

**JUNE 9, 2025**  
**COMMITTEE OF THE WHOLE MEETING**

The Waterloo Region District School Board held a Committee of the Whole Meeting this evening at 7:00 p.m. in the Education Centre Boardroom, with the following members in attendance: M. Radlein (Chair of the Board), B. Cody, S. Estoesta, C. Johnson, J. Meissner, S. Piatkowski, M. Ramsay, M. Waseem, C. Watson, J. Weston and K. Woodcock.

Student Trustees D. Lakhanpal and F. Luo were not in attendance.

The following senior administration members were in attendance: S. Miller (Director of Education and Secretary), M. Armellini, A. Gaymes-San Vicente, N. Landry, B. Lemon and C. Sagar.

Other staff in attendance: C. Gingrich Regehr, M. Mayer and S. Reidel.

**CALL TO ORDER**

Chair M. Radlein called the meeting to order at 7:25 p.m.

**APPROVAL OF AGENDA**

1. Moved by C. Watson, seconded by M. Ramsay:

**That the agenda of the June 9, 2025, Committee of the Whole Meeting be approved with the deferral of Recognition of Student Trustees and move the Motion: Resilience to the first Report under Reports.**

-Carried-

Chair M. Radlein shared a statement on the WRDSB's Commitment to Valuing Families.

Trustee M. Waseem joined the meeting at 7:31 p.m.

**ANNOUNCEMENTS**

Trustees S Piatkowski, M. Radlein and J. Weston attended the Nutrition for Learning breakfast.

Trustee J. Weston attended the Waterloo Wellington Children's Groundwater Festival. She also attended the Student Roundtable, Grand River Collegiate Institute's Pride Flag Raising ceremony and the Willow River community gathering.

Trustees M. Radlein and K. Woodcock attended the 50th Anniversary Interfaith Community Breakfast.

Trustee K. Woodcock attended the Waterloo Education Foundation Inc.'s annual golf tournament.

Trustee M. Waseem spoke at the Rohingya Centre of Canada's launch of their Youth Initiative Program.

Trustee C. Johnson attended Coronation Public School's STEM motivation event. She attended the Pride Flag Raising in downtown Galt and the 25th Anniversary celebration for the Cambridge Sculpture Garden. She also attended the Waterloo Region Occasional Teacher Local Annual Meeting and the Open House for Thrive Cambridge.

Trustee J. Meissner, S. Piatkowski, M. Radlein and K. Woodcock attended the Pride Celebration at the WRDSB Education Centre.

Trustees C. Johnson, S. Piatkowski and M. Radlein attended Eastwood Collegiate Institute's Spring Music Event.

Chair M. Radlein attended Cambridge Connect at Jacob Hespeler Secondary School. She also attended Clemens Mill Public School's Rhythm and Blues partnership celebration.

Trustees C. Johnson, S. Piatkowski, M. Radlein, M. Waseem, J. Weston and K. Woodcock, along with Student Trustee D. Lakhanpal, hosted the annual WRDSB Retirement Celebration.

### **DECLARATIONS OF PECUNIARY INTEREST**

There were no declarations of pecuniary interest.

### **DELEGATIONS**

The following delegations spoke at this evening's meeting:

- Paul Stephens - Motion: Resilience
- Allan Scharlach - Family
- Elaine Scharlach - Free Speech

Trustees were provided an opportunity to ask questions of clarification following each delegation.

2. Moved by J. Weston, seconded by S. Estoesta:

**That the Waterloo Region District School Board refer the delegation from Paul Stephens of June 9, 2025, to staff for information.**

-Carried-

Trustee C. Watson called a Point of Order regarding the question asked by Trustee K. Woodcock to Elaine Scharlach, indicating that it sounds like an inquisition. The Chair received clarification that the purpose behind the question was to share that some of the concerns listed were of an operational matter and Trustee K. Woodcock withdrew her question.

### **STAFF FOLLOW UP**

### **POLICY AND GOVERNANCE**

Trustee C. Watson left the meeting at 8:12 p.m.

