



Board of Trustees' Board Meeting

Date: Monday, September 28, 2026.

Time: 6:00 p.m.

** Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.*

Location: 1st floor Board Room, Catholic Education Centre, 35 Weber Street W, Kitchener

Attendees:

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

Student Representatives:
Rashid Abu Ghazaleh, Brayden Thompson

Senior Administration:
Patrick Eby, Jordan Figueiredo, Gerald Foran, Shesh Maharaj, Angela McHardy, Paul Mendonça, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resource:

Recording Secretary:
Stephanie Medeiros

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Chair		
1.1 Opening Prayer/Memorials	Paula Rush		
1.1.1 Blessing and Declaration of Oath of Newly Appointed Student Trustees and Commissioning of Superintendent's Figueiredo and McHardy	R. Abu Ghazaleh, B. Thompson		
1.2 Territorial Acknowledgement	Chair		
I (we) would like to begin by acknowledging that the land on which we gather today is the land traditionally cared for by the Haudenosaunee, Anishinaabe and Chonnonton People. I (we) also acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous People with whom we share this land today.			
1.3 Approval of Agenda	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest	Individual Trustees		
1.4.1 From the current meeting			
1.4.2 From a previous public or in-camera meeting			
1.5 Items for Action:	Board of Trustees		Approval
Items for action arising from the Triple In Camera meeting of Monday, June 22, 2026, regarding HRS matters.			

ITEM	Who	Agenda Section	Method & Outcome
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 (Minutes of meetings, staff report)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1.1 Board of Trustees Minutes – June 22, 2026 3.2 Chair of the Board Report 3.3 SEAC Minutes – Jun 15, 2026	Board of Trustees Chair Board of Trustees	pp. 4-9 pp. 10-11 pp. 12-13	Approval Information Information
4. Delegations/Presentation			
5. Advice from the CEO 5.1 Major Capital Projects (Summer update) 5.2 Summer Transition Projects/Update on Summer Boost/Headstart 5.3 External Community Member to Audit Committee 5.4 Election Expense Compliance Audit Committee 5.5 Trustee Honoraria 5.6 CEO's Report	S. Maharaj G. Foran S. Maharaj S. Maharaj S. Maharaj A. Varano	pp. 14-16 pp. 17-21 pp. 22-24 pp. 25-26 pp. 27-29 pp. 30-35	Information Information Approval Approval Approval Information
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces 7.1 Student Trustee Report	R. Abu Ghazaleh, B. Thompson	pp. 36-38	Information
8. Board Education (at the request of the Board) 8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link	Chair	Link	Information
9. Policy Discussion			
10. Assurance of Successful Board Performance 10.1 Board Policy Review 10.1.1 Board Policy II 002 Governing Style Is there a need to review the Policy? 10.1.2 Board Policy III 006 CEO Compensation of Benefits Is there a need to review the Policy?	T. Weiler R. Sikora	Link Link	Approval Approval
11. Assurance of Successful Director of Education Performance			
12. Potential Agenda Items/Trustee Inquiry Report (CEO)			

ITEM	Who	Agenda Section	Method & Outcome
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated): - Sep 30 – National Day for Truth and Reconciliation - Sep 30 – CPIC Meeting - Oct 2 – Guardian Angels CES Opening Ceremony - Oct 5 – Committee of the Whole Meeting - Oct 6 – Audit Committee Meeting - Oct 7 – SEAC Meeting - Oct 12 – Thanksgiving - Oct 15 – Culture of Life Leadership Conference (Diocese of Hamilton) - Oct 19 – Board of Trustees Meeting	Chair	--	Information
13.2 Pending Items: 13.3 Pending Items for OCSTA Consideration	<u>Committee/Task Force</u>	<u>Due Date</u>	<u>Action Taken</u>
14. Items for the Next Meeting Agenda	Trustees		
14.1 October 5, 2026 – Committee of the Whole - Pastoral Plan Update - Student Achievement Plan (SAP) Literacy/Numeracy - Equity Action Plan Update - OCSTA Resolution Initial Discussion - Work of the Board Priorities	Board of Trustees		Information
15. Adjournment	Director of Education		
Confirm decisions made tonight			
15.1 Confirm Decisions Made Tonight	Recording Secretary	--	Information
16. Closing Prayer			
16.1 Closing Prayer	All		
17. Motion to Adjourn	Board of Trustees	Motion	Approval

CLOSING PRAYER

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God's world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities.

We make this prayer through Christ our Lord.

Amen

Rev. Charlie Fedy, CR and the Board of Trustees, 2010



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, June 22, 2026, 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), Robert Sikora, Conrad Stanley, Tracey Weiler (Vice-Chair)

Student Trustees Present:

Jace Krysko

Administrative Officials Present:

Patrick Eby, Gerald Foran, Shesh Maharaj, Paul Mendonça, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resources For The Meeting:

Regrets: Rebecca Girolametto, Marisa Phillips

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 6:07 p.m.

1.1 Opening Prayer & Memorials

Trustee Guerin 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:

2026-70-- It was moved by Trustee Sikora and seconded by Trustee Francis:

THAT the agenda for Monday, June 22, 2026, be now approved.

--- Carried by consensus

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

Items for action arising from the Double In Camera meeting of Monday, May 25, 2026, regarding HRS matters.

2026-71-- It was moved by Trustee Weiler and seconded by Trustee Francis:

THAT the items for action arising from the Double In Camera meeting of Monday, May 25, 2026, regarding HRS 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 – May 25, 2026

3.1.2 Special Board of Trustees Minutes – Jun 17, 2026

3.2 SEAC Minutes – May 20, 2026

3.3 Audit Minutes – Apr 8, 2026

3.4 Administrative Procedure Update

3.5 Governance Minutes – Mar 2, 2026 (Approval of Minutes – Governance Committee)

3.6 Governance Minutes – May 19, 2026 (Approval of Minutes – Governance Committee)

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

2026-72-- It was moved by Trustee Sikora and seconded by Trustee Weiler:

THAT the Consent Agenda: Board of Trustees and the recommendations contained therein from items 3.1 to 3.4 be now approved.

--- Carried by consensus

Chair Kraft requested a mover and seconder from the Governance Committee for approval of the Governance minutes.

2026-73-- It was moved by Trustee Doherty-Masters and seconded by Trustee Weiler:

THAT the Governance Committee approves the Governance minutes from March 2 and May 19, 2026, as listed in items 3.5 and 3.6.

--- Carried by consensus

4. Delegations

5. Advice from the CEO

5.1 Math Achievement Action Plan (MAAP)

Superintendent Ritsma introduced Petra Le Luc, Board Math Lead to present the Math Achievement Action Plan. The presentation focused on the implementation and reporting of key performance indicators (KPIs) and highlighted three cycles of math coaching, emphasizing high-impact instructional practices.

