

APRIL 25, 2016

**WATERLOO REGION DISTRICT SCHOOL BOARD**

**NOTICE OF MEETING**

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held in the Board Room, Floor 1, Building 2, Education Centre, 51 Ardelt Avenue, Kitchener, on **Monday, April 25, 2016, at 7:00 p.m.**

**AGENDA**

**Call to Order**

**O Canada**

**Invocation** (To be recited by trustees)

“In preparation for this evening’s meeting, let us pause for thirty seconds of silent reflection – to commit our hearts and our heads, and help one another to make the careful and thoughtful decisions that will further the education of all our students.”

**Approval of Agenda**

**Consent Agenda\*\***

**Receipt/Approval of Minutes:**

- 1** Receive Minutes – Board Meeting of March 21, 2016
- 8** Approve Minutes – Committee of the Whole Meeting of April 18, 2016
- 16** Approve Minutes – Special Education Advisory Committee Meeting of March 2, 2016
- 19** Approve Minutes – Parent Involvement Committee Meeting of January 26, 2016

**Receipt/Approval of Monthly Reports:**

- 25** Suspension Expulsion Report to March 31, 2016 P. Rubenschuh
- 27** Staffing Information – Retirements and Resignations M. Weinert
- 30** Staffing Recommendations – Appointments M. Weinert

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

**Delegations**

**Reports**

- 32** Notice of Proposed Bylaw Amendment - Invocation Chairperson
- 33** Proposed Budget Meeting Dates Chairperson

**Strategic Plan Working Group Update (Verbal)** L. Read/K. Smith

**Newcomer Update (Verbal)** G. Shantz

\*\*All matters listed under the Consent Agenda are considered not to require debate by the Board of Trustees and should be approved in one motion in accordance with the recommendation contained in each report.

**Reports from Board Members**

**Board Communications**

**Question Period** (10 minutes)

**Future Agenda Items** (Notices of motion to be referred to Agenda Development Committee)

**Adjournment**

**Report to Board**  
**April 25, 2016**



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT: Student Suspension/Expulsion Report March 31, 2016**

**ORIGINATOR:** This report was prepared by Peter Rubenschuh, Superintendent, Student Achievement and Well-Being

**PURPOSE/STRATEGIC PLAN:**

To provide the Waterloo Region District School Board with information regarding monthly and year-to-date suspension/expulsion data.

This report supports pursuing student achievement and success for all students. The WRDSB continues to support students in alternative programs that support their success. Suspension and expulsion data is helpful in supporting schools as inclusive and caring communities.

**BACKGROUND:**

As requested by the Board, suspension/expulsion data will be presented at the Board meeting each month.

**STATUS:**

Comparing Year to Date from March 2014-2015 and March 2015-2016, Elementary suspensions have decreased by 55 and Secondary suspensions have decreased by 141.

Comparing Year to Date from March 2014-2015 and March 2015-2016, School expulsions have remained the same and Board expulsions have increased by 3.

The most recent month's suspension and expulsion data is included in the chart below. This data is accurate up to, and including, the date of collection.

**A. Suspensions**

	<b>Mar 2016</b>	<b>YTD</b>	<b>Mar 2015</b>	<b>YTD</b>
Total Elementary School Suspensions	61	579	120	634
Total Secondary School Suspensions	106	962	151	1103

**B. Expulsions**

	<b>Mar 2016</b>	<b>YTD</b>	<b>Mar 2015</b>	<b>YTD</b>
Total School Expulsions	0	0	0	0
Total Board Expulsions	3	9	1	6

**C. Violent Incidents**

The term *violent incident* is defined as the occurrence of any one of the following or the occurrence of a combination of any of the following: possessing a weapon, including possessing a firearm, physical assault causing bodily harm requiring medical attention, sexual assault, robbery, using a weapon to cause or to threaten bodily harm to another person, extortion, hate and/or bias-motivated occurrences.

