poor sinners with true Christian care and compassion, without encouraging, or endorsing, or allowing, activism in any school settings.

Boards should have a Church approved mandate of acceptable moral norms that are taught and established in educational content and that would also govern what motions, curriculums, school business, and student activities etc, are regarded as acceptable in regards to God's/Church Teachings. Trustees should have to sign and agree to these pre-established moral norms prior to serving on the Board; and that any trustee not agreeing with, or whom craft disagreeable motions etc, would be disqualified from trustee positions, and that all contrariwise motions put forth by trustees be immediately and automatically rescinded/disqualified.

If this is not to be so, then there should be a provincial referendum for rate paying voters to establish their level of acceptance of God's/Church Teachings in schools, and the viability of using the Catholic name if there is no coherence across all schools towards Church Teaching (for example, we recall the unacceptable and scandalous TCDSB vs the good Mike Del Grande and the laudatory victories achieved at the DPDCSB).

Also, we should be careful to avoid all lewd and quasi pornographic materials to begin with, even cartoonish ones that include kissing (like the 'lgbtq' books did), because these things could be deemed as semi pornographic exposure towards children. A reminder for us all that the month of June should be kept as the month of the most Sacred Heart of Jesus who Loves every poor sinner, and that the month of June should not be observed as 'lgbtq/pride' month, as it is in secularized society.

It is to be remembered that most members of 'lgbtq' are good intentioned people, most of whom are victims of the sophistry of woke argumentation. We need to remember that humility, modesty, and chastity, work together when maintaining our innocence and purity in friendships. It should also be noted that dating leads to fornication in most instances. Alternately, courtship maintains an expectation of chastity at all times (no premarital sex), and that courtship is used in discerning an opposite sex marital spouse.

Also noted is that God's Law does not allow for any same sex 'acts' at any time, nor does it allow any opposite sex intercourse outside of marriage, nor does it allow any opposite sex acts in or outside of marriage that are not procreative. We are not to presume such sin of anyone, nor rashly judge anyone's friendships; rather, we are to give the benefit of the doubt that all people are hopefully maintaining their chastity.

Also, the gender pronouns (outside the natural male/female dichotomy) are always wrong as these are biologically non-existent in nature, but are used merely as a form of politically correct social engineering. As well, 'critical race theory' is not reality based as there are no immutable biological/psychological traits of 'lgbtq' people that would correspond to a permanently unchangeable disposition, as is the case with color or racial ancestry. There is no religious, scientific, or legal precedence for the teaching of, or use of, 'crt' in any school curriculum. There is a natural oscillation between same and opposite gender attraction with some individuals.

Also, 'gay marriage' is not recognized by God and His people, because these 'unions' are not alluded to in holy Scripture, nor are they discerned to be agreeable to the natural and spiritual Laws of God. Just like other people (such as hetero friendships/marriage), the expectation of God is chaste/continent friendship.

Feb 24th, 2025, WCDSB trustee meeting—Delegate comments by Joshua Hayek

Also, sex education is a failed experiment. This was predicted years ago, and has been described as opening a door (to the Devil) that is hard to close again or to control its progression (just like the moral turpitude of euthanasia and abortion). Sex-ed could eventually extend its reach to include instruction about all (deviant) sexual acts and 'lifestyles', and so on; and where are we at today?.

Also, schools need to be careful in avoiding eroticizing the brains of children and youth in their formative years, through books and literature and internet. Lastly, 'conversion' therapies should be permitted in Canada as they once were, as they prove helpful for some individuals, and as such, consumer access and not woke ideology, should prevail in these instances.

Together, we continue to pray for everyone's growth in all the virtues. God Bless you.

Brenda Gosse's Delegate Presentation to Waterloo Catholic District School Board on Monday February 24, 2025 (Rev #3)

Good evening, trustees, staff and fellow community members,

My name is Brenda Gosse. As a former teacher and as a grandmother to 2 young girls and 1 teen girl who attend Catholic schools here in Waterloo Region, I am seriously offended by the very inappropriate books that are located in the library at Canadian Martyrs Catholic School, books that promote same-sex attraction or gender dysphoria clearly intended to normalize the LGBTQ+ lifestyle with alluring pictures, explicit sexualized language and even swearing, like the book "Stuck With You" by Nathan Burgoine.

Which of you trustees seriously believes that the following lines from the book, Stuck With You, wherein a boy named Ben describes a romantic encounter with another boy, is appropriate for a Catholic school? I will read the excerpt now:

"Caleb looked at me. One of his thick eyebrows rose. I leaned forward and kissed Caleb, right there in the hallway, in front of his friends and my friends – I distinctly heard Raj leading a cheer behind me – and then Caleb was kissing me back and I didn't hear much of anything after that. All I could process was how good a kisser he was and how he tasted like toothpaste and coffee. Weird combo. But I didn't mind".

Nobody can dispute that this undermines Christian moral teaching, or that it is age-inappropriate for children in Kindergarten to Grade 8. So why is it in Canadian Martyrs' library, and likely the library of many other WCDSB elementary schools? Would you honestly want YOUR own children reading these kinds of books?

The books with swearing and which aim to excite feelings of sexual tension in the minds of young readers don't belong in ANY children's library, much less a Roman Catholic one.

As Christians, we should all have a deep longing to conform to Christ, to the cross, to be transformed and live in pursuit of virtue, including virtues of prudence and chastity. These virtues – not the embrace of sexual sin in the name of "inclusion" and "diversity" – are the ones that should be promoted in all Catholic schools.

I am hopeful that you, the elected members of this board, chose to serve because you have genuine concern for all areas of life and education for the students, but most especially, their education in biblical and Church teachings. I expect you face a lot of internal and external pressure from those who don't understand the teachings of the church. Many believe these teachings are in conflict with human rights, when, in actual fact, church teachings provide us a full picture of human dignity and our corresponding rights.

His eminence Cardinal Collins, the previous Archbishop of Toronto, says...and I quote: "There are times when presentation of Catholic teaching WILL clash with the views held by many in society, whether these relate to human sexuality and other deeply held beliefs." (*end of quote).

This includes protection of our children in their education.

Frequently since the time of Jesus, Christian teaching has NOT aligned with the prevailing, non-Christian opinions. Those brave faithful individuals willing to present these teachings are often

ridiculed, mocked or excluded. I believe I speak for many other parents and grandparents that lies MUST be exposed and the truth must be told.

The Catholic Church is clearly opposed to transgenderism and also opposed to homosexual activity. Thus the grossly offensive content in these books, with clear messages that promote transgenderism and gender dysphoria are defying the very clear stand taken by the Catholic Church. These books are NOT educational; they are manipulative, insidious... and serve only to confuse students into believing that transgenderism and homosexual activity are acceptable and desirable, since they are promoted or even by the very least, accepted by the Catholic Church. I trust you elected stewards of the Catholic faith will agree this is NOT the truth!

It also harms students not only because transgenderism and the homosexual lifestyle can be emotionally and physically harmful; it is also spiritually harmful to the soul. AGAIN... the catechism of the Catholic Church opposes homosexual activity such as is clearly being celebrated in these library books and says it CANNOT be condoned. It is simply SINFUL and God specifically calls sexual acts between the same-sex an "abomination" in Sacred Scripture. (Leviticus 18:22)

Pope Francis has spoken out extensively about the dangers of gender theory. As Catholics...and those of us who are Christians, we care not only about our physical bodies, our emotional realities but also about our souls. SO, since these books separate our children from God's truth, that is so very harmful to the children on a very deep level.

I want to share excerpts from a few of the books in question to help you hear and consider how deeply offensive and immoral they are to God, and therefore, how spiritually harmful they are to the children in your schools....

1. "Stuck with You"...a book sold on Amazon that tells us...'a story of Queer joy and a playful teen romance following 2 boys as they fall in love with each other.

Please listen closely to the language and clear messages as I READ this excerpt:...

The back cover shows 2 boys passionately kissing.

One page narrated by one of these boys describing his wanting to sleep with the boy he has kissed...**This is a children's book?

Some pages have swear words...so your children learn that swearing is ok REALLY?

2."Queer History A to Z: 100 Years of LGBTQ+ Activism and Drag Culture.....,this has alphabetical listings for words associated with this kind of lifestyle...**making sure the children can find out all about these sexual lifestyles. Is this appropriate and do Catholic children in JK to Grade 8 need to know this? Do they need access to books like this?

One page promotes drag queens

one alphabet page is called 'G is for Gay is Good' with an extensive explanation one alphabetical page has K is for 'Kiss to Resist' with detailed information and showing 3 pairs of men kissing & embracing

3. 'We are the Rainbow: Colours of Pride'...a book giving detailed explanations for the colours representing LGBT PRIDE'

one page shows 3 pairs of men in suits dancing romantically at a party

one page displays a boy dressed in a red dress and dancing

INTENT of these books???

- . to normalize the LGBTQ+ lifestyle
- .to indoctrinate children to believe these ways of life are good and acceptable

My heart is hurting immensely over the revelation of these inappropriate books and it will continue to do so until this board returns to the sound Christian biblical teachings on which you are supposed to base your distinct educational standards as a Separate school board.

I ask the Trustees of this Board to pass a motion removing these age-inappropriate and decidedly anti-Christian LGBT books from Canadian Martyrs Catholic School, and from every WCDSB school.

I respectfully leave you with these words to ponder....'In the last days they will call WRONG right and RIGHT will be called wrong.' God forgive us and help us to discern this warning.

Thank you kindly for listening.

Alicia Hailu – Parent Delegation Speech to WCDSB Trustees – February 24, 2025

Thank you everyone on the board to allow me the opportunity to share my concerns and requests as a concerned parent, a taxpayer and supporter of the Waterloo Catholic District School Board.

I want to start by reading from the Catechism of the Catholic Church, the Popular and Definitive Edition, on pages 504-505. The Catechism, contains authoritative Church teaching which Trustees of the Waterloo Catholic District School Board have a fiduciary obligation to uphold.

Chastity and Homosexuality

2357 Homosexuality refers to relations between men or between women who experience an exclusive or predominant sexual attraction toward persons of the same sex. It has taken a great variety of forms through the centuries and in different cultures. Its psychological genesis remains largely unexplained. Basing itself on sacred scripture, which presents homosexual acts of grave depravity (140-Gen 19:1-29;Rom 1:24-27;1 Cor 6:10;1 Tim 1:10), tradition has always declared that "homosexual acts are intrinsically disordered"(141-CDF, Persona humana 8.) They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.

2358 The number of men and women who have deep-seated homosexual tendencies is not negligible. This inclination, which is objectively disordered, constitutes for most of them a trial. They must be accepted with respect, compassion and sensitivity. Every sign of unjust discrimination in their regard should be avoided. These persons are called to fulfill God's will in their lives and if they are Christians, to unite to the sacrifice of the Lord's Cross the difficulties they may encounter from their condition.