5.2 Secondary Math Update

Sarah Gonzalez-Day, Student Achievement Consultant Numeracy 7-12, presented the Secondary Math Update. The presentation focused on the achievement data from the first semester, highlighting pathway selection and the attainment of provincial standards. It included a review of the Mock EQAO results and the involvement of teachers in providing in-class support. Plans for next year include continued digital tool

funding, expanded math teacher sessions, and ongoing support for priority schools. Trustees asked clarifying questions.

5.3 Q3 Interim Report

Superintendent Maharaj introduced Laura Isaac, Senior Manager of Finance, to present the Q3 Interim Financial Report. The presentation provided an overview of the revenues, expenses, and surpluses for the third quarter, along with a summary of enrollment and staffing figures. Trustees asked clarifying questions.

5.4 MYSP Update

Director Varano introduced the MYSP Update Presentation and provided an overview of current progress. Courtney Brewer, Research Coordinator, reviewed the research process and methodologies used to develop measures and indicators. A monitoring update was also provided, noting that Phase 1 of the MYSP dashboard focuses on developing the dashboard framework and publishing all related reports. The dashboard includes 26 indicators to support monitoring and reporting. Trustees asked clarifying questions.

5.5 Director's Report

Director Varano presented the Director's report for the month of June. The report provided an overview of recent and upcoming activities, including school visits, partnerships with local institutions, and participation in professional development and community engagement events.

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

7. Reports From Board Committees/Task Forces

7.1 Student Trustee Update

Student Trustee Krysko 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 June.

7.2 CPIC Committee Presentation

Superintendent Mendonça presented the CPIC Committee Presentation update. The presentation provided a high-level overview of CPIC's work and impact across the system for the 2025-2026 school year. The presentation highlighted efforts to enhance parental involvement, improve communication with the CSAC, and foster stronger connections between home, school, and parish.

7.3 SEAC Committee Presentation

Superintendent Foran presented the SEAC Committee Presentation update. The presentation highlighted the professional development plan for the year, strategies for self-regulation to support students, and community transition initiatives. Additionally, it covered various SEAC events and presentations that took place throughout the year.

7.4 Linkages Committee Annual Report

Trustee Sikora reviewed the Linkages Committee Annual Report for the 2025-2026 school year. The report summarized the committee's work and plans going forward.

7.5 Pastoral Committee Annual Report

Trustee Guerin reviewed the Pastoral Committee Annual Report for the 2025-2026 school year. The report summarized committee work and plans going forward.

7.6 Governance Committee Annual Report

Vice-Chair Weiler reviewed the Governance Committee Annual Report for the 2025-2026 school year. The report summarized committee work and plans going forward.

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 June.

9. Policy Discussion

9.1 Governance Recommendations Report

Vice-Chair Weiler provided background on the proposed bylaw and policy amendments. Trustees discussed the changes, and the delegation time will remain at 8 minutes, with 5 minutes for clarifying questions.

2026-74-- It was moved by Trustee Weiler and seconded by Trustee Cuff:

That the Board of Trustees approve edits as recommended by the Governance Committee in Appendix "A" and "B" of this report, as amended.

--- Carried by consensus

10. Assurance of Successful Board Performance

10.1 Board Policy Review

10.1.1 Board Policy II 001 Global Governance Commitment. Is there a need to review the Policy?

Trustees confirmed review of Board Policy II 001 Global Governance Commitment and confirmed compliance. The policy does not require review at the Governance Committee. (see 10.3)

Chair Kraft called for a mover and seconder to affirm compliance.

2026-75-- It was moved by Trustee Stanley and seconded by Trustee Weiler:

THAT the Board of Trustees reviewed Board Policy II 001 Global Governance Commitment and find that the Board is in compliance.

--- Carried by consensus

10.1.2 Board Policy II 010 Board Committee Structure. Is there a need to review the Policy?

Trustee Cuff confirmed review of Board Policy II 010 Board Committee Structure and confirmed compliance. The policy does not require review at the Governance Committee.

Chair Kraft called for a mover and seconder to affirm compliance.

2026-76-- It was moved by Trustee Cuff and seconded by Trustee Sikora:

THAT the Board of Trustees reviewed Board Policy II 010 Board Committee Structure and find that the Board is in compliance.

--- Carried by consensus

10.2 Work of the Board Annual Report

Vice-Chair Weiler provided an update on the Annual Work of the Board Report for the 2025/2026 school year and confirmed that the targets for the priorities have been successfully met. Additionally, highlighted items to consider for next year's initiatives.

10.3 2026-2027 Board meeting dates

Director Varano provided an overview of the scheduled board meeting dates for the upcoming school year, along with the rationale for decreasing the frequency of Committee of the Whole meetings. Chair Kraft opened the floor for discussion. Trustees engaged in roundtable discussion on the implications of reducing Committee of the Whole meetings.

2026-77-- It was moved by Trustee Cuff and seconded by Trustee Weiler:

THAT the Board of Trustees approve the 2026-2027 Board meeting dates.

--- no consensus

Trustee Sikora requested a recorded vote.

By Recorded Vote:

In Favour: Trustees Francis, Doherty-Masters, Cuff, Weiler, Kraft, Stanley, Guerin (7)

Opposed: Trustee Sikora (1)

--- Motion Carried by Majority

Trustees were in favour of suspending item 3.1.2 of the bylaw to allow for a change to the October 2026 date as to not conflict with the municipal election.

2026-78-- It was moved by Trustee Doherty-Masters and seconded by Trustee Guerin:

THAT the Board of Trustees suspend item 3.1.2 of the Bylaw to approve the October 2026 board meeting date.

--- Carried by consensus

2026-79-- It was moved by Trustee Stanley and seconded by Trustee Sikora:

That the Board of Trustees change the October 26th board meeting to October 19th, 2026.

--- Carried by consensus

Trustee Sikora noted that Board Policy II 001 requires updating, as the Board will not hold a Committee of the Whole meeting in September as the policy specifies. Trustee Cuff moved that Policy II 001 be referred to the Governance Committee for review.

2026-80-- It was moved by Trustee Cuff and seconded by Trustee Sikora:

That the Board of Trustees send Board Policy II 001 Global Governance Commitment to the Governance Committee for review.

--- Carried by consensus

11. Assurance of Successful Director of Education Performance

11.1 Monitoring Reports

11.1.1 Board Policy IV 001 General Executive Limitations

Director Varano presented on Board Policy IV 001 General Executive Limitations and confirmed compliance. Chair Kraft requested a mover and seconder of the recommendation.

2026-81-- It was moved by Trustee Weiler and seconded by Trustee Doherty-Masters:

That the Board accept this report indicating compliance with Board Policy IV 001 General Executive Limitations for the 2025-2026 school year.

--- No consensus

Vote by Show of Hands:

In Favour: 7

Opposed: 1

--- Motion Carried by Majority

11.1.2 Board Policy IV 007 Financial Planning/Budgeting

Superintendent Maharaj presented on Board Policy IV 007 Financial Planning/Budgeting and confirmed compliance. Chair Kraft requested a mover and seconder of the recommendation. Trustees asked clarifying questions.

