

MARCH 29, 2021

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, March 29, 2021, 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 – Parent Involvement Committee Meeting of January 26, 2021
- Approve Minutes – Special Education Advisory Committee Meeting of February 10, 2021
- Receive Minutes – Board Meeting of February 22, 2021
- Approve Minutes – Committee of the Whole Meeting of March 8, 2021
- Approve Minutes – Committee of the Whole Meeting of March 22, 2021

Receipt/Approval of Monthly Reports:

- | | | |
|----|---|------------|
| 33 | Staffing Information – Retirements and Resignations | M. Weinert |
| 36 | Staffing Recommendations – Appointments | M. Weinert |

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Delegations

Staff Follow Up

- | | |
|---|------------|
| Spot Check of Board Policy 5010 - Employment and Placement of Relatives | M. Weinert |
|---|------------|

Reports

- | | | |
|----|--|---------------------|
| 38 | Student Suspension/Expulsion Report, January 2021 | B. Lemon |
| 40 | Student Suspension/Expulsion Report, February 2021 | B. Lemon |
| | COVID-19 Pandemic Verbal Update | J. Bryant / L. Read |
| 42 | Board Retirement Celebration, 2019-20 & 2020-21 | Chairperson |

Board Reports

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

March 29, 2021

**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 March 29, 2021

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Yves	Bouchard	Teacher, Lester B Pearson PS	June 30, 2021	21
Holly	Burrell	Teacher, John Darling PS	June 30, 2021	30
Karen	Desmeules	Consultant, Learning Services	June 30, 2021	22
Sandra	Herman	Teacher, Elgin Street PS	June 30, 2021	26
Linda	Innanen	Teacher, Woodland Park PS	March 30, 2021	19
Barbara	Kelly	Teacher, Smithson PS	June 30, 2021	15
Dixie	Schell	Itinerant Teacher, Special Education	March 24, 2021	31
Heidi	Schwarz	Teacher, Elgin Street PS	June 30, 2021	31

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Linda	Behnke	Teacher, Waterloo Oxford CI	June 30, 2021	31
Laura	Burns	Teacher, Jacob Hespeler SS	June 30, 2021	21
Sara	Milks	Department Head, Special Education, Waterloo CI	June 30, 2021	30
Jennifer	Shahi	Department Head, Special Education, Jacob Hespeler SS	June 30, 2021	30

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Mary	Adamson	Vice Principal, ACE	April 30, 2021	36
Ruth Anne	Bowman	Educational Assistant, Queen Elizabeth PS	August 31, 2021	29
Dan	Fotopoulos	Custodian, Centennial PS (W)	March 24, 2021	11
Frances	Gormley	Social Worker, Special Education	March 31, 2021	29
Carolyn	Graham	Principal, Clemens Mill PS	June 29, 2021	11
Cindy	Luft	Secretary, ITS	July 30, 2021	28
Abdinasir	Maawiye	Social Worker, Special Education	June 30, 2021	25
Phyllis	MacLeod	Vice Principal, Eastwood CI	October 1, 2021	12
Terrence	Nutbrown	Tradesperson, Maintenance	April 30, 2021	38
Elaine	Ranney	Superintendent, Student Achievement & Wellbeing	June 30, 2021	17
April	Tremblay	Educational Assistant, Clemens Mill PS	June 30, 2021	15
Rose-Mary	Weinert	Head Secretary, JW Gerth PS	June 30, 2021	22

Staffing Statistics – Resignations
Current at March 29, 2021

Permanent Staff Resignations:			
First	Last	Position/Location	Effective Date
Elizabeth	King	Temporary Payroll Clerk, Human Resource Services	March 12, 2021
Sufia	Majeed	DECE, Laurelwood Public School	March 1, 2021
Chris	Palmer	Custodial Maintenance Helper, Area 4	March 18, 2021
Lynsey	Slupeiks	Communications Officer, Communications	March 26, 2021
Kalman	Weber	ESL Teacher, Forest Heights Collegiate Institute	March 31, 2021
Michelle	Woodall	Elementary Teacher, Highland Public School	June 30, 2021



Report to Board of Trustees

March 29, 2021

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 March 29, 2021.

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 March 29, 2021

New Appointments: Elementary Teaching Staff			
First	Last	School ID / Education Centre	Effective Date
Kaitlyn	McBride	Floradale Public School	March 8, 2021
Lesly	Perez	Silverheights Public School	April 1, 2021
Gareth	Potter	Edna Staebler Public School	March 24, 2021
Ksenia	Tchigak	Coronation Public School	April 1, 2021

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Christopher	Banda	Electrician, Sir John A Macdonald SS	February 22, 2021
Soffi	Castaneda	Custodian, Forest Heights CI	March 1, 2021
Jeff	Cull	Environmental Officer, Facility Services	April 1, 2021
Elaine	Doering	Custodian, Sir John A Macdonald SS	March 9, 2021
Holly	Downton	Electrician, Forest Heights CI	March 1, 2021
Leah	Martin	Human Rights Investigator, Human Rights & Equity	February 1, 2021
Thomas	Pettitt	Custodian, Centennial PS (W) / Keatsway PS	February 22, 2021
Morgan	Hayhurst	ABA Transition Leader, Special Education	March 8, 2021
Amanda	Patrick	ABA Transition Leader, Special Education	March 8, 2021
Teneile	Warren	Equity Inclusion Officer, Equity & Inclusion	March 1, 2021

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

March 29, 2021

Subject: Student Suspension/Expulsion Report January, 2021

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 January 2020 and January 2021, elementary suspensions have decreased by 661 and secondary suspensions have decreased by 991.

