Northeastern Catholic District School Board
PUBLIC MEETING

Wednesday, August 28, 2013
(will commence shortly after the conclusion of the Committee of the Whole session)
Catholic Education Centre
101 Spruce Street North
Timmins, ON

A g e n d a

A. CALL TO ORDER

A.1 Opening Prayer

B. ROLL CALL

Be It Resolved that the Northeastern Catholic District School Board receive the following declarations of absence and excuse the following trustees and administrative personnel from attending this meeting:

C. DECLARATION OF PECUNIARY INTEREST

D. APROVAL OF AGENDA

Be It Resolved that the Northeastern Catholic District School Board adopt the agenda for the Public Meeting as presented/amended.

E. APPROVAL OF MINUTES

Be It Resolved that the Northeastern Catholic District School Board approve the following minutes as presented/amended.

Public Board Meeting, held on June 19, 2012

F. **PRESENTATIONS/DELEGATIONS** – Summer Literacy Camp 2013

G. **PRESENTATIONS AND REPORTS**

G.1 **Policy**

G.1.1 **Performance Appraisal of Teachers**

Be It Resolved that the Northeastern Catholic District School Board approve the policy *P-7 Performance Appraisal of Teachers* as revised at second and third reading.

G.1.2 **Progressive Discipline**

Be It Resolved that the Northeastern Catholic District School Board approve the policy *P-8 Progressive Discipline* as revised at second and third reading.

G.1.3 **Commitment to Accessibility Planning**

Be It Resolved that the Northeastern Catholic District School Board approve the policy *F-1 Commitment to Accessibility Planning* as revised at second and third reading.

G.2 **Program** - Tricia Stefanic Weltz

G.2.1 **Report**

Be It Resolved that the Northeastern Catholic District School Board receive the Superintendent of Education's Report.

Program – Ron St. Louis

G.2.2 **Report** - Nil

G. PRESENTATIONS AND REPORTS - continued

G.3 Personnel - Melanie Bidal-Mainville

G.3.1 Report

Be It Resolved that the Northeastern Catholic District School Board receive the Manager of Human Resource's Report.

G.3.2 Resignations/Retirements

Be It Resolved that the Northeastern Catholic District School Board accept, with regret, the resignation of Nadine Pederson Trottier, Child and Youth Worker, effective August 23, 2013.

Be It Resolved that the Northeastern Catholic District School Board accept, with regret, the resignation of Bobbie-Jean Dacosta, Educational Assistant, effective September __, 2013.

Be It Resolved that the Northeastern Catholic District School Board accept, with regret, the resignation of Kim Hall, Teacher at the elementary panel, effective August 31, 2013.

Be It Resolved that the Northeastern Catholic District School Board accept, with regret, the resignation of Lisa Innes, Aboriginal Liaison Worker, effective July 5, 2013.

G.3.3 Hiring

Be It Resolved that the Northeastern Catholic District School Board hire Melanie Paquette as an Early Childhood Educator, effective September 3, 2013, in accordance with the terms and conditions of the non-unionized support staff.

Be It Resolved that the Northeastern Catholic District School Board hire Michelle Trahan as an Early Childhood Educator, effective September 3, 2013, in accordance with the terms and conditions of the non-unionized support staff.

Be It Resolved that the Northeastern Catholic District School Board hire Meagan Marwick as an Early Childhood Educator, effective September 3, 2013, in accordance with the terms and conditions of the non-unionized support staff.

Be It Resolved that the Northeastern Catholic District School Board hire _____ as an Early Childhood Educator, effective September 3, 2013,

in accordance with the terms and conditions of the non-unionized support staff.

G. PRESENTATIONS AND REPORTS - continued

G.3 Personnel - Melanie Bidal-Mainville – continued

G.3.3 Hiring - continued

Be It Resolved that the Northeastern Catholic District School Board hire Chanel Robichaud as a Child and Youth Worker on a half time basis (0.5), effective September 3, 2013, in accordance with the collective agreement with CUPE Local 4681.

Be It Resolved that the Northeastern Catholic District School Board hire Tania Ring as a Human Resources Officer, effective September 1, 2013, in accordance with the terms and conditions of the non-unionized support staff.

Be It Resolved that the Northeastern Catholic District School Board hire Erica Raymond as a Vice-Principal at the elementary panel on a full time basis, effective September 3, 2013, in accordance with the terms and conditions of Principals and Vice-Principals.

