

MINUTES OF PROCEEDINGS OF THE  
ENGLISH MONTREAL SCHOOL BOARD

A Special Board Meeting of the English Montreal School Board has taken place on Thursday, March 25, 2021, at 7:00 P.M. Via Teams, in Montreal.

Commissioners Present

Me Joe Ortona, Chair  
Mr. Agostino Cannavino, Vice-Chair  
Mr. Mario Bentrovato, Commissioner  
Ms. Maria Corsi, Parent Commissioner  
Mr. Sophie De Vito, Commissioner  
Mr. Jamie Fabian, Commissioner  
Mr. Julien Feldman, Commissioner  
Ms. Ellie Israel, Commissioner  
Mr. Joseph Lalla, Commissioner  
Mr. Pietro Mercuri, Commissioner  
Ms. Mubeenah Mughal, Parent Commissioner  
Mr. Mario Pietrangelo, Commissioner  
Mr. Tony Speranza, Parent Commissioner  
Mr. Daniel Tatone, Parent Commissioner

Commissioners Not Present

Mr. James Kromida, Commissioner

Administrators Present:

Mr. Russell Copeman, Interim Director General  
Me Benoit Duhême, Assistant Director General  
Ms. Evelyne Alfonsi, Assistant Director General  
Me Nathalie Lauzière, Secretary General  
Mr. Mario Cardin, Director, Material Resources  
Ms. Myrienne Lusignan, Assistant Director, Educational Services  
Ms. Livia Nassivera, Director, Financial Services  
Ms. Pela Nickoletopoulos, Sector Director, Elementary  
Ms. Sabrina Petrocco, Assistant Director, Student Services  
Ms. Julie Rene de Cotret, Director, Student Services  
Ms. Anna Sanalidro, Director, Educational Services  
Ms. Angela Spagnolo, Sector Director, AEVS  
Ms. Anna Villalta, Assistant Director, Educational Services  
Ms. Ann Watson, Director, Human Resources  
Mr. Mike Cohen, Communications & Marketing Specialist  
Ms. Brigida Sellato, Consultant, Secretarial General and Communications

1. Confirmation of Proper Notice of the Meeting

Me Nathalie Lauzière confirmed that proper notice of this meeting was given.

2.	<p><u>Adoption of the Agenda</u></p> <p>IT WAS MOVED BY MR. PIETRO MERCURI AND UNANIMOUSLY RESOLVED THAT the agenda be approved, as presented.</p> <p>Vote: 13-0-0 (Mr. J. Fabian not present for the vote), Adopted</p> <p style="text-align: right;"><u>Resolution # 21-03-25-2</u></p>
3.	<p><u>Question Period</u></p> <p>No questions were submitted by the public.</p>
4.	<p><u>Proposed Revision of the Administrative Organization Chart 2020-2021 – Adult Education and Vocational Services (AEVS) – For Consultation</u></p> <p><b>WHEREAS</b> in early 2020, the management firm Deloitte was commissioned to produce an Organizational Review and Action Plan for the Trustee of the English Montreal School Board (EMSB);</p> <p><b>WHEREAS</b> one of the recommendations of this Organizational Review regarding the Adult Education and Vocational Services Department (AEVS) was to “mieux intégrer ce service dans l’organigramme de la commission scolaire, dans le contexte d’une revue plus globale de l’organigramme global” (sic);</p> <p><b>WHEREAS</b> subsequent to the reception of this Organizational Review, the Trustee adopted, on August 31, 2020, a new administrative organizational structure for the EMSB, as per Resolution # 20-08-31-4;</p> <p><b>WHEREAS</b> one of the significant changes to the EMSB structure involved the transfer of ancillary AEVS services, such as human resources, student services, and budgeting to the other departments of the EMSB;</p> <p><b>WHEREAS</b> the Council of Commissioners is preoccupied that this new organizational structure for AEVS may not be appropriate;</p> <p><b>WHEREAS</b> an external consultant, Mr. Ron Silverstone, was mandated by the Interim Director General to “determine if the organizational structure of the EMSB’s AEVS Department is best aligned to meet the objectives of the department and those of the school board”;</p> <p><b>WHEREAS</b> one of the conclusions of the Silverstone Report is “it is in the best interest of the EMSB to return to the original structure where the AEVS Department does not move personnel to other departments”;</p> <p><b>WHEREAS</b> another recommendation of the Silverstone Report is “that the AEVS Director work more closely with the Directors of Finance, Human Resources and Student Services”;</p> <p><b>WHEREAS</b> the process of transferring AEVS personnel to other services and departments is underway;</p> <p><b>WHEREAS</b> the EMSB is currently in the process of preparing its 2021-2022 budget and staffing needs;</p> <p><b>WHEREAS</b> the Association of English Montreal Board Administrators (AEMBA), the Association Québécoise des Cadres Scolaires – EMSB Section (AQCS) and the Association of Montreal School</p>

Administrators (AMSA) must be consulted on the proposed revision of the Administrative Organization Chart 2020-2021 - AEVS;

**WHEREAS** the end date for consultation purposed with the aforementioned associations will be THIRTY (30) days following the date of this Board meeting;

IT WAS MOVED BY MR. TONY SPERANZA AND UNANIMOUSLY RESOLVED THAT:

The Council of Commissioners send out a proposal for consultation, to restore the Adult Education and Vocational Services Department (AEVS) to the structure in place prior to the adoption of the new administrative organizational chart 2020-2021, adopted by the Trustee on August 31, 2020.