**REVIEW OF BOARD POLICY 1002 - OCCUPATIONAL HEALTH AND SAFETY**

Trustee J. Weston introduced the recommended changes to the policy.

3. Moved by J. Weston, seconded by S. Estoesta:

**That the Waterloo Region District School Board approve Board Policy 1002 - Occupational Health and Safety as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 1004 - HARASSMENT**

Trustee C. Watson rejoined the meeting at 8:13 p.m.

Trustee J. Weston introduced the recommended changes to the policy.

4. Moved by J. Weston, seconded by S. Estoesta:

**That the Waterloo Region District School Board approve Board Policy 1004 - Harassment as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 1009 - VIOLENCE IN THE WORKPLACE**

Trustee J. Weston introduced the recommended changes to the policy.

5. Moved by J. Weston, seconded by K. Woodcock:

**That the Waterloo Region District School Board approve Board Policy 1009 - Violence in the Workplace as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 3000 - TRUSTEE HONORARIA**

Trustee J. Weston introduced the recommended changes to the policy.

6. Moved by J. Weston, seconded by S. Estoesta:

**That the Waterloo Region District School Board approve Board Policy 3000 - Trustee Honoraria as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 4002 - COMMUNITY USE OF SCHOOLS**

Trustee J. Weston introduced the recommended changes to the policy.

7. Moved by J. Weston, seconded by K. Woodcock:

**That the Waterloo Region District School Board approve Board Policy 4002 - Community Use of Schools as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 4005 - PROCUREMENT**

Trustee J. Weston introduced the recommended changes to the policy.

8. Moved by J. Weston, seconded by M. Waseem:

**That the Waterloo Region District School Board approve Board Policy 4005 - Procurement as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 4015 - PROCUREMENT CARDS**

Trustee J. Weston introduced the recommended changes to the policy.

9. Moved by J. Weston, seconded by K. Woodcock:

**That the Waterloo Region District School Board approve Board Policy 4015 - Procurement Cards as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REVIEW OF BOARD POLICY 6005 - ALTERNATIVES IN EDUCATION**

Trustee J. Weston introduced the recommended changes to the policy.

10. Moved by J. Weston, seconded by S. Estoesta:

**That the Waterloo Region District School Board approve Board Policy 6005 - Alternatives in Education as presented at the June 9, 2025, Committee of the Whole Meeting.**

-Carried-

**REPORTS**

**MOTION: RESILIENCE**

This Notice of Motion was served by Trustee C. Watson with support from Trustee M. Ramsay at the March 25, 2025, Board meeting. Trustee C. Watson introduced the motion thanking the parent who wrote it. She shared concerns she has heard from parents regarding assignments and exams and suggests that this motion would help build accountability.

Trustees discussed the motion, some referring back to the 2022 Mental Health and Addiction Strategy Plan on the WRDSB website and the current action plan, both with references to strategies on resilience. References were also made to the May Board meeting presentation and conversations with current students moving on to post-secondary. When asked, staff provided information on the attendance policy and expectations of participation as well as examples of high stakes assessments and tests students take including Grade 9 EQAO and the Grade 10 Literacy Test.

Trustee M. Ramsay called a Point of Order when Trustee S. Estoesta asked Trustee C. Watson to strike the related “where as” statements provided as background for the motion. Trustee Ramsay felt it was not related to the motion. Trustee C. Watson did not agree to do so.

A request was made to split the motion in two parts. Discussion on the motion and the related background provided continued.

Trustees discussed an amendment to strike the related “where as” statements. A recorded vote was requested for the amendment.

11. Moved by J. Weston, seconded by M. Ramsay :

**That the Waterloo Region District School Board amend the motion to strike the related “where as” statements.**

-Defeated-

In Favour:

M. Ramsay

Abstained:

S. Piatkowski

Opposed:

B. Cody  
S. Estoesta  
C. Johnson  
J. Meissner  
M. Radlein  
C. Watson  
M. Waseem  
J. Weston  
K. Woodcock

Recorded votes were requested for both halves of the main motion.

