

JUNE 13, 2022

**WATERLOO REGION DISTRICT SCHOOL BOARD
NOTICE AND AGENDA**

A Committee of the Whole meeting of the Waterloo Region District School Board will be held via video conference, on **Monday, June 13, 2022, at 7:00 p.m.**

AGENDA

Call to Order

O Canada

Approval of Agenda

Declarations of Pecuniary Interest

Celebrating Board Activities/Announcements

Delegations

Meg Ruttan - Critical Race Theory Motion & Black Parent Council of KW Recommendations
Jodi Koberinski - Critical Race Theory Motion & Black Parent Council of KW Recommendations
Cait Glasson - Critical Race Theory Motion
Laila El Mugammar - Critical Race Theory Motion
Rev. Joe Gaspar, Parkminster United Church - Critical Race Theory Motion
Victoria Marsh, Kamilah Islam and WCI BSA / MSA Students - Eid on the WRDSB School Year Calendar

Staff Follow Up

Policy and Governance

Reports

01	Major Capital Projects Quarterly Update	M. Gerard
	Response to Trustee Budget Questions from June 8, 2022 (if required)	M. Gerard
04	Compliance Audit Committee	M. Gerard
07	Black Parent Council KW Recommendations - Report from Staff	D. Ahluwalia
	Student Census	D. Liebermann / D. Lane
	Trustee Discussion: Indigenous Trustee Position	Chairperson

Board Reports

Question Period (*10 minutes*)

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

Adjournment

Questions relating to this agenda should be directed to
Stephanie Reidel, Manager of Corporate Services
519-570-0003, ext. 4336, or Stephanie_Reidel@wrdsb.ca



Report to Committee of the Whole

June 13, 2022

Subject: Major Capital Projects Quarterly Update

Recommendation

This report is for the information of the Board.

Status

Current capital projects with budgets greater than \$2.5M are outlined in Appendix A and are presented with dashboard symbols to indicate the project's status relative to the schedule, budget and scope. Significant milestones, along with basic project statistics, are also presented. All projects are proceeding as planned through the design and construction stages except for the following.

The new school in Southeast Cambridge will be a joint-use campus with the Waterloo Catholic District School Board. The next step in the design process is formally submitting a Site Plan application. Concurrently, staff are working with the City of Cambridge on finalizing the site purchase. The parties have spent several months resolving issues related to the building orientation and location, and grading of the community park on the overall campus. In consultation with and at the request of City planning and project staff, the boards have made several adjustments to the site design. As a result, concerns about the project timeline and cost have emerged.

For the Lackner Woods Public School child care addition, we are experiencing some delays associated with the quality of the masonry work that may affect the child care opening in September 2022. We are working with the contractor and our consultants to resolve the issues. The current child care at Lackner Woods Public School operates out of a double portable, and this will continue until the new child care addition is ready for occupancy.

In addition, the new school in East Breslau (the Breslau-Hopewell Creek/Loxleigh Lane project) has now been approved to hire an architect.

Appendix A provides this updated information.

Background

The major capital projects listed in Appendix A have been funded by the Ministry of Education and approved by the Board of Trustees.

Financial implications


The project budgets are listed in Appendix A.

Communications

Facility Services staff have consulted with the Ministry of Education, administration, contractors, architects, Financial Services, municipalities, various internal committees and the Board of Trustees regarding the stages of approval, design, construction and budget approvals.




Prepared by: Matthew Gerard, Coordinating Superintendent, Business Services
& Treasurer of the Board
John Veit, Controller, Facility Services
Ron Dallan, Manager of Capital Projects
in consultation with Coordinating Council.

