

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 28, 2022, 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 25, 2022

Receive Minutes – Board Meeting of February 28, 2022

Receive Minutes – Special Board Meeting of March 11, 2022

Approve Minutes – Committee of the Whole Meeting of March 21, 2022

Receipt/Approval of Monthly Reports:

- | | | |
|----|--|-----------|
| 25 | Staffing Information – Retirements and Resignations | G. Shantz |
| 28 | Staffing Recommendations – Appointments | G. Shantz |
| 30 | Student Suspension/ Expulsion Report - January 2022 | B. Lemon |
| 32 | Student Suspension/ Expulsion Report - February 2022 | B. Lemon |

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Appointment of Student Trustees for 2022-2023

Trustees K. Meissner & C. Millar

Communications Good News Update

Delegations

Staff Follow Up

Reports

Lifting of COVID-19 Health & Safety Measures

L. Read

Board Reports

Board Communications

34 Lakehead District School Board to Thunder Bay Medical Officer of Health

35 Waterloo Region DSB to Minister of Education and Chief Medical Officer of Health

37 Chief Medical Officer of Health Response to Waterloo Region District School Board

**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.

Other Business

Question Period (10 minutes)

Future Agenda Items (Notices of motion to be referred to Agenda Development Committee)

Adjournment



Report to Board of Trustees

March 28, 2022

**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.

Staffing Statistics – Retirements
Current at March 28, 2022

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Mari-Jo	Collins	Teacher, Williamsburg PS	June 30, 2022	24
Margaret	Milburn	Teacher, Williamsburg PS	June 30, 2022	31

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Jayne	Carmichael	Teacher, Cameron Heights CI	March 31, 2022	31
Eric	Ciezar	Teacher, Bluevale CI	June 30, 2022	30
Shelly	Erwin	Teacher, Elmira District SS	June 30, 2022	31
Arnold	Henkel	Tech. Department Head, Waterloo CI	May 20, 2022	24
Ruth	Ireland	Mathematics Department Head, Glenview Park SS	June 28, 2022	30
Martin	Lacoste	Music Department Head, Bluevale CI	June 30, 2022	16
Ron	VanMoerkerke	Geography Department Head, Eastwood CI	April 29, 2022	31
Gregory	White	Phys Ed Department Head, Jacob Hespeler SS	March 31, 2022	31

Staffing Statistics – Retirements

Current at March 28, 2022

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Douglas	Arnold	Tradesperson, Maintenance	April 20, 2022	27
Mike	Coates	Principal, Courtland Avenue PS	April 30, 2022	28
Thang	Dong	Custodian, Eastwood CI	April 29, 2022	24
Mark	Good	Custodian, New Dundee PS	April 1, 2022	5
Robin	Goodwin	Library Clerk, Conestogo PS	June 28, 2022	21
Sharon	Hagedorn	Custodian, Queen Elizabeth PS	July 31, 2022	23
Heather	Henkel	Educational Assistant, Waterloo CI	May 20, 2022	18
Sandy	MacGregor	Student Supervision Monitor, Grand River CI	June 30, 2022	21
Valdine	MacLeod	Library Clerk, Alpine PS	June 30, 2022	23
Bettina	Neubauer	Head Secretary, AR Kaufman PS	July 5, 2022	33
Glen	Schnarr	Custodian, Margaret Avenue PS	April 29, 2022	9
Diane	Spitzer	Secretary, Elmira District SS	March 25, 2022	25
Natalie	Wilson	Custodian, Wm. G Davis PS	June 30, 2022	27

Staffing Statistics – Resignations

Current at March 28, 2022

Permanent Staff Resignations			
First	Last	Position/Location	Effective Date
Jennifer	Campbell	Educational Assistant, Jacob Hespeler SS	March 25, 2022
Kim	Daymond	Support Specialist, ITS	May 26, 2022
Carol	Green	Early Childhood Educator, Cedar Creek PS	June 30, 2022
Nathan	Hercanuck	Senior Planner, Planning Department	April 18, 2022
Tanya	Hill	Accounting Clerk, Finance	March 31, 2022
Kolten	Barfoot	Custodian, Cedar Creek PS	March 28, 2022
Rochelle	Thiel	Secretary, Jacob Hespeler SS	March 4, 2022
Samuel	Verreault Gosselin	Custodial Maintenance Helper, Forest Heights SS	March 26, 2022
Shane	Wilkinson	Elementary Teacher, Sandhills PS	March 20, 2022
Kim	Yzerman	Educational Assistant, Southwood SS	March 21, 2022



Report to Board of Trustees

March 28, 2022

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 28, 2022.

