

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE OF MEETING

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held in the Boardroom, Building 2, 1st Floor, 51 Ardelt Avenue, Kitchener, Ontario, on **Monday, January 29, 2024, at 7:00 p.m.**

AGENDA

Call to Order

Territorial Acknowledgement and O Canada

Approval of Agenda

Announcements/Celebrating Board Activities

Communications Good News Update

H. Hughes

Delegations

Consent Agenda**

Receipt/Approval of Minutes:

Approve Minutes - Special Education Advisory Committee Meeting of December 13, 2023

Receive Minutes - Board Meeting of December 15, 2023

Approve Minutes - Committee of the Whole Meeting of January 22, 2024

Receipt/Approval of Monthly Reports:

25 Staffing Information – Retirements and Resignations

G. Shantz

28 Staffing Information – Appointments

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31 Student Suspension/Expulsion Report, November, 2023

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B. Lemon

Declarations of Pecuniary Interest

Staff Follow Up

Enrolment Projections

N. Landry

Reports

Board Improvement and Equity Plan Update: Literacy Achievement Action Plan S. Miller, C. Hill,
B. Chatha

Board Reports

Ad Hoc Bylaw Review Committee Update

Trustee M. Radlein

Board Communications

35 Superior-Greenstone District School Board to Minister of Education

38 Bluewater District School Board to Prime Minister of Canada

**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

January 29, 2024

**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, Associate Director, in consultation with Leadership Council.

Staffing Statistics – Retirements
Current at January 29, 2024

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Robert	Boug	Guidance Teacher, Preston HS	January 31, 2024	34
Jennifer	Kemperman	Teacher, Bluevale CI	March 31, 2024	31
James	Penner	Special Education Teacher, Grand River CI	June 28, 2024	18

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Aneita	Brown	Early Childhood Educator	June 28, 2024	14
Nancy	Burgoyne Hamel	Social Worker, Special Education	March 31, 2024	26
Beth	Gerich	Educational Assistant, Forest Hill PS	June 28, 2024	27
Sarah	Gerth	Child Youth Worker, Laurel Heights SS	January 12, 2024	22
Stephen	Karley	Senior Draftsperson, Maintenance	January 31, 2024	30
Lisa	Lewis	Educational Assistant, Lincoln Heights PS	June 28, 2024	24
Lois	Miller	Library Clerk, Sheppard PS	February 29, 2024	23
Heather	Schumann	Principal, John Darling PS	February 29, 2024	33
Gale	Stavenow	Educational Assistant, Forest Heights CI	August 30, 2024	26
Ralph	Tenn	Infrastructure Analyst, ITS	February 9, 2024	24
Jeanette	Vincent	Library Clerk, King Edward PS	February 15, 2024	22

Staffing Statistics – Resignations
Current at January 29, 2024

Permanent Staff Resignations			
First	Last	Position/Location	Resignation Date
Rebecca	Arnburg	Early Childhood Educator, New Dundee PS	January 5, 2024
Younus	Atchia	Teacher, Parkway PS	January 10, 2024
Caroline	Davidson	Educational Assistant, Saginaw PS	January 12, 2024
Brandon	Farr	Teacher, St Jacobs PS	January 8, 2024
Cheri	Langlois	Educational Assistant, Sir Adam Beck PS	January 5, 2024
Liese	Madison	Educational Assistant, Elmira District SS	January 17, 2024
Ivana	Maclsaac	Executive Officer, IT and Digital Transformation (CIO)	January 5, 2024
Robin	Macneil	Educational Assistant, Sandowne PS	January 14, 2024
Una	Malic	Teacher, Alpine PS	February 1, 2024
Alex	Nicolaes	Teacher, Meadowlane PS	December 20, 2023
Nidhi	Patel	Educational Assistant, Blue Heron PS	January 30, 2024
Suzanne	Rakoczy	Teacher, John Darling PS	January 7, 2024
Heather	Reid	Educational Assistant, Cedar Creek PS	January 29, 2024
Erin	Ryan	Early Childhood Educator, Sandhills PS	January 25, 2024
Brad	Shoemaker	Custodian, Highland PS	February 1, 2024
Karlene	Stephenson	Child Youth Worker, Special Education	January 5, 2024
Tricia	Summerfield	Child Youth Worker, U-Turn (C)	February 14, 2024



Report to Board of Trustees

January 29, 2024

Subject: Staffing Information – Appointments

Recommendation

This report is provided for information of the Board.

