

NOVEMBER 27, 2017

**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 Ardel Avenue, Kitchener, on **Monday, November 27, 2017, at 7:00 p.m.**

**AGENDA**

**Call to Order/Acknowledgement of Territorial Lands**

**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:**

- 01** Approve Minutes – Parent Involvement Committee Meeting of September 26, 2017
- 06** Approve Minutes – Special Education Advisory Committee Meeting of October 11, 2017
- 10** Receive Minutes – Board Meeting of October 30, 2017
- 15** Approve Minutes – Committee of the Whole Meeting of November 13, 2017
- 19** Approve Minutes – Committee of the Whole Meeting of November 20, 2017

**Receipt/Approval of Monthly Reports:**

- 27** Staffing Information – Retirements and Resignations M. Weinert
- 29** Staffing Recommendations – Appointments M. Weinert
- 31** Suspension/Expulsion Report as of October 31, 2017 P. Rubenschuh
- Annual Suspension/Expulsion Report P. Rubenschuh

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

**Communications Department Good News Update**

V. Ford

**Delegations**

**Reports**

- Severe Weather Policy Presentation E. Giannopoulos / N. Manning
- Generative Discussion re Policy Review Process Chairperson S. McMillan
- Discussion on Board Policy B2009 – Board Advocacy Chairperson S. McMillan

**Reports from Board Members**

\*\*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.

**Board Communications**

**Question Period** (10 minutes)

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

**Adjournment**



# Report to Board of Trustees

November 27, 2017

**Subject: Staffing Information –  
Retirements and Resignations**

## **Recommendation**

*This report is provided for information of the Board.*

## **Status**

The employees listed in Appendix A of this report have received acknowledgement of their retirement or resignation.

## **Background**

The board's practice is to receive information regarding staff retirements and resignations at regular monthly board meetings.

## **Financial implications**

Expenses are within the existing approved budget.

## **Communications**

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

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

## Staffing Information - Retirements &amp; Resignations

**Current at November 27, 2017**

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Elizabeth	Burden	Teacher, Elizabeth Ziegler PS	31-Dec-17	22
Kathy	Gingrich	Teacher, Country Hills PS	30-Nov-17	30
Joanne	Johannes	Teacher, Lackner Woods PS	31-Dec-17	27
Sylvie	Guillemette	Teacher, Williamsburg PS	31-Dec-17	12
Anita	MacKinnon	Teacher, Empire PS	30-Nov-17	26
Judith	Nicholson	Teacher, Forest Glen PS	30-Jun-18	27

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Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Paul	Cleminson	Department Head, Glenview Park SS	31-Jan-18	27
Roy	Martin	Teacher, Southwood SS	31-Jan-18	20

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Retirements: Administrative and Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Frieda	Charlton	Payroll Supervisor, Human Resource Services, EdC	30-Apr-18	28
Ed	Doadt	Principal, Huron Heights SS	31-Jan-18	33
Marjorie	Falk	Assistant Office Supervisor, Eastwood CI	31-Dec-17	28
Josefa	Gonzalez	Custodian, Kitchener-Waterloo CI & VS	30-Apr-18	18
Nancy	Hoffman	Human Resources Assistant, Human Resource Services, EdC	28-Feb-18	25
Andrea	Koenig	Elementary Head Secretary, Lackner Woods PS	31-Dec-17	28
Paul	Morgan	Principal, Elmira District SS	31-Jan-18	32
Kathryn	Paetkau	Educational Assistant, Sunnyside PS	12-Jan-18	19

8 / 16 Total

Resignations:				
First	Last	Position/Location	Effective Date	
Russel	Hazlett	Custodian, Bridgeport PS	17-Nov-17	
Marie	Lainson	Educational Assistant, Country Hills PS	29-Nov-17	
Deanna	Nielsen	Elementary Teacher, Southridge PS	16-Nov-17	
Wesley	Tsang	Secondary Teacher, Eastwood CI	12-Nov-17	

Please Note: This employee has since confirmed that she is **resigning** and not retiring from the Board, as recorded on the October 30, 2017 Board Report.

Sylvia	Land	Secretary, Elgin Street PS	31-Oct-17	
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Current @ Monday, November 27, 2017

Human Resource Services



# Report to Board of Trustees

November 27, 2017

## **Subject: Staffing Recommendations – Appointments**

### **Recommendation**

*That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled “Staffing Recommendations – Appointments, dated November 27, 2017.*

### **Status**

The staff appointments as noted on Appendix A of this report are effective the dates indicated.

