

SEPTEMBER 27, 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, September 27, 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 – Special Education Advisory Committee Meeting of June 9, 2021

Receive Minutes – Board Meeting of June 28, 2021

Receive Minutes – Special Board Meeting of August 30, 2021

Approve Minutes – Committee of the Whole Meeting of September 13, 2021

**Receipt/Approval of Monthly Reports:**

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G. Shantz

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j. chanicka / L. Read

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Ad Hoc School Naming Review Committee Verbal Update

Trustee K. Woodcock

Student Senate Update\*

Student Trustees

\*\*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.

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**Adjournment**

\*Standing Item



# Report to Board of Trustees

September 27, 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:       Graham Shantz, Coordinating Superintendent, Human Resources &  
                          Equity Services, in consultation with Coordinating Council.

## Appendix A

**Staffing Statistics – Retirements**  
**Current at September 27, 2021**

<b>Retirements: Elementary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Judith	Aravandino	Teacher, Sandhills PS	August 31, 2021	26
Barbara	Burns	Teacher, Floradale PS	July 31, 2021	36
Mary	Effinger	Teacher, Hillcrest PS	June 30, 2021	20
Roxanne	Mouland-Pereira	Teacher, Chalmers Street PS	September 30, 2021	21
Linda	Norton	Teacher, AR Kaufman PS	August 31, 2021	23
John	Small	Teacher, Glencairn PS	September 30, 2021	31
Annelise	Sutcliffe	Teacher, Remote Learning	August 31, 2021	10
Robert	Watson	Teacher, MacGregor PS	August 31, 2021	21
Judith	Zamin	Teacher, Lackner Woods PS	June 30, 2021	30

<b>Retirements: Secondary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Robert	Houghton	Teacher, Huron Heights SS	October 31, 2021	32
Tara	Jack	ESL Teacher, Forest Heights CI	October 31, 2021	23
Gary	Wilson	Teacher, Waterloo Oxford DSS	September 1, 2021	28

**Staffing Statistics – Retirements**  
**Current at September 27, 2021**

<b>Retirements: Administrative &amp; Support Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Laura	Archibald	Educational Assistant, Grand River CI	September 1, 2021	13
Heather	Atkins	Custodian, Preston High School	September 30, 2021	29
Sharon	Baird	Support Specialist, ITS	December 31, 2021	32
Jenny	Baker	Regional Internal Audit Manager	September 30, 2021	6
James	Betts	Supervisor, Custodial Services	July 31, 2021	33
Janice	Crossey	Educational Assistant, Wilson Avenue PS	August 31, 2021	11
Heather	Guest	Secretary, Financial Services	August 31, 2021	36
Chris	Harnden	Custodian, Grand River CI	August 31, 2021	31
Janice	Heier	Child Youth Worker, Edna Staebler PS	September 1, 2021	22
Mary	Hingley	Administrative Assistant, Student Achievement & Wellbeing	August 31, 2021	16
James	Kennedy	Custodian, Forest Heights CI	July 30, 2021	34
Catherine	Lippert	Library Clerk, Country Hills PS	August 31, 2021	20
Susan	Martin	Educational Assistant – Autistic, Prueter PS	August 31, 2021	15
Phyllis	MacLeod	Vice Principal, Eastwood CI	September 30, 2021	12
Ursula	Rose	Educational Assistant, Sir John A Macdonald SS	August 31, 2021	13
Kelly	Skrt	Early Childhood Educator, Forest Hill PS	August 31, 2021	16
Marilyn	Slough	Educational Assistant, Chalmers Street PS	August 31, 2021	14
Douglas	Voisin	Senior Programmer, ITS	October 29, 2021	34
Lori	Waters	Educational Assistant, Empire PS	August 31, 2021	11
Connie	Werner	Office Supervisor, Grand River CI	September 30, 2021	23
Cindy Lou	Wolfe	Educational Assistant, Glencairn PS	October 29, 2021	22

## Staffing Statistics – Resignations Current at September 27, 2021

<b>Permanent Staff Resignations</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Zachary	Anstett	Tradesperson, Maintenance	September 9, 2021
Laura	Booth	Communications Officer, Communications	September 14, 2021
Sandra	Burton	Educational Assistant, Pioneer Park PS	June 29, 2021
Trish	Casey	Child Youth Worker, Elizabeth Ziegler PS / Lester B Pearson PS	September 17, 2021
Aliesha	Dittrich	Educational Assistant, JF Carmichael PS	August 31, 2021
Tanya	Doyle	Secondary Teacher, Bluevale CI	September 7, 2021
Natasha	Fairchild	Child Youth Worker, Centennial PS (C)	August 31, 2021
Terrie	Fairhurst	Custodian, Edna Staebler PS	July 9, 2021
Nathalie	Frey	Educational Assistant, WT Townshend PS	September 3, 2021
Maura	Fuller	Educational Assistant, Chalmers Street PS	August 27, 2021
Soibifa	Gaibo	Programmer/Analyst, ITS	July 12, 2021
Amy	Johnston	Library Clerk, St. Jacobs PS	August 29, 2021
Danijela	Jovanovic	Custodian, Kitchener CI	July 30, 2021
Ruby	Khan	Early Childhood Educator, Sandown PS	September 9, 2021
Barry	Kingsely	Manager, Facility Services	August 1, 2021
Sherri	Maznyk	Educational Assistant, Special Education	August 31, 2021
Claudia	Meleca	Custodian, Jean Steckle PS	August 27, 2021
Ngoc	Nguyen	Payroll Clerk, Human Resource Services	July 9, 2021
Harpreet	Pandher	Project Manager, ITS	August 6, 2021
Yung	Robinson	Custodial Department Head, Forest Heights CI	October 4, 2021
Kassidy	Roskovich	Child Youth Worker, Special Education	September 1, 2021
Heather	Ross	Elementary Teacher, Silverheights PS	August 16, 2021
Kendra	Schmale	Secretary, Howard Robertson PS	September 5, 2021
Jocelyn	Seeley-Baechler	Library Clerk, Tait Street PS	August 23, 2021
Monika	Smith	Library Clerk, Grandview PS (NH)	June 28, 2021
Susan	Wenge	Library Clerk/Secretary, Coronation PS	August 27, 2021
Natalie	Winter	Elementary Teacher, Tait Street PS	September 10, 2021



# Report to Board of Trustees

September 27, 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 September 27, 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: Graham Shantz, Coordinating Superintendent, Human Resources & Equity Services, in consultation with Coordinating Council.

