



*We are a Christ-centered Catholic faith community  
that celebrates diversity and fosters spiritual growth,  
inspiring all to reach their full potential in mind, body and spirit.*

*AGENDA AND MATERIAL*

## BOARD MEETING

**TUESDAY, JUNE 20, 2023  
6:30 P.M.**



*PUBLIC ACCESS LIVE STREAM LINK  
<https://niagaracatholic.ca/meetings-livestream/>*

*FATHER KENNETH BURNS, C.S.C. BOARD ROOM, CATHOLIC EDUCATION CENTRE, WELLAND, ONTARIO*

### A. ROUTINE MATTERS

- |     |  |        |
|-----|--|--------|
| 1.  | Land Acknowledgement   | -      |
| 2.  | Opening Prayer – Trustee Turner  | -      |
| 3.  | Roll Call  | -      |
| 4.  | Approval of the Agenda   | -      |
| 5.  | Declaration of Conflict of Interest  | -      |
| 6.  | Minutes of the Board Meeting   |        |
| 6.1 | May 23, 2023   | A6.1   |
| 6.2 | June 7, 2023   | A6.2   |
| 7.  | <u>Consent Agenda Items</u>  |        |
| 7.1 | Unapproved Minutes of the Committee of the Whole Meeting of June 6, 2023<br>and Consideration of Recommendations | A7.1   |
|     | 7.1.1 Employee Workplace Harassment Policy (201.7)   | A7.1.1 |
|     | 7.1.2 Employee Workplace Violence Policy (201.11)  | A7.1.2 |
|     | 7.1.3 Occupational Health and Safety Policy (201.6)  | A7.1.3 |
|     | 7.1.4 Larkin Estate University/College Admission Awards  | A7.1.4 |
|     | 7.1.5 Attendance Area Review-Blessed Trinity Catholic Secondary School and<br>Family of Schools                  | A7.1.5 |
|     | 7.1.6 Original Estimates for the 2023-2024 Annual Budget   | A7.1.6 |
| 7.2 | Executive Council Power – July & August 2023   | A7.2   |
| 7.3 | The Provisions of Special Education Programs and Services-Special Education Plan                                 | A7.3   |
| 7.4 | EcoSchools Results 2022-2023   | A7.4   |
| 7.5 | Approved Minutes of the Special Education Advisory Committee (SEAC)<br>Meeting of May 10, 2023                   | A7.5   |
| 7.6 | Approved Minutes of the Audit Committee Meeting of November 23, 2022   | A7.6   |
| 7.7 | In-Camera Agenda Items F1, F2, F3 & F7.1   | -      |

### B. DELEGATIONS/PRESENTATIONS

- |    |  |    |
|----|--|----|
| 1. | Student Trustee and Co-Chair – Student Senate 2021-2023 Appreciation | -  |
| 2. | Taras Delegation   | B2 |
| 3. | McArthur Delegation  | B3 |

4. Student Senate Delegation B4

**C. COMMITTEE AND STAFF REPORTS**

1. Growth and Retention Ad Hoc Committee C1  
 2. Financial Reports as at May 31, 2023 – Giancarlo C2

**D. TRUSTEE ITEMS, OPEN QUESTION PERIOD & OTHER BUSINESS**

1. Correspondence -  
 2. Report on Trustee Conferences Attended -  
 3. General Discussion to Plan for Future Action -  
 4. Trustee Information  
 4.1 Calendar of Events – September 2023 D4.1  
 4.2 OCSTA 2023 Fall Regional Meeting – September 18, 2023 D4.2  
 5. Open Question Period  
*(The purpose of the Open Question Period is to allow members of the Catholic school supporting public to ask about items on that night's public agenda or any previous agendas, and the Board to answer and react.)*

**E. NOTICES OF MOTION**

1. Notice of Motion Submission  
 2. Notice of Motion Presentation  
 2.1 Niagara Catholic District School Board Co-Hosting 2024 OCSTA Business & AGM E2.1  
 2.2 On Line Betting E2.2  
 2.3 Policy Request E2.3

**F. BUSINESS IN CAMERA**

**G. REPORT ON IN CAMERA SESSION**

**H. FUTURE MEETINGS AND EVENTS**

**I. MOMENT OF SILENT REFLECTION FOR LIFE**

**J. ADJOURNMENT**

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: MINUTES OF THE BOARD MEETING OF  
MAY 23, 2023**

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**RECOMMENDATION**

**THAT the Niagara Catholic District School Board approve the Minutes of the Board Meeting of May 23, 2023, as presented.**



## MINUTES OF THE BOARD MEETING

**TUESDAY, MAY 23, 2023**

Minutes of the Meeting of the Niagara Catholic District School Board, held on Tuesday, May 23, 2023, in the Father Kenneth Burns c.s.c. Board Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 6:30 p.m. by Vice-Chair Burkholder for Chair Di Lorenzo.

### A. ROUTINE MATTERS

1. *Land Acknowledgement*

Land Acknowledgement statement was delivered by Student Trustee Johnstone.

2. *Opening Prayer*

Opening Prayers were led by Trustee Marino.

3. *Roll Call*

Chair Burkholder noted that Trustee Di Lorenzo asked to be excused and Trustee Huibers acted as Vice-Chair.

Trustee	Present	Present Electronically	Absent	Excused
Natalia Benoit	✓			
Joseph Bruzzese	✓			
Rhianon Burkholder	✓			
Danny Di Lorenzo				✓
Larry Huibers	✓			
Doug Joyner	✓			
Jim Marino	✓			
Paul Turner	✓			
<b>Student Trustees</b>				
Charlotte Johnstone	✓			
Steffen Zylstra	✓			

The following staff were in attendance:

**Camillo Cipriano**, Director of Education; **Lee Ann Forsyth-Sells, Kimberly Kinney, Gino Pizzoferrato, Pat Rocca**, Superintendents of Education; **Domenic Massi, Joseph Zaroda**, Associate Superintendents of Education; **Giancarlo Vetrone**, Superintendent of Business & Financial Services; **Clark Euale**, Controller of Facilities Services; **Julia Tiessen**, Executive Officer of Human Resources; **Anna Pisano**, Recording Secretary/Administrative Assistant, Corporate Services

4. **Approval of the Agenda**

Moved by Trustee Joyner

Seconded by Trustee Marino

**THAT** the Niagara Catholic District School Board approve the Agenda of the Board Meeting of May 23, 2023, as presented.

**CARRIED**

5. **Declaration of Conflict of Interest**

A Declaration of Conflict of Interest was declared by Trustee Burkholder with Item B1 of the Agenda. This trustee is a Trustee of Family and Children's Services and her spouse is employed with Mountainview Homes.

6. **Approval of Minutes of the Board Meeting of April 25, 2023**

Moved by Trustee Huibers

Seconded by Trustee Turner

**THAT** the Niagara Catholic District School Board approve the Minutes of the Board Meeting of April 25, 2023, as presented.

**CARRIED**

7. **Consent Agenda Items**

7.1 **Unapproved Minutes of the Committee of the Whole Meeting of May 9, 2023 and Consideration of Recommendations**

**THAT** the Niagara Catholic District School Board receive the unapproved Minutes of the Committee of the Whole of May 29, 2023, as presented.

7.1.1 **Employee Code of Conduct and Ethics Policy (201.17)**

**THAT** the Niagara Catholic District School Board approve the Employee Code of Conduct and Ethics Policy (201.17), as presented.

7.1.2 **Niagara Catholic Education Award of Distinction Policy (100.7)**

**THAT** the Niagara Catholic District School Board approve the Niagara Catholic Education Award of Distinction Policy (100.7), as presented.

7.1.3 **School Year Calendar & Meeting Dates 2023-2024**

**THAT** the Niagara Catholic District School Board approve the Board and Committee Meeting Dates Calendar 2023-2024, as presented.

**7.2 Board Improvement and Equity Plan (BIEP) 2023**

Presented for information.