2359 Homosexual persons are called to chastity. By the virtues of self-mastery that teach them inner freedom, at times by the support of disinterested friendship, by prayer and sacramental grace, they can and should gradually and resolutely approach Christian perfection.

I want to reiterate in section 2357, under no circumstances can they (homosexual acts, or by extension the promotion of homosexual lifestyles) be approved, and want to reiterate in section 2358 that I agree we must treat same-sex attracted individuals with respect, compassion and sensitivity. It does not mean we can ever approve of their lifestyle choice, however, every person deserves to be treated with love and compassion.

The books that are circulating within the Waterloo Catholic District School Board have been brought to my attention are "Stuck with You" by Nathan Burgoine, "Pride Puppy" by Robin Stevenson, "Grandad's Camper by Harry Woodgate, "Queer History A to Z: 100 Years of LGBT+ Activism" by Robin Stevenson, "We Are The Rainbow: The Colors of Pride" by Claire Winslow, "And Tango Makes Three" by Justin Richardson and Peter Parnell.

All of the above listed books in Waterloo Catholic libraries are ones that promote homosexuality and gender identity confusion and which contradict the Catechism of the Catholic Church. You cannot claim to be faithful to Jesus Christ and to Catholic Christian beliefs, and also have these books in your libraries and classrooms. The latter is diametrically opposed to the former.

I remind you of God's plan for human sexuality, stated crystal clear in the Book of Genesis Chapter 1 verse 28: "And God created male and female" and in verse 31: "And God saw every thing that he had made, and, behold, it was very good".

These LGBT propaganda books cause confusion to children and teens because it contradicts the Catholic Christian Catechism. They have no merit in any Catholic school. That is why there is a Public School board, for any secular ideologies be promoted promoted and indoctrinated by the state.

One more area to address, is the gay and transgender pride flag. Why are we hanging one flag to please and appease one group of people who strongly disagree with Catholic teaching?, It makes no sense at all given that we can read very plainly in the Catechism of the Catholic Church and in the holy bible, that what the LGBT Pride flag represents is a total contradiction of Catholic Christian doctrines.

The Canadian and Ontario Provincial flag represents everyone, so it is a good enough symbol of inclusion for every student. These national and provincial flags are non-controversial and do not sow confusion in our faith community by highlighting sexual preferences.

I hope each one of you elected trustees will agree that the ultimate sign and symbol for treating every student with dignity and respect is the cross of Jesus Christ. The cross already adorns every Catholic school and every Catholic classroom. It would be insulting to suggest that the cross is not a sufficient sign of love, and that some other secular symbol is a superior display of compassion and respect for all our students.

As a concerned parent and a taxpayer supporter of the Catholic School Board, I ask you to remove the books promoting homosexuality and gender identity and to not hang the gay pride flag June 1st. I ask you to consider flying a flag to celebrate the Sacred Heart of Jesus throughout the month of June instead, since the Catholic Church already asks us to devote June to the Sacred Heart.

Jack Fonseca's Delegation to Feb. 24th WCDSB Meeting

Dear Trustees, staff and Catholic ratepayers who've joined us tonight:

My name is Jack Fonseca. I am a Director at Campaign Life Coalition, a national pro-life, pro-family organization that is fully aligned with the moral teachings of the Catholic Church. More importantly however, I am a faithful Catholic parent from Kitchener, a separate school ratepayer, and the father of a 15-year-old in Grade 9 and a 13-year-old in grade 8.

I love Jesus Christ, his Holy Catholic Church, and I've raised my children to do the same. Unfortunately, recent news of a WCDSB elementary school leaves me with the distinct impression that this board does not feel the same way towards Christ and his Church.

A concerned Catholic parent from Canadian Martrys Catholic elementary school recently discovered a trove of brazenly inappropriate LGBT propaganda books prominently displayed in the school library. This parent wishes to remain anonymous for fear of reprisals against themselves or their children. Think about that alone – faithful Catholics fear that staff and teachers might do harm to them. Is that your idea of "inclusion"?

Photographic evidence taken by the concerned parent shows that a trio of LGBT romance books were set out prominently on a special display table in the library, literally luring students with a sign reading: "TRY THIS BOOK!".

These titles, STUCK WITH YOU, YOU OWE ME ONE,



UNIVERSE and SECRET ME, feature homosexual teen romance and sexual seduction. They run totally contrary to Christian values like **chastity**, and the **Biblical definition of marriage between one man and one woman**.

On page 169 of *Stuck with You*, a teenage boy named Ben, the narrator of the story, describes wanting to "sleep with" another boy named Caleb. Listen to this passage, which even includes swearing:

"'Don't be mean to Benny', Caleb said. 'You're mad at me, not him. Don't treat him like **sh_t** just because you're mad at me.'

All right. Now I wanted to sleep with Caleb, too."

The story continues to build sexual energy as Ben, the male narrator describes passionately kissing the other boy, Caleb, in the school hallway, to the cheers of other student onlookers. Let me read out one passage from the book:

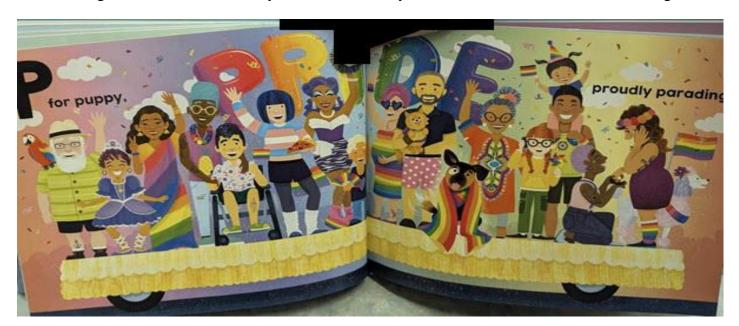
"I leaned forward and kissed Caleb, right there in the hallway, in front of his friends, and my friends – I distinctly heard Raj leading a cheer behind me – and then Caleb was kissing me back and I didn't hear much of anything after that. All I could process was how good a kisser he was and how he tasted like toothpaste and coffee. Weird combo. But I didn't mind."

This book reads like an LGBT version of a steamy Danielle Smith romance novel!

Even if one were to set aside the fact that Catholic doctrine condemns homosexual acts as a grave sin, how are any books describing sexual seduction, passionate kissing and sleeping together appropriate in a Catholic school?

Even if these were books about heterosexual teens, they wouldn't be appropriate! They open the door to corrupting the minds of young, impressionable children. And they're targeting kids in Canadian Martyrs Elementary between 4 to 13 years old!

Another book at Canadian Martyrs library called "Pride Puppy" by Robin Stevenson targets ages 3 to 5. The book's centrefold depicts transgender and homosexual activists on a float at a Gay Pride Parade, with several children. It includes a transvestite drag queen, plus a woman on one knee proposing "marriage" to another woman. As you know, this totally contravenes biblical and church teaching.



Pride Puppy also has a colorful page showing two lesbians in bed together. Does this not send a clear message that sexual relations between two persons of the same-sex is morally acceptable? We need not have any doubt that was the author's objective.



In another book titled, *Queer History A to Z*, a page titled "*D is for Drag Culture*" propagandizes Catholic children to celebrate transgenderism and transvestism, which are also condemned as sinful in the Bible and church teaching.



In another illustrated children's book targeting ages 2 to 4, "We Are the

Rainbow: The Colors of Pride" by Clare Winslow, it depicts a little boy wearing a red dress.



In what Bizarro universe does the promotion to children of cross-dressing as the opposite sex belong in a Catholic school?

I could go on and on citing more examples from these books at Canadian Martryrs – and no doubt at other WCDSB schools – which attack biblical truth and Catholic moral teaching. However, I'll stop here and focus now on the spiritual, psychological and physical harm that the WCDSB is committing by exposing our children to these books.

When a Catholic institutution – which the WCDSB is – teaches children, whether directly or indirectly, that a fundamental biblical or doctrinal belief is wrong, in the case of these books, the teaching against homosexuality and cross-dressing, it inevitably causes them, later in life, to believe that that the Church might be wrong about many other things that it proposes for belief by Catholics. Now, it can be doubted that Jesus really rose from the dead, that the Eucharist is truly his body and blood, that there really exists heaven and hell, and even, that Jesus was really God incarnated in flesh.

The decades that the WCDSB has been undermining the Bible and the Catholic doctrine on human sexuality with these sorts of anti-Catholic books, and now, with the LGBT Pride Flag at every school throughout the month of June, has resulted in the emptying of the pews. Go to mass on Sunday at any Catholic parish and look around, and you'll notice there are almost no children or young adults. It's a sea of grey hair.

The undermining of Catholic doctrine by the WCDSB has caused generations of Catholics to stop believing, and to abandon the faith. This, in part, is why the pews are so empty in all of our churches.

Just a couple of weeks ago, Bishop Douglas Crosby sent an envoy to St. Joseph's Parish on Madison Street in Kitchener, to inform parishioners that he is planning to shut the church down because it is not financially viable. Well, if its not financially viable, it's because the pews are empty.

This board did that. You planted the seeds of doubt and disbelief in the holy Catholic faith, by teaching generations of children – as you're doing in Canadian Martyrs – that the Church and the Bible are wrong about homosexuality and transgenderism and its beliefs about human sexuality.

The WCDSB owns the shuttering of parishes.

Now, I'll explain the psychological and emotional damage that the WCDSB is causing to children, especially via its promotion of transgender ideology...

The decision to affirm a child as "transgender" – which means supporting the delusion that they're "trapped in the wrong body" -- often leads to puberty blockers, chemical castration in boys, breast removal in girls, and surgical genital removal. When the WCDSB promotes gender ideology with these types of books, it is potentially producing these results in some children.

A study published in 2022 found that almost two-thirds of young children who identified as "transgender" ended up using puberty blockers or cross-sex hormones. Many children who suppress puberty and take cross-sex hormones, end up deciding later on to undergo "top" or "bottom surgery" to remove perfectly healthy body parts.

In fact, a 2023 study found that <u>hundreds of Canadian girls under the age of 18 received double</u> <u>mastectomies over the past five years!</u>

Removing perfectly healthy body parts is not medically or mentally sound. This is child abuse.

These surgical and chemical interventions are extremely unhealthy, fraught with lifelong medical risks, complications and hospitalizations.

Puberty blockers (high-dose estrogen and testosterone) are powerful drugs which can cause irreversible infertility, make bones brittle, stunt a child's growth, reduce the volume of the brain, increase the risk of cardiovascular disease, blood clots and various cancers.

