

MINUTES OF PROCEEDINGS OF THE
ENGLISH MONTREAL SCHOOL BOARD

A special meeting of the English Montreal School Board was held in the Laurence Patterson Room, 6000 Fielding Avenue, on Wednesday, May 9, 2018 at 7:30 p.m.

Commissioners Present:

Ms. Angela Mancini, Chairman
Ms. Sylvia Lo Bianco, Vice-Chairman
Mr. Mario Bentreovato, Parent Commissioner
Mr. Agostino Cannavino (Present by Telephone)
Mrs. Joanne Charron, Parent Commissioner
Mr. Julien Feldman
Mr. Norm Gharibian, Parent Commissioner
Mr. Joseph Lalla (Present by Telephone)
Me Patricia Lattanzio (Present by Telephone)
Me Joe Ortona
Mr. Rosario Ortona
Mr. Bernie Praw
Mr. Jason Trudeau, Parent Commissioner

Absent:

Mr. Mordechai Antal
Mr. James Kromida

Present:

Ms. A. M. Matheson, Director General
Me B. Duhême, Deputy Director General, Administration Division
Ms. E. Alfonsi, Deputy Director General, Education Division
Ms. P. Nickoletopoulos, Regional Director, West
Mr. J. Pevec, Regional Director, East
Mr. C. Della Rocca, Director of Adult Education and Vocational Services
Mrs. C. Denommée, Director of Human Resources
Mrs. S. Furfaro, Director of Educational and Technology Services
Mr. D. Hogue, Director of Material Resources
Mr. L. Lewis, Director of Student Services
Ms. L. Nassivera, Director of Financial Services
Me L. Roy, Interim Director of Legal Services
Mr. L. Di Filippo, Assistant Director of Educational and Technology Services
Ms. V. Forgetta, Assistant Director of Financial Services
Mr. M. J. Cohen, Communications and Marketing Specialist

1. Notice Of Meeting

It was reported that the notice calling this special meeting had been forwarded to all Members of Council via email and ePortal.

2. Approval of Agenda

It was moved by Ms. S. Lo Bianco and unanimously resolved that the Agenda be approved with the following changes –

- Remove: 3.1.5 Non-Tenured Teachers
3.1.6 Teachers on Availability
3.7 Brief on Home Schooling

VOTE: 12-0-0. Adopted. (Mr. J. Feldman not present for the vote.)

Resolution #18-05-09-2

3. Motion to Move In Camera

It was moved and unanimously resolved that Council move in camera at 8:25 p.m.

VOTE: 12-0-0. Adopted. (Mr. J. Feldman not present for the vote.)

Resolution #18-05-09-3

The Chairman reconvened the meeting at 11: 20 p.m.

Adoption of Resolutions from In Camera Session

3.1 2018-2019 Staffing Plan

➤ Management

3.1.1 Administration Building Administrators

WHEREAS budget orientations and other documentation pertaining to the Budget Building Process and Staffing Plans for 2018-2019 were presented during an extended HR Committee meeting held on April 11, 2018;

WHEREAS Article 8.1 of the AEMBA Local Management Policy (Association of English Montreal Board Administrators) states that the Board shall define the duties of each position of administrator in accordance with Appendix 1 of the Regulation. The definition of duties shall be developed or modified in cooperation with the administrator concerned and the Association, the responsibilities and management powers of the administrator shall be clearly defined;

WHEREAS Article 8.1.1 of the AQCS Local Management Policy (*Association des cadres scolaires du Québec*) states that the Board shall define the duties of each position of administrator in accordance with Appendix 1 of the Regulation. The definition of duties shall be developed or modified in consultation with the administrator concerned and the Association, the responsibilities and management powers of the administrator shall be clearly defined;

WHEREAS both board-level management associations indicated to the Board, following the consultation process, that they support the recommendations brought forward pertaining to the administrative staffing plans for 2018-2019;

WHEREAS the RAC, following the consultation process, indicated that they support the recommendations brought forward, and also made an additional recommendation, pertaining to the administrative staffing plans for 2018-2019;

IT WAS MOVED BY MRS. J. CHARRON AND UNANIMOUSLY RESOLVED THAT the Council of Commissioners approve the Staffing Plan for the Administration Building Administrators of the English Montreal School Board for the 2018-2019 school session, as per the documentation submitted at the meeting of May 9, 2018.

