

MINUTES OF PROCEEDINGS OF THE
ENGLISH MONTREAL SCHOOL BOARD

A Special Board Meeting of the English Montreal School Board has taken place on Wednesday, November 4, 2020, at 3:00 P.M. in the Laurence Patterson Conference Room, 6000 Fielding Avenue.

Chairman:

Ms. M. Jennings, Trustee

Administrators Present:

Ms. E. Alfonsi, Interim Director General
Me B. Duhême, Assistant Director General, Administration Division
Me N. Lauzière, Secretary General
Ms. L. Nassivera, Director, Financial Services
Me L. Roy, Director, Legal Services
Ms. A. Watson, Director, Human Resources
Ms. B. Sellato, Consultant, Communications

1.	<p><u>Proper Notice of the Special Meeting</u></p> <p>Me Nathalie Lauzière confirmed that proper notice of this meeting was given.</p>
2.	<p><u>Approval of the Agenda</u></p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the agenda be approved, with the following modifications:</p> <p>Addition of Item #4 Adoption of minutes Addition of Item #8 Follow-up Journey's workbook and use of N-Word Revision of Item #8 to #9 Follow-Up on Appointment of Director General also changed from information to approval Addition of Item #10 Letter to Council of Commissioners Addition of Item #11 Tribute to Ms. Jennings</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-11-04-2</u></p>

3.	<p><u>Question Period</u></p> <p>There were no questions from the public.</p> <p>Mr. Eustace called in to say goodbye to Ms. Jennings.</p>
4.	<p><u>Adoption of Minutes of the Special Board Meeting Held on October 28, 2020</u></p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the Minutes of the Special Board Meeting held on October 28, 2020, be approved as presented.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-11-04-4</u></p>
5.	<p><u>2019-2020 Audited Financial Statements</u></p> <p>WHEREAS in conformity with Section 284 of the <i>Education Act</i>, <i>Raymond Chabot Grant Thornton</i> (RCGT) were appointed as external auditors for the English Montreal School Board (EMSB) for the 2019-2020 school year, by virtue of resolution #17-03-29-14.3;</p> <p>WHEREAS the official 2019-2020 Financial Report (<i>Rapport Financier 2019-2020</i>) has been duly audited by the Board's external auditors prior to submission, on October 16, 2020, to the ministère de l'Éducation du Québec;</p> <p>WHEREAS a set of financial summaries representing information extracted from the official 2019-2020 Financial Report, indicating the results for the year ended June 30, 2020, has been reviewed by the Board's external auditors, RCGT;</p> <p>WHEREAS these summarized financial statements were reviewed by the Audit Committee on October 15, 2020;</p> <p>WHEREAS public notice was given in conformity with section 286 of the <i>Education Act</i>;</p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the Financial Statements of the English Montreal School Board for the year ended June 30, 2020, as audited by the Board's external auditors, <i>Raymond Chabot Grant Thornton</i>, be deposited.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-11-04-5</u></p>
6.	<p><u>By-Law No.10 (2020) - Delegation of Powers – Following Consultation</u></p> <p>WHEREAS the English Montreal School Board (EMSB) proposes to adopt By-Law No. 10 (2020) – <i>Delegation of Powers</i>;</p> <p>WHEREAS on October 14, 2020, the EMSB Trustee approved Resolution #20-10-14-5, to send out By-Law No. 10 for consultation purposes to the <i>Central Management Advisory Committee</i> (CMAC);</p> <p>WHEREAS CMAC was consulted on October 19, 22 and on November 2, 2020;</p>

WHEREAS on October 28, 29 and 30, the members of the Management Table were also consulted;

WHEREAS the feedback received from CMAC and the Management Table was taken into consideration and used to revise the By-Law 10;

WHEREAS By-Law No. 10 replaces all previous and current versions of By-Laws No. 2 - *Delegation of Certain Functions and Powers to the Executive Committee*, No. 5 – *Delegation of Certain Functions and Powers to the Director General*, No. 6 – *Delegation of Certain Functions and Powers to Principals, Vice-Principals, and Head Teachers of Schools/Centres*, No. 7 – *Delegation of Certain Functions and Powers to Members of the Executive Staff* and No. 10 (2019) - *Delegation of Powers*;

WHEREAS pursuant to Section 392 of the *Education Act*, a By-Law delegating powers of the Council of Commissioners is exempt from the 30 days public notice;

WHEREAS Section 394 of the *Education Act* states that a By-Law will come into force on the day of the publication of a public notice that it has been adopted;

IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT By-Law No. 10 (2020) – *Delegation of Powers* be approved and come into force on the day of the publication of a public notice.

IT WAS FURTHER RESOLVED THAT all previous and current versions of By-Laws No. 2 - *Delegation of Certain Functions and Powers to the Executive Committee*, No. 5 – *Delegation of Certain Functions and Powers to the Director General*, No. 6 – *Delegation of Certain Functions and Powers to Principals, Vice-Principals, and Head Teachers of Schools/Centres*, and No. 7 – *Delegation of Certain Functions and Powers to Members of the Executive Staff* and No. 10 (2019) - *Delegation of Powers* be abolished.

Adopted

Resolution #20-11-04-6

7. Draft Schedule of Governance Committee Meetings 2020 – 2021

Information item

8. Follow-up Journey’s workbook and use of the N-Word

Ms. Jennings confirmed that the section that previously had the N-Word has been removed and changed to:

This sticker appears here to conceal a word that was, and still is, used to dehumanize our Black minority community that forms the fabric of our country. The use of this word is a blemish on our history, and evidence that our present is far from understanding the importance of the interrelationship of its people. This sticker is not intended to erase the word from our nation's collective memory. Instead, it reminds us that we still have a great deal of work ahead of us if we hope to build a more inclusive and respectful society.