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 been advised of the appointments.

Prepared by: Graham Shantz, Associate Director, in consultation with Leadership Council.

Staffing Information – New Appointments
Current at January 29, 2024

New Appointments: Elementary Teaching Staff			
First	Last	Location	Effective Date
Rebecca	Perlier	MacGregor PS	January 8, 2024

New Appointments: Secondary Teaching Staff			
First	Last	Location	Effective Date
Eric	Dettweiler	Cameron Heights CI	February 1, 2024
Madeline	Fray	Cameron Heights CI	February 1, 2024
Mark	Hurl	Jacob Hespeler SS	February 1, 2024
Sacha	Krautsky	Bluevale CI	February 1, 2024
Nicole	Reis	Jacob Hespeler CI	February 1, 2024
Hayley	Thorne	Forest Heights CI	February 1, 2024

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Rajvir	Bains	HR Assistant, Human Resource Services	January 22, 2024
Edna	Garcia Gonzales	Supervision Monitor, Elmira District SS	January 17, 2024
Emily	Gray	Mental Health Lead, Special Education	February 12, 2024
Carrie	Harman	Secretary, Empire PS	January 8, 2024
Lynn	Kennedy	Custodian, Glenview Park SS	December 21, 2023
Chelsea	King	Secretary, Suddaby PS	November 20, 2023
Elaine	McReynolds	Library Clerk, Moffat Creek PS	January 8, 2024
Mike	Proska	Security Officer, Human Resource Services	January 22, 2024
Christine	Reid	Secretary, Mary Johnston PS	December 18, 2023
Luisa	Restrepo	Custodian, Trillium PS	January 22, 2024
Elizabeth	Santos	Custodian, Forest Heights CI	February 5, 2024
Todd	Stafford	Custodian, WT Townshend PS	January 8, 2024
Ume	Syeda	Secretary, Parkway PS	January 15, 2024
Josh	Vincent-Collins	Manager, Facility Services	January 15, 2024

New Appointments: Administrative and Support Staff Cont'd			
First	Last	Position / Location	Effective Date
Michelle	Vollick	Secretary, Centennial PS (W)	December 14, 2023
Geraldine	Young	Custodian, Stanley Park / Crestview PS	February 6, 2024

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

January 29, 2024

Subject: Student Suspension/Expulsion Report November, 2023

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 November 2022 and November 2023, elementary suspensions have increased by 73 and secondary suspensions have decreased by 94.

Comparing year to date from November 2022 and November 2023, school expulsions have increased by 1 and board expulsions have increased by 8.

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

Suspensions

- Total elementary school suspensions in November 2022 - 129, year to date - 263
- Total elementary school suspensions in November 2023 - 147, year to date - 336
- Total secondary school suspensions in November 2022 - 213, year to date - 555
- Total secondary school suspensions in November 2023 - 150, year to date - 461

Expulsions

- Total school expulsions in November 2022 - 0, Year to Date 1
- Total school expulsions in November 2023 - 2, Year to Date 2
- Total board expulsions in November 2022 - 0, Year to Date 2
- Total board expulsions in November 2023 - 2, Year to Date 10

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 November 2022 - 7, year to date 22
- Total elementary/secondary violent incidents in November 2023 -14, year to date 29

Background

As requested by the Board, suspension/expulsion data will be presented at the Board meeting in October, November, January, March, and May of each year.

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,
B. Cathcart, System Administrator, Learning Support Services, and in
consultation with Leadership Council



Report to Board of Trustees

January 29, 2024

Subject: Student Suspension/Expulsion Report December, 2023

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 December 2022 and December 2023, elementary suspensions have increased by 74 and secondary suspensions have decreased by 109.

