

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, February 4, 2019, at 7:00 p.m.**

AGENDA

Call to Order/ Territorial Acknowledgement

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 December 12, 2018

Receive Minutes – Board Meeting of December 17, 2018

Approve Minutes – Committee of the Whole Meeting of January 14, 2019

Approve Minutes – Committee of the Whole Meeting of January 21, 2019

Receipt/Approval of Monthly Reports:

- | | | |
|----|---|---------------|
| 26 | Staffing Information – Retirements and Resignations | M. Weinert |
| 28 | Staffing Recommendations – Appointments | M. Weinert |
| 30 | Suspension/Expulsion Report as of November 30, 2018 | P. Rubenschuh |

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Communications Department Good News Update A. Russell

Delegations

Reports

Director of Education – Annual Report J. Bryant

Board Reports

Board Communications

Other Business

Severe Weather Update B. Lemon

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

January 28, 2019

**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.

Appendix A

Staffing Statistics – Retirements & Resignations
Current at January 28, 2019

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Mary	Burnet	Occasional Teacher (various)	December 31, 2019	18
Janet	Carvalho	Teacher, J.F. Carmichael PS	March 29, 2019	16
Veronica	Gavrilas	Teacher, John Mahood PS	June 28, 2019	13
Sylvie	Lovell	Teacher, Suddaby PS	December 31, 2018	29
Joe	Wareham	Teacher, Breslau PS	February 18, 2019	30

5 / Subtotal

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Barbara	Bout	Teacher, Preston HS	January 31, 2019	27
Terri	Fischer	Department Head, Waterloo CI	March 31, 2019	33
Yvonne	Hornick	Teacher, Waterloo CI	January 31, 2019	22
Michelle	Talbot	Department Head, Sir John A. Macdonald SS	June 30, 2019	31
Joan	Vanderburg	Teacher, Southwood SS	December 31, 2018	18

5 / Subtotal

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Kathy	Adam	Educational Assistant (EA), Sir John A. Macdonald SS	January 31, 2019	30
Dale	Bernt	JK-8 Consultant, Learning Services, EdC	June 30, 2019	30
Mary	Chabot	Educational Assistant (EA), Jean Steckle PS	August 31, 2019	16
JD	Keith	Head Custodian, Trillium PS	June 30, 2019	37
Bradley	Schnarr	Custodian, Sir John A. Macdonald SS	January 30, 2019	31
Wendy	Watt	Library Clerk, Howard Robertson PS	May 17, 2019	12

6 / Total = 16

Permanent Staff Resignations:			
First	Last	Position/Location	Effective Date
Chelsea	Benning	Early Childhood Educator (ECE), Cedar Creek PS	January 11, 2019
Alix	Lanigan	Human Resources Assistant, Human Resource Services, EdC	January 9, 2019
Susete	Melo	Custodian, Franklin PS	January 10, 2019
Neal	Walsh	Custodian, Park Manor PS	January 15, 2019
Cameron	Welsand	Custodian, Preston HS	December 20, 2018



Report to Board of Trustees

January 28, 2019

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 January 28, 2019.

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.

Appendix A

Staffing Information – New Appointments**Current at January 28, 2019**

New Appointments: Elementary Teaching Staff			
First	Last	School ID / Education Centre	Effective Date
Emma	Harrow	Teacher, Pioneer Park PS	January 9, 2019
Kirk	Kiernander	Teacher, Margaret Avenue PS	February 1, 2019
Cole	Korte	Teacher, Wilson Avenue PS	February 1, 2019
Amanda	Murray	Teacher, Doon PS	October 22, 2018

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

New Appointments: Administrative and Support Staff			
First	Last	School ID / Education Centre	Effective Date
Alyssa	Galvao	Secretary, Queensmount PS	January 7, 2019
Joanne	Oliver	Custodian, Preston HS	January 14, 2019

The above new hires to our Board are due to retirements, resignations or leaves and are to replace full or part time vacancies.

*Human Resource Services
January 28, 2019*



Report to Board of Trustees

January 28, 2018

Subject: Student Suspension/Expulsion Report December, 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 December 2017 and December 2018, elementary suspensions have increased by 24 and secondary suspensions have increased by 128.

Comparing year to date from December 2017 and December 2018, school expulsions have increased by 1 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 December 2017 - 118, year to date - 510
- Total elementary school suspensions in December 2018 - 142, year to date - 534
- Total secondary school suspensions in December 2017 - 186, year to date - 870
- Total secondary school suspensions in December 2018 - 220, year to date - 998

Expulsions

- Total school expulsions in December 2017 - 0, Year to Date 0
- Total school expulsions in December 2018 - 1, Year to Date 1
- Total board expulsions in December 2017 - 2, Year to Date 9
- Total board expulsions in December 2018 - 1, Year to Date 8

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 December 2017 - 3, year to date 18
- Total elementary/secondary violent incidents in December 2018 - 2, year to date 19

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.