



Board of Trustees' Board Meeting

Date: Monday, April 28, 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 West, Kitchener

Attendees:	<p>Board of Trustees: Linda Cuff, Kathy Doherty-Masters, Winston Francis, David Guerin, Renée Kraft (Chair), Marisa Phillips, Robert Sikora, Conrad Stanley, Tracey Weiler</p> <p>Student Representatives: Allison-Hannah Berwick, Matteo Leone</p> <p>Senior Administration: Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonça, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano</p> <p>Special Resource:</p> <p>Recording Secretary: Stephanie Medeiros</p>
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ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Chair		
1.1 Opening Prayer/Memorials	Board of Trustees		
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	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest	Individual Trustees		
1.4.1 From the current meeting			
1.4.2 From a previous public or in-camera meeting			
1.5 Items for Action: Items for action arising from the Double In Camera meeting of Monday, March 24, 2025, regarding Trustee matters. Items for action arising from the Double In Camera meeting of Monday, April 14, 2025, regarding Trustee matters. Items for action arising from the Double In Camera meeting of Monday, April 28, 2025, regarding Trustee matters.	Board of Trustees		Approval

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 – Mar 24, 2025 3.1.2 Special Board of Trustees Minutes – Apr 14, 2025 3.2 SEAC Minutes – Mar 5, 2025 3.3 CPIC Minutes – Jan 22, 2025 3.4 Audit Committee Minutes – Oct 3, 2024 3.5 Audit Committee Minutes – Nov 20, 2024 3.6 Audit Committee Minutes – Feb 5, 2025 3.7 Director’s Report	Board of Trustees Board of Trustees Board of Trustees Board of Trustees Board of Trustees Board of Trustees Board of Trustees T. Dowling	pp. 5-11 pp. 12-15 pp. 16-18 pp. 19-21 pp. 23-23 pp. 24-25 pp. 26-28 pp. 29-32	Approval Approval Information Information Information Information Information Information
4. Delegations/Presentation 4.1 Delegation Presentation 4.2 Delegation Presentation 4.3 Delegation Presentation	M. McKague Fr. T. Collins C. Bendia	pp. 33-35 pp. 36-38 pp. 39-41	Information Information Information
5. Advice from the CEO 5.1 2025-2026 Estimates Budget Plan: Trustee Update #4 5.2 Extended Day Update	S. Maharaj P. Mendonça	pp. 42-44 pp. 45-48	Information Approval
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces 7.1 Student Trustee Report	A. Berwick/M. Leone	pp. 49-52	Information
8. Board Education (at the request of the Board) 8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link 8.2 Chair of the Board Report	Chair Chair	Link pp. 53-54	Information Information
9. Policy Discussion			
10. Assurance of Successful Board Performance 10.1 Board Policy Review 10.1.1 Board Policy II 015 Ownership Linkage Is there a need to review the Policy? 10.2 Election of the Vice-Chair of the Board	Chair Chair of the Board	Link --	Approval Decision
11. Assurance of Successful Director of Education Performance 11.1 Monitoring Reports 11.1.1 Monitoring Report IV 006 - Legal Responsibilities & Liabilities 11.1.2 Monitoring Report IV 008 – Financial Conditions & Activities 11.1.3 Monitoring Report IV 012 – Communication & Support to the Board	S. Maharaj S. Maharaj T. Dowling	pp. 55-57 pp. 58-66 pp. 67-71	Approval Approval Approval

ITEM	Who	Agenda Section	Method & Outcome
12. Potential Agenda Items/Trustee Inquiry Report (CEO)			
12.1 Notice of Motion – Live Streaming	T. Weiler/M. Phillips	pp. 72	Decision
12.2 Notice of Motion - Update to Flag Protocol and Political Symbol Policy	C. Stanley	pp. 73-74	Decision
12.3 Trustee Inquiry - Learning Commons Resources	L. Cuff	--	Discussion
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated):	Chair	--	Information
<ul style="list-style-type: none"> • May 1 – Mayor McCabe’s State of the City (Waterloo) • May 1 – Staff Recognition (Bingemans) • May 1 – OCSTA Business Seminar • May 1-3 - OCSTA AGM & Conference (Markham) • May 6-8 – Folk Dance Festivals • May 4-9 – Catholic Education Week • May 7 – Community Leaders Breakfast • May 8 – Mayor Shantz’s State of the City (Elmira) • May 12 – Committee of the Whole • May 14 – SEAC Meeting • May 19 – Victoria Day • May 20 – Governance Committee Meeting • May 22-25 – OSTA/AECO AGM (Toronto) • May 26 – Board of Trustees • May 28 - CPIC Meeting • May 28 – Interfaith Community Breakfast • May 30 – PD day 			
13.2 Pending Items:	<u>Committee/Task Force</u>	<u>Due Date</u>	<u>Action Taken</u>
13.3 Pending Items for OCSTA Consideration			
14. Items for the Next Meeting Agenda			
14.1 May 12, 2025 – Committee of the Whole Meeting	Trustees		
<ul style="list-style-type: none"> • Long Term Accommodation Plan Presentation • Math Strategy Update • Student Trustee Evaluation • Trustee Self Evaluation • MYSP Consultant 	Board of Trustees	--	Information
15. Adjournment			
Confirm decisions made tonight	Director of Education		
15.1 Confirm Decisions Made Tonight	Recording Secretary	--	Information
15.2 Trustees move into a Triple In Camera meeting	Board of Trustees	--	Approval

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

Rev. Charlie Fedy, CR and the Board of Trustees, 2010



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, March 24, 2025, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

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

*- attended virtually via Teams

Student Trustees Present:

Allison-Hannah Berwick, Matteo Leone

Administrative Officials Present:

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

Special Resources For The Meeting:

Regrets:

Absent:

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 Vice-Chair of the Board called the meeting to order at 6:05 p.m.

1.1 Opening Prayer & Memorials

Trustee Guerin led opening prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgment declared by Vice-Chair Cuff.

1.3 Approval of Agenda

Vice-Chair Cuff motioned for approval of the agenda.

**2025-49-- It was moved by Trustee Phillips and seconded by Trustee Francis:
THAT the agenda for Monday, March 24, 2025, be now approved.**

- **No consensus**

Trustee Kraft requested to switch around items 12.1 and 12.2, Trustees agreed.
Vice-Chair Cuff motioned for approval of the amended agenda.

Trustee Weiler raised a point of order and requested the removal of item 12.3 Notice of Motion – Update to Flag Protocol and Political Symbol Policy from the agenda before approval of the agenda, providing explanations for this request, including that it is a violation of the Trustee governance policy. Director Dowling outlined the risks associated with adopting this motion. Trustee Stanley gave his rebuttal against Trustee Weiler’s proposal, while Trustee Kraft emphasized that operational decisions fall under the Director’s purview, not the Trustees’ voting responsibilities. Trustee Cuff added that it is the Trustees who establish the policies in question. Trustee Weiler reiterated the necessity of addressing policy changes through the Governance Committee before any amendments can be made. Vice-Chair Cuff decided to keep item 12.3 in the agenda allowing only for the amendment requested by Trustee Kraft. Trustee Weiler will not support the agenda as it stands.

Vice-Chair Cuff asked for a show of hands for approval of the amended agenda.

**2025-50-- It was moved by Trustee Kraft and seconded by Trustee Phillips:
THAT the agenda for Monday, March 24, 2025, be now approved, as amended.**

By Show of Hands:

In favour: 5

Opposed: 3

--- Motion passed by Majority

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 In Camera meeting of Monday, March 24, 2025, regarding Trustee awards. Vice-Chair Cuff requested a mover and seconder to approve the items for action from the In Camera meeting.

**2025-51-- It was moved by Trustee Phillips and seconded by Trustee Weiler:
THAT the items for action arising from the In Camera meeting of Monday, March 24, 2025, regarding Trustee awards 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 Special Board of Trustees Minutes – Feb 19, 2025

3.1.2 Board of Trustees Minutes – Feb 24, 2025

3.1.3 Special Board of Trustees Minutes – Mar 3, 2025

3.2 SEAC Minutes – Feb 5, 2025

3.3 Director’s Report

Vice-Chair Cuff requested a mover and seconder for approval of the consent agenda.

**2025-52-- It was moved by Trustee Phillips and seconded by Trustee Stanley:
THAT the Consent Agenda: Board of Trustees and the recommendations contained therein be now approved.
--- Carried by consensus**

4. Delegations

- 4.1 Delegation Presentation – Vice-Chair Cuff invited Gregory Tomchyshyn to the podium to give a presentation regarding 2SLGBTQIA+ literature in schools. Trustees asked clarifying questions.
- 4.2 Delegation Presentation - Vice-Chair Cuff invited Noah Van Alphen to the podium to give a presentation regarding 2SLGBTQIA+ literature in schools. Trustees asked clarifying questions.
- 4.3 Delegation Presentation - Vice-Chair Cuff invited Mark Geier to the podium to give a presentation regarding 2SLGBTQIA+ literature in schools. Trustees asked clarifying questions.
- 4.4 Delegation Presentation - Vice-Chair Cuff invited Lyco Kelly to the podium to give a presentation regarding 2SLGBTQIA+ literature in schools. Trustees asked clarifying questions.

5. Advice from the CEO

5.1 Education Development Charge (EDC) Update

Superintendent Maharaj introduced Jennifer Passy, Manager of Planning to present the Education Development Charge (EDC) Update. The presentation outlined the rationale behind EDC rates, which are applicable to most new residential and non-residential developments. Currently, residential land values are approximately 20% lower than their peak in early 2022, leading to the decision that WCDSB rates will remain unchanged as of June 1, 2025.

5.2 2025-2026 Estimates Budget Plan: Trustee Update #3

Superintendent Maharaj introduced Laura Isaac, Senior Manager of Finance to present the 2025-2026 Estimates Budget Plan – Trustee Update #3. The update provided Trustees with insights into the budget preparation process for next year so far and the associated timelines for the upcoming school year.

5.3 Parent Engagement Update

Superintendent Merkel delivered the Parent Engagement Update, highlighting the ways the WCDSB Promotes Parent Engagement. The presentation outlined strategies implemented to connect with Catholic School Advisory Councils and reviewed next steps to guide the efforts of CPIC. Trustees asked clarifying questions.

5.4 Naming Rosenberg School

Superintendent Merkel delivered a report regarding the naming of the new Rosenberg school. The presentation outlined the criteria for naming schools, the inspired names for consideration, input from the families in the feeder schools and detailed the consultation process along with feedback received. A survey was conducted to gather responses from stakeholders, and the results indicated a preference for the name Holy Trinity Catholic Elementary School as the most favoured choice for the name of the Rosenberg school.

Vice-Chair Cuff requested that the Trustees cast their votes by show of hands on the preferred name, which they proceeded to do. Five were in favour of Holy Trinity CES and three were in favour of Light of Christ CES.

**2025-53-- It was moved by Trustee Phillips and seconded by Trustee Weiler:
That the Board of Trustees endorse Holy Trinity Catholic Elementary School as the new school's name to be forwarded to Bishop Crosby at the Diocese of Hamilton for final approval.
---Carried by consensus**

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

7. Reports From Board Committees/Task Forces

7.1 Student Trustee Update

Student Trustee Leone and Berwick 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 March.

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

8.1 Chair Sikora noted OCSTA Communications

Vice-Chair Cuff noted review of OCSTA communications.

8.2 Chair's Report

Vice-Chair Cuff delivered the Chair's report for March on Chair Sikora's behalf, 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 008 Role of the Chair. Is there a need to review the Policy?

Trustee Guerin confirmed review of Board Policy II 008 Role of the Chair and confirmed non-compliance.

Vice-Chair Cuff called for a mover and seconder to affirm non-compliance.

2025-54-- It was moved by Trustee Guerin and seconded by Trustee Weiler:

THAT the Board of Trustees reviewed Board Policy II 008 Role of the Chair and find that the Board is not in compliance.

--- No consensus

Trustees engaged in a round table discussion on whether the motion for non-compliance should be tabled due to uncertainty.

Vice-Chair Cuff called for a mover and seconder for tabling the motion.

2025-55-- It was moved by Trustee Kraft and seconded by Trustee Sikora:

That the Board table the motion that the Board is not in compliance with Board Policy II 008 Role of the Chair.

--- No consensus

Trustee Weiler requested a recorded vote.

By Recorded Vote:

In Favour: Trustees Kraft, Sikora, Cuff, Stanley, Francis

Opposed: Trustees Guerin, Phillips, Weiler

--Motion passed by Majority

Non-binding vote from Student Trustee Berwick opposing the motion.

10.1.2 Board Policy II 013 Cost of Governance. Is there a need to review the Policy?

Trustee Weiler confirmed review of Board Policy II 013 Cost of Governance and confirmed compliance. It was recommended that it be reviewed at the Governance Committee as it does not cover parameters around fiduciary costs.

Vice-Chair Cuff called for a mover and seconder to affirm compliance.

2025-56-- It was moved by Trustee Weiler and seconded by Trustee Guerin:

THAT the Board of Trustees reviewed Board Policy II 013 Cost of Governance and find that the Board is in compliance.

--- Carried by consensus

10.1.3 Board Policy II 014 Trustee Expenses. Is there a need to review the Policy?

Trustees confirmed review of Board Policy II 014 Trustee Expenses and confirmed compliance. The policy to be referred to the Governance Committee for review.

Vice-Chair Cuff called for a mover and seconder to affirm compliance.

**2025-57-- It was moved by Trustee Weiler and seconded by Trustee Phillips:
THAT the Board of Trustees reviewed Board Policy II 014 Trustee Expenses and find that the Board is in compliance.
--- Carried by consensus**

10.1.4 Board Policy III 005 Monitoring CEO Performance. Is there a need to review the Policy?

Trustee Kraft confirmed review of Board Policy III 005 Monitoring CEO Performance and confirmed compliance. The policy does not require review at Governance Committee.

