



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, April 28, 2025, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

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

Student Trustees Present:

Allison-Hannah Berwick

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: Matteo Leone

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 Chair of the Board called the meeting to order at 6:06 p.m.

Chair Kraft announced the return of Trustee Doherty-Masters to the Board table following a ruling from the Ontario Superior Court of Justice on April 16th, 2025. The court granted Trustee Doherty-Masters' stay motion regarding the Board's decisions made on December 12, 2024, and January 6, 2025. As a result of this decision, Trustee Doherty-Masters is reinstated and is now permitted to attend and participate in Board meetings and committees of the Board pending the outcome of the judicial review. Chair Kraft also emphasized the need for adjustments to the meeting structure to account for the sessions Trustee Doherty-Masters missed and reminded everyone of the importance of adhering to board meeting etiquette.

1.1 Opening Prayer & Memorials

Trustee Stanley led prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgement declared by Chair Kraft.

1.3 Approval of Agenda

Chair Kraft motioned for approval of the agenda with the following amendments:

- Move item 10.2 Election of the Vice-Chair up after item 1.5.
- Separate 1.5 into items 1.5.1, 1.5.2, 1.5.3
- Trustee Weiler asked for item 12.2 Notice of Motion – Update to Flag Protocol and Political Symbol Policy to be removed from the agenda.

**2025-73-- It was moved by Trustee Weiler and seconded by Trustee Guerin:
THAT the agenda for Monday, April 28, 2025, be now approved, as amended to separate item 1.5 into items 1.5.1, 1.5.2 and 1.5.3, to move up item 10.2 Election of the Vice-Chair after item 1.5 and the removal of item 12.2 Notice of Motion.
--- No consensus**

The Chair opened the floor for discussion.
Trustee Weiler asked for a recorded vote.

**By Recorded Vote:
In Favour: Trustees Doherty-Masters, Guerin, Weiler, Kraft
Opposed: Trustees Cuff, Francis, Phillips, Sikora, Stanley
--- Motion Defeated**

Non-binding vote from Student Trustee Berwick in favour.

**2025-74-- It was moved by Trustee Francis and seconded by Trustee Cuff:
THAT the agenda for Monday, April 28, 2025, be now approved, as amended to separate item 1.5 into items 1.5.1, 1.5.2 and 1.5.3, to move up item 10.2 Election of the Vice-Chair after item 1.5.
---No consensus**

The Chair opened the floor for discussion.
Trustee Weiler asked for a recorded vote.

**By Recorded Vote:
In Favour: Trustees Cuff, Francis, Phillips, Sikora, Stanley
Opposed: Trustees Doherty-Masters, Guerin, Weiler, Kraft
--- Motion passed by Majority**

Non-binding vote from Student Trustee Berwick opposing.

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

**2025-75-- It was moved by Trustee Cuff and seconded by Trustee Sikora:
That the Board of Trustees suspend item 4.11 of the WCDSB Board Operational & Procedural Bylaw for Trustee Doherty-Masters in the matter of items 1.5.1 and 1.5.2 of the agenda.
--- Carried by consensus**

Chair Kraft requested a mover and seconder to approve the items for action from the Double In Camera meetings.

1.5.1 Items for action arising from the Double In Camera meeting of Monday, March 24, 2025.

1.5.2 Items for action arising from the Double In Camera meeting of Monday, April 14, 2025.

**2025-76-- It was moved by Trustee Cuff and seconded by Trustee Phillips:
THAT the items for action arising from the Double In Camera meetings of Monday, March 24, 2025, and Monday, April 14, 2025 regarding Trustee matters be now approved.
---Carried by consensus**

1.5.3 Items for action arising from the Double In Camera meeting of Monday, April 28, 2025.

**2025-77-- It was moved by Trustee Sikora and seconded by Trustee Cuff:
THAT the items for action arising from the Double In Camera meeting of Monday, April 28, 2025, regarding Trustee 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)

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

2025-78-- It was moved by Trustee Guerin and seconded by Trustee Sikora:

That the Board of Trustees suspend item 4.11 of the WCDSB Board Operational & Procedural Bylaw for Trustee Doherty-Masters in the matter of item 3.1 of the agenda.

--- Carried by consensus

Chair Kraft requested a mover and seconder for approval of the consent agenda.

2025-79-- It was moved by Trustee Sikora and seconded by Trustee Cuff:

THAT the Consent Agenda: Board of Trustees and the recommendations contained therein be now approved.