**7.3 Approved Minutes of the Niagara Catholic Parent Involvement Committee (NCPIC) of March 2, 2023**

**THAT** the Niagara Catholic District School Board receive the approved Minutes of the Niagara Catholic Parent Involvement Committee Meeting of March 2, 2023, as presented for information

**7.4 Approved Minutes of the Special Education Advisory Committee (SEAC) Meeting of April 12, 2023**

**THAT** the Niagara Catholic District School Board receive the Approved Minutes of the Special Education Advisory Committee Meeting of April 12, 2023, as presented.

**7.5 In-Camera Items F1, F2 & F3**

Moved by Trustee Benoit

Seconded by Trustee Joyner

**THAT** the Niagara Catholic District School Board adopt the consent agenda items.

**CARRIED**

**B. DELEGATIONS/PRESENTATIONS**

**1. FACS Niagara 2<sup>nd</sup> Annual Mountainview LemonAID Day**

Vice-Chair Burkholder provided background information on Family and Children's Services Niagara and introduced Caroline Polgrabia, President of FACS Niagara Foundation, Jayden Polgrabia, Youth Ambassador and Ellen Schonewille, Senior Manager Donor Relations.

Ms. Polgrabia and Jayden presented the *Mountainview LemonAid Day, 2023 2<sup>nd</sup> Annual* fundraising initiative and requested that Niagara Catholic proclaim and promote Saturday, June 10, 2023 as *Mountainview LemonAID Day*.

Jayden and Ms. Polgrabia answered questions of Trustees.

**C. COMMITTEE AND STAFF REPORTS**

**1. Niagara Catholic & OECTA Elementary Balanced Day Pilot Update**

Domenic Massi, Associate Superintendent of Education presented the Niagara Catholic & OECTA Elementary Balanced Day Pilot Update Report for information.

Associate Superintendent Massi answered questions of Trustees.

## **D. TRUSTEE ITEMS, OPEN QUESTION PERIOD & OTHER BUSINESS**

### **1. Correspondence**

Director Cipriano highlighted information contained in the following correspondence:

#### **1.1 Responses to Minister Lecce Letter**

#### **1.2 Letter from Niagara Children's Centre**

### **2. Report on Trustee Conferences Attended**

Trustees Burkholder and Huibers provided highlights from the OCSTA AGM in Toronto. Trustee Huibers provided highlights from the ICE Conference, and Student Trustee Zylstra provided highlights from the Annual General meeting of OSTA-AECO.

### **3. General Discussion to Plan for Future Action**

Director Cipriano stated that as noted during the Leadership session held earlier around indigenous education we are planning several sessions focused on promoting equity and inclusion in indigenous education. We will provide further details as they become available.

Director Cipriano reminded Trustees of the Budget Workshop prior to the June 9<sup>th</sup> Committee of the Whole meeting.

Director Cipriano drew attention to the artwork created by our kindergarten classrooms displayed throughout the Board office, and invited Trustees to take a few moments to appreciate the artwork.

### **4. Trustee Information**

#### **4.1 Calendar of Events – June 2023**

Director Cipriano highlighted the June 2023 calendar of events.

#### **4.2 Elementary & Secondary Graduation Dates 2023**

Director Cipriano presented the Elementary & Secondary Graduation Dates 2023.

Trustees were asked to confirm their attendance.

### **5. Open Question Period**

None Submitted

## **E. NOTICES OF MOTION**

### **1. Notice of Motion Submission**

#### **1.1 Niagara Catholic District School Board Co-Hosting 2024 OCSTA Business & AGM**

#### **1.2 On Line Betting**

#### **1.3 Policy Request**

Vice-Chair Burkholder noted that the following notice of motions have been submitted and as per the Board By-Laws Section 21 (c) "A Notice of Motion shall not be discussed or seconded at the meeting at which it is initially presented."

Trustee Benoit requested the By-Laws be temporarily suspended for Item 1.3 for discussion.

Trustee Joyner requested a recorded vote to temporarily suspend the Board By-Laws for the duration of the Board meeting.

Moved by Trustee Benoit

Seconded by Trustee Bruzzese

**THAT** the Niagara Catholic District School Board temporarily suspend the Bi-Laws for discussion of Item 1.3.

**DEFEATED**

NAME	YEA	NEA
Natalia Benoit	✓	
Joseph Bruzzese	✓	
Larry Huibers		✓
Doug Joyner		✓
Jim Marino		✓
Paul Turner		✓
Rhianon Burkholder		✓

## 2. **Notice of Motion Presentation**

None Presented

## F. BUSINESS IN CAMERA

Moved by Trustee Joyner

Seconded by Trustee Turner

**THAT** the Niagara Catholic District School Board move into the In Camera Session.

**CARRIED**

The Niagara Catholic District School Board moved into the In Camera Session of the Board Meeting at 7:17 p.m. and reconvened at 7:35 p.m.

## G. REPORT ON THE IN-CAMERA SESSION

Moved by Trustee Joyner

Seconded by Trustee Turner

**THAT** the Niagara Catholic District School Board report the motions from the In Camera Session of the Board Meeting of May 23, 2023.

**CARRIED**

## SECTION B: STUDENT TRUSTEES EXCLUDED

Moved by Trustee Benoit

Seconded by Trustee Joyner

**THAT** the Niagara Catholic District School Board approve the Minutes of the In Camera Session of the Board Meeting - SECTION B: Student Trustees Excluded of April 25, 2023, as presented.

**CARRIED (Item F4)**



## **H. FUTURE MEETINGS AND EVENTS**

## **I. MOMENT OF SILENT REFLECTION FOR LIFE**

## **J. ADJOURNMENT**

Moved by Trustee Bruzzese

Seconded by Trustee Joyner

**THAT** the May 23, 2023 meeting of the Niagara Catholic District School Board be adjourned.

**CARRIED**

This meeting was adjourned at 7:38 p.m.

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Minutes of the Meeting of the Niagara Catholic District School Board held on **May 23, 2023**.

Approved on **June 20, 2023**.

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Danny Di Lorenzo  
Chair of the Board

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Camillo Cipriano  
Director of Education/Secretary -Treasurer

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: MINUTES OF THE SPECIAL BOARD MEETING OF  
JUNE 7, 2023**

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**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board approve the Minutes of the Special Board Meeting of June 7, 2023, as presented.



# MINUTES OF THE SPECIAL BOARD MEETING

WEDNESDAY, JUNE 7, 2023

Minutes of the Special Meeting of the Niagara Catholic District School Board, held on Wednesday, June 7, 2023 at 5:00 p.m. in the Father Kenneth Burns c.s.c Board Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 5:00 p.m. by Chair Di Lorenzo.

## A. ROUTINE MATTERS

### 1. Opening Prayer

Opening Prayer were led by Trustee Turner.

### 2. Roll Call

Chair Di Lorenzo noted that all Trustees were in attendance.

Trustee	Present	Present Electronically	Absent	Excused
Natalia Benoit	✓			
Joseph Bruzzese	✓			
Rhianon Burkholder	✓			
Danny Di Lorenzo	✓			
Larry Huibers	✓			
Doug Joyner	✓			
Jim Marino	✓			
Paul Turner	✓			

The following staff were in attendance:

**Camillo Cipriano**, Director of Education  
**Nadya Tymochenko**, Board Legal Counsel

**3. Approval of the Agenda**

Moved by Trustee Marino  
Seconded by Trustee Burkholder

**THAT** the Niagara Catholic District School Board approve the Agenda of the Special Board Meeting of June 7, 2023, as presented.

**CARRIED**

**4. Declaration of Conflict of Interest**

No Declaration of Conflict of Interest were declared with any items on the agenda.

**B. BUSINESS IN CAMERA**

Moved by Trustee Turner  
Seconded by Trustee Burkholder

**THAT** the Niagara Catholic District School Board move into the In Camera Session.

**CARRIED**

The Niagara Catholic District School Board moved into the In Camera Session of the Special Board Meeting at 5:04 p.m. and reconvened at 5:36 p.m.