Vice-Chair Cuff called for a mover and seconder to affirm compliance.

**2025-58-- It was moved by Trustee Kraft and seconded by Trustee Weiler:
THAT the Board of Trustees reviewed Board Policy III 005 Monitoring CEO Performance and find that the Board is in compliance.
--- Carried by consensus**

11. Assurance of Successful Director of Education Performance

11.1.1 Monitoring Report IV-005 – Hiring and Promotions

Superintendent Pomfret presented on Board Policy IV-005 – Hiring and Promotions and confirmed compliance. Vice-Chair Cuff opened the floor to discussion. Trustees asked clarifying questions.

**2025-59-- It was moved by Trustee Guerin and seconded by Trustee Stanley:
That the Board accept this report indicating compliance with Hiring and Promotions Policy IV 005.
--- Carried by consensus**

11.1.2 Monitoring Report IV-010 – Facilities Accommodation

Superintendent Maharaj presented on Board Policy IV-010 – Facilities Accommodation and confirmed compliance. Vice-Chair Cuff opened the floor to discussion. Trustees asked clarifying questions.

**2025-60-- It was moved by Trustee Guerin and seconded by Trustee Weiler:
That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 010 for the 2024-25 school year.
--- Carried by consensus**

Vice-Chair Cuff requested for a mover and seconder to refer this policy to the Governance Committee, aiming to revise item 3 to align with the current practice of the provincial government providing some level of funding.

**2025-61-- It was moved by Trustee Weiler and seconded by Trustee Phillips:
That the Board of Trustees refer Policy IV-003 – Facilities Accommodation to be reviewed at the Governance Committee.
--- Carried by consensus**

11.1.3 Monitoring Report IV-002 – Treatment of the Public

Director Dowling discussed Board Policy IV-002 – Treatment of the Public and Board Policy IV-003 – Treatment of Students, addressing their non-compliance as determined at the Board of Trustees meeting on February 24, 2025. Director Dowling emphasized that these are Trustee policies and recommended that they be referred to the Governance Committee for review. Specifying the focus of this review would be to assess the CEO interpretation and clarify expectations around the policies.

Vice-Chair Cuff called for a mover and seconder to move policy IV-002 – Treatment of the Public to the Governance Committee.

**2025-62-- It was moved by Trustee Kraft and seconded by Trustee Sikora:
That the Board of Trustees send Policy IV-002 – Treatment of the Public to the Governance Committee for review.
--- No consensus**

By show of hands:

In Favour: Trustees 5

Opposed: Trustees 3

--- Motion passed by Majority

11.1.4 Monitoring Report IV-003 – Treatment of Students

Vice-Chair Cuff called for a mover and seconder to move policy IV-003 – Treatment of Students to the Governance Committee.

2025-63-- It was moved by Trustee Guerin and seconded by Trustee Kraft:

That the Board of Trustees send Policy IV-003 – Treatment of Students to the Governance Committee for review.

--- Carried by consensus

12. Potential Agenda Items

12.1 Notice of Motion – Live Streaming

Trustees Weiler and Phillips brought forward a Notice of Motion for consideration.

Vice-Chair Cuff indicated that this motion is for informational purposes and consensus, or a majority vote is required to initiate discussion. Vice-Chair Cuff requested a mover and a seconder to facilitate discussion on the proposed Notice of Motion.

2025-64-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

That the board of Trustees open Notice of Motion – Live Streaming for discussion.

--- No consensus

Vote by show of hands:

In Favour: 4

Opposed: 4

--- Motion Defeated

12.2 Notice of Motion – Public Recording of Meetings

Trustee Stanley provided a brief overview of the motion's purpose. The Trustees engaged in a roundtable discussion focused on public recording during board meetings, examining the potential use of personal recordings and setting guidelines for safety and minimizing disruptions. Trustee Stanley welcomed necessary amendments to the motion. Director Dowling raised past safety concerns and mentioned that live streaming could potentially be implemented before September 1, 2025, while questioning how the board would operationalize public recordings into a policy without the senior staff's ability to update it. Trustee Phillips proposed postponing the decision until the next meeting. The Board of Trustees agreed to table the decision on Public Recording of Meetings to the meeting of April 28, 2025, and requested this item to be added to the next Committee of the Whole meeting of April 14 for discussion.

2025-65-- It was moved by Trustee Stanley and seconded by Trustee Weiler:

That the meeting be extended past 9:00 p.m.

--- Carried by consensus.

12.3 Notice of Motion – Update to Flag Protocol and Political Symbol Policy

Vice-Chair Cuff indicated that the Notice of Motion - Update to the Flag Protocol and Political Symbol Policy is intended for informational purposes and will be subject to a vote at the upcoming Board of Trustees meeting scheduled for April 28, 2025. Trustee Kraft inquired about the possibility of securing a legal opinion before the vote takes place. In response, Vice-Chair Cuff confirmed that the Chair, Vice-Chair, and Director will consult legal counsel and examine the bylaws ahead of the next meeting.

13. Announcements

13.1 Upcoming Meetings/Events: N/A

Vice-Chair Cuff 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 Vice-Chair Cuff reviewed upcoming agenda items.

15. Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

15.2 Trustees move into a Double In Camera meeting

2025-66-- It was moved by Trustee Stanley and seconded by Trustee Francis:

THAT the Board of Trustees move into a Double In Camera meeting.

--- Carried by consensus

Trustees moved into a Double In Camera meeting at 9:12 p.m.

16. Closing Prayer

16.1 Closing prayer led by all.

17. Motion to Adjourn

2025-67-- It was moved by Trustee Phillips and seconded by Trustee Francis:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 11:20 p.m.

Chair of the Board

Secretary



Special Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, April 14, 2025, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

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

*- attended online via Teams

Student Trustees Present:

Allison-Hannah Berwick*, Matteo Leone

Administrative Officials Present:

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

Special Resources For The Meeting:

Regrets:

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 Director of Education called the meeting to order at 6:07 p.m.

1.1 Opening Prayer & Memorials

Trustee Stanley led opening prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgment declared by Director Dowling.

1.3 Approval of Agenda

Director Dowling motioned for approval of the agenda with the following amendment:

- Move item 10 after item 1.5.

Trustee Guerin requested postponing the election of the Vice-Chair until the next regular meeting to adhere to item 2.5.2 of the By-law. Trustees engaged in discussion regarding this matter. Director Dowling pointed out that action would only be necessary if Vice-Chair Cuff is elected to the Chair's position.

**2025-68-- It was moved by Trustee Sikora and seconded by Trustee Cuff:
THAT the agenda for Monday, April 14, 2025, be now approved, as amended.
--- 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:

Director Dowling asked for a mover and seconder to approve the items for action.

**2025-69-- It was moved by Trustee Stanley and seconded by Trustee Sikora:
That the items for action arising from the In Camera meeting of Monday, April 14, 2025, regarding
infrastructure matters be now approved.
--- Carried by consensus**

Moved to item 10.1 Election of the Chair of the Board.

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)

4. Delegations

5. Advice from the CEO

5.1 Extended Day Update

Superintendent Mendonça introduced Ronda Roy, Manager of Operations-Extended Day to present the Extended Day Update, the presentation reviewed new care options and new proposed program registration fees which includes a registration fee of \$30. Trustees asked clarifying questions. Vice-Chair Cuff had concerns about implementing a registration fee without a guaranteed spot into the program.

Trustee Phillips asked for a recorded vote.

**2025-70-- It was moved by Trustee Weiler and seconded by Trustee Sikora:
That the Board of Trustees approve the Extended Day Program fee increases for the 2025-2026 school year
commencing at the end of May 2025.
--- No consensus**

By Recorded Vote:

In Favour: Kraft, Guerin, Sikora, Weiler

Opposed: Cuff, Francis, Phillips, Stanley

---Motion Defeated

Director Dowling stated that we are unable to proceed with the registration for the extended day program for the upcoming school year. Trustee Phillips expressed interest in revisiting this matter later, particularly concerning financial aspects. Director Dowling also noted that families receiving subsidies are not required to pay registration fees. Superintendent Maharaj added that the program is required to operate at a breakeven point to ensure its sustainability.

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

7. Reports From Board Committees/Task Forces

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

9. Policy Discussion

10. Assurance of Successful Board Performance

10.1 Election of the Chair of the Board

The Secretary asked for nominations for Chair of the Board.

Trustee Sikora put forth Trustee Kraft's name.

The Secretary asked Trustee Kraft if she accepted the nomination, and she did.

The Secretary asked if there were further nominations for Chair of the Board.

Trustee Phillips put forth Trustee Cuff's name.

The Secretary asked Trustee Cuff if she accepted the nomination, and she did.

The Secretary asked two more times if there were further nominations for Chair of the Board.

Trustee Kraft gave her remarks.

The Secretary confirmed all nominees have been presented and to vote by show of hands.

Trustee Stanley asked for recorded vote.

The Secretary requested a show of hands for the election of Trustee Kraft.

Show of hands in favour: Trustees Guerin, Kraft, Sikora, Weiler (4)

The Secretary requested a show of hands for the election of Trustee Cuff.

Show of hands in favour: Trustees Cuff, Francis, Phillips, Stanley (4)

Secretary Dowling confirmed a tie, and lots will be drawn from a vessel containing ballots numbered 1 to 5 and the highest number drawn would gain the seat of the Chair. An impartial party, Board counsel, was present to oversee the tie-breaking process.

Trustee Cuff drew number one.

Trustee Kraft drew number five.

Secretary Dowling requested a motion to nominate Trustee Kraft to be Chair of the Board.

2025-71 -- It was moved by Trustee Stanley and seconded by Trustee Sikora:

THAT Renée Kraft is nominated to be the Chair of the Board of Trustees.

--- Motion carried by consensus

10.2 — Election of the Vice-Chair of the Board

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements

13.1 Upcoming Meetings/Events: N/A

13.2 Pending Items: N/A

13.3 Pending Items for OCSTA Consideration: N/A

14. Items for the Next Meeting Agenda

15. Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

16. Closing Prayer – Deferred to Committee of the Whole

17. Motion to Adjourn

2025-72-- It was moved by Trustee Weiler and seconded by Trustee Stanley:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 6:55 p.m.

Chair of the Board

Secretary



SEAC Committee Meeting Minutes

Date& Time:	March 5, 2025, at 6:00 p.m.
Location (Hybrid)	In-Person: St. Francis Room (2 nd Floor), Catholic Education Centre Online: Via Teams : Join the meeting
Next Meeting:	April 2, 2025, @ 6:00 pm
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: Bob Sikora	

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Karen Applebee Seconded: Jeanne Gravelle	
3. Declared Pecuniary Interest N/A	
4. Approval of the February minutes: Motion by: Jeanne Gravelle Seconded: Cindy Benedetti	
School System Operational Business	
<p>5.1. MYSP Visioning Session</p> <ul style="list-style-type: none"> ➤ Presentation about the process of building/drafting the new MYSP. ➤ Questions for the discussion and feedback: <ol style="list-style-type: none"> 1. What do you want for students who enter WCDSB schools? 2. What is going well for you as a parent or community member? What are some of the strengths of the WCDSB. 3. What are the significant challenges that student staff and parents will face in the next few years? 4. How can the district support students, staff, and parents to meet those challenges? 5. How can the WCDSB work with community partners and organizations to best serve students, staff, and families? 6. Is there anything else you would like to add? ➤ Members offered their feedback based on their lived experience the shared values of the organizations they represent. 	<p>J. Fullan Executive Director- Maximum City</p>



<p>➤ Google form with the same questions shared with the committee to offer the opportunity for the members to add additional feedback until March 15th.</p>	
<p>6. Ministry Updates (10 min)</p> <p>➤ 6.1. OCSB - Inadequate Special Education Funding & Educational Assistant Shortage (letter to the Ministry of Education and the letter addressed to SEAC chairs)</p> <p>➤ 6.2. Algoma District School Board SEAC letter to the Ontario College of Teachers re: Teacher training in special education</p> <p>➤ 6.3. Motion to write a letter to Ministry regarding mandatory special education course in teachers' college. Motion: Jeanne Gravelle Seconded: Karen Applebee Motion passed</p>	<p>G. Foran</p>
<p>7. SEAC Committee Functions N/A</p>	
<p>8. Policy Advice to the Board N/A</p>	
<p>9. Updates</p> <p>➤ 9.1. Autism Ontario April 2, 2025, is World Autism Day and the month of April "Celebrates the Spectrum." <ul style="list-style-type: none"> • Celebrate the Spectrum (CTS). https://celebratethespectrum.com/ • Célébrons le spectr(CTS). https://celebratethespectrum.com/fr/april-2024-francais/ • New Video: Autism Ontario: Making Autism Matter. Please check it out & share! https://youtu.be/GJXMILG6TJ0 </p> <p>➤ 9.2. WWDSS <ul style="list-style-type: none"> • World Down Syndrome Day is Friday March 21, 2025. The Waterloo Wellington Down Syndrome Society has launched their "I CAN" campaign on social media. For the 21 days of March, you will find videos of people with down syndrome showcasing their abilities through videos and pictures. There is a Celebration on March 21, tickets are available on the WWDSS website. • Teachers/ Teams are encouraged to Rock your Socks and enter to win a pizza party. Here is the link to the rock your socks song: https://youtu.be/XXgqzUW6F_g?si=BjWtgv4PGMJS4jH </p> <p>➤ 9.3. WRFN <ul style="list-style-type: none"> • A Canvas for Connection: Waterloo Region Family Network Creates! (you can attend as many sessions as you wish; you don't need to attend them all. A Canvas for Connection Flyer Final.pdf </p>	



