

NORTHEASTERN CATHOLIC DISTRICT SCHOOL BOARD

Minutes of the Public Board Meeting held on Wednesday, August 28 2013 at the Catholic Education Centre in Timmins

PRESENT:	Trustees:	Richard Brassard, Chair Fred Salvador, Vice-Chair Colleen Landers (t/c) Steve Malciw Peter Del Guidice (t/c) Martin Drainville Elizabeth King (t/c) Ron MacInnis
	Student Trustee:	Nil
	Administration:	Glenn Sheculski, Director of Education Melanie Bidal-Mainville, Manager of Human Resources Mary-Lou Pollon, Manager of Financial Services Ron St. Louis, Superintendent of Student Success Glen Nakashoji, Manager of Information Technology Robert Landry, Manager of Plant Tricia Stefanic Weltz, Superintendent of Education
	Staff:	Janice Viskovich, Executive Assistant and Recorder Andrew Marks, Communication Officer
	Regrets:	Denis Lincez, Trustee
	Guests:	Daphne Brumwell, Principal, St. Paul School

A. CALL TO ORDER

A.1 Opening Prayer

The Chair opened the meeting with a prayer for all Northeastern Catholic District School Board staff and students for a successful and blessed year.

B. ROLL CALL

Motion

MOVED BY: P. Del Guidice

Resolution 13-138

SECONDED BY: R. MacInnis

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: Denis Lincez.

C. DECLARATION OF PECUNIARY INTEREST – Trustees Landers and King

D. APPROVAL OF AGENDA

Motion

MOVED BY: S. Malciw

Resolution 13-139

SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board adopt the agenda for the Public Meeting as amended.

Carried

E. APPROVAL OF MINUTES

Motion

MOVED BY: M. Drainville

Resolution 13-140

SECONDED BY: F. Salvador

BE IT RESOLVED THAT the Northeastern Catholic District School Board approve the following minutes as presented:

Public Meeting held on June 19, 2013

F. PRESENTATIONS AND DELEGATIONS

Summer Literacy Camp 2013 – Daphne Brumwell, Principal

G. PRESENTATIONS AND REPORTS

G.1 Policy

G.1.1 Performance Appraisal of Teachers

Motion

MOVED BY: R. MacInnis

Resolution 13-141

SECONDED BY: S. Malciw

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.

Carried

G. PRESENTATIONS AND REPORTS

G.1 Policy – continued

G.1.2 Progressive Discipline

Motion

MOVED BY: F. Salvador **Resolution 13-142**
SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board approve the policy P-8 *Progressive Discipline* as revised at second and third reading.

Carried

G.1.3 Commitment to Accessibility Planning

Motion

MOVED BY: S. Malciw **Resolution 13-143**
SECONDED BY: R. MacInnis

BE IT RESOLVED THAT the Northeastern Catholic District School Board approve the policy F-1 *Commitment of Accessibility Planning* as revised at second and third reading.

Carried

G.2 Program – Tricia Stefanic Weltz

G.2.1 Report

Motion

MOVED BY: M. Drainville **Resolution 13-144**
SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board receive the Superintendent of Education's report.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.2 Program – Ron St. Louis

G.2.2 Report – Nil

G.3 Personnel – Melanie Bidal–Mainville

G.3.1 Report

Motion

MOVED BY: S. Malciw **Resolution 13–145**

SECONDED BY: R. MacInnis

BE IT RESOLVED THAT the Northeastern Catholic District School Board receive the Manager of Human Resource’s Report.

Carried

G.3.2. Retirements/Resignations

Motion

MOVED BY: R. MacInnis **Resolution 13–146**

SECONDED BY: S. Malciw

BE IT RESOLVED THAT the Northeastern Catholic District School Board accepts, with regret, the resignation of Nadine Pederson Trottier, Child & Youth Worker, effective August 23, 2013.

Carried

Motion

MOVED BY: S. Malciw **Resolution 13–147**

SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board accepts, with regret, the resignation of Bobbie–Jean Dacosta, Educational Assistant, effective September 2, 2013.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.2 Retirements and Resignations – continued

Motion

MOVED BY: F. Salvador **Resolution 13-148**
SECONDED BY: P. Del Guidice

BE IT RESOLVED THAT the Northeastern Catholic District School Board accepts, with regret, the resignation of Kim Hall, Teacher at the elementary panel, effective August 31, 2013.

Carried

Motion

MOVED BY: R. MacInnis **Resolution 13-149**
SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board accepts, with regret, the resignation of Lisa Innes, Aboriginal Liaison Worker, effective July 5, 2013.

Carried

G.3.3 Hiring

Motion

MOVED BY: F. Salvador **Resolution 13-150**
SECONDED BY: S. Malciw

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.

Carried

Motion

MOVED BY: P. Del Guidice **Resolution 13-151**
SECONDED BY: R. MacInnis

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.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.3 Hiring – continued

Motion

MOVED BY: F. Salvador **Resolution 13–152**
SECONDED BY: P. Del Guidice

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.

