

**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 Ardelet Avenue, Kitchener, on **Monday, May 27, 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 – Parent Involvement Committee Meeting of March 5, 2019
- Approve Minutes – Special Education Advisory Committee Meeting of April 10, 2019
- Receive Minutes – Board Meeting of April 29, 2019
- Approve Minutes – Committee of the Whole Meeting of May 13, 2019

**Receipt/Approval of Monthly Reports:**

- |    |   |            |
|----|---|------------|
| 28 | Staffing Information – Retirements and Resignations | M. Weinert |
| 31 | Staffing Recommendations – Appointments             | M. Weinert |

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

- |                                 |                   |
|---------------------------------|-------------------|
| Linda Fabi Bursary              | Chairperson       |
| Appointment of Student Trustees | Trustee C. Millar |

**Communications Department Good News Update**

A. Russell

**Delegations**

**Reports**

- |    |  |               |
|----|--|---------------|
| 33 | Suspension/Expulsion Report as of April 30, 2019 | P. Rubenschuh |
| 35 | Student Aggression Report                        | M. Weinert    |
|    | Discussion – Student Recognition                 | Chairperson   |

**Board Reports**

- |                                      |           |
|--------------------------------------|-----------|
| Bylaw Review Committee Verbal Update | Committee |
|--------------------------------------|-----------|

**Board Communications**

**Other Business**

**Question Period** (10 minutes)

\*\*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.

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

**Adjournment**



# Report to Board of Trustees

May 27, 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**  
**Current at May 27, 2019**

<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>
Sara	Aggiss	SERT / Teacher, Stanley Park PS	June 28, 2019	32
Bev	Blissett	Teacher, Pioneer Park PS	April 30, 2019	15
Linda	Brandt	Teacher, Stanley Park PS	June 28, 2019	37
Susan	Brown	Itinerant Teacher, Special Education – Learning Services, EdC	June 28, 2019	20
Brenda	Courtney	Teacher, MacGregor PS	June 28, 2019	28
Barbara	Csanits	Teacher, Elgin Street PS	June 28, 2019	28
Anne	Kearsley	Teacher, Lincoln Heights PS	June 28, 2019	36
Lynn	Langford-Berry	Teacher, Westheights PS	June 28, 2019	34
Anna	Lucas	Teacher, Sheppard Avenue PS	June 28, 2019	27
Janice	Little	Teacher, Chalmers Street PS	June 28, 2019	25
Nancy	McKinnon	Teacher, William G. Davis PS	June 28, 2019	31
Patti	Monteith	Teacher, Northlake Woods PS	June 28, 2019	35
Dawn	Murray	Teacher, Baden PS	June 28, 2019	31
Cameron	Mudie	Teacher, Westheights PS	June 28, 2019	21
Laurie	Redka	Teacher, Avenue Road PS	June 28, 2019	29

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>
Wendy	Bleaney	Teacher, Cameron Heights CI	June 28, 2019	32
Alan	Cameron	Teacher, Galt CI & VS	June 28, 2019	29
Tracy	Cook	Department Head, Forest Heights CI	June 28, 2019	31
Daniel	Davison	Department Head, Preston HS	June 28, 2019	25
Randy	Dyck	Department Head, Elmira District SS	June 28, 2019	31
Scott	Grondin	Teacher, Forest Heights CI	June 28, 2019	30
Kelvin	Hui	Teacher, Forest Heights CI	June 28, 2019	20
Bernhard	Picard	Teacher, Waterloo-Oxford DSS	June 28, 2019	22
James	Pattison	Teacher, Bluevale CI	June 28, 2019	23
Douglas	Ranton	Teacher, Waterloo CI	June 28, 2019	21
Craig	Stuart	Department Head, Waterloo-Oxford DSS	June 28, 2019	29

