



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, May 25, 2020 via Virtual Meeting.

Trustees Present:

Bill Conway (Chair), Kevin Dupuis, Manuel da Silva, Jeanne Gravelle, Wendy Price, Greg Reitzel, Brian Schmalz, Melanie Van Alphen, Tracey Weiler

*Brian Schmalz joined at 6:38 p.m.

Student Trustees Present:

Meghan Cymbron, Rori Schaefer

*Rori Schaefer joined at 6:47 p.m.

Administrative Officials Present:

Loretta Notten, Jason Connolly, Maria Ivankovic, John Klein, Shesh Maharaj, Judy Merkel, Richard Olson, Laura Shoemaker

Special Resources For The Meeting:

Regrets:

Recorder:

Alice Figueiredo, Executive Administrative Assistant

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 6:00 p.m.

1.1 Opening Prayer & Memorials

The meeting opened with prayer led by Trustee Gravelle, Trustee Price and Student Trustee Cymbron.

1.2 Territorial Acknowledgment

The Territorial Acknowledgement was declared by Trustee Conway.

1.3 Approval of Agenda

2020-66-- It was moved by Trustee da Silva seconded by Trustee Price:

THAT the agenda for Monday, May 25th, 2020 be now approved. --- Carried by *consensus*.

1.4 Declaration of Pecuniary Interest

1.3.1 From the current meeting – NIL

1.3.2 From a previous public or in-camera meeting – NIL

1.5 Items for Action:

1.5. In-camera meeting of May 11th, 2020 regarding Human Resource Services matters, Private, Private, Private meeting of Monday, May 11th, 2020 regarding Human Resource Services Matters and In-camera meeting of May 25th, 2020 regarding Human Resource Services Matters.

2020-67 -- It was moved by Trustee Weiler seconded by Trustee Reitzel:

That the Items for Action regarding In-camera meeting of May 11th, 2020 regarding Human Resource Services matters, Private, Private, Private meeting of Monday, May 11th, 2020 regarding Human Resource Services Matters and In-camera meeting of May 25th, 2020 regarding Human Resource Services Matters be now approved. --- Carried by *consensus*.

2 Consent Agenda: Director of Education (e.g. day-to-day operational matters from the Ministry of Education that the board is required to do)

3 Consent Agenda: Board of Trustees (Minutes of meetings)

- **Approval of Minutes of Regular and Special Meetings**

3.1 Approval of Minutes of Regular and Special Meetings

3.1.1 Board of Trustee Meeting Minutes of April 27, 2020

3.2 CPIC Committee Minutes – January 15, 2020

3.3 SEAC Committee Minutes – March 4, 2020

3.4 Update on Budget Preparation

2020-68- It was moved by Trustee Van Alphen and seconded by Trustee da Silva:

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

4 Delegations

5 Advice from the CEO

5.1 Director's Report

Director Notten provided the Board of Trustees with an update on the various meetings participated in response to the school closure.

5.2 Long Term Accommodation Plan

Item was discussed after 5.4 Seatbelts on Buses as Trustee Schmalz had a question with respect to FSL and was not able to join until 6:58 p.m. Superintendent Maharaj introduced the Jennifer Passy, Manager of Planning. Ms. Passy along with the assistance of Jennifer Kruihof, FSL consultant provided information with respect to FSL. Trustees asked clarifying questions and provided feedback. Superintendent Maharaj requested approved of the Long Term Accommodation Plan as presented on May 11, 2020.

2020-69- It was moved by Trustee Schmalz and seconded by Trustee Price:

That the Board of Trustees approve the Long Term Accommodation Plan as presented by staff on May 11, 2020. - -- Carried by consensus

5.3 Energy Conservation Plan'

Superintendent Maharaj introduced Elena Weber-Kraljevska, Energy Conservation Officer who provided the Board of Trustees with a presentation on the Energy Conservation and Demand Management Plan for 2020. Guiding principles, goals/objectives, legislative requirements, data, strategies to management energy, goals and celebrations were discussed.

5.4 Seatbelts on Buses

Superintendent Maharaj introduced Benoit Bourgault, General Manager at STSWR. Mr. Bourgault was asked by Trustees in February to present a report on the Seatbelts on Buses. Mr. Bourgault discussed data, pro/cons, recommendations, and upcoming pilot project. A report on experience with seatbelts on buses will be brought forward as part of STSWR's annual report in February 2021.