Carried

Motion

MOVED BY: S. Malciw **Resolution 13–153**
SECONDED BY: E. King

BE IT RESOLVED THAT the Northeastern Catholic District School Board hire Aimie Lee Fortier as an Early Childhood Educator, effective September 3, 2013, in accordance with the terms and conditions of the non–unionized support staff.

Carried

Motion

MOVED BY: P. Del Guidice **Resolution 13–154**
SECONDED BY: F. Salvador

BE IT RESOLVED THAT the Northeastern Catholic District School Board hire Chantal Robichaud as a Child & Youth Worker on a half time basis (0.5), effective September 3, 2013, in accordance with the collective agreement with CUPE Local 4681.

Carried

Motion

MOVED BY: P. Del Guidice **Resolution 13–155**
SECONDED BY: R. MacInnis

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.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.3 Hiring – continued

Motion

MOVED BY: F. Salvador **Resolution 13–156**
SECONDED BY: C. Landers

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.

Carried

Motion

MOVED BY: S. Malciw **Resolution 13–157**
SECONDED BY: C. Landers

BE IT RESOLVED THAT the Northeastern Catholic District School Board hire Jennifer Dunkley as 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.

Carried

Motion

MOVED BY: R. MacInnis **Resolution 13–158**
SECONDED BY: F. Salvador

BE IT RESOLVED THAT the Northeastern Catholic District School Board hire Diane Pelletier 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.

Carried

G.3.4 Change in Status

Motion

MOVED BY: F. Salvador **Resolution 13–159**
SECONDED BY: C. Landers

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.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal-Mainville – continued

G.3.5 Secondment

Motion

MOVED BY: P. Del Guidice **Resolution 13-160**
SECONDED BY: R. MacInnis

BE IT RESOLVED THAT the Northeastern Catholic District School Board approve the secondment agreement between the Board and North Eastern Ontario Family & Children Services for the services of Judy Mord as Mental Health Leader for the period September 23, 2013 to August 31, 2014.

Carried

G.3.6 OECTA Memorandum of Understanding

Motion

MOVED BY: M. Drainville **Resolution 13-161**
SECONDED BY: S. Malciw

Northeastern Catholic District School Board

(the “Board”)

RESOLUTION OF THE BOARD OF TRUSTEES – OECTA

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 as a condition of receiving certain funds, school boards are required to forward, through the Director of Education, an executed Statement of Attestation (see 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;

RESOLVED that:

1. In consideration of the receipt of government funding which is conditional on the appending of Memoranda of Understanding to local collective agreements, the following provisions of the updated Memorandum of Understanding, dated May 17, 2013, between the Minister of Education, and OECTA (hereinafter “OECTA MOU #2”) are hereby appended to the 2012-2014 Collective Agreements (the “Collective Agreements”) between the Ontario English Catholic Teachers’ Association (“OECTA”) and the Northeastern Catholic District Board (the “Board”) and between the Ontario English Catholic Teachers’

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.6 OECTA Memorandum of Understanding – continued

Association – Occasional Teachers (“OECTA Occasionals”) and the Northeastern Catholic District School Board:

- 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, where applicable.

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.

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. **Trustees Landers and King abstained.**

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.7 CUPE Memorandum of Understanding

Motion

MOVED BY: R. MacInnis

Resolution 13–162

SECONDED BY: F. Salvador

Northeastern Catholic District School Board

(the “Board”)

RESOLUTION OF THE BOARD OF TRUSTEES – CUPE

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;

AND WHEREAS 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”) provides for an allowance of an additional nine percent (9%) for each regularly scheduled hour of work in lieu of benefits, jury pay, bereavement pay, compassionate pay and sick leave for permanent employees who work seventeen and one-half (17.5) hours per week or less for thirty (30) and thirty-five (35) hour per week employees and twenty four (24) hours per week or less for forty (40) hour per week employees;

AND WHEREAS the updated Memorandum of Understanding, dated May 10, 2013, between the Minister of Education, and CUPE (hereinafter “CUPE MOU #2) clarifies that the definition of “employee” includes any employee except a casual employee;

AND WHEREAS the Memorandum of Understanding, dated December 31, 2012, between the Ministry of Education, and CUPE (hereinafter “CUPE MOU #1) states that an employee is eligible for sick leave days;

BE IT RESOLVED that:

1. In consideration of the receipt of government funding which is conditional on the appending of Memoranda of Understanding to local collective agreements, the following provisions of CUPE MOU #2 are hereby appended to the 2012–2014 Collective Agreement between the CUPE and the Board.

