

**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, April 30, 2018, 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:**

Approve Minutes – Special Education Advisory Committee Meeting of March 7, 2018

Receive Minutes – Board Meeting of March 26, 2018

Approve Minutes – Committee of the Whole Meeting of April 16, 2018

Approve Minutes – Committee of the Whole Meeting of April 23, 2018

**Receipt/Approval of Monthly Reports:**

**21** Staffing Information – Retirements and Resignations

M. Weinert

**24** Staffing Recommendations – Appointments

M. Weinert

**26** Suspension/Expulsion Report as of March 31, 2018

P. Rubenschuh

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

**Communications Department Good News Update**

S. Longeway

**Delegations**

**Reports**

**28** OPSBA AGM Nominations for Positions

Chairperson

**Board Reports**

**Board Communications**

**31** Bluewater District School Board – Provincial Think Tank

**Other Business**

**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

April 30, 2018

**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 & Resignations**  
**Current at April 30, 2018**

<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>
Lise	Byron	Teacher, Clemens Mill PS	June 29, 2018	29
Steve	Chiasson	Teacher, Hespeler PS	June 29, 2018	32
Mark	Darling	Teacher, N.A. MacEachern PS	June 29, 2018	34
Sandra	Hickey	Teacher, Hillcrest PS	June 29, 2018	29
Tom	Johnson	Teacher, Northlake Woods PS	June 29, 2018	29
Ken	Lubert	Teacher, Park Manor PS	April 30, 2018	29
Elizabeth	Renaud	Teacher, MacGregor PS	April 16, 2018	28
Diane	Sergeant	Teacher, Smithson PS	June 29, 2018	23
Anne	Thaler	Teacher, Wellesley PS	June 29, 2018	19
Miriam	Trump	Teacher, W.T. Townshend PS	June 29, 2018	21
Sandra	Webster	Teacher, Forest Glen PS	June 29, 2018	26
Claudia	Weeden	Teacher, Sir Adam Beck PS	June 29, 2018	28
Cheryl	Wilton	Teacher, Laurelwood PS	June 29, 2018	17
Philippe	Witmer	Teacher, Trillium PS	June 29, 2018	29
Adam	Ziegler	Teacher, Silverheights PS	April 30, 2018	18

15 / Subtotal

<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>
Audrey	Batters	Teacher, Grand River CI	June 29, 2018	21
Laurel	Brown	Teacher, Bluevale CI	June 29, 2018	21
Leslie	Buck	Teacher, Southwood SS	June 29, 2018	29
Lynda	Callaghan	Department Head - Guidance, Waterloo CI	June 29, 2018	32
Keith	Colvin	Teacher, Southwood SS	June 29, 2018	27
Quintino	Grasso	Teacher, Southwood SS	June 29, 2018	28
Janice	Harper	Teacher, Elmira District SS	June 29, 2018	36
Eva	Jaronski	Teacher, St. Monica House Section 27 Treatment Facility	June 29, 2018	31
Anne	Kendall	Teacher, Elmira District SS	June 29, 2018	21
Catherine	Paradis	Teacher, Kitchener-Waterloo CI	June 29, 2018	36
Josie	Radocchia	Department Head - Guidance, Southwood SS	June 29, 2018	33
Bill	Slumskie	Department Head, Eastwood CI	June 29, 2018	28
Brian	Wildfong	Teacher, Sir John A. Macdonald SS	June 29, 2018	30

13 / Subtotal

**Staffing Information – Retirements & Resignations**  
**Current at April 30, 2018**

Continued...

<b>Retirements: Administrative &amp; Support Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Barry	Frame	Principal, Grand View PS (Cambridge)	June 29, 2018	31
Mary	Friesen	Special Education Consultant, Learning Services, Education Centre	June 29, 2018	30
Sarah	Grasso	Infrastructure Technician, IT Services, Education Centre	August 31, 2018	34
Linda	Lemon	Itinerant Special Education Teacher, Learning Services, Education Centre	June 29, 2018	26
Lorraine	Longpre	Administrative Assistant to Superintendents, Student Achievement & Well-being, Education Centre	June 29, 2018	33
Maria	Lotimer	System Administrator – Math Coach, Learning Services, Education Centre	June 29, 2018	32
Laurie	Menard	Consultant, Special Education, Learning Services, Education Centre	June 29, 2018	33
Elaine	Roberts	Secretary, International Languages – Adult & Continuing Education Program	August 1, 2018	34
Deborah	Schwartz	Learning Support Teacher, Learning Services, Education Centre	June 29, 2018	32
Janice	Woodward	Student Activities Secretary, Galt CI & VS	June 29, 2018	8