**C. REPORT ON THE IN-CAMERA SESSION**

Moved by Trustee Turner  
Seconded by Trustee Burkholder

**THAT** the Niagara Catholic District School Board report the motions from the In Camera Session of the Special Board Meeting of June 7, 2023.

**CARRIED**

Moved by Trustee Di Lorenzo  
Seconded by Trustee Huibers

**THAT** the Niagara Catholic District School Board approve the recommendation as outlined in Item 1 of the In Camera Agenda.

**CARRIED (Item 1)**

Moved by Trustee Huibers  
Seconded by Trustee Turner

**THAT** the Niagara Catholic District School Board approve the recommendation as outlined in Item 1.1 of the In Camera Agenda.

**CARRIED (Item 1.1)**

**D. MOMENT OF SILENT REFLECTION FOR LIFE**

## **E. ADJOURNMENT**

Moved by Trustee Marino

Seconded by Trustee Bruzzese

**THAT** the June 7, 2023 Special Meeting of the Niagara Catholic District School Board be adjourned.

**CARRIED**

This meeting was adjourned at 5:40 p.m.

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Minutes of the Special Meeting of the Niagara Catholic District School Board held on **June 7, 2023**.

Approved on the **June 20, 2023**.

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Danny Di Lorenzo  
Chair of the Board

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Camillo Cipriano  
Director of Education/Secretary -Treasurer

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: TARAS DELEGATION**

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In response to Partisan, Political and Social Advocacy Activities Policy

Through you, Chair, Mr. Di Lorenzo and Vice Chair, Ms. Burkholder and to you Director of the Board Mr. Cipriano, thank you,

I am honored to be here as a delegate, however I am more honored to kneel at the foot of the cross. Saint Benedict says a Latin phrase *Cum honore et tremore* - means "with honor and trembling".

The school board has representatives and role models within its walls and a flag represents the ideologies promoted within. It's a logical question then to ask...what is the history and philosophy behind the Pride flag flown in front of Niagara Catholic District schools during the month of June?

The original pride flag was designed by Gilbert Baker at the request of Harvey Milk. Look up Gilbert Baker and his past. Gilbert Baker was a member of the drag queen group called the "Sisters of Perpetual Indulgence". What is the "Sisters of Perpetual Indulgence"? His flag made its first debut in 1978 in San Francisco on Gay Freedom Day. Baker himself said "We are a people, a tribe if you will. And flags are about proclaiming power, so it's very appropriate" to have this flag. Forty-five years later, the political power has been maximized to a point that it flies during the month of the Sacred Heart of Jesus. As a parent, I ask the Catholic school board, what have we ended the academic year with? I would hope that it has NOT been a year of endorsing and re-educating my child to a life of perpetual indulgence.

In 2018, the Progress Pride flag was designed by Daniel Quasar who describes himself as a "queer, non-binary celestial object having a human experience." It blended the classic pride flag of old and the trans pride flag designed by Monika Helms in '99. Amber Hikes also designed a trans pride flag in 2017. The underlying theme? "More colors, more pride." Does this focus on the pride flag disrupt the academic year by suddenly shifting eyes off Christ onto a new and better love. Is the concept of love suddenly more accurately described by these flags than by the cross? Is this a new religion? Saint Faustina says in her diaries in the words of Jesus "where there is pride, I am not there." Have we cancelled Jesus?

The Bible was created before the creation of the rainbow flag and Jesus loves everyone and includes everyone. Love, however, comes with responsibility. True freedom is only protected when we make a choice to "live not by lies" especially in front of children. The current state of things in this country is that if I am caught counselling someone to accept their biological gender, there is a risk of jail time. The reality is, that this is no longer a marginalized group but a group that has incredible money, a high level of prestige and power to silence those around into a deafening political correctness. What has happened to the freedom of religion once protected in the Bill of Rights and the Canadian Charter of Rights and Freedoms? I would like to tell the truth in this country without fear of being persecuted by large institutions. The silencing, firing and persecutions that I am witnessing are age-old techniques used before.

Is pride really something we want Catholic schools to celebrate? Does this flag really represent the heart of what Catholic schools are about? I would say no. Pride undermines the Catholic teachings of virtue which includes humility, temperance, chastity and self-control. Tolerance is not a virtue. Humility includes fear of God, self-denial, obedience, perseverance, serenity, self-abasement, prudence, silence, dignity, discretion and reverence. These provide genuine self-esteem in the form of holiness. It's not about self-love but self-abandonment. These are the Rules of Humility that are in the Saint Benedicts Guide to Genuine Self Esteem. Step one is the hardest, overcome pride and admit I'm wrong. Why? Because I fear God. Positive mental health includes holding back on

perpetual indulgences. Decisions about flag flying CAN be changed and I think they should be. This is a distraction from the Catholic student's true focus.

The heart and the cross are symbols that are important to children's health. Currently, if I go into a Children's hospital, I will see the rainbow flag in the main foyer, the booking room, the clinic room, AND in the large room where a multi-disciplined team meet. The rainbow flag isn't only present in June but all year long, 365 days a year. There is no cross. HOW suddenly does the rainbow flag become central to children's health? Let's stop this invasiveness and get the government out. Dignity matters and it is not reduced to some color on a flag. The rainbow flag is not perfect inclusiveness and never will be. Our Canadian national flag already includes everyone.

This ideology divides rather than unites in many ways.

Number 1-By removing parental rights over the child's health care at the age of 13, a team of health professionals who have way more power and status can pressure children into taking hormones, NOT thoroughly tested drugs, and surgical procedures to mutilate and modify their bodies. Understand that our doctors MUST follow orders from their Association and no longer have conscience protection in this country. There is no regard for long-term side effects on these potentially permanent decisions.

Number 2- To use the judicial system to change a child's legal documents with a new plethora of choices to label a person -for a profit.

Number 3-The education system which continuously creates more expensive and privacy invading inventories and teaching techniques to unnecessarily have children question their identity. This is an incredible waste of bureaucratic money and time to promote confusion and self-doubt by the systems at large.

And that is why I have taken time to exert my civil rights to speak out and defend our children from a system that I no longer trust. I thought holiness and servanthood and true love for our neighbors was the core identity of the Catholic student. These need not be redefined by a flag.

Our current government lies waiting to take away the rights of families, teachers, principals and trustees and truly take over the system in a totalitarian way if we don't wake up.

Unless.

Unless people like you and I start to take back our civil rights and freedoms, protect our religion and our children and make the Sacred Heart of Jesus the focus of June which clearly illustrates a broken heart... a broken heart and a love which surpasses all human understanding.

If people within the health, judicial and re-education systems conducted a proper examination of conscience to increase virtue, I think society would change. This partisan, political and social activity on school property breaks families and if left for a long time will last in divisiveness in its impact of social reengineering.

I really pray for good leadership. Please trustees vote in favor of this motion tonight which will prevent our children being taken over by an ideology that is foreign to what Catholic schools are truly about- the cross and the heart. Viva Cristo Rei!



**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: MCARTHUR DELEGATION**

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Good evening Trustees, Student Trustees, Director, Senior Administrators, OECTA Colleagues, Niagara Catholic District School Board staff and our NCDSB Community.

My name is Jennifer McArthur and I am the president of the Niagara Elementary Unit of the Ontario English Catholic Teachers' Association.

While I am here in that official capacity, I cannot separate myself from my deep involvement with this board. I am a third generation Catholic teacher in Niagara. As a student, I attended St. Christopher and St. Teresa in St. Catharines from JK to Grade 8. I am a proud graduate of Denis Morris Catholic Secondary School. My own children attended our schools until graduation. Not only do I work in this region but I continue to live here as well. What happens in the board is professionally and personally relevant for my family and me.

I am taking this opportunity – in fact, feel compelled to do so – to address the Partisan, Political, or Social Advocacy Activities Policy that was put forth as a Notice of Motion at the May Board meeting and appears on tonight's agenda.