	<b>Mar 2016</b>	<b>YTD</b>	<b>Mar 2015</b>	<b>YTD</b>
Total (Elementary/Secondary)	4	21	0	7

**COMMUNICATIONS:**

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes.

**FINANCIAL IMPLICATIONS:**

No financial implications.

**RECOMMENDATION:**

No recommendation. For information only.

 **Director of Education**

**Report to Board  
April 25, 2016**



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT: Staffing Information – Retirements & Resignations**

**ORIGINATOR:** This report was prepared by Michael Weinert, Superintendent, Human Resource Services, in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

This report presents, as information, the names of those staff members who are retiring or resigning from the Waterloo Region District School Board.

This report relates to the Waterloo Region District School Board's strategic directions, particularly in the areas of promoting forward thinking, engaging staff and fostering wellness and well-being.

**BACKGROUND:**

The Board's practice has been to receive information regarding staff retirements and resignations at regular monthly Board meetings.

**STATUS:**

The employees listed in this Report have received acknowledgment of their retirement or resignation.

**Retirements: Elementary Teaching Staff**

Name	Position / Location	Effective Date	Years of Service
Donna Billone	Teacher, Courtland Avenue P.S.	June 30, 2016	33
Sheila Cade	Teacher, Wilson Avenue P.S.	June 30, 2016	28
Lucuana Carbone	Teacher, Glencairn P.S.	July 1, 2016	22
Deni Cavanagh	Teacher, Stanley Park P.S.	June 30, 2016	28
Sally Cook	Teacher, Winston Churchill P.S.	June 30, 2016	27
Neeltje Dykstra	Teacher, Sandhills P.S.	June 30, 2016	28
Craig Fleming	Teacher, St. Andrew's P.S.	July 1, 2016	28
John Foss	Teacher, Centennial (W) P.S.	June 30, 2016	30
Andrew Goulden	Teacher, Centennial (W) P.S.	June 30, 2016	30
Gellantje (Janet) Jager	Teacher, Hillcrest P.S.	June 30, 2016	28
Yvonne Leclerc-Humphrey	Teacher, Sandowne P.S.	June 30, 2016	32
Christine (Chris) Light	Teacher, Parkway P.S.	June 30, 2016	28
Brenda Lord	Teacher, Forest Hill P.S.	June 30, 2016	26
Sandra McIvor	Teacher, Edna Staebler P.S.	June 30, 2016	29
Peter Paetkau	Teacher, Lexington P.S.	June 30, 2016	27
Rita Paprocki	Teacher, Avenue Road P.S.	June 30, 2016	23
Katherine Patterson	Teacher, Forest Hill P.S.	June 30, 2016	30
Lora Porter	Teacher, Moffat Creek P.S.	June 30, 2016	11
Bryan Small	Teacher, Saginaw P.S.	June 30, 2016	16
Kathryn Stevenson	Teacher, Linwood P.S.	June 30, 2016	11

Kirk Swanson	Teacher, Sandhills P.S.	June 30, 2016	31
Mary Lou Tasko	Teacher, Centennial (W) P.S.	June 30, 2016	30
Susan Taylor	Teacher, Centennial (W) P.S.	June 30, 2016	28
Barbara Walker	Teacher (On Leave)	June 30, 2016	14

