

PROVINCE OF QUEBEC

MINUTES OF THE SPECIAL MEETING OF THE COUNCIL OF COMMISSIONERS OF THE SIR WILFRID LAURIER SCHOOL BOARD HELD ON 2012-06-11

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 Monday, 2012-06-11.

Present: Commissioners Carolyn Curiale, Vice-Chairman; Steve Bletas, Robert Dixon, Nazario Facchino, Walter Fogel, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik and Edward Turchyniak; Parent Commissioner Angelo Grasso and Robert Vallerand, Director General.

Also present were: Marie-Claude Drouin, Secretary General; Gaëlle Absolonne, Director of School Organization; Robin Bennett, Interim Director of Information Technology; Linda Di Domenico, Director of Human Resources; Heather Halman, Director of Adult Education & Vocational Training; Daniel Hogue, Director of Material Resources; Stephanie Krenn, Director of Complementary Services; Livia Nassivera, Director of Financial Resources; Gerry Robillard, Director of Educational Services; and Jocelyne Thompson-Ness, Administrative Assistant. Several other persons were also in the audience.

Absent: Commissioner Nick Milas, Chairman; Commissioners Georges Benoit, Mario Di Domenico, Peter MacLaurin, Albina Pace and Parent Commissioner Roberto Bomba; and Clifford Buckland, Interim Assistant Director General.

The Vice-Chairman called the meeting to order at 19:31 hours.

The Vice-Chairman extended, on behalf of the Council, a speedy recovery to the Chairman.

CC-120611-CA-0153

Commissioner Nazario Facchino MOVED THAT the agenda be accepted as presented in document #SWLSB-2012/06/11-CA-001

Carried unanimously

1.0 REPORT OF THE ETHICS COMMISSIONER

The Vice-Chairman advised the Council that the report of the Ethics Commissioner was received late in the day on Sunday, 2012-06-10. The report was translated earlier today and, given that, there may be some errors due to the length of the document and the time constraint. She extended a special thank you to Michèle Gosselin, Translator.

The Vice-Chairman called for a 20 minute break to review the report of the Ethics Commissioner.

TIME: 19:34 hours

The meeting resumed.

TIME: 20:01 hours

The Council entered into discussion on the report of the Ethics Commissioner.

Commissioner Steve Kmec proposed that the report be tabled for further discussion and study and that the report be brought back at a later date for the implementation of the recommendations.

The Vice-Chairman suggested that the motion be split in two. Commissioner Steve Mitchell did not accept this suggestion.

Commissioner Steve Kmec withdrew his proposal.

On a “point of preference”, Commissioner Walter Fogel noted that he does not recall making one of the motions included in the report of the Ethics Commissioner.

CC-120611-CA-0154

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board approved resolution #CC-120425-CA-0092, giving a special mandate to the Ethics Commissioner to review the process for the posting and engagement of the Assistant Director General due to alleged irregularities raised;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board approved resolution #CC-120502-CA-0102, which added precisions to the general allegations of irregularities as a complement to resolution #CC-120425-CA-0092;

WHEREAS the Ethic Commissioner has fulfilled this special mandate and sent the report, on 2012-06-11, to the Director General, the Chairman and Vice-Chairman of the Council of Commissioners;

Commissioner Steve Mitchell MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board accept the report of the Ethics Commissioner dated 2012-06-11.

AND THAT the report of the Ethics commissioner be included in the minutes of this meeting.

FURTHER THAT the Council of Commissioners mandates the Governance & Ethics Committee to review the recommendations contained in the report and provide an action plan for implementation at the 2012-09-24 meeting of the Council of Commissioners.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Carolyn Curiale, Robert Dixon, Steve Kmec, Steve Mitchell, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Bletas, Nazario Facchino, Walter Fogel, Tom Mouhteros, Grace Nesi,

Please see appendix at end of the minutes.

2.0 LETTERS FROM THE ACSQ - REPORT

The Director General advised the Council that three letters have been received from the Association des cadres scolaire du Québec (ACSQ) dated May 23, 28 and 29. He read the three letters into the minutes:

ACSQ Letter of 2012-05-23

May 23^d, 2012

*Mr. Robert Vallerand
Director General Sir Wilfrid Laurier School Board
235 Montée Lesage
Rosemère, Qc, J7A 4Y6*

Subject: Concerns of our membership regarding the role of commissioners in the administration of the Sir Wilfrid Laurier School Board

Dear Mr. Vallerand,

We would like to bring to your attention the concerns that were brought forward by the members of the ACSQ SWL Chapter about the working environment of the Sir Wilfrid Laurier School Board. Due to the sensitive nature of the topic, the members felt compelled to discuss the matter in an in-camera forum. Following the discussion, the ASQC SWL Chapter has passed a unanimous resolution at its May 4th meeting to take immediate steps with the Council of Commissioners to address and resolve these matters in order to restore a positive working environment and re-establish appropriate boundaries of roles and functions between the political and administrative units of the Sir Wilfrid Laurier School Board.

