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, 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.

## Staffing Statistics – Retirements

**Current at May 27, 2019**

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

### 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>
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<tbody>
<tr>
<td>Wendy</td>
<td>Bleaney</td>
<td>Teacher, Cameron Heights CI</td>
<td>June 28, 2019</td>
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<tr>
<td>Alan</td>
<td>Cameron</td>
<td>Teacher, Galt CI &amp; VS</td>
<td>June 28, 2019</td>
<td>29</td>
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<tr>
<td>Tracy</td>
<td>Cook</td>
<td>Department Head, Forest Heights CI</td>
<td>June 28, 2019</td>
<td>31</td>
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<tr>
<td>Daniel</td>
<td>Davison</td>
<td>Department Head, Preston HS</td>
<td>June 28, 2019</td>
<td>25</td>
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<tr>
<td>Randy</td>
<td>Dyck</td>
<td>Department Head, Elmira District SS</td>
<td>June 28, 2019</td>
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</tr>
<tr>
<td>Scott</td>
<td>Grondin</td>
<td>Teacher, Forest Heights CI</td>
<td>June 28, 2019</td>
<td>30</td>
</tr>
<tr>
<td>Kelvin</td>
<td>Hui</td>
<td>Teacher, Forest Heights CI</td>
<td>June 28, 2019</td>
<td>20</td>
</tr>
<tr>
<td>Bernhard</td>
<td>Picard</td>
<td>Teacher, Waterloo-Oxford DSS</td>
<td>June 28, 2019</td>
<td>22</td>
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<tr>
<td>James</td>
<td>Pattison</td>
<td>Teacher, Bluevale CI</td>
<td>June 28, 2019</td>
<td>23</td>
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<tr>
<td>Douglas</td>
<td>Ranton</td>
<td>Teacher, Waterloo CI</td>
<td>June 28, 2019</td>
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<tr>
<td>Craig</td>
<td>Stuart</td>
<td>Department Head, Waterloo-Oxford DSS</td>
<td>June 28, 2019</td>
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11 / Subtotal
### Staffing Statistics – Retirements
**Current at May 27, 2019**

#### Retirements: Administrative & Support Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Retirement Date</th>
<th>Years of Service</th>
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</thead>
<tbody>
<tr>
<td>Cathy</td>
<td>Baer</td>
<td>Elementary Principal, Conestogo PS</td>
<td>June 28, 2019</td>
<td>31</td>
</tr>
<tr>
<td>Heather</td>
<td>Fach</td>
<td>Educational Assistant, Stewart Avenue PS</td>
<td>June 28, 2019</td>
<td>31</td>
</tr>
<tr>
<td>Mary</td>
<td>Freitas</td>
<td>Administrative Assistant to Michael Weinert, Coordinating Superintendent, Human Resource Services, EdC</td>
<td>August 30, 2019</td>
<td>32</td>
</tr>
<tr>
<td>Heather</td>
<td>Koch</td>
<td>Educational Assistant, Smithson PS</td>
<td>June 28, 2019</td>
<td>28</td>
</tr>
<tr>
<td>Scott</td>
<td>Lomax</td>
<td>Coordinating Superintendent, Student Achievement &amp; Well-being, EdC</td>
<td>June 28, 2019</td>
<td>30</td>
</tr>
<tr>
<td>Peggy</td>
<td>Senior</td>
<td>Educational Assistant, Forest Hill PS</td>
<td>June 30, 2018</td>
<td>30</td>
</tr>
<tr>
<td>Maria</td>
<td>Tavares</td>
<td>Custodian, Preston HS</td>
<td>August 30, 2019</td>
<td>29</td>
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<tr>
<td>Brian</td>
<td>Ward</td>
<td>Elementary Principal, William G. Davis PS</td>
<td>June 28, 2019</td>
<td>30</td>
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<tr>
<td>Drew</td>
<td>Wiles</td>
<td>School Supervision Monitor, Galt CI&amp;VS</td>
<td>Sept. 30, 2019</td>
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<tr>
<td>Ellen</td>
<td>Wirz-Dunbar</td>
<td>Educational Assistant, Franklin PS</td>
<td>June 28, 2019</td>
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10 / Total = 36

#### Permanent Staff Resignations:

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

## Staffing Information – New Appointments

**Current at May 27, 2019**

### New Appointments: Elementary Teaching Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>School ID / Education Centre</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nil Report</td>
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</tbody>
</table>

### New Appointments: Secondary Teaching Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>School ID / Education Centre</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nil Report</td>
<td></td>
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</tbody>
</table>

### New Appointments: Administrative and Support Staff

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

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

*Human Resource Services*
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 27th, 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
  o First Aid – 78 incidents
    ▪ 20.58% of all elementary incidents
  o Health Care – 5 events
    ▪ 1.32% of all elementary events
  o Lost Time – 5 events
    ▪ 1.32% of all elementary events

• Total Secondary aggression incidents from Feb. 1, 2019 – April 15, 2019 - **27 incidents**
  o Hazard – 21 incidents
    ▪ 77.78% of all Secondary incidents
  o First Aid – 1 incident
    ▪ 3.7% of all Secondary incidents
  o Health Care – 0 incidents
    ▪ 0% of all Secondary incidents
  o 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**
  o Educational Assistant (EA) / Child and Youth Worker (CYW) – 274
    ▪ 67.49% of total incidents
  o Early Child Educator (ECE) – 38
    ▪ 9.36% of total incidents
  o Elementary Teacher – 85
    ▪ 20.94% of total incidents
  o Secondary Teacher – 5
    ▪ 1.23% of total incidents
  o 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**
  o Hazard – 313
    ▪ 73.47% of total Elementary incidents
  o First Aid – 104
    ▪ 24.41% of total Elementary incidents
  o Health Care – 5
    ▪ 1.17% of total Elementary incidents
  o Lost Time – 4
    ▪ .94% of total Elementary incidents
• Total Secondary aggression incidents from February 1, 2018 – April 15, 2018: **13 incidents**
  o Hazard – 11
    ▪ 84.62% of all Secondary incidents
  o First Aid – 2
    ▪ 15.38% of all Secondary incidents
  o Health Care – 0
    ▪ 0% of all Secondary incidents
  o Lost Time – 0
    ▪ 0% of all Secondary incidents

• Total aggression incidents per employee group from February 1, 2018 – April 15, 2018: **439 Incidents**
  o Educational Assistant (EA) / Child and Youth Worker (CYW) – 291
    ▪ 66.29% of total incidents
  o Early Child Educator (ECE) – 35
    ▪ 7.97% of total incidents
  o Elementary Teacher – 106
    ▪ 24.15% of total incidents
  o Secondary Teacher – 3
    ▪ .68% of total incidents
  o 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 'A': Total Incidents

The chart shows the total number of incidents reported in each quarter from 2017-18 Q1 to 2018-19 Q3. The highest number of incidents occurred in 2018-2019 Q1, while the lowest number was reported in 2017-18 Q2.

- 2017-18 Q1: 550 incidents
- 2017-18 Q2: 430 incidents
- 2017-18 Q3: 450 incidents
- 2018-2019 Q1: 580 incidents
- 2018-19 Q2: 490 incidents
- 2018-19 Q3: 420 incidents

Total Incidents in Appendix 'A': 3,800
Appendix 'B': Types of Incidents by Quarter
2017-18 & 2018-19