



Special Board of Trustees' Board Meeting

Date: Monday, October 5, 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, 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	Board Chair		
1.1 Opening Prayer/Memorials	Board of Trustees		
1.2 Territorial Acknowledgement 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.	Board Chair		
1.3 Approval of Agenda	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest 1.4.1 From the current meeting 1.4.2 From a previous public or in-camera meeting	Individual Trustees		
1.5 Items for Action:			
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)			

ITEM	Who	Agenda Section	Method & Outcome
4. Delegations/Presentation			
5. Advice from the CEO			
5.1 Trustee Honoraria 2026-2030	S. Maharaj	pp. 3-5	Approval
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces			
8. Board Education (at the request of the Board)			
9. Policy Discussion			
10. Assurance of Successful Board Performance			
11. Assurance of Successful Director of Education Performance			
12. Potential Agenda Items/Trustee Inquiry Report (CEO)			
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated):		--	
13.2 Pending Items:	<u>Committee/Task Force</u>	<u>Due Date</u>	<u>Action Taken</u>
13.3 Pending Items for OCSTA Consideration			
14. Items for the Next Meeting Agenda	Trustees		
15. Confirm Decision Made Tonight	Director of Education		
15.1 Confirm Decisions Made Tonight	Recording Secretary	--	Information
16. Closing Prayer			
16.1 Closing Prayer – Deferred to Committee of the Whole	All		
17. Motion to Adjourn	Board of Trustees	Motion	Approval



Date: October 5, 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
- ☐ 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 approval of trustee honoraria rates for the 2026–2030 term and an amendment to 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” \(revoked September 28, 2026\)](#)
[O. Reg. 320/26, “Honoraria for Board Members”](#)
[Education Act, section 191, “Honoraria”](#)
[Board Policy II 013 “Cost of Governance”](#)

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 320/26 establishes the method for calculating the maximum amounts payable to trustees.

The Board is required to establish its trustee honoraria policy by October 15 in the calendar year in which the term of office begins.

The Regulation specifies that trustees are to be paid the lesser of:

- \$9,000; or
- the base amount plus the enrolment amount in place during the 2025–26 school year.

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

As the total trustee honorarium for 2025–26 exceeds \$9,000, each trustee will be paid \$9,000.

The Regulation provides for additional allowances of \$500 for the vice-chair and \$1,000 for the chair.

The proposed amounts are as follows:

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

No change is recommended to student trustee honoraria, which will remain \$2,500 per school year.

Other new regulatory changes:

- The Trustees' honorarium policy must be posted on the school board's website.
 - This requirement is met as II 013 "Cost of Governance" contains the information required and is publicly available.
- Prior year honoraria must be posted to the school board's website, listed by individual.
 - The Senior Manager of Financial Services has responsibility for payroll and has created a schedule and process to ensure this will be done as required.
- A trustee's honorarium may be reduced for a code-of-conduct breach, with the prescribed maximum reduction being 25%.
 - This requirement existed under the revoked regulation 357/06 and is properly reflected in Board Policy II 007 "Board Members Code of Conduct".
 - A change is required to Board Policy II 007, section 12(a)(ii) as it references revoked regulation 357/06. This should be updated to reflect the new regulation 320/26.

Recommendations:

1. That the Board of 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 the Board of Trustees send Board Policy II 013, “Cost of Governance,” to its Governance Committee to make amendments to reflect these changes, effective November 15, 2026.
3. That the Board of Trustees send any Board Policies impacted by Bill 101 to its Governance Committee to make amendments to reflect the new legislation.

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.