--- Carried by consensus

4. Delegations

4.1 Delegation Presentation – Chair Kraft invited Michael McKague to the podium to give a presentation regarding Notice of Motion – Update to Flag Protocol and Political Symbol Policy. Trustees asked clarifying questions.

4.2 Delegation Presentation – Chair Kraft invited Fr. Toby Collins to the podium to give a presentation regarding Notice of Motion – Update to Flag Protocol and Political Symbol Policy. Trustees asked clarifying questions.

4.3 Delegation Presentation – Chair Kraft invited Christine Bendia to the podium to give a presentation regarding Notice of Motion – Update to Flag Protocol and Political Symbol Policy. Trustees asked clarifying questions.

5. Advice from the CEO

5.1 2025-2026 Estimates Budget Plan – Trustee Update #4

Laura Isaac, Senior Manager of Finance presented the 2025-2026 Estimates Budget Plan – Trustee Update #4. 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. Trustees asked clarifying questions.

5.2 Extended Day Update

Superintendent Mendonça provided a brief overview of the Extended Day Update, outlining the revisions made to the report and introduced the three potential fee options for Trustees to consider. Reiterating that the \$30 registration fee would apply solely to families who successfully secured a spot in the program. Trustees asked clarifying questions and favoured option C.

2025-80-- It was moved by Trustee Phillips and seconded by Trustee Cuff:

That the Board of Trustees approve Option C for the Extended Day Program fee increases for the 2025-2026 school year. Which include:

- **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.**

--- 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 Trustees 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 April. Trustees provided feedback.

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

8.1 Chair Kraft noted OCSTA Communications

8.2 Chair's Report

Chair Kraft delivered the Chair's report for April, 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 015 Ownership Linkage. Is there a need to review the Policy?

Chair Kraft confirmed review of Board Policy II 015 Ownership Linkage and recommended the motion be tabled at this time. Recommendation that the policy requires review at the Governance Committee.

Chair Kraft called for a mover and seconder of the motion being sought to table the policy.

2025-81-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

THAT the Board of Trustees table Board Policy II 015 Ownership Linkage until after further review at the Governance Committee.

--- Carried by consensus

10.2 Election of the Vice-Chair of the Board

The Chair asked for nominations for Vice-Chair of the Board.

Trustee Guerin put forth Trustee Weiler's name.

The Chair asked Trustee Weiler if she accepted the nomination, and she did.

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

Trustee Stanley put forth Trustee Sikora's name.

The Chair asked Trustee Sikora if he accepted the nomination, and he did not accept.

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

Trustee Phillips put forth Trustee Doherty-Masters name.

The Chair asked Trustee Doherty-Masters if she accepted the nomination, and she did not accept.

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

Trustee Francis put forth Trustee Phillips's name.

The Chair asked Trustee Phillips if she accepted the nomination, and she did not accept.

The Chair confirmed all nominees have been presented and declared Trustee Weiler as the Vice-Chair.

Chair Kraft requested a motion to nominate Trustee Weiler to be Vice-Chair of the Board.

2025-82 -- It was moved by Trustee Guerin and seconded by Trustee Doherty-Masters:

THAT Tracey Weiler is nominated to be the Vice-Chair of the Board of Trustees.

--- Carried by consensus

Trustee Weiler gave her remarks.

11. Assurance of Successful Director of Education Performance

11.1.1 Monitoring Report IV 006 - Legal Responsibilities & Liabilities

Superintendent Maharaj presented on Board Policy IV 006 - Legal Responsibilities & Liabilities and confirmed compliance. Chair Kraft opened the floor to discussion.

Chair Kraft called for a mover and seconder of the recommendation.

**2025-83-- It was moved by Trustee Doherty-Masters and seconded by Trustee Phillips:
That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 006 Legal Responsibilities & Liabilities for the 2024-25 school year.
--- Carried by consensus**

11.1.2 Monitoring Report IV 008 – Financial Conditions & Activities

Superintendent Maharaj presented on Board Policy IV 008 – Financial Conditions & Activities and confirmed compliance. Chair Kraft opened the floor to discussion.

Chair Kraft requested a mover and seconder of the recommendation.

