

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, November 30, 2020, at 7:00 p.m.**

AGENDA

Call to Order

Territorial Acknowledgement and O Canada

Approval of Agenda

Consent Agenda**

Receipt/Approval of Minutes:

Approve Minutes – Audit Committee Meeting of October 14, 2020

Approve Minutes – Special Education Advisory Committee Meeting of October 14, 2020

Receive Minutes – Board Meeting of October 26, 2020

Approve Minutes – Committee of the Whole Meeting of November 9, 2020

Approve Minutes – Committee of the Whole Meeting of November 16 2020

Receipt/Approval of Monthly Reports:

23 Staffing Information – Retirements and Resignations

M. Weinert

26 Staffing Recommendations – Appointments

M. Weinert

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Communications Good News Updates

A. Russell

Delegations

Reports

28 Suspension/ Expulsion Report as of September 30, 2020

B. Lemon

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32 Annual Suspension Report

B. Lemon

Board Reports

Board Communications

38 York Region DSB to Minister of Education

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

November 30, 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 November 30, 2020

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Jane	Coe	Teacher, Wellesley PS	January 1, 2021	24
Brian	Daub	Teacher, Smithson PS	December 31, 2020	29
Karen	May	Consultant, Special Education	January 29, 2021	31
Pauline	Ward	Teacher, Cedar Creek PS	November 30, 2020	29

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Ion	Damian	Teacher, Waterloo CI	November 12, 2020	22

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Richard	Alexander	Custodian, Stewart Avenue PS	December 11, 2020	12
Patrick	Becker	Custodian, Waterloo CI	December 31, 2020	8
Lori	Briscoe	Principal, WT Townshend PS	December 31, 2020	19
Christopher	Eaton	Principal, Baden PS	December 31, 2020	12
Susan	Marchiori	Principal, Elizabeth Ziegler PS	December 31, 2020	22
Lyse	Rivard	Custodian, John Mahood PS	January 29, 2021	8
Linda	Shrubsall	Early Childhood Educator, Winston Churchill PS	January 4, 2021	7
Bill	Smith	Child Youth Worker, Alternative Program (Section 23)	November 18, 2020	22

Staffing Statistics – Resignations
Current at November 30, 2020

Permanent Staff Resignations			
First	Last	Position/Location	Effective Date
Paula	Brown	Early Childhood Educator, Parkway PS	November 3, 2020
Angela	Clark	Accounting Clerk, Finance	October 30, 2020
Ian	Gaudet	Controller, Facility Services	December 4, 2020
Natalie	Miller	HR Assistant, Human Resource Services	November 27, 2020
Rachel	Schultz	Elementary LTO Teacher, Jean Steckle PS	November 1, 2020
Katelyn	Vanier	Elementary Teacher, St. Jacobs PS	December 18, 2020
Natascha	Witt	HR Assistant, Wellness	November 30, 2020



Report to Board of Trustees

November 30, 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 November 30, 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 November 30, 2020

New Appointments: Elementary Teaching Staff			
First	Last	School ID / Education Centre	Effective Date
Ghina	Itani	Trillium PS	November 23, 2020
Jill	Kras	Smithson PS	November 9, 2020
Katrina	Moczerad	Avenue Road PS	December 1, 2020
Alexandra	Rose McLean	Groh PS	November 9, 2020
Sarah	Schmidt	Winston Churchill PS	November 9, 2020
Rachel	Skirten	Howard Robertson PS	November 13, 2020
Joelle	Town	Glencairn PS	November 23, 2020
Mark	Vacek	Jean Steckle PS	November 16, 2020

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Jordyn	Mara	Secretary, Cameron Heights CI	November 2, 2020
Sarah	Pierson	Secretary, Jane Metcalfe PS	October 26, 2020
Melanie	Schmidt	Administrative Assistant to Superintendent	October 26, 2020
Viktor	Vukovic	Infrastructure Analyst, ITS	November 30, 2020
Colleen	Wake	Secretary, Waterloo Oxford DSS	November 3, 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

November 30, 2020

Subject: Student Suspension/Expulsion Report September, 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 the year to date from September 2019 and September 2020, elementary suspensions have decreased by 106 and secondary suspensions have decreased by 215.

Comparing year to date from September 2019 and September 2020 school expulsions have increased 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. These data were collected with schools operating adapted learning programs including: distance learning, in-person learning and the secondary adapted hybrid model.

Suspensions

- Total elementary school suspensions in September 2019 -124, year to date - 124
- Total elementary school suspensions in September 2020 -18, year to date - 18
- Total secondary school suspensions in September 2019 -220, year to date - 220
- Total secondary school suspensions in September 2020 - 5, year to date - 5

Expulsions

- Total school expulsions in September 2019 - 0, Year to Date 0
- Total school expulsions in September 2020 - 1, Year to Date 1
- Total board expulsions in September 2019 - 4, Year to Date 4
- Total board expulsions in September 2020 - 0, Year to Date 0

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 September 2019 - 3, year to date 3
- Total elementary/secondary violent incidents in September 2020 - 0, year to date 0

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

November 30, 2020

Subject: Student Suspension/Expulsion Report October, 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 October 2019 and October 2020, elementary suspensions have decreased by 172 and secondary suspensions have decreased by 229.