VOTE: 12-0-0. Adopted. (Mr. J. Feldman not present for the vote.)

Resolution #18-05-09-3.1.1

3.1.2 School & Centre Administrators

WHEREAS budget orientations and other documentation pertaining to the Budget Building Process and Staffing Plans for 2018-2019 were presented during an extended HR Committee meeting held on April 11, 2018;

WHEREAS Article 3.001 of the Local Management Policy of the AMSA (Association of Montreal School Administrators) states that, as a matter of principle, and in accordance with Bill 107, school and centre administrators are to be consulted on all matters pertaining to Board policies and the management of schools;

WHEREAS the RAC indicated to the Board, following the consultation process, that it supports the recommendations brought forward, and also made an additional recommendation, pertaining to the administrative staffing plans for 2018-2019;

IT WAS MOVED BY MR. J. LALLA, MS. P. LATTANZIO AND MR. J. ORTONA AND UNANIMOUSLY RESOLVED THAT the Council of Commissioners approve the Staffing Plan for the School and Centre Administrators of the English Montreal School Board for the 2018-2019 school session, as per the documentation submitted at the meeting of May 9, 2018.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.1.2

➤ Professionals

3.1.3 Professionals

WHEREAS Article 5-6.03 of the Professionals' Collective Agreement (CPNCA – CSQ-(SPPMEM) 2010-2015) states that, no later than May 15 of each fiscal year, the Board shall consult the Labour Relations Committee concerning the adoption of a staffing plan for the following fiscal year;

WHEREAS the Union concerned has been consulted; on April 3, 2018, April 24, 2018, and May 3, 2018.

IT WAS MOVED BY MR. J. TRUDEAU AND UNANIMOUSLY RESOLVED THAT the Council of Commissioners approve the Staffing Plan for the Professionals of the English Montreal School Board for the 2018-2019 school session, as per the documentation submitted at the meeting of May 9, 2018.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.1.3

➤ Teachers

3.1.4 Tenured Teachers - Teachers Assigned to Regular Substitution (Tenured) For reasons of Surplus – 2018-2019

WHEREAS the English Montreal School Board has a surplus of X teachers in category X.

WHEREAS in conformity with the process outlined in Clause 5-3.00 Section B of the Teachers' Collective Agreement, a list of teachers has been pre-identified;

WHEREAS the aforementioned teachers have achieved tenure as per Article 5-3.03 of the said Collective Agreement;

IT WAS MOVED BY MR. B. PRAW AND UNANIMOUSLY RESOLVED THAT as per the conditions established in clauses 5-3.16, 5-3.19, and 5-3.21, and 5-21.00 of the 2015-2020 Teachers Collective Agreement, the English Montreal School Board assign to regular substitution the following X tenured teachers for reasons of surplus effective July 1, 2018.

<u>MUSIC (Category 124)</u>	<u>Seniority</u>
JONES, PETER	12-099

<u>PERSONAL DEVELOPMENT (Category 130)</u>	<u>Seniority</u>
PASTOR CHRISTINA	12-191
PROCE NICOLETTA	10-078

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.1.4

3.1.5 Non-Tenured Teachers

Item removed.

3.1.6 Teachers on Availability

Item removed.

➤ Support Staff

3.1.7 Manual Support Personnel (QFL)

WHEREAS the Council of Commissioners shall adopt the Manual Support Personnel Staffing Plan annually;

WHEREAS clause 7-3.06 of the S11 UES/FTQ Collective Agreement (2015-2020) provides that the Board must, no later than 45 days before July 1 of each fiscal year, advised the Labour Relations Committee concerning the abolishment of positions to the staffing plan;

WHEREAS the Union concerned has been advised on the proposed 2018-2019 staffing plan;

IT WAS MOVED BY MR. J. TRUDEAU AND UNANIMOUSLY RESOLVED THAT the Council of Commissioners adopt the Staffing Plan for the Manual Support Personnel (Caretaking and Cafeteria) of the English Montreal School Board for the 2018-2019 school year, as per the documentation submitted at the meeting of May 9, 2018.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.1.7