This policy is garnering much attention due to its restriction to flying the Pride Flag; however I think it important to acknowledge that the board currently has policies and/or procedures in place to address other aspects of the motion. Those include, but are not limited to the Employee Code of Conduct and Ethics Policy, the Municipal, Provincial and Federal Election Policy and the Equity and Inclusive Education Policy. Many board policies also reference the Ontario Human Rights Code, which focusses on ensuring that no individual is discriminated against, either intentionally or unintentionally.

Also, I wish to note that the policy printed in the Notice of Motion in May's board meeting refers to curriculum. To be clear, in Ontario, and in our publicly funded Catholic Education system, the Ministry of Education outlines the curriculum that must be taught and that includes any discussions about sexuality, gender and gender identity.

The mission statement of our board is quote "We are a Christ-centred Catholic faith community that celebrates diversity and fosters spiritual growth, inspiring all to reach their full potential in mind, body and spirit." End quote.

Currently our board is putting those words into action by Flying the Pride Flag and stating on the board website that quote "We believe in creating a culture of equity and inclusiveness in our schools by celebrating the richness and diversity of our students, staff, and our families. This is embodied in our Strategic Plan which speaks to the power of empathy, equity, inclusivity, and belonging. With these guiding principles in mind, and recognizing and respecting that many of our students, staff, and families are part of the LGBTQ2S+ community, Niagara Catholic will once again fly the Progress Pride flag at all schools and sites June 1-30, 2023, in accordance with Niagara Catholic's Flag Flying Protocol." End quote.

Now, the teachers' union and the board do not always find themselves completely aligned; however there are three topics on which we have not wavered in our agreement over the past couple of years. One is the boasting that we do about the teachers, educators and students at Niagara Catholic, the second is our commitment to equity, diversity, accessibility and inclusivity; and the third has been the importance of flying the Pride Flag to convey the respect, dignity and welcomeness imbued within our faith-filled schools.

After two years of seeing the Pride Flag displayed in and in front of our schools and worksites, the policy being contemplated tonight would detrimentally affect students and staff – and their families, their friends and their allies - who see the Pride Flag as an affirmation from the school board that the people in this community are committed to supporting our 2SLGBTQIA+ and equity-deserving communities – right here in our Catholic education system – a place where they should never feel afraid, a place where they should never ponder the value of their life.

Students and staff work best in an environment that is welcoming, respectful and supportive; not in an atmosphere of intolerance, hate, and phobia. Students and staff in our publicly funded Catholic education system deserve to be welcomed, loved, cared for and protected – no matter who they are and who they love.

Recently our OECTA Provincial President stated quote “that displaying the Pride flag outside our schools is a visual representation and indication to students, educators, families - everyone - of our commitment to promoting respect, human rights and a culture in our schools that celebrates diversity and contributes to creating a more inclusive society.” End quote

Acceptance goes beyond tolerance. The symbols of our faith are no longer enough to convey our commitment to a more inclusive society. Unfortunately, people in the 2SLGBTQIA+ community have been subject to hateful remarks and actions where perpetrators have misused our faith as the basis for their positions. As a result, we need to do more to protect students and staff who may afraid to be their authentic selves. We need to make sure that students and staff who identify as 2SLGBTQIA+ know they are better here than not here, that they are not mistreated and stigmatized.

Each and every day teachers strive to create this safe and welcoming environment for all, in keeping with our faith and with the belief that everyone is deserving of God’s love and compassion. Teachers choose acceptance.

On Sunday, I celebrated one of my goddaughter’s First Holy Communion and at mass at my church on the previous Sunday, the congregation celebrated a baby’s baptism. The families were filled with light, joy, hope and overflowing love. I thought to myself, “there is nothing that these families would not do to ensure these children grow up feeling valued and safe.”

I urge you to strike down this motion, to champion the Flying of the Pride Flag, to send the message to all members in our community that you,

the real you, the emerging you, the authentic you, the questioning you is accepted,

that our 2SLGBTQIA+ students and staff are valued and

that their human rights matter.

The visibility of the Pride Flag has a positive impact. I know that as a Catholic teacher, I know that as a leader, I know that as an ally.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: STUDENT SENATE DELEGATION**

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“In everything, do to others what you would have them do to you” Matthew (7:12)

Good evening. My name is Charlotte Johnstone, this is my co - trustee Steffen Zylstra. We are here tonight to discuss why flying the pride flag makes such a positive impact on Niagara Catholic's student body.

What is pride? The feeling of satisfaction, being proud of something one has achieved. Accepting who you are. The month of June is named "Pride Month " to celebrate the 2slgbt+ community and crush the shame and stigmas they face everyday. As 2 students who spend every day within our secondary schools, we are here to be the student voice. Stef and I are always told that we are equals at this table. Tonight we feel our power and worth more than ever. It is important to note that when Steffen and I speak, it is not coming from just the two of us, we have a job of representing the thousands of voices within Niagara Catholic, a job we hope to complete tonight.

Pride month is an opportunity to celebrate our members of the 2slgbt+ community and unite our student population allowing students who are members of the community to feel supported, loved and welcome. Diversity brings new views, opportunities and opens doors we did not know existed. We can only see that celebrating the diversity of students within our board will bring positivity and create an inclusive learning environment.

Tonight we would like to share why we believe the Pride Flag is key in embracing the differences that make our community what it is, and we have received help from students within our board. When Steffen and I asked for "a few" testimonials on what the pride flag meant to students within our secondary schools, we were flooded with endless inspiring messages from fearless students all across our board. Students who are members of the 2slgbt+ community, students who are supporters, students who understand that this issue does not involve them personally, but see the value in celebrating everyone.

We are honored to be here tonight joined by our very own Senate members, who I call upon now to share the messages they have collected from the students they represent.

## Students at Saint Francis said:

I believe it is important that we continue flying the pride flag as it represents love, community, peace, and equality. By flying the pride flag it shows that this school board cares about every student within it, and we openly welcome them to express who they are, and how they present themselves. By flying the flag and supporting the LGBTQIA2S+ community we are showing that we care and are trying to create a welcoming, safe space for everyone to thrive no matter how they identify.

The student body of St.Francis is in support of continuing to fly the pride flag.

“To me flying the pride flag at our school shows support of peace & equality. It represents the safe space that our school is, that we support all of our students as an equal community. To fly this flag shows the progress we are continuously making towards a future where no one is left behind. Each color on the pride flag has a different important meaning; life, healing, radiance, nature, serenity, & spirit. The colors also include different kinds of people; men, women, nonbinary, transgender, people of color, people with indigenous background & many more. When you see the students of our school smiling, holding up the flag & looking up in joy as the flag flies, do you see us trying to spread hatred & violence? The ability to spread such a positive message should not be a debated topic.”

### Students at Notre Dame said:

As a person who identifies as part of the 2sLGBTQIA+ community it saddens me to hear that an important symbol of identity, acceptance, diversity and overall love, is being so ignorantly compared to such a horrific event in human history. To me the statement made by Natalia Benoit is not only damaging to the LGBT community but in turn mocks the events of the holocaust by comparing a symbol of unity to such a disgusting display of division. Being a student under the niagara catholic district school board, I not only feel attacked by this hurtful statement but it requires me to question Mrs. Benoit's capacity to be in such an important role. I do not feel it is wrong to want the leaders of my education to be compassionate and accepting of all communities. I hope Mrs. Benoit recognizes her actions as wrong and hurtful and can properly issue an apology to both communities affected by her words.

The pride flag is super important to me as an lgbt student, and seeing it raised at our school meant a great deal. The pride flag represents the fact that all individuals should be proud of who they love and who they are. I think it's super important to raise the pride flags at schools, specifically Catholic schools, to show solidarity with the community and to fight against any homophobes.

### Students at Holy Cross said:

“To me the pride flag is a symbol of who I am. It is a symbol of individuality and love. It is a way to unite people across the world. Whenever I see the pride flag I know I am not alone and that I am supported by many people whether I know them or not”

As a member of the lgbtq+ community I think the pride flag means inclusivity and a safe space for people of any background to come together and not be discriminated against for being themselves. I think it also means showing your support to the community because at the end of the day we're all just regular people.

