

## Regular Committee of the Whole Board Meeting -- Public

A regular public meeting of the Committee of the Whole Board was held on Tuesday, February 19, 2008 at the Waterloo Region Catholic Education Centre.

### Trustees Present:

Wayne Buchholtz (Chair)\*\*; Denise Blum; Manuel da Silva; Louise Ervin; Fr. Robert Héту; Judy Nairn\*; Greg Reitzel\*\*;  
Marion Thomson Howell

\* = arrived @ 6:20 p.m.

\*\* = left the meeting @ 8:20 p.m.

### Student Trustees Present:

Ian McKellar

### Administrative Officials Present:

Roger Lawler; Bruce Rodrigues; Bryan Mahn; Rick Boisvert; Gerry Clifford

### Special Resources For The Meeting:

### Regrets:

Joseph Gowing; Brendan Steven; Heather Cullen; Glenn Sheculski; Bernie Kowalczyk; Helen Mitchell

### Recorder:

John Shewchuk, Sr. Manager: Public Affairs

NOTE ON VOTING: Under Board by-law 5.7 all Board decisions made by consensus are deemed the equivalent of a unanimous vote. A consensus decision is therefore deemed to be a vote of 9-0. Under Board by-law 5.11 every Trustee "shall vote on all questions on which the Trustee is entitled to vote" and abstentions are not permitted.

## 1. *Call to Order:*

The Chair of the Board called the meeting to order at 6:10 p.m.

### **1.1 -- Opening Prayer & Memorials**

The opening prayer was led by R. Héту. Intentions were offered for: Janice Kurt & family; McKenty family; Mary Clifford.

### **1.2 -- Approval of Agenda**

**2008-27** -- It was *moved* by **M. da Silva** and *seconded* by **G. Reitzel**:  
*THAT the agenda for February 19, 2008 be now approved.* -- **Carried by consensus.**

## 2. *Consent Agenda: Director of Education*

NIL

## 3. *Consent Agenda: Board of Trustees*

### **3.1 Approval of Minutes of Regular and Special Meetings**

**3.1.1** – Minutes of the special public Committee of the Whole Board meeting – February 4, 2008

**3.1.2** – Items for action from the previous meeting – NIL

**3.1.3** – Minutes of the Governance Committee -- NIL

3.1.4 – Minutes of the Linkages Committee – February 4, 2008

3.1.5 -- Minutes of the Visioning Committee – NIL

3.1.6 -- Minutes of the Task Force on Catholic Education – NIL

2008-28 -- It was *moved* by **R. Héту** and *seconded* by **M. da Silva**:

*THAT that the Board of Trustees Consent Agenda be now approved. ---Carried by consensus*

#### 4. *Delegations/Presentations*

NIL

#### 5. *Ownership Linkage*

NIL

#### 6. *Reports From Board Committees / Task Forces*

NIL

#### 7. *Board Education*

NIL

#### 8. *Policy Discussion*

##### **8.1 – “O” Drive on Computer Network**

The Director of Education updated Trustees on the availability of the “O” Drive on the computer network. Trustees asked questions.

##### **8.2 – Staff List Circulation Via Email**

The Director of Education updated Trustees on the new procedure for circulating the monthly “staff list” via email. Trustees asked questions.

##### **8.3 – Future Board Sessions on Governance**

The Chair of the Board outlined a proposed meeting schedule. Trustees asked questions. On March 3 and April 7 the Board committees will meet from 5:30 to 6:30. Trustees will then meet as the Committee of the Whole Board from 7:00 to 9:00.

##### **8.4 – Board Work on Policies**

Trustees refined their Group A / Group B work from the last meeting regarding “treatment of students”. The underlined & italicized words were highlighted by Trustees as most important.

#### **TREATMENT OF STUDENTS**

Values re: Treatment of Students

##### **Group A**

- √ Golden Rule
- √ Dignity
- √ Recognize worth of individuals
- √ People will know we are Catholic by the way we interact
- √ Professional
- √ Value interaction and input
- √ Student openness

- √ Student happiness
- √ Safety and quality learning environment
- √ Treat students professionally

### **Group B**

- √ Golden Rule
- √ Dignity
- √ Recognize worth of individuals
- √ People will know we are Catholic by the way we interact
- √ Professional
- √ Value interaction and input
- √ Individual potential of students
- √ Unique contributions of each student
- √ Hope
- √ Inclusion

### Worries re: Treatment of Students

### **Group A**

- √ Students are disengaged/excluded
- √ Students don't find value in our Catholic system
- √ Students don't feel fulfilled, happy, or successful
- √ Worried they don't get or retain the message

### **Group B**

- √ Students feel that they are not liked
- √ Students are labeled
- √ Students have no hope
- √ The beliefs of non-Catholic students are not respected
- √ Students aren't enabled to realize their full potential

Trustees as a group summarized their “values” and “worries” around the treatment of staff. The underlined & italicized words were highlighted by Trustees as most important.