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 March 28, 2022

New Appointments: Elementary Teacher Staff			
First	Last	Location	Effective Date
Scott	Burrows	Pioneer Park PS	March 21, 2022
Katelyn	Cook	Westmount PS	March 10, 2022
Thomas	Greenwood	Special Education	March 21, 2022
Kara	Lumgair	Floradale PS	March 21, 2022
Faduma	Musse	Howard Robertson PS	March 4, 2022
Shannon	Paisley	Prueter PS	March 9, 2022

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Elizabeth	Lopez Arias	Custodian, Empire PS	March 2, 2022
Shelby	Llewellyn	Secretary, Southridge PS	March 21, 2022
Rola	Quake	Secretary, Jean Steckle PS	March 24, 2022
Ryan	Ritskes	Tradesperson, Maintenance	March 7, 2022
Andre	Trudel	Custodian, Jean Steckle PS	February 1, 2022
Nemesio	Tuazon	Tradesperson, Maintenance	February 24, 2022
Lindsey	Werner	Secretary, Kitchener CI	February 24, 2022

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

March 28, 2022

Subject: Student Suspension/Expulsion Report January, 2022

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 2021 and January 2022, elementary suspensions have increased by 297 and secondary suspensions have increased by 632.

Comparing year to date from January 2021 and January 2022 school expulsions have remained the same at 1 and board expulsions have increased by 11.

The most recent month's suspension and expulsion data is included below. The data is accurate up to, and including, the date of collection.

Data from 2020/2021 were collected during a school year where students were engaged in learning in three modes: in-person, adaptive hybrid and remote learning.

Suspensions

- Total elementary school suspensions in January 2021 - 2, year to date - 193
- Total elementary school suspensions in January 2022 - 30, year to date - 490
- Total secondary school suspensions in January 2021 - 3, year to date - 51
- Total secondary school suspensions in January 2022- 37, year to date - 683

Expulsions

- Total school expulsions in January 2021 - 0, Year to Date 1
- Total school expulsions in January 2022 - 0, Year to Date 1
- Total board expulsions in January 2021 - 0, Year to Date 0
- Total board expulsions in January 2022 - 6, Year to Date 11

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 2021 - 0, year to date 2

- Total elementary/secondary violent incidents in January 2022 - 0, year to date 26

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 28, 2022

Subject: Student Suspension/Expulsion Report February, 2022

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 2021 and February 2022, elementary suspensions have increased by 367 and secondary suspensions have increased by 730.

Comparing year to date from February 2021 and February 2022 school expulsions are the same at 1 and board expulsions have increased 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.

Data from 2020/2021 were collected during a school year where students were engaged in learning in three modes: in-person, adaptive hybrid and remote learning.

Suspensions

- Total elementary school suspensions in February 2021 - 22, year to date - 215
- Total elementary school suspensions in February 2022 - 89, year to date - 582
- Total secondary school suspensions in February 2021 - 3, year to date - 54
- Total secondary school suspensions in February 2022- 99, year to date - 784

Expulsions

- Total school expulsions in February 2021 - 0, Year to Date 1
- Total school expulsions in February 2022 - 0, Year to Date 1
- Total board expulsions in February 2021 - 0, Year to Date 0
- Total board expulsions in February 2022- 1, Year to Date 12

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 2021 - 0, year to date 2

- Total elementary/secondary violent incidents in February 2022- 3, year to date 29

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

March 15, 2022

SENT BY EMAIL

Dr. Janet DeMille
Medical Officer of Health & Chief Executive Officer
Thunder Bay District Health Unit
999 Balmoral Street
Thunder Bay, ON P7B 6E7

Dear Dr. DeMille:

Re: Request to Consider Local Mask Mandate for Schools

At a Special Board meeting held Friday, March 11, 2022, the trustees of the Lakehead District School Board (LDSB) passed the following motion:

“THAT Lakehead District School Board immediately requests, and strongly urges, for the health and safety of all Lakehead District School Board students and staff, that the Thunder Bay District Health Unit use their authority to require all schools, that comprise the Lakehead District School Board, to continue a mask mandate from March 21, 2022, until regionally appropriate to recommend revoking the mask mandate.”

On behalf of the LDSB Board of Trustees, we would like you to review the risks involved with removing mask mandates in schools at this time. Several of Ontario's leading medical and science experts have expressed their advice that masks should only be removed once there is more data on the effects of the other COVID-19 restrictions being lifted.

Thank you for your consideration of our request.

Sincerely,



Ellen Chambers, Chair
Lakehead District School Board

Cc: Board of Trustees, Lakehead District School Board
Director of Education, Lakehead District School Board

**Waterloo Region District School Board**

51 Ardelt Avenue
Kitchener, ON N2C 2R5
T: 519-570-0003
F: 519-742-1364
wrdsb.ca

March 14, 2022

Dr. Kieran Moore
Chief Medical Officer of Health
Ministry of Health
777 Bay Street, Fifth Floor
Toronto, ON M5G 2C8

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

Dear Dr. Moore and Minister Lecce:

At a Special Meeting held March 11, the Board of Trustees for the Waterloo Region District School Board (WRDSB), acting upon your Ministry Directive of March 9 and its own legal advice, voted to rescind our Trustee Motion to Require Masks, previously adopted at a meeting held on August 17, 2020.

At the same meeting, Trustees adopted a separate motion to ask me to write to both of you to request two more weeks following March Break to pivot to the end of mandatory masking in schools (such that masking requirements would be lifted on April 4 rather than March 21). If adopted, this additional two weeks of transition time would also allow more time to increase vaccination rates for children aged 5 to 11.

