

PROVINCE OF QUEBEC

MINUTES OF THE SPECIAL MEETING OF THE COUNCIL OF COMMISSIONERS OF THE SIR WILFRID LAURIER SCHOOL BOARD HELD ON 2012-12-20

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 Thursday, 2012-12-20

Present: Commissioners Nick Milas, Chairman; Nazario Facchino, Vice-Chairman, Steve Bletas, Mario Di Domenico, Guy Gagnon, Steve Kmec, Elio Lattanzio, Peter MacLaurin, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson (by phone), Mike Pizzola, William Pollock, and Edward Turchyniak; Parent Commissioners Roberto Bomba and Angelo Grasso and Clifford Buckland, Interim Assistant Director General.

Also present were: Marie-Claude Drouin, Secretary General. Several other persons were also in the audience.

Absent: Commissioners Georges Benoit, Robert Dixon, Albina Pace, and Nancy Rupnik and Robert Vallerand, Director General

The Chairman called the meeting to order at 19:33 hours.

0.0 ACCEPTANCE OF AGENDA

CC-121220-CA-0096

Commissioner Grace Nesi MOVED THAT the agenda be approved as presented in document #SWLSB-2012/12/20-CA-001.

Carried unanimously

1.0 USE OF LAVAL HIGH SCHOOLS

In the past week, concerns were raised about the size and management of the Committee on the Future of the Laval High Schools. The Council entered into discussion on the composition of this committee and it was decided to maintain the status quo.

Commissioner Mike Pizzola noted that he has been in contact with the Interim Assistant Director General and tentative meeting dates for the committee have been looked at: January 22, February 5 and 12, 2013.

CC-121220-CA-0097

Commissioner Steve Bletas MOVED THAT the order of business be changed by moving question period prior to item 2.0 – Report on the Recruitment & Hiring of a Director General.

Carried unanimously

4.0 QUESTION PERIOD

In response to the questions received from parents, administrators, teachers and stakeholders for this evening's question period, the Chairman and the Interim Assistant Director General, with the assistance of the Secretary General, noted the following:

- apologies were extended on behalf of the Council for the confusion occurring at a Governing Board meeting;
- a Committee on the Future of the Laval High Schools was established at the 2012-12-12 meeting of the Council to look at the current situation;
- the composition of the Committee on the Future of the Laval High Schools is equitable;

- a special meeting of the Council will be held prior to 2013-01-18 to finalize the 2013-2014 enrolment criteria;
- options 1 & 2 for the Use of St-Paul (SPES) & Terry Fox Elementary Schools (TFES) are feasible but logistics would have to be worked on. SPES would make sure that the students who might be annexed to the school from TFES would be welcomed in the school and provided with a good experience;
- students housed at SPES would not increase its enrolment because they are TFES students but it shows that available space is being used;
- the subject time allocation would be the same as if housed at TFES;
- the Council will decide on the transition zone but at this time it is awaiting feedback from SPES & TFES Governing Board on the additional consultation information;
- the enrolment criteria would be applied, once re-registration and registration periods are concluded, if the school is over capacity;
- having one junior and one senior school in Laval could be considered but it could not be implemented until the 2014-2015 school year;
- if a decision was taken to move the Accelerated Learning Program (ALP) from Mother Teresa Junior High School (MTJHS) to Laval Junior High School (LJHS) the students in the program could transfer to MTJHS Enriched Program;
- placement in a particular school is never guaranteed, especially if a school is over capacity; and
- by the time current grade 5 students reach high school, the Council will have made decisions to address the use of the Laval high schools.

2.0 REPORT ON THE RECRUITMENT & HIRING OF A DIRECTOR GENERAL

2.1 Change in Mandate:

The Secretary General provided background information on the need to make modifications to the mandate given to the outside Human Resources Consulting firm.

CC-121220-CA-0098

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-121107-CA-0053 to engage CFC Dolmen as a Human Resources Consulting Firm;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board, adopted resolution #CC-121107-CA-0054, to engage, as additional external support, the services of Michael J. Canuel, working independently;

WHEREAS resolution #CC-121107-CA-0054 mandated, amongst others, Michael J. Canuel to outsource psychometric testing of the candidates retained by the Selection Committee;

WHEREAS in the course of the process of recruitment and hiring of a Director General, the Selection Committee and Michael J. Canuel became aware of a potential perceived conflict of interest with Michael Canuel;

WHEREAS in order to protect the integrity of the process the Selection Committee and Michael J. Canuel concluded that Mr. Canuel would withdraw from his mandate regarding the psychometric testing and opted to have these tests performed by CFC Dolmen;

WHEREAS Michael Canuel withdrew from that portion of the mandate;

WHEREAS the Selection Committee remained within the parameters of resolution resolution #CC-121107-CA-0054 in order to respect the budget allocation for this process;

Commissioner Steve Mitchell MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board ratify the decision of the Selection Committee for the Recruitment & Hiring of a Director General to transfer to CFC Dolmen the mandate regarding the psychometric testing following the withdrawal of Michael J. Canuel, and as per the terms and conditions of resolution #CC-121107-CA-0054

AND THAT resolutions # CC-121107-CA-0053 and #CC-121107-CA-0054 be modified to reflect the above.