## Appendix A

**Staffing Information – New Appointments****Current at September 27, 2021**

<b>New Appointments: Elementary Teacher Staff</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Laura	Abel	Silverheights PS	September 1, 2021
Omorovbiye	Atekha	Manchester PS	September 1, 2021
Leandro	Barreca	Clemens Mill PS	September 7, 2021
Lisa	Battler	Remote Learning School	September 1, 2021
Brittany	Benneett	Meadowlane PS	September 1, 2021
Shelby	Bruzzo	Remote Learning School	September 1, 2021
Hayley	Burgess	Lincoln Heights PS	September 1, 2021
Andrew	Cairns	Abraham Erb PS	September 1, 2021
Phillip	Cave	Ayr PS	September 1, 2021
Emily	Clemens	Remote Learning School	September 1, 2021
Tiffany	Cooper	Williamsburg PS	September 1, 2021
Sarah	Dreyer	Mackenzie King PS	September 7, 2021
Laura	Edmonds	Empire PS	September 3, 2021
Christina	Ferreira	New Dundee PS	September 1, 2021
Meaghan	Fischer	Special Education	September 1, 2021
Maria	Foulds-Syed	Remote Learning School #2	September 1, 2021
Grace	Gibney	Sandhills PS	September 7, 2021
Krista	Goertz	Preston PS	September 1, 2021
Adam	Grimm	Hillcrest PS	September 7, 2021
Brianne	Hagedorn	Highland PS	September 3, 2021
Melissa	Hanlon	Janet Metcalfe PS	September 1, 2021
Rachel	Hauck	Floradale PS	September 1, 2021
Joshua	Heer	Smithson PS	September 1, 2021
Lindsay	Hickey	Stanley Park PS	September 1, 2021
Samantha	Hopkins	Lackner Woods PS	September 1, 2021
Ming Hui	Huang	Remote Learning School	September 1, 2021
Mega	Jeffries	Remote Learning School #2	September 1, 2021
Crystal	Jewer	Conestogo PS	September 3, 2021
Andrea	Kennedy	Driftwood Park PS	September 1, 2021
Samantha	Lammert	Remote Learning School	September 1, 2021
Brittany	McGuire	Remote Learning School #2	September 1, 2021
Laureen	Middleton	Prueter PS	September 1, 2021
Michelle	Miller	St. Andrews PS	September 3, 2021
Jillian	Moore	AR Kaufman PS	September 1, 2021
Brianna	Morgan	Parkway PS	September 3, 2021



<b>New Appointments: Elementary Teacher Staff (continued)</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Lindsey	Morrow	Remote Learning School #2	September 1, 2021
Joelle	Nguyen	Winston Churchill PS	September 13, 2021
Deanna	Nielsen	Chicopee Hills PS	September 1, 2021
Nicholas	Palmer	Remote Learning School	September 1, 2021
Andrew	Panday	Lincoln Heights PS	September 1, 2021
Jennie	Paquette	Edna Staebler PS	September 1, 2021
Bethany	Partridge	Remote Learning School #2	September 1, 2021
Jane	Pasel	Remote Learning School	September 1, 2021
Kimberley	Pearson	Janet Metcalfe PS	September 3, 2021
Jason	Perron	Chalmers Street PS	October 1, 2021
Alexis	Pownall	Tait Street PS	September 23, 2021
Cahterine	Radler	Riverside PS	September 1, 2021
Stephanie	Shantz	Remote Learning School	September 1, 2021
Kristen	Snow	Parkway PS	September 1, 2021
Eric	Stirtzinger	MacGregor PS	September 1, 2021
Sara	Tucker	Remote Learning School	September 1, 2021
Corina	Van Dongen	Ayr PS	September 1, 2021
Daria	Vela	William G Davis PS	September 1, 2021
David	Vogt	Remote Learning School	September 1, 2021
James	Walker	Remote Learning School #2	September 1, 2021
Ariane	Watts	Country Hills PS	September 7, 2021
Heather	Weber	Northlake Woods PS	September 1, 2021
Natalie	Winter	Tait Street PS	September 3, 2021

## **Staffing Information – New Appointments**

**Current at September 27, 2021**

<b>New Appointments: Secondary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Adina	Beceriga	Forest Heights CI	September 1, 2021
Megan	Bedell	Waterloo Oxford DSS	September 1, 2021
Carlee	Bennard	Eastwood CI	September 1, 2021
Natalie	Biancolin	Elmira District SS	September 1, 2021
John	Blair	Sir John A Macdonald SS	September 1, 2021
Jacy	Boegel	Kitchener CI	September 1, 2021
Manveet	Boparai	Forest Heights CI	September 1, 2021
Crystal	Brown	Kitchener CI	September 1, 2021
Emily	Brown	Grand River CI	September 1, 2021
Joshua	Burke	Glenview Park SS	September 1, 2021
Kathleen	Caissie	Waterloo Oxford DSS	September 1, 2021

