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, February 26, 2024, immediately following the Special Committee of the Whole Meeting.

AGENDA

Call to Order

Approval of Agenda

Announcements/Celebrating Board Activities

Communications Good News Update

Delegations

Consent Agenda**

Receipt/Approval of Minutes:

- Approve Minutes - Audit Committee Meeting of November 8, 2023
- Approve Minutes - Special Education Advisory Committee Meeting of January 10, 2024
- Receive Minutes - Board Meeting of January 29, 2024
- Approve Minutes - Committee of the Whole Meeting of February 12, 2024
- Approve Decisions - Special Committee of the Whole Meeting of February 26, 2024

Receipt/Approval of Monthly Reports:

21 Staffing Information – Retirements and Resignations
24 Staffing Information – Appointments

Declarations of Pecuniary Interest

Staff Follow Up

Boardroom

Reports

Board Improvement and Equity Plan Update: Math Achievement Action Plan
S. Miller / C. Hill
Board Improvement and Equity Plan Update: Student Well-Being
S. Miller / J. Albrecht

Board Reports

Ad Hoc Bylaw Review Committee Update
Trustee M. Radlein

Board Communications

26 Toronto District School Board to Minister of Finance and Deputy Prime Minister
28 Rainy River District School Board to Minister of Finance and Deputy Prime Minister
30 WRDSB SEAC to Minister of Education - Special Incidence Portion Claim Funding
32 WRDSB to Minister of Education - Support for TVDSB regarding Ministry Timelines
33 WRDSB to Minister of Education - Support for TVDSB regarding Mental Health

**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 February 26, 2024

### 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>Twila</td>
<td>Lebold</td>
<td>Teacher, On Leave</td>
<td>March 31, 2024</td>
<td>25</td>
</tr>
<tr>
<td>Daena</td>
<td>Mervyn-Fleming</td>
<td>Teacher, On Leave</td>
<td>February 29, 2024</td>
<td>18</td>
</tr>
<tr>
<td>Tracy</td>
<td>Weber</td>
<td>Teacher, Laurelwood PS</td>
<td>March 15, 2024</td>
<td>30</td>
</tr>
</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>Lynn</td>
<td>Boland Richardson</td>
<td>Teacher, Grand River CI</td>
<td>March 31, 2024</td>
<td>31</td>
</tr>
<tr>
<td>Connie</td>
<td>Collins</td>
<td>Teacher, Huron Heights SS</td>
<td>June 30, 2024</td>
<td>25</td>
</tr>
<tr>
<td>Harry</td>
<td>Kemperman</td>
<td>Teacher, Bluevale CI</td>
<td>June 28, 2024</td>
<td>31</td>
</tr>
<tr>
<td>Carla</td>
<td>Shouldice</td>
<td>Teacher, Laurel Heights SS</td>
<td>February 29, 2024</td>
<td>30</td>
</tr>
<tr>
<td>Carrie</td>
<td>Wilson</td>
<td>Teacher, Glenview Park SS</td>
<td>June 30, 2024</td>
<td>30</td>
</tr>
</tbody>
</table>

### 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>Robert</td>
<td>Dickson</td>
<td>Vice Principal, Westheights PS</td>
<td>June 28, 2024</td>
<td>29</td>
</tr>
<tr>
<td>Mark</td>
<td>McMath</td>
<td>Principal, Cedar Creek PS</td>
<td>February 29, 2024</td>
<td>36</td>
</tr>
<tr>
<td>Paul</td>
<td>Milne</td>
<td>Principal, Ayr PS</td>
<td>February 29, 2024</td>
<td>19</td>
</tr>
<tr>
<td>Cindy</td>
<td>Moser</td>
<td>Educational Assistant, Elmira District SS</td>
<td>February 1, 2024</td>
<td>25</td>
</tr>
<tr>
<td>Beth</td>
<td>Murray-Bannister</td>
<td>Assistant Supervisor, ITS</td>
<td>March 31, 2024</td>
<td>23</td>
</tr>
<tr>
<td>Wendy</td>
<td>Priebe</td>
<td>Educational Assistant, Breslau PS</td>
<td>April 30, 2024</td>
<td>25</td>
</tr>
<tr>
<td>Marnie</td>
<td>Wigood</td>
<td>Educational Assistant, Moffat Creek PS</td>
<td>February 16, 2024</td>
<td>20</td>
</tr>
</tbody>
</table>
## Staffing Statistics – Resignations
### Current at February 26, 2024