A student at Saint Michaels submitted the following letter:

Let us be celebrated and cherished, let us be loved and kind, let us be ourselves, let us embrace everyone. Nothing can separate us from the love of God. (Rom 8:38) that includes our sexuality and our gender, we are all one with him so do not let this hate consume you. As well as the fact the progress flag should be the one flying, to commemorate the black trans women that lead our fights to freedom, they are a big part of that history and mustn't be forgotten. All of this is our hope and our salvation just like yours was before with church, please see the error of your ways trying to take something so innocent and turn it into something evil. God didn't fill you with this hate, you chose this hate but we did not choose who we love. So I ask of you, will you do the right thing? Will you make the right choice? Will you let hate consume you or will you choose and fight for love? Fight for all of God's creations. The choice is yours, but don't make it the wrong one.

Thank you for reading my letter, it is essential to me that the community I'm a part of is heard and seen and fought for. Please take my thoughts into consideration and please keep the pride flag up.

Students at Saint Paul said:

I think having the Pride Flag up is important because it is acknowledging all of those in our community. Even though it doesn't affect me personally. It is important to embrace everyone in our school and celebrate who they are.

Having the Pride Flag up creates a safe environment for all LGBTQ students in our schools. To some students, they do not feel safe in their own homes and having that symbol present creates a warm and safe environment for students. Just seeing that flag present for a couple seconds when students are entering the building makes such a huge impact on one's self esteem.

Ayva Solar, Gr. 12 Student at LCHS

The pride flag is a symbol of inclusion. Especially for young kids, it's important that they can see this flag and know that it's okay to feel a certain way. Heterosexual relationships are so widely promoted in both the media and everyday life, many individuals who may identify as part of the 2SLGBTQIA+ could possibly feel as though they are an outcast or that the way they feel is somehow wrong. The pride flag is a way of telling people that their feelings and who they are is nothing to be ashamed of but rather something worth embracing and celebrating.

Ava Venzon, Student Senate member from LCHS

As an educational board, our top priority should be the students. The students should come before everything else, including politics. I've seen with my own eyes what a simple flag can do for even a single student. It's such an easy thing to do, and it does so much good. Politics and bias aside, the pride flag represents acceptance. Showing a kid that they are accepted for who they are will never not be the absolute best thing for the kids that attend our schools every day. There will never be a good enough reason to stop spreading this positivity.

In closing, we want to show how flying the pride flag and supporting 2SLGBT+ students in every way we can is not only in our best interest from a student perspective, but is a need and a must from a Catholic one.

I suspect that the bible will be held up as a shield for intolerant beliefs, but it is not the be-all-end-all for us as a Catholic community, it is the community itself that is core.

Leviticus 19:19 states "You shall not sow your field with two kinds of seed, nor shall you wear a garment of cloth made of two kinds of material."

Now, crop diversity is vital in farming, and if we're sinners for wearing more than one material then we're all going to hell.

No, it is the people with us and the love we share that bring us together. And when I see people close to my heart leaving our schools because they no longer feel welcome, which I have, and it hurts, it strikes me that we have left sorely behind the one value that makes our community worth being a part of: love.

And if anyone listening to me now cannot remove their personal bias and agree that the pride flag and everything it symbolizes is the only way forward in our schools, then I strongly encourage you to re-examine your own beliefs as Catholic rate-payers and as members of this community. And if you stand for any comparison between one of the greatest symbols of love and acceptance, and one of the most hateful and vitriolic flags ever flown, then examine the consequences of your actions before you are left behind by a forthcoming generation of youth who you left when they needed your support.

The golden rule reads: treat others the way you want to be treated; love your neighbor, as yourself. Just as everyone here today is in support of their own community in one way or another, support the 2SLGBT+ students in our Niagara Catholic community, and support the flying of the pride flag. We were democratically elected to speak for all 22 000+ students in our school board, and that is what they have to say.



**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: GROWTH AND RETENTION AD HOC COMMITTEE  
MEETING**

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**RECOMMENDATION**

**THAT** Niagara Catholic District School Board increase marketing presence on social media platforms by actively promoting and increasing kindergarten and grade 9 open houses and registration, educating and advertising Catholic by sharing good news stories, promotion of positive events and through personal testimonials from students, families and staff, showcasing the value and benefits of a Catholic education.

**THAT** Niagara Catholic District School Board establish a community outreach for newcomers to the Niagara Region and new Canadians via a welcome centre, real estate agents and local parishes.

**THAT** the Niagara Catholic District School Board direct secondary schools to create annual transition plans, utilizing a “Transition Template” to be created by senior staff. The Transition Template should identify specific activities planned (athletic, arts, academic, faith), mentorship opportunities, outreach to families, as well as the budget required for the plan. Each secondary school, in collaboration with their respective family of schools elementary feeder schools, are responsible for the creation and delivery of the plan, subject to review and approval by the FOS superintendent. Principals will be encouraged to share best practices and to duplicate successful strategies, when appropriate. Additionally, Senior Staff is to allocate a larger budget to each secondary school to support the implementation of the transition plan.

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Prepared by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Recommended by: Growth & Retention Ad Hoc Committee

Date: June 20, 2023



## **REPORT TO THE BOARD JUNE 20, 2023**

### **GROWTH AND RETENTION AD HOC COMMITTEE MEETING**

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#### **BACKGROUND INFORMATION**

The Niagara Catholic Growth and Retention Ad Hoc Committee met on March 8, April 4 and May 30, 2023.

After extensive discussions and careful deliberations, the committee members formulated several ideas aimed at enhancing enrolment and retention rates. Consequently, the committee proposes the following recommendations for the Board's consideration.

#### **RECOMMENDATION**

**THAT** Niagara Catholic District School Board increase marketing presence on social media platforms by actively promoting and increasing kindergarten and grade 9 open houses and registration, educating and advertising Catholic by sharing good news stories, promotion of positive events and through personal testimonials from students, families and staff, showcasing the value and benefits of a Catholic education.

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Prepared by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Recommended by: Growth and Retention Ad Hoc Committee

Date: June 20, 2023

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: FINANCIAL REPORTS AS AT MAY 31, 2023**

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The financial reports as at May 31, 2023 is presented for information.

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Prepared by: Giancarlo Vetrone, Superintendent of Business and Financial Services  
Rosa Rocca, Financial Controller of Business and Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: June 20, 2023



**REPORT TO THE BOARD  
JUNE 20, 2023**

**FINANCIAL REPORT AS AT MAY 31, 2023**

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The following information is attached for the review of the Trustees:

**APPENDIX A** INTERIM FINANCIAL REPORT MAY 31, 2023

**APPENDIX B** FORECASTED EXPENDITURE SUMMARY MAY 31, 2023

The financial reports as at May 31, 2023 is presented for information.

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Prepared by: Giancarlo Vetrone, Superintendent of Business and Financial Services  
Rosa Rocca, Controller of Business and Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: June 20, 2023

**Niagara Catholic DSB  
2022-23 Interim Financial Report**

**For the Month Ending May 31, 2023**

**Summary of Financial Results**

(\$Thousands)	Revised Estimates	Forecast	In-Year Change	
			\$	%
<b>Revenue</b>				
Operating Grants	239,873	240,523	650	0.3%
Capital Grants	29,499	29,499	-	0.0%
Other	17,890	16,390	(1,500)	(8.4%)
<b>Total Revenue</b>	<b>287,262</b>	<b>286,412</b>	<b>(850)</b>	<b>(0.3%)</b>
<b>Expenditures</b>				
Classroom	217,230	214,467	(2,763)	(1.3%)
Other Operating	8,619	8,516	(103)	(1.2%)
Transportation	11,742	12,392	650	5.5%
Pupil Accomodation	41,252	41,872	620	1.5%
Other	8,597	8,597	-	0.0%
PSAB Adjustments	947	947	-	0.0%
<b>Total Expenditures</b>	<b>288,387</b>	<b>286,791</b>	<b>(1,596)</b>	<b>(0.6%)</b>
<b>In-Year Surplus (Deficit)</b>	<b>(1,125)</b>	<b>(379)</b>	<b>746</b>	<b>n/a</b>
Prior Year Accumulated Surplus (Deficit)	12,080	12,080	-	0.0%
<b>Accumulated Surplus (Deficit) for Compliance</b>	<b>10,955</b>	<b>11,701</b>	<b>746</b>	<b>6.8%</b>

**Changes in Revenue**

- PPE In Kind Revenue overstated in revised estimates
- Transportation Fuel Escalation included

**Change in Expenditures**

- Variances in expenditures related to average salary used in revised estimates. Variances to be monitored over the coming months.