Comparing year to date from October 2019 and October 2020, school expulsions have remained the same and board expulsions have decreased by 6.

The most recent month's suspension and expulsion data is included below. The data is accurate up to, and including, the date of collection. These data were collected with schools operating adapted learning programs including: distance learning, in-person learning and the secondary adapted hybrid model.

Suspensions

- Total elementary school suspensions in October 2019 - 227, year to date - 351
- Total elementary school suspensions in October 2020 - 55, year to date - 74
- Total secondary school suspensions in October 2019 - 242, year to date - 462
- Total secondary school suspensions in October 2020 - 13, year to date - 18

Expulsions

- Total school expulsions in October 2019 - 0, Year to Date 0
- Total school expulsions in October 2020 - 0, Year to Date 0
- Total board expulsions in October 2019 - 6, Year to Date 10
- Total board expulsions in October 2020 - 0, Year to Date 0

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 October 2019 - 6, year to date 9
- Total elementary/secondary violent incidents in October 2020 - 1, year to date 1

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

November 30, 2020

Subject: Suspension/Expulsion Annual Report

Recommendation

This report is for the information of the Board.

Status

To provide the Waterloo Region District School Board with an annual report concerning suspension, expulsion and violent incident data for the 2019-20 school year.

This report supports the strategic priority of Our Students are First – Each and Every One. The WRDSB continues to support students in alternative programs that support their success. Suspension and expulsion data is helpful in supporting schools as inclusive and caring communities.

Using the previous annual report as a model, staff worked to provide an in-depth analysis of suspension, expulsion and violent incident data. These data were collected with schools operating adapted learning programs including: distance learning, in-person learning and the secondary adapted hybrid model.

In Appendix A:

Suspension/expulsion data is analyzed by:

- Percentage of Students Suspended by Enrollment
- Number of Students Expelled
- Violent Incident Reports
- Suspension Analysis by Gender
- Suspension Analysis by Multiple Suspensions
- Suspension Analysis by Grade
- Analysis by Length of Suspension
- Suspension/Expulsion Analysis by Category
- Suspension Analysis by Location

Background

On May 26, 2008, the Board requested an analysis of annual suspension/expulsion/violent incident data, including statistics on violent incidents.

Financial implications

No financial implications.

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
in consultation with Coordinating Council

SUSPENSION/EXPULSION ANALYSIS

September 1, 2019 to June 30, 2020

Percentage of Students Suspended by Enrollment:

Category	Male	Female	Total
Enrollment	35033	33214	68247
# of suspensions	1860	543	2403
% of suspensions by enrollment	5.31%	1.63%	3.52%
# of students	1221	383	1504
% of students suspended by enrollment	3.49%	1.15%	

Number of Students Expelled:

Male	Female	Total
14	3	17

Number of Violent Incident Reports: 27**Suspension Analysis by Gender:**

- 77% of all suspensions were given to males.
- 23% of all suspensions were given to females

Suspension Analysis by Multiple Suspensions:

- 54% of all suspensions were multiple offenders (i.e. more than one suspension for one student)
- 46% of all suspensions were single offences

Grade	Male	Female
JK/SK	6	0
1	19	3
2	29	5
3	38	6
4	43	10
5	73	9
6	76	12
7	130	36
8	151	40
9	144	63
10	152	98
11	197	62
12	163	39

Suspension Analysis by Length of Suspension:

- 2105 88% of all suspensions were three days in length or less
- 103 4 % of all suspensions were long-term (six days or longer)

Length of Suspension	Number of Suspensions
1	1069
2	465
3	571
4	68
5	122
6	11
7	8
8	9
9	7
10	8
11	2
12	5
13	1
14	3
15	2
16	2
17	1
18	1
19	1
20	42

Suspension/Expulsion Analysis by Category:

Code	Category Description	Suspensions
S1	Uttering a threat to inflict serious bodily harm on another person	134
S2	Possessing alcohol or illegal drugs	0
S3	Being under the influence of alcohol or drugs	70
S4	Swearing at a teacher or at another person in a position of authority	90
S5	Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school	23
S7	Bullying	105
S8	Medical/Immunization	NA
S9	Possessing cannabis unless the pupil is a medical cannabis user	39
S10	Being under the influence of cannabis, unless the pupil is a medical cannabis user	32
S11	Possessing alcohol or illegal drugs (except cannabis)	34
Board	Code of Conduct Violation	1364
Board	Fighting/Violence	551
Board	Habitual Neglect of Duty	115
Board	Opposition to Authority	363
Board	Profanity/Swearing	182

S - Suspension

* The number of suspensions for each reason code will appear higher, as one suspension may have had two or more reason codes and therefore counted multiple times. This chart should be used to review the reasons for a suspension, not a total number of suspensions.

