

**OCTOBER 17, 2016**  
**COMMITTEE OF THE WHOLE MEETING**

The Waterloo Region District School Board held a Committee of the Whole Meeting this evening at 7:00 p.m. in the Education Centre Board Room, with the following members in attendance: K. Woodcock (Chairperson), C. Harrington, J. Hendry, T. Martin, S. McMillan, M. Ramsay, K. Smith, N. Waddell and C. Watson.

Trustee C. Millar was unable to attend this evening's meeting.

Student Trustees R. Barnes and H. Jamal were in attendance.

The following senior administration members were in attendance: J. Bryant (Director of Education and Secretary), R. DeBoer, M. Gerard, S. Lomax, A. Mercier, S. Miller, L. Read, P. Rubenschuh, M. Schinkel, G. Shantz and M. Weinert.

Other staff in attendance: J. Herring, N. Manning and L. Slupeiks.

**CALL TO ORDER**

Chairperson K. Woodcock called the meeting to order at 7:00 p.m.

**APPROVAL OF AGENDA**

During the approval of the agenda Trustee J. Hendry, seconded by Trustee C. Watson, moved a motion to re-arrange the agenda order to allow for the Code of Conduct report to be considered first on the agenda. The motion was lost.

1. Moved by C. Harrington, seconded by T. Martin:

**That the agenda of the October 17, 2016, Committee of the Whole Meeting be approved.**

-Carried-

Opposed  
J. Hendry

Trustee M. Ramsay abstained from voting on the approval of the agenda.

**DECLARATIONS OF PECUNIARY INTEREST**

There were no declarations of pecuniary interest.

**ANNOUNCEMENTS**

**COMMUNICATIONS DEPARTMENT UPDATE**

Communications Officer L. Slupeiks provided trustees with an update on the Communications Department coverage of recent events taking place in WRDSB schools and sites.

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Chairperson K. Woodcock was invited by the Region of Waterloo to represent the Board by participating in a community conversation to discuss ways to engage the community and to discussion community wellness initiatives.

Trustee T. Martin attended the Commencement Ceremony at Jacob Hespeler Secondary School on October 7, 2016.

Trustee K. Smith provided an invitation to trustees on behalf of J. Rodriques and L. Tremble to attend a WRAPSC Meeting on November 1, 2016, in the St. Jacobs Learning Hub. It was noted that Superintendents will also be attending this meeting. Trustees were also encouraged to attend any WRAPSC Meeting throughout the year. The meetings are held on the first Tuesday of each month at Forest Heights Secondary School.

**DELEGATIONS**

- G. Jones regarding the lack of available positions for new teachers with the WRDSB.

**POLICY AND GOVERNANCE**

**APPROVAL OF BOARD POLICY 1002 – OCCUPATIONAL HEALTH AND SAFETY**

2. Moved by K. Smith, seconded by S. McMillan:

**That the Waterloo Region District School Board approve Board Policy 1002 Occupational Health and Safety as presented at the October 17, 2016, Committee of the Whole Meeting.**

-Carried-

**APPROVAL OF BOARD POLICY 1006 – ANAPHYLAXIS MANAGEMENT**

3. Moved by K. Smith, seconded by S. McMillan:

**That the Waterloo Region District School Board approve Board Policy 1006 – Anaphylaxis Management as presented at the October 17, 2016, Committee of the Whole Meeting.**

-Carried-

**REFER TO STAFF - BOARD POLICY 6001 – CODE OF CONDUCT**

Trustee N. Waddell stated that she thought that Section 4.1 dealing with the development of school Codes of Conduct was vague and suggested the policy be referred back to staff to provide some additional detail in this section.

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4. Moved by N. Waddell, seconded by K. Smith:

**That the Waterloo Region District School Board refer Board Policy 6001 – Code of Conduct to staff to provide additional detail as discussed at the October 17, 2016, Committee of the Whole Meeting.**

-Carried-

Opposed  
S. McMillan

**APPROVAL OF BOARD POLICY 6008 – STUDENT DISCIPLINE**

5. Moved by T. Martin, seconded by K. Smith:

**That the Waterloo Region District School Board approve Board Policy 6008 – Student Discipline as presented at the October 17, 2016, Committee of the Whole Meeting.**

-Carried-

**REPORTS**

**STRATEGIC PLAN UPDATE – 2016-2017**

Director J. Bryant and Senior Superintendent L. Read provided trustees with an update on the Strategic Plan and provided additional information on the three Operational Goals for 2016-2017, in the area of Mathematics, Graduation Rates and Student and Staff Wellness.

In the area of Mathematics the goal is to increase the percentage of students achieving at the provincial standard by 8 per cent yearly. The presentation continued on implementation strategies and key performance indicators.

