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 Hétu; 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.

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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. Hétu. 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. Hétu 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 4th 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. Hétu)*

√ **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. Hétu)*

√ 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**

Waterloo Catholic District School Board – Tuesday, February 19, 2008
Minutes – Regular Committee of the Whole Board Meeting -- Public
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)
  - o Pay equity (same money, same job)
  - o 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. Hétu)**

- √ 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. Hétu)**

- √ 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
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.

__________________________________________  ______________________________________
Chair of the Board                        Secretary