

MINUTES OF PROCEEDINGS OF THE  
ENGLISH MONTREAL SCHOOL BOARD

A Regular Board meeting of the English Montreal School Board has taken place on Wednesday May 6<sup>th</sup>, 2020 at 4:30 p.m. in the Laurence Patterson conference room, 6000 Fielding Avenue.

Chairman

Ms. M. Jennings, Trustee

Administrators Present:

Ms. A. M. Matheson, Director General

Me B. Duhême, Assistant Director General, Administration Division

Ms. E. Alfonsi, Assistant Director General, Education Division

Me N. Lauzière, Secretary General

Ms. Ann Watson, Director, Human Resources

Ms. L. Nassivera, Director, Financial Services

Ms. B. Sellato, Consultant, Communications

1. Approval of the Agenda

IT WAS MOVED BY THE TRUSTEE, MS. MARLENE JENNINGS, AND RESOLVED THAT the agenda be approved as amended:

Removal of item # 3. Management Staff Changes and Budget Implications for 2020-21

Removal of item # 3.1 Head Office

Removal of item # 3.2 Schools and Centers

Removal of item # 8. Administration Appointments in School and Centres 2020-21 (Round 2/3)

Addition of item #9. Management Staff Changes and Budget Implications for 2020-21- For Consultation

Adopted

Resolution # 20-05-06-1

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Public Question Period

Before the public question period Ms. Jennings, Trustee, gave the following statement:

The Question Period of the Board and of a Special Board meeting is for members of the public. There are processes already in place for questions regarding labor relations. The Union and Professional Associations know this process very well. While prior to the trusteeship, the Council of Commissioners allowed Trade Union Associations and Professional Associations to bring forth labor related questions to the public forum question period of a Board meeting, this is not the proper forum. Ms. Jennings will allow these questions on this one occasion, however she informed all Trade Unions and Professional Associations that are directly related to the English Montreal School Board, that she will not allow these questions at future Board meetings. Ms. Jennings urges these associations to use the proper processes that are already in place, both within collective agreements and under the legislation.

Ms. Jennings, The Trustee, answered questions posed by-  
Mr. Eustace, community member, regarding the consultant Deloitte, Ms. Jennings Mandate time line, additional costs to the EMSB for supplies, EPC Press release and QESBA press release.

Me Duhême, Assistant Director General, answered the question posed by-  
Ms. Linda Tavolaro, APPA, regarding positions being abolished in MR.  
Mr. Tony Orsini, QFL, regarding positions being abolished.

Ms. Alfonsi, Assistant Director General, answered the question posed by-  
Mr. Tony Orsini, QFL, Regarding Cafeteria and Catering Service positions.

3

Management Staff Changes and Budget Implications for 2020-21

This item was removed.

4.

Professionals Staff Changes and Budget Implications for 2020-21

WHEREAS Article 5-6.03 of the Professionals' Collective Agreement (CPNCA – CSQ- (SPPMEM) 2015-2020) states that, no later than May 15 of each fiscal year, the Board shall consult the Labor Relations Committee concerning the adoption of a staffing plan for the following fiscal year;

WHEREAS the Union concerned has been consulted;

IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the Staffing Plan for the Professionals of the English Montreal School Board for the 2020-2021 school session, be approved as per the documentation submitted at the meeting of May 6, 2020.

Adopted

Resolution #20-05-06-4.1

<p>5.</p>	<p><u>Support Staff Changes and Budget Implications for 2020-21</u></p> <p>5.1 <u>Manual Support Personnel / Caretaking and Cafeteria</u></p> <p>WHEREAS the Council of Commissioners shall adopt the Manual Support Personnel Staffing Plan annually;</p> <p>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, advise the Labor Relations Committee concerning the abolishment of positions to the staffing plan;</p> <p>WHEREAS the Union concerned has been advised on the proposed 2020-2021 staffing plan;</p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the staffing plan for Manual Support Personnel (Caretaking and Cafeteria) of the English Montreal School Board for the 2020-2021 school session, be approved as per the documentation submitted at the meeting of May 6, 2020.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-05-06-5.1</u></p> <p>5.2 <u>Schools and Centres</u></p> <p>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 next fiscal year;</p> <p>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;</p> <p>WHEREAS the concerned Union was consulted;</p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT the staffing plan for the Administrative and Technical Support of the English Montreal School Board for the 2020-2021 school session, be approved as per the documentation submitted at the meeting of May 6, 2020.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-05-06-5.2</u></p>
<p>6.</p>	<p><u>Preliminary Budget Forecast 2020-21</u></p> <p>This item was presented by the Director of Financial Services, Ms. Livia Nassivera, for information. The figures are based on current year budget, as information has not yet been received from the MEES.</p>

7. Teachers Changes

7.1 Teachers Placed on Availability (Tenured) For reasons of Surplus – 2020-2021

WHEREAS the English Montreal School Board has a surplus of 3 (three) teachers in category 101 English Elementary Generalist; 1 (one) teacher in category 120 High School English Language Arts;

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 4 (four) aforementioned teachers have achieved tenure as per Article 5-3.03 of the said Collective Agreement;

IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT, as per the conditions established in clauses 5-3.16, 5-3.19, and 5-3.21, and 5-3.23 of the 2015-2020 Teachers Collective Agreement, the English Montreal School Board place on availability the following 4 (four) tenured teachers for reasons of surplus effective July 1, 2020.

