

1325 California Avenue
 Windsor, ON N9B 3Y6
 CHAIRPERSON: Barbara Holland
 DIRECTOR OF EDUCATION: Paul A. Picard

REGULAR BOARD MEETING
Tuesday, May 22, 2012 at 7:00 p.m.
Windsor Essex Catholic Education Centre
John Paul II Boardroom

A G E N D A

I	In-Camera Meeting – 6:00 p.m.	Page #
II	Regular Meeting of the Board - 7:00 p.m.	
1.	Call To Order	
2.	Opening Prayer	
3.	Recording of Attendance	
4.	Approval of Agenda	
5.	Questions Pertaining to Agenda	
6.	Disclosure of Interest - <u>Pursuant to the Municipal Conflict of Interest Act.</u>	
7.	Presentations:	
	a. Assumption College Catholic School International Baccalaureate Program (C. Geml)	--
8.	Delegations:	
	a. Delegation Regarding Items <u>Not</u> on the Agenda	--
	<i>3:11.1 Any person(s) wishing to make a formal presentation to the Board shall make their intent known, in writing, to the Secretary at least one week prior to the regular meeting. They shall briefly explain in their petition the nature of their business. Discussion shall be limited to the petition and shall be not longer than ten (10) minutes. The time limit can be waived by the consent of the majority of the Board.</i>	
	b. Delegations Regarding Items <u>On</u> the Agenda	--
	<i>3:11.2 Any person(s) wishing to appear before the Board and speak on an item appearing on the agenda of the Board Meeting has until NOON of the day of the Board meeting to make a request to the Secretary. They shall explain briefly the nature of their business. The discussion shall be limited to the item on the agenda and shall be no longer than ten (10) minutes.</i>	
9.	Action Items:	
	a. Approval of Minutes	
	i) Minutes of In-Camera Meeting, May 8, 2012	--
	ii) Minutes of Regular Board Meeting, May 8, 2012	1-6
	iii) Minutes of the Special Regular Board Meeting, May 14, 2012	7-32

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| iv) Minutes of the Special Regular Board Meeting, May 15, 2012 | 33-67 |
| v) Minutes of the Special Regular Board Meeting, May 17, 2012 | 68-103 |
| b. Items from the re-convened in-camera meeting of May 8, 2012 and the convened in-camera meeting of May 22, 2012 | -- |
| 10. Communications: | |
| a. External (Associations, OCSTA, Ministry): <i>None</i> | - |
| b. Internal (Reports from Administration) | |
| i) Report: Administrative Staff Report (J. Bumbacco) | 104-105 |
| 11. Unfinished Business: <i>None</i> | -- |
| 12. New Business: | |
| a. Report: 2012 Capital Plan (M. Iatonna) | 106-111 |
| b. Report: Policy Development and Review: Draft Policy H:03 Hiring and Promotion (J. Bumbacco) | 112-117 |
| 13. Committee Reports: <i>None</i> | -- |
| 14. Notice of Motion: <i>None</i> | -- |
| 15. Remarks and Announcements: | |
| a. Chairperson | |
| b. Director of Education | |
| c. Board Chaplain | |
| 16. Remarks/Questions by Trustees | |
| 17. Pending Items: <i>None</i> | |
| 18. Continuation of In-Camera, if required. | |
| 19. Future Board Meetings: <i>Unless stated otherwise, all meetings will be held at the Windsor Essex Catholic Education Centre - 1325 California Avenue, Windsor with the In-Camera Session beginning at 6:00 p.m. and the Public Session beginning at 7:00 p.m.</i> | |
| • Tuesday, June 12, 2012 | |
| • MONDAY , June 25, 2012 | |
| • Tuesday, June 26, 2012 - Board Meeting for Final Decision on Accommodation Review Recommendations (7:00 pm) | |
| 20. Closing Prayer | |
| 21. Adjournment | |

Barbara Holland
Board Chairperson

Paul A. Picard
Director of Education & Secretary of the Board



1325 California Avenue
Windsor, ON N9B 3Y6
CHAIRPERSON: Barbara Holland
DIRECTOR OF EDUCATION: Paul A. Picard

REGULAR BOARD MEETING
Tuesday, May 8, 2012 at 7:00 p.m.
Windsor Essex Catholic Education Centre
John Paul II Boardroom

MINUTES

PRESENT

Trustees:

F. Alexander	J. Macri
J. Courtney	B. Mastromattei
M. DiMenna, Vice-Chair	J. McMahon
F. Favot	L. Soulliere
B. Holland, Chair	
J. Najem, Student Trustee	
N. Tavares, Student Trustee	
Rev. L. Brunet, Board Chaplain	

Regrets:

Administration:

P. Picard (Resource)	P. Murray
J. Bumbacco	C. Norris
C. Geml	S. O'Hagan-Wong
M. Iatonna	J. Shea
P. Littlejohns	M. Seguin
E. Byrne	J. Ulicny

Recorder:

B. Marshall

1. Call To Order - Chair Holland called the meeting to order at 7:18 p.m.
2. Opening Prayer - Fr. Brunet opened the meeting with a prayer.
3. Recording of Attendance - All trustees present.
4. Approval of Agenda

Moved by Trustee Macri and seconded by Trustee Mastromattei that the May 8, 2012 Regular Board meeting agenda be approved as distributed. Carried

5. Questions Pertaining to Agenda: *None*

6. Disclosure of Interest - Pursuant to the Municipal Conflict of Interest Act.: *None*
7. Presentations:
- a. Introduction and Commissioning of 2012-2013 Student Trustees

Superintendent Mike Seguin introduced Madeline Ellepola from F. J. Brennan Catholic Secondary School as the new 2012-13 Student Trustee Designate and the Board welcomes Student Trustee Joseph Najem for a second term.

8. Delegations: *None*
- a. Delegation Regarding Items Not on the Agenda
- b. Delegations Regarding Items On the Agenda

9. Action Items:
- a. Approval of Minutes
- i) Minutes of In-Camera Meeting, April 24, 2012

Moved by Trustee DiMenna and seconded by Trustee Soulliere that the minutes of the Committee of the Whole Board In-Camera meeting of April 24, 2012 be adopted as distributed. *Carried*

- ii) Minutes of Regular Board Meeting, April 24, 2012

Moved by Trustee DiMenna and seconded by Trustee McMahon that the minutes of the Regular Board meeting of April 24, 2012 be adopted as distributed. *Carried*

- b. Items from the re-convened in-camera meeting of April 24, 2012 and the convened in-camera meeting of May 8, 2012

Vice Chair DiMenna reported that the Windsor-Essex Catholic District School Board re-convened a closed Committee of the Whole Board meeting on April 24, 2012 pursuant to the Education Act - Section 207, to consider other matters permitted or required to be kept private and confidential under the Freedom of Information and Protection of Privacy Act.

In addition, the Windsor-Essex Catholic District School Board convened a closed Committee of the Whole Board meeting on May 8, 2012 pursuant to the Education Act - Section 207, to consider specific personnel, real property matters, labour matters, and other matters permitted or required to be kept private and confidential under the Freedom of Information and Protection of Privacy Act.

As a matter of record, Trustee Courtney disclosed interest in an item discussed at the April 24, 2012 in-camera session and further indicated she was not in attendance during the discussion.

Moved by Trustee DiMenna and seconded by Trustee Soulliere that the recommendations and directions of the re-convened Committee of the Whole Board in-camera meeting held on April 24, 2012 and the convened Committee of the Whole Board in-camera meeting held on May 8, 2012 be approved. *Carried*

Vice Chair DiMenna made the following announcements:

From the April 24, 2012 re-convened meeting:

- approved the Employee Benefits Consultant agreement extension with Mosey & Mosey for one year;
- approved the Essex Civic Centre 2012 Building Operating Fund Budget.

From the May 8, 2012 meeting:

- receipt of the Administrative Staff Report on hiring, leave of absence, return from leave of absence, retirement and resignation of staff, dated May 8, 2012;
- Essex Power Corporation - Essex Civic Centre Lease Agreement approved;
- approved one year extension of the Employee Assistance Program services through Shepell.fgi;
- approved the agreement with Windsor Mack Baseball (LaSalle Titans);
- approved the retention of Marshall & Murray Incorporated pursuant to the Request For Proposal (RFP) for Cost Consultant Services – New Elementary School;
- approved the retention of WalterFedy pursuant to the Request For Proposal (RFP) for Architectural Services – New Elementary School.

10. Communications:

- a. External (Associations, OCSTA, Ministry): *None*
- b. Internal (Reports from Administration)
 - i) Report: Administrative Staff Report

Moved by Trustee Soulliere and seconded by Trustee McMahon that the Board receive the Administrative Staff Report on hiring, retirement and resignation of staff dated May 8 , 2012. Carried

- ii) Report: 2010-11 School Renewal Program Year-End Report

Moved by Trustee Macri and seconded by Trustee Soulliere that the Board receive the year-end report on the 2010-11 School Renewal Program. Carried

- iii) Report: 2011-12 School Condition Improvement Program Status as of March 31, 2012

Moved by Trustee Alexander and seconded by Trustee Soulliere that the Board receive the 2011-12 School Condition Improvement Program Status as of March 31, 2012 as information. Carried

11. Unfinished Business: *None*

12. New Business:

- a. Report: 2011-12 School Renewal Program Status as of March 31, 2012

Moved by Trustee Courtney and seconded by Trustee Macri that the Board receive the status report on the 2011-12 School Renewal Program and approve the updated project list. Carried

13. Committee Reports:

- a. Report: Special Education Advisory Committee (SEAC) Minutes of February 16, 2012

Moved by Trustee DiMenna and seconded by Trustee Soulliere that the Board receive the Minutes of the Thursday, February 16, 2012 Special Education Advisory Committee meeting as information. Carried

- b. Report: French Immersion Advisory Committee (FIAC) Meeting of October 20, 2011

Moved by Trustee MacMahon and seconded by Trustee Mastromattei that the Board receive the Minutes of the October 20, 2011 French Immersion Advisory Committee meeting as information. Carried

14. Notice of Motion: *None*

15. Remarks and Announcements:

- a. Chairperson Holland mentioned the Special Board Meetings are scheduled for next week seeking public input on the Director's recommendations on the Accommodation Reviews.
- b. Director of Education Picard provided comment on recent activities supporting the Board's strategic priorities namely;
Catholic Faith Formation: Catholic Education Week, many events are occurring this week in the schools. Please refer to the board's website under Catholic Education Week to review your school's activities.
Employee Development And Student Achievement Initiatives: Family of schools meetings are being held this week; French as a Second Language Workshop for Authentic Oral Communication will be held May 16.
Celebrating Achievements: Nominations for the J. F. Johnston Outstanding Educator Award, the Lucien (Kit) Lacasse Award, Outstanding Student Council Leadership, Outstanding Catholic School Council Leadership, Catholic School System Achievement, and The Tim Halford Steward in Catholic Education Awards are being accepted. Please refer to the staff room folder for more information; Congratulations to the student and teachers who participated in the second annual Environmental Art Exhibition and fundraiser. Students from our high schools were chosen as top award winners in each category. Congratulations to Bill St. Pierre, Paula Marcuzzi, Trevor Mullins, Olivia Markou, Sarah Eberhard and Sarah Veniot; Congratulations to Maria DeRubeis on receiving the Ontario Volunteer Service Award for her involvement with the Ontario Association of Social Workers; The Council for Exceptional Children's Annual Spring Banquet is being held May 17th. A number of our students and staff have been selected as award winners. Congratulations to Student Award winners Angelo Asumen, Catherine Muldoon and Heather Tellier and congratulations to Educator Award winners Deborah Cousineau, Sonia Dauncey, Sandi Farina and Frank Rodrigues. A special recognition to Karen Kessler, the board's special education coordinator for receiving the Chapter Award; Attended the 12th Annual Dr. Clare R. MacLeod Secondary Schools Volunteer Banquet sponsored by the Rotary Club. Each secondary school selects a student leader in school and community volunteerism. Congratulations to Angelo Ciardella, Sean Desmarais, Katrina Paty, Mohammed Musa, Maria Colja, Arashdeep Dhanda, Chris Asciak, and Jake Hicks; On April 21, students from Catholic Central and Assumption performed on an open-air stage at Disney World in Orlando, Florida; Last Thursday, Catholic

Central Concert Band performed at the MusicFest Canada Regional festival in Essex and received the high silver rating as well as a two (2) year invitation to the Nationals of MusicFest Canada; On Friday, Catholic Central and Brennan's Jazz Ensembles also performed at the MusicFest Canada Regional festival in Essex. Catholic Central was awarded a Gold rating and an invitation to the Nationals of MusicFest Canada in Ottawa. Brennan was awarded a Silver Plus rating and will also be attending the Nationals in Ottawa. *Miscellaneous:* A reminder, Accommodation Review Committee Special Board meetings are scheduled for May 14, 15 and 17 where the public is invited to make presentations concerning the ARC's and/or Administration's reports. Please refer to the board's website for more details; Tomorrow, the 2012-13 Draft Budget will be uploaded to the Board's website for public consultation. The Board is seeking input from all stakeholders until the end of the month.

- c. Board Chaplain Brunet commented on the CORE weekends occurred St. Anne and Cardinal Carter Catholic Secondary schools and Corner Stone at St. Thomas of Villanova Catholic Secondary school.

16. Remarks/Questions by Trustees

Trustee Favot commented on Assumption College High School fundraiser and the St. John Catholic Elementary school community are in favour of relocating to the Catholic Education Centre.

Trustee McMahon complimented all leaders who took part in Muskoka and congratulated the teachers and staff involved.

Trustee Soulliere mentioned during Catholic Education Week, St John the Evangelist Catholic Elementary school community is celebrating Faith Night; Our Lady of Annunciation is hosting Carol McLeod, author of "Have you Filled your Bucket Today"; and students delivering fireflies to families in school neighbourhoods as well as erecting a firefly mural near the playground and parking area.

Trustee Mastomattei mentioned the Immaculate Conception Catholic Elementary school Mass and BBQ this Friday to celebrate the closing and relocation of the school to Victoria Street.

Student Trustee Najem commented on St. Anne Secondary's cake auction which raised \$1800 towards two students requiring medical care and Students helping Students; Holy Names Secondary hosted a chess tournament; Congratulated Assumption College student Norman Nehmetallah who was awarded a prestigious national scholarship to Mount Allison in Vancouver; the last Student Senate meeting next week; and attending the Ontario Student Trustee Association conference at the end of the month. He also mentioned looking forward to working with incoming student trustee Madeline Ellepola.

Student Trustee Tavares mentioned F.J. Brennan Secondary attended the SearsFest and won the Award of Excellence; Brennan and Catholic Central secondary participated in the MusciFest Band competition both moving on to the Nationals; Honour to attend Muskoka and thanked Mr. McMahon, Mr. Peck and other Muskoka organizers. He also wished 2012-13 student trustees Joseph Najem and Madeline Ellepola a successful year.

17. Pending Items: *None*

18. Continuation of In-Camera, if required. - *The Board reconvened to In-Camera Committee of the Whole meeting following adjournment.*
19. Future Board Meetings: *Unless stated otherwise, all meetings will be held at the Windsor Essex Catholic Education Centre - 1325 California Avenue, Windsor with the In-Camera Session beginning at 6:00 p.m. and the Public Session beginning at 7:00 p.m.*
 - Monday, May 14, 2012 - Special Board Meeting for Public Input - Amherstburg Accommodation Review at St. Thomas of Villanova HS **(6:30 pm)**
 - Tuesday, May 15, 2012 - Special Board Meeting for Public Input – Fontainebleau Accommodation Review at St. Joseph High School **(6:30 pm)**
 - Thursday, May 17, 2012- Special Board Meeting for Public Input – Lakeshore Accommodation Review at St. Anne High School **(6:30 pm)**
 - Tuesday, May 22, 2012
 - Tuesday, June 12, 2012
 - **MONDAY**, June 25, 2012
 - Tuesday, June 26, 2012 - Board Meeting for Final Decision on Accommodation Review Recommendations **(7:00 pm)**
20. Closing Prayer – Fr. Brunet closed the meeting with a prayer.
21. Adjournment - There being no further business, the Regular Board meeting of May 8, 2012 adjourned at 7:52 p.m.

Not Approved

Barbara Holland
Board Chairperson

Paul A. Picard
Director of Education & Secretary of the Board



1325 California Avenue
Windsor, ON N9B 3Y6
CHAIRPERSON: Barbara Holland
DIRECTOR OF EDUCATION: Paul A. Picard

**SPECIAL REGULAR BOARD MEETING
Monday, May 14, 2012 at 6:30 p.m.
St. Thomas of Villanova High School
2800 County Rd. #8, LaSalle, ON**

MINUTES

PRESENT

Trustees: F. Alexander B. Mastromattei
J. Courtney J. McMahon
M. DiMenna, Vice-Chair L. Soulliere
F. Favot
B. Holland, Chair
J. Najem, Student Trustee
Rev. L. Brunet, Board Chaplain

Regrets: Trustee Macri and Student Trustee Tavares

Administration: P. Picard (Resource) E. Byrne
J. Bumbacco P. Murray
C. Geml C. Norris
M. Iatonna J. Shea
P. Littlejohns M. Seguin
J. Ulicny

Recorder: B. Marshall

1. Call To Order - Chair Holland called the meeting to order at 6:37 p.m.
2. Opening Prayer - Fr. Brunet opened the meeting with a prayer.
3. Recording of Attendance –Trustee Macri was not available and Student Trustee Tavares sent regrets due to a prior commitment.
4. Approval of Agenda

Moved by Trustee DiMenna and seconded by Trustee Soulliere that the May 14, 2012 Special Regular Board meeting agenda be approved as distributed. Carried

5. Disclosure of Interest - Pursuant to the Municipal Conflict of Interest Act.

Trustee Courtney disclosed interest in relation to agenda item 6a) Receive Input on the Director of Education's Report on the Accommodation Review Study for the Amherstburg Area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary Schools due to her daughter's employment and did not participate in the discussion or vote on any question raised on that item.

Trustee Mastromattei disclosed interest in relation to agenda item 6a) Receive Input on the Director of Education's Report on the Accommodation Review Study for the Amherstburg Area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary Schools due to his daughter and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

Trustee McMahon disclosed interest in relation to agenda item 6a) Receive Input on the Director of Education's Report on the Accommodation Review Study for the Amherstburg Area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary Schools due to his daughter, son and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

6. Communications:

- a. Report: Receive Input on the Director of Education's Report on the Accommodation Review Study for the Amherstburg Area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary Schools

Director Picard commented on the Accommodation Review Committee's extensive commitment to the process and public consultation which contributed to administration's recommendations.

Director Picard reviewed Administration's Recommendations:

That the Board approve, effective September 2012, the consolidation of St. Theresa at the St. Bernard site with renovations and improvements at St. Bernard, and that the St. Theresa be officially closed and the property declared surplus to the Board's needs and further,

That the Board maintain Stella Maris, and dependent on future enrolment numbers, consider a possible future boundary review to include Stella Maris, the new merged school community at St. Bernard, and nearby schools, in order to ensure that all schools in the area are operating at optimal utilization.

Moved by Trustee DiMenna and seconded by Trustee Alexander that the Board receive as information the Director's Report on the accommodation review study for the Amherstburg area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary schools;

and, that the Board receive public input concerning the Director's Report, and the matters that are addressed in it and in the Accommodation Review Committee's (ARC's) Report. Carried

7. Delegations:

- a. Delegations Regarding Accommodation Review Committee's and Director of Education's Report on the Accommodation Review Study for the Amherstburg Area, including St. Bernard, St. Theresa, and Stella Maris Catholic Elementary Schools

Chair Holland assured members of the audience that the Board meeting was designed specifically to receive public input on Administration's Recommendations for the Amherstburg area.

Chair Holland outlined the delegation process and time limit and also mentioned trustees will remain after the meeting to speak to the members of the community.

- i) Parent, Mr. Ken Broadbent to speak on the potential loss of Catholic students if St. Theresa Catholic Elementary school closes, thus incurring financial loss to the Board.

Mr. Broadbent is a parent of one child attending St. Theresa school and is a member of the St. Clements Church finance committee. Mr. Broadbent presented a number of facts, beliefs and concerns with regards to enrolment, a St. Theresa school survey, utilization as per Ministry full funding, cost to the board if consolidate St. Theresa to St. Bernard, loss of property taxes, staffing issues, and in closing, requested trustees to consider the future of Catholic education. Mr. Broadbent also thanked the teachers, support staff and administrators at St. Theresa school.

- ii) Parent, Mrs. Katera Zappacosta-St. Louis to speak on the timeframe recommended to transition students to a new school if St. Theresa Catholic Elementary School should close.

Mrs. Zappacosta-St. Louis is a parent of two children attending St. Theresa school. Mrs. Zappacosta-St. Louis was concerned with the lack of information regarding the student and staff transition period from St. Theresa to St. Bernard school and requested trustees and administration to develop a transition committee similar to the Windsor St. Francis/St. James elementary school amalgamation.

- iii) Parent, Mr. Camillo D'Alimonte to speak on the possibility of a decline in church participation if St. Theresa Catholic Elementary School should close.

Mr. D'Alimonte is a parent of three children attending St. Theresa school and a member of the Pastoral council at St. John the Baptist church in Amherstburg. Mr. D'Alimonte clarified the pastor at St. John the Baptist church Fr. Brian Jane, is not part of the ARC decision process.

Mr. D'Alimonte is concerned that the potential closing of St. Theresa school would tempt parents to enrol their children in the public school board system, disturbing an already fragile faith based community and further discussed the correlation between faith based schools and church attendance/participation.

- iv) Parents, Mrs. Sarah Beaudoin and Mrs. Tracy Perron to speak on projected development within the St. Theresa Catholic Elementary School area.

Mrs. Perron mentioned that Mrs. Beaudoin addressed the Amherstburg Town Council early in the evening and received word from Mrs. Beaudoin that Council approved her request to send a letter of clarification to Director Picard containing such information as to projected growth for the current year and over the next five years.

- v) Parent, Mr. Allan Parks to speak on potential savings to the Board, the choice of school, and transportation issues if St. Theresa Catholic Elementary School should close.