3.1.8 Administrative & Technical Support (APPA)

WHEREAS clause 7-3.07 of the S18 FEESP-CSN Collective Agreement (2015-2020) states that, no later than May 15 of each fiscal year, the Board shall adopt a staffing plan for the following fiscal year;

WHEREAS no later than May 1 of each fiscal year and at least seven (7) days before the staffing plan is adopted, the Board must submit a draft staffing plan to the union for consultation;

WHEREAS the concerned Union was consulted;

IT WAS MOVED BY MRS. J. CHARRON AND UNANIMOUSLY RESOLVED THAT the Council of Commissioners adopt the Staffing Plan for the Administrative and Technical Support of the English Montreal School Board for the 2018-2019 school year, as per the documentation submitted at the meeting of May 9, 2018.

VOTE: 12-0-1. Adopted. (Mr. M. Bentrovato abstained.)

Resolution #18-05-09-3.1.8

3.3 Budget Building Process 2018-2019

WHEREAS in conformity with Section 275 of the Education Act, a document entitled 'Budget Building Process for 2018-2019' has been created;

WHEREAS the Council of Commissioners, at its meeting of March 28, 2018 resolved by virtue of resolution #18-03-28-9.4 that the document entitled 'Budget Building Process for 2018-2019' be approved for forwarding to the school and centre governing boards, EMSB Parents Committee (EMSBPC) and the Resource Allocation Committee (RAC), for purposes of consultation;

WHEREAS it was further resolved that the document entitled 'Budget Building Process for 2018-2019' be forwarded to ACSES, EMSAC, and CMAC for feedback;

WHEREAS the EMSBPC, RAC, ACSES, EMSAC and CMAC submitted recommendations on the Budget Building Process for 2018-2019;

WHEREAS the school governing boards have provided suggestions for budget priorities and feedback on the Guiding Principles, Criteria, and Related Orientations;

WHEREAS the document entitled 'Budget Building Process for 2018-2019' has taken into consideration recommendations formulated as per above;

WHEREAS the Resource Allocation Committee, the Central Management Advisory Committee, and the Board Administrators have reviewed and endorsed this document;

IT WAS MOVED BY MR. J. TRUDEAU AND UNANIMOUSLY RESOLVED THAT the document entitled 'Budget Building Process for 2018-2019' be approved, as outlined in the documentation submitted to the meeting.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.3

3.4 Appointment of Two Administrative Positions 2018-2019

WHEREAS there is a need for the Board to appoint three school-level administrators in light of two appointments made by Council at the April Board meeting as well as a recent resignation;

WHEREAS the procedures highlighted in Articles 12.011 and 12.012 of the Local Management Policy of the Association of Montreal School Administrators (AMSA) pertaining to posting of vacancies were followed;

WHEREAS the Director General is proposing the following three administrative appointments for the 2018-2019 school year, effective July 1, 2018:

ADMINISTRATOR	POSITION	SCHOOL CENTRE
Joanna Genovezos	Principal (class 8)	Roslyn School
Marylène Perron	Principal (class 8)	Westmount Park

IT WAS MOVED BY MR. B. PRAW AND UNANIMOUSLY RESOLVED THAT, in light of upcoming retirements, three school administrative appointments for the 2018-2019 school year be approved, effective July 1, 2018, as per the documentation submitted to the Council.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.4

3.6 Recommendation Following Investigation

WHEREAS some serious concerns regarding an Employee were reported to the Director General;

WHEREAS an investigation was launched and was concluded on April 26th, 2018;

WHEREAS an agreement was reached and signed on May 8th, 2018 between the Director General, the Employee and his Association;

IT WAS MOVED BY MR. N. GHARIBIAN AND UNANIMOUSLY RESOLVED that the Director General be authorized to implement the terms and conditions outlined in the agreement signed on May 8, 230189 by the Director General, Employee #: 328762299 and his Association.

VOTE: 13-0-0. Adopted.

Resolution #18-05-09-3.6

4. Question Period

None.

5. Adjournment

On motion of Mr. B. Praw, the meeting was adjourned at 11h35p.m.

Mrs. Angela Mancini, Chairman

Me Nathalie Lauzière, Secretary General