Trustees asked clarifying questions and provided feedback.

5.5 Special Education Update/Plan

Superintendent Shoemaker provided the Board of Trustees with a comprehensive report on the Board's Special Education Update and Plan. Items discussed include professional learning, celebrations of success in various projects along with data to support initiatives and resources for staff and families during school closure.

Trustees asked clarifying questions and provided feedback.

5.6 Pride Flag Report

Director Notten provided the Board of Trustees with a report on Waterloo Catholic's response to "Pride Month" and introduced the flag that will be flown for the entire month of June at each of its buildings and school locations. Special permission was given from Heritage Canada to fly two flags on one pole for the month of June, in those schools that only have one flag pole. The image on the flag reflects the Board's message of inclusion and welcome.

Trustee Van Alphen voiced concerns that the flag may not be recognized to represent the LGBTQ+ community as it is not the Pride flag. Trustee Van Alphen also questioned the consultation process and was concerned that the Trustees, broader community, and students were not consulted in the process. Trustee Van Alphen confirmed that she does not support the decision to fly the flag presented by Director Notten.

Director Notten noted that the decision was not one that was made in isolation but we are part of a larger Catholic Community, and noted that it is an operational decision which does not require Board approval prior to making a decision.

Round table discussion arose amongst Trustees, where some were content with the image, others were concerned it would not represent the LGBTQ+ community and might not be embraced in the greater community. Other questions also arose as to whether the flag can be flown all year. Director Notten noted that most schools only have one flagpole and the Board obtained special permission to fly two flags on one pole, and that the flag was specifically designed to respond to Pride month.

Trustee Van Alphen attempted to bring forth a motion requesting consultation from students, staff, LGBTQ+ community, OECTA, OCSTA and broader community regarding Pride month and raising the Pride flag at our buildings and to postpone flag raising until consultation is complete. Point of Order was noted as protocol was not followed to bring forth motion. It was noted that it is an operational matter which the Trustees do not have authority. Further, Director Notten noted that the flag presented was intended as something positive and will take a step forward for this June and perhaps subsequent conversation can take place on how to proceed in the future. The motion did not have a seconder.

6 Ownership Linkage (Communication with the External Environment)

7 Actions From Board Committees/Task Forces

7.1 Student Trustee Update

Student Trustees provided an update for the month of May and activities that have continued virtually. Newly elected Student Trustees, Abby Barbosa and Kate Morrison were introduced.

8 Board Education (at the request of the Board)

8.1 Chair's Update

Trustee Conway provided highlights from the month of May.

8.2 OCSTA/CCSTA Communications

Trustees reviewed OCSTA Communications.

9 Policy Discussion

10 Assurance of Successful Board Performance

10.1 Review of Board Policy

10.1.1 Board Policy II 011 Student Representation on the Board

Trustee Conway confirmed review of Board Policy II 011 Student Representation on the Board and moved for compliance.

2020-70 -- It was moved by Trustee Conway and seconded by Trustee Dupuis:

THAT the Board of Trustees reviewed Board Policy II 011 Student Representation on the Board and find that the Board is in compliance. --- Carried by consensus

There is no need to review the policy.

10.1.2 Board Policy II 012 Student Trustee Role Description

Trustee da Silva confirmed review of Board Policy II 012 Student Trustee Role Description and moved for compliance.

2020-71 -- It was moved by Trustee da Silva and seconded by Trustee Reitzel:

THAT the Board of Trustees reviewed Board Policy II 012 Student Trustee Role Description and find that the Board is in compliance. --- Carried by consensus

There is no need to review the policy.

10.1.3 Board Policy III 001 Global Governance-Management Connection

Trustee Conway reviewed Board Policy III 001 Global Governance-Management Connection the Board is not in compliance as the current Executive Compensation is still in effect.

2020-72 -- It was moved by Trustee Conway and seconded by Trustee Schmalz:

THAT the Board of Trustees reviewed Board Policy III 001 Global Governance-Management Connection and find that the Board is not in compliance due to current executive compensation legislation still in effect. --- Carried by consensus

There is no need to review the policy.

