

## PROVINCE OF QUEBEC

## MINUTES OF THE REGULAR MEETING OF THE COUNCIL OF COMMISSIONERS OF THE SIR WILFRID LAURIER SCHOOL BOARD HELD ON 2001-11-28

A Regular meeting of the Council of Commissioners of the Sir Wilfrid Laurier School Board was held in the boardroom of the Administration Centre, 235 Montée Lesage, Rosemere, QC on Wednesday, 2001-11-28 at 19:30 hours, at which were present:

Steve Bletas, Chairman; William Pollock, Vice-Chairman; Carolyn Curiale, Nazario Facchino, Walter Fogel, Pierre Garofano, Peter Haldimand, Steve Kmec, Peter MacLaurin, James McDougall, Nick Milas, Grace Nesi, Nancy Rupnik, Morten Schrier, and Edward Turchyniak, Commissioners; Linda Iaconetti and Ghislaine Tanner, Parent Commissioners; and Dominic Martini, Director General.

Also present were: Robert Vallerand, Deputy Director General; François Badin, Director of Human Resources; Laiq Hanafi, Director of Educational Services; Jean-Guy Messier, Director of Information Services; Raymond Thivierge, Director of Material Resources; and Jocelyne Thompson-Ness, Administrative Assistant. Several other persons were also in the audience.

Absent: Natalie Auclair, Linda Gagnon, Glen Haines and Mary Sotelis, Commissioners.

The Chairman called the meeting to order at 19:35 hours.

**1.0 INTRODUCTION**

The following additions and changes to the agenda were proposed:

**6.0 CORPORATE AFFAIRS:**

6.2	Legal Cases.....	INFO
6.3	Minutes of Executive Committee .....	INFO

**011128-CA-0038**

Steve Kmec MOVED THAT the agenda be accepted as amended in document #2001/11/28-CA-001.

**Carried unanimously**

**2.0 APPROVAL OF MINUTES**

In a verbal notice, Walter Fogel advised that in the minutes of the meeting held on 2001-10-24 on page 0613 the division of the vote of resolution #011024-CA-0027 should read "ABST" not "NAY".

He further advised that on the same page under item 6.2 that the following should be inserted after the 2<sup>nd</sup> paragraph: *"In response to a question from Walter Fogel, the Director General advised that the estimated cost of the conference is 12 000\$ and that 2 Commissioners and 3 Administrators would be attending."*

Steve Kmec noted that on page 0611 of the same minutes under item 5.1 that the word "school" should be inserted before the word "board" in the last line of the paragraph.

Nick Milas entered the meeting.

**TIME: 19:40 hours**

**011128-CA-0039**

Morten Schrier MOVED THAT the minutes of the REGULAR meeting of the Sir Wilfrid Laurier School Board held on 2001-10-24, having been received by all members prior to this meeting, be approved as corrected.

**THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:**

**YEA:** Steve Bletas, Carolyn Curiale, Nazario Facchino, Pierre Garofano, Peter Haldimand, Peter MacLaurin, Nick Milas, Grace Nesi, William Pollock, Nancy Rupnik, Morten Schrier, Edward Turchyniak

**NAY:** Walter Fogel, Steve Kmec

**ABST:** James McDougall

**3.0 QUESTION PERIOD**

In response to comments expressed by Christiane Verbeke, a parent from Terry Fox Elementary School, the Director General advised that the Governing Board of a school can adopt a dress code after consulting the parents in the school. He noted that he would ask the Principal to arrange a meeting with her to review her concerns about the dress code.

Linda Iaconetti entered the meeting.

**TIME: 20:00 hours**

In response to a question from Richard Ostrow, a parent from Repentigny, the Chairman noted that the school board's request to the ministère de l'Éducation for a school to serve students from the Repentigny area is presently under review and noted that only the Ville de Mascouche has expressed an interest in providing land on which to build this new school.

Edward Turchyniak left the meeting.

**TIME: 20:04 hours**

Edward Turchyniak returned to the meeting.

**TIME: 20:06 hours**

**4.0 CHAIRMAN'S REPORT**

The Chairman informed the Council that he had received a letter from François Legault, Ministre de l'Éducation, authorizing the additional 175 000\$ which the board had requested to address the financial shortfall on the Jules Verne Elementary School project.

