DECEMBER 18, 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 Ardelt Avenue, Kitchener, on Monday, December 18, 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 – Audit Committee Meeting of September 27, 2017
04 Approve Minutes – Parent Involvement Committee Meeting of November 8, 2017
09 Approve Minutes – Special Education Advisory Committee Meeting of November 8, 2017
14 Receive Minutes – Board Meeting of November 27, 2017
18 Receive Minutes – Inaugural Board Meeting of December 4, 2017
21 Approve Minutes – Committee of the Whole Meeting of December 11, 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 November 30, 2017 P. Rubenschuh

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Performance by the Grand River Collegiate Institute String Orchestra

Communications Department Good News Update N. Manning

Delegations

Reports

Reports from Board Members

Board Communications

33 Grand Erie District School Board – Executive Compensation

Question Period (10 minutes)

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

Adjournment

**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.
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.

## Staffing Information - Retirements & Resignations

### Current at December 18, 2017

#### Retirements: Elementary Teaching Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Retirement Date</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allyson</td>
<td>Godfroid</td>
<td>Teacher, Avenue Road PS</td>
<td>31-Jan-18</td>
<td>27</td>
</tr>
<tr>
<td>Maria</td>
<td>Klages</td>
<td>Teacher, Crestview PS</td>
<td>31-Dec-17</td>
<td>31</td>
</tr>
<tr>
<td>Marie</td>
<td>Loan</td>
<td>Teacher, Edna Staebler PS</td>
<td>30-Sep-18</td>
<td>27</td>
</tr>
<tr>
<td>Ian</td>
<td>Sommer</td>
<td>Elementary Teacher</td>
<td>30-Jun-18</td>
<td>28</td>
</tr>
</tbody>
</table>

#### Retirements: Secondary Teaching Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Retirement Date</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul</td>
<td>Dowhaniuk</td>
<td>Teacher, Bluevale CI</td>
<td>31-Dec-17</td>
<td>26</td>
</tr>
<tr>
<td>Chris</td>
<td>Wright</td>
<td>Teacher, Forest Heights CI</td>
<td>31-Jan-18</td>
<td>26</td>
</tr>
<tr>
<td>Szymanski</td>
<td>Dianne</td>
<td>Teacher, Sir John A. Macdonald SS</td>
<td>31-Jan-18</td>
<td>26</td>
</tr>
</tbody>
</table>

#### Retirements: Administrative and Support Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Retirement Date</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carolyn</td>
<td>Baechler</td>
<td>Principal, Central PS</td>
<td>31-Jan-18</td>
<td>22</td>
</tr>
<tr>
<td>Donn</td>
<td>Eby</td>
<td>Custodian, Cameron Heights CI</td>
<td>31-Mar-18</td>
<td>30</td>
</tr>
<tr>
<td>Wendy</td>
<td>Ferrin</td>
<td>Educational Assistant, Crestview PS</td>
<td>19-Jan-18</td>
<td>20</td>
</tr>
<tr>
<td>Vivien</td>
<td>Karas</td>
<td>Head Secretary, Elgin Street PS</td>
<td>31-Mar-18</td>
<td>27</td>
</tr>
<tr>
<td>Julie</td>
<td>Lobsinger</td>
<td>Principal, Hespeler PS</td>
<td>31-Jan-18</td>
<td>24</td>
</tr>
<tr>
<td>Marcia</td>
<td>Lubert</td>
<td>Principal, Breslau PS</td>
<td>31-Jan-18</td>
<td>30</td>
</tr>
<tr>
<td>Coosje</td>
<td>Weber</td>
<td>Principal, Queen Elizabeth PS</td>
<td>31-Jan-18</td>
<td>30</td>
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</table>

#### Resignations:

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ryan</td>
<td>Deiter</td>
<td>Elementary Teacher, St. Jacob's PS</td>
<td>22-Dec-17</td>
</tr>
<tr>
<td>Cate</td>
<td>Kleine</td>
<td>Secretary, Howard Robertson PS</td>
<td>5-Jan-18</td>
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Current @ Monday, December 18, 2017

Human Resource Services
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 December 18, 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.

### Staffing Information - New Appointments

**Current at December 18, 2017**

<table>
<thead>
<tr>
<th>New Appointments: Administrative and Support Staff</th>
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</thead>
<tbody>
<tr>
<td><strong>First</strong></td>
<td><strong>Last</strong></td>
</tr>
<tr>
<td>Janice</td>
<td>Scherer</td>
</tr>
<tr>
<td>Criss</td>
<td>Williams</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>New Appointments: Elementary Teaching Staff</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First</strong></td>
<td><strong>Last</strong></td>
</tr>
<tr>
<td>Kara</td>
<td>Eckmier</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>New Appointments: Secondary Teaching Staff</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First</strong></td>
<td><strong>Last</strong></td>
</tr>
<tr>
<td>Nil Report</td>
<td></td>
</tr>
</tbody>
</table>

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

Current @ December 18, 2017

Human Resource Services
Subject: Student Suspension/Expulsion Report
November, 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 November 2016 and November 2017, elementary suspensions have increased by 113 and secondary suspensions have increased by 152.

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

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 November 2016 - 143, year to date - 276
- Total elementary school suspensions in November 2017 - 190, year to date - 389
- Total secondary school suspensions in November 2016 - 240, year to date - 529
- Total secondary school suspensions in November 2017 - 284, year to date - 681

Expulsions

- Total school expulsions in November 2016 - 0, Year to Date 2
- Total school expulsions in November 2017 - 0, Year to Date 0
- Total board expulsions in November 2016 - 4, Year to Date 5
- Total board expulsions in November 2017 - 3, Year to Date 7

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 November 2016 - 3, year to date 9
- Total elementary/secondary violent incidents in November 2017 - 4, year to date 14

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.
November 2, 2017

The Honourable Mitzie Hunter, Minister of Education
Ministry of Education
14th Floor, Mowat Block
900 Bay Street
Toronto, ON M7A 1L2

Dear Minister Hunter,

I am writing to you, as directed by the Grand Erie District School Board, to express our growing concern with regard to the process used to date to address the important issue of fairness in compensation for our senior executives. The following motion was carried at a recent meeting of the Board:

“That the Grand Erie District School Board write a letter to the Ministry of Education, Treasury Board and MPP’s to inform them of the increased pressure that this process has put upon our Director of Education, which has taken away from the Multi-Year Plan”

The Grand Erie District School Board was ready in May 2017 to begin the consultation process in June. This required a great deal of work on the part of our executives and trustees. Since that time we have seen a number of delays and changes in approach that have required much time and effort from our Director as well as the Board. It is time to act and resolve the problems that persist. Our Board wants to retain and strengthen our focus on the Multi-Year Plan.

Our senior executives work hard in leading the Board toward our vision of “Success for Every Student.” For many of them it has been several years since their compensation package was reviewed. During that time we have seen other workers in the education sector treated fairly. It is time to move forward and resolve this important issue.

Yours sincerely,

[Signature]

David Dean
Chair, Grand Erie District School Board

cc: Chairs of School Boards
MPPs

SUCCESS for Every Student