More specifically but without limiting the foregoing, we would like to draw your attention to the following areas of concerns:

- *Interference in daily operations (i.e. certain sensitive and confidential dossiers, direct interference and intrusion in the daily management of departments, etc.);*
- *Derogatory comments (i.e. negative remarks, threats and intimidating remarks, etc.);*
- *Breach of the lines of communication (i.e. communications to Directors and employees outside of regular working hours, etc.);*
- *Requests concerning tasks that fall outside of one's dossier/job description and may be of a personal nature (i.e. requests by commissioners for favors or information of a personal and/or confidential nature which are clearly outside their role and the scope of their mandate, etc.); and*
- *Breach of policies (i.e. requests to employees to contravene procedures, protocols and policies of the school board, etc.).*

In 2009, a letter from ACSQ which addressed the issue of interference on the part of the Chairman of the Council was addressed to the former Director General. A follow-up was done with the Chairman; but it did not improve the lines of communication. In addition, several professional development sessions have taken place over time to raise awareness regarding the lines of communication and clearly define the role of Commissioners and governance versus management. Notwithstanding, there has still been several and repeated instances of interference in the daily operations of various departments by Commissioners.

Despite repeated attempts over time, the situation has deteriorated to the point that immediate steps need to be taken to rectify the situation and restore a positive working climate where protocols are understood, followed and respected by everyone. From now on, it is our intention to draw to your attention, in writing, any of these matters as soon as they occur, so that there may be immediate and appropriate measures taken to cease such behaviors and restore the appropriate lines of communication and functioning. This is done in a spirit of good working relationships and a willingness to ensure the fair and proper operations of our board in the future.

On behalf of the members of the ACSQ - SWL Chapter, I thank you in advance for your prompt follow-up to this important matter for the benefit of all.

I remain available for any additional information should you so require.

Respectfully,

*Daniel Hogue
President ACSQ SWLSB Chapter
* Copy of said letters attached.*

*C.C. Council of Commissioners
ACSQ Central Association
ACSQ SWLSB Chapter membership*

ACSQ Resolution adopted 2012-05-04

WHEREAS the role of commissioners is defined in the Education Act;

WHEREAS Commissioners have surpassed the scope of their role on many occasions over the past years;

WHEREAS different attempts, such as focus sessions, were made to clarify the role and communication lines between the political and administrative levels;

WHEREAS the members of the Association des cadres scolaires du Québec – SWL Chapter (ACSQ) have continued to endure the interference of commissioners;

WHEREAS on 2009-09-02 the ACSQ raised some concerns to the Director General regarding the conduct of the Chairman of the Sir Wilfrid Laurier School Board towards Administrators and members of the ACSQ – SWL Chapter;

WHEREAS, following this letter, the Director General and the Assistant Director General met with the Chairman to inform him of the concerns of the ACSQ – SWL Chapter and to clarify the communication process between the political and administrative level;

WHEREAS, notwithstanding various interventions, the situation not only persisted but has deteriorated;

WHEREAS the ACSQ – SWL Chapter is now looking to bring these concerns to the attention of the Director General under the following areas of concern:

- Interference in daily operations (i.e. certain sensitive and confidential dossiers, etc.);
- Derogatory Comments;
- Breach of the lines of communication;
- Requests concerning tasks that fall outside of your dossier/job description and may be of personal nature; and
- Breach of policies

Fernand Lessard MOVED that the Executive of the ACSQ – SWL Chapter be mandated to draft and deposit a formal letter of complaint with the Director General regarding the behaviour and conduct of commissioners of the Sir Wilfrid Laurier School Board with respect to the members of the ACSQ – SWL Chapter.

AND THAT immediate steps be taken with the Council of Commissioners to address and resolve these matters in order to restore a positive working environment and re-establish appropriate boundaries of roles and functions between the political and administrative unit of the Sir Wilfrid Laurier School Board.

FURTHER THAT the Director General and the Council of Commissioners be advised that any communication from Commissioners outside the members regular mandate and responsibilities will be reported to the President of the ACSQ – SWL Chapter and the immediate superior of the member for appropriate action.