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Position/Location</th>
<th>Resignation Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Khateyah Abdul Razaq</td>
<td>Custodian, Lackner Woods PS</td>
<td>January 31, 2024</td>
<td></td>
</tr>
<tr>
<td>Jessica Collie</td>
<td>Early Childhood Educator, Crestview PS</td>
<td>February 7, 2024</td>
<td></td>
</tr>
<tr>
<td>Alison Corbett</td>
<td>Elementary Teacher, Wilson Avenue PS</td>
<td>February 19, 2024</td>
<td></td>
</tr>
<tr>
<td>Mason Dezan</td>
<td>Custodial Maintenance Helper, Laurel Heights SS</td>
<td>January 31, 2024</td>
<td></td>
</tr>
<tr>
<td>MaryLynn Hoerle</td>
<td>Library Clerk, Sir Adam Beck PS</td>
<td>March 31, 2024</td>
<td></td>
</tr>
<tr>
<td>Leslie Hoppenrath</td>
<td>Child Youth Worker, Rockway / Laurelwood PS</td>
<td>February 6, 2024</td>
<td></td>
</tr>
<tr>
<td>Lynn MacIntosh</td>
<td>Educational Assistant, Janet Metcalfe PS</td>
<td>January 30, 2024</td>
<td></td>
</tr>
<tr>
<td>Wanda Morden</td>
<td>Child Youth Worker, Cedarbrae PS</td>
<td>February 21, 2024</td>
<td></td>
</tr>
<tr>
<td>Megan Norcott</td>
<td>Secretary, Southwood SS</td>
<td>February 13, 2024</td>
<td></td>
</tr>
<tr>
<td>Paige Panetta</td>
<td>ABA Transition Leader, Special Education</td>
<td>February 9, 2024</td>
<td></td>
</tr>
<tr>
<td>Aleena Sebastian</td>
<td>Educational Assistant, Courtland PS</td>
<td>February 23, 2024</td>
<td></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 February 26, 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>Hannah</td>
<td>Agler</td>
<td>Parkway PS</td>
<td>February 5, 2024</td>
</tr>
<tr>
<td>Victoria</td>
<td>Chimanikire</td>
<td>Alpine PS</td>
<td>February 5, 2024</td>
</tr>
<tr>
<td>Bethany</td>
<td>Gallin</td>
<td>Woodland Park PS</td>
<td>February 7, 2024</td>
</tr>
<tr>
<td>Michelle</td>
<td>Gama</td>
<td>Meadowlane PS</td>
<td>January 23, 2024</td>
</tr>
<tr>
<td>Alissa</td>
<td>Koth</td>
<td>Stewart Avenue PS</td>
<td>February 12, 2024</td>
</tr>
<tr>
<td>Lindsay</td>
<td>Sheppard</td>
<td>Remote Learning</td>
<td>March 1, 2024</td>
</tr>
</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>Brandon</td>
<td>Dear</td>
<td>Preston HS</td>
<td>February 1, 2024</td>
</tr>
<tr>
<td>Kate</td>
<td>Livingston</td>
<td>Cameron Heights CI</td>
<td>February 1, 2024</td>
</tr>
</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>Doug</td>
<td>Kaminska</td>
<td>Custodian, Grandview PS (NH)</td>
<td>February 20, 2024</td>
</tr>
<tr>
<td>Jacob</td>
<td>Lah</td>
<td>Custodial Maintenance Helper, Laurel Heights SS</td>
<td>February 21, 2024</td>
</tr>
<tr>
<td>Bethany</td>
<td>Metzger</td>
<td>Library Clerk, King Edward PS</td>
<td>February 26, 2024</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*
February 12, 2024

The Honourable Chrystia Freeland, Deputy Prime Minister and Minister of Finance

Dear Minister Freeland,

I’m writing to you today on behalf of the Toronto District School Board (TDSB), Canada’s largest school Board, to express our absolute support of the recent advocacy by the Ontario Public School Boards’ Association (OPSBA) for a National School Food Program. Food insecurity has been a long-standing struggle for so many Toronto children, however, since the pandemic, it has become increasingly pronounced and widespread.

As you are likely aware, food insecurity has a direct impact on student achievement and children’s mental health and well-being. It affects our students’ ability to learn, grow, and thrive, both inside and outside the classroom. Boards like ours do our very best to address hunger at the local level, but it is fragmented and insufficient. A National School Food Program would not only address immediate nutritional needs but also contribute significantly to the overall well-being and academic achievement of all students.

As such, we echo OPSBA’s request for an allocation of $1 billion over the next five years, with a minimum annual commitment of $200 million in the 2024 Budget for the establishment and sustainable operation of a National School Food Program. This financial commitment is fundamental to ensuring the program’s effectiveness and widespread impact on students across the country.