#### Retirements: Secondary Teaching Staff

Name	Position / Location	Effective Date	Years of Service
Kevin Adams	Teacher, Forest Heights C.I.	June 30, 2016	31
Donald Bieronski	Teacher, Huron Heights S.S.	June 30, 2016	25
Erwin Bluemke	Teacher, Sir John A. Macdonald S.S.	April 30, 2016	18
Gwen Chiasson	Teacher, Galt C.& V.I.	June 30, 2016	30
Susan Danic	Department Head, Kitchener-Waterloo C.I. & V.S.	June 30, 2016	29
Kevin Davidson	Teacher, Eastwood C.I.	June 30, 2016	29
Thomas Gartshore	Teacher, Jacob Hespeler S.S.	June 30, 2016	16
Pamela Gascon	Teacher, Forest Heights C.I.	June 30, 2016	34
Allison Haase	Teacher (On Leave)	April 30, 2016	33
Seymour Hadwen	Department Head, Galt C. & V.I.	June 30, 2016	30
Allyson Haggerty	Teacher, Kitchener-Waterloo C.I. & V.S.	June 30, 2016	21
Brenda Lessard	Department Head, Bluevale C.I.	June 30, 2016	30
Donna McIntyre	Department Head, Southwood S.S.	July 1, 2016	24
Laurie Murray	Teacher, Elmira District S.S.	June 30, 2016	28
Lynn Myers	Teacher (On Leave)	May 31, 2016	20
David Nesbitt	Teacher, Preston H.S.	June 30, 2016	30
Dianne Nyeboer	Teacher, Jacob Hespeler S.S.	June 30, 2016	26
Julie Palmer	Teacher, Bluevale C.I.	June 30, 2016	31
John Skovsgaard	Teacher, Preston H.S.	June 30, 2016	28
Mark Starratt	Department Head, Southwood S.S.	June 30, 2016	26
Wilma VanSegbrook	Teacher, Forest Heights C.I.	June 30, 2016	31

#### Retirements - Administrative and Support Staff

Name	Position / Location	Effective Date	Years of Service
Ron Baer	Supervisor, ITS, Education Centre	August 31, 2016	28
Pauline Breen	Educational Assistant, Mackenzie King P.S.	June 30, 2016	19
Cheryl Brown	Secretary, Facility Services, Education Centre	May 31, 2016	28
Wendy Campbell	Vice-Principal, Silverheights P.S.	June 30, 2016	30
Maureen D'Arcy	Educational Assistant, Stewart Avenue P.S.	June 30, 2016	30
Gail Eby	Cafeteria Assistant, Waterloo Oxford D.S.S.	June 30, 2016	19
Janet Howey	Educational Assistant, Stanley Park P.S.	August 31, 2016	24
Jean Ann Jutzi	Educational Assistant, Southridge P.S.	June 30, 2016	23
Grace Kolesnyk	Educational Assistant, Hespeler P.S.	June 30, 2016	29
Darrell Kuwabara	Consultant, Learning Services, Special Education, Education Centre	June 30, 2016	32
Sydney (Syd) Reginato	Educational Assistant, Millen Woods	August 31, 2016	17
Carolyn Weinstein	Educational Assistant, Queen Elizabeth P.S.	June 30, 2016	13

#### Resignations – Teaching, Administrative and Support Staff

Name	Position/Location	Effective Date
Geoffrey Allen	Supervisor, Library Resources, ITS, Education Centre	March 7, 2016
Maria Cioara	Occasional Early Childhood Educator	April 29, 2016

Courtney Fitzgerald	Elementary Teacher, Central P.S.	June 30, 2016
Michael Floras	Elementary Teacher, Elgin Street P.S.	March 18, 2016
Sarah Huddleston	Early Childhood Educator, Moffat Creek P.S.	April 29, 2016
Kristin Moore	Elementary Teacher, Baden P.S.	June 30, 2016
Mayda Sublett	Elementary Occasional Teacher	June 30, 2016

**COMMUNICATIONS:**

Employees listed in this report have communicated through Human Resource Services.

**FINANCIAL IMPLICATIONS:**

Expenses are within the existing approved budget.

**RECOMMENDATION:**

No recommendation. For information only.

 **Director of Education**

**Report to Board  
April 25, 2016**



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT: Staffing Recommendations - Appointments**

**ORIGINATOR:** This report was prepared by Michael Weinert, Superintendent, Human Resource Services; in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

The purpose of this report is to present staff appointments to trustees for consideration and approval.