Major Capital Projects
Quarterly Update Report
May 28, 2022

Project	Stage		Scope	Board Approval	Ministry Approval	Site Acquisition Complete	Site Encumbrances	Architect	Site Plan Approval	Bldg Permit	Tender Awarded	Project Budget	Classes Begin
P.S. Breslau-Hopewell Crossing (new)	Pre-Design		New School	16-Sep-19	23-Nov-21	Yes	No	TBD	No	No	No	\$16,552,917	TBA
P.S. in South Kitchener (new)	Design		New School	16-Sep-19	31-Mar-20	Yes	No	Walter Fedy Partnership	No	No	No	\$14,425,653	TBA
P.S. in South East Cambridge (new)	Design		New School	9-May-16	21-Nov-16	No	Yes	JP Thomson Architects	No	No	No	\$13,503,269	TBA
Oak Creek P.S. (new)	In Construction		New School	15-May-17	15-Jan-18	Yes	No	Cornerstone Architecture	Yes	Yes	Yes	\$16,361,437	September 6, 2022
Laurelwood P.S. (additon)	Design		Addition	16-Sep-19	20-Oct-20	NA	No	Hossack and Assoc.	No	No	No	\$3,976,096	TBA
Lackner Woods P.S (childcare addition)	In Construction		Addition	NA	11-Feb-21	NA	No	CS&P Architects Inc.	Yes	Yes	Yes	\$3,506,047	September 2022
Saginaw P.S. (childcare addition)	In Construction		Addition	NA	11-Feb-21	NA	No	Martin Simmons	Yes	Yes	Yes	\$3,903,649	September 2022

Major Capital Projects are those greater than \$2.5M total project cost.

Dashboard Definitions

On schedule, on budget, within scope.	
Schedule, budget or scope concerns.	
Schedule delays, budget creep, or quality concerns.	



Report to Committee of the Whole

June 13, 2022

Subject: Compliance Audit Committee

Recommendation

That the Waterloo Region District School Board appoints the following two members to the Compliance Audit Committee, held jointly with the Waterloo Catholic District School Board, for a four-year term effective November 15, 2022:

- 1) *Sharmilla Rasheed, External Member, WRDSB Audit Committee*
- 2) *Jeff Weir, External Member, WRDSB Audit Committee*

Status

As required by the *Municipal Elections Act, 1996*, every district school board must appoint a Compliance Audit Committee by October 1, 2022, to hear and decide on applications for compliance audits regarding a trustee candidate's campaign expenses.

Background

The Committee must be composed of three to seven people who cannot be members of the school board, Board employees, registered third parties or candidates in the school board election.

As in previous years, staff is proposing a joint Compliance Audit Committee with the Waterloo Catholic District School Board for the 2022 Municipal Election. This committee would be comprised of the external Audit Committee Members from each board. Each Board is responsible for approving two of the four members of the jointly held Compliance Audit Committee.

The responsibilities of the Compliance Audit Committee and the compliance audit process are set out in [Section 88.33 to 88.37 of the Municipal Elections Act](#). Members of the Committee will serve a four-year term, beginning on November 15, 2022, and will only meet if a compliance audit is required.

Municipal Elections Act

Compliance audit of candidates' campaign finances - Application by elector

88.33 (1) An elector who is entitled to vote in an election and believes on reasonable grounds that a candidate has contravened a provision of this Act relating to election campaign finances may apply for a compliance audit of the candidate's election

campaign finances, even if the candidate has not filed a financial statement under section 88.25. 2016, c. 15, s. 63.

Compliance Audit Committee

88.37 (1) A council or local board shall establish a compliance audit committee before October 1 of an election year for the purposes of this Act. 2016, c. 15, s. 66.

Composition

(2) The committee shall be composed of not fewer than three and not more than seven members and shall not include,

- (a) employees or officers of the municipality or local board;
- (b) members of the council or local board;
- (c) any persons who are candidates in the election for which the committee is established; or
- (d) any persons who are registered third parties in the municipality in the election for which the committee is established. 2016, c. 15, s. 66.

Eligibility for appointment

(3) A person who has such qualifications and satisfies such eligibility requirements as may be prescribed is eligible for appointment to the committee. 2016, c. 15, s. 66.

Same

(4) In appointing persons to the committee, the council or local board shall have regard to the prescribed eligibility criteria. 2016, c. 15, s. 66.

Term of office

(5) The term of office of the committee is the same as the term of office of the council or local board that takes office following the next regular election, and the term of office of the members of the committee is the same as the term of the committee to which they have been appointed. 2016, c. 15, s. 66.

Financial implications

No financial implications at this time, however, the board shall pay all costs in relation to the committee's operation and activities in the event an elector files an application for a compliance audit as stated in the Municipal Elections Act.