2026-82- It was moved by Trustee Weiler and seconded by Trustee Francis:

That the meeting be extended past the 3-hour mark.

--- Carried by consensus

2026-83-- It was moved by Trustee Weiler and seconded by Trustee Stanley:

1. That the Board of Trustees accept this report as providing evidence that the CEO is compliant with Board Policy IV 007 "Financial Planning/Budgeting".

--- Carried by consensus

2026-84-- It was moved by Trustee Sikora and seconded by Trustee Francis:

2. That the Board of Trustees approve an operating budget of \$451,788,515 for the 2026-27 school year as presented to the Board.
3. That the Board of Trustees approve a capital budget of \$90,416,327 for the 2026-27 school year as presented to the Board.
4. That the Board of Trustees direct Administration to file this balanced budget with the Ministry of Education before the deadline of June 30, 2026.

--- Carried by consensus

12. Potential Agenda Items

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 noted upcoming agenda items.

15. Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

Director Varano extended her congratulations to Superintendent Merkel on her retirement, expressing gratitude for her dedicated service.

15.2 Trustees move into a Triple In Camera meeting.

2026-85- It was moved by Trustee Cuff 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 9:16 p.m.

Trustees reconvened the public meeting at 9:28 p.m. after rising from the Triple In Camera session.

16. Closing Prayer

16.1 Closing prayer.

17. Motion to Adjourn

2026-86-- It was moved by Trustee Cuff and seconded by Sikora:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 9:30 p.m.

Chair of the Board

Secretary



Date: September 28, 2026
To: Board of Trustees
From: Chair of the Board of Trustees
Subject: Chair's Report

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy **XX XXX**
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Policy Statement and/or Education Act/other Legislation citation:

Policy I Ends
Policy II 003 Board Job Description

Alignment to the MYSP:

☐ **Learning**

- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**

- ☒ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**

- ☐ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☒ Engage families & build community partnerships

Background/Comments:

Several discussions with Director Varano
Sept 8 – 1st day of school Guardian Angels
Sept 16 – Guest Speaker and Diocesan Mass, CEC/St. Mary's
Sept 21 – OCSTA Virtual Fall Regional Meeting

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Renée Kraft
Chair of the Board

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



SEAC Committee Meeting Minutes

Date& Time:	June 15, 2026 @ 5:00 pm
Location (Virtual)	Online: Via Teams: Join the meeting
Next Meeting:	September 9, 2026@ 6:00 pm
Committee Members: Kim Murphy, Amanda Hennig, Cindy Benedetti, Karen Applebee, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Conrad Stanley	
Administrative Officials: Gerald Foran, Erin Lemak	
Regrets: Jeanne Gravelle	

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Cindy Benedetti Seconded: Bob Sikora	
3. Declared Pecuniary Interest N/A	
4. Approval of the May minutes: Motion by: Cindy Benedetti Seconded: Monica Wenzlaff	
5. School System Operational Business: 5.1. 26/27 Budget Estimates - Budget Process Overview - Grant Announcement - Special Education Funding - Special Education Expenditures Q&A ➤ Motion that SEAC accepts Special Education 26/27 budgets estimates as presented to the SEAC committee: - Motion moved by Bob Sikora. - The Chair called for a vote: All those in favor? All those opposed? Any abstentions? The motion was carried.	R. King Manager of Budget and Financial Reporting



6. Ministry Updates (10 min) N/A	
7. SEAC Committee Functions: 7.1. SEAC Terms of Reference Added as an addendum for members to review and discuss in the fall.	L. Shoemaker
8. Policy Advice to the Board N/A	
9. Updates N/A	
10. Pending Items N/A	
11. Adjournment Motion by: Seconded:	
12. Action Items Place Holder	



Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: 2025-2026 Major Capital Projects

Type of Report:

- ☐ Decision-Making
- ☒ Monitoring
- ☐ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☒ Monitoring Information of Board Policy **IV009 “Asset Protection”**
- ☐ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

This report provides an update to Trustees on major capital construction projects undertaken during the 2025-2026 school year.

Policy Statement and/or Education Act/other Legislation citation:

[Board Policy IV009 “Asset Protection”](#)

Alignment to the MYSP:

☒ **Learning**

- ☒ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☐ **Serving**

- ☐ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**

- ☒ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☐ Engage families & build community partnerships

Background/Comments:

During the 2025-2026 school year, construction projects were undertaken at many Catholic schools throughout the Region. Projects listed in this update were funded by the Ministry of Education through School Renewal Allocation (SRA), School Condition Improvement (SCI), Accessibility funding, and Capital Priority approval allocations.

With this funding, approximately **\$5.3M** was allocated to SRA projects, covering non-building envelope items such as painting, flooring, and millwork; approximately **\$8.4M** was designated for SCI projects, including repairs to building services/envelope and initiatives aimed at improving energy efficiency; and approximately **\$2.1M** in new Accessibility funding was released to target barriers related to mobility, hearing, and visual impairments.

Most renewal, SCI, and accessibility projects were completed between July 1 and August 28, which were ready for occupancy by September 2. In most cases, staff had access to classrooms at least one week prior to the start of school. Some work will continue as materials arrive, such as HVAC equipment and specialty items, with contracts structured so that any remaining work is completed after hours or on weekends. This structure will aim to avoid disrupting the school day.

List of major renewal, SCI, and accessibility projects undertaken this year:

- St. David - \$3,200,000 - roof and gutter repairs, generator repairs, lighting replacement, washroom upgrades, BAS, elevator repairs, unit-vent replacements and flooring
- Our Lady of Lourdes - \$1,100,000 - universal/barrier-free washroom, partial roof replacement, elevator replacement, RTU replacement and exterior doors
- St. Peter - \$1,300,000 - partial roof replacement, flooring, sanitary replacement, asphalt, AHU, boilers, pumps, BAS upgrades, interior doors and finishes
- St. Anne (C) - \$1,000,000 - interior doors and hardware, boilers, pumps, toilet partitions, lighting, water heaters and stair lift replacement
- St. Joseph - \$500,000 - roof hatch, flooring replacements, SOG repairs, fencing, parking lot expansion, sanitary waste replacement and interior door upgrades
- St. Louis (Main) - \$800,000 - roof replacement
- Resurrection - \$1,400,000 - roof and siding replacement
- St. Teresa (K) - \$600,000 - accessibility upgrades including new elevator, exterior ramp and power door operator
- Various accessibility, lighting, BAS, roofing, flooring and small projects - approximately \$2,400,000

With Capital priorities funding from the Ministry totaling approximately **\$174,000,000** across 11 in-progress design and construction projects, we were able to achieve the following:

Capital projects completed for school opening September 2026:

- Guardian Angels C.E.S. - joint school in cooperation with WRDSB; 354 pupil places for WCDSB, 519 pupil places for WRDSB, and 88 childcare spaces
- Notre Dame C.S.S. - 1,400 pupil place new secondary and intermediate school

Capital projects currently under construction:

- St. Boniface (Breslau) Addition - 262 pupil places; opening September 2027
- St. Paul Addition - 230 pupil places; opening September 2027
- St. Aloysius Addition - 230 pupil places; opening September 2027
- St. Mark Addition - 184 pupil places; opening September 2027
- St. Gregory Addition - 141 pupil places; opening September 2027

Currently in design stage

- St. David Addition - 414 pupil places
- Monsignor Doyle Addition - 368 pupil places
- Monsignor Haller Addition - 282 pupil places
- Doon South New Build - 645 new pupil places
- St. Bernadette Rebuild - 657 new pupil places
- Baden New Build - minimum 340 pupil places

All capital projects currently under construction remain on schedule, while projects in design continue to be advanced to support future construction starts and system accommodation needs.

