

**ONTARIO
SUPERIOR COURT OF JUSTICE
(DIVISIONAL COURT)**

BETWEEN:

MICHAEL RAMSAY

Applicant

and

WATERLOO REGION DISTRICT SCHOOL BOARD

Respondent

RECORD OF PROCEEDINGS

September 9, 2022

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TAB 1



TRUSTEE CODE OF CONDUCT

Legal References:	<i>Education Act: 2009, Sections 209(1); 218.1-218.3; Municipal Freedom of Information and Protection of Privacy Act. Municipal Conflict of Interest Act Statutory Powers Procedure Act</i>
Related References:	Bill 177
Effective Date:	October 29, 2012
Revisions:	November 20, 2017, May 17, 2021
Reviewed:	February 12, 2018, May 13, 2019

Purpose

A trustee holds an elected position which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing norms of acceptable behaviour.

A Code of Conduct contributes to confidence in public education and respect for the integrity of trustees in the community. It deals with acceptable and respectful behaviours.

Trustees are responsible for upholding our Commitments and the Strategic Priorities and Outcomes of the Waterloo Region District School Board.

Application

This Code of Conduct and the enforcement procedures apply to all trustees of the Board, including the Chairperson of the Board of the Board.

The *Statutory Powers Procedure Act* does not apply to anything done regarding the enforcement of this Code of Conduct. No formal trial-type hearing will be conducted.

Definitions

In this policy,

Board means the Board of Trustees of the Waterloo Region District School Board.

Decorum means conducting oneself in a dignified manner and observing the requirements of polite society.

Detriment pertains to loss, damage or financial disadvantage to the assets of the Waterloo Region District School Board

Dignity means bearing, conduct or speech that demonstrates respect for self and others as well as

an appreciation of the formality or gravity of an occasion or situation.

Fiduciary duty means legal responsibility for what belongs to another, that is, trusteeship.

Formal Review Inquiry means the process whereby a written, signed complaint of an alleged breach is formally investigated and a written report has been provided to the Board.

In Camera Meeting under the *Education Act* provides that a meeting of the board may be closed to the public and the media when matters for discussion involve: the security of the property of the board; the disclosure of intimate, personal or financial information in respect of a board member or committee, an employee, or prospective employee of the board, or a pupil or their parent or guardian; the acquisition or disposal of a school site; decision in respect of negotiations with employees of the board; or litigation affecting the board.

Informal Review Process means the process whereby the Chairperson of the Board of the Board (or designate) meets with a trustee informally, and in private, to discuss an alleged breach and any remedial measures to correct the offending behaviour.

Integrity Commissioner means a neutral, independent officer who is contracted to conduct formal investigations of allegations of a breach of the Code of Conduct.

Procedural Fairness means a dispute resolution concept which provides a fair process in resolving disputes. The concept requires transparency, equal communication and fairness in allocation of resources used to resolve the dispute. Also called procedural justice.

Respect means honouring oneself and others through words and actions, supporting diversity of beliefs, and treating the world and everything in it with dignity.

Stakeholders includes students/parents/guardians/caregivers/staff or community members.

Trustee means a member of the Board elected or appointed in accordance with the *Municipal Elections Act* and the *Education Act*,

CODE OF CONDUCT

Integrity and Dignity of Office

1. Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board.
2. Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.
3. Trustees shall be aware that as leaders of the Board, they must uphold the dignity of the office and conduct themselves in a professional manner when acting in the capacity of trustee.
4. Trustees shall ensure that their public comments are issue-based and not personal, demeaning or disparaging with regard to fellow trustees, stakeholders or the Board as a whole.
5. Trustees shall endeavour to participate in ongoing trustee professional development opportunities to enhance their ability to fulfill their obligations.

Avoidance of personal advantage and conflict of interest

6. No trustee shall accept a gift from any person or entity that has dealings with the Board if a reasonable person might conclude that the gift could influence the trustee when performing their duties to the Board unless permitted by the following exceptions:
 - i. The gift is received as an incident of protocol, custom or social obligation that normally accompany the responsibility of the office of trustee; and
 - ii. The gift is received as a suitable memento of a function honoring the trustee.
7. A trustee shall not use their office to advance the trustee's interests or the interests of any family member or person or organization with whom or with which the trustee is related or associated.
8. No trustee shall use their office to obtain employment with the WRDSB for the trustee or a family member.

Compliance with Legislation

9. A trustee shall discharge their duties in accordance with the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act*, and any other relevant legislation.
10. Every trustee shall uphold the letter and spirit of this Code of Conduct.
11. Each trustee shall abide by Section 209(1), Declaration in the *Education Act* made upon the office of a trustee.
 - 11.1 Declaration 209(1)

Except as provided in subsection (2), every person elected or appointed to a board, on or before the day fixed for the first meeting of the new board, or on or before the day of the first meeting that the person attends, shall make and subscribe the following declaration in English or French before the secretary of the board or before any person authorized to administer an oath or affirmation and in default the person shall be deemed to have resigned:
 - 11.2 I solemnly declare that I am not disqualified under any Act from being a member of The Waterloo Region District School Board.
 - 11.3 I solemnly declare that I will truly, faithfully, impartially and to the best of my ability execute the office of board member, and that I have not received and will not receive any payment or reward or promise thereof for the exercise of any partiality or malversation or other undue execution of the said office and that I will disclose any pecuniary interest, direct or indirect, as required by and in accordance with the *Municipal Conflict of Interest Act*, *Education Act* R.S.O. 1990, c.E.2, s.209(1); 1997, c.31, s.108(1); 2009, c.25, s.23(1).
12. Trustees shall understand and comply with the roles and duties of individual trustees, the Board of Trustees, senior staff, the Director of Education and the Chairperson of the Board of the Board as outlined in the *Education Act*, the Waterloo Region District School Board policies, procedures, Communications Protocol and Board Bylaws.

Civil Behaviour

13. No trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.
14. A trustee of the Board shall not advance allegations of misconduct and/or a breach of this code of conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another trustee, a staff member, or the Board as a whole.
15. When expressing individual views, trustees shall respect the differing points of view of other trustees on the Board, staff, students and stakeholders.
16. Trustees shall at all times act with dignity and decorum and shall be respectful of other trustees of the Board, staff, students and stakeholders.
17. All trustees of the Board shall endeavour to work with other trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

Respect for Confidentiality

18. Every trustee shall keep confidential any information disclosed or discussed at any In Camera meeting of the Board, in accordance with Section 207(2), of the *Education Act*, Closing of Certain Committee Meetings, and keep confidential the substance of deliberations of a private meeting, unless required to divulge such information by law or authorized by the Board to do so.
19. No trustee shall use confidential information for personal gain, to the detriment of the Board, or in a manner that undermines confidence in public education.
20. Trustees shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that a trustee becomes aware of because of their position, except when required by law or authorized by the Board to do so.
21. A trustee shall ensure that personal information of an individual is not collected, used or disclosed by them except in accordance with the *Municipal Freedom of Information and Protection of Privacy Act*.

This includes ensuring that mobile devices are password protected and encrypted, information is protected on shared computers, physical documents are kept in locked cabinets and are shredded when no longer required.

Upholding decisions

22. All trustees shall accept that, they have no individual authority as a trustee other than that delegated by the Board.
23. Each trustee shall uphold the implementation of any Board resolution after it is passed by the Board, in accordance with Section 218(1), of the *Education Act*, Duties of Board Members. A proper motion for reconsideration, if permitted by the Board's Operational By-Law, may be requested by a trustee.
24. A trustee must be able to explain the rationale for a resolution passed by the Board. A trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

25. Each trustee must be familiar with and comply with all Board policies, procedures, Board Bylaws, and *Roberts Rules of Order* (as amended/revised from time to time).
26. The Chairperson of the Board of the Board is the spokesperson to the public on behalf of the Board, unless otherwise determined by the Board. No other trustee shall speak on behalf of the Board unless expressly authorized by the Chairperson of the Board or Board of Trustees to do so. When individual trustees express their opinions in public, they must make it clear that they are not speaking on behalf of the Board.

Enforcement of the Code

Identifying a Breach of the Code

27. A trustee who has reasonable grounds to believe that another trustee has breached the Board's Code of Conduct may bring the alleged breach to the attention of the Board. This is done through the Chairperson of the Board. If the breach pertains directly to the Chairperson of the Board, the allegation should be brought forward through the Vice-Chairperson of the Board.
28. Any allegation of a breach of the Code of Conduct must be brought to the attention of the Chairperson of the Board no later than six (6) weeks after the breach comes to the knowledge of the trustee reporting the breach. Notwithstanding the foregoing, in no circumstance shall an inquiry into a breach of the Code of Conduct be undertaken after the expiration of six (6) months from the time the contravention is alleged to have occurred.
29. Any allegation of a breach of the Code of Conduct shall be investigated following the *Informal or Formal Complaint Process* (outlined below), as the case may be.
30. It is expected that whenever possible, allegations of a breach of the Code of Conduct by a trustee shall be investigated following the informal complaint process. It is recognized that from time to time a contravention of the Code of Conduct may occur that is trivial, or committed through inadvertence, or an error of judgment made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a trustee to a breach of the Code of Conduct is to assist the trustee in understanding his or her obligations under the Code, and the *Education Act*, and other relevant legislation. Only serious and/or reoccurring breaches of the Code of Conduct by a trustee should be investigated following the *Formal Complaint Process*.

Chairperson of the Board or Presiding Officer

31. The Code of Conduct applies equally to the Chairperson of the Board ~~of the Board~~. In the case of an allegation of a breach of the Code by the Chairperson of the Board, wherever a process requires action by the Chairperson of the Board, it shall be modified to read the Vice-Chairperson of the Board.
32. The Chairperson of the Board or the Presiding Officer must have the ability to control any meeting of the Board or its committees. Any trustee who does not abide by a reasonable expulsion or exclusion from a meeting is deemed to have breached this Code of Conduct. Nothing in this Code of Conduct prevents the Chairperson of the Board or the Presiding Officer of any meeting of the Board or committee of the Board from exercising their power pursuant to Section 207(3) of the *Education Act*, Exclusions of Persons, "to *expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting*". For greater certainty, this may be done at the sole discretion of the Chairperson of the Board or Presiding Officer, as the case may be, and without the necessity of a complaint or conducting an inquiry before an expulsion or exclusion from a meeting.
33. The Chairperson of the Board or the Presiding Officer of any meeting of the Board or committee

of the Board shall exercise their powers in a fair and impartial manner having due regard for every trustee's opinion or views.

34. The Chairperson of the Board or the Presiding Officer shall follow the rules of order of the Board and/or the adopted Rules of Order and meeting procedures contained in any Policy or Bylaw of the Board. A breach of a rule of order should be dealt with at the meeting in question by a trustee rising to a point of order or appealing a ruling of the Chairperson of the Board in accordance with any applicable rule of order. Once such a motion is dealt with by the Board of Trustees, all trustees shall abide by that decision and no further action shall be undertaken pursuant to the Enforcement of the Code of Conduct, except for persistent improper use of the applicable rules of order by the Chairperson of the Board or the Presiding Officer.

Informal Complaint Procedure

35. The Chairperson of the Board, on their own initiative, or at the request of a trustee (without the necessity of providing a formal written complaint) who alleges a breach of the Code of Conduct has occurred, may meet informally with a trustee who is alleged to have breached the Code of Conduct, to discuss the breach.
36. The purpose of the meeting is to bring the allegation of the breach to the attention of the trustee and to discuss remedial measures to correct the offending behaviour. The informal complaint process is conducted in private.
37. The remedial measures may include, for example, a warning, an apology, an agreed-upon consequence, and/or the requirement of the trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*. If the Chairperson of the Board and the trustee alleged to have breached this Code cannot agree on a remedy, then a formal complaint may be brought against the trustee alleged to have breached this code and that complaint will be dealt with in accordance with the formal complaint process.

Formal Complaint Procedure

38. A trustee who has reasonable grounds to believe that another trustee has breached the Board's Code of Conduct may bring the breach to the attention of the Board by first providing to the Chairperson of the Board, a written, signed complaint setting out the following:
 - (i) the name of the trustee who is alleged to have breached the Code of Conduct;
 - (ii) the alleged breach or breaches of the Code of Conduct,
 - (iii) information as to when the breach came to the trustee's attention;
 - (iv) the grounds for the belief of the trustee that a breach of the Code of Conduct has occurred; and
 - (v) the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach.

If a written complaint is filed with the Chairperson of the Board, then a formal inquiry shall be undertaken unless the complainant subsequently withdraws the complaint or agrees that the complaint may be dealt with in accordance with the informal complaint process.

39. In an election year for trustees, a Code of Conduct complaint regarding a trustee who is seeking re-election shall not be processed during the period commencing two months prior to Election Day and ending after the first Board Meeting after the new term of office of the Board commences. If the trustee accused of a breach of the Code of Conduct is not re-elected, no inquiry into the alleged breach by that trustee shall be undertaken. The limitation period for bringing a complaint shall be extended as necessary.

40. Within three (3) working days after receiving the written complaint, the Chairperson of the Board shall notify the trustee and the Integrity Commissioner of the complaint.
41. The Integrity Commissioner shall provide, to all trustees, a confidential copy of the complaint within ten (10) days of receiving it. All materials regarding the complaint shall be confidential until it is before the Board of Trustees for a decision as to whether or not the trustee has breached this Code.
42. The trustee who is alleged to have breached the code of conduct shall provide a written response to the allegations within ten (10) days of receiving the written allegation, or such extended period of the time as the Integrity Commissioner deems appropriate in the circumstance.

Refusal to Conduct Formal Inquiry

43. If the Integrity Commissioner is of the opinion that the formal complaint is out of time, or that there are no grounds or insufficient grounds for a formal inquiry, a formal inquiry shall not be conducted and a confidential report stating the reasons for not doing so shall be provided to all trustees.
44. If an allegation of a breach of the Code of Conduct appears directly related to non-compliance with a more specific Board policy with a separate complaint procedure, the allegation shall be processed under that policy or procedure.

Steps of Formal Review Inquiry

45. If a formal review inquiry of an allegation of a breach of the Code of Conduct is undertaken, it shall be done by the Integrity Commissioner.
46. The following steps shall be followed:
47. Procedural fairness shall govern the formal review inquiry. The formal inquiry will be conducted in private.
48. The formal review inquiry may involve both written and oral statements by any witnesses, the trustee bringing the complaint and the trustee who is alleged to have breached the code of conduct. Witnesses will review and verify their statements prior to inclusion in the final report.
49. The trustee who is alleged to have breached the code of conduct shall have an opportunity to respond to the allegations both in a private meeting with the Integrity Commissioner and in writing.
50. It is expected that the formal review inquiry will be conducted within a reasonable period of time, which will depend on the circumstances of the case.
51. If the trustee who is alleged to have breached the Code of Conduct refuses to participate in the formal review inquiry, the process will continue in his or her absence.
52. Once the formal review inquiry is complete, the Integrity Commissioner shall provide a confidential draft copy of their report containing the findings of the facts to the trustee who is alleged to have breached the Code of Conduct and the trustee who brought the complaint for their written comment to the Integrity Commissioner.
53. The purpose of providing the draft report to the parties is to ensure no errors of fact are contained in it. The two trustees shall have ten (10) days, or such reasonable period of time as

deemed appropriate by the Integrity Commissioner, from the receipt of the draft report to provide a written response.

54. The final report shall outline the finding of facts, but not contain a recommendation or opinion as to whether the Code of Conduct has been breached. This will be determined by the Board of Trustees as a whole.

Suspension of Formal Review Inquiry

55. If the Integrity Commissioner, when conducting the formal review inquiry, discover that the subject matter of the formal review inquiry is being investigated by police, that a charge has been laid, or is being dealt with in accordance with a procedure established under another Act, the formal review inquiry shall be suspended until the police investigation, charge or matter under another Act has been finally disposed of. This shall be reported to the Board of Trustees.
56. If the complainant and respondent wish to further explore the option of resolving the matter through alternative means, the formal review inquiry shall be suspended. The Chairperson of the Board will be advised of this by the Integrity Commissioner. Possible resolution methods with the complainant and/or respondent will be explored to determine the course of action. If the parties were not successful in reaching a satisfactory resolution, the formal investigation will resume at the point where the investigation was suspended.

Decision

57. The final report shall be delivered to the Board of Trustees for a decision as to whether or not the Code of Conduct has been breached. A sanction, if any, for the breach shall be made as soon as practical after receipt of the final report by the Board.
58. Trustees shall consider only the findings in the final report when voting on the decision and sanction. If a trustee chooses to undertake their own investigation it would be considered a breach of the Code of Conduct by the trustee who undertakes their own investigation.
59. If the Board of Trustees determines that there has been no breach of the Code of Conduct or that a contravention occurred although the trustee took all reasonable measures to prevent it, or that a contravention occurred that was trivial or committed through inadvertence or an error of judgment made in good faith, no sanction shall be imposed.
60. The determination of both a breach of the Code of Conduct and also the imposition of a sanction with respect to a complaint investigated in accordance with the formal complaint process must be done by formal resolution(s) of the Board at a meeting of the Board, and the vote on the resolution(s) shall be open to the public. The resolution(s) shall be recorded in the minutes of the meeting. Both resolutions pertaining to a breach of the Code and any related decision regarding a specific sanction shall be decided by a vote of at least two-thirds of the trustees of the Board present and voting:-
61. Despite Section 207 (1) of the *Education Act*, Open Meetings of the Board, the part of the meeting of the Board during which a breach or alleged breach of the Board's Code of Conduct is considered may be closed to the public when the breach or alleged breach involves any of the matters described in clauses 207(2) (a) to (e), Closing of Certain Committee Meetings, specifically:
 - (a) the security of the property of the board;
 - (b) the disclosure of intimate, personal or financial information in respect of a member of the

board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;

- (c) the acquisition or disposal of a school site;
- (d) decisions in respect of negotiations with employees of the board; or
- (e) litigation affecting the board.

62. The trustee who is alleged to have breached the Code of Conduct:

- (a) may be present during the deliberations;
- (b) shall not participate in the deliberations;
- (c) shall not be required to answer any questions at that meeting; and
- (d) shall not vote on a resolution to determine whether or not there is a breach or the imposition of a sanction.
- (e) shall not after the final report is completed, influence the vote on the decision of the breach or sanction.

63. The trustee who filed the complaint may **not** vote on the resolution to determine whether or not there is a breach and/or the imposition of a sanction.

Sanctions

64. If the Board determines that the trustee has breached the Board's Code of Conduct, one or more of the following sanctions may be imposed:

- (a) censure of the trustee;
- (b) barring the trustee from attending all or part of a meeting of the Board or committee meeting;
- (c) barring the trustee from sitting on one or more committees of the Board, for the period of time specified by the Board, not to exceed six months; and/or
- (d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials.

65. The Board shall not impose a sanction which is more onerous than the above but may impose one that is less onerous such as a warning or a requirement that the trustee successfully complete specified professional development at the expense of the Board.

66. The Board has no power to declare the trustee's seat vacant.

67. A trustee who is barred from attending all or part of a meeting of the Board or committee meeting is not entitled to receive any materials that relate to that meeting or that part of the meeting and that are not available to members of the public.

68. The imposition of a sanction barring a trustee from attending all or part of a meeting of the Board shall be deemed to be authorization for the trustee to be absent from the meeting and therefore, not in violation of the *Education Act* regarding absences from meetings, Section 228 (1) (b).

Reconsideration

69. If the Board determines that a trustee has breached the Board's Code of Conduct the Board shall,
 - (a) give the trustee written notice of the determination, the reasons for the decision and any sanction imposed by the Board; and
 - (b) the notice shall inform the trustee that he or she may make written submissions to the Board in respect of the determination or sanction by the date specified in the notice that is at least fourteen (14) days after the notice has been received by the trustee; and
 - (c) consider any submissions made by the trustee and shall confirm or revoke the determination or sanction within fourteen (14) days after the submissions are received.
70. If the Board revokes a determination, any sanction imposed by the Board is revoked.
71. If the Board confirms a determination, the Board shall, within the fourteen (14) days above, confirm, vary or revoke the sanction.
72. If a sanction is varied or revoked, the variation or revocation shall be deemed to be effective as of the date the original determination was made.
73. The Board's decision to confirm or revoke a determination or confirm, vary or revoke a sanction shall be done by resolution at a meeting of the Board and the vote on the resolution shall be open to the public. Both resolutions shall be decided by a vote of at least two-thirds of the trustees present and voting. The resolutions shall be recorded in the minutes of the meeting together with the reasons for confirming or revoking a determination. The Board shall provide to the trustee alleged to have breached the Code of Conduct written notice of the decision to confirm or revoke the determination together with reasons for the decision and written notice of any decision to confirm, vary, or revoke a sanction. The respondent and complainant shall not vote on those resolutions.
74. The trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but may not participate in the deliberations and shall not be required to answer any questions at that meeting.
75. If appropriate, the original sanction may be stayed pending reconsideration by the Board of the determination or sanction.

Administrative Matters

76. Nothing in this Code of Conduct prevents a trustee's breach of the *Municipal Conflict of Interest Act* from being dealt with in accordance with that *Act*.

WATERLOO REGION DISTRICT SCHOOL BOARD

Trustee Code of Conduct

ACKNOWLEDGEMENT AND UNDERTAKING

I confirm that I have read, understand and agree to abide by the Waterloo Region District School Board Trustee Code of Conduct and the enforcement processes.

DATE:

Please Print Name:

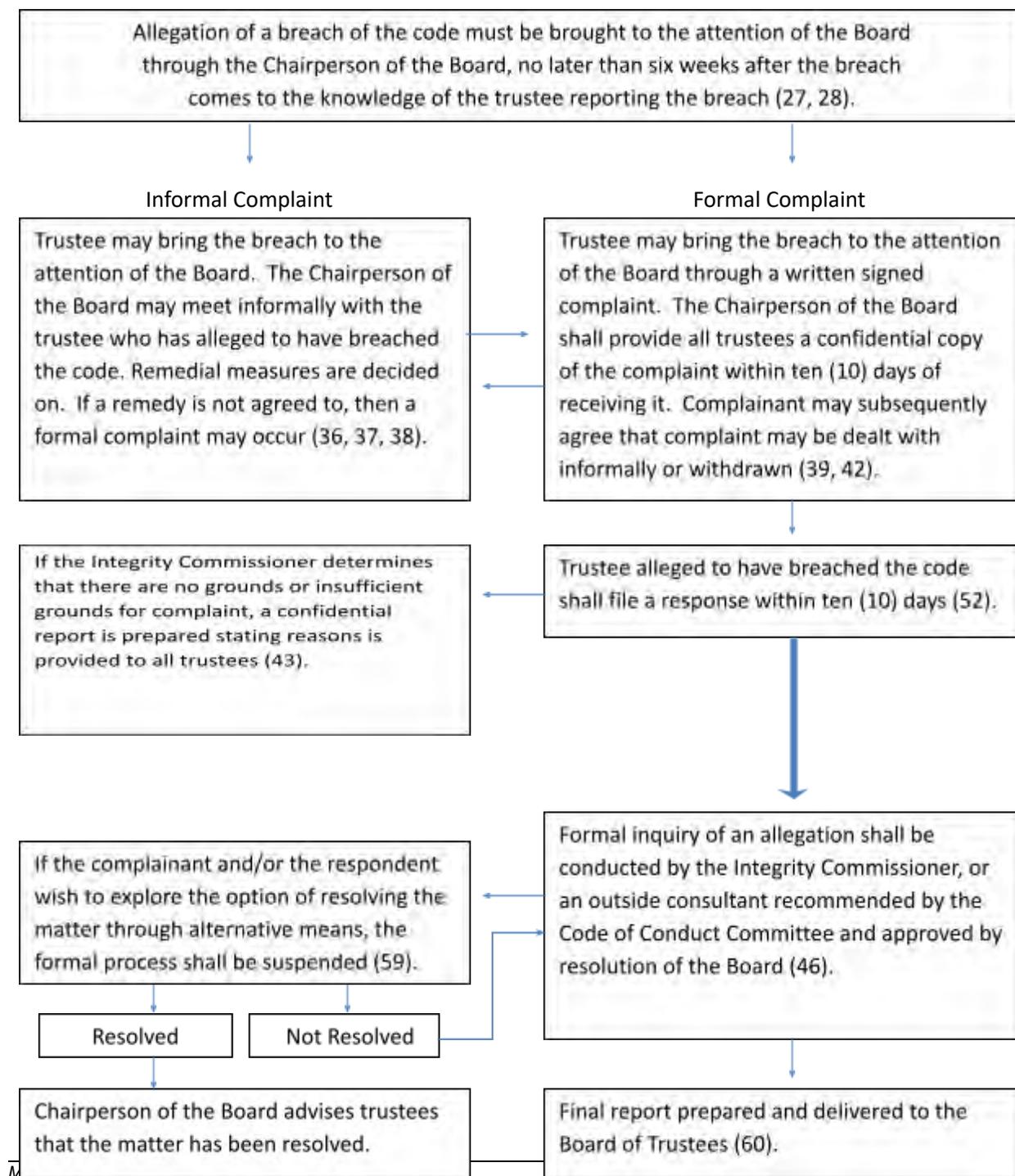
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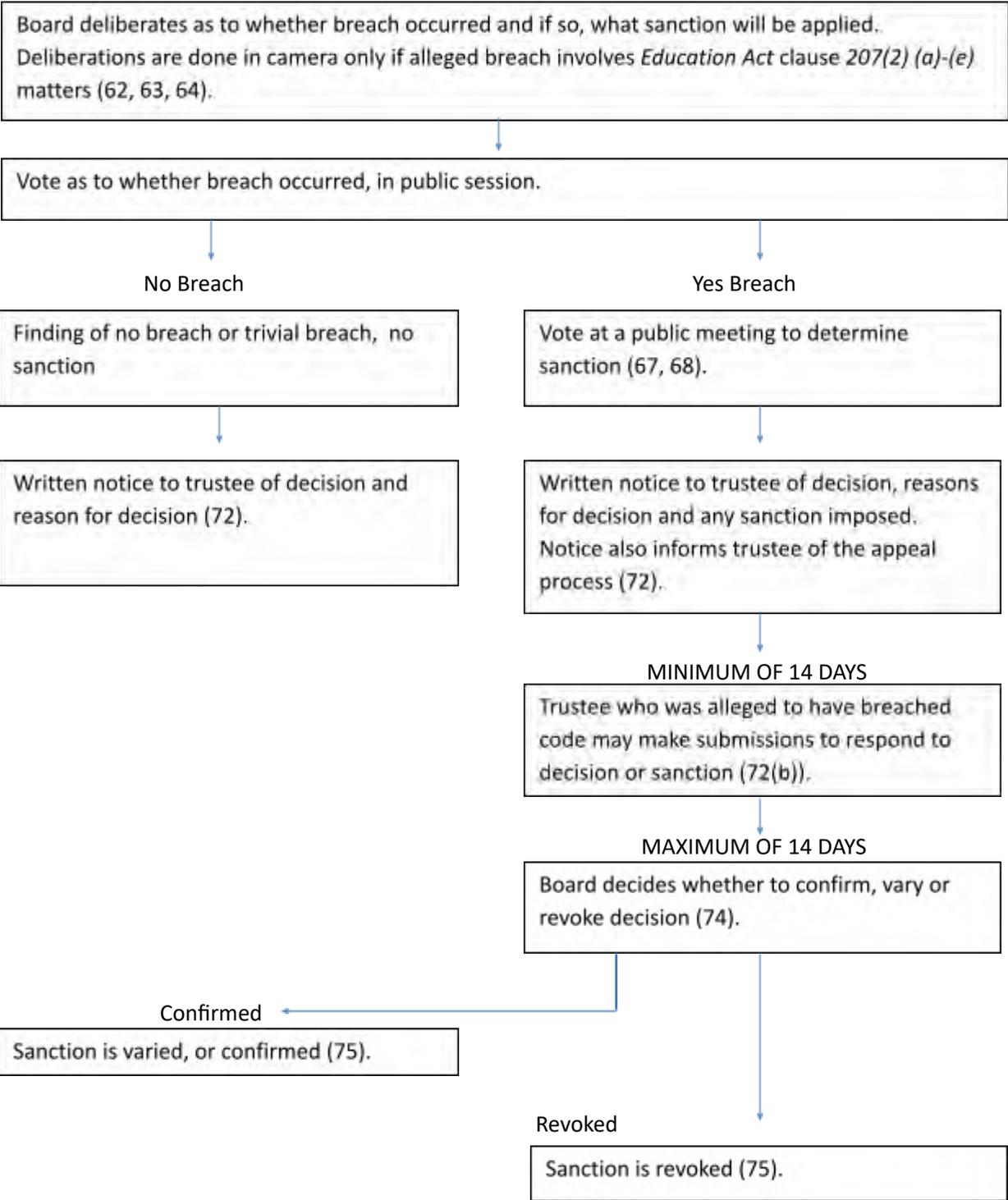
WITNESS:

Appendix A

This flow chart is intended only as a general overview of the provisions of the attached policy. If there is any conflict between this flowchart and the policy, the wording in the policy prevails.

Trustee Code of Conduct Process





TAB 2



Bylaws

Board of Trustees

Waterloo Region District School Board

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1. Overview

1.1. Statutory Provisions

- 1.1.1. The following bylaws of the Waterloo Region District School Board shall be observed for the order and dispatch of its business. All former bylaws of the Waterloo Region District School Board are hereby repealed.
- 1.1.2. The following bylaws of the Waterloo Region District School Board shall be observed for the order and dispatch of its business. All former bylaws of the Waterloo Region District School Board are hereby repealed.
- 1.1.3. All provisions in this bylaw shall be interpreted in a manner consistent with all laws applicable to a public board of education in Ontario.

1.2. Definitions

- 1.2.1. For the purpose of these bylaws:
 - a. "Act" means the *Education Act of Ontario*, R.S.O. 1990 and the Regulations thereto, as amended from time to time;
 - b. "Ad Hoc Committee" means a committee established for a specific time frame and purpose;
 - c. "Board" means the Board of Trustees of the Waterloo Region District School Board;
 - d. "Board Committee" means an ongoing committee established by the Board;
 - e. "Board meeting" means an official, regularly-scheduled or special Board meeting as defined in the *Education Act*;
 - f. "Chair" means the Chair of the Board;
 - g. "Committee Chair" means the Chair of statutory, Committee of the Whole, board, community or ad hoc committee of the Board;
 - h. "Committee of the Whole" refers to an ongoing committee established by the Board, which meets on a regular basis, and with a membership that consists of all Trustees;
 - i. "Committee of the Whole In Camera" means an in camera, closed meeting of the Board or any committee of the Board from which the public is properly excluded pursuant to the *Education Act*, the *Young Offenders' Act* or the *Municipal Freedom of Information and Protection of Privacy Act*;
 - j. "Community Committee" refers to a committee(s) established to address operational/system needs, initiatives and community partnerships;
 - k. "Director" means the Director of Education and Secretary who is also the Chief Executive Officer and Secretary of the Board;
 - l. "Member" means a voting member of a Board committee;
 - m. "Past Chair" means the most recent previous Chair, who is currently a trustee of the Board;
 - n. "Quorum" means such a number of trustees as must be present in order that business can be legally transacted;
 - o. "Staff Committee" refers to a committee established by staff whereas a trustee may be invited to attend in order to provide guidance or feedback;
 - p. "Statutory Committee" means a committee struck as a requirement of legislation;
 - q. "Student Trustee" means a student elected to represent the interests of students, pursuant to the *Education Act*;
 - r. "Treasurer" means the Coordinating Superintendent of Business Services and Treasurer of the Board;

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- s. "Trustee" means a person elected, or acclaimed, or appointed to the office of Trustee on the Board pursuant to the provisions of the *Municipal Elections Act* and the *Education Act*;
- t. "Two-thirds majority" means a vote of two-thirds of trustees present at a meeting. It is calculated by multiplying the number of trustees present by .66 and rounding up to the nearest whole number e.g., $11 \times .66 = 7.26$ and would be rounded up to 8;
- u. "Vacancy" means when due to death, resignation, removal, or disqualification for reasons pursuant to the *Education Act*, a trustee no longer holds their office;
- v. "Vice-Chair" means the Vice-Chair of the Board;
- w. "Working day" means any regular day of business of the WRDSB Education Centre.

1.3. Amendments and Additions to Existing Bylaws

- 1.3.1. No amendment, alteration, or addition to the bylaws shall be made unless written notice outlining the proposal is presented at the meeting previous to the meeting during which the item will be considered. A majority vote of the trustees present is required to support the scheduling of the proposal at the next meeting.
- 1.3.2. To adopt an amendment, alteration or addition to the bylaws requires the support of two-thirds of all trustees present at the meeting during which the proposal is considered.

1.4. Corporate Seal and Execution of Documents

- 1.4.1. Documents required to be executed under the Corporate Seal of the Board shall be signed by the Director of Education or designate, as deemed appropriate. The Corporate Seal of the Board is located in Corporate Services.
- 1.4.2. The Corporate Seal of the Board shall be in the form impressed on the original copy of bylaws located in the Administrative Offices of the Waterloo Region District School Board.
- 1.4.3. The Chair or the Vice-Chair of the Board and the Treasurer shall be authorized to sign cheques and orders for payment of money on behalf of, and in the name of, the Board.
- 1.4.4. The Treasurer shall be authorized to endorse bills of exchange, cheques, drafts, and orders for payment of money, for deposit to the credit of the Board, and to receive all paid cheques and vouchers, and any documents the bank may have from time to time, belonging to the Board, and to sign the bank's form of settlement and release.
- 1.4.5. The Treasurer shall be authorized to sign cheques by means of a cheque signing machine and a facsimile of the signatures of the Chair of the Board and the Treasurer.
- 1.4.6. The Chair of the Board and the Treasurer shall be authorized to sign all necessary bank forms or documents required by the bank in respect to parts 1.4.3, 1.4.4, and 1.4.5 of these bylaws.
- 1.4.7. The Treasurer shall be authorized to have printed all the necessary forms required for the banking business of the Board.

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1.4.8. The Treasurer has the authority to negotiate property matters on behalf of the Board.

1.5. Electronic Meetings

1.5.1. At every Board and Committee of the Whole meeting, the following persons shall be physically present in the meeting room of the Board:

- a. The Chair or their designate;
- b. At least five additional Trustees;
- c. The Director or their designate;
- d. The Manager of Corporate Services or their designate.

1.5.2. At the request of any Trustee, the Board shall provide the Trustee or representative with electronic means of participating in one or more meetings of the Board or Committee of the Whole except where to do so would not comply with the *Education Act*.

1.5.3. A Trustee of the Board who participates in a meeting through electronic means shall be deemed to be present at the meeting but not counted towards quorum.

1.5.4. A Trustee of the Board shall be physically present in the meeting of the Board for at least three regular Board meetings in each twelve month period beginning December 1 (*Education Act, s.229(1)*).

1.5.5. For the period beginning when a Trustee of a Board is elected or appointed to fill a vacancy and ending on the following November 30, the Trustee shall be physically present in the meeting room of the Board for at least one regular Board meeting for each period of four full calendar months that occurs during the period beginning with the election or appointment and ending the following November 30 (*Education Act, S.229(2)*).

1.5.6. The electronic means shall permit the trustee to hear and be heard by all other participants in the meeting and a method of conveying votes and gaining the floor will be determined prior to the meeting.

2. Trustee Determination and Distribution

2.1. The number of trustees on a district school board is determined under the *Act* (Section 58.1).

2.2. The distribution of trustees is governed by Ontario Regulation 412/00 (Election to and Representation on District School Boards). A report is provided to the Board by staff in advance of each municipal election, outlining the distribution of trustees.

2.3. The Waterloo Region District School Board is a public corporate entity composed of eleven trustees, elected by public school ratepayers for a four year term representing the seven municipalities within the Regional Municipality of Waterloo:

- a. City of Cambridge/Township of North Dumfries - three trustees
- b. City of Kitchener - four trustees
- c. City of Waterloo/Township of Wilmot - three trustees
- d. Township of Wellesley/Township of Woolwich - one trustee

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- 2.4. The Board, as mandated by the *Act*, has a collective regional responsibility of governance and policy making for public education in accordance with the provisions of the *Act*, its regulations and other relevant legislation.
- 2.5. Qualification/Disqualification (*Education Act, Section 219*)
- 2.5.1. A person is qualified to be elected as a Trustee of a district school board or school authority if the person is qualified to vote for members of that district school board or school authority and is a resident in its area of jurisdiction.
- 2.5.2. A person who is qualified to be elected as a member of a district school board or school authority is qualified to be elected as a member of that district school board or school authority for any geographic area in the district school board's or school authority's area of jurisdiction, regardless of which positions on that district school board or school authority the person may be qualified to vote for.
- 2.5.3. A member of a district school board or school authority is eligible for re-election if otherwise qualified.
- 2.5.4. A person is not qualified to be elected or to act as a member of a district school board or school authority if the person is,
- a. an employee of a district school board or school authority;
 - b. the clerk or treasurer or deputy clerk or deputy treasurer of a county or municipality, including a regional municipality, all or part of which is included in the area of jurisdiction of the district school board or the school authority;
 - c. a member of the Assembly or of the Senate or House of Commons of Canada; or
 - d. otherwise ineligible or disqualified under the *Act* or any other Act.

3. Student Trustees

- 3.1. The Board appoints student representatives, as directed by legislation, in accordance with the Board's policy 3006 – Student Trustees on student representatives.
- 3.2. A Student Trustee will have their vote recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board and is not entitled to exercise a binding vote.” (*Education Act, Section 55 (2)*)

4. Trustee Responsibility

- 4.1. The Board will operate in accordance with the *Education Act*.
- 4.2. Principles of Policy Governance
- a. The Board has the responsibility to serve the interests and needs of the general public rather than groups of the population or professionals whom the Board employs.
 - b. The Board exists to govern the school system, not manage its operation.
 - c. The Board has multiple and varied responsibilities, but involvement in the details of these concerns should never displace the fact that students are the central focus of the system.

Areas of Responsibility

- a. Articulate the Board's vision for education.

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- b. Establish and monitor Board policy based on vision and provincial policy.
- c. Approve a budget and monitor its implementation.
- d. To advocate for a strong and vigorous public education system that benefits the learners and communities served within the Region.
- e. To recruit, evaluate and, if necessary, terminate the employment of a Director of Education.
- f. To undertake directly and/or facilitate linkages with the communities and public served and represented by the Board.
- g. To establish the strategic directions, priorities and outcomes of the Board, and regularly monitor their achievement.

4.3. Expectations of Trustees

4.3.1. In addition to the responsibilities set down in the *Education Act* and incorporated in the bylaws and procedures of the Board, an individual trustee shall be expected to:

- a. Attend regular Board meetings;
- b. Serve on statutory, standing, Board, community and ad hoc committees of the Board as required;
- c. Notify the Chair of the Committee when unable to attend a meeting;
- d. Safeguard and keep confidential, materials and information discussed or placed in confidence with trustees.
- e. Be prepared for and actively participate in discussions and decision-making;
- f. Ensure, when making public statements, that it is clear whether they speak on behalf of the Board or as an individual trustee;
- g. Exercise their power to govern only as a trust of the corporate body, not as an individual;
- h. Be aware that they can be held personally liable if they are guilty of bad faith, neglect or willful or malicious use of power;
- i. Reflect community needs and attitudes while also providing leadership in decision-making.

4.3.2. Trustees as full participating members of the Board may be expected to:

- a. Act as a representative of the Board at official functions;
- b. Be involved in provincial trustee organizations and committees;
- c. Attend conferences, workshops, etc. in order to be kept informed of current educational issues.

4.3.3. Trustees shall be expected to model ethical practices which include:

- a. Making decisions in a manner which is open, accessible and equitable;
- b. Approaching all Board issues with an open mind, and be prepared to make the best decisions for stakeholders as a whole;
- c. Respecting different points of view;
- d. Conducting Board business through appropriate channels;
- e. Ensuring that public office is not used for personal gain;
- f. Protecting the integrity of the Board.

4.4. Trustee Vacancies on the Board

4.4.1. Resignations

4.4.1.1 Pursuant to the *Act* (Section 220), a member of The Board, with the consent of a majority of the members present at a meeting, entered in the minutes of it, may resign as a member, but he or she shall not vote on a motion as to his or her own resignation and may not resign as a member if

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the resignation will reduce the number of members of the Board to less than a quorum.

4.4.1.2 Where it is necessary for a member of the Board to resign to become a candidate for some other office, the member may resign by filing his or her resignation, including a statement that the resignation is for the purpose of becoming a candidate for some other office, with the Secretary of the Board and the resignation shall become effective on November 30 after it is filed or on the day preceding the day on which the term of the office commences, whichever is the earlier.

4.4.2. Removal from Office

Pursuant to the *Act* (section 228), a member of a board vacates his or her seat if he or she,

- a. is convicted of an indictable offence;
- b. is absent without being authorized by resolution entered in the minutes, from three consecutive regular meetings of the Board;
- c. ceases to hold the qualifications required to act as a member of the Board;
- d. becomes disqualified under subsection 219 (4); or
- e. fails to meet the requirements of section 229, which reads, "a member of a board shall be physically present in the meeting room of the board for at least three regular meetings of the board in each 12-month period beginning December 1."

4.4.2.1 Where a member of the Board is convicted of an indictable offence, the vacancy shall not be filled until the time for taking any appeal that may be taken from the conviction has elapsed, or until the final determination of any appeal so taken, and in the event of the quashing of the conviction the seat shall be deemed not to have been vacated.

4.4.3. Filling Vacancies

4.4.3.1 The *Act* (Section 221) allows a Board to fill a trustee vacancy by either of two means:

- a. require the municipality to hold a by-election, or
- b. appoint a qualified person to fill the vacancy.

4.4.3.2 A by-election may not be held after March 31 in an election year (i.e., within approximately 8 months of a regularly scheduled municipal election). All costs for a by-election are borne by the Board (subsection 7(3) *Municipal Elections Act*).

4.4.3.3 The method of appointment is specified in the *Act* (Section 221 (1) (a)).

4.4.3.4 By-Election or Appointment. The following steps/decisions need to be considered:

- a. If by-election, the matter is the responsibility of the municipality. The process for filling a vacancy in this manner takes approximately 2-1/2 months. Information regarding the implications of holding a by-election, including previous election results and estimated costs, will be provided to the Board.
- b. If appointment, the *Act* requires the vacancy to be filled within ninety days after the office becomes vacant and priority will be given to

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candidates who ran for the position of trustee in the most recent election.

- c. A member appointed or elected to fill a vacancy shall hold office for the remainder of the term of the member who vacated the office.

4.4.3.5 Qualifications

The *Act, Section 219 (1)* specifies the qualifications necessary to be elected as a member of a Board (and, presumably, to be appointed):

- a. qualified to vote for members of the Board;
- b. a resident in the area of jurisdiction of the Board;
- c. disqualifications are outlined in the *Act, Section 219 (4) (5) (7)*.

4.5. Leave of Absence of Trustees

- 4.5.1. To meet the provisions of Section 229 (1) of the *Act*, the request from a Trustee for leave of absence shall be made directly to the Board. If the Trustee is unable to attend the meeting, the Chair may make the request on the Trustee's behalf.
- 4.5.2. Any action on a request for a leave of absence must be recorded as a motion of the Board.
- 4.5.3. Notwithstanding the *Act* (section 228(1), 229(1) and 229(2)), and as per Board Policy 3009 (Parental Leave - Trustees), an office is not vacated by a Trustee who is absent for 20 consecutive weeks or less if the absence is as a result of the Trustee's pregnancy, the birth of the Trustee's child or the adoption of a child by the Trustee in accordance with Subsection 259(1.1) of the *Municipal Act*, 2001 as amended by Bill 68.

5. Waterloo Region District School Board of Trustees Responsibilities

The *Act* provides for the establishment of locally elected school boards responsible for operating publicly-funded schools within their jurisdiction and for the delivery and quality of educational programs and services. Legal accountability for Board decisions applies to the Board as a whole rather than to individual Trustees.

5.1. Trustee Accountability for Student Achievement and Well-Being in the Region

- Nurture a culture that supports student academic success and provides an environment that promotes well-being
- Provide a safe environment to promote student learning
- Promote programming opportunities for each and every student in the region
- Make decisions that reflect the belief that each and every student can learn
- Use student achievement and well-being data to make informed decisions
- Foster a professional climate that puts educators in the role of champions of their students

5.2. Accountability to the Provincial Government

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- Act in accordance with the *Act*, the Regulations, and other statutory requirements to ensure the implementation of provincial educational standards and policies
- Perform Waterloo Region District School Board functions required by provincial legislation and Board policy
- Provide advice and input to the Ministry of Education regarding current or evolving issues

5.3. Accountability to the Community

- Promote community consultation and outreach that seeks and provides communities at large with opportunities for input and the exchange of ideas
- Recognize the role of individual trustees as advocates and as liaisons for their communities
- Annually review the communication plan to ensure that the Waterloo Region District School Board is fulfilling its commitment to communicate with the community at large
- Provide two way communications between the Waterloo Region District School Board, the Board and Community Committees
- Support the growth and development of the Parent Involvement Committee, the Waterloo Region Assembly of Public School Councils and school councils
- Provide reports outlining Waterloo Region District School Board results in accordance with provincial policy
- The Audit Committee is accountable to the Board of Trustees

5.4. Policy Development, Implementation and Review

- Develop policies that outline how the Board will successfully function
- Ensure the processes for policy development, implementation and review comply with Board Policy G300, Governance Policy – Policy Development and Reviews

5.5. Director/Board Relations

- Select the Director of Education
- Provide the Director with a clear job description and corporate direction
- Delegate through policy, administrative authority and responsibility subject to the provisions and restrictions of the *Act* and Regulations
- Evaluate the Director in the first year of service and annually thereafter. Use the Director's job description and Waterloo Region District School Board Strategic Plan as the basis for the evaluation
- At the Director's request, provide the Director with the opportunity to meet alone with the Board in closed session
- To establish and review the employment contract of the Director in consultation with the Director and the Coordinating Superintendent of Human Resources

5.6. Board Development

- Conduct an annual Board self-assessment
- Develop and support an annual development plan for Trustees with the ability to utilize professional resources where applicable

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5.7. Strategic Planning

- Establish and/or confirm overall direction for the Waterloo Region District School Board by establishing the strategic priorities
- Annually set priorities and develop a process for communicating this with the system
- Annually use the strategic plan to drive the budget process

5.8. Fiscal Responsibility

- Ensure a budget review process is in place to help determine annual resource allocations (use the system priorities and other provincial and local directions)
- Annually approve the budget to ensure that the financial resources are allocated to achieve the strategic plan and operational goals and comply with provincial requirements
- Approve as per legislation all capital plans and other planning documents that will drive budget decisions
- Ensure compliance with the provincial regulations
- Ratify applicable bargaining unit agreements
- Monitor significant financial expenditures and fiscal variances

5.9. Political Advocacy

- Articulate the role of trustees as advocates for public education
- Develop and maintain partnerships to strengthen the advocacy role
- Meet on an ongoing basis with elected municipal, provincial and federal officials

5.10. Recognition

- Ensure that the Waterloo Region District School Board makes efforts toward recognizing all students and student achievements
- Ensure that the contributions of all staff are recognized and appreciated
- Ensure that the Waterloo Region District School Board recognizes community members and volunteers

5.11. Additional responsibilities include but are not limited to:

- Approval of school year calendars;
- Naming of educational facilities;
- Approval of tender selection for major building construction and modernization;
- Approval of disposition of land and buildings;
- Approval of educational development charges;
- Approval for the issuance of debentures;
- Involvement in Superintendent interviews at the invitation of the Director.

6. Election of Chair and Vice-Chair

6.1. The Chair and Vice-Chair for the ensuing year, shall be elected at the first meeting in December each year (*Education Act*, section 208).

6.2. The Director shall preside over the election of the Chair.

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- 6.3. With the Director presiding, or if absent, the Director's designate, the Board shall proceed to elect a Chair for the ensuing year.
- 6.4. The Director, or if absent, the designate, shall name two scrutineers appointed for the election of Chair and Vice-Chair.
- 6.5. Election Process
 - 6.5.1. The Director or designate shall call for verbal nominations for the office of Chair. No seconder is required.
 - 6.5.2. After a suitable length of time, and after a motion to close nominations has been supported by a majority vote, the Director or designate shall declare nominations closed.
 - 6.5.3. After all nominees have been identified, in random order they will be asked to declare whether they accept the nomination.
 - 6.5.4. An individual who is absent may be considered a candidate if the individual has previously indicated in writing to the Director a desire to stand for election if nominated.
 - 6.5.5. The nominees shall be offered the opportunity to speak to their nomination in random order for a maximum of two minutes each.
 - 6.5.6. A vote by secret ballot shall then be conducted with each Trustee present able to cast one vote.
 - 6.5.7. The Trustee receiving a majority of the votes cast shall be declared elected, but the count shall not be declared.
 - 6.5.8. Should no Trustee receive a majority of the votes cast, the Director or designate, shall announce the names of the Trustees remaining on the ballot with the name of the Trustee receiving the fewest number of votes being dropped from the list of candidates.
 - 6.5.9. should there be a tie vote between candidates with the least number of votes, there will be a vote including only the candidates with the tie votes to eliminate the candidate with the fewest votes. In the event there is a tie vote after the candidate with the least number has been withdrawn, the Director or designate will call for the drawing of lots. The candidate whose name is drawn will be declared the Chair of the Board for the ensuing year.
 - 6.5.10. A Trustee may voluntarily withdraw their name between votes.
 - 6.5.11. By motion, the ballots shall be destroyed.
- 6.6. Following the election, the newly-elected Chair shall at once take the chair and preside over the election of the Vice-Chair.
- 6.7. Trustees shall then elect a Vice-Chair of the Board according to the same procedure followed for the election of the Chair.
- 6.8. In the event the office of the Chair or Vice-Chair becomes vacant for any reason, a new Chair or Vice-Chair as is required, shall be elected at a special Board meeting called for this purpose (See 6.5 Election Process above).

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6.9. The Officers of the Waterloo Region District School Board shall be:

- The Chair of the Board;
- The Vice-Chair of the Board;
- The Director of Education and Secretary;
- The Coordinating Superintendent of Business Services and Treasurer of the Board.

6.10. The following sets out the term and tenure for Board Chair and Vice-Chair as noted:

Office	Length of Term	Maximum Consecutive Allowable Terms
Board Chair	1 Year	2 Terms
Board Vice-Chair	1 Year	2 Terms

Following the completion of the maximum number of terms noted in the table above, the member officer in question shall step down for a period of one year before holding that office again, except in the case of a member making a bid for a higher office.

6.11. In the case of a partial term for the position of Chair or Vice-Chair of less than one year, six months or more shall be defined as a term.

7. Inaugural Meeting of the Board

- 7.1. Following a municipal election, the Board's inaugural meeting shall be held on the first working Monday in December in the boardroom of the Waterloo Region District School Board Education Centre at 7:00 p.m. at a Special Board meeting.
- 7.2. In accordance with the provisions of the *Education Act*, the Director shall preside until the election of the Chair of the Board. If the Director is absent, the Director shall designate who shall preside at the election of the Chair.
- 7.3. At the inaugural meeting following the election of a new Board, after calling the meeting to order, the Director or designated Chair pro tem (temporary), shall read the return (if any) of the municipal clerks along with a statement that the Declaration of Office and Oath of Allegiance have been completed and filed, pursuant to the provisions of the *Education Act*.
- 7.4. Following the election of the Chair, the Chair shall preside over the meeting and shall proceed with the election of the Vice-Chair and other inaugural and organizational business.

8. Inaugural Meeting of the Chair

- 8.1. On the years that do not follow a municipal election, the Chair's inaugural meeting shall be held in the boardroom of the Waterloo Region District School Board Education Centre at 7:00 pm at a Special Board meeting to be held on the first working Monday in December.
- 8.2. The newly-elected Chair shall deliver an inaugural address.

9. Duties of the Chair

- 9.1. The Chair of the Board shall be the Board's official spokesperson unless otherwise determined.
- 9.2. The Chair, in consultation with the Director and the Agenda Development Committee, with opportunity for input from other Trustees of the Board, shall set the agendas for the regularly-scheduled Board and Committee of the Whole meetings and ensure that Trustees have sufficient information for informed discussion. The Chair shall move proceedings through the approved agenda for the meeting.
- 9.3. The Chair of the Board shall preside at all Board and Committee of the Whole meetings. In the Chair's absence, the Vice-Chair shall chair such meetings. In the absence of both, the Past Chair shall chair such meetings. In the absence of all, Trustees shall elect a chair from amongst the trustees present at the meeting.
- 9.4. The Chair shall call the meeting to order at the hour appointed, shall preserve order and decorum and decide upon all questions of order subject to an appeal to the Board.
- 9.5. The Chair, when called upon to decide a point of order or practice, shall, before stating a decision, give reasons for such decision.
- 9.6. The ruling of the Chair shall be final, subject only to a Trustee appealing the ruling of the Chair.
- 9.7. When a Trustee appeals the decision of the Chair, the Trustee shall state the reasons for the appeal and the Chair shall have the opportunity to provide the rationale in support of the decision or if the reasons given for the appeal are convincing, the Chair may change their ruling accordingly, in which case the appeal is automatically dropped. Such appeal shall be decided with limited debate.
The Chair shall ask "Shall the decision of the Chair be sustained?" The Chair may vote on such an appeal and in the event that there is a tie vote, the decision of the Chair shall be deemed to be sustained.
- 9.8. The Chair shall not take part in any debate without leaving the Chair.
- 9.9. The Chair shall have voting rights on all matters. The Chair may vote on all matters that Trustees vote on, thus providing consistency in voting.
- 9.10. The Chair shall ensure that any Trustee wishing to speak shall so indicate by upraised hand, and upon recognition by the Chair, who shall call the Trustee by name (Trustee _____), the Trustee shall then address the Chair.
- 9.11. When two or more Trustees attempt to speak at the same time, the Chair shall name the Trustee who is to speak.
- 9.12. The Chair shall ensure every Trustee speaks only to the matter under discussion. A Trustee may request one supplementary question. No Trustee shall speak longer than five minutes on the same question without leave of the Chair.
- 9.13. The Chair shall also ensure that Trustees direct all comments through the Chair and avoid all personal remarks and discourteous language.
- 9.14. No Trustee shall be interrupted while speaking except when a point of order is raised by a Trustee for transgression of the rules of the Board, in which case the Trustee shall remain

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silent until the point of order has been decided by the Chair. A Trustee so interrupting shall speak to the point of order or in explanation only.

- 9.15. A Trustee called to order by the Chair shall at once remain silent but after the point of order has been decided, may explain and appeal to the Board, which, if appealed to, shall decide the point of order without debate. The decision of the Chair on the point of order shall be overruled only by a majority vote of the Trustees present in favour thereof. If there is no appeal, the decision of the Chair shall be final.
- 9.16. The Chair of the meeting is responsible for maintaining order and seeing that appropriate decorum of the Board meeting is maintained. Disruptions by the public will not be permitted.
- 9.17. The Chair of the Board shall be an ex-officio member of all Committees, shall have voice and vote, and shall have the power to delegate the Vice-Chair of the Board to serve on any committee in the absence of the Chair in which case the Vice-Chair shall have voice and vote.
- 9.18. The Chair of the Board, on completion of their duties as Chair, will hold the position of Past-Chair until they are no longer the immediate Past-Chair or a two year term whichever shall occur first.
 - 9.18.1. In an election year, where the Chair of the Board is not re-elected, the Past-Chair position is held by a previous Chair as recommended by the Chair and Vice-Chair and determined by Board approval.

10. Duties of the Vice-Chair

- 10.1. The Vice-Chair of the Board shall chair the Agenda Development Committee. In the Vice-Chair's absence, the Chair shall chair such meetings. In the absence of both, the Past Chair shall chair such meetings. In the absence of all, trustees shall elect a chair from amongst the Trustees present at the meeting.
- 10.2. In the absence of the Chair from any Board or Committee of the Whole meeting, the Vice-Chair shall preside at the meeting. During the continued absence of the Chair from duty, or upon written request of the Chair, the Vice-Chair shall perform all the duties of the Chair.

11. Notice and Holding of Public Meetings

- 11.1. The Director shall give notice of all meetings of the Board and of the Committee of the Whole, together with all matters so far as known, that are to be brought before the Board or the Committee at such meeting, to every Trustee of the Board at least 48 hours in advance of the meeting. Notice of meetings of the Board and its Committees shall be delivered to the WRDSB designated email address of each Trustee at least 48 hours prior to the hour of each meeting.
- 11.2. Until Trustees of the Board notify the Director in writing of their official addresses for the receipt of all notices or communications, all such notices or communications delivered or mailed to the Trustees at their addresses, as set out in their nomination papers, shall be deemed to have been received by them.
- 11.3. Accidental omission to give notice to any Trustee or member of a committee, or the non-receipt of any notice, or any error in any notice not affecting the substance thereof shall not invalidate any action taken at any meeting held pursuant to such notice or founded thereon.

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- 11.4. The Chair of the Board or the Vice-Chair, in the absence of the Chair, in consultation with the Director or designate, shall have the authority to call a special meeting of the Board during an emergency without having given the required 48 hours notice if there is an urgent matter requiring the Board's consideration.
- 11.5. Attendance of staff members at meetings will be determined by the Director.

12. Quorum

- 12.1. A quorum of the Board shall consist of a simple majority of Trustees elected or appointed to the Board under the *Act*.
- 12.2. Trustees unable to attend scheduled Board and Committee of the Whole meetings should notify the Manager of Corporate Services and the Chair as early as possible, and if it should appear a quorum will be lacking, the Chair will instruct the Manager of Corporate Services to notify trustees of the postponement or cancellation of the meeting.
- 12.3. Should there be no quorum present at the time appointed for the meeting, the Chair shall seek the advice and consent of Trustees as to what action should be taken. Should no quorum be present within thirty minutes after the appointed time for the meeting, the Manager of Corporate Services shall record the names of the Trustees present and the time, and the meeting shall be cancelled, unless Trustees present direct that the meeting continue, recognizing that no formal action may be taken.
- 12.4. The Chair, or Vice-Chair, as the case may be, shall count in forming a quorum.
- 12.5. Trustees who attend through electronic means shall not be included in the quorum count.