Be It Resolved that the Northeastern Catholic District School Board hire Jennifer Dunkley a Vice-Principal at the secondary panel on a full time basis, effective September 3, 2013, in accordance with the terms and conditions of Principals and Vice-Principals.

Be It Resolved that the Northeastern Catholic District School Board hire _____ as a teacher at the elementary panel on a half time basis (0.5 FTE), effective September 3, 2013, in accordance with the collective agreement with OECTA Northeastern Unit.

Be It Resolved that the Northeastern Catholic District School Board hire _____ as an Aboriginal Liaison Worker, effective _____, in accordance with the terms and conditions of the non-unionized support staff.

G.3.4 Change in Status

Be It Resolved that the Northeastern Catholic District School Board increase the status of Theo Cull, teacher at the elementary panel, from 0.2 FTE to 0.5 FTE, effective September 3, 2013, in accordance with the collective agreement with OECTA Northeastern Unit.

G. PRESENTATIONS AND REPORTS - continued

G.3 Personnel - Melanie Bidal-Mainville – continued

G.3.5 Secondment

Be It Resolved that the Northeastern Catholic District School Board _____ the secondment agreement between the Board and North Eastern Ontario Family and Chidlrens' Services, for the services of Judy Mord as Mental Health Leader, for the period September ___, 2013 to August 31, 2013.

G.3.6 OECTA Memorandum of Understanding

Northeastern Catholic District School Board
(the "Board")
RESOLUTION OF THE BOARD OF TRUSTEES
Dated the 28 day of August, 2013

WHEREAS the Deputy Minister of Education issued a memo to Directors of Education, Supervisory Officers and Secretary-Treasurers of School Authorities dated August 8, 2013 (the "Memo");
AND WHEREAS the Memo states that school boards are required to forward, through the Director of Education, an executed Statement of Attestation (attached as Schedule B to the Memo);
AND WHEREAS the Statement of Attestation requires the Board to attach resolutions regarding the appending of Memoranda of Understanding to local collective agreements;

BE IT RESOLVED that:

1. Appended to the 2012-2014 Collective Agreement (the "Collective Agreement") between the Ontario English Catholic Teachers' Association ("OECTA") and the Northeastern Catholic District School Board (the "Board") as Appendix A deemed to be part of the Collective Agreement are the following provisions of the updated Memorandum of Understanding, dated May 17, 2013, between the Minister of Education, and OECTA (hereinafter "OECTA MOU #2"):

Maternity Benefits;
Voluntary Unpaid Leave of Absence Program for All Bargaining Units;
Unpaid Days and Offsetting Measures for Teacher Bargaining Units;
Sick Leave/Short Term Sick Leave and Disability Plan; and
Non-Vested Retirement Gratuity for Teachers.

G. PRESENTATIONS AND REPORTS - continued

G.3 Personnel - Melanie Bidal-Mainville – continued

G.3.6 OECTA Memorandum of Understanding - continued

2. In the event of a conflict or inconsistency between any obligation of the Board under the Collective Agreement, and any of the appended provisions of the OECTA MOU #2, the appended provision or provisions shall prevail.
3. When appending the above-referenced provisions of the OECTA MOU #2, the Board does not waive or prejudicially affect any denominational right or privilege, nor does it waive or prejudicially affect any non-denominational aspect necessary to deliver the denominational elements of education guaranteed by section 93 of the *Constitution Act, 1867* (together "Denominational Rights"). In the event of a conflict or inconsistency between any obligation of the Board under the Collective Agreement and any Denominational Right, the Denominational Right shall prevail.

G.3.7 CUPE Memorandum of Understanding

Northeastern Catholic District School Board
(the "Board")
RESOLUTION OF THE BOARD OF TRUSTEES
Dated the 28 day of August, 2013

WHEREAS the Deputy Minister of Education issued a memo to Directors of Education, Supervisory Officers and Secretary-Treasurers of School Authorities dated August 8, 2013 (the "Memo");

AND WHEREAS the Memo states that school boards are required to forward, through the Director of Education, an executed Statement of Attestation (attached as Schedule B to the Memo);

AND WHEREAS the Statement of Attestation requires the Board to attach resolutions regarding the appending of Memoranda of Understanding to local collective agreements;