IT WAS FURTHER RESOLVED THAT the proposed Revision of the Administrative Organization Chart 2020-2021 – AEVS be sent out for consultation to the Association of English Montreal Board Administrators (AEMBA), the *Association Québécoise des Cadres Scolaires* – EMSB Section (AQCS), the Association of Montreal School Administrators (AMSA) and the English Montreal School Board Parents Committee (EMSBPC) and the results of the consultation be returned to Me Nathalie Lauzière, Secretary General, no later than April 26, 2021, in accordance with the documentation submitted at the meeting.

IT WAS STILL FURTHER RESOLVED THAT regardless of the question of the structure of AEVS, and as highlighted in the Deloitte Organizational Review and Action Plan for the Trustee of the English Montreal School Board (EMSB), the Council of Commissioners affirms that AEVS must adhere to the following:

- An adequate, structured accountability processes
- Furnishing appropriate support to international students
- Adequate controls on AEVS partnerships
- Appropriate supervision of the quality of educational services
- Conformity with the rules around procurement and the management of contracts
- Greater collaboration between AEVS and the other departments of the EMSB

IT WAS STILL FURTHER RESOLVED THAT the Council of Commissioners instructs the EMSB Administration to suspend any further personnel and/or budgetary transfers from AEVS to other EMSB departments until such time as the Council makes a decision on the 2020-2021 Administrative Organizational Chart.

Vote: 13-0-0 (Mr. J. Fabian not present for the vote), Adopted

Resolution # 21-03-25-4

5. Proposed Revision of the Administrative Organization Chart 2020-2021 – Communications Coordinator – For Consultation

**WHEREAS** in early 2020, the management firm Deloitte was commissioned to produce an Organizational Review and Action Plan for the Trustee of the English Montreal School Board;

**WHEREAS** subsequent to the reception of this Organizational Review, the Trustee adopted, on August 31, 2020, a new administrative organizational structure for the EMSB, as per Resolution # 20-08-31-4;

**WHEREAS** one of the changes to the EMSB structure involved the creation of the position of Communications Coordinator;

**WHEREAS** the position of Communications Coordinator appears to have been designed to respond to the situation where the Director General would become the spokesperson of the institution;

**WHEREAS** the Chair of the EMSB is the primary spokesperson of the EMSB;

**WHEREAS** strategic communication advice can be provided to the governance body of the EMSB on an ad hoc basis;

**WHEREAS** the Council of Commissioners believes, on the advice of the Director General, that the EMSB Marketing and Communications service should be headed by a manager level position;

**WHEREAS** the Association of English Montreal Board Administrators (AEMBA), the Association Québécoise des Cadres Scolaires – EMSB Section (AQCS) and the Association of Montreal School Administrators (AMSA) must be consulted on the proposed revision of the Administrative Organization Chart 2020-2021 - Communications Coordinator;

**WHEREAS** the end date for consultation purposed with the aforementioned associations will be THIRTY (30) days following the date of this Board meeting;

IT WAS MOVED BY MR. JOSEPH LALLA AND UNANIMOUSLY RESOLVED THAT:

The Council of Commissioners send out a proposal for consultation, to abolish the position of Communications Coordinator and replace it with the position of Manager – Marketing and Communications, reporting to the Director General;

IT WAS FURTHER RESOLVED THAT the proposed Revision of the Administrative Organization Chart 2020-2021 – Communications Coordinator be sent out for consultation to the Association of English Montreal Board Administrators (AEMBA), the *Association Québécoise des Cadres Scolaires* – EMSB Section (AQCS) and the Association of Montreal School Administrators (AMSA) and the results of the consultation be returned to Me Nathalie Lauzière, Secretary General, no later than April 26, 2021, in accordance with the documentation submitted at the meeting.

Vote: 13-0-0 (Mr. J. Fabian not present for the vote), Adopted

Resolution # 21-03-25-5

6.

In Camera

6.1 Motion to Move In Camera

On a motion by Mr. Agostino Cannavino, the meeting moved In Camera at 7:06 p.m.

Vote: 13-0-0 (Mr. J. Fabian not present for the vote), Adopted Unanimously

Resolution # 21-03-25-6.1

Mr. Jamie Fabian joined the meeting at 7:28 p.m.

The meeting returned from the In Camera session at 7:49 p.m.

7. Adoption of resolutions from In Camera

6.2 Appointment of a Director General

IT WAS MOVED BY MR. PIETRO MERCURI AND RESOLVED THAT Mr. Nick Katalifos be confirmed as Director General of the English Montreal School Board, effective March 29, 2021.

Vote: 13-1-0 (Mr. D. Tatone against), Adopted

Resolution # 21-03-25-6.2

6.3 Appointment of an Interim Director General (tentative)

IT WAS MOVED BY MS. ELLIE ISRAEL AND UNANIMOUSLY RESOLVED THAT, due to the fact that Mr. Nick Katalifos is not immediately available to assume his duties as Director General, Ms. Pela Nickoletopoulos be appointed Interim Director General of the English Montreal School Board effective March 29, 2021.

Vote: 14-0-0, Adopted

Resolution # 21-03-25-6.3

8. Adjournment

IT WAS MOVED BY MR. JOSEPH LALLA AND UNANIMOUSLY RESOLVED THAT the meeting be adjourned at 7:52 P.M.

Vote: 14-0-0, Adopted

Resolution # 21-03-25-8

Signed in Montreal, \_\_\_\_\_

\_\_\_\_\_

Me Joe Ortona, Chair

\_\_\_\_\_

Me Nathalie Lauzière, Secretary General