Comparing year to date from January 2020 and January 2021 school expulsions have remained the same at 0 and board expulsions have decreased by 12.

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 during a school year where students were engaged in learning in three modes: in-person, adaptive hybrid and distance learning. January reflects a period of provincially mandated remote learning for most students.

Suspensions

- Total elementary school suspensions in January 2020 - 157, year to date - 818
- Total elementary school suspensions in January 2021 - 1, year to date - 192
- Total secondary school suspensions in January 2020 - 147, year to date - 1138
- Total secondary school suspensions in January 2021- 3, year to date - 52

Expulsions

- Total school expulsions in January 2020 - 0, Year to Date 0
- Total school expulsions in January 2021 - 0, Year to Date 1
- Total board expulsions in January 2020 - 2, Year to Date 13
- Total board expulsions in January 2021 - 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 January 2020 - 2, year to date 20
- Total elementary/secondary violent incidents in January 2021 - 0, year to date 2

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

March 29, 2021

Subject: Student Suspension/Expulsion Report February, 2021

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 February 2020 and February 2021, elementary suspensions have decreased by 705 and secondary suspensions have decreased by 1301.

Comparing year to date from February 2020 and February 2021 school expulsions are the same at 0 and board expulsions have decreased by 13.

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 during a school year where students were engaged in learning in three modes: in-person, adaptive hybrid and distance learning.

Suspensions

- Total elementary school suspensions in February 2020 - 101, year to date - 919
- Total elementary school suspensions in February 2021 - 22, year to date - 214
- Total secondary school suspensions in February 2020 - 218, year to date - 1356
- Total secondary school suspensions in February 2021- 3, year to date - 55

Expulsions

- Total school expulsions in February 2020 - 1, Year to Date 2
- Total school expulsions in February 2021 - 0, Year to Date 1
- Total board expulsions in February 2020 - 2, Year to Date 14
- Total board expulsions in February 2021- 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 February 2020 - 3, year to date 23
- Total elementary/secondary violent incidents in February 2021- 0, year to date 2

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 the Board

March 29, 2021

Subject: Board Retirement Celebration, 2019-20 & 2020-21

Recommendation

That, due to the COVID-19 pandemic and health and safety restrictions, the Waterloo Region District School Board (WRDSB) approve celebrating 2019-20 and 2020-21 WRDSB retirees by making a donation on their behalf to address the food insecurity in our region; and

That the 2019-20 and 2020-21 retirees are provided a gift to acknowledge their service to the board.

Status

Due to the COVID-19 pandemic, the Board Retirement Dinners for our 2019-20 and 2020-21 retirees have been postponed.

Given the ongoing COVID-19 crisis, it is unknown what the Public Health Guidelines will be in the fall of 2021 and whether holding a large, indoor dinner will be possible.

Graduation celebrations were not postponed. They were adjusted during the pandemic to prioritize the health and safety of our students while still acknowledging their tremendous achievements.

As a result, we suggest honouring our retirees in the following way:

Proposal

1. In lieu of providing a dinner, the board will make a donation to [Nutrition for Learning](#) or [Food4Kids](#) on behalf of each retiree to address the food insecurity faced by families and students in our community. An explanation of each charity's mission will be provided so that retirees can select which one they would like to support.
2. A retirement gift of a mantle clock will still be provided to all retirees. As an exception for this recognition event, retirees will have the option to receive the mantle clock or have the WRDSB donate an equivalent value to either Nutrition for Learning or Food4Kids. Clocks will be couriered to retirees.
3. A booklet, with a congratulatory message from Trustees and the names and years of service of each retiree, will be printed and sent to retirees.

Financial implications

The expenses associated with the proposal above are within the budget approved by the Board of Trustees in August 2020. Budgets not expended in the 2020-2021 school year are not eligible to be carried forward into the 2021-2022 school year.

Communications

Information to Retirees will be communicated by the Administrative Assistant to the Chairperson and Trustees of the Board and the Manager of Corporate Services following Board approval.

Prepared by: Elaine Burns, Executive Assistant to the Director of Education,
Heather McKinna, Administrative Assistant to Chairperson and Trustees of the Board,
Stephanie Reidel, Manager of Corporate Services,
on behalf of Joanne Weston, Chairperson of the Board
in consultation with Coordinating Council.