Throughout history, oppressors have used words to dehumanize and to subjugate the oppressed making them feel less than human or as second-class citizens. When language or images are used in a way that is disrespectful to members of our community as in this particular instance, action is necessary. We invite you to have a conversation with your history teacher on this important matter.

9. Follow-up on Appointment of Director General

WHEREAS as per resolution #20-08-12-4.3 adopted at the August 12, 2020 Special Board meeting, a recruitment firm was to be retained to recruit and screen applicants, and create a short list of qualified candidates for interviews for the position of Director General;

WHEREAS Mandrake recruitment firm was retained and duly recruited and screened potential candidates, and subsequently provided a short list of recommended candidates to the selection committee created for the hiring of Director General;

WHEREAS the selection committee engaged in a rigorous process conducted in conformity with the best Human Resources practices for recruitment and hiring of 'hors-cadre';

WHEREAS the candidates from the short list provided by Mandrake were interviewed by the selection committee on November 2, 2020;

WHEREAS following the interviews, the selection committee met to review the results of the interviews and determined that two candidates be recommended for consideration for hiring for the position of Director General;

WHEREAS a written report has been completed by the selection committee describing the full recruitment process, and includes its recommendation;

WHEREAS the written report and recommended candidates were endorsed by the Trustee, Ms. M. Jennings;

IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the recommendation from the Selection Committee be forwarded to Me Joe Ortona, the incoming chair of the Council of Commissioners, for consideration.

Adopted

Resolution #20-11-04-9

10. Letter to Council

Dear EMSB Commissioners:

This Friday will mark the beginning of your new mandate as Commissioners and the end of my one-year term as EMSB Trustee.

In the words of the English author and philosopher Gilbert Keith Chesterson, "Education is simply the soul of a society as it passes from one generation to another". Such is the level of importance of the task at hand. As you are being entrusted by the members of our minority English community to spearhead what is perhaps the single most important responsibility of our modern society, please know that I will be the first one to cheer for you to succeed.

You will be sworn-in during particularly challenging times for our students and employees, as well as for their families. In spite of the unprecedented magnitude of the current public health crisis, you will without a doubt feel empowered and humbled by the resilience of EMSB community members.

Indeed, the English Montreal School Board is filled with extraordinarily talented and dedicated people, both at head office and across each of our 77 schools and centres. As Commissioners, I sincerely hope that you can make them your allies, trust their judgment and enable them to fully benefit from your wisdom and leadership. Together, you have the extraordinary potential to form a very strong partnership.

Very early on in my mandate, I surrounded myself with some of the most brilliant and experienced minds in organizational leadership and governance. Working with Deloitte and the EMSB team, we developed a plan, coined the 2020-2023 Organizational Transformation and Action Plan, which articulates 19 key development areas for the Board, ranging from cultural transformation and change management to organizational structure. While the execution of the Plan is already well underway and yielding obvious benefits across the organization, several key deliverables are still outstanding and will require your attention.

As you know, several of the resolutions adopted in recent months pertained specifically to the evolution of the EMSB head office organizational structure, which, based on best practices and a thorough benchmarking exercise, implied the creation of key new roles in departments such as Material Resources, Audit and Communications - to internalize our issues regarding MEES' formula for determining whether a school board/school service centre is over-populated. The existing formula is simply based on student enrolment and therefore doesn't factor in the reality that anglophone school boards (and a significant number of francophone school service centres) cover large territories, and as such, are experiencing a shrinking student population.

Under the existing formula, even though the EMSB is overpopulated in the western part of its territory, it could never receive permission to enlarge its schools in the west. As per the current rules, students living in Cote-des-Neiges, Notre-Dame-de-Graâe, Town of Montreal-West or Town of Mount-Royal would need to travel to schools in Rivière-des-Prairies, Montreal-North or Pointe-aux-Trembles, which is contrary to the neighborhood school policy that MEES promotes. My ongoing discussions with MEES officials have been quite positive and fruitful in that MEES has shown a clear willingness to address EMSB's growing need for increased classroom space in the western part of our territory. I am hopeful that these discussions will result shortly in a concrete MEES' proposal that EMSB and our community can support. If this does occur, I hope that the new Council of Commissioners will embrace such a positive development.

As you can see through the initiatives outlined above and in several more not listed here, we have made significant progress over the past twelve months to the direct benefit of the entire EMSB community. Although I was appointed by the MEES and that my mandate required me to regularly update the Minister on progress, I have always felt that my primary responsibility was to help the EMSB team succeed and reach their full potential. In that context, I am sincerely enthusiastic about your new mandate and wholeheartedly wish you the best in your new responsibilities as Commissioners.

Sincerely,
(s) Marlene Jennings

11.	<p><u>Tribute to Ms. Jennings</u></p> <p>Ms. Evelyne Alfonsi expressed on behalf of the English Montreal School Board, profound gratitude to Ms. Jennings for her dedication, commitment and leadership throughout the year.</p>
12.	<p><u>Adjournment</u></p> <p>On a motion by the Trustee, Ms. M. Jennings, the meeting was adjourned at 4:11 P.M.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-11-04-12</u></p>
	<p>Signed in Montreal, _____</p> <p>_____ Ms. Marlene Jennings, Chairman</p> <p>_____ Me Nathalie Lauzière, Secretary General</p>