Adopted unanimously

ACSQ Letter of 2012-05-28

May 28th, 2012

Mr. Robert Vallerand, Director General
Mr. Edward Turchyniak, Chair Executive Committee

Sir Wilfrid Laurier School Board
235 Montée Lesage
Rosemère (Québec)
J7A 4Y6

Subject: Issues of Concern - Executive Committee Meeting of 2012-05-15

Dear Mr. Vallerand and Mr. Turchyniak,

I am writing to you in my capacity as President of ACSQ - SWL Chapter to inform you of some issues of concern that have been expressed by our members regarding certain remarks that were made by some Commissioners at the last Executive Committee Meeting. The remarks in question were stated with regard to the creation or abolition of positions on the managerial organigram, as well as the relevance of these positions at the present time.

It is totally unacceptable that Commissioners still feel at ease to make negative remarks in the presence of the individuals who held and currently hold these positions.

Discussions of this type are very unfortunate and counterproductive to the collaborative process. To make remarks such as "getting rid of the position of .." and "this position is no longer needed" are inconsiderate of the people who have worked hard to make this organization successful.

While I certainly appreciate that these are difficult times, I would like to draw your attention to our disappointment regarding this situation and request that we meet together within the shortest delay to discuss this matter further in order to seek resolution and avoid similar situations in the future.

Thanking you in advance for your cooperation.

Sincerely,

*Daniel Hogue
President ACSQ - SWL Chapter*

c.c. ACSQ - SWL Chapter Members & ACSQ - Central Association

ACSQ Letter of 2012-05-29

May 29th, 2012

*Mr. Robert Vallerand, Director General
Mr. Nick Milas, Chairman Council of Commissioners
Sir Wilfrid Laurier School Board
235 Montée Lesage
Rosemère (Québec) J7A 4Y6*

Subject: Issues of Concern - Council Meeting of 2012-05-23

Dear Mr. Vallerand and Mr. Milas,

We would like to inform you of concerns expressed by several of our members regarding certain remarks and behaviors made by several Commissioners at the last Council Meeting held on May 23rd, 2012. The issues are as follows:

1) As per the resolutions presented that evening regarding the posting for management positions, discussions amongst the Commissioners were held to the pertinence of these positions. It is unfortunate for Sir Wilfrid Laurier personnel and members of the public in attendance to have to listen to this being debated in a public forum. This is unprofessional and unethical. It fosters a negative working environment and demonstrates a lack of communication between the Directorate and the Council.

2) We would like to correct the information brought forward by a Commissioner indicating that a Director did not want to answer a question from a Commissioner. In fact, the Director was willing to answer the question. Given that, it was the timing and the relevance of the question (the morning of the Council meeting for a response that evening) that lead the Director to ask the Commissioner to proceed through the official channel of communication (i.e. Director General). The information needed to answer the question required background work so that the answer would be accompanied by an appropriate explanation. Requesting that a Commissioner go through the official channel of communication allows the Director General to obtain the necessary background information why exactly it is required; hence the proper research and context could be provided with the answer to the question at Council. The type of language used at the meeting in this incident: "the Director was muzzled", is totally inappropriate and disrespectful.

3) During the Council Meeting, a Commissioner made an inappropriate gesture towards the Director General. Please be aware that the ACSQ SWL Chapter will not accept that any of its members be insulted either verbally or by inappropriate gestures. Professionalism and courtesy in exchanges must be demonstrated by all members at all times.

4) On the same day, the ACSQ SWL Chapter handed in a letter to the Director General and the Council. It expressed its concerns on the way the April Meeting unfolded. All Commissioners received the said letter before the meeting, but refused to address it when presented by the Director General. It was tabled.

Again, we request a meeting within the shortest delay to further discuss these matters in order to seek resolution and avoid having again similar situations in the future.

Thanking you in advance for your cooperation.

Sincerely,

Daniel Hogue
President ACSQ - SWL Chapter

c.c. ACSQ - SWL Chapter Members & ACSQ - Central Association

The Director General noted that he and the Chairman met with the President and Vice-President of the ACSQ on 2012-05-29 to discuss the letters and make some recommendations.

The Vice-Chairman drew the Council's attention to the report contained in the meeting package.

The Council entered into discussion.

In response to comments from Commissioner Walter Fogel concerning the letter from the ACSQ dated 2012-05-28, the Vice-Chairman noted that the discussion of various positions on the 2012-2013 Organizational Chart for Management should have been discussed "in camera" rather than publically, as the persons holding those positions were present at the meeting.