<ul style="list-style-type: none"> • Starting Together: Transition to High School Workshop/Panel Presentation Starting Together A Parent & Student Information Evening.pdf • School Navigation Workshop Series – Transitions (this covers all transitions and is different than the Transition to High School workshop) • School Navigation Workshops Flyer Transitions.pdf • Evening of Elegance – April 25, 2025 – Early Brid tickets on sale now • 2025 Evening of Elegance - tickets on sale flyer.pdf <p>➤ 9.4. Trustee Updates:</p> <ul style="list-style-type: none"> • Trustee Stanley shared the February updates. 	
<p>10. Pending Items N/A</p>	
<p>11. Adjournment Motion by: Karen Applebee Seconded: Monica Wenzlaff</p>	
<p>12. Action Items Place Holder N/A</p>	



Catholic Parent Involvement Committee (CPIC) Minutes

Date	Wednesday, January 22, 2025		
Time	6:00pm to 7:30pm		
Location (Hybrid)	Catholic Education Centre, 35 Weber St. W., Kitchener Teams Link:		
	Member	Role	
	Judy Merkel	Superintendent of Learning	In-Person
	Renée Kraft	Trustee	Online
	Marisa Phillips	Trustee	Online
	Winston Francis	Trustee	Regrets
	Andrew Gordon	Elementary Administrator	Online
	Monica Carlin	Secondary Administrator	Regrets
	John Murphy	Diocesan Representative	Absent
	Joey 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	Online
	<i>vacant</i>	<i>Secondary: Waterloo</i>	<i>N/A</i>
	<i>Vacant</i>	<i>Member-at-Large</i>	<i>N/A</i>
	<i>Vacant</i>	<i>Member-at-Large</i>	<i>N/A</i>
	<i>Vacant</i>	<i>Member-at-Large</i>	<i>N/A</i>
	<i>Vacant</i>	<i>Member-at-Large</i>	<i>N/A</i>
	<i>Vacant</i>	<i>Member-at-Large</i>	<i>N/A</i>
	Jessey Fraga	Recorder	In-Person
	Action Items	Noted in Green	

Item #	Topic	Presenter
1	Welcome, Opening Prayer & Territorial Acknowledgment, Call for Additional Agenda Items	Judy
2	Approval of the January 22, 2025 Agenda Joey moved and Dave seconded approval of the Agenda.	Judy
3	Approval of the Minutes of December 11, 2024	Judy

	Craig moved and Joey seconded approval of the Minutes.	
4	<p>Presentation Presentation of Math Achievement Action Plan</p> <ul style="list-style-type: none"> the presentation: MAAP Final 2023-24 & Initial 2024-25.pptx the link to the public facing MAAP https://www.wcdsb.ca/programs-and-services/curriculum/elementary-curriculum/mathematics-elementary/ 	Petra LeDuc
5	<p>Superintendent Update</p> <ul style="list-style-type: none"> Math visits to MAAP priority schools Superintendents are conducting school winter visits Schools gearing up for Mock EQAO Grade 10 literacy test coming up 	Judy Merkel
6	<p>Trustee Update</p> <ul style="list-style-type: none"> Trustee convention recently MYPSP in progress right now Monday will hold vote on boundary review in Kitchener Update on boundary review 	<p>Marisa Phillips</p> <p>Renée Kraft</p>
7	<p>Administrator Updates:</p> <p><u>Elementary</u></p> <ul style="list-style-type: none"> Getting Report cards and IEPs written Mental Health and Anti-Stigma week Late February, Youth Violence Prevention Symposium (Gr 7 & 8) Jubilee Year – Replica Holy Door is making it around the schools Pink Shirt Day on February 26th Kindergarten registration began a couple of weeks ago <p><u>Secondary</u></p> <ul style="list-style-type: none"> Semester 1 exams and final assessments begin on January 24th New semester begins on February 3rd Winter sports season is wrapping up Preparation for 2025-26 course selection 	<p>Andrew Gordon</p> <p>Monica Carlin (written summary provided)</p>
8	<p>Discussion Items/Updates</p> <p>8.1 CPIC Applications Applications will be sent out electronically to the committee with a survey to select 5 applicants. The due date will be 1 – 1.5 weeks.</p> <p>8.2 Branding</p>	Judy

	<p>Jessey to inquire with the printing department about having CPIC posters printed and laminated as they are too expensive to have them printed out in vinyl. Send out posters to schools with their CPIC rep. Jessey to send out a survey – send out branding ideas for group. Are there actionable items to make ourselves known. Send out a copy of the poster to the group.</p> <p>8.3 Parent Engagement Update Monies re PPM 193, Mental Health, Innovation, and Healthy Active Living community event with WRDSB on May 3, 2025. Dr Jean Clinton (child psychologist) will be our keynote speaker. Additional speakers will be invited. Topics include cell phone use, cannabis and vaping. Survey to be sent out via Qualtrics to all of our parents in our board and the WRDSB.</p> <p>Jessey to send out March 26th CPIC meeting invite</p>	
9	Gratitude and Closing Prayer	Judy
10	Adjournment Motion to adjourn made by Craig and seconded by Paul.	7:25



Audit Committee Open Meeting

Date: October 3, 2024
Time: 6:00 p.m.
Location: CEC 109a – St. Mary’s Boardroom
Next Meeting: November 6, 2024

Attendees:

Committee Members:
 Marisa Phillips, David Guerin, Tracey Weiler

Community Members:
 Jennifer Gruber, Zeynep Danis

Administrative Officials:
 Tyrone Dowling, Shesh Maharaj, Laura Isaac, Shane Durham

Guests:
 Andrea Eltherington (RIAM), Bob Sikora (ex officio)

Regrets:

1. Welcome and Opening Prayer
2. Territorial Acknowledgement
3. Approval of Agenda
Motion: Zeynep Danis
Seconded: David Guerin
Carried by consensus
4. Declared Pecuniary Interest
None
5. Approval of the Minutes
 Meeting of June 6, 2024
Motion: David Guerin
Seconded: Tracey Weiler
Carried by consensus
6. Discussion Items
 - 6.1 Audit Committee Administration
 - Introduction
 - Election of Chair
 - Jennifer has completed 2 terms
 - Jennifer nominated Zeynep; Zeynep will let the nomination stand

Motion: To elect Zeynep Danis as Chair of the Audit Committee for 2024-2025.
Motion: David Guerin
Seconded: Marisa Philips
Carried by consensus

- 2024-25 AC Terms of Reference
 - Shane briefly reviewed the Terms of Reference indicating that there is a requirement to review annually. No changes have been made except to revise dates where required. Shane to add that the Fraud and Accountability Line is responsibility of the Audit Committee.

Motion: That the Audit Committee approve the Terms of Reference, as presented.

Motion: David Guerin

Seconded: Zeynep Danis

Carried by consensus

- Annual Conflict of Interest Declaration
 - Shane provided copies for members to sign
- Selection of 2024-2025 Meeting Dates
 - November 20, 2024 – Audited Financial Statements
 - February 5, 2025
 - March 26, 2025
 - June 4, 2025

6.2 Regional Internal Audit Team

- October Update
 - Andrea provided a brief update on professional development and the team and staffing changes

6.3 Audit Committee Closed Session

Motion: That the Audit Committee move into Closed Audit Committee agenda at 7:05pm

Motion: Tracey Weiler

Seconded: Marisa Phillips

Carried by consensus

7. Pending Items

None

8. Adjournment

Adjournment at 8:08pm

Motion: David Guerin

Seconded: Marisa Phillips

Carried by consensus





Audit Committee Open Meeting

Date: November 20, 2024
Time: 6:00 p.m.
Location: CEC 109a – St. Aloysius
Next Meeting: February 5, 2025

Attendees:

Committee Members:
 Marisa Phillips, David Guerin, Tracey Weiler

Community Members:
 Jennifer Gruber, Zeynep Danis

Administrative Officials:
 Tyrone Dowling, Shesh Maharaj, Laura Isaac, Shane Durham

Guests:
 Andrea Eltherington (RIAM), Bob Sikora (ex officio), Melanie Dugard (Doane Grant Thornton), Kashif Khan (Doane Grant Thornton)

Regrets:

1. Welcome and Opening Prayer
2. Territorial Acknowledgement
3. Approval of Agenda
 Amendment to agenda to defer Audit Committee Administration (Self-Evaluation)
 Approval of amended agenda
Motion: Zeynep Danis
Seconded: Jennifer Gruber
Carried by consensus
4. Declared Pecuniary Interest
None
5. Approval of the Minutes
 Meeting of October 3, 2024
Motion: Jennifer Gruber
Seconded: Tracey Weiler
Carried by consensus

6. Discussion Items

6.1 Year-end Presentation

- Laura presented the year end financial statements which showed a break-even position
- Members asked clarifying questions of management with respect to Bill 124 payouts and key variances

Motion: That the audited Consolidated Financial Statements and 4th Quarter dashboard report for the year ended August 31, 2024 be sent to the Board of Trustees for approval.

Motion: Jennifer Gruber

Seconded: David Guerin

Carried by consensus

6.2 Audit Committee Administration (Deferred)

- 2024 AC Self-Assessment

6.3 Audit Committee Closed Session

Motion: That the Audit Committee move into Closed Audit Committee agenda at 6:45pm

Motion: Tracey Weiler

Seconded: Jennifer Gruber

Carried by consensus

7. Pending Items

None

8. Adjournment

Adjournment at 8:26pm

Motion: Jennifer Gruber

Seconded: David Guerin

Carried by consensus

A handwritten signature in blue ink, appearing to read "Jennifer Gruber", with a long horizontal stroke extending to the right.



Audit Committee Open Meeting

Date: February 5, 2025
Time: 6:00 p.m.
Location: CEC 109a – St. Mary’s Board Room
Next Meeting: March 26, 2025

Attendees:

Committee Members:
Marisa Phillips, David Guerin, Tracey Weiler

Community Members:
Jennifer Gruber, Zeynep Danis

Administrative Officials:
Tyrone Dowling, Shesh Maharaj, Laura Isaac, Shane Durham

Guests:
Andrea Eltherington (RIAM), Bob Sikora (ex officio)

Regrets:

1. Welcome and Opening Prayer
2. Territorial Acknowledgement
3. Approval of Agenda
Motion: Marisa Phillips
Seconded: Jennifer Gruber
Carried by consensus
4. Declared Pecuniary Interest
None
5. Approval of the Minutes
Meeting of November 20, 2024
Motion: Tracey Weiler
Seconded: Marisa Phillips
Carried by consensus

6. Discussion Items

6.1 Q1 Dashboard Report

- Laura presented the 1st Quarter Dashboard report which showed a break-even position
- Report has been amended from the Revised Estimates position previously reported to the Trustees December 9, 2024 due to the approval of the use of \$250,000 accumulated surplus for Extended Day
- Members asked clarifying questions of management with respect to Bill 124 payouts and the potential impact of the US tariffs, which are not known at this time

Motion: That the 1st Quarter Dashboard Report for the year ended August 31, 2025 be sent to the Board of Trustees for information.

Motion: Jennifer Gruber

Seconded: Marisa Phillips

Carried by consensus

6.2 Audit Committee Administration

- 2024 AC Self-Assessment
 - The Audit Committee reviewed the self-assessment evaluation that members completed
 - Committee members discussed the process and the information provided through the Fraud and Accountability Line ([APB006](#))
 - Shane's role is to investigate any claims that are made, there have been 8 claims since October 2023
 - Shesh and Shane are listed as the primary investigators on the Fraud and Accountability Line; the Board is still working through determining where claims go for investigation should a complaint be against the primary investigators as RIAT is no longer investigating issues that may arise.
 - David asked if Shane could bring a status report of open claims to each meeting to keep the committee updated

Motion: That the Audit Committee approve the 2024 Audit Committee Self-Assessment report, to be sent to the Board of Trustees for information.

Motion: Marisa Phillips

Seconded: Tracey Weiler

Carried by consensus

6.3 Regional Internal Audit Team

- February Status Report
- Standards GAP Presentation
 - Andrea outlined the new standards through Global Internal Auditing Standards that came into effect as of January 9th
 - Gap analysis and Charter presentation to Audit Committees are now required as part of the new standards
- Mission and Vision
- RIAT Charter
 - Andrea outlined the Mission, Vision and the Charter

Motion: That the Audit Committee approve the RIAT Charter, as presented

Motion: Marisa Phillips

Seconded: Tracey Weiler

Carried by consensus

6.4 Audit Committee Closed Session

Motion: That the Audit Committee move into Closed Audit Committee agenda at 6:49pm

Motion: Jennifer Gruber

Seconded: Marisa Phillips

Carried by consensus

6.5 Approval of Trustee appeal
Motion: To approve the May/June 2024 expenses for payment submitted past the September deadline with regards to the Trustee appeal request
Motion: Tracey Weiler
Seconded: Marisa Phillips
Carried by consensus

6.6 Audit Committee Closed Session
Motion: That the Audit Committee move back into the Closed Audit Committee meeting in-camera at 7:24pm
Motion: Tracey Weiler
Seconded: David Guerin
Carried by consensus

6. Pending Items
None

7. Adjournment
Adjournment at 8:07pm
Motion: Tracey Weiler
Seconded: Jennifer Gruber
Carried by consensus

A handwritten signature in black ink, appearing to read "Jennifer Gruber", with a long horizontal line extending to the right.



Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: April Director’s Report

- 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 **XX XXX**
 - 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 012 Communication to Board

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

Policy 1 001 Ends
 Policy IV 013 Leadership

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

- 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 month of April is dedicated to the Holy Spirit. Throughout the month students have participated in their Lenten journey learning about and participating in prayer, almsgiving and fasting. This month, our Deep Learning theme is global citizenship and sustainability. This theme is also connected to our Ontario Catholic School Graduate Expectations that describe a caring family member and a responsible citizen who make responsible decisions and take actions that support quality of life for all, now and in the future, recognizing discrimination and promoting principles of equity, human rights and democratic participation. It also connects to the Global Competency of citizenship, the Learning Skills of responsibility, the Umbrella Skills of healthy lifestyle and purpose, and the Grandfather Teachings of love and truth.