A schedule outlining upcoming Strategic Planning updates was shared with trustees.

Trustee K. Smith requested that trustees receive a copy of the PowerPoint Presentation and script.

Trustees thanked staff for their presentation and stated they were pleased to have operational goals in place and looked forward to future updates.

Chairperson K. Woodcock thanked staff for their hard work and dedication around the implementation of the Strategic Plan.

**2016-2017 IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEES**

Superintendent S. Miller presented this annual report to trustees for approval.

6. Moved by C. Harrington, seconded by K. Smith:

**That the Waterloo Region District School Board approve the staff that have been submitted as members of their respective Identification, Placement and Review Committees for the 2016-2017 school year as per Appendix A; and**

**That the jurisdiction of each of these committees as outlined below is approved:**

- (a) School Committees: A school IPRC is held when a program modification to accommodate an exceptional student with Special Education Needs can be accomplished within the home school environment.**
- (b) Area Committees: An area IPRC is held when program modifications to accommodate an exceptional student with Special Education Needs is necessary for them to access a designated program within the present administrative area or if a change in schools is required for the student to access the designated program.**
- (c) District Committees: A district IPRC is held when program modifications to accommodate an exceptional student with Special Education Needs requires placement in cross-district Special Education Programs. This occurs when school and area resources have been exhausted or when specialized equipment that is not available in a school setting is being considered.**

-Carried-

### **REPORT OF FACTS – CODE OF CONDUCT COMMITTEE**

Chairperson K. Woodcock vacated the chair at this time and Trustee S. McMillan assumed the chair to preside during the discussion of this report.

Trustee J. Hendry stated that he would like to request a recorded vote and he also presented a motion to suspend the rules, specifically Board Bylaw 6.1.7, which limits the amount and number of times a trustee may speak to a question. This motion was put to a vote and was subsequently lost.

Code of Conduct Chairperson N. Waddell introduced and provided a brief outline of the report noting that the statement of the facts included in the report had been agreed to by all parties involved.

Trustee J. Hendry spoke to the report and questioned who provided the committee with the template of the report as the previous Code of Conduct Committee had been advised they were not to attribute statements to any individual and this report contained verbatim comments. Trustee N. Waddell responded that the format was agreed to by committee members and any information that was not determined to be factual was eliminated. Trustee J. Hendry responded the report does not follow procedural fairness.

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Trustee J. Hendry further questioned whether a request from Trustee M. Ramsay had been received to delay the process until the Ombudsman had completed his review and questioned who had determined Trustee Ramsay's request would not be considered. Trustee N. Waddell responded that Director J. Bryant had spoken with the Ombudsman's Office and they informed him that the Board could proceed with the Code of Conduct process. Trustee J. Hendry responded that trustees and committees do not have the authority to make this kind of decision and only the Board of Trustees as a whole could make this type of decision.

Trustee C. Harrington responded in regard to verbatim comments in the report as mentioned earlier by Trustee J. Hendry that Trustee Ramsay's comments were made in a public radio interview and his comments were part of a transcript from this interview that had been agreed to by all parties and included in the report. He further stated this is very different than hearsay, or remarks heard by one trustee made to another, which was the case in the previous Code of Conduct report and would therefore not fall under what Trustee J. Hendry was suggesting was an inconsistency.

Chairperson Pro Tem S. McMillan reminded trustees to confine their questions to those seeking clarification rather than re-investigating the incident.

7. Moved by C. Harrington, seconded by N. Waddell:

**That the Waterloo Region District School Board receive as information the report titled 'Report of Facts – Code of Conduct Committee' as presented at the October 17, 2016, Committee of the Whole Meeting. (Folio 44)**

-Carried-

*Note: Trustee N. Waddell and Student Trustees R. Barnes and H. Jamal abstained from voting on receipt of the report.*

As requested by Trustee J. Hendry a recorded vote occurred on this motion.

8. Moved by T. Martin, seconded by C. Harrington:

**That the Waterloo Region District School Board Trustees find that Trustee M. Ramsay is in breach of Board Policy G201 – Trustee Code of Conduct.**

-Carried-

<u>In Favour</u>	<u>Opposed</u>
C. Harrington	J. Hendry
T. Martin	K. Smith
S. McMillan	R. Barnes*
N. Waddell	
C. Watson	
K. Woodcock	

*Notes: Trustee C. Millar was absent. Trustee M. Ramsay was not permitted to vote on this motion and Student Trustee H. Jamal abstained from voting.*

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*\*Students trustees have the right to vote; however, legislation prevents their votes from being counted in the official tally.*

Trustees J. Hendry, N. Waddell and T. Martin provided lengthy responses in regard to this issue and were invited to provide a copy of their comments to the Manager of Corporate Services to be included in the official record of the meeting.