In response to other comments from Commissioners, the Director General indicated that the ACSQ is asking that the Council and Executive Committee respect the people present at the meeting. It is not to deny them the right to express their opinions. He also noted that he has asked that Commissioners seeking information or answers to questions to contact either himself, the Assistant Director General or the Secretary General, as that is the general line of communication.

In response to a question and comments from Commissioner Steve Mitchell, the Director General noted that in 2009 he was not at the school board so he cannot answer why the letters between the previous Director General and the ACSQ were not presented publically. He pointed out that the Council has now received the above mentioned letters and will receive anything subsequent whether from the ACSQ or another union or association of the school board.

Commissioner Steve Mitchell expressed his disappointment with the Chairman addressing these letters with the Director General and the President and Vice-President of the ACSQ prior to vetting them with the rest of the Council as a committee should have been struck to review the situation.

CC-120611-CA-0155

WHEREAS the Director General and the members of the Council of Commissioners received on 2012-05-23 a letter, dated the same day, from the Association des cadres scolaire du Québec (ACSQ) – SWL Chapter expressing concerns of its membership regarding the role of Commissioners in the administration of the Sir Wilfrid Laurier School Board;

WHEREAS the Director General and the Chairman of the Executive Committee received on 2012-05-28 a letter, dated the same day, from the Association des cadres scolaire du Québec (ACSQ) – SWL Chapter expressing issues of concern with respect to events that occurred at the 2012-05-15 Executive Committee meeting;

WHEREAS the Director General received a letter, dated 2012-05-29, from the Association des cadres scolaire du Québec (ACSQ) – SWL Chapter expressing issues of concern with respect to events that occurred at the 2012-05-23 Council of Commissioners meeting;

WHEREAS the Director General and the Chairman of the Council of Commissioners met with the President and Vice President of the Association des cadres scolaire du Québec (ACSQ) – SWL Chapter on 2012-05-29, to discuss the contents of the three (3) letters;

WHEREAS recommendations were formulated at the 2012-05-29 meeting and to be included in the report;

Commissioner Nancy Rupnik MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board accept the report prepared by the Director General and the Chairman of the Council of Commissioners.

AND THAT a copy of this report be given to all members of the Association des cadres scolaire du Québec (ACSQ) – SWL Chapter.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Carolyn Curiale, Robert Dixon, Steve Mitchell, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Bletas, Nazario Facchino, Walter Fogel, Steve Kmec, Grace Nesi
Commissioners ABSTAINING:	Tom Mouhteros

3.0 MANDATE TO THE EXECUTIVE COMMITTEE – TIMELINE DG/ADG

The Vice-Chairman reviewed the resolution and inquired if the Council wished to table this item again for further discussion.

The Council entered into discussion.

In response to a question from Parent Commissioner Angelo Grasso, the Vice-Chairman noted that the Governance & Ethics Committee has received a mandate to review the report of the Ethics Commissioner and devise an action plan for the implementation of the recommendations.

Discussion continued and it was noted that a procedure or guidelines need to be established for the posting of the positions of Director General and Assistant Director General and the subsequent Selection Committee.

The Director General noted that a timeline cannot be established if one does not know the direction to be taken.

Commissioner Edward Turchyniak suggested that with the information in hand, the work of the Governance & Ethics Committee and the establishment of a timeline could be done as a parallel in order to expedite the process.

CC-120611-CA-0156

Parent Commissioner Angelo Grasso MOVED THAT the Council go “in camera”.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Nazario Facchino, Walter Fogel, Steve Kmec, Tom Mouhteros, Grace Nesi, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners ABSTAINING:	Robert Dixon, Steve Mitchell, Mike Pizzola

TIME: 20:48 hours

The meeting resumed.

TIME: 21:10 hours

The Vice-Chairman called for a 5 minute break.

TIME: 21:10 hours

The meeting resumed.

TIME: 21:18 hours

CC-120611-CA-0157

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board wishes to commence the process for the recruitment of the new Assistant Director General and Director General

Commissioner William Pollock MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board mandate the Executive Committee to elaborate a timeline for both the Assistant Director General and the Director General positions.

