

Approved minutes of the regular meeting of the Council of Commissioners of the Central Québec School Board held on Wednesday, May 21, 2025, at 7 p.m. at the Board Office, 2046 chemin Saint-Louis, Québec (Québec) G1T 1P4 and on TEAMS platform.

Present:	Linda Bechtiger David Eden Debbie Ford-Caron Karine Gauthier André Gosselin Chantal Guay Jason Kilganan Stephane Lagacé Cameron Lavallee Ian O’Gallagher Shirley Picknell KayLee Richardson Jean Robert Jo-Ann Toulouse Jo Visser	Parent Commissioner (by TEAMS) Commissioner Commissioner (by TEAMS) Commissioner (by TEAMS) Commissioner Commissioner Parent Commissioner (by TEAMS) Director General Commissioner Vice-chairman Commissioner (by TEAMS) Parent Commissioner Chairman Commissioner (by TEAMS) Commissioner (by TEAMS)
Absent:	Debbie Cornforth Christian Falle	Commissioner Parent Commissioner
In Attendance:	Julien Duchamp Vincent Laliberté Yves Lambert Anissa Landry Nancy L’Heureux Benoit Sévigny Melanie Simard Sheena Davy Sarah Mayrand	Director of Educational Services Secretary General CQTA President (by TEAMS) Director of Financial Services Assistant Director General and Director of Human Resources Director of Buildings and Equipment, Information Technology and Purchasing Recording Secretary (by TEAMS) Teacher Coordinator of Human Resources

25-05.01 Call to Order

The Chairman called the meeting to order at 7:01 p.m.

25-05.02 Native Land Recognition Statement

We would like to begin by acknowledging, honouring, and paying respect to our First Nations Communities; the traditional owners and custodians of the land on which we gather for this event today.

25-05.03 Approval of the Agenda

It was MOVED by C. Guay, SECONDED by D. Eden and unanimously RESOLVED; THAT the agenda be approved as presented.

25-05.04 Public Question Period

There were no questions.

25-05.05 Question Period for Students

No students were present.

25-05.06 Correspondence from Students

No correspondence was received.

25-05.07 Complaints

No complaints were received.

25-05.08 Approval of the Minutes of the Regular Meeting Held on April 23, 2025

It was MOVED by C. Guay, SECONDED by A. Gosselin and unanimously RESOLVED; THAT the minutes of the regular meeting of the Council of Commissioners held on Wednesday, April 23, 2025, be accepted as presented.

25-05.09 Business Arising from the Minutes

No business arising from the minutes.

25-05.10 Report from the Chairman

The Chairman provided a report to the Commissioners on the following items:

- QESBA Briefing on Bill 94 – April 24
- Presentation to the National Assembly's Committee on Culture and Education – April 24
- QESBA's Communications Session – April 26
- The Voltigeurs Foundation Reading Contest – May 4
- Audit Committee Meeting – May 5
- QESBA Executive Committee Meeting – May 12
- Agenda Meeting – May 14
- QESBA Board of Directors Meeting – May 14
- QESBA Annual Conference – May 14 to 16

General Directorate's Report

The Director General formally addressed the Council and provided a report on the following items:

a) Update from Educational Services

For the 2025–2026 school year, the *ministère de l'Éducation* will be supporting a transitional period to implement a provincial pilot project for the new "*Français langue maternelle*" program.

CQSB, in collaboration with the 8 other English School Boards, participated in a 4-day pedagogical development opportunity in Vancouver, focused on emergent teaching practices at the kindergarten level to prioritize mathematical awareness through "play".

b) Update from Buildings & Equipment and IT

The Québec City Fire Department is holding structural drills on the site of St. Vincent School, to practice in the event of a building collapse. No demolition, no drilling and no watering will take place.

c) Update from Human Resources

Human Resources is in the process of recruiting new principals for Riverside Regional Elementary School and Ste-Foy Elementary School. The Council of Commissioners were updated on the school principals pressure tactics concerning negotiations with the government.

d) Update from Communications

It was shared with the Council of Commissioner that the Communications Department is looking to renew and update the CQSB's Student Growing campaign, preparing end-of-year materials and ensuring that the emergency communications are up to date on all times. It was also noted that a Newsletter will be sent to all users shortly.

e) Update from Financial Services

The audit of the CQSB'S March 31, 2025, financial statements, covering the period from July 1, 2024, to March 31, 2025, has been completed by the accounting firm Mallette.

25-05.11 General Directorate's Report (continued)

f) Update from Secretariat General

The CQSB's Secretary General attended a professional development session held under the theme *Influence*. The event featured a range of insightful presentations, including discussions on secularism, strategies for influencing others, use of social media within school boards, strengthening relationships between the media and the education system hosted by a panel of journalists.

g) Update from the General Directorate

The Director General reported on the Administrators' Meetings that took place on May 6 and 7, 2025. Various presentations were made to the principalships of the CQSB schools, as well as a full-day workshop was given on assisted dialogue.

25-05.12 Strategic Planning

N. L'Heureux presented the updates on the Action Plans and Commitment-to-success plan for the month of May. The following topics were discussed:

- Onboarding program;
- Mental Health Week;
- Literacy Action Plan;
- Validation of implementation of ADHOC committees for all CQSB schools in creating School Teams;
- Increasing student success.

25-05.13 New Business

a) Non-reengagement as per the Teachers Collective Agreement 1

After presentation from S. Mayrand, Coordinator of Human Resources on the reasons of the recommendation of non-reengagement and message from the teacher, it was MOVED by C. Guay, SECONDED by C. Lavallee to start an in-camera session at 7:51 p.m.

It was MOVED by K. Gauthier, SECONDED by J.-A. Toulouse to close the in-camera session at 8:15 p.m. and proceed to vote on the recommendation of non-reengagement.