**Change in Reserve**

- N/A

**Change in Surplus/Deficit**

- Forecasting a slightly better deficit position at this time. Will continue to be monitored.

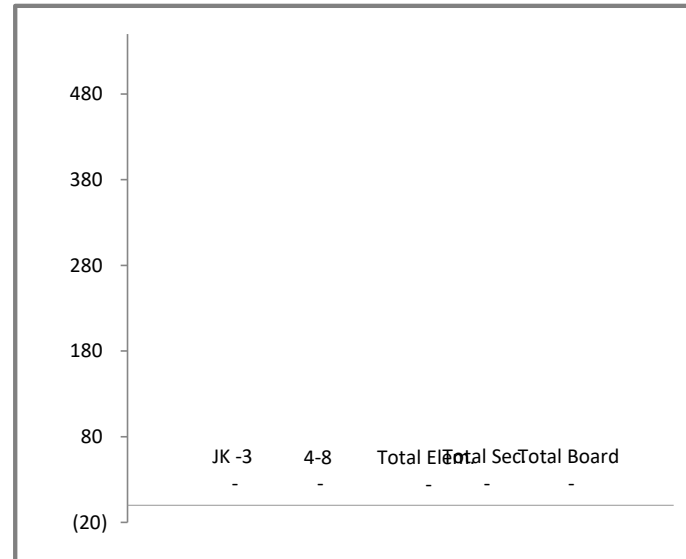
Recognized slight savings in classroom teachers line

**Summary of Enrolment**

ADE	Revised Estimates	Forecast	In-Year Change	
			#	%
<b>Elementary</b>				
JK -3	6,925	6,925	-	0.0%
4-8	7,500	7,500	-	0.0%
<b>Total Elementary</b>	<b>14,425</b>	<b>14,425</b>	<b>-</b>	<b>0.0%</b>
<b>Secondary &lt;21</b>				
Pupils of the Board	6,263	6,263	-	0.0%
Other Pupils	37	37	-	0.0%
<b>Total Secondary</b>	<b>6,300</b>	<b>6,300</b>	<b>-</b>	<b>0.0%</b>
<b>Total</b>	<b>20,725</b>	<b>20,725</b>	<b>-</b>	<b>0.0%</b>

Note: Forecast will be based on October 31st count date

**Changes in Enrolment: Budget v. Forecast**



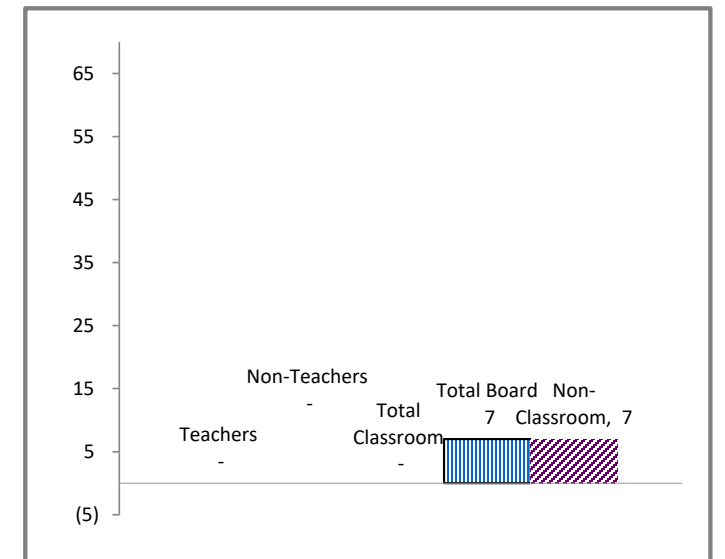
**Highlights of Changes in Enrolment:**

-

**Summary of Staffing**

FTE	Revised Estimates	Forecast	In-Year Change	
			#	%
<b>Classroom</b>				
Teachers	1,233	1,233	-	0.0%
Non-Teachers	773	773	-	0.0%
<b>Total Classroom</b>	<b>2,006</b>	<b>2,006</b>	<b>-</b>	<b>0.0%</b>
<b>Non-Classroom</b>	<b>225</b>	<b>232</b>	<b>7</b>	<b>3.1%</b>
<b>Total</b>	<b>2,231</b>	<b>2,238</b>	<b>7</b>	<b>0.3%</b>

**Changes in Staffing: Budget v. Forecast**



**Highlights of Changes in Staffing:**

-

	a	b	c = b - a	d = c/a	
<b>2022-23</b>					
	Estimates	Revised Estimates	Forecast	Change	
				\$ Increase (Decrease)	% Increase (Decrease)
<b>OPERATING</b>					
<b>Classroom Instruction</b>					
Teachers	133,068	139,329	138,379	(950)	-0.71%
Supply Teachers	6,811	6,785	6,366	(419)	-6.15%
Teacher Assistants and ECEs	22,367	23,749	22,863	(886)	-3.96%
Classroom Computers	1,402	1,741	1,741	-	0.00%
Textbooks and Supplies	5,316	5,652	5,652	-	0.00%
Professionals and Paraprofessionals	10,231	10,586	10,143	(443)	-4.33%
Library and Guidance	4,233	3,993	4,063	70	1.65%
Staff Development	499	502	420	(82)	-16.43%
Department Heads	332	332	330	(2)	-0.60%
Principal and Vice-Principals	10,727	10,317	10,655	338	3.15%
School Office	6,381	6,546	6,211	(335)	-5.25%
Co-ordinators and Consultants	2,593	2,738	2,696	(42)	-1.62%
Continuing Education	4,960	4,960	4,948	(12)	-0.24%
<b>Total Instruction</b>	<b>208,920</b>	<b>217,230</b>	<b>214,467</b>	<b>(2,763)</b>	<b>(1.3%)</b>
<b>Administration</b>					
Trustees	265	265	258	(7)	(2.6%)
Director/Supervisory Officers	1,397	1,267	1,406	139	9.9%
Board Administration	6,905	7,087	6,852	(235)	(3.4%)
<b>Total Administration</b>	<b>8,567</b>	<b>8,619</b>	<b>8,516</b>	<b>(103)</b>	<b>(1.2%)</b>
<b>Transportation</b>	<b>11,742</b>	<b>11,742</b>	<b>12,392</b>	<b>650</b>	<b>5.5%</b>
<b>Pupil Accomodation</b>					
School Operations and Maintenance	23,102	21,980	22,600	620	2.7%
School Renewal	1,268	1,268	1,268	-	0.0%
Other Pupil Accomodation	2,303	2,719	2,719	-	0.0%
Amortization and Write-downs	14,477	15,285	15,285	-	0.0%
<b>Total Pupil Accomodation</b>	<b>41,150</b>	<b>41,252</b>	<b>41,872</b>	<b>620</b>	<b>1.5%</b>
<b>Other</b>					
School Generated Funds -Expenditures	8,480	8,480	8,480	-	0.0%
Loss on disposal of assets	117	117	117	-	0.0%
<b>Total Other Expenditures</b>	<b>8,597</b>	<b>8,597</b>	<b>8,597</b>	<b>-</b>	<b>0.0%</b>
<b>TOTAL EXPENDITURES</b>	<b>278,976</b>	<b>287,440</b>	<b>285,844</b>	<b>(1,596)</b>	<b>(0.6%)</b>
<b>PSAB Adjustments</b>	<b>(45)</b>	<b>947</b>	<b>947</b>		
	<b>278,931</b>	<b>288,387</b>	<b>286,791</b>		

