

PROVINCE OF QUEBEC

MINUTES OF THE SPECIAL MEETING OF THE COUNCIL OF COMMISSIONERS OF THE SIR WILFRID LAURIER SCHOOL BOARD HELD ON JUNE 9, 2014

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, June 9, 2014.

Present: Commissioners Nick Milas, Chairman; Nazario Facchino, Vice-Chairman; Georges Benoit, Steve Bletas, Mario Di Domenico, Robert Dixon, Guy Gagnon, Steve Kmec, Elio Lattanzio, Peter MacLaurin, Emilio Migliozi, Steve Mitchell, Merle Parkinson, William Pollock, Nancy Rupnik and Edward Turchyniak; Parent Commissioner Angela Martorana; and and Stephanie Vucko, Director General.

Also present were: Eileen Kelly, Assistant Director General; Johanne Brabant, Secretary General; Gaëlle Absolonne, Director of School Organization; France D'Aoust, Director of Financial Resources; Jérôme Dionne, Director of Material Resources; Richard Greschner, Director of Human Resources;; and Jocelyne Thompson-Ness, Administrative Assistant. Several other persons were also in the audience.

Absent: Commissioners Grace Nesi, Albina Pace, Mike Pizzola and Parent Commissioner Roberto Bomba.

The Chairman called the meeting to order.

TIME: 19:33 hours

On a "point of order", Commissioner Steve Bletas indicated that the Chairman did not have the right to change this evening's meeting from a caucus to a special meeting of the Council of Commissioners because a decision had been taken at the May 21, 2014 indicating that the issue of the 2014-2015 Organizational Chart for Management would be brought to a Council caucus.

The Chairman advised that a special meeting of the Council of Commissioners takes precedence over a Council caucus.

In response to comments from Commissioner Mario Di Domenico concerning the process for the calling of a special meeting, the Secretary General advised that a special Council supersedes a caucus meeting and that the process to call this meeting had been completed in accordance with the Education Act (R.S.Q., Chapter I-13.3). A caucus meeting is not prescribed by the Education Act (R.S.Q., Chapter I-13.3) but an option for a Council to get together for an informal discussion.

Commissioner Mario Di Domenico repeated his question on the process and on a "point of order", the Chairman asked Commissioner Di Domenico to be respectful as his question had been answered.

Commissioner Edward Turchyniak reminded those present that there are members of the Council who do not attend caucus meetings because they are not a part of the Education Act (R.S.Q., Chapter I-13.3), unlike regular and special meetings.

1.0 2014-2015 ORGANIZATIONAL CHART FOR MANAGEMENT

Commissioner Peter MacLaurin suggested that the Council go "in camera" to discuss the 2014-2015 Organizational Chart for Management.

The Chairman advised that the item tabling the 2014-2015 Organizational Chart for Management would need to be lifted from the table before it could be discussed.

CC-140609-HR-124

Commissioner Edward Turchyniak MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board "lift from the table" resolution #CC-140521-HR-0123, tabling the 2014-2015 Organizational Chart for Management to a Council Caucus to be held on June 9, 2014.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Georges Benoit, Nazario Facchino, Elio Lattanzio, Emilio Migliozi, Nick Milas, Merle Parkinson, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Bletas, Mario Di Domenico, Robert Dixon, Steve Mitchell, William Pollock
Commissioners ABSTAINING:	Guy Gagnon, Steve Kmec, Peter MacLaurin

On a “point of order”, Commissioner Mario Di Domenico, noted that the organizational chart is about the posts not the people in them and the issue should be debated in a public forum.

The Chairman noted that debating in public is not a problem but a Commissioner had requested an “in camera” to inquire about a person in a particular position and indicated this when making the request.

CC-140609-CA-125

Commissioner Peter MacLaurin MOVED that the Council go in camera.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Nazario Facchino, Guy Gagnon, Steve Kmec, Elio Lattanzio, Peter MacLaurin, Emilio Migliozi, Nick Milas, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Georges Benoit, Steve Bletas, Mario Di Domenico, Robert Dixon, Steve Mitchell

TIME:19:44 hours

The meeting resumed.

TIME: 20:52 hours

The Chairman thanked the audience for its patience during the “in camera” session.