Mr. Parents is a parent of two children attending St. Theresa school. Mr. Park spoke about the current and projected utilization for 2012-13, available capacity, proposed capacity utilization, value to the student and parent, additional savings and choice of school, and consolidated bussing savings.

Chair Holland mentioned to the audience members if they are not comfortable presenting in public send comments to the trustees or administration. She then invited trustees to remain after the meeting to be available to speak to the members of the audience.

Trustee Alexander requested clarification on the transition period. Director Picard stated the transition period as well as all delegation recommendations will be assessed and reviewed.

8. Closing Prayer – Fr. Brunet closed the meeting with a prayer.
9. Adjournment - There being no further business, the Special Regular Board meeting of May 14, 2012 adjourned at 7:37 p.m.

Not Approved

Barbara Holland
Board Chairperson

Paul A. Picard
Director of Education & Secretary of the Board

Good evening trustees, school board administrators, parents, teachers and students. My name is Ken Broadbent. I am a parent to a child attending St. Theresa's. Thank you for giving me the opportunity to speak to you this evening. Before I begin I would like to tell you a little about myself. In addition to my role as father, I am also a banker, a member of St. Clements Church finance committee, a hockey coach and a concerned practicing catholic. I am here to speak to you today about the director's report to consolidate St. Theresa at St. Bernard's effective September 2012. I am going to present a number of facts, beliefs and concerns and will identify each as I move along.

Fact: A survey was completed the week of May 7, 2012 to determine what our St. Theresa families intend to do if St. Theresa's is no longer open. The following questions were asked:

- 1) If St. Theresa closes, where will you send your children? And why?
- 2) Have you enrolled yet at the new school?
- 3) If your child had a choice to go to Stella Maris, would you send your children there?

Fact: The results were as follows

There are currently 126 students attending St. Theresa. Of these 126 students, 13 students were unreachable or undecided and 6 students are graduating grade 8, with no younger brothers or sisters. In addition, 7 students hope to attend Stella Maris. This leaves 98 students. Of these 98 only 8 students will be attending St. Bernard's. The overwhelming majority, or 90 children are committed to switching to the public school board and will be attending either Malden or Anderdon. In fact, 10 of these families have already enrolled their children in the respective public schools.

2 with siblings

Fact: St. Bernard School has an enrolment of 207 students which translates to a 57% utilization rate. 308 students are required to attend in order to reach the 85% utilization rate needed to receive full funding.

Fact: St. Bernard's will remain an underutilized school despite the closure of St. Theresa's. If one considers the existing enrollment of 207 students plus the 8 students transferring from St. Theresa's and perhaps an additional 8 students from those that are undecided or unable to reach, makes a new total of 223 students, leaving St. Bernard far short of the 85% required rate.

Fact: In order for St. Bernard to receive full funding they must increase enrollment by 101 students from the existing 207 students. That would require a transfer of 80% of St. Theresa's student population to St. Bernards.

Fact: In order for St. Theresa to obtain full funding they need to increase their enrollment by 93 students. If St. Bernard's was considered for closure only 44% of their students would need to transfer to St. Theresa in order to obtain full funding.

When trustees are considering their vote, not only is it important to recognize that the closure of St. Theresa's will not result in a fully utilized, fully funded school but also that the board will be losing funding from the ministry based on their allocation of student enrollment. Although the specific amount paid per student is based on a complicated

provincial funding formula for the sake of this presentation, I have estimated a relatively low allocation of \$8,500 per student, which constitutes a loss to the board of \$765,000 annually.

Fact: In addition to the loss of ministry funding, trustees must recognize that they will also lose the property taxes that will be transferred to the public board.

Fact: Almost 100% of St. Theresa's families own their property. In addition, many families are farmers, business owners etc. The loss in property tax to the separate school board on an annual basis will be approximately \$40,000 which does not take into consideration grandparents, aunts and uncles of our student population many of whom have also expressed a desire to switch tax support in the event of the school closure

According to the CBC news report, the school board is anticipating a savings of 1.5 million dollars based on the consolidation of the schools currently under an ARC review which includes Amherstburg, Lakeshore and Fountainbleau. If St. Theresa's is closed the loss in student funding and property taxes will result in a loss to the board of over \$800000.00 annually. This loss is far greater than the boards anticipated savings.

Fact: The wecdsb is projecting a decrease in enrollment of 600 students. Can the board afford to add 90 more students to that already staggering number?

Fact: The wecdsb is anticipating layoffs of approximately 100 teachers. The public board is anticipating no teacher layoffs.

Fact: For the 2012/2013 school year the wecdsb will increase VP's by 3 and senior managers by 1 for a total cost to the board of \$435,000 plus benefits. Question Is this the best use of ministry funding in light of current school closings and staff layoffs?

Administrators and trustees maybe asking why are St. Theresa's families are unwilling to send their children to St. Bernard's and the facts are simple.

Fact: All three Amherstburg schools are filled with dedicated, committed teaching staff and administrators, bright, kind students and considerate, hard working parents.

Fact: St. Bernard's is primarily an open concept school.

Fact: Our children will be transported a much greater distance likely resulting in longer time spent on buses. In fact, my child is closer to two Catholic Schools but neither of these schools were options in the directors report.

Fact: When visiting St. Bernards all parents must be buzzed in prior to entering the school.

Belief: Some parents believe that St. Bernard's has a greater incidence of suspension under the Safe School Acts.

The board must understand that the decision to change boards has not been taken lightly. Each family has painstakingly considered what option will work best for them based on the very limited options being presented.

In summary, I ask that the trustees carefully consider the facts

Firstly, The directors plan will NOT result in St. Bernard become a fully utilized school, therefore in no way reducing the budget strain referred to in the director's report

Secondly, Student enrollment will see a further decline of at least 90 students. The boards projected decrease in enrollment will now be 700 students.

Thirdly, the majority of St. Theresa families will no longer be supporting the separate school board with their property taxes thus further decreasing the board's revenue basis. Between the taxes and the student funding formula the board can anticipate a loss of revenue of over \$800,000 annually. In the end, it will cost the board more to close St. Theresa's than to keep it open.

And lastly, I sincerely ask the trustees to consider the future of Catholic education. I can remember as a young man approaching high schools many parents advocating for the right to a Catholic education. Parents willing to pay for their schooling because it was not yet covered. Over the past five years I have watched enrollment decrease. As a concerned Catholic I am asking the trustees not to support a decision that will result in fewer children receiving a Catholic education. We need to focus on filling our churches with as many young people as we can even if this means making sacrifices. After all, what would Jesus do?

Finally, if I could take 30 more seconds of your time I would like to send a sincere thank you to the teachers, support staff and administrators at St. Theresa. Your dedication, compassion and commitment to our children's education will not be forgotten regardless of where our children go. May God continue to bless you and support you in your future work.

Thank-you!

Good Evening my name is Camillo D'Alimonte

I am a parent of 3 children at St. Theresa school
I am a graduate of St. Theresa class of 1984
and a member of Pastoral Council at St. John the Baptist Church.

It is from this background that I'll be speaking tonight

First

As a matter of clarification to all families in our parish, the Diocese, our parish and pastor, Father Brian have no direct involvement in the decision making process
We have no power in deciding unfortunately.

We will be directly affected and are greatly concerned for all families in our faith community

Father Brian's hope and recommendation has been to maintain all 3 schools.

As I previously stated at a ARC meeting, we have to ask ourselves what's the importance of a Catholic Education?
The Board motto is "Learning together in faith & service" ...
It is FAITH that is important.

* Families we have to make faith a priority.

- A fact we face in our Diocese is that church attendance is down and declining.
- We are mandated as a parish by the Diocese to begin a new evangelization to refocus at a grass roots level on shepherding the flock.

* We need the support of the school system the faith based system

As a parish we are attempting with all our resources to assist the needs of our community we need the help of the schools to reach out. * we realize the need to do needs assessments

Attendance is down → faith is not the #1 priority and in talking to families we realize the family structure is strained

- financially
- employment
- time availability

I hear constantly from families that there isn't enough time.....

As a result - We need as a Parish to maintain all our families in faith based education

* We cannot as a faith community lose families x2
 To all the administrators tonight I would ask that this be given priority
as a faith community, we cannot lose families.

As you've heard earlier

As we've heard at previous meetings by making a quiet decision to simply close St. Theresa to solve the under utilization problem — won't work

loss It will be a ~~big~~ loss for the Board and devastating loss for our faith community in the future

Fact since these ARC discussions

1. Malden public school has had one of its largest JK. registration — over 45 families on the 1st night.
(there are Catholic families lost here..)

2. Anderson Public school has had such a large JK turnout that they are currently building a new wing to their primary classrooms.
(there are Catholic families lost here)

3. The majority of students/families are from outside of Amherstburg → traditionally Anderson, McGregor and Malden Center

↳ all within reasonable proximity to Public schools

Malden Public 13 1 minute away from St. Theresa

We must keep these facts in mind when we read Paul Picard's Recommendations

Paul Picard states

St. Theresa	<u>115</u> students	} 47%
	245 capacity	
St Bernard	<u>207</u>	} 57%
	362 capacity	
Sella Maria's		93%

→ It seems to me that the only issue is MONEY
 particularly funding money
 From the Ministry of Education,
 to accomplish full funding of 85% capacity schools there has to be at least

← This would mean, under Paul Picard's recommendation St. Bernard
 would need 308 students or 101 students from St. Theresa
 practically, the entire pupil enrollment

Reality

As I hear it from families at St. Theresa
 your not going to achieve this goal

The threat is a mass exodus of families
 from the Catholic to the Public system

Reality

→ Families have been pre registering at Anderton and
 Malden Public schools which are in reasonable
 proximity to where they live. - Anderton, McGregor,
 Malden.

Net Result

- (A) still going to have an underutilized school
 - (B) any dollar savings by closing St. Theresa will amount to dollar losses in tax revenues from families at St. Theresa who jump ship.
 - ↳ And these families have roots in the communities of Anderson, McG and Malden Centre where grand parent & extended family taxpayers live.
 - (C) Once families start jumping ship to the Public system they are not coming back likely
 - (D) Paul Picard's recommendation is indirectly re-drawing boundaries (leaving out the rural districts)
 - (E) Our faith community - church will suffer
 - (F) Our sacramental preparation will suffer
 - (G) The St. Vincent DePaul Society which assist over 100 marginalized families in the community will suffer.
 - God / car drives etc. majority comes from our schools.
 - (H) The future of our faith based secondary school will be detrimentally affected.
- Ultimately if we lose families, rather than strengthen the system to function at capacity it will be weakened.

Your moving to fast

A June 26 decision to come into affect in September --- is heading toward disaster

~~Don't take the sentiments of families~~

Your pushing families outside reasonable proximity to Amherstburg

who are already strained

without option.

Don't take this lightly

Our Parish , Our Faith Community needs better.

Sarah Beaudoin's letter to A'burg Town Council

Good evening Your Worship Mayor Hurst, Deputy Mayor Sutherland and Amherstburg Town Councillors.

My name is Sarah Beaudoin and I am speaking as a member of St. Theresa School Parent Advisory Committee about the possible closure of an Amherstburg Catholic School. This room would be filled with other concerned parents, but there is an Accommodation Review Committee meeting taking place right now at Villanova High School.

The Accommodation Review Committee is made up of stake holders from the Amherstburg schools plus representatives of trustees and administration. This Accommodation Review Committee has recommended that no school be closed this year, but that a 3 to 5 year time frame be allowed to review population growth and other factors before a decision is made.

However, Director of Education, Paul Picard, is recommending that the school board approve, effective September 2012, the consolidation of St. Theresa's student population at the St. Bernard site with renovations and improvements at St. Bernard and that St. Theresa be officially closed and the property declared surplus to the school board's needs.

I am well aware that the Amherstburg Council is not in a position to tell any school board how to run their schools, nor do I expect you to do that.

I am here tonight to request that Council direct administration to send a letter of clarification to the WECDsB. This letter should contain statistics of planned and projected residential growth within Amherstburg for the current year and the next five years. I believe that this letter is necessary to clarify statements made by Mr Picard who said, and I quote: "It is fair to conclude that some population growth is anticipated for the Amherstburg area. It is also fair to say that the amount and timing of that growth is speculative."

I am sure Council is aware that one of the first things a new home buyer considers is the location of the nearest school. Closure of any school will impact new homes.

A major concern is that the final decision of the trustees of the WECDsB will not be made until June 26, just two days before the end of the school year and two months before a school would be closed and students relocated. Two months is not sufficient time to notify parents of closure and for them to register in a new school or even a new school board. Furthermore, I ask this council: Does two months give the school board enough time to apply for and receive building permits for those renovations and improvements that Mr. Picard spoke of? No mention has been made of things like traffic studies or parking accommodations.

In closing I would like to thank Lori Bratt for the information she provided to the ARC committee and Councillors Pillon and Sutton for speaking at the February 1 public meeting. Thank you also for the opportunity of addressing Council this evening.

However, because of the critical time constraints I would respectfully ask that Council act on my request at tonight's meeting.

Tracy Perron

My name is Sarah Beaudoin. I am a member of St. Theresa School PAC and I have attended every ARC meeting.

I have just returned from a meeting of the Council of the Town of Amherstburg. From this meeting I bring the Trustees some "other relevant information." A motion was made tonight and Council has instructed its administration to send a letter of clarification to the WECDSB. This letter will contain statistics of the planned and projected residential growth within the Town of Amherstburg for the current year and for the next five years.

These numbers are critical. No decision to close any school should be made without them. It is

not responsible for the WECDSB to approve the Director's recommendation and close a school without knowing how many new homes and new families there will be in Amherstburg within 5 years. It doesn't matter in what area of Amherstburg new homes are to be built. New homes mean families with children who will need schools open and ready to receive them.

In addition, the Town of Amherstburg is not aware of any requests for permits for the renovations and improvements to St. Bernard School that Mr. Picard referred to in his recommendation. I don't think that these can be realized in the two months between the June 26 trustees' vote and the beginning of next school year. Nor can the necessary traffic

studies and parking accommodations review be completed.

I respectfully request that the Trustees not act in haste to close a school. Rather, that you take time to collect and review all information including the document that is forthcoming from the Town of Amherstburg. Adopting the ARC recommendation will give trustees the time to do this and to make the best decision for all of our schools' communities.

Presentation to the Accommodation Review Committee (ARC) for the Amherstburg Area

My Name is Allan Parks

I have two children in St Theresa school currently and have one starting in the fall.

I started the review based on my connection to St Theresa closing.

However after looking at the numbers and the option being presented my concerns shifted from St Theresa to the entire Amherstburg Area.

The plan that is presented will eliminate 1 school but will not change anything.

We will still have 2 schools below the 85 % funding threshold

Budget pressures will not be solved in this area.

Board Policy PR A:05 School Closure/Pupils Accommodation Review

2.0 STAGE ONE – IDENTIFICATION

2.2 I) States: It has been no less than five years since the inception of a study of the school by an Accommodation Review Committee, except where extenuating circumstances warrant, such as an unexpected economic or demographic shift, or a change in a school's physical condition.

We will become a have not board because we can't afford to compete and offer the same services as the others.

Or you will be closing a second school in the very near future.

The proposed plan offers NO savings

Please pay close attention to the numbers presented.

They are your numbers from your own review.

Current Situation

- ▶ Projected Utilizations for 2012/13 show again a decline for each school
- ▶ Stella Maris 260.5 Full Time Equivalent (FTE) or 83% Utilization
- ▶ St. Bernard 192 FTE or 53% Utilization
- ▶ St. Theresa, 113.5 FTE or 46% Utilization

Declining trend as demographic change in the region.

Smaller families, Influx of retirees

Economic downturn caused and exodus

We need to make a change, not wanted but understood.

The numbers don't lie, but do they tell the whole truth the way they are presented.

The numbers and comments about declining enrolment presented are taken directly from the Amherstburg Area Director Report as posted on the WECDSB

Windsor Essex Catholic District School Board

Available Capacity

- ▶ **Stella Maris**
 - $312 - 260.5 = 51.5$
- ▶ **St. Bernard**
 - $362 - 192 = 170$
- ▶ **St. Theresa**
 - $245 - 113.5 = 131.5$

- ▶ **Clearly all schools have capacity to accept students**

The key here is that all schools have available capacity.

The theory is great about shifting all of St Theresa's students to St Bernard to help out and achieve max funding.

Reality check needs to happen hear.

Declining enrollment and Stella Maris is already pegged at 83% which is below the 85% threshold.

St Bernard's needs all of the 113.5 students to reach just 84% again below the 85% Threshold

What happens to both schools when we lose students.

Need to offer choice and a transition plan to keep every single student you can.

Proposed Capacity Utilization

- Stella Maris 260.5 Full Time Equivalent (FTE) or 83% Utilization
- St. Bernard 305.5 FTE or 84 % Utilization
- Full funding is only realized where the school is at 85% utilization.
- Qualify for 15% top up to 100%

Under the Value to the Board the proposal speculates to have eliminated two schools operating under the Ministry threshold. Thus reducing the unfunded operating expenses.

This proposal puts these 2 schools on the bubble, will the Ministry buy into being close enough.

What happens the next year when we factor in declining enrolment?

Stella Maris dropped from 293 to 260.5, 2005/06 to 2012/13 averaging 4.5 FTE / year

St Bernard dropped from 295.5 to 192, 2005/06 to 2012/13 averaging 14.5 FTE / year

St Theresa dropped from 162.5 to 113.5, 2005/06 to 2012/13 averaging 7 FTE / year

The following years Utilization will be 82% for Stella Maris and 81% for St. Bernard just factoring in declining enrolment. Below 85% in just one year

Reality Check for St. Bernards 2012/13

At best a conservative 50% of the students will make the transfer from St. Theresa to St. Bernard

Reasons, NO Transition, NO Choice and NOT Enough time to do it right!

48 Working Days, 10 of which principals and administrative staff will be working

Planning begins in late April for the upcoming year for EA allotments, class room assignments

When will this be done. **According to the Proposal it will be done into the new year. Please see page 7.**

So all of the students are going to lose class time while the teachers, EA's LSST's and admin are trying to figure out what to do with this mess dropped on them.

I have a child with special needs his program has to be ready when he walks through the door. There is no time to plan into the school year.

What about our MORAL obligation to these students to be ready for them.

St Bernard's Adjusted utilization with defections will be $192 + (.5 * 113.5) = 249$ of 362 or 68.8%

We have achieved nothing. There are no Savings as projected you lose \$11,000 per student of Ministry funding.

\$11,000 * 57 = \$627,000 gone and still two schools below the threshold so no top up.

Except created a need to for review and another school to be closed. (Who next Stella Maris or St Bernard)

Board Policy: A:22 School Boundary States: The boundary of the school shall be of a sufficient size to sustain the long term operation of the school at a full or a near full capacity level. However, it is recognized that in order for a school to reach the mature sustainable enrolment it will experience levels of peak enrolment that may necessitate temporary accommodation.

Why are we not following our own policy?

This policy is directly related to **A:05 School Closure/Pupils Accommodation Review**

Any other school closure scenario would put the school at max capacity and sufficient size to be sustainable even under the current declining enrolment.

Why was the falling scenario picked.

Value to the Student / Parent

- ▶ Value to the student is made up of in school and surrounding support services
- ▶ Before and After School Care
 - Private, In School or Day Cares
- ▶ Transportation
- ▶ Full Day versus Half Time Kindergarten

Value to the student is not measured just in the class room.

Value is assessed by the parent and the decision takes into account the class as well as the support and surrounding services.

The curriculum levels out the course work

Access to day care space is limited and even more so in the county

If we have to close a school let the parents pick which school work best for their situation.

Some may not want full day.

Additional commute times to a new day care will factor in.

Prevent defections and protect every enrolment to preserve what we have.

Again Declining enrolment how are you going to get back what you lose

Additional Savings & Choice

- ▶ **Consolidate Busing / Boundaries for St Theresa, Stella Maris and St Bernard into one area**
- ▶ **Allow the families to chose either St. Bernard, St Theresa or Stella Maris**
- ▶ **Other options exist that offer similar services**
- ▶ **Maintain Enrolment**

You can't force people to change they have to want to change.

Let them chose which one of the two remaining open schools

Allowing some choice and letting the parents maximize the use of day care and busing that limits the impact of the change will lessen the impact of the people who want to choose other options

Consolidated Busing Savings

- ▶ Bus Capacity at 2 per seat is 48 students
- ▶ Stella Maris 5 buses
- ▶ St. Bernard 1 bus
- ▶ St. Theresa 4 buses

All options presented have to be justified.

The next few slides build the justification for allowing choice between the two remaining schools.

The capacity numbers presented are based on information from the boards website and are conservative.

Smaller primary students can be placed at 3 per seat.

You will see that even with the conservative numbers there are significant potential savings

Once the boundaries are consolidated the bus route will be more flexible to optimize the drive times.

The numbers demonstrate that we should be looking for areas where real savings exist to support our schools not just closing them.

Consolidated Busing Savings Cont'd

- ▶ **Current Capacity** $10 * 48 = 480$
 - Utilization
 - St Bernard 5% of 192 or approximately 10
 - Stella Maris 82% of 260.5 or approximately 214
 - St Theresa 97% of 113.5 or approximately 110
- ▶ **Bus Utilization**
 - $(334 / 480) * 100 = 69.6\%$
- ▶ **Real Savings: Combine the Boundaries and Eliminate 3 full buses at \$45,000/year/bus!**
- ▶ **That's \$135,000 and you allowed choice!**

How many parents would stay if given choice?

Questions

› Data for this presentation was obtained from:

- <http://www.wecdsb.on.ca/pdf/arc/20112012/sttheresa-arcprofile.pdf>
- <http://www.wecdsb.on.ca/pdf/arc/20112012/stbernard-arcprofile.pdf>
- <http://www.wecdsb.on.ca/pdf/arc/20112012/stellamaris-arcprofile.pdf>
- <http://www.wecdsb.on.ca/pdf/arc/20112012/Director%20Report%20-%20ABurg.pdf>
- **Gabrielle McMillan Student Transportation Services**
- **Policy: A:22 School Boundary**
- **Procedure: PR A:05 Pupil Accommodation Review**

I hope that I have demonstrated to you that something is significantly wrong with the proposal that is before you!