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: TRUSTEE INFORMATION  
CALENDAR OF EVENTS – SEPTEMBER 2023**

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# SEPTEMBER 2023

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6 SEAC Meeting	7 NCPIC Meeting	8	9
10	11	12 SAL Meeting Committee of the Whole Meeting	13	14	15	16
17	18	19	20	21	22 Audit Committee Meeting	23
24	25	26 Board Meeting	27	28	29	30



**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: TRUSTEE INFORMATION  
OCSTA 2023 FALL REGIONAL MEETING  
SEPTEMBER 18, 2023**

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## Pisano, Anna

**From:** OCSTA - Connie DeMelo <CDeMelo@ocsta.on.ca>  
**Sent:** Monday, May 15, 2023 2:41 PM  
**To:** OCSTA - Connie DeMelo  
**Subject:** OCSTA: 2023 Fall Regional Meetings - Save the Dates

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Ontario Catholic School  
Trustees' Association

May 15, 2023

### MEMORANDUM

**TO:** Trustees, Student Trustees & Directors of Education  
- All Catholic District School Boards

**CC:** Board Secretaries and Administrative Assistants  
OCSTA Staff

Good afternoon,  
Following are the dates and locations for OCSTA's Fall Regional Meetings.  
Further details to follow.

## OCSTA 2023 FALL REGIONAL MEETINGS

DATE	AREA	BOARDS / OCSTA REGION #	OCSTA DIRECTOR / REGION #	HOST / LOCATION
Mon, Sep 18 9:30am-2:30pm	CENTRAL	Brant-Haldimand Norfolk (11) Dufferin-Peel (7) Durham (9) Halton (13) Hamilton-Wentworth (11) Niagara (11) Toronto (6) York (8)	Patrick Daly, President Nancy Crawford (6) Garry Tanuan (6) Luz del Rosario (7) Shawn Xaviour (7) Jennifer Wigston (8) Morgan Ste. Marie (9) Rick Petrella (11) Janet O'Hearn Czarnota (13)	Hamilton-Wentworth CDSB Nicholas Mancini Centre Hamilton Room 1A 44 Hunt Street Hamilton, ON L8P 1C7
Wed, Sep 20 9:30am-2:30pm	EAST	Algonquin & Lakeshore (10) Eastern Ontario (10) Peterborough Victoria	Morgan Ste. Marie (9) Brian Evoy (10) Mark Mullan (12)	Peterborough Victoria Northumberland & Clarington CDSB

		Northumberland & Clarington (9) Ottawa (12) Renfrew County (10) Simcoe-Muskoka (9)		Catholic Education Centre – Large Boardroom 1355 Lansdowne Street West Peterborough, ON K9J 7M3
Sat, Sep 23 9:30am-2:30pm	NORTHEAST	Huron-Superior (1) Nipissing-Parry Sound (1) Northeastern (1) Sudbury (1)	Michael Bellmore, Vice President Colleen Landers (1) Glenn Sheculski (3)	Sudbury CDSB St. Albert Adult Learning Centre 504 St. Raphael St. Sudbury, ON P3B 1M4
Tues, Sep 26 9:30am – 2:30pm	WEST	Bruce-Grey (4) Huron-Perth (4) London (5) Waterloo (4) Wellington (4) St. Clair (5) Windsor-Essex (5)	Beverley Eckensweiler, Past President Marino Gazzola (4) Linda Ward (5)	Windsor-Essex CDSB Catholic Education Centre – Boardroom 1325 California Ave. Windsor, ON N9B 3Y6
Fri, Oct 6 9:30am – 2:30pm	NORTHWEST	Kenora (2) Northwest (2) Superior North (2) Thunder Bay (2)	Paul Landry (2) Glenn Sheculski (3)	Thunder Bay CDSB Catholic Education Centre – Boardroom 459 Victoria Ave. W. Thunder Bay, ON P7C 0A4

**CONNIE ARAUJO-DE MELO** | Ontario Catholic School Trustees' Association | 1804-20 Eglinton Avenue West, Box 2064, Toronto, ON M4R 1K8 | t 416-932-9460 ext. 226



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## AGENDA

9:30AM	REGISTRATION
10:00AM	WELCOME <i>Patrick J. Daly, President, OCSTA</i>
	GATHERING PRAYER <i>Chair, Host Board</i>
	LAND ACKNOWLEDGEMENT <i>OCSTA Director (from the Host Region)</i>
	GOVERNANCE AND CATHOLIC IDENTITY <i>Patrick J. Daly, President, OCSTA</i>
10:45AM	PASTORAL CARE - PRACTICAL STRATEGIES OF ADULT FAITH FORMATION FOR CATHOLIC LEADERSHIP DEVELOPMENT <i>Nick Milanetti, Executive Director OCSTA</i> <i>Anne O'Brien, Director of Catholic Education, OCSTA</i>
11:45AM	LUNCH, INFORMAL DISCUSSION & NETWORKING
12:30PM	AN INTRODUCTION TO THE NEW TRUSTEE MODULE: DIGNITY OF THE HUMAN PERSON, DIVERSITY EQUITY & INCLUSION <i>Sharon McMillan, Director of Communications</i> <i>Anne O'Brien, Director of Catholic Education, OCSTA</i>
1:00PM	CONSULTATIONS FROM BILL 98 (CODE OF CONDUCT, DIRECTOR'S PERFORMANCE APPRAISAL, SHARED FACILITIES) <i>Patrick J. Daly, President, OCSTA</i> <i>Nick Milanetti, Executive Director, OCSTA</i>
2:00PM	QUESTIONS FOR GROUP DISCUSSIONS <ol style="list-style-type: none"><li>1. Please provide an update on the status of local collective bargaining and share your Board's thoughts on the strengths and weaknesses of the School Boards Collective Bargaining Act.</li><li>2. Please share any challenges your board may be experiencing.</li><li>3. Please highlight points of celebration / successes / achievements at your board to be delivered at the meeting by the Chair or designate.</li></ol>
2:30PM	ADJOURNMENT <i>Patrick J. Daly, President, OCSTA</i>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: NOTICE OF MOTION  
NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
CO-HOSTING 2024 OCSTA BUSINESS & AGM**

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**RECOMMENDATION**

**THAT** the Chair be directed to notify OCSTA and the Chairs of the BHCNDSB, HWCDSB, & NCDSB of their intent to co-host the OCSTA 2024 AGM in Niagara Falls Ontario and;

**THAT** all three boards will participate equally in planning, executing, and financial responsibilities of this event and;

**THAT** all three boards agree that the location will be in Niagara Falls for this event and;

**THAT** in the event one of the three boards does not wish to participate or chooses to withdraw its intent to co-host the remaining two boards will share the responsibility and financial burden of the withdrawal of the third board and;

**THAT** upon approval by the respective boards, staff will be directed to begin to work collaboratively on the planning and execution of this event in conjunction with OCSTA and;

**THAT** a steering committee be created between the three boards consisting of the Chair of the Board, and the Director of Education or designate from each board and OCSTA.

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Presented by: Chair Di Lorenzo

Date Submitted: May 23, 2023

Date to be Presented: June 20, 2023

Date: June 20, 2023



## **REPORT TO THE BOARD MAY 23, 2023**

### **NOTICE OF MOTION NIAGARA CATHOLIC DISTRICT SCHOOL BOARD CO-HOSTING 2024 OCSTA BUSINESS & AGM**

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#### **BACKGROUND INFORMATION**

Chair Di Lorenzo submitted the following Notice of Motion on May 3, 2023

WHEREAS The Ontario Catholic Trustees Association (OCSTA) is requesting a host(s) board for the 2024 Annual General Meeting.