13. Board Meetings

- 13.1. The Chair of the Board shall chair all Board meetings. In the Chair's absence, the Vice-Chair shall chair such meetings. In the absence of both, the Past Chair shall chair such meetings. In the absence of both, Trustees shall elect a chair from amongst the Trustees present at the meeting.
- 13.2. The regular monthly meetings of the Board shall be held in public session on the last working Monday of each month during the school year, September to June, commencing at 7:00 p.m. Board meetings will be held in the boardroom of the Waterloo Region District School Board Education Centre. Additionally, Board meetings may be held the first working Monday in July, if required, and the last working Monday in August, if required, unless otherwise ordered by special motion.
- 13.3. Regular meetings in any month may be cancelled or rescheduled by Board resolution at a preceding regular meeting.
- 13.4. In unusual circumstances, at the discretion of the Chair and in consultation with the Vice-Chair and the Director, a regular meeting may be cancelled or rescheduled.
- 13.5. Notice of all Board meetings, except as provided for in by-law #13.15 shall be made available by the Manager of Corporate Services to each Trustee on the Friday prior to the Board meeting.

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Trustees not able to access the notice and the Board agenda by the Friday at 1:00 p.m. prior to the Board meeting will be responsible for notifying the Corporate Services Department of such.

- 13.6. Copies of reports to be presented to a Board meeting shall be made available with the notice of such meeting. New items of business arising at the meeting may, by decision of two-thirds of the Trustees present, be considered at that meeting.
- 13.7. A quorum is necessary to hold a Board meeting. A majority of all the Trustees constituting the Board is required to form a quorum.
- 13.8. In case of the absence of both the Chair and Vice-Chair for five minutes after the hour appointed, as soon as a quorum is present, the Past Chair shall preside. In the event the Past Chair is not present, Trustees shall elect a chair from amongst the Trustees present at the meeting who shall preside over the meeting until such time as the Chair or the Vice-Chair arrives.
- 13.9. When a quorum is no longer in attendance, the meeting is ended and no business may be transacted. It shall be the responsibility of the presiding Chair and the Director of Education to note the lack of a quorum and to have the fact recorded in the minutes.
- 13.10. All Board meetings will begin with the singing of the national anthem, O Canada, followed by a territorial acknowledgement.
- 13.11. An opportunity for the public to present as a delegation to the Board regarding issues of concern/interest will be included on the agenda of the Board and Standing Committee meetings.
- 13.12. Minutes will be taken at all Board meetings and must be submitted for approval at the next regularly-scheduled Board meeting.
- 13.13. The Manager of Corporate Services shall record the names of the Trustees present and absent. The times of arrival and departure of Trustees not attending the entire meeting shall be recorded in the minutes. Absence during any vote will be recorded.

Special Board and Special Committee of the Whole Meetings

- 13.14. Within 24 hours before the meeting is to take place, Special Board and Committee of the Whole meetings shall be held at the call of the Chair or at the written request of five Trustees made to the Chair. The meeting may be held at a date, time and place established by decision of the Chair, or if absent, the Vice-Chair, or if absent, the Director of Education.
- 13.15. The written notice of every special meeting of the Board and Committee of the Whole shall state all business to be transacted or considered. No other business shall be considered unless all the Trustees of the Board are present and agree unanimously.
Adjournment of Meetings
- 13.16. All public Board and Committee of the Whole meetings will adjourn at 9:30 pm unless otherwise agreed to by trustees.
- 13.17. An extension of 30 minutes beyond this adjournment time requires the majority vote of trustees present at the meeting.
- 13.18. At 10:00 pm a second extension of an additional 30 minutes requires two-thirds support of all trustees present at the meeting.

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- 13.19. At 10:30 pm a third extension of an additional 30 minutes requires unanimous support of all trustees present at the meeting.

14. Delegation Procedures

- 14.1. The Waterloo Region District School Board recognizes the need to foster effective communication between the educational system and the community.
- 14.2. Delegations wishing to appear before the Waterloo Region District School Board at a Board or Committee of the Whole meeting should register with the Manager of Corporate Services by noon on the Thursday prior to the meeting. Delegations not making prior arrangements by noon on Thursday may speak at the following Monday meeting only on the approval of a majority vote of the trustees, up to a maximum of eight (8) delegates.
- 14.3. Delegations are asked to make submissions in writing which contain the speaker's full name, contact information (including telephone number[s] and home address), a brief summary of the issue being presented, and recommendation(s) for resolving the matter. A Delegation Submission Template can be accessed via the Board's website (<https://www.wrdsb.ca/trustees/become-a-delegate/>) and can be completed online, or a hard copy can be submitted to the Manager of Corporate Services.
- 14.4. At regular Board meetings, delegations may speak only to matters relevant to those items listed on the agenda. All other presentations will be referred to the Committee of the Whole meetings.
- 14.5. Delegations will be permitted to address Trustees for a period of up to ten minutes. Exceptions to this rule will be permitted only by a majority vote of the Trustees present.
- 14.6. Delegations will be scheduled to appear at the beginning of the Board or Committee of the Whole meetings. A maximum of eight (8) delegates will be scheduled per meeting.
- 14.7. The Committee of the Whole will consider or act on any request from a delegation during the same meeting at which the delegation is made only if approved by a vote of two-thirds (2/3) of the Trustees present at the meeting, or if consideration of the matter was included on the meeting agenda.
- 14.8. At Board meetings, the Board, if approved by a vote of two-thirds (2/3) of the Trustees present at the meeting, may refer the topic to Agenda Development Committee for scheduling.
- 14.9. Delegates are expected to refrain from the use of abusive or derogatory language at all times and the Chair may expel or exclude from any meeting any person(s) who engage in this or any other form of improper conduct. Applause, booing or other audible or visual demonstrations of support or opposition are discouraged because they may be intimidating for those with opposing views. Courtesy and respect for others must be displayed at all times.
- 14.10. A delegate cannot register for more than one place on the agenda, and that place is not transferable to another party unless extenuating circumstances exist (e.g. illness of delegate).
- 14.11. Delegations may be received at Committee of the Whole in camera meetings as per the *Education Act*. The procedures for delegations, as set out in Article 14 will apply.

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Special Delegation Meetings

- 14.12. Special meetings to hear delegations may be scheduled, when warranted (e.g. accommodation reviews, budget).
- 14.13. Delegations wishing to appear before the WRDSB at a Special Delegation Meeting must register with the Manager of Corporate Services two working days prior to the meeting.
- 14.14. Delegations are asked to make submissions in writing which contain the speaker's full name, contact information (including telephone number[s] and home address), a brief summary of the issue being presented. A Delegation Submission Template can be accessed via the Board's website at (<https://www.wrdsb.ca/trustees/become-a-delegate/register-delegation/>) and can be completed online, or a hard copy can be submitted to the Manager of Corporate Services.
- 14.15. Delegations who have submitted their delegation submission two working days prior to the meeting who wish to speak for the first time on a topic will be given precedence over those who wish to speak a second time on the same topic and have submitted their delegation submission by two working days prior to the meeting. Delegations who wish to speak for a second time on the same topic, or those who have not submitted their delegation submission two working days prior to the meeting, will be placed on a waiting list. The Manager of Corporate Services will review the list of delegations two working days prior to the meeting and will contact the delegations on the waiting list to advise them if they will be scheduled on the agenda.
- 14.16. Delegates are expected to refrain from the use of abusive or derogatory language at all times and the Chair may expel or exclude from any meeting any person(s) who engage in this or any other form of improper conduct. Applause, booing or other audible or visual (e.g. props, placards) demonstrations of support or opposition are discouraged because they may be intimidating for those with opposing views. Courtesy and respect for others must be displayed at all times.
- 14.17. A delegate cannot register for more than one place on the agenda, and that place is not transferable to another party unless extenuating circumstances exist (e.g. illness of delegate).

15. Conflict of Interest

- 15.1. At a meeting where a Trustee discloses a conflict of interest, or as soon as possible afterwards, the Trustee shall file a written and signed statement of the interest and its general nature with the Manager of Corporate Services.
 - 15.1.1. The written statement should include the following information:
 - a. Name of Trustee
 - b. Type of meeting
 - c. Date of meeting matter was considered
 - d. Subject matter/report title/agenda item
 - e. General nature of the conflict (except if it was an in-camera meeting)
 - f. Date of meeting at which Conflict of Interest was declared (this may have been declared at the next meeting because the trustee was absent from the actual meeting)

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- 15.2. The Manager of Corporate Services will maintain a registry which shall contain a copy of each written statement filed under section 15.1, as well as a copy of each declaration recorded.
- 15.3. The registry maintaining the conflict of interest declarations and statements will be available for public inspection when requested.
- 15.4. When a Trustee is present at a public meeting at which a matter is being considered for which they have declared a conflict of interest, they shall:
 - a. prior to any consideration of the matter at the meeting, disclose the interest and the general nature thereof,
 - b. not take part in the discussion of, or vote on any question in respect of the matter; and
 - c. not attempt in any way whether before, during or after the meeting to influence the voting on any such question.
- 15.5. When a Trustee is present at an in-camera meeting at which a matter is being considered for which they have declared a conflict of interest, they shall leave the meeting or part of the meeting during which the matter is under consideration.
- 15.6. When a Trustee's conflict of interest has not been disclosed because of absence from a meeting, the Trustee shall disclose the conflict at the first meeting attended by the Trustee after the meeting in question.

16. Committees

- 16.1. The Board's committee structure and operation consists of the following:
 - 16.1.1. **Statutory Committees** are established as directed per the *Act* or other legislation/regulation.
 - a. Audit Committee
 - b. Discipline Committee
 - c. Parent Involvement Committee (PIC)
 - d. Special Education Advisory Committee (SEAC)
 - e. Student Program Review/Student Alternative Learning Committee (SAL)
 - 16.1.2. **Committee of the Whole** exists to assist the Board in fulfilling its duties related to governance and oversight with a system wide focus by providing advice on system issues related to Programming and School Services, Business, Finance and Facilities/Capital Planning. This committee is comprised of the full membership of the Board.
 - 16.1.3. **Committee of the Whole In-Camera** exists to address ongoing confidential matters per the *Act* and includes the full membership of the Board.
 - 16.1.4. **Board Committees** means an ongoing committee established by the Board:
 - a. Agenda Development Committee
 - b. Director Performance Appraisal Committee
 - c. Long Term Fiscal Sustainability and Stability Task Force (Fiscal Task Force)
 - d. Student Trustee and Student Senate Mentor
 - e. School Year Calendar Committee
 - 16.1.5. **Community Committees** are established to address operational/system needs, initiatives and community partnerships:

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- a. Accessibility
- b. Equity and Inclusion Advisory Group
- c. Mental Health and Addiction Strategy Working Group

- 16.1.6. **Ad Hoc Committee** means a committee established to respond to specific issues. They have a defined task and timeline for completion.
- 16.2. The membership, tenure, terms of reference, powers, and duties of Statutory, Committee of the Whole, Committee of the Whole In-Camera, Board, Community and Ad Hoc Committees shall be as required by law, collective agreement, or as approved by the Board and set forth in these bylaws.
- 16.3. Minutes will be taken at all Committee of the Whole, Audit Committee, Parent Involvement Committee (PIC), and Special Education Advisory Committee (SEAC) meetings and must be submitted for approval at regular monthly Board meetings.
- 16.4. For Statutory, Board, Community and Ad Hoc committees, only members of that committee shall elect a Chair and Vice-Chair from among themselves with the exception of Agenda Development Committee which is chaired by the Vice-Chair.
- 16.5. The Board Chair shall not be eligible to be elected as the Chair or Vice-Chair of any Statutory, Board, or Community committee with the exception of the Director Performance Appraisal Committee.
- 16.6. Other Trustees are not eligible to serve as Chair of more than one Statutory Committee at the same time. Trustees shall not be elected as Vice-Chair of more than two Statutory Committees at the same time, unless otherwise approved by the Board of Trustees.
- 16.7. A majority of the members constituting a committee shall be a quorum unless otherwise indicated in a committee terms of reference. Should there be no quorum present at the time appointed for the meeting, the Committee Chair shall seek the advice and consent of members as to what action should be taken. Should no quorum be present within thirty minutes after the appointed time for the meeting, the Secretary shall record the names of the members present and the time, and the meeting shall be cancelled, unless members present direct that the meeting continue, recognizing that no formal action may be taken unless otherwise stated in the terms of reference.
- 16.8. The Chair or Vice-Chair of the committee, as the case may be, shall count in forming a quorum.
- 16.9. Trustees may attend meetings of committees of which they are not members and, unless otherwise limited by legislation, collective agreement or Board motion, shall not vote but may use their voice in such a way that it does not hinder the actions or work of the committee.
- 16.10. Unless otherwise directed, all committee recommendations shall be reported to the Board in the form of a report to a Committee of the Whole meeting, and shall be subject to the approval of the Board.
- 16.11. If a Statutory, Board or Community Committee makes a recommendation that requires immediate consideration by the Board, the process noted below is to be followed:
- a. The Agenda Development Committee must be advised that the Statutory, Board or Community Committee has a report they wish to have scheduled on a Board or Committee of the Whole meeting agenda.
 - b. This report shall be submitted, providing the background information necessary for trustees to make an informed decision on the recommendation.

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- c. The report will normally be scheduled for the first Board or Committee of the Whole meeting following the Agenda Development Committee meeting where the report is considered. If the recommendation is time-sensitive, any alternative action will be at the discretion of the Board Chair.
 - d. The minutes of the Statutory, Board and Community Committee meetings (containing the recommendation requiring immediate consideration) will appear on the Board meeting agenda.
- 16.12. Meetings of Committees shall be held in accordance with committee approved schedules subject to any terms and conditions contained in the Board's bylaws. Committee Chairs, in consultation with the Committee Vice-Chair, may convene additional meetings as may be deemed necessary, or may cancel a scheduled meeting where there is insufficient agenda material to warrant the holding of a meeting.
- 16.13. In November of each year, trustees will express interest in Statutory, Board and Community Committee membership (as applicable) to the Manager of Corporate Services using the template provided. In an election year, the form will also be distributed to trustee elects.
- 16.14. Trustees shall adhere to term limits as expressed in the committee's Terms of Reference. In special circumstances, the Board may appoint trustees to committees beyond term limits set out by the committee's Terms of Reference.
- 16.15. At the Board meeting in December, trustees will vote on the recommended trustee committee membership for Statutory, Board and Community Committees.

17. Committee of the Whole In Camera Meetings

- 17.1. The Board may move into Committee of the Whole In Camera upon any confidential matter brought for its consideration when the subject matter under consideration involves (*Education Act*, Section 207(2)):
- a. the security of the property of the board;
 - b. the disclosure of intimate, personal or financial information in respect of a member of the Board or committee, an employee or prospective employee of the Board or a pupil or his or her parent or guardian;
 - c. the acquisition or disposal of a school site;
 - d. decisions in respect of negotiations with employees of the Board; or
 - e. litigation affecting the Board.
 - f. an ongoing investigation under the *Ombudsman Act* respecting the Board.
- 17.2. The committee is composed of the full membership of the Board.
- 17.3. The Committee of the Whole In Camera meeting will meet as required before a Committee of the Whole meeting or a Board meeting.
- 17.4. Meetings of the Committee of the Whole In Camera shall be closed to all but Trustees, the Student Trustees (with the exception of items that involve the disclosure of intimate, personal and/or confidential information in respect of a member of the Board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian), Director of Education, Supervisory Officers and the Manager of Corporate Services. Others may be asked to attend as appropriate or to speak to specific agenda items.
- 17.5. The Committee of the Whole In Camera will meet at 6:00 pm or 6:30 pm prior to a Committee of the Whole meeting or Board meeting, unless otherwise determined by

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members of the Agenda Development Committee, in the boardroom of the Waterloo Region District School Board Education Centre.

- 17.6. At the discretion of the Chair and in consultation with the Vice-Chair and the Director, a Committee of the Whole In Camera meeting may be cancelled or rescheduled.
- 17.7. With at least 48 hours notice, a Special Committee of the Whole In Camera meeting, to be immediately followed by a Special Meeting of the Board, may be held on the call of the Chair, or at the written request of the majority of Trustees made to the Chair, or if absent, the Vice-Chair, or if absent, the Director. The meeting may be held at a date, time and place established by decision of the Chair, or if absent, the Vice-Chair, or if absent, the Director.
- 17.8. Committee of the Whole In Camera meetings normally will adjourn by 7:00 pm or recess and reconvene prior to the adjournment of the Board or Committee of the Whole meeting as necessary.
- 17.9. The Chair of the Board or if absent, the Vice-Chair of the Board shall chair all Committee of the Whole In Camera sessions. In the case of absence of both the Chair and Vice-Chair for five minutes after the hour appointed, as soon as a quorum is present, the Past Chair of the Board shall preside. In the event the Past Chair is not present, Board members shall elect a chair from amongst the Trustees present at the meeting.
- 17.10. The Committee of the Whole In Camera shall report at the next regularly-scheduled Board meeting, or Committee of the Whole meeting or at the Special Board meeting called specifically for this purpose.
- 17.11. Trustees will ensure that all in-camera material not collected by staff, (paper and electronic) is stored in a secure, confidential location or shredded/deleted following the meeting.
- 17.12. As part of its in camera procedures, the Waterloo Region District School Board allows any Trustee to rise on a point of order dealing with the appropriateness of agenda items to be considered during an in camera meeting, and the decision to consider an agenda item which might be called into question will be based on the willingness of a majority of Trustees present at the meeting to consider the item as an in camera matter.
- 17.13. Attendance of staff members at meetings will be determined by the Director.

18. Statutory Committees

- 18.1. **Statutory** committees will operate in accordance with the legislation or regulation by which they were established. In all cases where these Bylaws conflict with the legislative or regulatory provisions governing statutory committees, the legislative or regulatory provisions shall prevail.
- 18.2. **Audit Committee** – The Audit Committee shall function in accordance with the terms of the *Act* and the regulations made thereunder. (*Education Act* , Section 253.1; Ontario Regulation 361/10 – Audit Committees)
- 18.3. **Discipline Committee** - In accordance with Section 23 (6) of the *Act*, the Waterloo Region District School Board has directed its powers and duties with respect to the hearing of appeals to suspensions/expulsions to a Committee comprised of three or more trustees appointed annually by the Board.

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- 18.4. **Parent Involvement Committee (PIC)** – The Parent Involvement Committee shall function in accordance with Regulation 612/00 from Bill 177 (*The Student Achievement and School Board Governance Act*).
- 18.5. **Special Education Advisory Committee (SEAC)** - The Special Education Advisory Committee shall function in accordance with the terms of the *Education Act* and the regulations made thereunder. (*Education Act* , Section 206; Ontario Regulation 464/97)
- 18.6. **Student Program Review/Student Alternative Learning Committee (SAL)** – The Student Program Review/Student Alternative Learning Committee shall function in accordance with the *Act* and the regulations made thereunder (Ontario Regulation 374/10 – Supervised Alternative Learning and Other Excusals from Attendance at School).

19. Committee of the Whole

- 19.1. The Committee of the Whole is composed of the full membership of the Board.
- 19.2. The Chair of the Board shall chair all Committee of the Whole meetings. In the Chair's absence, the Vice-Chair of the Board shall chair such meetings. In the absence of both, the Past Chair shall chair such meetings. In the absence of all, Trustees shall elect a chair from amongst the Trustees present at the meeting.
- 19.3. The role of the Committee of the Whole is to assist the Board in fulfilling its duties related to governance and oversight with a system wide focus by providing advice on system issues related to Programming and School Services, Business, Finance, and Facilities/Capital Planning.
- 19.4. The committee will maintain an ongoing strategic dialogue with and through the Director to ensure matters related to school programs and school services; business and finance; capital planning and facilities; student transportation; and human resources are in alignment with the Board's strategic plan and operational goals. The Committee deals with such matters as may be referred to the committee by the Board and receives reports as requested or as appropriate.
- 19.5. The Committee of the Whole shall meet monthly on the second and third working Mondays between September and June commencing at 7:00 p.m., unless otherwise determined by members of the Agenda Development Committee. Committee of the Whole meetings will be held in the boardroom of the Waterloo Region District School Board Education Centre.
- 19.6. An opportunity for the public to present as a delegation to the Committee of the Whole regarding issues of concern/interest will be included on the agenda of the Committee of the Whole meeting.

20. Board Committees

- 20.1. **Agenda Development Committee**
- 20.1.1. Agenda Development Committee shall be struck each year for the following purposes:
- to set meeting agendas;
 - to ensure the flow of business to be brought before the Board or any of its committees, including timed, regular reports;

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- c. to track to completion all business brought before the Board by motion, and provide to all trustees on a monthly basis a current schedule of meetings and pending agenda items.
- 20.1.2. The committee shall be comprised of the following: Board Chair; Board Vice-Chair; Past Chair; one trustee assigned on an alphabetical rotation; one trustee appointed for the period January to May; one trustee appointed for the period June to December; Director of Education and Secretary, and Manager of Corporate Services.
 - 20.1.3. The committee may be chaired by the Board Vice-Chair or the Board Chair, in the absence of the Vice-Chair, or by another Trustee designated by the Committee Chair and will report directly to the Board. The committee will serve in an advisory capacity only, having no power to act.
 - 20.1.4. The Agenda Development Committee will meet on the first working Monday of each month, as well as at the call of the Committee Chair.
- 20.2. **Director Performance Appraisal Committee**
- 20.2.1. The committee consists of the Board Chair, the Board Vice-Chair, Board Past Chair, Coordinating Superintendent Human Resources, and Senior Manager, Research and Evidence Based-Practice Department.
 - 20.2.2. The Director Performance Appraisal Committee is designed to help the Waterloo Region District School Board achieve its strategic and annual goals and to help foster and build a strong working relationship between the Director and the Board.
 - 20.2.3. The Director Performance Appraisal Committee will meet as per the timelines established in the Director of Education Performance Appraisal Guidebook.
 - 20.2.4. The Committee may be chaired by the Board Chair or the Board Vice-Chair, in the absence of the Chair, or by another trustee designated by the Board Chair and will report directly to the Board.
- 20.3. **Long Term Fiscal Sustainability and Stability Fiscal Task Force** (Fiscal Task Force)
- 20.3.1. The committee is chaired by the Coordinating Superintendent, Business Services & Treasurer of the Board.
 - 20.3.2. The committee periodically meets to discuss topics as they relate to the fiscal mandate of the Waterloo Region District School Board and in context with the Board's strategic plan.
 - 20.3.3. The committee undertakes an engagement process whereby staff, students, caregivers, and other stakeholders are invited to submit suggestions/ideas that can assist in meeting the criteria of long term sustainability and stability of the Waterloo Region District School Board's fiscal situation.
 - 20.3.4. The committee is guided by the Long Term Fiscal Sustainability and Stability Task Force's Terms of Reference.
- 20.4. **Student Trustee and Student Senate Mentor**
- 20.4.1. Student trustees are elected annually by Student Senators.

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- 20.4.2. A Student trustee mentor will be assigned using the committee membership process set out in sections 16.13-16.15 above.
- 20.4.3. Student trustees will provide a verbal report to the Board at least twice per year to inform the Board of Student Senate activities.
- 20.4.4. Student Trustees co-chair Student Senate meetings which are held monthly throughout the school year.
- 20.4.5. The Student Trustees and Student Senate Mentor are guided by Board Policy 3006, Student Trustees and Student Representation within the Board and the *Education Act* .

20.5. **School Year Calendar Committee**

- 20.5.1. This committee is guided by the *Act*, The Regulations legislation, Ministry of Education policies and timelines and collective bargaining agreements.

21. Communities Committees

Trustees may attend meetings of committees of which they are not members and, unless otherwise limited by law, collective agreement or Board motion, shall have voice but no vote.

21.1. **Accessibility Committee**

- 21.1.1. This committee is guided by the Accessibility Committee Terms of Reference.

21.2. **Equity and Inclusion Advisory Group**

- 21.2.1. This committee is guided by the Equity and Inclusion Advisory Group Terms of Reference.

21.3. **Mental Health and Addiction Strategy Working Group**

- 21.3.1. This committee is guided by the Mental Health and Addiction Strategy Working Group Terms of Reference.

22. Ad Hoc Committees

- 22.1. Ad Hoc Committees of the Board may only be established by Board approval. The recommendation to form such committee must include completed Terms of Reference stating a mandate, time frame for reporting to the Board and committee membership.
- 22.2. An Ad Hoc Committee shall be permitted to request the Board for an extension of its reporting timeline, if required.
- 22.3. A formal Board motion should be presented to dissolve an Ad Hoc Committee once the final report has been presented to the Board.

23. Trustee Representation of Staff Committees

- 23.1. Trustee representatives may be required to serve on staff (administrative) committees which are chaired by a senior administrator or designate.

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- 23.2. Staff Committee Chairs are to submit any requests for trustee representation to the Chair of the Board who will seek trustee volunteers and determine appointments in consultation with the Vice-Chair of the Board and the Director.
- 23.3. If necessary, actions taken by staff committees will be reported to the Board as information as determined by the Staff Committee Chair.

24. Rules of Order

The rules and regulations contained within these bylaws and procedures shall be the rules and regulations for the order and dispatch of business of the Waterloo Region District School Board. In all cases not provided for by these rules, the rules and practice of *Robert's Rules of Order* shall govern as applicable.

24.1. Notice of Motion

- 24.1.1. A Trustee may provide a written notice of motion at the appropriate agenda item of a Committee of the Whole or Board meeting to be referred to the Agenda Development Committee for scheduling.
- 24.1.2. The notice of motion must indicate the rationale of the motion and must be accurate and complete since it will determine what amendments are in order when the motion (e.g. "To raise the annual fee to \$20.00") is considered. The notice of motion will become invalid if the motion is amended beyond the scope of the notice.
- 24.1.3. Trustees may verbally serve notice of a motion that they intend to present at a future meeting during a Board or Committee of the Whole meeting under the "Future Agenda Items" portion of the meeting.
- 24.1.4. Trustees require the signed support of at least one additional trustee before the notice of motion would be accepted and scheduled for consideration by the Board.
- 24.1.5. The wording of the motion and appropriate signatures must be provided to the Manager of Corporate Services for scheduling on the next Agenda Development Committee agenda, no later than noon on the Friday prior to the Agenda Development Committee meeting.

24.2. Motions

- 24.2.1. A motion will be moved and seconded and then debate on the motion can occur. After debate has concluded the Chair will state the motion prior to the vote on the motion.
- 24.2.2. A privilege motion, in order of precedence, shall be considered over all other business and may be moved without notice.
- 24.2.3. When a question is under debate, the only motions in order shall be:
- adjourn or take a recess;
 - raise a question under point of order, privilege or question;
 - lay on the table;
 - call for the previous question;
 - postpone to a certain time;
 - refer;
 - amend;

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- h. postpone indefinitely;
- i. main motion.

Each motion shall have precedence in the order listed; and a, b, c and d shall be decided without debate except as provided under point of order, privilege or question by majority vote other than motion d which shall require a two-thirds vote of those present to adopt.

- 24.2.4. A motion to “Call the Question” (or “move the previous question”) may be moved at any time when a motion, with or without amendment or amendments, is before the Board, provided always that no Trustee while speaking is interrupted for this purpose.
 - a. A motion to call the question is undebatable and shall be put in the following words, “I move that we call the question”.
 - b. If carried by two-thirds of those present, the Chair shall then call for the vote on the pending motion and amendments (if more than one is before the Board at the time the question is called), in the appropriate order as required by these rules, and these items shall be voted upon and disposed of without further debate, and no other motion or amendment shall be entertained until the motion and amendment(s) are disposed of.
 - c. If the vote on the amendment is negative, further amendments may then be moved, and the motion and all amendments shall continue to be debated in the same manner.
- 24.2.5. A motion to lay on the table, done only in the case of an emergency, is not debatable; but a motion to lay on the table with any other condition involved is subject to debate and amendment with a majority vote. Generally, a motion to defer or postpone discussion to a future date will be put forward.
- 24.2.6. A question having been postponed indefinitely shall not be taken up again at the same meeting.
- 24.2.7. After a motion is made and seconded, a motion to amend may be made, and a motion to amend the amendment; but no further motion to amend shall be made until those have been decided.
- 24.2.8. An amendment modifying the subject of a motion shall be in order, but an amendment relating to a different subject or completely changing the intent of a motion shall not be considered.
- 24.2.9. All amendments shall be put in the reverse order to which they are moved.
- 24.2.10. Every amendment submitted shall be decided upon or withdrawn before the main question is put to a vote; and if the vote on an amendment is decided in the affirmative the main question as amended shall be put to a vote.
- 24.2.11. A motion to adjourn shall be in order except when a Trustee is speaking, or a vote is being taken, or when the previous question has been called. A motion to adjourn only shall not be open to amendment or debate; but a motion to adjourn to a particular time may be amended or debated.
- 24.2.12. No second motion to adjourn shall be made until some business has been transacted after the first motion to adjourn has failed.
- 24.2.13. Requests by individual Trustees for information, which will require a significant time commitment by Administration, must be formulated into a motion and receive

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WRDSB

Board approval prior to the task being undertaken. A request approved by “will of the Board” is acceptable when the request does not require significant time commitment by staff as determined in consultation with the Director.

- 24.2.14. Student Trustees may not move a motion but may suggest a motion on any matter at a meeting of the Board or of one of the committees on which the Student Trustee sits. If no Trustee or committee, as the case may be, moves the suggested motion, the record shall show the suggested motion.
- 24.2.15. After a motion has been moved and seconded and before the question has been put by the Chair, any Trustee may informally suggest one or more modifications (a friendly amendment) to the motion about which there is unlikely to be a difference of opinion. The mover of the motion may accept or reject the suggested modification.

24.3. Motions Considered at Board and Committee of the Whole Meetings

- 24.3.1. Motions shall be related to an agenda item.
- 24.3.2. Every motion shall be seconded and shall be disposed of only by a vote of the Board unless the mover and seconder, by permission of the Chair, withdraw the motion, as long as the motion has not been ‘put’ or stated by the Chair.
- 24.3.3. Any Trustee may request the motion under discussion be read for information at any time in the course of the debate, provided that no such request is made so as to interrupt a Trustee speaking to the question.
- 24.3.4. The mover and seconder shall be recorded in the official minutes of all Board and Standing Board meetings.
- 24.3.5. After a motion is moved and seconded, and has been stated by the Chair, it shall be deemed to be in possession of the Board.
- 24.3.6. A Trustee may introduce a motion and to provide clarification only on the wording before the motion is seconded. No other Trustee is permitted to speak to a motion before it is seconded.

24.4. Motion to Suspend the Rules

- 24.4.1. Any Trustee may make a motion to suspend the rules in order to do something, which cannot ordinarily be done without violating these rules. Such a motion is not debatable and requires a two-thirds vote of Trustees present at the meeting to pass. It may not be used in such a manner that would be seen as taking away a Trustee’s rights.

24.5. Reconsideration of a Motion Previously Approved by the Board

- 24.5.1. Once a motion has been decided upon by the Board at a regular or special Board meeting, and confirmed by a resolution of the Board recorded in its minutes, it shall not be reconsidered during the ensuing twelve-month period unless:
 - a. at least 72 hours written notice has been given to all members of the Board; and
 - b. the motion to reconsider is made by a Trustee who voted with the prevailing side (whether it was for or against);* and
 - c. the affirmative vote of two-thirds of all Trustees of the Board present at the meeting is received to reopen the matter.**

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Notes:

*The prevailing side means that if the majority of Trustees voted in favour of a motion, the Trustee presenting the motion of reconsideration must be someone who previously voted in favour of it. If the majority of Trustees voted against the motion, the Trustees presenting the reconsideration motion must be someone who previously voted against it. However, in the year following the election of a new Board, newly elected trustees (not including re-elected incumbents), will be deemed to have voted on the prevailing side of any motion proposed for reconsideration that received formal approval by the previous board. A tie vote would consider the vote against the motion (or the No vote) to be the prevailing side.

**No formal action may be taken unless a quorum is present (half of total membership plus one).

- 24.5.2. When a Trustee has properly moved for reconsideration of any question which has been decided, no discussion of the main question shall be allowed until the motion for reconsideration has been decided in the affirmative.

24.6. Voting

- 24.6.1. No Trustee shall have more than one vote, as Chair or otherwise, either at Board meetings, or on any committee.
- 24.6.2. Any Trustee may abstain from voting. An abstention maintains a quorum. The number of yea and nay votes will determine the approval or defeat of a motion under consideration. If the vote required is a majority or 2/3 of the Trustees present, an abstention will have the same effect as a no vote. In any case an abstention is not a vote and cannot be counted as a vote, but can be noted in the minutes of the meeting.
- 24.6.3. As ruled by the Chair, every Trustee may vote on a question put in a telephone poll or e-mail submission conducted by the Manager of Corporate Services or designate. In all cases where there is an equality of votes, the question is defeated. See Electronic Voting Guidelines for additional information.
- 24.6.4. After the Chair has put a question to vote, there shall be no further debate. The decision of the Chair as to whether the question has been finally put shall be conclusive. This includes once the vote has occurred we will move onto the next item on the agenda. Trustees are not permitted to continue to debate the motion by making a comment on the outcome of the vote that has just occurred as this could be seen as the final word.
- 24.6.5. A Trustee may call for a recorded vote as long as the request is made prior to the vote. The Manager of Corporate Services will conduct the recorded vote.
- 24.6.6. The request for a recorded vote shall record the votes of those participating in the vote indicating a nay, yea or abstention. The resulting number of yeas, nays and abstentions shall be declared by the Manager of Corporate Services.
- 24.6.7. Unless a recorded vote is requested, all votes at meetings shall be taken by a show of hands. The resulting number of yeas, and nays, shall be declared by the Chair. The Manager of Corporate Services will restate and reconfirm the outcome of a recorded vote if it is in question.

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- 24.6.8. Voting by proxy will not be allowed in any meeting under the jurisdiction of the Board in that proxy voting is incompatible with the essential characteristics of the Board in which membership is individual, personal and non-transferable.
- 24.6.9. In accordance with the *Act* (Section 55 (3)), the student Trustees are not entitled to exercise a binding vote on any matter before the board or any of its committees. They may request to have their non-binding vote recorded in the Board minutes and may request that a matter before the Board, or any of its committees, be put to a vote.
- 24.7. **Other Business/Requests for Information**
 - 24.7.1. A period of time is scheduled just prior to the adjournment of each regular Board and Standing Committee meeting for other business from Trustees. Trustees are advised to contact the appropriate administrative official(s) regarding the item on which they intend to speak so that staff are prepared to respond appropriately, if possible.
 - 24.7.2. Requests by individual Trustees for information, which will require a significant time commitment by Administration, must be formulated into a motion and receive Board approval prior to the task being undertaken. A request approved by “will of the Board” is acceptable when the request does not require significant time commitment by staff as determined in consultation with the Director of Education.
- 24.8. **Reports from Trustees**
 - 24.8.1. Presentations made under the “Reports from Trustees” section on the regular Board meeting agenda shall be limited to information concerning events or activities at which the Trustee or Student Trustee presenting the report was acting on behalf of or representing the Board.
 - 24.8.2. When trustees attend a conference or workshop on behalf of the board, they are required to submit a written report of that event to the Chair of the Board and this report will be posted on the Board website.

TAB 3

Redacted for Court Filing

February 24, 2022

Dear Chairperson Piatkowski,

I am submitting this written, formal Code of Conduct complaint per Board Policy G201 against Trustee Mike Ramsay.

Integrity and Dignity of Office

On Monday, January 24, 2022 at the virtual public Committee of the Whole meeting, Trustee Ramsay violated the following grounds in Policy G201:

#1, Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board.

#3, Trustees shall be aware that as leaders of the Board, they must uphold the dignity of the office and conduct themselves in a professional manner when acting in the capacity of trustee.

#4, Trustees shall ensure that their public comments are issue-based and not personal, demeaning or disparaging with regard to fellow trustees, stakeholders or the Board as a whole.

At the beginning of the meeting, the Chairperson and Vice-Chairperson made statements regarding the January 17 meeting. The Chairperson then proceeded to move on with the approval of the agenda. Trustee Ramsay attempted to make a statement and was ruled Out of Order. Despite the ruling by the Chair, he continued trying to speak and had to be muted. He disrespected the Chairperson and the Chairperson's ruling and accused the Chairperson of inciting "moral panic" in the community. This clearly violates the requirement for trustees to 'inspire public confidence in the abilities and integrity of the Board'. The constant interruptions were unprofessional. The remarks regarding 'moral panic' were disparaging to the Chairperson.

Below is a transcription of part of the meeting:

[Meeting transcript Jan. 24, 2022]

KW...It is my view that all students, parents, teachers, and school staff have the right to be safe and feel safe in their school community. Thank you.

SP - Thank you. Vice chair, Woodcock. That concludes our opening remarks. Uh, we'll move on to the approval of the agenda. Are there any proposed amendments to the agenda? Trustee Ramsey.

MR - Thank you Mr. Chairperson. You've had an opportunity as chairperson of the board to make a statement and my colleague, um, uh, vice chair Woodcock has also,

[talking over each other]

SP - okay. We're moving on to the [MR talks over starting here] approval of the agenda

MR – I do believe the apologies should have been. For the moral panic that you [SP starts] you have created

SP – ok, you will come to order trustee Ramsey,

MR - you all {unclear}. You all owe the community an apology, including our transgender...

SP – you are out of order

MR – the panic you have created.

SP – we are moving on to the approval of the agenda

MR – I've also spoken. I have also

[SP alone]

SP - If you want to make a statement, you can go ahead in another forum. You're out of order at this point, is there a mover to approve the agenda as presented? Uh, trustee Weston second by trustee herring. All those in favor of approving the agenda as presented opposed to approving the agenda. Abstention.

[talking at the same time]

MR – mr chair again I'm sorry sir you felt it necessary to mute me

SP – the agenda is approved as presented

MR – Mr chair. You owe the community an apology.

SP – you are out of order Trustee Ramsay

MR – for the moral panic you have created. You owe the community an apology. Mr chair. I'm sorry. I'm not going to be silenced by you.

SP – Trustee Ramsay. You will come to order

MR – please apologize to the entire community

SP – Trustee Ramsay. You are out of order

JH – Point of order. Point of order

MR – Mr Chair. apologize to the community

SP – Stop. Stop. Thank you.

[speaking alone]

SP - Okay. Are there any declarations of pecuniary interest? Seeing none.

Uh, we will move on. Uh, any announcements or celebrating board activities,

seeing none, we will move on. Um, we have no regrets tonight. All trustees are in attendance. Uh, we have, uh, we had

[MR speaks over SP]

MR – will you apologize to the entire community mr chair

SP - We had eight delegations this evening. One of them has given their regrets. Uh, so could I ask Ms. Riedel to let the first two delegations of the seven into the meeting, please?

[End transcription]

Video of this meeting and others cited are available from the Manager of Corporate Services, Stephanie Reidel.

Again, at the February 14, 2022 Committee of the Whole meeting, Trustee Ramsey violated these sections of the Code of Conduct with remarks as follows (Note underlining added to indicate the specific statements of concern):

[Transcript of Meeting of Feb. 14, 2022]

[2:22:00]

MR - Thank you Mr. Chairperson. Uh, just having some...Can you hear me? Can everyone hear me?

SP - I can hear you.

MR - Ok, thank you. I, um, I seconded this motion for several reasons, and without uh, trying to repeat much of what my colleague Trustee Watson stated I thought I would do a summary and to reinforce um how important it is that this Board should consider releasing the report. It's quite clear over the last uh number of months, that uh many

voices and perspectives are being shut out of many discussions that impact the lives of parents, students and staff of this district. I'm also certainly concerned about the denial of information that would assist Board members in making an informed decision. In fact, uh, I've heard from many in the public that are asking a question that I don't have an answer for. The question is um, are a group of trustees determining a course of action prior to it being discussed at the Board table? And I would suggest that is a valid concern that I'm certainly hearing from the community. I don't have an answer for them, but it does appear as if, um, decisions or matters are being discussed prior to um, it being discussed at the Board table. Uhm, number three on my list here is how I believe, and I strongly believe, that uh many of our staff are being forced out of a balanced approach in a growing partisan divide amongst elected trustees of the Board. I've seen, on more than one occasion, where members of the senior team have been directed by this Board of Trustees, the majority of my colleagues, on more than one occasion to disregard Ministry directives and the law. Now, we heard from a delegation earlier this evening who talked about how in discussing decisions that are made at the Board table, he's unable to share, uh, with others how the Board arrived at its decision. I think the delegation would be surprised to know that as an elected member of the Board, I also could not offer, and can not offer an explanation to anyone in the community as to how this decision was arrived at. If there is an issue, I would suggest, with respect to, um, uh, safety, um of uh, people that volunteered their time and served on the committee, if there is an issue with respect to their names becoming public I think the simple thing to do would be to redact their names and provide that information to the community, and to the entire community, whoever wants to see it. In fact, I mean the entire community paid for this report, whatever the costs that are associated with it, are entitled to it and I'm not going to..

SP - One minute please.

MR - I'm just simply amazed..

SP - One minute.

MR - Mr. Chair I'll wrap up and you can put me on the speaker's list for a second round. Thank you.

[End transcription.]

The comments about decisions being made outside of Board meetings and directions to staff to disregard the law are unprofessional, demeaning and damaging to the Board as a whole and they do not encourage public confidence in the Board.

In addition, numerous Tweets made by Trustee Ramsay in the past weeks have breached these sections of the Code of Conduct. See for example a tweet from January 19, 2022 and two tweets from January 25, 2022:



Tweet



Mike Ramsay
@Trustee_Ramsay

Dear @wrdsb parents, students and staff I encourage you to read this entire thread. It discloses a lot of relevant information.

[@jonkay](#)

 **Jonathan Kay** @jonkay · 9h

wow it gets better. our dude @ScottPiatkowski, the social-justice champ who throws women out of @wrdsb meetings if they give him lip, is the only white guy in the group. (Conveniently, he's also the chairperson!) The trustee publicly opposing him is—yup—the only non-white trustee

[Show this thread](#)





On January 19, Trustee Ramsay, using the Twitter handle @Trustee_Ramsay, retweets an attack on the Chairperson. On January 25, Trustee Ramsay amplifies and agrees with a tweet calling the WRDSB a “farce” that is also critical of Chairperson Piatkowski’s handling of a delegation at the January 17, 2022 Committee of the Whole meeting. He also retweeted an opinion piece from The Record about the “lack of consultation” at the Board. Note that by the 25th, Trustee Ramsay has changed his Twitter handle to @_MikeRamsay, as if he wants to

dissociate his opinions from his position. Nonetheless, his Twitter Profile clearly states his position as a trustee for the WRDSB.

In tweets on February 16, 2022 Trustee Ramsay made light of the hate that has been directed to Chairperson Piatkowski and others on Twitter since the January 17, 2022 Committee of the Whole meeting and in fact seemed to question whether the Chairperson was lying about receiving hateful tweets and death threats:

12:47   



Tweet



Mike Ramsay
@MikeRamsay

To parents, students and staff,
[@ScottPiatkowski](#) has turned off
the ability of citizens to share his
Tweets, so here is a thread that
flows from our Feb 14 meeting.
[@wrdsb](#)

11:51   

 53% 



Thread



Scott Piatkowski  @ScottPiatkowski · 2h ...
Replying to [@MimeKazemzadeh](#)
It's not. At all.

The provincial guidelines were explicitly delivered to school boards as a minimum standard. It's like adopting a policy to pay your employees a living wage does not violate the law that dictates the provincial minimum wage.

 1   



Mike Ramsay @MikeRamsay · 49m ...
[@ScottPiatkowski](#) one way to bring some factual

Tweet your reply



[Reply by Chair Piatkowski & Trustee Ramsay's response also on February 16, 2022]



[Followed by this tweet on February 16, 2022, seeming to suggest that Chairperson Piatkowski's report to the police was without merit.]

2:24



Tweet



Mike Ramsay @MikeRamsay · 4d

Not a day goes by where I don't see people making claims of "hate messages" being directed at them. The claims are never accompanied by evidence or that they have been reported to the Police. Why is that?

16 3 46



Jamie Mask 🇨🇦

@jmask

Replying to @MikeRamsay

Because false reports to police can result in Public Mischief charges. False reports on Twitter are used to justify locking out comments and are intended to try and garner sympathy. Playing the victim card is used when people don't have valid arguments to support their positions.

10:40 PM · 2020-09-18 · Twitter for Android

Tweet your reply



He appears to believe that this type of vitriol, which he encourages by retweeting aggressive tweets sent to fellow trustees, is acceptable.

In a tweet on January 28, 2022, Trustee Ramsay again amplified the opinions of alt-right 'news' source True North and alt-right commentator Sue Ann Levy by indicating his agreement with her sentiments on the Board's "woke war on critics".



Trustee Ramsay doubled down on his opinion about 'woke politics' in the WRDSB with a post on Facebook forwarding a petition as follows on February 17, 2022:

12:56



<  **Mike Ramsay**
3d · Change.org ·  



CHANGE.ORG

Happening now in Breslau, Canada

 Like  Comment  Share

  5



The text of this petition is as follows (and can be found online at <https://www.change.org/p/leave-woke-politics-out-of-ontario-schools>):

Leave Woke Politics Out of Ontario Schools

Dear Premier Ford and Minister Lecce,

We call upon the Ontario Government to stop the politically biased teaching of children in our public schools.

As concerned parents and teachers, we see the harm that an intense focus on identity and theoretical power dynamics is having on the quality of education in our province and on the mental health of our most vulnerable students. At home, we see the confusion in the faces of our children when they share “lessons” from the classroom.

We do not consent to teaching our children that they must see themselves as either a victim or an oppressor (or as an intersectional mix thereof). We believe social progress is possible without reducing people to their immutable characteristics and imposing essentialist narratives on them with which they are expected to comply.

We do not consent to teaching our non-indigenous children that they are “settler colonialists”. We do not consent to them being portrayed as illegitimate occupiers of the country that is their home. We believe there is a path to reconciliation that does not involve shaming and provoking collective guilt.

We do not consent to our children being taught that our country, and all its systems, are dominated by “white supremacy”. We believe Canada has a broader history than simply racism and colonialism – a history of liberal democracy and social progress that must also be taught. We believe our children, perhaps especially our Black and Indigenous children, must be free to arrive at their own conclusions about how effectively Canada’s economic, legal, and political systems create the conditions for human advancement. We recognize that such systems, like all human systems, are imperfect and in need of improvement. Our children should therefore be taught to embrace, not reject, the liberal values that enable progress.

We do not consent to contested theories of gender being taught as absolute truth. We support the full inclusion of every child in our classrooms, and we want gender non-conforming children to be loved and protected, but such inclusion does not require teaching every child that the connection between biological sex and gender identity is always, and only, an arbitrary one.

Importantly, we view a robust public school system as the best tool we have as a society to empower every child with knowledge, meaningful skills, and a path to pursuing their dreams. Current pedagogies, however, are undermining that potential. As the classroom is increasingly politicized, our children risk falling behind.

We write to you as a group of fair-minded citizens of different backgrounds, religions, and sexualities. We are committed to fighting racism, to the advancement of disadvantaged groups, and to people's fundamental freedom to live as they wish (and to do so free from harassment).

Yet within the current landscape of political tension and culture wars, our voices are being ignored, mischaracterized, and suppressed. We are counting on you, our elected officials, to represent us fairly, and to support the millions of Ontarians who share our liberal values. We are unaware of any society, at any point in history, where racial essentialism, identity politics and the use of school children for political ends has proved beneficial to social welfare and progress. Indeed, history makes a strong case that such practices have grave consequences.

We believe that the purpose of education is to help young people think for themselves so they can actively participate in democratic society. We call upon the Ontario Government to support our children by refocusing the Ontario Curriculum on academic development, intellectual curiosity and free inquiry.

As his earlier tweet indicated that he believes the WRDSB is engaging in 'woke politics', and since he signed and shared this petition, the conclusion can be drawn that he disagrees with actions being taken by the WRDSB and the Ministry of Education. Instead of upholding decisions made at the Board, by staff of the WRDSB or by the Ministry of Education, instead of striving to understand and explain those decisions as required by the Education Act, instead of trying to encourage confidence in public education, Trustee Ramsay is attempting to discredit the WRDSB and public education in Ontario.

Many more examples of damaging tweets and retweets that amplify harm and sow doubt in the minds of the community regarding the WRDSB and the Board of Trustees and that are demeaning and disrespectful of fellow trustees can be provided if necessary.

Compliance with Legislation

On Monday, January 31, 2022, on Twitter, Trustee Ramsay violated the following ground in Policy G201:

#12, Trustees shall understand and comply with the roles and duties of individual trustees, the Board of Trustees, senior staff, the Director of Education and the Chairperson of the Board of the Board as outlined in the Education Act, the Waterloo Region District School Board policies, procedures, Communications Protocol and Board Bylaws.

25. Each trustee must be familiar with and comply with all Board policies, procedures, Board Bylaws, and Roberts Rules of Order (as amended/ revised from time to time).

On January 31, 2022, the WRDSB Twitter account posted the following, to which Trustee Ramsay replied:



On February 1, 2022, he responded to another tweet as follows:



With these tweets and his endorsement of the Change.org petition regarding 'Woke Politics' cited above, Trustee Ramsay violated Bylaw 5.1, when he failed to "nurture a culture that supports student academic success and provides an environment that promotes well-being" or "provide a safe environment to promote student learning." and Bylaw 5.10 when he failed to "ensure that the Waterloo Region District School Board makes efforts toward recognizing all students and student achievements; ensure that the contributions of all staff are recognized and appreciated."

Civil Behaviour

On Monday, January 24, 2022, during a virtual, public Committee of the Whole meeting, Trustee Ramsay violated the following grounds in Policy G201:

#13, No trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.

#15, When expressing individual views, trustees shall respect the differing points of view of other trustees on the Board, staff, students and stakeholders.

#16, Trustees shall at all times act with dignity and decorum and shall be respectful of other trustees of the Board, staff, students and stakeholders.

#17, All trustees of the Board shall endeavour to work with other trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

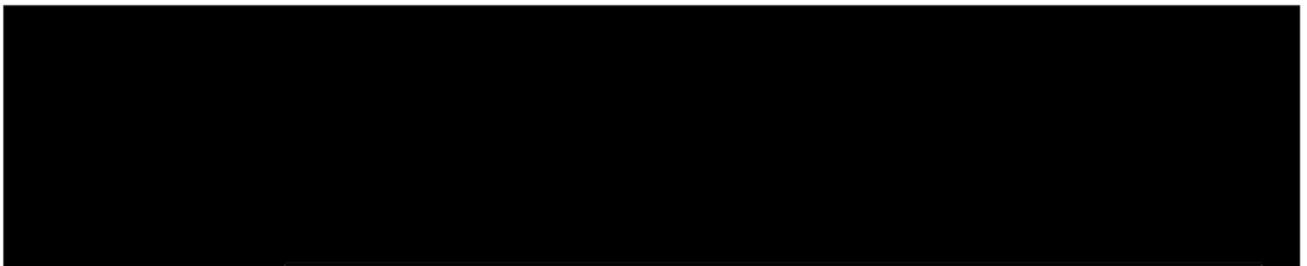
Trustee Ramsay refused to follow direction from the Chairperson to come to order. The incident occurred after statements made by the Chairperson and Vice-Chairperson regarding a ruling of the Chairperson at a virtual public Committee of the Whole meeting on January 17, 2022. This refusal necessitated the muting of Trustee Ramsay's microphone. Trustee Ramsay's behaviour at this public (live streamed) meeting discredited the integrity of the Board, demonstrated disrespect for other trustees of the Board, staff, students and those watching the live stream.

See the transcript provided above.

Again, on February 14, 2022, Trustee Ramsay violated these sections of the Code of Conduct by accusing trustees of significantly concerning behaviour bordering on criminal. Trustee Ramsay singled me out specifically based on comments from a previous meeting that were misremembered and misconstrued. I believe that his effort to discredit me may have come as a result of my comments at the meeting regarding his controversial statements recorded above. See below for a further transcription from that meeting.

[Transcript of meeting on February 14, 2022]

[2:32:28]



...

[2:36:10]

SP - ... On my list of people speaking for the second time I have Trustees Ramsay, Herring, Watson and Woodcock. And, uh, I would ask Trustee Ramsay to uh, to refrain from allegations

of law-breaking, um, and if he is aware of, of laws being broken that he approach the appropriate authorities with that evidence. Go ahead, Trustee Ramsay.

MR - Uh, Mr. Chair, I'm sorry. I just want to make it very clear to you, you are not going to tell me that I cannot respond to what my colleague Trustee Tremble and Trustee Weston just said. They called me a liar, so I will respond. They've asked for an answer. I will give an answer. I'll give two precise answers. On September 20, 2021 the Board voted to exceed Ministry directives with respect to uh, mandates, uh, vaccination mandates for staff. That's one. With respect to...

SP - Trustee Ramsay, that is actually not true

[talking over each other]

MR - No that is true.

SP - That was...

MR - Subsequently...

SP - That was my motion...

MR - Mr. Chair, Mr. Chair...

SP - ...and the motion was...

MR - Are you ???

SP - ...the legal opinion of options available to the Board.

MR - Mr. Chair, ok I will move on. I just want to make that point because the Board did vote that way. Next piece is certainly with respect to the direction that was given to staff. I don't have the exact date in front of me. Was at a recent meeting where the staff were directed to break the Ontario Health & Safety Act.

SP - No.

MR - I, Mr. Chair, it is in the minutes, there was a recorded vote. Okay, and in fact...

SP - Was the vote to break the Occupation Health & Safety Act?

MR - Well the direction that was given to staff compelled them to breach the Ontario Health & Safety Act and staff provided us with information that that is what would happen. Trustee Tremble, I mean, I'm being named, so Trustee Tremble at the time said, uh, was quoted and this

is not verbatim, was quoted as saying 'I don't really care if there are any fines or if there are any WSIB implications. I'm going to um..'

SP - Ok.

MR - to staff...ok

SP - Ok, I'll ask you to confine your comments to the motion

KW - Point of order Mr. Chair.

MR. Well Mr. Chair!

[End transcription]

Respect for Confidentiality

On various occasions, Trustee Ramsay has violated the following sections of the Code of Conduct and possibly also MFIPPA legislation regarding confidentiality:

18. Every trustee shall keep confidential any information disclosed or discussed at any In Camera meeting of the Board, in accordance with Section 207(2), of the Education Act , Closing of Certain Committee Meetings, and keep confidential the substance of deliberations of a private meeting, unless required to divulge such information by law or authorized by the Board to do so.

19. No trustee shall use confidential information for personal gain, to the detriment of the Board, or in a manner that undermines confidence in public education.

20. Trustees shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that a trustee becomes aware of because of their position, except when required by law or authorized by the Board to do so.

On Jan 25, 2022, a citizen of the Region who describes Trustee Ramsay as his "brother" and who Trustee Ramsay acknowledges as his best friend of 40 years Tweeted out confidential information about a legal opinion received by the board of which they purported to have knowledge, sharing a conspiracy theory about the circumstances under which that information was received. This information was discussed in camera. The only person in attendance at the in camera meeting where this was discussed who also has a long-standing and friendly relationship with the community member is Trustee Ramsay. It seems logical to conclude that he shared confidential information with his friend.

[First two Facebook posts from December 2021 establish the relationship between Mr. Mask and Trustee Ramsay, followed by Mr. Mask's February tweet discussing in camera proceedings of the Board.]





Tweet



Jamie Mask
@jmask

Translation:

@wrdsb & @ScottPiatkowski found & paid a lawyer outside of their vendors of record to retroactively cover their butt. Ask yourself why they had the 'mens rea' to shop around for a legal opinion after the fact. @Sfleece needs to step in.



wrdsb.ca

Statement Regarding Delegation January 17 Committee of the Whole Meeting

It is not the case that a lawyer was hired outside of the regular process followed by WRDSB.

On February 14, 2022, Trustee Ramsay attempted to raise a confidential personnel matter about an identifiable staff member in public session at the Committee of the Whole meeting and had to be ruled out of order. He referenced an email he had received about an employee, and although he didn't say the employee's name, it would be clear to anyone who had followed the issue on Twitter who he was referring to. I am unable to provide a transcription of this part of the meeting as it was redacted. Trustees may be able to provide their personal recollections of the incident and a full recording or transcription of the meeting may be available from the Manager of Corporate Services, Stephanie Reidel. After 28 years as a member of the Board, Trustee Ramsay is well aware that personnel matters are to be discussed in camera and that, even there, staff cannot divulge the details of issues relating to specific employees. [Note that I request that the name of the employee involved, [REDACTED] be redacted from any public-facing documents resulting from this process. This is for their safety and due to confidentiality concerns.]

The text reply sent by Trustee Ramsay below is in reference to this situation and indicates that he did try to bring up the matter during the meeting:

 **Can't look away.** @woodchri... · 5d
Replying to @MikeRamsay
Interesting, Mike, because not a meeting goes by where you don't reference getting 'lots of emails' about the issue at hand, but you don't produce those either. I was called a pedo and groomer and told it was 'only a matter of time before a mob hits your doorstep' 1/

2 4

 **Mike Ramsay** @MikeRamsay · 4d
It's not for lack of trying. Perhaps you missed the Feb 14th where I produced and was reading from one such email and I was muted (cut off) by @ScottPiatkowski

1 1

In an email reply to a member of the public, Trustee Ramsay discussed this same confidential personnel issue. He mentions in the email that he feels 'seized' by the fact that members of the public may see this email, which suggests that he is well aware of the necessity for confidentiality but is ignoring that in a reply to someone outside of the Board. It also indicates that he is unclear of the role of trustees in relation to staff in that it IS correct to say that the Board of Trustees has only one employee, namely the Director of Education. It is not correct to say that the Board has been kept up-to-date on issues relating to individual employees, at least not during the two years I have been on the Board.