The Director General provided an overview of the reasons for the proposed 2014-2015 Organizational Chart for Management noting:

- the Ministère de l'Éducation, du Loisir et du Sport (MELS) annual budget reductions plus the parametric cuts budgeted for by the Treasury Board in anticipation of Bill 63 passing into law and the proposed 2014-2015 Organizational Chart would contribute to the savings;
- the reasons for the restructuring of services that would require an additional Assistant Director General such as the need to have decision making representation on the majority of the regional and provincial tables where funding is available, something that is impossible at this time with only the Director General and one Assistant Director General;
- the difficult decision to propose the abolishment of the Adult Education & Vocational Training service and placing the responsibilities under the Assistant Director General;
- the cuts are being made at the administration level in order to not touch the services to students and schools;
- at the management level the Sir Wilfrid Laurier School Board runs at 3.7% while management in other areas is 10% and is deemed operating at a sufficient level; and
- the consultation on the chart will be presented for approval in July 2014 at a date to be determined.

Commissioner Elio Lattanzio called for the vote.

Commissioner Mario Di Domenico indicated that he would not support the proposed resolution on the 2014-2015 Organizational Chart for Management because the discussions were held “in camera” and because he feels that there is a lack of rationale behind some of the recommendations contained in the chart. He feels that there is no accountability if the youth and adult sectors are not reporting directly to the Director General. He also objected to the termination of Adult Education & Vocational Training as he has never seen a school board that does not have this department as a stand alone and the creation of a second Assistant Director General position when enrollment is declining.

The Director General indicated that all employees fall under her leadership but it is her perview to delegate certain aspects of the position to an Assistant Director General, Directors or other Administrators without taking away any of her authority. In the case of Adult Education & Vocational Training other school boards have redistributed the service with success. She thanked everyone for their comments noting that the right decisions need to be made to ensure that students are receiving the best education possible.

In response to concerns expressed by Commissioner Steve Bletas, the Director General noted that she and the Assistant Director General share the load but that Principals and Centre Directors report to the Assistant Director General. With the redistribution of Adult Education & Vocational Training sector it will be managed in a similar fashion to the youth sector.

CC-140609-HR-0126

WHEREAS the Directorate has reviewed the Organizational Chart for Management of the Sir Wilfrid Laurier School Board for the 2014-2015 school year;

Commissioner Elio Lattanzio MOVED THAT, on the recommendation of the Directorate, the Council of Commissioners of the Sir Wilfrid Laurier School Board authorize for consultation the proposed 2014-2015 Organizational Chart for Management, as per document #SWLSB-2014/06/09-HR-001.

AND THAT in conformity with section 3.1.2 of policy #2000-HR-01: Regulating the Working Conditions of Management Staff represented by the Sir Wilfrid Laurier Administrators' Association and section 2.1.2 of policy #2000-HR-02: Regulating the Working Conditions of Management Staff Represented by the Sir Wilfrid Laurier Section Association des cadres scolaires du Québec, the Council of Commissioners approve that the consultation begin on June 10, 2014.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Georges Benoit, Nazario Facchino, Guy Gagnon, Elio Lattanzio, Peter MacLaurin, Emilio Migliozi, Nick Milas, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Bletas, Mario Di Domenico, Robert Dixon, Steve Kmec, Steve Mitchell

2.0 SELECTION COMMITTEE – ASSISTANT DIRECTOR GENERAL

Commissioner Edward Turchyniak, as Chairman of the Selection Committee for the Position of Assistant Director General, advised the Council that a total of six applications were received but that only two met the minimum qualifications so there was not a sufficient number of candidates to hold interviews. The Selection Committee is recommending that the Council revisit the method of engagement and outsource the process to engage an Assistant Director General. The cost for outsourcing the process would be in the neighbourhood of 20 000\$ to 25 000\$.

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution # CC-140423-CA-0105, selecting to carry out the process for the recruitment and hiring of an Assistant Director General internally;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution # CC-140423-CA-0106, establishing a Selection Committee in accordance with policy #2012-CA-21: Policy for the Recruitment and Hiring of a Director General and an Assistant Director General;

WHEREAS the posting for the position of Assistant Director General closed on May 26, 2014;

WHEREAS an insufficient number of applications were received by the Selection Committee therefore, as per section 5.4.3 of policy #2012-CA-21: Policy for the Recruitment and Hiring of a Director General and an Assistant Director General, the process was stopped;

WHEREAS the method for the recruitment and hiring of an Assistant Director General must be determined by the Council of Commissioners;

Commissioner Elio Lattanzio MOVED THAT, on the recommendation of the Selection Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve that the following method be used for the recruitment and hiring on an Assistant Director General:

- A) Carry out the process by itself; OR*
- B) Carry out part of the process by itself and will engage external support; OR*
- C) Outsource the full process and engage a Human Resources Consulting Firm to carry it out. In this case, only section 5.1.2 and 5.8 of the policy shall apply.*

AND THAT the position be posted for 10 working days.