Either there is a plan to close two schools and drive people away from the Amherstburg Catholic elementary system.

Or Declining enrolment is not a big issue.

If that is the case move forward with the recommendations from the ARC committee.

We must remember to do our moral duty and examine the facts and make a decision that is best for the students.

To quote Msgr. Dennis Murphy

“By Far the largest institutional expression of the life of the Catholic Church in the province of Ontario is the Catholic school system.” he goes on to state

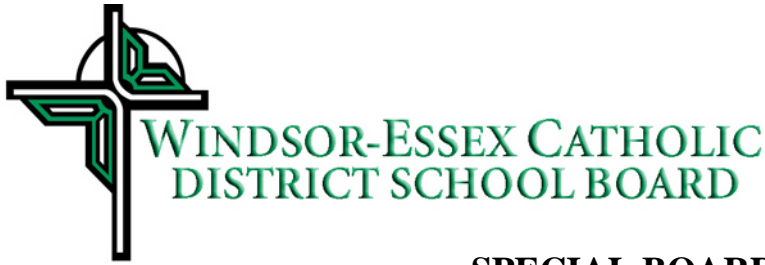
“Effectively, this means that directors of these systems of Catholic schools and their collaborators are crucial to the future direction not only of these school communities but of the church.”

Chose an option that allows for protection of every student by offering choice for the parents and transition timing that works

Please feel free to contact me should you have any questions after tonight.

Should the public want to see what I have presented please post my presentation complete with my notes on your website.

I would ask that what ever changes be proposed for the final board meeting on June 26th, be made available to all delegates tonight as soon as they are ready for release.



1325 California Avenue
Windsor, ON N9B 3Y6
CHAIRPERSON: Barbara Holland
DIRECTOR OF EDUCATION: Paul A. Picard

**SPECIAL BOARD MEETING
Tuesday, May 15, 2012 at 6:30 p.m.
St. Joseph's High School
2425 Clover Ave., Windsor**

MINUTES

PRESENT

Trustees: F. Alexander B. Mastromattei
M. DiMenna, Vice-Chair J. McMahon
F. Favot L. Soulliere
B. Holland, Chair
J. Najem, Student Trustee
N. Tavares, Student Trustee
Rev. L. Brunet, Board Chaplain

Regrets: Trustee Courtney and Trustee Macri

Administration: P. Picard (Resource) E. Byrne
J. Bumbacco P. Murray
C. Geml C. Norris
M. Iatonna J. Shea
P. Littlejohns M. Seguin
J. Ulicny

Recorder: B. Marshall

1. Call To Order - Chair Holland called the meeting to order at 6:36 p.m.
2. Opening Prayer - Fr. Brunet opened the meeting with a prayer.
3. Recording of Attendance - Trustee Courtney sent regrets due to a work commitment. Trustee Macri was not available.
4. Approval of Agenda

Moved by Trustee DiMenna and seconded by Trustee McMahon that the May 15, 2012 Special Regular Board meeting agenda be approved as distributed. Carried

5. Disclosure of Interest - Pursuant to the Municipal Conflict of Interest Act.

Trustee Mastromattei disclosed interest in relation to agenda item 6a) Receive Input on the Director of Education's Report on the Accommodation Review Study for the Fontainebleau

Area, including St. Alexander and W.J. Langlois Catholic Elementary Schools due to his daughter and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

Trustee McMahon disclosed interest in relation to agenda item 6a) Receive Input on the Director of Education's Report on the Accommodation Review Study for the Fontainebleau Area, including St. Alexander and W.J. Langlois Catholic Elementary Schools due to his daughter, son and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

6. Item

- a. Report: Receive Input on the Director of Education's Report on the Accommodation Review Study for the Fontainebleau Area, including St. Alexander and W.J. Langlois Catholic Elementary Schools

Chair Holland reviewed the Accommodation Review Committee (ARC) process.

Director Picard suggested that the Fontainebleau community approach to the ARC process was characterized by passion, compassion, and respect. He mentioned the community understood the necessity for one school building therefore it became the function of the ARC to determine which school building would best serve the needs of the community. Additionally, the community held strong views on the W.J. Langlois open concept setting versus the St. Alexander traditional classroom setting. In an attempt to serve both communities, Director Picard indicated administration recommends a blended model of both open concept and traditional classrooms. He also mentioned administration will review and assess tonight's public input prior to preparing the final recommendations.

Moved by Trustee DiMenna and seconded by Trustee Alexander that the Board receive as information the Director's Report on the accommodation review study for the Fontainebleau area, including St. Alexander and W.J. Langlois Catholic Elementary schools;

and, that the Board receive public input concerning the Director's Report and the matters that are addressed in it, and in the Accommodation Review Committee's (ARC's) Report. Carried

7. Delegations:

- a. Delegations Regarding Items On the Agenda

Chair Holland assured members of the audience that the Board meeting was designed specifically to receive public input on Administration's Recommendations for the Fontainebleau area.

Chair Holland outlined the delegation and time limit process and also mentioned trustees will remain after the meeting to speak to the members of the community.

- i) Parent, Sheryl Parent to speak on the potential closing of St. Alexander Elementary School.

Mrs. Parent has one child in grade seven attending St. Alexander school. She would like to see her daughter graduate from St. Alexander. Mrs. Parent suggested a closed environment would best suit her child with special needs.

- ii) Parent, Alison Kitts to speak on open concept concerns and W.J. Langlois as a virtual school.

Mrs. Kitts is a parent of two children attending St. Alexander school. She mentioned from the onset the two school communities knew that consolidating the schools, one community would be upset. Mrs. Kitts questioned administration's recommendation to consolidate St. Alexander to W.J. Langlois school even though a number of parents opposed the open concept classroom. She requests administration to provide figures for the retrofitting of W.J. Langlois school.

- iii) Parent, Jerri Morris to speak on the potential closing of St. Alexander school and the possibility of converting W.J. Langlois school to a community centre.

Mrs. Morris is a parent of three children, one attending St. Alexander school. Mrs. Morris is concerned about the open concept setting and as her home is adjacent to St. Alexander school concerned about vandalism if the school is left vacant. She suggested administration to consolidate the two communities to St. Alexander and convert W.J. Langlois school to a faith based community centre.

- iv) Parent, Belinda Williams to provide her personal opinion on the recommendations.

Mrs. Williams is a parent of two children attending St. Alexander school. Mrs. Williams commented on open concept verses traditional classroom settings, parking issues, bus bay and Kiss 'n Ride, compared cost of retrofitting W.J. Langlois to upgrading St. Alexander school including the opening of portables, and suggest administration address the financial difficulties of both schools in an amended report.

- v) Parent, Dawn Caron to speak on the transition period if St. Alexander should close.

Mrs. Caron is a parent of two children, one attending St. Alexander school. Mrs. Caron realizes one school must close but is concerned about the transition period. She request administration to postpone the consolidation of St. Alexander to W.J. Langlois for one year, until the retrofitting at W.J. Langlois is complete, and therefore begin the transition period over a longer period of time.

- vi) Parent, Elaine Boucas to speak about the positive points of St. Alexander and why it is the better choice for the school community.

Mrs. Boucas is a parent of children who attend St. Alexander school. Mrs. Boucas commented on the four Accommodation Review Committee considerations, Value to the Student, Value to the School Board, Value to the Community and Value to the local economy which encompassed parking issues, bus bay including the Kiss 'n Ride program, open concept versus traditional classroom settings, provincial testing (EQAQO), schools' physical accommodations, and the cost of retrofitting W.J. Langlois.

- vii) Parent, Mark Williams to speak about the Director's recommendations and to propose an amendment to the recommendations.

Mr. Williams is a parent of children attending St. Alexander school. Mr. Williams thanked trustees and the Director for listening to the communities' concerns and comments. Mr. Williams presented figures and facts regarding the retrofitting of W.J. Langlois school and encouraged the board to be fiscally responsible by approving the recommendations, in principle, subject to the design of a tendered proposed floor plan by a qualified engineer or architect for the retrofitting of W.J. Langlois school as per the specifications discussed in the Director's report. He suggested the plan include structural, electrical, HVAC modifications, additional parking spaces, and ensure classrooms and hallways are in compliance with Ministry guidelines. Mr. Williams also suggested the board make the final decision based on the floor plan determining the better location for the school communities.

- viii) Students, Candice Szaniszlo and Marisa Buchan to speak about the Director's recommendations, experiences at W.J. Langlois Elementary school, and would like to welcome the St. Alexander Elementary school community.

Ms. Szaniszlo and Ms. Buchan represented the W.J. Langlois student body. Ms. Szaniszlo and Ms. Buchan are in favour with the Director's recommendations. The students believe the two communities will become one whole Catholic community by beginning the school year at St. Alexander and then later transitioning to W.J. Langlois. The students commented both school communities share common Fontainebleau amenities which will create a stronger bond as they blend together. The students thanked the board for providing them the opportunity to voice their opinions.

Chair Holland introduced senior administration and assured the communities their concerns and comments will be considered and the final recommendation report will be posted in advance of the June 26, 2012 Board meeting.

Chair Holland requested comments from Trustees, there were none. She then invited trustees to remain after the meeting to be available to speak to the members of the audience.

8. Closing Prayer – Fr. Brunet closed the meeting with a prayer.
9. Adjournment - There being no further business, the Regular Board meeting of May 15, 2012 adjourned at 7:50 p.m.

Not Approved

Barbara Holland
Board Chairperson

Paul A. Picard
Director of Education & Secretary of the Board

Hello! Fellow Arc Committee Members and Fellow Trustees;

My name is Sheryl Parent, and my daughter Victoria has been attending St. Alexander School for the last 7 years. In September, she will be in grade 7 and the start of her 8th year of grade school. She has had perfect attendance at school for the very first time in 7 years, she has been going to St. Alexander Elementary School. Victoria has received various awards at school; ie: for hope, reading and volunteering. She also has ribbons from her cross country meets. In junior kindergarten Mr. Schulert road the little bus with her at lunch time because she wanted to take the big bus with her classmates from school. A couple of teachers from St. Alexander School had sent Victoria post cards. One post card was from her 2nd grade teacher welcoming her back to school and one from her 6th grade teacher last month encouraging Victoria to keep up the hard work. I have also kept a few things that she did in kindergarten from her teachers. I wish I would have had these kind of teachers when I went to school. I would like to see Victoria graduate from St. Alexander School in grade 8. I would also like to mention that Victoria was diagnosed with a Pervasive Developmental Disorder-Not Otherwise Specified (PDD-NOS). She has a mild form of Autism and has a speech delay. I really feel a closed classroom environment would be best for my child. Please, please reconsider keeping St. Alexander Elementary School open.

Sincerely;

Sheryl Parent

Hello, my name is Jerri Morris and I have 3 children. I have a daughter that is 22 years old, a son 17 and my youngest daughter is 10. I went to St. Alexander School myself, and decided to move my family back to this neighborhood so my children would be able to attend this school as well. I'm sure you are aware that there are many of us who have moved back to Fontainebleau for this reason; likely both schools have this in common. My youngest child is currently in grade 5 at St. Alexander, and the fact that she will be adversely affected by changing to an open concept school is part of the reason I am here today. She has difficulties with concentration, and is easily distracted and therefore seems an unlikely candidate for an open concept school. She is also extremely conscientious of her grades, and takes it very hard when she receives a low mark. Despite my husband and I only stressing the importance of her efforts over her grades, she remains this way. I am concerned about sending her to an open concept school as I fear that all the work her current teacher, Mr. McMillan and we have done to build up her confidence will be diminished. I prefer to keep her in the Separate school system but the opportunities are limited, and I am no longer confident I will be able to do so. The other reason I am here, is that I live at 5250 Rose, located directly behind the school and I am very concerned about the potential problems the people living around the school will face, if this property becomes vacant. As I'm sure you're aware Adstoll Arena is currently vacant, as well as the convenience store on Rivard & Adstoll and Ducana windows on Buckingham & Tecumseh Rd. E. It is easy to see how another vacant building within these 6 streets will negatively impact us. We pay a considerable amount of property taxes to live here, and another large empty building will have adverse effects not only our property values but could potentially increase of the number of break-ins and other crimes including vandalism. I realize that these issues should also be taken up with the city, but being Roman Catholic I also know, that the church is concerned of our community's welfare and offers to support its parishioners, within their capacity to do so. Being that you are the school board and trustees that

represents the Roman Catholic Church, I feel it is reasonable that we hold you accountable, as the decision you make in regards to these two schools, could in fact bring about these negative, unwanted changes to our community.

Therefore, I propose that the school board consider allowing the city to turn W.J. Langlois elementary school into a community center, thereby keeping St. Alexander School open. Of the 2 schools, St. Alexander is the only one capable of housing all the students from both schools, with minimal expense to re-open the portables at a cost of \$5000. I realize that W. J. Langlois can accommodate all the students, but as you know will incur approx. \$200,000 in costs to meet these requirements. The Langlois site is the ideal location for a community center as it is down the street from a school, and beside both the park and the public library. There are a greater number of elementary school age children in the area, and therefore would provide many benefits to them and their families. But it would also include the children and families that are currently enrolled at St. Alexander School. The fact that Langlois is an open concept school makes it ideal for a community center as the walls can be arranged to accommodate many programing needs. St. Alexander School is of a standard school design, with little opportunity to adjust to changing needs. Open concept is not a preferred design for schools, as we have heard in the previous meetings, they are not building new schools in this manner today. This design is especially not ideal for elementary students who would have to transition into it. Logically then, the Langlois children would have a much easier time in transitioning to the standard school format, then if the opposite were true. The results of the provincial testing scores really speak for themselves. I know you have already taken these scores into account and will therefore not review them with you. As I mentioned previously, W.J.Langlois has a vast number of children living around it due to the neighboring public school, which means the majority of children would be in walking distance to the community center. The Langlois students

could be then bussed to St. Alexander School, for approximately the same cost as would be incurred if the St. Alexander students were being bussed to Langlois. This neighborhood has been deprived of all of the benefits of a community center for far too long. When my eldest child was younger it was difficult to get her to be involved with any of the Parks & Recreation activities because she never had any classmates to go with her. The closest center is the Atkinson community center (formerly AKO) and although we would drive her, we found many families in the neighborhood would not. We found this to be true with my son, and I am having the same results with my 10 year-old daughter currently. The neighbourhoods that have centers in them benefit from day programs throughout the summer and on Professional Development days, as well as all the great programs they offer for children, teens and adults in evenings and on weekends. For families that cannot afford to put their children in costly after school programs, community centers offer an excellent alternative. The building could easily be sectioned off for a daycare program, like Chez Nous (in the Atkinson center), and could include a large room available for rental for birthday parties, etc. This would not only give children and teenagers a place to go, rather than gathering and loitering outside, it would also create some new jobs in this area. The Friends of Fontainebleau group have been advocating for a center in this area for some time also. Maybe if we had the support of the School board, the city would be willing to allow us the same opportunity other communities have had for many years.

I would also like to propose that if the board is not in favor of turning the property over to the city, then possibly the Roman Catholic Church and School Board would consider creating a Roman Catholic based community center, where all of the day and evening programs could be centered around our faith. This would also be an ideal location to hold the church classes for all sacraments, and especially for RCIA, while also offering great potential for growth in our church community. By offering programs

to the public, where we could include prayer and faith, it would potentially help to increase the consistently decreasing enrollment at our schools and of course our churches. If the board would support this proposal and in conjunction with the church, this would not only serve to preserve our faith, the fundamental reason for the establishment of the ARC committees, it would potentially help our faith to grow.

I am aware that this kind of decision isn't made here, and that it cannot be decided at this particular meeting, I only ask that you consider this as a viable option. Then perhaps some of the negativity attached to the impending school closure, would be lifted and the decision you make would bring our community closer together. Although I'm aware this wouldn't be the first choice for the Langlois families, and don't intend to speak for them, the potential here is for a positive outcome for all the children, not only for some. I am also aware that there is a process that must take place, and the other School boards get first option at the vacant site. But if none of the other boards are interested in taking over this site, it is an optimal location, and building for a community center.

In Closing, I feel that the neighborhood, in which I grew up in, moved back to, and have been raising my children in, is in need of some attention from the School board, the city and the church. I also feel that the all the people living in both of these school communities warrant it. The children in our neighborhoods have been overlooked by them for as long as I have lived here. Our children do not have the same access to all the community based programs that others do. I realize that they can in fact register for them, but without any school friends or kids they know, it is very difficult for them, and after a couple tries, they just stop trying. Our children deserve to have a community center, either city but preferably faith driven, where they can learn, share and prosper. Although, I am not aware of any Catholic based community centers currently in operation, I would love to be involved with both the fundraising and volunteering aspects

needed to achieve this goal. I feel confident that many parents and the possibly that the group 'The Friends of Fontainebleau' would be on board as well. I see this impending school closure as your opportunity, to not only enrich the lives of this community, but as a chance to bring more families into our faith, and most importantly reduce the number that leave. What wonderful publicity this would be for our faith.

Thank you for your time.

Good Evening Everyone,

My name is Belinda Williams and I am the mother of 2 children who attend St. Alexander.

I have spent countless hours going over all the ARC information and trying to address the Director's concerns. I organized the factual information so as to compare the facts of both schools side by side and sent this information to you, the Director and Trustees through five e-mails. The factual information in these e-mails shows St. Alexander as the school that should remain open for this neighbourhood on the terms of Value to the Student and Value to the Board. This factual information shows that if the Board is experiencing financial difficulties, St. Alexander School should remain open.

I believe what I am presenting here tonight questions the Director's proposal and addresses the best decision for the Board based on its financial difficulties.

In the proposal it says that the decision should be based on which location/building can offer the best physical accommodations for the merged communities. I believe that location is St. Alexander which offers the learning environment that is most consistent with that of the other schools within the Board and can accommodate the two merged communities at the most feasible and economical cost. St. Alexander School is the most central location in the expanded boundary limit for both schools. The existing halls and classrooms are laid out in such a way that they provide a window wall for natural daylight and ventilation for each classroom. Natural light is a problem at Langlois due to the layout of the classrooms, which do not all have windows and cannot provide natural light or ventilation. St. Alexander has classrooms that are symmetrically and traditionally configured to suit the functionality of school furnishings and equipment along with classroom organization. The open concept classrooms at Langlois create irregular room sizes which make it challenging to accommodate education equipment and supplies. I foresee a bigger problem with this once Langlois is retrofitted as it seems classrooms may have to be made smaller. But I am not expert on reconfiguring a school so I ask, "Where is the plan?" It is not enough to make things fit or to think things will fit. We need to know if the blended concepts will work and what they will look like. I ask you this - Would you buy a home or business, without knowing what the inside will look like? Would you buy a home not having an actual cost for construction? Without an actual layout of what this blended environment will look like, does not ease the concerns of those parents who had a preference in the learning environment for all students. Will all St. Alexander students be in closed classrooms while Langlois students are in the open-concept rooms? It is not premature to have a plan for Langlois. Though this proposal is not final it should be proven to the community with drawn up plans that this proposal works. The communities have nothing to go by here. I truly believe this proposal should not pass.

We need to compare the outside of the schools as much as we need to compare the inside. St. Alexander School located on Adstoll St. has an abundance of parking for both staff and parents, a safe loading and unloading bus bay, and the Kiss N Ride is already implemented. Langlois is located on Rivard St., a busy road with a greater Traffic Count. My concern is for the safety of the children. There are several parking restrictions surrounding Langlois School. No parking/stopping in the bus bay. No

stopping out front or across the street from the school. No extra parking spaces in the lot for parents to pick up or drop off. It is my belief the many parking restrictions are due to the fact Langlois is located on a busy street and too close to a 3 way stop. Parking/Stopping on the roadway in front of the school is a traffic and safety concern for both students and the community. With more children, more cars, this will be an even bigger issue. Unless you park illegally on the roadway or use the private property of the Church or Library, parking at Langlois is an issue and has not been addressed with the Director's proposal. This issue encourages people to break the law and is of great concern for student safety on the roadway. Due this reason, this proposal should not pass.

Being in close proximity to a library and park is not a reason to base the closure of one school over another. These are for the people of the community and city to use. Will these facilities be used on a daily basis by the Langlois community during school hours? Will the students of Langlois be allowed to go play on the playground by the library at recess? This library/park could be closed or removed tomorrow. These facilities are not just for the Langlois students and in no way benefits them or the Board on a daily basis. This is not a reason to choose one school over another. This proposal should not pass.

Having chosen Langlois over St. Alexander one of the Director's concerns has not been addressed. The concern was that one of the schools has teaching/learning spaces not suitable to provide the programs needed to serve the community and retrofitting may be cost prohibitive. Why spend \$200,000 to retrofit Langlois when the merged communities can be accommodated in St. Alexander by re-opening the existing portables for just \$5,000? By choosing Langlois over St. Alexander the Board will be spending \$200,000 unnecessarily and will not be dealing with the financial difficulties the Board is currently in, as well as ignoring one of the Director's own concerns. Due to this, I believe this proposal should not pass.

The Facilities Department has determined Langlois to be a better structural choice. I ask "HOW"? Langlois needs windows, doors and waterproofing repairs which are estimated at a total cost of \$220,000. St. Alexander needs mill work and sinks at a cost of only \$10,000. Although St. Alexander is 10 years older than Langlois, it is not prohibitive to repair and only needs some loving care. The age factor of the buildings and the repairs they will need in 10 years was determined by a computer program, and does not dictate what the schools actual needs are today, nor what the Board can do today, as money is an issue. I am certain many of these computer generated 10 year repairs will not be repaired within the 10 years nor need to all be repaired. There will always be repairs for any building, it's unavoidable. As the Director has not provided proof of how Langlois is a better structural choice, I truly believe this proposal should not pass.

The estimated disposition of the Langlois building is \$880,000. St. Alexander's estimated disposition is \$825,000. If we calculate the Director's proposal and merge the communities at St. Alexander to start at \$5,000 (re-open portables) and then move to Langlois at \$200,000 (retrofitting) \$220,000 (windows, doors, waterproofing) it would be at a cost of \$425,000 to the Board. With the sale of St. Alexander at \$825,000 – \$425,000 (cost to Board) the Board would only be saving \$400,000. By consolidating to St.