<b>New Appointments: Secondary Teaching Staff (continued)</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Jessica	Carbone	Waterloo Oxford DSS	September 1, 2021
Kathryn	Chamberlain	Elmira District SS	September 1, 2021
Colin	Clifford	Grand River CI	September 1, 2021
Mathieu	Cormier	Glenview Park SS	September 1, 2021
Brian	Dagg	Waterloo Oxford DSS	September 1, 2021
Stephen	Darling	Forest Heights CI	September 1, 2021
Robyn	Degagne	Grand River CI	September 1, 2021
Brendan	De Ruiten	Grand River CI	September 1, 2021
Karin	Dhar	Glenview Park SS	September 1, 2021
Kayla	Diebold	Forest Heights CI	September 1, 2021
Maksud	Djavadov	Galt CI	September 1, 2021
Joshua	Dolman	Cameron Heights CI / Southwood SS	September 1, 2021
Jordan	Dupuis	Elmira District SS	September 1, 2021
Phil	Edworthy	Kitchener CI	September 1, 2021
Jesse	Erle	Preston High School	September 1, 2021
Chris	Fach	Southwood SS	September 1, 2021
Trevor	Faus	Sir John A Macdonald SS	September 1, 2021
Samantha	Gomes	Preston High School	September 1, 2021
Jennifer	Goordat	Galt CI	September 1, 2021
Novelette	Gordon	Forest Heights CI	September 1, 2021
John	Grilli	Waterloo Oxford DSS	September 1, 2021
Shirley	Guo	Galt CI	September 1, 2021
Avery	Harte	Elmira District SS	September 1, 2021
Kate	Hatfield	Bluevale CI	September 1, 2021
Kevin	Hodd	Elmira District SS	September 1, 2021
Trevor	Hodgson	Sir John A Macdonald SS	September 1, 2021
Madison	Hubleby	Preston High School	September 1, 2021
Kayla	Jakobsson	Kitchener CI	September 1, 2021
Kate	Kelly	Eastwood CI	September 1, 2021
Jonathan	Koechl	Elmira District SS	September 1, 2021
Nicole	Laliberte	Galt CI	September 1, 2021
Elizabeth	LiVecchi	Glenview Park SS	September 1, 2021
Justin	Maloney-Restiaux	Grand River CI	September 1, 2021
Dan	Martin	Kitchener CI	September 1, 2021
Sharon	McConnell	Grand River CI	September 1, 2021
Connor	McGrath	Glenview Park SS	September 1, 2021
Nick	Mehring	Southwood SS	September 1, 2021
Robert	Meyers	Elmira District SS	September 1, 2021
Matthew	Miller	Kitchener CI	September 1, 2021
Michael	Miniou	Kitchener CI	September 1, 2021
Kevin	Minow	Sir John A Macdonald SS	September 1, 2021

<b>New Appointments: Secondary Teaching Staff (continued)</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Maryam	Mohammed	Eastwood CI	September 1, 2021
Carmen	Mortley	Preston High School	September 1, 2021
Denis	Muratcea	Grand River CI	September 1, 2021
David	O'Reilly	Elmira District SS	September 1, 2021
Jinesh	Patel	Bluevale CI	September 1, 2021
Michelle	Pauze	Glenview Park SS	September 1, 2021
Rebecca	Pavan	Kitchener CI	September 1, 2021
David	Pereira	Southwood SS	September 1, 2021
Lana	Pfaff	Grand River CI	September 1, 2021
Amanda	Quesnelle	Sir John A Macdonald SS	September 1, 2021
Shannon	Rayner	Kitchener CI	September 1, 2021
Sarah	Robbins	Kitchener CI	September 1, 2021
Scott	Robinson	Forest Heights CI	September 1, 2021
Kirsten	Rowatt	Cameron Heights CI	September 1, 2021
Ashley	Schindelheim	Bluevale CI	September 1, 2021
Jeannette	Schramm	Grand River CI	September 1, 2021
Wesley	Scott	Cameron Heights CI	September 1, 2021
Brooke	Sharpe	Sir John A Macdonald SS	September 1, 2021
Michael	Shum	Kitchener CI	September 1, 2021
Sanya	Sidhu	Jacob Hespeler SS	September 1, 2021
Navita	Singh	Kitchener CI	September 1, 2021
Stephanie	Soroka	Galt CI	September 1, 2021
Adrienne	Spier	Glenview Park SS	September 1, 2021
Sarah	Strong	Bluevale CI	September 1, 2021
Richard	Thompson	Waterloo Oxford DSS	September 1, 2021
Seteena	Ueberschalg	Kitchener CI	September 1, 2021
Roma	Uniat	Forest Heights CI	September 1, 2021
Taylor	Valnion	Kitchener CI	September 1, 2021
Marissa	White	Forest Heights CI	September 1, 2021
Morgan	Williams	Sir John A Macdonald SS	September 1, 2021
Christopher	Wilson	Glenview Park SS / Grand River CI	September 1, 2021
Jacob	Winkler	Forest Heights CI	September 1, 2021
Sarah	Wreford	Galt CI	September 1, 2021
Christa	Yolkowski	Jacob Hespeler SS	September 1, 2021

**Staffing Information – New Appointments**  
**Current at September 27, 2021**

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Bailey	Adam	Educational Assistant, Rosemount PS	September 1, 2021
Chloe	Albrecht	Educational Assistant, Sandhills PS	September 1, 2021
Jodi	Albrecht	Superintendent, Student Achievement & Wellbeing	July 1, 2021
Farnaz	Ashjari	Educational Assistant, Waterloo CI	September 1, 2021
Oscar	Bornacelli	Educational Assistant, Queensmount PS	September 1, 2021
Emily	Bumbaco	Senior Planner, Planning Dept.	September 7, 2021
Ainsley	Cairns	Educational Assistant, Glenview Park SS	September 1, 2021
Michelle	Chin	Educational Assistant, Preston PS	September 1, 2021
Smith	Dana	Educational Assistant, Trillium PS / Crestview PS	September 1, 2021
Taylor	Fitton	Educational Assistant, Westmount PS	September 1, 2021
Jennifer	Flanagan	Educational Assistant, Rosemount PS	September 1, 2021
Kelly	Floyd	Educational Assistant, Rosemount PS	September 1, 2021
Courtney	Geil	Educational Assistant, JW Gerth PS	September 1, 2021
Kristen	Haarsma	Child Youth Worker, Special Education	September 1, 2021
Tara	Hall	Educational Assistant, Moffat Creek PS	September 1, 2021
Kerrie	Hillis	Educational Assistant, William G Davis PS	September 1, 2021
Amanda	Horne	Educational Assistant, Country Hills PS	September 1, 2021
Lindsay	Hutcheson	Secretary, Queensmount PS	September 13, 2021
Robert	Janecki	Educational Assistant, Lincoln Heights PS	September 1, 2021
Julie	Jordan	Junior Buyer, Finance	October 13, 2021
Jenny	Kang	Educational Assistant, Abraham Erb PS	September 1, 2021
Corinne	Kaufman	Secretary, Manchester PS	September 7, 2021