Portables- all board portable moves were completed and occupied prior to the September school start. Each move requires significant planning, including building permits, electrical and data cabling connections, grading, asphalt, and sign offs by architects, engineers, ESA and city officials.

- 22 portable moves total
- 14 new portables and 8 removals
- The availability of empty or returned portables highlights the positive effect that new sites and existing site expansions are having on overall system capacity.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Adrian Frigula
Senior Manager of Facility Services

Shesh Maharaj
Executive Superintendent, Corporate Services

Annalisa Varano
Chief Executive Officer

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



Date: September 28, 2026
To: Board of Trustees
From: Director of Education
Subject: Summer Learning and Transition Programs

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy XX XXX
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Regulation 306 Special Education Programs and Services

Policy Statement and/or Education Act/other Legislation citation:

Policy 1001 – Ends

Alignment to the MYSP:

☒ **Learning**

- ☒ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

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- ☒ Engage families & build community partnerships

Background/Comments:

Summer Boost Program

This past summer, the Waterloo Catholic District School Board delivered the 2026 Summer Learning Programs (SLP) with the intent to meet the needs of our most vulnerable students, parents, and communities. The program focused on supporting students who needed extra help to be successful with Mathematics and Literacy learning. Additional objectives included:

- Minimizing summer learning loss.
- Identifying learning gaps and structuring programs to reduce gaps and increase achievement.
- Providing activities that enrich student participation in the SLP and promote a growth mindset.
- Building capacity in students, the parent community and among staff.

The 2026 Summer Boost program consisted of 24 classes and ran from June 29th – July 17th inclusively and the following school locations:

- St. Luke - Waterloo
- Our lady of Grace – Kitchener
- Christ the King – Cambridge

Each location consisted of eight classes of approximately 16 students ranging from kindergarten to Grade 6. Each classroom was equipped with an excellent Classroom Teacher as well as an Educational Assistant to support. Additionally, each site was equipped with a Special Education Teacher. The overall program was supported by a Literacy Resource Teacher and a Numeracy Resource Teacher. In total, approximately 400 students participated in Summer Boost, which represents a growth in number from previous years.

In creating the Summer Boost model, the board accessed the Summer Learning for Students with Special Needs funds to enhance the model to better support students. In doing so, it allowed to once again deliver a team-teaching approach, between a teacher and an educational assistant, and based on a minimum of 15:1 student/teacher ratio. Similar to previous years, the approach to have multiple adults in a room was quite successful and created more opportunities for individual and small group support. It also provided the ability to maintain appropriate ratios while still allowing for precision programming.

To ensure the program was serving the appropriate target audience, student selection was based on the student learning profile (e.g., whether student had an IEP), date/time of registration and sibling participation. With the target audience being students with a current IEP, as well as students who, academically, were close to approaching the provincial standard. This year, approximately 35% of students who attended has an Individual Education Plan in place from their home school. Since its inception, the Summer Boost Program has long been recognized as an exemplary model of summer learning programs.

Elementary Student Transition to Fall Program

The Elementary Student Transition to Fall Program was reintroduced this summer and occurred the week of August 24th. This program provided an opportunity for selected students and families to re-connect with the school community, to reduce distress about the return to school process, and to provide resources to the student and the family. It consisted of school visits led by a Special Education Teacher, including a tour and an opportunity to access additional resources. School based staff contacted the families to invite them to participate. In total, there were 475 elementary students from Kindergarten to Gr. 8 who attended this program.

Secondary Transition to School Program

The secondary transition program ran during the same time as Headstart and focused on transitioning targeted secondary students back to school during the timeframe of August 24 to 27. Each participating high school was assigned a Special Education Teacher, as well as a CYCW and EA. The program consisted of transition visits to the school which included a tour of the school building followed by a review of any necessary resources or visual supports. Where there were students who registered for Headstart who required support, CYCW/EA staff were allocated to support as needed. In total, 57 secondary students were supported through the transition program. With one high school unable to secure a Special Education Teacher to run the transition visits, as well as two other secondary school sites under construction during this time, the number of students participating were down compared to previous years. Many of these visits were rescheduled for the first week of school.

The Graduation Coach Summer 2026 Program for Black Students

The Graduation Coach Summer 2026 Program for Black students at St. Mary's High School in Kitchener was an outstanding success, bringing together secondary students from across the board for an unforgettable summer of learning, growth, and connection. Designed to support the whole student, the program offered a vibrant blend of academic enrichment, cultural exploration, physical wellness, and social engagement. Through hands-on activities, collaborative projects, and interactive workshops, students strengthened their skills, discovered new interests, and formed lasting friendships with peers from diverse school communities.

One of the most inspiring highlights of the program was the opportunity for students to learn from accomplished Black community leaders, professionals, and mentors who shared their personal journeys, insights, and words of encouragement. These meaningful connections motivated students to dream big, embrace their potential, and pursue their academic and personal goals with confidence.

Throughout the summer, the program fostered a powerful sense of belonging, leadership, and community, creating an environment where students felt seen, supported, and empowered. As they prepared to return to school, participants left with enhanced skills, renewed motivation, stronger connections, and the confidence to thrive in the year ahead. The Graduation Coach Summer Program was truly a transformative experience that celebrated student success, inspired future leadership, and reinforced the importance of community, identity, and achievement. The program concluded with a cooking class and family cookout celebration, bringing together students and their families to celebrate learning, connection, and achievement.

Graduation Coach Summer 2026 Program for Black Students Highlights:

- **Schools Represented:** The program primarily served students from St. Mary's and Resurrection, with participation from St. David, St. Benedict, St. Anne, St. Josephine Bakhita, St. Kateri Tekakwitha, and Our Lady of Grace, representing 8 WCDSB schools in total.
- **Student participation:** 67 students registered, with 58 students participating throughout the summer
- **Program Length:** The program ran 3 days per week for 4 weeks, for a total of 12 sessions, with each session lasting approximately 5 hours.
- **Guest Speakers and Community Partners:** Students engaged with 10 guest speakers and community leaders, including professionals from government, finance, mental health, technology, athletics, and community leadership. Additional student support was provided by staff members from Pathways to Education.