He went on to advise that the Ministère de l'Éducation has presented a draft Bill 59: *An Act to defer the date of the next general school election and to amend the Act respecting school elections*, that will delay school board elections until November 2003.

He advised the Council of a meeting of the Chairmen of English school boards had recently with the Ministre de l'Éducation, noting the following topics of discussion: the education budget, transportation funding, capital needs, the closed envelope for Adult Education, the limited resources of the ministry, the difficulty in recruiting teachers and administrators, and the salary scale of senior management staff.

The Chairman welcomed Linda Iaconetti and Ghislaine Tanner to the table for their second term as Parent Commissioners.

The Chairman informed the Council that Rosemere High School would be presenting the play "Harvey" on November 29 & 30, 2001.

## 5.0 BUSINESS ARISING

There was no business arising to be concluded.

## 6.0 CORPORATE AFFAIRS

### 6.1 *Governing Board – Adult Education:*

#### 011128-CA-0040

WHEREAS section 102, subsection 5 of the Education Act requires the board to appoint two (2) persons representing enterprises of the region to the Governing Boards of adult education centres and technical vocational training centres;

WHEREAS one of the seats for enterprise representatives is vacant;

James McDougall MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board name Jean Nové, President of Ener-Soins.; to the Governing Board of the Adult Education Centre, effective immediately.

**THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:**

**YEA:** Steve Bletas, Carolyn Curiale, Nazario Facchino, Pierre Garofano, Peter Haldimand, Steve Kmec, Peter MacLaurin, James McDougall, Nick Milas, Grace Nesi, William Pollock, Nancy Rupnik, Morten Schrier, Edward Turchyniak

**ABST:** Walter Fogel

### 6.2 *Legal Cases:*

In response to a question from Peter Haldimand concerning pending legal cases, the Director General informed the Council that the legal case involving private day care workers who are seeking accreditation as employees of the board represented by the FTQ had its first hearing on 2001-11-26 and the Labour Tribunal will meet on the matter again in March 2002. He also reported that the next hearing date of the case involving Walter Fogel et al has been postponed at the request of the court to February 2002.

In response to a request from the Chairman, the Director General agreed to prepare a statement of legal costs to date for the December meeting of the Council.

Walter Fogel, on a point of privilege, commented that it has not been a practice of the board to publicize its legal costs.

The Chairman noted that Edward Turchyniak had previously requested an accounting of all legal costs of the board and that the request was honoured at a public meeting.

Walter Fogel left the meeting.

**TIME: 20:15 hours**

### 6.3 *Minutes of Executive Committee:*

In response to a question from Steve Kmec on a breach of contract resolution adopted by the Executive Committee, the Director General noted the employee in question did not return to work after a sabbatical leave and is now being pursued for repayment of unearned wages.

Walter Fogel returned to the meeting.

**TIME: 20:17 hours**

## 7.0 EDUCATIONAL SERVICES

There was no business to be concluded.

**8.0 MATERIAL RESOURCES**

There was no business to be concluded.

**9.0 INFORMATION TECHNOLOGY**

There was no business to be concluded.

**10.0 FINANCIAL RESOURCES****10.1 2000-2001 Financial Statement:**

The Director General reviewed the audited 2000-2001 Financial Statement noting the increase in the board's deficit due to adjustments to taxes, write off of accounts receivable from previous school boards, adjustment to clientele that did not receive a letter of eligibility, adjustment to taxes three years in arrears, and the write-off of unpaid school fees.

The Council entered into discussion.

**011128-FR-0041**

Pierre Garofano MOVED THAT, on the recommendation of the Financial Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board accept the **2000-2001 Financial Statement** for the Sir Wilfrid Laurier School Board for the period ending 2001-06-30, as audited by the firm Gagnon, Roy, Brunet, Chartered Accountants, subject to final approval by the Ministère de l'Éducation.

**THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:**

**YEA:** Steve Bletas, Carolyn Curiale, Nazario Facchino, Pierre Garofano, Peter Haldimand, Peter MacLaurin, James McDougall, Nick Milas, Grace Nesi, William Pollock, Nancy Rupnik, Morten Schrier, Edward Turchyniak

**NAY:** Steve Kmec

**ABST:** Walter Fogel, Morten Schrier

**11.0 QESBA****11.1 QESBA Report:**

In response to a question from Steve Kmec, Carolyn Curiale noted that the Quebec English School Boards Association (QESBA) may become involved in a Bill 101: Charter of the French Language challenge at the Riverside School Board as provincial interest in the Dion case is increasing.

The Council entered into discussion.

**11.2 QESBA Membership Fees:****011128-CA-0042**

WHEREAS the Sir Wilfrid Laurier School Board is a member of Quebec English School Boards Association (QESBA);

WHEREAS the Sir Wilfrid Laurier School Board has paid 75% (59 858,07\$) of its QESBA membership fees for the 2001-2002 school year;

Ghislaine Tanner MOVED THAT, on the recommendation of the Director General, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve the amount of 22 210,20\$, which represents the balance of the annual dues for 2001-2002, be paid to the Quebec English School Boards Association (QESBA).

**THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:**

**YEA:** Steve Bletas, Carolyn Curiale, Nazario Facchino, Pierre Garofano, Peter Haldimand, Steve Kmec, Peter MacLaurin, James McDougall, Nick Milas, Grace Nesi, William Pollock, Nancy Rupnik, Morten Schrier, Edward Turchyniak

**NAY:** Walter Fogel

## **12.0 PARENT COMMISSIONERS REPORT**

Linda Iaconetti advised the Council that at the last meeting of the Parents Committee the issues of enrolment criteria and the housing of Souvenir Elementary School kindergarten students at Hillcrest Academy were tabled to its December meeting. She also noted that the committee had nominated the nine people required to the Advisory Committee on Special Education and adopted its internal rules of procedure.

## **13.0 HUMAN RESOURCES**

### **13.1 Abolition of Position:**

The Director General commented on the following resolution noting that the position of Senior Advisor to Management was created as part of the regulation governing the merger of the school boards on 1998-07-01.

#### **011128-HR-0043**

Grace Nesi MOVED THAT, on the recommendation of the Executive Committee, the Council of Commissioners approve the abolition of the position of Senior Advisor to Management, effective 2002-01-01.

**Carried unanimously**

### **13.2 Additional Assignment:**

The Director General commented that the Deputy Director General had agreed to take on the responsibilities of the Director of Educational Services.

The Council entered into discussion.

#### **011128-HR-0044**

William Pollock MOVED THAT, on the recommendation of the Human Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board appoint Robert Vallerand, Deputy Director General and Secretary General, to also occupy the position of Director, Educational Services, effective 2002-01-01.

**Carried unanimously**

Nazario Facchino left the meeting.

**TIME: 20:39 hours**

### **13.3 Creation of Position / Reassignment:**

The Director General advised the Council that Lorraine Archambault has requested this reassignment due to health reasons.

Nazario Facchino returned to the meeting.

**TIME: 20:41 hours**

The Council entered into discussion.

**011128-HR-0045**

WHEREAS **Lorraine Archambault**, Director of Finance, has requested for reasons of health, to be reassigned to other duties:

Nancy Rupnik MOVED THAT, on the recommendation of the Executive Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board accept to create a supplementary full-time regular position of Coordinator of Financial Services effective 2002-01-01, and that **Lorraine Archambault** be assigned to that position, effective 2002-01-01.

**THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:**

**YEA:** Steve Bletas, Carolyn Curiale, Nazario Facchino, Pierre Garofano, Peter Haldimand, Peter MacLaurin, James McDougall, Nick Milas, Grace Nesi, William Pollock, Nancy Rupnik, Edward Turchyniak

**ABST:** Walter Fogel, Steve Kmec, Morten Schrier

**13.4 Severance:**

**011128-HR-0046**

Linda Iaconetti MOVED THAT, on the recommendation of the Executive Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve the granting of a severance pay equal to 6 months' salary to **Laiq Hanafi**, Director, Educational Services. AND THAT best wishes be extended to him for 32 years of dedicated service to the Sir Wilfrid Laurier School Board and its predecessor boards.

**Carried unanimously**

**13.5 Collective Agreement & Local Arrangements:**

The Director General commented on the Collective Agreement & Local Arrangements noting that it is the culmination of months of concerted effort by all parties involved.