10 / Total = 38

<b>WRDSB Resignations:</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Nil Report			



# Report to Board of Trustees

April 30, 2018

## **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 April 30, 2018.*

### **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 April 30, 2018**

<b>New Appointments: Elementary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Robyn	Andress	Teacher, Elgin Street PS	April 3, 2018
Kaitlyn	Davis	Teacher, Elgin Street PS	April 3, 2018

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

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Nikki	Payne	Secretary, W.T. Townshend	March 21, 2018
Kristina	Seles	Library Clerk, Elgin Street PS	April 9, 2018

*The above new hires are to replace staff due to leaves, retirements and resignations and are full or part time positions.*

*Human Resource Services*

*April 30, 2018*



# Report to Board of Trustees

April 30, 2018

## **Subject: Student Suspension/Expulsion Report March, 2018**

### **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 March 2017 and March 2018, elementary suspensions have increased by 127 and secondary suspensions have increased by 320.

Comparing year to date from March 2017 and March 2018, school expulsions have decreased by 3 and board expulsions have decreased by 1.

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 March 2017 - 118, year to date - 784
- Total elementary school suspensions in March 2018 - 131, year to date - 911
- Total secondary school suspensions in March 2017 - 163, year to date - 1025
- Total secondary school suspensions in March 2018 - 170, year to date - 1345

#### Expulsions

- Total school expulsions in March 2017 - 0, Year to Date 3
- Total school expulsions in March 2018 - 0, Year to Date 0
- Total board expulsions in March 2017 - 2, Year to Date 13
- Total board expulsions in March 2018 - 2, Year to Date 12

#### 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 March 2017 - 7, year to date 31
- Total elementary/secondary violent incidents in March 2018 - 3, year to date 27

### **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.



## Report to Committee of the Whole

April 30, 2018

### **Subject: OPSBA 2018 Annual General Meeting – Trustee Confirmations or Appointments**

#### **Recommendation**

*That the Waterloo Region District School Board of Trustees confirm or appoint their Voting and Alternate Voting Delegate; and*

*Confirm or appoint the Director and Alternate Director, for the May/June 2018 Ontario Public School Boards' Association (OPSBA) Annual General Meeting.*

#### **Status**

To confirm or appoint trustees to positions within the Ontario Public School Boards' Association (OPSBA) in preparation for the Association's Annual General Meeting (AGM) being held from May 31 - June 3, 2018 in Niagara Falls, Ontario.

#### Voting Delegate/Voting Alternate – 2018 Annual General Meeting

For the Annual General Meeting, this Board must appoint one member to serve as the Voting Delegate and a second member to act as an Alternate in the absence of the Voting Delegate.

#### Appointment of OPSBA Director/Alternate Director (June 2018 – June 2019)

The constitution and bylaws of the Ontario Public School Boards' Association entitle certain member boards to appoint a trustee representative to the Association's Board of Directors. The Waterloo Region District School Board meets the criteria to be eligible to appoint one Director, as well as one Alternate Director who would act only in the absence of the Director.

#### **Background**

OPSBA has requested that the Board confirm the names of its Voting Delegate/Director and Alternate Voting Delegate/Alternate Director by May 4, 2018.

The voting process can be found as Appendix A.

The Board's current trustee appointments to OPSBA are:

- Voting Delegate Ted Martin
- Director Kathleen Woodcock
- Alternate Voting Delegate Kathi Smith
- Alternate Director Kathi Smith

Note: Should trustees be willing to continue serving in their current roles with the Association, there is nothing within OPSBA's procedures that would prevent re-appointment and the nomination/voting process will be consistent with that followed at the Board's Inaugural Meeting.

**Financial implications**

No financial implications.

**Communications**

Confirmations and/or appointments will be communicated by the Manager of Corporate Services to OPSBA following Board approval.

Prepared by: Stephanie Reidel, Manager of Corporate Services on behalf of  
Chairperson Scott McMillan.

