

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.





# Report to Board of Trustees

December 18, 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 December 18, 2017**

<b>Retirements: Elementary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Allyson	Godfroid	Teacher, Avenue Road PS	31-Jan-18	27
Maria	Klages	Teacher, Crestview PS	31-Dec-17	31
Marie	Loan	Teacher, Edna Staebler PS	30-Sep-18	27
Ian	Sommer	Elementary Teacher	30-Jun-18	28

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<b>Retirements: Secondary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Paul	Dowhaniuk	Teacher, Bluevale CI	31-Dec-17	26
Chris	Wright	Teacher, Forest Heights CI	31-Jan-18	26
Szymanski	Dianne	Teacher, Sir John A. Macdonald SS	31-Jan-18	26

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

7 / 14 Total

<b>Resignations:</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Ryan	Deiter	Elementary Teacher, St. Jacob's PS	22-Dec-17
Cate	Kleine	Secretary, Howard Robertson PS	5-Jan-18

Current @ Monday, December 18, 2017

Human Resource Services



# Report to Board of Trustees

December 18, 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 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.

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

## Staffing Information - New Appointments

**Current at December 18, 2017**

<b>New Appointments: Administrative and Support Staff</b>			
First	Last	School ID / Education Centre	Effective Date
Janice	Scherer	Secretary, Grand River CI	20-Nov-17
Criss	Williams	Secretary, Learning Services, EdC	11-Dec-17

<b>New Appointments: Elementary Teaching Staff</b>			
First	Last	Elementary School ID	Effective Date
Kara	Eckmier	Teacher, Sandowne PS	4-Dec-17

<b>New Appointments: Secondary Teaching Staff</b>			
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 @ December 18, 2017**

Human Resource Services



# Report to Board of Trustees

December 18, 2017

## **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.



# Grand Erie District School Board

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November 2, 2017

The Honourable Mitzi Hunter, Minister of Education  
 Ministry of Education  
 14<sup>th</sup> 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,

David Dean  
 Chair, Grand Erie District School Board

cc: Chairs of School Boards  
 MPPs

*SUCCESS* for Every Student