Alexander the Board will save \$200,000 (not having to retrofit Langlois) \$220,000 (not having to do repairs to Langlois) and \$880,000 by selling the Langlois building. That is a monetary savings of \$1,300,000 to the Board. With only \$15,000 needed to re-open portables and for mill work and sinks. Based on this factual information, I believe this proposal should not pass.

Why spend money on St. Alexander to make minor renovations and re-open the portables for the merged communities to only start the 2012/2013 school year? Why not continue for the remainder of the year? Why not continue forever, as these kids do not deserve to be moved twice. Money is being spent unnecessarily to retrofit Langlois and move the merged communities come October of 2012/2013. The Director has proven that by starting off the year at St. Alexander all students can be accommodated there. So, let's keep this simple and make one move. We heard from many parents and students from Langlois who came to an open house at St. Alexander and said they would love to come to St. Alexander, that they prefer traditional, that they wished they could start tomorrow, that classrooms are bigger, and how they love the layout of the different primary/junior/senior sides. There was never any opposition from Langlois staff or parents with regards to St. Alexander's learning environment. I ask that you consider this suggestion above based as an amendment to the Director's proposal. Consolidating and staying at St. Alexander is the smoothest, quickest, option for the Students and the most feasible and economical choice for the Board that addresses the financial difficulties of the Board.

While the schools are similar in nature, where they differ is in their learning environments and the amount of money needed to accommodate the merged communities together, today. I recommend this amendment to the Director's proposal, not because it is the school my children attend currently but I truly believe it is the best environment for these merged communities based on Value to the Student and Value to the Board. This amended proposal would take into account all the reasons for having done this ARC in the first place.

Thank you for your time and allowing me to have an input with regards to my children's Catholic education.

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FW: The Fountainbleau ARC

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Belinda Williams
To marcwilliams@sympatico.ca

14/05/2012
Reply ▾

From: belindawilliams@sympatico.ca
To: director@wecdsb.on.ca
CC: barbara_holland@wecdsb.on.ca; mary_demenna@wecdsb.on.ca;
fred_alexander@wecdsb.on.ca; joan_courtney@wecdsb.on.ca; frank_favot@wecdsb.on.ca;
john_macri@wecdsb.on.ca; bernie_mastromattei@wecdsb.on.ca; jim_mcmahon@wecdsb.on.ca;
lisa_soulliere@wecdsb.on.ca
Subject: The Fountainbleau ARC
Date: Wed, 11 Apr 2012 00:57:05 +0000

Dear Mr. Picard,

As a member of the Fountainbleau ARC committee and a parent of two children who will be affected by this process, I have fully looked over and addressed your concerns from October 11, 2011 with regards to St. Alexander and W.J. Langlois schools. Although I have no specific training related to this, I feel that I've looked at the information in a logical way, made reasonable sense out of it, and would like to present you with my findings.

Is it Langlois or St. Alexander that is well below the threshold for optimum facility usage?

With the optimal utilization rate for full Ministry funding at 85%, both schools fall below the threshold, though one more than the other. St. Alexander is at 67% and Langlois is at 50%.

Is it Langlois or St. Alexander that is unable to provide a suitable and equitable range of learning opportunities for students?

Having toured Langlois school I feel it is Langlois that would be unable to provide a suitable and equitable range of learning opportunities for students. Langlois does not have adequate space to accommodate the consolidation of all students from St. Alexander nor sufficient room for storage of extra learning material and supplies. With Langlois' enrollment at 200 compared to 231 for St. Alexander there has been a reduction in funding that has affected the amount of resources available at Langlois more than at St. Alexander. Due to lack of space it appears Langlois would not be able to support all program/resources St. Alexander has.

Is it Langlois or St. Alexander that has or will experience an adverse impact on learning opportunities for students due to declining enrolment?

With both schools having experienced declining enrolment, both have been affected by a reduction in funding. Langlois' enrolment is at 200, only because Full Early Learning was implemented before it was at St. Alexander and therefore all students are counted as a whole. St. Alexander's full time enrolment is stated as 231 however if Full Early Learning were implemented as is at Langlois, all students would be counted as a whole and enrolment would

be over 260. I feel this determines that it is Langlois who has experienced an impact on learning opportunities for students due to lower enrolment. St. Alexander parents have been vocal with regards to the learning environment at Langlois and therefore the WECDSB should be concerned with a decline of enrolment should they choose St. Alexander to consolidate to Langlois, as many parents have stated they may look at alternate options for their children.

Could reorganization at Langlois or St. Alexander enhance program and learning opportunities for students?

Consolidation at either school would require reorganization to enhance programs and learning opportunities for students. With an increase in students at either school, programs and learning opportunities would all need to be evaluated as funding is increased, and more teachers are added. The reorganization would definitely enhance opportunities for all students but I believe it would be at a greater cost to the Board if St. Alexander were to consolidate at Langlois due to the cost of additions/expenses needed to accommodate all students.

Is it Langlois or St. Alexander who has teaching/learning spaces not suitable to provide the programs needed to serve the community and retrofitting may be cost prohibitive?

I believe it is Langlois, with the open concept setting, who has unsuitable teaching/learning spaces to provide programs needed to serve the community and retrofitting may be cost prohibitive. In viewing the recommendation to the director by the committees and the virtual school plan put together by principal Schell, you can see that Langlois cannot accommodate the students from St. Alexander. Relocation/retrofitting of walls, the need for an addition to the building or portables at a cost to the board would be necessary, while St. Alexander has only a small cost to open back up it's portables.

With the open concept setting, community programs such as the Ontario Early Learning Center, Langlois would not have a suitable room to accommodate the program. The Ontario Early Learning Center needs its own closed room so as not to disrupt regular classes. With no doors to close on classrooms, their needs would not be met.

The St. Alexander school community has a preference for the traditional school setting of St. Alexander and so does the Board as they have not built any open concept schools since the 70 's and have tried to best accommodate the remaining open concept schools in the the best cost efficient way by erecting partitions to divide the open area into make-like classrooms. Langlois does not provide the suitable teaching/learning spaces most comparable to that of the schools in the surrounding communities and within the Board. Retrofitting Langlois to accommodate the community's preference and provide suitable teaching/learning spaces would be cost prohibitive.

It's been estimated that the **removal and relocation of existing walls at Langlois would cost \$200,000, and a permanent addition to accommodate all students at \$1,500,000 or 3 portables at \$270,000.**

Langlois also does not have sufficient **parking** nor **Kiss N Ride zone** to accommodate the needs of the school community. This **would be a cost to the Board**. Talk is for a **roundabout** in front of Langlois with **parking extension** to back of yard. This **would be at a cost to the Board**.

St. Alexander can accommodate all students from Langlois with only minor renovations and have a sufficient amount of traditional rooms to serve the community programs.

Is it Langlois or St. Alexander that is under normal staffing allocation practices making it necessary to assign three grades to one class?

Neither schools find it necessary to assign three grades to one class at this time therefore adhering to the normal staffing allocation practice. The virtual school plans for the 2012/13 school year do not make it necessary to assign three grades to one class. However, Langlois does have an SK/Grade 1 split class that I feel is not your usual combination.

Is it Langlois or St. Alexander that is incurring higher building maintenance expenses than what is typical for the system and/or is in need of major capital improvements?

Though St. Alexander's FCI rating is higher than Langlois', I feel the costs are minimal when you compare the difference in ages of the building. St. Alexander is 10 years older than Langlois. St. Alexander is not considered prohibitive to repair and its expenses are no greater than that of another school built in the 1960's. Langlois just had recent upgrades to the property done in the summer of 2011 which would have brought their FCI rating down. If St. Alexander were to have had upgrades done within the last year the Facility Index Rating could be lower. If you were to do a 20 year calculation of Langlois to bring the ages of the buildings equal you would see their expenses have increased and the cost of expenses is equal to, if not higher, than St. Alexander. Every school is going to have the same type of expenses over time. Every school needs windows and doors and other maintenance of the same extent. It's unavoidable. These expenses are based on the age of the buildings, not on the needed repairs of the buildings. I do not feel this is something of concern to the board and should not be a deciding factor for determining the closure of one school over another.

In looking at the 2011/12 School renewal and Condition Improvement Recommended Budgets and other information available on the ARC website I found the following to be of concern to the Board in terms of cost/funding.

Langlois' School Condition Improvement Costs for Doors, Windows is at \$180,000 with unknown cost for water-proofing of building.

St. Alexander's school renewal for replacement of mill work and sinks in staff room is at a cost of \$10,000.

There would be a:

- **\$180,000+savings for the board if Langlois were to consolidate with St. Alexander due to doors, windows and water- proofing needed**
- **\$10,000 savings per year in utilities if Langlois consolidates with St. Alexander.**
- **\$200,000 savings if Langlois consolidates with St. Alexander due to cost of having to remove and relocate**

existing walls

- **\$270,000 savings if Langlois consolidates with St. Alexander due to 3 portables being required to accommodate students**

(or addition at \$1,500,000)

- **\$000,000 savings (cost unknown) if Langlois consolidates with St. Alexander due to need for parking extension in**

back

- **\$000,000 savings (cost unknown) if Langlois consolidates with St. Alexander due to roundabout in front of school**
- **\$000,000 savings (cost unknown) if Langlois consolidates with St. Alexander for implementation of KissNRide and a new**

bus bay

TOTAL \$670,000+savings to the WECDSB if Langlois consolidates to St. Alexander

There would be a:

- **\$10,000 savings for the Board if St. Alexander were to consolidate with Langlois due to replacing mill work and sinks in staff room**
- **\$ 5,000 savings for the Board if St. Alexander were to consolidate with Langlois due to re-opening of portables**

TOTAL ONLY \$ 15,000 savings to the WECDSB if St. Alexander consolidates to Langlois

Is the consolidation of Langlois and St. Alexander in the best interest of the overall school system?

As both schools have been dealing with declining enrolment and the Board is dealing with financial difficulties I feel a consolidation would be in the best interest of the overall school system. However, I feel this review was a sudden surprise for all and has been too rushed. Though St. Alexander could accommodate all students for the 2012/13 school year with only minor renovations, the students, parents, teachers and the entire community should be given more time to accept and come to terms with any decision that is made.

I hope I have provided some input on whether your concerns for the schools in the Fountainbleau area are real. I believe some concerns are greater than others and should be evaluated further. As I previously stated, I am not specifically trained in this area but feel I've been over the information enough to make a reasonable and logical analysis. I feel I have not had the chance to really speak out on my children's behalf and I hope you will receive this information well and any further that I may be forwarding.

Thank you for the opportunity to provide input with regards to my children's Catholic education.

Respectfully,

Belinda Williams

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FW: The Fountainbleau ARC

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Belinda Williams

14/05/2012

To marcwilliams@sympatico.ca

Reply ▾

From: belindawilliams@sympatico.ca
 To: director@wecdsb.on.ca
 CC: barbara_holland@wecdsb.on.ca; bernie_mastromattei@wecdsb.on.ca;
 frank_favot@wecdsb.on.ca; fred_alexander@wecdsb.on.ca; jim_mcmahon@wecdsb.on.ca;
 joan_courtney@wecdsb.on.ca; john_macri@wecdsb.on.ca; lisa_soulliere@wecdsb.on.ca;
 mary_dimenna@wecdsb.on.ca
 Subject: The Fountainbleau ARC
 Date: Wed, 11 Apr 2012 14:50:51 +0000

Dear Mr. Picard,

In discussing what is the best Value to the Board and in turn the Ministry, I feel that the St. Alexander site is the best option for this community monetarily, TODAY. In determining what is best for the students we need to closely analyze the information and expenses that both schools will take on in order to accommodate all students from both schools. If money is an issue for the WECDSB, I hope you and the Trustees will really decipher between NEEDS and WANTS before making your recommendation/final decision. From the ARC website I have gathered together the costs of renovations proposed for each school.

St. Alexander

Additional Bussing - 23% currently bussed - **ONLY 60% to be bussed**
 New sinks + Mill work - **\$10,000.00**
 Opening Existing Portables - **\$5,000.00**
 Air Conditioning - cost unknown
 Full Day Early Learning - cost unknown
 New Paint Job - cost unknown

Langlois

Additional Bussing - 31% currently bussed - 75% to be bussed
 New windows + doors - \$180,000.00
 Waterproofing - cost unknown (\$200,000.00 to be shared among 4 other schools)
 Removal/Relocation of walls - \$200,000.00
 3 Portables - \$270,000.00
 Parking Extension - cost unknown
 Roundabout - cost unknown
 Kiss N Ride/ New Bus bay - cost unknown
 Repairing Playground Equipment - cost unknown
 New Pain Job - cost unknown

The costs at St. Alexander school are not significantly high, compared to Langlois, and I believe

many of the renovations listed are not required at this time.

I do not foresee air conditioning being installed in all rooms as feasible nor necessary. As it states this could potentially be a considerable expense. With this unpredictable weather we have been experiencing and school being out for the potentially warmest months of the year, I believe this recommendation should be removed from the list. **This would be a Value to the Board.** I am certain that this is the reason why utilities costs are \$10,000.00 higher at Langlois. I also believe that Full Day Early Learning Program should not continue at St. Alexander if Langlois were to consolidate there. It was stated that this would be an expense to the Board as all students would not be funded. Let Full Day Early Learning Program be implemented as was intended, for the 2013/2014 school year at St. Alexander. **This is a Value to the Board and the Ministry.**

Many more renovations are needed at Langlois to accommodate the students from St. Alexander.

Langlois cannot accommodate students from St. Alexander as is. Relocation/reconfiguration of walls is needed, 3 portables, or an addition. All at a cost to the Board.

Langlois does not have sufficient parking to accommodate for the increase in traffic. They would need an extension of their current parking. All at a cost to the Board.

Langlois currently has no Kiss N Ride. A roundabout, and new bus bay would need to be constructed to implement the Kiss N Ride. All at a cost to the Board.

I believe that without a concrete plan and costs fully laid out for parents to see, it is hard to imagine what Langlois would look like. When all costs are not known and plans are merely wishes rather than actual, concrete, and assessed plans it is hard to determine that Langlois is the best decision for these students and the community. It will cost more to accommodate St. Alexander students at Langlois. This is not a Value to the Board.

As a parent, I feel the **less expenses needed to create a new school, the more Value to the Board and the Ministry.** Based on my findings, **that school is St. Alexander.**

I hope you will take in to account my suggestions to remove the recommendations that are wants and not needs. I hope the funding/savings could be put to better use for the students. Such as for academics, activities, more resources, library books, etc.....things that will be a Value to the Students.

If it is deemed necessary to implement this consolidation for the 2012/13 school year, I feel **St. Alexander** is the school that will accomplish the **smoothest, quickest and most feasible transition** at a **Value to the Students** and a greater **Value to the Board.**

Thank you for the opportunity to provide input with regards to my children's Catholic education.

Respectfully,

Belinda Williams
St. Alexander parent

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The Fountainbleau ARC


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Belinda Williams

To director@wecdsb.on.ca, barbara_holland@wecdsb.on.ca

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Dear Mr. Picard,

I write this email to you today regarding the Fountainbleau ARC. I was a member of the committee and am the parent of two children that will be affected by this process. As a committee member I have spent countless hours going over the profiles and information provided to the committee, to make an informed and educated recommendation. I took this role very seriously, as any person would when it's something that involves their children's future as well as that of their friends, family and community.

Being a member of the committee I looked at your concerns that prompted this ARC to begin with, the School Information Profiles, the ARC Information Package and other information made available. As much as the committee was told not to compare the schools, and that there should be consistency in the reporting, I as a parent believe you must compare the two schools in order to determine which school would provide the best Value to the Student, Value to the Board, Value to the Community and Value to the Economy in order to make the best decision.

As both schools are similar in their involvement in this community and how in turn they help out the economy; where they differ is in terms of their Value to the Student and Value to the Board.

I do not feel that one school is better than the other, but do feel that one of the schools is better suited for all of the students and in the long run, will be better for the students and the school board.

If you look at the attached comparison chart you will see that one school does stand out as being above the other in almost all major areas of concern for the school board. If one were to look at all the facts presented, one would determine that St. Alexander is the logical choice for a smooth, immediate and most feasible transition.

I hope this information proves to be helpful in making a decision should consolidation of St. Alexander and Langlois be deemed necessary by the Board.

Thank you for the opportunity to provide input with regards to my children's Catholic education.

Respectfully,

Belinda Williams
St. Alexander parent

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Recommend Langlois to consolidate to St. Alexander

St. Alexander

Built in 1960

231 students enrolled

Early Learning Program to be phased in

Before & After School Day Care

EQAO Scores: Primary/Junior

Year: 09/10 - 10/11

Reading: 57-46 73-71

Writing: 80-77 78-76

Math: 69-65 81-52

Traditional classrooms (preferred)

Most comparable with schools in the board

37 traditional schools in the board

10 classrooms currently in use + 5 extra

+ 2 portables available to be used

4 additional Resource/Meeting Rooms

Ontario Early Learning Center Room

Immediate classroom lockdown for safety

Can accommodate ALL students

5 Staff Washrooms

1 Wheelchair Accessible Washroom

W.J. Langlois

Built in 1970

200 students enrolled

Early Learning Program Implemented

No Before or After School Day Care

EQAO Scores: Primary/Junior

Year: 09/10 - 10/11

Reading: 28-39 36-58

Writing: 39-48 44-54

Math: 61-52 44-46

Open- concept

Least comparable with schools in the board

3 open concept schools left in the board

9 open classrooms currently in use + 2 extra

1 closed classroom in use

2 open for Spec.Ed, FSL, LSST, Book Rms.

2 teacher resource rooms

Back on Track Room

Classrooms don't have immediate lockdown

Need additions/refitting to fit ALL students

1 Staff Washroom each of Men & Women

1 Wheelchair Accessible Washroom

No washroom in change rooms	1 washroom in boys & girls change rooms
Boys: In total 6 stalls, 10 urinals	Boys: In total 5 stalls, 8 urinals
Girls: In total 12 stalls	Girls: In total 12 stalls
JK/SK: 2 closed stalls	JK/SK: SK/Gr. 1: 1 closed stall each
Adequate parking spaces (67+1 handicap)	Limited parking spaces (26 + 1 handicap)
Room to add parking (20 additional)	Room to add parking towards the back
No restrictions for parking out front	Restrictions for parking in front of school
Kiss N Ride established	Kiss N Ride not established
Safe bus loading and unloading bay	Safe bus loading and unloading bay
60% require bussing after consolidation	75% require bussing after consolidation
Playground equipment in good condition	Playground equipment does not meet code
Easy add on of a building wing	Difficult to add to open-concept
School Expenditures-\$88,835.00	School Expenditures-\$97,321.00
New sinks + mill work \$10,000.00	New windows + doors \$180,000.00
Repair drainage in courtyard-cost unknown	Waterproofing-cost unknown
Opening Existing Portables-\$5,000.00	Removal/relocation of walls-\$200,000.00
	3 additional portables-\$270,000.00
	Parking extension-cost unknown
	Roundabout-cost unknown
	KissNRide/New bus bay-cost unknown
Disposition cost \$825,000.00	Disposition Cost \$880,000.00
10 year school renewal-\$2,693,067.00	10 year school renewal-\$2,083,463.00

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The Fountainbleau ARC

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Belinda Williams

13/04/2012

To director@wecdsb.on.ca, barbara_holland@wecdsb.on.ca

[Reply](#) ▾

Dear Mr. Picard,

Looking over the Fountainbleau ARC Draft copy of recommendations to the Director of Education, under recommendation #2 to consolidate St. Alexander to Langlois I noticed a bullet under Value to the Board that I believe is misconstrued. I'm sorry to say that I missed the opportunity to bring it up in the committee meetings as it only recently caught my attention, but I would like to address it to you today as I feel it should be taken into consideration when making the decision.

Recommendation #2, Bullet #3, Value to the Board reads as follows - W.J. Langlois is the most affordable option. On the Summary of School Expenditures, Projected for the year ended August 31, 2012 report, it shows Langlois has a total cost of: \$1,869,150.

It states, that W.J. Langlois is the most affordable option. I do not feel this is the case.

Referencing the Summary of School Expenditures, Projected for the year ended August 31, 2012 reports for both Langlois and St. Alexander:

Langlois' Full Time Enrolment is 200
St. Alexander's Full Time Enrolment is 213

The lower enrolment of students at Langlois, has an affect on the number of teachers, custodians, and EA's.

Langlois' Teachers - FTE: 13, Annual Cost \$1,061,849
Custodians - FTE: 1.5, Annual Cost \$73,100
EA's - FTE: 4, Annual Cost \$155,025
Total Staffing Expenditures: \$1,771,828

St. Alexander's Teachers - FTE: 14.5, Annual Cost \$1,316,140
Custodians - FTE: 1.75, Annual Cost \$ 85,285
EA's - FTE: 4.5, Annual Cost \$173,042
Total Staffing Expenditures: \$1,957,238

St. Alexander's Staffing Expenditures are higher than Langlois' due to higher enrolment of students which increases the need for staff, custodians and EA's which means costs would be higher.

Langlois' Utilities - \$27,369
Total Building & School Based Expenditures: \$97,321

St. Alexander's Utilities - \$17,159
Total Building & School Based Expenditures: \$88,835

I will guess that Langlois' utilities expenditure of \$10,000 is more than St. Alexander's due to their air conditioning system.

The Utilities expenditure costs are the numbers to look at, because the cheaper the school is to run, the better Value to the Board. Many of the other school expenditures such as the Operations, Maintenance and Services/Supplies costs are about equal for both schools, and will change when and where ever the new school is created. It is the utilities that has increased Langlois' Total Building & School Based Expenditures costs by \$10,000. The Staffing Expenditures should not be looked at in terms of making a decision as to where to consolidate because those are things that will be changing for both schools. As the number of students increase, the number of teachers will therefore change. Due to many changes that the schools will entail, many costs will be reflected by such. These Expenditures will not remain as they are now. However, I do believe that the Utilities Expenditure will not change for St. Alexander if air conditioning is not implemented. I believe the utilities expenditure could remain the same for Langlois, as long as an addition is not implemented.

For these reasons, I do not feel it is correct to state that Langlois is the most affordable option.

Thank you again for accepting my input with regards to my children's Catholic education.