The Council entered into discussion.

In response to a concern expressed by Steve Kmec, the Director General advised that if the teachers were to strike they will not be paid and that if they withdraw services sanctions may be imposed as per the provincial collective agreement.

In response to a question from Walter Fogel, the Director General advised that the credits accumulated for participation in extra curricular activities earned by teachers will be honoured for those activities which will have been undertaken prior to any boycott which may be announced after Christmas.

**011128-HR-0047**

WHEREAS the Sir Wilfrid Laurier School Board ratified the agreement in principle with the Laurier Teachers Union on those matters subject to local arrangements and those matters subject to local negotiations by resolution #010627-HR-0248;

WHEREAS the negotiations have been completed to the satisfaction of the representatives of the Sir Wilfrid Laurier School Board;

WHEREAS the Laurier Teachers Union has advised that the negotiations have been completed and wishes to sign the agreement with the Sir Wilfrid Laurier School Board;

Peter Haldimand MOVED THAT, on the recommendation of the Human Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve the Local Collective Agreement and the Local Arrangements between the Sir Wilfrid Laurier School Board and the Laurier Teachers Union as they appear in document #SWLSB-2001/11/28-HR-001.

AND THAT the Chairman, and in his absence or with his knowledge the Vice-Chairman, as well as the Director General, and in his absence or with his knowledge the Deputy Director General, be authorized to sign all documentation concerning these negotiations.

**Carried unanimously**

### **13.6 Revision of Salary Structure:**

The Director General provided background information on the following resolution noting that recruitment is becoming a serious problem, as Principals are reluctant to apply for positions of added responsibilities at the board level since the salary scale of principals and directors are very similar.

The Council entered into discussion.

#### **011128-HR-0048**

WHEREAS it has become almost impossible to recruit management staff of services from our senior staff of schools because the difference in salary has become so minimal that this no longer represents an interesting promotion (see document #SWLSB-2001/11/28-HR-002);

WHEREAS it has become difficult to recruit management staff of services from the private sector where salaries are much higher for equivalent responsibilities;

WHEREAS several members of our management staff of services are presently retiring or will be retiring in the very near future and will need to be replaced by qualified individuals – a task that is becoming increasingly difficult;

WHEREAS the exclusion of certain management staff from the salary adjustment process carried out over the last few years has had a negative impact on their respective position within the salary structure;

WHEREAS the remuneration of management staff does not reflect the increase in responsibilities and the greater complexity of their tasks created by the merger of school boards and the implementation of the new curriculum;

Edward Turchyniak MOVED THAT, on the recommendation of the Human Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board request from the Treasury Board of Québec a revision of the salary structure for the senior staff of services of school boards in order to help school boards meet their objectives with respect to the quality of their management staff and services provided to their student population.

**Carried unanimously**

#### **14.0 USE OF SCHOOLS**

There was no business to be concluded.

#### **15.0 TRANSPORTATION**

There was no business to be concluded.

## **16.0 QUESTION PERIOD**

There were no questions.

## **17.0 CORRESPONDENCE**

In response to a question from Walter Fogel on the disposal of equipment at Lake of Two Mountains High School, the Director General advised that the school and the Information Technology department have looked at the equipment being recommended for disposal and that all agree that the equipment is beyond repair and recommends its disposal.

The Chairman drew the Council's attention to the monthly reports and a letter he had received from the Laurier Teachers Union concerning pay equity.

## **18.0 VARIA**

In response to a concern expressed by Walter Fogel on the exhaust fumes that emanate from buses idling while waiting for students to embark or disembark, the Chairman advised that the Deputy Director General would discuss the matter with the Superintendent of Transportation and report back to the Council in December.

Carolyn Curiale, Chair of the Education Committee, reminded members that the meeting has been postponed to Monday, 2001-12-10.

## **19.0 ADJOURNMENT OF MEETING**

Nick Milas MOVED adjournment of the meeting.

**Carried unanimously**

**TIME: 21:25 hours**

**NEXT MEETING ⇨ REGULAR ⇨ 2001-12-12**

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**Robert Vallerand, Secretary General**

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**Steve Bletas, Chairman**