

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE OF MEETING

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, May 25, 2020, at 7:00 p.m.**

AGENDA

Call to Order

Territorial Acknowledgement and 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 11, 2020

Receive Minutes – Board Meeting of April 27, 2020

Approve Minutes - Special Committee of the Whole Meeting of May 20, 2020

Receipt/Approval of Monthly Reports:

- | | | |
|----|---|------------|
| 12 | Staffing Information – Retirements and Resignations | M. Weinert |
| 15 | Staffing Recommendations – Appointments | M. Weinert |
| 17 | Monthly Suspension Report for March 2020 | B. Lemon |

Declarations of Pecuniary Interest

Reports

- | | | |
|----|--|-------------|
| 19 | Linda Fabi Bursary | Chairperson |
| | Communications Update | A. Sloan |
| | Celebrating Graduating Students Update | A. Sloan |
| | COVID-19 Update | J. Bryant |
| | Discussion: Trustee Vacancy | Chairperson |

Board Reports

- | | | |
|--|--|-------------------|
| | Ad Hoc Self-Evaluation Tool Committee Update | Trustee C. Millar |
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Board Communications

- | | |
|----|--|
| 21 | Upper Grand District School Board to Minister of Education - Pandemic Response |
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Question Period (10 minutes)

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

May 25, 2020

**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 25, 2020

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Rodger	Allen	Teacher, Lester B Pearson PS	June 30, 2020	30
Kim	Bigam	Teacher, St. Andrews PS	June 30, 2020	31
Wendy	Bishop	Teacher, Elizabeth Ziegler PS	June 30, 2020	32
Karen	Chapman	Teacher, Chalmers Street PS	June 30, 2020	20
Katherine	Craik	Teacher, Sir Adam Beck PS	June 30, 2020	30
Cynthia	Fischer	Teacher, Westmount PS	June 26, 2020	33
Susan	Houghton	Teacher, Forest Glen PS	June 26, 2020	31
Myrianthi	Lucas	Teacher, WT Townshend PS	June 30, 2020	26
Charlotte	Maloney	Teacher, Lexington PS	June 30, 2020	20
Antoinette	Minutillo	Teacher, St. Andrews PS	June 30, 2020	29
Robert	Phillips	Teacher, Park Manor PS	May 29, 2020	26
Taire	Roke	Teacher, Silverheights PS	June 30, 2020	18
Paul	Roorda	Teacher, Laurelwood PS	June 30, 2020	21
Heather	Soehner-Uttley	Teacher, St. Jacobs PS	June 30, 2020	31
Gitta	Voisin	Teacher, Keatsway PS	June 30, 2020	31
Helga	Zielke	Teacher, Empire PS	June 30, 2020	34

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Gwen	Bradley	Teacher, Waterloo Oxford DSS	June 30, 2020	30
Kevin	Broadhurst	Teacher, Waterloo Oxford DSS	June 27, 2020	9
Jennifer	Denomme	Teacher, Elmira DSS	June 30, 2020	22
Kenneth	Dyer	Teacher, Kitchener CI	June 30, 2020	26
Cynthia	Halonon	Teacher, Jacob Hespeler SS	June 30, 2020	20
Anne	Jenkins	Teacher, Jacob Hespeler SS	June 30, 2020	29
Stephen	Peng	Teacher, Grand River CI	June 30, 2020	30
Deb	Robinet	Guidance Department Head, Jacob Hespeler SS	June 30, 2020	30
Margaret	Turnpenny	Teacher, Alternative Program Cambridge	June 30, 2020	34
Patricia	Wise	Teacher, Forest Heights CI	June 30, 2020	27
James	Witmer	Teacher, Waterloo CI	June 30, 2020	23

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Judy	Allred	Educational Assistant, Grand River CI	June 30, 2020	26
Peter	Berndt	Principal, Laurelwood PS	June 30, 2020	28
Kathleen	Bruce	Educational Assistant, Prueter PS	June 26, 2020	18
Donna	Deciantis	Library Clerk, Laurelwood PS	June 30, 2020	17
Nancy	Forgues	Senior Accounting Clerk, Finance	June 30, 2020	36
Eileen	Jessop	Secretary, Kitchener CI	April 30, 2020	10
Jane	Schultz	Educational Assistant, Sir John A MacDonald SS	September 7, 2020	20
Evelyn	Sullivan	Infrastructure Analyst, ITS	September 25, 2020	32

Staffing Statistics – Resignations
Current at May 25, 2020

Permanent Staff Resignations:			
First	Last	Position/Location	Effective Date
Kimberly	Chase	Occasional DECE, various	April 22, 2020
Michelle	Pham	Educational Assistant, Queensmount PS	August 28, 2020
Brooke	Schlumberger	Elementary Teacher, Southridge PS	April 13, 2020
Shannon	Speck	Early Childhood Educator, Sheppard PS	September 1, 2020
Christine	Vender	Secondary Occasional Teacher, various	April 26, 2020
Kim	Wilson	Child Youth Worker, Grand River CI	April 23, 2020



Report to Board of Trustees

May 25, 2020

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 25, 2020.