Awaken to Belong

Our Newcomer Reception Centre has warmly welcomed students from diverse global backgrounds this year. Over 60 students from various countries, speaking more than 40 languages, have joined us. Multilingual Support Teachers have been collaborating with classroom teachers to aid multilingual learners in acquiring and enhancing their language and literacy skills. For students in Grades 3-12 with limited or interrupted formal education requiring English Literacy Development (ELD) programming, staff are utilizing the Lexia software platform. This platform allows students to practice and develop these skills online while MLST and classroom teachers monitor their progress and provide timely, personalized support through direct instruction.

Ignite to Believe

As our students and staff delved deeper into the liturgical season of Lent, they engaged in various activities to aid their understanding. At St. John Paul II, students explored the Paschal Mystery through reflection and activities over a four-week period, encompassing Holy Thursday, Good Friday, Holy Saturday, and Easter Sunday. This provided an opportunity to quiet their minds and hearts, allowing them to discern God's messages. Similar activities and discussions have been taking place at various schools within the district. For example, during Holy Week, nearly 60 staff and students from Resurrection and St. David schools participated in a "Passion Play," aiming to bring attendees closer to the Word-Made-Flesh through their efforts.

On April 30, an inaugural session for the school-parish collaboration, titled "Forward Together as Pilgrims of Hope," will be held for all pastors in the Waterloo Deanery and WCDSB principals. This session, led by Linda Staudt, retired Director of Education (London Catholic) and a member of the Canadian delegation to the Synod in Rome, will guide participants through synodal listening activities.

The month's Ontario Catholic School Graduate Expectations (OCSGE) emphasized being a caring family member and responsible citizen. Staff used resources from ICE and CCC to help students recognize the signs and mystery of God's presence. Elementary schools utilized the "Growing in Faith, Growing in Christ" program (Unit 4) focused on Lent and Easter.



Strengthen to Become

During the month of April, elementary schools focused on initiatives to enhance student learning and development. The Math Coordinator reviewed the usage rates of Mathology and worked on addressing barriers to its implementation. Teachers in Grades 3 and 6 received their Mock EQAO results and analyzed the data to support their numeracy instruction for the remainder of term two. Literacy Special Assignment Teachers supported students and educators with early reading skills in Kindergarten, Grade 1, and Grade 2 classrooms. The Reading Intervention program showed significant progress in 14 targeted schools, with notable successes in post-intervention data and capacity building among teachers.

In the secondary panel, the new Career Coaching program—an initiative launched by the Ministry of Education for the 2024–2025 school year—aims to support student success and well-being by helping learners build confidence in their future pathways. By connecting Grade 9 and 10 students with industry volunteers for meaningful career conversations and exploration, this initiative fosters early engagement in career planning, positively impacting student motivation, achievement, and ultimately graduation rates. Grade 10 students at Monsignor Doyle CSS and Resurrection CSS, enrolled in the Careers course, will participate in these sessions during the week of April 28. Students at other WCDSB secondary schools will take part in the program throughout May and June. Additionally, some students engaged in regional qualifying events for the Skills Ontario competition and training opportunities such as Anti-Oppression & Allyship and American Sign Language, while a number of SWAC students participated in Skilled Trades Leadership Toolbox workshops at Conestoga College.

Some of the regular meetings that were held in April have included:

- Executive Council meetings – once a week
- Academic Council meetings – once a week
- Equity Services meetings – bi-weekly
- Faith, Indigenous & Equity meeting
- Human Resource Services meetings – bi-weekly
- Corporate Services meetings – bi-weekly
- RDO meeting - monthly
- MYSP Indicator Review meeting with WCDSB Research – monthly
- K-12 Administrators' Meeting - monthly

A few other highlights from this month include:

- Participated in several meetings and conversations with the Chair and Vice Chair of the Board
- Director Visits: St. Kateri Tekakwitha, St. Timothy, St. John Paul II, Holy Family, St. Mark, St. Dominic Savio, St. Paul, St. John, St. Josephine Bakhita, St. Brigid, St. Don Bosco, St. Clement, Sir Edgar Bauer, St. Luke, St. Matthew, St. Agnes, St. Teresa K, St. Teresa of Avila, St. David, St. Boniface
- CCFOWR Board Meeting
- CCFOWR Trivia and Pasta Night



- KW Trivia Challenge in support of Tiny Home Takeout
- D8 Pickleball Event
- St. Patrick Walkthrough
- Mayor's Dinner
- MAAP Meeting
- MAAP Visit at St. Peter
- School Parish Collaboration Working Group Meeting
- School Parish Collaboration – Forward Together as Pilgrims of Hope
- Meeting with MPP Jess Dixon
- Meeting with MPP Riddell
- Meeting with MPP Aislinn Clancy
- Meeting with Mayor Foxtton
- Meeting with Mayor Shantz
- Budget Advisory Committee Meeting
- Audit Committee Meeting
- Board of Trustees Meeting
- Committee of the Whole Meeting
- CEC Mass
- Southeast Galt Boundary Review Drop-in Open House
- Collaborative Professionalism Committee Meeting
- Visit with WLU Year 1 Teacher Education Candidates

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: 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.



April 28, 2025

Divisive Political Symbols in a Diverse Canada

Meeting of the Waterloo Catholic District School Board

Dear Board Members, Staff, and Guests,

My name is Michael McKague and I am delegating tonight to share my thoughts on the use of political symbols at Catholic schools across Waterloo Region. My thoughts are informed by my community of family and friends, my deeply held Christian faith, and my position as a PhD candidate at the University of Waterloo. I have been a resident of Kitchener for all of my life including my elementary and high school education. For as long as I can remember, a close family member has worked for the Catholic School Board and I dream of one day raising a family here and enrolling my children in Christian education.

I would like to begin by thanking Trustee Conrad Stanley for his courage to bring before the board a motion to ban the use of all political symbols by the WCDSB. In the motion, Trustee Stanley writes that the only flags to be displayed by the WCDSB are the flags of Canada, Ontario, and the Waterloo Catholic School Board. Under Trustee Stanley's motion, the use of all other political symbols or slogans will be outlawed including the Confederate Flag, the Communist Star, the Hammer and Sickle, MAGA (i.e. Make America Great Again), the Swastika, or the brands and colours of current political parties (e.g. conservative, liberal, etc.) to name a few. I stand before the Board today to say that I support Trustee Stanley's motion because I believe that it will help protect the well being of all students and staff from hate on either side of the political spectrum.

While I am in favour of Trustee Stanley's motion, I understand that there are some people who disagree with the motion because it would include a ban on the Rainbow Pride Flag. To remind ourselves of its history, the Rainbow Pride Flag was first raised by the WCDSB without a vote in June of 2021 but its use has always been and still is divisive and controversial. At the time, two board members resigned over the issue citing that every single board member voted for an *"all-inclusive"* flag a year prior. Proponents of the Pride Flag think that raising the flag will foster acceptance and validation, but history shows us that the flag has always sparked division.

I know one hard working Christian man who loves his family and provides for them by working as a custodian at a school in the Region of Waterloo. He does his best to love God and love others. Unfortunately, the Rainbow Pride Flag has sparked division at his school because not everyone agrees that it should be raised. He disagrees with flying the Rainbow Pride Flag because of first, his Christian faith and second, his respect for our National Flag. He told me that when you pick up a Canadian Flag from your local MPs office, there is included instructions on how to fly the flag

with etiquette and respect. He takes care to follow these instructions because his great uncle served our country as a gunner in World War II. So, when his manager asked him to raise the Rainbow Pride Flag, he reminded them that the school only has one flagpole and that the Rules for flying the National Flag of Canada requires our national flag to be flown on its own mast. However, the school proceeded to ignore the diversity of beliefs and opinions about the Rainbow Pride Flag by paying thousands of dollars to install a second flagpole. The Canadian Charter of Rights and Freedoms guarantees to all Canadians our freedom for conscience and religion, and yet; the school continues to pressure this man to be complicit with an ideological movement that goes directly against his Christian faith. Ultimately, this man has chosen a compromise with his school by politely saying, *"I can't put it up, but I can take it down"*.

I am concerned that the proponents of raising the Rainbow Pride Flag at schools, do not respect our National Flag and do not respect the diversity of beliefs that we are proud of here in Canada. A CBC article written on June 1st, 2021, reported that a now former WCDSB trustee, attended the first raising of the Pride Flag by the school board in 2021. At the time, she cited the need for *"acceptance, validation"* but later, after being elected to the Board of Trustees, resigned from the Board over a tweet where she wrote, *"The most dangerous creature on the planet is the white Christian male"*. Public comments like this one reveal to us what is being said in private.

History informs us that Christain's are not going anywhere! For two thousand years, Christianity has lasted because its beliefs are not based on sensation or subjective feelings but on the objective and transcendent word of God. Throughout Church history, Christain's have suffered for their faith. They have been imprisoned, flogged, stoned, fed to lions, crucified; and yet, the Christian faith has only flourished!

Since the most recent election in the United States of America, our country has faced threats of an economic war! It is at this point in Canadian history, that we need action from leaders at all levels of government focused on bringing all Canadians together. Trustee Stanley's motion to raise only the flags of Canada, Ontario, and the Waterloo Catholic School Board serve this exact purpose! This is why Trustee Stanley's motion is a priority today and my hope is that school boards across the country will make it their priority, at this time, to bring all of Canada together under one flag, the flag of Canada!

On April 14th, I attended the previous Committee meeting where I observed presentations from delegates responding to Trustee Stanley's motion. I am grateful to all of the delegates that day, for having the courage to voice their opinion, whatever it may have been. However, in listening to those presentations, I noticed some inherent contradictions, one of which, I think, is quintessential to bring attention to for the board's decision-making tonight. One of the delegates, a teacher at St. Benedict's, called Trustee Stanley's motion, *"...definitively un-Catholic – and, even more importantly, un-Christian"*. As a Christian myself, his statement caught me by surprise, but my confusion was made clear when he said that *"...the Catholic church has a contextual approach to reading the Scriptures ... and never a literal approach"*. Therein lies the distinction between the view of some Catholics and others. That is, some read the Bible at times literally and others read

it merely contextually. This is important to bring to the board's attention tonight because it emphasizes the need for each board member to have their own intimate relationship with and ongoing connection to the scriptures. As this goes, there is unfortunately no time tonight to debate the Bible or Catholic teaching and therefore, the vote tonight depends solely on the boards already formed relationship with our Lord, Jesus Christ. Please, I urge everyone, if you have not already, to take your relationship with our Lord and saviour Jesus Christ seriously!

I would like to conclude with saying that one important aspect of Christian education and the WCDSB is the inclusion of rich values on how to treat one another. With that said, and in keeping with a literal interpretation of the scriptures, I would like to read from the Bible an objective view as to what love is.

“Love is patient and kind. Love is not jealous or boastful or proud or rude. It does not demand its own way. It is not irritable, and it keeps no record of being wronged. It does not rejoice about injustice but rejoices whenever the truth wins out. Love never gives up, never loses faith, is always hopeful, and endures through every circumstance.” (1 Corinthians 13:4-6)

I am asking the board today, to consider Trustee Stanley's motion as an opportunity to put an end to all divisive political symbols in our schools and to unite students and staff under one flag, the flag of our beloved country Canada. But if not, the love we share will not give up, not lose hope, and continue to endure. Thank you for allowing me to come and present my thoughts on the proposed ban of all political symbols. Thank you!

Delegation for April 28th 2025 WCDSB Board Meeting
Written and submitted by: Fr. Toby Collins, CR

Thank you for the opportunity to speak. I think very highly of the WCDSB and the great work that we are doing as disciples of Christ, educating and nurturing hope in all learners to realize their full potential to transform God's world.

It recently came to my attention that a motion was being presented for approval that would ban any external or internal flags and political symbols and slogans. Trustee Stanley, your point is well taken. Why do we need anything else besides symbols and teachings that are from the Catholic faith to promote a safe and affirming learning environment? The Sacred Heart of Jesus does stand for inclusion and it's big enough for everyone to experience Christ's love. The problem is that the students that come to him today also bring symbols, flags, and slogans that mean a great deal to them. Many of which protected and inspired these students during times in their lives when they were being treated unfairly and/or hurt badly for just trying to be themselves. They want to tell their stories to Jesus and to others in the schools and the symbols they bring with them are an integral part of their stories. Remembering Jesus' words in Matthew's gospel "Let the children come to me," I think Jesus would want every student to come to him and bring their symbols too.

I am grateful that the school board has allowed students to tell their stories with these symbols. Having a safe space to do this I have noticed how they gradually became comfortable sharing their stories. They often become more open to the Catholic faith because they realize that Catholics are interested in knowing more about their symbols and stories. It seems to me the word that we lack most in our language about faith and symbols originating outside of the Catholic faith is integration. To have the courage to live in a place where everything is not black and white. Where brave and respectful discussions are had about the meaning behind different symbols and how they overlap or integrate with Catholic teachings or not. Discussions where people seek to understand each other and really listen without the pressure of having a deadline or a need for someone else to change their ways. I believe these discussions are so healthy and needed for today.

Seeking to understand the meaning behind the pride flag for the students in June of 2022, I chose to stand next to a Pride Flag and post a picture with the caption they supported that says "we are all beautifully and wonderfully made." This was a pastoral decision that I made to stand in solidarity with the students who were sometimes dismissed and/or attacked by others for trying to better understand and live out their gender, sexual orientation, and how they choose to express their feelings for others. It's not that I agree with everything that the pride flag stands for, it's that I see an opportunity as a Catholic leader to better understand and support the good that the flag does for the students. By meeting them where they are at, I feel I have learned a lot more about why the flag is important to the students and how they attempt to engage the teachings of the Catholic faith at the same time. And when they face criticism or rejection, they know that I support them in their journey to belong in a school community that

cares about their safety and well-being. In supporting them, I too experience criticism and rejection. But I persevere through it because I think these students are worth it and I want to demonstrate for young leaders today that Jesus is someone who faced adversity with forgiveness and love and that he can help us to do the same.