<b>New Appointments: Administrative and Support Staff (continued)</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Amy	Kelly	Educational Assistant, John Mahood PS	September 1, 2021
Sharon	Kennedy	Payroll Assistant, Human Resource Services	August 9, 2021
Natasha	Krahn	Secretary, Breslau PS	August 30, 2021
Tiffany	Lachnit	Educational Assistant, Clemens Hill PS	September 1, 2021
Richmond	Lam	First-Line Support Specialist, ITS	August 10, 2021
Jasmine	Lambert	Educational Assistant, Southridge PS	September 1, 2021
Mara	Lang	Educational Assistant, Abraham Erb PS	September 1, 2021
Maureen	LeCourt	Wellness Officer, Human Resource Services	August 23, 2021
Michelle	Lipowitz	Educational Assistant, Smithson PS	September 1, 2021
Mikayla	Loehndorf	Educational Assistant, Jacob Hespeler SS	September 1, 2021
Cory	Longworth	Electrician, Maintenance	September 1, 2021
Michael	Mabey	Educational Assistant, Queen Elizabeth PS	September 1, 2021
Courtenay	Mailloux	Library Clerk, Baden PS	September 15, 2021
Natasha	Massicotte	Educational Assistant, Lackner Woods PS	September 1, 2021
Natalie	McAleese	Library Clerk, Grandview PS (NH)	August 30, 2021
Megan	McGrinder	Educational Assistant, Vista Hills PS	September 1, 2021
Salima	Mithani	Educational Assistant, Groh PS	September 1, 2021
Mirjana	Monojlovic	Educational Assistant, Keatsway PS	September 1, 2021
Tyler	Morrison	Educational Assistant, Laurentian PS	September 1, 2021
Haja	Nabie	Educational Assistant, Lackner Woods PS	September 1, 2021
Afiya	Navab	Educational Assistant, Clemens Mill PS	September 1, 2021
Sarah	Oliveira	Educational Assistant, Rosemount PS	September 1, 2021
Kelly	Paris	Senior Facility Manager, Facility Services	August 23, 2021
Sandra	Pisters	Educational Assistant, Jean Steckle PS	September 1, 2021

<b>New Appointments: Administrative and Support Staff (continued)</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Grant	Prince	Educational Assistant, Glenview Park SS	September 1, 2021
Alex	Ramirez	Facility Services Manager, Facility Services	August 16, 2021
Michelle	Reay	Educational Assistant, Saginaw PS	September 1, 2021
Sarah	Rebelo	Educational Assistant, Millen Woods PS	September 1, 2021
Leah	Reichard	Educational Assistant, Elmira District SS	September 1, 2021
Sharon	Roberts	Educational Assistant, Silverheights PS	September 1, 2021
Alyssa	Schade	Educational Assistant, Chalmers Street PS	September 1, 2021
Cara	Schmidt	Library Clerk, Smithson PS	September 7, 2021
Megan	Shantz	Educational Assistant, Baden PS	September 1, 2021
Dana	Smith	Educational Assistant, Crestview PS	September 1, 2021
Mariana	Snider	Educational Assistant, Preston HS	September 1, 2021
Catherine	Soehner	Secretary, Linwood PS	September 9, 2021
Angela	Stathapulos	Educational Assistant, Suddaby PS	September 1, 2021
Megan	Szymanowski	Educational Assistant, Southwood SS	September 1, 2021
Rochelle	Thiel	Secretary, Jacob Hespeler SS	September 20, 2021
Venkatesh	Thammi	Application Programmer Analyst, ITS	August 9, 2021
Andrea	Ward	Educational Assistant, Sandowne PS	September 1, 2021
Mark	Weber	Custodian, Sir John A Macdonald SS	September 9, 2021
Katrina	Wever	Educational Assistant, Prueter PS	September 1, 2021
Vivian	Winger	Educational Assistant, Chicopee Hills PS	September 1, 2021
Marswa	Yarmeto	Educational Assistant, Glencairn PS	September 1, 2021

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

*Human Resources & Equity Services*



# Report to Board of Trustees

September 27, 2021

## **Subject:      Reported Student Aggression Quarterly Data                     Q4 – 2020-2021**

### **Recommendation:**

*This report is provided for the Waterloo Region District School Board with information regarding reported incidences of student aggression for the quarter (**April 16, 2021-June 30, 2021**).*

### **Status:**

Due to the COVID-19 pandemic, unplanned disruption continued for the remainder of the 2020-2021 school year (pivoting from In-Person to Remote and vice versa) impacting the continuity in delivery for students within our system. These impacts have resulted in a significant reduction to the student aggression numbers. Due to the highly ambiguous nature of this pandemic, it is difficult to forecast future student aggression levels.

Having said that, we continued to be proactive in utilizing our BMS team to support staff and administration in the following ways:

- Secured temporary funding to continue temporary support through two (2) BMS Liaisons for the 2021-2022 school year;
- Responded to student specific referrals addressing supports for safety plans, review of critical incidents, and classroom observations and audits;
- Provided BMS support to specific site requests (i.e. practice a containment, student specific interventions etc.);
- Supported the growing system needs in BMS by training new trainers (23 new trainers trained during this quarter);
- Assisted in facilitating the transition of students returning to In-Person learning;
- Directly supported transition planning to ensure staff feel supported and that we are setting both students and staff up for success;
- Organized caseloads, discussions and preparation for supporting students returning to In Person learning in September of 2021;
- Proactively identified schools and students that may require direct support from BMS in September of 2021;
- Provided on-going training for multiple employee groups within the Board; and

- Successfully completed the training required to meet the entire BMS 2020-2021 System training plan through multiple modes. The BMS team and BMS trainers worked diligently to navigate through the Covid-19 precautions and restrictions.