Promoting gender ideology in schools is tantamount to pushing kids into taking puberty blockers, subjecting them to hormone poisoning, and for many of them, leading them one day to cut off healthy body parts via sex change surgery, whether as an adult or before then.

The most authoritative study in the world on the effects to mental health of sex-change surgery, a multiyear cohort study commissioned by the Swedish government, found that post-operative transsexuals had a 19.2 times higher risk for suicide.

So, we know it's a big lie that affirming a transgender identity in kids "saves lives". The opposite is true. When teachers affirm a transgender identity in kids, that will lead a huge percentage of them to puberty blockers and hormones, and eventually, many will go down the path of surgical mutilation, where their likelihood of committing suicide rises nearly 20-fold!

Given all this incontrovertible evidence, I ask you, as a Catholic ratepayer and father, to remove these LGBT propaganda books from Canadian Martyrs Catholic Elementary school, and from every WCDSB school.

Furthermore, I urge you to go further and pass a motion to stop flying the LGBT Pride flag throughout the month of June. It is an inappropriate secular symbol that promotes sexual lifestyles contrary to the

teachings of the Catholic Church. Since the Catholic Church asks every Catholic to honour the Sacred Heart of Jesus in the month of June, I urge you to fly the Sacred Heart of Jesus flag in June instead.

Many Catholic bishops in Ontario have stated their opposition to the LGBT Pride flag, so you have it on good authority this is what you should do.

His Eminence Francis Cardinal Leo, head of the Toronto Archdiocese recently affirmed that he fully supports the statement on the Pride flag that his predecessor, His Eminence Thomas Cardinal Collins, released in 2021.

The statement, enclosed, reads in part:

"There is a belief among some that unless one embraces secular symbols, one cannot be inclusive or accepting. This is simply not true. Where there are cases of injustice and mistreatment of any student, whether they are bullied or rejected due to their sexual orientation, appearance, race, sex or any other reason, we must seize the moment, address the situation and ensure that we lead by example, as we foster a culture of care and love for every individual. That truth is perfectly represented in our most fundamental Catholic symbol: the cross."

His Excellency Marcel Damphousse, Archbishop of the Archdiocese of Ottawa–Cornwall, has called the Pride flag "a political statement that endorses behaviours and lifestyles contradicting the Catholic Church's teachings on the dignity of the human person."

His Excellency Ronald P. Fabbro, Bishop of the Diocese of London has said, "...I do not endorse raising the flag in our Catholic universities and schools."

The Dufferin-Peel Catholic District school board recently voted to ban the Pride flag. The York Catholic District School Board is studying a motion to do the same. Another Catholic board in northern Ontario passed a policy allowing only the Canadian, Ontario and Vatican flags to be flown.

Please do what is pleasing to God, and required by the Church.

I thank you for listening to me.



Report

Date:	February 24, 2025 Board of Trustees Audit Committee 2023-2024 Trustee Expense Audit Report					
To:						
From:						
Subject:						
Type of Rep	oort:	 □ Decision-Making □ Monitoring ☑ Incidental Information concerning day-to-day operations 				
Type of Information:		☐ Information for Board of Trustees Decision-Making ☑ Monitoring Information of Board Policy II 014 ☐ Information only of day-to-day operational matters delegated to the CEO				

Origin: (cite Education Act and/or Board Policy or other legislation)

The Waterloo Catholic District School Board is committed to an organizational culture that operates with integrity and promotes responsibility, excellence, and accountability with respect to decisions and practices. The Board recognizes the need to reimburse Trustees for expenses reasonably incurred in carrying out their role as Trustee. Therefore, it is a policy of the Waterloo Catholic District School Board that Trustees shall be reimbursed for travel and out-of-pocket expenses reasonably incurred in connection with carrying out the responsibilities of a Trustee.

Policy Statement and/or Education Act/other Legislation citation:

The Internal Audit Mandate requires that the:

"The Internal Auditor shall have the authority to conduct audits to include, but not limited to, financial, performance, and compliance audits, or reviews of all departments, offices, schools, activities, and programs under the control of the Board."

Alignment to the MYSP:

Ш	Ever	y studen	it can see	e themsel	ves refle	ected in	their	learning.
---	------	----------	------------	-----------	-----------	----------	-------	-----------

- ☐ Staff experiences a positive, healthy, and inclusive workplace.
- ☑ Are aware of and/or use the available resources to assist in navigation of the school system.

☒ Ignite to Believe

☐ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.







\square Staff are welcomed and invited to continue to be a partner in their adult faith formation journ	ney.
---	------

☑ The relationship between home, parish and school is strengthened.

☒ Strengthen to Become

☐ Every student reaches their full potential.

✓ Staff see their impact on student achievement.

☐ Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

Status and Results

As part of the 2024-2025 Internal Audit Plan, audit procedures were performed over Trustee expenses to measure compliance with Board policy and the appropriateness of expenditures. Expenses incurred by Trustees were compliant with Board policies and were reasonable in nature.

Please find attached:

- The 2023-2024 Trustee Expense Audit Report, and
- Public Statement of Trustee Expenses.

Recommendation:

That the Board of Trustees accepts the 2023-2024 Trustee Expense Audit Report for information purposes only and recommends that the public Statement of Trustee Expenses be posted to the WCDSB website.

Prepared By: Shane Durham

Internal Audit Officer

Reviewed By: Audit Committee









Memorandum

To: Audit Committee

CC: Shesh Maharaj, Executive Superintendent of Corporate Services

From: Shane Durham, Internal Audit Officer

Date: February 5, 2025

Subject: 2023-2024 Trustee Expense Audit Report

Summary

As part of the 2024-2025 Internal Audit Plan and as required by Board Policy II 014 – *Trustee Expenses*, audit procedures were performed over the expense reimbursement claims of Trustees to measure their compliance with Board Policy and the appropriateness of expenditures. Trustee expenses are higher in the 2023-2024 year due to the number and location of conferences, requiring longer travel and accommodations. In addition, legal costs were incurred during the year for trustee matters which were not a factor in the prior year.

Introduction

I am writing to report to you the results of the internal audit procedures performed on the Trustee expense claims for the 2023-2024 school year. The audit took place in December 2024 and January 2025. **Appendix A** provides a 2023-2024 Statement of Trustee Expenses and **Appendix B** provides an analysis of actual expenses to budget.

References

References used throughout the internal audit procedures include:

- Board Policy II 014 Trustee Expenses
- APS010 Travel, Expenses, Meals, and Refreshments
 - Expense Reimbursement Process

Audit Procedures

The following audit procedures were performed to measure compliance with Board Policy and to determine the appropriateness of expenditures:

- Review expense reimbursement claims and supporting documentation of all Trustees for the year under audit,
- Review purchase card transactions and supporting documentation made by the Executive Administrative Assistant on behalf of Trustees,







- Review purchase card transactions and supporting documentation for the Chair of the Board where applicable, and
- Inquire of the Chief Financial Officer or Trustees, as required.

Results

After reviewing the expense reimbursements, the following areas of strength were noted:

- Expense claims were reviewed and approved by the Chair of the Board and/or the Executive Superintendent of Corporate Services and Chief Financial Officer, in accordance with Board procedures,
- All expenses were fully supported with appropriate documentation, and
- Personal expenses identified were reimbursed back to the Board by the Trustee.

Appendix A is the 2023-2024 Statement of Trustee Expenses. This statement, with personal expenses netted against mileage, is provided to the public on the Waterloo Catholic DSB website. Details of the nature of the individual expenses may be provided to the public (including media outlets), upon request, by the Chief Managing Officer through a formal Freedom of Information process.

Appendix B provides a high-level analysis of actual expenses to budget. The Trustee budget captures expenses incurred directly and indirectly by Trustees, in addition to all other expenses related to Trustee matters not incurred by individual Trustees.

Conclusions

Based on my audit and analysis of Trustee expenses, overall expenses are reasonable in nature and supported by sufficient invoices or detailed receipts.

Once the Audit Committee has reviewed the Trustee Expenses Audit Report, a recommendation should be made to the Board of Trustees to accept the report and approve the Statement of Trustee Expenses for posting on the WCDSB website.

If there are any other questions, concerns, or further analysis required please do not hesitate to contact me.

Kind Regards,

Shane Durham, CPA, CA Internal Audit Office







Appendix A Waterloo Catholic District School Board Statement of Trustee Expenses School Year 2023-2024

Audited

			_		_			_	
	Mileage & Travel	Conferences	Meals	Supplies	Books	Parking	Other	Total	
Conrad Stanley	383	2,299	-	-	-	-	38	2,720	Trustee
Winston Francis	1,399	4,747	210	-	-	-	263	6,619	Trustee
Linda Cuff	-	2,235	-	-	-	-	36	2,271	Trustee; Vice-Chair of the Board (From Nov. 27, 2023)
Kathy Doherty-Masters	1,591	2,919	79	-	-	11	38	4,638	Trustee; Vice-Chair of the Board (To Nov. 26, 2023)
David Guerin	2,021	2,826	-	-	-	-	86	4,933	Trustee
Renee Kraft	846	2,176	85	-	-	-	48	3,155	Trustee
Marisa Phillips	1,338	1,997	98	-	-	-	86	3,519	Trustee
Robert Sikora	3,944	4,995	125	-	46	72	4,477	13,659	Trustee; Chair of the Board (From Nov. 27, 2023
Tracey Weiler	-	3,032	-	-	-	-	188	3,220	Trustee; Chair of the Board (To Nov. 26, 2023)
Chloe Armstrong	-	-	-	-	-	-	-	-	Student Trustee - Outgoing
Bryanna Donoghue	780	7,220	183	70	-	-	80	8,333	Student Trustee - Incoming 2023/24
Anika Fejerpataky	-	1,750	-	-	-	-	-	1,750	Student Trustee - Outgoing
Xavier Petrie	1,057	8,886	547	9	-	-	63	10,562	Student Trustee - Incoming 2023/24
Totals	\$ 13,359	\$ 45,082	\$ 1,327	\$ 79	\$ 46	\$ 83	\$ 5,403	\$ 65,379	
									-