Because of my increased awareness of the criticism and cruelty that many students face today, I support the creation of safe and affirming spaces where real or perceived issues of bias, discrimination, racism, sexism, homophobia, and transphobia do not hinder a student's ability to learn. My support of these spaces has led to difficult discussions about the meaning behind many symbols and how part of what they stand for may or may not be compatible with Catholic teachings. This approach continues the difficult work of having respectful dialogue about differing beliefs and convictions that symbols can bring. Work that usually takes a long time because we need to establish mutual trust. Work that has already begun because of the safe spaces that the schools are currently providing. What emerges in these spaces is a joyful sense of being loved and accepted unconditionally. I believe this same joy may be a part of the reason for the recent increases in the number of parents wanting to enroll their children in this school board.

Speaking of joy, we celebrated the life of Pope Francis – a joyful pope. By his words and example, he demonstrated how the art of encountering someone else can lead to joyful outcomes. He inspired me to be more open to encountering others no matter how different our views might be. For example, assisting people living with food insecurity at Tiny Home Takeout, addressing the issue of homelessness by helping to build A Better Tent City, and trying to heal and reconcile with Indigenous Peoples in a giant Reconciliation Garden. Sometimes I didn't have much in common with others but because I chose to encounter them, I experienced more joy in my life than I ever thought possible. And it turns out we all have more in common than I thought!

I have also been blessed to have had more than a few discussions with members of the 2SLGBTQIA+ community over the years. I am so grateful for the trust they have given me because it has helped me to learn and appreciate them and how we all have a common need to receive and express God's love. I credit the school board for helping me to foster such encounters with people who would normally try and avoid a Catholic priest. Chaplains and teachers have invited me into these safe spaces so I can learn about the people who gather there, and they can learn a little bit about me too, if they wish. I now have a deeper appreciation for the unique struggles of these students and their desire to feel safe and accepted.

Lastly, I would like to remind us all that difficult and divisive moments like this one are not uncommon. I think in part because we are all so passionate about this Catholic School Board and have our own stories of faith and conviction that can sometimes be quite different. Please remember that God does have plans for us all to be together in heaven so please be careful how you treat each other on earth. I have no recommendation for the Trustees at this time. Just a caution: Taking away the pride flag and other symbols that are currently permitted by the

board may be sending out the wrong message. By taking away a symbol has been allowed to be present at the schools, we could risk taking some of the good things away that a symbol stands for which can make the students more venerable to poor and cruel behaviors.

Regardless of your decision I think we need to reaffirm our support for all students, and trust that God is working and can sometimes be at work in the lives of students in ways that we are oblivious to. After all, they are God's children too. And I think God would be quite pleased with our efforts thus far to provide safe and affirming places for them where the faith and unique gifts of students throughout the school board can continue to be nurtured and grow.

I leave you with my assurance of prayers and this meditation that has helped me to understand the importance of safe and affirming spaces.

The meditation is called *Patient Trust* and is written by Fr. Teilhard de Chardin

Above all, trust in the slow work of God.

We are quite naturally impatient in everything to reach the end without delay.

We should like to skip the intermediate stages.

We are impatient of being on the way to something unknown, something new.

And yet it is the law of all progress
that it is made by passing through some stages of instability—
and that it may take a very long time.

And so I think it is with you;
your ideas mature gradually—let them grow,
let them shape themselves, without undue haste.
Don't try to force them on,
as though you could be today what time
will make of you tomorrow.

Only God could say what this new spirit
gradually forming within you will be.
Give Our Lord the benefit of believing
that his hand is leading you,
and accept the anxiety of feeling yourself
in suspense and incomplete.

Thank you for your time. God bless you all.

Dear Trustees,

My name is Christine Bendia.

I am a graduate and an employee of this board. I have spent 29 years of my life within the schools of the Waterloo Catholic District School board. I am here before you today as a former student, a teacher, a GSA staff leader, an ally, and as a woman who happens to be trans.

First, some of the recent delegations you have permitted to speak at prior meetings have presented you with emboldened arguments for the banning of books, but they did not hesitate to make abundantly clear their opinions about my community, the 2SLGBTQ+ community.

Ordinarily, someone sharing their opinions with others would not be a cause for concern. Every one of us is unique, each with opinions that I'm sure at least one person will disagree with. I like pineapple on pizza, and I know that's not everyone's cup of tea. But societies, and schools, are built upon a variety of perspectives and as well as our ability to peacefully accept and celebrate those who are different from us. To quote Star Trek, "The glory of creation is in its infinite diversity. And the ways our differences combine to create meaning and beauty."

Here's the problem; the delegates that spoke to you about my community shared a very distorted version of the truth. Their presentations were full of factually incorrect information to make their opinions seem more valid. It's ok to not like pineapple on pizza, but if you insist on telling lies to convince others to join your opinion, especially when it pertains to the degradation of dignity of a human being, you've crossed a moral line. And that is what these delegates have done; they have crossed a moral line.

Sadly, I don't have the time to address each piece of disinformation or exaggeration these delegates have already presented to you. I can provide you with corrections at a later time, if you desire. But for now, I will say this: **please take the time to speak with us, the members of the 2SLGBTQ+ community, especially our youth, and more importantly, please take the time to listen to us.**

Second, the proposed update to the flag protocol is antithetical to a 21st century inclusive learning environment. The Pride flag, and its successor, the Progress Pride flag, is one of the most well-known symbols of inclusivity in our society, and its removal, after being proudly flown across the schools within our board for years, sends a clear message of **intolerance**.

To quote from the protocol, *“As a Catholic school board and faith community we already have everything we need to promote inclusiveness in the classroom and no additional political symbols can do the job better than what our faith and trust in Jesus already does.”* As a GSA staff leader, I can definitively tell you some of our students **do not** feel welcomed and included in classrooms in this board. But a visible Pride flag in a classroom acts like a universal welcome mat, like those Block Parent signs we saw as kids, telling us the person in this room is safe and accepting, without even saying a word.

Another quote from the protocol, *“Ongoing complaints, protests and delegations from the public show that the practice of flying international identity based flags like the rainbow, pride and progress flags remains divisive and unpopular among many Waterloo Catholic parents, constituents, and rate payers.”* I don’t know how much time you’ve spent in the line ups at the past several Board of Trustees meetings, but I can tell you, first hand, this isn’t a divisive issue among parents, students, staff, political candidates, and the general public, all of whom I’ve seen and interacted with in those lines. The vast majority of the people directly affected by this protocol don’t want the Pride flag removed. If your purpose as a trustee is to make decisions for the benefit of the general public, you should be listening to what the general public is saying **right outside your door.**

To be absolutely clear, a book does not make a student gay or trans.

A Pride flag does not make a student gay or trans.

A GSA club does not make a student gay or trans.

And a teacher who happens to be a member of the 2SLGBTQ+ community does not make a student gay or trans.

But every one of these things can help those students within our schools who are gay or trans. And we have an obligation to help, as Christians. As written in our own scripture:

‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’ (Matthew 25:40)

I am not speaking just for myself here, today. I represent all the 2SLGBTQ+ staff members in our board, and there are more of us than you realize. I represent all the 2SLGBTQ+ students in our schools, especially those who have been mistreated and oppressed and made to feel they are less than, because of who they are. And I am speaking for future generations passing through the halls of our schools. You have an important ruling to make today; the decisions made at this meeting will impact the perception of the Waterloo Catholic District School board in our society. With every choice, you are making history. **Think of other groups within history who have**

banned books and condoned intolerance; what kind of legacy do they have?

Will you choose to side with the people who seek to ban books and tear down symbols of inclusivity?

Or will you choose to embrace those who are marginalized, advocate for their wellbeing, and truly embody the teachings of Christ?

Will you ensure that in the Waterloo Catholic District School board, we are the heart of the community, offering success for each student, and a place for all, even if they are gay or trans?



Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: 2025-2026 Estimates Budget Plan: Trustee Update #4

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 **IV008 “Financial Conditions”**
- Information only of day-to-day operational matters delegated to the CEO

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

This report provides Trustees with information on the development of the 2025-2026 school year Estimates budget.

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

[Board Policy IV 007 “Financial Planning/Budgeting”](#)

“The CEO shall not ...

1. Develop a budget without conducting a formal process for soliciting input on the needs and priorities of the system ...
6. Present a budget that does not allow sufficient time for decision-making
7. Present a budget that cannot be readily understood by persons without a financial/education background”

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.

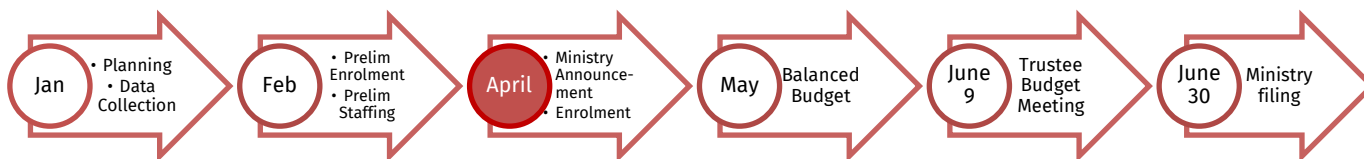
Strengthen to Become

- 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 #3: April 7, 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:

- Reviewed four projection scenarios with updated registration information and preliminary March enrolment data
- Compared scenarios and discussed trending for 2025-2026 projection, including retention rates and assumptions used in the methodologies
- Reviewed preliminary March 31st 2025 data
- Selected preferred secondary enrolment to provide to Budget Advisory Committee

Elementary Enrolment Committee Meeting #3: April 7, 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:

- Compared four projection scenarios for 2025-2026, reviewed in-year trending of variables, and discussed the trending of projections
- Reviewed preliminary March 31st 2025 data
- Selected preferred elementary enrolment to provide to Budget Advisory Committee

Budget Advisory Committee Meeting: April 8, 2025

- The committee was provided with an overview of the purpose of the group
- The committee was presented with both elementary and secondary enrolment scenarios and agreed upon the following enrolment with which to prepare the estimates budget:
 - Elementary: 20,718 (increase of 917 over revised estimates)
 - Secondary: 8,206 (increase of 318 over revised estimates)

Operational Budget Submissions

- Compilation of both operating and capital expenditures continues to progress well
- Enrolment based staffing determinations has begun
- School budgets were released to schools for their input
- Determination of revenue sources not dependent upon enrolment has been completed (interest, lease revenue, rebates etc)



Upcoming

- Core Education Announcement: April, TBD
- Balanced budget: May 6, 2025
- Trustee Update #5 (if needed): May 26, 2025
- Budget finalization and presentation:
 - Budget materials available: **June 2, 2025**
 - Formal budget presentation: **June 9, 2025**
 - Budget deliberation period: **June 10 – 23, 2025**
 - Budget approval: **June 23, 2025**
 - 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

*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.





Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: Extended Day Report

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 **XX XXX**
- Information only of day-to-day operational matters delegated to the

CEO

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

- O. Reg. 221/11 – Extended Day Programs and Third-Party Programs
- MOE Memo EL12 – Regulatory Amendments for Full-Day Junior Kindergarten and Kindergarten and Extended Day Programs
- O. Reg. 236/22: *Child Care and Early Years Act, 2014, S.O. 2014*

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

WCDSB’s Extended Day Pprogram offers parents and students in kindergarten to Grade Six, a convenient school location with equity of access in a safe and healthy learning environment for young children.

[The Kindergarten Program 2016 | Ontario.ca](https://files.ontario.ca/edu-how-does-learning-happen-en-2021-03-23.pdf)

<https://files.ontario.ca/edu-how-does-learning-happen-en-2021-03-23.pdf>

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**

- ☒ 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 Waterloo Catholic District School Board (WCDSB) has conducted a comprehensive review of the current Extended Day (ED) program, along with a comparative analysis of ED programs implemented by other boards. This review aimed to identify best practices and determine the most suitable ED program model for the WCDSB. The review process has concluded, and a decision has been made to refine our current ED program. The enhancements will focus on leveraging the expertise of our Early Childhood Educators (ECEs) and further developing the skills of ECE Assistants. Additionally, the proposed changes aim to enhance the program's financial sustainability, reducing reliance on the Board's operating budget and alleviating potential fiscal pressures. The WCDSB Extended Day Program operates on a cost recovery model.

Vision

The vision for the program is to establish a licensed school-age program that effectively meets the needs of enrolled students. This will be achieved by:

- Embracing the principles of ***How Does Learning Happen?*** a document outlining Ontario's pedagogy for the Early years.
- Aligning with the College of Early Childhood Educators and the Ontario Code of Ethics and Standards of Practice.
- Ensuring compliance with Ministry of Education licensing requirements.

To support the program's success, staff will receive detailed training and professional development (PD) on an ongoing basis, including annual updates.

RFP Process

In response to persistent operational challenges with the OneList provider, WCDSB has collaborated with the Waterloo Region District School Board on a joint Request for Proposal (RFP) process. This initiative sought to secure a new provider for registration and waitlist management.

Two vendors, Arux and OneHSN (OneList), submitted proposals. However, neither vendor met the criteria for successful selection through the RFP process. Consequently, it was decided to extend OneHSN's contract for one year. Following this period, a longer tender process will be initiated to attract broader interest. OneHSN has accepted the one-year extension.



Proposed Program Fees

A revised fee structure is being proposed to accommodate program enhancements and support financial and program viability:

Option A

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.
- Introduce a \$30 registration fee.

Option B

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.

Option C

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.
- Introduce a \$30 registration fee for families provided with a spot in the extended day program.