[Email from Trustee Ramsay. Note the community member copied, and the text of Trustee Ramsay's response]

From: Mike Ramsay mike_ramsay@wrdsb.ca
Subject: Re: [REDACTED]
Date: February 12, 2022 at 12:05 AM
To: Scott Piatkowski scott_piatkowski@wrdsb.ca
Cc: Ciarán Myers ciaranmyers1@gmail.com, Carol Millar carol_millar@wrdsb.ca, Cindy Watson cindy_watson@wrdsb.ca, Crystal Whelham crystal_whelham@wrdsb.ca, Jayne Hering jayne_hering@wrdsb.ca, Joanne Weston joanne_weston@wrdsb.ca, Karen Meissner karen_meissner@wrdsb.ca, Kathi Smith kathi_smith@wrdsb.ca, Kathleen Woodcock kathleen_woodcock@wrdsb.ca, Laurie Tremble laurie_tremble@wrdsb.ca

Good Evening:

It is now convenient to say that the Board has "one employee", but the fact is that, on more than one occasion in the recent past, the "Board" has been kept apprised of issues of a topical nature relating to employees other than the Director of Education. I would respectfully suggest that your unequivocal endorsement of an employee that "may be" under "investigation" is equivalent to dictating your preferred outcome in advance of the completion of said "investigation" and, in that regard I was simply suggesting that we (the "Board") be privy to the information that you are relying on.

It is clear that you need to "pick a lane" as to how we operate as a Board. It can't simply be a situation where decisions are made based upon your convenient interpretation of what suits the preferred narrative.

I could elaborate further, but I continue to be seized by the fact that parties external to the Board may or may not see this reply.

I am very concerned with the trajectory that the majority of my colleagues have committed to. A trajectory that is largely out of step with the majority of the community from all backgrounds that we are obligated to serve.

On Fri, Feb 11, 2022 at 4:04 PM Scott Piatkowski <scott_piatkowski@wrdsb.ca> wrote:

The Board of Trustees has one employee: The Director of Education. It is a governance board, so not directly involved in the supervision or direction of other employees.

On Fri, Feb 11, 2022 at 10:24 AM Ciarán Myers <ciaranmyers1@gmail.com> wrote:

Thank you Scott,

I find it incredible to learn that the Board is not made aware when a crucial employee goes under investigation. But I am certainly grateful that you have passed on my message to staff. I appreciate that.

All the best,
Ciarán

On Fri, Feb 11, 2022 at 10:21 AM Scott Piatkowski <scott_piatkowski@wrdsb.ca> wrote:

Thank you for your message, Ciarán.

I can respond only to what is in the public domain, namely the article and the WRDSB's comments provided to the person who wrote it.

[REDACTED] is a valued member of the WRDSB team, doing important work to advance the Board's equity agenda. I regret that they have been targeted by this website.

I have taken note of and passed on to staff your concerns about the statement provided to True North Media, in response to their enquiries.

You have stated that [REDACTED] is under investigation for their comments posted on social media. I don't know whether that is the case or not.

Trustees would not be involved in any matters pertaining to a particular employee, nor would be informed of the outcome of any such process. That said, I have confidence in our Human Resources team to manage our internal processes in keeping with our legislated responsibilities and in a manner that is fair to everyone involved.

Scott

On Fri, Feb 11, 2022 at 9:30 AM Ciarán Myers <ciaranmyers1@gmail.com> wrote:

Dear School Board Trustees,

It is my understanding that our [REDACTED] is under investigation because a news source got a hold of a protected tweet.

To say that "history is paved with white lead violence" points directly to the purpose of any institution's need for an E&I officer. The long and ongoing reality of colonialism, neo-colonialism, carceral systems, and *this investigation itself*, are examples of white lead violence. Is it "race-based discrimination" to voice a core reality of a real history of so much race-based discrimination?

By choosing to give more credit to out-of-town journalism than to your own crucial employee you are putting our children's best educational experiences at risk. You are harming [redacted] capacity to show up to the wonderful work that they do, and you are causing any future candidates to [redacted] current position to reconsider applying. You are barring our best access to inclusion.

If [redacted] does not continue working hard as our [redacted] whoever has the position next will now feel forced to toe a line that is below the demands of their job description in order to retain employment security. THAT is race based discrimination in action.

Shame on you.

Sincerely, a concerned parent,
Clara Myers

--
[Linktree](#)

Please consider the environment before printing this email.

Kind acknowledgements are not enough.

This email and its attachments are confidential and intended solely for the addressee. If you are not the intended recipient you may not use, copy, disclose or distribute them. Please contact claramyers1@gmail.com if you have received this email or its contents in error or from a third-party sender without permission. Thank you.

--
Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardelet Avenue, Kitchener ON, N2C 2R5

Mobile: 519-577-2554

Email: scott_piatkowski@wrdsb.ca

Website: www.wrdsb.ca/trustees/

Twitter: www.twitter.com/ScottPiatkowski

Facebook: www.facebook.com/ScottPiatkowskiWRDSB

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[Linktree](#)

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Land acknowledgements are not enough.

This email and its attachments are confidential and intended solely for the addressee. If you are not the intended recipient you may not use, copy, disclose or distribute them. Please contact clara.ramsey.1@gmail.com if you have received this email or its contents in error or from a third-party sender without permission. Thank you.

Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardelet Avenue, Kitchener ON, N2C 2R5

Mobile: 519-577-2554

Email: scott_piatkowski@wrdsb.ca

Website: www.wrdsb.ca/trustees/

Twitter: [www.twitter.com/ScottPiatkowski](https://twitter.com/ScottPiatkowski)

Facebook: www.facebook.com/ScottPiatkowskiWRDSB

[Faint, illegible text, likely a placeholder or a very low-resolution scan of an image or document.]

Mike Ramsay
Trustee, Kitchener
Waterloo Region District School Board

[End email]

Upholding Decisions

On multiple occasions in response to emails received by all trustees regarding the Board meeting of January 17, 2022, Trustee Ramsay violated the following grounds in Policy G201:

#22, All trustees shall accept that they have no individual authority as a trustee other than that delegated by the Board.

#23 Each trustee shall uphold the implementation of any Board resolution after it is passed by the Board, in accordance with Section 218(1), of the Education Act, Duties of Board Members. A proper motion for reconsideration, if permitted by the Board's Operational By-Law, may be requested by a trustee.

#24, A trustee must be able to explain the rationale for a resolution passed by the Board. A trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

The emails that follow were sent from Mike Ramsay to multiple members of the public regarding a ruling by the Chairperson at the Committee of the Whole on January 17, 2022 in reference to a delegation. He makes no attempt to explain the rationale of the decision which was challenged and duly upheld by the Board on January 17, 2022. The language he uses is inflammatory and clearly indicates that he does not respect the decisions that were made.

[Email #1]

From: Mike Ramsay mike_ramsay@wrdsb.ca
Subject: Re: Appreciation of Efforts to Support Trans* Students
Date: January 24, 2022 at 7:30 AM
To: yourwrc@gmail.com
Cc: Scott Platkowski scott_platkowski@wrdsb.ca, Kathleen Woodcock kathleen_woodcock@wrdsb.ca, Jayne Herring jayne_herring@wrdsb.ca, Karen Meissner karen_meissner@wrdsb.ca, Carol Millar carol_millar@wrdsb.ca, Kathi Smith kathi_smith@wrdsb.ca, Laurie Tremble laurie_tremble@wrdsb.ca, Cindy Watson cindy_watson@wrdsb.ca, Joanne Weston joanne_weston@wrdsb.ca, Crystal Whetham crystal_whetham@wrdsb.ca, Elaine Burns elaine_burns@wrdsb.ca



Good Morning:

Thank you for taking the time to write. I will start off by saying that I am supportive of the intentions behind much of the work that you have done and continue to do.

It is unfortunate that the issue is being characterized as one of hate toward our transgendered friends and neighbours.

In my opinion, the current Chairperson of our Board trampled on the rights of one of our staff, and more importantly, one of our neighbours. As decision makers, we are obligated to hear all sides who appear to delegate and who abide by the rules that apply to delegations.

The labelling of the presentation as "hate speech" and of the delegate as "transphobic" is (IMO) false. And, it does nothing to promote a better understanding of our friends and neighbours from the transgendered community.

We missed an opportunity to educate and have let down many.

The labelling by the current Chairperson did nothing but promote a moral panic for which the community is owed an apology.

Feel free to contact me via email or phone (519-502-8449) as I am open to any questions you may have.

Thank you very much for writing.

On Sun., Jan. 23, 2022, 10:44 p.m. , <yourwrrc@gmail.com> wrote:

Chair Piatkowski, Trustees, and Director of Education for the Waterloo Region District School Board,

The Rainbow Coalition of Waterloo Region appreciates the WRDSB's commitment to supporting human rights, including support for trans* members of their school communities.

We are keenly aware that representation matters, and that seeing 2SLGBTQ+ experiences reflected and validated in literature and other media literally saves lives. Heteronormativity and cissexism are reflected and legitimized to children from a very young age, from "gender reveal" parties to comments about who children will grow up to marry. Concerns about 2SLGBTQ+ experiences being shared with children points to fears around conversion through exposure, which are deeply rooted in homophobia and transphobia.

We appreciate your recent and continued efforts to ensure meetings of the WRDSB remain spaces that do not perpetuate the harms so many members of the trans* community, including your students, experience on a daily basis.

Sincerest regards,

Rainbow Coalition of Waterloo Region

[End Email #1]

[Email #2]

From: Mike Ramsay mike_ramsay@wrdsb.ca
Subject: Re: Support for Upholding Human Rights Code + Thoughts on LGBTQ+ content in WRDSB Libraries
Date: January 26, 2022 at 5:07 AM
To: Melinda Mah melmah@gmail.com
Cc: Scott Piatkowski scott_piatkowski@wrdsb.ca, Kathleen Woodcock Kathleen_Woodcock@wrdsb.ca, Jayne Herring jayne_herring@wrdsb.ca, Karen Meissner karen_meissner@wrdsb.ca, Carol Millar Carol_Millar@wrdsb.ca, Kathi Smith kathi_smith@wrdsb.ca, Laurie Tremble laurie_tremble@wrdsb.ca, Cindy Watson Cindy_Watson@wrdsb.ca, Joanne Weston joanne_weston@wrdsb.ca, Crystal Whetham crystal_whetham@wrdsb.ca

Good Morning:

I appreciate you taking the time to write and share your thoughts.

It is unfortunate that legitimate fears and concerns of our transgendered friends and neighbours are being exploited.

In my humble opinion, the Board missed an opportunity to educate the community by labeling as "homophobic" etc legitimate questions that are being asked by many of our friends and neighbours.

We are now dealing with the moral panic that has been provoked by our Chairperson.

Thank you for writing.

On Tue., Jan. 25, 2022, 8:35 a.m. Melinda Mah, <melmah@gmail.com> wrote:
Good morning trustees,

I am writing as an LGBTQ+ person who lives in Kitchener that I support the process and decision in stopping the recent teacher's presentation that I have heard described, specifically arguing against child-friendly ace/aro and trans media

"The paradox of tolerance states that if a society is tolerant without limit, its ability to be tolerant is eventually seized or destroyed by the intolerant."

I support upholding the Human Rights Code and anti-discrimination. Ace, aro and trans people continue to be extremely marginalized through un(der)employment, housing discrimination, victims of violent crime, etc.

At the Trans Day of Remembrance hosted by local Waterloo Region organizations in November 2021, speakers pointed out that transphobia & hate are prevalent and extreme enough that the rate and number of trans murders have increased during the pandemic. (Sample article with statistics: <https://www.cbc.ca/news/trans-day-of-remembrance-1.6256344>).

This is not to say that trans experiences must all be negative. The attendees of the Waterloo Trans Day of Remembrance emphasized that positive and everyday experiences should be had. If suggestions to remove LGBTQ+ content are accepted (without similar updated content to replace these materials), LGBTQ+ kids, parents and community members will be left with only the experience of something lacking. Content and representation matters. Certainly, if libraries establish large collections with established LGBTQ+ content and need to do standard MUSTIE evaluation and rotation, that is one thing. But since child-friendly, relevant/accurate to the current era, LGBTQ+ books are only starting to become common, I doubt that this would be happening yet with LGBTQ+ books, especially in any libraries with limited funding and aging collections.

Keeping LGBTQ+ library content and updating with the times is not simply a "nice-to-have" when it deeply affects people's lives. When trans rights are no longer something to be debated - simply a commonly accepted fact in future - I would like Waterloo Region and its schools to be on the morally right side of history.

On a personal note, I would like Waterloo Region to accept the marginalized aspects of my identity and those of friends, family and neighbours. When I moved here in 2013, I knew there might be some challenges in the region in terms of accepting diversity of many kinds, but I had hope that the region would generally get better and better over time. I still have that hope. Please do what you can to continue to support that hope for all of the marginalized communities and people in Waterloo region.

Sincerely,
Melinda Mah
307 Queen Street South, Apt. 313
Kitchener, ON
N2G 4V3

[End Email #2]

[Email #3]

From: Mike Ramsay mike_ramsay@wrdsb.ca
Subject: Re: When I want your opinion I'll give it to you
Date: January 26, 2022 at 6:08 AM
To: Pauline Colerick pauline9915@gmail.com
Cc: Kathleen Woodcock Kathleen_Woodcock@wrdsb.ca, Jayne Herring jayne_herring@wrdsb.ca, Karen Meissner karen_meissner@wrdsb.ca, Carol Millar Carol_Millar@wrdsb.ca, Kathi Smith kathi_smith@wrdsb.ca, Laurie Tremble laurie_tremble@wrdsb.ca, Cindy Watson Cindy_Watson@wrdsb.ca, Joanna Weston joanne_weston@wrdsb.ca, Crystal Whetham crystal_whetham@wrdsb.ca, Scott Piatkowski scott_piatkowski@wrdsb.ca, cfife-gp@ndp.on.ca

Good Morning:

Thank you for reaching out to me. I am sorry I was not able to reply before now.

Suffice to say that it is unfortunate that the Chair of our Board and the majority of my colleagues are exploiting the fears and concerns of our transgendered friends and neighbours by labeling as "homophobic and a violation of the Human Rights Code" the legitimate questions that are being asked by many of our friends and neighbours.

The position of the Board Chairperson has been supported publicly by MPP Fife's NDP colleague Laura Mae Lindo. But, Ms. Fife is on record as being supportive of many of the decisions that are dividing our community.

The Pandemic (IMO) is being used as cover to implement a very radical agenda designed to set neighbour against neighbour. It is wrong.

Please continue to be engaged.

On Sun., Jan. 23, 2022, 10:12 a.m. Pauline Colerick, <pauline9915@gmail.com> wrote:

As controlling as that sounds, the quote above is more representative of the current school board than their mission statement. When a teacher is muzzled for voicing concerns we should be alarmed. This is particularly true when it follows recent plans to have a handful of people cull books from school libraries based solely on their opinions as to the suitability of those books. Do we detect a pattern here? A narrowing of what is allowed in our community?

"Our Mission

*The Waterloo Region District School Board **prepares, challenges and inspires learners to be engaged, connected and contributing global citizens.**"*

Prepare learners to be limited in what they are allowed to read and discuss? And prepare the taxpayers to be not allowed to be engaged when a few people deem comments, at what is supposed to be a public meeting, to be offensive and therefore hidden from the public view so they are not permitted to make up their own minds?

Where does the reach of a small number of people stop when it comes to deciding what books can be read and what points of view can be heard?

Every time the community allows a few people to control books and speech, we lose something. How willing are we to continue to be told what our children can read and what we are allowed to hear and assess?

Ms. Fife, I have copied you as you are my elected representative and I would be very interested in knowing your position on this curtailment of speech and removal of the recording of a public meeting that is preventing the community from hearing exactly what was said.

<https://inc.news/2022/01/21/ivy-waterloo-school-board-trying-to-cbliterate-debate-over-sexualized-childrens-books/>

Following the #WRDSBmtg Committee of the Whole meeting on Monday, —
They pulled that video trying to claim copyright of a public meeting.

Pauline Colerick

[End Email #3]

Below is a list of witnesses who can be contacted regarding this complaint:

Witnesses

Trustee Jayne Herring

Trustee Karen Meissner

Trustee Carol Millar

Trustee Scott Piatkowski (Chairperson)

Trustee Kathi Smith

Trustee Cindy Watson

Trustee Joanne Weston (Past-Chairperson)

Trustee Crystal Whetham

Trustee Kathleen Woodcock (Vice-Chairperson)

Director of Education, jeewan chanicka (and such other staff persons as the Director deems it appropriate to be interviewed)

Conclusion

In light of the ongoing and escalating nature of these violations of the Code of Conduct, it is my hope that this can be dealt with expeditiously and that, if found to be in violation of the Code of Conduct, significant consequences will be imposed.

Regards,



WRDSB Trustee, Kitchener

Appendix A - List of tweets and retweets by Mike Ramsay during the time covered by this complaint.

Note, not all of these are violations of the code; however, many are and show a pattern of concerning behaviour.

Date posted	Tweet text
Fri Feb 18 11:43 AM	tweetbeaver.com
Fri Feb 18 14:17:20 +0000 2022	@daugette @dzoolander85 @WlgstonJennifer @KTERna @DRABC14 @DrJkhokhar @OCDSB @TRyanGregory @mme_h @MsHuller65 @zjojo04 @MrsMelocheOCSB @KanataHighlands
Fri Feb 18 04:19:05 +0000 2022	@mrsmael46 Ouch
Fri Feb 18 03:28:36 +0000 2022	One of my grandsons went to his first @MapleLeafs game tonight with his dad, and in a shocking turn of events the Leafs won. I hope he treasures this moment. @Dmel15 https://t.t
Thu Feb 17 22:51:02 +0000 2022	RT @inky_mark: Canada knows the invocation in the EA. Is just to save Trudeau, not Canada
Thu Feb 17 20:36:44 +0000 2022	RT @THEHousecar: Parents, get involved with your school boards. Don't let wokeist bureaucrats take over your childrens' education. In Ca...
Thu Feb 17 18:44:26 +0000 2022	"In a liberal democratic society, a political body such as a school board should always opt for the open door rather than the closed door." PW Accusations fly as trustees debate: releas
Thu Feb 17 18:22:02 +0000 2022	"Local legend" radio host, Brian Bourke, turns off his microphone https://t.co/okxNERgotU via @wr_record
Thu Feb 17 14:11:23 +0000 2022	RT @ScottFoxonair: Today Ontario restaurants, gyms, dnmens and more can open up at 100% capacity. Wishing all of these businesses and thei...
Thu Feb 17 02:02:31 +0000 2022	@pierre_burns @dunninga10 @ESL_fairy @ynwa2050 I commend @ESL_fairy for reaching out as to a course of action.
Thu Feb 17 00:25:40 +0000 2022	@True_Canuck1 @YSylon In Jamaica they are called Tam.
Wed Feb 16 23:31:36 +0000 2022	RT @MelissaLantsman: I think the Prime Minister should think long and hard about his own history before singling out a Jewish Member of Par...
Wed Feb 16 23:00:10 +0000 2022	@woodchristy It's not for lack of trying. Perhaps you missed the Feb 14th where I produced and was reading from one such email and I was muted (cut off) by @ScottPiatkowski
Wed Feb 16 21:11:47 +0000 2022	@ESL_fairy @ynwa2050 That's why the reference to @WRPSToday at 519-652-7700 . Best wishes @ESL_fairy
Wed Feb 16 20:33:37 +0000 2022	@ESL_fairy @WRPSToday Good question. Would recommend you 519-653-7700 in order to be directed further. Good luck Kimiko.
Wed Feb 16 19:04:55 +0000 2022	@Solidarity519 @wrdsb @MmeKazemzadeh Encouraging people to report crimes to the Police is not shaming or doubting them.
Wed Feb 16 18:43:08 +0000 2022	@ScottPiatkowski @MmeKazemzadeh @wrdsb As a former @WRPSToday Officer, I know reports of death threats are taken seriously. And, are thoroughly investigated with full coope
Wed Feb 16 18:04:40 +0000 2022	@MmeKazemzadeh With respect, that is why it is so important that valid complaints be reported to the Police. They have the legal tools to investigate and take appropriate action.
Wed Feb 16 17:59:05 +0000 2022	@maan_jel @eidolon68062410 To paraphrase @ThomasSowell the phrase "hate message" is like ketchup. It can be put on practically anything - and demanding evidence makes you
Wed Feb 16 17:51:02 +0000 2022	Criminal Code of \mathbb{H} says in: 140 (1) "Every one commits public mischief who, with intent to mislead, causes a peace officer to enter on or continue an investigation by (a) making a f
Wed Feb 16 17:36:15 +0000 2022	Not a day goes by where I don't see people making claims of "hate messages" being directed at them. The claims are never accompanied by evidence or that they have been reporte
Wed Feb 16 17:03:29 +0000 2022	To parents, students and staff, @ScottPiatkowski has turned off the ability of citizens to share his Tweets, so here is a thread that flows from our Feb 14 meeting. @wrdsb https://t.c
Wed Feb 16 16:01:12 +0000 2022	@ScottPiatkowski @MmeKazemzadeh @ScottPiatkowski one way to bring some factual clarity to the discussion would be to waive In-Camera confidentiality on this matter. This woul
Wed Feb 16 02:30:24 +0000 2022	@SueAnnLevy @wrdsb I have been told that on more than one occasion.
Wed Feb 16 01:35:08 +0000 2022	@SueAnnLevy @wrdsb I understand your sentiments. Asking for any other evidence would have "caused harm"...at least that's what our "Review Committee" was told.
Wed Feb 16 00:57:52 +0000 2022	@SueAnnLevy When the @wrdsb voted to end the SRO Program, there was reliance on "evidence" from Oakland California Schools and the TDSB decision etc.
Wed Feb 16 00:54:18 +0000 2022	@wrdsb https://t.co/KX5FvTUfk3
Tue Feb 15 17:53:52 +0000 2022	\mathbb{H} Day is a day to be proud of Canada and our National Flag. It is NOT "a symbol of hate" as @CBCNews would suggest.
Tue Feb 15 12:05:32 +0000 2022	While we pray for the family of the victim. Let's also pray this never comes to any @wrdsb school or any other school for that matter. Male student, 18, killed in targeted shooting insi

- Tue Feb 15 12:05:32 +0000 2022 While we pray for the family of the victim. Let's also pray this never comes to any @wrdsb school or any other school for that matter. Male student, 19, killed in targeted shooting insi
- Mon Feb 14 21:37:02 +0000 2022 Dear @wrdsb parents, students and staff, the attached motion from @cindytrustee will be discussed tonight. <https://t.co/S0mJhKZkgU> <https://t.co/zbK73R8gUa>
- Mon Feb 14 21:32:18 +0000 2022 Dear @wrdsb parents, students and staff, the attached motion from @cindytrustee is to be considered at tonight's meeting of the Board. <https://t.co/SiBmc1RG5v>
- Mon Feb 14 13:42:11 +0000 2022 RT @ESL_fairy: Did your little one lose their stuffed bear at Erb Street West and Erbsville Crt across from the Chinese Alliance church in...
- Mon Feb 14 02:25:28 +0000 2022 @StephMcArthur5 @fordnation @Sflecca Many Boards of Education made life miserable not only for parents and students, but also for many staff that wanted to be there for their st
- Mon Feb 14 02:05:18 +0000 2022 @wrdsb <https://t.co/HK4DL9VWt>
- Mon Feb 14 00:37:12 +0000 2022 @jmask @JustinTrudeau "More equal than others" reminds me of my study of Lord of the Flies as a @ONEKCI student before joining Her Majesty's Armed Forces. @wrdsb
- Sun Feb 13 23:25:11 +0000 2022 RT @VivianBercovid: @rupasubramanya Very different from language and tone used to describe other blockades and protests.
- Sun Feb 13 20:51:06 +0000 2022 Dear @wrdsb parents, students and staff, interesting viewpoint from a frontline Teacher, please read: I'm a Public School Teacher. The Kids Aren't Alright. <https://t.co/2CSWtzq6B>
- Sun Feb 13 18:34:35 +0000 2022 Dear @wrdsb parents, students and staff, pleased to share some important info from @DrJacobsRad <https://t.co/phSLZB7ArE>
- Sun Feb 13 18:18:47 +0000 2022 @theJagmeetSingh Valentine's Day talking points?
- Sun Feb 13 16:24:17 +0000 2022 RT @PierrePolleuvre: World-famous liberal commentator Bill Maher calls out Trudeau's bigoted remarks about unvaccinated people. <https://t.co/...>
- Sun Feb 13 02:39:14 +0000 2022 @OneNationK @psac_afc Thank you for amplifying @OneNationK
- Sun Feb 13 02:37:59 +0000 2022 @wrdsb <https://t.co/rZ37YBBSD>
- Sun Feb 13 01:09:44 +0000 2022 @wrdsb <https://t.co/NkGSSELgt>
- Sat Feb 12 23:28:11 +0000 2022 RT @TheophanesRex: Folks, I heard back from Andy. She says that it looks like: 1. This is a permanent ban, but she is appealing. 2. Acco
- Sat Feb 12 23:27:30 +0000 2022 RT @geoff_buxcey: Are the government's really this afraid of the truth? <https://t.co/H4PE7CC3H>
- Sat Feb 12 20:53:37 +0000 2022 @CambridgeJayne @MiranMacIntyre @JuleMDPanneton Instead of an inquiry, we could do a consultation like we did with the SRO Program, by not including all stakeholders; And, in
- Sat Feb 12 13:04:43 +0000 2022 Interesting piece from @vlnaymenon "How do you learn nuance without engagement? How do you get understanding without nuance?" Jon Stewart is defending Joe Rogan again and
- Sat Feb 12 12:37:30 +0000 2022 Victim robbed inside Kitchener high school <https://t.co/VRNOp8XJbo> via @wr_record
- Sat Feb 12 02:55:41 +0000 2022 @rupasubramanya Thank you @rupasubramanya and @Mirbee1111 for amplifying.
- Sat Feb 12 02:44:14 +0000 2022 RT @rupasubramanya: Most of the photos and at least one video is mine. Is it too much to ask for an attribution??
- Fri Feb 11 12:22:11 +0000 2022 @dougpete @McWilliamMonkey @mslysay @mx_whittaker @MzAllieOsIn1 @HermaEtem @Ms_MDeMarco @JoshNoodin @TRyanGregory @CharlotteCHurd @PabridaRevel11 @NormT
- Fri Feb 11 03:49:57 +0000 2022 @nalledvision @wrdsb @cvaldary Hello @nalledvision I learned @cvaldary likes to: 1. "Treat people like human beings, not political abstractions", 2. "Criticize to uplift and empower, n
- Fri Feb 11 01:57:12 +0000 2022 @SueAnnLevy @fordnation Not a good look.
- Fri Feb 11 00:22:02 +0000 2022 @fool_village @theJagmeetSingh I agree with you about @theJagmeetSingh and the NDP abandoning the working class. With inspiration from @ThomasSowell "It is amazing how m
- Fri Feb 11 00:04:36 +0000 2022 @wrdsb <https://t.co/zeHwOlv0YE>
- Thu Feb 10 22:32:49 +0000 2022 @wrdsb <https://t.co/O7Q05327rn>
- Thu Feb 10 19:17:37 +0000 2022 Dear @Sflecca and @wrdsb community, This authentic looking video from  brought tears to my eyes. Can't wait for the same to happen here: See this Instagram video by @chick
- Thu Feb 10 17:01:08 +0000 2022 @nalledvision @wrdsb @cvaldary Was not familiar; just checked. And, I promise to check her out further.
- Thu Feb 10 16:11:24 +0000 2022 Dear @wrdsb parents, students and staff I believe that one way to improve a diverse education system, is to stop giving people excuses for their own shortcomings.

- Thu Feb 10 15:51:51 +0000 2022 @wrdsb <https://t.co/L1dgZ0OCwb>
- Wed Feb 09 16:40:42 +0000 2022 @ynwa2050 @Kamorant Quite often, people only notice these things when Conservatives are protesting. They ignore the Activists that feels part of their role as employees is to bully
- Wed Feb 09 15:22:24 +0000 2022 Should have said: "Good point Karl, I am aware of instances where Activists claimed they couldn't take action because they have no control over who "attends" their rallies and waves
- Wed Feb 09 15:19:30 +0000 2022 @kamorant Sorry, I missed reference to "other hate symbol".....
- Wed Feb 09 15:12:20 +0000 2022 @kamorant Good point Karl, but why limit it to just those flags. Aware of instances where Activists claimed they couldn't take action because they have no control over who "attends"
- Wed Feb 09 14:55:28 +0000 2022 @DanniBrener @GroundUpWR Excellent question. In the absence of a credible apology, I can confirm that various options are under review that may end up involving other players. I
- Wed Feb 09 03:05:31 +0000 2022 @wrdsb <https://t.co/?j0M4J7dI2>
- Wed Feb 09 03:03:01 +0000 2022 @wrdsb <https://t.co/amEnuG696p>
- Wed Feb 09 03:02:44 +0000 2022 @wrdsb <https://t.co/FK6A1LYCBO>
- Tue Feb 08 23:49:38 +0000 2022 Dear @wrdsb parents, students and staff, an interesting development. Same thing has been happening at other levels of govt: Liberal MP tells Trudeau to #amp;#216;stop dividing
- Tue Feb 08 19:14:34 +0000 2022 So many lessons. @wrdsb <https://t.co/8MB1tyRA6V>
- Tue Feb 08 18:51:15 +0000 2022 @Airethe @wrdsb @Puglaas Good question. A majority of my colleagues directed staff to breach the Ontario Health and Safety Act. On more than one occasion, they also tried to imp
- Tue Feb 08 18:34:04 +0000 2022 I am blocked by @GroundUpWR for asking for an apology for them calling me a white supremacist on more than one occasion. Umm. <https://t.co/aGZn8BYo55>
- Tue Feb 08 14:34:35 +0000 2022 @wrdsb <https://t.co/9rT408Y3KD>
- Mon Feb 07 22:32:30 +0000 2022 @DavidPasko_OCT Thank you @DavidPasko_OCT for making me aware of this story.
- Mon Feb 07 13:18:23 +0000 2022 @wrdsb <https://t.co/45EPf8GM15>
- Sun Feb 06 22:40:29 +0000 2022 Dear @wrdsb parents, staff and students, in honour of Black History Month, please listen to the story of Robert Sutherland (born in Jamaica 1830, died in Toronto 1878). Practiced law
- Sun Feb 06 17:56:12 +0000 2022 @JodiKobernski @rory10780492 @GroundUpWR To share a screenshot would cause further "harm" to me and others that were also defamed in the Tweet. I can't emphasize enough
- Sun Feb 06 17:45:51 +0000 2022 Dear @wrdsb parents, students and staff, I believe @Puglaas 's reference to a "political class" that is focused on "partisan advantage", also includes what is taking place at all levels c
- Sun Feb 06 17:17:37 +0000 2022 @GroundUpWR Dear @GroundUpWR you have until 3:30 PM February 6, 2022 to publicly withdraw this and any other Tweets that defame me. And to issue a unequivocal public apol
- Sun Feb 06 17:05:44 +0000 2022 @ynwa2050 @ESL_fairy @GroundUpWR Thank you for bringing this one to my attention, it appears to be part of a disturbing series of tweets purposefully designed to "harm".
- Sun Feb 06 16:41:22 +0000 2022 @Jenttothen19 @GroundUpWR To share a screenshot would cause further "harm" to me and others that were also defamed in the Tweet. I can't emphasize enough how much they ML
- Sun Feb 06 16:29:28 +0000 2022 Dear @GroundUpWR I acknowledge that (albeit past the deadline), you have finally removed your defamatory Tweet of February 5. It is insufficient and I fully expect an unequivocal
- Sun Feb 06 02:07:10 +0000 2022 RT @mysmabe46: @_MikeRamsay @wrdsb @True_Canuck1 He's right. This is about class. Racism & transphobia are the tools of war being cynical...
- Sun Feb 06 02:01:30 +0000 2022 Dear @wrdsb community, please hear out @True_Canuck1 I hear what he is saying. <https://t.co/Q5zOXekdE3>
- Sun Feb 06 01:57:38 +0000 2022 @wrdsb <https://t.co/8YOPRG01Ae>
- Sun Feb 06 01:49:37 +0000 2022 @kmsellewarren Media in general, is not the disease. Corrupted Journalist's that are part of the media is. Very sad times. So many voices.
- Sun Feb 06 01:32:15 +0000 2022 @apdonovan1990 @SueBattler @EmmaSamms1 @wrdsb A symbol of stability...especially during these challenging times.
- Sun Feb 06 01:10:42 +0000 2022 @ScottPatkowski @JNCassels He has come to realize that we have a country to save from...
- Sun Feb 06 01:04:36 +0000 2022 Thank you @SueBattler and @EmmaSamms1 for amplifying the occasion of Her Majesty's 70th year on the throne. @wrdsb <https://t.co/wYRx79kQD4>
- Sun Feb 06 00:58:00 +0000 2022 A lot of selective outrage. @wrdsb <https://t.co/KmCwm53HX4>

- Sat Feb 05 22:32:11 +0000 2022 @GroundUpWR Dear @GroundUpWR you have until 7:25 PM February 5, 2022 to publicly withdraw your defamatory comment that I am an "active white supremacists" and to issue z
- Sat Feb 05 09:00:04 +0000 2022 @MmeKazemzadeh I agree, @carolynburjoski is one of them. <https://t.co/1Svm8UcF3c>
- Sat Feb 05 04:50:37 +0000 2022 Dear @wrdsb parents, students and staff, I encourage you to consider nominating @carolynburjoski <https://t.co/1Svm8Uc7dE> <https://t.co/1lrjVvhZqZ>
- Sat Feb 05 00:43:54 +0000 2022 @MrsDrBee Thank you @MrsDrBee for amplifying this story. There are so many in denial about what's really going on in our nation's capital. @wrdsb
- Sat Feb 05 00:37:51 +0000 2022 RT @MrsDrBee: A true story from someone who lives downtown in my city. He's right. <https://t.co/PVesi2N17V>
- Fri Feb 04 15:59:40 +0000 2022 @Jmask @_scott_mcmillan There are so many that pander to the fears of the homeless without helping them in concrete ways. Sad.
- Fri Feb 04 15:56:29 +0000 2022 Dear @wrdsb and community this great informative discussion between @ZB_DNAIR and @JamilJivani is quite relevant to current events. <https://t.co/EdFootcmma>
- Fri Feb 04 04:44:51 +0000 2022 RT @stephenharper: Leading a national party is a tremendous honour, though one that brings many personal sacrifices. Laureen and I extend o
- Thu Feb 03 10:40:59 +0000 2022 RT @STSWR: Weather (Impacted Learning Day, All Buses Cancelled, All Schools Closed Due to the current weather conditions ALL... <https://t.co/>
- Thu Feb 03 10:40:53 +0000 2022 RT @wrdsb: All #WRDSB schools are CLOSED and transportation is CANCELLED. Extended Day Programs, Child Care Centres in our schools, and Edu
- Thu Feb 03 09:47:59 +0000 2022 RT @hsadnewradio: Winter weather travel advisory in effect for today
- Wed Feb 02 12:54:45 +0000 2022 Dear @wrdsb parents, students and staff, I am concerned about what's happening in our nation's Parliament. Many of my colleagues are active on Twitter, I wonder where they stand
- Wed Feb 02 00:50:27 +0000 2022 @wrdsb <https://t.co/Zstp0Q6nr9>
- Wed Feb 02 00:00:48 +0000 2022 @RobynUrback It will become increasingly difficult to continue labeling lawful protesters as [insert negatives here]. @wrdsb chose to run with @JustinTrudeau 's and or @AndreBour
- Tue Feb 01 13:57:14 +0000 2022 @MagByWest @wrdsb @carolynburjoski Hate, whether from far left or far right, is simply wrong. Public Institutions such as @wrdsb should be calling out both.
- Tue Feb 01 04:56:20 +0000 2022 RT @PierrePolievre: These are the people the media & Trudeau want to silence. Bright, joyful & peaceful Canadians championing freedom ove
- Mon Jan 31 19:29:52 +0000 2022 @JessieSturgeon @wrdsb Thank you for your thoughtful reply. Regardless of the intent, through the Tweet @wrdsb "is propagating stereotypes and 'painting' groups with the same b
- Mon Jan 31 14:57:52 +0000 2022 @wrdsb The negative observations that is being promoted about the weekend events in our nation's capital, underscores the importance of the conversations that still has to happen.
- Mon Jan 31 14:42:30 +0000 2022 @wrdsb In my opinion, this message is an affront to many of our friends and neighbours. The dismantling of their voices continue unabated. Many frontline Educators including @car
- Sun Jan 30 21:12:52 +0000 2022 @farwell_WR @JoanneBLY @wrdsb @WR_Record The reality is that there has been more conversations on Social Media than was allowed at @wrdsb meetings on this and other issue
- Sun Jan 30 19:51:09 +0000 2022 @weston_jd It depends on what each of us react to in the displays in "our nation's capital".... The majority of our friends and neighbours from all backgrounds are sending a peaceful
- Sun Jan 30 15:31:07 +0000 2022 Dear @wrdsb parents, students and staff, please read a different take from @farwell_WR on the "Waterloo Region District School Board controversy: "We're in dire need of real cover
- Sun Jan 30 14:13:16 +0000 2022 RT @agenthsch: Embarrassing behaviour. Donation link is here for anyone interested: <https://t.co/tgAqA386tw>
- Sat Jan 29 20:46:38 +0000 2022 RT @OttawaPolice: @davidakin Hi there - When asked by police to move, they complied and are no longer there. Thank you.
- Sat Jan 29 19:19:04 +0000 2022 RT @GaryL_: <https://t.co/PV7kT11c>
- Sat Jan 29 00:16:16 +0000 2022 @RonMilerBoodle Sorry Ron, Can't even begin to imagine the friend's grief. Keep the faith.
- Fri Jan 28 20:36:27 +0000 2022 Dear @wrdsb parents, students and staff, a piece worth reading from @SusAnnLevy I understand her sentiments @carolynburjoski : "Waterloo School trustees continue their woke w
- Fri Jan 28 17:37:10 +0000 2022 Dear @wrdsb parents, students and staff, a piece worth reading from @RobynUrback Opinion: The illiberalism clouding discussions of trans issues will only push people to the fringes
- Fri Jan 28 15:09:11 +0000 2022 @dougpete @eatoughr @staciebermen01 @bi_vuong @NormTcdsb @rollforlearning @anuka_dey @DeborahBWal22 @afroz @StaceyRickman @HPhysicsTeacher @MrsBancej @Islari
- Thu Jan 27 23:24:03 +0000 2022 RT @elonmusk: Canadian truckers rule
- Thu Jan 27 19:00:36 +0000 2022 RT @davidwebbshow: Can't believe we don't have world peace after changing the name on pancake boxes and syrup bottles.

- Thu Jan 27 18:15:43 +0000 2022 @CPAC_TV Well said @PierrePolievre
- Thu Jan 27 18:14:54 +0000 2022 RT @CPAC_TV: Conservative finance critic Pierre Polievre responds to reports of extremist groups and individuals joining the truck convoy...
- Thu Jan 27 16:46:05 +0000 2022 RT @JimMusp77852985: Hutterites protesting @JustinTrudeau , you can't make this shit up. <https://t.co/5HT9w4W17>
- Thu Jan 27 15:23:50 +0000 2022 RT @CanadianFSWC: Today, on International Holocaust Remembrance Day, we pay tribute to the 6 million Jews who perished in the Holocaust and...
- Thu Jan 27 04:09:48 +0000 2022 @MrsDrBee @Will_Turman misspelled "Winner"...
- Wed Jan 26 19:00:51 +0000 2022 @wrdsb <https://t.co/BfsGnKPHNa>
- Wed Jan 26 13:38:10 +0000 2022 @stevendgadobols @wrdsb I am on record as being opposed to book bans.
- Tue Jan 25 16:16:22 +0000 2022 Dear @wrdsb parents, students and staff, please read. Timely and relevant. <https://t.co/axc7ITfSB2>
- Tue Jan 25 05:10:11 +0000 2022 Public consultation ladding in Waterloo Region public education <https://t.co/dWqjhtfCP> via @wr_record @wrdsb @cindywtrustee
- Mon Jan 24 20:55:20 +0000 2022 RT @wrdsb: Join our trustees and staff tonight for our virtual Committee of the Whole meeting which begins at 7pm. Agenda: <https://t.co/gG>
- Sat Jan 22 19:44:57 +0000 2022 @wrdsb <https://t.co/HYtThbBZnA>
- Fri Jan 21 18:57:15 +0000 2022 Dear @wrdsb students, parents and staff, please have a listen. Your teacher, friend and colleague is not alone. Thank you to @JoanneBLY for amplifying. <https://t.co/63Ldqp6BHK>
- Fri Jan 21 15:45:52 +0000 2022 Dear @wrdsb parents, students and staff; With all that's happening around you on this Elementary PD Day... Here's one of my favourite Marley songs being sung by one of my favou
- Fri Jan 21 14:42:51 +0000 2022 Dear @wrdsb parents, students and staff please read this 2013 story about a dedicated Educator. Thank you. Thank you @JoanneBLY for sharing. <https://t.co/jVSIICyHP>
- Fri Jan 21 14:30:30 +0000 2022 Watch "Meat Loaf - Two Out Of Three Ain't Bad (PCM Stereo)" on YouTube <https://t.co/nh0RWpWDvs> R.I.P. @RealMeatLoaf
- Thu Jan 20 17:33:13 +0000 2022 Dear @wrdsb parents, students and staff, @kamorant is right. How do we "turn down the temperature" when many want to "provoke a moral panic" in our community instead of apol
- Thu Jan 20 04:06:46 +0000 2022 @Beam7073 @wrdsb @Jonkay Thank you.
- Thu Jan 20 00:01:35 +0000 2022 Dear @wrdsb parents, students and staff I encourage you to read this entire thread. It discloses a lot of relevant information. @Jonkay <https://t.co/4yb20wuKqv>
- Wed Jan 19 23:20:07 +0000 2022 @agenthinsch I understand your frustration with the @wrdsb 's inability to strike a balance.
- Wed Jan 19 23:09:19 +0000 2022 @ABdrummer @MmeKazemzadeh @cindywtrustee @CambridgeJayne @wrdsb As an elected Trustee, I served as Chair of @wrdsb on 3 separate occasions. I continue to serve as a Tr
- Wed Jan 19 18:12:54 +0000 2022 @wrdsb <https://t.co/Bbx5vt6zcW>
- Tue Jan 18 18:53:39 +0000 2022 @MmeKazemzadeh @cindywtrustee @CambridgeJayne I hope you saved a copy of @wrdsb meeting of January 17, 2022, #WRDSBmtg . I just learned that the youtube copy of evide
- Tue Jan 18 03:32:11 +0000 2022 @Lookingforaligl @wrdsb @farwell_WR @WR_Record I shared your comments with the Senior Team. Hope you heard the response. Thank you
- Tue Jan 18 03:05:54 +0000 2022 @MmeKazemzadeh @cindywtrustee @CambridgeJayne Disagreements on important matters @wrdsb are not only inevitable, but also healthy. It stems from so many things, includin
- Tue Jan 18 00:43:39 +0000 2022 Unprecedented that a deflegation was prevented from continuing her presentation to the @wrdsb . To my knowledge, the delegate did not break any rules in her presentation about th
- Mon Jan 17 19:23:49 +0000 2022 @RealFritz @fordnation Don't know if you are aware of what @AndreeHorwath and @StevenDeDuca are proposing. A balanced approach means, you don't get rid of your nose just b
- Mon Jan 17 18:59:09 +0000 2022 @fordnation is demonstrating that we are truly all in this together. <https://t.co/LSrJEdB01T>
- Mon Jan 17 15:02:57 +0000 2022 Dear @wrdsb parents, students and staff, please take a read, it is indeed thought provoking. We should also be concerned with how @4 is also being "swept up by ideologies" that @B
- Mon Jan 17 02:59:07 +0000 2022 Dear @wrdsb parents, students and staff, please read @farwell_WR 's column about back to school: 'I worry that we have really in our minds made school seem a lot scarier than it b
- Mon Jan 17 00:17:41 +0000 2022 @wrdsb <https://t.co/csdk3JxBOI>
- Sun Jan 16 23:27:57 +0000 2022 <https://t.co/mqFgxXmq2L>

- Sun Jan 16 23:27:57 +0000 2022 <https://t.co/mqFgxXmq2L>
- Sun Jan 16 22:44:54 +0000 2022 @CambridgeJayne @ScottPiatkowski I hear you.
- Sun Jan 16 22:24:11 +0000 2022 @ScottPiatkowski Ben Hur. <https://t.co/gocadbofyM>
- Sun Jan 16 20:33:35 +0000 2022 @wrdsb <https://t.co/Rs1X5cq9d>
- Sun Jan 16 19:26:27 +0000 2022 @wrdsb <https://t.co/QeId9Aq4Uf>
- Sun Jan 16 17:36:43 +0000 2022 @MmeKazemzadeh @truthse50481488 @wrdsb @JohnHMWhorter @YouTube If challenging "the status quo" includes denigrating (not you personally) the Religion of some of your c
- Sun Jan 16 14:47:15 +0000 2022 "...What can any society today hope to gain by having newborn babies in that society enter the world as heirs to prepackaged grievances against other babies born into that same so
- Sun Jan 16 13:38:17 +0000 2022 @truthse50481488 @wrdsb @JohnHMWhorter @YouTube The Board now has paid Activists interfering with the work of dedicated staff. None of this helps kids. Frontline staff of all b
- Sun Jan 16 13:11:11 +0000 2022 Dear @wrdso parents, students and staff, this clip from @JohnHMWhorter is, IMO, relevant to our Board: Why this author says 'woke racism' is betraying Black America. <https://t.c>
- Sun Jan 16 12:26:50 +0000 2022 @wrdsb <https://t.co/nm6EaL30A>
- Sun Jan 16 06:05:08 +0000 2022 RT @Barackobehner: Does anyone not know this? <https://t.co/X2U0dczdD>
- Sun Jan 16 04:49:04 +0000 2022 @wrdsb <https://t.co/MWUbaXhTeU>
- Sun Jan 16 04:46:12 +0000 2022 @kamorant @_scott_mcmillan @jmask @Woolwichupdates @wrdsb @OntarioNDP "Rope a Dope!" <https://t.co/skaybGH09I>
- Sun Jan 16 04:32:27 +0000 2022 @kamorant @Nutrition4Learn Agree, everybody wins. <https://t.co/y1I687eKn>
- Sun Jan 16 04:21:02 +0000 2022 @kamorant How do you think I voted?
- Sun Jan 16 04:18:00 +0000 2022 @hgashoka IMO, "the Black intelligentsia 'and their cheerleaders'" use class "to discriminate against people who look like them." I have many examples of this as a @wrdsb Trustee
- Sun Jan 16 04:15:00 +0000 2022 @_scott_mcmillan @jmask @carolmillar @fordnation @Sflece @Woolwichupdates @wrdsb @OntarioNDP @_scott_mcmillan I am serious about you being a friend. And, as a friend I
- Sun Jan 16 03:51:34 +0000 2022 @jmask @_scott_mcmillan @carolmillar @fordnation @Sflece My friend @_scott_mcmillan is a former Trustee who is now a @Woolwichupdates Township Councilor. He is/was a rel
- Sun Jan 16 03:01:00 +0000 2022 @kamorant @Nutrition4Learn Should have said "guess correctly", my bad...
- Sun Jan 16 02:56:35 +0000 2022 @kamorant I voted, and, if you can guess how I voted, I will donate \$25 to @Nutrition4Learn
- Sun Jan 16 02:38:13 +0000 2022 @kamorant Just voted.
- Sun Jan 16 02:36:21 +0000 2022 @kamorant I will in a minute.
- Sun Jan 16 02:35:42 +0000 2022 <https://t.co/cD2mH68fV> Gunman flees with pastor's gun, leaves his behind in Ewarton Jamaica robbery <https://t.co/1ZCBbu3A>
- Sun Jan 16 02:11:07 +0000 2022 @kamorant Karl, Karl, Karl
- Sat Jan 15 20:04:03 +0000 2022 Dear @wrdsb students, parents and staff, pls take a listen to: Coleman Hughes on The White Fragility Theory with Glenn Loury and Colema... <https://t.co/nRgxcSu1Ks> via @YouTube
- Sat Jan 15 17:57:46 +0000 2022 @Hans_Waterloo Not sure if Dr. Sowell being referenced by Fox News and others makes him less relevant. But, fact is: <https://t.co/qoMk4TEwDI>
- Sat Jan 15 15:27:36 +0000 2022 @jmask @carolmillar @fordnation @Sflece Mr. @jmask IMO it's about scaring parents, kids and dedicated staff who are looking forward to a return to in person learning on Monday
- Sat Jan 15 13:07:10 +0000 2022 Watch "Thomas Sowell Destroys Affirmative Action in 2 minutes" on YouTube <https://t.co/iLlXTrmuDB>
- Sat Jan 15 12:01:44 +0000 2022 @agenthirsch Minister @cafreeland is probably thinking the solution is as simple as President Hoover's "a chicken for every pot and 2 cars for every garage" ad during the 1920's det
- Sat Jan 15 02:02:16 +0000 2022 @RealFritz Not certain what was discussed, but I have already picked a side. Not to offend...but. It's about trying to strike a balance.
- Sat Jan 15 01:14:28 +0000 2022 @RealFritz @fool_village @wyswyg74111299 @wrdsb @WRD58Director @Sflece As a Trustee, I am very frustrated, so I can't begin to imagine your frustration. On a good night, I e

- Sat Jan 15 01:01:37 +0000 2022 @RealFritz @wyslywyg74111299 @wrdsb @WRDSBdirector @sickkids I invite you (if you haven't already) to watch any @wrdsb meeting that can be accessed on YouTube
- Sat Jan 15 00:52:58 +0000 2022 @RealFritz @fool_village @wyslywyg74111299 @wrdsb @WRDSBdirector With respect, you appear to be upset that I shared a message from @Sfleece pointing to where parents -that
- Sat Jan 15 00:35:18 +0000 2022 @RealFritz @wyslywyg74111299 @wrdsb @WRDSBdirector For me, the advice of @sickkids and other experts was sufficient. Anything contrary to the above was usually a vote of 8 to
- Sat Jan 15 00:15:25 +0000 2022 @RealFritz @wyslywyg74111299 @wrdsb @WRDSBdirector As an elected Trustee, I am one member of a Board of 11. The majority relies (sometimes) on the advice of the Senior Tea
- Fri Jan 14 23:38:12 +0000 2022 RT @dockaurG: "They tried to bury us. They didn't know we were seeds." —Dinos Christianopoulos
- Fri Jan 14 23:37:02 +0000 2022 @RealFritz @wyslywyg74111299 @wrdsb A very good question for @WRDSBdirector at the January 17th meeting of the Board. Thank you for raising it. @wrdsb
- Fri Jan 14 23:22:04 +0000 2022 Dear @wyslywyg74111299 here is my reply to the tweet you may have mistakenly deleted. <https://t.co/aNpBC7KoI2>
- Fri Jan 14 23:04:31 +0000 2022 @wyslywyg74111299 @wrdsb In Europe during WW2, everywhere you turned was a "war zone"...with Covid, it's only a "disaster" if we give up. We can do it with the help of the mar
- Fri Jan 14 22:42:00 +0000 2022 @wrdsb <https://t.co/D15QVxpuUj>
- Fri Jan 14 22:41:33 +0000 2022 @wrdsb <https://t.co/HjVHaLoikp>
- Fri Jan 14 22:39:46 +0000 2022 @wrdsb <https://t.co/53y0F6e1dS>
- Fri Jan 14 22:32:46 +0000 2022 Wishing my @tamilsolcanada friends and neighbours far and wide a joyous #Thaipongall [Thaipongall](https://www.facebook.com/Thaipongall). Pattiramaka irukkavum. @wrdsb
- Fri Jan 14 20:17:33 +0000 2022 @wrdsb <https://t.co/kHd7e5Bt3k>
- Fri Jan 14 18:40:36 +0000 2022 @GlenLoury @JohnHMcWhorter Was present and listened intently to his remarks at a 2008 @NSBAPublicEd Conference. Wow. Look forward to viewing. So many voices. @wrdsb
- Fri Jan 14 18:36:42 +0000 2022 @wrdsb <https://t.co/CvXUbtbSD>
- Fri Jan 14 18:15:32 +0000 2022 Dear @wrdsb students, parents and staff, fyi the attached motion by @cindytrustee will be discussed by the Board on Monday January 17, 2022. <https://t.co/op6ew0KWGQ>
- Fri Jan 14 17:58:32 +0000 2022 @sabwrdsb @wrdsbeaa Personal thank you to our EAs for the work you do each and every day.
- Fri Jan 14 17:56:42 +0000 2022 @wrdsb <https://t.co/NO3oz51g5G>
- Fri Jan 14 17:16:02 +0000 2022 RT @lanhanomansing: Waiting in line at a store yesterday, overhearing the person at the check-out trying to coax a colleague to come in to..
- Fri Jan 14 16:44:59 +0000 2022 @IlyaPskiy @FreeBickThought I would suggest, the same levers as the Activists. In terms of the process that is being used to add some of the
- Fri Jan 14 16:40:22 +0000 2022 @wrdsb <https://t.co/ctyELp7z8l>
- Fri Jan 14 16:32:38 +0000 2022 @FreeBickThought Consider it done. Great idea. Balance.
- Fri Jan 14 12:57:23 +0000 2022 @ESI_hairy @wrdsb @CheriDNovo I never called you or anybody else a liar. Now I know what Mark Twain meant about "lies, damned lies, and statistics." In an election year, we can
- Fri Jan 14 04:32:48 +0000 2022 @_scott_mcmillan @ThomasSowell @ThomasSowell did say: "The first lesson of economics is scarcity: There is never enough of anything to satisfy all those who want it. The first les
- Fri Jan 14 04:11:56 +0000 2022 @_scott_mcmillan Not sure if @ThomasSowell has been to Venezuela, but...
- Fri Jan 14 00:01:50 +0000 2022 @CambridgeJayne @SueBattler No problem, willing to share some of my stash of @WrayRum
- Thu Jan 13 23:57:52 +0000 2022 @CambridgeJayne @SueBattler Overproof Jamaican Cane spirit/juice
- Thu Jan 13 23:55:33 +0000 2022 @CambridgeJayne @SueBattler @ I have some Overproof that could cure the
- Thu Jan 13 20:50:22 +0000 2022 @egenblirsch Noted Economist @ThomasSowell did say: "The most fundamental fact about the ideas of the political left is that they do not work. Therefore we should not be surpris
- Thu Jan 13 20:10:07 +0000 2022 @RealFritz @wrdsb @Sfleece @sickkids I don't have one. And, please understand that I am not advocating for anyone to be forced to do anything.
- Thu Jan 13 19:22:39 +0000 2022 @RealFritz @wrdsb I simply shared information from our Minister of Education @Sfleece as to availability for parents who wish to have their kids vaccinated. @sickkids (IMO) is a cre

TAB 4

Redacted for Court Filing

RE: Code of Conduct complaint

1 message

bbresner@adr.ca <bbresner@adr.ca> Tue, Apr 5, 2022 at 10:40 AM
To: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Carol Millar <carol_millar@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Joanne Weston <joanne_weston@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>
Cc: jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Integrity ADR <integrity@adr.ca>, Stephanie Reidel <stephanie_reidel@wrdsb.ca>

Good morning,

As you know, I have been appointed to investigate and report on Trustee ██████'s Code of Conduct complaint against Trustee Ramsay. I have spoken with some of you already. Rather than requiring an interview with each and every one of you, in the interests of expediency and economy, I invite any Trustee who wishes to speak with me regarding the complaint to advise by return email so that a call can be arranged.

Yours truly,

Barry Bresner, LL.B., FCI Arb

Arbitrator/Mediator/Investigator

bbresner@adr.ca

This email is intended solely for the named recipient(s) and contains confidential and/or privileged information. If you have received this email in error, please notify the sender immediately and permanently delete all copies of this email and attachments, if any.

From: Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Sent: Sunday, March 13, 2022 10:43 PM

To: Carol Millar <carol_millar@wrdsb.ca>; Cindy Watson <cindy_watson@wrdsb.ca>; Crystal Whetham <crystal_whetham@wrdsb.ca>; Jayne Herring <jayne_herring@wrdsb.ca>; Joanne Weston <joanne_weston@wrdsb.ca>; Karen Meissner <karen_meissner@wrdsb.ca>; Kathi Smith <kathi_smith@wrdsb.ca>; Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>; Laurie Tremble <laurie_tremble@wrdsb.ca>; Mike Ramsay <mike_ramsay@wrdsb.ca>

Cc: jeewan chanicka <jeewan_chanicka@wrdsb.ca>; Integrity ADR <integrity@adr.ca>; Barry H. Bresner <bbresner@adr.ca>; Stephanie Reidel <stephanie_reidel@wrdsb.ca>

Subject: Re: Code of Conduct complaint

Good evening, Trustees.

Further to my e-mail of February 28, I am writing to provide Trustees with an update on where we sit with the Code of Conduct complaint.

None of the information that I'm providing will be new to Trustee Ramsay or Trustee [REDACTED] as they have been kept informed at each step of the process. I want to ensure that all Trustees are kept informed of the status of the matter.

Our Integrity Commissioner is a firm called ADR Chambers. They are part of a joint procurement process with local municipalities to which we attached ourselves when we adopted the most recent updates to the Code of Conduct. ADR Chambers has in turn appointed Mr. Barry Bresner (a lawyer) to investigate and provide a report to Trustees on the Code of Conduct complaint filed by Trustee Tremble regarding Trustee Ramsay.

After the Code of Conduct complaint was received on February 24, Trustee Ramsay and the Integrity Commissioner received a copy the same day. Under the process set out in the Code of Conduct, Trustee Ramsay had ten days to file a written response.

Using the discretion granted to him under the policy, Mr. Bresner granted an extension until March 10 to submit his response. Trustee Ramsay requested a further extension until March 22 to allow him to retain and seek the advice of legal counsel before responding, but that further extension was not granted. Trustee Ramsay is still welcome to submit his written response at any point during the investigation, at which time it will be shared with Trustees.

To quote the key paragraphs from an e-mail sent by Mr. Bresner:

"To be clear, I respect your right to consult a lawyer. However, you received the complaint on February 24th and , in appreciation of the fact that this complaint is more factually complex than most, you were granted an extension of the 10 day response period set out in the Code of Conduct.

...