Comparing year to date from December 2022 and December 2023, school expulsions have increased by 1 and board expulsions have increased by 6.

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

Suspensions

- Total elementary school suspensions in December 2022 - 74, year to date - 338
- Total elementary school suspensions in December 2023 - 75, year to date - 412
- Total secondary school suspensions in December 2022 - 126, year to date - 685
- Total secondary school suspensions in December 2023 - 114, year to date - 576

Expulsions

- Total school expulsions in December 2022 - 0, Year to Date 1
- Total school expulsions in December 2023 - 0, Year to Date 2
- Total board expulsions in December 2022 - 4, Year to Date 6
- Total board expulsions in December 2023 - 2, 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 December 2022 - 4, Year to Date 27
- Total elementary/secondary violent incidents in December 2023 - 12, Year to Date 41

Background

As requested by the Board, suspension/expulsion data will be presented at the Board meeting in October, November, January, March, and May of each year.

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,
B. Cathcart, System Administrator, Learning Support Services, and in
consultation with Leadership Council



Small Schools Make a Difference

November 23, 2023

SENT ELECTRONICALLY

Honourable Stephen Lecce
Minister of Education
Ministry of Education
Mowat Block, 900 Bay Street
Toronto, Ontario M7A 1L2
Stephen.lecce@pc.ola.org ministerofeducation@ontario.ca

Dear Minister Lecce,

RE: Request for Additional Perspective on Bill 98 from Rural School Boards

I hope this letter finds you in good health and high spirits. I am writing to you as the leader of the Superior-Greenstone District School Board, representing our community and the dedicated educators and staff who serve within our district. We commend your ongoing commitment to education and your tireless efforts to improve the educational landscape across the province of Ontario.

We understand that Bill 98 holds great promise in further enhancing the quality of education in our province. It is evident that your vision for education is founded on principles of inclusivity, collaboration, cooperation, and relationship-based leadership, which are values we deeply resonate with and strive to uphold within our school board.

While we acknowledge the significant progress we have made in our initiatives to support students, we believe it is essential to offer a unique perspective from small, rural school boards like ours. Our district encompasses a rich tapestry of communities, including 13 First Nation communities, Nookiwin Tribal Council, Nishnaabe Aski Nation (NAN), Matawa Tribal Council, Anishnabek Nation, Anishnabek Education System (AES), two Treaty areas, unseeded territory, and three Metis Nation Councils. Additionally, our student demographic is close to 40% First Nations, Métis, and Inuit (FNMI).

Our unique context and realities demand special attention when regulations of such significance as Bill 98 are adopted. We believe that the achievement data within many rural school boards, where students predominantly achieve at level 2 and have done so for several years, underscores the urgency of thinking differently about educational strategies for our students. Attempting to implement initiatives designed for larger, more urban centers may inadvertently hinder our ability to make the necessary changes and improvements for our students.

One of our primary expectations as a school board is to foster meaningful connections with the families we serve. We understand that building these relationships is a crucial aspect of our commitment to total inclusion for students and our core values of collaboration, cooperation, and relationship-based leadership. However, we acknowledge that this endeavor presents unique challenges, as many of the families within our district face busy schedules, socio-economic hardships, and a lack of trust in traditional parent engagement initiatives. Bringing them information such as the three Ministry Priorities and student achievement data may negatively impact the work that we have done to date to build relationships with families to promote engagement in our schools. Currently, the families we serve are not focused on data and school board priorities, but on managing the complexities of daily life. We need to more fully understand the rationale for this expectation as it has not been identified as a need in our district.

Our primary focus is on students' needs. Within our community, there is an impression that this legislation prioritizes political and economic considerations. In addition, stakeholders have shared they do not have a clear and transparent understanding of key details and future implications of this legislation and have shared their concerns that this legislation has the potential to negatively impact our communities.