FURTHER THAT the Selection Committee complete the process for the recruitment and hiring of an Assistant Director General prior to July 15, 2014.

The Council entered into discussion and the following was noted:

- although the final decision is that of the Council, the Selection Committee discussed at length outsourcing the recruitment and hiring of an Assistant Director General;
- timeline for filling the position is short given that the summer season is upon us;
- the process for the receipt and opening of the applications should be respected;
- more confidentiality of documents and of the process if it is conducted by a Human Resources firm;
- advise the Human Resources firm that there is a possibility that an additional Assistant Director General may be required, if the proposed organizational chart for management is approved; and
- outsourcing the process will cost between 20 000\$ and 25 000\$ without psychometric testing, which will be an additional 1 500\$.

Upon completion of the discussion it was agreed that the recruitment and hiring of an Assistant Director General, with the notion of the possibility of an additional Assistant Director General, be outsourced.

Commisisoner Guy Gagnon proposed that the resolution be amended by striking out options A and B from the resolution. Commissioner Elio Lattanzio accepted the amendment.

CC-140609-CA-0127

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-140423-CA-0105, selecting to carry out the process for the recruitment and hiring of an Assistant Director General internally and externally;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-140423-CA-0106, establishing a Selection Committee in accordance with policy #2012-CA-21: Policy for the Recruitment and Hiring of a Director General and an Assistant Director General;

WHEREAS the posting for the position of Assistant Director General closed on May 26, 2014;

WHEREAS an insufficient number of applications were received by the Selection Committee therefore, as per section 5.4.3 of policy #2012-CA-21: Policy for the Recruitment and Hiring of a Director General and an Assistant Director General, the process was stopped;

WHEREAS the method for the recruitment and hiring of an Assistant Director General must be determined by the Council of Commissioners;

Commisisoner Elio Lattanzio MOVED THAT, on the recommendation of the Selection Committee, the Council of Commissioners of the Sir Wilfrid Laurier School Board approve that the following method be used for the recruitment and hiring of an Assistant Director General:

Outsource the full process and engage a Human Resources Consulting Firm to carry it out

AND THAT the Selection Committee complete the process for the recruitment and hiring of an Assistant Director General prior to July 15, 2014.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Georges Benoit, Steve Bletas, Mario Di Domenico, Robert Dixon, Nazario Facchino, Guy Gagnon, Elio Lattanzio, Peter MacLaurin, Emilio Migliozi, Nick Milas, Steve Mitchell, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Kmec

External Support

Commissioner Edward Turchyniak, as Chairman of the Selection Committee for the Position of Assistant Director General, noted that a timeline for the recruitment and hiring needs to be established once a Human Resources firm is engaged.

The Council entered into discussion and it was clarified that the Director of Human Resources will call an invitational tender for the services of a Human Resources firm, the Selection Committee will review the forms and make a recommendation to Council.

CC-140609-CA-0128

WHEREAS the Council of Commissioners wishes to commence a new recruitment and hiring of an Assistant Director General;

WHEREAS the Council of Commissioners approved resolution #CC-140423-CA-0106, naming the Selection Committee;

WHEREAS the Council of Commissioners approved resolution #CC-140609-CA-127, selecting to outsource the full process and engage a Human Resources Consulting Firm for the recruitment and hiring of an Assistant Director General;

Commissioner Merle Parkinson MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board engage a Human Resources Consulting Firm to conduct the recruitment and hiring of an Assistant Director General, as per section 5.8 of policy #2012-CA-21: Policy for the Recruitment and Hiring of a Director General and an Assistant Director General.

AND THAT the Director of Human Resources be mandated to issue a Call for Service from a minimum of three (3) Human Resources consulting firms

AND THAT the Human Resources consulting firm be chosen and its mandate confirmed by the Council of Commissioners at its meeting of June 25, 2014.

