

**PROVINCE OF QUEBEC**

**MINUTES OF THE SPECIAL MEETING OF THE COUNCIL OF COMMISSIONERS OF THE SIR WILFRID LAURIER SCHOOL BOARD HELD ON 2009-12-02**

A Special 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 Tuesday, 2009-12-02:

Present: Commissioners Steve Bletas, Chair; Carolyn Curiale, Vice-Chair; Georges Benoit, Mario Di Domenico, Robert Dixon, Nazario Facchino, Walter Fogel, Steve Kmec, Nick Milas, Steve Mitchell, Tom Mouhteros, Albina Pace, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik and Edward Turchyniak; and Anne-Marie Lepage, Director General.

Also present were: Marie-Claude Drouin, Secretary General; Linda Di Domenico, Director of Human Resources; and Jocelyne Thompson-Ness, Administrative Assistant.

In the audience: Tina Korb, President of the Sir Wilfrid Laurier Administrators Association (SWLAA), Employee 2415 and accompanying adult.

Absent: Commissioners Peter MacLaurin, Grace Nesi and Parent Commissioners Lisa Chartier and Angelo Grasso.

The Chairman called the meeting to order at 19:00 hours.

<b>1.0 HUMAN RESOURCES</b>
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The Chair asked the Secretary General if the procedure was respected concerning the call of this Special meeting of the Council of Commissioners. The Secretary General indicated that it was respected.

Employee 2415 and the accompanying adult entered the meeting. **TIME: 19:02 hours**

The Secretary General distributed the resolution as well as the two letters received from the legal counsel for this Special meeting to all present.

The Secretary General presented the resolution, as follows:

*WHEREAS the behaviour and actions of "Employee #2415" towards the Sir Wilfrid Laurier School Board have been deemed to be insubordinate and of gross misconduct;*

*WHEREAS "Employee #2415" requested, on 2009-12-01, that a letter be given to the Council of Commissioners of the Sir Wilfrid Laurier School Board prior to taking a decision on the dismissal;*

*WHEREAS a copy of this letter was given to and subsequently reviewed by the Council of Commissioners of the Sir Wilfrid Laurier School Board;*

*Commissioner Nick Milas MOVED THAT, on the recommendation of the Human Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board dismiss "Employee #2415", effective 2009-12-02, for reasons of insubordination and gross misconduct (disregard of the obligation to act faithfully and honestly).*

*AND THAT the Director General and the Director of Human Resources be mandated to send to "Employee 2415" a notice of dismissal.*

Commissioner Walter Fogel requested **time in order for the** Council to read the documents presented.

The Chair granted **a period of five (5) minutes.**

**TIME: 19:03 hours**

Prior to the “in camera” session, the Chair explained to Employee 2415 and the President of the Sir Wilfrid Laurier Administrators Association (SWLAA) that they would be asked, during the “in camera” session, to make their representations to the Council, if any.

**CC-091202-HR-0063**

Commissioner Edward Turchyniak MOVED THAT the Council go “in camera”.

**TIME: 19:08 hours**

**Carried unanimously**

Commissioner Nazario Facchino entered the meeting.

**TIME: 19:35 hours**

The meeting resumed.

**TIME: 20:27 hours**

**CC-091202-HR-0064**

WHEREAS the behaviour and actions of “Employee #2415” towards the Sir Wilfrid Laurier School Board have been deemed to be insubordinate and of gross misconduct;

WHEREAS “Employee #2415” requested, on 2009-12-01, that a letter be given to the Council of Commissioners of the Sir Wilfrid Laurier School Board prior to taking a decision on the dismissal;

WHEREAS a copy of this letter was given to and subsequently reviewed by the Council of Commissioners of the Sir Wilfrid Laurier School Board;

Commissioner Nick Milas MOVED THAT, on the recommendation of the Human Resources Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board dismiss “Employee #2415”, effective 2009-12-02, for reasons of insubordination and gross misconduct (disregard of the obligation to act faithfully and honestly).

AND THAT the Director General and the Director of Human Resources be mandated to send to “Employee 2415” a notice of dismissal.

<b>THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:</b>	
Commissioners voting YEA:	Georges Benoit, Steve Bletas, Carolyn Curiale, Mario Di Domenico, Robert Dixon, Nazario Facchino, Steve Kmec, Nick Milas, Steve Mitchell, Tom Mouhteros, Albina Pace, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Walter Fogel

**CC-091202-HR-0065**

WHEREAS, in accordance with section 5.7, sub-section 5.7.6.3, of policy #2000-HR-01: *Regulating the Working Conditions of Management Staff represented by the Sir Wilfrid Laurier Administrators’ Association*, all suspensions without pay shall be ratified by a resolution of the Council of Commissioners;

WHEREAS "Employee 2415" was suspended without pay in view of dismissal from 2009-11-30 to 2009-12-02, by the Director General;

Commissioner Carolyn Curiale MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board ratify the decision of the Director General concerning the suspension without pay in view of dismissal of "Employee 2415".

<b>THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:</b>	
<b>Commissioners voting YEA:</b>	Georges Benoit, Steve Bletas, Carolyn Curiale, Mario Di Domenico, Robert Dixon, Nazario Facchino, Steve Kmec, Nick Milas, Steve Mitchell, Tom Mouhteros, Albina Pace, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
<b>Commissioners voting NAY:</b>	Walter Fogel

Commissioner Mike Pizzola MOVED THAT the meeting be adjourned.

**TIME: 20:31 hours**

**NEXT MEETING ⇨ SPECIAL ⇨ 2009-12-16**

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**Marie-Claude Drouin, Secretary General**

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**Steve Bletas, Chairman**