10.2 Board of Trustees' Meetings Dates for 2020-2021

Trustee Conway reviewed dates and noted that in order to be in compliance with By-Law section 2.5.1 and 2.5.2, the Inaugural must be held the first week in December. As such, the Inaugural will be held on December 7th, 2020 and the subsequent Board meeting will be held on December 14th, 2020.

2020-73 -- It was moved by Trustee Price and seconded by Trustee Weiler :

That the Board of Trustees approve the Board dates for 2020-2021 with December 7th, 2020 Inaugural and December 14th, 2020 Board as recommended. --- Carried by consensus

10.3 Board of Trustees Self Evaluation Data

Trustee Conway discussed Board of Trustee Self Evaluation findings. It was noted that perhaps a comments section could be added after each section.

11 Assurance of Successful Director of Education Performance

11.1 Monitoring Reports & Vote on Compliance

11.1.1 Treatment of Public – Monitoring Report IV – 002

Director Notten provided the Board of Trustees with a report confirming compliance of Board Policy IV 002 Treatment of Public.

2020-74 -- It was moved by Trustee Dupuis and seconded by Trustee Gravelle:

That the Board accept this report indicating compliance with communication and support to Board Policy IV 002 Treatment of Public.--- Carried by consensus

11.1.2 Treatment of Students - Monitoring Report IV – 003

Director Notten provided the Board of Trustees with a report confirming compliance of Board Policy IV 003 Treatment of Students. Trustee Price questioned why MDI School Climate results data was not included to support the report. Director Notten confirmed that MDI data was presented to Trustees in detail from a report brought forth from Superintendent Merkel. Data from all reports are shared and reported, it was offered for consideration that if all data were to be imbedded in this monitoring report, it would be somewhat overwhelming, because there is extensive data associated with each report.

2020-75 -- It was moved by Trustee Dupuis and seconded by Trustee Schmalz:

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

11.1.3 Treatment of Staff – Monitoring Report IV – 004

Superintendent Connolly provided the Board of Trustees with a report confirming compliance of IV 004 Treatment of Staff.

At this point, a motion to extend the Board meeting was brought forward.

2020-76 -- It was moved by Trustee Gravelle and seconded by Trustee Reitzel:

That the Board of Trustees' meeting be extended past 9:00 p.m. --- Carried by consensus

Trustee Price noted report does not give a good indication of the culture of the system, believes there should be a direct measure and feels a survey around moral should be included. Frustrated that all three of the treatment polies were brought forth on the same agenda. When look at Policy III 005 Monitoring CEO Performance, it states Treatment of Public and Students should be monitored in February and Treatment of Staff in April. Noted that all three monitoring reports should not be on same agenda due to importance and discussed a need to review III 005 Monitoring CEO Performance. Trustee Price suggested that Trustees can look at this when discussing work of the Board. Director Notten suggested to refer schedule to Governance, as it was approved years ago. III 005 Monitoring CEO Performance schedule will be discussed in Governance.

2020-77 -- It was moved by Trustee Schmalz and seconded by Trustee Gravelle:

That the Board accept this report indicating compliance with Treatment of Staff Policy IV 004. --- Carried by consensus

11.1.4 Asset Protection – Monitoring Report IV – 009

Superintendent Maharaj provided the Trustees with a report confirming compliance of IV 009 Asset Protection policy.

2020-78 -- It was moved by Trustee Reitzel and seconded by Trustee Dupuis:

That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 009 for the 2019-20 school year, with the exception of policy provision 6. --- Carried by consensus

12 Potential Agenda Items

12.1 Trustee Inquiry Report from the CEO

12.2 Shared Concerns

13 Announcements

13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated):

Upcoming events were discussed. It was confirmed that Special Board with respect to the Budget on June 1 will be postponed as the Board has not received information from the Ministry.

13.2 Pending Items:

13.3 Pending Items for OCSTA Consideration

14 Items for the Next Meeting Agenda

15 Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed the meeting decisions.

15.2 Private, Private

2020-79 -- It was moved by Trustee da Silva and seconded by Trustee Dupuis:
That the meeting move into Private, Private at 9:29 pm. --- Carried by consensus

15.3 Private, Private, Private

16 Closing Prayer

17 Motion to Adjourn

2020-80 -- It was moved by Trustee da Silva and seconded by Trustee Dupuis:
THAT the meeting be now adjourned. The meeting was adjourned by consensus at 10:30 p.m.



Chair of the Board



Secretary