AND THAT the Chairman of the Executive Committee presents the recommendations for both timelines at the 2012-08-29 meeting of the Council of Commissioners for consideration.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Nazario Facchino, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners ABSTAINING:	Walter Fogel

CC-120611-CA-0159

Commissioner Steve Mitchell MOVED THAT, seconded by Commissioner Tom Mouhteros, resolution #CC-120611-CA-153, the report of the Ethics commissioner, be amended by changing the date to read 2012-08-29 rather than 2012-09-24.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Nazario Facchino, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners ABSTAINING:	Walter Fogel

4.0 2012-2013 ORGANIZATIONAL CHART FOR MANAGEMENT

The Director General advised that this issue had been addressed at length at the caucus meeting of 2012-05-30 and that there have been no changes to the document.

Commissioner Steve Mitchell stated that he will vote against this resolution as he feels that the correct procedure has not been followed and that further study and discussion is required.

CC-120611-CA-0158

WHEREAS the Directorate has reviewed the Organizational Chart for Management of the Sir Wilfrid Laurier School Board for the 2012-2013 school year;

Commissioner Merle Parkinson MOVED THAT, on the recommendation of the Executive Committee to present the 2012-2013 Organizational Chart for Management to the Council, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve in principle the proposed 2012-2013 Organizational Chart for Management, as per document #SWLSB-2012/06/11-HR-001.

AND THAT, in conformity with the management policies of the school board, the Council of Commissioners approve a consultation of a maximum of 30-days beginning on 2012-06-12 and ending on 2012-07-12 with the Sir Wilfrid Laurier Administrators Association (SWLAA) and the Association des cadres scolaires du Québec – SWL Chapter (ACSQ).

FURTHER THAT any feedback received from the said Associations be presented to the Council of Commissioners at a meeting to take place after receipt of the feedback.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Walter Fogel, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Nazario Facchino, Walter Fogel, Steve Mitchell, Mike Pizzola

The Director General advised that now that the 2012-2013 Organizational Chart for Management has been approved in principle it will be sent for consultation to the Sir Wilfrid Laurier Administrators Association (SWLAA) and the Association des cadres scolaires du Québec – SWL Chapter (ACSQ). He hopes that he can negotiate with the associations for a shorter consultation period so that the organizational chart can be in place for 2012-07-01.

In response to a clarification request by Commissioner Walter Fogel, the Vice-Chairman indicated that it is the motion for consultation on the organizational chart.

Commissioner Fogel asked that his vote be changed from YEA to NAY and the Council supported this change

5.0 MANDATES TO THE DIRECTOR GENERAL***Director of Complementary Services***

The Director General presented the resolutions concerning the Director of Complementary Services, which will become vacant on 2012-07-01, and the Director of Information Technology, which is currently vacant, noting that both of these positions are important to the operation of the school board. He is seeking a mandate to post the position of Director of Complementary Services immediately and the Director of Information Technology in August 2012.

In response to questions from Commissioner Merle Parkinson, the Director General noted that the postings will be internal and external and that it will be posted for 10 working days. If the mandate is approved the Director of Complementary Services position will be posted tomorrow with interviews being held on the evening of 2012-06-26 for a recommendation to Council at its 2012-06-27 meeting.

CC-120611-CA-0160

Parent Commissioner Angelo Grasso MOVED THAT the Council go "in camera".

THIS MOTION WAS DEFEATED ON THE FOLLOWING DIVISION:	
Commissioners voting NAY:	Steve Bletas, Carolyn Curiale, Robert Dixon, Walter Fogel, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners ABSTAINING:	Nazario Facchino

Commissioner Steve Mitchell stated that it is presumptuous to post the position of Director of Complementary Services when the organizational chart is out for consultation and no feedback has been received.

The Vice-Chairman called for nominations for the Selection Committee for the position of Director of Complementary Services.

Commissioner Steve Kmec nominated Commissioner Walter Fogel. Commissioner Fogel accepted the nomination.

Commissioner Tom Mouhteros nominated Commissioner Steve Mitchell. Commissioner Mitchell accepted the nomination.

Commissioner Walter Fogel nominated Commissioner Nazario Facchino. Commissioner Facchino declined as this spot on the committee should go to its Chairman, Commissioner Peter MacLaurin.

Commissioner Robert Dixon nominated Commissioner Nancy Rupnik as an alternate. Commissioner Rupnik accepted the nomination.

CC-120611-CA-0161

WHEREAS the Director of Complementary Services has requested a reassignment to the position of Principal, effective 2012-07-01;

WHEREAS the position of Director of Complementary Services must be posted, applications received and the selection process concluded;

Commissioner Robert Dixon MOVED THAT the Council of Commissioners mandate the Director General to proceed with the posting of the position of Director of Complementary Services from 2012-06-12 until 2012-06-26, inclusive, and convene the Selection Committee.