This request builds on similar requests made by the TDSB in recent years. In 2020, we urged the federal government to fulfill its commitment, as announced in 2019, to invest in a National School Food Program, and we again reiterated the urgent need and critical importance of such a program in March of last year. The need has continued to intensify since then, underscoring its urgency as a vital initiative for the well-being and academic success of our students.

We appreciate the challenges faced by the government in prioritizing funding allocations. However, we firmly believe that by investing in the future of our children, we are making an investment in the future of our country. We urge you to include significant funding in the 2024 Budget to launch and sustain a National School Food Program. Your support and leadership in championing this cause will have a lasting positive impact on the lives of countless Canadian students.
Thank you for your attention to this matter.

Regards,

Rachel Chernos Lin
Chair, Toronto District School Board

CC:
Members of Canadian Parliament
Members of Ontario Provincial Parliament
Ontario Public School Boards’ Association
Ontario Student Trustees’ Association
OSSTF, District 12, OSSTF/PSSP UNIT A, ETT, CUPE, OSSTF, ETFO and MCSTC
February 13, 2024

The Honourable Chrystia Freeland
Minister of Finance & Deputy Prime Minister
House of Commons
Ottawa, Ontario,
Canada
K1A 0A6
chrystia.freeland@parl.gc.ca

Re: Federal Budget 2024

Dear Minister Freeland:

On behalf of the Rainy River District School Board, I am writing to provide feedback to inform the development of the budget to include a national school food program. This investment is essential to the well-being of all Canadian children and youth. References to a national school food program have been made as part of the initial introduction of the 2019 Budget, as well as in the 2022 mandate letters the Minister of Families, Children and Social Development and the Minister of Agriculture and Agri-Food. However, the realization of this promise has yet to be seen.

As local public education advocates, we see firsthand the struggles that our children, families, and communities are facing. Food insecurity is a national issue and rates have been rising at unprecedented levels. A 2022 Statistics Canada report* shows that 6.9 million people in 10 provinces, including almost 1.8 million children, lived in households struggling to afford the food they need.

A subsidized lunch program within schools, similar to what occurs in daycares, could range from 100% free, a cost per student, a cost geared to income cost, a cost per meal, with meals being highly affordable, or an invoice to a “sponsoring organization”, thus providing our students with healthy food and ensuring that families have more money to spend on supper and weekend nutrition.

Our school board strongly believes in the provision of nutrition programming for all students. However, like many school districts across Canada, especially those who serve students in rural and/or remote locations, the provision of low-cost meals / food items to our schools is proving to be more and more challenging. In many parts of our country, there is limited access to low-cost healthy foods, especially in the winter months. As such, there is a necessary infrastructure that requires further financial support than what is currently available. This infrastructure includes:

- Storage capacity to purchase in bulk and utilize “pooling” of resources.
- Workers to provide nutrition programming, with permanent part-time positions that attract applicants due to appropriate wages and benefits.


Together, we empower all students to believe in themselves, to achieve, and to dream.
In supporting this important societal need, our government will show its commitment to the children and youth of our country. We know that all the provinces and territories are ready to work out agreements with the federal government on a cost-shared National School Food Program. Like childcare agreements, we are confident that federal funds could flow to the provinces and territories, each of whom have the structures in place to ensure money gets turned into more robust programming and thus, healthy food for students. This, in turn, will make an incredible impact on the food insecurity that many families are facing, while also supporting Canadian students’ achievement and well-being.

The Rainy River District School Board has advocated at the provincial level for continued support and funding for student nutrition programming, but this priority must be reinforced by a coordinated national level of financial assurance. A national school food policy and program would also help ensure that all children have the nourishment they need to learn and grow and improve their health and well-being. We look to a financial commitment from the federal government to ensure this initiative becomes a reality. Our children and their families cannot wait.

On behalf of the Rainy River District School Board, we look forward to the inclusion of dedicated funding to support a National School Food Program in Budget 2024.

Thank you for your consideration,

Sincerely,

[Kathryn Pierroz, Chair]
Rainy River District School Board

c. The Honourable Jenna Sudds, Minister of Families, Children and Social Development  
The Honorable Greg Rickford, Minister of Energy, Mines, Northern Development and Indigenous Affairs  
The Honorable Michael Parsa, Minister of Children, Community and Social Services 
The Honourable Stephen Lecce, Minister of Education  
The Rainy River District School Board of Trustees  
Heather Campbell, Director of Education, Rainy River District School Board  
The Ontario Public School Boards Association and member boards
February 14, 2024

The Honourable Stephen Lecce
Minister of Education
Ministry of Education
438 University Avenue, 15th Floor
Toronto, Ontario
M5G 2K8
minister.edu@ontario.ca

Dear Minister Lecce:

Re: Special Incidence Portion Claim Funding

I am writing to you on behalf of the members of the Waterloo Region District School Board’s (WRDSB) Special Education Advisory Council (SEAC), in support of the letter from the Hastings and Prince Edward DSB dated December 2, 2023 regarding the Special Incidence Portion (SIP) funding within the GSN. We share the concerns identified by HPEDSB in relation to Special Incidence Portion (SIP) funding, which has not kept pace with the increased programming costs and the increasing complexity of needs within systems across Ontario. This results in school boards having inadequate resources to provide appropriate and timely supports for exceptional students.