Appendix B

- Actual to Budget Analysis

001 Trustees

	Bu	dget Num	ber			Revised		Purchase	Amount	Available	%	
Object	Function	Panel	Site	Program	Description	Budget	Expenses	Order	Spent	to Spend	Available	
-	-			_								
0016	01	6	600	001	Legislative Grants - Administrative and Governance	(56,599.00)	(56,599.00)	0.00	(56,599.00)	0.00	0.0%	
3170	31	6	600	001	PD Non-Academic	26,000.00	40,572.58	0.00	40,572.58	(14,572.58)	-56.0%	1
3510	31	6	600	001	Catering	18,150.00	11,278.59	0.00	11,278.59	6,871.41	37.9%	
3520	31	6	600	001	Other Trustee Travel	9,000.00	2,793.99	0.00	2,793.99	6,206.01	69.0%	
3630	31	6	600	001	Other Travel Expenses	9,000.00	6,106.56	0.00	6,106.56	2,893.44	32.1%	
3631	31	6	600	001	Travel Expenses-Outside Region	2,000.00	409.83	0.00	409.83	1,590.17	79.5%	
4100	31	6	600	001	Office Supplies	700.00	198.84	0.00	198.84	501.16	71.6%	
6520	31	6	600	001	Legal Fees	12,500.00	20,997.75	0.00	20,997.75	(8,497.75)	-68.0%	2
6540	31	6	600	001	Other Contracts	15,000.00	6,375.58	0.00	6,375.58	8,624.42	57.5%	
7010	31	6	600	001	Board Memberships	157,000.00	151,837.83	0.00	151,837.83	5,162.17	3.3%	
7040	31	6	600	001	Trustee Awards	1,000.00	2,423.64	0.00	2,423.64	(1,423.64)	-142.4%	3
7250	31	6	600	001	Miscellaneous	1,400.00	101.13	0.00	101.13	1,298.87	92.8%	
						195,151.00	186,497.32	0.00	186,497.32	8,653.68	4.4%	

- 1-As part of the discharge of their duties, Trustees are expected to participate in association and other local events, which are driven primarily by CCSTA and OCSTA. Expenses include registration fees and accommodation for these events. In addition, student trustees participate in the OSTA-AECO conferences. Costs associated with these events include registration fees, transportation, and accommodation fees for both the student trustees and their required chaperone. All expenses are compliant with WCDSB policies.
- 2 Legal fees are commencerate with the volume of activity giving rise to them in any given year. Events leading to the need for legal advice are unpredictable and vary greatly making it difficult to accuratly budget for them. Expenses incurred are compliant with board policies.
- 3 98% of the total expense for Trustee awards are for staff recognition for 30+ years of service. Costs associated with these awards have increased due to inflation. Furthermore, the number of staff reaching these milestones flucutates annually.









Report

Date:	February 24, 2025
To:	Board of Trustees
From:	Director of Education
Subject:	2025-2026 Estimates Budget Plan: Trustee Update #2
Type of Report	t: □ Decision-Making □ Monitoring □ Incidental Information concerning day-to-day operations
Type of Inform	Information for Board of Trustees Decision-Making ☐ Monitoring Information of Board Policy IV008 "Financial Conditions" ☐ Information only of day-to-day operational matters delegated to the CEO
Origin: (cite Ed	ucation Act and/or Board Policy or other legislation)
This report probudget.	vides Trustees with information on the development of the 2025-2026 school year Estimates
Policy Stateme	ent and/or Education Act/other Legislation citation:
Board Policy IV 0	007 "Financial Planning/Budgeting"
the system 6. Present a bu	oudget without conducting a formal process for soliciting input on the needs and priorities of
Alignment to t	he MYSP:
☐ Staff expe	elong dent can see themselves reflected in their learning. eriences a positive, healthy, and inclusive workplace. e of and/or use the available resources to assist in navigation of the school system.
WCDSB pa □ Staff are v	ieve dent experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the astoral plan within their learning environments. welcomed and invited to continue to be a partner in their adult faith formation journey. onship between home, parish and school is strengthened.







 \boxtimes Strengthen to Become

oximes Every student reaches their full potential.

☐ Staff see their impact on student achievement.

☐ Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

The 2025-2026 budget timeline to date:



Secondary Enrolment Committee Meeting #1: February 3, 2025

Objective of Committee:

 The purpose of this committee is to generate secondary enrolment projections using documented methods that will establish a secondary student average daily enrolment (ADE) for the purposes of calculating revenues and staffing expenses.

Meeting highlights:

- o Discussed timelines for 2025-2026 budget preparation
- Reviewed the 2024-2025 enrolment projections and in-year trending of variables that would impact student enrolment growth such as migration within Ontario, families with work/study permits and students moving from Public Board.
- Identified reports from the student information system that will support the development of enrolment projections
- Reviewed methodologies used to project enrolment
- Coordinated tasks and deliverables for upcoming meetings

Elementary Enrolment Committee Meeting #1: January 28, 2025

Objective of Committee:

• The purpose of this committee is to discuss the methods used to calculate elementary enrolment scenarios and to identify a preferred option which will support the calculation of revenues and staffing expenses.

Meeting highlights:

- o Discussed timelines for 2025-2026 budget preparation
- o Reviewed the 2024-2025 enrolment projections compared to October 31st number
- Reviewed projection methodologies to determine if any changes should be implemented and discussed data accuracy for forecasting
- o Discussed potential for impact on enrolment due to political changes such as immigration
- o Coordinated tasks and report requirements for enrolment projections

Operational Budget Submissions

- Budget holder templates have been distributed for completion. Final budget submissions are due to Finance on March 14, 2025
- School budgets will be released April 8th and will be completed by schools once enrolment projections are confirmed
- Finance and Human Resource Services are reviewing employee groups that are not dependent on enrolment







Upcoming

- Core Education Announcement: March, TBD
- Trustee Update #3: March 24th
- Enrolment projections: due to Finance April 7th
- Budget Advisory Committee meeting: April 8th
- Trustee Update #4: April 28th
- Balanced budget: May 6, 2025
- Budget finalization and presentation:
 - o Budget materials available: June 2, 2025
 - o Formal budget presentation: June 9, 2025
 - o Budget deliberation period: June 10 23, 2025
 - o Budget approval: June 23, 2025
 - o Ministry submission: June 30, 2025

Management may need to alter timelines depending on the timing and content of Ministry of Education budget announcements. Monthly updates will be provided to Trustees on the progress of budget development. These reports will also highlight any significant issues that may arise prior to the June presentation.

Management will need to make several assumptions as the budget for 2025-2026 is prepared. These assumptions will be disclosed in budget materials for purposes of transparency and decision-making.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling

Director of Education

Laura Isaac

Senior Manager of Financial Services

Renée King

Manager of Budget

Jessica Diebel

Manager of Business Operations, Continuing Education

Shesh Maharaj

Executive Superintendent of Corporate Services







Supplementary budget process information

The following pages are further information outlining the Board budget process, which may assist in understanding the timelines and considerations for the overall budget preparation.

The budget process for 2025-2026 engages budget holders starting in January 2025. This timing helps to reduce decision-making bottlenecks and allows for more thoughtful analysis, earlier in the process. The process includes weekly budget information and discussion sessions with senior administration. This allows the team to understand funding areas, assess opportunities for efficiencies, and to discuss any potential known changes for the upcoming year.

The Elementary and Secondary Enrolment Committees will meet to review projection methodologies. This approach has been successful and allows the Board to present well-rounded projections to the Budget Advisory Committee for decision making.

Senior administration and Trustees will be kept informed of the budget development process through meeting updates and reports. This allows for timely management review and changes as required.

There are two policies which must be adhered to while developing the budget.

- Board Policy IV007: Financial Planning/ Budgeting
- 2. Planning Assumptions

In the absence of the MYSP, pre-determined priorities will be used to guide and develop investments. Budget holders should keep this at the forefront while developing their budgets.

Management must develop a budget where a formal process is conducted to solicit input on the needs and priorities of the system. The MYSP survey that will take place, in conjunction with soliciting feedback from the Budget Advisory Committee, ensures that management is compliant with Board Policy IV007: Financial Planning/Budgeting.

While preparing budget, we must also take into consideration external and internal assumptions outlined on the following page.









External assumptions:

- Compliance with the Education Act and Public Sector Accounting Standards (PSAS)
- · Achievement and maintenance of class size ratios
- · Expenditure compliance for designated funding
 - School Board Administration Fund (SBAF) is restricted to spending based on a percentage of overall expenses
 - Student Transportation Fund (SFF) and School Facilities Fund (SFF) are restricted to fund amount plus 5% of the total Classroom Staffing Fund (CSF), Learning Resources Fund (LRF) and Special Education Fund (SEF)
- Targeted funds must be used for the intended initiatives
 - Enveloped Areas: unused funds will carry forward
 - Special Education general enveloping now
 - ABA, SEA, ASSD can now be used for any Spec Ed cost
 - Indigenous Education
 - FSL Areas of Intervention
 - Mental Health Workers
 - Student Mental Health
 - Student Safety and Well-Being
 - Rural Northern Education Fund specific to rural schools
 - Other: Expenses required to trigger funding, but not enveloped for carryforward
 - Specialist High Skills Major (SHSM)
 - Program Leadership Allocation (PLA)
 - PVP Learning Priority Funds (LPF)
 - New Teacher Induction Program (NTIP)
- Separation of operating and capital funds
- Special Education funding must be spent on related activities or placed into deferred revenues for future use, and
- The school board must seek Ministerial approval for in-year deficits if:
 - The in-year deficit exceeds the lower of 1% of the school board's operating revenue or the accumulated surplus for the preceding school year
 - The school board has an in-year deficit within the above noted threshold, but the school board does not submit an approved In-Year Deficit Elimination Plan (IYDEP) that eliminates the in-year deficit within the required timelines as specified in the regulation
 - The school board is incurring an in-year deficit for a third consecutive year

Internal assumptions:

- A conservative enrolment projection must be used to ensure revenue risk is minimized
- Compliance with Board Policy IV007: Financial Planning/Budgeting, contracts, and collective agreements
- Staff and student safety must not be compromised
- Non-committed accumulated surpluses will not be used to balance the budget, and
- The budget must be both realistic and balanced







To meet the assumptions noted above, the budget is separated into operating and capital budgets. The operating budget reflects the day-to-day operating costs of programs and services for which the main driver for funding is enrolment. The capital budget is comprised of construction and major renovations of buildings as well as the purchase of minor tangible capital assets (computers, vehicles etc). Below is a summary of the data collected, and timing related to each component.

Operating Budget: the Board can exercise some discretion in the delivery of programs within these allocations. The operating budget is comprised of five main data collection points, including:

- Salaries and benefits: 81.1% of expenses in the budget are salaries and benefit related. These
 costs are directly linked to permanent, temporary, contract or supply staff. Some costs are
 based on prior year trends; changing from year to year and can be difficult to predict.

 Timing: Data collection starts early February and cannot be completed until mid-late April (once
 enrolment is determined).
- 2. **New position request forms**: forms are distributed to budget holders and consultants to provide an opportunity to discuss and address new needs or alleviate existing staffing workload pressures.

Timing: distribution to be determined once budget position known

3. **Other expenses**: the purpose is to collect budget information that is not directly linked to salaries and benefits which impact program delivery. Budgets should align with the Board priorities when they are being developed.