25-05.13

New Business (continued)

a) Non-reengagement as per the Teachers Collective Agreement 1 (continued)

WHEREAS Article 5-8.00 of the local collective agreement applies to the non-reengagement of regular teachers;

WHEREAS Article 5-8.02 provides that the Board may decide not to reengage a teacher for reasons including incapacity, negligence in the performance of duties, insubordination, misconduct, immoral behaviour, or surplus of personnel, as defined in Article 5-3.00;

WHEREAS the Board, through its evaluation process, has identified valid grounds under Article 5-8.02 for the non-reengagement of 172369493, specifically for negligence in the performance of duties;

WHEREAS in accordance with Article 5-8.03, the union was informed no later than May 15 of the Board's intention not to renew the engagement of the teacher, and the teacher concerned was also notified;

WHEREAS the union was given the opportunity to investigate and make representations under Article 5-8.04, and was informed at least 48 hours in advance of the date, time, and place of the decision meeting, in accordance with Article 5-8.05;

WHEREAS the union and the teacher were invited to intervene and be present for the vote during the public meeting, with terms and conditions established as per mutual agreement;

It was MOVED by C. Lavallee, SECONDED by D. Ford-Caron and RESOLVED;
THAT the Council of Commissioners approve the decision of the Central Québec School Board to proceed with the non-reengagement of 172369493 for the 2025-2026 school year; and

THAT the teacher and the union shall be formally notified in writing of the decision, in accordance with the provisions of the local agreement.

Commissioner I. O'Gallagher abstained from voting.

S. Davy
left the
meeting at
8:25 p.m.

New Business (continued)b) Non-reengagement as per the Teachers Collective Agreement 2

After presentation from S. Mayrand, Coordinator of Human Resources on the reasons of the non-reengagement, it was MOVED by C. Lavallee, SECONDED by I. O’Gallagher to start an in-camera session at 8:25 p.m.

It was MOVED by C. Guay, SECONDED by K. Richardson to close the in-camera session at 8:39 p.m. and proceed to vote on the recommendation of non-reengagement.

WHEREAS Article 5-8.00 of the local collective agreement applies to the non-reengagement of regular teachers;

WHEREAS Article 5-8.02 provides that the Board may decide not to reengage a teacher for reasons including incapacity, negligence in the performance of duties, insubordination, misconduct, immoral behaviour, or surplus of personnel, as defined in Article 5-3.00;

WHEREAS the Board, through its evaluation process, has identified valid grounds under Article 5-8.02 for the non-reengagement of 162866755, specifically for negligence in the performance of duties;

WHEREAS in accordance with Article 5-8.03, the union was informed no later than May 15 of the Board’s intention not to renew the engagement of the teacher, and the teacher concerned was also notified;

WHEREAS the union was given the opportunity to investigate and make representations under Article 5-8.04, and was informed at least 48 hours in advance of the date, time, and place of the decision meeting, in accordance with Article 5-8.05;

WHEREAS the union and the teacher were invited to intervene and be present for the vote during the public meeting, with terms and conditions established as per mutual agreement;

It was MOVED by I. O’Gallagher, seconded by A. Gosselin and RESOLVED; THAT the Council of Commissioners approves the decision of the Board to proceed with the non-reengagement of 162866755 for the 2025-2026 school year; and

25-05.13

New Business (continued)

S.
Mayrand
left the
meeting at
8:42 p.m.

b) **Non-reengagement as per the Teachers Collective Agreement 2 (continued)**

THAT the teacher and the union shall be formally notified in writing of the decision, in accordance with the provisions of the local agreement.

Commissioner J. Kilganan abstained from voting.

c) **Declaration of Excess and Surplus of Personnel**

It was MOVED by A. Gosselin, SECONDED by D. Eden and RESOLVED; THAT based on the May 16 student enrolment, it is the intention of the School Board to non-reengage the following personnel:

Cynthia Laberge;
Katia Beaudet.

Commissioners C. Lavallee and K. Richardson abstained from voting.

25-05.14

Committee Reports

a) **Executive Committee**

No meeting was held.

b) **Parents' Committee**

No meeting was held.

c) **Special Needs Advisory Committee**

A meeting will be held May 26, 2025.

d) **Transport Advisory Committee**

No meeting was held.

25-05.14 Committee Report (continued)

e) Audit Committee

A meeting was held on May 5, 2025.

I. O’Gallagher made a report on the meeting: due to a surplus that needs to be invested by June 30, 2025, money will be allocated for important maintenance to ensure that certain high schools continue to be secure for the students and personnel, as well as the replacement of certain information technology equipment.

f) Evaluation of the Director General

No meeting was held.

g) Ethics and Governance Committee

No meeting was held.

h) Human Resources Committee

No meeting was held.

i) Resource Allocation Committee

No meeting was held.

25-05.15 Québec English School Boards Association

a) Report from the Board of Directors

The Chairman requested that D. Ford-Caron send her report prior to the meetings to allow the Commissioners time to read it. Mrs. Ford-Caron will send a document to the Secretary General that will need to be shared with all Commissioners.

b) Report from Committees

No report was made.

25-05.16 Next meeting

The next regular meeting will be held on June 18, 2025.

25-05.17 Question period

a) Public

Y. Lambert asked when the new Code of Ethics will be adopted as it was deposited for consultation purposes. N. L'Heureux responded that it will be adopted at the June regular meeting.

b) Commissioners

There were no questions.

25-05.18 In-camera session

Two in-camera sessions were held during the meeting.

25-05.19 Adjournment

The meeting was ADJOURNED at 8:58 p.m. on a motion by A. Gosselin.

Vincent Laliberté
Secretary General

Jean Robert
Chairman

Approved on June 18, 2025.