12. Moved by C Watson, seconded by M. Ramsay :

**That the Waterloo Region District School Board direct staff to provide a written report on the specific strategies currently employed, and or that will be employed, to promote resiliency in students in support of mental health.**

-Defeated-

In Favour:

B. Cody  
J. Meissner  
M. Ramsay  
C. Watson

Opposed:

S. Estoesta  
C. Johnson  
S. Piatkowski  
M. Radlein  
M. Waseem  
J. Weston  
K. Woodcock

13. Moved by C Watson, seconded by M. Ramsay :

**That the information be included in the Student Mental Health and Addictions Strategy for 2025-2028, and that a written report be presented to the Trustees at a Committee of the Whole in October 2025.**

-Defeated-

In Favour:

B. Cody  
M. Ramsay  
C. Watson

Opposed:

S. Estoesta  
C. Johnson  
J. Meissner  
S. Piatkowski  
M. Radlein  
M. Waseem  
J. Weston  
K. Woodcock

**2024-2025 INTERIM FINANCIAL REPORT AND FORECAST**

This report is provided for information. The Board of Trustees approved a balanced 2024-25 operating budget on June 12, 2024. The budget development process includes assumptions that can change over the school year. Key factors influencing the budget are Ministry funding, compliance with the Education Act and PSAB standards, the board's financial position, and strategic plan and operational goals. Staff have been monitoring risks such as supply costs (short-term sick leave), enrolment fluctuations, contracted services, and Ministry announcements. As of May 31, 2025, the budget remains balanced despite financial pressures from increased expenses for supplies, services, and sick leave. The Ministry released three new funding allocations under Responsive Education Programs (REP) since Q2: \$218K for Summer Learning for Students with Special Education Needs, \$400K for Summer Mental Health Supports, and \$3.5M for Bill 124 Amendment. This \$4.12M in additional revenue supports salary expenditures and summer programs. Staff will continue monitoring expenditures and provide a final report in November 2025.

Trustees asked questions regarding the forecasted balanced budget, audits, enrolment and key budget risks.

### **MAJOR CAPITAL PROJECTS QUARTERLY UPDATE**

This report is provided for information.

The report provided an overview of current capital priority projects with budgets exceeding \$2.5M. Key projects include the new Willow River P.S. in South Kitchener, which is on track for all necessary school spaces occupiable in September, the South East Cambridge Joint Use Campus with ongoing construction, and the Breslau Hopewell Crossing school awaiting Ministry approval for tender. The report highlights the need for additional funding due to price escalations and outlines the collaborative efforts with various stakeholders to ensure project progress. All projects have received Ministry funding approval, and staff will continue to seek additional funds as necessary.

Trustees received clarification on what parts of Willow River Public School will not be ready in the fall.

### **ENERGY AND GREENHOUSE GAS EMISSIONS UPDATE**

This report is provided for information.

The report detailed the WRDSB energy budget, expenditures, and conservation efforts for the 2023/24 fiscal year. The Board's energy budget was \$12.1M, with actual expenditures at \$11.6M, reflecting successful energy conservation measures despite increased building area and energy prices. Investments in energy conservation since 2008 have offset utility costs by \$4.0M in 2023/24, totaling \$28.9M in savings. The Board's Energy Use Intensity (EUI) has decreased by 19% since 2008, with significant reductions in electricity and natural gas intensity. Greenhouse gas (GHG) emissions per square meter have reduced by 38% since 2008, largely due to Ontario's decarbonized electricity grid and the Board's conservation efforts. Key conservation actions include LED lighting upgrades, building automation systems, and real-time energy monitoring. The Board operates five photovoltaic solar panel arrays, generating over \$555,642 since 2010/11. The report emphasizes the need for long-term planning to manage escalating energy costs and highlights the importance of continued investment in energy efficiency.

Trustees asked questions regarding the real time monitoring in schools and air quality and the impact on energy efficiency.

14. Moved by K. Woodcock, seconded by J. Weston:

**That the Waterloo District School Board extend the meeting an additional thirty minutes to 10:00 p.m.**

-Carried-

**2024-2025 SCHOOL RENEWAL AND SCHOOL CONDITION IMPROVEMENT ALLOCATION**

Trustee C. Watson left the meeting at 9:31 p.m.