In light of this, we respectfully request that you consider the following as you look to implement the various components of Bill 98:

1. **Inclusion of Rural Perspectives:** We advocate for the inclusion of perspectives from small, rural school boards during the implementation of Bill 98. Understanding our unique challenges and opportunities is paramount to ensuring the success of this legislation.
2. **Tailored Initiatives:** We recommend that initiatives under Bill 98 be adaptable to various educational settings, with provisions for rural communities, to ensure they effectively meet the needs of all students, including those in our district.
3. **FNMI Representation:** Given our significant FNMI student population, we believe that additional leadership and resources are essential to address their specific needs and create a more equitable educational experience.

We firmly believe that by working collaboratively and taking into account the diverse needs of all communities, we can achieve better outcomes for Northwestern Ontario's students. We are committed to contributing our expertise and local knowledge to help shape the implementation of Bill 98 in a way that truly benefits all students across our province.

Thank you for your time and consideration. We look forward to the opportunity to engage in a dialogue with you and your team to further explore these recommendations and ensure that the educational future of all Ontario students is bright and inclusive.

Sincerely,

A handwritten signature in cursive script that reads "P. McRae".

Pinky McRae,
Chair of the Board
Superior-Greenstone District School Board

cc. SGDSB Trustees
OPSBA
Chairs of Ontario School Boards



Bluewater District School Board

351 1st Avenue North
 Chesley ON N0G 1L0
 Telephone: (519) 363-2014 Fax: (519) 370-2909
 www.bwdsb.on.ca

January 16, 2024

The Right Honourable Justin Trudeau
 Prime Minister of Canada
 80 Wellington Street
 Ottawa, ON K1A 0A2

Sent by email: justin.trudeau@parl.gc.ca

Dear Prime Minister Trudeau:

On behalf of the Board of Trustees of Bluewater District School Board, we are writing to you to share the following motions that were passed at the Regular Meeting of the Board on December 19, 2023:

Whereas the proliferation of gambling advertising, particularly during sports telecasts, has resulted in an alarming number of children and young adults becoming addicted to gambling;

Whereas gambling can lead to significant harm, including runaway debt, stress to families, low self-esteem, anxiety, depression, and even suicide;

Whereas Statistics Canada has estimated that 1.6% of adult gamblers, more than 300,000 Canadians, are at moderate to high risk of gambling disorders; and much information on the insidious result of these advertisements can be found at BanAdsForGambling.ca;

Whereas school boards across Ontario and beyond are dedicated to preserving and improving the mental health of students.

That Bluewater District School Board assert that it supports a legislative ban on advertisements for gambling in Canada in all media, one of the objectives of the Campaign to Ban Ads for Gambling (BanAdsForGambling.ca).

That Bluewater District School Board send a letter to local MPs, MPPs, and provincial and federal political leaders to advocate that legislation be enacted to ban advertising for gambling in all media.

That Bluewater District School Board forward this resolution to OPSBA for dissemination.

With the proliferation of gambling advertisements, and their potential negative impact on students, Bluewater District School Board is adding its voice, among other advocates, to urge action to address a pervasive issue in Canada. We recognize that any measures to implement a legislative ban on gambling related advertising falls within the jurisdiction of our provincial and federal political leaders. By calling on our governments to enact appropriate legislation that applies to all media across the

country, we are aligning with our board's strategic plan priority of a safe supportive learning community³⁹ that works together to support wellness.

Thank you for your attention to this matter and your support of our students. As always, our commitment remains focused on providing a quality education for every student in a safe, accepting, and caring environment.

Sincerely,



Jane Thomson
Chair



Jan Johnstone
Vice-Chair

cc: The Honourable Doug Ford, Premier of Ontario
Alex Ruff, MP, Bruce-Grey-Owen Sound
Ben Lobb, MP, Huron-Bruce
Rick Byers, MPP, Bruce-Grey-Owen Sound
The Honourable Lisa Thompson, MPP, Huron-Bruce
Ontario Public School Boards' Association (OPSBA)

/jp