St. Louis Summer Learning Programs

This summer was another strong year of Summer Learning Programs for students attending the St. Louis Adult Education and Continuing Education Centres which provided a range of **Secondary Credit** opportunities for 3,499 registered students. Most of the students were in 91 sections of 21 different courses in an online asynchronous delivery model. In addition to the online learners, 106 students completed a two-credit **Co-op Program** at a variety of placements across the region. Also registering for in-person learning were 196 students looking to earn their first secondary school credit through **Reach Ahead Technology** credits for Grade 9 offered at St. Benedict and St. Mary's secondary schools. This opportunity was especially beneficial as it satisfied the junior technology credit graduation requirement. Nine classes of four different technology courses were offered this year, our first year offering the program in Cambridge and Kitchener.

Headstart

The HeadStart to Grade 9 program ran again this summer from August 24 to August 27 for each secondary school. Due to construction, the program for St. David took place at Sir Edgar Bauer CES and the program for Notre Dame took place at Saint John Paul II. The following chart outlines the data for this summer.

School name	Total Participants	% of Population
St. Mary's	268	50%
St. Benedict	314	53%
Monsignor Doyle	157	51%
Resurrection	201	48%
St. David	169	56%
Notre Dame Grade 9	162	68%
Notre Dame Grade 7/8	188	54%
Total Students	1459	

Extra CYCW/EA Transition Support in Fall

Similar to previous years, a portion of the Summer Learning for Students with Special Needs funding is being allocated for additional CYCWs/EAs to temporarily assist students in transitioning into their schools until September 30th to ensure a successful start to the school year. The main purpose of this role is to build capacity around the effective implementation of Universal Supports and other class wide practices to support the transition of new students with behavioural and/or self-regulation needs in our buildings.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

Gerald Foran
Superintendent of Learning

Sean Spitzig
Summer Boost Administrator

Lynn Garrioch
Senior Manager of Equity

Jody Brown
Graduation Coach for Black Students

Patrick Eby
Superintendent of Learning

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy - except where approval is required by the Board on a matter delegated by policy to the Board - the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: Appointment of External Community Member to Audit Committee

Type of Report:

- ☒ Decision-Making
- ☐ Monitoring
- ☐ Incidental Information concerning day-to-day operations

Type of Information:

- ☒ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy
- ☐ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

An appointment is required to fill a vacancy on the Board of Trustees' Audit Committee. This report outlines the qualifications required for the recommended candidate and offers a recommendation for appointment.

Policy Statement and/or Education Act/other Legislation citation:

[Ontario Regulation 361/10 "Audit Committees"](#)

Alignment to the MYSP:

☒ **Learning**

- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**

- ☐ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**

- ☐ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☐ Engage families & build community partnerships

Background/Comments:

Ontario Regulation 361/10 provides that boards with eight or more trustees must include two external community members who are not trustees on their Audit Committee.

Jennifer Gruber was appointed by the Board of Trustees in September 2020 and was renewed for a second term in September 2023. As the Regulation allows for a maximum of 2 three year terms on the Audit Committee, Ms. Gruber's appointment is complete.

Administration wishes to acknowledge and thank Jennifer Gruber for her service as an External Community Member of the Audit Committee. Throughout her term, Ms. Gruber provided valuable independent oversight and professional expertise that supported the Committee's work in the areas of financial reporting, risk management, internal controls, and audit oversight. Her contributions have assisted the Board in fulfilling its governance responsibilities and maintaining a strong framework of accountability. Most importantly, Ms. Gruber discharged her responsibilities in a collegial and collaborative way, always ensuring decisions were being made which ultimately benefitted our students.

A recruitment exercise to fill the vacant position was initiated in August 2026.

To be eligible for appointment, external members must:

- (a) Have accounting, financial management or other relevant business experience that would enable them to understand the accounting and auditing standards applicable to the board
- (b) Not be an employee or officer of any school board at the time of the appointment
- (c) Not have a conflict of interest at the time of the appointment. A conflict of interest exists if their parent, child, or spouse is employed by WCDSB, or if the candidate has other interests that interfere with independent and or professional service on the Audit Committee
- (d) Not be employed by WCDSB's external auditor of record (Doane Grant Thornton, LLC).

The Regulation identifies the individuals who form the selection committee:

Director of Education (Annalisa Varano)
Senior Business Official (Shesh Maharaj)
Chair of the Board or Delegate (Delegate Bob Sikora)

After interviewing eligible candidates, Ali Ahmed was selected and is being recommended to the Board of Trustees for appointment effective September 28, 2026.

Candidate Profile

[Ali Ahmed, CPA, FCCA \(UK\)](#), brings more than fifteen years of experience in public sector accounting standards, audit oversight, financial planning, risk management, and governance.

Mr. Ahmed currently serves as Associate Director, Financial Planning and Analysis with Canadian Blood Services, where he is responsible for strategic financial management, multi-year operating and capital planning, budgeting, forecasting, and financial oversight.

Previously, Mr. Ahmed served as Principal with the Public Sector Accounting Board (CPA Canada), where he worked extensively on Public Sector Accounting Standards and consulted directly with school board finance officials, including through the Ontario Association of School Business Officials, regarding school board financial reporting matters.

In addition to his professional experience, Mr. Ahmed has significant governance experience. He currently serves as a Board Member at Large with the Canadian Academic Accounting Association and previously chaired its Finance and Risk Committee for four years. His experience in governance, risk oversight, audit processes, and public sector financial reporting aligns closely with the mandate of the Board's Audit Committee.

Mr. Ahmed has affirmed that he meets all eligibility requirements established under Ontario Regulation 361/10.

Recommendation:

That the Board of Trustees appoint Ali Ahmed to the Audit Committee as an External Member effective September 28, 2026 for a term of three years with a renewal provision for a further three years in alignment with Ontario Regulation 361/10 “Audit Committees”.

Prepared/Reviewed By:

Annalisa Varano
Chief Executive Officer

Bob Sikora
Trustee and Chair Delegate – Selection Committee

Shesh Maharaj
Executive Superintendent of Corporate Services

*Bylaw 5.2 “where the Board of Trustees receives from the Director of Education a monitoring report that flows from a responsibility delegated to the Director under Board Policy – *except where approval is required by the Board of Trustees on a matter delegated by policy to the Board* – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the Director, subject in all instances to what otherwise actually occurred



Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: Appointment of Members to Election Expense Compliance Audit Committee

Type of Report:

- ☒ Decision-Making
- ☐ Monitoring
- ☐ Incidental Information concerning day-to-day operations

Type of Information:

- ☒ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy **XX XXX**
- ☐ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Trustees are required to appoint members to an Election Expense Compliance Audit Committee. This report provides details on recommended appointments to this committee.

Policy Statement and/or Education Act/other Legislation citation:

[Municipal Elections Act "Compliance Audits and Reviews of Contributions"](#) Sections 88.33, 88.34, and 88.37
[Trustee Determination and Distribution Guide for Ontario District School Boards 2022](#) (Province of Ontario)

Alignment to the MYSP:

☐ **Learning**

- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**

- ☐ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☒ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**

- ☐ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☒ Engage families & build community partnerships

Background/Comments:

Every district school board in Ontario must create and appoint members to an Election Expense Compliance Audit Committee by October 1, 2026. The Committee's role is to review complaints made by ratepayers about election expenses incurred by trustee candidates and if deemed necessary, contract with a third party auditor to assess the candidate's compliance with legislation.