*Comments by Trustee N. Waddell:*

*“We, as elected officials, each have a role to play in holding each other accountable for our actions. In my opinion, this code of conduct – both the complaint and the response – is all about accountability.*

*Our code of conduct policy, the Ombudsman’s Office, and the media are three tools we can use to hold each other accountable. Chair Woodcock chose to use the Code of Conduct Policy; Trustee Ramsay chose to use a combination of the Ombudsman and the media.*

*I actually commend Trustee Ramsay for utilizing the Ombudsman. But to be clear, not because I think that there has been any cover up or corruption in the handling of the previous Code of Conduct complaint, but because he stood true to his convictions that there was some wrongdoing. He was attempting to draw light on the situation and to ultimately hold this board accountable for its actions. Likewise, for the same reason, I commend Chair Woodcock for stepping forward with this Code of Conduct complaint in an attempt to hold one of us accountable for their actions.*

*I purposely waited until the report was provided to the entire board and released to the public before I would consider the facts. As I did that over the weekend, I tried to find understanding by looking at what I thought Trustee Ramsay’s intentions were when he did the interview. And if I am to assume positive intentions, then for me it all boils down to accountability, and for that, I cannot find fault.*

*However, I do have difficulties with how this call for accountability was executed. And, when I look specifically at what was said, I do feel that some of it was personal. Demeaning and disparaging to other board members. I personally don’t have any issue with any of us speaking to the media in attempts to garner accountability. But I do think that the poor approach and the wrong words have overshadowed what I believe was Trustee Ramsay’s original intent.”*

*Comments by Trustee T. Martin:*

*“There is much obfuscation going on here, but our task is actually very simple. Based on this report before us, we are to decide whether or not the Code of Conduct has been breached. Period.*

*We are not evaluating the motivation of the complainant. We are not deciding whether or not we like the Code of Conduct.*

*The Ministry mandates that we have a Code of Conduct and that we uphold it and the content of the Code is substantially supplied by the Province.*

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*When we signed on as trustees we agreed to that Code of Conduct AND we agreed to UPHOLD that Code of Conduct, to HOLD one another responsible to that Code of Conduct.*

*We don't have the option of saying we don't believe in the Code of Conduct, we don't have the option of saying we believe in mediation instead. We don't have the option of saying we will always vote against a breach of the Code. Our only option is to judge the facts presented to us.*

*Any fair-minded reasonable person reading this report, it seems obvious to me, would have to conclude that the Code was breached. Clearly, the Board's reputation was not conscientiously upheld. Clearly, unsubstantiated disparaging and personal remarks were made about trustees and staff. And no defense is offered by the respondent in either the written response or the interview answers other than further disparaging and personal remarks."*

9. Moved by C. Harrington, seconded by K. Smith:

**That the Waterloo Region District School Board of Trustees recommend that no formal sanctions be imposed against Trustee M. Ramsay.**

-Carried-

In Favour

C. Harrington

J. Hendry

S. McMillan

K. Smith

C. Watson

K. Woodcock

R. Barnes\*

H. Jamal\*

Opposed

T. Martin

N. Waddell

*Notes: Trustee C. Millar was absent. Trustee M. Ramsay was not permitted to vote on this motion.*

### **STAFF AND BOARD REPORTS**

OPSBA Director K. Woodcock provided an update to trustees on the OPSBA Board of Directors' Meeting held on September 30-October 1, 2016.

### **QUESTION PERIOD**

Trustee T. Martin questioned the concern raised by the delegation this evening in regard to retired teachers on the Occasional Teacher List and asked if there was anything trustees could do to rectify this situation. Superintendent M. Weinert provided an update on enhancements to the WRDSB's fair and equitable hiring process including the blind screening of candidates. He further stated that there continue to be areas where qualified teachers are a challenge including French teachers.

Trustee K. Smith asked if it was possible to receive a brief written report from the Equity & Inclusion Officers from time to time as an update to trustees.

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Trustee K. Smith stated that she was also prepared to provide a motion requesting an accounting of legal expenses that have been expended on recent Codes of Conduct. Trustee J. Hendry stated that he understood that staff may have a legal firm on retainer and would like the amount of billable hours to be reported. Trustee M. Ramsay further clarified that the report should include an itemized billing of amounts charged in regard to the Codes of Conduct.

**FUTURE AGENDA ITEMS**

There were no future agenda items.

**ADJOURNMENT**

10. Moved by C. Harrington, seconded by S. McMillan:

**That the Committee of the Whole Meeting of October 17, 2016, be adjourned.**

-Carried-

The meeting adjourned at 9:15 p.m.