Timing: templates are distributed in January.

- 4. **School Budgets**: APB001 School Budget policy outlines how budgets are determined where enrolment and Educational Opportunity Index (EOI) drive the amount allocated to each school. Elementary school budgets are allocated based on prior year spending. Secondary school budgets are distributed and collected.
 - **Timing:** calculations are prepared and templates distributed to secondary schools mid-April, once enrolment is known. Elementary budgets are distributed in August.
- 5. **Revenues**: while the Core Education Funding (Core Ed) announcement may occur in anywhere from February to April, a complete understanding is not achieved until EFIS is released and populated with enrolment data. EFIS is the reporting tool used to calculate revenues where over 80.0% of revenues is driven by enrolment.

Timing: Core Ed is typically released late March and often EFIS is one week later. The enrolment committees use preliminary March 31st enrolment data of the current year to update retention rates for enrolment projections for the following year. Enrolment is selected by the Budget Advisory Committee in early to mid-April.







Breakeven Programs: three programs within the budget where the Board assumes revenues will match expenses include Extended Day Program, Continuing Education, and the Resource Development Office (RDO). Each program is heavily dependent on enrolment projections collected outside of the enrolment committees as they are specific to each program.

- 1. **Extended Day**: a fee-based program for children from kindergarten to grade 6.
- 2. **Continuing Education**: a fee-based program catered to all ages, focusing on language development for new Canadians, academic credit courses and specialized certificate programs.
- 3. **Resource Development Office (RDO)**: fee-based programs which welcome long-term and short-term international students to the Board (kindergarten to grade 12).

Timing: all breakeven programs require enrolment data to be collected in January – March. Starting in April, revenues and costs are calculated to incorporate into the budget while working with budget holders.

Capital Budget: the capital budget is comprised of:

1. Capital Priorities, School Renewal and School Condition Improvement (SCI) funding: several sources of capital funding are available to the Board which are connected to the Long-Term Accommodation Plan (LTAP). The LTAP outlines upcoming capital projects based on needs identified in the system.

Timing: Finance works closely with the Construction and Planning Departments to review current and imminent projects in March to prepare an estimate of costs for projects.

2. **Minor Tangible Capital Assets**: Finance works closely with IT and Facilities departments to review any costs that may meet the required threshold for capitalizing purchases. These can include, but are not limited to, vehicles, computer hardware or software.

Timing: discussion begins once templates are received from budget holders.

The culmination of data will generate a financial position in mid to late April. A surplus (excess of revenues) or deficit (excess of expenses) will be presented until the budget is both realistic, and balanced. A balanced budget is analyzed and presented in various formats to be easily digested by non-financial users. One way which the data is presented is through the Technical Paper. The intention of the technical paper is to match revenues and expenses to determine if an area is balanced. Part of the proposed budget plan includes reviewing each area of the technical paper to provide more context to senior administration and build an understanding of where expenses are allocated.

Below is a summary of the 2024-2025 Estimates technical paper:

Waterloo Catholic District School Board							
2025 Esti	mates vs. 202	25 Revised Es	timates by C	ore Education	Pillars		
			<u> </u>				
	Expenditures		Rever	nues	Surplus/(Deficit)		
	2024-2025	2024-2025	2024-2025	2024-2025	2024-2025	2024-2025	
Core Education Pillar	Estimates	Revised	Estimates	Revised	Estimates	Revised	
Classroom Staffing Fund	193,913,356	205,649,710	192,591,586	204,324,565	(1,321,770)	(1,325,145)	
Learning Resources Fund	49,461,966	52,062,136	53,484,218	57,725,249	4,022,252	5,663,113	
Special Education Fund	47,310,609	49,718,912	46,782,417	49,339,760	(528,192)	(379,152)	
School Facilities Fund	50,589,604	51,248,174	53,309,883	54,062,606	2,720,279	2,814,432	
School Board Administration Fund	12,883,211	13,359,575	9,796,349	10,551,635	(3,086,862)	(2,807,940)	
Student Transportation Fund	10,654,847	10,687,721	10,062,182	9,992,600	(592,665)	(695,121)	
School Board Debt Service Costs	1,646,893	1,646,893	1,921,967	2,134,944	275,074	488,051	
Other Pupil Accommodation	3,355,190	3,714,013	3,154,226	2,844,881	(200,964)	(869,132)	
Board Operated Programs							
Continuing Education	10,546,230	11,818,233	6,131,994	6,365,038	(4,414,236)	(5,453,195)	
International Education	6,844,622	6,624,747	7,972,390	7,051,311	1,127,768	426,564	
Extended Day	5,886,279	7,014,953	5,886,279	6,968,543	-	(46,410)	
Responsive Education Programs (REP)	2,897,786	3,455,156	2,841,170	3,378,293	(56,616)	(76,863)	
Other revenue	837,393	917,777	2,893,325	3,178,575	2,055,932	2,260,798	
Total Operating Board	396,827,986	417,918,000	396,827,986	417,918,000	-	-	









Report

Date:	February 24, 2	.025
To:	Board of Trusto	ees
From:	Director of Edu	ucation
Subject:	Guarding Mind	ls at Work
Type of Repo		 □ Decision-Making □ Monitoring ☑ Incidental Information concerning day-to-day operations
Type of Inform	nation:	 □ Information for Board of Trustees Decision-Making □ Monitoring Information of Board Policy XX XXX □ Information only of day-to-day operational matters delegated to the CEO
• ,		and/or Board Policy or other legislation) 005 Hiring and Promotions
Policy Statem	ent and/or Ed	ducation Act/other Legislation citation:
•	periences the O	ntario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan
Alignment to	the MYSP:	
⊠ Staff expe	ent can see the	mselves reflected in their learning. e, healthy, and inclusive workplace. ne available resources to assist in navigation of the school system.
pastoral pl □ Staff are w	ent experiences an within their le relcomed and in	s the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB earning environments. vited to continue to be a partner in their adult faith formation journey. nome, parish and school is strengthened.
⊠ Staff see th	dent reaches the neir impact on st	eir full potential. tudent achievement. tners in our students' Catholic education journey.







In the spring of 2021, the Waterloo Catholic District School Board (WCDSB) conducted its Workforce Census in alignment with Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of Education's Policy/Program Memorandum 165, issued in February 2021. This data collection was also a key priority in WCDSB's three-year pastoral plan. The primary aim of the Workforce Census was to evaluate diversity within the Board, identify representation gaps, and develop strategies to foster an equitable and healthy environment for all staff, regardless of their background or status.

To measure the health and well-being of staff, the WCDSB utilized the Guarding Minds at Work survey. This survey has been administered over three consecutive school years, 2022, 2023 and 2024, providing valuable data trends for analysis.

The following diagrams provide an overview of participants and illustrate trends in the items of concern.

Diagram 1: Participant Data

Participating Staff: Below is a summary of the participation of staff on the Workforce Health and Wellness Survey in 2021 to 2024.

Total Staff by Employee	<u>grοι</u>	<u>ір а</u>	<u>t ti</u>	me (of s	surv	e
Employee		20	22	202	23	202	24
APSSP (EWAO)			34	- :	31	4	16
CPCO		1	28	13	29	15	5(
CUPE		14	58	160	00	198	34
OECTA and/or International Language Instructors	ıl	25	07	26	77	31:	L
OSSTF		1	10	10	07	17	7!
PASS		1	35	14	43	13	37
Senior Manager and/or Ser Staff	nior		18		15	2	24
Unifor		2	06	2	18	22	27
Total		45	96	492	20	585	55
Total Staff by Employme EmploymentStatus				23	20	24	
Casual, occasional, temporary, contract or supply employee	13	367	16	556	20	90	
Permanent full-time employee	30	054	30	028	35	570	
Permanent part-time employee	:	175	2	236	1	195	ı
Total			40	20	FO	EE I	н

urvey Participants	Staff Participa	ation by	Employee G	roup		
In 2022,	Employe	ee	2022	2023	2024	
50.5%			546	607	275	
of staff participated.	APSSP (EWAO))	24	19	13	
or starr participated.	CPCO		44	52	45	
In 2023,	CUPE		495	266	208	
,	OECTA		1,072	639	342	
35.0%	OSSTF		26	18	12	
of staff participated.	PASS Senior Manager and/or Senior Staff Unifor		61	58	69	
In 2024,			19	10	15	
,			23	45	42	
17.5%	Another		10	<10	<10	
of staff participated.		Dartici	pation by En	nlovme	nt Stat	ue.
Staff access the surve multiple Languages.	y in	1	yment Statı			
		_		15	5 14	10
Привіт Привет	tempo	, occasional, rary, contract ply employee	136	96	79	
Hela ^{Olá}	,	Permai	nent full-time /ee	1562	970	635
	accessing the ey in English	Permai	nent part-time	e 70	40	33

Total

99.7%





1783 1120



Diagram 2: Participant Demographics

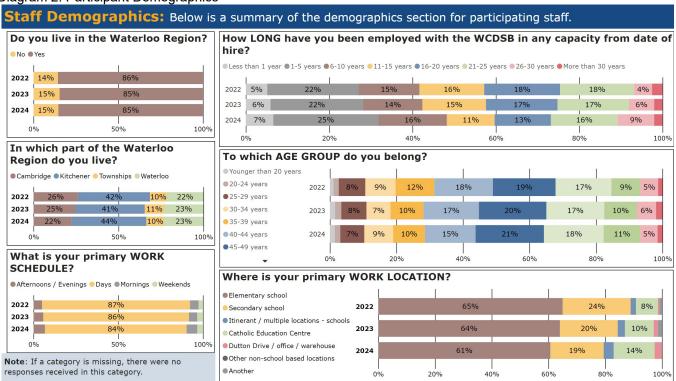
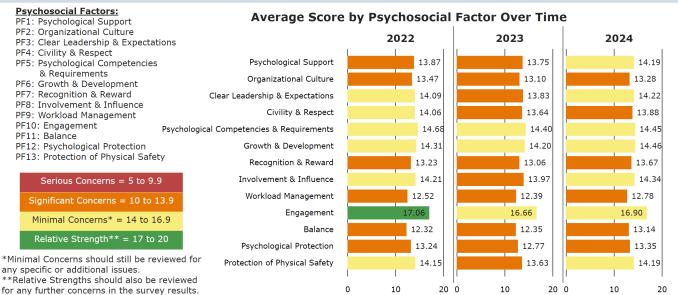


Diagram 3: Trends

1. Mean Score Report: all WCDSB Staff

This report shows the WCDSB's mean (average) score for each factor. The lowest possible score is 5 (all 1s) and the highest possible score is 20 (all 4s). The categories of concern are based on a comparison with the 2016 Ipsos Reid standardization pattern for each factor, thus serving as a benchmark for comparison. Please note any areas of concern or relative strength. Psychosocial factors flagged as Significant Concerns should be your top priority.