The Committee is to be composed of three to seven people, none of whom can be members of the school board, an employee, or a candidate in the election.

The detailed responsibilities of the Committee and prescribed audit process are set out in sections 88.33, 88.34 and 88.37 of the Municipal Elections Act, 1996. Members of the Committee serve until the next municipal election and begin their term on November 15, 2026. This Committee will meet on an as-needed basis. To date there has never been a meeting of this Committee.

WCDSB's practice has been to ask the two community members sitting on the Board's Audit Committee and the two community members sitting on the public board's audit committee to occupy these roles.

Using this methodology, the following individuals are being recommended to become members of the Board's Election Expense Compliance Audit Committee:

Ali Ahmed
Zeynep Danis
Tracy Williams
Graham Rumble

Each of the individuals listed above meet the criteria to sit on the committee, and all have agreed to volunteer.

Recommendation:

That Zeynep Danis, Ali Ahmed, Tracy Williams, and Graham Rumble be appointed to the Board's Election Expense Compliance Audit Committee effective November 15, 2026, until the next municipal election.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

Shesh Maharaj
Executive Superintendent of Corporate Services

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: Trustee Honoraria 2026-2030

Type of Report:

- ☒ Decision-Making
- ☐ Monitoring
- ☐ Incidental Information concerning day-to-day operations

Type of Information:

- ☒ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy XX XXX
- ☐ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

This report is being presented to Trustees to support the approval of trustee honoraria rates for the 2026-2030 term and amendment of Board Policy II 013 "Cost of Governance" to reflect the approved amounts.

Policy Statement and/or Education Act/other Legislation citation:

[O. Reg. 357/06 "Honoraria for Board Members"](#)
[Education Act Section 191 "Honoraria"](#)
[Board Policy II 013 "Cost of Governance"](#)
[Proposal for Regulation on Honoraria for Board Members under the Education Act](#)

Alignment to the MYSP:

- ☒ **Learning**
 - ☐ Support multiple pathways & tools for success
 - ☐ Accelerate excellence & innovation while building transferable, future-ready skills
 - ☐ Engage students as co-creators in their learning
 - ☐ Transform learning through leadership & staff support & development
- ☒ **Serving**
 - ☐ Celebrate & promote our distinct Catholic identity
 - ☐ Develop faith & live gospel values
 - ☐ Strengthen connections between home, school, & parish
 - ☐ Connect faith formation to learning
- ☒ **Belonging**
 - ☐ Create safe, welcoming environments that reflect our diversity
 - ☐ Promote a sense of mattering & dignity
 - ☐ Foster equitable, inclusive, & barrier-free learning & work environments
 - ☐ Engage families & build community partnerships

Background/Comments:

Section 191 of the Education Act authorizes honoraria for board members.

Ontario Regulation 357/06 establishes the method for calculating the maximum amounts payable to trustees.

The Minister of Education has announced that honoraria for trustees will be capped at \$10,000. Consistent with this, a proposed trustee honoraria regulation has been posted by the province for public feedback. This regulation would replace Ontario Regulation 357/06.

The feedback period ends on September 20 and it is expected the regulation will be approved and issued shortly thereafter.

As trustees are required to set their amounts for the upcoming term in advance of the October election, the following excerpt from the proposed regulation is provided for consideration:

The regulation would require district school boards to provide an honorarium to its members.

The regulation would establish the following amount for the annual honoraria in district school boards:

- School board member: \$9,000 or the total of the base and enrolment amounts provided to members of the board in 2025-26, whichever is less.
- Vice-chair: an additional amount of \$500
- Chair: an additional amount of \$1,000

There is no reference to the attendance amount that trustees currently receive for attending meetings which are mandated through regulation.

The proposed calculation requires a review of the 2025-26 amounts paid to trustees:

Office	Base Amount	Enrolment Amount	Annual Total
Trustee	\$5,900	\$4,711	\$10,611
Vice-Chair	\$8,400	\$5,316	\$13,716
Chair	\$10,900	\$5,921	\$16,821

Given the total amounts for 2025-26 exceed those in the proposed regulation, and the lower of the two is what is allowable, it is recommended that trustees revise Board Policy II 013 "Cost of Governance" to reflect the following:

Office	Base Amount	Allowance	Annual Total
Trustee	\$9,000	\$0	\$9,000
Vice-Chair	\$9,000	\$500	\$9,500
Chair	\$9,000	\$1,000	\$10,000

There is no recommendation to amend Student Trustees' honoraria (\$2,500 per school year).

The following is provided to assist in the updating of Board Policy II 013:

CURRENT:

3. The Board will pay an honorarium to its Trustees in accordance with the provisions in legislation. For the term of November 15, 2022, to November 14, 2026, the honorarium will be:

- a. Trustees: A base amount of \$5,900 plus an enrolment amount of \$4,711 = \$10,611 per annum
- b. Vice Chair: A base amount of \$8,400 plus an enrolment amount of \$5,316 = \$13,716 per annum
- c. Chair: A base amount of \$10,900 plus an enrolment amount of \$5,921 = \$16,821 per annum

4. The Board will pay an honorarium to its Trustees in accordance with the provisions in legislation for attending legislated committee meeting. There are four such committees: Audit, Special Education Advisory Committee (SEAC), Catholic Parent Involvement Committee (CPIC), Supervised Alternative Learning (SAL). An honorarium for voluntary attendance by an alternate to one of these committees is limited to one meeting per year.

RECOMMENDED:

3. The Board will pay an honorarium to its Trustees. For the November 15, 2026 to November 14, 2030 term, the amounts will be:

- a. All Trustees: \$9,000 per annum
- b. Vice-Chair: An additional allowance of \$500 per annum
- c. Chair: An additional allowance of \$1,000 per annum

4. Delete

Should the regulation be released with any differences in amounts, a separate report will be brought forward for Trustees' consideration.

Recommendations:

- 1. That Trustees approve annual honoraria for the 2026-2030 term as follows:
 - All Trustees: \$9,000 per annum
 - Vice-Chair: An additional allowance of \$500 per annum
 - Chair: An additional allowance of \$1,000 per annum
- 2. That Trustees amend Board Policy II 013 "Cost of Governance" to reflect these changes effective November 15, 2026.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

Shesh Maharaj
Executive Superintendent of Corporate Services

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy - except where approval is required by the Board on a matter delegated by policy to the Board - the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: CEO – September Report

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy **XX-XX**
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Executive Limitation IV 012 Communication to Board
Education Act, Ontario Regulation 298, Section 283 - Duties of Director of Education

Policy Statement and/or Education Act/other Legislation citation:

Policy 1 001 Ends

Policy IV 013 Leadership

The Director of Education shall provide leadership and direction for the effective operation of the board and ensure compliance with applicable legislation, regulations, and board policies

Alignment to the MYSP:

☒ **Learning**

- ☒ Support multiple pathways & tools for success
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- ☒ Engage families & build community partnerships

Background/Comments

This is our first report of the 2026-2027 school year, and it comes after a summer, and September marked by significant milestones for our system. We welcomed two new Catholic school communities, Guardian Angels Catholic Elementary School and Notre Dame Catholic Secondary School, onboarded two new Superintendents of Learning, launched our Student and Family Support Office, and had the honour of hosting our region's Diocesan Mass for the first time in a decade. At the same time, we continued the quiet, steady work of aligning our 2026-2027 goals to our Multi-Year Strategic Plan, strengthening our community partnerships, and preparing our system for another year of purposeful growth.