Respectfully,

Belinda Williams
St. Alexander Parent

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The Fountainbleau ARC

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Belinda Williams

13/04/2012

To director@wecdsb.on.ca, barbara_holland@wecdsb.on.ca

[Reply](#) ▾

Dear Mr. Picard,

With regards to the Fountainbleau ARC, I would like to give some reasons why I feel Langlois should consolidate to St. Alexander.

The two schools are much different in terms of their learning environment, and is causing most of the heart ache for the parents of the Fountainbleau community - not where they are being taught (referring to which school), but what type of learning environment they will be placed in (open or closed). St. Alexander parents have been vocal in saying they prefer "traditional" classrooms for their children while Langlois parents have supported open concept but have not objected to traditional. Langlois parents do not seem to have a stand, one way or the other. It seems it would not matter to them. Due to this factor I feel Langlois should consolidate to St. Alexander. This will appease everyone in the Fountainbleau community and help in continuing to bring new families to the neighbourhood. This would be a win win for all students, the Fountainbleau community and the WECDSB.

If St. Alexander was to close, there would be no "traditional" school, Public or Catholic within the Fountainbleau / Roseville community. As you are aware, St. Alexander has the highest EQAO scores within the Fountainbleau / Roseville community and it is my belief it is no accident, there is a reason - the students are provided with the best environment to learn; a "traditional" classroom. The Public Boards first question on their PARC Information Profile is EQAO scores and how they compare to the board. They must feel EQAO scores are an important factor while making a decision for the review as I'm sure the Catholic Board does as well.

As these scores are publically made available to view, parents look at these scores as a factor in deciding which school to put their children in when moving to a particular area and love to see that the school their child/children are attending is performing well within the Board.

With the closure of St. Alexander there will be no other "traditional" Catholic schools in the surrounding area to send our children and any new children moving into the area. I believe that this fact will have a very negative impact on the community - house values will decline as a result of people not wanting to raise their children in the neighbourhood because the preferred "traditional" school is not offered to them. The closure will impact every home owner in the area, not just those who have children attending the two schools. As a result, the enrolment for the WECDSB may be affected.

Many new families may be deterred from moving into the this community if a "traditionally" based Catholic school is the preference and is no longer available in this area. There are no objections to "traditional" classrooms. There have been no objections from Langlois parents about consolidating to St. Alexander. If the WECDSB wants to see this community stay together, and keep growing, they really need to consider keeping St. Alexander open in this neighbourhood if a consolidation deems necessary. If the WECDSB is looking out for the best interest of ALL the students in the Fountainbleau area and wishes not to lose any families, keeping St. Alexander open seems to be the only option, as retrofitting Langlois to

By consolidating Langlois to St. Alexander, if there were to be an increase in enrolment, St. Alexander would provide a more advantageous expansion possibility. Adding a building wing only requires altering a section to tie in the adjoining structure while open concept must be sliced into to create a corridor from the given space therefore sacrificing that space and further intensifying the irregularity in room layout. Building wing classrooms are symmetrically and traditionally configured which suits the functionality of school furnishings and equipment and classroom organization. Open concept creates irregular room sizes which make it challenging to accommodate education equipment and supplies. Building wing classrooms at St. Alexander create a Window Wall for natural daylight and venting for each classroom and other purpose rooms, which has an Ergonomic Benefit.

As mentioned in prior e-mail:

No funding is needed for extra classrooms. Virtual School plan shows all students would fit in the existing building and portables if consolidation takes place at St. Alexander. No funding is needed for parking expansion. St. Alexander has adequate parking for staff and parents. No funding is needed for Kiss N Ride, bus bay, and roundabout creation. St. Alexander has a one way bus bay and Kiss N Ride already implemented for safe drop off, loading and unloading of students as well as easing congestion on the roadway.

As mentioned in prior e-mail:

St. Alexander would be able to have minor renovations done through the summer to accommodate the students of Langlois for the 2012/13 school year, if the Board deems it necessary to implement this consolidation immediately. The opening of the existing portables would be the only necessity to accommodate the consolidation.

If the WECD SB deems a consolidation necessary for the 2012/13 school year, I feel due to the above reasons that Langlois should consolidate to St. Alexander which would ensure the smoothest, quickest, most feasible decision for all children in this community.

Thank you once again for the opportunity to provide input with regards to my children's Catholic education.

Respectfully,

Belinda Williams

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Good evening. My name is Elaine Boucas and I am speaking with you tonight as a committee member, a parent, a community member and a tax payer. When the committee was first instructed on what to base our recommendations on we were given four categories, value to the student, value to the board, value to the community and value to the economy and to put value to the student above all else. I feel that the committee from St. Alexander thought about this, researched everything and really did come up with a factual, logical recommendation. It's really hard for me to understand why the director made the decision that he did, when our recommendation had so many genuine reasons to consolidate at St. Alexander. I'd like to take this opportunity to list some of the advantages that are unique to consolidating at St. Alexander.

Under value to the students, the biggest stand out to me is that with minor renovations and the use of two closed portables currently on site, all students can be accommodated at St. Alexander. I took those words right out of the director's report. And if the students can be accommodated temporarily then why couldn't they be accommodated permanently? Why spend any money on retrofitting W.J. Langlois?

St. Alexander has consistently scored higher in our district on EQAO test scores in the last 10 years. We were told that this was not of importance, but when I shop for a school that is the first thing I look at.

The kiss N ride program established at St. Alexander ensures a quick and safe arrival of students. This is not established or available at W.J. Langlois without the costly construction of a turnaround loop.

St. Alexander has 68 parking spaces for staff, parents and visitors. W.J. Langlois only has 26 spots, so either parents and visitors are forced to park at the church or library, which W.J. Langlois has no written formal agreement with, or the board can spend precious additional funds to expand the parking lot.

Fewer families will be displaced if the consolidation were at St. Alexander because St. Alexander has a higher population. Also more families will remain in the community because they will not have to move elsewhere for a traditional school.

The next group of positive points fall under the heading of why St. Alexander is, to use the director's words, the best physical accommodation for the merged community. St. Alexander has hallways for the children to travel from place to place without disturbing other classes as they do so. These hallways are lined with lockers for all the students to keep their belongings such as coats, backpacks and lunches. The use of lockers reduces clutter and may diminish the chance of allergic reactions and cross contamination. The window wall allows for natural light and ventilation into the classrooms. The tiled floors are easier for wheelchairs and easier to clean and sanitize. Special needs children are integrated into their classroom, a closed classroom, there is no need to segregate the child in order to reduce the distraction they may cause other classrooms and this could be said for any behaviour outbursts. The classrooms have cupboards and shelving to store the wealth of resources and actual walls to display these resources. The traditional rooms can be locked at a moment's notice. W.J. Langlois' plan is to have the children file into four closed rooms which did not appear large enough to accommodate 200 students, never mind 400. Even after accommodating 200 more students St. Alexander has large individual rooms for staff preparation, a staff lunch room, meetings, resources, a before and after school

daycare, the Talk 2 Me program and the Ontario Early Learning Centre, all with no need for extra funding to retrofit.

Under Value to the local economy both schools are on an even keel since they are only 1 km apart.

Under value to the community, some families from St. Alexander have already contacted realtors. Families will be leaving the area so that their children will be able to attend a traditional school and still be able to walk or take the bus to school. Families will be deterred from moving into the neighbourhood because of the lack of a traditional school.

The decision is not traditional school verses open concept school. St. Alexander has many more positives than just being a traditional school. But having a traditional school to attend in our community is vital. We were told it was just a matter of people's perception, but isn't people's perception what helps them to decide on how they feel about that something. If a parent perceives open concept to be detrimental to their child's education, then they are not going to send their child to an open concept school. I speak from experience. I attended C.G. Desantis an open concept school from kindergarten to grade eight. The only fond memories I have are of teachers and friends. I struggled throughout grade school, and my report card reflected this, they read, Elaine lacks the ability to focus, Elaine cannot sit in her seat. This was because I was always wondering what they were doing a few classes down. My husband attended F.W. Begley which had a combination of closed classrooms and open concept, what he remembers most of his time in open concept is the relentless disruption whenever another classroom had to go anywhere, to the gym, to the music room, to the library or to French class, the almost constant parade of people. He also remembers being asked to be quiet, all the time, in times of celebration, the need to be quiet and in times of joy, still the never ending need to be quiet. This is not what we want for our children, so we too have said no to open concept. Before we enrolled my son in school we discussed the decision of Catholic or public. I am Catholic but my husband is not. We toured Davis first and we were disappointed to discover it was partially open concept. Then we visited St. Alexander, instantly we loved the bright sunniness of St. Alexander so the decision was easy. But now with the loss of the libraries in the schools, and if a traditional school in our neighbourhood is not an option, I'm afraid I have my work cut out for me. At the public meetings, former students and present teachers spoke of how our children would adjust and get used to the distraction and noise at W.J. Langlois but why should they have to? Why disrupt the learning environment of over 200 students, when the students from W.J. Langlois can assimilate into St. Alexander with natural progression, just as they would when moving on to high school. And how about the parents who are not able to drive their children to and from school, with an option for a traditional school out of their reach their only choice will be an open concept school. Children will be taken away from their classmates and friends, as parents make the hard decision of what school will work best for their needs. It saddens me to think about it, and I fear the closing of St. Alexander will put a hole in the heart of the community that will never be repaired.

Under Value to the board the only point that is distinctive to W.J. Langlois is the 10 year renewal amount. If you go through the report line by line all of the concerns that the board had about costs can be eliminated by the consolidation of the two schools. I talk about costs because that is what initiated this process in the first place. It is not financially responsible for the board to have two schools so close to each other operating at near half capacity. We understand that, and no one argued against that, we just had differences on which school would be the best choice to remain open. If all the students can be accommodated at St. Alexander for the minimal expense of opening a couple of portables, why would the director and the board want to spend hundreds of thousands of dollars retrofitting W.J. Langlois? The director speaks of W. J. Langlois' 10 year renewal amount, which is an approximate \$800,000 different from St. Alexander, this sounds like a lot but spread that out over 10 years, then take into account the money the board is going to have to spend to improve and retrofit W.J. Langlois. The cost for moving the partitions alone is \$200,000. The cost for replacing windows and doors, which was on W.J. Langlois', school condition improvement list, is \$180,000. There is also a waterproofing cost on that list for an undermined amount, \$200,000 divided between 5 schools, for an average of \$40,000. The carpeting throughout the school will have to be removed and replaced. The cost of expanding the parking lot is also undetermined. The construction of the bus bay and turnabout will also be extremely expensive. None of these added expenses are necessary at St. Alexander. The amount of funds that will be needed in order to renovate and retrofit W. J. Langlois will outweigh the amount that may be saved over the 10 years. With no substantial savings, the decision is just not logical. And isn't this whole process supposed to be for the betterment of the children. I implore you, do not spend the money where it will be wasted and give the community what they need, a traditional school. We were told to put Value to the Student above everything else and if you are truly going to do that, then the correct choice is to consolidate at St. Alexander School.

The vast number of benefits for St. Alexander have been ignored, just like the 211 names on the petition to 'say no to open concept schools' and the outcry at the public meetings have been ignored. And let me inform you that not 1 person throughout this whole process, not 1 person from W.J. Langlois has said they would not want their children to attend St. Alexander. So again I say the decision is not logical and I ask you, the trustees, the people elected by the people who signed that petition, please do not ignore us, do not ignore the numerous positives for St. Alexander School. Do the right thing for the Fontainebleau community and consolidate the school populations at St. Alexander school.

ARC Amendment

Marc Williams

- There are lots of things to say, lots of numbers to dispute and to put forth – others have done so and perhaps more will after me, so tonight I will speak more on a request of me to you, the Board
- The recommendation talks about retrofitting WJ Langlois, to house all students within the school walls, by moving walls and making new rooms etc. to accommodate the students and the other special rooms
- It was asked of Administration – to see the plan, the blueprint of the proposed new layout, the response was that it was **too premature** to have a plan in place (I disagree)
- In times like today, everyone needs to be fiscally responsible and ensure that the decisions being made are the right ones – taking everything into consideration, making sure it will work (physically and financially)
- For Administration to say that they will retrofit the school to fit all the students at a cost of \$200,000, I feel is **premature on their part**
- To make changes to the layout of the school will probably require permits - with that, the new rooms, electrical and heating and cooling, duct work etc will **need to meet Code** (the Ministry has set out guidelines on sizes of classrooms, both for Open Concept and for Traditional – these need to be met) you can't rearrange the entire layout of a building and not anticipate having to redo the heating and cooling system (or have you?)
- With an increase in the # of classrooms within the school, the City of Windsor will require an increase in the # of parking spaces on site
- The recommendation is to have all of the students attend St. Alexander in September 2012 – all of the students can be housed using the two existing portables. While there, the retrofit is to be taking place. By bringing the students to St. Alexander, the Director is demonstrating that St. Alexander is a viable solution at a minimal cost.
- If in the end, after looking at all of the concerns brought forward, the Trustees feel that Langlois is truly the better choice I make this

recommendation, as an AMENDMENT to the current recommendation put forth by the Director,

- **That the recommendation of the Director of Education be approved in principle, subject to:**
- **1. The design of a proposed floor plan by a qualified architect or engineer for the retrofit of Langlois School per the specifications discussed in the Director's Report.**
 - **Plan to include all structural, electrical and HVAC modifications required**
 - **The Plan to show additional parking spaces as required to ensure compliance with City Parking By Law**
 - **The Plan to show all other renovations as described in the Director's Report**
 - **The Plan to be in compliance with all Ministry Guidelines regarding classroom and hallway sizes etc.**
- **2. The Plan to be tendered out to establish the full cost and the results to be presented to the Board for input and final decision.**

- **Once this is complete, I think it would then be more reasonable to look at which school is best suited to achieve the goal of the Director**
- **So, the students start in September at St. Alexander – while the above work is done (estimates, meetings, planning etc.), if once the planning is complete and the new plan for the school is feasible, construction begins and once complete the students move to the new Langlois – January 2013. If the plan is not feasible and either is too expensive or just won't work logistically, the students will remain at St. Alexander and WJ Langlois will be closed and deemed surplus to the Board**

I don't think it fiscally responsible or prudent, for the school board to make these decisions without having true numbers in front of them. I am sure you do not want to agree to something and find out after that the costs will be much more than first thought. I am suggesting that the Board be sure of themselves, get a plan, get an estimate and see if it will work.

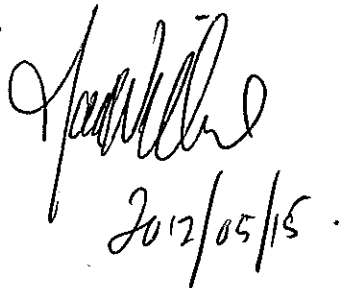
St. Alexander requires \$5000 to open the portables, and as noted, everyone can fit.

My request is that you look at the numbers – get estimates, plans etc. before committing to something you don't know is truly the right choice.

It is clear that the Director favours WJ Langlois, if that is the case – ensure it is going to work, if it can't, at least you tried, but in times like these you don't always get what you want – you get what is the most appropriate given the times.

As a group, trustees are responsible for ensuring that all the duties of the board and its staff, as established in the Education Act are carried out. One example listed is to ensure effective stewardship of the board's resources.

Thank you.



2012/05/15 .

Board Meeting May 15, 2012

Good evening Mr. Picard and members of the board of trustees. My name is Candice Szaniszlo. I am here representing the student body of WJL. I am a level 4 gr. 8 student. I am involved with many extra curricular activities in my school. I am on our schools student leadership council and am the student representative of our safe schools team. I have spoken at many of the previous ARC meetings.

And I'm Marisa Buchan. I am also here representing the student body of WJL. Like Candice, I am a level 4 gr 8 student. I am the representative of our schools student leadership council. Similar to Candice, I have spoken at all of the previous ARC meetings. Tonight, Candice and I are her to discuss Mr. Picards Director's report.

This coming September of 2012, as the directors report and recommendations, students from WJL will begin their school year at St. Alexanders, and later transition back to WJL, not as two separate student bodies, but as a whole Catholic school community. We believe this will give the students the opportunity to bond and become a blended school community. We are in favour of this amalgamation.

As a blended school community, students will experience the benefits of both open and trditional school layouts. These benefits will come from renovations to WJL.

We fully agree with this recommendation. As WJL is a

newer facility it is the better structural and financial choice. Since both current school sites have a strong relationship with St. Theresa & St. Vincent De Paul Parishes. We believe that this would naturally continue , one the schools amalgamate in one community.

We also believe that the WJL site will continue to show support to the Fountain bleu community, As WJL is in close proximity to the WPL and Grandview Park & Track, it ensures that out sense of community will continue.

We do realise that many families from the current St. Alexander's site are not in favour of these recommendations and are probably feeling an array of emotions from anger to sadness to anxiousness or just plain fear of the unknown. But we believe with the proper transtioning from staff, students and families we can overcome these feelings together as we can continue to pursue our journey to holiness within our catholic education system.

We believe that the new and improved WJL school community will have the perfect blend of both open and traditional learning environments. This will be beneficial to all learning styles.

In conclusion, we once again thank you for giving us the opportunity to voice out opinions, and thank you for teaching us a valuable lesson in civics by allowing us to participate in these meetings. We look forward to a bright new beginning as one!



1325 California Avenue
 Windsor, ON N9B 3Y6
 CHAIRPERSON: Barbara Holland
 DIRECTOR OF EDUCATION: Paul A. Picard

SPECIAL BOARD MEETING
Thursday, May 17, 2012 at 6:30 p.m.
St. Anne High School
1200 Oakwood Dr., SS #3, Belle River, ON

MINUTES

PRESENT

Trustees: F. Alexander B. Mastromattei
 M. DiMenna, Vice-Chair J. McMahon
 F. Favot L. Soulliere
 B. Holland, Chair
 J. Najem, Student Trustee
 N. Tavares, Student Trustee
 Rev. L. Brunet, Board Chaplain

Regrets: Trustee Courtney and Trustee Macri

Administration: P. Picard (Resource) P. Murray
 J. Bumbacco C. Norris
 P. Littlejohns J. Shea
 E. Byrne M. Seguin

Recorder: B. Marshall

1. Call To Order - Chair Holland called the meeting to order at 6:40 p.m.
2. Opening Prayer - Fr. Brunet opened the meeting with a prayer.
3. Recording of Attendance - Trustee Courtney sent regrets due to a work commitment. Trustee Macri was not available this evening.
4. Approval of Agenda

Moved by Trustee DiMenna and seconded by Trustee Soulliere that the May 17, 2012 Regular Board meeting agenda be approved as amended. *Carried*

5. Disclosure of Interest - Pursuant to the Municipal Conflict of Interest Act.

Trustee Mastromattei disclosed interest in relation to agenda item 6a) Receive Input on Director's Report: Accommodation Review Study for the Lakeshore Area, including Our Lady of Annunciation and St. John the Evangelist Catholic Elementary Schools due to his daughter and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

Trustee McMahon disclosed interest in relation to agenda item 6a) Receive Input on Director's Report: Accommodation Review Study for the Lakeshore Area, including Our Lady of Annunciation and St. John the Evangelist Catholic Elementary Schools due to his daughter, son and daughter-in-law's employment and did not participate in the discussion or vote on any question raised on that item.

6. Items:

- a. Report: Receive Input on Director's Report: Accommodation Review Study for the Lakeshore Area, including Our Lady of Annunciation and St. John the Evangelist Catholic Elementary Schools

Chair Holland reviewed the Accommodation Review Committee (ARC) development and process. She mentioned to date the ARC held four (4) public meetings which assisted the ARC in the development of the recommendations to the Director.

Director Picard commented on the non-occupied student space throughout the WECDSB system and the need to address the situation. Director Picard indicated committee representatives from both schools expressed concerns with transportation, programming, facility use, and boundaries which administration considered when preparing the Director's report.

Moved by Trustee DiMenna and seconded by Trustee Favot the Board receive as information the Director's Report on the accommodation review study for the Lakeshore area, including Our Lady of Annunciation and St. John the Evangelist Catholic Elementary schools;

and, that the Board receive public input concerning the Director's Report, and the matters that are addressed in it and in the Accommodation Review Committee's (ARC's) Report. Carried

7. Delegations:

- a. Delegations Regarding Items On the Agenda
- i) Parent, Maureen Weissenboeck, speaking on behalf of a group of concerned parents on the values of St. John the Evangelist Catholic Elementary school.
(supporting documents in the folder)

Mrs. Weissenboeck is a parent of a child who attends St. John the Evangelist Elementary school. Mrs. Weissenboeck provided supporting documents on the WECDSB School Climate Survey, Submission to the Standing Committee on Social Policy Re: Bill 177, and Rural Schools and Education Reform: Should We Keep Rural Schools Open? She cited figures and specifics from the above documents related to Value to the Student, Value to the Board, Value to the Community and Value to the local economy.

Mrs. Weissenboeck agrees with the Director's recommendation regarding a boundary review for St. John the Evangelist but suggest ,in order to effectively implement the review, extend the timeframe to additional four years. She also recommended a community use agreement with the Town of Lakeshore, to include a community centre within the school.

- ii) Parent, John Peltier to speak on the potential closing of St. John the Evangelist Catholic Elementary school and its affect on children with special needs.

Mr. Peltier provided examples of St. John the Evangelist staff and student initiatives provided for his child who has special needs. Mr. Peltier fears his child will not succeed but rather regress in a larger school atmosphere.

- iii) Paul Mullins to speak about boundary adjustments, population growth and community use of St. John the Evangelist Elementary school.

Mr. Mullins acknowledged and thanked the Board and administration for responding to the ARC recommendations. Mr. Mullins provided and addressed On the Ground Capacity/Enrolment figures for September 2012, St. John the Evangelist community use agreement with the Town of Lakesore, and comments regarding Full Day Early Learning at St. John the Evangelist, St. John the Baptist, and St. William. Mr. Mullins request the Board to modify the recommendation and proposed to extend the timeframe for an additional four (4) years to effectively adjust and implement boundary adjustments, community use agreements, and to further evaluate population growth.

- iv) Steve Chevalier to speak about the uniqueness of a small rural community school and Administration's recommendations with regards to St. John the Evangelist school.