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:**

There were no student aggression incidents for the period of April 16, 2020 – June 28, 2020 due to the COVID-19 system closure.

### **2021 Reporting Information:**

#### **Reported Student Aggression Incidents For the Current School Year (April 16, 2021 – June 30, 2021):**

- Total Elementary aggression incidents from **April 16, 2021 – June 30, 2021 – 17 incidents**
  - o Hazard – 4 incidents
    - 23.53% of all elementary incidents
  - o First Aid – 11 incidents
    - 64.71% of all elementary incidents
  - o Health Care – 2 incidents
    - 11.76% of all elementary events
  - o Lost Time – 0 incidents
    - 0.00% of all elementary events



- Total Secondary aggression incidents from **(April 16, 2021 – June 30, 2021): 8 incidents**
  - Hazard –4 incidents
    - 50.00% of all Secondary incidents
  - First Aid – 3 incidents
    - 37.50% of all Secondary incidents
  - Health Care – 0 incidents
    - 0.00% of all Secondary incidents
  - Lost Time – 1 incidents
    - 12.50% of all Secondary incidents
  
- Total aggression incidents for hazards, first aid, health care, and lost time per employee group from **April 16, 2021 – June 30, 2021- 25 Incidents**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 20
    - 80% of total incidents
  - Elementary Teacher – 2
    - 8.00% of total incidents
  - Secondary Teacher – 1
    - 4.00% of total incidents
  - Administrators – 2
    - 8.00% of total incidents

### **2020 Reporting Information:**

#### **Reported Student Aggression Incidents From Previous School Year for Same Time Period (April 16, 2019-June 28, 2020):**

There were no student aggression incidents for the period of April 16, 2020 – June 28, 2020 due to the COVID-19 system closure.

### **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:**

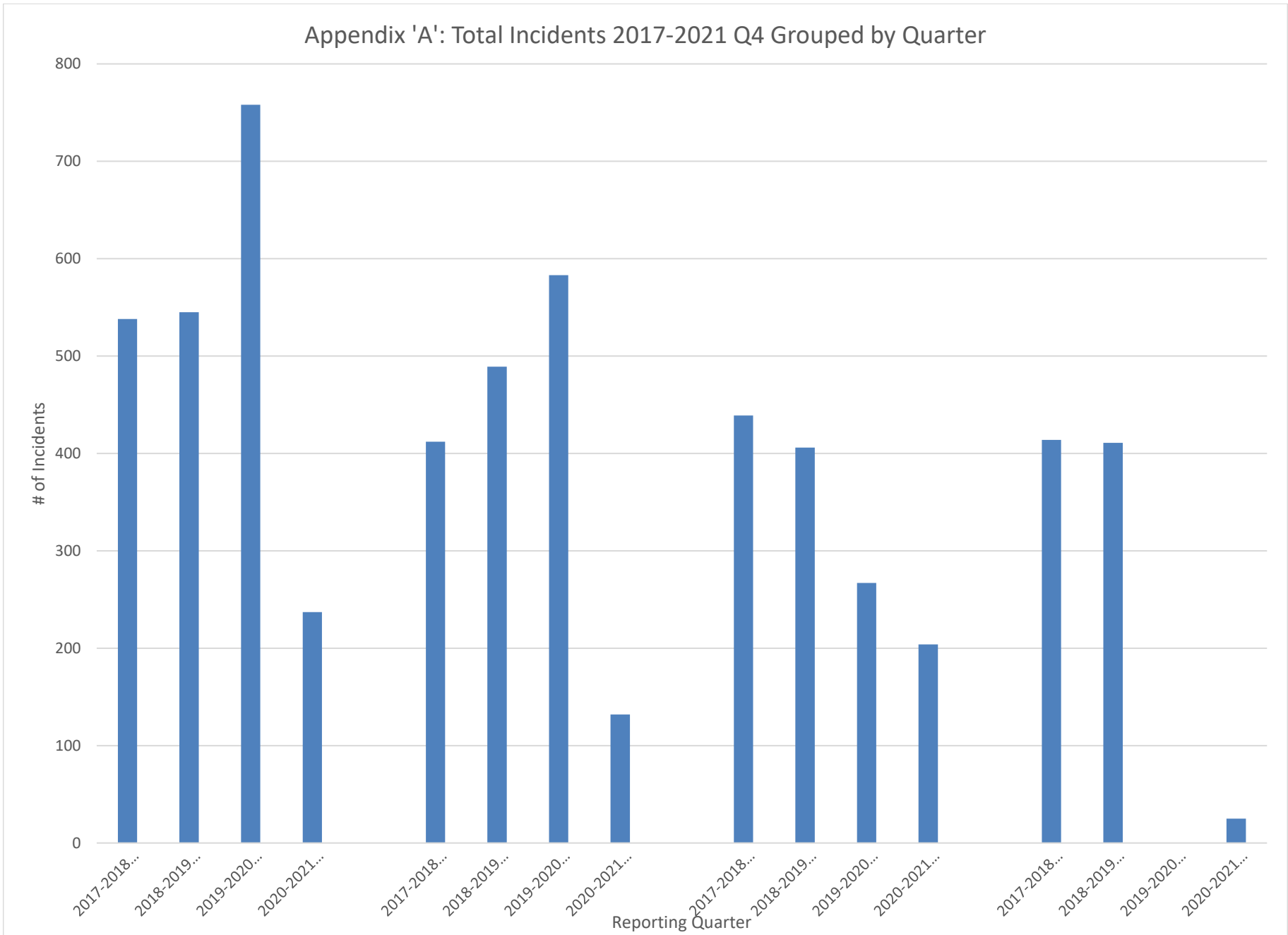
A report of all workplace incidences, including student aggression is provided every two weeks to the Board's Joint Health and Safety Committee (JHSC).