11 / Subtotal

**Staffing Statistics – Retirements**  
**Current at May 27, 2019**

<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>
Cathy	Baer	Elementary Principal, Conestogo PS	June 28, 2019	31
Heather	Fach	Educational Assistant, Stewart Avenue PS	June 28, 2019	31
Mary	Freitas	Administrative Assistant to Michael Weinert, Coordinating Superintendent, Human Resource Services, EdC	August 30, 2019	32
Heather	Koch	Educational Assistant, Smithson PS	June 28, 2019	28
Scott	Lomax	Coordinating Superintendent, Student Achievement & Well-being, EdC	June 28, 2019	30
Peggy	Senior	Educational Assistant, Forest Hill PS	June 30, 2018	30
Maria	Tavares	Custodian, Preston HS	August 30, 2019	29
Brian	Ward	Elementary Principal, William G. Davis PS	June 28, 2019	30
Drew	Wiles	School Supervision Monitor, Galt CI&VS	Sept. 30, 2019	12
Ellen	Wirz-Dunbar	Educational Assistant, Franklin PS	June 28, 2019	20

10 / Total = 36

<b>Permanent Staff Resignations:</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Angela	Burt	Educational Assistant, Sandhills PS	June 28, 2019
Michelle	Bedour	Elementary Head Secretary, Country Hills PS	May 22, 2019
Colin	Genier	Certified Tradesperson, Facility Services, EdC	June 7, 2019
Greg	Hammell	Human Resources Assistant, Human Resource Services, EdC	April 26, 2019
Jennifer	Kauntz	Secretary, Westheights PS	May 24, 2019
Lisa	Jankowski	Elementary Teacher, Clemens Mill PS	June 28, 2019
Pamela	Neath	Early Childhood Educator, Williamsburg PS	May 17, 2019
Jennifer	Reinhart	Educational Assistant, Blair Road PS	June 28, 2019
Laurie	Starra	Secretary, Williamsburg PS	May 3, 2019
Michelle	Tyler	Assistant Office Supervisor, Jacob Hespeler SS	April 8, 2019



# Report to Board of Trustees

May 27, 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 May 27, 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.

### Staffing Information – New Appointments

**Current at May 27, 2019**

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

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

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Juan	Almada	Custodian, Keatsway PS & Centennial (W) PS	April 9, 2019
Nick	Brayshaw	Custodian, Glenview Park SS	April 29, 2019
Michael	Graves	Custodian, Baden PS	April 9, 2019
Falynn	Griffin	Custodian, Ayr PS	May 13, 2019
Kayla	Laurie	Custodian, Tait Street PS	April 15, 2019
Paul	MacNeil	Custodian, Lexington PS	April 10, 2019
Yolande	Prevel	Custodian, King Edward PS	May 1, 2019
Philip	Ruetz	Custodian, Jean Steckle PS	May 2, 2019
Elizabeth	Santos	Custodian, Tait Street PS	May 13, 2019
Jennifer	Sims	Payroll Clerk, Financial Services, EdC	May 13, 2019

*New Hires - due to retirements, resignations or leaves and are to replace full or part time vacancies.*

*Human Resource Services*



# Report to Board of Trustees

May 27, 2019

## **Subject: Student Suspension/Expulsion Report April, 2019**

### **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 April 2018 and April 2019, elementary suspensions have increased by 119 and secondary suspensions have increased by 183.

Comparing year to date from April 2018 and April 2019 school expulsions have increased by 2 and board expulsions have increased by 9.

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 April 2018 - 115, year to date - 1027
- Total elementary school suspensions in April 2019 - 182, year to date - 1146
- Total secondary school suspensions in April 2018 - 136, year to date - 1486
- Total secondary school suspensions in April 2019 - 244, year to date - 1669

### Expulsions

- Total school expulsions in April 2018 - 3, Year to Date 3
- Total school expulsions in April 2019 - 1, Year to Date 5
- Total board expulsions in April 2018 - 0, Year to Date 12
- Total board expulsions in April 2019 - 4, Year to Date 21

### 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 April 2018 - 2, year to date 29
- Total elementary/secondary violent incidents in April 2019 - 5, year to date 36



**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 Board of Trustees

May 27, 2019

**Subject:       Reported Student Aggression Quarterly Data  
                  May 27<sup>th</sup>, 2019**

## **Recommendation:**

*This report is provided for the Waterloo Region District School Board with information regarding reported incidences of student aggression for the quarter (Feb. 1 - April 15, 2019).*

## **Status:**

Student Aggression incidents are recorded under four (4) categories in order of severity from least severe to most severe:

**Hazard:** The worker is reporting a hazard, **the worker sustained no injury** during the incident or it was a near miss. The Board and Unions actively encourage employees to report workplace hazards in order to act proactively to prevent more serious incidents.

