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

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
28 Staffing Information – Appointments
31 Student Suspension/Expulsion Report, November, 2023
33 Student Suspension/Expulsion Report, December, 2023

Declarations of Pecuniary Interest

Staff Follow Up
  Enrolment Projections

Reports
  Board Improvement and Equity Plan Update: Literacy Achievement Action Plan

Board Reports
  Ad Hoc Bylaw Review Committee Update

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
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

<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>Robert</td>
<td>Boug</td>
<td>Guidance Teacher, Preston HS</td>
<td>January 31, 2024</td>
<td>34</td>
</tr>
<tr>
<td>Jennifer</td>
<td>Kemperman</td>
<td>Teacher, Bluevale CI</td>
<td>March 31, 2024</td>
<td>31</td>
</tr>
<tr>
<td>James</td>
<td>Penner</td>
<td>Special Education Teacher,</td>
<td>June 28, 2024</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Grand River CI</td>
<td></td>
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</tbody>
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### Retirements: Administrative & Support 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>Aneita</td>
<td>Brown</td>
<td>Early Childhood Educator</td>
<td>June 28, 2024</td>
<td>14</td>
</tr>
<tr>
<td>Nancy</td>
<td>Burgoyne</td>
<td>Social Worker, Special Education</td>
<td>March 31, 2024</td>
<td>26</td>
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<tr>
<td></td>
<td>Hamel</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beth</td>
<td>Gerich</td>
<td>Educational Assistant, Forest Hill PS</td>
<td>June 28, 2024</td>
<td>27</td>
</tr>
<tr>
<td>Sarah</td>
<td>Gerth</td>
<td>Child Youth Worker, Laurel Heights SS</td>
<td>January 12, 2024</td>
<td>22</td>
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<tr>
<td>Stephen</td>
<td>Karley</td>
<td>Senior Draftsperson, Maintenance</td>
<td>January 31, 2024</td>
<td>30</td>
</tr>
<tr>
<td>Lisa</td>
<td>Lewis</td>
<td>Educational Assistant, Lincoln Heights PS</td>
<td>June 28, 2024</td>
<td>24</td>
</tr>
<tr>
<td>Lois</td>
<td>Miller</td>
<td>Library Clerk, Sheppard PS</td>
<td>February 29, 2024</td>
<td>23</td>
</tr>
<tr>
<td>Heather</td>
<td>Schumann</td>
<td>Principal, John Darling PS</td>
<td>February 29, 2024</td>
<td>33</td>
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<tr>
<td>Gale</td>
<td>Stavenow</td>
<td>Educational Assistant, Forest Heights CI</td>
<td>August 30, 2024</td>
<td>26</td>
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<tr>
<td>Ralph</td>
<td>Tenn</td>
<td>Infrastructure Analyst, ITS</td>
<td>February 9, 2024</td>
<td>24</td>
</tr>
<tr>
<td>Jeanette</td>
<td>Vincent</td>
<td>Library Clerk, King Edward PS</td>
<td>February 15, 2024</td>
<td>22</td>
</tr>
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</table>
## Staffing Statistics – Resignations

**Current at January 29, 2024**

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

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rebecca</td>
<td>Perlier</td>
<td>MacGregor PS</td>
<td>January 8, 2024</td>
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</tbody>
</table>

#### New Appointments: Secondary Teaching Staff

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Location</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eric</td>
<td>Dettweiler</td>
<td>Cameron Heights CI</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Madeline</td>
<td>Fray</td>
<td>Cameron Heights CI</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Mark</td>
<td>Hurl</td>
<td>Jacob Hespeler SS</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Sacha</td>
<td>Krautsky</td>
<td>Bluevale CI</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Nicole</td>
<td>Reis</td>
<td>Jacob Hespeler CI</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Hayley</td>
<td>Thorne</td>
<td>Forest Heights CI</td>
<td>February 1, 2024</td>
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#### New Appointments: Administrative and Support Staff

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

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position / Location</th>
<th>Effective Date</th>
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</thead>
<tbody>
<tr>
<td>Michelle</td>
<td>Vollick</td>
<td>Secretary, Centennial PS (W)</td>
<td>December 14, 2023</td>
</tr>
<tr>
<td>Geraldine</td>
<td>Young</td>
<td>Custodian, Stanley Park / Crestview PS</td>
<td>February 6, 2024</td>
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</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 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
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
November 23, 2023

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, Nokiiwin 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,

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

cc. SGDSB Trustees
    OPSBA
    Chairs of Ontario School Boards
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 community 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