Category 101 English Elementary Generalist

Name	Seniority
Laura Fagnani	07-033
Stephanie Napolitano	06-181
Amanda Corber	06-008

120 High School English Language Arts

Name	Seniority
Eric Ward	10-058

Adopted

Resolution #20-05-06-7.1

7.2 Teachers (Tenured): Assigned to Regular Substitution Due to Surplus

Ms. Ann Watson, Director of Human Resources, commented that she placed all teachers in this category.

7.3 Non-Re-Engagement of Teachers (Non Tenured) For Reasons of Surplus 2020-2021

WHEREAS the English Montreal School Board has a surplus of nine (9) teachers in category 101 English Elementary Generalist; two (2) teachers in category 120 High School English Language Arts; two (2) teachers in category 121 High School French; three (3) teachers in category 129 High School Social Science; 1 (one) teacher in category 140 Elementary Resource;

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 17 (seventeen) aforementioned teachers have not achieved tenure as per Article 5-3.03 of the said Collective Agreement;



Category  
121  
High  
School  
French

Name

Seniorit  
y  
Emilie  
Bertran  
d  
05-068  
Alissa  
Bakouri

03-096

Categor  
y 129  
High  
School  
Social  
Science

Name

Seniorit  
y  
Alessia  
Bernard  
o Reda  
06-154  
Michael  
D'Adda  
rio  
05-021  
Philip  
Domeni

co  
Rossi  
02-165

Categor  
y 140  
Element  
ary  
Resourc  
e

Name

Seniorit  
y  
Mary

-

8.	<p><u>Administrative Appointments in Schools and Centres 2020-21 (round 2 / 3).</u></p> <p>This item was removed.</p>
9.	<p><u>Management Staff Changes and Budget Implications for 2020-21- For Consultation</u></p> <p>WHEREAS a RAC (Resource Allocation Committee) meeting was held on May 5 and May 6, 2020;</p> <p>WHEREAS AMSA (Association of Montreal School Administrators) has made a formal request to have withdrawn from the May 6, 2020 Board Agenda the Management portion of Staffing Plan and Budget Implications for 2020-2021;</p> <p>WHEREAS the members of the RAC (Resource Allocation Committee) agreed to table the review and approval of the Management Portion of the Staffing Plan 2020-2021 to another date, in order for the AMSA to consult with its members before May 12, 2020, as per resolution RAC 20-05-06-1;</p> <p>IT WAS MOVED BY THE TRUSTEE, MS. M. JENNINGS, AND RESOLVED THAT AMSA (Association of Montreal School Administrators) be consulted on the Management portion of Staffing Plan and Budget Implications for 2020-2021, with a deadline for response to the Director of Human Resources, Mrs. Ann Watson, by May 12, 2020 at 4 p.m.</p> <p>Adopted</p> <p style="text-align: right;"><u>Resolution #20-05-06-9</u></p>

10. Reopening of Elementary Schools in the EMSB

10.1 Update – Process on Reopening of EMSB Schools ( For Information)

Statement from Ms. Jennings, Trustee:

Senior management has been doing an enormous amount of work, working nonstop, to prepare our staff, schools, parents and our students to be able, if their parents wish, to return to the elementary schools. Under the Provincial Government and the Minister of Education directives, all elementary schools on the island of Montreal are to reopen Tuesday May the 19<sup>th</sup>, 2020. Parents have been surveyed and as of 3 pm on May 6<sup>th</sup>, 4,721 surveys were returned, from a total of 11,379, which were sent to elementary student parents. This is a survey participation rate of 45.5%. The percentage of parents who wish to send their children back to elementary school as of Tuesday May 19<sup>th</sup>, 2020 is 8.9%. This represents a total of 1,008 students out of a total 11,379 elementary students. Parents are encouraged to fill out the survey.

Statement from Ms. Matheson, Director General:

Parents have until the week before May 19th to fill out the survey to officially advise EMSB if they are sending their children back to school. There are many components to consider with the reopening of the schools. Preparation involving busing and the rearranging of classes, which is why it is extremely important for the EMSB to receive the survey information in order to plan accordingly. The survey is asking not only if parents will send their children back to school but also if they can transport their children to school. In order to maintain social distancing, school busses will only allow 12 students on board as opposed to the normal up to 72 students.

Parents have been invited to pick up their children's belongings at schools. Ms. Matheson thanked the teams at the elementary and high school levels, who have helped make this possible. Schools are rearranging classrooms to ensure proper social distancing is in place. Staff from the MR departments (caretaking and repairs) are going to schools to prepare handwashing stations, proper allocations of desks per classroom, storage for extra furniture etc. School Organization along with Mrs. Alfonsi have been working to provide educational programs through our website to ensure we continue to progress. We are helping the schools with promotion meetings and report cards.

During the crisis, the Board, has taken notice of the vulnerable situations at home and has provided meal assistance program to parents for support. This program has provided 110 families with weekly meals, we expect these programs to remain in place. LaurenHill Academy raised 3200\$ in gift cards for groceries for families in need, Willingdon raised close to \$8000 for food baskets in their community. Teachers have also made baskets and delivered them door to door to their own students. The EMSB is always here for their students and parents, we always have been and we will continue to be.

Ms. Jennings Statement in response to Ms. Matheson's report:

Your report is clear evidence that the people who work at the EMSB, don't just think of EMSB as a place that simply gives education. There is a heart here, that's what I've learned in my first mandate.