**First aid:** Applying minor first aid measures like cleaning minor cuts, scrapes or scratches; applying a band aid, cold compress or ice pack. First Aid is provided at the workplace.

**Health care (or medical aid):** Worker sustained an injury requiring medical aid from an external health care practitioner (i.e. a doctor, nurse, chiropractor or physiotherapist); services provided at a hospital and/or health facility and/or require prescription drugs. This is required to be reported to the Workers Safety and Insurance Board (WSIB).

**Lost Time:** The worker sustains injury that requires time away from work after the day of incident and was unable to work. This is required to be reported to the Workers Safety and Insurance Board (WSIB).

## **Previous Year Quarterly Report Comparison:**

Quarterly student aggression data as reported by WRDSB staff for the period of February 1, 2019 – April 15, 2019 compared to the data from the same period of February 1, 2018 – April 15, 2018 last school year:

- Total Elementary incidents have decreased by 12.47% to 379 incidents from the same period last year.
- Total Secondary incidents have increased by 51.85% to 27 incidents from the same period last year.

## **2019 Reporting Information:**

**Reported Student Aggression Incidents For the Current School Year (Feb. 1, 2019 – April 15, 2019):**

- Total Elementary aggression incidents from February 1, 2019 – April 15, 2019 - **379 incidents**
  - Hazard – 291 incidents

- 76.78% of all elementary incidents
  - First Aid – 78 incidents
    - 20.58% of all elementary incidents
  - Health Care – 5 events
    - 1.32% of all elementary events
  - Lost Time – 5 events -
    - 1.32% of all elementary events
- Total Secondary aggression incidents from Feb. 1, 2019 – April 15, 2019 - **27 incidents**
  - Hazard –21 incidents
    - 77.78% of all Secondary incidents
  - First Aid – 1 incident
    - 3.7% of all Secondary incidents
  - Health Care – 0 incidents
    - 0% of all Secondary incidents
  - Lost Time – 5 incidents
    - 18.52% of all Secondary incidents
- Total aggression incidents for hazards, first aid, health care, and lost time per employee group from Feb. 1, 2019 – April 15, 2019 - **406 Incidents**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 274
    - 67.49% of total incidents
  - Early Child Educator (ECE) – 38
    - 9.36% of total incidents
  - Elementary Teacher – 85
    - 20.94% of total incidents
  - Secondary Teacher – 5
    - 1.23% of total incidents
  - Administrators – 4
    - 1% of total incidents

## **2018 Reporting Information:**

### **Reported Student Aggression Incidents From Previous School Year for Same Time Period (Feb. 1, 2018 – April 15, 2018):**

- Total Elementary aggression incidents from February 1, 2018 – April 15, 2018 - **426 incidents**
  - Hazard – 313
    - 73.47% of total Elementary incidents
  - First Aid – 104
    - 24.41% of total Elementary incidents
  - Health Care – 5
    - 1.17% of total Elementary incidents
  - Lost Time – 4
    - .94% of total Elementary incidents

- Total Secondary aggression incidents from February 1, 2018 – April 15, 2018: **13 incidents**
  - Hazard – 11
    - 84.62% of all Secondary incidents
  - First Aid – 2
    - 15.38% of all Secondary incidents
  - Health Care – 0
    - 0% of all Secondary incidents
  - Lost Time – 0
    - 0% of all Secondary incidents
  
- Total aggression incidents per employee group from February 1, 2018 – April 15, 2018: **439 Incidents**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 291
    - 66.29% of total incidents
  - Early Child Educator (ECE) – 35
    - 7.97% of total incidents
  - Elementary Teacher – 106
    - 24.15% of total incidents
  - Secondary Teacher – 3
    - .68% of total incidents
  - Administrators – 4
    - .91% of total incidents

### **Background:**

As requested by the Board, student aggression data is to be provided on a quarterly basis.

### **Financial implications:**

The financial impacts are covered within existing Board approved budget lines.