This report relates to the Waterloo Region District School Board's strategic directions, particularly in the areas of promoting forward thinking, engaging staff and fostering wellness and well-being.

**BACKGROUND:**

The Board's practice has been to have appointments presented for consideration and approval at regular monthly Board meetings.

**STATUS:**

The following staff appointments are effective the dates indicated:

**Teaching Staff – Elementary:**

<u>Name</u>	<u>Position &amp; Location</u>	<u>Effective Start Date</u>
Manpreet Dhindsa	Teacher, Howard Robertson P.S.	April 11, 2016
Joshua Watson	Teacher, Howard Robertson P.S.	April 11, 2016

**Teaching Staff – Secondary:  
Nil Report**

**Administrative and Support Staff:**

<u>Name</u>	<u>Position &amp; Location</u>	<u>Effective Start Date</u>
Laurie Baines	Freedom of Information, Privacy and Records Management Officer, ITS, Education Centre	April 11, 2016
Anglea Christodoulou	Custodian, Forest Heights C.I.	April 8, 2016
Arlene Nedelcu	Custodian, Courtland Avenue P.S.	April 7, 2016
Wenqi Zhou	Budget Officer, Finance, Education Centre	May 2, 2016

**COMMUNICATIONS:**

The employees listed in this report have/will be advised of the appointments.

**FINANCIAL IMPLICATIONS:**

Expenses are within the existing approved budget.

**RECOMMENDATION:**

It is recommended:



**That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled “Staffing Recommendations – Appointments”, dated April 25, 2016.**

 **Director of Education**

**Report to Board**  
**April 25, 2016**



**Waterloo Region  
District School Board**

*Inspired learners – Tomorrow's leaders*

**SUBJECT:** Notice of Bylaw Amendment: Article 4.10 – Opening Exercises

**ORIGINATOR:** This report was prepared by Jayne Herring, Manager of Corporate Services on behalf of Chairperson Kathleen Woodcock.

**PURPOSE/STRATEGIC PLAN:**

To provide written notice to trustees of proposed amendments to Board Bylaw Article 4.10 – Opening Exercises and specifically; amendments to section 4.10.2 Invocation.

**BACKGROUND:**

At the February 29, 2016, Board Meeting, trustees engaged in a generative discussion around the concept of revising the current invocations. During the discussion, trustees agreed by consensus that some form of revision to the Invocation could take place.

As the Invocation is contained in the Board Bylaws, it is necessary to serve notice that amendments to Board Bylaw 4.10.2 – Invocation, are being considered. The current Bylaw reads as follows:

*4.10.2 Invocation - Following the singing of the national anthem, O Canada, all Board meetings will be opened with the reciting of the following sentence:*

*In preparation for this evening's meeting, let us pause for thirty seconds of silent reflection - to commit our hearts and our heads, and help one another to make the careful and thoughtful decisions that will further the education of all our students.*

**STATUS:**

This report is submitted in accordance with Board Bylaw Article 7 - Amendment to Bylaws, 7.1 Amendment Procedures, which reads as follows:

*7.1.1 No amendment, alteration, or addition to the bylaws shall be made unless written notice outlining the proposal is presented at the meeting previous to the meeting during which the item will be considered. A majority vote of trustees present is required to support the scheduling of the proposal at the next meeting.*

*7.1.2 To adopt an amendment, alteration or addition to the bylaws requires the support of two-thirds of all members of the Board present at the meeting during which the proposal is considered.*

This report serves as written notice that an amendment to the bylaws will be considered at the May 9, 2016, Committee of the Whole meeting. A majority vote of all trustees present at the April 25, 2016, Board Meeting is required in order to bring the matter forward for consideration on May 9, 2016

**COMMUNICATIONS:**

No communication is required at this time.

**FINANCIAL IMPLICATIONS:**

No financial implications.

**RECOMMENDATION:**

No recommendation. For information only.