## **TREATMENT OF STAFF**

### Values re: Treatment of Staff

- √ Golden Rule
- √ Treated with dignity/respect
- √ Treated as valued
- √ Treated fairly
- √ Seen as a necessity
- √ Treated as professionals and professionally
- √ Individual potential is fostered
- √ Respect diversity of staff
- √ Commitment to Catholicity is valued

### Worries re: Treatment of Staff

- √ Staff feel unimportant, unappreciated, disconnected
- √ Our attitudes & behaviours toward staff don't reflect Catholic identity
- √ Our attitudes & behaviours toward staff cause them to not reflect Catholic identity
- √ Staff don't like their jobs / Board as employer
- √ Some would readily leave for another Board (Catholic or otherwise)

- √ Feel they are not fulfilling their potential
- √ They don't grow
- √ They don't have a passion for their students
- √ They don't see their work as a vocation
- √ Negative attitude among staff
- √ They don't see interacting with parents as their job.
- √ They don't act as professionals / professionally
- √ We treat staff in ways that hurt morale
- √ We don't respect diversity
- √ In our treatment of staff we cause them to lose their passion for students
- √ Staff don't feel their input is heard or valued

Trustees broke into Group A / Group B (groups established at the September 4<sup>th</sup> Committee of the Whole meeting) to discuss the "hirings & promotions" and "compensation & benefits" policies.

## **HIRINGS & PROMOTIONS**

Values re: Hiring & Promotions

### **Group A** (*W. Buchholtz; D. Blum; M. da Silva; L. Ervin*)

- √ Hire and promote best possible people (including – some positions, non-Catholics will not be promoted)
- √ Individuals that add value to the system
- √ Commitment to Catholic system
- √ We be a "Board of choice"

### **Group B** (*J. Nairn; G. Reitzel; I. McKellar; R. Héту*)

- √ Hiring practicing Catholics as teachers/chaplains
- √ Professional qualifications
- √ Diversity – culture, gender, race, opinion and perspective from outside
- √ Hiring the best you can get
- √ Trustee involvement at senior management level
- √ Fair process with outcome feedback
- √ Identify and nurture the talent within

Worries re: Hirings & Promotions

### **Group A** (*W. Buchholtz; D. Blum; M. da Silva; L. Ervin*)

- √ People aren't seeking promotions
- √ We would stop identifying their commitment to Catholic education
- √ Our methods of hiring/promotions fail to recognize the best potential candidates
- √ We would stop giving them opportunities for growth
- √ That first attempt would be the last
- √ Biases become ingrained in the processes
- √ Do we have the expertise to make all decisions re: hiring

### **Group B** (*J. Nairn; G. Reitzel; I. McKellar; R. Héту*)

- √ Bias (internal)
- √ Lack of opportunity for advancement
- √ Don't have a way to undo a hiring/promotion (contracts, probation)
- √ Breed a culture where advancement means success

W. Buchholtz and G. Reitzel left the meeting at 8:20 p.m.

## **COMPENSATION & BENEFITS**

NOTE: Trustees did not flag “important words” in this category.

#### Values re: Compensation & Benefits

##### **Group A** (*D. Blum; M. da Silva; L. Ervin*)

- √ Fair and equitable (not deviate materially)
  - Pay equity (same money, same job)
  - Living wage – equal work for equal value
- √ Honouring collective agreements
- √ Negotiate collective agreements honestly
- √ Includes some basic benefits (protection)

##### **Group B** (*J. Nairn; I. McKellar; R. Héту*)

- √ C and B reflect their importance within our system
- √ Competitive wages (with other boards)
- √ Fair C and B
- √ As a result, people live a comfortable life
- √ That when in need or hurt, C and B look after them well

#### Worries re: Compensation & Benefits

##### **Group A** (*D. Blum; M. da Silva; L. Ervin*)

- √ Part-time, contract, casual do not receive appropriate compensation or are taken advantage of
- √ Pay levels might not attract best
- √ Pay more than we can afford
- √ Influence director compensation through other agreements

##### **Group B** (*J. Nairn; I. McKellar; R. Héту*)

- √ That C and B become the only reason people want to work here
- √ Records in HR are up to date
- √ That accessing benefits become a hassle
- √ Everyone is treated the same (because of collective agreements etc.)
- √ Do we have means to ensure everyone understands what their C and B are?
- √ What communication strategy do we have to ensure that people get the info they need to know – are we clear?

#### 9. Assurance of Successful Director of Education Performance

##### **9.1 – Monitoring Reports & Votes on Compliance**

##### **9.2 – Challenges to Monitoring**

##### **9.3 – New Operational Worries**

##### **9.4 – Next Monitoring Assignment**

#### 10. Board self-Assessment Against Board Means Policies

NIL

#### 11. Announcements

##### **11.1 – Reports Posted on Web Site**

The following reports are posted on the Board web page: [www.wcdsb.ca](http://www.wcdsb.ca)

- a) Minutes of SEAC Meetings
- b) Minutes of Parent Involvement Committee Meetings
- c) Minutes of Budget Advisory Committee Meetings
- d) Minutes of Family Life Advisory Committees.

## 12. *Adjournment*

The Secretary of the Board reviewed the meeting decisions.

**2008-29-** It was *moved* by **M. da Silva**:

*THAT the meeting be now adjourned.*

The meeting was adjourned by consensus at 9:00 p.m.

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Chair of the Board

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Secretary