**2025-84-- It was moved by Trustee Cuff and seconded by Trustee Francis:
That the Board of Trustees approves this report as demonstrating compliance with Board Policy IV 008 Financial Conditions & Activities for the 2024-25 school year.
---Carried by consensus**

11.1.3 Monitoring Report IV 012 – Communication & Support to the Board

**2025-85-- It was moved by Trustee Cuff and seconded by Trustee Sikora:
That the Board of Trustees suspend item 4.11 of the WCDSB Board Operational & Procedural Bylaw for Trustee Doherty-Masters in the matter of item 11.1.3 of the agenda.
--- Carried by consensus**

Director Dowling presented on Board Policy IV 012 – Communication & Support to the Board and confirmed compliance. Chair Kraft opened the floor to discussion. Trustees asked clarifying questions. Chair Kraft requested a mover and seconder of the recommendation.

**2025-86-- It was moved by Trustee Sikora and seconded by Trustee Cuff:
That the Board accept this report indicating compliance with Policy IV 012 – Communication & Support to the Board
--- Carried by consensus**

12. Potential Agenda Items

12.1 Notice of Motion – Live Streaming

Trustee Weiler started the discussion with a brief review of the motion being sought and offered an amendment to amend the start date. Trustee Phillips gave her remarks and requested feedback. Trustees asked clarifying questions.

**2025-87-- It was moved by Trustee Weiler and seconded by Trustee Phillips:
That the Notice of Motion – Live Streaming be opened for discussion.
--- Carried by consensus**

Trustees discussed the expenses related to the implementation of live streaming, with Director Dowling and Superintendent Maharaj offering insights on these costs. Trustees agreed to set the start date for the live streaming initiative as September 2025, allowing senior staff sufficient time to address any issues and ensure a smooth rollout prior to this date.

**2025-88-- It was moved by Trustee Weiler and seconded by Trustee Phillips:
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.

---Carried by consensus

12.2 Notice of Motion - Update to Flag Protocol and Political Symbol Policy

**2025-89-- It was moved by Trustee Stanley and seconded by Trustee Phillips:
That the Notice of Motion – Update to Flag Protocol and Political Symbol Policy be opened for discussion.
--- Carried by consensus**

Trustee Stanley proposed an amended motion to the Board of Trustees for their review and consideration and stipulated the specific changes. Trustees agreed the amended motion deviated from the original and preferred to discuss and vote on the original. Trustees engaged in a roundtable discussion and gave their remarks.

**2025-90-- It was moved by Trustee Sikora and seconded by Trustee Stanley:
That the motion be tabled.
--- Carried by consensus**

**2025-91-- It was moved by Trustee Weiler and seconded by Trustee Sikora:
That the meeting be extended past 9:00 p.m.
--- Carried by consensus**

**2025-92-- It was moved by Trustee Sikora and seconded by Trustee Phillips:
That the motion be brought back to the table.
--- Carried by consensus**

**2025-93-- It was moved by Trustee Stanley and seconded by Trustee Phillips:
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.

---No consensus

Trustee Phillips asked for a recorded vote.

By Recorded Vote:

In Favour: Trustees Stanley, Phillips, Francis, Cuff (4)

Opposed: Trustees Kraft, Weiler, Doherty-Masters, Guerin, Sikora (5)

--- Motion Defeated

Non-binding vote from Student Trustee Berwick opposed.

12.3 Trustee Inquiry - Learning Commons Resources

Trustee Cuff initiated discussion and expressed concerns regarding the resources available in the Learning Commons, specifically focusing on the management of book accessibility for age-appropriate students in school libraries. Director Dowling highlighted that he has shared information with the Trustees about the measures in place to ensure that reading materials are appropriately segregated. Director Dowling introduced Shelley Wood, Library Support Services Supervisor to answers questions from Trustees. Ms. Wood provided detailed insights into the organization of the school libraries and the strategic placement of reading materials to ensure appropriate accessibility for each age group of students.

13. Announcements

13.1 Upcoming Meetings/Events

Chair Kraft 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 Chair Kraft 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 Triple In Camera meeting

2025-94-- It was moved by Trustee Weiler and seconded by Trustee Sikora:

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

--- Carried by consensus

Trustees moved into a Triple In Camera meeting at 10:04 p.m.

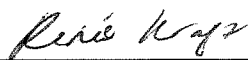
16. Closing Prayer

16.1 Closing prayer.

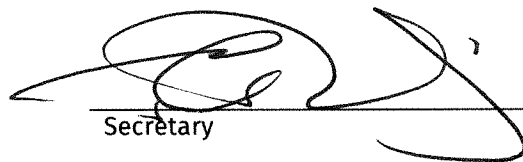
17. Motion to Adjourn

2025-95-- It was moved by Trustee Phillips and seconded by Cuff:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 10:54 p.m.



Chair of the Board



Secretary