## Appendix A

### CLARIFICATION OF VOTING PROCESS FOR ELECTION OF OPSBA POSITIONS FOR THE 2018 ANNUAL GENERAL MEETING

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The information below is provided for clarification of the voting process, if required, for the election of the Voting Delegate and Director, and Alternate Voting Delegate and Alternate Director positions at the Board Meeting on Monday, April 30, 2018.

*The election shall follow the Board's bylaws which state:*

4.2.3 When nominations have been closed by a vote with a show of hands, any vote required to elect the Chairperson will be conducted by secret ballot.

The Board, by majority vote, appoints two staff members to act as scrutineers and such appointments have traditionally been from the members of senior administration present at the meeting.

One of the scrutineers distributes a slip of paper to each trustee following the closing of nominations for the position. Once the ballots are completed, trustees fold the slip of paper in half and the second scrutineer will present the ballot box to each trustee in which he/she will deposit the ballot.

The scrutineers withdraw from the Boardroom to the Trustees Office to count the ballots. The name of the successful candidate will be written on a piece of paper and handed to the Chairperson. The Chairperson will then announce the name of the successful candidate. This process shall be repeated for each position to be filled.

However, if a successful candidate is not determined through the first vote because there are more than two candidates nominated and none of them receive a majority vote, then the ballot process must be repeated in accordance with the bylaws (Article 4.2.7 through 4.2.9)

If there are only two candidates, and the successful candidate is not determined through the first vote because of a tie, then the candidates draw lots to fill the position, which means the names of the two candidates are placed in the ballot box and one name is drawn from the box. Our practice has been to appoint one of the scrutineers to draw the name from the box.

It has been the practice to use a different colour of paper for each round of voting so there is no room for error when the scrutineers are counting ballots. The ballots are destroyed following the voting process.

Please note that since the Board's bylaws indicate the election must be conducted by secret ballot, no other form of voting would be considered acceptable. Section 45 of Roberts Rules of Order regarding voting procedures states that, "when the bylaws require a vote to be taken by ballot, the requirement cannot be suspended, even by unanimous vote." This would mean that anyone who is not present at the Committee of the Whole meeting is ineligible to vote in this election.



# Bluewater District School Board

P.O. Box 190, 351 1<sup>st</sup> Avenue North  
 Chesley, Ontario N0G 1L0  
 Telephone: (519) 363-2014 Fax: (519) 370-2909  
 www.bwdsb.on.ca

April 4, 2018

The Honourable Indira Naidoo-Harris  
 Minister of Education  
 22<sup>nd</sup> Floor, Mowat Block, 900 Bay Street  
 Toronto, Ontario M7A 1L2

Dear Minister Naidoo-Harris:

On behalf of the Board of Trustees of Bluewater District School Board, I would like to bring to your attention the following motion that was passed at our Regular Meeting of the Board on March 20, 2018:

*That Bluewater District School Board write to the Minister of Education requesting that a Provincial Think Tank be established to thoughtfully consider and plan for future technologies, artificial intelligence, and transformational innovations.*

*Furthermore, that this Think Tank incorporate key stakeholders from the current educational system in addition to the leading researchers and innovators.*

Future innovations and evolution in areas such as artificial intelligence, virtual reality, and web connectivity will have profound implications for the classroom, and by extension, will transform Ontario's educational system and curriculum as we know it today. The establishment of a Provincial Think Tank with involvement from key education stakeholders will ensure a proactive rather than reactive approach to leveraging and embracing these innovations for the future benefit of all students in Ontario.

As always, our shared commitment remains focused on providing quality education for every student in a safe and caring environment.

Sincerely,

Ron Motz  
 Chair

cc: All school board chairs in Ontario  
 Minister's Advisory Council on Special Education  
 Provincial Parent Associations Advisory Committee on Special Education Advisory Committees  
 Individual Special Education Advisory Committee groups  
 Sam Hammond, President, Elementary Teachers' Federation of Ontario  
 Harvey Bischof, President, Ontario Secondary School Teachers' Federation  
 Laurie French, President, Ontario Public School Boards' Association  
 The Honourable Kathleen Wynne, Premier of Ontario and Leader of Ontario Liberal Party  
 Doug Ford, Leader of the Progressive Conservative Party of Ontario  
 Andrea Horwath, Leader of the Ontario New Democratic Party  
 Ontario Student Trustees' Association  
 Council of Ontario Directors of Education

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