Carried unanimously

2.2 Engagement of the Director General:

Commissioner Edward Turchyniak MOVED THAT the Council go "in camera".

TIME: 20:27 hours

The meeting resumed.

TIME: 21:30 hours

The Chairman apologized to the members of the audience for the length of the "in camera" session and explained the process for the engagement of a new Director General.

CC-121220-CA-0099

WHEREAS the Council of Commissioners adopted resolution CC-121024-CA-0035 approving Policy no 2012-CA-21 – Policy for the recruitment and hiring of a Director General and an Assistant Director General;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board at its 2012-10-24 meeting commenced the process for the recruitment and hiring of a Director General;

WHEREAS a Selection Committee was formed in accordance with Policy no 2012-CA-21;

WHEREAS due process, in conformity with Policy no 2012-CA-21 occurred, notably, the Selection Committee met on several occasions, was supported by a Human Resources Consulting firm throughout the whole process and benefitted from additional expertise;

WHEREAS the Selection Committee, as per section 4.2.5.5 of Policy no 2012-CA-21 – Policy for the recruitment and hiring of a Director General and an Assistant Director General, needs to provide a recommendation to the Council of Commissioners of the Sir Wilfrid Laurier School Board;

WHEREAS the members of the Selection Committee were unanimous in its recommendation for the position of Director General;

Commissioner Edward Turchyniak MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board make an offer of employment to engage the retained candidate as per document #SWLSB-2012/12/20-CA-002 to the position of Director General;

AND THAT the Chairman of the Council of Commissioners and the Chairman of the Executive Committee be mandated to present the offer of employment as per document #SWLSB-2012/12/20-CA-002

Carried unanimously

Commissioner Mario Di Domenico commended the Selection Committee for maintaining the timeline assigned within its mandate for the recruitment and hiring of a Director General.

Commissioner Steve Mitchell explained that it is unfortunate that no name is given tonight but until the candidate retained accepts the offer of employment, confidentiality needs to be maintained.

3.0 TRANSITION PERIOD

3.1 *Interim Director General:*

The Chairman explained that as of 2012-12-31, the position of Director General will be vacant therefore the Council is recommending that the Interim Assistant Director General fill the position until such a date when the chosen candidate begins as the new Director General of the Sir Wilfrid Laurier School Board.

CC-121220-CA-0100

WHEREAS the contract of the Director General is ending on 2012-12-31;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board started a process for the recruitment and hiring of a new Director General;

WHEREAS this process concluded and a recommendation was brought to the Council of Commissioners at its 2012-12-20 special meeting;

WHEREAS the chosen candidate is expected to start on or around January 14, 2013;

WHEREAS in accordance with section 198 of the Education Act (R.S.Q., Chapter I-13.3) a school board must have a Director General

Commissioner Peter MacLaurin MOVED that the Council of Commissioners of the Sir Wilfrid Laurier School Board appoint **Clifford Buckland as Interim Director General**, effective January 1, 2013, until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board.

Carried unanimously

3.2 *Interim Assistant Director General:*

The Chairman explained that as the Interim Assistant Director General will be the acting Interim Director General for a period of time it is now necessary to replace his position. The Council recommends that the Director of Human Resources replace the Interim Assistant Director General.

CC-121220-CA-0101

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-121220-CA-100 appointing the Interim Assistant Director General to the position of Interim Director General until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board

WHEREAS in accordance with section 198 of the Education Act (R.S.Q., Chapter I-13.3) a school board must have an Assistant Director General;

Commissioner Nazario Facchino MOVED that the Council of Commissioners of the Sir Wilfrid Laurier School Board appoint **Linda Di Domenico as Interim Assistant Director General**, effective 2013-01-01, until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board and the current Interim Assistant Director General resumes his position.

THIS MOTION WAS CARRIED ON THE FOLLOWING DIVISION:	
Commissioners voting YEA:	Steve Bletas, Mario Di Domenico, Nazario Facchino, Guy Gagnon, Steve Kmec, Elio Lattanzio, Peter MacLaurin, Nick Milas, Steve Mitchell, Tom Mouhteros, Grace Nesi, Merle Parkinson, Mike Pizzola, William Pollock, Edward Turchyniak
Commissioners ABSTAINING:	Mario Di Domenico

3.3 *Recognition of the Director General:*

CC-121220-CA-0102

Commissioner Peter MacLaurin MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board officially thank Robert Vallerand for his good work and leadership over the past 15 months under difficult circumstances.

Carried unanimously

5.0 ADJOURNMENT OF MEETING:

Commissioner Elio Lattenzio MOVED adjournment of the meeting.

Carried unanimously

TIME: 21:42 hours

NEXT MEETING ⇨ REGULAR ⇨ 2013-01-23

Marie-Claude Drouin, Secretary General

Nick Milas, Chairman