With Faith at the centre of all we do, the activities reflected in this report demonstrate our continued commitment to the pillars of Learning, Serving, and Belonging, and to the ongoing implementation of our Multi-Year Strategic Plan.

FAITH

Administrators' Mass – August 25, 2026

Our two-day administrators' gathering opened with Mass on August 25, grounding our principals and vice-principals in prayer and community before the work of the year ahead. Beginning our system's return to the school year in this way reflects our identity as a Catholic learning community and sets the tone of faith and purpose that carries through everything that follows.

Diocesan Mass, hosted by WCDSB and St. Jerome's University – September 16, 2026

On September 16, WCDSB had the honour of hosting the annual Diocesan Mass. This Mass is hosted each year by one of the eight school boards within the Diocese, and this marked the first time in ten years that Waterloo Catholic has served as host. A great deal of preparation went into this celebration, and it was a deeply meaningful opportunity to bring our wider Catholic education community together in worship and thanksgiving. Occasions like this remind us of the strength of our shared Catholic identity across the Diocese.

Blessing of Holy Trinity and St. Patrick Catholic Elementary Schools – September 18, 2026

On September 18, Bishop Dabrowski joined us to bless our two newest elementary school communities, Holy Trinity and St. Patrick Catholic Elementary Schools, which opened their doors last year. It was a joyful occasion to formally welcome God's blessing on these communities as they continue to grow into their new spaces.

LEARNING

Summer Learning Programs – Summer 2026

Trustees heard this evening that our summer learning programs were successful across the system this year, with strong engagement from students and families. These programs play an important role in supporting continuity of learning and closing gaps over the summer months, and their success this year reflects the dedication of the staff who delivered them

CODE Meetings and EOS Literacy Summit – August 10 to 14, 2026

From August 10 to 14, I attended the CODE (Council of Ontario Directors of Education) meetings. Superintendents Angela McHardy and Jennifer Ritsma joined for the EOS Literacy Summit portion of the week, a valuable opportunity for shared provincial learning that will continue to inform our system's literacy priorities this year.

Onboarding of Two New Superintendents of Learning

This year we welcomed Jordan Figueiredo and Angela McHardy into their new roles as Superintendents of Learning. Both have brought energy, expertise, and a strong commitment to student achievement into their portfolios, and their onboarding this summer has positioned them well to support our schools from the very start of the year. We are grateful for the leadership they bring to our senior team.

Administrators' Days: Director's Meeting and HR Day – August 25 and 26, 2026

Following Mass on August 25, our full complement of principals and vice-principals came together for two full days, beginning with the Director's Meeting and continuing into a dedicated HR Day on August 26. Administrators participated in multiple training and compliance sessions, including:

- Safety Plan implementation procedures and the annual staff review and sign-off process
- Development and management of Medical Plans of Care for students with life-threatening or serious medical conditions (diabetes, epilepsy/seizure disorders, anaphylaxis, asthma, heart conditions, and other significant health concerns)
- Board policies and protocols on human trafficking, suicide and depression prevention, and sexual harassment, along with available staff resources
- A comprehensive review of the Emergency and Crisis Response Plan, including procedures for responding to threats to school safety
- Direction to review emergency procedures with staff and students, including lockdown, hold and secure, shelter in place, bomb threat, and fire drill protocols, and to schedule required drills for the year

This training ensures our school leaders begin the year well-prepared, compliant, and equipped to support the safety and well-being of their school communities.

MYSP Dashboard Update with Research Coordinator – September 11, 2026

On September 11, I met with our Research Coordinator, Kelly Roberts, for an update on our MYSP dashboard. We were glad to welcome Kelly back this fall following her secondment to EQAO, and her return strengthens our capacity to continue this important work. This meeting continues our ongoing collaboration with the senior team, our administrators, and the MYSP Steering Committee to ensure our 2026-2027 goals align directly with our Multi-Year Strategic Plan, and that we can draw a clear through-line from the plan itself to every action plan across the board.

OCSTA Virtual Meeting with Trustees – September 21, 2026

On September 21, I joined trustees for the OCSTA virtual meeting, continuing our engagement with provincial Catholic trustee priorities.

Sunnyside Living Classroom Grand Opening – September 24, 2026

On September 24, we celebrated the grand opening of the Sunnyside Living Classroom, supporting our St. Louis PSW (Personal Support Worker) program. This new learning space reflects our continued investment in hands-on, career-connected learning pathways for our students.

First System Collaborative Professionalism Meeting – September 30, 2026

On September 30, we held our first System Collaborative Professionalism meeting of the year, launching a new forum for shared professional learning and collaboration across the system.

Updated Assessment and Evaluation for Secondary Schools

Beginning this year, Ontario has introduced updated assessment, evaluation, and reporting requirements for secondary students, bringing a more consistent provincial approach to final grades while still supporting teacher professional judgement. Most Grade 9-12 courses now include a mandatory final evaluation, with attendance and participation contributing to the final mark. We are monitoring implementation and will report back on how this is progressing across our schools.

Financial Literacy Graduation Requirement

Beginning this year, students who started Grade 9 in 2025-2026 or later must complete Ontario's new Financial Literacy Graduation Requirement, embedded in the Grade 10 Career Studies course, to earn their OSSD. We are supporting students through this new requirement and will share participation and completion data as it becomes available.

SERVING

Links Fore Learning Golf Fundraiser – August 27, 2026

On August 27, our senior team, administrators, and several trustees came together for the 2027 Links Fore Learning Golf Fundraiser. This annual event raises vital funds to support our school communities and families in need, along with other system initiatives, and it was wonderful to see such strong participation across our leadership team.

Student and Family Support Office Launch – September 1, 2026

After months of dedicated work over the summer, our new Student and Family Support Office officially launched on September 1, with information now available to families on our website. As of September 15, the office has received 34 inquiries with 28 addressed to date. All inquiries have been addressed within the ministry's required service standards. This new office reflects our commitment to ensuring students and families have a clear, central point of access to the supports they need.

Conestoga KW Legacy Golf Tournament – September 12, 2026

On Saturday, September 12, I attended the Conestoga KW Legacy Golf Tournament to personally thank the golfers, sponsors, and volunteers whose generosity provides scholarships to our students each year, opportunities that genuinely make a difference in students' lives.