G. PRESENTATIONS AND REPORTS - continued

G.3 Personnel - Melanie Bidal-Mainville – continued

G.3.7 CUPE Memorandum of Understanding - continued

BE IT RESOLVED that:

1. Appended to the 2012-2014 Collective Agreement (the "Collective Agreement") between the Canadian Union of Public Employees Local 4681 ("CUPE") and the Northeastern Catholic District School Board (the "Board") and to the 2012-2014 Collective Agreement between the Canadian Union of Public Employees Local 4681 CYWs ("CUPE CYWs") and the Northeastern Catholic District School Board (the "Board") as Appendix A deemed to be part of the Collective Agreement are the following provisions of the updated Memorandum of Understanding, dated May 10, 2013, between the Minister of Education, and CUPE (hereinafter "CUPE MOU #2"):

Non-vested Retirement Gratuity For Employees;
Sick Leave/ Short Term Sick Leave Disability Plan;
Offsetting Measures;
Specialized Job Classes; and
Letter of Understanding - Job Security for Support Staff - addendum

2. In the event of a conflict or inconsistency between any obligation of the Board under the Collective Agreement, and any of the appended provisions of the CUPE MOU #2, the appended provision or provisions shall prevail.

3. When appending the above-referenced provisions of the CUPE MOU #2, the Board does not waive or prejudicially affect any denominational right or privilege, nor does it waive or prejudicially affect any non-denominational aspect necessary to deliver the denominational elements of education guaranteed by section 93 of the *Constitution Act, 1867* (together "Denominational Rights"). In the event of a conflict or inconsistency between any obligation of the Board under the Collective Agreement and any Denominational Right, the Denominational Right shall prevail.

4. The implementation of the above is subject to a 4-percentage point reduction in the allowance in lieu of benefits (including sick leave) for eligible part-time permanent CUPE employees as per the terms of the collective agreement, or as negotiated with CUPE and CUPE CYWs prior to September 30, 2013.

G. PRESENTATIONS AND REPORTS - continued

G.4 Property - Bob Landry

G.4.1 Report

Be It Resolved that the Northeastern Catholic District School Board receive the Manager of Plant's Report.

G.4.2 Surplus Property

Be It Resolved that the Northeastern Catholic District School Board advise Conseil Scolaire Catholique de district des Grandes Rivieres of its decision regarding surplus property.

G.5 Technology - Glen Nakashoji

G.5.1 Report – Nil

G.6 Business and Finance – Mary-Lou Pollon

G.6.1 Report

Be It Resolved that the Northeastern Catholic District School Board receive the Manager of Financial Service's Report.

G.6.2 Cheque Register, Payroll and Monthly Expenditures For the month of June 2013

Be It Resolved that the Northeastern Catholic District School Board approve the disbursements in the amount of two million one hundred and one thousand three hundred forty-nine dollars and thirty-five cents ($2,101,349.35) in reference to the cheque register for the month of June 2013.

Be It Resolved that the Northeastern Catholic District School Board approve the expenditures in the amount of one million five hundred and seventy three thousand three hundred ninety-five dollars and twenty-eight cents ($1,573,395.28) in reference to the disbursements and payroll for the month of June 2013.

G.6.3 Board and Lodging

Be It Resolved that the Northeastern Catholic District School Board approve the

Board and Lodging requests for the grade 10 and grade 12 students to attend O'Gorman High School as presented by the Manager of Finance.

G. PRESENTATIONS AND REPORTS – continued

G.7 Student Trustee – Nil

G.8 SEAC – Nil

G.9 Director of Education's Report

G.9.1 Report

Be It Resolved that the Northeastern Catholic District School Board receive the Director of Education's Report.

Community Relations Officer

H. COMMITTEE OF THE WHOLE

Be It Resolved that the Northeastern Catholic District School Board accept the report of the Committee of the Whole Board and all recommendations contained therein.

I. UNFINISHED BUSINESS - Nil

J. CORRESPONDENCE - Nil

K. NEW BUSINESS - Nil

L. INFORMATION - Nil

M. FUTURE MEETINGS

Regular Public Board Meeting – Friday, September 27, 2013 at 1:00 p.m.
Trustee Regional Meeting – Saturday, September 28, 2013

N. ADJOURNMENT

Be It Resolved that the Northeastern Catholic District School Board adjourn the meeting at _____.

QUESTION PERIOD

Questions pertaining to items identified on the agenda.