AND THAT the Council of Commissioners name Commissioners Walter Fogel, Peter MacLaurin and Steve Mitchell, Commissioner Nancy Rupnik as alternate, to participate in the Selection Committee in accordance with school board policies concerning the working conditions of management staff represented by the Sir Wilfrid Laurier Administrators Association (SWLAA) and the Association des cadres scolaires du Québec (ACSQ).

FURTHER THAT this Selection Committee proceed to the interviews and that a recommendation be brought to the 2012-06-27 meeting of the Council of Commissioners.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Carolyn Curiale, Robert Dixon, Walter Fogel, Steve Kmec, Tom Mouhteros, Grace Nesi, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Nazario Facchino, Steve Mitchell, Mike Pizzola
Commissioners ABSTAINING:	Steve Bletas

Commissioner Steve Mitchell asked that the record show that he thinks it is wrong to act on the posting of the position of Director of Complementary Services when consultation feedback has not yet been received on the 2012-2013 Organizational Chart for Management.

Director of Information Technology

The Vice-Chairman called for nominations to the Selection Committee for the position of Director of Information Technology and nominated Commissioner Steve Mitchell. Commissioner Mitchell accepted the nomination.

Commissioners Mike Pizzola and Nancy Rupnik volunteered for the Selection Committee and there were no objections.

The Director of Human Resources advised that they are looking at interviewing on 2012-08-20 but will confirm that in August.

Commissioner Steve Mitchell indicated that he still does not believe this process is correct.

CC-120611-CA-0162

WHEREAS the Director of Information Technology has tendered her resignation, effective 2012-06-03;

WHEREAS the position of Director of Information Technology must be posted, applications received and the selection process concluded;

Commissioner Mike Pizzola MOVED THAT the Council of Commissioners mandate the Director General to proceed with the posting of the position of Director of Information Technology from 2012-08-06 until 2012-08-17, inclusive, and convene the Selection Committee.

AND THAT the Council of Commissioners name Commissioners Steve Mitchell, Mike Pizzola and Nancy Rupnik to participate in the Selection Committee in accordance with school board policies concerning the working conditions of management staff represented by the Sir Wilfrid Laurier Administrators Association (SWLAA) and the Association des cadres scolaires du Québec (ACSQ).

FURTHER THAT this Selection Committee proceed to the interviews and that a recommendation be brought to the 2012-08-29 meeting of the Council of Commissioners.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Carolyn Curiale, Robert Dixon, Steve Kmec, Grace Nesi, William Pollock, Nancy Rupnik
Commissioners voting NAY:	Steve Bletas, Nazario Facchino, Walter Fogel, Steve Mitchell, Tom Mouhteros, Mike Pizzola
Commissioners ABSTAINING:	Merle Parkinson, Edward Turchyniak
CASTING VOTE - YEA	Carolyn Curiale

The Vice-Chairman thanked those in the audience for attending the meeting and for their patience.

6.0 SELECTION COMMITTEE – VICE-PRINCIPAL AT TERRY FOX ES

In response to a comment from Commissioner Tom Mouhteros, the Director General indicated that the composition of a Selection Committee for the engagement of in-school Administrators was changed in the last revision of the policy *Regulating the Working Conditions of Management Staff represented by the Sir Wilfrid Laurier Administrators' Association*.

The Vice-Chairman noted that a Selection Committee composed of two Commissioners and the Elementary Parent Commissioner needs to be established for the interviews for the Vice-Principal at Terry Fox Elementary School and she recommended that the Chairman be one of its members and the Council concurred. She called for nominations.

Commissioner Steve Bletas nominated Commissioner Grace Nesi. Commissioner Nesi declined the nomination.

Commissioner Mike Pizzola volunteered to sit on the Selection Committee. This was supported by the Council.

CC-120611-CA-0163

WHEREAS the position of Vice-Principal at Terry Fox Elementary School will become vacant on 2012-07-01;

WHEREAS this position was posted and closed on 2012-06-07;

WHEREAS interviews will be held on the evening of 2012-06-26;

Commissioner Mike Pizzola MOVED THAT the Council of Commissioners name Commissioners Nick Milas, Mike Pizzola and the Elementary Parent Commissioner to participate in the Selection Committee for the position of Vice-Principal at Terry Fox Elementary School in accordance with school board policies concerning the working conditions of management staff represented by the Sir Wilfrid Laurier Administrators Association (SWLAA).

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Nazario Facchino, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Walter Fogel

7.0 RENEWAL OF MANDATE – ETHICS COMMISSIONER

The Vice-Chairman advised the Council that the mandate of the Ethics Commissioner expires on 2012-06-30.