In alignment with HPEDSB, our hope is that the Ministry will adopt a tiered system of funding dispersal that is equitable for all boards in the province. Districts should be allocated financial support according to actual funding requirements, utilizing a system which could be updated by completing a needs rubric. This rubric would be correlated to the average cost of supports required at each tier. The tiers of support could be established as shared by HPEDSB:

Tier 1 - supports would include students who require support at key points within their school day such as health monitoring (e.g., diabetic testing, administration of medication, seizure support), routine toileting, and sensory breaks.
Tier 2 - supports would include students who require prime access to a high level of shared support throughout the school day within a regular classroom setting (e.g., students with autism, developmental disabilities, medical or health requirements, sensory needs, mobility, and toileting).

Tier 3 - supports would include students who require 1:1 support within a partial integration environment, withdrawal support environment, or fully self-contained environment for medical, physical, cognitive, safety, and communication needs.

Tier 4 - would be the highest level of support for students with the most complex needs. These students require 2:1 support as well as coordinated service support from system personnel and community agencies to access their education safely in a fully self-contained or alternative learning environment. These needs typically relate to significant safety concerns due to complex cognitive, communication, behaviour, mental health challenges, and physical requirements (toileting, transfers, accessing specialized equipment etc.).

Inadequate funding for Special Education programming puts our most vulnerable children at risk by limiting the services that they need to attend school and be successful in doing so. Enhanced funding for additional special education staffing supports is crucial for student success. The disparity between Special Education funding and expenditures at the WRDSB continues to present a significant challenge for the senior administration team. Our entire system is strained when we are required to take revenues from other areas to meet the statutory commitment to children accessing Special Education services.

We urge you, and the Ministry, to continue to re-evaluate the true costs associated with SIP claims and funding allocations to support students and increase funding accordingly. We further request, once again, that the Special Education funding model be reviewed and changed to accurately reflect the increasing and more complex requirements of students with special needs.

Sincerely,

Shannon Taylor
SEAC Chair, Waterloo Region District School Board

cc. Chairs of Ontario Special Education Advisory Committees
February 23, 2024

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

Dear Minister Lecce,

At its meeting on November 27, 2023, the Board of Trustees for the Waterloo Region District School Board (WRDSB), agreed to write to you to express support for the Thames Valley District School Board letter dated November 7, 2023 regarding Ministry Timelines.

The letter kindly requested that staff be given as much time as possible to complete the submission process of the Capital Priorities Program in the future given the request for additional upfront information and competing priorities for staff.

The letter also requested that the timing of the Grants for Student Needs (GSN) announcement return to pre-pandemic timing of late March, or earlier, to allow Boards to plan appropriately for the upcoming budget year. With staffing related deadlines in early spring, a GSN release that is later than March becomes extremely problematic and reduces the flexibility to adapt to any funding changes.

Finally the letter echoed the sentiments of other school boards, which are having challenges implementing curriculum updates within the given timelines.

The WRDSB supports the above timeline recommendations and respectfully requests the Ministry of Education consider these recommendations for the WRDSB and other Ontario public school boards.

Sincerely,

Joanne Weston
Chairperson of the Board of Trustees
Waterloo Region District School Board

cc:  WRDSB Trustees and Student Trustees
     Ontario Public School Boards’ Association Member Board Chairs
     Local Members of Provincial Parliament
February 23, 2024

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

Dear Minister Lecce,

At its meeting on November 27, 2023, the Board of Trustees for the Waterloo Region District School Board (WRDSB), agreed to write to you to express support for the Thames Valley District School Board letter dated November 22, 2023 regarding Mental Health Supports.

Like Thames Valley District School Board, the WRDSB is concerned regarding the pressure on the Board to address student mental health challenges and sees the impact of decreased resources for community mental health organizations.

The WRDSB would also like to see “greater conversation about how all levels of government can work together to better balance and fund community-based mental health support services, so that all the organizations, including school boards, can work together for the benefit of children, youth and families.”

Sincerely,

Joanne Weston
Chairperson of the Board of Trustees
Waterloo Region District School Board

cc: WRDSB Trustees and Student Trustees
Ontario Public School Boards’ Association Member Board Chairs
Local Members of Provincial Parliament