

CANADA

PROVINCE OF QUEBEC

EASTERN SHORES SCHOOL BOARD

The special meeting of the Council of Commissioners of Eastern Shores School Board was held at the administrative offices of the Board situated at 40, Mountsorrel, New Carlisle, Québec, on Tuesday, February 27, 2024, at the hour of 8:00 a.m. The following persons were present:

COMMISSIONERS: W. Gifford, Chair  
R. Mundle, Vice-Chair (online)  
M. E. Beaulieu (online)  
M. O'Brien (online)  
K. Ward  
D. Hunt  
D. Bourgouin

PARENT COMMISSIONER: K. Mackenzie  
R. Di Tanna (online)  
R. Steward (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  
D. Foltin; Director of Education Services  
A. Dupuis; Director of Human Resources

ABSENT: J. McWhirter, G. Hayes, K. Dickson, J. Bizeau

Mr. Gifford, Chair, called this special 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**

C24-02-101

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**

- C24-02-102 It was moved by K. Mackenzie to go in-camera at 8:02 a.m. CARRIED
- C24-02-103 It was moved by K. Mackenzie to come out of the in-camera at 8:12 a.m. CARRIED

**Following the conclusion of the in-camera session the following motion was presented:**

**WHEREAS** the teacher's personal file which the name is indicated in the confidential annex in support of the present;

**WHEREAS** the nature of the teacher's behaviour is considered immoral behaviour;

**WHEREAS** the teacher displayed immoral behaviour on three different occasions;

**WHEREAS** the teacher recognized the facts and admitted to them;

**WHEREAS** even though the teacher recognized the facts, he/she does not understand the seriousness of the immoral behaviour;

**WHEREAS** the obligations of a teacher according to the Education Act includes taking the appropriate measures to attain and maintain a high level of professionalism;

**WHEREAS** the importance of sustaining a relationship of trust between the employee and the employer.

**WHEREAS** the bond between the teacher and the Board is irreparably broken;

**WHEREAS** the letter delivered to the teacher on January 31, 2024, in respect of the article 5.7.00 of the local agreement and its contents considered here as recited throughout;

**WHEREAS** the representations of ESTA;

**WHEREAS** the deliberations held;

- C24-02-104 **IT WAS MOVED BY** D. Bourgouin to terminate the employment of the teacher of whose name appears in the annex in the confidential envelope and to proceed with his/her dismissal as of February 27, 2024 due to immoral behaviour; and
- TO MANDATE** the Director of Human Resources, A. Dupuis for the purposes of ensuring follow-up of this decision.

CARRIED

4. **ADJOURNMENT AT 8:16 A.M.**

- C24-02-105 It was moved by K. Mackenzie that, there being no further business, the meeting adjourns. CARRIED

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Secretary General

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Chairperson