As indicated earlier, in balancing your interests with the interests of the Board in having this matter dealt with expeditiously, I propose to proceed with the investigation, while ensuring that you have a fair and full opportunity to present your position in writing and/or in our interview in due course. In other words, I do not intend to treat your written response as a precondition to proceeding with the investigation.

I will ensure that you will not be prejudiced by the delay in providing your written response, but I am not prepared to put the investigation on hold until that occurs."

I have informed Mr. Bresner, who is copied on this e-mail, that Trustee Smith and Trustee Whetham may not be immediately available for an interview. However, the rest of you can expect to be contacted soon as part of his investigation.

As I noted at the February 28 meeting, no one should discuss the matter with other Trustees (or with anyone else) independent of the investigation by the Integrity Commissioner. It is not a matter for discussion at the virtual Board table until the report of the Integrity Commissioner is before us.

Again, the purpose of this e-mail is to simply update Trustees as to where the process currently stands.

On Mon, Feb 28, 2022 at 10:30 PM Scott Piatkowski <scott_piatkowski@wrdsb.ca> wrote:

As promised, I am forwarding a copy of the Code of Conduct complaint referenced during tonight's In Camera session.

From my announcement tonight:

"It is my duty as Chair to inform Trustees that I am in receipt of a Code of Conduct Complaint from Trustee [REDACTED] pertaining to alleged breaches of the Code by Trustee Ramsay.

The complaint was received on February 24. It was shared with Trustee Ramsay the same day and, under the process set out in the Code of Conduct, he has ten days from that date to submit his written response to the allegations contained in the complaint. In keeping with the process set out in the Code of Conduct, the complaint has been turned over to the Board's Integrity Commissioner to conduct an independent investigation and present findings.

I will be sharing the complaint with all Trustees by e-mail later this evening. When a response is received from Trustee Ramsay, I will share that with Trustees as well.

I want to remind Trustees that the existence of the complaint and the details of both the complaint and any response received from Trustee Ramsay are confidential until after the report of the Integrity Commissioner has been received and addressed by the Board.

Trustees can expect to be contacted by the Integrity Commissioner in conjunction with their investigation. No one should discuss the matter independent of that process. It is not a matter for discussion at this table until the report of the Integrity Commissioner is before us."

Each Trustee is receiving an individually watermarked version of the file. The watermark cannot be removed without the password. It will show up digitally and if the document is printed.

Also attached is the Code of Conduct itself, which explains the process.

—

Scott

[REDACTED]

Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

Mobile: 519-577-2554

Email: scott_piatkowski@wrdsb.ca

Website: www.wrdsb.ca/trustees/

Twitter: www.twitter.com/ScottPiatkowski

Facebook: www.facebook.com/ScottPiatkowskiWRDSB

Land acknowledgement: I acknowledge that I live and work on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River. It is the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. I am committed to forming alliances and building solidarity with Indigenous peoples in our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

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TAB 5

TO BE FILED SEPARATELY

TAB 6

Redacted for Court Filing



Stephanie Reidel <stephanie_reidel@wrdsb.ca>

Notice of a Special Meeting of the Board of Trustees (Monday, June 6 at 6:00 pm)

1 message

Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Wed, Jun 1, 2022 at 2:32 PM

To: Carol Millar <carol_millar@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>

Cc: Stephanie Reidel <stephanie_reidel@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Graham Shantz <graham_shantz@wrdsb.ca>, "Barry H. Bresner" <bbresner@adr.ca>

This morning, in response to an inquiry, I was informed by the Integrity Commissioner that he had shared his final report on the Code of Conduct complaint with Director chanicka late yesterday afternoon, with a request to share it with Trustees.

Director chanicka has not read the report. Instead, he had Elaine Burns ask the Integrity Commissioner to send it to me instead, as he saw that as more appropriate.

When I learned of the situation this morning, I also indicated that I thought it was more appropriate for the Chair to receive and distribute the report to Trustees. The Integrity Commissioner remains adamant that his course of action was the correct one, and we now have reached an understanding on the matter.

I am therefore officially advising Trustees that **the final Report of the Integrity Commissioner has been received by the WRDSB. I have requested that it be shared with Trustees this afternoon**, which will be the first time I have seen it. The Integrity Commissioner shared a draft version of his report with Trustee [REDACTED] (as the complainant) and Trustee Ramsay (as the respondent) on May 18 and they both had until May 28 to submit any factual corrections.

Because it would be challenging to deal with this matter alongside other Board business and because we should deal with the report as expeditiously as possible, I am calling a **Special Meeting of the Board of Trustees** to receive the report and decide how to respond to it.

That meeting will take place on **Monday, June 6 at 6:00 pm**.

Because of the nature of the issues raised in the complaint (which include an alleged breach of confidentiality and matters that are now the subject of litigation), our deliberations will need to be in camera.

A public meeting will follow, at which the outcome of the in-camera meeting will be announced. That meeting will be publicized as starting at 8:00 pm and will be livestreamed. If we complete our deliberations and reach a conclusion on next steps before then, we will have a break between sessions. If we need more than two hours for our deliberations, we will call to order as soon as possible after the conclusion of the in-camera session.

The Manager of Corporate Services will distribute **Zoom invitations today or tomorrow**. The public meeting will be advertised on Friday.

Other than Trustees, those present at the in-camera meeting will be:

- Director of Education
- Co-ordinating Superintendent of Human Resources and Equity Services
- Manager of Corporate Services
- Integrity Commissioner
- Board Legal Counsel

Other staff may join the public session, at the discretion of the Director.

I am attaching the Code of Conduct so that Trustees have an opportunity to review it before Monday, particularly with respect to the meeting process. I will highlight the following points:

1. The Integrity Commissioner does not make any recommendations. Instead, their report is a finding of facts. It is up to Trustees to decide whether the Code of Conduct has been breached and, if so, whether any of the sanctions available to

Trustees will be imposed.

2. Neither Trustee Ramsay nor Trustee Tremble votes on the question of whether one or more breaches of the Code of Conduct, nor do they vote on any sanctions to be imposed if one or more breaches is determined to have occurred.
3. The Code requires a 2/3 vote in favour to find that there was a breach of the Code of Conduct and the same threshold to impose sanctions.
4. Available sanctions are:

- censure of the Trustee;
- barring the Trustee from attending all or part of a meeting of the Board or committee meeting;
- barring the Trustee from sitting on one or more committees of the Board, for the period of time specified by the Board, not to exceed six months; and/or
- restrictions on the rights of the Trustee to attend in-camera meetings or receive in-camera materials.

Please remember that the existence of a Code of Conduct complaint, the details of the complaint, and the report of the Integrity Commissioner are confidential.

--

Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

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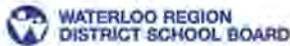


G201-Trustee-Code-of-Conduct.pdf

462K

TAB 7

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Stephanie Reidel <stephanie_reidel@wrdsb.ca>

Re: Notice of a Special Meeting of the Board of Trustees (Monday, June 6 at 6:00 pm)

1 message

Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Sat, Jun 4, 2022 at 9:24 PM

To: Carol Millar <carol_millar@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Joanne Weston <joanne_weston@wrdsb.ca>
Cc: Stephanie Reidel <stephanie_reidel@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Graham Shantz <graham_shantz@wrdsb.ca>, "Barry H. Bresner" <bbresner@adr.ca>

An update on attendees:

1. At Director chanicka's request, Associate Director Read will be in attendance for both the in-camera and public sessions.
2. Trustee Meissner and Trustee Weston's leaves are over, so they will be resuming their duties.

On Wed, Jun 1, 2022 at 2:32 PM Scott Piatkowski <scott_piatkowski@wrdsb.ca> wrote:

This morning, in response to an inquiry, I was informed by the Integrity Commissioner that he had shared his final report on the Code of Conduct complaint with Director chanicka late yesterday afternoon, with a request to share it with Trustees.

Director chanicka has not read the report. Instead, he had Elaine Burns ask the Integrity Commissioner to send it to me instead, as he saw that as more appropriate.

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- Director of Education
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- Manager of Corporate Services
- Integrity Commissioner
- Board Legal Counsel

Other staff may join the public session, at the discretion of the Director.

I am attaching the Code of Conduct so that Trustees have an opportunity to review it before Monday, particularly with respect to the meeting process. I will highlight the following points:

1. The Integrity Commissioner does not make any recommendations. Instead, their report is a finding of facts. It is up to Trustees to decide whether the Code of Conduct has been breached and, if so, whether any of the sanctions available to Trustees will be imposed.
2. Neither Trustee Ramsay nor Trustee [REDACTED] votes on the question of whether one or more breaches of the Code of Conduct, nor do they vote on any sanctions to be imposed if one or more breaches is determined to have occurred.
3. The Code requires a 2/3 vote in favour to find that there was a breach of the Code of Conduct and the same threshold to impose sanctions.
4. Available sanctions are:
 - censure of the Trustee;
 - barring the Trustee from attending all or part of a meeting of the Board or committee meeting;
 - barring the Trustee from sitting on one or more committees of the Board, for the period of time specified by the Board, not to exceed six months; and/or
 - restrictions on the rights of the Trustee to attend in-camera meetings or receive in-camera materials.

Please remember that the existence of a Code of Conduct complaint, the details of the complaint, and the report of the Integrity Commissioner are confidential.

--

Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

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Chairperson / Trustee for Waterloo and Wilmot

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TAB 8

JUNE 6, 2022

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE OF SPECIAL IN CAMERA MEETING

The **Special In Camera Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, June 6, 2022, at 6:00 p.m.**

AGENDA

Call to Order

Approval of Agenda

Declarations of Pecuniary Interest

Reports

Trustee Code of Conduct Complaint

Chairperson

Rise and Reconvene

*The Education Act provides that a meeting of the board may be closed to the public and the media when the matters for discussion involve: **1.** the security of the property of the board; **2.** the disclosure of intimate, personal or financial information in respect of a board member or committee, an employee or prospective employee of the board, or a pupil or his/her parent or guardian; **3.** the acquisition or disposal of a school site; **4.** decision in respect of negotiations with employees of the board; or **5.** litigation affecting the board; **6.** an ongoing investigation under the Ombudsman Act respecting the board.*

*Note: Student Trustees are permitted to attend all in camera meetings with the exception of those relating to item **2** above.*

**Questions relating to this agenda should be directed to
Stephanie Reidel, Manager of Corporate Services**

TAB 9

JUNE 6, 2022

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE OF SPECIAL MEETING

The **Special Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, June 6, 2022, at 8:00 p.m.**

AGENDA

Call to Order

Territorial Acknowledgement and O Canada

Approval of Agenda

Declarations of Pecuniary Interest

Reports

Trustee Code of Conduct Complaint

Chairperson

Adjournment

TAB 10
Video of Special Meeting
dated June 6, 2022

TAB 11

SPECIAL BOARD MEETING – JUNE 6, 2022

<p>Chair Piatkowski</p>	<p>Good evening,</p> <p>I will call this Special Meeting of the Board of Trustees to order.</p> <p>First, we will have the territorial acknowledgement and following that please stand if you are able for O Canada.</p>
<p>Various speakers</p>	<p>We would like to acknowledge, we would like to acknowledge, we would like to acknowledge that the land on which we gather here today was used by Haudenosaunee, Anishinaabe, and the Neutral people. We also acknowledge the enduring presence and deep traditional knowledge les lois et les philosophies traditionnelles of the indigenous people with whom we share this land today, with whom we share this land today, with who we share this land today.</p>
<p>Various speakers</p>	<p>[singing O Canada]</p>
<p>Chair Piatkowski</p>	<p>Thank you. You may be seated.</p> <p>Good evening. Because this is a Special Board Meeting, called for the sole purpose of dealing with the report of the Integrity Commissioner on a code of conduct complaint filed on February 24, 2022, there are no amendments to be accepted for the Agenda circulated in advance of the meeting.</p> <p>Could I please have a Trustee move approval of the Agenda as distributed? Trustee Woodcock, seconded by Trustee Meissner.</p> <p>All those in favour of approving the Agenda as distributed?</p> <p>Any opposed? And um any abstentions? Okay, the Agenda is carried.</p> <p>Are there any declarations of pecuniary interest this evening? Seeing none, we shall move on.</p> <p>All of the Trustees are here, including two Trustees who have recently completed their leave of absence and welcome back Trustee Meissner and Trustee Weston.</p> <p>Um, as mentioned there's only one item of business. Earlier this evening, um Trustees met in a closed session to deal with a confidential report from its Integrity Commissioner with respect to a complaint filed in late February.</p> <p>The complaint alleged that Trustee Mike Ramsay had breached the Trustee Code of Conduct. The Integrity Commissioner interviewed the Complainant, Trustee Ramsay and other Trustees and also reviewed documentation that was provided to him by the Complainant, by Trustee Ramsay and by witnesses.</p>

Responding to the Integrity Commissioner's Report is the only business to be conducted at this meeting.

For the benefit of everyone watching, I will provide a few points of clarification with respect to process.

The Integrity Commissioner is not to make any recommendations and did not do so. Instead the report is a finding of facts.

It is up to Trustees to decide whether the Code of Conduct has been breached and if so, whether any of the sanctions available to Trustees will be imposed.

The Integrity Commissioner was present at the in-camera meeting held, uh, earlier to present the report and to take questions from Trustees.

Legal counsel for the WRDSB was also present to ensure that the *Education Act* and the Code of Conduct were being followed properly, properly and, uh, and they are in attendance of the public session as well.

Under the Code of Conduct, neither Trustee Ramsay nor the Complainant votes on the question of whether of one or more breaches of the Code of Conduct occurred nor do they vote on any sanctions to be imposed if one or more breaches is determined to have occurred.

Uh, the Code of Conduct requires a two-thirds vote in favour to find that there was breach of the Code of Conduct and the same two-third's threshold to impose any sanctions.

The available sanctions under our Code of Conduct are:

- censure of the Trustee;
- barring the Trustee from attending all or part of a meeting of the Board or committee meetings;
- barring the Trustee from sitting on one or more committees of the Board for a period of time specified by the Board not to exceed six months; and/or
- restrictions on the rights of the Trustee to attend in-camera meetings or receive in-camera materials.

So, in the in-camera session, there was a Motion introduced but it was not voted on and I am bringing it forward to the public session for a vote.

Uh, the Motion was moved that the Board of Trustees finds that Trustee Ramsay has breached the Code of Conduct. So that was moved and seconded, in the in-camera session and it will be voted on now in the public session and it's appropriate that this be done by a recorded vote and I will now call on the

	Manager of Corporate Services to call out the names of Trustees to vote on the Motion.
Manager of Corporate Services	Thank you Chair Person. We will start with Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chairperson Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?

Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	And Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Thank you, Chairperson. That is six in favour and three opposed.
Chair Piatkowski	<p>So the two-thirds majority has been achieved and that, uh, is the position of the Board of Trustees that a breach of the Code of Conduct, uh, did occur. Uh, the Board, uh, can now consider, um, whether to impose any of the sanctions available to us in response to this breach of the Code of Conduct. Um, I will read them out in order and I will pause to see if anyone wishes to move a motion to impose any of the sanctions. We'll do them one at a time.</p> <p>Uh, does anyone wish to move a motion that, uh, that Trustee Ramsay be censured for his breach of the Code of Conduct?</p> <p>Trustee Meissner?</p> <p>Is there a seconder?</p> <p>Trustee Woodcock.</p> <p>Okay. Uh, I think a recorded vote is appropriate on this matter as well and, uh, I will invite, uh, the Manager of Corporate Services to again read out the names.</p>
Manager of Corporate Services	Thank you. Uh, we will start again with Trustee Herring?
Trustee Herring	In favour.

Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Watson	In order. Point of Order. What was the motion? What are we voting on?
Chair Piatkowski	The motion is to censure Trustee Ramsay for his breach of the Code of Conduct. So it's a motion of censure which is the first of the available, uh, sanctions under the Code of Conduct.
Manager of Corporate Services	May I continue, Chairperson?
Chair Piatkowski	Uh, yes, please.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.

Manager of Corporate Services	Trustee Watson? Sorry Trustee Watson. I didn't hear your response.
Trustee Watson	Opposed.
Manager of Corporate Services	Thank you. Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock.
Trustee Woodcock	In favour.
Manager of Corporate Services	Thank you. That is once again six in favour and three opposed.
Chair Piatkowski	Okay. That motion is carried then by the required two-thirds majority. Um, under the Code of Conduct, the second sanction that is available to Trustees is barring the Trustee from attending all or part of the meeting of the Board or a committee meeting. Uh, is anybody interesting in moving that — I am not seeing a hand. Uh, Trustee Woodcock. Do you have a motion?
Trustee Woodcock	Uh the sanction would be ah to, uh, to, uh, bar, uh, Trustee Ramsay from attending, um, Board, uh, Board and comm — all of Board and committee meetings, uh, until September the 30 th .
Chair Piatkowski	Okay. Is there a seconder for that motion? Uh, Trustee Millar. Okay, uh —
Trustee Watson	Point of order. Point of order. Just want some clarification according to the educate, the <i>Education Act</i> . Is that even legal for the Board meetings?

Chair Piatkowski	Mr. Roher —
Trustee Millar	Can we get some clarification on that?
Chair Piatkowski	Yes. Uh, we'll, uh, turn to legal counsel.
Legal Counsel	Yeah. There's, there is no problem with respect to committees. Um, you can, um, bar the Trustees from, uh, sitting on or attending committees for up to six months. Um, it's not clear on meetings of the Board itself, um, because it says "barring the Trustee from attending all or part of a meeting of the Board" and it doesn't specify for a period of time. So, um, the other option would be to include a committee of the whole which is, uh, you know, which is a board committee. Um, so it appears from the language of, of this, of this statute and the language of your policy that you can bar the Trustee from attending at least one meeting of the Board but you can bar them from attending, um, committees, which include committees of the whole, for up to six months.
Chair Piatkowski	Uh, Trustee Woodcock would you like to, uh, to change your motion in any way?
Trustee Woodcock	Sorry, um, yes, per what, uh, Mr. Roher just said, um, my motion was to bar from Board and committee, uh, all committees, um, I, I would like to change that to barring from all committees, including committee of the whole, till, um, September 30 th , 2022.
Chair Piatkowski	And no, no ban from any Board meeting then?
Trustee Woodcock	Uh, not, uh, not in this motion.
Chairperson	Okay. So this is a motion pertaining to all committees, including committee of the whole meetings until September 30 th . Um, Trustee Millar, do you have seconded? Are you comfortable with the change?
Trustee Millar	Sorry. Yes. I'm, I'm fine with the change. I, uh, sorry Chair. You're going through these in order and I don't want to, um, I, I'm, I'm just a little confused. So, if I can ask for clarification again. My apologies.
Chair Piatkowski	Okay. So, perhaps, uh, Trustee Woodcock's motion is more, uh, to do with the third available sanction. Um, and, uh, maybe we could re-introduce that, um, when we're —

Trustee Millar	I think that's why I'm confused. I was looking at –
Chair Piatkowski	Okay. So —
Trustee Millar	I've got it in front of me, so if you're looking at B, that's, uh, a sanction about, um, barring the Trustee from attending a Board meeting but according to legal, we — that's only an option for one Board meeting. Is that correct?
Chair Piatkowski	That would be the June 27 board meeting then.
Trustee Millar	And then C would be what Trustee Woodcock — the, the motion that Trustee Woodcock is making, is that —
Chairperson	So I'll, I'll ask her to re-introduce that —
Trustee Millar	Please. I'm confused.
Chairperson	<p>Uh, when we come to C. If, it, does anybody wish to, uh, to move a motion to bar Trustee Ramsay from attending, uh, effectively the June 27th, uh, Board meeting.</p> <p>Trustee Herring. Uh, followed, uh, by Trustee Millar as a seconder.</p> <p>Okay. So, the, this only pertains to the monthly Board meeting, uh, on June 27th and, uh, legal counsel has advised that in terms of board meetings themselves was to held once a month, um, well, normal monthly board meetings are held once a month. Um, so, only, this only pertains to the June 27th meeting. So, uh, that being said, uh, can we move to a vote and I'll ask the Manager of Corporate Services again.</p>
Manager of Corporate Services	Thank you. We'll start with Trustee Herring.
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.

Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	And Trustee Woodcock.

Trustee Woodcock	In favour.
Manager of Corporate Services	Thank you. That is six in favour and three opposed.
Chair Piatkowski	So that again is the required two-thirds majority. Um, the third sanction and, uh, as noted, uh, Trustee Woodcock uh, was speaking to this, is barring the Trustee from sitting on one or, uh, more committees of the Board and legal counsel has confirmed that this includes committee of the whole meetings for the period of time specified by the Board but it's not to exceed six months. Is there a motion? Trustee Woodcock?
Trustee Woodcock	I'll reintroduce my motion that, uh, Trustee Ramsay be barred from sitting on, um, Board — no, sorry. Pardon me. Committees of the whole meetings until September 30 th .
Chair Piatkowski	Just committee of the whole meetings?
Trustee Woodcock	That's — yes.
Chair Piatkowski	That's what your motion is? Okay. And is there a seconder for that motion? Trustee Weston. Okay. I think we can move to a vote. Go ahead, uh, Ms. Riedel
Manager of Corporate Services	Thank you. Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?

Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock?
Trustee Woodcock	In favour.

Manager of Corporate Services	Thank you. That is six in favour and three opposed.
Chair Piatkowski	Okay. So that is again the required two-thirds majority. The final sanction available under the Code of Conduct is restrictions on the rights to the Trustee to attend in-camera meetings or to receive in-camera materials. Does anybody have a motion to introduce with respect to that sanction? Trustee Millar?
Trustee Millar	I'd like to make a motion to, um, restrict, um, Trustee Ramsay from attending in-camera meetings until September 30 th .
Chairperson	And also to receive in-camera materials?
Trustee Millar	I'm sorry. Yes.
Chair Piatkowski	Okay. Is there a seconder for Trustee Millar's motion? Trustee Weston. Uh, let's move to a vote. Um, Ms. Reidel, you can call out the names again.
Manager of Corporate Services	Thank you. Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Miller?
Trustee Miller	In favour.

Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock.
Trustee Woodcock	In favour.
Manager of Corporate Services	Thank you. And that is six in favour, three opposed.

Chair Piatkowski	Uh, thank you. Um, that again is, uh, the required two-thirds majority. Um, and, uh, that, uh, is the complete list of sanctions available to the, uh, to the, uh, Board of Trustees. Um, there is no other business to conduct tonight so I would entertain a motion to adjourn. Trustee Smith did, were you moving adjournment or did you have something else?
Trustee Smith	Uh, I have a question. Um, there is a, an expulsion committee meeting on Tuesday June 14 th from 4:30 to 5:15. You removed Mr. Ramsay so who is going to step up to be the third person?
Chair Piatkowski	Uh —
Trustee Smith	We have to do, we have to do that right now.
Chairperson	Well, we will leave that to staff to figure out.
Trustee Smith	I, I think we should do it since everybody's here.
Chair Piatkowski	<p>We're, we're not, we're not doing that in public session. In, in fact, I, I, I think it was inappropriate for that to be mentioned in public session. Uh, staff will, uh, will figure out the implications of, uh, of these motions having been passed and, uh, and we'll, uh, respond appropriately.</p> <p>Is there a motion to adjourn the meeting? Trustee Woodcock. Second, uh, seconder for the motion to adjourn? Trustee Meissner. All those in favour of adjourning the meeting? And any opposed? The, uh, meeting is adjourned at 8:27.</p>

TAB 12

TO BE FILED SEPARATELY

TAB 13

JUNE 6, 2022
SPECIAL BOARD MEETING

The Waterloo Region District School Board held a Board Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, K. Meissner, C. Millar, M. Ramsay, K. Smith, L. Tremble, C. Watson, J. Weston, C. Whetham and K. Woodcock.

Student Trustees K. Soror and N. Vishkin were not in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), E. Dougan-McKenzie, M. Gerard, L. Read and G. Shantz.

Other staff in attendance: R. Lam and S. Reidel.

Guest in attendance: E. Roher, Senior Counsel and National Leader of the Education Law Group, BLG.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 8:05 p.m.

Chairperson S. Piatkowski noted that this Special Meeting has been called with the sole purpose of dealing with the report from the Integrity Commissioner on a Code of Conduct complaint filed on February 24, 2022.

APPROVAL OF AGENDA

1. Moved by K. Woodcock, seconded by K. Meissner:

That the agenda of the June 6, 2022, Special Board Meeting be approved.

-Carried-

Opposed: C. Watson

MOTIONS FROM IN CAMERA MEETING

Note: The following motions were approved in the In Camera session held earlier this evening.

A. Moved by J. Weston, seconded by J. Herring:

That the agenda of the June 6, 2022, Special In Camera Board Meeting be deemed to meet the legislative requirements for discussion in camera.

-Carried-

B. Moved by K. Woodcock, seconded by C. Millar:

That we rise and report in public session.

-Carried-

Note: This concludes the reporting of In Camera motions.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

REPORTS

TRUSTEE CODE OF CONDUCT COMPLAINT

Chairperson S. Piatkowski shared that trustees met in closed session to receive and discuss the report from the Integrity Commissioner with respect to a Code of Conduct complaint alleging that Trustee M. Ramsay breached the Trustee Code of Conduct. He reviewed the process followed to date as outlined in Board Policy G201 - Trustee Code of Conduct. Responding to the Integrity Commissioners report is the only business to be conducted in the meeting. He further provided clarification regarding the process. The report is a finding of facts and does not include any recommendations. It is the responsibility of the Board of Trustees to determine if a breach occurred and to impose any sanctions. The respondent and the complainant are not to vote on the determination of a breach or sanctions. Chairperson S. Piatkowski reviewed the available sanctions as outlined in Board Policy G201 - Trustee Code of Conduct.

Trustees requested a recorded vote. A motion to find Trustee M. Ramsay in breach of the Code of Conduct was moved and seconded in the in camera session to be voted on at the public session.

1. Moved by J. Weston, seconded by C. Millar:

That the Waterloo Region District School Board of Trustees find Trustee Mike Ramsay in breach of Board Policy G201 - Trustee Code of Conduct.

-Carried with two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

JUNE 6, 2022
SPECIAL BOARD MEETING

Chairperson S. Piatkowski stated that the Board of Trustees can now consider imposing sanctions in response to the breach of the Trustee Code of Conduct.

2. Moved by K. Meissner, seconded by K. Woodcock:

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(a) censure of the trustee

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

Trustees discussed a motion to bar Trustee M. Ramsay from attending all Board and Committee meetings up to September 30th. Trustee C. Watson called a Point of Order in regards to the Board Meetings. Chairperson S. Piatkowski referred to legal counsel who indicated that the Education Act and Board Policy G201 - Trustee Code of Conduct allows barring the Trustees from attending one Board meeting but up to 6 months of Committee of the Whole meetings. Trustees introduced new motions based on this advice.

3. Moved by J. Herring, seconded by C. Millar:

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(b) barring the trustee from attending all of the June 27, 2022, Board Meeting.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

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

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(c) barring the trustee from sitting on the Committee of the Whole up to and including September 30, 2022.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

5. Moved by C. Millar, seconded by J. Weston:

That the Waterloo Region District School Board of Trustee impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials up to and including September 30, 2022.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

ADJOURNMENT

6. Moved by K. Woodcock, seconded by K. Meissner:

That the Board Meeting of June 6, 2022, be adjourned.

-Carried-

The meeting adjourned at 8:27 p.m.

TAB 14



Waterloo Region District School Board

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

June 8, 2022

SENT BY EMAIL AND COURIER

PRIVATE AND CONFIDENTIAL

Trustee Mike Ramsay
19 Trowbridge Street
Breslau, ON
N0B 1M0
mike_ramsay@wrdsb.ca

Dear Trustee Ramsay

Re: Written Notice of Breach of Board Policy G201 – Trustee Code of Conduct

I refer to the special meeting of the Board of Trustees held on June 6, 2022 in accordance with *Board Policy G201 – Trustee Code of Conduct* and section 218.3 of the *Education Act*.

I confirm that on February 24, 2022, a trustee submitted a formal Code of Conduct complaint against you alleging numerous breaches arising from your conduct at Board of Trustees meetings and your postings on social media. The complaint also included an Appendix which listed a large number of tweets and retweets by you in January and February 2022, which are described in the complaint as demonstrating “a pattern of concerning behaviour.”

Section 30 of the Code of Conduct provides that only serious and/or recurring breaches of the Code should be investigated under the Formal Complaint Process and this complaint was put forward on that basis. The complaint was submitted to me and forwarded to you that same day. On March 1, 2022, the Board retained the services of Barry H. Bresner of ADR Chambers as Integrity Commissioner to investigate the complaint.

Mr. Bresner stated that the complaint alleged a number of breaches of the Code, which can be summarized as follows:

- The refusal of the respondent to accept and respect the decisions of the Chair and the Board;
- Accusations by the respondent of unlawful conduct by fellow trustees; and
- Disclosure of confidential information by the respondent.

Mr. Bresner conducted a full and thorough investigation which included interviewing relevant Trustees and reviewing documentation. On April 22, 2022, you provided Mr. Bresner with your written response

to the complaint. On April 28, 2022, you provided Mr. Bresner with a “Response to Request for Clarification and Summary of Telephone Visit of April 27, 2022” by email.

Section 54 of the Code of Conduct provides that the final report “shall outline the findings of facts, but not contain a recommendation or opinion as to whether the Code of Conduct has been breached. This will be determined by the Board of Trustees as a whole.”

Section 57 of the Code of Conduct states that the final report “shall be delivered to the Board of Trustees for a decision as to whether or not the Code of Conduct has been breached. A sanction, if any, for the breach shall be made as soon as practical after receipt of the final report by the Board.

The final report was issued by Mr. Bresner on May 31, 2022. The Board of Trustees was provided with a copy of the final report on June 1, 2022.

Section 60 of the Code of Conduct provides:

“The determination of both a breach of the Code of Conduct and also imposition of a sanction with respect to a complaint investigated in accordance with the formal complaint process must be done by formal resolution(s) of the Board at a meeting of the Board, and the vote of the resolution(s) shall be open to the public. The resolution(s) shall be recorded in the minutes of the meeting. Both resolutions pertaining to a breach of the Code and any related decision regarding a specific sanction shall be decided by a vote of at least two-thirds of the trustees present and voting.”

The Board of Trustees meeting which reviewed the report was held in private session arising from the requirements set out in section 207(2) of the *Education Act*. Section 218.3 of the *Education Act* requires that all resolutions involving determination of a breach of the Code of Conduct and any sanction imposed by the Board is to be held in public session.

After careful consideration, lengthy discussion by the relevant trustees, and a review of the relevant findings of fact set out in the report, the trustees made the determination that your conduct and actions at meetings of the Committee of the Whole, and certain emails, tweets and retweets made by you in January and February 2022, constituted a breach of the Board’s Code of Conduct.

At the June 6, 2022, Special Board Meeting the following motions were passed with a two-third majority vote in public session:

1. That the Waterloo Region District School Board of Trustees find Trustee Ramsay in breach of Board Policy G201 - Trustee Code of Conduct.
2. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (a) censure of the trustee.
3. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (b) barring the trustee from attending all of the June 27, 2022, Board Meeting.

4. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (c) barring the trustee from sitting on the Committee of the Whole up to and including September 30, 2022.
5. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials up to and including September 30, 2022.

The process of Reconsideration is laid out in *Board Policy G201 – Trustee Code of Conduct* in Sections 69 through 75, as follows:

69. If the Board determines that a trustee has breached the Board’s Code of Conduct the Board shall,

- (a) give the trustee written notice of the determination, the reasons for the decision and any sanction imposed by the Board; and*
- (b) the notice shall inform the trustee that he or she may make written submissions to the Board in respect of the determination or sanction by the date specified in the notice that is at least fourteen (14) days after the notice has been received by the trustee; and*
- (c) consider any submissions made by the trustee and shall confirm or revoke the determination or sanction within fourteen (14) days after the submissions are received.*

70. If the Board revokes a determination, any sanction imposed by the Board is revoked.

71. If the Board confirms a determination, the Board shall, within the fourteen (14) days above, confirm, vary or revoke the sanction.

72. If a sanction is varied or revoked, the variation or revocation shall be deemed to be effective as of the date the original determination was made.

73. The Board’s decision to confirm or revoke a determination or confirm, vary or revoke a sanction shall be done by resolution at a meeting of the Board and the vote on the resolution shall be open to the public. Both resolutions shall be decided by a vote of at least two-thirds of the trustees present and voting. The resolutions shall be recorded in the minutes of the meeting together with the reasons for confirming or revoking a determination. The Board shall provide to the trustee alleged to have breached the Code of Conduct written notice of the decision to confirm or revoke the determination together with reasons for the decision and written notice of any decision to confirm, vary, or revoke a sanction. The respondent and complainant shall not vote on those resolutions.

74. The trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but may not participate in the deliberations and shall not be required to answer any questions at that meeting.

75. If appropriate, the original sanction may be stayed pending reconsideration by the Board of the determination or sanction.

As indicated in Section 69(b) of *Board Policy G201 – Trustee Code of Conduct*, you may make a written submission to the Board of Trustees in respect of the determination or sanctions by June 24, 2022.

Throughout this process the Board of Trustees has worked diligently to ensure that we have complied with the provisions of the Code of Conduct and section 218.3 of the *Education Act*.

If you have any questions in this matter, please contact Stephanie Reidel, Manager, Corporate Services.

Sincerely,

A handwritten signature in black ink that reads "Scott Piatkowski". The signature is written in a cursive style.

Scott Piatkowski
Chairperson of the Board of Trustees
Waterloo Region District School Board

Cc: jeewan chanicka, Director of Education

Cc: Stephanie Reidel, Manager, Corporate Services

TAB 15

Redacted for Court Filing

Waterloo Region District School Board
51 Ardelt Avenue
Kitchener, ON
N2C 2R5

To the Board:

**RE: REQUEST FOR RECONSIDERATION OF THE BOARD'S DECISION DATED
JUNE 6, 2022**

I write to the Board to request that it reconsider its decision to find me in breach of Board Policy G201 – Trustee Code of Conduct (the “Code of Conduct” or the “Code”). For the reasons outlined below, I submit that the Board’s decision was procedurally unfair and substantively unreasonable. The Board’s finding that I breached the Code is untenable in light of the facts found by the Integrity Commissioner and the governing law. I respectfully request that the Board revoke its decision.

PROCEDURAL FAIRNESS

I was denied natural justice by the Board. The Board owed a duty of procedural fairness which was breached. The Board breached its duty of procedural fairness by deliberating *in camera* rather than in public as required by the *Education Act*, by failing to provide reasons for its decision, and by incorporating a biased decision maker.

The content of the duty of fairness is context-dependent. It can be determined with regard to five factors set out by the Supreme Court in *Baker v. Canada*¹:

- 1) The nature of the decision, falling on a spectrum of administrative to judicial decisions;
- 2) The governing statutes;
- 3) The importance of the decision to the individual affected;
- 4) Any legitimate expectations of the person subject to the decision; and
- 5) The procedures chosen by the agency or tribunal making the decision.

¹ *Baker v. Canada (Minister of Citizenship and Immigration)*, [1999] 2 SCR 817, <https://canlii.ca/t/1fglk>.

The above factors weigh in favour of a high level of procedural fairness when determining whether a trustee has breached the Code.

First, the nature of the decision is quasi-judicial. It falls far closer to the judicial end of the spectrum of decision making. The formal inquiry process is analogous to criminal prosecution. It is initiated by a complaint which is investigated. The accused is allowed to make submissions in his defence. The Board comes to a decision whether rules were violated. The consequence of the Board finding that the Code has been breached is the possibility of censure and sanction, which corresponds to the punishment following a finding of guilt. The decision-making process closely resembles a judicial process and, accordingly, requires a high degree of procedural fairness.

Second, the context provided by the *Education Act* must be considered in determining the content of the duty of fairness. The *Education Act* provides for the election of Board members by the public. Accordingly, Board members are required to “attend and participate in meetings of the Board” and to “bring concerns of parents, students and supporters” to the attention of the Board.² Given the trustee’s role in democratic representation, a trustee’s position should not be abrogated without appropriate procedural safeguards.

Third, the decision’s importance calls for a higher degree of procedural fairness. The Board censured me which is a formal act of denunciation. I have also been barred from attending meetings until the end of September. I am unable to perform my duties as trustee and a message has been sent to the public that I have done something wrong. The impact is all the more significant because of the secrecy with which the decision has been made. Details have been withheld so members of the public cannot form their own views as to what happened. This is a serious impact, especially for an elected official.

Procedural fairness required that the Board deliberate in public and provide written reasons for its decision. First, the deliberations on whether to find me in breach of the Code of Conduct should have been public. The Board is governed by the *Education Act* and its terms govern the process for finding trustees in breach of the Code of Conduct.

² *Education Act*, R.S.O. 1990, c. E.2, s. 218.1(b), (d).

Section 218.3(10) states that consideration of whether a Board member has breached the Code of Conduct *may* be closed to the public if the subject matter involves:

- A) The security of the property of the board;
- B) The disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;
- C) The acquisition or disposal of a school site;
- D) Decisions in respect of negotiations with employees of the board; or
- E) Litigation affecting the board

The above factors were not engaged. The deliberations should have been open to the public. The open court principle is a hallmark of our democratic society. Given that the determination of a breach of the Code of Conduct is quasi-judicial, the presumption is that it should be open. The open court principle has constitutional status and should not be displaced except with proper justification.

Second, the Board failed to provide written reasons for its decision. The “Written Notice of Breach of Board Policy G201 – Trustee Code of Conduct” (the “Notice”) states *what* the Board’s decision is but it does not state *why* the Board made that decision. This is especially concerning given that three allegations were made against me. It is unclear which allegations the Board accepted or which provisions of the Code of Conduct were found to be breached. Given the importance of the decision and its quasi-judicial nature, I am entitled to know the reasons for the finding that I breached the Code of Conduct.

Third, the Board incorporated a biased Trustee in coming to its decision. The Chair was not an impartial decision-maker and should not have participated in the Board’s vote. Chair Piatkowski submitted “a lengthy written submission” in support of the complaint. Chair Piatkowski’s submissions, which I attach with this letter, were 58 pages in length. In addition to taking a side in favour of the complaint, the Chair also goes beyond the allegations to raise other matters contrary to s. 58 of the Code of Conduct. The Chair’s submissions are highly critical of me and my conduct as trustee. Chair Piatkowski has acted as witness, advocate, and adjudicator in this matter.

Procedural fairness requires that decisions be free from bias or the reasonable apprehension of bias. The decision-maker must be impartial. An informed, reasonable member of the public viewing this matter would conclude that Chair Piatkowski would be unable to decide the matter fairly. This is significant given that the Code of Conduct requires two thirds majority and the Board's vote was 6-3.

THE BOARD'S DECISION WAS UNREASONABLE

The Board's decision was unreasonable because it was inadequate, contrary to the factual and legal context, and fails to address the *Charter* issues raised in my written submissions.

The Board's reasons are inadequate

As stated above, the Board failed to provide reasons for its decision. In the alternative, if the Notice is taken as the Board's reasons, then those reasons are deficient. The Notice does not justify the decision made, nor is it transparent and intelligible. It does not make clear what allegations were accepted nor what provisions were breached. The Notice does not reveal what conduct was found to be contrary to the Code of Conduct.

The Board's reasons are unjustifiable in light of the facts and law

The Board's decision is not justifiable in light of the factual and legal constraints which bear upon it. I will address this in relation to each of the three allegations stated in the Notice and the Integrity Commissioner's Report (the "Report").

- i) *"The refusal of the respondent to accept and respect the decisions of the Chair and the Board"*

The Report sets out the facts which underly the allegation. The facts which allegedly constitute a breach of the Code of Conduct consist of discussions at the Board meeting on January 24, 2022 and social media use.

With respect to the exchange at the Board meeting on January 24, 2022, the conduct does not rise to the standard of discrediting or compromising the integrity of the Board. As stated by the Integrity Commissioner, there is a "trend in favour of leaving the policing

of meetings to the individual chairing the meeting.” The Chair “used his authority effectively to mute the respondent” and “the meeting continued to address the balance of the agenda without serious incident.”³ There is nothing rising to a level to warrant sanctions under the Code of Conduct.

With respect to social media use, the impugned conduct did not breach of the Code. Any comments were “issue-based and not personal”. My twitter posts were issue-based as all I did was re-tweet articles of threads about the Board’s decision to prevent Ms. Burjoski from speaking at the January 17 meeting. Under s. 24 of the Code of Conduct, I am allowed to “state my position on a resolution, provided it does not in any way undermine the *implementation* of the resolution” [emphasis added].⁴ I am allowed to disagree with the decision to end Ms. Burjoski’s presentation. My comments in no way prevented the Board from implementing its decision. Indeed, the meeting where she spoke was over; I could not prevent its implementation. I am within the bounds of the Code to express disappointment with the decision.

Accordingly, there was no legal or factual basis for the Board to find that I undermined the decision of the Chair or Board.

ii) Accusations by the respondent of unlawful conduct by fellow trustees

This allegation relates to an exchange at the Meeting of the Whole on February 14, 2022. Pursuant to my duty to comply with legislation, I raised a concern about the Board making directions contrary to Ministry directives and the law. When a colleague took issue with my comment, I explained my concern as arising from two matters: 1) a vote with respect to vaccine mandates for staff and 2) a directive that I was concerned violated the *Ontario Health & Safety Act*.

With respect to 1), the Chair clarified that the vote was to obtain a legal opinion, and I accepted that clarification and moved on. With respect to 2), I merely stated the source of my concern. I did not accuse any specific individuals of unlawful activity. Rather, I raised a concern that the Board had stepped outside the bounds of the law. My comments

³ Report of the Integrity Commissioner, paras. 72-74.

⁴ *Code of Conduct*, s. 24.

would not harm confidence in the Board. On the contrary, I was acting in good faith to fulfil my obligation to “inspire public confidence in the abilities and integrity of the Board” by raising concerns for discussion. My comments did not breach any provisions of the Code of Conduct. The Notice fails to explain how this conduct constitutes a breach of the Code.

iii) Disclosure of confidential information by the respondent

The facts do not support a finding that confidential information was disclosed. The complaint alleges two breaches of confidentiality. First, it is alleged that I disclosed information from an *in camera* meeting to Jamie Mask. Second, it is alleged that my comments at the February 14 meeting identified an employee. The facts found in the Report do not support either allegation.

With respect to the allegation that I leaked information to Mr. Mask, the Report states “I cannot conclude, on a balance of probabilities, that the comments in Mr. Mask’s email of January 25 resulted from the disclosure of confidential information to him by Trustee Ramsay.”⁵ “Trustees are to consider only the findings in the final report when voting on the decision.”⁶

With respect to my comments at the February 14 meeting, the employee in question was not identified. I did not state the name of the employee and the Report finds that a casual observer would not be able to conclude who was being discussed. While the Report speculates that “well-informed observers might have been able to put two and two together”, there is no reason to believe that that happened. Indeed, the Report finds that one would have to have had previous knowledge of the circumstances discussed to know who was being referred to. No one was identified and so no private information was disclosed.

Overall, the Board’s finding that I breached the Code of Conduct is unjustifiable in light of the factual and legal constraints which bear upon the decision. Especially in light of the

⁵ Report of the Integrity Commissioner, para. 54. Note that Mr. Mask’s comment was contained in a tweet. It appears the Report mis-labelled it as an email.

⁶ *Code of Conduct*, s. 58

above issues, the Board's lack of reasons do not reveal what provision was breached or in what manner. The Board's decision is therefore unreasonable.

The Board's reasons fail to balance the *Charter* right engaged

In my response to the complaint, I explicitly raised the issue of whether s. 2(b) of the *Charter of Rights and Freedoms* extends to my comments. When a decision has the potential to infringe the right to free expression, the decision-maker must balance the infringement against the objective of the decision. The Notice reveals no such balancing.

Section 2(b) of the *Charter* protects the right to free expression. It protects the right to expression without interference from the state unless it is demonstrably justified in a free and democratic society pursuant to s. 1 of the *Charter*. The comments impugned in the complaint against me are at the core of expression protected by s. 2(b). They relate to a matter of public interest being deliberated by elected officials. The nature of my comments attracts a high degree of protection under the *Charter*. The objectives of the Code of Conduct, ensuring civility and integrity among trustees, can be achieved without sanctioning me for exercising my right to free speech. Therefore, the Board ought to have balanced my *Charter* right and found that the Code was not breached. The Board's failure to undertake such balancing makes its decision unreasonable.

CONCLUSION

In sum, I submit that the Board's decision denied me natural justice and was substantively unreasonable. The Board denied me procedural fairness by deliberating *in camera*, failing to give reasons for its decision, and incorporating the vote of Chair Piatkowski, who was biased in favour of the complaint. Further, the Board's decision was unreasonable because it has not transparently justified its finding, the decision is unjustifiable in light of the facts and law, and does not balance the *Charter* right to free expression which is engaged.

I respectfully request that the Board reconsider its decision and revoke its finding that the Code was breached.

All of which is respectfully submitted this 24th day of June, 2022.

Digitally signed
By Ramsay, Mike
Date 2022.06.24

MRamsay

Mike Ramsay
Trustee

Appendix A

March 21, 2022

Barry Bresner, LL.B, FCI Arb
Integrity Commissioner, ADR Chambers
bbresner@adr.ca

Dear Mr. Bresner:

As Chair, I was the first member of the Board of Trustees to be aware of Trustee [REDACTED] [REDACTED] Code of Conduct complaint against Trustee Mike Ramsay.

I take my responsibility to manage the complaint process set out in the Code very seriously, and I've sought to ensure that I've conducted that oversight in a fair and balanced manner. I hope that I have succeeded in doing so, both in your eyes and in the eyes of Trustees (including both Trustee Tremble and Trustee Ramsay), regardless of any opinions that I have on the issues raised in the complaint.

This communication sums up my response to the complaint as a Trustee, not as Chair. I can't say that I was surprised at the news that one of my colleagues had opted to go this route.

I believe that the substance and details of Trustee [REDACTED] complaint present a well-founded case that Trustee Ramsay has breached the Code of Conduct repeatedly. If anything, I would suggest that the scope of Trustee Ramsay's transgressions of the Code is even greater than suggested in the complaint from Trustee [REDACTED]

You may be wondering why I did not file a complaint under the Code of Conduct myself if I was convinced that breaches had occurred. It's a reasonable question. Simply put, I thought about it, but became convinced that it would be impossible to fulfill my duties as Chair with respect to the Code of Conduct if I were to file a complaint myself. I also knew that previous Code of Conduct complaints against Trustee Ramsay (in previous terms) had not resulted in any sanctions against him, nor did they have any apparent impact on how he conducted himself (indeed, they seem to have emboldened him by giving him what appears to me to be a belief that he was "untouchable").

Before getting into what I think are breaches of the Code of Conduct, I think it is important to set some context and establish that his recent behaviour is part of a longstanding pattern. Trustee Ramsay has sought to actively undermine the Chair, starting in the first three years of our term (when Trustee Herring and then Trustee Weston were Chair), but more vociferously since I was acclaimed to serve in the position in December 2021 (having previously served for a year as Vice-Chair). As Trustee Tremble noted in establishing the relationship between Trustee Ramsay and a citizen named Jamie Mask, Trustee Ramsay was actually in the Dominican

Republic with Mr. Mask with the Inaugural Meeting of the Board (at which the Chair and Vice-Chair are chosen for the next year). The morning following the meeting (when he still would have been with his "brother" and "friend of 40 years"), Mr. Mask posted the following on Twitter

<https://twitter.com/jmask/status/1468203363330318340>



Jamie Mask 🇨🇦
@jmask

Replying to @WRDSBdirector @weston_id and 3 others

8 white NDP comrades on WRDSB, who constantly crave praise for 'embracing diversity', chose inexperienced white male who hasn't even served 1 full trustee term as Chair while the most experienced trustee (26 yrs w/ 9 as chair or vice) & only BIPOC trustee was ignored. #hypocrites

7:58 AM · Dec 7, 2021 · Twitter for Android

Note that Trustee Ramsay was not ignored. He was not present. He did not stand for Chair, nor did he indicate any interest in serving in the role. He was and is interested in undermining those who step forward to serve in the role. He did it when Trustee Herring was Chair for two years. He did it when Trustee Weston was Chair for a year. And he is actively doing it to me now.

Whether or not he originally supported me being Chair is actually of little concern to me, provided he isn't trying to undermine me at every turn in the performance of my duties. But he has, repeatedly, viciously, and with growing intensity. I believe that this behaviour, which I will document below (and Trustee ██████████ has already documented), is a breach of the Code of Conduct provisions on both **Civil Behaviour** and **Integrity and Dignity of the Office**.

Having observed Trustee Ramsay for my first three years as Trustee, I decided to pre-emptively remind him of his responsibilities under both the Education Act and the Code of Conduct (responsibilities of which he was well aware, but repeatedly failed to uphold). I did so in an e-mail dated December 12, to which he replied on December 13. Both e-mails are attached to this letter as Appendix A and Appendix B respectively.

I wanted to note in particular his statement that: "I hope you also understand that I will NOT be bullied into silence by threats of Code of Conduct complaints. You may wish to speak with some

of your more experienced colleagues as to the results of their past collective efforts in this regard." I believe that this is evidence of his apparent attitude that he can do whatever he wants with impunity, as he alludes to the lack of consequences arising from previous complaints against him.

As noted in Trustee ██████ complaint, the Committee-of-the-Whole meeting held on January 17, 2022 launched some of Trustee Ramsay's most egregious violations of the Code. During the meeting (i.e. while it was still in progress), he Tweeted to question the decision of the Chair after it had withstood his challenge.

<https://twitter.com/MikeRamsay/status/1483238621016694784>



Unprecedented that a delegation was prevented from continuing her presentation to the @wrdsb . To my knowledge, the delegate did not break any rules in her presentation about the Library Review.

7:43 PM · Jan 17, 2022 · Twitter Web App

96 Retweets 5 Quote Tweets 1,129 Likes



This is a breach of his duties under the Code with respect to **Upholding Decisions of the Board**, but also both **Civil Behaviour** and **Integrity and Dignity of the Office**.

I have been the subject of a co-ordinated campaign of harassment, mostly online, but also including threatening phone calls at all hours (including in the middle of the night). This was enough for me to make my Twitter profile private and to ask the Board to remove my cell number from the Board website. I believe that this harassment stemmed directly from Trustee Ramsay failing to respect the decision of the Chair and the fact that it was subsequently upheld by Trustees.

This is just the worst example of many threats that I received:

[Mysite] Contact - new submission External Inbox

kill you in your sleep <reply-to+760c0d24513c@crm.wix.com>
to me

Fri, Jan 21, 5:51 PM

kill you in your sleep just submitted your form:

Contact
on [Mysite](#)

Message Details:

Email: fuckyou@hotmail.com

Name: kill you in your sleep

Address: 232 die lane

Phone No.: 323 434 2334

Subject: you will die in agony

Message: hey fuck face....

On January 18, Trustee Ramsay appeared on CTV News to continue to attack me and the decision that had been upheld. Trustee Ramsay knows that the Chair is the spokesperson for the Board of Trustees, but he went on TV to attack me. Again, this is a breach of his duties under the Code with respect to **Upholding Decisions of the Board**, but also both **Civil Behaviour** and **Integrity and Dignity of the Office**.

<https://kitchener.ctvnews.ca/wrdsb-teacher-removed-from-virtual-board-meeting-after-comments-deemed-transphobic-by-chair-1.5745069>

Trustee Ramsay also apparently appeared on AM640 on January 19. I haven't been able to locate the audio from that interview, but I can only assume that he again took the opportunity to attack the decision of the Chair and Trustees.

<https://twitter.com/Bcam7073/status/1484012512437850121>



bgray
@Bcam7073

...

Replying to @MikeRamsay @wrdsb and @jonkay

I heard you on am640 today and I just wanted to thank you for your service. I wish you were a tdsb trustee!

10:58 PM · Jan 19, 2022 · Twitter for Android

19 Likes



Tweet your reply

Reply



Mike Ramsay @MikeRamsay · Jan 19
Replying to @Bcam7073 @wrdsb and @jonkay
Thank you.

...



12



Also on January 19, Trustee Ramsay Retweeted a Jonathan Kay tweet that targeted me, thereby amplifying and intensifying the attacks against on me. Trustee [REDACTED] has provided you with the original Tweet, but I wanted to highlight the fact that Jonathan Kay, the author of the attack thread said in the replies that he “wanted to make sure that every time you Google [my] name, this is the story that comes up”. Trustee Ramsay endorsed this abuse by retweeting the thread and telling the WRDSB community that they should read it.

In the face of all of these threats, I reached out to Trustee Ramsay via Twitter DM (over which we had previously had more friendly exchanges) to ask him to stand down with his attacks and amplification of others’ attacks.



Mike Ramsay
@_MikeRamsay



Message Details:

Email: youre@piece.ofshit

Name: You are A Piece of Shit

Address: 123 Piece of Shit

Phone No.: 1231231231

Subject: Piece of Shit

Message: You are a piece of shit. You don't support trans rights, you support the sexualization of children. You're nothing but a filthy animal.

Oh and hiding behind politics, it won't help you.
Filth.

I wonder if, on a human to human level, you might reconsider the wisdom of deliberately amplifying the hate campaign that is currently being directed at me.

Seen

You will note that the message was read (denoted by the word Seen, and in other cases by a simple check mark) by Trustee Ramsay. It was simply ignored, as were these followup pleadings to his sense of humanity.

Mike Ramsay
@_MikeRamsay



Message Details:

Email: filthy@pedophila.ca

Name: Pedo-Scott

Address: 123 Lolita Drive

Phone No.: 1231231231

Subject: Is Scott a Pedophile?

Message: Is Scott a Pedophile?

Probably. Pedophiles and groomers enjoy sexualizing children. Scott protects books that sexualizes children. It's very strange that Scott behaves just like a pedophile does.

Jan 19, 2022, 9:32 PM ✓

twitter.com/id2020alliance... (Posted by this user in response to every Tweet that mentions me)

twitter.com/id2020alliance...

Jan 19, 2022, 9:34 PM ✓

More threats and abuse:

Mike Ramsay
@_MikeRamsay



FUCK YOU CHILD GROOMERS

ab4gmmwrtuckoff

Empty message



Reply Reply All Forward

Jan 19, 2022, 9:42 PM ✓

Message Details:

Email: dave@gmail.com

Name: dave hets

Address: 1222 Nmonrove

Phone No.: 519-577-2000

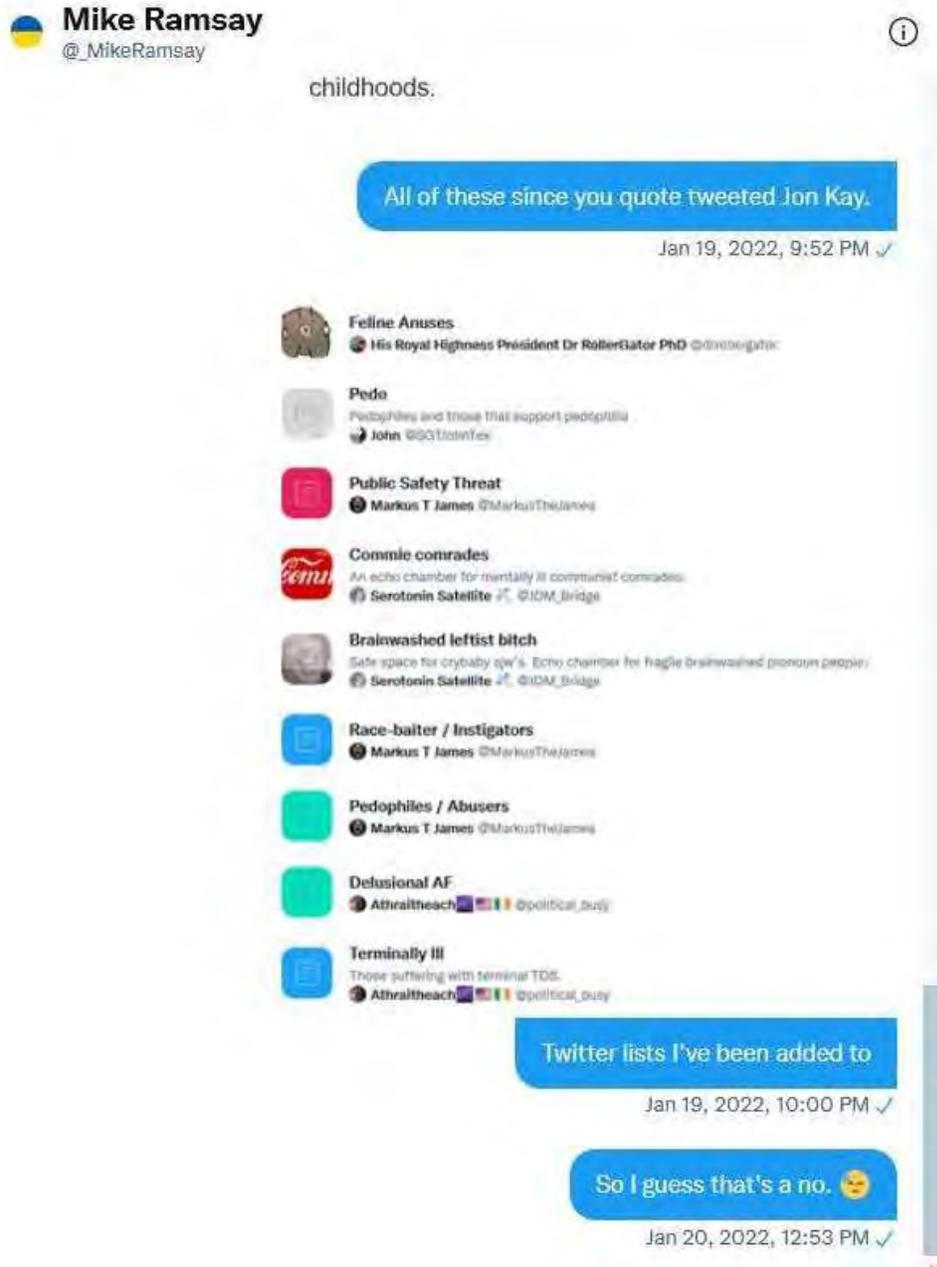
Subject: This really needs to be said

Message: You pos fag, it is pedophiles like you that need to be removed from society you are a cancer to a healthy society and happy safe childhoods.