FURTHER THAT a recommendation from the Selection Committee be brought to a special meeting of the Council of Commissioners.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Georges Benoit, Steve Bletas, Mario Di Domenico, Robert Dixon, Nazario Facchino, Guy Gagnon, Elio Lattanzio, Peter MacLaurin, Emilio Migliozi, Nick Milas, Steve Mitchell, Merle Parkinson, William Pollock, Nancy Rupnik, Edward Turchyniak
Commissioners voting NAY:	Steve Kmec

3.0 DG VERBAL REPORT

The Director General provided a verbal report to the Council noting the following:

- a new Vice-Principal will need to be named to Twin Oaks Elementary School because the candidate named has withdrawn;
- Genesis Elementary School:
 - the actions taken with respect to a situation at the school noting that once the parents involved approached the Direction régionale Laval-Laurentides-Lanaudière (DRLLL) and the Ministère de l'Éducation, du Loisir et du Sport (MELS) the manner in which the school board addressed the situation changed;
 - the DRLLL and the MELS currently support the actions taken by the school board and have declined to intervene in this situation at this time;
 - a letter was sent to the parents of the Genesis Elementary School community from her office indicating concerns about the action being taken against the school administration and that the school board is supporting the school administration;
 - a meeting was held earlier this evening with the member of the former Genesis Elementary School Governing Board and an offer was put on the table for mediation. The group indicated that they felt that mediation was not a good idea. They were asked to consider it and to select 6 people from the school community to represent them and that a neutral party to mediate would be agreed upon; and
 - mediation would commence next week with the goal of resolving the situation prior to the vacation period.

The Council entered into discussion and the Director General answered questions and concerns as follows:

- Genesis Elementary School no longer has a Governing Board because its parent members all resigned and a new Governing Board cannot be elected until the coming school year, as per the Education Act (R.S.Q., Chapter I-13.3); and
- mediation is so that both sides are listened to by a neutral party.

The Chairman thanked everyone for being respectful while this delicate issue was being discussed. He noted that if there are questions during the question period that cannot be answered the Assistant Director General will follow up and report back to the Council.

He also stated that every school is important no matter where they are located within the Sir Wilfrid Laurier School Board and that with respect and dialogue solutions can be found.

4.0 QUESTION PERIOD

Lina Aristeo, a parent from Genesis Elementary School, pleaded her case for a change at Genesis Elementary School and presented a parent petition to the Assistant Director General and distributed a letter to all Commisisoners at the table.

The Director General indicated that the current offer on the table is for mediation because without dialogue the situation cannot move forward to a solution.

In response to an additional comment from Ms. Aristeo, the Director General noted that the role of parents on a school's Governing Board is very critical but that the placement of Administrators is a management decision as per the Education Act (R.S.Q., Chapter I-13.3).

Karen Lorenz, President of the Sir Wilfrid Laurier Administrators Association (SWLAA), noted that many Administrators are upset with this current situation and the derogatory things being posted on-line to the public at large and asked what the Council will do to ensure the integrity and reputation of its employees.

The Chairman noted that the Council has complete confidence in the leadership of the school board and will support the administration whenever possible.

In response to a comment from Nick Bianco, a parent from Genesis Elementary School, the Chairman indicated that the Council was aware of the resignation of the Genesis Elementary School Governing Board but wanted to have it clarified publically, which has just been done.

Mr. Bianco noted that at a meeting with the Director General prior to this meeting the offer of mediation was presented but he feels that all options should be on the table on how to resolve this issue and when suggested the Director General indicated that the Education Act (R.S.Q., Chapter I-13.3) must be followed and that once staffing is completed no changes can be made. He reminded the Council that it has the power to make recommendations to the Director General and implored them to revisit this situation taking into account all options available to make the school more viable.

In response to a question from Sandra Puccini, a parent from Genesis Elementary School, the Director General advised that a mediator is an impartial party and would be selected by mutual agreement between the parents and the school board.

Parent Commissioner Angela Martorana indicated that she has watched this particular situation unfold noting that it is unfortunate that the parents from Genesis Elementary School felt that they had to take these steps as they should have tried to work together sooner with the administration and the school board to come to a solution.

In response to comments from Nick Bianco, the Chairman acknowledged that at a previous meeting Genesis Elementary School parents had submitted a list of question for a meeting of Council but that they could not be entertained that evening because the questions needed to be reformatted to exclude names of parties involved.

The Director General indicated that the avenue of mediation would continue to be discussed.

5.0 ADJOURNMENT OF MEETING:

Parent Commissioner Angela Martorana MOVED adjournment of the meeting.

Carried unanimously

TIME: 21:51 hours

NEXT MEETING ⇒ REGULAR ⇒ 2014-06-25

Johanne Brabant, Secretary General

Nick Milas, Chairman