Mr. Chevalier is a retired WECDSEB teacher and lifelong resident of Woodslee. Mr. Chevalier commented on the benefits and values of a rural school in relation to the community and church. He questioned the financial savings projected if St. John the Evangelist closes and the possible financial risks if students transfer to the neighbouring public school.

- v) Parent, Holly Ralston to speak about the value of a small rural school especially for children with special needs.

Mrs. Ralston thanked the board for giving her the opportunity to speak. She mentioned Mr. Peltier inspired her to write a letter to Director Picard which she read to the board. The letter provided examples of her son's challenges and gains due to the caring and devoted team of teachers, support staff, and the Principal at St. John the Evangelist school.

- vi) Parent, Kirk Halliday to speak about the value of St. John the Evangelist Elementary school to the students, board, and community.

Mr. Halliday also thanked the Board for the opportunity to speak. Mr. Halliday expressed his concerns regarding longer bus rides for students resulting in lack of participation in after school activities, the connection with school, church and

community and suggested the following:

The Director's report be amended to reflect a timeline of five (5) years, a boundary review to balance school population to 90%, community engage in a community use agreement with the Town of Lakeshore to include a Library, option for parents outside of the St. John the Evangelist boundaries to enrol their children, and the establishment of a parent committee to promote enrolment within our county schools.

- vii) Parent, Suzanne Cammalleri to speak about the value of St. John the Evangelist Elementary school, submit updated petition results, review a letter received from the Ministry of Education regarding the petition and the benefits of rural schools.

Mrs. Cammalleri commented on her commitment to St. John the Evangelist school, church and community citing resources to encourage the Board to amend the recommendation.

- viii) Parent, Sara Broderick to speak about Our Lady of Annunciation Elementary school's continuing commitment to Catholic education.

Mrs. Broderick is the Catholic School Council Chairperson for Our Lady of Annunciation. Mrs. Broderick provided examples of Our Lady of Annunciation students participating in various church functions such masses, sacramental preparations, and student/community involvement. She mentioned the ARC members representing Annunciation agree with the Director's report.

- ix) Parent, Stacey Gagnier to speak about shared boundaries.

Mrs. Gagnier has a relative who attends Our Lady of Annunciation school. Mrs. Gagnier requested the Board and administration to review the boundaries to include all families on either side of the county roads and permit parents the opportunity to choice the school of their preference.

- x) Parent, Bev Vanier to speak about the benefits of a new rural school.

Mrs. Vanier's children attend Our Lady of Annunciation school and was a member of the ARC. Mrs. Vanier commented on the school's 100% capacity rate, the school's large geographical area to provide English Catholic education, and the recent enrolment of new families. She encouraged the Board to pursue a partnership with the French School Board to develop new combined elementary school and suggested a location for the new school to include daycare providers and a Parenting and Family Literacy Centre. Mrs. Vanier also agrees with the Director's report.

- xi) Parent, Karmel Brockman to speak about Our Lady of Annunciation Elementary school's value to the whole student.

Mrs. Brockman's child attends Our Lady of Annunciation school. Mrs. Brockman provided examples of Our Lady of Annunciation's staff commitment to student success through individualized teaching, recent student interactive activities, school masses and commented on the school's updated technology. Mrs. Brockman agrees with the Director's report.

- xii) Jody Percy Constituency Assistant, Taras Natyshak MPP mentioning that MPP Natyshak will continue to press the Minister of Education to review the funding formula, and to take into account the unique role that rural schools play in many small communities across the province.

Mr. Percy spoke on behalf of MPP Natyshak who encourages the communities to assist him to continue to contact the provincial government to review the funding formula for small rural schools.

- xiii) Rev. Dave Boutette, Pastor of St. John Evangelist Church to speak about the decision's impact on the possibilities for evangelization and the Catholic faith culture of the Woodslee community.

Fr. Boutette commented on the potential closing of St. John the Evangelist school and its impact on our Catholic faith, declining enrolment, Full Day Early Learning, proposed a review of boundary adjustments, and parish participation. Fr. Boutette encourages the Board to preserve the existing catholic culture by reconsidering the closing of St. John the Evangelist school.

Chair Holland requested comments from trustees. There were no comments.

Chair Holland mentioned there are many factors that the Board cannot control such as provincial funding and declining enrolment but the Board needs to be fiscally responsible while supporting Catholic education and the need for all children to have access to Catholic education. She thanked the presenters.

8. Closing Prayer – Fr. Brunet closed the meeting with a prayer.
9. Adjournment - There being no further business, the Regular Board meeting of May 17, 2012 adjourned at 8:40 p.m.

Barbara Holland
Board Chairperson

Paul A. Picard
Director of Education & Secretary of the Board

Good Evening Trustees and thank you for taking the time to host this meeting and listen to our concerns. My name is Maureen Weissenboeck, I am a parent of a student at St. John's. I am speaking on behalf of a group of concerned parents from St. John the Evangelist School. We have spent a great deal of time collaborating to present to you what we feel the Value of St. John the Evangelist School offers to the Student, to the School Board, to the Community and to the Local Economy as these Values are said to be at the forefront of the ARC decision making process. I am going to hand you our supporting documents, for you to peruse at your leisure:

1. The Windsor-Essex Catholic District School Board's "School Climate Survey" Results. Both the Board-Wide results and the St. John the Evangelist results.
2. Submission to the Standing Committee on Social Policy Re: Bill 177, the Student Achievement and School Board Governance Act, 2009
3. Rural Schools and Educational Reform: Should we Keep Rural Schools Open? A Review of the Literature, University of Guelph

VALUES OF ST JOHN THE EVANGELIST SCHOOL

VALUE TO THE STUDENT

- Integration of special needs students with other students fosters acceptance from their peers. We do this extremely well at SJE.
- Safety of students is of utmost importance, students are well known by families within our school, as we are a close knit community, everyone looks out for each other
- At St John the Evangelist our religion and faith are of the utmost importance. 53% of our students state they feel connected to their community by celebrating their faith. 53% may not seem like a large number, but only 30% of the rest of the board's respondents can say the same. This year, at Holy Names only 16 out of 35 kids (45%) are going on to Catholic secondary education, at St John the Baptist they report only 50% go on to a Catholic secondary school. We at St John the Evangelist are proud to say 13 of our 18 students (72%) are going on to a Catholic Secondary education. We don't want that number to change by sending them on to St John the Baptist where the majority of their new friends will go on to Belle River High School and not St Annes.
- According to the boards study Safe School Climate Survey -100% of the St John the Evangelist students reported never seeing drugs on school grounds (only 58% from the rest of the board schools) , 100% reported never seeing a weapon on school grounds (only 64% at other schools), 80% say they always feel safe at school (only 39% from other schools) , 100% say they are not concerned with gangs at our school (only 44% at other schools) and 80% are proud of their school (30% at other schools). Wow, can you imagine why we don't want to give up this amazing school in this amazing community? These percentages are different from what is reported at non rural schools. We as a community feel very confident sending our children to St John the Evangelist. We do not have any fears for their safety while they are in the hands of the St John the Evangelist

staff. We have every confidence that their safety and well being is looked after when they are at St John's and out of our care.

- St John's has ample acreage in the school yard to facilitate outdoor play and promote physical activity
- We are located on a quiet street, with low traffic
- Afterschool child care is provided on premises
- The children benefit from school parish being within walking distance of the school
- Sacramental prep is done between church and school
- Advantage of living in a rural community
- Less bullying and more acceptance in small rural schools. According to the Safe School Climate Survey, 73% of our students state they feel like they belong in our school compared to 41% from the rest of the board, 73% state they never bully each other while only 20% of the students from the rest of the board state the same, 67% state they have never been bullied while only 32% of other students report the same, and 73% say children with a visible disability in our school are never treated differently, while only 22% of the rest of the board population can state that.
- Parish hall is easily accessed for school luncheons and social events for the students and whole family.
- According to Bill 177, the Student Achievement and School Board Governance act 2009 "student well-being is the top goal of promoting student achievement". We at St John's strive for this on a regular basis. 93% of students report that the teachers expect them to do their best in all facets of school life. 67% of the students report feeling able to ask for help if they need it.

VALUE TO THE BOARD

- Majority of graduating students from SJE continue their religious education in the catholic system. We are concerned that our

children will not want to further their catholic education into high school at St John the Baptist. As stated above, we are at 72% compared to St John the Baptist's 50%.

- Low facility index ratio of 25.2% (1 year) and 33.6% (10 year)
- A Partnership with the Town of Lakeshore which encourages more municipal participation and joint use agreements to create community hubs would financially benefit the board while also benefitting the community.
- According to research published in 1997 Rural Schools and Educational Reform: Should we Keep Rural Schools Open? Page 6 , small rural schools have better attendance, increased enthusiasm for involvement in school activities, have higher grade averages and standardized scores, have lower dropout rates and have less problems with violence, security and drug abuse.

VALUE TO THE COMMUNITY

- Charitable donations to the community ^{to} Terry Fox Run, Canadian Cancer Society (letters ^{sent} to residents of the local nursing homes) Guatemala Hope, Essex and Lakeshore Food Bank. *As well as charitable good will with*
- New subdivision being built behind school (30 lots) allows for new children to come into the school. No school means residential house sales would be affected as people will not want their children to be bussed for long periods of time. Potential to lose children to the closer Public school.
- Outside agencies use gym on a regular rental basis.
- Evangelization *of* children, at risk with closing our school.
- We owe it to the rural communities to provide Catholic education that is accessible within our communities where ever possible.
- Encourage more municipal participation and joint use agreement to create community hubs. Partnering with the Millen Center who is currently

looking into expanding and building a new center would benefit both the board financially and the community we share.

- If we lose our school, we fear we will lose our church next. Church and school boundaries need to be the same to strengthen each other.

VALUE TO THE ECONOMY

- Pizza days support local pizzeria
- Functions at church hall support local hall, parents frequent Jim Esso's and Mini Mart when dropping or picking their kids up at school.
- Latch key program offered by the YMCA.
- Woodslee Credit Union is where our school does all its banking.

In conclusion and summary, *we* agree with the Directors report regarding the boundary review for St John the Evangelist, but we need an additional 4 years along with the allotted one year, to be able to effectively implement a boundary review that increases our enrollment and *subsequently* *balance* enrollment and number of students at surrounding schools. We feel at a disadvantage, as it is difficult to recruit new families and thus students to our school, when there has been talk for the past year of closing our doors. Many young families with new JK's *Junior Kindergarten students* feared placing their child in our school, as they were not sure if we would be around in another year. They feared their child would have to go through the acclimatization process yet again, a year later. We also feel that along with an appropriate boundary change, another answer to allow our school to stay within our strong rural community of Woodslee would be a joint use agreement with the township of Lakeshore who is looking at funding a new community center to replace the Millen Center. Partnering with the township will not only benefit the board through the extra funding it would receive, the renovations to accommodate the Millen Center would

spill into the school and only improve the facility. By partnering with the township to build the Millen Center onto the school, also shows that the board values St John the Evangelist school and would only build a positive community relationship that would serve to attract students to an already vibrant and close knit community. We also do not want to see our 106 families displaced from our amazing school, church and community. We love St John the Evangelist and all it has to offers.

Thanks again for your time.

ARC PRESENTATION

John Pettier

INTRODUCTION

I have two children that attend St. John's in Woodslee.

I have chosen to send my children to St. John's, a small rural school, because I felt they would benefit from the close knit community school environment.

According to the ARC document " It is recognized that the schools value to the student takes priority over the other considerations about the school".

In particular the value to my younger son Keegan has been immeasurable.

He has benefited greatly from being a part of the school community of St John the Evangelist.

ABOUT FX

Keegan is ten years old and a grade four student.

Keegan has Fragile X Syndrome.

Fragile X syndrome is the most common inherited cause of intellectual disabilities.

It affects 1 in 4000 males and 1 in 6000 females.

The majority of males with Fragile X have significant intellectual disabilities.

Keegan is no exception as he is significantly developmentally delayed.

Although he is in grade 4 he functions at a much lower level academically and socially.

He requires an IEP and an EA in his class with him

STAFF ACCOMMODATION

The staff at St. John's has been second to none in my son's education.

Even specialists with the school board commented to us at a recent IPRC meeting that St. John's staff and school have done a wonderful job at being inclusive with special needs students.

On many occasions the staff have gone the extra mile to accommodate Keegan`s unique needs.

In grade 3 Keegan`s teacher gave him a math textbook because she saw the very subtle cues from him that he was upset that he did not have a book like the other students in the class.

When the teacher instructed her students to take out their math books he would proudly take it out along with all the other students even though the work sheets he did were different this still made him feel included and not isolated from the rest of his class. This very simple thing meant a lot to him and to us as his parents.

When Keegan was in grade 2 his teacher took the time to find special sheets for him to practice his printing.

At first he went to a separate room to do the sheets with his EA but when Keegan was brought elsewhere this caused him a fair amount of stress as he felt he was being singled out and wasn`t part of the class.

His teacher noticed this was upsetting him and recognized that all he wanted was to be like the other children.

She then had Keegan do his printing practice in the classroom while the other students took their spelling tests.

He would trace out the spelling words and then try to print the word next to the traced word.

This helped him improve his printing skills as well as learn to spell the words.

When the end of the school year came we thanked his teacher for everything that she had done for Keegan to make him feel included and accepted.

Her response was to thank us for the honour of teaching our son and how much he enriched her life and taught her by being in her class.

These are just a couple of examples of the excellent quality of expertise that the teaching staff of St John`s possess

EDUCATIONAL ASSISTANTS

Keegan has also received exceptional support from his Educational assistants.

Over the years they have provided him with the consistency he needs as he has moved from grade to grade.

They have developed a trusting relationship with him.

This is very difficult to establish with a child with Fragile X due to their social anxiety.

This consistency and trust are two incredibly important things to a child with special needs.

They have always come up with new and interesting ways to keep Keegan engaged in learning.

They have always been able to help him through the obstacles that Fragile X has put in his way.

As parents we have been able to establish excellent communication with all of the staff at St. John's which is essential to Keegan's education.

It is our firm belief that this type of open communication is only possible in a smaller school like St. John's.

PEER RELATIONS

Keegan's peers have also been nothing short of amazing in accepting him and always including him.

When Keegan first started at St. John's developing peer relationships was very difficult for him.

Children affected with Fragile X often have extreme social anxiety and shyness.

He often sought out his big brother as a source of comfort and familiarity in a new environment.

His early interactions in playing with peers was to play along side of them and not directly with them , a parallel playing situation as opposed to an interactive playing situation.

However throughout the years Keegan has developed his peer relationships to the point where he regularly participates in the games that other children play.

It has taken almost 5 years for him to develop the type of peer relationships that many of us take for granted, that are so easily formed both as adults and as children.

When my wife and I attended Keegan's IPRC meeting we noticed it was recess so we peeked in on the playground to see how he was doing.

Keegan was playing soccer WITH the other children; passing the ball and receiving passes and even engaging in a little smack talk with them.

It was at one point during the game we heard one of the children shout out "let Keegan score!"

Keegan scored his goal and the children on BOTH sides celebrated his achievement.

This type of peer interaction would happen only in close knit community like St. John's.

In a larger school environment or a merged school environment children like Keegan would simply get lost in the crowd.

SOMETHING SPECIAL ABOUT ST JOHN'S

One of the unique things about St John's is their House League sports program.

While many schools may have this program it is particularly special at St. John's as Keegan is actively involved in the schools house league sports program not just cheering his team on but even playing in the games.

This has given him the opportunity to actively participate in organized sports.

Opportunities for children with special needs to participate in organized sports or social activities is often very limited.

Since he has been participating in house league he has gained confidence in his own athletic abilities and eagerly looks forward to his team games.

Keegan is also involved in the milk program at school delivering the milk to the various classrooms helping him to overcome his shyness.

Keegan has also won student of the month for his exceptional attitude towards the school and learning.

Because of the accepting school atmosphere and encouragement of staff and students Keegan has gained confidence to overcome his social anxiety and extreme shyness.

With help from the staff and students of St John's Keegan is growing into a more confident young man each and every day.

His classmates as well as the other students in the school have always treated him with kindness and respect and never once has he been mistreated or picked on in any way.

One of our greatest concerns is that he would not be accepted because he is "different" from other children.

This has NEVER been the case at St John's .

As the parent of a child with special needs this is always a concern for us. But at St. John the Evangelist we have never had to be concerned with this as his peers have always been accepting of Keegan and even go out of their way to include him.

Keegan has even been invited to his classmates birthday parties and for that I must give credit not only to his classmates but to their parents and for that I thank the community of St. John's for accepting Keegan for who he is right along with other children.

The relationships he has developed over the 5 years of attending St. John's are invaluable to him and to us as Keegan's parents.

As a parent of a child with special needs there is always an added sense of worry or concern that we often feel . We have never been concerned about Keegan's safety or well being while he is at school because we know that the staff and students of St John's are exceptional and that they care about our son.

LARGE SCHOOL

We would not have that sense of ease if Keegan were to attend a larger town school because we know that it would be more difficult for the staff to keep a close eye on him because there would be many more students for them to watch over.

A large school coupled with entirely new surroundings would pose many difficulties for Keegan.

With large schools comes more noise, more people, more chaos which can overwhelm a person with Fragile X.

This can often translate into negative behaviors such as outbursts or cause the child to become withdrawn.

Keegan would most likely become withdrawn .

It takes Keegan a significant amount of time to "warm up" to new people.

We are quite certain that all of the remarkable gains that he has accomplished academically and socially would be lost.

Since Keegan has been at St. John's he has blossomed , he has made friends and is accepted by his peers.

It is also a well known fact that larger schools have higher incidents of disruptive behavior and bullying.

If we as Keegan's parents are faced with the prospect of sending Keegan to a large town school vs a rural school then we will be looking for another rural school for both our children even if that means sending them to a public school.

CONCLUSION

As Keegan's parents my wife and I have had to strongly advocate for him.

Throughout his life we will have to be his voice when he is unable to speak for himself.

However, as Keegan's parents, and it is terrifying to say this, we cant give him everything he needs to succeed to the best of his abilities.

We may be able to give him what he needs for his safety and security at home and when he is out in the world with us.

We can make certain his physical and emotional needs are met at home and when he is out in the world with us.

But what is equally true, as in old African proverb adopted by a woman that many have looked up to, including myself, IT TAKES A VILLAGE TO RAISE A CHILD.

This is especially true of children with special needs.

We need the community of St. John's school to help us in Keegan's life.

This is something that parents who do not have special needs children may find difficult to grasp.

However, I can say with absolute conviction, that I can think of no other village that I would want to raise my children in than the village of Woodslee, St. John the Evangelist School and St. John the Evangelist Church!

Keep these institutions alive!

Schedule of On The Ground Capacity/Enrolment September, 2012

	<i>On the Ground Capacity</i> O.T.G.C.	Current Enrolment	<i>Goal for</i> 85% <i>area</i>	Sep/2012 Enrolment	
Holy Name	538	453	457	477	+20
St. John Baptiste	555	433	472	398	-74
St. John Evangelist	245 (221)	165	208 (188)	156	-52
St. William	584	599	496	571	+75
<i>full time</i> <i>JK 140</i>	<u>1,922</u>	<u>1,650</u>	<u>1,633</u>	<u>1,602</u>	-31

1. St. John the Evangelist Community Use Agreement:
 OTGC reduction by leasing 3 classrooms + 3/4 of the gym

- 3 x 24 = 72
- 20 x 3/4 = 15
- Total reduction 87

below
85%
slightly below

Revised OTGC 245 - 87 = 158

2. St. John the Baptiste:

- i) boundary adjustment from Rourke Line to Renaud Line
- ii) open boundary with St. William's to offer full-time kindergarten at St. John the Baptiste in September 2012 rather than waiting until September, 2014
- iii) the kindergarten enrolment is increasing for September, 2012 *20/26*

3. St. Williams:

- full-time kindergarten in 2014 will increase enrolment by 40 students
assessor

4. Cindy Prince's Report on population growth is reinforced by the rebound in single-family housing starts in Lakeshore

- number of single-family permits
 - as of April 30, 2010 - 29
 - as of April 30, 2011 - 37
 - as of April 30, 2012 - 57

most growth in Williams + Baptiste

Patchman Area

Dear Mr. Picard,

My name is Holly Ralston. My husband and I have been residents of Woodslee for 12 years. There are many reasons that we chose this small community as our home. The main reason is that we were thinking about our future children and how we both wanted them to experience a small community-based school during their elementary school years. As well, we wanted our children to be connected to the church, St. John the Evangelist. We attend mass every Sunday, where our daughter is an altar server.

We have three children. Danielle is nine years old and is a Grade 4 student at St. John the Evangelist. We also have five year old twins, Garrett and Julia who are presently in SK at SJE. When Garrett was two years old, he was diagnosed with autism. After 2 years of intensive therapy he has made many gains and was able to enter into a regular classroom in JK at SJE.

My husband and I have never been more thankful for our small community school as we were when we enrolled Garrett into JK with his sister. This nurturing and close knit environment has been instrumental in Garrett's development (both academically and socially). Our little boy struggles in social situations and it has just been in the past few months that he has finally come out of his shell and initiated social interactions with his peers. These are children that he has known since the day he started school a year and a half ago. We celebrate this gain, but also realize that it has been a long journey for our son to get to this point.

Garrett is known by everyone at SJE. He is on a first name basis with the custodian, Mr. Joe, he helps the secretary Mrs. Giesbrecht and the principal, Mrs. Prsa, by watering their plants, and he knows every teacher from JK-8. It's not just the amazing SJE staff that knows Garrett though. He is known by every student at this school. They watch out for my son, assist him at recess and socialize with him every single day. Garrett is also supported by incredibly talented and caring Educational Assistants at the school. He trusts them and allows them into his world; a world that is opening up little by little each day.

It is the combination of a small community school, a caring and devoted team of teachers, support staff and Principal, and a sense of family amongst the students that make St. John the Evangelist a perfect learning environment for any child, whether they have exceptionalities or not.

Mr. Picard, I realize that you have a very difficult decision to make about the future of St. John the Evangelist. I sympathize with the position that you are in to have to make this decision. I am asking that you give this school a chance to prove it's worth. It isn't always about the financial implication but about the impact and tremendous value this school has to our children, our community, our church and our lives.