**Appendices:**

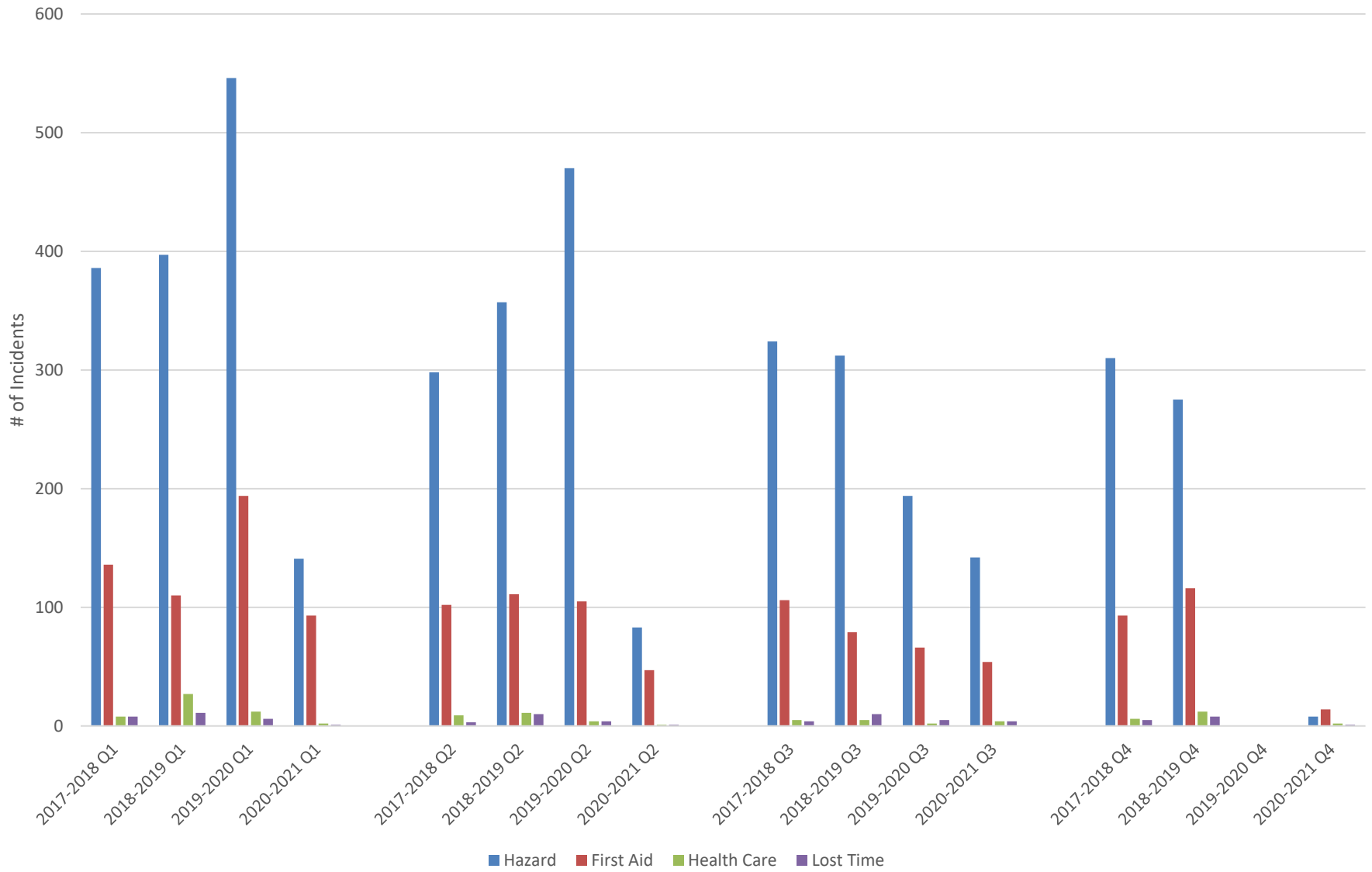
*Appendix 'A' – Total Incidents: 2017-18 Q1 -> 2020-21 Q4*

*Appendix 'B' – Types of Incidents by Quarter: 2017-18 Q1 -> 2020-21 Q4*

Prepared by:     Graham Shantz, Coordinating Superintendent of Human Resources & Equity  
                      Justin Brown, Senior Manager, Human Resources Services  
                      Shannon-Melissa Dunlop, Manager, Health, Safety & Security



Appendix 'B': Types of Incidents by Quarter  
 2017 - > 2020-2021 Q4 Grouped by Quarter





# Report to Board of Trustees

September 27, 2021

## **Subject: Student Suspension/Expulsion Report May, 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 May 2020 and May 2021, elementary suspensions have decreased by 705 and secondary suspensions have decreased by 1392.

Comparing year to date from May 2020 and May 2021, school expulsions have decreased by 1 and board expulsions have decreased by 14.

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 May 2020 - 0, year to date - 1031
- Total elementary school suspensions in May 2021 - 1, year to date - 326
- Total secondary school suspensions in May 2020 - 0, year to date - 1472
- Total secondary school suspensions in May 2021- 2, year to date - 80

### Expulsions

- Total school expulsions in May 2020 - 0, Year to Date 2
- Total school expulsions in May 2021 - 0, Year to Date 1
- Total board expulsions in May 2020 - 0, Year to Date 14
- Total board expulsions in May 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 May 2020 - 0, year to date 28
- Total elementary/secondary violent incidents in May 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

September 27, 2021

## **Subject: Student Suspension/Expulsion Report June, 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 June 2020 and June 2021, elementary suspensions have decreased by 703 and secondary suspensions have decreased by 1390.

Comparing year to date from June 2020 and June 2021, school expulsions have decreased by 1 and board expulsions have decreased by 14.

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 June 2020 - 0, year to date - 1031
- Total elementary school suspensions in June 2021 - 2, year to date - 328
- Total secondary school suspensions in June 2020 - 0, year to date - 1472
- Total secondary school suspensions in June 2021- 2, year to date - 82

### Expulsions

- Total school expulsions in June 2020 - 0, Year to Date 2
- Total school expulsions in June 2021 - 0, Year to Date 1
- Total board expulsions in June 2020 - 0, Year to Date 14
- Total board expulsions in June 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 June 2020 - 0, year to date 28
- Total elementary/secondary violent incidents in June 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





September 8, 2021

The Honourable Stephen Lecce  
Ministry of Education  
5th Floor, 438 University Ave.  
Toronto, ON M5G 2K8

The Honourable Christine Elliot  
Ministry of Health  
8th Floor, 438 University Ave.  
Toronto, ON M5G 2K8

Dear Minister Lecce and Minister Elliot:

The Trustees of the Halton District School Board unanimously adopted the following motion at the most recent regular meeting of the Board of Trustees on September 1, 2021:

“Whereas COVID-19 vaccines have been approved by Health Canada to be safe and effective for students born in 2009 or earlier;

And whereas the purpose of the [Immunization of School Pupils Act](#) is “to increase the protection of the health of children against the diseases that are designated diseases”.