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.7 CUPE Memorandum of Understanding – continued

- o Non-vested Retirement Gratuity For Employees;
- o Sick Leave/ Short Term Sick Leave Disability Plan;
- o Offsetting Measures;
- o Specialized Job Classes; and
- o 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 3.4 percentage point reduction in the 9% allowance in lieu of benefits (including sick leave) currently provided to eligible part-time permanent CUPE employees as per the terms of the collective agreement, bringing it to 5.6 percent, further to the Board’s calculation attached as Appendix A. **Trustee Landers abstained.**

Carried

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.8 CUPE – CYW’s Memorandum of Understanding

Motion

MOVED BY: S. Malciw

Resolution 13–163

SECONDED BY: R. MacInnis

Northeastern Catholic District School Board

(the “Board”)

RESOLUTION OF THE BOARD OF TRUSTEES – CUPE CYWs

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;

AND WHEREAS the 2012–2014 Collective Agreement (“the Collective Agreement”) between the Canadian Union of Public Employees Local 4681 CYWs (“CUPE CYWs”) and the Northeastern Catholic District School Board (the “Board”) provides for part–time employees not enrolled in OMERS to receive fourteen (14) percent in lieu of all benefits (including but not limited to vacation, sick, jury, compassionate, bereavement, statutory holiday pay and group benefits) under the collective agreement for each paid hour of work, and for a part–time employee enrolled in the OMERS pension plan to receive nine (9) percent in lieu of benefits for each paid hour of work.

AND WHEREAS the updated Memorandum of Understanding, dated May 10, 2013, between the Minister of Education, and CUPE (hereinafter “CUPE MOU #2) clarifies that the definition of “employee” includes any employee except a casual employee;

AND WHEREAS the Memorandum of Understanding, dated December 31, 2012, between the Ministry of Education, and CUPE (hereinafter “CUPE MOU #1) states that an employee is eligible for sick leave days;

BE IT RESOLVED that:

1. In consideration of the receipt of government funding which is conditional on the appending of Memoranda of Understanding to local collective agreements, the following provisions of CUPE MOU #2 are hereby appended to the 2012–2014 Collective Agreement between the CUPE CYWs and the Board.

G. PRESENTATIONS AND REPORTS – continued

G.3 Personnel – Melanie Bidal–Mainville – continued

G.3.8 CUPE – CYW’s Memorandum of Understanding – continued

- o Non–vested Retirement Gratuity For Employees;
- o Sick Leave/ Short Term Sick Leave Disability Plan;
- o Offsetting Measures;
- o Specialized Job Classes; and
- o 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 1.7 percentage point reduction in the 14% or 9% allowance in lieu of benefits currently provided to eligible part–time permanent CUPE CYW employees as per the terms of the collective agreement (For clarity, from 14% to 12.3% and from 9% to 7.3% respectively), further to the Board’s calculation attached as Appendix A. **Trustee Landers abstained.**

Carried

G.4 Property – Bob Landry

G.4.1 Report

Motion

MOVED BY: S. Malciw

Resolution 13–164

SECONDED BY: M. Drainville

BE IT RESOLVED THAT the Northeastern Catholic District School Board receive the Manager of Plant’s Report.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.4 Property – Bob Landry – continued

G.4.1 Surplus Property

Motion

MOVED BY: F. Salvador **Resolution 13-165**
SECONDED BY: R. MacInnis

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 SFIS #7708.

Carried

G.5 Technology – Glen Nakashoji

G.5.1 Report – Nil

G.6 Business and Finance – Mary-Lou Pollon

G.6.1 Report

Motion

MOVED BY: M. Drainville **Resolution 13-166**
SECONDED BY: F. Salvador

BE IT RESOLVED THAT the Northeastern Catholic District School Board receive the Manager of Financial Service's Report.

Carried

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

Motion

MOVED BY: F. Salvador **Resolution 13-167**
SECONDED BY: E. King

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.

Carried

G. PRESENTATIONS AND REPORTS – continued

G.6 Business and Finance – Mary-Lou Pollon – continued

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

Motion

MOVED BY: S. Malciw **Resolution 13-168**

SECONDED BY: M. Drainville

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. Trustees Landers and King abstained.

Carried

G.6.3 Board and Lodging

Motion

MOVED BY: F. Salvador **Resolution 13-169**

SECONDED BY: R. MacInnis

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 Financial Services.

Carried

G.7 Student Trustee – Nil

G.8 SEAC – Nil

G.9 Director of Education’s Report

Motion

MOVED BY: R. MacInnis **Resolution 13-170**

SECONDED BY: M. Drainville

BE IT RESOLVED THAT the Northeastern Catholic District School Board receive the Director of Education’s Report.

Carried

G. PRESENTATIONS AND REPORTS – continued

Community Relations Officer

Andrew Marks reported on the advertising campaigns that took place over the summer months. A booth has been set up at the Timmins Square for the last week of August and first week of September. O’Gorman High School is sponsoring the *Bus For Us* golf tournament on September 8th. Catholic Education Week materials for school start-up have been distributed to all schools.

H. COMMITTEE OF THE WHOLE

Motion

MOVED BY: S. Malciw

Resolution 13-171

SECONDED BY: M. Drainville

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.

Carried

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.

OCSTA Regional Meeting – Saturday, September 28, 2013

N. ADJOURNMENT

Motion

MOVED BY: S. Malciw

Resolution 13-172

BE IT RESOLVED THAT the Northeastern Catholic District School Board adjourn the meeting at 7:45 p.m.

Carried

Question and answer period for guests attending the meeting

**NOTE: THIS VERSION IS THE OFFICIAL TEXT OF THE
NORTHEASTERN CATHOLIC DISTRICT SCHOOL BOARD**

Chair of the Board

Secretary-Treasurer