I have never been more certain that my son will continue to thrive and come out of the shell of 'autism' if he is given the opportunity to remain at St. John the Evangelist, his home.

God bless you.

Holly Ralston

Steve Chevalier: (start with thanks + compliments to ARC committees & Admin.)

- Let me tell you a little about myself -- been a lifelong resident of Woodslee
 - both of my parents went to the "old" St. John's
 - I and several of my brothers and sisters attended the "old" St. John's
 - I was part of the 2nd set of Grade 8 graduates of the current St. John's
 - my children attended current St. John's
 - been a teacher for 34 years (interaction with thousands of students from a wide range of school across Windsor and Essex County)
 - I'd like to think that I'm capable of commenting on rural community schools
- tonite you have heard and will hear from many who will try to explain to you what a rural community school is all about -- let me share a few things:
 - unless you have been to one or your children have been part of one, it is almost impossible to truly understand this special situation
 - in no way is this downplaying what goes on in all schools, as we know there are wonderful things in all schools
 - but BIGGER is not always BETTER (as in: eliminate the small school amongst 4 schools and go with the 3 big ones) -- recent big buzz in education is differentiated instruction -- to get away from the one-size-fits-all model -- try to meet the needs of all the clientele. BUT this recommendation in a way flies in the face of this model.
 - students from rural community schools have a kind of wholesomeness that one does not find to the same degree or consistency in other schools (with 34 years of experience, I have witnessed -- a level of loyalty, respect, integrity, appreciation, togetherness, all the intangible type things that are hard to quantify BUT things that parents want for their children)
 - these type of schools have more multi-generation families, who are also key and instrumental in the local parish and the community
 - generally find some unique bonds -- Catholic School - Catholic Church -- local groups/activities (eg - Woodslee Baseball Association -- longest standing CONTINUOUS sports organization in Southwestern Ontario)
 - if our school closes, our Catholic Church could be next and it will make it extremely difficult for an organization like Woodslee Baseball (and other local service groups -- eg. Knights of Columbus) to continue --- about 100 years of continuity and history could be flushed down the drain with a single vote in about 1 month !!!!!

I'm holding out hope that all trustees will see a value in keeping a small rural community Catholic School (and subsequently more than likely ensuring the survival of a rural Catholic Church -- particularly at a time when the Bishop is looking for ways to attract new members to our parishes and/or welcome those that have drifted away)

BUT we all know that the most important question is:

- "at what financial cost?"
- where is that cut-off?
 - ❖ several thousand \$\$?
 - ❖ several hundred thousand \$\$?
 - ❖ several millions \$\$\$?

What is the savings to close our school?

- ✚ the report addresses this quite thoroughly, although I believe some of the numbers could be somewhat misleading (for example: \$750 000 appraisal for St John's building and property -- it is just that "an appraisal" -- it's a # to hang your hat on -- who would pay this amount of money for a building in a community that was just dealt a death blow?)

BUT, there are also other QUESTIONS that do need to be asked and answered, since the report seems to give the impression that all 156 students will be retained:

- how many students will be retained if the school closes?
 - based on comments at the ARC meetings and signatures on the petition, it does not appear that 100% is the answer (some scenarios are provided below)
- at a time when WECDSB is bleeding the loss of students, is the risk worth it?
- at time when enrolment has been progressively dropping, we should ALL be doing everything in our power to retain students and/or recruit students
- if lose school + lose church = potential loss of an extremely loyal contingent of families to the Catholic system (once lost, will they ever come back?? what about their neighbours?? what about their relatives??)

so here's some realistic Scenarios: (I don't profess to know everything about the funding formulas, but I can at least give some ballpark figures based on the current per pupil funding)

- 1) IF a conservative 70% are retained -- immediate loss of in the range of \$3/4 million pupil funding
- 2) IF a loss of 10 students/year (in the long term) -- this equates to about \$1.5 million shortfall in pupil funding / year long term
- 3) large % of students who attend St John's historically go to one of our Catholic High Schools
 - I do not believe that the same can be said for the large schools that the Woodslee kids have the opportunity to attend if this recommendation passes (St John Baptist?? or Holy Name??)
 - so if we assume that the board can retain 70% of the St John's students (go to St John Baptist and/or Holy Name) -- if they follow the historical retention rates of those schools into Catholic High Schools -- equates to \$0.25 - \$0.5 million shortfall in pupil funding / year long term

I do realize that all these numbers do not represent net amounts, as they will be offset with reduction of teaching staff, support staff, maintenance staff, closing of more schools,

But hopefully this is not what anyone wants to see. If so, we might as well start to put the nails in the coffin of our local Catholic system -- because if bigger is actually better -- then we might as well be promoting ONE PUBLIC system

So I guess to wrap up:

- ✚ Is all this worth the gamble at this point?
- ✚ Is this recommendation that definitive at this time?
- ✚ Are the savings that significant to rip a community apart?

But when the BIG Wheel of Bureaucracy gets rolling -- it's tough to stop !!!

It's sometimes too easy to think of the little people as faceless individuals who should sacrifice for the good of the system. But I'm hoping that for now, you will vote to defer the recommendation beyond the one year window in the current recommendation.

Good evening Director, Madame Chairperson, Trustees and members of Senior Administration. My name is Sara Broderick and I am serving as Chair of Annunciation school's parent's club and I have four children that currently attend Our Lady of the Annunciation School and another that graduated and now attends St. Anne's High School.

During this ARC process, one theme has remained constant whether we are examining the Value to the student, the Board, the community or the local economy. This theme is the importance of the availability of English speaking Catholic education to our families.

As parents, we know that we are the first teachers for our children in the ways of faith. However, as parents we rely on help from our parish and our school. Through a child's early years the seed of faith is planted and then nourished through the partnership of family, church and school. The special ministry of a Catholic school is precisely to support parents in fulfilling their mission of being the first evangelizers of their children. What makes a Catholic school different from a public school? It seems simple and obvious on the surface but its meaning is very deep. A Catholic school is a Christ centered school where every lesson and teaching is based on the teachings and life example of Jesus.

Catholic Bishops regard Catholic schools as "an essential ministry of the Catholic Church", one that serves, first and foremost to enhance the spiritual enlightenment of our students through the teaching of Catholic doctrine and through the formation of a Catholic community. The students at Our Lady of the Annunciation School enjoy a close relationship with our Parish Priest, Father Bob and with Jamie Souilliere our Pastoral Assistant. We are fortunate that in addition to our school masses, Liturgies of the Word and the celebration of the sacrament of reconciliation, Father Bob and Jamie are frequent visitors to our school to talk with the students about the gospel teachings. This connection which is forged between our parish and our school community strengthens the bond students feel when they attend Sunday mass. Our children are very familiar and comfortable with our priest and support people. Most importantly, the message

of Christ's life and teachings are brought to our students in a supportive communal setting where they are encouraged to live the values of Christ.

Our school masses are also attended by members of the community and are followed by an all school luncheon in the Parish Hall. It is wonderful to hear from the community about how well our students participate in the mass and how well behaved and respectful they are during mass. Ultimately, the community is bonded together and is strengthened because the celebration of mass with our Parish Priest, our school community and the greater community takes place within our community and not in a distant place after a long bus ride among strange faces.

Sacramental preparation for our grade 2 students is occurring at school and at church. During the year, on a number of occasions our students are recognized at the beginning of mass and invited to participate in a class during the Sunday mass which is instructed by our pastoral assistant and his wife. Our students are not only receiving instruction about what the sacrament signifies but the student has the support and prayers of the community. The school and Church communities are so tightly woven that most know each other by name. Since the school and church work closely together and because there is the strong community support, students begin to develop their own spirituality and build a closer relationship with God.

Our children just took part in several activities to celebrate Catholic Education week. The theme was "walking in the light of Christ" and they were given the message to go out and be the light to those around them. They delivered messages of encouragement to the community including the nursing home. A par liturgy was followed by a picnic in the school yard and it was attended by parents and grandparents. Another exciting event was a night time BBQ prepared by our Knights of Columbus followed by a presentation by Carol McCloud who is an award winning author of "Have you filled a Bucket Today?" This event was very exciting for our school community. The theme of the book was consistent with the message of Christ's life; be a "bucket filler" which means

to do good deeds or to be nice to others and by filling someone else's bucket you are filling your own.

If English speaking Catholic education does not exist in our end of Essex county, then the strong connection between a school of the English Catholic Board and an amalgamation of four former parishes of the diocese in the new Visitation Parish will be broken and disbursed. The absence of a Catholic school that services 4 former parishes would be against the mission of the school board. It is unrealistic to assume that if our school were to close that the parents of our community would be able to choose another English Catholic School in another community over their parish, other school options in the area and the sense the Board has essentially abandoned their end of the county. The faith development of our students, the future of the catholic school board as well as the Catholic Church will be at serious risk. The ground work for strong, values oriented Catholic adults is being developed right now in our students. In order for this development to continue, community, school and church must work in unison.

While our community is aware that the Catholic Church and the Board has gotten smaller and there is a need for the restructuring of resources, there is no need for absolute surrender in our corner of the county. Instead, the Board should revitalize its existing resource, Annunciation School, or consider its options in renewing its presence in a new building with consideration of combining efforts with another board to ensure that Catholic Education is available in our corner of the county.

Questions which have been frequently asked questions include: If the school closes where will our children make their sacraments? Will they celebrate the sacrament in our church or one in a neighbouring town? How and who will prepare them? This connection is being threatened. We can't afford for individuals to be lost in the cracks, we need to have a solid and unified front that English speaking Catholic education is important and we will do what is necessary to preserve it in our area.

As such, the Committee representing Annunciation school agrees with the Director's report. Since we are operating at above 100% capacity, Our Lady of

the Annunciation school is receiving full funding to cover all of its expenses. The Annunciation committee also appreciates that the Director recognizes our school's unique boundary and more importantly agrees that English-speaking Catholic education should be preserved in our community. Therefore, the committee representing Annunciation believes that the Board should keep Annunciation open and consider all realistic options to maintain the Board's presence in our corner of the county.

My Name is Bev Vanier and I am a parent from Our Lady Of the Annunciation School and I am a member of the ARC.

Last October, when the news had been released that our school was going to be part of an Accommodation Review Committee, initially fear took over. We as a school community became afraid of the unknown, and our children began to express their concerns. People at church would stop and ask, "what's happening to OLOA?"

For the first time we as a community began to have conversations about what we would do? What would be best for our children? And the same thoughts kept surfacing...there was a consensus that we have a good thing going here, and it brought forth the question; what do we have to do to keep it.

Yes we understand that we have a 3 grade split this year, and that our school is an aging building. We also understand that the Board of Trustees have a large responsibility to make cutbacks and school closures will be inevitable.

OLOA has instilled life lessons not only in our children but in us as adults as well, a faith driven compass that has our hearts set on the positive and this direction of thinking has been our first priority throughout this entire journey.

We feel that by the director's report, he heard the message that we were trying to convey.

Our school is unique.

Yes our school may be smaller in size and enrolment, but our school is 100% capacity, which is ideal for the school board. Even with a large grade 8 class graduating, we will still remain at 100%.

We know that our geographical location is uncharacteristic to others in the school board. Lake St. Clair to the North and Chatham-Kent to the East, OLOA services English Catholic education to a very large area and that is worth preserving.

Our justification in our recommendations for our school was renewed during our JK kindergarten registration when more than half of our registrations were new families to our school, not just returning families.

People in the community see how incredible our students are, how prepared our graduates are here at OLOA, and even during such uncertain times, people still chose catholic English speaking education because they too believe that what we have going here is a good thing.

It is with great respect to the director that we acknowledge his recommendation. We see the potential for the Boards approval, regarding OLOA remaining open while the board pursues a partnership with the French Catholic Board and/or another neighbouring Catholic Board, and a wait the approval of funding from the

ministry of education for a new rural school building, constructed preferably near the new Visitation Church in Comber.

We hope that the Ministry of Education would consider, and the Board actively pursue Community use of Schools, and that the new school location be chosen as a *priority school*.

The location of the church and the possible new location of the school, has access to the 401 highway, CR 42, 46, 8 and 77, this can all be done with ease leading to many surrounding underutilized areas such as the Township of Lakeshore, Leamington, Essex and Chatham-Kent.

We encourage the board to possibly select this location to be an Ontario Early Learning Years Center. Having a program like this in our community could be very beneficial for our parents and caregivers, enabling them to:

- take part with their children in a range of programs and activities
- get answers to questions they might have about their child's development
- get information about programs and services that are available for young children and their families
- talk to early years professionals, as well as other parents and caregivers in the community.

At OLOA the Latch Key program is very successful and interest has been shown for programs that could be added to help in young child development. The Stoney Point area is currently underserved by a publicly funded

daycare. The nearest publicly funded daycares are Belle River's Sunshine Daycare and Tilbury's Tilbury Tots Daycare. A benefit to the new school for having an in school daycare service is simply a natural progression for young children to want to enroll in a kindergarten program where they all ready feel like they belong.

The Ministry of Education has other programs that are being utilized across the province and we would like to explore the idea and the benefits of a Parenting and Family Literacy Centre. This program currently exists within the GECDSB and other locations in the province but not currently in our Catholic Board. This program could offer Parenting and Family Literacy support to prepare children for starting school and encourage families to be a part of their children's learning by:

- Helping children build essential literacy and numeracy skills through stories, music, reading and playing
- Encouraging families to engage in their children's learning
- Giving children and families the chance to spend time with other families
- Linking families with appropriate community resources for special needs, health and other related services.

The centre staff will work closely with kindergarten teachers to ensure a positive and welcoming learning environment that will help prepare children from babies up to six years of age for school. The centres are free to attend and no pre-registration is required.

These types of programs are implemented across the province, and I believe that if we have purposes for people to use the school, it's more likely that the communities' use of the school would increase.

Lafa, Lakeshore Academy of Fine Arts, run by Sarah Ilijanich. Is interested in a joint use agreement, should the new school facility have a drama area and stage. She has produced many musicals and plays over the years and has rented such venues as The Capital Theater, Walkerville High School, and The Puce Rec Centre. She has been looking for a location that Lafa could call home in the Lakeshore area.

We also believe that the exploration of a dual track or french immersion school be considered for this new location. Pointe Aux Roches is a French town, and there are two French Catholic grade schools within our boundary area, école st. paul and école st. ambroise.

The Ministry of Education has stated that future and possible merges with different schools is a possibility. Building a new rural school that is dual track or French immersion might be an opportunity for the WECDSB to implement some of these changes the Ministry of Education would like to see done, here in our area.

We understand that changes will be being made across the province and not just in our area. We do hope that given our unique location and the large boundary area that OLOA services English Catholic Education to, that compass of faith has guided us in the right direction, fear is no longer taking over our thoughts. We are hopeful

that our future years could possibly bring forth even greater tomorrows. We already know greatness, because our lives are rooted in faith. But what we have learned is that the potential that is in front of us, could be incredible. We thank you the Board of Trustees for the considerations you have given to OLOA, and a special word of thanks, to administration for the work and time that has been given to our school. And for seeing what we see "the gem of a school that we have."

Good evening to the parents, and trustees assembled here tonight. My name is Karmel Brockman. I am a mother whose son attends grade 8 at Our Lady of the Annunciation School. Tonight I will be addressing the topic "value to Student"

The children at Our Lady of the Annunciation School are very privileged. They learn and grow in a nurturing, stable yet challenging environment much similar to that of a family.

Our student's needs are met on every level whether spiritual, intellectual, emotional or social. The staff has been at our school for an average of 11 years and is truly committed to the complete development of each and every student. This continuity allows for easy transition from grade to grade. While many schools can boast about their ~~large staff size~~, the intimate setting of our school allows teachers to interact and consult with one another on all issues regarding a child. As a result, each child's progress is fully evaluated and having some children "falling through the cracks" as it were is a non issue here. Adjustments to enhance performance and progress are made quickly and efficiently.

The students at O.L.O.A are a tight knit group. The older students not only look out for the younger students but they also feel the responsibility to be good examples for them. Recently, the students had Track and Field day at St. Anne's High school. During the races, the students not only cheered each other on but when there was a primary or junior student having difficulty finishing the race, an older, intermediate student jumped in and ran the rest of the race with them. Our grade 8 students just returned from their trip to Muskoka Woods. At recess, the grade 8's are teaching students from JK to grade 7 how to perform some of the activities the grade 8's learned in Muskoka. It is wonderful to see the whole student body having fun together. The consistent interaction between the various groups of children promotes each child's development in their own way. Older students learn responsibility and are less self-absorbed while the younger students have role models. This type of interaction between the grades creates a very tight knit school community.

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The spiritual development of the children is nourished through the everyday teachings of the gospel within the classrooms. It is also a priority of the P.A.C to bus the children to Visitation Parish several times a year. This is a priority because it is very important for children to have the experience of celebrating mass in a church and not in a gym. Realistically, for some students, it is the only time they are able to attend church. These experiences are important to plant the seeds needed to become active Catholics as they get older. Each celebration is followed by an all school luncheon. Our size enables us to break bread together as a family. The older students partner up with the younger students to help them fix their meal. The students take a very active role in preparing and carrying out parts of the masses at Para liturgies through reading, serving, music, and the like. I cannot think of a better way to teach our children to "walk in the light of Christ".

The academic needs of our students are not just met but are exceeded. Teachers have the opportunity to customize their teaching to the child's ability and learning style. This type of individualized teaching does not make a child feel singled out but rather allows them to work at their own pace and to enjoy success when achieving their own goals. Don't think that just because Our Lady of the Annunciation is a small school it lacks the latest technology. On the contrary. Our staff and students have access to I Pads, I books, smart boards, levelled books, math manipulatives, musical instruments, workbooks and many other current and up to date learning tools. Even at the JK level, students are exposed to programs on the I pad and are bringing home books and reading them nightly. Our unique size allows us the opportunity to provide a variety of learning tools enabling our children to tap into all types of learning styles while preparing them for the technology of the future.

The children enjoy a balanced school life with a very active and successful athletic program. In spite of its size, the athletic teams compete successfully against similar sized schools as well as larger ones and have even won high school feeder tournaments. There are always more than enough students to field each team both boys and girls and the coaches are often commended on the good behaviour of the students. One of the advantages of being at a small school is that the whole student body is encouraged to participate on the sports teams. Many of our students have been on the "senior" sports team for a longer length of time due to small class sizes and therefore have an advantage over other larger schools who cut players to keep the team size manageable. It is not uncommon to have a senior team comprised of grades 5 through 8 and yet still be successful against a team of only grade 8 students. It is because of this encouragement that our athletes go on to being successful at the high school level of sports programs.

Ultimately, our children are well provided for and are nurtured all through their elementary years. The family style learning environment makes our children feel safe and secure. Speaking as a mother who has had two sons graduate and a third son to graduate from Annunciation this June, my boys entered high school with confidence and were well prepared and adjusted to succeed at the academic level in secondary school.

Our Lady of the Annunciation school should be celebrated and preserved. I am pleased to read that our Director agrees with the need for English speaking Catholic education in our area and that he is willing to investigate ways to expand it. Please keep rural English speaking Catholic education alive in our corner of the county.

BOARD PRESENTATION RE. ST. JOHN THE EVANGELIST SCHOOL

**FR. DAVE BOUTETTE
MAY 17TH, 2012**

I would like to begin by expressing my appreciation to the Director and his staff for the respectful and thoughtful response to the ARC Committee's recommendations and to much of the public input provided. And I am also glad to have this final opportunity to speak on behalf of St. John the Evangelist School and its future.

This school has had a very close and supportive relationship with me over the last seven years, with the church that sits beside it, and with the parish as a whole. I cannot think of another school with which I've been associated that has had a better rapport with me, and whose teachers as a whole have had more dedication to the faith development of their students.

You have already received a submission from Fr. Michael Ryan, an educator for most of his priestly life who lives in retirement with me in Woodslee. He spoke eloquently of the Catholic principles of social justice that come into play here, chief among them one that prioritizes the good of a community and its children over purely bottom-line concerns. For my part, I will simply express my belief that the price of closing this school, even a year from now, will be too high to pay.

I'd like to give you a small example of what I mean by this. A rather young mother who worked at the Board office had an opportunity earlier this year to address us at a deanery meeting held at the Board office. Our director joined us a little later at the same meeting but may not have been present for what she told us. This woman touched our hearts as she spoke of being drawn to the Catholic faith and eventually becoming a Catholic through the influence of her own little girl. A wonderful Catholic primary teacher had brought that little girl alive to her faith and she in turn sparked the latent faith of her own mom, a mom who was now working for our Board; sadly, she no longer does. But wherever she is working now she will bring the light of her faith.

That's evangelization, pure and simple. But we're about to throw away the opportunity for that sort of thing to go on if we let this school go. I've no doubt it can happen and does happen at other Catholic schools whether they are in Belle River, Essex or wherever they are. The question is, how many of *our* children will end up there as opposed to another option? And I have good reason to fear that option will be the public school system. And the Board needs to consider how many who do end up at St. John the Baptist or Holy Name of Jesus will end up in Catholic high schools in anywhere near the proportion that St. John the Evangelist students do.

These days a Catholic Board (and *a fortiori* our own Board) needs all the friends it can get. It needs to solidify its rural base, not alienate it.

Granted our parents don't always have all the facts to explain the incongruities they have seen. Nonetheless, what are their perceptions? They've seen buses headed down their own very roads to their preferred school of St. John's while their kids have been forced to go to town or provide their own transportation. When French immersion was introduced at St. Mary's in Maidstone, they've seen the English-programmed kids of that area re-zoned for Holy Name of Jesus rather than for St. John's. They've seen other Boards in Ontario maintaining schools far smaller in population. They've seen the French Separate Board in no hurry to amalgamate or close its small rural schools in this area. In fairness, it must be said that the Board and its administration deserves credit for funding an earlier introduction of all-day, everyday SK and JK for St. John's as well as considering the possibility of altered boundaries now.