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 May 25, 2020**

New Appointments: Elementary Teachers			
Megan	Chadwick	Teacher, Smithson PS	May 4, 2020
Eric	Van Halteren	Teacher, Groh PS	May 19, 2020
Melissa	Marsaw	Teacher, Rosemount PS	April 14, 2020

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 25, 2020

Subject: Student Suspension/Expulsion Report March, 2020

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 2019 and March 2020, elementary suspensions have increased by 67 and secondary suspensions have increased by 44*.

Comparing year to date from March 2019 and March 2020 school expulsions have decreased by 1 and board expulsions have decreased by 4*.

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 2019 - 162, year to date - 965
- Total elementary school suspensions in March 2020 - 111, year to date - 1032*
- Total secondary school suspensions in March 2019 - 170, year to date - 1426
- Total secondary school suspensions in March 2020 - 114, year to date - 1470*

Expulsions

- Total school expulsions in March 2019 - 1, Year to Date 3
- Total school expulsions in March 2020 - 0, Year to Date 2*
- Total board expulsions in March 2019 - 4, Year to Date 18
- Total board expulsions in March 2020 - 2, Year to Date 14*

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 2019 - 7, year to date 31
- Total elementary/secondary violent incidents in March 2020 - 5, year to date 28*

**No data was recorded during the COVID-19 closure period. Year over year comparisons are not valid.*

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: Bill Lemon, Superintendent, Student Achievement & Well-Being, Joe Bell, System Administrator, Learning Support Services, and in consultation with Coordinating Council



Report to Board of Trustees

May 25, 2020

Subject: Recipients of the 2019-20 Linda Fabi Bursary

Recommendation

This report is for the information of the Board.

Status

The Linda Fabi Bursary will provide funding for students who are pursuing a trade, through college or apprenticeship, and who have not already been selected to receive an award at the graduation ceremony.

The Adjudication Committee, comprised of Linda Fabi, former Director of Education, Jayne Herring, Joanne Weston and Kathleen Woodcock, reviewed the applications submitted by the following students:

Anas Alsaloum	Eastwood Collegiate Institute
Adam Roth	Kitchener Collegiate Institute
Daniel Sunter	Forest Heights Collegiate Institute
Luke Deemert	Forest Heights Collegiate Institute
Tawnee Ahrens	Grand River Collegiate Institute
Dalton Wilson	Grand River Collegiate Institute
Ian Wudrick	Grand River Collegiate Institute
Nicholas Clay	Glenview Park Secondary School
Grayson McGirr	Elmira District Secondary School

The following criteria were taken into consideration:

1. The student's key characteristics
2. An example of how the student has demonstrated perseverance or has overcome obstacles or made a remarkable comeback during his/her high school career
3. A staff member's recommendation

All nine applicants were confirmed to meet the criteria and were selected to receive the 2019-20 Linda Fabi Bursary.

Background

The Linda Fabi Bursary was established by the Board of Trustees in celebration and recognition of the many contributions and achievements of Linda Fabi during her tenure as Director of Education for the Waterloo Region District School Board.

The total amount of the Bursary this year is \$2,025, which is to be presented to students of the Waterloo Region District School Board. Depending on the number of applicants, this award can be divided so that a number of eligible applicants can be recognized. This year each student will receive \$225.

Financial implications

An amount of \$2,025 will be charged to the Trustee expense budget. This is the sixth year the award has been issued.

Communications

The announcement of the Linda Fabi Bursary recipients will be shared with all schools, staff, students and the public via the Board website.

Prepared by: John Bryant, Director of Education
Stephanie Reidel, Manager, Corporate Services
in consultation with Coordinating Council



May 6, 2020

The Honourable Stephen Lecce
Minister of Education
5th Floor
438 University Avenue
Toronto, ON M5G 2K8

Dear Minister Lecce,

On Tuesday, April 28th, the Upper Grand District School Board passed a motion directing the Chair of the Board to write to you expressing our gratitude regarding the closure of schools and our recommendation regarding extending these closures.

During this pandemic, our top priority at the Upper Grand DSB has been the safety and well-being of our students, their families, and our staff – we know that the decisions being made at the provincial level are made with safety as the top priority as well. We are grateful for the leadership shown by the government and the Ministry in helping us to ensure that safety by closing all schools and Board-owned buildings and recently extending the duration of those closures.

In order to ensure the continued safety of our educational community and the general public, and to provide stability to our families, we would like to recommend that physical school buildings remain closed until the end of the school year.

Thank you for your work to support school boards and students across the province. We are grateful for the measures the government has taken to safeguard the citizens of Ontario.

Sincerely,

Martha MacNeil
Chair
Upper Grand District School Board

cc: Premier Doug Ford
Ted Arnott, MPP Wellington-Halton Hills
Sylvia Jones, MPP Dufferin-Caledon
Mike Schreiner, MPP Guelph
Randy Pettapiece, MPP Perth-Wellington
OSSTF District 18 and Upper Grand ETFO
T. J. Goertz, Senior Communications and Policy Officer, OPSBA
All Public Board Chairs
Ontario Public School Boards' Association
UGDSB Board of Trustees
Martha Rogers, Director of Education, UGDSB

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Upper Grand District School Board

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|---------------------------------------|---------------|--------------|-------------------|-----------------|
| • Martha MacNeil; Chair | • Mark Bailey | • Jolly Bedi | • Linda Busuttill | • Gail Campbell |
| • Barbara Lustgarten Evoy; Vice-Chair | • Jen Edwards | • Mike Foley | • Robin Ross | • Lynn Topping |