The Council entered into discussion on the positions of Ethics Commissioner and Alternate Ethics Commissioner.

The Director General explained that a school board is obligated to have an Ethics Commissioner as per the Education Act (R.S.Q., Chapter I-13.3).

The Secretary General advised that the Ethics Commissioner is not on a retainer and is paid only for work completed whether it is an ethics complaint or a special mandate.

The Vice-Chairman suggested that the contract of the Ethics Commissioner be extended for a short period of time while the position is posted in order to be covered should there be a problem in order to meet the requirements of the law.

Discussion continued and it was recommended to post the positions for the Ethics Commissioner and the Alternate Ethics Commissioner in August 2012.

In response to questions concerning the language of the report, the Secretary General noted that some of the shorter reports have been submitted in English but as this was a lengthy report the Ethics Commissioner submitted it in French and the school board translator provided the English copy today. The services of the school board translator are funded under the Québec – Canada Entente and the translator may also be asked to sign a confidentiality agreement .

Commissioner Walter Fogel proposed that an amendment be made to the resolution to indicate that all reports must be received in English. Commissioner Mike Pizzola did not accept this amendment.

CC-120611-CA-0164

Commissioner Walter Fogel MOVED THAT all reports from the Ethics Commissioner be submitted in English only.

THIS MOTION WAS DEFEATED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Walter Fogel, Steve Kmec, Tom Mouhteros
Commissioners voting NAY:	Carolyn Curiale, Walter Fogel, Steve Mitchell, Grace Nesi, merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak

CC-120611-CA-0165

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board approved resolution #CC-100929-CA-0017, engaging Julie Brunelle, Lawyer, as its Ethics Commissioner;

WHEREAS the mandate of the Ethics Commissioner expires on 2012-06-30;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board wishes to continue using the services of Julie Brunelle, Lawyer;

Commissioner Mike Pizzola MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board extend the mandate of **Julie Brunelle, Lawyer**, as its Ethics Commissioner, effective 2012-07-01 to 2012-11-30, under the same terms and conditions as those established in the agreement expiring on 2012-06-30.

AND THAT the positions of Ethics Commissioner and Alternate Ethics Commissioner be posted in August 2012

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 Assistant Director General, be authorized to sign all documentation concerning this agreement.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Carolyn Curiale, Robert Dixon, Steve Kmec, Steve Mitchell, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Bletas, Nazario Facchino, Walter Fogel, Steve Kmec, Tom Mouhteros

8.0 POSTING OF POSTION – ALTERNATE ETHICS COMMISSIONER

This was addressed under item 7.0.

9.0 INTERBOARD AGREEMENTS

The Director of School Organization advised that after the Council meeting of 2012-05-23 the School Organization Committee met and they felt that some changes needed to be made to the resolution adopted at the aforesaid meeting and recommended that the original resolution be rescinded and a new version with the recommended changes be presented for consideration.

CC-120611-ED-0167

Commissioner Grace Nesi MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board rescind resolution #CC-120523-ED-0141, concerning requests for Interboard Agreements.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Nazario Facchino, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Walter Fogel

In response to a concern expressed by Commissioner Walter Fogel, the Vice-Chairman noted that it is the same resolution as the one approved on 2012-05-23 only that a date has changed making it moot to have the words "in subsequent years".

On a "point of order", Parent Commissioner Angelo Grasso stated that this was discussed at the committee level, of which Commissioner Fogel is a member, and that was the place to make his concerns known.

On a "point of order", Commissioner Walter Fogel stated that he had the floor and recommends that the Council vote against this resolution as it is a move in the wrong direction.

CC-120611-ED-0166

WHEREAS the Sir Wilfrid Laurier School Board offers quality instructional services and programs at the pre-school, elementary and secondary levels,

WHEREAS the Sir Wilfrid Laurier School Board, in accordance with section 213 of the Education Act (R.S.Q., Chapter I-13.3), currently authorizes requests for interboard agreements for Kindergarten through Secondary V;

WHEREAS the Sir Wilfrid Laurier School Board wishes to review its current practices for the authorization of interboard agreement applications;

Commissioner Tom Mouhteros MOVED THAT, on the recommendation of the School Organization & Transportation Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve that any applications for an interboard agreement for students entering Kindergarten or Secondary 1 be declined for the 2012-2013 school year for those requests received as of 2012-07-01.