Finally, I'd like to address what the loss could mean to the parish of St. John's and to the Catholic faith of the Woodslee area. To do that, I need to first describe the population we find at Mass on Sunday. We all know that numbers of practising Catholics are down everywhere and rural parishes are no exception. But I have remarked, as have many others at the number and percentage of young families, teens, children and young adults you will find at St. John's – a phenomenon you will not often find in other non-rural churches. In some respects it reminds me of those Dutch farming areas north of London. (Too bad more of those Dutch families didn't settle to farm here because they often have 6, 8 or even 10 children). It's difficult to single out any one factor in this but two things strike me. One is the generational factor. The faith and its practice has become part of the fabric of people's lives and seems to have been passed on successfully in many cases and particularly since more recent generations have chosen to live in the same community as their parents and grandparents. It also strikes me that here a rather larger proportion of men and fathers ~~are~~ seem to take their faith and its practice seriously. And studies have shown how influential a father's practice of the faith can be. Even some of the newer Woodslee families that are not Woodslee natives have either come with the same spirit or absorbed it.

What will be the likely scenario with the loss of the school? Certainly one of the first concerns young parents have when they move to an area or even remain there for generation after generation is whether there will be a school accessible to them within their own community. I'm afraid the loss of the school will soon mean the loss of families, and the loss of families will eventually mean the loss of the parish, and with the loss of the parish the loss of a whole culture of faith.

In my view it is a culture that a Catholic Board should do all in its power to preserve.



1325 California Avenue
 Windsor, ON N9B 3Y6
 CHAIRPERSON: Barb Holland
 DIRECTOR OF EDUCATION: Paul A. Picard

Meeting Date: May 22, 2012

BOARD REPORT

Public **In-Camera**
PRESENTED FOR: Information Approval
PRESENTED BY: Senior Administration
SUBMITTED BY: Paul A. Picard, Director of Education
 Jamie Bumbacco, Executive Superintendent of Human Resources
 Patrick Murray, Superintendent, Human Resources
 Colleen Norris, Manager of Human Resources & Policy Development
SUBJECT: **ADMINISTRATIVE STAFF REPORT**

RECOMMENDATION:

That the Board receive the *Administrative Staff Report* on hiring, retirement and resignation of staff dated May 22, 2012 for information.

SYNOPSIS:

BACKGROUND COMMENTS:

FINANCIAL IMPACT:

TIMELINES:

APPENDICES:

- Administrative Staff Report dated May 22, 2012

REPORT REVIEWED BY:

<input checked="" type="checkbox"/> EXECUTIVE COUNCIL:	Review Date:	May 14, 2012
<input checked="" type="checkbox"/> EXECUTIVE SUPERINTENDENT:	Approval Date:	May 14, 2012
<input checked="" type="checkbox"/> DIRECTOR OF EDUCATION:	Approval Date:	May 14, 2012

May 22, 2012

**Windsor-Essex Catholic District School Board
Administrative Staff Report
Public**

Employee Name	Position	Date
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HIRING**RETIREMENT:**

Bachetti, Antonella	Elementary Teacher	June 30, 2012
Bossio, Catherine	Elementary Teacher	June 30, 2012
Caza, Rene	Utility/Maintenance	August 31, 2012
Comartin, Denise	Elementary Teacher	June 30, 2012
Desjarlais, Tom	Courier	August 31, 2012
Hudak, Leah	Elementary Teacher	June 30, 2012
Innocente, Norman	Secondary Teacher	June 30, 2012
Lawson, Ron	Custodoan	August 31, 2012
Lesperance, Jo-Anne	Educational Assistant	June 29, 2012
Melito, Anna Maria	Elementary Principal	June 30, 2012
Pavlovic, Pauline	Elementary Teacher	June 30, 2012
Prantera, Lucia	Elementary Teacher	June 30, 2012
Ratushney, Joseph	Elementary Teacher	June 30, 2012
Shaw, Harold	Utility/Maintenance	May 31, 2012
Villalta, Marilyn	Elementary Principal	June 30, 2012

RESIGNATION:



1325 California Avenue
Windsor, ON N9B 3Y6
CHAIRPERSON: Barbara Holland
DIRECTOR OF EDUCATION: Paul A. Picard

Meeting Date:
May 22, 2012

BOARD REPORT

PRESENTED FOR: Public In-Camera
Information Approval

PRESENTED BY: Senior Administration

SUBMITTED BY: Paul A. Picard, Director of Education
Mario Iatonna, Executive Superintendent of Business

SUBJECT: 2012 CAPITAL PLAN

RECOMMENDATION:

That the Board approve the 2012 Capital Plan and that the identified capital priorities and business cases be submitted to the Ministry of Education by May 31, 2012; and

That the actions prescribed in the Plan proceed immediately as follows:

Catholic Central Secondary School

- Secure funding from the Ministry of Education for the construction of a new school building opening in 2015-16 to replace the existing aging building, which is prohibitive to repair and which no longer provides an appropriate learning environment for students.

St. John Catholic Elementary School

- Secure funding from the Ministry of Education to retrofit the Catholic Education Centre to facilitate the relocation of the entire student population to that site for the 2013-14 school year.

SYNOPSIS:

The Board's Capital Plan was last updated in 2011. The Ministry of Education has requested all school boards to update their capital plans and to submit their capital priorities to the Ministry by May 31, 2012, including business cases for the projects expected to open by the 2015-16 school year. This report provides information regarding the Board's capital priorities and recommends approval for submission of the priorities to the Ministry.

BACKGROUND COMMENTS:

On March 29, 2012, the Ministry of Education announced that up to \$350M will be available for school board capital priorities expected to open by 2015-16. The Ministry will be

reviewing capital priority funding requests in order to determine how to allocate these funds. School boards have been asked by the Ministry to submit funding requests and associated business cases by May 31, 2012.

Boards have the opportunity to identify up to 30 capital priority projects, but only the 10 highest priority projects will be considered for funding. The Ministry is asking school boards to focus on their highest and most urgent accommodation priorities that meet one or more of the needs noted as follows:

Accommodation Pressures: Scenarios where enrolment is projected to persistently exceed capacity at a school or within a group of schools.

Facility Condition: Projects that involve the replacement or major retrofit of schools that have high renewal needs relative to the cost of an appropriately sized new facility.

School Consolidations: Projects that enable the reduction in excess pupil place capacity to better focus resources.

As part of ongoing practice, the Ministry reviews the availability of space in neighbouring schools, in both elementary and secondary panels, when assessing business cases. The capital priority funding does not apply to projects previously funded by the Ministry or the school board, projects that should be funded through School Renewal and projects that are solely intended to meet Full-Day Kindergarten requirements.

Based on the above parameters, the proposed 2012 Capital Plan has been developed and is attached. It is being recommended that the Plan be approved and that the Plan and required business cases be submitted to the Ministry of Education by May 31, 2012.

FINANCIAL IMPACT:

This is provided in the attached 2012 Capital Plan document.

TIMELINES:

The 2012 Capital Plan and associated business cases for projects to open by 2015-16 are due to the Ministry of Education by May 31, 2012.

APPENDICES:

2012 Capital Plan

REPORT REVIEWED BY:

<input checked="" type="checkbox"/>	EXECUTIVE COUNCIL:	Review Date:	May 14, 2012
<input checked="" type="checkbox"/>	EXECUTIVE SUPERINTENDENT:	Approval Date:	May 14, 2012
<input checked="" type="checkbox"/>	DIRECTOR OF EDUCATION:	Approval Date:	May 14, 2012



2012 CAPITAL PLAN

1. INTRODUCTION

At its meeting held on January 25, 2011, the Board approved the 2011 Capital Plan, which confirmed the Board's single and highest priority being the consolidation of the existing St. Bernard (Windsor) and Our Lady of Lourdes Catholic Elementary Schools in a new school facility. Following submission of the 2011 Capital Plan to the Ministry of Education, the Ministry approved funding for the single project. Design of the new facility is currently underway and construction is expected to commence in the fall of 2012.

Pursuant to a request from the Ministry of Education by memorandum dated March 29, 2012, the Board's Capital Plan has been reviewed and updated to ensure that planned projects intended to be opened and operating before and by the 2015-16 school year are reflected. This 2012 Capital Plan along with updated business cases to be developed for the Board's top capital priorities for funding consideration are to be submitted to the Ministry by May 31, 2012.

2. ACCOMODATION CRITERIA

A number of items have been identified that are impacting on the future capital needs of the Board and these are summarized as follows.

2.1 Enrolment

- The Board continues to experience an overall decline in enrolment with only isolated areas of growth.
- The long term trend is for overall enrolment to continue to decrease over time.
- The lag in the recovery of the local economy is further exacerbating the enrolment forecast.

2.2 School Utilization

- Overall utilization of schools has also been in decline with approximately 40% of schools currently below the 85% Ministry threshold when funding is reduced.
- The future trend is for overall utilization of available capacity to continue to decrease over time.
- The lag in the recovery of the local economy and its resultant impact on enrolment is further exacerbating school utilization.



2.3 Operations & Renewal

- While the Board has a significant number of newer buildings, school operations and school renewal needs are expected to increase over time as facilities age and as the cost of maintenance continues to escalate.
- There is an ongoing need for the Board to protect the investment in its facilities by implementing timely maintenance and renewal.

3. CAPITAL PLAN CONSIDERATIONS

Previous discussions with the Ministry led to the recommendation of a phased approach to the implementation of capital projects extending over several years. This is necessary for a number of reasons as follows.

3.1 Accommodation Review Process

- Significant efforts are needed to ensure adherence to the Board's approved accommodation review process.
- Public consultation is an essential component of this process and the required timelines are necessary to ensure appropriate public input.

3.2 Funding

- The Board's ability to fund all of its capital priorities is contingent on approvals of grants from the Ministry.
- Upon consideration of each board's updated capital plan, the Ministry will determine the timing of funding for projects, noting that the Ministry has previously suggested a multi-year phasing of projects to be prudent.

3.3 Projections

- The projection of enrolments into future years is being complicated, not only by known changes in birth rates and immigration patterns, but also by local economic factors.
- Whether the economic trend will continue is uncertain, however a multi-year implementation of projects will allow for adjustments to be made, if necessary, based on how all of these trends play out into the future.



4. CAPITAL PLAN PHASING

Based on the noted criteria and considerations, the recommended phasing of the capital plan, not including any recommendations that may arise out of current and future accommodation review processes, is provided as follows:

4.1 Windsor – South Central

2015-16	Secure funding from the Ministry of Education for the construction of a new school building opening in 2015-16 to replace the existing, aging Catholic Central High School building, which is prohibitive to repair and which no longer provides an appropriate learning environment for students.
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4.2 Windsor – West

2013-14	Secure funding from the Ministry of Education to retrofit the Catholic Education Centre to facilitate the relocation of the entire student population of St. John Catholic Elementary School to that site for the 2013-14 school year.
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4.3 Miscellaneous Projects

Post 2015-16	Construct an 8 classroom addition at Holy Names Secondary school to replace portables.
	Construct a 9 classroom addition at existing St. Anne French Immersion site to replace portables.
	Construct a 4 classroom addition at St. Peter to replace portables.
	Construct track and football field at Holy Names Secondary School.
	Construct a new LaSalle Elementary School, if and when enrolment warrants.



5. CAPITAL PLAN PROJECTS AND COSTING

PROPOSED SCHOOL YEAR OPENING	PROJECT	ESTIMATED COST (\$)
2015-16	Construct a new high school to replace Catholic Central.	35,000,000
2013-14	Retrofit the Catholic Education Centre to accommodate students from St. John (Windsor).	1,500,000
Post 2015-16 (To Be Determined)	Construct an 8 classroom addition at Holy Names Secondary School to replace portables.	4,000,000
Post 2015-16 (To Be Determined)	Construct a 9 classroom addition at St. Anne French Immersion to replace portables.	4,500,000
Post 2015-16 (To Be Determined)	Construct a 4 classroom addition at St. Peter to replace portables.	2,000,000
Post 2015-16 (To Be Determined)	Construct track and football field at Holy Names Secondary School.	2,000,000
Post 2015-16 (To Be Determined)	Construct new LaSalle Elementary School.	13,000,000
	TOTAL	\$62,000,000

Note: Cost estimates are for planning purposes only. Specific funding to be determined by Ministry of Education at time of approval.



1325 California Avenue
Windsor, ON N9B 3Y6
CHAIRPERSON: Barbara Holland
DIRECTOR OF EDUCATION: Paul A. Picard

Meeting Date:
May 22, 2012

BOARD REPORT

Public **In-Camera**

PRESENTED FOR: Information Approval

PRESENTED BY: Senior Administration

SUBMITTED BY: Paul A. Picard, Director of Education
Jamie Bumbacco, Executive Superintendent, Human Resources
Colleen Norris, Manager of Human Resources and Policy Development

SUBJECT: **POLICY DEVELOPMENT AND REVIEW –
DRAFT POLICY H: 03 HIRING AND PROMOTION**

RECOMMENDATION:

That the Board approve, in principle, Draft Policy H: 03 Hiring and Promotion.

SYNOPSIS: Draft Policy H: 03 Hiring and Promotion, with supporting procedures, is proposed to amend and replace existing Board Policy H: 03 Hiring of Teachers, and is presented for approval in principle.

BACKGROUND COMMENTS:

Proposed Changes to Existing Policy/Procedure: There are currently two existing Board policies respecting hiring of Board employees; Policy H: 03 Hiring of Teachers, which was approved August 25, 1998 and amended January 12, 2010, and Policy H: 05 Hiring Procedures – Administrative and Support Staff, approved August 25, 1998.

Source and Rationale for the Proposals: A policy working subcommittee completed a review of the Board's current hiring policies and procedures in an effort to develop a comprehensive hiring and promotion policy that is open and transparent, and that governs all Board employee groups. Out of that review, recognizing the value of public input in the development of this particular policy, a draft policy was brought to the Board on February 14, 2012, as information, inviting stakeholder input.

The proposed Draft is intended to replace the existing two hiring policies. The policy working subcommittee has developed two separate administrative procedures; Draft Pr H: 03A Procedures for the Hiring of Teachers and Draft Pr H: 03B Procedures for the Hiring of Administration and Support Staff in order to implement hiring processes unique to each group of employees that incorporate and comply with the overriding guiding principles

of the draft policy. These procedures, as well as the draft policy, were forwarded to Union and Association representatives, Principals and Vice Principals, and Managers/Supervisors on March 22, 2012 and have been posted to the public website since that time, with an invitation for input.

Results of Public Consultation Process:

From input received, additions were made to the draft policy, as highlighted by underlining within the draft.

The working subcommittee received the following suggestion from the Ontario Elementary Catholic Teachers Association (OECTA) Elementary Representative, which was endorsed by the OECTA Occasional Teacher Unit:

“If the intention of the Board is, as reported in the Windsor Star, to make the hiring of teachers more transparent and to reduce the perception of nepotism, the local OECTA Elementary unit endorses that teachers are hired only from the WECDSB's Occasional Teacher list and that they be hired based on seniority. Since the Board has seen fit to hire these teachers to the Occasional Teachers list and/or the Perspective Hires list, OECTA Elementary assumes that Board Administrators have done their due diligence and have hired these teachers based on merit. The local OECTA Elementary Unit believes this process will be transparent and free from nepotism”.

The subcommittee considered this suggestion and has added language to the draft policy, emphasizing the Board's commitment to the terms of all current collective agreements with its employee groups.

An amendment has also been made to the original draft to reflect that the policy is intended to govern future hiring and promotion and not to retroactively disrupt current work assignments.

Impact On Other Policies and Procedures: The draft amended policy is consistent with existing board policy and procedure.

Timetable For Implementing Policy and Procedure: The policy shall be implemented upon final approval. The hiring processes are currently being followed. The supporting procedures shall be provided to the Board as information upon final approval of the policy.

Benefits of the Policy Proposals: A hiring policy that is consistent, open and transparent.

Risks of Policy Direction and Mitigation Strategies: – N/A

Impact on Stakeholders and Plan For Communicating the Policies: Upon final approval, the Policy will be forwarded to stakeholders.

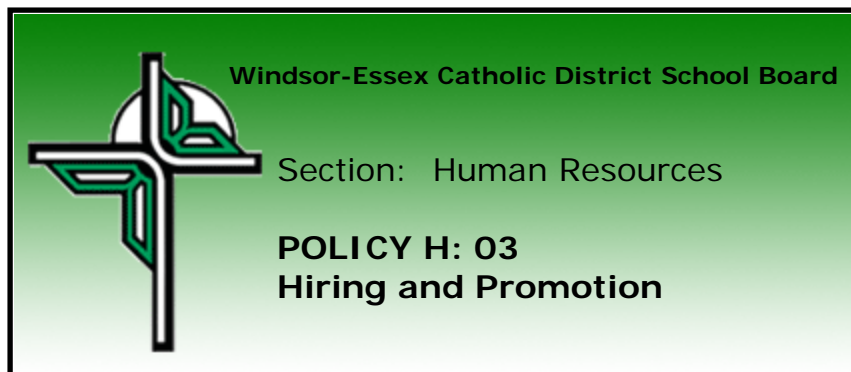
FINANCIAL IMPACT: N/A

TIMELINES: As stated above.

APPENDICES: Draft Policy H: 03 Hiring and Promotion

REPORT REVIEWED BY:

<input checked="" type="checkbox"/>	EXECUTIVE COUNCIL:	Review Date:	May 14, 2012
<input checked="" type="checkbox"/>	EXECUTIVE SUPERINTENDENT:	Approval Date:	May 14, 2012
<input checked="" type="checkbox"/>	DIRECTOR OF EDUCATION:	Approval Date:	May 14, 2012



NUMBER:	H: 03
EFFECTIVE:	
AMENDED:	DRAFT
RELATED POLICIES:	See References
REPEALS:	H: 03 Hiring of Teachers and H: 05 Hiring Procedures – Admin and Support Staff
REVIEW DATE:	DRAFT

DRAFT

1.0 OBJECTIVE:

- 1.1 The Windsor-Essex Catholic District School Board recognizes that its staff is its most important resource. The Board believes that the quality of the staff is a major component of an effective, productive system and shall make every effort to attract and retain the best, qualified personnel.
- 1.2 The Windsor-Essex Catholic District School Board considers witness to our faith as a key premise in recruiting, hiring and promoting teachers, early childhood educators, campus ministers and any other employee whose position includes dealing with students in situations involving instruction, counseling, providing guidance or imparting curriculum. The Board will strive to recruit, hire and promote such employees who are practicing Catholics and who hold the highest professional qualifications and abilities in order to maintain and enhance the quality of Catholic education in its schools. It is an expectation that Board staff who are non-catholic will respect and support the Catholic Vision and Mission of the Board and its schools.

2.0 DEFINITIONS:

- 2.1 **“Relative”** for the purpose of this policy shall include parents, grandparents, grand-parents-in-law, spouses, children, step-children, siblings, brothers-in-law, sisters-in-law, nieces, and nephews.

3.0 GUIDING PRINCIPLES:

- 3.1 The Board believes in equal employment opportunities subject to its denominational rights and shall hire staff in accordance with the Ontario Human Rights Code and Board Policy A: 14 Promoting and Supporting Equity and Inclusion within a Catholic Community.
- 3.2 The Board shall strive to provide the highest quality of Catholic educational services to the Catholic community.

POLICY H: 03 Hiring and Promotion Policy

- 3.3 The Director of Education is the sole employee of the elected Board of Trustees, and reports directly to the Board. All authority of the Board to hire staff is delegated through the Director of Education. All hiring decisions (with the exception of the position of Director), including appointments to positions of responsibility, are operational matters and therefore, are the responsibility of the Director or designate.
- 3.4 Criteria and qualifications for positions will be established in a fair and objective manner. Recruitment for positions will be done as widely as is appropriate to ensure that all qualified applicants have the opportunity to apply.
- 3.5 Promotion will be based on demonstrated ability, skill, knowledge and the expertise required to perform the duties of the position and, in the case of employees assigned to positions involving interaction with students, the spiritual commitment to promote the Catholic education system and its gospel values.
- 3.6 The Board recognizes that the needs and priorities of the system must be the primary criteria for decisions with respect to hiring and promotion.
- 3.7 The Board will not discriminate in its hiring and promotions practices on the basis that the qualified applicant is related to a current or former employee. An individual may be hired, notwithstanding the applicants relationship to current or former employees provided the following issues will be considered prior to selecting a candidate:
- a) That the employee shall not be in a direct supervisory reporting relationship to a relative (i.e. within the same department or school);
 - b) That staff do not partake in the interviews or any part of the hiring process where a candidate is a relative;
 - c) That staff who are involved in the hiring procedures and who have more than a professional relationship with the candidate (ex. Friends or a friend's relative, past or present colleague, past or present student) shall declare that relationship to the Superintendent of Human Resources. Should the Superintendent have any such relationship, he or she shall declare to the Director of Education.
- 3.8 Applications and documents of all candidates and employees of the Windsor-Essex Catholic District School Board will be maintained in a confidential file in the Human Resources Department.

4.0 SPECIFIC DIRECTIVES:

- 4.1 The Director of Education shall establish procedures for the hiring of academic and support staff in accordance with this policy.
- 4.2 The Executive Superintendent of Human Resources will ensure that the recruitment and selection procedures are administered in accordance with the requirements of the appropriate collective agreements, or the terms and conditions of employment for the non-union group. Where this policy is in conflict with a current collective agreement negotiated between the Board and any of its employee associations or unions, the collective agreement will prevail.

POLICY H: 03 Hiring and Promotion Policy

- 4.3 This policy shall not be applied retroactively to alter or disrupt any current work assignments.

5.0 RESPONSIBILITY:

- 5.1 The Director of Education and the Executive Superintendent of Human Resources shall be responsible for the implementation of this policy.

6.0 REVIEW AND EVALUATION:

- 6.1 This effectiveness of this policy shall be accessed through trustee, staff and community satisfaction measures.
- 6.2 This policy will be reviewed in the 2014-2015 policy review cycle.

7.0 REFERENCES:

Education Act Section 1 (4) Constitutional Rights and Privileges
Ontario Human Rights Code
Canadian Charter of Rights and Freedoms, Section 23
Constitution Act, Section 93
Bill 177 An Act to Amend the Education Act with respect to Student Achievement, School Board Governance and Certain Other Matters

Other related policies of the Board which support this policy are:

Pr H: 03A Procedures for the Hiring of Teachers
Pr H: 03B Procedures for the Hiring of Administration and Support Staff
H: 07 Selection Process Principals and Vice-Principals
H: 04 Criminal Reference Checks