MARCH 28, 2022

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
- 28 Staffing Recommendations – Appointments
- 30 Student Suspension/Expulsion Report - January 2022
- 32 Student Suspension/Expulsion Report - February 2022

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities
- Appointment of Student Trustees for 2022-2023

Communications Good News Update

Delegations

Staff Follow Up

Reports
- Lifting of COVID-19 Health & Safety Measures

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
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

<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>Mari-Jo</td>
<td>Collins</td>
<td>Teacher, Williamsburg PS</td>
<td>June 30, 2022</td>
<td>24</td>
</tr>
<tr>
<td>Margaret</td>
<td>Milburn</td>
<td>Teacher, Williamsburg PS</td>
<td>June 30, 2022</td>
<td>31</td>
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</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>Jayne</td>
<td>Carmichael</td>
<td>Teacher, Cameron Heights CI</td>
<td>March 31, 2022</td>
<td>31</td>
</tr>
<tr>
<td>Eric</td>
<td>Ciezar</td>
<td>Teacher, Bluevale CI</td>
<td>June 30, 2022</td>
<td>30</td>
</tr>
<tr>
<td>Shelly</td>
<td>Erwin</td>
<td>Teacher, Elmira District SS</td>
<td>June 30, 2022</td>
<td>31</td>
</tr>
<tr>
<td>Arnold</td>
<td>Henkel</td>
<td>Tech. Department Head, Waterloo CI</td>
<td>May 20, 2022</td>
<td>24</td>
</tr>
<tr>
<td>Ruth</td>
<td>Ireland</td>
<td>Mathematics Department Head, Glenview Park SS</td>
<td>June 28, 2022</td>
<td>30</td>
</tr>
<tr>
<td>Martin</td>
<td>Lacoste</td>
<td>Music Department Head, Bluevale CI</td>
<td>June 30, 2022</td>
<td>16</td>
</tr>
<tr>
<td>Ron</td>
<td>VanMoerkerke</td>
<td>Geography Department Head, Eastwood CI</td>
<td>April 29, 2022</td>
<td>31</td>
</tr>
<tr>
<td>Gregory</td>
<td>White</td>
<td>Phys Ed Department Head, Jacob Hespeler SS</td>
<td>March 31, 2022</td>
<td>31</td>
</tr>
</tbody>
</table>
### Staffing Statistics – Retirements
**Current at March 28, 2022**

<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>Douglas</td>
<td>Arnold</td>
<td>Tradesperson, Maintenance</td>
<td>April 20, 2022</td>
<td>27</td>
</tr>
<tr>
<td>Mike</td>
<td>Coates</td>
<td>Principal, Courtland Avenue PS</td>
<td>April 30, 2022</td>
<td>28</td>
</tr>
<tr>
<td>Thang</td>
<td>Dong</td>
<td>Custodian, Eastwood CI</td>
<td>April 29, 2022</td>
<td>24</td>
</tr>
<tr>
<td>Mark</td>
<td>Good</td>
<td>Custodian, New Dundee PS</td>
<td>April 1, 2022</td>
<td>5</td>
</tr>
<tr>
<td>Robin</td>
<td>Goodwin</td>
<td>Library Clerk, Conestogo PS</td>
<td>June 28, 2022</td>
<td>21</td>
</tr>
<tr>
<td>Sharon</td>
<td>Hagedorn</td>
<td>Custodian, Queen Elizabeth PS</td>
<td>July 31, 2022</td>
<td>23</td>
</tr>
<tr>
<td>Heather</td>
<td>Henkel</td>
<td>Educational Assistant, Waterloo CI</td>
<td>May 20, 2022</td>
<td>18</td>
</tr>
<tr>
<td>Sandy</td>
<td>MacGregor</td>
<td>Student Supervision Monitor, Grand River CI</td>
<td>June 30, 2022</td>
<td>21</td>
</tr>
<tr>
<td>Valdine</td>
<td>MacLeod</td>
<td>Library Clerk, Alpine PS</td>
<td>June 30, 2022</td>
<td>23</td>
</tr>
<tr>
<td>Bettina</td>
<td>Neubauer</td>
<td>Head Secretary, AR Kaufman PS</td>
<td>July 5, 2022</td>
<td>33</td>
</tr>
<tr>
<td>Glen</td>
<td>Schnarr</td>
<td>Custodian, Margaret Avenue PS</td>
<td>April 29, 2022</td>
<td>9</td>
</tr>
<tr>
<td>Diane</td>
<td>Spitzer</td>
<td>Secretary, Elmira District SS</td>
<td>March 25, 2022</td>
<td>25</td>
</tr>
<tr>
<td>Natalie</td>
<td>Wilson</td>
<td>Custodian, Wm. G Davis PS</td>
<td>June 30, 2022</td>
<td>27</td>
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### Staffing Statistics – Resignations
**Current at March 28, 2022**