WHEREAS the Brant Haldimand Norfolk Catholic District School Board (BHCNDSB), the Hamilton Wentworth Catholic District School Board (HWCDSB), and the Niagara Catholic District School Board (NCDSB) have expressed an interest in co-hosting the 2024 AGM.

WHEREAS The chairs of all three boards have had exploratory conversations with one another to garner interest in co-hosting the 2024 AGM in the Niagara Falls area and;

WHEREAS all three boards would share equally in the cost of co-hosting the event.

Now therefore be it resolved:

**THAT** the chair be directed to notify OCSTA and the Chairs of the BHCNDSB, HWCDSB, & NCDSB of their intent to co-host the OCSTA 2024 AGM in Niagara Falls Ontario and;

**THAT** all three boards will participate equally in planning, executing, and financial responsibilities of this event and;

**THAT** all three boards agree that the location will be in Niagara Falls for this event and;

**THAT** in the event one of the three boards does not wish to participate or chooses to withdraw its intent to co-host the remaining two boards will share the responsibility and financial burden of the withdrawal of the third board and;

**THAT** upon approval by the respective boards, staff will be directed to begin to work collaboratively on the planning and execution of this event in conjunction with OCSTA and;

**THAT** a steering committee be created between the three boards consisting of the Chair of the Board, and the Director of Education or designate from each board and OCSTA.

## **RECOMMENDATION**

**THAT** the chair be directed to notify OCSTA and the Chairs of the BHNCDSB, HWCDSB, & NCDSB of their intent to co-host the OCSTA 2024 AGM in Niagara Falls Ontario and;

**THAT** all three boards will participate equally in planning, executing, and financial responsibilities of this event and;

**THAT** all three boards agree that the location will be in Niagara Falls for this event and;

**THAT** in the event one of the three boards does not wish to participate or chooses to withdraw its intent to co-host the remaining two boards will share the responsibility and financial burden of the withdrawal of the third board and;

**THAT** upon approval by the respective boards, staff will be directed to begin to work collaboratively on the planning and execution of this event in conjunction with OCSTA and;

**THAT** a steering committee be created between the three boards consisting of the Chair of the Board, and the Director of Education or designate from each board and OCSTA.

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Presented by: Chair Di Lorenzo

Date Submitted: May 3, 2023

Date to be Presented: June 20, 2023

Date: May 23, 2023

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: NOTICE OF MOTION  
ON LINE BETTING**

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**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board will communicate with appropriate levels of government to address the negative affects associated with gambling.

Additionally, where appropriate, schools will promote education and awareness for students and offer connections to supports for gambling addictions or issues when identified by staff or students.

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Presented by: Trustee Huibers

Date Submitted: May 23, 2023

Date to be Presented: June 20, 2023

Date: June 20, 2023





**REPORT TO THE BOARD  
MAY 23, 2023**

**NOTICE OF MOTION  
ON LINE BETTING**

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**BACKGROUND INFORMATION**

Trustee Huibers submitted the following Notice of Motion on May 17, 2023 (Appendix A)

**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board will communicate with appropriate levels of government to address the negative affects associated with gambling.

Additionally, where appropriate, schools will promote education and awareness for students and offer connections to supports for gambling addictions or issues when identified by staff or students.

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Presented by: Trustee Huibers

Date Submitted: May 17, 2023

Date to be Presented: June 20, 2023

Date: May 23, 2023

NCDSB

Notice of Motion May 17 2023

Moved by Larry Huibers

Seconded by

Preamble;

On Line Betting has taken a prominent role in the marketing of sports. These marketing activities may have a negative impact on our students as games of chance do not have a positive outcome statistically for the participant.

While public policy on gambling is outside the scope of governance for Trustees, it does impact on the overall health and well being of our students, as such, the Niagara Catholic District School Board should initiate actions that identify and educate our students of the risks of gambling.

Therefore, be it resolved that the Niagara Catholic District School Board will communicate with appropriate levels of government to address the negative affects associated with gambling.

Additionally, where appropriate, schools will promote education and awareness for students and offer connections to supports for gambling addictions or issues when identified by staff or students.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
BOARD MEETING  
JUNE 20, 2023**

***PUBLIC SESSION***

**TITLE: NOTICE OF MOTION  
POLICY REQUEST**

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**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board develop a Partisan, Political or Social Advocacy Activities Policy

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Presented by: Trustee Benoit

Date Submitted: May 23, 2023

Date to be Presented: June 20, 2023

Date: June 20, 2023



**REPORT TO THE BOARD  
MAY 23, 2023**

**NOTICE OF MOTION  
POLICY REQUEST**

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**BACKGROUND INFORMATION**

Trustee Benoit submitted the following Notice of Motion on May 17, 2023 (Appendix A)

**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board develop a Partisan, Political or Social Advocacy Activities Policy

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Presented by: Trustee Benoit

Date Submitted: May 17, 2023

Date to be Presented: June 20, 2023

Date: May 23, 2023

## Partisan, Political, or Social Policy Advocacy Activities

All employees of the Niagara Catholic District School Board occupy positions of public trust and confidence and, as such, are expected to discharge their duties and responsibilities with integrity and professionalism in keeping with their mission of transmitting the morals and teachings of the Catholic Church.

### Purpose

This policy is designed to promote education instead of indoctrination, defined as the endorsement of partisan, political or social policy matters.

Neutrality and balance in classroom instruction are desired to create an optimal learning environment and atmosphere of inclusiveness, where all students are welcome. Because views and beliefs about partisan, political, or social policy matters are often deeply personal, employees should not, during assigned work hours, advocate to students concerning their views or beliefs on these matters. Such advocacy does not contribute to a positive learning climate and may be disruptive, divisive, and distracting. Rather, classroom instruction should relate to approved curriculum. The district's role is to teach students how to think, not what to think, thereby keeping classrooms as places of education, not indoctrination.

### Definitions

For purposes of this policy, advocacy and advocate are defined as the use of speech, conduct, or symbols to support or oppose a particular point of view or belief about partisan, political, or social policy issues or matters.

**Guidelines:**

The Board adopts the following guidelines to clarify which activities are not appropriate during assigned work hours and on all district-owned or leased property, within all school buildings, and at all district-sponsored activities:

Employees shall not advocate to students concerning any partisan, political, or social policy issue nor engage in partisan, political or social policy electioneering or campaigning related to employee representative elections.

Employees shall not display any flag, banner, poster, sign, sticker, pin, button, insignia, paraphernalia, photograph, or other similar material that advocates concerning any partisan, political, or social policy issue.

Employees shall not distribute, circulate, or display circulars, leaflets, petitions, or similar material that advocates concerning any partisan, political, or social policy issue.

Employees shall not collect or solicit funds or volunteers for any partisan, political, or social policy campaign or activity.

Employees shall not direct or encourage students to write, address, or distribute advocacy materials

related to any partisan, political, or social policy issue.

Any district employee who holds elective, appointive, or partisan office is not entitled to time off from his district duties for reasons related to such office, except as such time may qualify under the leave policies of the Board or the pertinent collective bargaining agreement.

This policy specifically exempts the following from the above prohibitions:

- Instruction and study concerning partisan, political, or social policy issues when directly relevant to the curriculum and appropriate to classroom studies given the students' age and class year, ; provided, however, that such instruction or study is not for the purpose of advocating concerning a partisan, political, or social policy issue.

Instruction on the Catholic faith in our curriculum, as long as such teaching reinforces the teachings of the Catholic faith.

- The display of Canadian Flags, the Ontario Flag, any Catholic flag or Vatican Flag; and flags of foreign countries or other Canadian provinces or territories when directly relevant to a course of study in a social studies or foreign language class.

- Wearing small pieces of jewelry, consistent with the professional dress code, that symbolically represent an individual's Catholic faith.

#### Delegation of Responsibility

When implementing and enforcing this policy, district employees, the Superintendent and principals should keep all flags that have not been mentioned as permitted by the board off school property.

Whatever is done in the school or on the board must be consistent with the Catholic faith as expressed in the Catechism.