Code	Category Description	Suspensions Pending Expulsion
E1	Possessing a weapon, including possessing a firearm.	31
E2	Using a weapon to cause or to threaten bodily harm to another person.	10
E3	Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner.	11
E4	Committing sexual assault.	4
E5	Trafficking in weapons or in illegal drugs.	4
E6	Committing robbery.	6
E7	Giving alcohol to a minor.	0
E8	Any activity listed under Suspensions that is motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or any other similar factor.	0
E9	Bullying, if, the pupil has previously been suspended for engaging in bullying and the pupil's continuing presence in the school creates an unacceptable risk to the safety of another person.	2
E10	Any other activity that, under a policy of the board, is an activity for which a student may be considered for expulsion.	13

E - Expulsion

* The number of suspensions pending expulsion for each reason code will appear higher, as one suspension may have had two or more reason codes and therefore counted multiple times. This chart should be used to review the reasons for a suspension pending expulsion, not a total number of suspensions.

Suspension Analysis by Location:

Bleachers	2
Cafeteria/Lunch	61
Change Room	49
Classroom	625
Gymnasium	47
Hallway	465
Internet	24
Laboratory	3
Library	6
Not Available	1
Off Site	247
Office	122
Other	81
Parking Lot	25
Portable	8
School Bus	42
School Grounds	42
School Trip	6
Sports Events	2
Staircase	6
Swimming Pool	0
Washroom	168



THE EDUCATION CENTRE - AURORA

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November 10, 2020

The Honorable Stephen Lecce
 Minister of Education
 Ministry of Education
 22nd Floor, Mowat Block
 900 Bay Street
 Toronto, Ontario M7A 1L2

Dear Minister Lecce,

Re: York Region District School Board Executive Compensation

On behalf of the York Region District School Board (YRDSB), I am writing to advocate to you for the fair compensation for our Supervisory Officers and to request that you expedite the exemption process for salary freezes recently introduced. I recognize that the pandemic has created challenges for the economy and has created economic hardships for families. There are unique circumstances to the pay structure for Superintendents within YRDSB of which you should be aware and require remediation despite the challenges of the pandemic.

Supervisory Officers have had salaries frozen for well over a decade with repeated legislation. Before the last freeze, the Executive Compensation Framework was intended to actualize an equitable payment structure for Superintendents across the province. The interruption of the implementation of this Framework has disadvantaged YRDSB Superintendents. On behalf of the Board, I ask that you provide us exemption to the salary freeze for us to create a pay structure to pay our Supervisory Officers in keeping with our previous Framework that will create equity between Boards and correct a number of serious negative effects of the salary freeze for our senior team. The effects of the salary freeze are outlined for you below.

Salary Compression

Whereas executive compensation for Supervisory Officers has been frozen, increases have continued for school administrators (Principals and Vice-Principals). In YRDSB, the salary gap has thus been narrowed between Principals and Supervisory Officers to \$10,000 or less. This salary differential does not adequately reflect the increased responsibilities, expectations, and liabilities of the supervisory officer role.

Inequity against School Boards of Equal or Lesser Size/Complexity

A comparison of YRDSB Supervisory Officer salaries to those of neighbouring districts reveals that our Supervisory Officers are paid significantly less than similarly experienced peers.

Devaluing of Supervisory Officers

The role of supervisory officer is integral to the successful operation of the school board, one of the few management positions clearly defined in the Education Act. A lack of fair compensation devalues this role and the qualified professional staff who hold these positions. It is also important to note that the morale of the Supervisory Officer team is negatively affected by the salary freeze and compensation levels that are significantly lower than neighboring boards of equal or lesser complexity, causing a sense of devaluation.

Salary Inversion

Whereas executive compensation for Supervisory Officers has been frozen, increases have continued for principals, senior managers and managers. The salary gap for principals is estimated to result in an inversion within the next 2-3 years. The Board is already experiencing inversion whereby some management staff are earning more than the Supervisory Officers to whom they report.

Salary Erosion

Canadian salaries typically increased by two to three per cent annually over the last ten years to account for inflation. The executive compensation freeze has resulted in a year over year salary erosion of 10-20 per cent.

Impact on Pension

The pension of educators is based on an individual's best five years' earnings. Hence, salary compensation affects not only the year in the role, but an individual's post-retirement lifetime.

Succession Planning

The Board's uncompetitive salary hinders its ability to retain and recruit a team of Supervisory Officers as they gravitate to higher paying surrounding boards. This will have long-term detrimental effects on YRDSB's ability to secure talent for the longer term.

The current salary freeze legislation has had a substantial negative impact at YRDSB. These inequities have and will continue to compound over time if they are not addressed. The impact will be significant on the ability to recruit and retain individuals to this important role and provide the highest level of service to students and families.

In addition to my correspondence to you, the Director of Education has communicated to Deputy Minister Naylor with background information and a more comprehensive analysis of the current legislative framework and the Board's current Executive Compensation Framework. We sincerely hope that the Ministry of Education will continue to recognize the importance of this role and authorize appropriate corrective measures to allow the YRDSB to make adjustments to our Executive Compensation Framework.

Sincerely,

A handwritten signature in black ink, appearing to read 'Juanita Nathan', written in a cursive style.

Juanita Nathan
Chair of the Board

cc. **Ontario Public School Boards' Association**
School Board Chairs