

CANADA

PROVINCE OF QUEBEC

EASTERN SHORES SCHOOL BOARD

The special meeting of the Council of Commissioners of Eastern Shores School Board was held at held at the administrative offices of the Board, situated at 40 Mountsorrel Street, New Carlisle, Québec, on Tuesday, January 28, 2025, at the hour of 9:00 a.m. The following persons were present:

COMMISSIONERS:

- W. Gifford, Chair
- R. Mundle, vice-chair (online)
- M. E. Beaulieu (online)
- M. O'Brien (online)
- Ward 4 Vacant
- K. Ward
- G. Hayes (online)
- D. Hunt (online)
- D. Bourgouin (online)
- K. Dickson (online)

PARENT COMMISSIONER: K. Mackenzie (online)
R. Steward (online)
J. Bizeau (online)

DIRECTOR GENERAL: D. Simoneau
ASSISTANT DIRECTOR GENERAL: J. Bradbury; Assistant Director General and
Director of Adult and Vocational Education
SECRETARY GENERAL: D. Gauthier

OTHERS: M. Hayes-Dow; Director of Information Technology, School Organization and Transportation
A. Dupuis; Director of Human Resources
S. Ward; Director of Finance and Material Resources
T. Renouf; Superintendent of Services

ABSENT: J. McWhirter, M. Ouellet sent their regrets

Mr. Gifford, Chair, called this regular meeting of the Council of Commissioners to order and welcomed everyone present.

1. CONFLICT OF INTEREST

No conflicts were declared at this time.

2. APPROVAL OF THE AGENDA

C25-01-215 It was moved by K. Mackenzie that the agenda for this special meeting of the Council of Commissioners of Eastern Shores School Board be approved.

CARRIED

3. TERMINATION OF EMPLOYMENT

C25-01-216 It was moved by K. Mackenzie to go in-camera at 9:02 a.m.

CARRIED

C25-01-217 It was moved by K. Mackenzie to come out of in-Camera at 9:27 a.m.

CARRIED

Upon the termination of the in-camera session the following motion was presented:

WHEREAS the professional’s personal file which the name is indicated in the confidential annex in the support of the present;

WHEREAS the nature of the professional’s alleged breaches are insubordination and failure to cooperate with their employer;

WHEREAS the professional did not provide the documents allowing the employer to meet with their employee despite many requests;

WHEREAS the professional has shown a lack of cooperation towards the employer since their hiring in September 2024;

WHEREAS the professional received numerous notices for meetings with the human resources department and never showed up, making it impossible to maintain a relationship of trust between employee and employer;

WHEREAS the bond between the professional and the Board is irreparably broken;

WHEREAS the letter delivered to the professional on January 8, 2025, and January 20, 2025, in respect of article 5-8.00 of the collective agreement and its contents considered here as recited throughout;

WHEREAS the representation of the professional and SPPGIM;

WHEREAS the deliberations held;

C25-01-218

IT WAS MOVED by K. Mackenzie to support the decision of the Director General and the professional to terminate the commitment of the professional whose name appears in annex in the confidential envelope and to proceed with their dismissal due to immoral behaviour; and

TO MANDATE Ms. Annie Dupuis, Director of Human Resources for the purpose of ensuring follow-up of this decision.

CARRIED

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ADJOURNMENT AT 9:32 A.M.

C25-01-219

It was moved by K. Ward that, there being no further business, the meeting adjourns.

CARRIED

Secretary General

Chairperson