**Report to Board**  
**April 25, 2016**



**Waterloo Region  
District School Board**

**SUBJECT:** Proposed Schedule of Meetings – 2016-2017 Budget

**ORIGINATOR:** This report was prepared by Jayne Herring, Manager of Corporate Services in consultation with Superintendent Matthew Gerard and Executive Committee.

**PURPOSE/STRATEGIC PLAN:**

The purpose of this report is to present to trustees a schedule of meetings at which the expenditures and funding information from the Ministry of Education will be considered in preparation for developing the 2016-2017 school year budget. This report relates specifically to the Waterloo Region District School Board's strategic directions, particularly in the areas of engaging students, families, staff and communities, pursuing student achievement and success for all and championing quality public education.

**BACKGROUND:**

Each year, the Board designates specific dates to consider information relating to the budget for the upcoming school year.

**STATUS:**

Special Committee of the Whole meetings will be scheduled to hear presentations from staff and the public in relation to the 2016-2017 Budget and to provide opportunities to discuss budget issues. The proposed dates are set out in the recommendation printed below; however, it must be noted that the Special Committee of the Whole meeting dates in June are tentative pending receipt of funding information from the Ministry of Education.

Appendix A (attached) lists the schedule of regular public Board and Committee of the Whole meetings through to the end of June, and includes the dates set out in the motion below. Delegation procedures will be in accordance with the Board's Bylaws for regular and special meetings. In addition, the public will be invited to make delegation presentations to the Board about the 2016-2017 Budget at any regular scheduled Committee of the Whole Meeting before the budget is tabled (tentatively scheduled for June 6, 2016).

**COMMUNICATIONS:**

Approved meeting dates and related delegation procedures will be communicated to members of the public through advertisements in local news media and on the Board's website.

**FINANCIAL IMPLICATIONS:**

No financial implications.

**RECOMMENDATION:**

It is recommended:

**That the Waterloo Region District School Board approve the following additions to the regular meeting schedule to provide supplementary meetings to discuss the 2016-2017 Budget:**

- |  |                    |                       |
|--|--------------------|-----------------------|
| • Special Committee of the Whole Meeting | Monday, June 6     | 7:00 p.m. (tentative) |
| • Special Committee of the Whole Meeting | Wednesday June 8   | 7:00 p.m. (tentative) |
| • Special Delegation Meeting             | Wednesday, June 15 | 7:00 p.m. (tentative) |
| • Special Committee of the Whole Meeting | Wednesday, June 22 | 7:00 p.m. (tentative) |

 **Director of Education**

**WATERLOO REGION DISTRICT SCHOOL BOARD**

***PROPOSED MEETING SCHEDULE (tentative)  
2016-2017 BUDGET***

<i>June 6 (Monday)</i>	<i>Special Committee of the Whole – 7:00 p.m. (tentative) Table 2016-2017 Budget</i>
<i>June 8 (Wednesday)</i>	<i>Special Committee of the Whole – 7:00 p.m. (tentative) 2016-2017 Budget Discussions</i>
<i>June 13 (Monday)**</i>	<i>Committee of the Whole – 7:00 p.m. (Human Resource Services/Student Achievement and Well-Being Focus)</i>
<i>June 15 (Wednesday)</i>	<i>Special Delegation Meeting – 7:00 p.m. (tentative) 2016-2017 Budget Discussions Special Delegation Meeting</i>
<i>June 20 (Monday)**</i>	<i>Committee of the Whole – 7:00 p.m. (Business Services Focus)</i>
<i>June 22 (Wednesday)</i>	<i>Special Committee of the Whole – 7:00 p.m. (tentative) 2016-2017 Budget Discussions (If the Budget is complete, approval could also take place at a Special Board Meeting held this evening, or at the June 27<sup>th</sup> Board Meeting)</i>
<i>June 27 (Monday)**</i>	<i>Board Meeting - 7:00 p.m.</i>

\*\* Regular meeting dates.