All of these since you quote tweeted Jon Kay.

Jan 19, 2022, 9:52 PM ✓

And still more:



I point this out because Trustee Ramsay would later publicly mock his fellow Trustees who had spoken out about the devastating impact on their mental health that the attacks initiated by his response to the January 17 meeting, suggesting that they were making them up. He also suggested that Trustees and public officials were making up the threats (despite the evidence that I had already sent to him in an attempt to get him to stop feeding the attacks upon myself and colleagues).

<https://twitter.com/MikeRamsay/status/1494002701641920512>



These actions are a breach of Trustee Ramsay's obligations under the Code with respect to both **Civil Behaviour** and **Integrity and Dignity of the Office**.

Even after the Board's actions were confirmed as proper by outside legal counsel, Trustee Ramsay continued to refuse to honour his duties under the Code with respect to **Upholding Decisions of the Board**. These actions at the January 24 meeting are mentioned and described at length in Trustee Tremble's complaint.

By amplifying a Sue Ann Levy column that attacked the WRDSB and me as a person, while commenting favourably upon his own lack of decorum at that meeting, Trustee Ramsay again undermined the need to promote **Civil Behaviour** and to uphold **Integrity and Dignity of the Office**.

<https://twitter.com/MikeRamsay/status/1487162678007447552>



Mike Ramsay
@_MikeRamsay

...

Dear @wrdsb parents, students and staff, a piece worth reading from @SueAnnLevy I understand her sentiments @carolynburjoski : "Waterloo School trustees continue their woke war on critics" [tnc.news /2022/01/27/lev...](https://tnc.news/2022/01/27/lev...) via @truenorthcentre



tnc.news

LEVY: Waterloo School trustees continue their woke war on critics

The Waterloo Region District School Board doubled down on its far-left antics this week rather than take steps to reverse the decisions that have made it the ...

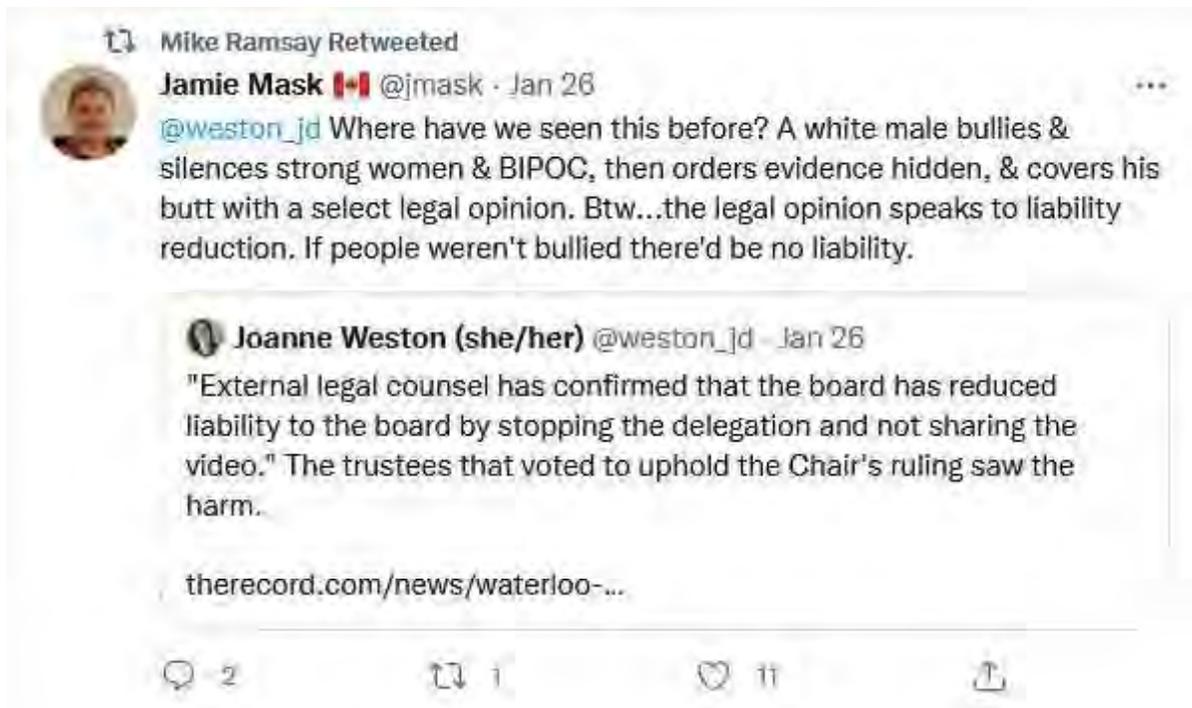
3:36 PM · Jan 28, 2022 · Twitter Web App

23 Retweets 3 Quote Tweets 76 Likes



Trustee Ramsay's ReTweeting and Liking of an inaccurate and abusive Tweet from Jamie Mask (his "brother" and friend of 40 years) continued to show a lack of respect for his duties under the Code (**Upholding Decisions of the Board, Civil Behaviour and Integrity and Dignity of the Office**).

<https://twitter.com/jmask/status/1486369746681487361>



Trustee Ramsay has publicly belittled those of us who have taken steps to protect our personal safety and mental health by limiting our social media to approved followers. These actions have put us in danger. He has screenshot and shared my protected Tweets (something that I was forced to do for safety reasons) in his own feed, leading to further attacks on me by his followers. Again, this is a breach of his duties of **Civil Behaviour** and **Integrity and Dignity of the Office**.

<https://twitter.com/MikeRamsay/status/1493994452897222664>



Mike Ramsay @_MikeRamsay · Feb 16

To parents, students and staff, @ScottPiatkowski has turned off the ability of citizens to share his Tweets, so here is a thread that flows from our Feb 14 meeting. @wrdsb

11:51

53%

← **Thread**



Scott Piatkowski @ScottPiatkowski · 2h

Replying to @MmeKazemzadeh

It's not. At all.



Tweet

school boards as a minimum standard. It's like adopting a policy to pay your employees a living wage does not violate the law that dictates the provincial minimum wage.

1



Mike Ramsay @_MikeRamsay · 49m

@ScottPiatkowski one way to bring some factual clarity to the discussion would be to waive In-Camera confidentiality on this matter. This would include any legal or other advice the @wrdsb received.



Niki Kazemzadeh (she/her) @MmeKazemzadeh · Feb 14

Ramsay responds:

-Sept 20/21, board voted to exceed ministry directives re: vaccine mandates. @ScottPiatkowski disagrees, it was his motion.

Genuine question: how is this going AGAINST the ministry?

...

[Show this thread](#)

8

7

17



I responded by reminding him of his own role in amplifying the attacks against me and his refusal to stop doing so even after being provided with evidence of those attacks.

<https://twitter.com/ScottPiatkowski/status/1494013264476491776>



Scott Piatkowski @ScottPiatkowski · Feb 16

Yes, it's true. After receiving numerous explicit death threats (reported to police) directly linked to hate campaigns amplified by my colleague (including after he was told about those threats), I did limit my Twitter account to approved followers, for my safety and my family's.

1

Mike Ramsay @MikeRamsay · Feb 16

As a former @WRPSToday Officer, I know reports of death threats are taken seriously. And, are thoroughly investigated with full cooperation of complainants (ie access to accounts where threats were received). Trust you will share results of investigation.

Then there was this Twitter “poll” of his followers, which I do not consider to be an example of **Civil Behaviour** or **Upholding the Integrity and Dignity of the Office**.

<https://twitter.com/MikeRamsay/status/1499382192929128448>



Mike Ramsay @MikeRamsay

Transparency, you decide.

Knowing that anyone can report inappropriate tweets, comments or threats to Twitter or the Police.

Should politicians at any level block who can follow them or comment on and share their tweets?

Yes	10%
No way	90%

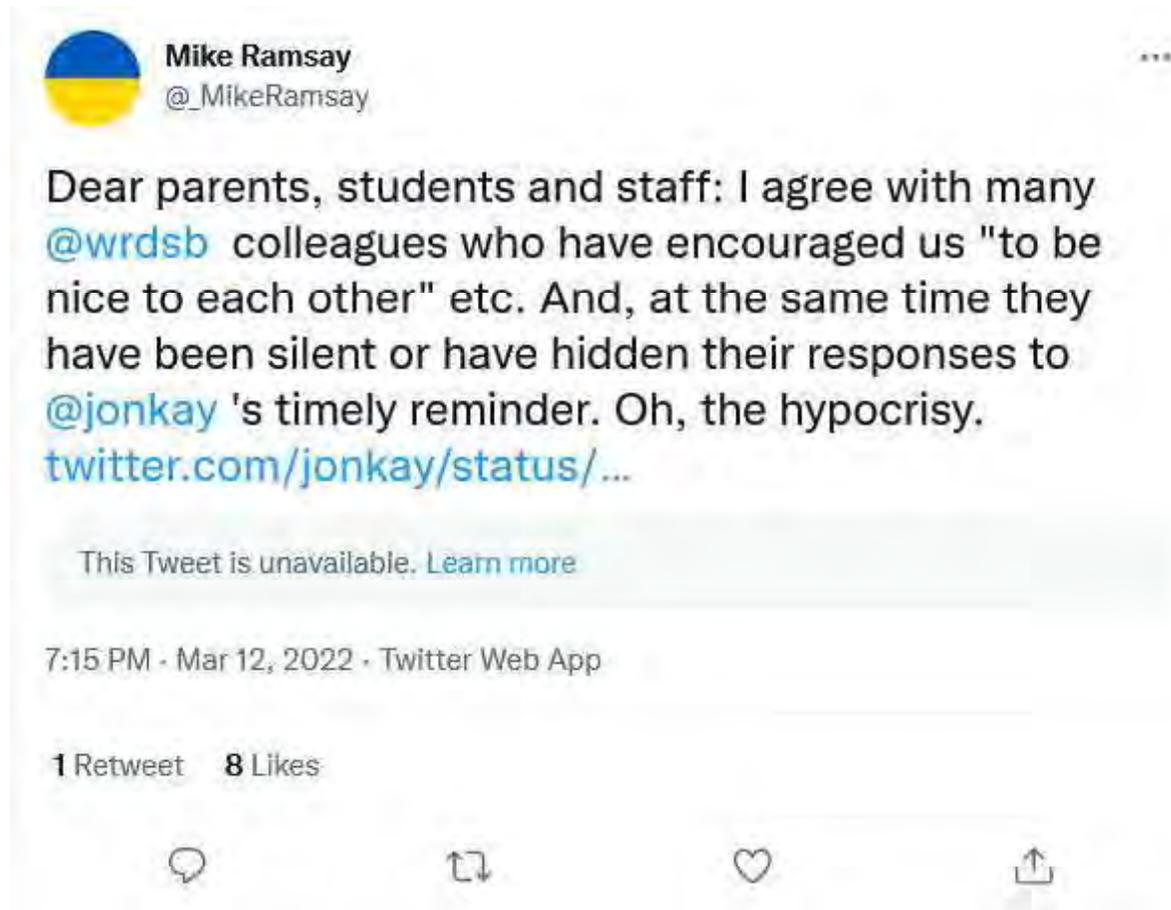
90 votes · Final results

8:52 AM · Mar 3, 2022 · Twitter Web App

4 Retweets 1 Quote Tweet 4 Likes

He even posted a Tweet labelling his colleagues as “hypocrites” for not commenting on a particular Tweet (speaking for myself, I hadn’t seen the Tweet, nor would I have felt compelled to comment on it if I had.

<https://twitter.com/MikeRamsay/status/1502800586978340872>



I believe that this kind of attack is a breach of the Code of Conduct with respect to **Civil Behaviour** and **Upholding the Integrity and Dignity of the Office**.

Even after the complaint was filed on February 24, Trustee Ramsay has continued to fail in **Upholding Decisions of the Board**. For example, he has repeatedly spoken out against the decision of the Board (made at a Special Board Meeting held on March 11, 2022) to ask the Chief Medical Officer of Health and Minister of Education to expand the mask mandate in schools for an additional two weeks after March Break (lifting them on April 4 instead of March 21). Here are two examples of him doing that and breaching the Code of Conduct:

<https://twitter.com/MikeRamsay/status/1504789896187232257>



Mike Ramsay
@_MikeRamsay



Nothing wrong with parents having the right to make the best decisions for their children.

CTV Kitchener @CTVKitchener · Mar 18

The province has denied Waterloo Region District School Board's request to extend their mask mandate. kitchener.ctvnews.ca/video?cid=sm%3...

8:00 AM · Mar 18, 2022 · Twitter Web App

4 Retweets 60 Likes



and

https://twitter.com/_MikeRamsay/status/1504573142982926338



Mike Ramsay
@_MikeRamsay



Thank you Dr. Moore. Our parents, students and staff appreciate being allowed to choose.



Moore responds to public board request
therecord.com/news/waterloo-... via @wr_record



therecord.com

Moore responds to public board request

Province's chief medical officer of health won't extend mask mandate in schools

5:39 PM · Mar 17, 2022 · Twitter Web App

2 Retweets 1 Quote Tweet 20 Likes



It's notable that Trustee Ramsay was on "the winning side" of the vote to repeal the Board's own masking requirements, but still took the opportunity to criticize how others voted on the issue (the motion carried with four in favour, one opposed, and five abstentions – one of which was me). Note that no Trustee who voted against or who abstained has failed to uphold this decision, but rather have all indicated that it was what the Board was legally required to do in the face of provincial directives.

[https://twitter.com/ MikeRamsay/status/1502712887193841667](https://twitter.com/MikeRamsay/status/1502712887193841667)

← Tweet



Mike Ramsay
@MikeRamsay

Dear parents, students and staff, at last night's Special @wrdsb Meeting, 5 Trustees abstained from voting to lift the mask mandates...and:

What is ominous is the ease with which some people go from saying that they don't like something to saying that the government should forbid it. When you go down that road, don't expect freedom to survive very long.

Thomas Sowell

1:27 PM · Mar 12, 2022 · Twitter Web App

13 Retweets 1 Quote Tweet 95 Likes

With respect to Trustee Ramsay's attempts to further a public attack on a WRDSB employee at February 14 meeting (referenced in Trustee Tremble's complaint), I wanted to provide you with the context that the employee had previously been part of a group questioning his role on the School Resource Officer Ad Hoc Committee. According to the media (newspaper and talk radio), the group's letter (attached as Appendix C) was leaked to them. Then Trustee Ramsay used that leak as an opportunity to attack those who questioned whether he was in a conflict of interest. For the record, I defended his role on the committee, but also supported the right of others to question that role and was quite concerned at the apparent breach of confidentiality. I'm telling you this to show that there is a history of animus that preceded the attempt to raise confidential information about the employee in the public portion of the February 14 meeting.

Lastly, I wanted you to know that concerns about Trustee Ramsay's conduct are not limited to Trustees. It's just that the Code of Conduct does not allow members of the public to file complaints. However, I would consider the attached messages to be corroborating evidence that his conduct:

- Appendix D: Complaint from Caitlin Cull
- Appendix E: Complaint from Justin Williams
- Appendix F: Samantha Estoesta
- Appendix G: Complaint from Jude Oodshoorn
- Appendix H: Complaint from Jessica Hutchison
- Appendix I: Complaint from Jodi Koberinski
- Appendix J: Complaint from Black Parents Council, with attached documentation
- Appendix K: Complaint from Craig Reynolds

I trust that you will find this additional information to be helpful to your investigation. I look forward to speaking to you further during our interview.

Sincerely,



Scott Piatkowski
WRDSB Trustee

scott_piatkowski@wrdsb.ca

519-577-2554

APPENDIX A



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Your duty to uphold decisions of the Board

Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Sun, Dec 12, 2021 at 4:26 PM

To: Mike Ramsay <mike_ramsay@wrdsb.ca>

Cc: Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Lila Read <lila_read@wrdsb.ca>

Good afternoon, Mike.

As Chairperson, I wanted to draw your attention to Section 218(1) of the Education Act and our own board's Code of Conduct, of which requires all Trustees to uphold decisions of the Board.

From the Education Act (<https://www.ontario.ca/laws/statute/90e02#BK200>):

218.1 A member of a board shall,

- (a) carry out his or her responsibilities in a manner that assists the board in fulfilling its duties under this Act, the regulations and the guidelines issued under this Act, including but not limited to the board's duties under section 169.1;
- (b) attend and participate in meetings of the board, including meetings of board committees of which he or she is a member;
- (c) consult with parents, students and supporters of the board on the board's multi-year plan under clause 169.1 (1) (f);
- (d) bring concerns of parents, students and supporters of the board to the attention of the board;
- (e) uphold the implementation of any board resolution after it is passed by the board;**
- (f) entrust the day to day management of the board to its staff through the board's director of education;
- (g) maintain focus on student achievement and well-being; and
- (h) comply with the board's code of conduct.**

From our Code of Conduct:

23. Each trustee shall uphold the implementation of any Board resolution after it is passed by the Board, in accordance with Section 218(1), of the Education Act, Duties of Board Members. A proper motion for reconsideration, if permitted by the Board's Operational By-Law, may be requested by a trustee.

24. A trustee must be able to explain the rationale for a resolution passed by the Board. A trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

There have been numerous instances -- mostly surrounding our decisions to terminate the SRO Program and to rename three of our schools -- you have flagrantly disregarded this legal obligation. If you want examples, I can provide them, but I believe we both know exactly what I'm talking about.

Since it is only the beginning of my term as Chair, I wanted to take the opportunity now to note my expectation that you will conduct yourself in a manner that complies with both the Education Act and our Code of Conduct. Specifically, I expect you to uphold decisions of the Board once they are made.

As our most experienced Trustee, I know that you are aware of your legal obligations. While you are entitled to "respectfully state (your) position on the resolution", criticism of other trustees or the decisions of the Board of Trustees is out of line.

--
Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

Mobile: 519-577-2554

Email: scott_piatkowski@wrdsb.ca

Website: www.wrdsb.ca/trustees/

Twitter: www.twitter.com/ScottPiatkowski

Facebook: www.facebook.com/ScottPiatkowskiWRDSB

Land acknowledgement: I acknowledge that I live and work on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River. It is the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. I am committed to forming alliances and building solidarity with Indigenous peoples in our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

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APPENDIX B



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Your duty to uphold decisions of the Board

Mike Ramsay <mike_ramsay@wrdsb.ca>

Sun, Dec 12, 2021 at 11:53 PM

To: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Carol Millar <carol_millar@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Joanne Weston <joanne_weston@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>
Cc: Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Lila Read <lila_read@wrdsb.ca>

Good Evening Scott et al:

As you will notice, I have included our other Trustee colleagues in this reply.

I am not surprised by your email and assertions. And, I have reason to believe/suspect that I am not the only Trustee, to have received similar Code of Conduct threats.

I believe we both know exactly what I'm talking about when I suggest that there is a concern that we are challenged when we consider that one of the stated objectives of the Code of Conduct is to "strengthen accountability mechanisms aimed at promoting ethical behaviour and good governance among school board trustees."

Your malicious allegation that I have "flagrantly disregarded" my legal obligations as a Trustee are untrue and clearly a short-sighted attempt to bully and intimidate those who don't share your political ideology. I strongly caution you against making any future statements of this nature or there will be consequences.

I also want you to know that I will continue to respectfully state my position on ALL resolutions/matters that are brought to the Board for consideration. I hope you also understand that I will NOT be bullied into silence by threats of Code of Conduct complaints. You may wish to speak with some of your more experienced colleagues as to the results of their past collective efforts in this regard.

In the future, I strongly suggest you do a little self reflection and examine your own personal biases before making any more unsubstantiated allegations. Suffice to say that your authoritarian top down approach as Chairperson of the Board fewer than 7 days into your new role is troubling and very much inconsistent with the Education Act.

Thank you for your email.

[Quoted text hidden]

--

Mike Ramsay
Trustee, Kitchener

[Quoted text hidden]

APPENDIX C



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Mike Ramsay CANNOT be allowed to sit on SRO Review Committee

6 messages

teneile warren <teneile@gmail.com>

Mon, Dec 14, 2020 at 11:07 AM

To: joanne_weston@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, jayne_herring@wrdsb.ca, Carol_Millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, Cindy_Watson@wrdsb.ca, crystal_whetham@wrdsb.ca, Kathleen_Woodcock@wrdsb.ca

Cc: Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Ann Marie Beals <beal0950@mylaurier.ca>, Ann Marie Beals <afrikanqueenanniebee@gmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, ACBNetwork WR <acbnetworkwr@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>, "Lindo, Laura Mae" <llindo@ndp.on.ca>

Good Morning,

In following up on a request made by the BBAC in our meeting with Chair Herring on November 19th, I submit in writing that Trustee Mike Ramsay should not be allowed to sit on the SRO Review Committee. Trustee Ramsay's long history in law enforcement and his current status as a retired WRPS officer is a conflict of interest. Furthermore, Trustee Ramsay has demonstrated on more than one occasion in WRDSB Board Meetings his disapproval of any movement that challenges police power.

- At the October meeting of the Board, Trustee Piatkowski tabled the motion for a review of the SRO program at the WRDSB. Trustee Ramsay in his response to the motion, agreed with the review as a principle of practice but further went on to dismiss the concerns raised by the community. These concerns of anti-Black racism, misuse of police power and a lack of accountability were disregarded by the Trustee. He stated clearly that he does not agree with the "removal of the SRO program" or the reasons put forth by the community. The community has requested a removal and Trustee Ramsay has made it clear it isn't an option he is willing to even consider. He condescendingly dismissed the voices of thousands of current and past students in the WRDSB system. How can Trustee Ramsay be allowed to sit on a committee to engage in a process, the tenets of which he does not agree with? He has declared his bias and is not intent on sitting on this committee in good faith.
- In this same board meeting, Trustee Ramsay and Trustee MacDonald brought forward baseless accusations against community activists and organisers in a display that has left the ripple effects of harm and trauma in our community. This incident of racial violence against the community goes against equity, inclusion, safety, wellbeing and the dignified treatment of our children.
- This past weekend, Trustee Ramsay sent a tweet in support of [this article](#). I have included a screenshot of the tweet. The Trustee is entitled to his personal opinion; however, Trustee Ramsay continues in a pattern of gaslighting the community and weaponizing his Blackness against the Black community as he did on October 19th. Moreover, he has tagged Trustee Piatkowski who tabled the motion in this tweet that clearly supports bias in favour of policing. This is not the first time Trustee Ramsay has publicly disagreed or challenged another Trustee's perspective. There are, unfortunately, deaths in all communities of all races, gender identities, sexual orientations, cultural and ethnic groups that are not committed at the hands of the police. This fact does not negate [racial bias in policing](#) or the presence of police brutality in our communities. This denial comes after two independent reports confirm police violence which Trustee Ramsay is blatantly ignoring while Chief Larkin acknowledges it exists. Can the board ensure that Trustee Ramsay's bias will not jeopardise the integrity of the review process?

Trustee Ramsay denies at every opportunity the reality that WRPS officers can act as agents of harm. This review was brought forward by students who want safe, police-free schools. Students 4 Inclusive Schools demanded "an evidence-based review process that centred their voices and included their stories as data. Trustee Ramsay has proven on several occasions that he does not value the student voice. The BBAC was created to represent ACB communities and provide advice on how to best serve our communities. Collectively, the events highlighted above

support our position that Trustee Mike Ramsay being allowed to sit on the SRO Review Committee is injudicious; It is an act of institution-sanctioned harm against the Black, Indigenous and racialised students of the WRDSB. For this process to truly centre the voices of the students and the community, Trustee Ramsay cannot be granted a seat on the committee.

On behalf of the BBAC,

--

Teneile Warren

Pronoun: She/Her

made from the earth.

Kitchener, ON N2H 1V7

P: [647-964-9942](tel:647-964-9942)

I acknowledge, as an immigrant settler, that I live and work on the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. My home is situated on the Haldimand Tract, the land promised to Six Nations, which includes six miles on each side of the Grand River. As Black person whose ancestors were expelled from their land and enslaved on this land, I stand in solidarity with Indigenous peoples in our collective commitment to ending systemic racism and achieving liberation for our peoples.

"Without community, there is no liberation."

-Audre Lorde



Lindo, Laura Mae <LLindo@ndp.on.ca>

Mon, Dec 14, 2020 at 12:34 PM

To: teneile warren <teneile@gmail.com>, "joanne_weston@wrdsb.ca" <joanne_weston@wrdsb.ca>, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, "jayne_herring@wrdsb.ca" <jayne_herring@wrdsb.ca>, "Carol_Millar@wrdsb.ca" <Carol_Millar@wrdsb.ca>, "mike_ramsay@wrdsb.ca" <mike_ramsay@wrdsb.ca>, "kathi_smith@wrdsb.ca" <kathi_smith@wrdsb.ca>, "laurie_tremble@wrdsb.ca" <laurie_tremble@wrdsb.ca>, "Cindy_Watson@wrdsb.ca" <Cindy_Watson@wrdsb.ca>, "crystal_whetham@wrdsb.ca" <crystal_whetham@wrdsb.ca>, "Kathleen_Woodcock@wrdsb.ca" <Kathleen_Woodcock@wrdsb.ca>, "Lindo-QP, Laura Mae" <LLindo-QP@ndp.on.ca>

Cc: Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Ann Marie Beals <beal0950@mylaurier.ca>, Ann Marie Beals <afrikanqueenanniebee@gmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, ACBNetwork WR <acbnetworkwr@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>

Dear Teneile,

Thank you very much for including me in this email and for raising these concerns with my office. I have also been following the SRO review process closely given the issues that have been raised with me about SRO programs in schools across Ontario as well as in our local program.

To my WRDSB colleagues, please know that I am here to assist in any way that I can. I have included my team on this email should you wish to set up a time for us to speak more about the issues raised here. I am more than willing to clear my schedule to discuss the concerns that have come to my office to date with all of you. The best email to reach my team is: llindo-co@ndp.on.ca and Zahra can schedule a meeting.

Sincerely,
Laura Mae.

From: teneile warren <teneile@gmail.com>

Sent: December 14, 2020 11:07 AM

To: joanne_weston@wrdsb.ca <joanne_weston@wrdsb.ca>; Scott Piatkowski <scott_piatkowski@wrdsb.ca>; Karen Meissner <karen_meissner@wrdsb.ca>; jayne_herring@wrdsb.ca <jayne_herring@wrdsb.ca>; Carol_Millar@wrdsb.ca <Carol_Millar@wrdsb.ca>; mike_ramsay@wrdsb.ca <mike_ramsay@wrdsb.ca>; kathi_smith@wrdsb.ca <kathi_smith@wrdsb.ca>; laurie_tremble@wrdsb.ca <laurie_tremble@wrdsb.ca>; Cindy_Watson@wrdsb.ca <Cindy_Watson@wrdsb.ca>; crystal_whetham@wrdsb.ca <crystal_whetham@wrdsb.ca>; Kathleen_Woodcock@wrdsb.ca <Kathleen_Woodcock@wrdsb.ca>

Cc: Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>; Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>; Susan Morrison <susan_morrison@wrdsb.ca>; Abena Peprah <abenapeprah806@gmail.com>; Sonia Dennis <Sonia.Dennis@facswaterloo.org>; CN T <Colleens_worldonly@hotmail.com>; Ann Marie Beals <beal0950@mylaurier.ca>; Ann Marie Beals <afrikanqueenanniebee@gmail.com>; Fiqir Worku <fiqir.worku@gmail.com>; ACBNetwork WR <acbnetworkwr@gmail.com>; Anika Williams-Hewitt <anika@kwmc-on.com>; Students FIS <studentsforinclusiveschools@gmail.com>; Lindo, Laura Mae <LLindo@ndp.on.ca>

Subject: Mike Ramsay CANNOT be allowed to sit on SRO Review Committee

[Quoted text hidden]

ACB Network WR <acbnetworkwr@gmail.com>

Mon, Dec 14, 2020 at 1:09 PM

Reply-To: info@acbnetworkwr.com

To: "Lindo, Laura Mae" <LLindo@ndp.on.ca>

Cc: teneile warren <teneile@gmail.com>, "joanne_weston@wrdsb.ca" <joanne_weston@wrdsb.ca>, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, "jayne_herring@wrdsb.ca" <jayne_herring@wrdsb.ca>, "Carol_Millar@wrdsb.ca" <Carol_Millar@wrdsb.ca>, "mike_ramsay@wrdsb.ca" <mike_ramsay@wrdsb.ca>, "kathi_smith@wrdsb.ca" <kathi_smith@wrdsb.ca>, "laurie_tremble@wrdsb.ca" <laurie_tremble@wrdsb.ca>, "Cindy_Watson@wrdsb.ca" <Cindy_Watson@wrdsb.ca>, "crystal_whetham@wrdsb.ca" <crystal_whetham@wrdsb.ca>, "Kathleen_Woodcock@wrdsb.ca" <Kathleen_Woodcock@wrdsb.ca>, "Lindo-QP, Laura Mae" <LLindo-QP@ndp.on.ca>, Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Ann Marie Beals <beal0950@mylaurier.ca>, Ann Marie Beals <afrikanqueenanniebee@gmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>

Thank you for writing this email Teneile because much of what you have just articulated is on everyone's mind.

There have now been multiple instances where Trustee Ramsay has shown he will not be able to participate in the review committee without bias. His prior history as a police officer renders him unable to be objective when it comes to criticism of police violence and anti-Blackness within policing.

Trustee Ramsay's bias is not a matter of insinuation but one of fact as Teneile has clearly outlined the numerous instances where he has overtly, and proudly vocalized his unwillingness to even *consider* how the SRO program can be perpetuating harm for students. We have once again arrived at the path of having police investigate police - and in this instance, police(SROs) have already been publicly absolved of any wrongdoing by Trustee Ramsay prior to the investigation even taking place.

This is not an equitable process.

I'd like for WRDSB staff and trustees to consider the additional harm that can be caused to other members on the review committee during this process by Trustee Ramsay's participation.

As such, because of his conflict of interest and his unwavering bias, Trustee Ramsay should not and cannot sit on the SRO review committee.

Lang Ncube
Community Development Coordinator

African, Caribbean and Black Network Waterloo Region

[Quoted text hidden]

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Lang Ncube

Community Development Coordinator

African Caribbean Black Network Waterloo Region

Phone: 519-465-4020

website: acbnetworkwr.com



Ann Marie Beals <beal0950@mylaurier.ca>

Mon, Dec 14, 2020 at 1:17 PM

To: teneile warren <teneile@gmail.com>

Cc: joanne_weston@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, jayne_herring@wrdsb.ca, Carol Millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, Cindy_Watson@wrdsb.ca, crystal_whetham@wrdsb.ca, Kathleen_Woodcock@wrdsb.ca, Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, ACBNetwork WR <acbnetworkwr@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>, "Lindo, Laura Mae" <llindo@ndp.on.ca>

Hello All,

Thank you very much Teneile for writing on behalf of the BBAC regarding the clear conflict of interests of Trustee Ramsey, as a current member of the WRDSB SRO Review Committee.

In witnessing and reading the demonstrations of Trustee Ramsey's actions, it appears that there are two conflicts that warrant Trustee Ramsey's removal from the SRO Review Committee: 1) Trustee Ramsey's conflict as a benefiting member of law enforcement, and 2) conflict with the Black community, with Trustee Ramsey's evident bias toward policing.

These conflicts are well laid out in this email.

Thus, I support the removal of Trustee Ramsey from the SRO Review Committee; moreover, as to not would be a significant indication as to the intentions of the WRDSB Trustees.

Regards,
Ann Marie

[Quoted text hidden]

Joanne Weston <joanne_weston@wrdsb.ca>

Mon, Dec 14, 2020 at 5:25 PM

To: teneile warren <teneile@gmail.com>, ACBNetwork WR <acbnetworkwr@gmail.com>, Ann Marie Beals <beal0950@mylaurier.ca>

Cc: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Carol Millar <Carol_Millar@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <Cindy_Watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <Kathleen_Woodcock@wrdsb.ca>, Deepa

Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>, "Lindo, Laura Mae" <llindo@ndp.on.ca>

Dear Ms. Warren, Ms. Ncube and Ms. Beals,

Thank you for sharing your concerns.

The committee was established to review the SRO program. As was noted when the motion to form the committee was discussed, the intent of the review is to hear from as many voices as possible from across the Region.

Every member of the committee will have an equal voice on the committee, including the three Trustees. It is my expectation that the committee will work together respectfully and will focus on the issue at hand, which is ultimately the wellbeing of our students.

We all want safe schools for our students, which is what prompted this review and which is, in part, why it was supported unanimously by the Board.

I would like to clarify that our bylaws do not permit the removal of a Trustee from a committee, nor can we impose a conflict of interest on a Trustee - conflicts of interest are self identified.

Sincerely,

Joanne

[Quoted text hidden]

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[Joanne Weston](#)

[Chairperson of the Board](#)

[Waterloo Region District School Board](#)

joanne_weston@wrdsb.ca

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ACB Network WR <acbnetworkwr@gmail.com>

Wed, Dec 16, 2020 at 11:15 AM

To: Joanne Weston <joanne_weston@wrdsb.ca>

Cc: teneile warren <teneile@gmail.com>, Ann Marie Beals <beal0950@mylaurier.ca>, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Carol Millar <Carol_Millar@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <Cindy_Watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <Kathleen_Woodcock@wrdsb.ca>, Deepa Ahluwalia <deepa_ahluwalia@wrdsb.ca>, Peter Rubenschuh <peter_rubenschuh@wrdsb.ca>, Susan Morrison <susan_morrison@wrdsb.ca>, Abena Peprah <abenapeprah806@gmail.com>, Sonia Dennis <Sonia.Dennis@facswaterloo.org>, CN T <Colleens_worldonly@hotmail.com>, Fiqir Worku <fiqir.worku@gmail.com>, Anika Williams-Hewitt <anika@kwmc-on.com>, Students FIS <studentsforinclusiveschools@gmail.com>, "Lindo, Laura Mae" <llindo@ndp.on.ca>

Hi Joanne,

I do appreciate your response however I do want to state that I'm highly disappointed with the trajectory that the school board has been taking in relation to this motion.

- The proposal for the removal of SROs in schools was brought forth by Black activists due to the disproportional impact that that policing has on Black and Indigenous peoples and the disproportionate impact that policing has on Black and Indigenous students. The WRDSB received critical feedback that when doing consultations and

doing the review, they need to focus on those who are *disproportionately* impacted and yet - a consultation process privileging individuals from communities that are not targeted by the police is being done. This is diluting the focus on perspectives from targeted communities. The feedback provided not only came from the BBAC but it also came from *LAEN*, an organization that was instrumental in the SRO review process within Toronto and Peel. The feedback was ignored.

- The BBAC has not been permitted effective input or authority in decision making even though this committee was created to provide a community voice to the WRDSB.
- Since the SRO program has been suspended, the school board has added two BMS liaison positions which can mimic policing roles in schools. We also know these positions can be weaponized against black children where neutral actions and their mere presence can be interpreted as aggression through a racist lense. In this regard, is the WRDSB monitoring and collecting data in regards to aggression displayed by staff towards students (including the use of racial slurs by staff)?
- The board of trustees has permitted a retired police officer to partake in an investigative process that assesses harm caused by police officers - even though it has been clearly displayed that impartiality will not be possible.

The commitment to end anti-Black racism in schools requires substantial actions that dismantle systemic racism rather than superficial measures.

Regards,
Lang Ncube

[Quoted text hidden]

[Quoted text hidden]

APPENDIX D



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Follow up Re: trustee meeting

Caitlin Cull <caitlin.cull@gmail.com>

Mon, Oct 19, 2020 at 10:16 PM

To: Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Cc: Nick Lawler <nlawler@gmail.com>

Hello Scott,

I want to thank you for following up around the communication with the school board, we still haven't heard back and I don't think it is likely that we will hear again from anyone given just how many times we reached out and heard nothing back, but your diligence and response means a lot to us as we deal with such an unresponsive institution.

I listened to the board meeting today and was truly troubled to hear a board of trustees more passionately upset about a virtual graduation then a wide-spread problem with racism within the board, so while generally I would not bring this forward, I think it needs being said at this point. Nick and I wrote a letter in support of the removal of police from schools this summer and our emails was forwarded by Trustee Ramsay to the Police Services Board including a whole bunch of other community members emails, implying in his letter that we were anti-police. While the meeting entertained a significant amount unsubstantiated 'threats' to pro-police people, there is actual evidence of a pretty significant breach (which I 100% believe was intended as a threat to harm those who's opinions vary from his own) by a member of the board of trustees which has not been addressed. We were promised an investigation - I received one email telling me to erase the email proof of the breach and then again complete silence. This type of behaviour has a chilling effect, is abusive and needs to be adequately addressed if the review of such a program is meant to be expansion, inclusive and widespread.

Again thank you for being a voice of reason and justice, as parents of children we want to grow up to be good people, we appreciate it deeply.

Caitlin

Caitlin Cull MSW RSW

Pronouns: She/her

Acknowledgment of Traditional Land: I make my home on the Haldimand Tract on the traditional territory of the Anishinaabe, Haudenosaunee and Neutral Peoples. I want to thank them for their stewardship of this land over the millennia. This land remains home to many Indigenous people from across Turtle Island and I am grateful to have the opportunity to live here, as a settler, intent on finding ways to work in solidarity with Indigenous people.

APPENDIX E



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Concerns Regarding Board Members Sharing Private Correspondence

2 messages

Justin Williams <jewillia@gmail.com>

Fri, Dec 18, 2020 at 5:19 PM

To: joanne_weston@wrdsb.ca, scott_piatkowski@wrdsb.ca, Karen Meissner <karen_meissner@wrdsb.ca>, carol_millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, cindy_watson@wrdsb.ca, crystal_whetham@wrdsb.ca, kathleen_woodcock@wrdsb.ca, jayne_herring@wrdsb.ca

Dear members of the WRDSB,

I am writing to you today to express my concerns about members of the board sharing correspondence publicly.

On multiple occasions over the past year, a member of this board has shared correspondence sent to this board to outside organizations. The most recent occasion being the sharing of emails to local media, which has led to the initial sender being harassed.

My concern with this type of behaviour is that it erodes trust in the Board and it puts a chill on citizens engaging with WRDSB. As representatives of our community, trust is placed in your capacity to put forward the best interest of the community. Leaking of information from citizens without their consent, beyond being incredibly unprofessional, removes that trust beyond the individuals immediately impacted. It is hard to believe you are putting forward the best interest of our children and the education system when you are so willing to put your own interest first in this manner.

In addition to taking away from the community's ability to trust the board, this behaviour has an obvious impact of silencing voices in our community. People should have a right to privacy when expressing concerns to the board. There is a reason that opinions are protected in privacy legislation.

I hope that the board takes actions to correct this so that our community can feel safe sending you their opinions on public matters.

I look forward to the board demonstrating that it values the thoughts and opinions of our community and that it respects the right to privacy.

Thank you,

Justin Williams

--

I respectfully acknowledge that I live, work, and play on the traditional territory of the Attawandaron (Neutral), Anishinaabeg, and Haudenosaunee peoples. Kitchener-Waterloo is situated on the [Haldimand Tract](#), the land promised to the Six Nations that includes ten kilometers on each side of the Grand River.

Joanne Weston <joanne_weston@wrdsb.ca>

Fri, Dec 18, 2020 at 7:26 PM

To: Justin Williams <jewillia@gmail.com>

Cc: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Carol Millar <carol_millar@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>

Dear Mr. Williams,

Thank you for your email and for sharing your concerns.

The confidence of the public in Trustees is very important to me.

I can assure you that any breach of privacy would be taken very seriously and investigated per our policies.

It is my intention to engage Trustees in a discussion of the relevant privacy protocols that we operate within in the new year.

Sincerely,

Joanne

[Quoted text hidden]

--

[Joanne Weston](#)
[Chairperson of the Board](#)
[Waterloo Region District School Board](#)
joanne_weston@wrdsb.ca

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APPENDIX F



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Regarding the Breach of Trust by Trustee Ramsay

3 messages

Samantha Estoesta <samantha.estoesta@gmail.com>

Fri, Dec 18, 2020 at 11:14 AM

To: joanne_weston@wrdsb.ca, scott_piatkowski@wrdsb.ca

Cc: jayne_herring@wrdsb.ca, Karen Meissner <karen_meissner@wrdsb.ca>, carol_millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, cindy_watson@wrdsb.ca, crystal_whetham@wrdsb.ca, kathleen_woodcock@wrdsb.ca

Hello Chair Weston, Vice-Chair Piatkowski, and WRDSB board members,

I write this email with the fear that it might be leaked to the local media. Nevertheless, I believe this email is far more important than the harassment that I would face if local media is given this email.

The word egregious doesn't even get close to truly describing the breach of trust done by Trustee Ramsay. Not only is this a clear violation of MFIPPA, this will set back the trust that the greater community has with the board.

How can we expect to engage with our elected officials and hold them accountable if we are constantly fearing retaliation? How can we expect the board to uphold legislation if board members are violating important legislation like MFIPPA?

At bare minimum, a public apology should be given, Trustee Ramsay should be censured, and he should be removed from the SRO committee as he has already violated the committee's trust as a whole.

However, I would push you, as a board, to truly understand the damage done to Black, Indigenous, and racialized communities who already have negative perceptions and experiences in the education system. Any hope in this SRO committee is now gone as that fear of retaliation for expressing honest thoughts overtakes any concept of good faith action.

I look forward to your swift action on this egregious breach of trust and blatant violation of MFIPPA.

Best,

Samantha Estoesta

Samantha Estoesta <samantha.estoesta@gmail.com>

Fri, Dec 18, 2020 at 11:23 AM

To: Kathi Smith <kathi_smith@wrdsb.ca>

Cc: joanne_weston@wrdsb.ca, scott_piatkowski@wrdsb.ca, Karen Meissner <karen_meissner@wrdsb.ca>, carol_millar@wrdsb.ca, mike_ramsay@wrdsb.ca, laurie_tremble@wrdsb.ca, cindy_watson@wrdsb.ca, crystal_whetham@wrdsb.ca, kathleen_woodcock@wrdsb.ca, jayne_herring@wrdsb.ca

Kathi,

You are a much better person than the response you sent me.

Best,

Samantha

On Fri, Dec 18, 2020 at 11:20 AM Kathi Smith <kathi_smith@wrdsb.ca> wrote:

You might want to learn to do some research if you still want to be in politics. I hope your child is doing well.

[Quoted text hidden]

Joanne Weston <joanne_weston@wrdsb.ca>

Fri, Dec 18, 2020 at 7:24 PM

To: Samantha Estoesta <samantha.estoesta@gmail.com>
Cc: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Carol Millar <carol_millar@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>

Dear Ms. Estoesta,

Thank you for your email and for sharing your concerns.

The confidence of the public in Trustees is very important to me.

I can assure you that any breach of privacy or MFIPPA rules would be taken very seriously and investigated per our policies.

It is my intention to engage Trustees in a discussion of the relevant privacy protocols that we operate within in the new year.

Sincerely,

Joanne

[Quoted text hidden]

--

[Joanne Weston](#)
Chairperson of the Board
Waterloo Region District School Board
joanne_weston@wrdsb.ca

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APPENDIX G



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

concerns about recent trustee meeting

3 messages

Judah Oudshoorn <judah.oudshoorn@gmail.com>

Wed, Oct 20, 2021 at 4:38 PM

To: joanne_weston@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, jayne_herring@wrdsb.ca, Karen Meissner <karen_meissner@wrdsb.ca>, carol_millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, cindy_watson@wrdsb.ca, crystal_whetham@wrdsb.ca, kathleen_woodcock@wrdsb.ca, jeewan_chanicka@wrdsb.ca, crissa_hill@wrdsb.ca

Dear Chairperson Weston, Trustees, Director chanicka, and Superintendent Hill,

I have attached a letter expressing some concerns about the recent WRDSB Committee of the Whole meeting on October 18, 2021. I have copied the contents below.

I look forward to hearing from you,
Jude

...
October 20, 2021

Dear Chairperson Weston, Trustees, Director of Education chanicka, & Superintendent Hill,

Given the buzz in the community regarding the Waterloo Region District School Board (WRDSB) and Halloween, I thought I would take some time to watch the video of the discussion (Committee of the Whole) that happened on October 18, 2021. I was curious to see how trustees navigated the issue.

I was very pleased to hear a cogent argument (especially from Superintendent Hill) that centred equity and belonging for why changes were coming to Halloween in schools, emphasizing negative impacts on low-income families, those with learning and sensory needs, those with creeds opposed to Halloween, people with diverse gender identification, and so on. The evidence is long-standing and compelling. Changes to Halloween practices are necessary. So, I was taken aback when a few of the trustees ignored the evidence, pushing for the status quo on Halloween (and therefore further harm to the groups mentioned).

However, what was more concerning to me – and the purpose of my letter – was the threatening words spoken by Trustee Ramsay towards administrators in the WRDSB. Trustee Ramsay claimed being criticized by members of the current administration. Yet, his response was “When we stoke fires people get burned,” and “I’m not endorsing a tax on anyone, but I’ve been at the receiving end” as if to say that those who have allegedly been critical of him should watch out because they will “get burned,” “taxed,” or now be “at the receiving end”. These types of threats are unacceptable and harmful.

As another trustee indicated in the meeting, equity work is difficult work. I think it’s more authentic to say that doing equity work is dangerous work. Others shared how some of the community response about Halloween, towards the Director and others, was racist. Given the context (the dangerousness and harm of racism), when Trustee Ramsay makes threats, it undermines the safety of administrators, especially racialized members who are doing the dangerous work of making the school board more equitable and inclusive. When a trustee makes threats such as these, it puts administrators at risk of further harm.

- 1) What actions will Trustees take to address the threats made by Trustee Ramsay?
- 2) What actions will be taken to ensure the safety of administrators, especially those in the equity department?

I look forward to hearing your response.

Sincerely,

Judah Oudshoorn
Parent of two children in the WRDSB.



letter re WRDSB committee of the whole meeting Oct 18.2021.docx

16K

Judah Oudshoorn <judah.oudshoorn@gmail.com>

Wed, Oct 20, 2021 at 4:59 PM

To: joanne_weston@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, jayne_herring@wrdsb.ca, Karen Meissner <karen_meissner@wrdsb.ca>, carol_millar@wrdsb.ca, mike_ramsay@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, cindy_watson@wrdsb.ca, crystal_whetham@wrdsb.ca, kathleen_woodcock@wrdsb.ca, jeewan_chanicka@wrdsb.ca, crissa_hill@wrdsb.ca

Regarding my previous email, I've updated and now resubmitting my letter (two typos...must have had taxes on my mind). See attached and below.

Thank you for your time,
Judah

...

October 20, 2021

Dear Chairperson Weston, Trustees, Director of Education chanicka, & Superintendent Hill,

Given the buzz in the community regarding the Waterloo Region District School Board (WRDSB) and Halloween, I thought I would take some time to watch the video of the discussion (Committee of the Whole) that happened on October 18, 2021. I was curious to see how trustees navigated the issue.

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However, what was more concerning to me – and the purpose of my letter – was the threatening words spoken by Trustee Ramsay towards administrators in the WRDSB. Trustee Ramsay claimed being criticized by members of the current administration. Yet, his response was “When we stoke fires people get burned,” and “I’m not endorsing attacks on anyone, but I’ve been at the receiving end” as if to say that those who have allegedly been critical of him should watch out because they will “get burned,” “attacked,” or now be “at the receiving end”. These types of threats are unacceptable and harmful.

[Quoted text hidden]

[Quoted text hidden]



letter re WRDSB committee of the whole meeting Oct 18,2021.docx

16K

Joanne Weston <joanne_weston@wrdsb.ca>

Wed, Oct 20, 2021 at 5:41 PM

To: Judah Oudshoorn <judah.oudshoorn@gmail.com>

Cc: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Carol Millar <carol_millar@wrdsb.ca>, Mike Ramsay <mike_ramsay@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Crissa Hill <crissa_hill@wrdsb.ca>

Dear Judah,

Thank you for your letter. I will get back to you soon.

Joanne

[Quoted text hidden]

--

[Joanne Weston](#)

[Chairperson of the Board](#)

[Waterloo Region District School Board](#)

joanne_weston@wrdsb.ca

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APPENDIX H



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Concerns about staff safety

2 messages

Jessica Hutchison <jessicahutchison2@gmail.com>

Thu, Oct 21, 2021 at 9:24 PM

To: joanne_weston@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Carol Millar@wrdsb.ca, kathi_smith@wrdsb.ca, laurie_tremble@wrdsb.ca, Cindy_Watson@wrdsb.ca, crystal_whetham@wrdsb.ca, Kathleen_Woodcock@wrdsb.ca, jeewan_chanicka@wrdsb.ca, crissa_hill@wrdsb.ca

Dear Chair Weston, WRDSB Trustees, Director chanicka, and Superintendent Hill,

My name is Jessica Hutchison and I am writing to you today to express my concerns about an incident that occurred during the recent WRDSB board meeting on October 18th, 2021. I am a resident of Waterloo and I am very invested in creating an equitable, fair, and just community through my role as a PhD Candidate in Social Work at Laurier as well as through my engagement in a variety of local initiatives. I strongly believe the WRDSB plays a vital role in our community, thus, I have been following very closely the discussions regarding Halloween in the media, social media, and at the most recent Board meeting.

While watching the Board meeting, several things struck me, including Director chanicka reporting that staff are receiving racist messages in response to the discussion about Halloween. This is cause for concern for the safety of WRDSB staff and should be taken very seriously. In fact, the safety of WRDSB staff is the impetus of this letter to you.

During the discussion about Halloween, Trustee Ramsay made threats towards WRDSB staff, specifically those who he reports having criticized him in the past. He stated that, "People are very upset and when we stoke fires a lot of people get burned and they need to understand that. I am not endorsing a tax on anyone..." He proceeded to say that he will correspond with his fellow Trustees about it and that "It's not guesswork, I do have the information to share."

This type of threatening language severely compromises the safety and wellbeing of WRDSB staff and is completely inappropriate for an elected official to say about staff in their organization. It is clear from his remarks that he holds a personal vendetta against certain staff members of the WRDSB and has threatened them with "getting burned." Due to his position of power, these comments work to foster an atmosphere of fear and intimidation and creates an unsafe working environment.

Therefore, I am writing to you today to ask:

- What measures are being put in place to ensure the safety and wellbeing of the staff who have been threatened by Trustee Ramsay?
- What actions will the Board take to address the threats made by Trustee Ramsay against WRDSB staff?

Sincerely,
Jessica Hutchison

Joanne Weston <joanne_weston@wrdsb.ca>

Fri, Oct 22, 2021 at 7:26 AM

To: Jessica Hutchison <jessicahutchison2@gmail.com>

Cc: Scott Piatkowski <scott_piatkowski@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Carol Millar <Carol_Millar@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Cindy Watson <Cindy_Watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Kathleen Woodcock <Kathleen_Woodcock@wrdsb.ca>, jeewan chanicka <jeewan_chanicka@wrdsb.ca>, Crissa Hill <crissa_hill@wrdsb.ca>

Hi Jessica,

Thank you for your email. I will get back to you soon.

Joanne

[Quoted text hidden]

APPENDIX I



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Community members call for Censure of Trustee Ramsay

1 message

Jodi Koberinski <jodikoberinski@gmail.com>

Wed, Jan 26, 2022 at 10:48 AM

To: scott_piatkowski@wrdsb.ca

Dear Chair--

Let me begin by re-iterating the key message from my delgation of January 25: Our School Board must not become some battleground for the Culture Warriors within the Region and more importantly, beyond. There is an Outrage Machine in motion, and this region is now in light of this attack on 2SLGBTQ+ rights.

It is with a heavy heart and with deep concern for the safety of trans and 2SLGBTQ+ community members within and outside the school system that I write calling for Censure of Trustee Mike Ramsay. I for one value a range of perspectives on our Board, and it is frustrating our calls to Censure him will be read as being "intolerant" of "conservatives". It is bullies and abusers, however, that we are not tolerating when calling for his removal.

He has behaved recklessly and in my view with knowing disregard for the safety of students, staff, and community members. Last week, after the Chair's ruling was upheld by the Board, Mr. Ramsay broke the Board's code of conduct, which states:

"A trustee of the Board shall not advance allegations of misconduct and/or a breach of this code of conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another trustee, a staff member, or the Board as a whole".

Here is a screen shot of Mr. Ramsay calling on parents, staff, and students to read the "entire" thread posted by a person who calls the Chair "a social-justice champ" as if that is derisive, dragging Mr. Ramsay's race into the discussion in an effort to then make *any* criticism of Mr. Ramsay be about race. This is a silencing tactic the far right has employed with great success in the USA and is repeating here in an effort to push an anti-trans agenda.

The thread in question is full of misinformation about the Delegation, about the nature of the meeting itself and about trans people more generally.

 **Mike Ramsay**
@Trustee_Ramsay

Dear @wrdsb parents, students and staff I encourage you to read this entire thread. It discloses a lot of relevant information.

@jonkay

 **Jonathan Kay** @jonkay · Jan 19

wow it gets better. our dude @ScottPiatkowski, the social-justice champ who throws women out of @wrdsb meetings if they give him lip, is the only white guy in the group. (Conveniently, he's also the chairperson!) The trustee publicly opposing him is—yup—the only non-white trustee

Show this thread



Scott Piatkowski
ROLE: Chairperson
MUNICIPALITY: Waterloo / Wilmot
PHONE:
EMAIL:

WATERLOO REGION DISTRICT SCHOOL BOARD
Home Trustees
<https://www.wrdsb.ca/trustees/>

Mike Ramsay
I have served as a Trustee since 1986, not because of what I could gain but for what I could give. Having served the Canadian public for over 30 years as a public justice officer, public servant, trustee and a community volunteer, I have gained a variety of valuable knowledge and experience that I believe helps me to make sound decisions as a trustee. My duty is not to answer, I am obliged to Canada to my good name and reputation myself long on my own while trying to get an education and make something of myself. The educational staff of Waterloo Collegiate Institute invited to me and the legend from the foundation for my success in life. They did my interests ahead of their own and taught me that it was my responsibility to give. I believe that only when you are motivated, which always seem to think a business that needs employees' needs, the client and public interest are my priority, getting all of the decisions as a trustee. The decisions made by business leaders can affect an entire generation; they need to be the right decisions for the right reasons.

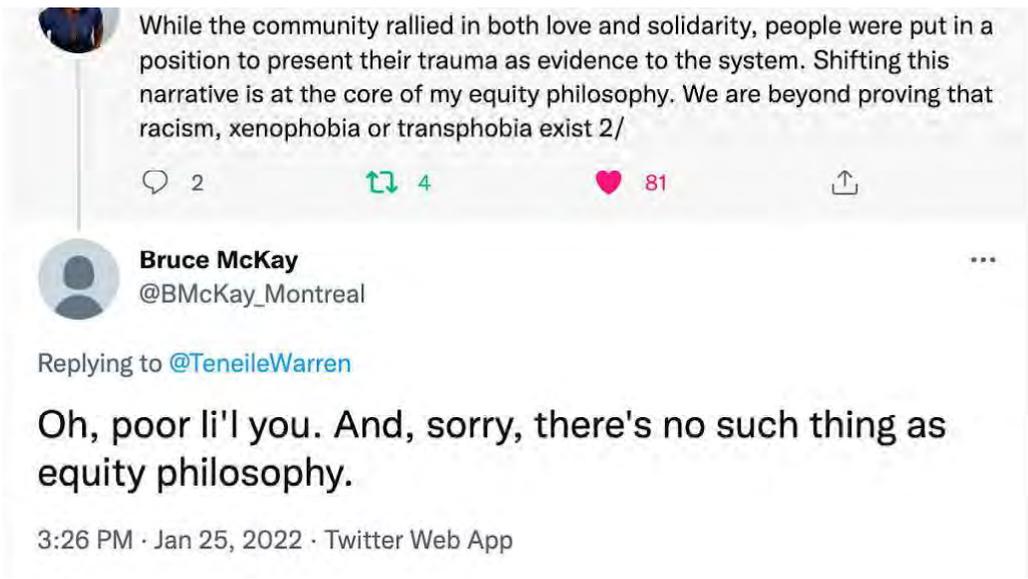
This thread is but a sampling of the online engagements Mr. Ramsay has reposted or participated in over the past ten days has led to prominent gender queer and Black community members having to lock down their accounts, and to delegates from the January 25th meeting being targets of anti-trans, homophobic, and body shaming comments from across the globe.

I would have offered additional examples, but Mr. Ramsay -- a public servant -- has blocked me despite me adhering to twitter rules in all of my engagements with him. It is as if any voice of reason that holds his outrageous and harmful behaviour to account will not be given airtime in his "marketplace of ideas" he so eagerly wants to invoke when trans lives are up for discussion.

I am copying and pasting the content of an online post a prominent gender queer organizer in our community shared after locking down their account to avoid further targeting from the outrage army Jon Kay's online harrasment of our community has attracted:

"It is deeply important that we recognize the deeper lesson from the last two WRDSB board meetings. The harm that is caused to marginalised bodies when the majority debates the validity of our existence. To create safety first requires accepting that identity-based harm is real While the community rallied in both love and solidarity, people were put in a position to present their trauma as evidence to the system. Shifting this narrative is at the core of my equity philosophy. We are beyond proving that racism, xenophobia or transphobia exist. Hate absolutely does exist. It exists in our schools, work spaces, communities. If you put someone in the position to explain the ways in which society has denied their existence that I put it to you that you are very much not being 'oppressed' or 'silenced' Where we go from here must include an end to trauma porn. You can absolutely learn, shift and grow in our understandings without requiring that people relive the moments that almost took their lives so you can see them. This is why we need representational resources"

What was the first post to this beautiful and instructive letter to our community?



So THIS is the kind of hatred and discrimination the people whose lives are being discussed like some Debate Bro "Thought Experiment" face every day.

Your Code of Conduct includes:
"When expressing individual views, trustees shall respect the differing points of view of other trustees on the Board, staff, students and stakeholders".

Clearly Mr. Ramsay has refused to adhere to this Code.
We as a community cannot abide such behaviour and he must be removed immediately.