Psychosocial Factors:







Results of the 2023 survey have been shared with the WCDSB Wellness Steering Committed, Elementary and Secondary Administrators, Association and Union partners and all staff.

Next Steps:

On December 9, 2024, the WCDSB Wellness Steering Committee met to review the results and discuss the emerging trends. In response to the data, a recognition program titled WCDSB Cares will be launched for the 2025-26 school year.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling

Director of Education

Kerry Pomfret

Superintendent of Human Resources











Date:	February 2	24, 2025	
To:	Board of	Trustees	
From:	Director o	of Education	
Subject:	2025-26 S	chool Year Calendar	
Type of Rep	ort:	☑ Decision-Making☐ Monitoring☐ Incidental Information concerning day-to-day operations.	
Type of Info	rmation:		

Origin: (cite Education Act and/or Board Policy or other legislation)

Education Act Section 169. (1)

Every Board shall: (a) promote student achievement and well-being; (b) ensure effective stewardship of the board's resources; (c) deliver effective and appropriate education programs to its pupils; f) develop a multi-year plan aimed at achieving the goals of student achievement and well-being, positive school climate, inclusive and accepting schools, stewardship of resources, and effective and appropriate education programs to its pupils.

Information only of day-to-day operational matters delegated to the CEO.

Policy Statement and/or Education Act/other Legislation citation:

- PPM 159 Collaborative Professionalism (2016)
- PPM 151 Professional Activity Days Devoted to Provincial Education Priorities (2024)

Alignment to the MYSP:

- ☑ Every student can see themselves reflected in their learning.
- ✓ Staff experiences a positive, healthy, and inclusive workplace.
- ☑ Are aware of and/or use the available resources to assist in navigation of the school system.

☑ Ignite to Believe

- ☑ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.
- ✓ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.
- ☑ The relationship between home, parish and school is strengthened.







☑ Strengthen to Become

- Staff see their impact on student achievement.
- ☑ Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

Regulation 304 provides that school boards are required to prepare, adopt, and submit to the Minister the school year calendar(s) to be followed by the schools in their jurisdiction for the subsequent school year.

School Boards are required to identify a minimum of 194 school days between September 2, 2025, and June 26, 2026, of which a minimum of 4 and a maximum of 7 days may be identified as Professional Activity (PA) days. Three of these must be for Ministry priorities. The remaining school days shall be instructional days. Boards may designate up to ten instructional days as examination days. Each school year calendar must be accompanied by a general outline of the activities to be conducted on PA days. The minimum number of instructional days is 187.

In the preparation of the 2025-2026 School Year Calendar, representatives from the following groups were asked to provide input:

- OECTA, CUPE, PASS, APSSP, OSSTF, Unifor
- Waterloo Catholic Administrators' Associations
- Learning Services Department
- Senior Administration
- Trustees
- Catholic Parent Involvement Committee

Consultation with representatives from our coterminous board, the Waterloo Region District School Board (WRDSB), also took place in the development of the 2025-2026 school year calendar. It should be noted that the WCDSB and the WRDSB, share some transportation costs. Consequently, on days when we do not share transportation costs (*i.e.* when the WRDSB has scheduled a PA Day and the WCDSB has not or, whenever WCDSB elementary and secondary schools do not share the PA Day) there are added costs. These non-aligned PA days in the 2025-2026 school year will cost the Board approximately \$ 128,000. However, these reflect WCDSB priorities (*i.e.* faith development day aligning with the liturgical calendar) or address particular aspects of reporting in secondary and elementary schools. Themes for the PA Days have been identified/mandated through labour agreements and Ministry policy (PPM151). Specifics identified in the chart may further develop as the year unfolds.

The first day of the school year will be Tuesday, September 2, 2025.

The last day of the school year will be June 26, 2026.

The last day of school in December will be **December 19, 2025,** and the first day of school in the new year is **January 5, 2026.**

Note: Christmas Break takes place between December 22, 2025- January 2, 2026

The following charts outline the Professional Activity Days and Examination Days.







Elementary PA Days

Priority						
September 2, 2025	Ministry PD Health and Safety					
October 10, 2025	Faith Day (1.0)					
November 17, 2025	Ministry PD (1.0)					
January 16, 2026	Report Cards (1.0)					
April 24, 2026	Ministry PD (1.0)					
May 29, 2026	Report Cards (1.0)					
June 26, 2026	AM- OECTA PM- Transition/ Curriculum Planning					

*Note: All WCDSB extended day activities <u>will be cancelled on Friday, October 10, 2025, so</u> that all DECEs can participate in our FAITH Day

Elementary Report Card Distribution Dates

Elementary Report Card Distribution Dates Report	Due to Administrator	Report Cards sent home:	Parent/Student/Teacher conferencing will be on
Progress Report	November 12, 2025	November 24, 2025	November 27, 2025
Term 1	January 30, 2026	February 12, 2026	
Term 2	June 12, 2026	June 23, 2026	

Secondary PA Days

riority
Ministry PA Health & Safety







October 10, 2025	FAITH DAY
November 17, 2025	Ministry PA
January 30, 2026	Curriculum & Assessment
April 24, 2026	Ministry PA
May 29, 2026	Curriculum & Assessment
June 26, 2026	AM- OECTA/CUPE PM- Transition/ Curriculum Planning

Secondary School Examination & Reporting

November 21, 2025 & May 1, 2026	Midterm Reports Distribution
February 20, 2026 & July 9, 2026	Reports Distribution
January 23-29 & June 19-25, 2026	Exams
October 23, 2025 & April 1, 2026	Student / Parent / Teacher Conference

Recommendation:

That the Board of Trustees approve the 2025-2026 School Year Calendar as presented.

Prepared/Reviewed By: Tyrone Dowling

Director of Education

Iennifer Ritsma

Superintendent of Learning

Annalisa Varano

Superintendent of Learning









Report

Date:	February 24, 2025	
To:	Board of Trustees	
From:	Director of Education	
Subject:	Administrative Procedure Update	
Type of Report	□ Decision-Making□ Monitoring☑ Incidental Information concerning day-to-day operations	
Type of Inform	Information for Board of Trustees Decision-Making ☐ Monitoring Information of Board Policy XX XXX ☐ Information only of day-to-day operational matters delegated to the CEO	
Origin: (cite Ed	ıcation Act and/or Board Policy or other legislation)	
Executive Limita	on IV 012 Communication to Board	
Dalias Statema	ut and for Education Act fother Logislation situation.	
IV 012 Communic	nt and/or Education Act/other Legislation citation:	
TV 012 Communi	auon to Board	
☐ Staff expe		
 ☑ Ignite to Believe ☐ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments. ☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey. ☑ The relationship between home, parish and school is strengthened. 		
☐ Staff see t	Description Become Ident reaches their full potential. Their impact on student achievement. Their impact on students in our students' Catholic education journey.	







From October 2024 to present the following AP Memos have been revised/updated and posted:

Policy No.	Title of Document
APB004	School Generated Funds and Fundraising
APB005	Engaging Individuals for Contract Work
APC040	Privacy Breach Protocol
APF017	Boundary Review Process
APH008	Inclement Weather
APH013	Emergency Planning & Procedures
APH018	Wellness
APH025	Footwear Safety
APH037	Air Quality and Extreme Temperature
APO006	Purchasing Procedures
APO012	Transportation
APO027	Surplus Assets
APS007	Access to Legal Counsel
APS012	Mobile and Personal Technology
APS013	Staff Recognition Program
APS037	Employee Attendance Support Program

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling

Tyrone Dowling Director of Education









Report

Date:	February 24th, 2025	
To:	Board of Trustees	
From:	Director of Education	
Subject:	Student Trustee Report – February 2025	
Type of Report	Decision-Making ☐ Monitoring ☑ Incidental Information concerning day-to-day operations	
Type of Inform	ation: □ Information for Board of Trustees Decision-Making □ Monitoring Information of Board Policy XX XXX □ Information only of day-to-day operational matters delegated to the CEO	
Origin: (cite Ed	ucation Act and/or Board Policy or other legislation)	
Policy II 011 Student Representation on the Board Policy II 012 Student Trustee Role Description		
Policy Statement and/or Education Act/other Legislation citation:		
Policy II 011 Student Representation on the Board Policy II 012 Student Trustee Role Description		
☐ Staff expe		
 ☑ Ignite to Believe ☑ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments. ☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey. ☐ The relationship between home, parish and school is strengthened. 		
		







\square Staff see their impact on student achievement.	
☐ Are engaged as active partners in our students' Catholic education	journey.

Summary: This month the WCDSB schools are transitioning into the new semester and the opportunities they bring. As a senate we have been busy with our latest meeting, having the new student trustees voted in and moving forward with the second term initiative.

Secondary Schools Overview:

- In the WCDSB high schools have events planned to bring together the school community for Valentine's, with events such as flower grams.
- In all the schools, Black History Month is being celebrated to remember the importance Black Canadians have for the history of our country.

Student Senate

- On Wednesday, February 12th, the Student Senate held the student trustee vote in the board office. Each candidate gave a compelling speech showing their hard work and dedication, symbolizing the bright minds of the WCDSB. Rebecca Girolametto and Jace Krysko effectively showed their abilities and will be the next student trustees for the 2025-2026 term.
- After the eventful meeting, the student senate spent the remainder of the time discussing the term two initiative and decided to begin the planning process of a board-wide multicultural event to bring the community together through our diversity.
- From February 13th to the 17th, we attended the OSTA-AECO EAC conference in Ottawa. This was
 a wonderful opportunity where we got to hear speakers from organizations like Mental Health
 Ontario, Development and Peace, and the Catholic Principal's Council Ontario. Through this
 conference, Matteo was able to represent the WCDSB on the leadership team as the VP of
 events and Allison as the Vice Chair of the Student Well-being interest group.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Allison-Hannah Berwick and Matteo Leone

Student Trustees.











Date:	February 24	, 2025
To:	Board of Trustees	
From:	Chair of the Board	
Subject:	Ct: Chair's Report	
Type of Repor	t:	□ Decision-Making□ Monitoring☑ Incidental Information concerning day-to-day operations
Type of Inforn	nation:	 □ Information for Board of Trustees Decision-Making □ Monitoring Information of Board Policy XX XXX ☑ Information only of activities of Board Chair
Origin: (cite Ed	ducation Act	and/or Board Policy or other legislation)
N/A		
Policy Statem	ent and/or	Education Act/other Legislation citation:
Policy I 001 End Policy II 003 Bo		ription
Alignment to t	the MYSP:	
☐ Staff expe	ent can see t riences a pos	hemselves reflected in their learning. itive, healthy, and inclusive workplace. e the available resources to assist in navigation of the school system.
 ☑ Ignite to Believe ☑ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments. ☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey. ☐ The relationship between home, parish and school is strengthened. 		
☐ Staff see t	dent reaches heir impact o	their full potential. n student achievement. artners in our students' Catholic education journey.