### **Background**

The board’s practice has been to have appointments presented for information at regular monthly board meetings.

### **Financial implications**

Expenses are within the existing approved budget.

### **Communications**

Employees listed in this report have, or will be advised of the appointments.

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

## Staffing Information - New Appointments

Current at November 27, 2017

New Appointments: Administrative and Support Staff			
First	Last	School ID / Education Centre	Effective Date
Mark	Good	Custodian, New Dundee PS	6-Nov-17
Jacob	Gray	Custodian, Sir John A Macdonald SS	15-Nov-17
Bryan	Hibbs	Supervision Monitor, Galt CI	4-Oct-17
Krystal	Janakovic	Custodian, Groh Avenue PS	6-Nov-17
Lee	McLachlan	Plumber, Facility Services, EdC	15-Nov-17
Bettina	Neubauer	Head Secretary, A.R. Kaufman PS	6-Nov-17
Bela	Novak	Plumber, Facility Services, Education Centre	13-Nov-17
Gordana	Petric	Custodian, Galt CI	14-Nov-17
Karen	Pomroy	Supervision Monitor, Elmira District SS	13-Nov-17
Stephanie	Reidel	Manager, Corporate Services, Education Centre	13-Nov-17
Kenny	Robert	Custodian, Galt CI	16-Nov-17
Slavica	Siljegovic	Custodian, Glenview Park SS	13-Nov-17
Dragan	Trickovic	Custodian, Suddaby PS	24-Oct-17
Derek	Warren	Plumber, Facility Services, Education Centre	27-Nov-17

New Appointments: Elementary Teaching Staff			
First	Last	Elementary School ID	Effective Date
Nichole	Fink	Chicopee Hills PS	27-Oct-17
Melissa	Haye	Tait Street PS	23-Oct-17
Amy	Laing	Cedarbrae PS	10-Oct-17
Constance	Lanteigne	Southridge PS	10-Oct-17
Kaitlyn	Lipsit	Parkway PS	10-Oct-17
Nancy	Loewen	JF Carmichael PS	1-Nov-17
Emily	McBride	Sandhills PS	16-Oct-17
James	McCormack	Franklin PS	6-Nov-17
Danielle	McFarland	Tait Street PS	30-Oct-17
Deanna	Reinhart	Keatsway PS	6-Oct-17
Amy	Reis	Queen Elizabeth PS	10-Oct-17
Cheryl	Robitaille	Centennial PS (Cambridge)	23-Oct-17
Laura	Rushton	Elgin Street PS	16-Oct-17

New Appointments: Secondary Teaching Staff			
First	Last	Secondary School ID	Effective Date
<i>Nil Report</i>			

\*\* The above hirings are full and part time positions and are replacements due to recent retirements, leaves, resignations and/or new hires.

Current @ November 27, 2017

Human Resource Services



# Report to Board of Trustees

November 27, 2017

## **Subject: Student Suspension/Expulsion Report October, 2017**

### **Recommendation**

*This report is provided for the Waterloo Region District School Board with information regarding monthly and year-to-date suspension/expulsion data.*

### **Status**

Comparing year to date from October 2016 and October 2017, elementary suspensions have increased by 65 and secondary suspensions have increased by 108.

Comparing year to date from October 2016 and October 2017, school expulsions have decreased by 2 and board expulsions have increased by 3.

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

### Suspensions

- Total elementary school suspensions in October 2016 - 105, year to date - 133
- Total elementary school suspensions in October 2017 - 128, year to date - 198
- Total secondary school suspensions in October 2016 - 172, year to date - 289
- Total secondary school suspensions in October 2017 - 245, year to date - 397

### Expulsions

- Total school expulsions in October 2016 - 2, Year to Date 2
- Total school expulsions in October 2017 - 0, Year to Date 0
- Total board expulsions in October 2016 - 1, Year to Date 1
- Total board expulsions in October 2017 - 4, Year to Date 4

### Violent Incidents

The term violent incident is defined as the occurrence of any 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.

- Total elementary/secondary violent incidents in October 2016 - 4, year to date 6
- Total elementary/secondary violent incidents in October 2017 - 9, year to date 10

**Background**

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

**Financial implications**

There are no financial implications.

**Communications**

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

Prepared by: Peter Rubenschuh, Superintendent, Student Achievement & Well-Being, James Bond, System Administrator, Learning Services, and in consultation with Coordinating Council.