

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 Ardel 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

H. Hughes

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

G. Shantz

24 Staffing Information – Appointments

G. Shantz

Declarations of Pecuniary Interest

Staff Follow Up

Boardroom

G. Shantz

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



Report to Board of Trustees

February 26, 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 February 26, 2024

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Twila	Lebold	Teacher, On Leave	March 31, 2024	25
Daena	Mervyn-Fleming	Teacher, On Leave	February 29, 2024	18
Tracy	Weber	Teacher, Laurelwood PS	March 15, 2024	30

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Lynn	Boland Richardson	Teacher, Grand River CI	March 31, 2024	31
Connie	Collins	Teacher, Huron Heights SS	June 30, 2024	25
Harry	Kemperman	Teacher, Bluevale CI	June 28, 2024	31
Carla	Shouldice	Teacher, Laurel Heights SS	February 29, 2024	30
Carrie	Wilson	Teacher, Glenview Park SS	June 30, 2024	30

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Robert	Dickson	Vice Principal, Westheights PS	June 28, 2024	29
Mark	McMath	Principal, Cedar Creek PS	February 29, 2024	36
Paul	Milne	Principal, Ayr PS	February 29, 2024	19
Cindy	Moser	Educational Assistant, Elmira District SS	February 1, 2024	25
Beth	Murray-Bannister	Assistant Supervisor, ITS	March 31, 2024	23
Wendy	Priebe	Educational Assistant, Breslau PS	April 30, 2024	25
Marnie	Wigood	Educational Assistant, Moffat Creek PS	February 16, 2024	20

Staffing Statistics – Resignations
Current at February 26, 2024

Permanent Staff Resignations			
First	Last	Position/Location	Resignation Date
Khateyah	Abdul Razaq	Custodian, Lackner Woods PS	January 31, 2024
Jessica	Collie	Early Childhood Educator, Crestview PS	February 7, 2024
Alison	Corbett	Elementary Teacher, Wilson Avenue PS	February 19, 2024
Mason	Dezan	Custodial Maintenance Helper, Laurel Heights SS	January 31, 2024
MaryLynn	Hoerle	Library Clerk, Sir Adam Beck PS	March 31, 2024
Leslie	Hoppenrath	Child Youth Worker, Rockway / Laurelwood PS	February 6, 2024
Lynn	MacIntosh	Educational Assistant, Janet Metcalfe PS	January 30, 2024
Wanda	Morden	Child Youth Worker, Cedarbrae PS	February 21, 2024
Megan	Norcott	Secretary, Southwood SS	February 13, 2024
Paige	Panetta	ABA Transition Leader, Special Education	February 9, 2024
Aleena	Sebastian	Educational Assistant, Courtland PS	February 23, 2024



Report to Board of Trustees

February 26, 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 February 26, 2024

New Appointments: Elementary Teaching Staff			
First	Last	Location	Effective Date
Hannah	Agler	Parkway PS	February 5, 2024
Victoria	Chimanikire	Alpine PS	February 5, 2024
Bethany	Gallin	Woodland Park PS	February 7, 2024
Michelle	Gama	Meadowlane PS	January 23, 2024
Alissa	Koth	Stewart Avenue PS	February 12, 2024
Lindsay	Sheppard	Remote Learning	March 1, 2024

New Appointments: Secondary Teaching Staff			
First	Last	Location	Effective Date
Brandon	Dear	Preston HS	February 1, 2024
Kate	Livingston	Cameron Heights CI	February 1, 2024

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Doug	Kaminska	Custodian, Grandview PS (NH)	February 20, 2024
Jacob	Lah	Custodial Maintenance Helper, Laurel Heights SS	February 21, 2024
Bethany	Metzger	Library Clerk, King Edward PS	February 26, 2024

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,

A handwritten signature in black ink that reads 'Rachel Chernos Lin'.

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



Rainy River

DISTRICT SCHOOL BOARD

File Code:

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

EDUCATION CENTRE

522 Second St. E.
 Fort Frances, ON
 P9A 1N4
 Phone: 807 274 9855
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 Toll Free: 1 800 214 1753

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.

WEB SITE:

www.rrdsb.com

DIRECTOR

Heather Campbell

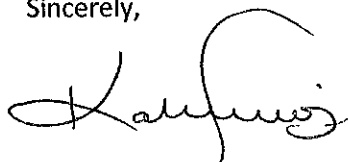
In supporting this important societal need, our government will show its commitment to the children and youth of our country. We know that all the provinces and territories are ready to work out agreements with the federal government on a cost-shared National School Food Program. Like childcare agreements, 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 Honorable 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



Waterloo Region District School Board

51 Ardelet Avenue
 Kitchener, ON N2C 2R5
 T: 519-570-0003
 F: 519-742-1364
 wrdsb.ca

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

**Waterloo Region District School Board**

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wrdsb.ca

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,

A handwritten signature in black ink, appearing to read "Joanne Weston".

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

**Waterloo Region District School Board**

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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,

A handwritten signature in black ink, appearing to read "Joanne Weston".

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