And whereas the Immunization of School Pupils Act mandates that students be immunized for “designated diseases”: diphtheria, measles, mumps, poliomyelitis, rubella, and tetanus, unless a specific exemption is sought through the act;

Be it resolved that the Chair write a letter to the Minister of Education and Minister of Health to ask that the Immunization of School Pupils Act be amended to include COVID-19 as a “designated disease”.

Currently, there is no mandate for eligible students to be vaccinated against COVID-19. The addition of COVID-19 as a “designated disease” within the Immunization of School Pupils Act will serve important purposes:

Street Address: J.W. Singleton Education Centre • 2050 Guelph Line, Burlington, Ontario L7P 5A8

Mailing Address: J.W. Singleton Education Centre • P.O. Box 5005, Stn. LCD 1, Burlington, Ontario L7R 3Z2

**Phone: 905-335-3663 | 1-877-618-3456 Fax: 905-335-9802**

[www.hdsb.ca](http://www.hdsb.ca)

- First, it may inspire an increased uptake of the vaccine which will provide protection for those who are too young or medically unable to be vaccinated in school communities. This will result in a safer learning environment for students, staff and their families.
- Second, the Act provides a mechanism for exemptions that includes parental education on vaccination. This element is missing right now in consideration of COVID-19 vaccination for students.

We are adding our voices to the Ontario Public School Board Association, People for Education, and a number of boards who have made this same request.

On behalf of the Trustees of the Halton District School Board, I would like to thank you in advance for your consideration of this request to further improve the safety of the learning environments in Halton and across Ontario.

Sincerely,



Andréa Grebenc  
Chair of the Board of Trustees  
Halton District School Board

Cc: Hon. Ted Arnott, MPP  
Stephen Crawford, MPP  
Hon. Parm Gill, MPP  
Hon. Jane McKenna, MPP  
Effie Triantafilopoulos, MPP  
Gary Carr, Halton Regional Chair  
Dr. Hamidah Meghani, Halton Region Medical Officer of Health  
Ontario Public School Boards' Association (OPSBA) President and Member Board Chairs  
Council of Ontario Directors of Education (CODE)

September 10, 2021

The Honourable Stephen Lecce, Minister of Education  
 Ministry of Education  
 315 Front Street West, 14th Floor  
 Toronto, ON, M7A 0B8

Dear Minister Lecce,

At its meeting on August 30, 2021, the Board of Trustees for the Waterloo Region District School Board (WRDSB) agreed to write to you to strongly urge the Ministry of Education (Ministry) to provide and fund an enhanced level of mask, equivalent or similar to KN95 or N95 respirators, for staff and students. In addition, the WRDSB requests the Ministry support school boards with the costs associated with the proper fitting of these masks.

Given the prevalence of the COVID-19 Delta variant and recent research proving the COVID-19 virus is aerosolized, with higher transmission rates and the potential to cause more serious illness, this an urgent concern.

KN95 and N95 respirators provide greater protection against exposure to respiratory viruses compared to ASTM rated medical face masks. The use of KN95 and N95 respirators will provide protection for those who are too young or medically unable to be vaccinated in school communities and will result in a safer learning environment for all students, staff and their families.

Minister Lecce, we ask for your serious consideration of this request, as it will protect the health and safety of all students, staff and their families in the WRDSB and throughout Ontario, thus ensuring students continue to have the opportunity to learn in-person.

Sincerely,



Joanne Weston  
 Chairperson of the Board of Trustees  
 Waterloo Region District School Board

CC:

MPP Belinda Karahalios, MPP Laura Mae Lindo, MPP Amy Fee, MPP Michael Harris, MPP Catherine Fife,  
 Ontario Public School Boards' Association, Ontario Public School Boards, Ontario Student Trustees' Association  
 Sent by email: [minister.edu@ontario.ca](mailto:minister.edu@ontario.ca)



51 Ardelet Avenue  
 Kitchener, ON N2C 2R5  
 T: 519-570-0003  
 F: 519-742-1364  
[wrdsb.ca](http://wrdsb.ca)





September 3, 2021

Dear Minister Lecce, Dr. Moore and Dr. De Villa,

On behalf of the Toronto District School Board (TDSB), I am writing you to ask that COVID-19 vaccinations be added to the list of compulsory vaccinations for all eligible students.

The health and safety of our students, staff and school communities is and will always be our main priority as we navigate our way through this pandemic. This commitment consists of advocating for and implementing health and safety measures that further protect our communities from the spread of the virus, including, but not limited to, masking, ventilation, and vaccinations.

As you know, medical professionals and government officials in our city, province and country continue to advise the public that vaccinations are our greatest defence against COVID-19 and that being fully vaccinated significantly reduces the risks of the most serious outcomes of COVID-19, including the variants of concern to date. This is why the Board passed a motion to develop a mandatory COVID-19 vaccination procedure to cover all TDSB staff, trustees and visitors to disclose and provide proof of vaccination status so that our schools and workplaces remain as safe as possible for students and staff alike. However, we believe we can do more to protect our communities and that it's paramount that we do so.

In keeping with this, we are asking that COVID-19 vaccinations be added to the list of compulsory vaccinations for all eligible students. This would further protect our students, staff and their families from the virus and help keep our schools open, which is of the utmost importance to the learning and well-being of our students.

I would also like to mention that this request is supported by the Ontario Public School Boards' Association, as seen in a [statement](#) released on Aug. 17, 2021.