2025-2026 Program Registration

Upon approval of the new fee structure, registration for the 2025–2026 program will commence on May 5th, 2025. To address challenges encountered during the 2024–2025 registration process, changes are being implemented to streamline operations. These include:

1. **Priority for Full-Time Care:** Full-time care will be prioritized.
2. **Care Options:**
 - Full-time: Monday to Friday, every week.
 - Part-time: Two options available:
 - Monday, Wednesday, Friday.
 - Tuesday, Thursday.
3. **No Advance Registration:** Registrants will not be permitted to register in advance for future dates. The two-week waiting period will remain in place to ensure adequate staffing and support.
4. **Schedule Changes:** All schedule modifications must be submitted to the Administrative Assistant. Parents will no longer have direct access to adjust schedules.

Viability Cut Off and Program Caps

To ensure program viability, a minimum enrollment threshold of 13 participants will be implemented for each session:

- AM programs with fewer than 13 registrants will be deemed nonviable.
- PM programs with fewer than 13 registrants will be deemed nonviable.

Program capacity limits will be adjusted to meet the approved maximum operating capacity. Efforts will focus on addressing waitlists wherever possible.



Waitlist

To minimize waitlists, spaces from nonviable programs will be reassigned to larger programs experiencing high demand during the 2025–2026 school year.

Recommendation: That the Board of Trustees approve one of the proposed fee increase scenarios outlined in the report:

Option A

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.
- Introduce a \$30 no refundable registration fee.

Option B

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.

Option C

- Increase daily fees for non-CWELCC-eligible children by \$1.50, bringing the total to \$34/day.
- Adjust fees for PD days and break periods to \$45/day, reflecting extended care hours.
- Introduce a \$30 registration fee for families provided with a spot in the extended day program.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Paul Mendonca
Superintendent of Learning

Ronda Roy
Manager of Operations-Extended Day

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Date: April 28th, 2025
To: Board of Trustees
From: Director of Education
Subject: Student Trustee Report – April 2025

- 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 **XX XXX**
 - Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education 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

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



- 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:

Summary: This month, the WCDSB schools continue to celebrate Lent and prepare for Easter.

St. Benedict's:

- Senior Dodgeball Tournament
 - April 2nd-4th
 - During Lunch A, students had the chance to compete in a 10-team dodgeball tournament, with a food drive for buy-in. The tournament will be single-elimination and spectators are encouraged to bring food items to support the drive. Teams are encouraged to wear matching and fun outfits with their teammates to compete for the best dresses team award.
- Stained Glass Easter Egg Painting
 - April 15th
 - During both lunches a station in the gym will be setup for stained glass easter egg decorating. The event is geared towards a faith based idea - shifting from a previous event of 'sock-bunny making' this event allows students to reflect on the faith the school community is built on during holy week.
- Public Speaker - Jeff A.D. Martin
 - April 29th
 - An inspirational public speaker, familiar to the student council from OSLC, and SPARK leadership conference will attend St. Benedicts to talk to grade 11 and 12 classes who sign up.

St. David's:

- Thriving Thursday: Importance of No Internet
 - April 10th
 - This event is meant to encourage students to participate in activities not including the internet or devices. Board Games were played with students and cards were handed out with advice on things to without internet.
- Thriving Thursday: Healthy Entertainment
 - April 17th
 - Advice was given out to students regarding participating in meaningful hobbies aiming to teach students about reducing stress and promoting a healthy well-being. This also gave ideas about creative and physical activities that students may participate in.
- Letting Things Go: Paper Shredding Activity
 - April 24th
 - This activity is a fun way to grow awareness for the importance of mental health. Students were able to write their thoughts onto a piece of paper, and once folded it was shredded

St. Mary's:

- Lenten Fundraiser
 - March 17th-April 11th



- Classes were encouraged to donate non-perishable food items as well as hygiene products for Kitchener's Working Centre. The school raised a total of 766 items, which were brought to the Working Center on April 14th.
- Used Sports Equipment Drive
 - April 7th-11th
 - Students were encouraged to donate used sports equipment such as protective gear, team sports gear, personal equipment, fitness essentials, and winter sports gear. Donations were given to Play It Again Sports.
- Multicultural Dress Down Day
 - April 24th
 - To earn an April Dress Down Day, St. Mary's students have been urged to donate to reach a fundraising goal of \$1000. Donations are going to our local non-profit organization, Camino, that offers workshops, programs and services for all ages. In particular, they support adolescents through the Pathways to Education program, drop-in counselling services and provide support specific to individuals and families, immigrants and refugees, the 2SLGBTQIA+ community, relationships survivors of abuse, youth, and parent and caregivers. To tie in Diversity Week, students are encouraged to wear cultural clothing to celebrate the diversity and rich cultures of the student body.
- Stations of the Cross
 - April 17th
 - In celebration of the Catholic Faith, students were invited to walk around the school in emulation of the Stations of the Cross. The story of each station was read out and reflected upon as we moved through Holy Week.
- Diversity Week
 - April 21st-25th
 - Diversity Week is a school-wide celebration aimed at promoting cultural awareness, inclusivity, and unity.
 - Throughout the week, students participated in activities highlighting different cultural traditions, including morning prayers in various languages and interactive lunchtime games focused on global knowledge, such as Kahoots, flag trivia, and childhood games from around the world.
 - Each day focused on a different aspect of diversity, ensuring an engaging and educational experience for all students and staff.

Monsignor Doyle:

- Spirit Week
 - April 22nd-24th
 - This was the first Doyle grade competition event. Each grade was designated a colour to represent throughout the week, with a point system awarding participation. The winning grade received a prize by the end of the week.
 - Tuesday:
 - Jeopardy in the cafeteria. SAC members also stayed after school to decorate the cafeteria, each corner representing a respective grade and its colour.
 - Wednesday:
 - Grades were allowed to wear their colours with uniform bottoms. An easter egg hunt with each grade's corresponding colours took place, awarding those who found them, as well as tallying



- Thursday:
 - A competition was held using the game Block Blast.
- Friday:
 - A series of games, such as tug of war, three-legged race, and egg balancing, were available for the grades to participate in on the track.

Resurrection:

- Passion Play
 - April 16th-17th
 - Students from Resurrection and St. David CSS team up to stage a short Passion Play that re-enacts the final days of Jesus' life.
 - SAC volunteers assisted staff in the cafeteria for the Passion Play, ensuring the space was ready for the student performance.
- Earth Day Trivia Wheel
 - April 22nd
 - Trivia Wheel including questions about the following topics: Climate Facts, Renewable Energy, and Earth Day History. Students spun the wheel, answered multiple-choice or rapid-fire facts, and received eco-friendly prizes (seed packets, bamboo pens, recycled-paper notebooks). QR codes at the table linked to credible environmental resources and volunteer opportunities.
- Public Speaker - Jeff A.D. Martin
 - April 30th
 - Two full-school assemblies will be held in the gym, one during Period 2 and a second during Period 5, so every grade can attend without overcrowding. Each session will feature a 45-minute keynote from Jeff A.D. Martin. Jeff's talk will weave together themes of inclusion, cultural diversity, mental-health resilience, and personal perseverance, using relatable stories and practical strategies. He has offered to customize examples and language to match Resurrection's specific student demographics, current initiatives, and well-being goals. That same evening, Jeff will return for a parent and community presentation. This session will expand on the themes discussed with the students, equipping families with tools to reinforce inclusive attitudes, support teen mental health, and foster grit at home.

Recommendation:

This report is for the information of the Board.

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

*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.





Date: April 28, 2025
To: Board of Trustees
From: Chair of the Board
Subject: Chair's Report

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 **XX XXX**
 Information only of day-to-day operational matters delegated to the CEO

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

N/A

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

Policy I Ends
 Policy II 003 Board Job Description

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

- 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:

Chair’s report from April 14, 2025 6:30 PM up to April 28, 2025

- Several discussions with Director Dowling
- April 14 Committee of the Whole
- April 23 CPIC Meeting
- April 25 Knights of Columbus KW Trivia Challenge 2025
- April 28 Board meeting

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Renée Kraft
Chair of the Board

*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.





Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: Monitoring Report – IV 006 “Legal Responsibilities and Liabilities”

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 006**
- Information only of day-to-day operational matters delegated to the CEO

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

This report will provide Trustees with information to assess the Director of Education’s compliance with Board Policy IV 006 “Legal Responsibilities and Liabilities”.

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

[Executive Limitation IV 006, “Legal Responsibilities and Liabilities”](#)

Alignment to the MYSP:

Awaken to Belong

- Every student can see themselves reflected in their learning.
- Staff experiences a positive, healthy, and inclusive workplace.
- Families 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

- Every student reaches their full potential.
- Staff see their impact on student achievement.



- Families engaged as active partners in our students' Catholic education journey.

Background/Comments:

Policy Statement:

With respect to legal issues that affect trustees and school boards, the CEO shall not cause or allow conditions to arise whereby the board does not meet its obligations and responsibilities arising from both legislation and common law.

Definition:

This policy statement is defined to mean that the Director of Education must create and maintain conditions and procedures that support compliance with all applicable laws.

Evidence:

As can be seen on the [Board's website](#), a comprehensive set of regularly updated administrative procedures has been posted for public consumption. These procedures outline guidelines and processes that staff and stakeholders must follow to ensure the Board's obligations are discharged as relates to compliance with common legislation applicable to school boards.

As the volume of legislation and common law in the education sector cannot be contained in a concise primer for senior leaders, management relies on several sources for advice, direction, and guidance to ensure compliance with this policy.

Management works closely with:

- Ontario Ministry of Education
- Ontario Catholic School Trustees Association
- Council of Senior Business Officials
- Ontario Association of School Business Officials
- Council of Directors of Education
- Ontario School Boards' Insurance Exchange (OSBIE)
- Employees and their respective labour groups
- Legal firms with both general and specific subject matter expertise
- Experts at other school boards

to ensure operational practices are in alignment with expectations set out in legislation and in common law, and equally as important, that leading practices are employed throughout the organization.

Due to the size and complexity of the organization, despite best efforts, from time-to-time individuals, entities, or employee groups may question certain practices or positions that have been taken by management. In many cases, these disagreements can be resolved through discussion and communication. Often disagreements take on the form of requests for financial compensation or operational changes.

Management maintains a comprehensive all-risks insurance policy with the Ontario School Boards' Insurance Exchange. This policy provides coverage for almost every non-employment related claim submitted to the Board from 1987 to present.

For those material claims not covered by insurance, management provides the Board of Trustee's Audit Committee with a summary of outstanding claims against the Board where financial exposure may exist. With this listing, management provides an opinion on the veracity of each claim as well as a potential liability amount. Where claims are likely to be payable and can be estimated, amounts are set aside at year end to manage these future costs.



In each case, staff evaluate the issues, assess likely outcomes, and attempt to resolve issues with the complainant(s). If a liability is confirmed, it is satisfied as required.

Recommendation:

That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 006 for the 2024-25 school year.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

Shesh Maharaj
Executive Superintendent of Corporate Services

*Bylaw 4.2 "where the Board of Trustees receives from the Director of Education a monitoring report that flows from a responsibility delegated to the Director under Board Policy – **except where approval is required by the Board of Trustees 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 Director, subject in all instances to what otherwise actually occurred."





Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: Monitoring Report – IV 008 “Financial Conditions and Activities”

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 008**
- Information only of day-to-day operational matters delegated to the CEO

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

This report will provide Trustees with information to support decision-making on the Director of Education’s compliance with Board Policy IV 008 “Financial Conditions and Activities”.

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

Executive Limitation IV 008, “Financial Conditions and Activities”

Alignment to the MYSP:

Awaken to Belong

- Every student can see themselves reflected in their learning.
- Staff experiences a positive, healthy, and inclusive workplace.
- Families 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

- Every student reaches their full potential.
- Staff see their impact on student achievement.
- Families engaged as active partners in our students' Catholic education journey.



Background/Comments:

Policy Statement:

With respect to the actual, ongoing financial condition of the organization, the CEO shall not cause or allow the development of fiscal jeopardy or a significant deviation of actual expenditures from board priorities established in the approved budget.

Definition:

This policy statement is defined to mean that management will engage in active monitoring of the approved annual school year budget including ongoing analysis of financial activity, development of regular forecasts of revenues and expenditures, and provision of financial reports to both the Board's Audit Committee and Board of Trustees.

Similarly, the CEO shall not make decisions that will create financial hardship, annual in-year deficits, or structural deficits.

Lastly, the CEO must honour Trustees' financial and system priorities identified in the approved annual school year budget.

Evidence:

Management engages in active and regular analysis of financial activity as part of its operations. Formal forecasts are prepared and submitted to the Audit Committee on a quarterly basis which summarize in a reader-friendly format how expenses are tracking against the approved budget. In addition to financial information, key drivers of revenue and expense are identified to ensure stakeholders are aware of any significant changes in expectations. These key drivers are enrolment and staffing changes.

Finally, appended to each quarterly financial forecast is a narrative outlining any areas of concern which may be affecting finances in a negative way, provincial issues with funding or expenses, how management is addressing any issues, and a summary of any deviations from the financial and system priorities set out in the approved board budget.

