



December 16, 2016

Council of Commissioners
Lester B. Pearson School Board

We, the Lester B. Pearson School Board members of the Association Québécoise des cadres scolaires (AQCS); comprising management staff of Community Services, Directorate, Educational Services, Equipment Services, Financial Services, Human Resources, Information Systems, International Programs, Legal and Corporate Affairs, Regions, Community Learning Centres and Centres; voted unanimously on Tuesday, December 6th, 2016 to respond to the statement read at the public meeting of the Council of Commissioners of November 28, 2016. This letter is to express our disappointment and disbelief of the position taken that evening by the Council of Commissioners, both elected and parent.

At the September 26, 2016 Council meeting, Commissioner Martin Sherman read to the public the statement from Me Vincent Guida, Ethics Commissioner, on the findings of the ethics investigation. The following excerpt clearly states that breaches were made:

"Maintains the complaint, concluding that they are well founded in fact and in law, declares that the Commissioner against whom the complaints were directed has derogated from and committed infractions under Articles 3,5.1,6 of the Code of Ethics and Professional Conduct of Commissioners and Article 177.1 of the Education Act..."

Two months later, at the November 28th, 2016 Council meeting, Vice Chairman Noel Burke read a statement on behalf of the entire Council of Commissioners that unanimously declared their support for the Chair immediately after the Chair of the Board, Suanne Stein Day, revealed that she was the commissioner who was investigated. The Council of Commissioners went further by dismissing an entire year of distress and uncertainty felt by our membership, and throughout the organization, in an insulting manner by stating, *"We sincerely regret any distractions that have arisen from these circumstances..."*, and *"we consider the matter resolved and closed"*.

The above was done without any effort on the part of Council to deal with these issues in a transparent manner nor to engage in dialogue with any of the board's stakeholders, ultimately leading to your conclusion, made behind closed doors, that was self-serving to the extent that even the constituents who elected you were only allowed representation after you declared the matter closed. In doing so, your actions have cast a shadow over the organization and caused damage to the reputation of our members, a concern we expressed clearly in our letter of December 17, 2015.

We find the actions of Council, which deemed it politically expedient to unanimously support the Chair by disregarding the breaches of the Council's own *Code of Ethics and Professional Conduct of Commissioners* and the *Education Act*, appalling.

Our members find that these decisions were made:

- at the expense of our members who came forward, supported at that time by Council
- with a total disregard of our Association's letter dated December 17, 2015, shared with Council
- with a complete lack of respect towards us by defending one of your own subsequent to a public declaration of breaches committed
- knowingly setting a precedent that breaching your own code of ethics is acceptable

Our membership has declared that we have a complete lack of confidence in the present Council of Commissioners, both elected and parent, due to your actions over the past year. The lack of trust, transparency and respect has had a significant impact on our membership.

In closing, and in stark contrast to the above, we would like to express our gratitude to the Administration of the Directorate for their continued support throughout this ordeal. We appreciate and respect their diligence in ensuring all of our members felt protected and respected during this past year. With this in mind, our Executive has been mandated to request a meeting with Michael Chechile, Director General early in the New Year to discuss the development of a protocol on how our membership will interact with the Chair of the Board, and the entire Council, in the future.

We await the response of Council for clarification of the issues expressed in this letter.

c.c. Director General, Assistant Director Generals, PASA, APBA, AQCS President (Provincial)