We hope that you highly consider our request as the new school year fast approaches and majority of our students are returning to in-person learning.

As always, I am available to discuss this at your earliest convenience.

Thank you,

Sincerely,

A handwritten signature in black ink, appearing to be 'Alexander Brown', with a large, sweeping flourish at the end.

Alexander Brown  
Chair, Toronto District School Board

**Cc:** The Ontario Public School Boards' Association; All Ontario Public School Boards

**Waterloo Region District School Board**

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wrdsb.ca

September 21, 2021

The Honourable Stephen Lecce, Minister of Education  
Dr. Kieran Moore, Chief Medical Officer of Health  
Dr. Hsiu-Li Wang, Commissioner & Medical Officer of Health

Dear Minister Lecce, Dr. Moore and Dr. Wang,

At its August 30, 2021 Special Board Meeting of the Waterloo Region District School Board (WRDSB), the Board of Trustees approved the following motion:

**That the Waterloo Region District School Board write a letter to the Ministry of Education and including the Ontario Medical Officer of Health and local Regional Medical Officer of Health requesting that the COVID vaccine be immediately added to the list of immunizations which are mandatory for eligible students for primary/secondary school attendance, allowing for exemptions for medical or religious reasons according to the Ontario Human Rights Code;**

The public continues to be advised, by medical professionals and government officials, that vaccinations are our greatest defence against COVID-19 and being fully vaccinated significantly reduces the risk of serious illness.

The Immunization of Pupils Act has been an effective means of promoting vaccination against other communicable diseases since it was adopted in 1990. Adding the COVID-19 vaccinations to the list of mandatory vaccinations for all eligible students will protect the health and safety of all our students, staff and families and will reduce the risk of outbreaks from the COVID-19 virus in schools. We must do everything we can to ensure schools remain open, safe and welcoming learning spaces for all students and staff.

This request is also supported by the Ontario Public School Boards' Association, as seen in a [statement](#) released on August 17, 2021.

**Waterloo Region District School Board**

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F: 519-742-1364  
wrdsb.ca

We ask for your serious consideration of this request, as it protects the health and safety of all students, staff and their families in the WRDSB and throughout Ontario, and ensures students continue to have the opportunity to learn in-person.

Sincerely,

A handwritten signature in black ink that reads "Joanne Weston".

Joanne Weston  
Chairperson of the Board of Trustees  
Waterloo Region District School Board

CC:

MPP Belinda Karahalios, MPP Laura Mae Lindo, MPP Amy Fee, MPP Michael Harris, MPP Catherine Fife,  
Ontario Public School Boards' Association, Ontario Public School Boards, Council of Ontario Directors of Education



**Waterloo Region District School Board**

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 F: 519-742-1364  
 wrdsb.ca

September 21, 2021

The Honourable Doug Ford, Premier of Ontario  
 The Honourable Stephen Lecce, Minister of Education

Dear Premier Ford and Minister Lecce,

On behalf of the Board of Trustees for the Waterloo Region District School Board (WRDSB), I am writing to you to express our support for the letter you received from the Halton District School Board dated June 18, 2021, in which they asked:

**“That the Provincial Government and more importantly the Ministry of Education be accountable to the TRC Calls to Action on Education that were passed in June 2015, by reviewing and revising the Indigenous history curriculum materials, which were developed in 2018 but never released by the current government, so they can be introduced in schools this Fall.”**

In May, the unearthing of the remains of 215 Indigenous children on the grounds of the Kamloops Indian Residential School in British Columbia was a sad reminder of the lack of knowledge of Indigenous history that so many Canadians have. In the absence of provincial direction on the Calls to Action 62-65, the WRDSB like other boards, has begun to embed First Nations, Inuit, and Metis histories into programming. However, without leadership from the province this action will result in inconsistencies in programming.

Minister Lecce, we ask you to recognize the urgency of introducing Indigenous history curriculum and expedite this process to release updated curriculum to schools across the province immediately.

Sincerely,

A handwritten signature in black ink, appearing to read "M. West" or similar, written in a cursive style.

[FACEBOOK.COM/WRDSB](https://www.facebook.com/wrdsb) [INSTAGRAM.COM/WR\\_DSB](https://www.instagram.com/wr_dsb)

[TWITTER.COM/WRDSB](https://twitter.com/wrdsb) [YOUTUBE.COM/WRDSBVIDEO](https://www.youtube.com/wrdsbvideo)



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Joanne Weston  
Chairperson of the Board of Trustees  
Waterloo Region District School Board

CC: MPP Belinda Karahalios, MPP Laura Mae Lindo, MPP Amy Fee, MPP Michael Harris, MPP Catherine Fife,  
Ontario Public School Boards' Association, Ontario Public School Boards, Council of Ontario Directors of Education

**Waterloo Region District School Board**

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September 21, 2021

The Honourable Stephen Lecce, Minister of Education  
Ministry of Education  
315 Front Street West, 14th Floor  
Toronto, ON, M7A 0B8

Dear Minister Lecce,

On behalf of the Board of Trustees for the Waterloo Region District School Board (WRDSB), I am writing to request the Ministry of Education (Ministry) review the benchmark funding formula adjustment to ensure it accounts for statutory increases in Employment Insurance (EI), Canada Pension Plan (CPP) and pension contributions and other similar increases.

The current benchmark funding formula increases do not consistently cover the amount of increases that occur on an annual basis with these benefit expenses. These unfunded expenses are absorbed in existing budgets that would otherwise have been directed towards student achievement and well-being initiatives.

We ask that the Ministry review these discrepancies in the benchmark funding formula and seriously consider adjusting it to reflect the actual statutory increases in these benefits.

Sincerely,

A handwritten signature in black ink, appearing to read "Joanne Weston".

Joanne Weston  
Chairperson of the Board of Trustees  
Waterloo Region District School Board

CC:



**Waterloo Region District School Board**

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MPP Belinda Karahalios, MPP Laura Mae Lindo, MPP Amy Fee, MPP Michael Harris, MPP Catherine Fife,  
Ontario Public School Boards' Association, Ontario Public School Boards, Council of Ontario Directors of Education