Quarterly reports were (will be) provided to the Audit Committee and subsequently to Trustees on the following dates:

[Quarter 1 \(September to November\): February 10, 2025](#)

[Quarter 2 \(September to February\): April 14, 2025](#)

Quarter 3 (September to May): Presented in June 2025

Quarter 4 (September to August): Presented in November 2025



Further, without limiting the scope of the foregoing and without approval of the board, the CEO shall not:

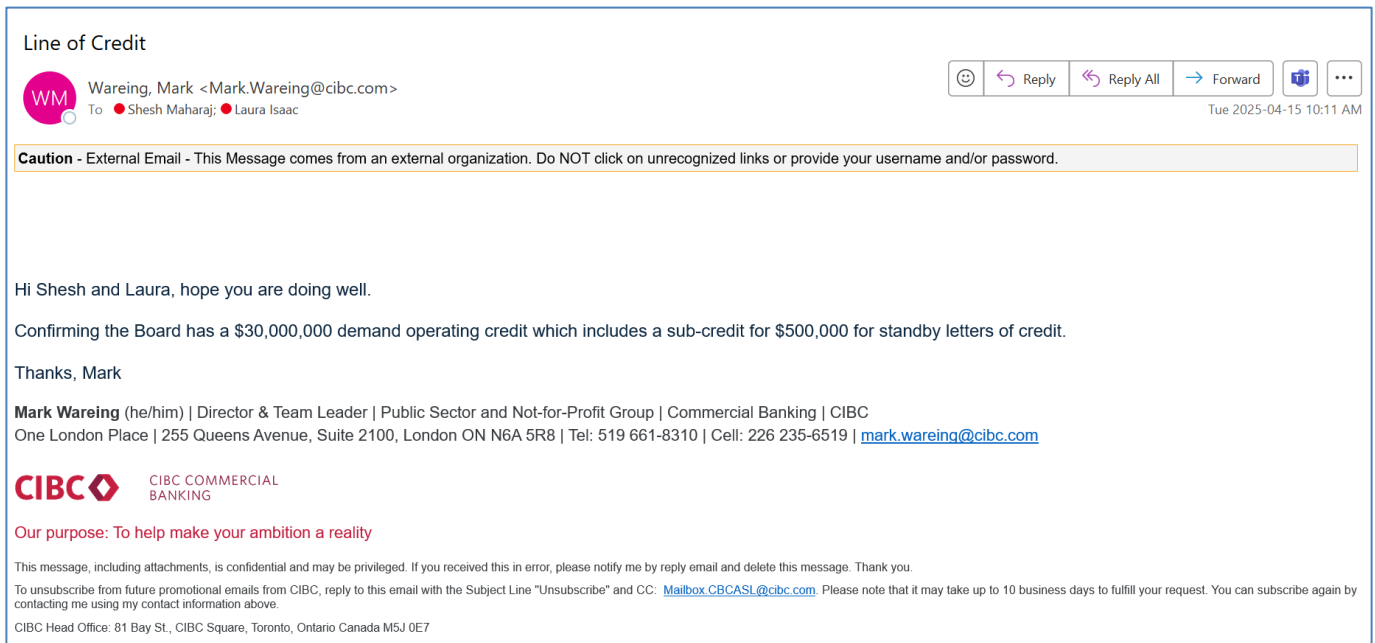
1. Operate with a line of credit of more than \$30 million

Definition:

This policy provision is defined to mean that management will not negotiate an operating line of credit of more than \$30M with the Board’s bank of record (CIBC).

Evidence:

The line of credit held with the Board’s bank of record is \$30M. An e-mail from our primary contact at CIBC confirms this credit arrangement:



2. Use any reserves

Definition:

This policy provision is defined to mean that the Director of Education cannot use any reserves without a formal approval from the Board of Trustees. The terms reserve and accumulated surplus are used interchangeably in the context of this report.

Reserves are defined as any amount that has been set aside for future use by Trustees where no legislation or contract exists on how these funds are to be used (deferred revenues).



Evidence:

A report providing a summary of available operating reserves was provided to Trustees on [December 9, 2024](#) as well as requests to use certain surpluses in the current fiscal year.

After receiving the report, Trustees approved the following recommendations in relation to reserves:

- Recommendation:**
1. That the CEO be given permission to use up to \$93,905 from the Student Support Fund surplus to offset related costs.
 2. That the CEO be given permission to use up to \$250,000 from the Early Learning Resources surplus to offset related costs.

There are no plans to use reserves other than those approved above, and no other reserves have been considered in financial forecasts presented to the Board of Trustees, the most recent of which can be seen below:

Waterloo Catholic District School Board						
2024-2025 Second Quarter Financial Report - Revised Estimates						
For the Period Ended February 28, 2025						
Summary of Financial Results						
	Prior Year	Estimate	Revised	Forecast	In-Year Change	
	Actuals	Budget	Budget		\$	%
Revenue						
Provincial Grants (Core Education Fund)	360,916,410	341,836,965	360,326,093	361,200,215	19,363,250	5.7%
Capital Grants	29,899,959	29,265,862	30,623,300	30,523,300	1,257,438	4.3%
Non-Core Education Grants	6,879,220	5,405,466	6,243,416	6,294,428	888,962	16.4%
Non-Grant Revenue	21,044,373	20,283,025	20,448,345	19,947,528	(335,497)	(1.7%)
Total Revenue	418,739,962	396,791,318	417,641,154	417,965,471	21,174,153	5.3%
Expenses						
Classroom	280,427,671	275,438,832	292,093,271	291,116,101	15,677,269	5.7%
Non-Classroom	52,825,307	51,883,033	54,498,114	54,599,664	2,716,631	5.2%
Student Transportation	10,041,718	10,654,847	10,691,721	11,136,791	481,944	4.5%
School Operations	29,013,797	29,654,991	29,625,984	30,095,917	440,926	1.5%
Pupil Accommodation	47,286,613	29,196,283	31,008,910	31,293,942	2,097,659	7.2%
Total Expenses	419,595,106	396,827,986	417,918,000	418,242,415	21,414,429	5.4%
Balance before Accumulated Surplus	(855,144)	(36,668)	(276,846)	(276,944)	(240,276)	655.3%
Accumulated surplus - MYSP	574,155	-	-	-	-	-
Accumulated surplus - SSF	141,341	36,668	22,316	22,414 ✓	(14,254)	(38.9%)
Accumulated surplus - WSIB	135,118	-	-	-	-	-
Accumulated surplus - Extended Day	-	-	250,000	250,000 ✓	250,000	-
Accumulated surplus - committed capital	4,530	-	4,530	4,530	4,530	-
Surplus/(Deficit) - end of year	-	-	-	-	-	-

Note: Accumulated surplus – committed capital of \$4,530 relates to an accounting entry to offset depreciation and is not a reserve Trustees approve.



3. Acquire, encumber or dispose of real property

Definition:

This policy provision is defined to mean that all agreements, transactions, liens, secured lines of credit, severances, rights of way, and easements associated with current or future Board properties must be formally approved by the Board of Trustees.

Evidence:

On [January 27, 2025](#), a report was brought to Trustees outlining upcoming property transactions.

Between April 2024 and April 2025 no property was purchased or sold.

4. Enter into any financial or professional services agreements over 5 years unless:

- **it contains specific provisions for vendor performance which includes an ability for the Board to terminate or exit an agreement as a result of poor vendor performance; and**
- **there is no affiliation with Board staff members with the given supplier**

Definition:

This policy provision is defined to mean that any contract that exceeds 5 years in length including any extensions, renewals, and options:

- must have vendor performance provisions which can lead to cancellation of the contract for non-performance and
- staff must not have a conflict of interest with the supplier.

Evidence:

The Manager of Purchasing conducted a review of all contracts negotiated by Purchasing since November 2024 (when this revised policy provision was approved) and reported the following:

- Two (2) contracts were executed through the Ontario Education Collaborative Marketplace (OECM) for IT Hardware and IT Professional Services for a term of 10 years.
 - The standard OECM contracts contain vendor management and early termination provisions for non-performance. As the vendors were prequalified through OECM, no conflict of interest declarations apply.
- Two (2) contracts were executed as a result of a WCDSB RFP processes for software and cafeteria services. Both contracts are for 10 years.
 - The WCDSB standard RFP terms and conditions contain vendor management and early termination provisions for non-performance.
 - Staff who reviewed the RFP submissions signed declarations that they do not have any conflicts of interest with any organization that bid on these contracts.

A secondary confirmation was obtained through inquiries of senior management which revealed no other contracts exceeding 5 years.



5. Allow tax payments or other government ordered payments or filings to be overdue or inaccurately filed

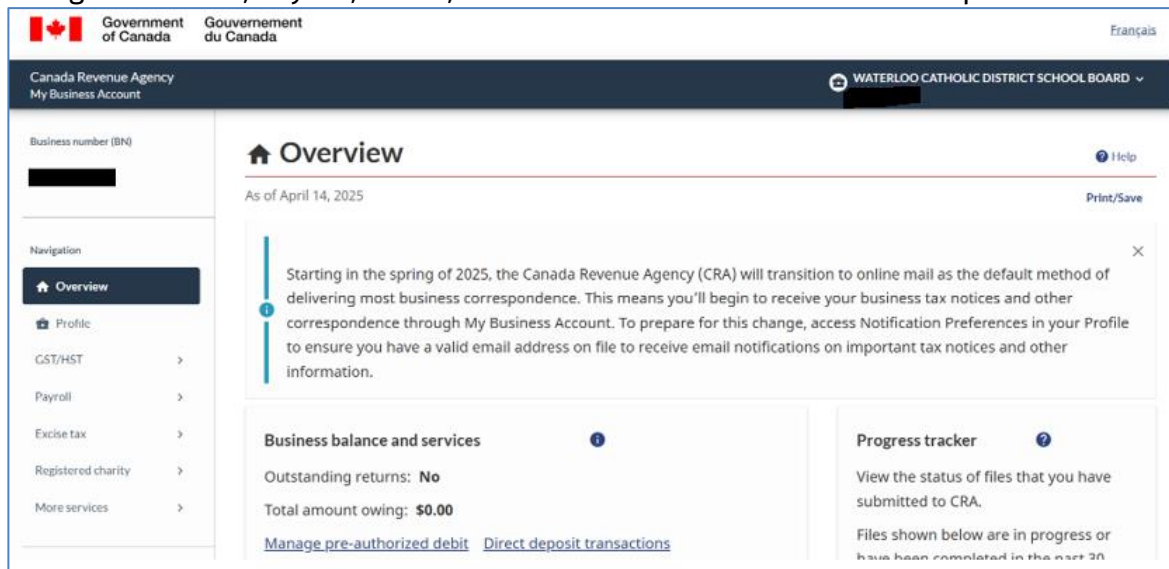
Definition:

This policy provision is defined to mean that the following payments and filings will be accurately completed and submitted within required timelines:

- Payroll taxes – Canada Pension Plan (CPP), Employment Insurance (EI), Employer Health Tax (EHT)
- Harmonized Sales Tax (HST) returns

Evidence:

Inquiries were made with accounting and payroll staff, and no issues were identified. To confirm, a screen shot from the Canada Revenue Agency portal showing the returns outstanding and balance owing for our HST, Payroll, Excise, and Charitable Tax account has been pasted below:



6. Allow debts to be unpaid beyond a reasonable period of time or in such a way as to jeopardize the organization’s ability to receive trade credit, damage its credit-worthiness, or diminish its reputation in the trades or in the community.

Definition:

This policy provision is defined to mean that management will not process vendor payments in a way that diminishes the Board’s ability to obtain credit, carry out business functions that support schools, or successfully engage in competitive procurement processes.



Evidence:

Invoices received from vendors are entered into the accounting system using the terms stated on the invoice. Where no terms are stated on the invoice, amounts are paid out within 30 days.

Management has not experienced any issues with obtaining credit, and vendors have not indicated any concerns with the Board's / management's reputation which would cause disruption in services being provided to schools. Finally, no formal claims have been received for non-payment of invoices issued to WCDSB.

7. Receive, process or disburse funds under controls which are insufficient to meet the Board-appointed auditor's standards.

Definition:

This policy provision is defined to mean that any processes related to the management of funds shall not cause the external auditors concern that will result in a qualified audit opinion on the Board's financial statements, or any critical commentary in the annual external auditor's report.

Evidence:

Grant Thornton (GT) is the appointed external auditor of the Board. GT completed their audit of the 2023-24 financial statements in November 2024. In their findings report (presented to Audit Committee in a closed meeting), no commentary was offered regarding control deficiencies on cash handling and management of cash. Further, there were no qualifications on the [audit opinion](#) provided by GT that relate to management of funds.

8. Allow unregulated access to funds in any part of the school system.

Definition:

This policy provision is defined to mean that strong controls, policies, and procedures are in place to provide direction and support to stakeholders who may have access to budgets or ability to sign contracts on behalf of the Board.

Evidence:

[APO 006 "Purchasing Procedures"](#) contains the following sections which address this policy provision:

- Section 3.0 – Segregation of Duties (ensures no single individual has uncontrolled access to funds)
- Section 4.0 – Approval Authority (ensures one-over-one approval exists for all purchases)

[APB 011 "Signing Authorities"](#) provides information to stakeholders on who has the authority to sign on behalf of the Board (where Board of Trustee approval is not required).



These two documents (in combination with the procedures described below for School Generated Funds and internal audit functions) ensure there is no unregulated access to funds within the system.

9. Enter into any grant or contract arrangements unless it is consistent with Catholic faith and values

Definition:

This policy provision is defined to mean that management must ensure that appropriate processes are in place to vet new and existing contracts or grants where questions may arise as to their alignment with Catholic values and traditions.

Evidence:

Management is not aware of any contract or grant that does not align with the Board’s values or Catholic faith.

Administrative Procedures and the MYSP are used as important primary decision filters for new contracts. Any arrangements that fall outside of the scope of normal activities are brought forward for review at an Executive Council meeting, which ensures the partners and funders we work with align with our shared values.

Secondary supports and information are available to management through professional associations and networks. These groups are engaged in similar work with the same vendors and will share concerns in the same way as WCDSB.

10. Permit fundraising/sponsorship activities without appropriate accounting procedures and ethical standards in place.

Definition:

This policy provision is defined to mean that strong internal controls and supports must be in place to guide staff and stakeholders in their efforts to increase the resources available for students. Further, in addition to published ethical standards, a culture of responsibility and resource stewardship is required to mitigate the risk of fraud, theft, and misappropriation of assets.

Evidence:

Administrative Procedure [APB 004 “School Generated Funds”](#) provides schools and other fundraisers with a comprehensive guide on how fundraising should occur, controls that need to be in place, required reporting, and a complete listing of required forms.

Schools and other individuals who fundraise are supported by the Corporate Services Support and School Fundraising Specialist by way of e-mail and telephone support, in-person one-on-one training, and virtual training for groups.

All fundraising is subject to audit by the Board’s Internal Audit Officer. Further, school fundraising records are reviewed on a random basis each year by the Board’s external auditor.



