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.

## Staffing Statistics – Retirements
### Current at March 29, 2021

### 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>Yves</td>
<td>Bouchard</td>
<td>Teacher, Lester B Pearson PS</td>
<td>June 30, 2021</td>
<td>21</td>
</tr>
<tr>
<td>Holly</td>
<td>Burrell</td>
<td>Teacher, John Darling PS</td>
<td>June 30, 2021</td>
<td>30</td>
</tr>
<tr>
<td>Karen</td>
<td>Desmeules</td>
<td>Consultant, Learning Services</td>
<td>June 30, 2021</td>
<td>22</td>
</tr>
<tr>
<td>Sandra</td>
<td>Herman</td>
<td>Teacher, Elgin Street PS</td>
<td>June 30, 2021</td>
<td>26</td>
</tr>
<tr>
<td>Linda</td>
<td>Innanen</td>
<td>Teacher, Woodland Park PS</td>
<td>March 30, 2021</td>
<td>19</td>
</tr>
<tr>
<td>Barbara</td>
<td>Kelly</td>
<td>Teacher, Smithson PS</td>
<td>June 30, 2021</td>
<td>15</td>
</tr>
<tr>
<td>Dixie</td>
<td>Schell</td>
<td>Itinerant Teacher, Special Education</td>
<td>March 24, 2021</td>
<td>31</td>
</tr>
<tr>
<td>Heidi</td>
<td>Schwarz</td>
<td>Teacher, Elgin Street PS</td>
<td>June 30, 2021</td>
<td>31</td>
</tr>
</tbody>
</table>

### 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>
</tr>
</thead>
<tbody>
<tr>
<td>Linda</td>
<td>Behnke</td>
<td>Teacher, Waterloo Oxford CI</td>
<td>June 30, 2021</td>
<td>31</td>
</tr>
<tr>
<td>Laura</td>
<td>Burns</td>
<td>Teacher, Jacob Hespeler SS</td>
<td>June 30, 2021</td>
<td>21</td>
</tr>
<tr>
<td>Sara</td>
<td>Milks</td>
<td>Department Head, Special Education, Waterloo CI</td>
<td>June 30, 2021</td>
<td>30</td>
</tr>
<tr>
<td>Jennifer</td>
<td>Shahi</td>
<td>Department Head, Special Education, Jacob Hespeler SS</td>
<td>June 30, 2021</td>
<td>30</td>
</tr>
</tbody>
</table>

### 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>
</tr>
</thead>
<tbody>
<tr>
<td>Mary</td>
<td>Adamson</td>
<td>Vice Principal, ACE</td>
<td>April 30, 2021</td>
<td>36</td>
</tr>
<tr>
<td>Ruth</td>
<td>Bowman</td>
<td>Educational Assistant, Queen Elizabeth PS</td>
<td>August 31, 2021</td>
<td>29</td>
</tr>
<tr>
<td>Dan</td>
<td>Fotopoulos</td>
<td>Custodian, Centennial PS (W)</td>
<td>March 24, 2021</td>
<td>11</td>
</tr>
<tr>
<td>Frances</td>
<td>Gormley</td>
<td>Social Worker, Special Education</td>
<td>March 31, 2021</td>
<td>29</td>
</tr>
<tr>
<td>Carolyn</td>
<td>Graham</td>
<td>Principal, Clemens Mill PS</td>
<td>June 29, 2021</td>
<td>11</td>
</tr>
<tr>
<td>Cindy</td>
<td>Luft</td>
<td>Secretary, ITS</td>
<td>July 30, 2021</td>
<td>28</td>
</tr>
<tr>
<td>Abdinasir</td>
<td>Maawiye</td>
<td>Social Worker, Special Education</td>
<td>June 30, 2021</td>
<td>25</td>
</tr>
<tr>
<td>Phyllis</td>
<td>MacLeod</td>
<td>Vice Principal, Eastwood CI</td>
<td>October 1, 2021</td>
<td>12</td>
</tr>
<tr>
<td>Terrence</td>
<td>Nutbrown</td>
<td>Tradesperson, Maintenance</td>
<td>April 30, 2021</td>
<td>38</td>
</tr>
<tr>
<td>Elaine</td>
<td>Ranney</td>
<td>Superintendent, Student Achievement &amp; Wellbeing</td>
<td>June 30, 2021</td>
<td>17</td>
</tr>
<tr>
<td>April</td>
<td>Tremblay</td>
<td>Educational Assistant, Clemens Mill PS</td>
<td>June 30, 2021</td>
<td>15</td>
</tr>
<tr>
<td>Rose-Mary</td>
<td>Weinert</td>
<td>Head Secretary, JW Gerth PS</td>
<td>June 30, 2021</td>
<td>22</td>
</tr>
</tbody>
</table>
# Staffing Statistics – Resignations

**Current at March 29, 2021**

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

### 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>Kaitlyn</td>
<td>McBride</td>
<td>Floradale Public School</td>
<td>March 8, 2021</td>
</tr>
<tr>
<td>Lesly</td>
<td>Perez</td>
<td>Silverheights Public School</td>
<td>April 1, 2021</td>
</tr>
<tr>
<td>Gareth</td>
<td>Potter</td>
<td>Edna Staebler Public School</td>
<td>March 24, 2021</td>
</tr>
<tr>
<td>Ksenia</td>
<td>Tchigak</td>
<td>Coronation Public School</td>
<td>April 1, 2021</td>
</tr>
</tbody>
</table>

### New Appointments: Administrative and Support Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position / Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christopher</td>
<td>Banda</td>
<td>Electrician, Sir John A Macdonald SS</td>
<td>February 22, 2021</td>
</tr>
<tr>
<td>Soffi</td>
<td>Castaneda</td>
<td>Custodian, Forest Heights CI</td>
<td>March 1, 2021</td>
</tr>
<tr>
<td>Jeff</td>
<td>Cull</td>
<td>Environmental Officer, Facility Services</td>
<td>April 1, 2021</td>
</tr>
<tr>
<td>Elaine</td>
<td>Doering</td>
<td>Custodian, Sir John A Macdonald SS</td>
<td>March 9, 2021</td>
</tr>
<tr>
<td>Holly</td>
<td>Downton</td>
<td>Electrician, Forest Heights CI</td>
<td>March 1, 2021</td>
</tr>
<tr>
<td>Leah</td>
<td>Martin</td>
<td>Human Rights Investigator, Human Rights &amp; Equity</td>
<td>February 1, 2021</td>
</tr>
<tr>
<td>Thomas</td>
<td>Pettitt</td>
<td>Custodian, Centennial PS (W) / Keatsway PS</td>
<td>February 22, 2021</td>
</tr>
<tr>
<td>Morgan</td>
<td>Hayhurst</td>
<td>ABA Transition Leader, Special Education</td>
<td>March 8, 2021</td>
</tr>
<tr>
<td>Amanda</td>
<td>Patrick</td>
<td>ABA Transition Leader, Special Education</td>
<td>March 8, 2021</td>
</tr>
<tr>
<td>Teneile</td>
<td>Warren</td>
<td>Equity Inclusion Officer, Equity &amp; Inclusion</td>
<td>March 1, 2021</td>
</tr>
</tbody>
</table>

*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 or 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
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.