Communications

Those candidates approved by the Board will be contacted and provided with information required in the event of an application for a compliance audit regarding a trustee candidate's campaign expenses.

Prepared by: Stephanie Reidel, Manager of Corporate Services
Matthew Gerard, Coordinating Superintendent, Business Services &
Treasurer of the Board
in consultation with Coordinating Council



Report to Board

June 13, 2022

Subject: Black Parent Council of KW Recommendations

Recommendation

This report is for the information of the Board.

Status

The information sought by the Board of Trustees is outlined in Appendix A - Report and Recommendations - Black Parent Council KW.

Background

On April 11, 2022, during the Committee of the Whole meeting, the Board of Trustees moved the following:

That the Waterloo Region District School Board refer recommendations 1 to 11 from the letter from the Black Parent Council KW to staff to provide a report and recommendations as appropriate and that the report be referred to the Agenda Development Committee and returned to the board table in a timely fashion.

Financial implications

No financial implications.

Communications

No further communication required.

Prepared by: Deepa Ahluwalia, Human Rights and Equity Advisor
in consultation with Coordinating Council

Report and Recommendations - Black Parent Council KW

Additional Information

Director Jeewan Chanicka, Associate Director Lila Read, Superintendent of Student Achievement and Well-Being Crissa Hill and Human Rights and Equity Advisor Deepa Ahluwalia, have met with Black Parent Council KW Co-Chairs on April 8 and May 9, 2022. From the perspective of WRDSB staff and Black Parent Council Co-Chairs, meetings have been positive and have provided a space for honest dialogue. WRDSB staff will continue to meet with representatives from the Black Parent Council KW to continue to foster a trusting relationship and open channels of communication where we can hear community concerns and share our ongoing work to address anti-Black racism and racism/oppression in all its forms.

The Black Parent Council KW shared several demands on March 11, 2022 relating to investigations into incidents of racial violence, the use of third party investigators, the disproportionate impact of policies and procedures, the development of an anti-racism policy, recommendations related to equitable hiring, and a Saturday Africentric school. The following responses identify work already underway that addresses these demands:

- **Code-Based Complaints:** [Policy 1017- Human Rights](#), and pending Code-Based Complaints Resolution Procedures for Non-Staff establish a pathway to have complaints of discrimination and harassment heard and addressed through the Human Rights Branch. The procedures have been reviewed by multiple stakeholders, including students, parents/caregivers, staff and union representatives. The procedures are in the process of being reviewed and approved. Estimated date for release is June 2022.
- **Third Party Partners:** Procedures indicate that the Human Rights Branch will enlist the support of a 3rd party investigator in situations where it is appropriate to do so. Where we have used a third party investigator, it has been approached through an anti-oppressive, culturally relevant and trauma-informed way. The Human Rights Branch will continue to endeavour to engage 3rd party investigators who have this expertise.
- **Policy Development and Review:** A Policy Review Guide was developed to ensure that policies and procedures are developed and reviewed through a human rights and equity framework - Trustees, Senior Leaders and Service Leaders have been trained in the use of the guide and training of staff continues. A mechanism to ensure the Policy Review Guide is utilized in the creation and review of policies is being established.

- **Anti-Racism Policy:** Preliminary research into what exists currently in other Boards in terms of anti-racism policies has been conducted and staff are monitoring the process and release of an anti-racism policy with the goal of developing a WRDSB anti-racism policy.
- **Human Rights Investigations:** Human Resources and Equity Services and the Human Rights Branch work closely to investigate matters brought to our attention. Human Resources and Equity Services are responsible for determining employee consequences in situations where allegations are substantiated, based on human rights and related legislation (eg. Employment Standards Act, Occupational Health and Safety Act, Education Act, etc.), as well as board progressive discipline procedures.
- **Equitable Hiring:** Human Resources and Equity Services has been working together with the Human Rights Branch to improve hiring practices and remove barriers.
- **Afrocentric Saturday School:** The Learning Support Services Staff have begun to explore offering a Saturday school program for African, Caribbean and Black students. Staff are reaching out to other districts who offer similar programming to learn from best practice.