Ethical resources made available to staff and stakeholders include:

- The WCDSB Professional Standard of Ethics
 - https://www.wcdsb.ca/wp-content/uploads/sites/36/2017/03/WCDSB-Professional_Standards_of_Ethics.pdf
- APB 006 “Fraud and Accountability Management”
 - <https://www.wcdsb.ca/about-us/policies-and-administrative-procedures/fraud-and-accountability-management-apb006/>

Recommendation:

That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 008 for the 2024-25 school year.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

Laura Isaac
Senior Manager, Financial Services

Shesh Maharaj
Executive Superintendent of Corporate Services

*Bylaw 5.2 “where the Board of Trustees receives from the Director of Education a monitoring report that flows from a responsibility delegated to the Director under Board Policy – *except where approval is required by the Board of Trustees 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 Director, subject in all instances to what otherwise actually occurred.”





Date: April 28, 2025
To: Board of Trustees
From: Director of Education
Subject: Communication and Support to Board IV 012

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 012**
 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 012 Communication and Support to the Board

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

IV 012 Communication and Support to the Board
 Education Act Section 169.1
 Education that Works for You: A Vision for Education in Ontario (March 2019)
 Multi-Year Strategic Planning A Guide for School Board Trustees October 2017
 Communication Guidelines for Staff and Parents APC 001

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
 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 CEO shall not permit the board to be uninformed or unsupported in its work.

CEO Interpretation:

This policy statement signals that for trustees to fulfill their elected, fiduciary responsibilities they need to receive all relevant updates as it might apply to their governance duties. Further it suggests that the Director should provide any requested information that trustees deem relevant to their governance role or which has impact to their ability to be responsive to their constituents or in order to be knowledgeable in regard to the significant issues of the day.

- a. Waterloo Catholic has a well-articulated Multi-Year Strategic Plan, with three pillars, nine goals and thirty aligned indicators that map to the desired goals. This plan has been approved by trustees and well referenced in all meetings of the Board.
- b. Each month reports are brought forward that map back to the Multi-Year Strategic Plan and in each case the specific strategic Pillar and Goal that is addressed by the report is identified. Emphasis has been placed to ensure that indicators identified in the MYSP, and the accompanying targets, are clearly identified in the regular updates to Board.
- c. Each year a Director's Annual Report is provided in compliance with section 169.1 of the Education Act, with an increased focus on providing relevant evidence mapped to our strategic pillars and goals. Trustees have the opportunity when that report is presented to assess to what degree priorities are being met and to clarify any points of understanding. It is also a public document shared broadly with stakeholders so the work of trustees as governors is widely understood.
- d. In November of each year, an MYSP Annual Update is provided, giving a "report card" on system progress on the pillars and goals articulated in the MYSP. The report is typically informed by system stakeholder survey feedback, strategic actions completed and evidence that staff can identify as progress against articulated goals.
- e. As trustees note any questions or concerns that are brought to them – from a stakeholder or parent in the community, the matter is promptly clarified and/or responded to, and in most cases quickly resolved, by the Director or their designate (relevant superintendent).
- f. Any trustee inquiry or motion which is brought to Board and for which there is consensus to proceed, results in a further report back to the Board.
- g. The Chair of the Board is always supported by the CEO (and/or their designate) in any media inquiry where a statement is required. Minimally with background and often in assisting with the specific recommended response.



- h. The statutory committees are used to bring forward all relevant information and concerns.
- i. Trustees benefit from the services of the Executive Assistant to the Trustees, and the CEO ensures that trustees are registered for all PD and AGM sessions to which they are entitled to attend and for which they express interest.
- j. Trustees receive in a timely manner all communications that are received from OCSTA and they are further included in each meeting package so that there is no opportunity to miss all relevant communications that come to them from the trustee association.

Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

- 1. Neglect to submit monitoring data required by the board that is timely, accurate, understandable, and directly addresses provisions of board policies being monitored.**

CEO Interpretation:

This statement signals that for each section of the Multi-Year Strategic Plan, the CEO is responsible for providing monitoring data that allows trustees to have insight into the board's progress against its stated goals. Further the CEO interprets this to mean that the CEO is required to provide monitoring reports for each of the 13 section IV Executive Limitation policies.

- a. As noted above – monitoring reports are received in three formats: the November report card, the December's Director's Annual Report and every report that comes to Board that clearly identifies the goal to which it maps and includes metrics to map back to that goal.
 - b. (In addition to items above), Per discussions and plan developed at Governance Committee, Monitoring reports on Section IV policies are brought forward over the course of the year. Evidence is embedded within those monitoring reports to provide trustees with the confidence that adherence to the policies is being observed and achieved.
 - c. Any exceptions to policy are brought to the Board's attention either in public session or In Camera as is appropriate.
- 2. Let the board be unaware of relevant trends, anticipated adverse media coverage, threatened or pending lawsuits, material external and internal changes, particularly changes in the assumptions upon which any board policy has previously been established.**

CEO Interpretation:

This statement signals that the CEO should be in regular communication with trustees so that there is no possibility that they will be unaware of a significant or adverse event, or negative outcome which the board may experience, particularly any that might be connected to their fiduciary or governance responsibilities.



- a. The Director of Education provides trustees proactive communication in regard to any matter that is likely to garner media attention or that will be of general interest or concern, including but not limited to lawsuits, budget, material staffing or operational/procedural changes.
- b. Trustees are provided in a timely manner, with all relevant media stories where Waterloo Catholic is mentioned or profiled.
- c. As noted above, the CEO – or their designate - responds directly to many media inquiries but also ensures that the trustees, and specifically the Chair of the Board, is supported in providing media statements/responses to inquiries that are received.
- d. Within the context of the Audit Committee information is provided regarding any risk or liability to the board and its assets.

3. Deny the board access to, or be uninformed by, a range of relevant perspectives, including staff and external viewpoints, as needed for fully informed board decisions.

CEO Interpretation:

This statement signals that the CEO has a responsibility to ensure that trustees are not provided with only limited insights or a single perspective on any given issue, but rather exposed to any insights or perspectives that are going to allow them to arrive at a conclusion which is defensible insofar as it had the ability to consider all relevant information and viewpoints.

- a. A system survey related to the MYSP has allowed all Waterloo Catholic stakeholders to comment on all of our strategic pillars and that feedback in turn is provided to Trustees as one of the filters applied to the June MYSP report card. That survey will open during the first week of May for the 2024-2025 school year and will help to inform the November 2025 report card and thus trustees will be provided with the breadth of stakeholder viewpoints.
- b. In the 2019-2020 school year, the WCDSB invested in *Qualtrics*. The product allows us to garner stakeholder feedback on any number of issues or events, including system-wide consultations on significant occurrences, such as listed in 3a. Additionally, this tool allows for custom user experience (e.g., display logic), real-time reporting throughout each collection, accommodations (e.g., AODA compliance, translations), and ability to recode data value to expedite data cleaning, re-shaping and ultimately reporting.
- c. Further, several system surveys are used to inform Board reports and decision making, including but not limited to the WCDSB Budget Survey, Facilities Condition Survey, School Climate Surveys, student transition surveys (e.g., Grade 8, 9, and 12 exit surveys, transition to grade 9), staff wellness survey (e.g., Guarding Minds at Work), as well as the staff and student census.
- d. Where possible, each MYSP goal is monitored through various indicators, establishing a research design that assesses our progress using multiple methods (such as survey data



and student information data) and diverse perspectives (including students, staff, parents/guardians, and the community).

- e. To support the creation and maintenance of the [MYSP indicator Dashboard](#), the Board has invested in a Research Team composed of a research coordinator, a data analyst, and a temporary contract for a reporting developer, who works collaboratively with the IT data architect.
- f. Further, both the Director and senior staff participate in provincial and Diocesan networks, and bring the opinions, research and intelligence gained in those networks to our decisions and as needed to the attention of Trustees.

Recommendation:

That the Board accept this report indicating compliance with Policy IV 012 Communication and Support to Board.

Prepared/Reviewed By: 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.





**Waterloo Catholic
District School Board**
Quality, Inclusive, Faith Based Education

Notice of Motion
Regular Board Meeting
April 28, 2025

In accordance with Board's bylaws 4.1 Trustee Weiler and Trustee Phillips are providing notice of the following motion for consideration at the Regular Board Meeting on April 28, 2025

**Topic: Livestreaming of WCDSB Board Meetings
(Committee of Whole, Regular Board, Special Board)**

-
- Whereas:** The Waterloo Catholic District School Board (WCDSB) is committed to enhancing transparency, accountability, and accessibility in its governance practices to strengthen public trust; and
- Whereas:** The Board recognizes the importance of providing the school community with timely and convenient access to its deliberations and decision-making processes; and
- Whereas:** Due to the COVID19 restrictions of limiting public gathering indoors which began in March 2020. To maintain public access to board meeting, virtual meetings were hosted on Teams and broadcast via YouTube with the link published for each meeting held virtually; and
- Whereas:** Ratepayers and community members benefit from the ability to understand discussions at Board meetings, particularly when they are unable to attend in person due to other commitments, including transportation challenges, work obligations, and family schedules, which can serve as barriers to participation; and
- Whereas:** When parents and families have the ability to view board meetings remotely, it enhances engagement, provides greater accessibility for individuals with disabilities, and promotes inclusivity; and
- Whereas:** There are other school boards and municipal councils in Ontario that broadcast their board meetings for the benefit of ratepayers and community.

Therefore, be it resolved:

THAT, effective September 2025, the WCDSB shall implement the livestreaming of all Committee of the Whole, Regular Board, and Special Board meetings;

AND BE IT FURTHER RESOLVED THAT livestreams shall be made easily accessible and visible to the public via the Board's official website in a timely manner following each meeting and shall be located alongside the meeting agenda and minutes.

AND BE IT FURTHER RESOLVED THAT a copy of each meeting shall be retained by the board website for a minimum of seven (7) years.

Notice of Motion
Regular Board Meeting
March 24th, 2025

In accordance with Board bylaw 4.1, Trustee Conrad Stanley is providing notice of the following motion at the Regular Board meeting on March 24th 2025, to be considered and voted on at the Regular Board meeting on April 28th 2025.

Topic: Update to Flag Protocol and Political Symbol Policy

- Whereas:** The Canadian flag perfectly represents a nation that is now, and will forever be, glorious and free, and
- Whereas:** The Ontario flag perfectly represents a founding Province of Canada that is strong, prosperous, and compassionate, and
- Whereas:** Both flags together, because they represent our Constitution and collective laws, are fully inclusive and representative of all the diverse people who reside under their jurisdiction, and
- Whereas:** It is for this reason that these two flags, and only these two flags, are required to be flown at schools per Regulation 298 of the Education Act of Ontario, and
- Whereas:** Teaching children that these two flags unite us and represent all of us together equally contributes to the important work of cultivating their patriotism and love for our shared nation Canada, and
- Whereas:** This is no need, nor reasonable justification, for any other international political or identity based flags to be flown which might confuse the all-encompassing, inclusive and fully representative natures of the Ontario and Canadian flags, and
- Whereas:** There is a need to align the Waterloo Catholic District School Board with the widely held public expectation that schools should be non-partisan, non-political institutions, and
- Whereas:** Ongoing complaints, protests and delegations from the public show that the practice of flying international identity based flags like the rainbow, pride and progress flags remains divisive and unpopular among many Waterloo Catholic parents, constituents, and rate payers, and
- Whereas:** As a Catholic school board and faith community we already have everything we need to promote inclusiveness in the classroom and no additional political symbols can do the job better than what our faith and trust in Jesus already does, and
- Whereas:** Catholic school boards in the nearby Greater Toronto Area, including York and Dufferin-Peel, have recently voted to not fly the pride or progress flags. Dufferin-Peel also voted

in January to not allow any flags to be displayed inside their buildings except the flags of Canada, its Provinces and Territories, and their local school board.

Therefore, be it resolved that:

The WCDSB's external Flag Protocol shall be updated as follows:

For all 365 days of the year the Waterloo Catholic District School Board shall only fly the flag of Canada and the flag of Ontario outside of its facilities.

Where a third flag pole exists it shall fly a flag representing our school board for all 365 days of the year. This flag will consist of the WCDSB logo on a white background. The purpose of this local school board flag is to:

- 1) Clearly designate WCDSB facilities and ensure they are distinct at all times from any other government buildings, and
- 2) Ensure that all three levels of government in Canada (Federal, Provincial and Municipal) are shown equal reverence by the flag protocol at our facilities.

No other flags shall be permitted.

These flags may be flown at half mast per existing protocol.

All decisions regarding external flags shall now be made solely by trustees.

Concerning internal flags and political symbols and slogans,

No flags may be displayed (fixed to a wall, pole, hanging, or on a sticker) inside of WCDSB facilities other than the flag of Canada, its Provinces and Territories, and the school board logo flag.

No other political symbols or slogans may be displayed inside or outside WCDSB facilities. This includes on any signage, banners, pennants, posters, murals, plaques, window paintings, wall paintings, floor or ground paintings, statues, decorations or stickers (large or small).

Examples of political symbols or slogans include: those associated with the Pride, Progress and Rainbow flags; Antifa red and black flags; Don't Tread on Me snake flag; Confederate flag; BLM (Black Lives Matter); White Lives Matter; Fascist iconography; the Communist Star, Hammer and Sickle or raised fist emblems; the Anarchist A; MAGA (Make America Great Again); or the brands and colours of current political parties (e.g. Conservative, NDP, Liberal, Democrat or Republican) when they are used to promote these parties in a political context.

This list is not exhaustive. When in doubt, staff should err on the side of discretion and on the side of Catholic Church teaching.

Any existing infringements of this policy shall be removed or painted over.

Recognized Catholic religious symbols and slogans (e.g. the Sacred Heart of Jesus banner) that are free from political symbols or ideologies are exempt from the above policies.