Respectfully--

Jodi Koberinski, MES
SSHRC Doctoral Fellow
Department of Geography & Environmental Management
Faculty of Environment
University of Waterloo
519-998-4992

I acknowledge that I am on the traditional territory of the Neutral Confederacy, Anishnaabeg, Haudenosaunee. The University of Waterloo is situated on the Haldimand Tract (1784), land promised to Six Nations including six miles on each side of the Grand River, which is an occupied territory. I have a responsibility to dismantle racism that I, as a Canadian citizen, have perpetuated and benefited from. I continue to seek understanding and to learn ways to engage decolonizing actions and movements. I commit to learning about the 94 TRC commitments, UNDRIP, and doing what I can to implement them.

APPENDIX J

Black parent council | Immediate Action: White Supremacy Prevalent within WRDSB & WCDSB

In response to a 4-year-old Black child experiencing anti-Black racism and white supremacist violence at an elementary school WCDSB and Black and Brown children being duct-taped at an elementary school in the WRDSB, we as Black parents of the Waterloo region have come together to say, “enough is enough”. Our children endure racial trauma, racial stress and identity-based harm on a daily basis in Waterloo Region’s schools. We have come together as a collective of parents of children attending schools in the Catholic and Public school boards to take action against the racism & violence against Black, Indigenous, racialized, Transgender, ethnoreligious identities (e.g. Muslim, Sikh etc.) and other communities that have been marginalized and disenfranchised by systemic oppression and ongoing colonization.

The Black parent council KW is a group of parents and caregivers who have come together to advocate for their children experiencing racism and violence within both WRDSB and WCDSB. The stories that are being shared are traumatic and devastating. These stories are corroborating what we already know: WRDSB and WCDSB are rooted in white supremacist culture.

These stories go beyond their children, parents are also sharing the racial violence and trauma they experienced as children, teenagers and now as parents in WRDSB and WCDSB. We should not need to tell these stories.

There are decades of evidence, research, incidents, trauma and systemic oppression existing in plain sight that corroborate our experiences. Perhaps, what is most traumatic about being a Black parent at this moment, is witnessing our children experience the same harms we experienced and our parents experienced. The systems have not changed.

We have detailed stories and evidence of racial violence against Black, Indigenous, racialized, queer, economically marginalized and Muslim children in WRDSB and WCDSB. These experiences of racial violence are not mere one-off incidence; rather, they are part of larger systemic issues of criminalization and dehumanization of Black, Indigenous, racialized, queer, economically marginalized and Muslim children.

We are outraged that our children have to continuously suffer harm, violence and racial trauma at the hands of WRDSB and WCDSB teachers, admin and staff.

Below are a series of stories from Black and racialized families in the Waterloo community who are being traumatized by white educators, staff and admin within WRDSB and WCDSB.

This is just the beginning, we are actively collecting more stories from the community and will be sharing them publicly.

We give the media permission to utilize this document for public education.

Racist hiring practices

Through anecdotal knowledge from our lived experience as graduates of the Waterloo Region public school system and parents of children in the system, over 90% of both WRDSB and WCDSB are composed of white administrative staff and teachers. Black children continue to complete a K-12 education without ever being taught or experiencing a Black teacher or staff person. Teachers, administrative and support staff are not representative of the diversity of children in both WRDSB and WCDSB. This lack of representation reinforces the belief that Black, Indigenous, racialized, Muslim, economically marginalized and queer children are accidental to whiteness, eurocentric standards and are therefore treated as inferior.

When children do not see themselves represented, they believe that they are not welcome in academia and teaching. They are being taught from the moment they enter WRDSB and WCDSB that this is a space for cis-hetero whiteness. Is this the experience that the ministry of education wants for children?

Racist hiring practices result in our children experiencing surveillance, being streamlined, criminalized, neglected and abused in other ways. It is impossible for cis hetero white teachers to understand or empathize with the lived experience and intersectionality of the communities they're supposed to serve. The communities that they are failing to serve.

Racial violence and negative impacts on Black, Indigenous, racialized, Muslim, queer and economically marginalized communities in WRDSB and WCDSB are due to intentional exclusion, subjugation and dehumanization under white supremacy. The ministry of education either believes that our communities deserve this level of violence or that systemic racism is pervasive within WRDSB and WCDSB.

Racist and harmful leadership

We are demanding the removal of WRDSB trustees Mike Ramsay and Cindy Watson, WCDSB Director Loretta Notten and the Principal of John Sweeney Catholic Elementary School.

Mike Ramsay, a Trustee at WRDSB has caused harm and has been violent to Black community members. Mike Ramsay continuously demonstrates transphobic, homophobic, anti-Black and supports harmful policies towards racialized communities. He has caused trauma, pain and suffering through his online messaging, tweets and sitting on the board of trustees in WRDSB. His actions and words towards our communities have caused community members to be scared, isolated and fearful to speak up against him and the white supremacist viewpoints that he protects.

Let's be clear, Mike Ramsay may be a Black person but he is perpetuating, supporting and fueling anti-Black, transphobic, homophobic and racist views and policies. The evidence is clear and public. Black Parent Council KW demands that Mike Ramsay be removed from the board of trustees at WRDSB immediately.

Problematic and racist leadership goes beyond Mike Ramsay as we have seen Trustee Cindy Watson table motions that uphold systemic oppression against Black, Indigenous, racialized and other marginalized communities at the WRDSB board table. These motions are always supported by Trustee Mike Ramsay.

[Loretta Notten's statements in response to a Black four-year-old child being placed in a police cruiser furthered the violence that Black families experienced in the WCDSB.](#)

Loretta Norton's statements showed a clear and undeniable lack of awareness and accountability. Loretta Norton showed us all what white supremacy and white privilege sound like in the education system. We have Black parents living in fear for their children knowing that the Director at WCDSB not only perpetuates white supremacy and racism against their children but protects child abusers that are part of her organization. We are hearing stories of children as young as 5 who are now terrified to go to school and make a mistake fearing that the police will be called on them. Loretta has since backtracked on her racist statements but we know that this is lip service.

She is yet to hold anyone accountable. She has not taken accountability herself and has given no plan for a way forward to create equity, inclusion and accountability. Our

children have an inherent right to enter school and feel safe. We demand that Loretta Notten be removed from her role as Director of the Waterloo Catholic School Board and an equitable hiring process for her replacement be conducted.

We are here to say that we are not asking, we are demanding change now. We are here to hold all of you accountable for turning a blind eye to child abuse and allowing our children to be taught by racist child abusers.

Demands

1. Third-party investigation into all racial violence in WRDSB & WCDSB
2. All issues reported to human rights to be investigated by a third party
3. Third-party investigator to be an anti-racism consultant and/or culturally appropriate consultant (knowledgeable specifically in anti-black racism)
4. Investigate inequitable policies and procedures that are harming Black, Indigenous, racialized, Muslim and queer students.
5. Development and implementation of antiracism policy for both WRDSB & WCDSB
6. Hire Black racial equity consultants to complete a full audit of both boards and best practices
7. Investigation into how policies and procedures are applied when holding teachers & administrators who perpetuate racial violence accountable.
8. Increase funding for CYWs, SWs, psychologists and culturally responsive mental wellness supports
9. Investigation into racially biased hiring procedures and practices
10. [Afro-centered and culturally responsive sources of knowledge](#)
11. Offer Saturday Afrocentric school for K-8 (ACBi)
12. Removal of Mike Ramsay, Cindy Watson, Principal of John Sweeney Catholic School and Loretta Notten, Director of the Waterloo Catholic District School Board

Our stories

As we advocate for safe, antiracist, education and learning environments for our children, we will continue to release stories of racist abuse in Waterloo Region's Schools.

Story#1:

I am hesitant to publicly name the school in this piece because a) my daughter currently attends it and b) if the gaslighting starts from the principal involved in the story, I don't know that I currently have the emotional discipline to handle it in a peaceful manner.

My son was 12 years old at the time and in the seventh grade. An incident occurred where a white child (girl) was verbally harassed by a boy on the playground. This girl was new to the school and didn't know names, so she wasn't able to identify the boy when reporting the incident to the teacher/principal, but did describe him as being Black.

The principal responded by pulling 5 Black boys from class and sending them to the office. They stood there, essentially in a lineup, while this girl pointed out who had harassed her. These boys were of different heights, had different builds, had different hairstyles, etc. The only common trait between them was being Black males.

When I arrived home from work that day, my son was on edge. He immediately told me what had happened. I questioned him from every angle, trying to find if he had misunderstood something, but the more he told me, the clearer things became.

The next day I called the school and was connected to the principal. I approached her in a way to get as much information as possible, without getting her back up. I said I wanted to have a clear understanding of what had happened.

When I asked what made her choose my son to participate in the lineup, she said he matched the description.

This is the over-policing of Blackness and inflicting trauma and violence on Black boys who are at greater risk of experiencing police violence and placed in lineups such as this one.

Story #2:

During the 2018-2019 school year, my son was in Grade 2 at JW Gerth Public School in Kitchener, Ontario. For many months, and unknown to me, he was experiencing racially motivated bullying from a Grade 3 classmate – both in the classroom and on the playground. In April 2019, my son finally shared what had been occurring with me and my husband. It was heartbreaking to hear about the racial slurs, physical attacks, suicidal ideation, and the death threats towards our family he had been experiencing. That evening, I sent a detailed email to his teacher and the school principal to inform them of my son's experiences. Given the severity of the concerns I raised, I expected a prompt and effective response.

Unfortunately, the principal did not address my concerns appropriately. His poor management ultimately caused my son significant and further physical and psychological trauma, culminating in a head injury. I had requested that my son's name not be disclosed to the bully, as it was clear that my son's safety was at risk. Instead, the principal brought my son and the bully together and advised the bully of my son's reports.

As a result, over the next few days, while the principal claimed to be investigating the matter, my son experienced increasingly violent attacks daily, with the bully frequently yelling at my son for reporting the bullying. Despite advising the principal of these attacks and pleading for him to keep my son safe, the bully had unrestricted access to my son. Three days after I reported the bullying to the principal, the bully premeditated and carried out a violent attack, causing my son to suffer from a head injury that was later diagnosed as a concussion.

This final assault was clearly preventable, yet even after this attack, the school failed to appropriately restrict the bully's access to my son. The bully continued to taunt my son regularly in the hallways. To further aggravate a difficult situation, the resulting concussion was poorly managed. There were repeated attempts by the school to downplay the seriousness of the injury, with a defensive stance that resulted in my son also being targeted by his classroom teacher for the remainder of the school year.

I expected the principal would enforce clear consequences for the bully to ensure that this opportunity for learning was not missed and to ensure that my son was treated in a manner that ensured his safety and well-being. Instead, I was advised for weeks after my son's assault that the bully "was not ready" to apologize. Further, when I asked if the bully was going to be suspended, the principal advised me that the bully's mother was going to check her schedule to find a day that was "convenient" for her to keep her

son at home. Despite carrying out a racially motivated, violent attack against my son that resulted in an injury that required medical attention, it is my understanding that no formal suspension occurred.

Finally, the racially motivated nature of the bullying was not addressed appropriately. Often while assaulting him, the bully called my son names “because of the colour of your skin”. Rather than addressing the racism that was occurring in his school, the principal advised me that he did not believe the bully was “a racist” and noted, “I don’t believe it was racially targeted”.

Following my son’s assault, I continued to advocate for his well-being and safety at school. When this failed, I approached the superintendent for support. Despite my repeated efforts, my son continued to remain unsafe in the school setting. To ensure his safety and well-being, my husband and I transferred our son out of JW Gerth Public School and into a private school.

[Family’s story here](#)

Story #3.

My 12-year-old daughter and 6-year-old son attend John Sweeney. They are mixed Cambodian & Jamaican.

My kids live with much anxiety, fear, and are very uncomfortable going to school every day. My daughter remembers when the incident occurred. She remembers seeing the cop car but wasn’t told anything of course.

Once the story finally got the social media attention it so deserved, my kids didn’t feel safe. My daughter and other students in her class have asked their teacher what happened, and which teacher did this and they get zero response. The students are always completely ignored, on every occasion they have brought it up. Their teacher will continue on with their lesson as if they didn’t even hear the question.

My daughter asked me if they were wrong to ask. I told her silence is a form of emotional manipulation and emotional abuse. Again, they prove they will use their power to control the narrative rather than reassuring the students that it was wrong and unacceptable. Refusing to acknowledge their concern for safety, is confirmation that my black kids aren’t safe.

I educate my kids and it breaks my heart to tell them that they will be treated differently, what to look out for and to never be afraid to talk to me if something is wrong. My son hears the stories during recess, and kids whisper about it because they are afraid to speak up. He wonders if he has a bathroom accident or a bad day will be handcuffed too. This is something a 6-year-old Black boy shouldn't have fears about, let alone a 4-year-old Black boy.

My husband and I want to thank you for being the voice for our kids and demanding change on this racist system built against our children.

Story #4

My son is a student at Sheppard Public School. He's a Grade 2, and French Immersion student. My son is known as a leader at his community center, on his basketball team and by his peers. Unfortunately, his French Immersion teachers viewed my son through a deficit mindset from the moment they met him. My son's teachers and the principal consistently accused my son of being an aggressor in numerous incidents. He has spent the last two years being policed, surveilled and harmed by his teachers at Sheppard.

Time and time again, they would acknowledge that they never listened to his voice, or ask for his experience of the situation; they wouldn't investigate. They would simply punish. School staff were sometimes open about not holding other children accountable while targeting my son. I started to connect with the parents of white children who were part of these situations. Many of them corroborated that they never received any notification from the school of their child's actions and would hear from their children that my son was being bullied and/or unjustly treated. At this point, I began to push back more towards the teachers and the principal. The more I would push in defence of my child, the more their tonality viewed me as criminal and negligent. It was clear that there was a perceived power dynamic at play; it was clear that they were stereotyping me as a single Black mother.

His Principal tried to force him into emotional health programs; when I refused, his principal left a voicemail on my phone stating that "you have no choice in this matter because [my son] is a threat to student safety". At this point, I reached out to equity and human rights at the WRDSB. I began to include them in all written correspondence to the principal calling her out on her white supremacy, racism and violence towards my son. Her response to emails was that diversity is present at Sheppard Public School because a non-teaching staff member is married to a Black man. Diversity isn't

antiracism; it isn't inclusion and it isn't protecting Black children. My son needs more than diversity; he needs safety.

She accused my son of kicking, spitting and punching other students. When we demanded proof that my son was a safety risk to students she did not have any. My understanding is that the school's superintendent Bill Lemon then contacted her and she stopped trying to force my son into an emotional health program.

I wanted to create change within his school so I joined Sheppard's parent council with my friend who is also a Black mother and parent to a Black child. We organized a sharing circle to have Black and racialized parents share their and their children's stories in an attempt to create some level of community and understanding. The outcome was two white women and one white passing educator co-opting the space and belittling our lived experiences. I also took note that once the principal heard my socioeconomic "status" within society that her tone completely changed with me. I became a Black woman that she could now communicate with. The harm and pain that this specific situation has caused was awful for many families present at the meeting.

Less than two months later I had to contact human rights again when one of my son's teachers called him "Blackie". My son was leaving the washroom and the teacher was yelling at him, he decided he was going to the office to tell the principal what was happening and as he was walking up the stairs the teacher yelled "hey Blackie! Come here!" My son was in shock and stared at her for a moment then asked her what she had said. She repeated herself. He said he didn't know what to do so he listened and came back down the stairs.

When I picked him up from school that day he was crying and told me the story. I asked if he had told the principal and he said that he did once he had the chance and the principal had said that she'd get to it when she had the time.

I immediately emailed human rights and CC'd the principal. She didn't respond to our emails but met with my son the next day and asked him for the story. I didn't hear any follow-up actions from the principal for weeks. I met with human rights to go through the next steps and they said that family and children's services were called but they had no further insight. I was deeply concerned that the teacher was going to be placed back into my son's class. Ultimately she was moved to another school free to harm another Black child.

Since starting French Immersion at Sheppard my son has changed. He now does not feel safe or secure with his teachers or his principal. He has come home on many

occasions and shared the ways in which the other Black child is being mistreated in his class. He has openly stated that he doesn't trust his teachers and is completely frustrated that white children in his class are never held accountable.

Today he came home and said he was experiencing anxiety. I asked him if a teacher was bullying him or being racist again; he said no but he was worried all day long that he was going to be blamed for something, that his teacher would take him somewhere he didn't know. He went on to say that every day he thinks of being called Blackie and is so scared that a teacher will do it again. My son now lives in fear because a teacher and a principal stole his sense of safety and security from him.

Closing

The Black parent council of KW will continue to bring light to racist, inequitable practices, and policies that are occurring. We will continue to publicly announce every racist and harmful incident perpetuated by teachers, administrators, staff, trustees, and directors.

We are not asking for preferential treatment, we are asking that our children be treated equitably. We demand accountability for racism and violence that is committed towards our children. We will hold the system accountable to racist hiring practices that are barring our children from the right to have representation of teachers, staff, curriculum and admin. Our children have the right to see themselves in curriculum and in their educators.

We will no longer accept performative actions and lip service from WRDSB and WCDSB. We demand change for our children, not a year from now, not in the next generation but now.

Our children deserve life-affirming education.

Black Parent Council KW

We acknowledge that we work and live on the Ancestral territories of the Haldimand Tract, land that was promised to the Haudenosaunee of the Six Nations of the Grand River and is within the territory of the Neutral, Anishinaabe, and Haudenosaunee peoples. As Black people who experience anti-Black racism on these stolen lands, our liberation is bound up with Indigenous Sovereignty.

Racial violence and negative impacts on Black, Indigenous, racialized, Muslim, queer and economically marginalized communities in WRDSB and WCDSB are due to intentional exclusion, subjugation and dehumanization under white supremacy.

The ministry of education either believes that our communities deserve this level of violence or that systemic racism is pervasive within WRDSB and WCDSB.

Racist and harmful leadership

We are demanding the removal of WRDSB trustees Mike Ramsay and Cindy Watson, WCDSB Director Loretta Notten and the Principal of John Sweeney Catholic Elementary School.

Mike Ramsay, a Trustee at WRDSB has caused harm and has been violent to Black community members. Mike Ramsay continuously demonstrates transphobic, homophobic, anti-Black and supports harmful policies towards racialized communities. He has caused trauma, pain and suffering through his online messaging, tweets and sitting on the board of trustees in WRDSB. His actions and words towards our communities have caused community members to be scared, isolated and fearful to speak up against him and the white supremacist viewpoints that he protects.

Let's be clear, Mike Ramsay may be a Black person but he is perpetuating, supporting and fueling anti-Black, transphobic, homophobic and racist views and policies. The evidence is clear and public. Black Parent Council KW demands that Mike Ramsay be removed from the board of trustees at WRDSB immediately.

Problematic and racist leadership goes beyond Mike Ramsay as we have seen Trustee Cindy Watson table motions that uphold systemic oppression against Black, Indigenous, racialized and other marginalized communities at the WRDSB board table. These motions are always supported by Trustee Mike Ramsay.

[Loretta Notten's statements in response to a Black four-year-old child being placed in a police cruiser furthered the violence that Black families experienced in the WCDSB.](#) Loretta Norton's statements showed a clear and undeniable lack of awareness and accountability. Loretta Norton showed us all what white supremacy and white privilege sound like in the education system. We have Black parents living in fear for their children knowing that the Director at WCDSB not only perpetuates white supremacy and racism against their children but protects child abusers that are part of her organization. We are hearing stories of children as young as 5 who are now terrified to go to school and make a mistake fearing that the police will be called on them. Loretta has since backtracked on her racist statements but we know that this is lip service.

She is yet to hold anyone accountable. She has not taken accountability herself and has given no plan for a way forward to create equity, inclusion and accountability. Our children have an inherent right to enter school and feel safe. We demand that Loretta Notten be removed from her role as Director of the Waterloo Catholic School Board and an equitable hiring process for

proof that my son was a safety risk to students she did not have any. My understanding is that the school's superintendent Bill Lemon then contacted her and she stopped trying to force my son into an emotional health program.

I wanted to create change within his school so I joined Sheppard's parent council with my friend who is also a Black mother and parent to a Black child. We organized a sharing circle to have Black and racialized parents share their and their children's stories in an attempt to create some level of community and understanding. The outcome was two white women and one white passing educator co-opting the space and belittling our lived experiences. I also took note that once the principal heard my socioeconomic "status" within society that her tone completely changed with me. I became a Black woman that she could now communicate with. The harm and pain that this specific situation has caused was awful for many families present at the meeting.

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Today he came home and said he was experiencing anxiety. I asked him if a teacher was bullying him or being racist again; he said no but he was worried all day long that he was going to be blamed for something, that his teacher would take him somewhere he didn't know. He went on to say that every day he thinks of being called Blackie and is so scared that a teacher will do it again. My son now lives in fear because a teacher and a principal stole his sense of safety and security from him.

Feb 14, Mike Ramsay accuses school board trustees of encouraging staff to break the LAW and ignore ministry directives. Also accuses trustees of backroom decision making.

https://twitter.com/MmeKazemzadeh/status/1493415634306478080?s=20&t=wuhFTI_r7_DPonRapWrB2w

Jodi Koberinsky accuses Mike Ramsay of breaking Trustee code of conduct:

https://twitter.com/JodiKoberinski/status/1485799752918831106?s=20&t=wuhFTI_r7_PonRapWrB2w

Images below are of Mike Ramsay tweets & retweets.

The image shows a screenshot of a Twitter thread. At the top is a tweet from Mike Ramsay (@Trustee_Ramsay) dated Feb 14, which reads: "Dear @wrdsb parents, students and staff I encourage you to read this entire thread. It discloses a lot of relevant information." Below this is a retweet from Jonathan Kay (@jonkay) dated Jan 19, which reads: "wow it gets better. our dude @ScottPiatkowski, the social-justice champ who throws women out of @wrdsb meetings if they give him lip, is the only white guy in the group. (Conveniently, he's also the chairperson!) The trustee publicly opposing him is—yup—the only non-white trustee". Below the retweet is a collage of images. On the left is a photo of Scott Piatkowski with his name and role: "Scott Piatkowski, ROLE: Chairperson, MUNICIPALITY: Waterloo / Wilmet". To the right is a blue banner for "WATERLOO REGION DISTRICT SCHOOL BOARD" with a URL "https://www.wrdsb.ca/trustees/". Below these are several smaller photos of other trustees, including Jodie Wilson, David Winters, Katherine Woodcock, Laurie Tremblé, and Carol Miller. A central image shows a tweet from Mike Ramsay with a long text block. To the right is a tweet from Jodi Koberinsky with a text block. At the bottom left is a tweet from Mme Kazemzadeh with a text block.

Mike Ramsay Retweeted

TheVillageFool @fool_village · Mar 8

Those who have an issue with Ontario's current direction regarding Anti-Racism™ initiatives please let the Government hear your voice about its divisiveness and ineffectiveness.

Jonathan Kay @jonkay · Mar 7

Please follow my example by sending your feedback to help guide "ontario's anti-racism strategic review...."
Here's the link
I did the survey myself, and it only took a few minutes
As you can see, I kept my answers brief
ontario.ca/form/ontarios...

5

13

Mike Ramsay @MikeRamsay · 1h

Replying to @MmeKazemzadeh @fool_village and 3 others

Many would find your viewpoint to be condescending. There are also "well qualified people" who have not bought into the new religion that is being promoted.

2

Mike Ramsay @MikeRamsay · 17m

Replying to @MmeKazemzadeh @fool_village and 3 others

The achievements that do not involve "fighting the sins" of those that are perceived to have the advantage, gets very little attention. Because, they undermine the religion that is being subscribed to.

1

1

TheVillageFool @fool_village · 8m

Absolutely! The amount of times I hear progressives recite the dogma that Black people don't have influence or power is a "slap in the face" of EVERY Black person who achieved and contributed to society in a multitude of ways before "woke" theology was spread to the masses.

1

1

1

Mike Ramsay @MikeRamsay · 4h

Dear parents, staff and students; It's risky to observe/agree that: "Privilege and suffering comes in all skin colours".

It's also difficult for educators to help kids with challenges when responses to challenges are deemed to be racist from the outset. 😞

2

2

22

3 3 3 3 3



Mike Ramsay
@MikeRamsay

...

Replying to @MmeKazemzadeh @fool_village and 3 others

The achievements that do not involve "fighting the sins" of those that are perceived to have the advantage, gets very little attention. Because, they undermine the religion that is being subscribed to.

12:04 PM · 2022-03-04 · [Twitter Web App](#)

1 Like

Mike Ramsay Retweeted



Women Exist #KPSS @Women__Exist · Mar 3

...

This question deserves a much wider audience. Would you mind answering and sharing concerned school board trustee Mike Ramsay's tweet? He's in [@carolynburjoski](#)'s district.



Mike Ramsay @MikeRamsay · Mar 3

Transparency, you decide.

Knowing that anyone can report inappropriate tweets, comments or threats to Twitter or the Police.

Should politicians at any level block who can follow them or comment on and share their tweets?

[Show this poll](#)



7

6





Tweet



Niki Kazemzadeh (she/her) @... · 19m ...

I am not putting race ABOVE qualifications, I'm saying that well-qualified people who are ALSO racialized have essential viewpoints that we need to see in power. Your continued insistence that folks who achieve success negate others' experiences of discrimination is frustrating.



1



Mike Ramsay ...

@_MikeRamsay

Replying to [@MmeKazemzadeh](#) [@fool_village](#) and [3 others](#)

Many would find your viewpoint to be condescending. There are also "well qualified people" who have not bought into the new religion that is being promoted.

11:18 AM · 2022-03-04 · [Twitter Web App](#)

2 Likes

“Be braver today than you were yesterday”



- Maya Forstater



Women Exist ♀ #KPSS

@Women__Exist

'Woman' = ♀ biological descriptor. I speak because truth matters. Left leaning. Stop anti-scientific, homophobic gender propaganda. Warning: I use evidence.

📅 Joined January 2019

3,101 Following 8,930 Followers

Not followed by anyone you're following

Tweets Tweets & replies Media Likes

📌 Pinned Tweet



Women Exist ♀ #KPSS @Women__Exist · Feb 10, 2020

No.
Back off.
Both the word 'female' and the word 'women' are ours -- the female sex's.
These words are not up for grabs.
We need our describing words. They are the only thing that ties us to our rights as a class distinct from males.

💬 76 ↻ 484 ❤️ 1,960 📤

[Show this thread](#)

APPENDIX K



Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Complaint From the Public Regarding Trustee

Craig Reynolds <craig.adam.reynolds@gmail.com>

Mon, Mar 14, 2022 at 10:37 AM

To: crystal_whetham@wrdsb.ca, joanne_weston@wrdsb.ca, cindy_watson@wrdsb.ca, laurie_tremble@wrdsb.ca, kathi_smith@wrdsb.ca, mike_ramsay@wrdsb.ca, carol_millar@wrdsb.ca, karen_meissner@wrdsb.ca, Jayne Herring <jayne_herring@wrdsb.ca>, kathleen_woodcock@wrdsb.ca, Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Hello all,

I reach out to you all as a concerned resident of the region who has noticed a troubling pattern of behaviour by one of the trustees. The individual in question, Mike Ramsay has been frequently interacting with sockpuppet/political accounts on social media, some of which openly share transphobic, racist, and harmful comments, posts as well as disinformation.

The fact that these interactions continue happening having such publicly visible support from said transphobic accounts without being blocked raises concern, but the real issue is that there is no visible condemnation from the trustee against the transphobia. (Even though these accounts go as far as to have their profiles and images have open transphobia in them) But the interactions go two ways, as the trustee also tends to retweet comments and threads from said sockpuppet accounts. The latest being a thread of misinformation being touted as fact:



Note that I am fairly certain that the Bill being discussed is Bill C-67, introduced by local MPP Laura-Mae Lindo. I am also fairly certain that framework does not marginalize people, as its a legal framework used to investigate racism through multiple lenses and looks at the outcomes of organizations, systems, policies, etc.

Having read the thread being shared, there's even more concern when Jordan Peterson is mentioned. Someone who's notoriety came from their harmful misreading of Bill C-16, and has no academic background in philosophy or law. (The thread stating that Peterson has 'concerns') Which is cute, but quite frankly Jordan Peterson has even admitted to not knowing how to interact with women in the workplace so i'm not entirely sure why he is relevant to the thread of misinformation. (Except for that he's just a well known voice, since the supreme court of canada had to shut down for his misreading of Bill C16 and issue a clarification to stop him)

The rest of the thread goes on to say that it would cause harm to noteworthy people in the Black community. (Particularly people who hold right-leaning political views) But does not go into any further depth than that.

This is probably the only section I agree with, as it would be 'harmful' to those people. The bill would likely result in the observation, measurement and correction of the harmful systems that those people have advocated and created. Likely removing the power they hold and creating a more equal and equitable system for all. (A more egalitarian solution)

Equity and equality is a good thing. But I do want to note that the bill would also mean it would be 'harmful' to Mike Ramsay as it would seek to investigate his personal behaviour, the systems he advocates for and aim to correct them where necessary.

Which is why I am writing to you all, as it's very clear that the misinformation being shared is not only inappropriate, but directly benefits Mike Ramsay by trying to keep his position of power in a system that is unjust.

I would also like to add that not only does said trustee frequently interact with other harmful accounts online (who spread hate and misinformation) which is a constant embarrassment of both the school board and the region, but also reflects in a complete lack of growth of Mike Ramsay as trustee.

Please note that there is nothing personal between Mike and myself as we have never interacted on social media before. This email is entirely about Mike's professional conduct on social media and the fact that his behaviour is so egregious that people are starting to publicly question whether or not the board's integrity is compromised by such actions.

Thank you for your time

Craig Reynolds

TAB 16



Stephanie Reidel <stephanie_reidel@wrdsb.ca>

REVISED AGENDA - Board Meeting - June 27, 2022

Stephanie Reidel <stephanie_reidel@wrdsb.ca>

Fri, Jun 24, 2022 at 6:34 PM

To: Carol Millar <carol_millar@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Crystal Whetham <crystal_whetham@wrdsb.ca>, Jayne Herring <jayne_herring@wrdsb.ca>, Joanne Weston <joanne_weston@wrdsb.ca>, Karen Meissner <karen_meissner@wrdsb.ca>, Kathi Smith <kathi_smith@wrdsb.ca>, Kathleen Woodcock <kathleen_woodcock@wrdsb.ca>, Laurie Tremble <laurie_tremble@wrdsb.ca>, Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Good evening Trustees

We have added **Reconsideration of the Breach of Trustee Code of Conduct** under Other Business on both the Public and In Camera agendas.

In Camera will now also start at 5:30 p.m.

Zoom invitations will be sent on Monday.

See Attached.

Thank you,



Stephanie Reidel

Manager, Corporate Services

Pronouns: she/her

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

Desk: 519-570-0003 Ext. 4336

Email: stephanie_reidel@wrdsb.ca

Website: www.wrdsb.ca

On Fri, Jun 24, 2022 at 12:30 PM Stephanie Reidel <stephanie_reidel@wrdsb.ca> wrote:

Hi Everyone

Attached is the complete agenda package - including the Agenda Title Pages.

Sorry for the error.

Thank you,



Stephanie Reidel

Manager, Corporate Services

Pronouns: she/her

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

Desk: 519-570-0003 Ext. 4336

Email: stephanie_reidel@wrdsb.ca

Website: www.wrdsb.ca

On Fri, Jun 24, 2022 at 12:17 PM Stephanie Reidel <stephanie_reidel@wrdsb.ca> wrote:

Good afternoon

Please see the attached agenda packages for Monday's meeting.

Zoom invitations will be sent out on Monday when Richmond returns.

Thank you,



Stephanie Reidel

Manager, Corporate Services

Pronouns: she/her

Waterloo Region District School Board

51 Ardelt Avenue, Kitchener ON, N2C 2R5

Desk: 519-570-0003 Ext. 4336

Email: stephanie_reidel@wrdsb.ca

Website: www.wrdsb.ca

2 attachments



2022-06-27 UPDATED In Camera Board Package.pdf

898K



2022-06-27 UPDATED Board Package.pdf

2204K

TAB 17

Redacted for Court Filing

JUNE 27, 2022

*Please note the start time.

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE AND AGENDA

An **In Camera** Board Meeting will be held via video conference, on **Monday, June 27, 2022, at 5:30 p.m.***

AGENDA

Call to Order

Approval of Agenda

Consent Agenda

- 01 Receive Minutes – In Camera Board Meeting of May 30, 2022
- 04 Receive Minutes – Special In Camera Board Meeting of June 6, 2022
- 07 Approve Minutes – In Camera Committee of the Whole Meeting of June 13, 2022

Declarations of Pecuniary Interest

Announcements

Delegations

Employee Relations/Staffing

Property Matters

Negotiations Update

Ontario Principals' Council - Tentative Terms and Conditions

G. Shantz

Other Business

Reconsideration of Breach of Trustee Code of Conduct

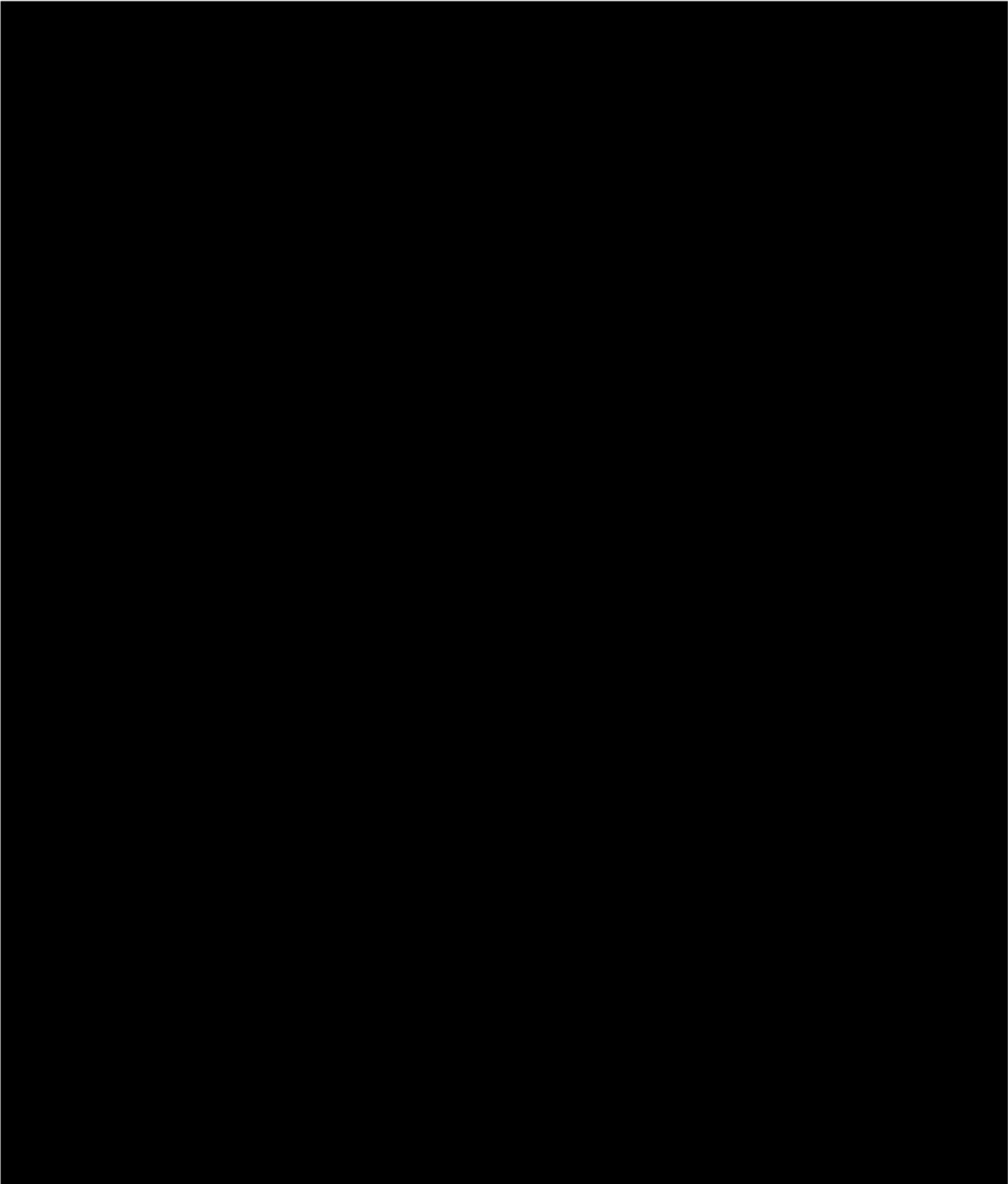
Chairperson

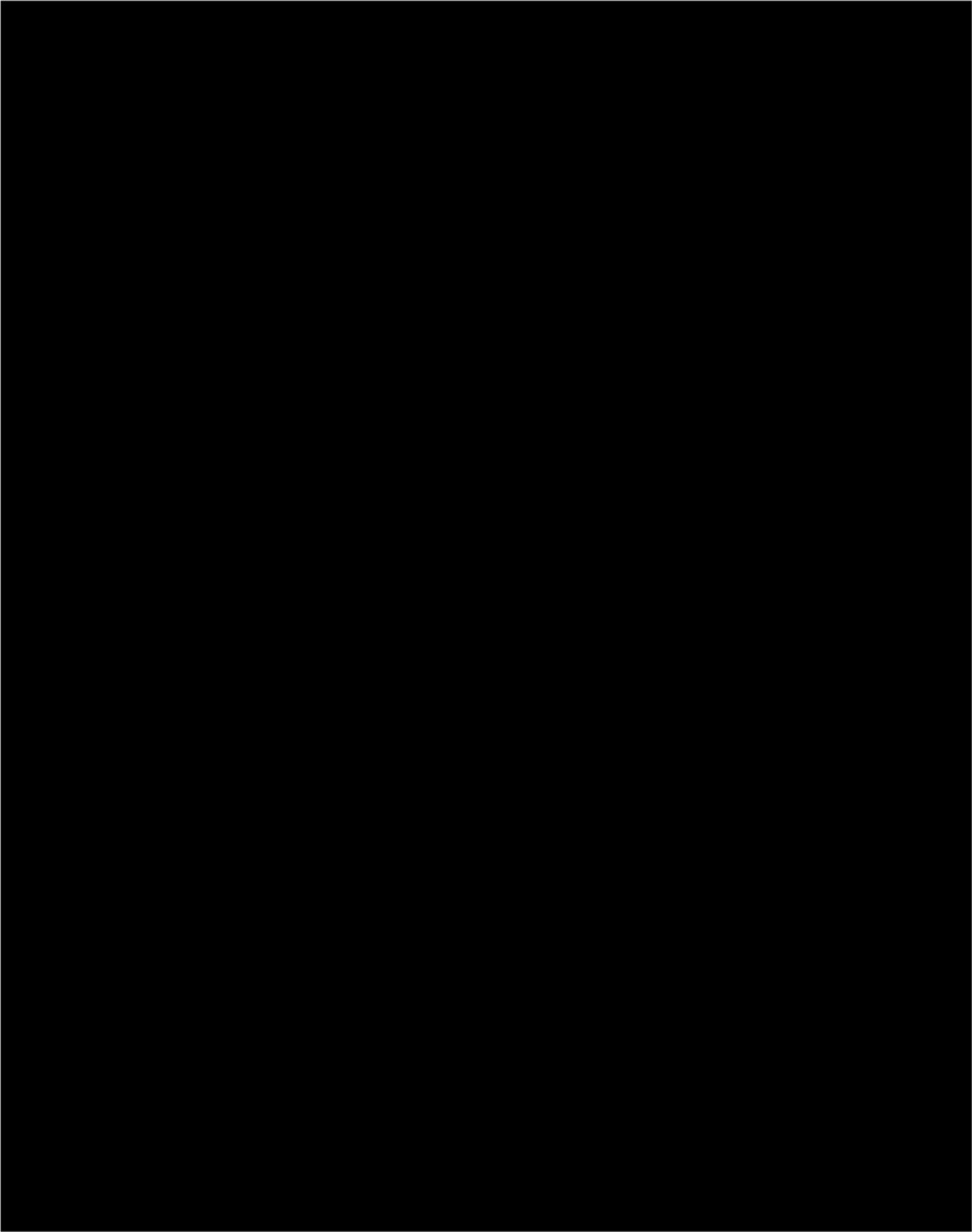
Rise and Report

*The Education Act provides that a meeting of the board may be closed to the public and the media when the matters for discussion involve: **1** . the security of the property of the board; **2** . the disclosure of intimate, personal or financial information in respect of a board member or committee, an employee or prospective employee of the board, or a pupil or his/her parent or guardian; **3** . the acquisition or disposal of a school site; **4** . decision in respect of negotiations with employees of the board; or **5** . litigation affecting the board; **6** . an ongoing investigation under the Ombudsman Act respecting the board.*

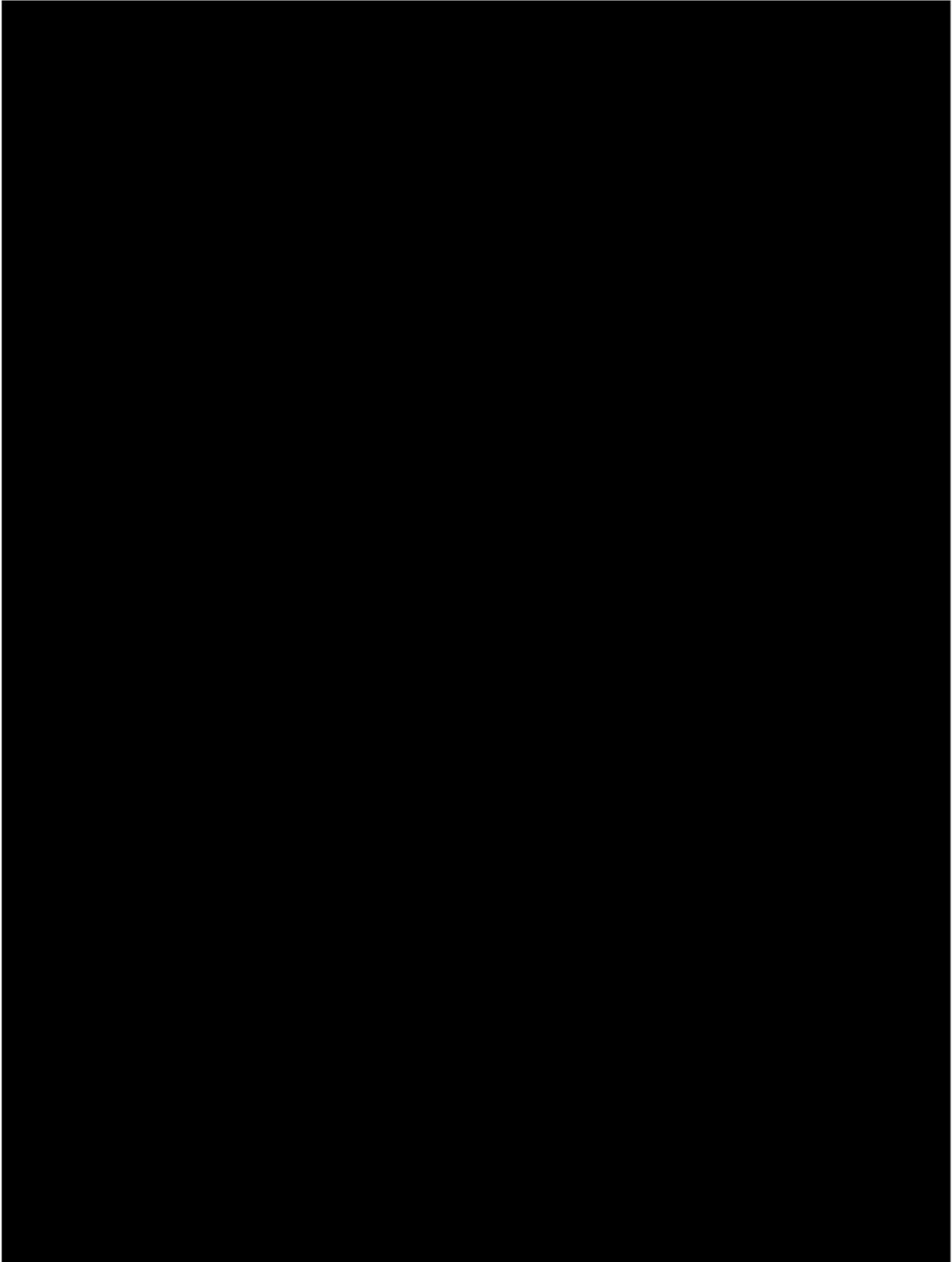
*Note: Student Trustees are permitted to attend all in camera meetings with the exception of those relating to item **2** above.*

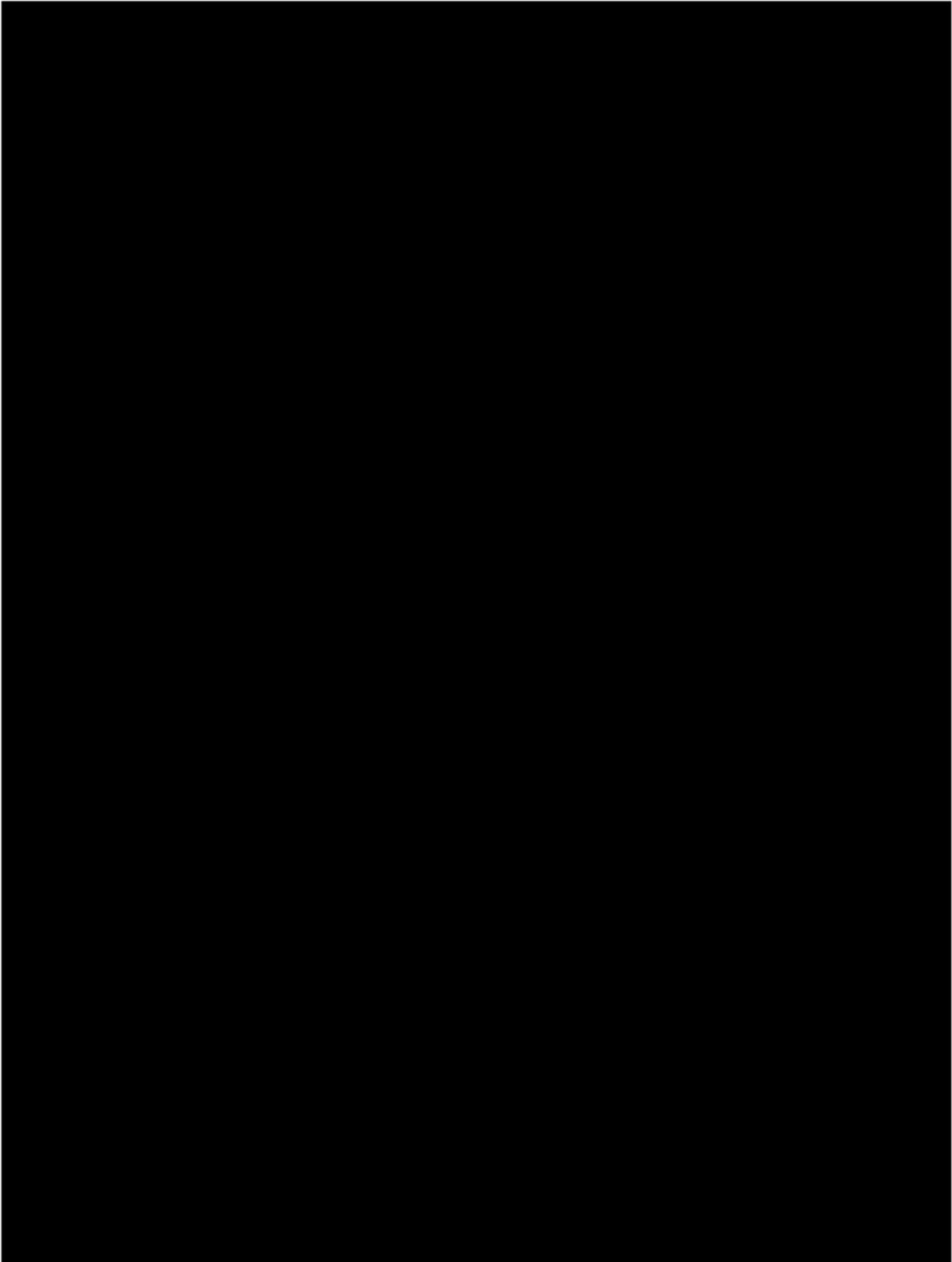
**Questions relating to this agenda should be directed to
Stephanie Reidel, Manager of Corporate Services**