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer</td>
<td>Campbell</td>
<td>Educational Assistant, Jacob Hespeler SS</td>
<td>March 25, 2022</td>
</tr>
<tr>
<td>Kim</td>
<td>Daymond</td>
<td>Support Specialist, ITS</td>
<td>May 26, 2022</td>
</tr>
<tr>
<td>Carol</td>
<td>Green</td>
<td>Early Childhood Educator, Cedar Creek PS</td>
<td>June 30, 2022</td>
</tr>
<tr>
<td>Nathan</td>
<td>Hercanuck</td>
<td>Senior Planner, Planning Department</td>
<td>April 18, 2022</td>
</tr>
<tr>
<td>Tanya</td>
<td>Hill</td>
<td>Accounting Clerk, Finance</td>
<td>March 31, 2022</td>
</tr>
<tr>
<td>Kolten</td>
<td>Barfoot</td>
<td>Custodian, Cedar Creek PS</td>
<td>March 28, 2022</td>
</tr>
<tr>
<td>Rochelle</td>
<td>Thiel</td>
<td>Secretary, Jacob Hespeler SS</td>
<td>March 4, 2022</td>
</tr>
<tr>
<td>Samuel</td>
<td>Verreault</td>
<td>Custodial Maintenance Helper, Forest Heights SS</td>
<td>March 26, 2022</td>
</tr>
<tr>
<td>Shane</td>
<td>Wilkinson</td>
<td>Elementary Teacher, Sandhills PS</td>
<td>March 20, 2022</td>
</tr>
<tr>
<td>Kim</td>
<td>Yzerman</td>
<td>Educational Assistant, Southwood SS</td>
<td>March 21, 2022</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 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.
### Staffing Information – New Appointments

**Current at March 28, 2022**

#### New Appointments: Elementary Teacher Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scott</td>
<td>Burrows</td>
<td>Pioneer Park PS</td>
<td>March 21, 2022</td>
</tr>
<tr>
<td>Katelyn</td>
<td>Cook</td>
<td>Westmount PS</td>
<td>March 10, 2022</td>
</tr>
<tr>
<td>Thomas</td>
<td>Greenwood</td>
<td>Special Education</td>
<td>March 21, 2022</td>
</tr>
<tr>
<td>Kara</td>
<td>Lumgair</td>
<td>Floradale PS</td>
<td>March 21, 2022</td>
</tr>
<tr>
<td>Faduma</td>
<td>Musse</td>
<td>Howard Robertson PS</td>
<td>March 4, 2022</td>
</tr>
<tr>
<td>Shannon</td>
<td>Paisley</td>
<td>Prueter PS</td>
<td>March 9, 2022</td>
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</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>Elizabeth</td>
<td>Lopez Arias</td>
<td>Custodian, Empire PS</td>
<td>March 2, 2022</td>
</tr>
<tr>
<td>Shelby</td>
<td>Llewellyn</td>
<td>Secretary, Southridge PS</td>
<td>March 21, 2022</td>
</tr>
<tr>
<td>Rola</td>
<td>Quake</td>
<td>Secretary, Jean Steckle PS</td>
<td>March 24, 2022</td>
</tr>
<tr>
<td>Ryan</td>
<td>Ritskes</td>
<td>Tradesperson, Maintenance</td>
<td>March 7, 2022</td>
</tr>
<tr>
<td>Andre</td>
<td>Trudel</td>
<td>Custodian, Jean Steckle PS</td>
<td>February 1, 2022</td>
</tr>
<tr>
<td>Nemesio</td>
<td>Tuazon</td>
<td>Tradesperson, Maintenance</td>
<td>February 24, 2022</td>
</tr>
<tr>
<td>Lindsey</td>
<td>Werner</td>
<td>Secretary, Kitchener CI</td>
<td>February 24, 2022</td>
</tr>
</tbody>
</table>

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

*Human Resources & Equity Services*
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
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.
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,

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
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.
-2-

- 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.ontology.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.

...3
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,

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