Dr. Moore, the WRDSB Board of Trustees is also requesting that you provide additional direction regarding the need for masking to protect students and staff who are immunocompromised or who have complex medical needs, including children in congregate settings and students who are under age 5 who are unable to be vaccinated.

We ask for your urgent consideration of these requests and a response no later than March 16, 2022.

**Waterloo Region District School Board**

51 Ardelt Avenue
Kitchener, ON N2C 2R5
T: 519-570-0003
F: 519-742-1364
wrdsb.ca

Granting these requests will provide an additional level of safety, and protect the health of students, staff and their families in WRDSB schools and throughout Ontario.

Sincerely,

A handwritten signature in black ink that reads "Scott Piatkowski".

Scott Piatkowski
Chairperson of the Board of Trustees
Waterloo Region District School Board

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

Ministry of Health

Office of Chief Medical Officer of
Health, Public Health
Box 12
Toronto, ON M7A 1N3

Tel.: 416 212-3831
Fax: 416 325-8412

Ministère de la Santé

Bureau du médecin hygiéniste en
chef, santé publique
Boîte à lettres 12
Toronto, ON M7A 1N3

Tél. : 416 212-3831
Télééc. : 416 325-8412

March 17, 2022

Scott Piatkowski
Chairperson of the Board of Trustees
Waterloo Region District School Board
51 Ardelt Avenue
Kitchener, ON N2C 2R5

Dear Scott Piatkowski,

Thank you for your letter dated March 14, 2022 regarding the removal of mandatory masking requirements for most settings, including schools, effective March 21, 2022.

With the peak of Omicron behind us, Ontario has been able to cautiously and gradually move through its reopening milestones. With high vaccination coverage and the availability of antiviral treatments, Ontario now has both the prevention and response tools necessary to manage the impact of COVID-19.

As we continue on this path, we are able to take a more balanced and longer-term approach to the province's pandemic response, including in Ontario schools, by removing many of the emergency measures that have been in place over the past two years.

This does not signal that COVID-19 has disappeared. We still need to do our part to protect ourselves and others from COVID-19. In collaboration with the Ministry of Education, the following health measures remain:

- Staff and students should continue to self-screen every day before attending school or child care and should stay at home if they are experiencing any new or worsening symptoms of illness. The provincial screening tool will continue to be updated and made available for use.
- Ventilation upgrades and enhanced air quality practices will continue to be in place.
- Rapid antigen tests will continue to be provided to support symptomatic testing for staff and students.

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- Free personal protective equipment, including masks for students and non-fit tested N95 masks for education staff, will continue to be provided.
- Staff and students who have not already done so are strongly encouraged to take advantage of Ontario's robust immunization strategy.
- Appropriate hand hygiene and respiratory etiquette should continue to be promoted and integrated throughout the school day, along with enhanced cleaning and disinfecting.
- Staff who may have a higher risk of severe outcomes from COVID-19 should continue to be made aware of new antiviral treatment options and referred to their health care provider or Telehealth Ontario at 1-866-797-0000 to address any questions or concerns. Additional information can be found at the following link: <https://covid-19.ontario.ca/covid-19-antiviral-treatment>.
- Public health will continue to monitor absenteeism rates to support ongoing surveillance.

Given the robust prevention and response tools outlined above, along with continued stabilization or improvement in key public health and health system indicators, we are returning to more regular and routine ways of providing in-person learning while ensuring that individuals and families can make informed choices based on their own assessment of risk. There remain circumstances where mask wearing is recommended or required, and it will be very important to foster an environment that is kind, considerate and inclusive of those who choose to continue to wear a mask. For example:

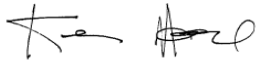
- It is recommended that those most vulnerable to this virus should continue to wear a mask in select settings, including those who are immunocompromised or medically fragile. Those in close contact with vulnerable individuals may also consider continuing to wear a mask.
- Congregate living settings with medically and socially vulnerable individuals will continue to require masks and other preventive public health measures beyond March 21, 2022. This requirement does not apply to publicly funded or private schools, with some exceptions such as hospital school settings/authorities, or any health clinics in schools, where mask mandates may still apply to some individuals, including staff.
- Individuals who are recovering from COVID-19 or are close contacts, and those returning from international travel should follow up-to-date public health guidance on mask wearing.

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Throughout the pandemic, your support, collaboration and cooperation have been instrumental in implementing enhanced public health measures to support safer schools and communities. I continue to welcome your knowledge and feedback and look forward to further communication.

Yours truly,

A handwritten signature in black ink, appearing to read "Kieran Moore". The signature is fluid and cursive, with a large initial "K" and "M".

Dr. Kieran M. Moore, MD, CCFP(EM), FCFP, MPH, DTM&H, FRCPC FCAHS
Chief Medical Officer of Health, Ontario

c: Nancy Naylor, Deputy Minister, Ministry of Education
Elizabeth Walker, Director Accountability and Liaison, Ministry of Health
Dr. Wajid Ahmed, Associate Chief Medical Officer of Health, Ministry of Health