### **Communications:**

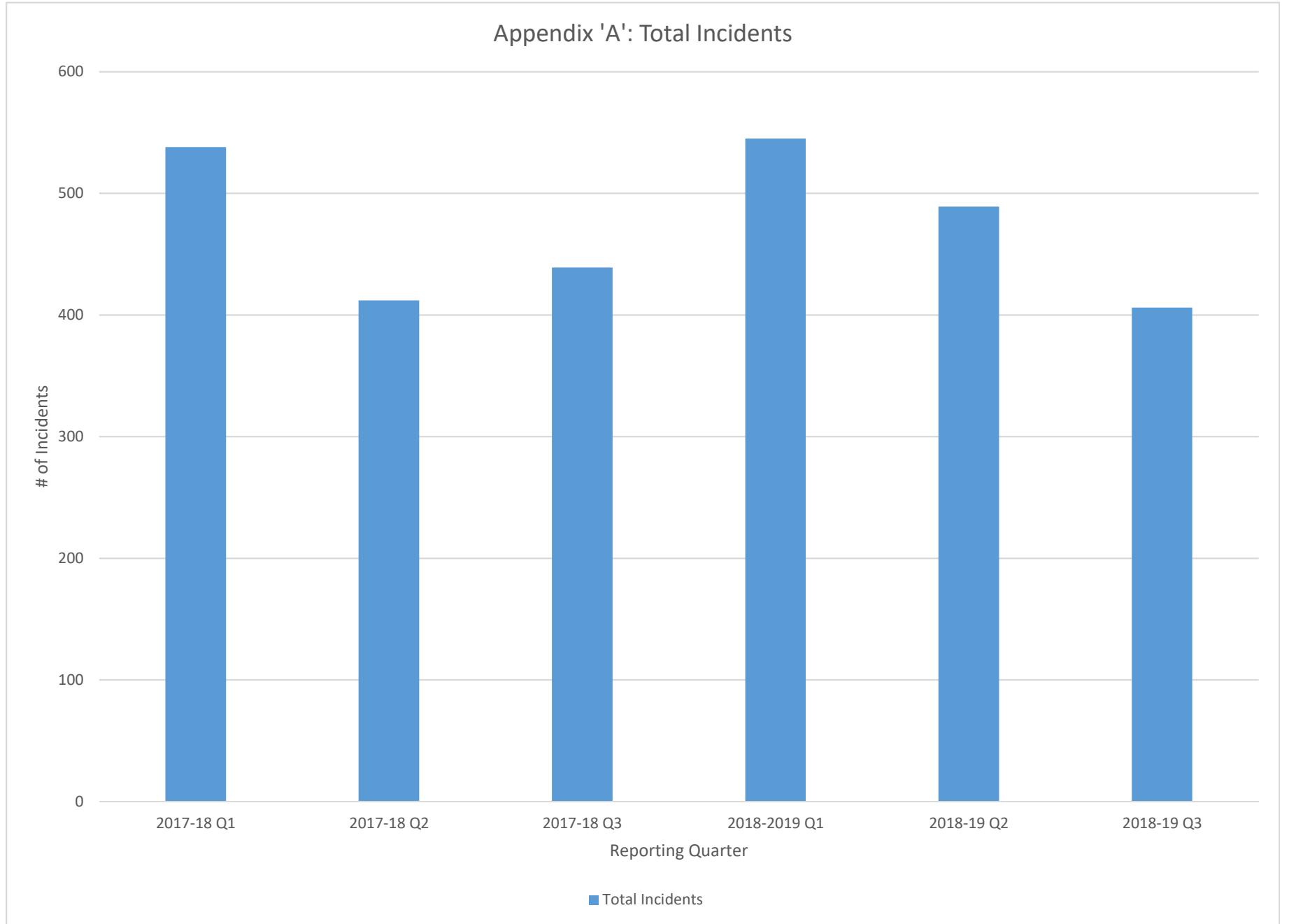
A report of all workplace incidences, including student aggression is provided every two weeks to the Board's Joint Health and Safety Committee (JHSC).

### **Appendices:**

*Appendix 'A' – Total Incidents: 2017-18 Q1 -> 2018-19 Q3*

*Appendix 'B' – Types of Incidents by Quarter: 2017-18 Q1 -> 2018-19 Q3*

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, Shannon-Melissa Dunlop, Manager, Health, Safety & Security and in consultation with Coordinating Council, Justin Brown, Senior Manager, Human Resources Services



Appendix 'B': Types of Incidents by Quarter  
2017-18 & 2018-19