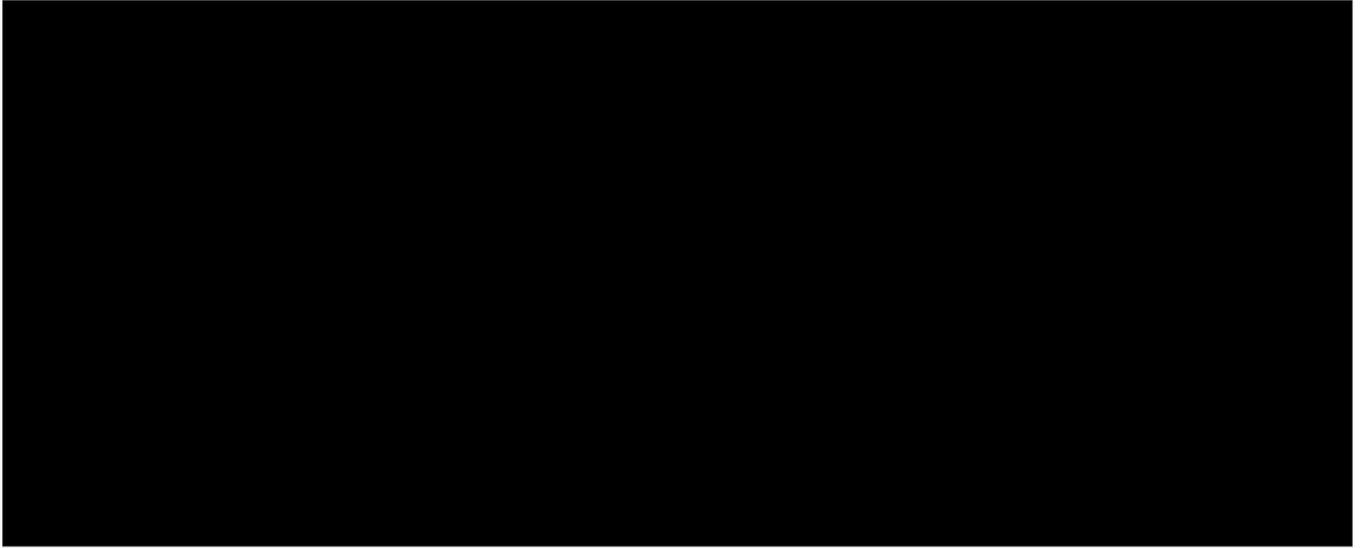


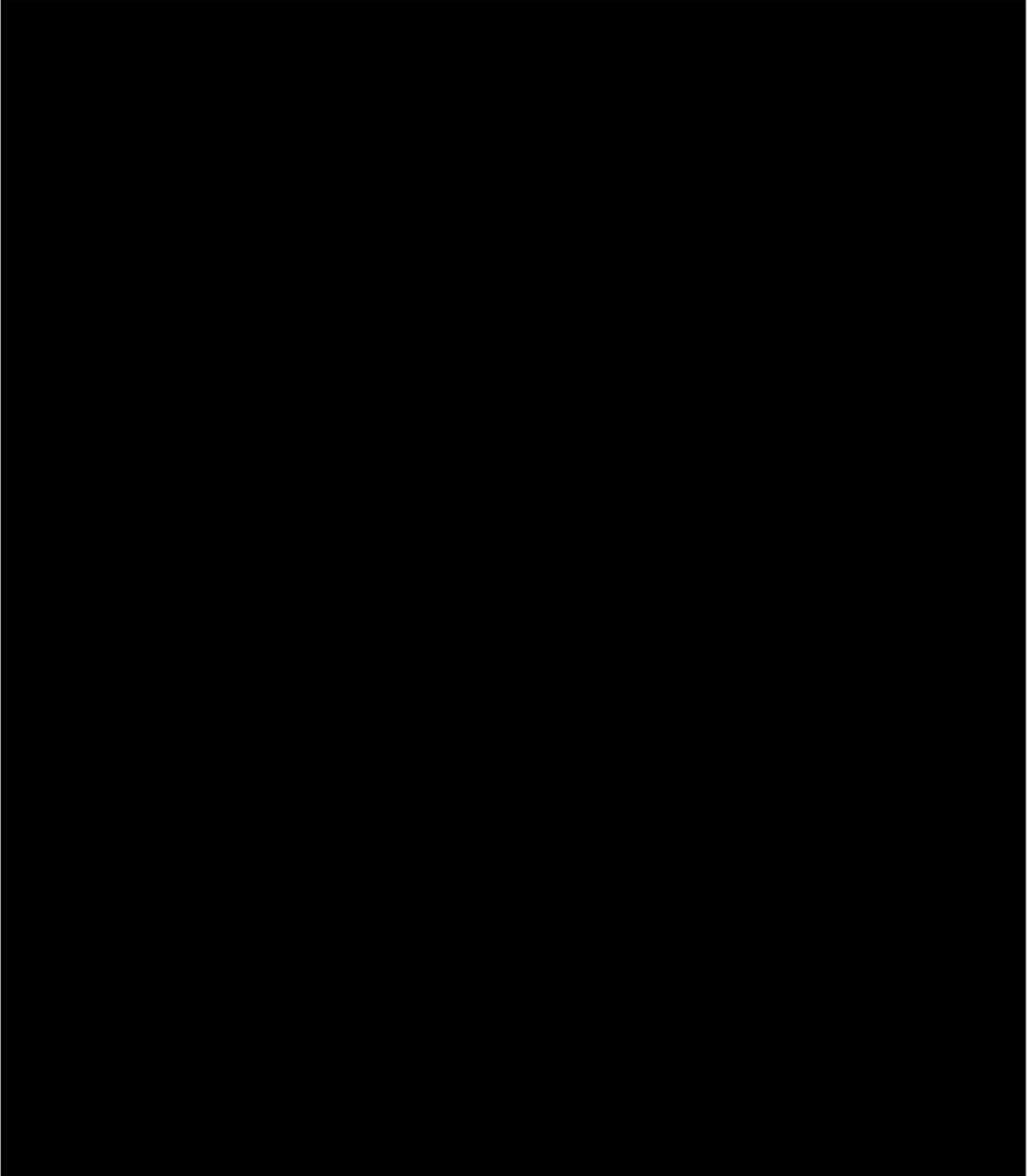


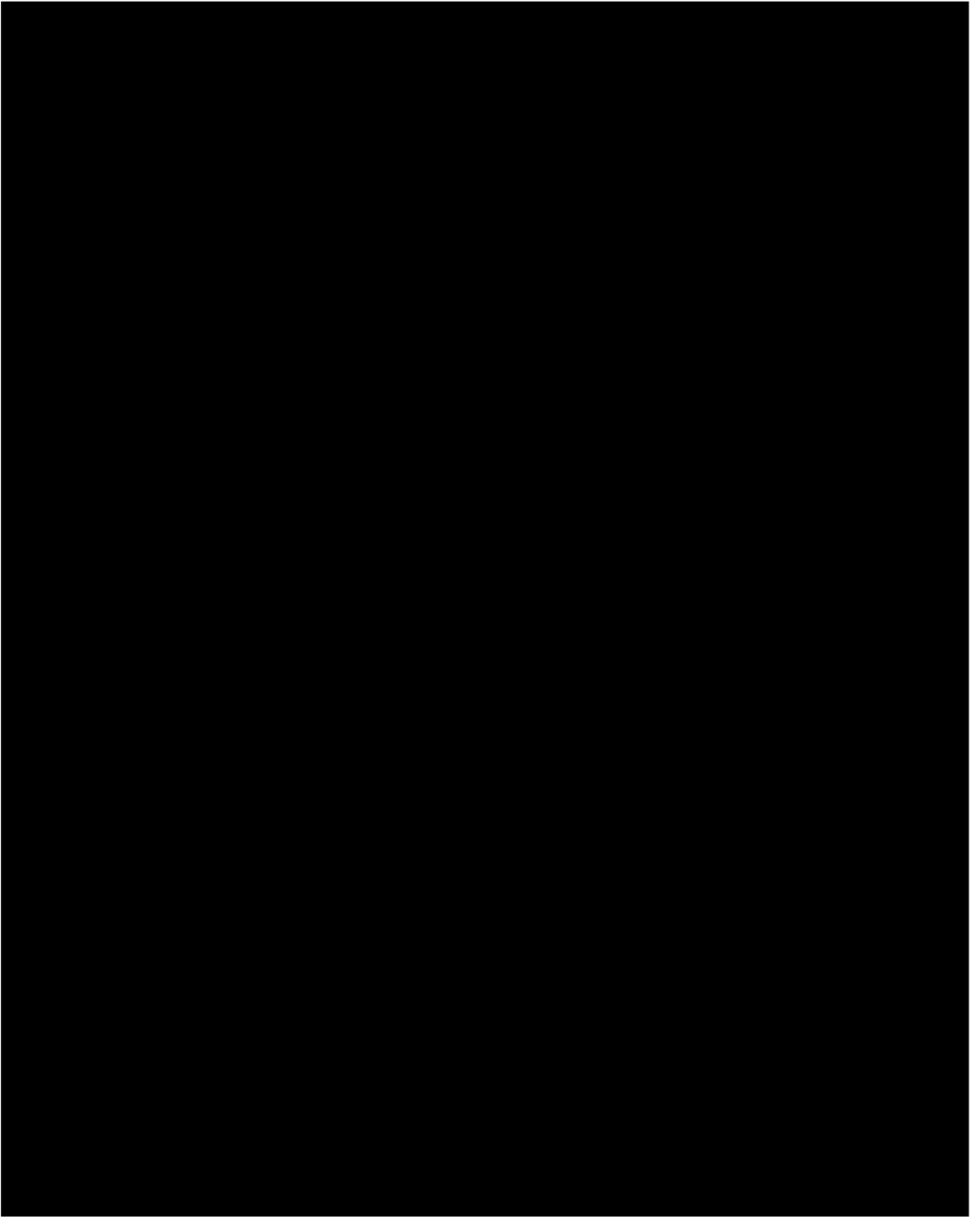


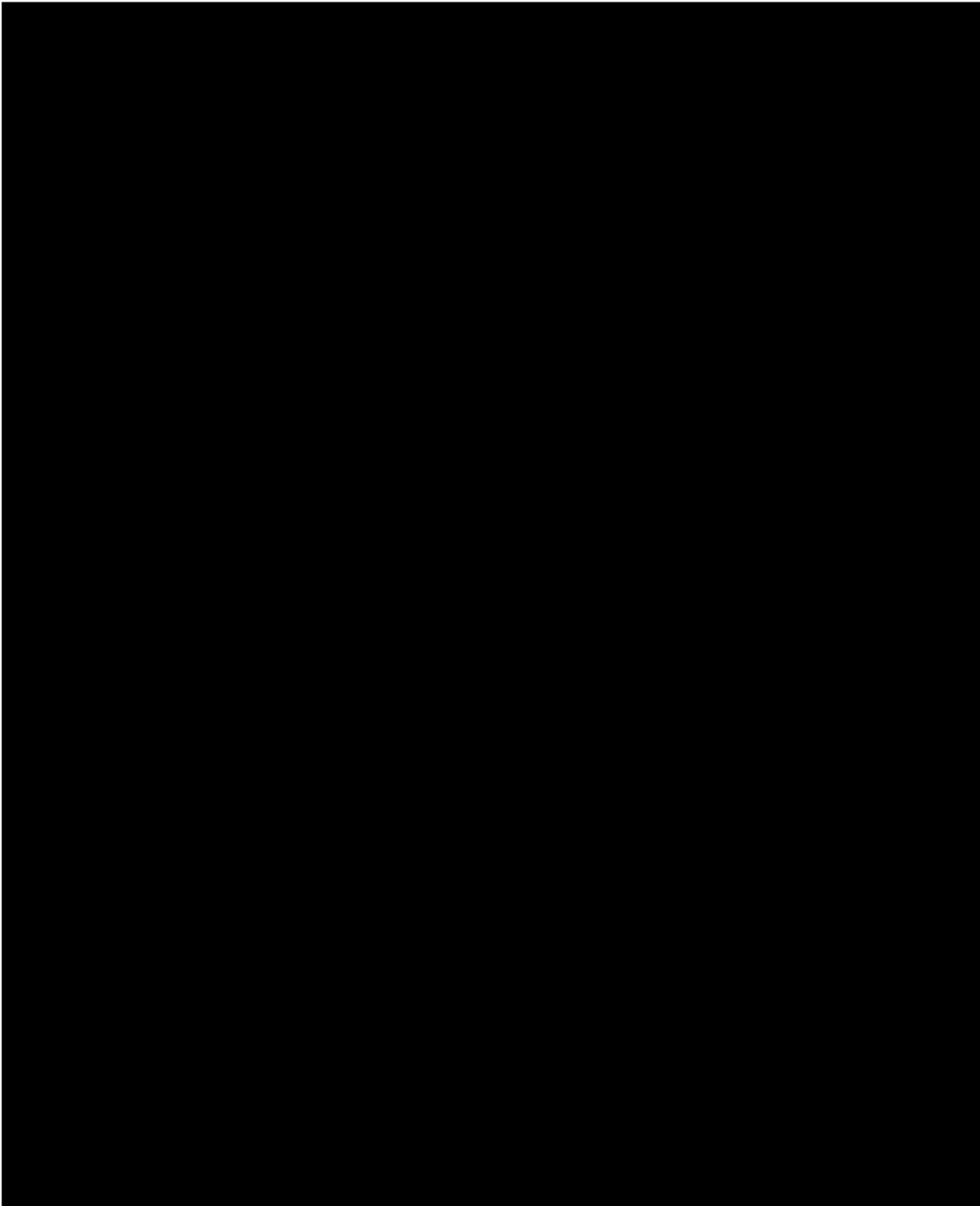


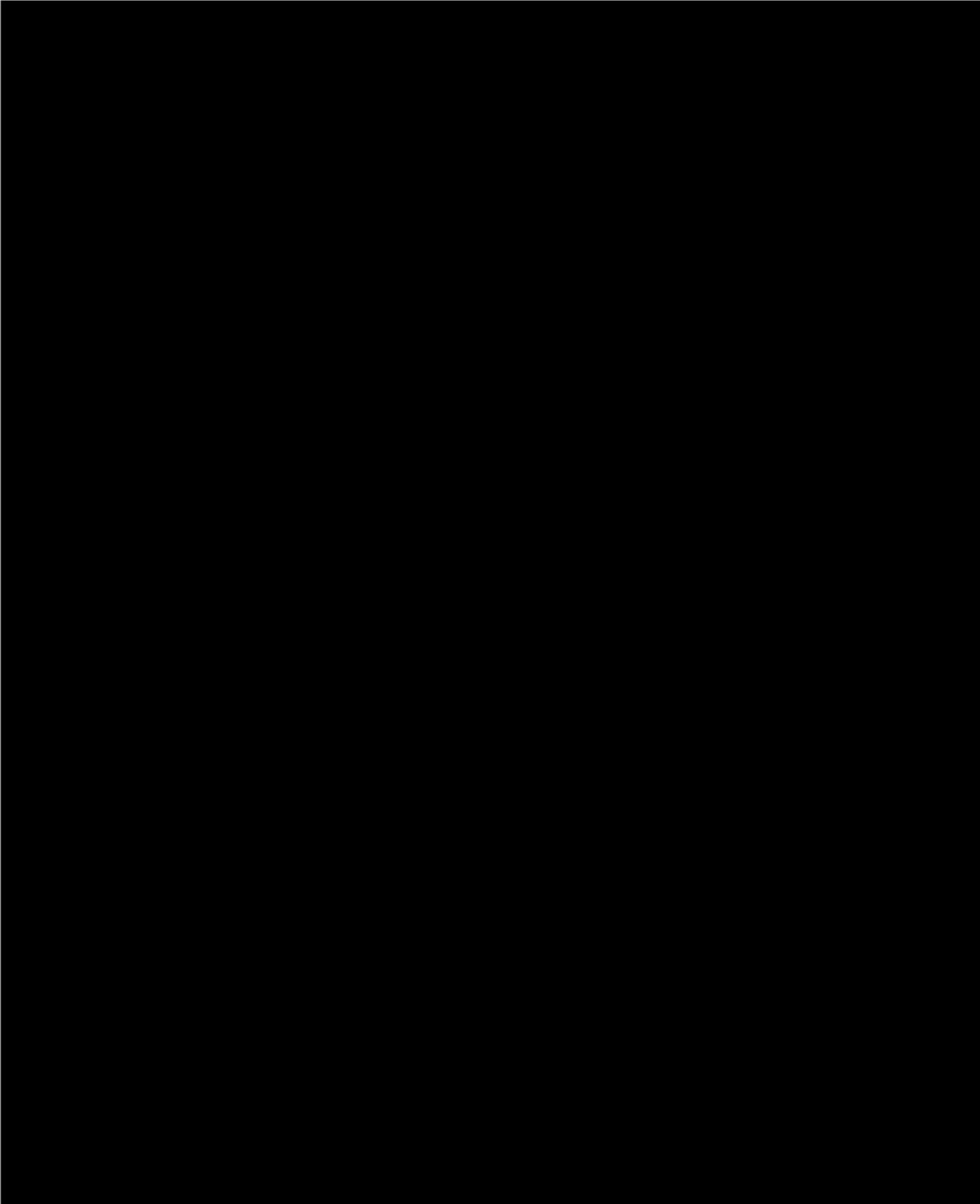


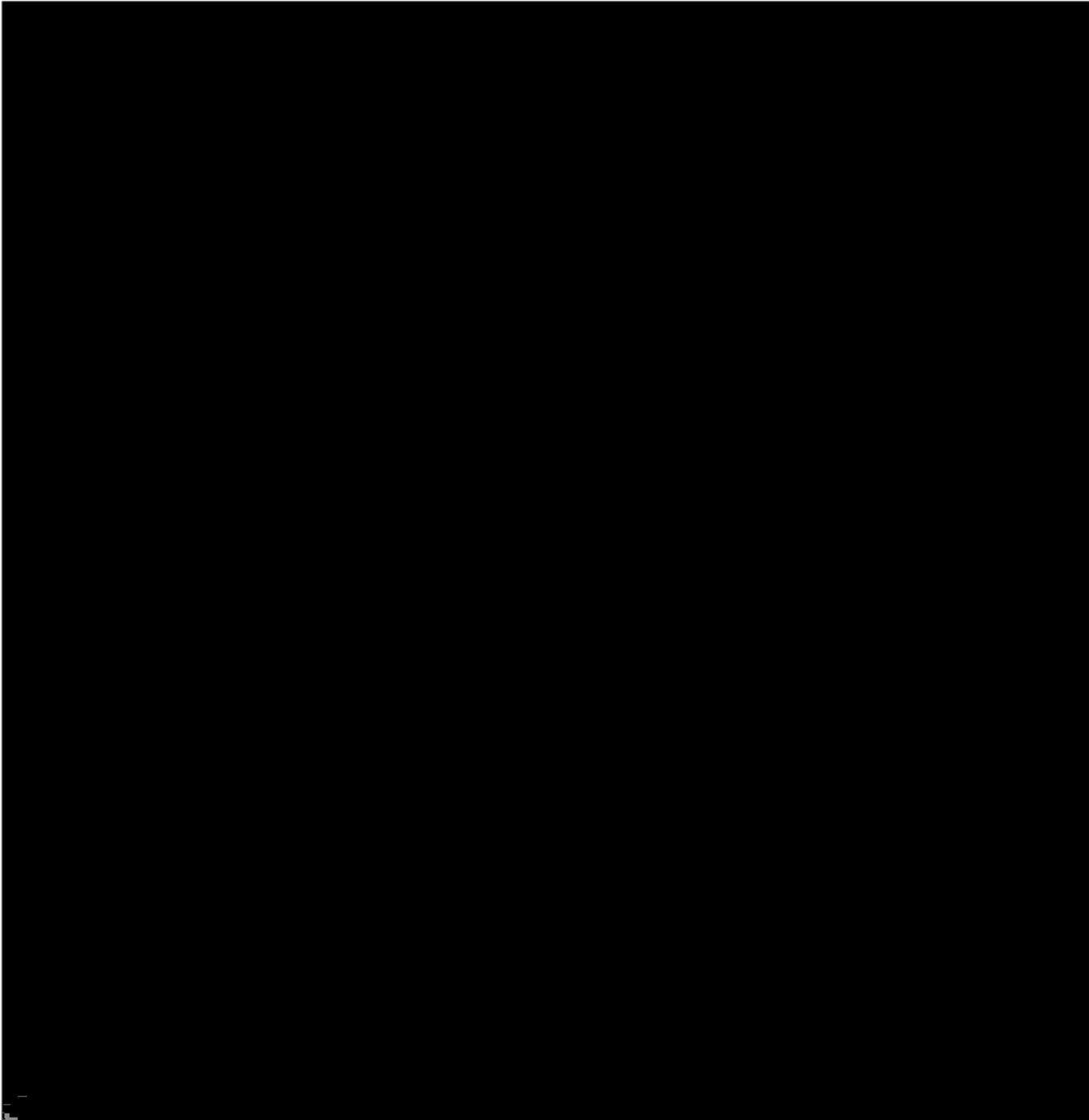












TAB 18

WATERLOO REGION DISTRICT SCHOOL BOARD

NOTICE OF MEETING

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, June 27, 2022, at 7:00 p.m.**

AGENDA

Call to Order

Approval of Agenda

Consent Agenda**

Receipt/Approval of Minutes :

- 01 Approve Minutes - Special Education Advisory Committee Meeting of May 11, 2022
- 07 Receive Minutes – Board Meeting of May 30, 2022
- 12 Receive Minutes – Special Board Meeting of June 6, 2022
- 16 Approve Minutes – Special Committee of the Whole Budget Meeting of June 8, 2022
- 19 Approve Minutes – Committee of the Whole Meeting of June 13, 2022
- 24 Receive Minutes – Special Committee of the Whole Budget Meeting of June 15, 2022
- 27 Receive Minutes – Special Board Meeting of June 15, 2022
- 28 Approve Minutes – Committee of the Whole Meeting of June 20, 2022

Receipt/Approval of Monthly Reports :

- 37 Staffing Information – Retirements and Resignations G. Shantz
- 41 Staffing Recommendations – Appointments G. Shantz

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Presentation to Outgoing Student Trustees Trustees K. Meissner / C. Millar

Communications Good News Update

Delegations

- Alida Wilms - Critical Race Theory Motion
- Mandi-May Bond - French Immersion Review Committee Recommendations
- Carly Greco - Critical Race Theory Motion
- Patricia Shaw & Heather Henderson - French Immersion Review Committee Recommendations
- David Haskell - Critical Race Theory Motion
- Pastor Nancy Vernon Kelly - Critical Race Theory Motion
- Colleen James - Critical Race Theory Motion
- Melissa Valant - Critical Race Theory Motion

Staff Follow Up

Reports

- WRDSB Strategic Plan Update j. chanicka / L. Read
- 43 Annual Accessibility Plan Update D. Ahluwalia / M. Gerard

**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.

Board Reports

Board Communications

- 52 Ministry of Education to Waterloo Region DSB - Response to Suspension Expulsion Letter
- 54 Halton District School Board to Ministry of Education - Reimagine Forward
- 56 Halton District School Board to Ministry of Education - Student Trustee Motions

Other Business

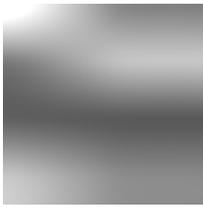
Reconsideration of Breach of Trustee Code of Conduct

Chairperson

Question Period (10 minutes)

Future Agenda Items (Notices of motion to be referred to Agenda Development Committee)

Adjournment



Special Education Advisory Committee

Minutes - May 11, 2022

A meeting of the Special Education Advisory Committee (SEAC) was held virtually on Wednesday, May 11, 2022 at 7:00 p.m. with the following members in attendance:

Trustee: Kathi Smith

Association Members: Michelle Hughes (FASD/ONE Fetal Alcohol Spectrum Disorder/Ontario Network of Expertise), Christine MacDonald (Learning Disabilities Association of Wellington County), Jane Martin (Ontario Federation of Cerebral Palsy), Kristen McHardy (Parents For Children's Mental Health - Waterloo Region), Sara Penny (Epilepsy South Central Ontario), Roberta Thompson (Waterloo Wellington Down Syndrome Society)

Non-Association Members: Carmen Sutherland (Waterloo Region Family Network)

Board Staff in Attendance: Leonilda Gil (Administrative Assistant), Stephen McCrae (System Administrator)

Regrets: Dale Babiy (Autism Ontario), Jennifer Checkley (Easter Seals), Deb Jack (Family & Children's Services - Indigenous Services), Scott Miller (Superintendent, Student Achievement & Well-Being), Selena Saini (WRDSB Student Representative), Jeff Senior (Waterloo Wellington Down Syndrome Society), Shannon Taylor (Epilepsy South Central Ontario), Cindy Watson (Trustee), Kathy Waybrant (Ontario Federation of Cerebral Palsy)

Guests: Mandi Bond (WRDSB Parent Involvement Committee Member), Bobbie Chatha (System Administrator, Learning Support Services - Elementary Program)

Call to Order

Sara Penny called the meeting to order at 7:00 p.m.

Welcome - Sara Penny

- Welcome to guests attending our meeting:
 - Bobbie Chatha, System Administrator, Learning Support Services - Elementary Program
 - Mandi Bond, WRDSB Parent Involvement Committee Member (PIC)
 - Kristen McHardy, new member representing Parents for Children's Mental Health - Waterloo Region

Territorial Acknowledgement - Christine MacDonald

Approval of Agenda

Moved by Christine MacDonald, seconded by Carmen Sutherland:

That the agenda of the May 11, 2022 meeting, Special Education Advisory Committee meeting, be approved.

- Carried -

Approval of Minutes

Moved by Roberta Thompson, seconded by Jane Martin:

That the minutes of the April 13, 2022 meeting, Special Education Advisory Committee, be approved.

- Carried -

Business Arising from the Minutes

- None

SEAC Presentation - Christine MacDonald

- [Learning Disabilities Association of Wellington County Presentation](#)
 - Programs take place in the evenings and have been virtual for the last two years, previously it was run in schools.
 - More parent involvement is always appreciated and valued
 - Further information about their organization can be found on the website <https://ldawc.ca/>

WRDSB Special Education & Student Well-Being Report – Stephen McCrae

- Budget/Staffing Update
 - Staffing across the system is well underway which include Special Education Consultants, Itinerant Teachers and Paraprofessionals
 - Reallocation of early literacy staff and half time Reading Resource Teacher in 38 Elementary Schools
- Early Literacy Update - Bobbie Chatha, System Administrator, Learning Support Services - Elementary Program
 - Currently reviewing Right to Read Inquiry Recommendations
 - Currently reviewing Universal Screening Tools
 - Allocating Reading Resource Teachers to 38 Elementary Schools to support evidence based reading practices that include phonics, phonemic awareness,
 - We are working closely with the Learning Support Services staff in Program and Special Education to support the reading strategies outlined in the Right to Read Report
 - Much of the information from the Ministry is new and connected to reading across all the grades from K-12
 - If parents are looking for more information, they are encouraged to contact their child's school administrator for support
 - Currently we are developing a 3 year plan and 90 Elementary Administrators are participating in professional development
 - Will be providing support to all Special Education Resource Teachers (SERTS)
 - We will continue to provide updates as we work through this process
- System Administrator Overview and Reflection
 - [Role of the System Administrator Presentation](#)

Chair Report

- Received nomination letter for Kristin McHardy to be the new member representing Parents for Children's Mental Health, moved by Roberta Thompson, seconded by Carmen Sutherland
- [Near North DSB Letter to Ministry](#) Re: Online Learning
 - Reviewed letter and no further action to be taken
- SEAC Handbook [Draft](#) Copy (Group Discussion)
 - Reviewed and made suggestions, to be continued at next meeting

Trustee Report - Kathi Smith

- The Provincial election is taking place and encourages members to talk to the candidates in your area

Round Table Association Reports

1. Sara Penny - Epilepsy South Central Ontario
 - Registration for the Sunny Days Camp in Waterloo is now open until May 31st. This is a weekly day camp for children living with epilepsy and their siblings 5-14 years. See the [registration form](#) for anyone interested which includes further details. For more information please go our website: <https://epilepsysco.org/programs-services/sunny-days-camp/>
2. Carmen Sutherland, Waterloo Region Family Network
 - On Tuesday, May 17 at 6:30-8:30 pm, WRFN is hosting "Planning a Successful Transition to Post-Secondary School for Students with an Individual Education Plan (IEP) or who access Student Success" virtually through Zoom. This session is intended for parents and high school students who have an IEP or accessing Student Success, who are planning on attending University or College.
 - During the evening, parents and students will learn important details to help them create a post-secondary action plan like how to request accommodations and planning a successful transition. These include:

- After the IEP: How to request accommodations at post-secondary school
 - Differences between high school and post-secondary school (college and university)
 - Students' experience with receiving accommodations at college/university
 - Rights and responsibilities of students with disabilities
 - Self-advocacy and changing roles
 - Assessing readiness for college/university
 - Planning a successful transition
 - Resources
- RSVP by email at info@wrfn.info by Tuesday, May 17, 2022

3. Roberta Thompson, Waterloo Wellington Down Syndrome Society

- We are supporting the CDSS (Canadian Down Syndrome Society) [Walk for Awareness](#) taking place June 11-19, 2022. Funds raised will ensure continuation of CDSS support.
- We will be running a silent auction fundraiser in place of the Golf tournament
- DSAO has secured a seat with MACSE

4. Jane Martin, Ontario Federation of Cerebral Palsy

- [Bulletin Update](#):
 - Parks Accessibility Conference 2022
 - Reel Abilities Film Festival Toronto
 - Sunbeam Centre 50/50 Raffle Draw, May 1 to May 31

Date of Next Meeting

The next SEAC meeting date is June 8, 2022 at 7:00 p.m.

Adjournment

Moved by Roberta Thompson, seconded by Kristen McHardy:

That the Special Education Advisory Committee meeting be adjourned.

- Carried -

The meeting adjourned at 9:08 p.m.

MAY 30, 2022
BOARD MEETING

The Waterloo Region District School Board held a Board Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, C. Millar, M. Ramsay, K. Smith, L. Tremble, C. Watson and K. Woodcock.

Trustees K. Meissner, J. Weston and C. Whetham were unable to attend this evening's meeting.

Student Trustee K. Soror was in attendance and Student Trustee N. Vishkin was not in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), D. Ahluwalia, J. Albrecht, R. DeBoer, E. Dougan-McKenzie, M. Gerard, E. Giannopoulos, C. Hill, P. Kaur, D. Lataille-Herdsman, B. Lemon, S. Miller, L. Read and G. Shantz.

Other staff in attendance: R. Lam and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 7:00 p.m.

APPROVAL OF AGENDA

1. Moved by J. Herring, seconded by C. Millar:

That the agenda of the May 30, 2022, Board Meeting be approved.

-Carried-

CONSENT AGENDA

2. Moved by L. Tremble, seconded by J. Herring:

That the consent agenda of the Board Meeting of May 30, 2022, and the actions contained therein, be approved (with the exception of Motions).

-Carried-

MOTIONS FROM IN CAMERA MEETING

Note: The following motions were approved in the In Camera session held earlier this evening.

A. Moved by C. Millar, seconded by L. Tremble:

That the agenda of the May 30, 2022, In Camera Board Meeting be deemed to meet the legislative requirements for discussion in camera.

-Carried-

B. Moved by K. Woodcock, seconded by C. Millar:

That the consent agenda of the May 30, 2022, In Camera Board Meeting and the actions contained therein, be approved.

-Carried-

Opposed:
M. Ramsay
C. Watson

C. Moved by L. Tremble, seconded by K. Smith:

That we rise and report in public session.

-Carried-

Note: This concludes the reporting of In Camera motions.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

ANNOUNCEMENTS/CELEBRATING BOARD ACTIVITIES

Chairperson S. Piatkowski shared regrets from Trustee C. Whetham and Student Trustee N. Vishkin. He noted that Trustees K. Meissner and J. Weston remain on leave.

Chairperson S. Piatkowski expressed condolences for Trustee L. Tremble on the loss of her father-in-law.

Trustee K. Woodcock, Chairperson S. Piatkowski and Associate Director L. Read attended a celebration of life on May 18, 2022, for Upper Grand District School Board's former Director of Education, Martha Rogers.

Trustees C. Millar, S. Piatkowski and K. Woodcock attended Northlake Woods Public School's 25th anniversary celebration.

Trustee K. Woodcock attended the Waterloo Education Foundation Inc. (WEFI) annual golf tournament.

Trustee M. Ramsay joined the meeting at 7:08 p.m.

Trustee K. Smith attended the Kodaly Festival in Victoria Park on May 17, 2022, and the Eid Festival Volunteer Appreciation Event at Chandler Mowat Community Centre.

Trustee C. Millar brought greetings on behalf of the Board to the Waterloo Region Occasional Teachers Annual General Meeting.

Student Trustee K.Soror left the meeting at 7:15 p.m.

COMMUNICATIONS DEPARTMENT GOOD NEWS UPDATE

Interim Chief Communications Officer E. Dougan-McKenzie provided trustees with the monthly Communications Good News Update. She reviewed activities and events from the system including a focus on creative classrooms, a scholarship story, a community volunteer story and student initiatives and perspective from the Ed Centre. She reviewed the monthly web traffic, social media engagement and traditional media engagement and concluded the presentation with a preview of upcoming events and celebrations for the month of June.

REPORTS

2021-2022 PAST DIRECTORS' BURSARY

This report was provided for information.

The Past-Directors' Bursary, formerly known as the Linda Fabi Bursary, will provide funding for students who are pursuing a trade, through college or apprenticeship, and who have not already been selected to receive an award at their graduation ceremony. All eleven applicants were confirmed to meet the criteria and were selected to receive the 2021-22 Past-Directors' Bursary; each student will receive \$200.

Trustees discussed acknowledging the applicants in person. It was noted that barring any unforeseen circumstances, that next year, the bursary will likely be presented in person.

BOARD COMMUNICATIONS

The Board received the following communications:

- Bluewater District School Board to Minister of Education
- Thames Valley District School Board SEAC to Minister of Education and Minister of Health
- Waterloo Region District School Board to Minister of Education

- Waterloo Region District School Board to Indigenous Education Advisory Council (IEAC)

QUESTION PERIOD

Trustee C. Millar asked for an update on the EQAO glitch and postponement. Associate Director L. Read shared that staff have been receiving updates from EQAO and expect further details including next steps in the coming days. She noted that classroom concerns are also being worked through.

FUTURE AGENDA ITEMS

The following Notice of Motion was served by Trustee C. Watson with support from Trustee M. Ramsay:

Whereas parents fully support Equity and Inclusion but have concerns that “Critical Race Theory” (CRT) and or the theory of “White Privilege” are being drawn on to develop “anti-racist” lesson plans that are being used in WRSDB Schools,

Whereas some students, parents and staff fear they might be labeled racist or a white supremacist if they share/bring their concerns to the attention of the Board,

Whereas parents are concerned that the use of these lesson plans could create a sense of shame and guilt in their children as well as create a stigma and or bias among the school population,

Therefore be it resolved that the Waterloo Region District School Board request that staff prepare a report and a presentation that explains the working definition of CRT and “White Privilege” as they relate to the development of “anti-racist” lesson plans, as well as the grade levels that the plans are introduced,

And that this report and presentation be presented back to the board no later than the end of Sept 2022.

And that staff also provide recommendations that will help support children if they internalize guilt and shame and solutions that will help prevent a possible stigma and or bias that could affect the school climate.

And that parents be provided supplemental material on the theory of “White Privilege” before their students are taught White Privilege.

And that a letter be written to the Minister of Education about parental concerns regarding CRT and or the theory of “White Privilege” that are being taught to their children.

This motion will be scheduled by the Agenda Development Committee.

ADJOURNMENT

4. Moved by K. Smith, seconded by J. Herring:

That the Board Meeting of May 30, 2022, be adjourned.

-Carried-

The meeting adjourned at 7:31 p.m.

JUNE 6, 2022
SPECIAL BOARD MEETING

The Waterloo Region District School Board held a Board Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, K. Meissner, C. Millar, M. Ramsay, K. Smith, L. Tremble, C. Watson, J. Weston, C. Whetham and K. Woodcock.

Student Trustees K. Soror and N. Vishkin were not in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), E. Dougan-McKenzie, M. Gerard, L. Read and G. Shantz.

Other staff in attendance: R. Lam and S. Reidel.

Guest in attendance: E. Roher, Senior Counsel and National Leader of the Education Law Group, BLG.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 8:05 p.m.

Chairperson S. Piatkowski noted that this Special Meeting has been called with the sole purpose of dealing with the report from the Integrity Commissioner on a Code of Conduct complaint filed on February 24, 2022.

APPROVAL OF AGENDA

1. Moved by K. Woodcock, seconded by K. Meissner:

That the agenda of the June 6, 2022, Special Board Meeting be approved.

-Carried-

Opposed: C. Watson

MOTIONS FROM IN CAMERA MEETING

Note: The following motions were approved in the In Camera session held earlier this evening.

A. Moved by J. Weston, seconded by J. Herring:

That the agenda of the June 6, 2022, Special In Camera Board Meeting be deemed to meet the legislative requirements for discussion in camera.

-Carried-

B. Moved by K. Woodcock, seconded by C. Millar:

That we rise and report in public session.

-Carried-

Note: This concludes the reporting of In Camera motions.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

REPORTS

TRUSTEE CODE OF CONDUCT COMPLAINT

Chairperson S. Piatkowski shared that trustees met in closed session to receive and discuss the report from the Integrity Commissioner with respect to a Code of Conduct complaint alleging that Trustee M. Ramsay breached the Trustee Code of Conduct. He reviewed the process followed to date as outlined in Board Policy G201 - Trustee Code of Conduct. Responding to the Integrity Commissioners report is the only business to be conducted in the meeting. He further provided clarification regarding the process. The report is a finding of facts and does not include any recommendations. It is the responsibility of the Board of Trustees to determine if a breach occurred and to impose any sanctions. The respondent and the complainant are not to vote on the determination of a breach or sanctions. Chairperson S. Piatkowski reviewed the available sanctions as outlined in Board Policy G201 - Trustee Code of Conduct.

Trustees requested a recorded vote. A motion to find Trustee M. Ramsay in breach of the Code of Conduct was moved and seconded in the in camera session to be voted on at the public session.

1. Moved by J. Weston, seconded by C. Millar:

That the Waterloo Region District School Board of Trustees find Trustee Mike Ramsay in breach of Board Policy G201 - Trustee Code of Conduct.

-Carried with two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

JUNE 6, 2022
SPECIAL BOARD MEETING

Chairperson S. Piatkowski stated that the Board of Trustees can now consider imposing sanctions in response to the breach of the Trustee Code of Conduct.

2. Moved by K. Meissner, seconded by K. Woodcock:

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(a) censure of the trustee

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

Trustees discussed a motion to bar Trustee M. Ramsay from attending all Board and Committee meetings up to September 30th. Trustee C. Watson called a Point of Order in regards to the Board Meetings. Chairperson S. Piatkowski referred to legal counsel who indicated that the Education Act and Board Policy G201 - Trustee Code of Conduct allows barring the Trustees from attending one Board meeting but up to 6 months of Committee of the Whole meetings. Trustees introduced new motions based on this advice.

3. Moved by J. Herring, seconded by C. Millar:

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(b) barring the trustee from attending all of the June 27, 2022, Board Meeting.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

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

That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(c) barring the trustee from sitting on the Committee of the Whole up to and including September 30, 2022.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

5. Moved by C. Millar, seconded by J. Weston:

That the Waterloo Region District School Board of Trustee impose the following sanction against Trustee M. Ramsay for the breach of Board Policy G201- Trustee Code of Conduct:

(d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials up to and including September 30, 2022.

-Carried with Two-thirds-

In Favour

J. Herring
K. Meissner
C. Millar
S. Piatkowski
J. Weston
K. Woodcock

Opposed:

K. Smith
C. Watson
C. Whetham

ADJOURNMENT

6. Moved by K. Woodcock, seconded by K. Meissner:

That the Board Meeting of June 6, 2022, be adjourned.

-Carried-

The meeting adjourned at 8:27 p.m.

JUNE 8, 2022

SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

The Waterloo Region District School Board held a Committee of the Whole Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), K. Meissner, C. Millar, L. Tremble, C. Watson, J. Weston and K. Woodcock.

Trustees J. Herring, M. Ramsay, K. Smith and C. Whetham were unable to attend.

Student Trustees K. Soror and N. Vishkin were in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), J. Albrecht, E. Dougan-McKenzie, M. Gerard, N. Landry and G. Shantz.

Other staff in attendance: M. Delisle, R. Lam and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 7:18 p.m.

APPROVAL OF AGENDA

1. Moved by K. Meissner, seconded by L. Tremble:

That the agenda of the June 8, 2022, Special Committee of the Whole Budget Meeting be approved.

-Carried-

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

ANNOUNCEMENTS

Chairperson S. Piatkowski shared regrets from Trustees J. Herring, C. Whetham and K. Smith and noted that Trustee M. Ramsay was excused from this meeting.

REPORTS

2022-2023 GSN OVERVIEW

This presentation was provided for information.

Coordinating Superintendent M. Gerard reviewed the 2022-23 Grants for Student Needs (GSN) including related Ministry of Education (Ministry) documents and Ministry priorities for

SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

2022-23. He shared the enrolment inputs for the GSNs, GSN Components including Classroom, Schools, Local Management and Special Education Priorities and the related allocations. He reviewed changes to the GSNs for 2022-2023 and additional funding including:

- COVID-19 Learning Recovery Fund
- Recent Immigrant Supplement
- Student Mental Health Bundle
- Local Special Education Priorities
- Broadband Network Operations
- School Facilities Operations Allocations

He also reviewed the increased transportation funding, related cost pressures and capital funding and shared the list of Priorities and Partnerships Funding (PPF), including details regarding the Tutoring Supports PPF.

N. Landry, Controller, Financial Services, reviewed the 2022-2023 Budget Process and internal guidance documents including the Strategic Plan and Operational Goals.

2021-22 INTERIM FINANCIAL REPORT AND FORECAST

This report was provided for information.

The process used in the development of the annual operating budget for the board has evolved over the years but the underlying factors that influence its development continue to be:

- Ministry funding and directives
- The board's underlying financial position (accumulated surplus/deficit)
- The board's strategic plan and operational goals

Trustees received financial results up to May 31, 2022, (Quarter 3) and a comparison between the budget and the forecasted year-end position. COVID-19 continues to have an operational and financial impact on the WRDSB. Staff have forecasted that the board will finish the year with an operating deficit of approximately \$7.39M, or 1.02% of budgeted operating revenues. Key risk areas which will impact the year-end results include revenues, student enrolment, expenditures and supply costs.

Coordinating Superintendent M. Gerard reviewed the next steps for the budget process and reviewed a summary of the operations challenges and risks associated with the 2022-2023 budget including learning recovery, mental health, sustainability and student enrolment.

Trustees asked questions regarding both reports presented. Questions pertained to enrolment risks and reasons behind the reduced enrolment. Staff offered to provide details regarding staff mental health funding as part of the budget report next week. Trustees were provided clarification regarding the Autism Additional Qualifications Subsidy for Educators PPF and the Tutoring Supports PPF. Questions continued regarding spending provisions and envelopes, gas price increases, public engagement in the budget process and the budget line for legal fees.

JUNE 8, 2022

SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

Trustee C. Watson moved a motion to suspend the rules. This motion failed with no seconder.

As questions continued it was noted that staff would provide further detail regarding experiential learning as part of the budget report next week. A question was addressed regarding the Broadband Network Operations funding. The Education Funding Technical Paper 2022-23 provides further details as well and is publicly available. A link to the document will be provided to trustees tomorrow, via email.

ADJOURNMENT

2. Moved by K. Meissner, seconded by C. Millar:

That the Special Committee of the Whole Meeting of June 8, 2022, be adjourned.

-Carried-

Opposed: C. Watson

The meeting adjourned at 8:20 p.m.

JUNE 13, 2022
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. via video conference, with the following members in attendance:

S. Piatkowski (Chairperson), K. Meissner, C. Millar, K. Smith, L. Tremble, C. Watson, J. Weston, C. Whetham and K. Woodcock.

Trustees J. Herring and M. Ramsay were unable to attend.

Student Trustees K. Soror and N. Vishkin were in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), D. Ahluwalia, E. Dougan-McKenzie, M. Gerard, C. Hill, P. Kaur, D. Liebermann, S. Miller, L. Read, G. Shantz and J. Veit.

Other staff in attendance: B. Jaklic, D. Lane and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 7:00 p.m.

APPROVAL OF AGENDA

1. Moved by C. Watson, seconded by K. Woodcock:

That the agenda of the June 13, 2022, Committee of the Whole Meeting be approved with the addition of two additional delegations and that the delegation from WCI be the first delegation to present.

-Carried-

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

ANNOUNCEMENTS

Trustee K. Smith attended the 47th Annual Interfaith Community Breakfast.

Trustee L. Tremble attended the OPSBA AGM in Ottawa with Chairperson S. Piatkowski, Trustees K. Smith and K. Woodcock and Student Trustee N. Vishkin. Trustee K. Woodcock was elected as First Vice-President. The policy resolution submitted by the WRDSB passed. Former Trustee John Hendry received the President's Award and WRDSB employee Kimiko Shibata received the Fred L. Bartlett Memorial Award.

Trustee K. Woodcock attended the raising of the Pride flag ceremony at Country Hills Public School.

JUNE 13, 2022
COMMITTEE OF THE WHOLE MEETING

Trustee J. Weston attended the Oak Creek Public School groundbreaking ceremony with Chairperson S. Piatkowski and Trustee M. Ramsay.

Trustees K. Meissner and K. Woodcock attended a presentation from Kyne Santos at Waterloo Collegiate Institute for GSA students from across the WRDSB.

DELEGATIONS

The following delegations spoke at this evening's meeting:

- Victoria Marsh, Kamilah Islam and WCI BSA / MSA Students - Eid on the WRDSB School Year Calendar
- Meg Ruttan - Critical Race Theory Motion & Black Parent Council of KW Recommendations
- Jodi Koberinski - Critical Race Theory Motion & Black Parent Council of KW Recommendations
- Cait Glasson - Critical Race Theory Motion
- Laila El Mugammar - Critical Race Theory Motion
- Rev. Joe Gaspar, Parkminster United Church - Critical Race Theory Motion
- Angela McKenna - Critical Race Theory Motion
- Lannois Carroll-Woolery - Critical Race Theory Motion

Trustees asked clarifying questions regarding the delegation on Eid on the WRDSB School Year Calendar. It was confirmed that the request is for consideration on the 2023-2024 School Year Calendar.

2. Moved by J. Weston, seconded by C. Millar:

That the Waterloo Region District School Board refer the delegation regarding Eid on the WRDSB School Year Calendar to staff for follow up

-Carried-

Abstained: C. Watson

REPORTS

MAJOR CAPITAL PROJECTS QUARTERLY UPDATE

This report was provided for information.

Current capital projects with budgets greater than \$2.5M were presented with dashboard symbols to indicate the project's status relative to the schedule, budget and scope. All projects are proceeding as planned through the design and construction stages except for the new school in Southeast Cambridge and the Lackner Woods Public School child care addition.

Trustees asked questions regarding timelines and related costs for the new school in Southeast Cambridge.

RESPONSE TO TRUSTEE BUDGET QUESTIONS FROM JUNE 8, 2022 (IF REQUIRED)

It was noted that questions from the June 8, 2022, Special Committee of the Whole Budget meeting will be responded to at the June 15, 2022, Special Committee of the Whole Budget meeting.

COMPLIANCE AUDIT COMMITTEE

As required by the Municipal Elections Act, 1996, every district school board must appoint a Compliance Audit Committee by October 1, 2022, to hear and decide on applications for compliance audits regarding a trustee candidate's campaign expenses. As in previous years, staff is proposing a joint Compliance Audit Committee with the Waterloo Catholic District School Board for the 2022 Municipal Election. This committee would be composed of the external Audit Committee Members from each board. Each Board is responsible for approving two of the four members of the jointly held Compliance Audit Committee.

3. Moved by K. Smith, seconded by C. Whetham:

That the the Waterloo Region District School Board appoints the following two members to the Compliance Audit Committee, held jointly with the Waterloo Catholic District School Board, for a four-year term effective November 15, 2022:

- 1) Sharmilla Rasheed, External Member, WRDSB Audit Committee**
- 2) Jeff Weir, External Member, WRDSB Audit Committee**

-Carried-

BLACK PARENT COUNCIL KW RECOMMENDATIONS - REPORT FROM STAFF

This report was provided for information.

On April 11, 2022, during the Committee of the Whole meeting, the Board of Trustees moved a motion referring recommendations 1 to 11 from the letter from the Black Parent Council KW to staff to provide a report and recommendations as appropriate. Staff have met with Black Parent Council KW Co-Chairs on April 8 and May 9, 2022. From the perspective of WRDSB staff and Black Parent Council Co-Chairs, meetings have been positive and have provided a space for honest dialogue. WRDSB staff will continue to meet with representatives from the Black Parent Council KW. Human Rights and Equity Advisor Deepa Ahluwalia shared work underway that addresses demands from the Black Parent Council KW.

Trustees asked questions regarding the Black Parent Council KW's membership and it was confirmed that conversations are on-going.

STUDENT CENSUS

This report was provided for information.

Associate Director L. Read introduced the presentation. Dr. D. Liebermann, Senior Manager of Research and Evidence-Based Practice, reviewed the reasons for collecting the data including Ministry of Education direction, the *Anti-Racism Act*, and alignment with WRDSB Operational Plan and Equity and Indigenous Action Plan. David Lane, Research Strategist, shared that throughout the 2021/2022 school year, research staff conducted data cleaning and sorting, and preliminary data analysis and then engaged in consultations with staff and community representatives to gain a deeper understanding of the results and strengthen the communication of the data. He also reviewed the guiding principles for using student data. Dr. D. Liebermann, Senior Manager of Research and Evidence-Based Practice, reviewed the list of documents which will be publicly available on the WRDSB website tomorrow. David Lane, Research Strategist, reviewed what the data does and does not reveal about students and reviewed the 5 key focus areas for action items.

Trustees asked questions regarding the release of the student census data. Trustees were reminded of the seminar in April where data results were shared in addition to the report they were provided on June 10, 2022. It was shared that Trustees would have an opportunity to ask questions about the data at a future meeting regarding the Board Improvement and Equity Plan. Director j. chanicka offered to answer any data-related questions but none were asked.

TRUSTEE DISCUSSION: INDIGENOUS TRUSTEE POSITION

Chairperson S. Piatkowski invited Superintendent C. Hill to provide legislative context regarding Indigenous Trustee positions. She shared that Indigenous Trustee positions are limited to school boards with tuition agreements with First Nations communities. Current regulations do not provide for school boards to appoint an Indigenous Trustee outside of these requirements. Ottawa Carleton District School Board has written the Ministry of Education for permission to appoint an Indigenous Trustee to represent the urban Indigenous student population. The WRDSB could take a similar approach.

Trustee discusses a motion to send a letter to the Ministry of Education. It was unknown whether the Ministry of Education responded to the request from Ottawa Carleton District School Board. Trustees expressed concern that a board table is inherently colonial in nature and acknowledged that the trustees still require work to ensure the board table is a safe space for Indigenous Trustees.

JUNE 13, 2022
COMMITTEE OF THE WHOLE MEETING

4. Moved by K. Smith, seconded by J. Weston:

That the Waterloo Region District School Board write a letter to the Ministry of Education requesting permission for an Indigenous Trustee Position.

-Carried-

Discussion continued. Trustees discussed a motion to consult with the Indigenous Education Advisory Circle (IEAC) about other ways to represent Indigenous voices at the Board table. It was confirmed that the feedback from the consultation would be brought back to the board table for further discussion and/or approval, and that no one is suggesting violating the Education Act.

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

That the Waterloo Region District School Board extend the meeting by an additional thirty minutes.

-Carried-

6. Moved by J. Weston, seconded by C. Millar:

That the Waterloo Region District School Board request staff discuss potential ways to have Indigenous representation at the Board table with the Indigenous Education Advisory Circle (IEAC).

-Carried-

QUESTION PERIOD

Trustee C. Watson asked for next steps regarding the Trustee Code of Conduct complaint as she has heard parents want the report released. Chairperson S. Piatkowski advised that further clarification will be shared at the June 20, 2022, Committee of the Whole meeting.

ADJOURNMENT

7. Moved by K. Meissner, seconded by K. Smith:

That the Committee of the Whole Meeting of June 13, 2022, be adjourned.

-Carried-

The meeting adjourned at 9:34 p.m.

JUNE 15, 2022

SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

The Waterloo Region District School Board held a Special Committee of the Whole Budget Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, K. Meissner, C. Millar, K. Smith, L. Tremble, C. Watson, J. Weston and K. Woodcock.

Trustee M. Ramsay and C. Whetham were unable to attend.

Student Trustees K. Soror and N. Vishkin were in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), D. Ahluwalia, E. Dougan-McKenzie, M. Gerard, N. Landry, S. Miller and G. Shantz.

Other staff in attendance: B. Jaklic and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 7:00 p.m.

APPROVAL OF AGENDA

1. Moved by C. Millar, seconded by K. Woodcock:

That the agenda of the June 15, 2022, Special Committee of the Whole Budget Meeting be approved.

-Carried-

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

SPECIAL BUDGET DELEGATIONS

There were no Special Budget Delegations registered for the meeting.

REPORTS

RESPONSE TO TRUSTEE BUDGET QUESTIONS

In response to questions received at the June 8, 2022, Special Committee of the Whole Budget meeting, staff provided additional details regarding staff wellness and experiential learning funding.

JUNE 15, 2022

SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

Trustees asked clarifying questions regarding staff well-being, learning recovery and experiential learning including outdoor education. Many of the questions would be answered in the next agenda item.

2022-2023 BUDGET RECOMMENDATIONS

Coordinating Superintendent M. Gerard thanked the budget team and provided an introduction to the presentation including three key elements of the budget: Ministry funding and directives, strategic priorities and operational goals. He reviewed the focus on the budget including legislative requirements. Nick Landry, Controller, Financial Services, review the budget risks and board inputs. Key risks include enrolment, inflation and labour force.

Trustees asked questions regarding the estimated enrollment and a possible need to advocate for funding to cover the inflation risks in the future.

Nick Landry, Controller, Financial Services, reviewed the 2022-23 revenue changes and the GSN Grant Allocations which include Funding for a Locally Managed System, Funding for Strategic Education Priorities Funding for Classrooms and Funding for Schools. He also reviewed the key changes to the GSN. Coordinating Superintendent M. Gerard continued the presentation speaking in detail to temporary grants for the Learning Recovery and Renewal and Supports for Student Funding.

Trustees asked questions regarding the temporary nature of both the Learning Recovery and Renewal and Supports for Student Funding.

Nick Landry, Controller, Financial Services, reviewed the Priorities and Partnerships Funding (PPF) program for the upcoming year including further details on the Tutoring funding which require 50% of the expenditures made by August 31, 2022.

Trustees asked further clarifying questions regarding the Tutoring PPF.

Nick Landry, Controller, Financial Services, reviewed the 2022-23 key expenditure areas including Instructional Expenditures, School Operations, Transportation, Central Administration and Governance. He reviewed the notable changes in expenditures such as the increase to Central Administration and Governance and the decrease in Transportation funding due to a decrease in pandemic related expenses. Coordinating Superintendent M. Gerard shared the staffing additions for the 2022-23 school year.

Trustees asked questions regarding the temporary staffing additions and the estimated deficit. Staff provided further information regarding the previous questions on staff wellness and student outreach. Questions were also asked about the current year's expenditures.

Staff were thanked for their efforts regarding the budget.

JUNE 15, 2022
SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

2. Moved by K. Woodcock, seconded by J. Herring:

That the Waterloo Region District School Board (Board) approve the budget as presented in this report—with revenues of \$840,865,029 and expenses of \$832,304,221 with the difference of \$8,560,808 attributed as follows:

Excess of Revenues over Expenditures	\$8,560,808	
LESS:		
As required by Ministry of Education (Ministry) budget compliance regulations, this budget includes the following appropriations of accumulated surplus:		
Increase/ (Decrease) in Unavailable for Compliance - Accumulated Surplus		
• PSAB Adjustment for Interest Accrual	\$116,802	
• Sinking Fund Interest Earned	(\$24,045)	
• Unsupported Capital Projects Adjustment	(\$712,718)	
• Revenues Recognized for Land	\$16,400,000	
In-Year Adjustment to Revenues		<u>(\$15,780,039)</u>
SUB-TOTAL – (Deficit) for Compliance before additional appropriations		(\$7,219,231)
PLUS:		
Transfer from Unappropriated to Internally Appropriated Accumulated Surplus		
• In-Year Committed Capital Projects	(\$210,000)	
TOTAL – Deficit for Compliance		(\$7,429,231)
• In-Year draw from Unappropriated Accumulated Surplus		<u>\$7,429,231</u>
Difference		<u>\$0</u>

-Carried-

RISE AND REPORT

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

That the Special Committee of the Whole Budget Meeting of June 15, 2022, Rise and reconven to a Special Board Meeting, waiving the requirement to give notice.

-Carried-

Trustees rose at 8:24 p.m. to move to the Special Board Meeting.

JUNE 15, 2022
SPECIAL BOARD MEETING

The Waterloo Region District School Board held a Special Board Meeting this evening at 7:00 p.m. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, K. Meissner, C. Millar, K. Smith, L. Tremble, C. Watson, J. Weston and K. Woodcock.

Trustees M. Ramsay and C. Whetham were unable to attend this evening's meeting.

Student Trustees K. Soror and N. Vishkin were in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), D. Ahluwalia, E. Dougan-McKenzie, M. Gerard, N. Landry, S. Miller and G. Shantz.

Other staff in attendance: B. Jaklic and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 8:24 p.m.

RATIFY DECISION OF JUNE 15, 2022, SPECIAL COMMITTEE OF THE WHOLE BUDGET MEETING

1. Moved by K. Smith, seconded by L. Tremble:

That the approval of the 2022-2023 Budget Recommendations be ratified.

-Carried-

Staff were thanked for their work on the budget.

ADJOURNMENT

2. Moved by J. Herring seconded by K. Meissner:

That the Special Board Meeting of June 15, 2022, be adjourned.

-Carried-

The meeting adjourned at 8:26 p.m.

JUNE 20, 2022
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. via video conference, with the following members in attendance: S. Piatkowski (Chairperson), J. Herring, K. Meissner, C. Millar, K. Smith, L. Tremble, C. Watson, J. Weston, C. Whetham and K. Woodcock.

Trustee M. Ramsay was unable to attend.

Student Trustees K. Soror and N. Vishkin were in attendance.

The following senior administration members were in attendance: j. chanicka (Director of Education and Secretary), D. Ahluwalia, E. Dougan-McKenzie, M. Gerard, C. Hill, D. Lataille-Herdsman, S. Miller, L. Read and G. Shantz.

Other staff in attendance: M. Delisle and S. Reidel.

CALL TO ORDER

Chairperson S. Piatkowski called the meeting to order at 7:00 p.m.

Chairperson S. Piatkowski provided a statement of clarification regarding Trustee M. Ramsay's breach of the Trustee Code of Conduct and the related sanctions.

Trustee C. Watson called a point of order wanting to ask a question based on the statement. The Chairperson ruled against her point of order indicating that it was not the time for questions.

APPROVAL OF AGENDA

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

That the agenda of the June 20, 2022, Committee of the Whole Meeting be approved with updates to the delegation list.

-Carried-

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

ANNOUNCEMENTS

Trustee J. Weston attended the Huron Height Secondary School production of Hamlet which was held outdoors.

DELEGATIONS

The following delegations spoke at this evening's meeting:

- Pam Mounsey, Amanda Bripaul & Natalie Robinson - Critical Race Theory Motion
- Kamil Ahmed - Critical Race Theory Motion
- TK Pritchard - Critical Race Theory Motion
- Aashay Dalvi - Critical Race Theory Motion
- Grayson Bass - Critical Race Theory Motion
- Barb Cardow, Children and Youth Planning Table of Waterloo Region - Critical Race Theory Motion

Student Trustee N. Vishkin joined the meeting at 7:46 p.m.

POLICY AND GOVERNANCE

REVIEW OF BOARD POLICY 6010 - STUDENT DRESS

Superintendent C. Hill shared that the policy revisions are as a result of a ThoughtExchange survey administered by the Student Trustees last year which revealed that rules and enforcement vary between schools. Staff, students and advisory committees engaged in further consultation and an implementation plan has been developed.

Trustees asked questions of clarification regarding the use of word safety, the inequitable enforcement of dress codes, clarification of section 4.1.1 and consultation with school councils. Staff were thanked for the consultative efforts and focus on students. A language clarification was agreed to be a friendly amendment in section 7.5.1.

2. Moved by K. Meissner, seconded by C. Millar:

That the Waterloo Region District School Board approve Board Policy 6010 - Student Dress as presented at the June 20, 2022, Committee of the Whole Meeting with additional language in Section 7.5.1., so that it reads:

“Treats the violation, other than those listed in 7.4, as minor on the continuum of school rule violations.”

-Carried-

Opposed: C. Watson

REPORTS

ELEMENTARY FRENCH AS A SECOND LANGUAGE REVIEW RECOMMENDATIONS

The French Immersion Review Committee (the Committee) is currently in Phase 3 of its review. The Committee has representation from Trustees, the Parent Involvement Committee (PIC),

parents of students in French Immersion (FI), parents of students in Core French programs, French Immersion students, Core French students, school administrators and appropriate central staff. The Committee has completed the tasks outlined in Phase 3 of the review and have prepared a report with several recommendations and their financial implications.

3. Moved by J. Weston, seconded by K. Smith:

That the Waterloo Region District School Board suspend Bylaw 9.12, allowing trustees to speak without limit on the topic at hand.

-Carried with a two-thirds majority-

Trustees discussed and asked questions regarding equity of access, retention of students, building educator capacity and changes to the entry grade for the French Immersion program. Trustees acknowledged the limitations affecting the recommendations including financial restrictions and a current freeze on pupil accommodation reviews. Staff assured trustees that the work will continue after the implementation of the recommendations. Questions continued regarding the budget, special education resources, attracting and retaining French teachers, the process for starting new French Immersion classes, ensuring interactions between French Immersion and Core French students, the increase to grade one Core French and communication. Trustees also acknowledge that while the recommendations are not perfect, it is a good starting point. The committee was thanked for their work.

4. Moved by L. Tremble, seconded by K. Woodcock:

That the Waterloo Region District School Board approve the recommendations contained in the report from the French Immersion Review Committee dated June 17, 2022 specifically to:

- **Adopt the Vision, Goals and Guiding Principles for French as a Second Language programming at the WRDSB**
- **Develop an action plan to bring the French Immersion program into alignment with the Vision, Goals and Guiding Principles**
- **Transition to a Grade 2 entry point for French Immersion and increase the daily French instruction time from 8% to 16% in Grade 1 Core French. Starting in September 2023, Grade 1 Core French will be increased to 16% from 8%. In January 2024, Grade 1 students may apply to the Grade 2 French Immersion program which will start September 2024**

-Carried-

Trustees discussed a follow up report and it was decided that an initial report would be requested pertaining to staff capacity building, readiness for implementation and changes made but that staff would not be in a position to report on outcomes until after the program is implemented.

5. Moved by C. Watson, seconded by C. Millar:

That the Waterloo Region District School Board request staff bring a report to trustees showing the results of the evaluation of the criteria listed in section 8.3 of the French as a Second Language programming review report and any outcomes related to equity; and

That this initial report be presented to trustees in the Spring of 2024.

-Carried-

6. Moved by C. Watson, seconded by C. Millar:

That the Waterloo Region District School Board extend the Committee of the Whole meeting an additional thirty minutes to 10:00 p.m.

-Carried-

MOTION: CRITICAL RACE THEORY (CRT) & WHITE PRIVILEGE

This Notice of Motion was served at the May 30, 2022, Board meeting by Trustee C. Watson with support from Trustee M. Ramsay. Trustee C. Watson asked that the motion paragraphs be voted on separately and requested a recorded vote. Trustee C. Watson provided initial remarks regarding her motion.

As a response to a trustee question, Associate Director L. Read confirmed that the framework of Critical Race Theory is only taught as one of many frameworks mentioned as part of the curriculum in two secondary classes and that all Ontario curriculum provides consideration for programming that includes equity and inclusion to ensure all students experience a sense of caring, belonging and safety.

Trustees discussed the motion and thanked the delegations who spoke both at tonight's meeting and at the meeting on June 20, 2022.

In response to a trustee question, Director j. chanicka expressed the negative impacts on staff, students, families/caregivers and the community resulting from this motion being brought forward.

It was noted that the second paragraph of the motion cannot be voted on separately from the first paragraph.

7. Moved by C. Watson, seconded by K. Smith:

That the Waterloo Region District School Board request that staff prepare a

report and a presentation that explains the working definition of CRT and “White Privilege” as they relate to the development of “anti-racist” lesson plans, as well as the grade levels that the plans are introduced; and

That this report and presentation be presented back to the board no later than the end of September 2022.

-Defeated-

In Favour
C. Watson

Opposed
J. Herring
K. Meissner
C. Millar
S. Piatkowski
K. Smith
L. Tremble
J. Weston
C. Whetham
K. Woodcock
*K. Soror
*N. Vishkin

* Student Trustees votes are recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board” (Education Act, Section 55 (2))

8. Moved by C. Whetham, seconded by J. Herring:

That the Waterloo Region District School Board extend the Committee of the Whole meeting an additional thirty minutes to 10:30 p.m.

-Carried with two-thirds majority-

9. Moved by C. Watson, seconded by K. Smith:

That staff also provide recommendations that will help support children if they internalize guilt and shame and solutions that will help prevent a possible stigma and or bias that could affect the school climate.

-Defeated-

In Favour
K. Smith
C. Watson
C. Whetham

Opposed
J. Herring
K. Meissner
C. Millar
S. Piatkowski
L. Tremble

JUNE 20, 2022
COMMITTEE OF THE WHOLE MEETING

J. Weston
K. Woodcock
*K. Soror
*N. Vishkin

* Student Trustees votes are recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board” (Education Act, Section 55 (2))

10. Moved by C. Watson, seconded by K. Smith:

That parents be provided supplemental material on the theory of “White Privilege” before their students are taught White Privilege.

-Defeated-

In Favour
C. Watson

Opposed
J. Herring
K. Meissner
C. Millar
S. Piatkowski
K. Smith
L. Tremble
J. Weston
C. Whetham
K. Woodcock
*K. Soror
*N. Vishkin

* Student Trustees votes are recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board” (Education Act, Section 55 (2))

11. Moved by C. Watson, seconded by K. Smith:

That a letter be written to the Minister of Education about parental concerns regarding CRT and or the theory of “White Privilege” that are being taught to their children.

-Defeated-

In Favour
C. Watson

Opposed
J. Herring
K. Meissner
C. Millar
S. Piatkowski
K. Smith

L. Tremble
J. Weston
C. Whetham
K. Woodcock
*K. Soror
*N. Vishkin

* Student Trustees votes are recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board” (Education Act, Section 55 (2))

STAFF AND BOARD REPORTS

POLICY WORKING GROUP RECOMMENDATIONS

In the development of a Policy Review & Development Process, the Policy Working Group (PWG) has determined changes are required to Governance Policy G300 - Policy Development and Reviews. Changes to the policy include updates to reference the new Policy Review Process and changing the review cycle to four years to provide time for public consultation. The new Policy Review Process prioritizes consultation.

An amendment was moved regarding section 4.1.4 and the role of the Policy Working Group in determining the amount of consultation to occur on a policy review. Discussion occurred on this proposed amendment. It was noted that the Board of Trustees continues to have final approval over policies, and that all trustees can make suggestions both at Committee of the Whole meetings and by attending a PWG meeting. Some trustees felt this was not sufficient.

