WATERLOO CATHOLIC DISTRICT SCHOOL BOARD
2025-2026

Board of Trustees

DIRECTOR OF EDUCATION
Annalisa Varano
Deanery; F.A.C.E.; Audit Cte
Catholic Foundation S.O. Rep
Governance; Budget Advisory
Policy/A.P. Review & Development
AP Memo Cycle

Spiritual Animator
Richard Olson

Senior Manager of Communications
Lema Salaymeh
Public Affairs, Strategic Communication
& Media Relations
Emergency Planning & Response
Public Sector Liaison, AODA, ISPA, HPPA
Website/Social Media Administrator

Senior Manager of International Education
Dan Witt
Chief Operating Officer (COO)
Research Development Office
International Education Services

Senior Manager of Equity Services
Lynn Garrioch
Equity Action Plan Implementation and Monitoring
Equity Audits
Equity Professional Development
SEEC Committees

Superintendent of Human Resource Services	Superintendent of Learning: St. David Family of Schools, School Effectiveness, Program Services, Indigenous Education	Superintendent of Learning: St. Benedict Family of Schools, Faith Development, Extended Day, FSL, ESL, Equity & Inclusion	Superintendent of Learning: RCSS Family of Schools, Special Education	Superintendent of Learning: Msgr. Doyle Family of Schools, Student Success, Adult & Continuing Education, Leadership Strategy	Superintendent of Learning: St Mary's Family of Schools, Mental Health, Safe Schools & 21C	Executive Superintendent of Corporate Services and CFO
Kerry Pomfret	*Jennifer Ritsma*	*Paul Mendonca*	*Gerald Foran*	*Patrick Eby*	*Judy Merkel*	*Shesh Maharaj*
Absence Management	Program Services K-12	Religion, Family Life; Chaplains	Student Services	St Louis Adult Education	21C and Innovation in Learning	Audit Committee
Benefits	Early Learning	Extended Day	Research / MISA / EQAO	Student Success	Mental Health & Wellbeing	Accommodation Reviews
Collective Agreements	EQAO - Elementary	Health and Safety - SO Rep	District 8/Elementary Athletics	Cooperative Ed/Experiential Learning	New Teacher Induction Program (NTIP)	Administrative Techology
Collective Bargaining	Assessment & Evaluation	Excursion Committee	Health and Safety - SO Rep	OYAP/ Pathways/Technology & SHSM	Safe Schools	Budget
EAP	Student Achievement Plan (SAP)	Equity & Inclusion	Advance Placement Steering Committee	EQAO - Secondary	St. Don Bosco/SAL	Budget Advisory Committee
Employment Equity	Indigenous Education	FI, FSL	Nutrition for Learning/Food4Kids/Maycourt	Re-Engagement	* Other Duties as Assigned	Capital Planning
Health & Safety	Healthy Active Living	Multilingual Learning	Special Education Advisory Committee(SEAC)	Leadership Development	**St. Mary's Family of Schools**	Classroom Technology Support
Labour Management	Arts	Graduation Coach for Black Students	* Other Duties as Assigned	Program Services 7-12	Blessed Sacrament	Community Use of Schools
Performance Appraisal	* Other Duties as Assigned	Catholic Parent Involvment Committee (CPIC)	**RCSS Family of Schools**	Graduation Coach for Black Students	Canadian Martyrs	Construction
Recruitment	**St. David Elementary Family**	Catholic School Advisory Councils (CSAC)	Holy Family	E-Learning	Holy Trinity	Custodial Services
Staffing	Sir Edgar Bauer	Elementary Labour Management	Holy Rosary	Student Trustees/Student Senate	John Sweeney	Energy Management
Staff Wellness	St. Agnes	* Other Duties as Assigned	Our Lady of Lourdes	Assessment and Evaluation Gr. 9-12	Msgr Haller	Enrolment
* Other Duties as Assigned	St. Boniface	**St. Benedict Family of Schools**	St. Dominic	Secondary Labour Management	Our Lady of Grace	Financial Statements
	St. Clement	Christ the King	St. John	* Other Duties as Assigned	St Aloysius	FOI and Records Management
	St. Luke	Our Lady of Fatima	St. Mark	**Msgr. Doyle Family of Schools**	St Anne (K)	Maintenance Services
	St. Matthew	St. Elizabeth	St. Nicholas	Holy Spirit	St Bernadette	Resource Library/ Learning Commons
	St. Teresa (E)	St. Joseph	St. Paul	St. Anne (C)	St Daniel	Resource Centre/Library Services
	St. Teresa (K)	St. Margaret	Resurrection C.S.S.	St. Augustine	St John Paul II	Risk Management
	St. David CSS	St. Michael		St. Brigid	St Kateri Tekakwitha	School Greening
	St. Gabriel	St. Peter		St. Gregory	St. Josephine Bakhita	Student Information Systems
		St. Teresa of Calcutta		St. Vincent de Paul	St. Patrick	Student Transportation
		St Benedict CSS		Msgr. Doyle CSS	St. Timothy	Supply Chain Management
					St Mary's H.S.	Website Maintenance and Development
						Sustainable Development (Ontario EcoSchools)
						* Other Duties as Assigned
						Senior Manager of Financial Services
						Laura Isaac
						Senior Manager of Facility Services
						Adrian Frigula
						Chief Information Officer
						Craig MacIsaac