BELONGING

Opening of Two New School Communities

This September brought one of the most significant milestones of the year: the successful opening of two new Catholic school communities. On Tuesday, September 8, we opened both Guardian Angels Catholic Elementary School, where we were joined on-site by our public board partners for the first day of school, and Notre Dame Catholic Secondary School, which also opened its doors that day. The official grand opening celebration for Guardian Angels will take place on October 2, and Notre Dame's grand opening will follow on October 15. Welcoming two new communities into our system in the same week reflects an extraordinary amount of planning and dedication from staff, and we look forward to celebrating both communities publicly this fall.

Student Trustee Orientation – September 2, 2026

On September 2, our incoming student trustees took part in orientation, an important step in welcoming student voice into our governance structures for the year ahead.

Trustee Tour of new schools – September 4 and 23, 2026

On September 4, trustees toured the new Guardian Angels school community ahead of its opening, an opportunity to see first-hand the culmination of this project. We also had the opportunity to tour Notre Dame Catholic Secondary School on September 23rd. The Grand Opening of Guardian Angels will take place on October 2nd and Notre Dame will take place in the spring.

City of Kitchener Newcomer Action Plan Launch – September 12, 2026

On Saturday, September 12, the City of Kitchener launched its Newcomer Action Plan and invited WCDSB to participate. Our equity team and Newcomer Centre were on-site to support this important community event, reflecting our ongoing commitment to welcoming and supporting newcomer families.

National Day for Truth and Reconciliation – September 30, 2026

On September 30, we will mark the National Day for Truth and Reconciliation with a ceremony and garden walk at the Catholic Education Centre, an opportunity for our community to pause together in reflection and continue our commitment to reconciliation.

OTHER MEETINGS, EVENTS AND SCHOOL VISITS

- August 10-14: CODE Meetings and EOS Literacy Summit
- August 25: Administrators' Mass
- August 25-26: Director's Meeting and HR Day (Administrators' Days)
- August 27: Links Fore Learning Golf Fundraiser
- September 1: Student and Family Support Office Launch
- September 2: Student Trustee Orientation
- September 4 and 23: Trustee Tour of Guardian Angels and Notre Dame
- September 8: Opening of Guardian Angels and Notre Dame Catholic Secondary School
- September 11: MYSP Dashboard Update with Research Coordinator Kelly Roberts
- September 12: Conestoga KW Legacy Golf Tournament
- September 12: City of Kitchener Newcomer Action Plan Launch
- September 16: Diocesan Mass, hosted by WCDSB and St. Jerome's University
- September 18: Blessing of Holy Trinity and St. Patrick Catholic Elementary Schools
- September 21: OCSTA Virtual Meeting with Trustees
- September 24: Sunnyside Living Classroom Grand Opening
- September 30: National Day for Truth and Reconciliation Ceremony
- September 30: First System Collaborative Professionalism Meeting

ONGOING MEETINGS

- Weekly: Communications
- Weekly: Executive Assistants
- Weekly: Human Resources and Corporate Services
- Weekly: Executive and Academic Council
- Biweekly: Equity Services
- Biweekly: Research Coordinator (MYSP)
- Monthly: Administrators
- Monthly: Co-Chairs

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.





Date: September 28, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: Student Trustee Report - September 2026

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy XX XXX
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Policy II 011 Student Representation on the Board
Policy II 012 Student Trustee Role Description

Policy Statement and/or Education Act/other Legislation citation:

Policy II 011 Student Representation on the Board
Policy II 012 Student Trustee Role Description

Alignment to the MYSP:

☒ **Learning**

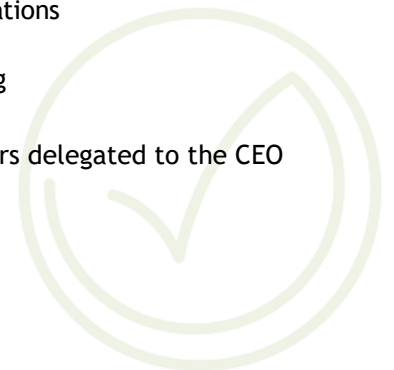
- ☒ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☐ **Serving**

- ☐ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**

- ☒ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☐ Engage families & build community partnerships



Background/Comments:

Summary: This month, the WCDSB secondary schools focused on welcoming students back through activities that promoted inclusivity, belonging, school spirit, and leadership opportunities.

Used Uniform Sales - August 31st - September 2nd

- Used uniform sales provided families with an opportunity to purchase discounted uniform items for the upcoming school year.
- Student Council volunteers helped families locate clothing, explained uniform and spirit day policies, and welcomed incoming Grade 9 students.
- Remaining uniforms were organized and stored for future sales.

First Day Greeting - September 8th

- St. Mary's Student Council welcomed students at school entrances with pompoms, thundersticks, and decorative signs.
- Jerome the Eagle joined the welcome to help new students feel comfortable and connected to their school community.

Bilingual Announcements - September

- St. David's morning announcements are delivered in both English and French.
- Francophone Student Council members have the opportunity to use their French-speaking skills while keeping students informed throughout the school year.

Photo Days - September 10th - 17th

- Photo days were held at the secondary schools for student identification and school records.
- Student Council volunteers helped organize students, distribute photo cards, and direct student traffic to ensure the events ran smoothly.

Club Fairs - September 10th - 25th

- Student Councils and club representatives organized opportunities for students to explore clubs, committees, and sports teams within their schools.
- Displays, posters, and sign-up lists helped students learn about opportunities and connect with representatives.
- These events encouraged students, particularly those new to the school community, to discover shared interests and become involved.

Grade 9 Welcome Activities - September 17th - 25th

- Monsignor Doyle's Grade Nine Night on September 17th included snacks, musical chairs, board games, a photo booth, and other group activities.
- St. Mary's hosted a Grade 9 barbecue with food options that accommodated different dietary needs, giving students an opportunity to share lunch and meet their peers.

- Resurrection's Grade 9 Week includes lunchtime trivia, Minute to Win It games, a spirit wear giveaway, and a movie lunch with popcorn.
- Grade 9 dances are planned for September 24th at Resurrection and St. Mary's, featuring glow-in-the-dark and galactic themes.

Terry Fox Run - September 24th

- The Mustangs Athletic Council will organize a Terry Fox event on the school track during Periods 2 and 3.
- All students will be invited to walk at their designated times to support cancer research and honour Terry Fox's legacy.
- Planned activities include lawn games, face painting, temporary tattoos, and an "I am running for..." sticker booth.
- The fundraising goal is \$2,500, with food trucks as an incentive at \$1,000 and a civvies day on September 25th if the full goal is reached.
- Students will be encouraged to wear blue on the civvies day to honour Terry Fox.

Orange Shirt Day - September 30th

- Students will have the opportunity to wear orange shirts with uniform bottoms in recognition of residential school survivors, the children who did not return home, and the ongoing importance of Truth and Reconciliation.
- Schools plan to share educational messages, including social media posts and an informational video, to encourage reflection and awareness.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Rashid Abu Ghazaleh
Student Trustee

Brayden Thompson
Student Trustee

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