



October 27, 2025

Waterloo Region District School Board

Notice of Board 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, October 27, 2025, at 7:00 p.m.

AGENDA

Call to Order

Territorial Acknowledgement and O Canada

Approval of Agenda

Announcements/Celebrating Board Activities

Declarations of Pecuniary Interest

Communications Good News Update

H. Hughes

Delegations

Consent Agenda

Receipt/Approval of Minutes:

Approve Minutes - Special Education Advisory Committee of September 10, 2025

Receive Minutes - Board Meeting of September 29, 2025

Approve Minutes - Student Achievement and Well-Being Standing Committee of October 15, 2025

Receipt/Approval of Monthly Reports:

23 Staffing Information – Retirements and Resignations

B. Lemon

25 Staffing Information – Appointments

B. Lemon

Recommendations from Standing Committees

27 Student Achievement and Well-Being Standing Committee

Staff Follow Up

Reports

30 Inclement Weather Process

J. Fedosoff

Math Achievement Action Plan - Initial Report

A. Gaymes-San Vicente / J. Mahila

Director's Quarterly Report

S. Miller

Board Reports

Board Communications

Other Business

Question Period (10 minutes)

Future Agenda Items

Adjournment



Report to Board

October 27, 2025

Subject: Staffing Information – Retirements & Resignations

Recommendation

This report is provided for information.

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

Expenditures are accounted for within existing budgets.

Communications

Employees listed in this report have communicated through Human Resource Services.

Prepared by: Bill Lemon, Associate Director, in consultation with Leadership Council.

Appendix A

Staffing Statistics – Retirements Current at October 27, 2025

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Shannon	Matsuo	Teacher, Sandowne PS	December 31, 2025	32
Sarah	Nagge	Teacher, Abraham Erb PS	November 28, 2025	30
Dan	Vos	Teacher, Crestview PS	October 31, 2025	35

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Lucia	Cresswell	Teacher, Waterloo CI	January 30, 2026	21
Merle	Shantz	Teacher, Laurel Heights SS	June 30, 2026	29

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Joan	Frank	Head Custodian, Laurentian PS	November 28, 2025	27
Karla	Hammond	Head Custodian, Glenview Park SS	December 31, 2025	36

Staffing Statistics – Resignations Current at October 27, 2025

Permanent Staff Resignations			
First	Last	Position/Location	Resignation Date
Stephanie	Hayes	Educational Assistant, Queen Elizabeth PS	October 8, 2025
Emily	Lewis	Early Childhood Educator, Lincoln Heights PS	October 10, 2025
Emily	Service	Educational Assistant, Moffat Creek PS	October 30, 2025



Report to Board

October 27, 2025

Subject: Staffing Information – Appointments

Recommendation

This report is provided for information.

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

Expenditures are accounted for within existing budgets.

Communications

Employees listed in this report have been advised of the appointments.

Prepared by: Bill Lemon, Associate Director, in consultation with Leadership Council.

Appendix A

Staffing Information – New Appointments Current at October 27, 2025

New Appointments: Elementary Teaching Staff			
First	Last	Location	Effective Date
Saba	Ahmad	Chalmers Street PS	October 20, 2025
Brett	Brandt	Wilson Avenue PS	October 6, 2025
Jasdeep	Kainth	Southridge PS	October 20, 2025
Laura	McMillan	Central PS	October 6, 2025
Laura	Nyikos	Southridge PS	October 20, 2025
Temidola	Olagunju	Chalmers Street PS	September 29, 2025
Michelle	Phipps	Forest Hill PS	October 16, 2025
Mark	Smith	Country Hills PS	October 14, 2025

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Randi-Lee	Arnold	Secretary, Suddaby PS	September 22, 2025
Laura	Hutchings	Secretary, Elgin Street PS	September 18, 2025
Fatima	Jahanzeb	Secretary & Library Clerk, Hillcrest PS	September 22, 2025
Bethany	Leis	Library Clerk, Country Hills PS	September 22, 2025

New Hires - due to retirements, resignations or leaves and are to replace full or part time vacancies.

Human Resources & Equity Services



Report to Board

October 27, 2025

Subject: Recommendations from the Student Achievement & Well-Being Standing Committee

Recommendation

That the Waterloo Region District School Board approve the recommendations from the Student Achievement & Well-Being Standing Committee meeting of October 15, 2025.

Status

Recommendations from the Student Achievement & Well-Being Standing Committee are outlined in Appendix A for Board consideration.

Standing Committee Meeting Agenda Package, Recording and Minutes

For context and background on the recommendations, please refer to the following standing committee materials:

- [Agenda Package](#)
- [Recording](#)
- Meeting Minutes (included in Board meeting package)

Background

In accordance with [WRDSB Bylaws](#), Standing Committees assist the Board in fulfilling its duties related to governance with a system wide focus by providing advice on system issues.

The Student Achievement & Well-Being Standing Committee will ensure matters related to school programs and school services are in alignment with the Board's Multi-Year Strategic Plan and operational goals.

Financial implications

Known financial implications for each recommendation are indicated within the applicable reports from the committee meeting.

Communications

Communications for each recommendation are indicated within the applicable reports from the committee meeting.

Prepared by: Manager S. Reidel for the Student Achievement & Well-Being Standing Committee in consultation with Leadership Council.

Appendix A

Student Achievement & Well-Being Standing Committee Recommendations October 15, 2025

A. IPRC Committee Membership ([SAWBSC Folio 18](#))

That the Student Achievement & Well-Being Standing Committee recommend that the jurisdiction of each of these committees as outlined below and the attached Appendix A outlining WRDSB IPRC Committees, is approved, with the removal of Josh Windsor from the Eastwood C. I. committee membership:

A) School Committees: A school IPRC is held when a program modification to accommodate an exceptional student with Special Education Needs can be accomplished within the home school Environment.

B) Area Committees: An area IPRC is held when program modifications to accommodate an exceptional student with Special Education Needs is necessary for them to access a designated program within their current school environment or if a change in schools is required for the student to access the designated program.

C) District Committees: A district IPRC is held when program modifications to accommodate an exceptional student with Special Education Needs requires placement in cross-district Special Education Programs (i.e., Provincial School). This occurs when school and district resources have been exhausted or when specialized equipment that is not available in a school setting is being considered.

B. Automated Speed Enforcement ([SAWBSC Folio 26](#))

That the Student Achievement & Well-Being Standing Committee recommend that the Board of Trustees direct the Chairperson to write a letter to the Premier, Minister of Transportation, and Minister of Education opposing the end of automated speed enforcement in school zones; and

That copies of this letter be sent to OPSBA, OPSBA member school boards, coterminous school boards, and local MPPS, as well as local regional, city and township councils.

Inclement Weather Process

SEVERE WEATHER

BUS CANCELLATION AND SCHOOL CLOSURES



Bad weather - like a snow storm or frigid temperatures - can make conditions unsafe for WRDSB students.



Schools may still be open even if buses are cancelled.



Make sure you are dressed for the weather.



You can keep your children home, or pick them up early, if you are concerned about the weather.



Cancellations are announced by 6 a.m.



How do I find out about cancellations?



WRDSB.CA



SOCIAL MEDIA



LOCAL MEDIA