AND THAT the interboard agreements be maintained for the 2012-2013 school year for students from Kindergarten through Grade 5 and Secondary 1 through 5 who in the 2011-2012 school year were receiving instructional services in another school board.

AND THAT, as of 2013-2014 school year, all interboard agreement requests, whether new application or a renewal application, be refused in accordance with a procedure to be developed by the Director of School Organization, except for those students that require instructional services that cannot be provided by the Sir Wilfrid Laurier School Board.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Robert Dixon, Nazario Facchino, Walter Fogel, Steve Kmec, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Carolyn Curiale
Commissioners ABSTAINING:	Walter Fogel

10.0 COMMUNICATIONS SUB-COMMITTEE

The Vice-Chairman advised that at the 2012-05-23 meeting Commissioner Steve Mitchell made the proposal to form a Communications Sub-Committee.

Commissioner Steve Mitchell indicated that with everything that has taken place in recent weeks it is obvious that the lines of communication between the Council and the Administration need to be re-established. He made the proposal for a sub-committee as he feels that all sides need to sit down and try to come up with a strategy that will ensure proper and respectful communication for all. He asked the Council to support this proposal.

The Council entered into discussion.

In response to an objection from Commissioner Steve Kmec, the Vice-Chairman noted that part of the mandate would be for the sub-committee to make a report of its findings to the Communications & Public Relations Committee (CPRC) who would then make recommendations for the modification of the by-law for the Code of Ethics & Professional Conduct for the Council's consideration.

Commissioner Kmec continued his objections.

On a "point of privilege", Commissioner Steve Mitchell asked the Vice-Chairman to request Commissioner Kmec to cease his objections or he would file a complaint with the Ethics Commissioner.

Discussion continued

In response to a concern expressed by Commissioner Walter Fogel, the Vice-Chairman suggested that a parity committee format be used with 4 Commissioners, 2 representative for each association and the Secretary General. Commissioner Fogel indicated that he would be happy with that and Commissioner Steve Mitchell accepted the amendment to the resolution.

The Vice-Chairman indicated that the Governance & Ethics Committee would assign the 4 members to this sub-committee. The Council concurred.

CC-120611-CA-0168

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board wishes to formalize an effective communication process regarding the operation of the Sir Wilfrid Laurier School Board that reflects a notion of integrity and respect for the positions and inherent responsibilities.

Commissioner Steve Mitchell MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board establish a Communications Sub-Committee comprised of four (4) commissioners, two (2) representatives from each of the following Associations: Sir Wilfrid Laurier Administrators Association (SWLAA) and Association des cadres scolaires du Québec (ACSQ), and the Secretary General.

AND THAT this sub-committee submits a report to the Governance & Ethics Committee and the Executive Committee for their recommendation to the Council of Commissioners for its approval at the 2012-09-24 meeting.

FURTHER THAT this report provide recommendations for the modification of by-law BL2009-CA-17: Code of Ethics & Professional Conduct for Commissioners of the Sir Wilfrid Laurier School Board, to incorporate a communication process.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Carolyn Curiale, Robert Dixon, Nazario Facchino, Walter Fogel, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Walter Fogel, Steve Kmec

11.0 QUESTION PERIOD

In response to a question from Anna Villalta, President of the Sir Wilfrid Laurier Administrators Association (SWLAA), the Director General noted that the resolution specified that the report of the Ethics Commissioner would be included as part of the minutes for the purposes of transparency. The report will be posted on the Web with the highlights of this meeting tomorrow.

In response to a question from Commissioner Walter Fogel, the Vice-Chairman indicated that the question period was for the audience only.

Commissioner Fogel excused himself from the table and moved to the audience.

In response to a question from Walter Fogel, a stakeholder, in reference to a comment he had made in his capacity as a duly elected Commissioner at the 2012-05-23 meeting, the Vice-Chairman advised Mr. Fogel that the response to his questions concerning the debt of the school board has been answered via e-mail shortly after the aforesaid meeting.

Mr. Fogel noted the fact that he has still not received a response.

The Vice-Chairman suggested that Mr. Fogel check his school board e-mail account and the spam account within that account for the said e-mail.

Mr. Fogel attempted to return to the table and was advised by the Vice-Chairman that he had ceded his place at the table for the remainder of the meeting.

12.0 ADJOURNMENT OF MEETING:

Commissioner Merle Parkinson MOVED adjournment of the meeting.

Carried unanimously

TIME: 22:24 hours

NEXT MEETING ⇒ REGULAR ⇒ 2012-06-27

Marie-Claude Drouin, Secretary General

Carolyn Curiale, Vice-Chairman