This report is provided for information.

The report outlined the plans and progress for utilizing School Renewal Allocation (SRA) and School Condition Improvement (SCI) funding. The report highlights that approximately \$43.3M will be spent on construction projects aimed at replacing key building components, updating program infrastructure, and addressing locally identified needs to bring older schools up to current standards. The SRA allocation for 2024-25 is approximately \$10.4M, focusing on major maintenance items and program enhancements prioritized through condition assessments and consultations with the Elementary and Secondary Accommodation Committees. The SCI allocation is approximately \$33M, with at least 70% required to be spent on major building components. The report included a summary of completed and upcoming projects, emphasizing the collaborative efforts with school principals to ensure awareness and scheduling of work. There are no immediate financial implications, and the entirety of the allocations is expected to be spent by the fiscal year-end.

Trustee C. Watson rejoined the meeting.

**BOARD REPORTS**

**AD HOC BOARD COMMITTEE STRUCTURE COMMITTEE - FINAL REPORT**

The report recommends the WRDSB approve the Draft WRDSB Bylaws effective August 31, 2025. The report proposes transitioning to a Standing Committee structure to enhance flexibility for trustee absences and align with new legislation. The recommended Standing Committees are Business Services, Policy & Governance, and Student Achievement & Well-Being, each focusing on specific areas aligned with the Board's strategic plan and operational goals. The report includes updated bylaws, terms of reference for the Standing Committees, agenda templates, and processes for virtual attendance and absences. The Ad Hoc Committee referenced various resources, including Robert's Rules of Order and OPSBA's Good Governance Guide, and conducted a legal review. The committee met 13 times between March and May 2025 to develop these recommendations.

15. Moved by C. Watson, seconded by J. Weston:

**That the Waterloo District School Board suspend Bylaw 25.4.2. allowing trustees to speak more than twice to the topic at hand.**

-Carried-

Trustees discussed the proposed meeting structure.

16. Moved by J. Weston, seconded by C. Johnson:

**That the Waterloo District School Board extend the meeting an additional thirty minutes to 10:30 p.m.**

-Carried with two-thirds-

Discussion on the proposed structure and recommended bylaw changes occurred including delegations, notices of motion, the number of meetings and language in the terms of reference for the standing committees.

17. Moved by S. Estoesta, seconded by C. Watson:

**That the Waterloo District School Board extend the meeting an additional thirty minutes to 11:00 p.m.**

-Carried unanimously-

Discussion on the proposed structure and recommended bylaw changes continued. Trustees discussed an amendment to keep the Ad Hoc Board Committee Structure Committee operating to continue to evaluate the new Standing Committees in the fall and recommend changes to the structure if needed.

18. Moved by J. Weston, seconded by J. Meissner:

**That the Waterloo District School Board amend the motion to strike dissolving the Ad Hoc Board Committee Structure Committee.**

-Amendment Carried-

19. Moved by S. Piatkowski, seconded by J. Meissner:

**That the Waterloo District School Board call the question.**

-Carried-

20. Moved by J. Meissner, seconded by J. Weston:

**That the Waterloo Region District School Board approve the Draft WRDSB Bylaws (Appendix A) as presented at the June 9, 2025, Committee of the Whole, effective August 31, 2025; and**

**That the following committees be dissolved upon the adoption of the updated bylaws:**

- **Policy Working Group**
- **Trustee Self-Evaluation Committee; and**

**That the Terms of Reference for the following Standing Committees be approved:**

- **Business Services Standing Committee**
- **Policy & Governance Standing Committee**
- **Student Achievement & Well-Being Standing Committee**

-Carried as amended with two-thirds-

Opposed: C. Watson

**QUESTION PERIOD**

No questions were posed.

**FUTURE AGENDA ITEMS**

There were no future agenda items.

**ADJOURNMENT**

21. Moved by C. Johnson, seconded by B. Cody:

**That the Committee of the Whole Meeting of June 9, 2025, be adjourned.**

-Carried-

The meeting adjourned at 10:38 p.m.