

**The Council adopted the following resolutions:**

**Report on the Recruitment & Hiring of a Director General**

**Change in Mandate:**

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-121107-CA-0053 to engage CFC Dolmen as a Human Resources Consulting Firm;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board, adopted resolution #CC-121107-CA-0054, to engage, as additional external support, the services of Michael J. Canuel, working independently;

WHEREAS resolution #CC-121107-CA-0054 mandated, amongst others, Michael J. Canuel to outsource psychometric testing of the candidates retained by the Selection Committee;

WHEREAS in the course of the process of recruitment and hiring of a Director General, the Selection Committee and Michael J. Canuel became aware of a potential perceived conflict of interest with Michael Canuel;

WHEREAS in order to protect the integrity of the process the Selection Committee and Michael J. Canuel concluded that Mr. Canuel would withdraw from his mandate regarding the psychometric testing and opted to have these tests performed by CFC Dolmen;

WHEREAS Michael Canuel withdrew from that portion of the mandate;

WHEREAS the Selection Committee remained within the parameters of resolution #CC-121107-CA-0054 in order to respect the budget allocation for this process;

Steve Mitchell MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board ratify the decision of the Selection Committee for the Recruitment & Hiring of a Director General to transfer to CFC Dolmen the mandate regarding the psychometric testing following the withdrawal of Michael J. Canuel, and as per the terms and conditions of resolution #CC-121107-CA-0054

AND THAT resolutions # CC-121107-CA-0053 and #CC-121107-CA-0054 be modified to reflect the above.

### **Engagement of the Director General:**

WHEREAS the Council of Commissioners adopted resolution CC-121024-CA-0035 approving Policy no 2012-CA-21 – Policy for the recruitment and hiring of a Director General and an Assistant Director General;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board at its 2012-10-24 meeting commenced the process for the recruitment and hiring of a Director General;

WHEREAS a Selection Committee was formed in accordance with Policy no 2012-CA-21;

WHEREAS due process, in conformity with Policy no 2012-CA-21 occurred, notably, the Selection Committee met on several occasions, was supported by a Human Resources Consulting firm throughout the whole process and benefitted from additional expertise;

WHEREAS the Selection Committee, as per section 4.2.5.5 of Policy no 2012-CA-21 – Policy for the recruitment and hiring of a Director General and an Assistant Director General, needs to provide a recommendation to the Council of Commissioners of the Sir Wilfrid Laurier School Board;

WHEREAS the members of the Selection Committee were unanimous in its recommendation for the position of Director General;

Edward Turchyniak MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board make an offer of employment to engage the retained candidate as per document #SWLSB-2012/12/20-CA-002 to the position of Director General;

AND THAT the Chairman of the Council of Commissioners and the Chairman of the Executive Committee be mandated to present the offer of employment as per document #SWLSB-2012/12/20-CA-002

### **Transition Period**

#### **Interim Director General:**

WHEREAS the contract of the Director General is ending on 2012-12-31;

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board started a process for the recruitment and hiring of a new Director General;

WHEREAS this process concluded and a recommendation was brought to the Council of Commissioners at its 2012-12-20 special meeting;

WHEREAS the chosen candidate is expected to start on or around January 14, 2013;

WHEREAS in accordance with section 198 of the Education Act (R.S.Q., Chapter I-13.3) a school board must have a Director General

Peter MacLaurin MOVED that the Council of Commissioners of the Sir Wilfrid Laurier School Board appoint Clifford Buckland as Interim Director General, effective January 1, 2013, until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board.

### **Interim Assistant Director General:**

WHEREAS the Council of Commissioners of the Sir Wilfrid Laurier School Board adopted resolution #CC-121220-CA-\_\_ appointing the Interim Assistant Director General to the position of Interim Director General until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board

WHEREAS in accordance with section 198 of the Education Act (R.S.Q., Chapter I-13.3) a school board must have an Assistant Director General;

Nazario Facchino MOVED that the Council of Commissioners of the Sir Wilfrid Laurier School Board appoint Linda Di Domenico as Interim Assistant Director General, effective January 1, 2013, until such date when the chosen candidate starts as the new Director General of the Sir Wilfrid Laurier School Board and the current Interim Assistant Director General resumes his position.

### **Recognition of the Director General:**

Peter MacLaurin MOVED THAT the Council of Commissioners of the Sir Wilfrid Laurier School Board officially thank Mr. Robert Vallerand for his good work and leadership over the past 15 months under difficult circumstances.