February is the shortest month of the year, yet there was still much activity.

Calendar Activities

Several discussions with Director Dowling and Vice-Chair Cuff

February 5 - SEAC

February 5 – Audit Committee

February 7 - Holy Spirit - Bible Celebration

February 8 - Chinese New Year Gala - hosted by St. Louis

February 10 – Committee of the Whole.

February 12 - Student Trustee Elections

February 24 - Board meeting

February 25 - Team DAVE Open House

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Robert Sikora

Chair of the Board











Date:	February 24, 2025	
To:	Board of Trustees	
From:	Director of Education	
Subject:	Ibject: Board Policy IV 002 - Treatment of Public	
Type of Repo	ort:	 □ Decision-Making ☑ Monitoring □ Incidental Information concerning day-to-day operations
Type of Information:		 □ Information for Board of Trustees Decision-Making ☑ Monitoring Information of Board Policy IV 002 □ Information only of day-to-day operational matters delegated to the CEO
Origin: (cite I	Education A	ct and/or Board Policy or other legislation)
Executive Limit	itation IV 002	
Policy Stater	ment and/o	r Education Act/other Legislation citation:
	t Works for Y	ou: A new vision for education in Ontario (March 2019) for Staff and Parents APC 001
Alignment to	the MYSP:	
☐ Staff exp	ident can see eriences a po	themselves reflected in their learning. sitive, healthy, and inclusive workplace. se the available resources to assist in navigation of the school system.
pastoral □ Staff are	ident experie plan within t welcomed an	nces the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB heir learning environments. Id invited to continue to be a partner in their adult faith formation journey. Id home, parish and school is strengthened.
\square Staff see	udent reaches their impact	s their full potential. on student achievement. partners in our students' Catholic education journey.







IV 002 Policy states:

With respect to interactions with the public, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are undignified, unprofessional, or contrary to the preservation and promotion of Catholic values and teachings and to a positive image of the Board.

CEO Interpretation:

This policy signals that the CEO must ensure that no reputational damage comes to the Board in the broader community and that in particular, that the direction given to our school staff, students and communities should be consistent with and informed by our Catholic values so that the WCDSB is not cast in a negative light within the region or the province.

- a) The Board regularly consults with the Vicar of Catholic Education and the Diocese of Hamilton on issues that arise where there is need for guidance to ensure compliance with the teachings and traditions of the Catholic Church.
- b) The current MYSP has a goal connected to analytics related to increased parent engagement. Our CPIC Parent Commissioning was held again this year, along with the return of the CSAC Onboarding session. Both sessions were in person and were well attended. School CSAC's shared their proposals with CPIC for local Parent Reaching Out Grants (PRO).
- c) Within the WCDSB Administrative Procedures there is a Communication Guideline for Parents and Staff, that ensures that feedback and information to stakeholders is timely, and shared in a clear, concise and easily followed manner (APC 001). During this school year regular communications have been shared with both staff and with parents as necessary, most recently regarding WCDSB's response to the bus cancellations during the secondary exam period. We work to ensure that our public facing website is always current, containing the CEO's communications and all other relevant updates.
- d) The CEO is working with the Sr. Manager of Equity and the Superintendents of Learning responsible for Equity and Indigenous to connect with community groups supporting our students and families who have been traditionally marginalized. Additionally, all Superintendents of Learning are currently participating in community feedback sessions to hear from community groups regarding the WCDSB 2021 Student Census.
- e) The CEO supports the Board of Trustees Linkages Committee in their efforts to bring community leaders into the board for special functions that celebrate our presence in the community, e.g., Community Leaders' Breakfast.
- f) The CEO chairs the Board's FACE committee which oversees three sub-committees related to communications, political advocacy and School-Parish relationships. Within the meeting the cause of Catholic education and constructive ideas are generated which will enhance the reputation of the board as a representative of the Catholic community in Waterloo Region.
- g) The Superintendent of Learning responsible for Faith Development and our Religious Education Consultant attend meetings with our Catholic Consortium partners to ensure fulsome discussion of the topics of the day and to ensure best practices are followed, and decisions are consistent with our Catholic Church Teachings.
- h) The CEO meets two times a year with the Bishop of the Diocese and other Directors of Education of the Diocese to ensure alignment and discussion regarding any challenges in relation to our Catholic Teaching, and to share promising practices.
- i) The CEO and other members of the Board team, work in close partnership with the Board's Faith Animator to ensure a strong parish relationship, and to discuss issues of concern within our Waterloo Catholic region.







- j) The CEO and/or superintendent designate attend Regional Deanery Meetings three times a year. Reciprocal knowledge sharing is a feature of these meetings, with Waterloo Catholic regularly providing updates to the group. At the most recent meeting the CEO was able to provide information about sacramental data in WCDSB schools.
- k) To ensure that the reputation of the Board is protected and decisions are well informed, the CEO regularly shares all memos and directives from the Ontario Catholic School Trustees Association, sharing best practices or recommendations for prudent decision-making, faithful to the traditions of the Catholic Church.

Recommendation:

That the Board accept this report indicating compliance with Policy IV 002 - Treatment of Public.

Prepared/Reviewed By: Tyrone Dowling

Director of Education









Date: February 24, 2025 **To:** Board of Trustees

From: Director of Education

Subject: Board Policy IV 003 - Treatment of Students

Type of Report: □ Decision-Making

■ Monitoring

☐ Incidental Information concerning day-to-day operations

Type of Information:

☐ Information for Board of Trustees Decision-Making

☑ Monitoring Information of Board Policy IV 003

☐ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Executive Limitation IV 003

Policy Statement and/or Education Act/other Legislation citation:

Education Act Section 169.1

Achieving Excellence: A Renewed Vision for Education in Ontario

APS: APH 004, APH 005, APH 028, APH 027, APH 015, APH 021, APH013, APH 026, APH 029, APH022, APH 008,

APH 012, APH 016, APH 001, APH 002, APH 017, APH 019, and APH 010

Alignment to the MYSP:

⊠Awaken to Belong

⊠Every student can see themselves reflected in their learning.

- ☐ Staff experiences a positive, healthy, and inclusive workplace.
- ☐ Are aware of and/or use the available resources to assist in navigation of the school system.

⊠Ignite to Believe

☑ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.

☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.

☐ The relationship between home, parish and school is strengthened.

⊠Strengthen to Become







\square Staff see their impact on student achievement.
$\hfill\square$ Are engaged as active partners in our students' Catholic education journey.

IV 003 Policy states:

In addition to all of the policy direction that applies to the public, with respect to interactions with students, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are unsafe, or unhealthy or inherently inequitable.

CEO Interpretation:

This policy indicates that the CEO must ensure that consistent with the policy on the treatment of public, that there should be no reputational damage to the Board in the broader community and that in particular, that the direction given to our school staff, students and communities should be consistent with and informed by our Catholic values so that the WCDSB is not cast in a negative light within the region or the province. It indicates to me as CEO that we have to ensure our schools are places where all children can excel and be treated fairly regardless of their background or identity, while also having the confidence that they will not come to any harm.

- a) In addition to all those measures which ensure compliance with <u>IV 002</u> (found in items b-l below), the following would also be offered as evidence of compliance:
 - i. The CEO has ensured that data related to student outcomes is available in a timely, accurate and detailed platform. Within the Multi-Year Strategic Plan, each of the 9 goals have been operationalized across 30 indicators and are updated monthly on our Board website for transparency and accountability. In addition to public reporting, our internal reporting for Board leaders include student outcomes (e.g., graduation, achievement, well-being, suspensions, etc.) across various sub-groups of students (e.g., student census).
 - ii. System and school leaders are currently analyzing our trends and patterns from Semester 1 (e.g., credit accumulation, enrollment across pathways and achievement) and Term 1 (e.g., Acadience screener results). System and school leaders are participating in regular and recurring professional learning opportunities to access, understand and program from the disaggregated data, utilizing the results of the Student Census administered in the fall of 2021 joined to student outcome data from the 2021-2022 school year. Leveraging these data sets and reports will support our evidence-based practices when programming for individuals, sub-groups and/or large groups of students. In addition, this will allow for a more in-depth consideration of potential biases or impediments to the full success of all students at the local level. This continued census work will assist in ensuring that WCDSB continues to improve in meeting the needs of its diverse and evolving population.
 - iii. The welfare of students is governed by a number of Administrative Procedures dealing with Health and Safety, including but not limited to:
 - APH 004 <u>APH004-MedAdminUnder18</u>
 - APH 005 APH005-Anaphylaxis
 - APH 028 <u>APH028-00 AsthmaRyansLaw</u>
 - APH 027 APH027-00 Concussion
 - APH 015 APH015-00_-DiabetesManagement
 - APH 021 APH021-00-ElemSchFoodNutrition
 - APH013 <u>APH013-00 EmergencyPlanning</u>
 - APH 026 APH026-00 InfectiousDiseasesPrevention







- APH 029 <u>APH029-00 CalmingRoomsProactiveSelfRegulation</u>
- APH022 APH022-00-LockdownsHoldSecureShelterinPlace
- APH 008 APH008-00_InclementWeather
- APH 012 APH012-00 PhysicalContainmentofStudents
- APH 016 <u>APH016Play Structures</u>
- APH 001 <u>APH001-00 SafeArrivalsDeparture</u>
- APH 002 <u>APH002-00 SchoolAccidents</u>
- APH 017 APH017-00 SchoolFoodNutrition
- APH 019 APH019-00 SuicideDepressionSelfHarm
- APH 010 /APH010-00_ViolentIncidentRecordkeeping

These APs are listed as evidence that the safety of our children is purposeful in the administrative procedures by which are schools are bound.