Trustee C. Millar called a Point of Order on Trustee K. Smith for stating that a block of trustees are making decisions together and wanting to make sure there is diversity on the Policy Working Group. Trustee C. Millar noted a disagreement with the comment made as being disrespectful and not germane to the conversation about consulting. Chairperson S. Paitkowski asked that Trustee K. Smith continue. Trustee K. Smith clarified that she is just looking for a diversity of opinions on the PWG. It was noted that committee members can only be chosen from those who volunteer for the committee.

12. Moved by L. Tremble, seconded by J. Weston:

That the Waterloo Region District School Board of Trustees amend the proposed Governance Policy G300 - Policy Development and Reviews to keep the previous version of Section 4.1.4 which reads:

“In developing a policy or an amendment to an existing policy, the Board of Trustees will define the level of public consultation to be undertaken consistent with the Board’s Consultation Policy.”

JUNE 20, 2022
COMMITTEE OF THE WHOLE MEETING

-Defeated-

Opposed:
K. Meissner
C. Millar
S. Piatkowski
L. Tremble
J. Weston
C. Whetham
K. Woodcock
*N. Vishkin

* Student Trustees votes are recorded for the purpose of public record and for accountability to the student body; however, it is recognized that “a student trustee is not a member of the Board” (Education Act, Section 55 (2))

13. Moved by L. Tremble, seconded by J. Weston:

That the Waterloo Region District School Board of Trustees approve the amendments to Governance Policy G300 - Policy Development and Reviews as per the Policy Working Group recommendation presented at the June 20, 2022, Committee of the Whole meeting.

-Carried-

Opposed:
K. Smith
C. Watson
C. Whetham

PARENT INVOLVEMENT COMMITTEE RECOMMENDATIONS

At the May 17, 2022, Parent Involvement Committee (PIC) meeting, members presented their responses to questions posed to improve parent engagement at the Waterloo Region District School Board (WRDSB).

It was noted that the operational-related recommendations would still inform the strategic direction, possibly through operational goals. Trustees thanked PIC for their efforts and responses to the questions related to parent engagement.

14. Moved by K. Meissner, seconded by L. Tremble:

That the Waterloo Region District School Board refer the feedback from the Parent Involvement Committee to staff for consideration in the Strategic Planning Process.

-Carried-

ADJOURNMENT

15. Moved by K. Woodcock, seconded by J. Herring:

That the Committee of the Whole Meeting of June 20, 2022, be adjourned.

-Carried-

Opposed: C. Watson
Abstained: S. Piatkowski

The meeting adjourned at 10:24 p.m.



Report to Board of Trustees

June 27, 2022

**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, Coordinating Superintendent, Human Resources & Equity Services, in consultation with Coordinating Council.

Staffing Statistics – Retirements
Current at June 27, 2022

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Kimberly	Cavanagh	ESL Teacher, AR Kaufman PS	June 30, 2022	21
Lee	Cross	Teacher, St. Jacobs PS	June 30, 2022	32
Carolynn	Daniel	Teacher, Lackner Woods PS	June 30, 2022	30
Cailin	Daub	SERT, Chicopee Hills PS	June 30, 2022	23
Audrey	Glebe	Teacher, Avenue Road PS	June 28, 2022	31
Beverly	Hall	SERT, Brigadoon PS	June 30, 2022	32
Jean	Hambleton	Early Literacy Teacher, Special Education	June 30, 2022	33
Pam	Hawley	Teacher, Grand View PS (C)	June 30, 2022	22
Sharon	King	Teacher, Forest Hill PS	June 30, 2022	30
Stephanie	Ledger	ESL Teacher, Margaret Avenue PS	June 30, 2022	33
Rodney	Mitchell	Teacher, Laurentian PS	June 30, 2022	34
Barbara	Murray	Teacher, Lincoln Heights PS	June 30, 2022	32
Sheila	Richard	Teacher, Grand View PS (C)	June 30, 2022	22
Jamie	Robertson	Teacher, Conestogo PS	June 30, 2022	28
Stephanie	Roth	Teacher, New Dundee PS	June 30, 2022	31
Rodney	Ruehle	Teacher, Pioneer Park PS	September 30, 2022	33
Michelle	Shannon	Teacher, Sunnyside PS	June 30, 2022	21
Tracy	Van Der Ploeg	Teacher, Glencairn PS	June 30, 2022	32
Wanda	West	Consultant, Learning Services	June 30, 2022	32
Jeffery	Whicher	Teacher, Woodland Park PS	June 28, 2022	30
Bobbi	Wiechers	Consultant, Special Education	June 30, 2022	17

Staffing Statistics – Retirements

Current at June 27, 2022

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Richard	Cipolla	Teacher, Glenview Park SS	June 30, 2022	22
Joseph	Cvetich	English Department Head, Waterloo Oxford SS	June 28, 2022	32
John	Forsyth	Teacher, Jacob Hespeler SS	June 30, 2022	25
Stephen	Gingrich	History Department Head, Grand River CI	June 30, 2022	32
Sandra	Guild	Teacher, Huron Heights SS	June 30, 2022	31
Suzanne	Henrich	Teacher, Waterloo CI	June 30, 2022	31
Melanie	Hilliard	Teacher, Laurel Heights SS	June 30, 2022	26
Lisa	Hyam	Guidance Teacher, Forest Heights CI	June 30, 2022	30
Anne- Viviane	Maus	French Department Head, Laurel Heights SS	June 30, 2022	21
Michelle	Parker	Guidance Department Head, Galt CI	June 30, 2022	31
Colleen	Rampelt	Teacher, Bluevale CI	June 30, 2022	32
John	Rampelt	Teacher, Forest Heights CI	June 30, 2022	30
Kevin	Wideman	Teacher, Southwood SS	June 30, 2022	22

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Heather	Ackersviller	Educational Assistant, Westheights PS	June 28, 2022	29
Peter	Bielak	In School Technician, Waterloo Oxford District SS	September 30, 2022	33
Carol	Davey	Social Worker, Special Education	June 28, 2022	26
Patricia	Doran	Support Specialist, ITS	July 21, 2022	13
Jaime	Eveleigh	Educational Assistant, Southwood SS	June 28, 2022	21
Samantha	Hutton- Walker	Principal, Coronation PS	June 17, 2022	31

Staffing Statistics – Retirements
Current at June 27, 2022

Retirements: Administrative & Support Staff Cont'd				
First	Last	Position/Location	Retirement Date	Years of Service
Kathleen	Knechtel	Educational Assistant, Laurentian PS	June 28, 2022	18
Debora	Mast	Custodian, Glenview Park SS	June 30, 2022	22
Sandra	Reekie	Secretary, Sandhills PS	July 5, 2022	12
Carol	Whitehead	Educational Assistant, Saginaw / Manchester PS	June 28, 2022	32

Staffing Statistics – Resignations
Current at June 27, 2022

Permanent Staff Resignations			
First	Last	Position/Location	Effective Date
Laurie	Charlton	Extended Day Deployment, FDK	August 15, 2022
Stephen	Darling	Teacher, Forest Heights CI	June 30, 2022
Jason	Dombroskie	Custodian, Grand River CI	June 10, 2022
Kyle	Dorscht	Custodian, Forest Heights CI	June 9, 2022
Lucilia	dos Santos	Educational Assistant, Bluevale CI	June 30, 2022
Raquel	Dos Santos	Educational Assistant, Avenue Road PS	June 14, 2022
Jason	Gliva	Human Resources Assistant	June 17, 2022
Christine	Gruber-Kelly	Teacher, Northlake Woods PS	June 30, 2022
Matthew	Fisher	Tradesperson, Maintenance	July 7, 2022
Natasha	Horst	Early Childhood Educator, Driftwood Park PS	June 30, 2022
Chyanne	Janes	Payroll Assistant, Human Resource Services	June 10, 2022
Zoran	Jovkovic	Custodian, Lester B Pearson PS	June 13, 2022
Philip	Karaba	Tradesperson, Maintenance	July 1, 2022
Zachary	Morell	Custodian, Grand River CI	June 17, 2022
Evelyn	Sawatzky	Early Childhood Educator, Vista Hills PS	June 10, 2022
Natalia	Senkievich	Custodian, Forest Heights CI	June 7, 2022



Report to Board of Trustees

June 27, 2022

Subject: Staffing Recommendations – Appointments

Recommendation

That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled “Staffing Recommendations – Appointments, dated June 27, 2022.

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, or will be advised of the appointments.

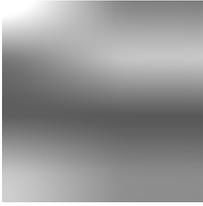
Prepared by: Graham Shantz, Coordinating Superintendent, Human Resources & Equity Services, in consultation with Coordinating Council.

Staffing Information – New Appointments
Current at June 27, 2022

New Appointments: Administrative and Support Staff			
First	Last	Position / Location	Effective Date
Cindy	Baker	HR Assistant, Human Resource Services	June 20, 2022
Christie	Kent	Senior Planner, Planning	June 6, 2022
Doug	Voisin	Application Programmer, ITS	June 6, 2022

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

Human Resources & Equity Services



Report to Committee of the Whole

June 27, 2022

Subject: 2021-2026 Accessibility Plan Update

Recommendation

This report has been prepared for the information of the Board of Trustees.

Status

The 2021 - 2026 Accessibility Plan Working Group has met throughout the 2021-2022 school year to monitor staff's progress to the plan approved by the Board of Trustees in June 2021. Appendix A provides a summary of staff's work to meet the objectives outlined in the plan.

Background

The WRDSB is a designated public organization as described in Schedule 1 of *Ontario Regulation 191/11: Integrated Accessibility Standards (Regulation)* of the *Accessibility for Ontarians with Disabilities Act, 2005*. As a designated public sector organization, the WRDSB is required under section 4 of the Regulation to:

- Establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers;
- Post the accessibility plan on their website and provide in an accessible format upon request; and
- Review and update the accessibility plan at least once every five years.

On June 1, 2021, the Board of Trustees approved the 2021-2026 Accessibility Plan which is available on the WRDSB website at <http://www.wrdsb.ca/accessibility>.

Financial implications

The financial implications of the 2021-2021 Accessibility Plan are within existing budgets approved annually by the Board of Trustees.

Communications

Subsequent to the June 27, 2022 Board Meeting, this report will be posted to the WRDSB's website at www.wrdsb.ca/accessibility.

Prepared by: Matthew Gerard, Coordinating Superintendent, Business Services & Treasurer of the Board
Deepa Ahluwalia, Human Rights and Equity Advisor

in consultation with Coordinating Council

APPENDIX A - 2021-2026 Accessibility Plan Status Update

The use of colored representation as progress indicators may be used to give a sense of the progress we are making on implementing specific objectives:	
R	<i>red indicates we are still in the planning phase and implementation is not yet underway</i>
Y	<i>yellow indicates that a plan is in place and that we are in the initial phases of implementation</i>
G	<i>green indicates implementation is on track</i>
✓	<i>A blue check means implementation of a given strategy is complete</i>

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
COMMUNICATIONS & INFORMATION	Improve accessibility of website design	Designs implemented across the appropriate WRDSB web properties (WRDSB.ca, school websites).	Updated designs created and monitoring tools identified. Website redevelopment project is underway.	G
		Accessibility monitoring tools crawl data to be used to measure Web Content Accessibility Guidelines (WCAG) 2.0 compliance percentage once implemented and to ensure future upgrades or updates.		
		Accessibility monitoring tool crawl data will also be used to identify any areas of improvement.		
	Improve accessibility of existing and future content on WRDSB websites.	Accessibility monitoring tool crawl data to be used to measure WCAG 2.0 compliance percentage of content across WRDSB web properties and to ensure compliance of any future and existing content.	Updated designs created and monitoring tools identified. Website redevelopment project is underway.	G

Continue to build supports and offer resources to staff to empower and prioritize the creation of accessible web content.	Use accessibility monitoring tool to track WCAG 2.0 web accessibility across all WRDSB web properties and identify areas where more support for staff is needed	Developing Web Accessibility Guide for WRDSB Staff to assist them in understanding how they can create accessible web content to meet AODA standards	G
Receiving and addressing feedback from our users and community.	Continued user and community feedback via these forms allows us to measure the success of our work.	Website Feedback and Accessibility Feedback Forms are available on WRDSB websites	✓
Capability to provide student records in an accessible format to persons who request them.	Framework developed to support requests for student records in accessible formats for current and former students requiring this documentation.	Staff are working on this objective.	Y
Support the development of training materials for staff that meet accessibility guidelines.	Framework developed and in place to support departments with the creation of accessible training materials throughout the WRDSB. Monitor feedback from staff regarding accessibility concerns with training materials.	Developing Web Accessibility Guide for WRDSB Staff to assist them in understanding how they can create accessible web content (including training materials offered via D2L) to meet AODA standards	G

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
CUSTOMER SERVICE	Improve staff understanding of their roles and responsibilities as it relates to the provision of accessible customer service.	Staff complete mandatory training as required.	Mandatory training for new staff is in place. Current training will be reviewed and updated as necessary.	Y
	Formalize the WRDSB's process of reviewing policies, procedures, guidelines, and protocols with a focus on the AODA and Code requirements.	Service delivery addresses the needs of stakeholders regardless of visible or invisible disabilities. Policies, procedures, guidelines, and protocols are posted to the WRDSB's website in a timely manner.	Trustees and Senior Team members have been trained on the Policy Review Guide. Trustees are finalizing the Policy Review process through the Policy Review Committee.	G
	Formalize the process of engaging stakeholder groups for feedback.	Feedback is acknowledged and responded to in a timely manner. Service delivery addresses the needs of stakeholders regardless of visible or invisible disabilities. Feedback will be reviewed, assessed, adapted or integrated within the existing or future multi-year plan.	Website Feedback and Accessibility Feedback Forms are available on WRDSB websites. When received, feedback is provided in a timely manner.	✓

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
EMPLOYMENT	Review and revise processes and procedures as needed related to workplace accommodation, to ensure they reflect current regulatory requirements and best practices and ensure they are inclusive and applicable to all staff.	Enhancements are achieved prior to conclusion of this plan. If required, a revised procedure draft will progress through the WRDSB review process.	BP5000 and AP3370 have been reviewed and updated to ensure more inclusivity and accommodation for persons with disabilities.	G
	Explore ways in which the WRDSB can enhance professional learning related to the duty to accommodate and bias - free hiring practices amongst WRDSB system leaders (hiring teams).	System leaders are more knowledgeable regarding the Duty to Accommodate and bias-free hiring. Concerns from staff related to accommodations are reduced and resolved informally.	Staff in the process of formalizing training materials that will be delivered to System Leaders.	Y
	Enhance the diversity and inclusivity of the WRDSB workforce by identifying and expanding targeted recruitment groups with inclusion for persons of varying ability.	WRDSB will endeavour to become an employer of choice.	WRDSB has expanded recruitment efforts for marginalized communities. Targeted recruitment for persons with disabilities a future goal.	Y
	Implementation of the Individual Emergency Evacuation Plan (IEEP) template and request process.	Track number of requests received for support in the development of IEEPs from Administrators and Supervisors.	Plans are maintained at schools and are reviewed annually or more frequently as needed. Staff are working on a process of offering additional support and tracking of the plans centrally.	Y

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
PHYSICAL ENVIRONMENT	Ensure that all students are able to physically access all program offerings in each WRDSB school.	By 2025, complete accessibility projects (mobility) at the 8 remaining non-accessible schools and the 8 remaining partially accessible sites. Existing accessibility upgrades are updated to meet revised code requirements and stakeholder needs. Continued improvement of the WRDSB's ability to efficiently use financial resources to support accessibility-related projects.	Plans are in place to finish accessibility upgrades to all schools contingent on available funding. Staff have allocated additional funding from the School Renewal Allocation to support accessibility projects.	G
	Focus on developing a standard for both vision and hearing impairment related accessibility upgrades.	Development of a design standard for vision and hearing impairment related accessibility upgrades.	Design standards are being developed based on the success of various pilot projects.	G
	Improve transparency of accessibility-related upgrades to school sites through more effective communication.	Site specific accessibility information is publicly available for each WRDSB site. Publicly available site specific accessibility information is complete and accurate within three (3) months of the completion of capital projects.	Staff continues to work on updating the WRDSB website.	Y
	Identify student needs sooner to facilitate advanced planning for facilities-related accommodations.	Meeting students' needs quicker through more efficient capital project planning. Minimal unanticipated requests for accommodation upgrade capital projects.	Staff has established a structure to identify physical environment needs and program placement to ensure projects can be undertaken in a timely manner.	Y

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
SYSTEMIC	Develop, as needed, further policies, procedures, and/or guidelines to support the Accessibility Plan and other Board initiatives related to the rights of persons with disabilities and the creation of equitable and inclusive learning and working environments.	WRDSB policies and procedures reflect best practices, consistent with the approach of boards in other jurisdictions.	The current Accessibility Policy has been reviewed with plans to engage in stakeholder feedback in the coming school year.	G
	Develop a plan for, and begin to deliver, system-wide professional development regarding the duty to accommodate persons with disabilities.	Increased understanding among staff and management regarding the duty to accommodate persons with disabilities.	Training material has been developed and will be delivered to Special Education staff in June 2022.	G
	Develop a plan for and provide support for school-based student learning opportunities that focus on enhancing students' understanding of inclusive communities that welcome individuals of all abilities.	Increased understanding among both staff and students of the ways in which schools can help to foster inclusive communities as seen through school-wide initiatives and more inclusive classroom learning environments.	Consultation with Special Education staff underway to determine what learning opportunities are currently in place, and how those can be enhanced and updated.	Y
	Create a new Human Rights Policy and Code-Based	Greater awareness of basic human rights.	All staff participate in mandatory online Human Rights training.	✓

Complaints Procedure.	Human rights complaints addressed through the Human Rights Branch.	New Code-based complaints resolution procedures to be posted to the website in July 2022.	G
Prioritize the AODA and accessibility work through intentional efforts.	Increased attention to the AODA and accessibility at the WRDSB.	The Accessibility Working Group has increased awareness and prioritized AODA and accessibility at the WRDSB. Further efforts are ongoing.	G
Program implementation and monitoring results.	Annual update to the plan.	The Accessibility Plan Working Group has met throughout the 2021-22 school year to monitor the progress to plan. The Board of Trustees will be updated on the status of the plan annually in June.	✓

	Multi-year plan objectives	Intended Outcomes	Status Update	Progress (May 2022)
TRANSPORTATION	Design and monitor service for home to school transportation in keeping with the Board's policies and procedures.	Transportation service that meets individual students' needs, while maintaining maximum inclusion and integration.	Significant ongoing efforts are meeting the needs of students. Staff continue to review their process to ensure continual improvement of service is achieved.	G
		Successful implementation of Individual Safety Travel Plan requirements by contracted service providers.	Implementation is well underway.	G
	Review existing practices and procedures to ensure these reflect current best practices and principles of equity and inclusion and proactively address barriers to access and integration.	Procedures are up to date, clear and comprehensive. Procedures embody organizational commitments.	Annual review of policies and procedures to ensure they reflect best practices.	✓
	Ensure compliance with STSWR policies and procedures, and commitment to safe, efficient and effective service by all staff, including service delivery partners.	Fewer concerns raised by students and families related to services provided by service delivery partners. Organizational culture reflects commitment to principles of equity and inclusion.	Family surveys indicate high levels of satisfaction. Complaints are resolved in a timely manner.	✓

Fwd: MIN Log:157-2022-5803 WRDSB - Requesting Amendments to Suspension Expulsion Reporting Requirements

1 message

Scott Piatkowski <scott_piatkowski@wrdsb.ca>

Thu, Jun 2, 2022 at 11:52 AM

To: Stephanie Reidel <stephanie_reidel@wrdsb.ca>, Cindy Watson <cindy_watson@wrdsb.ca>, Scott Miller <scott_r_miller@wrdsb.ca>

----- Forwarded message -----

From: **Safe and Healthy Schools Branch (EDU)** <SafeandHealthySchoolsBranch@ontario.ca>

Date: Thu, Jun 2, 2022 at 11:49 AM

Subject: MIN Log:157-2022-5803 WRDSB - Requesting Amendments to Suspension Expulsion Reporting Requirements

To: heather_mckinna@wrdsb.ca <heather_mckinna@wrdsb.ca>, scott_piatkowski@wrdsb.ca <scott_piatkowski@wrdsb.ca>

Cc: kathleen_woodcock@wrdsb.ca <kathleen_woodcock@wrdsb.ca>, edouganmckenzie@wrdsb.ca <edouganmckenzie@wrdsb.ca>, jeewan_chanicka@wrdsb.ca <jeewan_chanicka@wrdsb.ca>

Scott Piatkowski

Chairperson of the Board of Trustees

Waterloo Region District School Board

Dear Mr. Scott Piatkowski,

Thank you for your letter requesting that the Ministry of Education amend the annual and monthly Suspension/Expulsion reports to include individual information about student exceptionalities. I appreciate the opportunity to respond on behalf of the Ministry.

Promoting a safe, inclusive and supportive school environment for every student is a priority. It is vital that parents, guardians, students, and all those working in our schools are confident with the measures in place to provide safe and supportive learning environments.

Suspensions and expulsions in Ontario schools are governed by the *Education Act* and its regulations, ministry-issued policies, and individual school board policies. The ministry requires that suspension and expulsion reports are submitted by boards annually as required by the Education Act Section 314.5(1). Personal information around student exceptionalities is already gathered as part of the suspension and expulsion reports as provided for in Sections 301(7.3) and 315(1) of the Education Act. Any monthly reporting of suspensions and expulsions may fall under your school board policy.

Further direction to school boards is provided in [Policy/Procedure Memorandums 141](#) and [Policy/Procedure Memorandums 142](#) for suspensions and expulsions respectively. Boards must continue to collect data on suspensions and expulsions and report on it to the ministry. Boards must establish performance indicators for monitoring, reviewing, and evaluating the effectiveness of the board program. Boards must collect program data and share this data with the ministry, as required.

The ministry publishes annual suspension and expulsion rates publicly through its website as per Section 314.5(2) of the Education Act. Suspension and expulsion data, including numbers and types of exceptionalities, are not shared publicly. The information is managed through the Education Information Centre – Board Interface, which is accessible to staff members from each school board. If you have more questions about the submission or review of suspension and expulsion data, including information pertaining to exceptionalities, please contact the school board directly.

Thank you for taking the time to write and I hope that this information is helpful.

Sincerely,

Patrick Byam

Director, Safe and Healthy Schools Branch

Ministry of Education

--
Scott



Scott Piatkowski

Chairperson / Trustee for Waterloo and Wilmot

Pronouns: He/Him/His

Waterloo Region District School Board

51 Ardel Avenue, Kitchener ON, N2C 2R5

Mobile: 519-577-2554

Email: scott_piatkowski@wrdsb.ca

Website: www.wrdsb.ca/trustees/

Twitter: www.twitter.com/ScottPiatkowski

Land acknowledgement: I acknowledge that I live and work on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River. It is the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. I am committed to forming alliances and building solidarity with Indigenous peoples in our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

Confidentiality Warning: This message and any attachments are intended only for the use of the intended recipient(s) and may contain confidential or personal information that may be subject to the provisions of the Municipal Freedom of Information and Protection of Privacy Act. If you are not the intended recipient or an authorized representative of the



June 7, 2022

To: The Ministry of Education

Effie Triantafilopoulos, MPP

Natalie Pierre, MPP

Parm Gill, MPP

Stephen Crawford, MPP

Ted Arnott, MPP

Adam VanKoeverden, MP

Anita Anand, MP

Karina Gould, MP

Pam Damoff, MP

Ontario School Board Chairs (English Public, English Catholic, French Public, French Catholic)

Cathy Abraham, President, Ontario Public School Boards' Association

In July 2020, the Trustees of the Halton District School Board (HDSB) [sent a letter](#) to the Minister of Education requesting a “limited-term, defined scope multi-stakeholder task force be struck to be critically reflective and develop big picture, innovative opportunities about how the publicly funded school system in Ontario can ‘build back better’ in the wake of the COVID-19 pandemic”. The associated motion noted that “should the Minister not pursue this, that the Trustees of the Halton District School Board will seek partners and coordinate a forum to develop these opportunities by the end of 2020”. As the pandemic continued to extend beyond expectations, HDSB Trustees began discussions for an initiative to invite people from Halton and beyond to tackle the challenges outlined. Engaging with the entire community is also a way that the Trustees support the values described in the HDSB 2020-2024 [Multi Year Strategic Plan](#) and support innovative generative thinking for continuous improvement.

The HDSB launched “Reimagine Forward” on April 22, 2022, encouraging everyone with an interest in public education to consider:

“What are the big moves needed to reimagine public education?”

Between April 22 and May 23, 2022, people were invited to reflect, consider and provide input via the [engageHDSB.ca](#) platform. The overarching idea was to bring people together to think about public education and develop some positive, big picture moves. Trustees were inspired by and grateful for all of the feedback provided by students, staff, parents, as well as people affiliated with industry, post-secondary institutions and the broader community. Participants were from Halton Region, and beyond.

Street Address: J.W. Singleton Education Centre • 2350 Guelph Line, Burlington, Ontario L7P 5A5

Mailing Address: J.W. Singleton Education Centre • P.O. Box 5005, Stn. LCD-1, Burlington, Ontario L7E 3Z2

Phone: 905-335-3663 | 1-877-618-3456 Fax: 905-335-9802

www.hdsb.ca

At our June 1, 2022 board meeting, the board of trustees unanimously supported the motion:

Be it resolved that the Chair share this report with the Director of Education, participants, Chairs of all School Boards in Ontario, OPSBA President, local MPs and MPPs, and the Minister of Education, when appointed, and request that consideration be given to this information in planning, policies, processes, and practices.

Be it further resolved that the Reimagine Forward Subcommittee seeks anecdotal process-related insights for the benefit of future engagement activities.

Be it further resolved that the Director be directed to report back by January 2023 with potential policy and/or operational opportunities that may result from further analysis of the input received through Reimagine Forward.

The full report can be accessed [here](#) and at the end of the letter, including links to the raw data and materials submitted by participants.

The HDSB Trustees recognize that a number of the ideas provided through this initiative are already starting to grow in the HDSB and boards across the province. Programs like HDSB's own [SHIFT](#) team, is building a culture of innovation, as are staff, students and families who are adapting and adopting new practices for positive change every day.

Trustees are reflecting on how this input can inform our work. We asked the HDSB Director of Education to report back by January 2023 with potential policy and/or operational opportunities that may result from further analysis of the input received through Reimagine Forward. We also encourage all who receive this report to consider how this information may inform and shape planning, policies, processes, and practices, and encourage you to share your reflections and findings.

If you have any questions or would like further details about Reimagine Forward, please get in touch. We look forward to your response.

Sincerely,



Margo Shuttleworth
Chair of the Board of Trustees, Halton District School Board

Encl.  Reimagine Forward Themes





June 21, 2022
Ministry of Education
5th Floor
438 University Ave.
Toronto, ON M5G 2K8

To the Honourable Minister of Education,

At the meeting of May 4, 2022, Trustees of the Halton District School Board passed the following motion:

Be it resolved that the Chair of the Halton District School Board write a letter to the Minister of Education recommending the Ministry of Education consider giving Student Trustees the right to independently move and second motions during board meetings.

In 2004-2005, OSTA-AÉCO released a report called, "The Student Trustee: Today and Tomorrow." This report offered recommendations for the current legislature to improve the quality of pupil representation. The OSTA-AÉCO Executive Council sent recommendations to the Government of Ontario which built the foundation for the role of student trustees. School boards across the province have been advocating on behalf of student trustees to provide the opportunity to move and second motions. Heightened importance should be placed on student voice as it has been highlighted as a key area of importance to the Ministry of Education and school boards across the province. Student voice must be represented fairly and be thoughtfully articulated for the benefit of the school board and its students.

Currently, under section 55(4) of the Education Act, Student Trustees are not entitled to move motions. Instead, they may only suggest motions which require the support of their Trustee counterparts in order to be officially put forward. We support the original recommendation made by OSTA-AÉCO and ask that an amendment be made to the Education Act in order to strengthen student voice in all school boards by granting Student Trustees the opportunity to participate fully at the board table. Section 55(7) of the Ontario Education Act recognizes Student Trustees as having the same status as a School Board Trustee with respect to access to board resources and opportunities for training. Student Trustees are elected representatives, and are to be held accountable to the student body. Student voice must be articulated and represented freely, fairly, and expressively for the benefit of the school board to accurately reflect the students in decision-making.

Street Address: J.W. Singleton Education Centre • 2350 Queen Line, Burlington, Ontario L7P 5A9

Mailing Address: J.W. Singleton Education Centre • P.O. Box 5005, Stn. LCD-1, Burlington, Ontario L7R 3Z2

Phone: 905-335-3663 | 1-877-618-3456 Fax: 905-335-9802

www.hdsb.ca

Thank you for your time and for considering the further empowerment of our students.



Margo Shuttleworth,
Chair of the Halton District School Board

cc: Effie Triantafilopoulos, MPP
Natalie Pierre, MPP
Parm Gill, MPP
Stephen Crawford, MPP
Ted Arnott, MPP
Ontario School Board Chairs (English Public, English Catholic, French Public, French Catholic)
Cathy Abraham, President, Ontario Public School Boards' Association



TAB 19
Video of Board Meeting
dated June 27, 2022

TAB 20

BOARD MEETING – JUNE 27, 2022

<p>Chair Piatkowski</p>	<p>Good evening. I would like to call this meeting of the Board of Trustees to order. First, we'll have the territorial acknowledgement. After that, you may stand for O Canada, if you are able. So, please proceed with the territorial acknowledgement.</p>
<p>Various Speakers</p>	<p>We would like to acknowledge, we would like to acknowledge, we would like to acknowledge that the land on which we gather here today was used by Haudenosaunee, Anishinaabe, and the Neutral people. We also acknowledge the enduring presence and deep traditional knowledge les lois et les philosophies traditionnelles of the indigenous people with whom we share this land today, with whom we share this land today, with who we share this land today.</p>
<p>Various Speakers</p>	<p>[singing O Canada]</p>
<p>Chair Piatkowski</p>	<p>Thank you, you may be seated. To begin the meeting um I want to note that this week marks the end of another very challenging school year and although we have a long agenda ahead of us tonight, I would be remiss if I didn't take the time to thank everyone who has helped us get through the year as we continue to provide quality education to students of all ages. Thank you.</p> <p>Moving onto the approval of the agenda, I want to suggest the following changes to the agenda as distributed and if, I see your hand Trustee Watson and I'll be asking for a motion.</p> <p>So first, that the request for reconsideration from Trustee Ramsay be moved immediately after the approval of the agenda. So, the next item and this is a question of fairness in that should a decision be made that the decision that was made on June 6 regarding breach of the Code of Conduct or the decision relating to sanctions for that breach, be revoked or varied in any way, Trustee Ramsay would be able to participate in the rest of this meeting. However, if the finding and the sanctions are confirmed, then he would not. So, we need to resolve that early as a question of fairness. Secondly, that delegations be heard immediately after that item and this is because each of our delegates is speaking to an item that is listed in the consent agenda for modification. The Trustees may wish to take into account what the delegates have to say on either item before going on whether to approve the consent agenda and the ratification of those two items and, as usual, under the consent agenda, Trustees have the opportunity to pull items out of the approval of the consent agenda to be voted on separately. So, with with those two changes could I</p>

	have a Trustee move approval of the agenda as amended? Is that what you were—
Trustee Watson	Yes, but I'd also like to pull folio 31, 32, 33 and 34.
Chair Piatkowski	Okay. But when we get to the consent agenda, this is the approval of the agenda, when we get to the consent agenda, you will have the opportunity to pull items from the consent agenda. Right now we're approving the agenda with those two changes. Moving a request for reconsideration to right after approval of the agenda, moving delegations to immediately after that.
Trustee Watson	Alright.
Chair Piatkowski	<p>Before the consent agenda. So your motion would be in order at that time. So, Trustee Woodcock are you moving agenda with those two changes? And is there a secondary, Trustee Miller. All those in favour of the agenda with those two changes? Okay. That is everyone. So we will proceed on that basis. I will now cause Trustee Ramsay who's in the waiting room and legal counsel to join the meeting.</p> <p>And, yes, there they are, and, just bear with me for a second here. I need to change my screen so that I can see all of the Trustees and legal counsel. There we go. Okay.</p> <p>On June 6th Trustees found by two thirds majority that Trustee Ramsay had violated the Code of Conduct. It also imposed the following sanctions in light of that breach. Censure of the Trustee, barring the Trustee from attending all of tonight's Board Meeting, barring the Trustee from sitting in on committee of the whole up to and including September 30, 2022 and restriction of the right of the Trustee to attend in-camera meetings or receive in-camera materials up to and including September 30, 2022. Trustee Ramsay received formal written notification of that finding and of sanctions in a letter on June 8th.</p> <p>On Friday, June 24th, Trustee Ramsay exercised his right under the Code of Conduct to ask for reconsideration of those decisions. The agenda, which had already been circulated, was amended to add this item. So there was a posted agenda and then a reposted agenda. Earlier this evening Trustees met in closed sessions to deliberate on this request. Options available to Trustees are to, to move to confirm, vary or revoke its decisions on June 6th. So to confirm or revoke the decision that the Trustee was in breach of the Code of Conduct and then if, depending on what happens there, the, then there would be a subsequent decision on whether to confirm, vary or revoke the sanctions if, obviously if the, a finding of breach was revoked then the sanctions would automatically fall away. If the finding is to vary or confirm the, or to confirm</p>

	<p>the decision, then then there might be a subsequent decision to vary, confirm or revoke the sanctions.</p> <p>Now, there was a motion moved and seconded during that session that was moved by Trustee Watson, seconded by Trustee Smith, to revoke the decision that Trustee Ramsay had breached the Code and it is to be brought forward for a vote in this public session as required by the <i>Education Act</i>. I have asked for a recorded vote on this motion. So the motion is to revoke the finding that Trustee Ramsay is, was in breach of the Code of Conduct and I will ask the Manager of Corporate Services to call the vote on whether—</p>
Trustee Watson	Chair Piatkowski, I would like to speak to the motion since I moved it. I'm not going to reveal
Chair Piatkowski	You cannot -
Trustee Watson	But, but I'm not going to reveal any in-camera—
Chair Piatkowski	There's no speaking—
Unknown speaker	Point of order
Trustee Watson	I would like to—
Chair Piatkowski	No.
Trustee Watson	Speak to the motion.
Chair	You cannot speak to the motion.
Trustee Watson	Where is that—
Chair Piatkowski	Deliberations occurred in-camera. You spoke to the, to your motion in-camera. Now we are voting public session as required by the Code of Conduct.
Trustee Herring	Point of order.
Chair Piatkowski	Yes, go ahead with your point of order.
Trustee Herring	Oh, thank you Chair Piatkowski. Could I just remind or ask you to remind, please, Trustee Watson of our rules that state that only one person is to speak

	at a time and that you must be recognized by the Chair. Thank you Trustee or Chair Piatkowski.
Chair Piatkowski	Okay.
Trustee Watson	Point of order.
Chair Piatkowski	I think Trustee—
Trustee Watson	Point of order.
Chair Piatkowski	I think Trustee Watson heard that point of order and that is correct. You should not speak over the Chair. You are not entitled to speak to your motion in public session you spoke to—
Trustee Watson	But—
Chair Piatkowski	In-camera as required by our bylaws. There is no debate on this motion in public session and I would ask—
Trustee Watson	I'm not gonna debate it.
Chair Piatkowski	You, you're not allowed to speak to the motion. We are going to move to a vote and I would ask the Manager of Corporate Services to call the vote now. So the motion is to revoke the finding that Trustee Ramsay was in breach of the Code of Conduct.
Trustee Weston	Point of order.
Chair Piatkowski	Yes, Trustee Weston. Your point of order.
Trustee Weston	Chair Piatkowski, does this motion require a seconder?
Chair Piatkowski	It was seconded by Trustee Smith. So it, it was moved and seconded in-camera and I, and reporting with the motion was, I did indicate who the mover and seconder was. So if you are in favour of revoking the finding, you will vote in favour. If you are opposed, you will vote opposed. So it's a negative motion on, the opposite of the motion that we voted on, on June 6 th . So I will ask the Manager of Corporate Services, again, to please call the vote.
Manager of Corporate Services	Thank you Chairperson. We will start with Trustee Herring.

Trustee Herring		Opposed.
Manager of Corporate Services		Trustee Meissner?
Trustee Meissner		Opposed.
Manager of Corporate Services		Trustee Millar?
Trustee Millar		Opposed.
Manager of Corporate Services		Chair Piatkowski?
Chair Piatkowski		Opposed.
Manager of Corporate Services		Trustee Smith?
Trustee Smith		In favour.
Manager of Corporate Services		Trustee Watson?
Trustee Watson		In favour of revoking.
Manager of Corporate Services		Trustee Weston?
Trustee Weston		Opposed.
Manager of Corporate Services		Trustee Whetham?
Trustee Whetham		In favour.

Manager of Corporate Services	And Trustee Woodcock?
Trustee Woodcock	Opposed.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.
Manager of Corporate Services	And student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Chair Piatkowski	Thank you.
Manager of Corporate Services	Three in favour and six opposed.
Chair Piatkowski	So to pass that would have needed two-thirds in favour. In fact there were two-thirds opposed. Are there any subsequent motions on this subject? Trustee Herring?
Trustee Herring	Thank you Chairperson. I might need the help of legal or Ms. Reidel on this one but, uhm, I would like to make a motion to confirm the previous decision that was made, I, I believe it was on June 6, but I'm not sure if I need to, uhm, add categories in there or if somebody could provide me with that information, please.
Chair Piatkowski	Can I call on legal counsel for assistance there?
Legal Counsel	Section 73 of the Code of Conduct that we are dealing with require that the resolutions shall be recorded in the minutes of this meeting together with the reasons for confirming or revoking a determination. So the resolution will require the reasons for the confirmation or the revocation.

Chair Piatkowski	So can you include that in your motion then Trustee Herring?
Trustee Herring	I can do my best but I, I just am a little —
Chair Piatkowski	It should be very general.
Trustee Herring	Okay. Yes.
Chair	But, not anything that, that would violate our, our in-camera proceedings.
Trustee Herring	Okay. Alright, I, I am trying to be cautious so I would ask that you stop me if I do say something inappropriate that would violate in-camera confidentiality. So I'm gonna say specifically that Trustee Ramsay breached the Code under, and I'm just gonna list some sections. Is that in keeping—
Chair Piatkowski	That is, that is in order, I think.
Trustee Herring	Okay. Thank you. So integrity and dignity of the office; [<i>Inaudible</i> 13:51.5 to 13:57.6]; upholding decisions by refusing to accept and respect the decisions of the Chair and the Board and accusing fellow Trustees of unlawful conduct.
Chair Piatkowski	Okay. That has been moved. Is there a seconder for that motion? Trustee Millar. Again, there is no debate on this motion. So, I will —
Trustee Woodcock	Point of privilege.
Chair Piatkowski	Point of privilege, okay.
Trustee Herring	Yes. I'm sorry, my, my, either my computer, I didn't hear the whole motion. If it could be read again.
Chair Piatkowski	Okay. Could you read the motion again before we move to a vote Trustee Herring? I think specifically the second reason might have, you might have broken up there.
Trustee Herring	So the, yeah, and I do apologize, I am out of the country so my, my computer link is unstable. So it would be that Trustees confirm the previous decision and the categories or the sections that I referred to were integrity and dignity of office; compliance with legislation; civil behaviour; upholding decisions

		by refusing to accept and respect the decisions of the Chair and the Board; and accusing fellow Trustees of unlawful conduct.
Chair Piatkowski		Okay. Is everybody clear on the motion? I will ask the Manager of Corporate Services to call the vote. So this is to confirm the decision that Trustee Ramsay was in breach for the reasons set out by Trustee Herring.
Manager of Corporate Services		Thank you. Trustee Herring?
Trustee Herring		In favour.
Manager of Corporate Services		Trustee Meissner?
Trustee Meissner		In favour.
Manager of Corporate Services		Trustee Millar?
Trustee Millar		In favour.
Manager of Corporate Services		Chair Piatkowski?
Chair Piatkowski		In favour.
Manager of Corporate Services		Trustee Smith?
Trustee Smith		Opposed.
Manager of Corporate Services		Trustee Watson?
Trustee Watson		Opposed.

Manager of Corporate Services	Trustee Weston?
Trustee Watson	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.
Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Manager of Corporate Services	Thank you. That is six in favour and three opposed.
Chair Piatkowski	And that is the necessary two thirds majority. Can I ask legal counsel whether we need separate motions on each of the four different sanctions or whether we can have one motion?
Legal Counsel	Yes one moment Chair.
Chair Piatkowski	Sure.

Legal Counsel	So the, the requirement is to confirm, vary or revoke a sanction. So, I suppose it could be done to confirm in a group but that doesn't necessarily, if that doesn't pass, it doesn't necessarily mean you can't then go and confirm vary or revoke different sanctions individually.
Chair Piatkowski	<p>Okay. So, let's, let's have one motion. The, the sanctions were, I will read them again as, for everyone's information.</p> <p>Censure of the Trustee; barring the Trustee from attending all of tonight's board meeting; barring the Trustee from sitting on the committee of the whole up to and including September 30, 2022; restriction of the right of the Trustee to attend in-camera meetings or receive in-camera materials up to and including September 30, 2022.</p> <p>Given that the motion has carried to uphold the, to confirm the finding, is somebody interested in moving a motion to confirm, vary or revoke the sanctions?</p> <p>Trustee Woodcock. I see Trustee Weston and you are moving to...I want to confirm what the motion is?</p> <p>Trustee Woodcock, you're muted.</p>
Trustee Woodcock	Oh, sorry, yes, I, I might of jumped ahead. I was going to confirm the, the following sanction, the restrictions on the rights of the Trustee to attend in-camera meetings or receive in-camera materials up to and including September 30 th .
Chair Piatkowski	So, um,
Trustee Woodcock	That's actually the fifth one.
Chair Piatkowski	So you, you want to move that separately?
Trustee Woodcock	Yes.
Chair Piatkowski	Okay. Alright. That, that's fine. That is in order. Is, and Trustee Weston now that you're clear on what the motion was, you're still seconding it?
Trustee Weston	I was going to move a different motion but I can second that.
Chair Piatkowski	Okay. Well, that's that's the motion that we have and we'll move to a vote on...

Trustee Watson	Point of order. Point of order.
Chair Piatkowski	What is your point of order?
Trustee Watson	Thank you. I have a question or point of privilege. I have a question about the process. So, are you asking for motions to revoke these individual sanctions separately? Is that what you're looking for now? Cause I'd like to move that we revoke all of those sanctions.
Chair Piatkowski	Okay. But there is a motion on the floor.
Trustee Watson	So...
Chair Piatkowski	From Trustee Woodcock to confirm..
Trustee Watson	So, also, I'd like to revoke the moving...
Chair Piatkowski	Then you wouldn't vote against Trustee's Woodcock's motion to confirm...
Trustee Watson	This is not the same thing though. It's not the same thing.
Chair Piatkowski	But that's the motion that's on the floor. So, we're going to vote on the motion that's on the floor and we'll do that by recorded vote and I'll ask the Manager of Corporate Services to call the vote. This is on the sanction with respect to in-camera meetings. So, not attending in-camera meetings, not receiving in-camera materials up to and including September 30 th .
Manager of Corporate Services	Okay. We will start with Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?

Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.

Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Manager of Corporate Services	Thank you. That is six in favour and three opposed.
Chair Piatkowski	Okay. Is there another motion regarding the other sanctions? Trustee Weston, seconded by Trustee Meissner. What is your motion?
Trustee Weston	Ah my motion is um to ah confirm the sanction of censure of Trustee Ramsay for the breach of the Code of Conduct.
Chair Piatkowski	Okay. So this is only on the censure of the Trustee that has been moved and seconded and let's move to a vote.
Manager of Corporate Services	Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.

Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.
Manager of Corporate Services	And Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.
Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.

Manager of Corporate Services	Thank you. That is six in favour and three opposed.
Chair Piatkowski	Okay. Trustee Watson, you had a motion?
Trustee Watson	Yes. I'd like to move that we revoke the suspension of in-camera and um—
Chair Piatkowski	Okay we've already, we've already voted to confirm in-camera.
Trustee Watson	That wasn't in-camera. I'm not talking about in-camera. I said you—
Chair Piatkowski	Okay well you said in camera-
Trustee Watson	The committee as a whole, the committee as a whole meetings. I'm, I'm moving a motion that we revoke them.
Chair Piatkowski	Okay. Um so that's in order. Is there a seconder for revoking that sanction? Trustee Smith? So this is um a negative motion. It is to revoke that sanction to bar the Trustee from sitting on committee level meetings up to and including September 30 th and Trustee Watson has moved that that be revoked so we'll move to a vote on that item.
Manager of Corporate Services	Trustee Herring?
Trustee Herring	Opposed.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	Opposed.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	Opposed.

Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	Opposed.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	In favour.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	In favour.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	Opposed.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	In favour.
Manager of Corporate Services	And Trustee Woodcock?
Trustee Woodcock	Opposed.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.

Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Manager of Corporate Services	That is three in favour, six opposed.
Chair Piatkowski	Okay. I see Trustee Millar with her hand up to move another motion.
Trustee Millar	Thank you. I'd like to bring a motion um that we ah confirm the sanction on Trustee Ramsay around attending committee as a whole meetings until September 30.
Chair Piatkowski	Okay. And is there a seconder for that motion? Trustee Meissner. Let's move to a vote. So this is the opposite of what we just voted on— You may go ahead-
Manager of Corporate Services	Sorry-
Chair Piatkowski	I know we're, we're moving quickly, but—
Manager of Corporate Services	Sorry, can I just, sorry my apologies Chairperson. Can I just-
Chair Piatkowski	So this is a motion to confirm...
Manager of Corporate Services	Mover and seconder again.
Chair Piatkowski	Ah Trustee Meissner. Ah moved by ah Trustee Millar, seconded by Trustee Meissner and it is to confirm the sanction regarding committee of the whole meetings.
Manager of Corporate Services	Thank you. Um so we'll start Trustee Herring?

Trustee Herring	Approved.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?
Trustee Whetham	Opposed.

Manager of Corporate Services	Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.
Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Manager of Corporate Services	Thank you. That is six in favour, three opposed.
Chair Piatkowski	Okay. That is carried by two-thirds majority and I now see Trustee Meissner's hand and I'll recognize a motion, assuming you have one.
Trustee Meissner	I do thank you. Um I just want to make a motion to confirm the sanction of exclusion from the Board meeting on July 27.
Chair	Is there a seconder for that motion? Trustee Weston is seconding. Ah so this is to confirm the sanction ah to bar the Trustee from attending tonight's ah meeting. Obviously the Trustee is here right now but um will leave if this motion passes by a two-thirds majority. So you may—
Trustee Watson	Point of order I thought I heard July 27.
Chair Piatkowski	Ah June 27.
Trustee Meissner	Point of privilege. If I said that I apologize. I meant June 27. Getting ahead of myself.
Chair	We have no meetings in July or August. We're not expecting any um so the motion here is to confirm the sanction barring the Trustee from attending tonight's Board meeting. The meeting of June 27. Go ahead and call the vote.

Manager of Corporate Services	Trustee Herring?
Trustee Herring	In favour.
Manager of Corporate Services	Trustee Meissner?
Trustee Meissner	In favour.
Manager of Corporate Services	Trustee Millar?
Trustee Millar	In favour.
Manager of Corporate Services	Chair Piatkowski?
Chair Piatkowski	In favour.
Manager of Corporate Services	Trustee Smith?
Trustee Smith	Opposed.
Manager of Corporate Services	Trustee Watson?
Trustee Watson	Opposed.
Manager of Corporate Services	Trustee Weston?
Trustee Weston	In favour.
Manager of Corporate Services	Trustee Whetham?

Trustee Whetham	Opposed.
Manager of Corporate Services	Trustee Woodcock?
Trustee Woodcock	In favour.
Manager of Corporate Services	Student Trustee Soror?
Student Trustee Soror	Abstained.
Manager of Corporate Services	Student Trustee Vishkin?
Student Trustee Vishkin	Abstained.
Manager of Corporate Services	That is six in favour and three opposed.
Chair Piatkowski	Okay that motion carries by a two-thirds majority. That concludes this agenda item and um we will say goodbye to um to legal counsel and um and Trustee Ramsay is not entitled to attend the, the rest of tonight's Board meeting. So we will move on to delegations and there are eight delegations scheduled for tonight's Board meeting. That's the maximum number allowed here.
Trustee Watson	Point of order. Point of order.
Chair Piatkowski	What is your point order?
Trustee Watson	So I'm just wondering, so I'm just wondering with respect to me pulling the motion, do I do that after...

Transcript concludes at 29:00

TAB 21



Waterloo Region District School Board

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

July 6, 2022

SENT BY EMAIL AND COURIER

PRIVATE AND CONFIDENTIAL

Trustee Mike Ramsay
19 Trowbridge Street
Breslau, ON
N0B 1M0
mike_ramsay@wrdsb.ca

Dear Trustee Ramsay

Re: Written Notice of Reconsideration of Breach of Board Policy G201 – Trustee Code of Conduct

I refer to the meeting of the Board of Trustees held on June 27, 2022 in accordance with *Board Policy G201 – Trustee Code of Conduct* and section 218.3 of the *Educa. on Act*.

I confirm that on February 24, 2022, a trustee submitted a formal Code of Conduct complaint against you alleging numerous breaches arising from your conduct at Board of Trustees meetings and your postings on social media. The complaint also included an Appendix which listed a large number of tweets and retweets by you in January and February 2022, which are described in the complaint as demonstrating “a pattern of concerning behaviour.”

Section 30 of the Code of Conduct provides that only serious and/or recurring breaches of the Code should be investigated under the Formal Complaint Process and this complaint was put forward on that basis. The complaint was submitted to me and forwarded to you that same day. On March 1, 2022, the Board retained the services of Barry H. Bresner of ADR Chambers as Integrity Commissioner to investigate the complaint.

Mr. Bresner stated that the complaint alleged a number of breaches of the Code, which can be summarized as follows:

- The refusal of the respondent to accept and respect the decisions of the Chair and the Board;
- Accusations by the respondent of unlawful conduct by fellow trustees; and
- Disclosure of confidential information by the respondent.

Mr. Bresner conducted a full and thorough investigation which included interviewing relevant Trustees and reviewing documentation. On April 22, 2022, you provided Mr. Bresner with your written response

to the complaint. On April 28, 2022, you provided Mr. Bresner with a “Response to Request for Clarification and Summary of Telephone Visit of April 27, 2022” by email.

Section 54 of the Code of Conduct provides that the final report “shall outline the findings of facts, but not contain a recommendation or opinion as to whether the Code of Conduct has been breached. This will be determined by the Board of Trustees as a whole.”

Section 57 of the Code of Conduct states that the final report “shall be delivered to the Board of Trustees for a decision as to whether or not the Code of Conduct has been breached. A sanction, if any, for the breach shall be made as soon as practical after receipt of the final report by the Board.

The final report was issued by Mr. Bresner on May 31, 2022. The Board of Trustees was provided with a copy of the final report on June 1, 2022.

Section 60 of the Code of Conduct provides:

“The determination of both a breach of the Code of Conduct and also imposition of a sanction with respect to a complaint investigated in accordance with the formal complaint process must be done by formal resolution(s) of the Board at a meeting of the Board, and the vote of the resolution(s) shall be open to the public. The resolution(s) shall be recorded in the minutes of the meeting. Both resolutions pertaining to a breach of the Code and any related decision regarding a specific sanction shall be decided by a vote of at least two-thirds of the trustees present and voting.”

The Board of Trustees meeting which reviewed the report was held in private session arising from the requirements set out in section 207(2) of the *Education Act*. Section 218.3 of the *Education Act* requires that all resolutions involving determination of a breach of the Code of Conduct and any sanction imposed by the Board is to be held in public session.

After careful consideration, lengthy discussion by the relevant trustees, and a review of the relevant findings of fact set out in the report, the trustees made the determination that your conduct and actions at meetings of the Committee of the Whole, and certain emails, tweets and retweets made by you in January and February 2022, constituted a breach of the Board’s Code of Conduct.

At the June 6, 2022, Special Board Meeting the following motions were passed with a two-third majority vote in public session:

1. That the Waterloo Region District School Board of Trustees find Trustee Ramsay in breach of Board Policy G201 - Trustee Code of Conduct.
2. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (a) censure of the trustee.
3. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (b) barring the trustee from attending all of the June 27, 2022, Board Meeting.

4. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (c) barring the trustee from sitting on the Committee of the Whole up to and including September 30, 2022.
5. That the Waterloo Region District School Board of Trustees impose the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials up to and including September 30, 2022.

On June 8, 2022, a written notice of breach of Board Policy G201 - Trustee Code of Conduct was sent to your attention providing, among other things, written notice of the determination and the sanction imposed by the Board of Trustees. The notice also informed you that you may make written submissions for reconsideration to the Board of Trustees in respect of the determination or sanction by June 24, 2022. On June 24, 2022 the Board of Trustees received your written submission to the Board of Trustees for reconsideration of the Board's decision.

The Board of Trustees meeting which considered your submissions pursuant to Section 69(c) of Board Policy G201 was held in private session arising from the requirements set out in section 207(2) of the *Education Act*. Section 218.3 of the *Education Act* requires that all resolutions involving determination of a breach of the Code of Conduct and any sanction imposed by the Board is to be held in public session.

After careful consideration, lengthy discussion by the relevant trustees, and a review of the relevant findings of fact set out in the report, along with your written submissions dated June 24, 2022, the trustees confirmed the determination that your conduct and actions at meetings of the Committee of the Whole, and certain emails, tweets and retweets made by you in January and February 2022, constituted a breach of the Board's Code of Conduct.

At the June 27, 2022, Board Meeting the following motions were passed with a two-third majority vote in public session:

1. That the Waterloo Region District School Board of Trustees confirm the finding that Trustee Ramsay breached Board Policy G201 - Trustee Code of Conduct under the following sections: Integrity and Dignity of Office, Compliance with Legislation, Civil Behaviour and Upholding Decisions by refusing to accept and respect the decisions of the Chair and the Board and accusing fellow trustees of unlawful conduct.
2. That the Waterloo Region District School Board of Trustees confirm the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (d) restrictions on the rights of the trustee to attend in camera meetings or receive in camera materials up to and including September 30, 2022.
3. That the Waterloo Region District School Board of Trustees confirm the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (a) censure of the trustee.
4. That the Waterloo Region District School Board of Trustees confirm the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (c)

barring the trustee from sitting on the Committee of the Whole up to and including September 30, 2022.

5. That the Waterloo Region District School Board of Trustees confirm the following sanction against Trustee Ramsay for the breach of Board Policy G201- Trustee Code of Conduct: (b) barring the trustee from attending all of the June 27, 2022, Board Meeting.

In the Integrity Commissioners report issued May 31, 2022, Mr. Bresner noted 'refusing to accept and respect the decisions of the Chair and the Board' and 'accusing fellow trustees of unlawful conduct' as summaries of breaches alleged by the complainant. Mr. Bresner's report made findings of fact relevant to breaches of the following sections of the Code of Conduct:

Integrity and Dignity of Office

- 1. Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board.*
- 3. Trustees shall be aware that as leaders of the Board, they must uphold the dignity of the office and conduct themselves in a professional manner when acting in the capacity of trustee.*
- 4. Trustees shall ensure that their public comments are issue-based and not personal, demeaning or disparaging with regard to fellow trustees, stakeholders or the Board as a whole.*

Compliance with Legislation

- 12. Trustees shall understand and comply with the roles and duties of individual trustees, the Board of Trustees, senior staff, the Director of Education and the Chairperson of the Board of the Board as outlined in the Education Act, the Waterloo Region District School Board policies, procedures, Communications Protocol and Board Bylaws.*

Civil Behaviour

- 13. No trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.*
- 15. When expressing individual views, trustees shall respect the differing points of view of other trustees on the Board, staff, students and stakeholders.*
- 16. Trustees shall at all times act with dignity and decorum and shall be respectful of other trustees of the Board, staff, students and stakeholders.*
- 17. All trustees of the Board shall endeavour to work with other trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.*

Upholding Decisions

- 22. All trustees shall accept that they have no individual authority as a trustee other than that delegated by the Board.*

23. Each trustee shall uphold the implementation of any Board resolution after it is passed by the Board, in accordance with Section 218(1), of the Education Act, Duties of Board Members. A proper motion for reconsideration, if permitted by the Board's Operational By-Law, may be requested by a trustee.

24. A trustee must be able to explain the rationale for a resolution passed by the Board. A trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

25. Each trustee must be familiar with and comply with all Board policies, procedures, Board Bylaws, and Robert's Rules of Order (as amended/revised from time to time).

As was noted at paragraph 62 of his report, Mr. Bresner noted "that there is considerable overlap between the provisions of the Code and certain conduct may involve a consideration of one or more of the provisions." Mr. Bresner made findings of fact which are relevant to the above sections at paragraphs 25 – 43 and 45 – 49 of his report. For these reasons, the trustees confirmed that your conduct and actions at meetings of the Committee of the Whole, and certain emails, tweets and retweets made by you in January and February 2022, constituted a breach of the Board's Code of Conduct.

Throughout this process the Board of Trustees has worked diligently to ensure that we have complied with the provisions of the Code of Conduct and section 218.3 of the *Education Act*.

If you have any questions in this matter, please contact Stephanie Reidel, Manager, Corporate Services.

Sincerely,



Scott Piatkowski
Chairperson of the Board of Trustees
Waterloo Region District School Board

Cc: Board of Trustees, Waterloo Region District School Board
Cc: jeewan chanicka, Director of Education
Cc: Stephanie Reidel, Manager, Corporate Services

MICHAEL RAMSAY
Applicant

-and-

WATERLOO REGION DISTRICT SCHOOL BOARD
Respondent

ONTARIO
SUPERIOR COURT OF JUSTICE
(DIVISIONAL COURT)

PROCEEDING COMMENCED AT
HAMILTON

RECORD OF PROCEEDINGS

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