- iv. There is a Culturally Responsive and Relevant Pedagogy Committee comprised of educators and staff who are offering a critical eye and guidance regarding the advancement of equitable practices in the WCDSB.
- v. There is an Indigenous Education Council comprised of staff, Knowledge Keepers and Elders. The IEC will continue to offer guidance and recommendations on policies, programs, and initiatives as we continue to be inclusive and respectful of Indigenous cultures, histories, and perspectives. Additionally, there is an Indigenous Student group comprised of students from within the system.
- vi. The WCDSB employs an Equity Systems Navigator and an Equity Specialist who have are tasked with guiding the work of equity in the culture of our board, and more directly the impact on our student population. Additionally, WCDSB employs a Special Education Transition Navigator and a Community Transition Support Worker to support students with Special Education needs in transitioning to secondary and post-secondary pathways This school year marks the second that a Graduation Coach for Black Students and two Indigenous Support Worker for Students who work to assist students to access services and supports aiming to increase the number of Black and Indigenous students graduating.
- vii. There are 2 student Trustees who have opportunity to share the voice of students within the Boardroom but also in a variety of forums throughout the WCDSB. There is also an active Student Senate which provides students a forum for discussion and advancement of their thoughts and opinions
- b) The Board regularly consults with the Vicar of Catholic Education and the Diocese of Hamilton on issues that arise where there is need for guidance to ensure compliance with the teachings and traditions of the Catholic Church.
- c) The current MYSP has a goal connected to analytics related to increased parent engagement. Our CPIC Parent Commissioning was held again this year, along with the return of the CSAC Onboarding session. Both sessions were in person and were well attended. School CSAC's shared their proposals with CPIC for local Parent Reaching Out Grants (PRO).
- d) Within the WCDSB Administrative Procedures there is a Communication Guideline for Parents and Staff, that ensures that feedback and information to stakeholders is timely, and shared in a clear, concise and easily followed manner (APC 001). During this school year regular communications have been shared with both staff and with parents as necessary, most recently regarding WCDSB's response to the bus cancellations during the secondary exam period. We work to ensure that our public facing website is always current, containing the CEO's communications and all other relevant updates.
- e) The CEO is working with the Sr. Manager of Equity and the Superintendents of Learning responsible for Equity and Indigenous to connect with community groups supporting our students and families who have been traditionally marginalized. Additionally, all Superintendents of Learning are currently participating in community feedback sessions to hear from community groups regarding the WCDSB 2021 Student Census.







- f) The CEO supports the Board of Trustees Linkages Committee in their efforts to bring community leaders into the board for special functions that celebrate our presence in the community, e.g., Community Leaders' Breakfast.
- g) The CEO chairs the Board's FACE committee which oversees three sub-committees related to communications, political advocacy and School-Parish relationships. Within the meeting the cause of Catholic education and constructive ideas are generated which will enhance the reputation of the board as a representative of the Catholic community in Waterloo Region.
- h) The Superintendent of Faith Development and our Religious Education Consultant attend meetings with our Catholic Consortium partners to ensure fulsome discussion of the topics of the day and to ensure best practices are followed, and decisions are consistent with our Catholic Church Teachings.
- i) The CEO meets two times a year with the Bishop of the Diocese and other Directors of Education of the Diocese to ensure alignment and discussion regarding any challenges in relations to our Catholic Teaching, and to share promising practices.
- j) The CEO and other members of the Board team, work in close partnership with the Board's Faith Animator to ensure a strong parish relationship, and to discuss issues of concern within our Waterloo Catholic region.
- k) The CEO and/or superintendent designate attend Regional Deanery Meetings three times a year. Reciprocal knowledge sharing is a feature of these meetings, with Waterloo Catholic regularly providing updates to the group. At the most recent meeting the CEO was able to provide information about sacramental data in WCDSB schools.
- To ensure that the reputation of the Board is protected and decisions are well informed, the CEO regularly shares all memos and directives from the Ontario Catholic School Trustees Association, sharing best practices or recommendations for prudent decision-making, faithful to the traditions of the Catholic Church.

Recommendation:

That the Board accept this report indicating compliance with Policy IV 003 - Treatment of Students.

Prepared/Reviewed By: Tyrone Dowling

Director of Education











Date:	February 24, 2025
То:	Board of Trustees
From:	Director of Education

Subject: Board Policy IV 011 - Emergency CEO Replacement

Type of Report:	 □ Decision-Making ☑ Monitoring □ Incidental Information concerning day-to-day operations
Type of Information:	 □ Information for Board of Trustees Decision-Making ☑ Monitoring Information of Board Policy IV 011 □ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Executive Limitation IV 011 - Emergency CEO Replacement instructs the Director of Education "to have procedures to assure operational and administrative continuity for a minimum of thirty days." The following report outlines a variety of procedures that are in place to assure operational and administrative continuity at Waterloo Catholic District School Board in the event of the sudden loss of the CEO. It should be accessed and followed in such an eventuality.

Policy Statement and/or Education Act/other Legislation citation:

Policy 1 001 Ends Policy IV 011 Emergency CEO Replacement Policy IV 012 Communication to Board

Alignment to the MYSP:

- ☑ Every student can see themselves reflected in their learning.
- ✓ Staff experiences a positive, healthy, and inclusive workplace.
- ☑ Are aware of and/or use the available resources to assist in navigation of the school system.

図 Ignite to Believe

- ☑ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.
- ☑ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.
- ☑ The relationship between home, parish and school is strengthened.







☒ Strengthen to Become

- Staff see their impact on student achievement.
- ☑ Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

IV 011 Policy states:

In order to protect the board from sudden loss of CEO services, the CEO may not have fewer than two other designees familiar with board and CEO issues and processes. Accordingly, without limiting the scope of the foregoing, the CEO shall not fail to have procedures to assure administrative and operational continuity for a minimum of thirty days.

CEO Interpretation:

This policy indicates that the CEO must have contingency plans in the eventuality that he is not able to carry out his duties. The policy notes that there should be a minimum of 2 people who could carry out the CEO's duties, that how they would assume those duties are understood and that the replacement should be able to do so for no shorter than 30 days.

A) Overriding Policy/Contractual Language

The personal services contract of the Director of Education provides that "In the event of any substantial absence by the Employee due to illness or injury, the Board may appoint an Acting Director of Education and Secretary to the Board until the Employee returns to active employment or this Agreement and the employment of the Employee terminate, whichever happens first."

When the Director of Education is absent for a period not exceeding thirty calendar days the current personal services contract of the Director of Education is silent.

Policy IV 011 "Emergency CEO Replacement" provides that "In order to protect the board from the sudden loss of CEO services, the CEO may not have fewer than two other designees familiar with the board and CEO issues and processes. Accordingly, the CEO shall not:

1. Fail to have procedures to assure administrative and operation continuity for a minimum of thirty days."

B) Scenarios

There are several scenarios that can unfold where the system requires operational and administrative continuity and would not be in the position to have the services of the Director of Education for a period of time. These scenarios are:

- 1. The Director is out of the Province or Country for the day or a number of consecutive days;
- 2. The Director is ill, hospitalized or otherwise not able to be at work;
- 3. The Director has resigned;
- 4. The Director has died.







1. When the Director of Education is out of the Province or Country

When the Director of Education is out of the Province or Country, the position of Acting Director of Education is assigned according to the following rotation and/or availability (listed alphabetically):

a) Superintendent of Learning
b) Exec Superintendent of Corporate Services and CFO
c) Superintendent of Learning
d) Superintendent of Learning
e) Superintendent of Human Resources
f) Superintendent of Learning
(Gerald Foran)
(Shesh Maharaj)
(Paul Mendonca)
(Judy Merkel)
(Kerry Pomfret)
(Jennifer Ritsma)

An email is sent to the members of Senior Administration, including the Senior Manager of Communications and the Executive Administrative Assistants indicating that the Director of Education will be out of the Province or Country, the duration of the time away and who is in charge.

2. When the Director of Education is ill, hospitalized, incapacitated or otherwise not able to be at work

The designated Superintendent of Learning, Corporate Services or Human Resources assumes the role of Director of Education and Secretary of the Board for a period not exceeding thirty calendar days as outlined in part A above (Policy IV 011). The Chair of the Board would call a meeting of the Board of Trustees prior to the thirtieth day and would approve the continuation of the Superintendent in the Acting Director of Education role or name another Supervisory Officer to the Acting Director of Education role for a period specified by the Board until the return to work of the Director of Education.

3. When the Director of Education has resigned

If there is a period between the effective date of the resignation of the current Director of Education and when a new Director of Education is appointed, it would be appropriate for the Board of Trustees to appoint an Acting Director of Education until such times as a search process has resulted in the Board of Trustees appointing a new Director of Education. If the current Director of Education remains in office until the new Director of Education is appointed there is no need to action this item.

4. When the Director of Education has died

There are two sub-scenarios:

g) Superintendent of Learning

- a) Immediate action until the Board of Trustees can meet, and,
- b) Action after the Board of Trustees has met.

a) Immediate action until the Board of Trustees can meet:

In the time immediately after the knowledge of the Director's death is known, the designated Superintendent will be in charge as Acting Director of Education and Secretary of the Board. The Acting Director will co-ordinate and manage all the affairs of the system with the first responsibility being calling the Board Chair who, in turn, shall call the Board to meet in emergency session as soon as possible.

b) Action after the Board of Trustees has met:

The Board of Trustees will meet and determine if the Acting Director of Education appointed under 4 (a) above shall remain in that role or whether another Supervisory Officer shall be appointed Acting Director of Education and Secretary of the Board until such time as the Board of Trustees can implement a search process and appoint a new Director of Education.



(Annalisa Varano)





Recommendation:

Part 1 of this report will be implemented by the CEO when the Director is out of the Province or Country. Part 2 through 4 will be implemented as indicated.

That this report be accepted as evidence of compliance with Policy IV 011 - Emergency CEO Replacement.

Prepared/Reviewed By: Tyrone Dowling

Director of Education







Notice of Motion Regular Board Meeting

February 24th, 2025

In accordance with Board bylaw 4.1, Trustee Conrad Stanley is providing notice of the following motion for consideration at the Regular Board meeting on February 24th, 2025

Topic: Permission for Public Video and Audio Recordings of All Public Board Meetings

Whereas: It is self evident that members of the public have the right to view and record the

proceedings of a *public* meeting of a *public* institution like the *publicly funded* Waterloo

Catholic District School Board, and

Whereas: The WCDSB has a duty to ensure its proceedings remain as transparent as possible, and

Whereas: No formal WCDSB board policy currently exists prohibiting a member of the public

from making video or audio recordings at public meetings, and

Whereas: There nevertheless seems to exist some confusion among some senior staff concerning

official board policy when it comes to this matter, and

Whereas: Complaints from the public have been received in recent weeks about security

actively intervening to prohibit members of the public from recording at public

meetings, while acting under direction of senior staff, and

Whereas: There is therefore a need to formally, and clearly, articulate the board's position on this

matter so the correct transparency policy concerning recordings at public meetings can

be implemented from this point forward,

Therefore, be it resolved that the Waterloo Catholic District School Board:

Hereby authorizes any member of the public attending in its gallery to make their own video and audio recordings of any public board meeting for their own personal use. This policy is effective immediately and may not be rescinded, even on a temporary basis, unless staff consult with, and receive approval from, the full Board of Trustees in a meeting of the board.