

Introducing CPCO's Protective Services Team



From Top Left: James Cameron, Wassim Garzouzi, Patricia Manson, Céline Girouard
From Bottom Left: Kim Patenaude, Michael Schmitt, Bessy Valerio

After several years of research and discussion, the Catholic Principals' Council of Ontario was pleased to announce to its members in April 2011 that the association would be moving to an in-house legal service model effective June 1, 2011. CPCO has matured as an organization, and services and advocacy to members has always been its top priority. In-house legal services will further enhance CPCO's abilities to provide members with the best possible professional counselling, legal counsel and professional learning supports.

CPCO is well situated to provide this model of legal service to its members. Michael Schmitt, an educator for more than 30 years, with a vast amount of experience in educational administration has been hired in the role of protective services coordinator. One of his responsibilities is to take the calls from members and to determine the type of service they require to deal with their concerns/issues.

Michael is being assisted by Bessy Valerio, CPCO's receptionist. Bessy takes the member's pertinent information and then connects the individual to the protective services coordinator. It is a seamless, confidential process. The member is assured that his/her call is being treated with the utmost privacy.

CPCO has retained Raven, Cameron, Ballantyne & Yazbeck LLP to provide legal services as required. James Cameron is no stranger to CPCO. He has represented our members in a variety of legal cases regarding employment issues, including cases with the Ontario College of Teachers. He is very familiar with the contracts of all associations, as he has worked extensively with CPCO to assist lead negotiators in the negotiation of their terms and conditions of

employment. He has been a regular speaker at the annual employment services seminars. Most recently, James provided three one-hour on-line seminars to assist lead negotiators and their teams to prepare for the PPM 152 negotiations. The *best language* that he provided for the clauses being negotiated with school boards proved to be most beneficial to us.

Cameron's legal team of Alison Dewar, Kim Patenaude, Wassim Garzouzi and Céline Girouard are part of CPCO's protective services team. You will see in their biographies that each member of this team has areas of expertise that will greatly benefit and enhance services to CPCO members.

Are there other benefits to in-house legal, you ask? Absolutely! CPCO has firm control of what services it will provide to members. New employment issues arise without much notice. In the past, it would have required negotiating increased services through an insurance plan. CPCO will be able to react to these needs in a timely fashion. We are now able to track the issues members are dealing with and will be able to better articulate our concerns at the Ontario College of Teachers and with the Ministry of Education. As we discern patterns in the concerns raised, CPCO will be able to provide all members with access to professional learning that will assist them in their work as the chief administrators and instructional leaders in their schools.

Protective services pages have been added to our website, as well as a regular feature in the weekly electronic magazine, *Catholic Principals' Connection* online. The *Tip of the Week* is a one-page release, which provides information on how to deal with legal matters in the school. Some of the topics covered to date include parental custody issues, principal/vice-principal transfers, Bill 157 requirements and other topics relevant to what school administrators do on a daily basis. Members may access the legal benefits plan in the Members' Private section of the CPCO website at www.cpco.on.ca.

Meet the People who make up the CPCO Protective Services Team

FROM THE CATHOLIC PRINCIPALS' COUNCIL OF ONTARIO



Bessy Valerio

Michael Schmitt

Patricia Manson

Bessy Valerio

CPCO Receptionist

Bessy has been with CPCO since September 2009. Her easy humour, ready laugh and friendly disposition are infectious and set the tone for visitors to CPCO either in person or on the phone. Previously, Bessy worked for OMERS for 21½ years as an administrator. Bessy is your first contact when you call the CPCO office. She will collect pertinent information from you and then forward your call to Protective Services Coordinator Michael Schmitt. Bessy's outstanding organization and time management skills are demonstrated daily as she manages a variety of tasks. She maintains high standards of accuracy, attention to detail and timeliness. She understands that CPCO has a strong customer service orientation and always exercises tact, discretion, confidentiality and diplomacy. Outside of CPCO, Bessy enjoys spending time with her husband, two sons and daughter, and getting together with friends. She loves to go to the cottage and read.

Michael Schmitt

Protective Services Coordinator

Michael began his teaching career in 1978 with the Hastings Prince Edward County Catholic School Board in Belleville, as a secondary school teacher in physics, math and special education. In 1985 he made the decision to move to the Waterloo Catholic DSB. He worked in this board for 20 years, working his way from department head of special education, to vice-principal and then, principal. His final promotion in the board was to superintendent of education responsible for program and student services.

Taking a leave from the board, Michael joined the Literacy and Numeracy Secretariat with the Ministry of Education in January 2005. Within seven months, he was on the move again. He returned to his roots in the Algonquin and Lakeshore Catholic DSB as director of education. Michael remained in this position until his retirement

in April 2011, when he joined the Catholic Principals' Council of Ontario as protective services coordinator.

In the spare time that he has, Michael enjoys gardening, jogging and reading a variety of books. His goal is to once again take up biking, a pursuit he loved, but had given up as he moved up the ranks of administration.

Patricia Manson

Executive Director

Patricia Manson has been a Catholic educator for 35 years. She is currently the executive director of the Catholic Principals' Council of Ontario; a position she started on September 1, 2010.

Prior to her retirement on August 31, 2010 Patricia was the director of education for the Durham Catholic DSB. As director, Patricia implemented a strategic plan setting a new direction for the board, which successfully resulted in dramatic improvement in student learning.

For the last three years of her tenure as director, Patricia was seconded to the Literacy and Numeracy Secretariat in the Student Achievement Division of the Ministry of Education. While at the Ministry Patricia was responsible for the Research and Capacity Building teams working to provide educators with strategies to improve student achievement. From 1995 to 2003 Patricia worked for the Simcoe Muskoka Catholic DSB, first as the founding principal of St. Dominic Catholic Secondary School in Bracebridge and then as superintendent of programme and services with responsibilities for programs and special education.

Patricia was raised in North Bay where she was an elementary and secondary teacher, as well as a vice-principal and principal. She was also an associate professor at the Faculty of Education, Nipissing University. She has served as president of the Ontario Catholic Supervisory Officers' Association, chair of the English Council Catholic Directors of Education and as a module leader of the Supervisory Officers' Qualifications Program in 2010-11.

FROM RAVEN, CAMERON, BALLANTYNE & YAZBECK LLP



Céline Girouard

James Cameron

Alison Dewar

Kim Patenaude

Wassim Garzouzi

Céline Girouard

Céline graduated with honours from the paralegal program at Algonquin Careers Academy. She joined Raven, Cameron, Ballantyne & Yazbeck LLP in January 2009 as the firm's bilingual legal assistant. Céline enjoys the challenge of working and supporting three of the firm's lawyers in a busy environment. Céline's down-to-earth demeanour and professionalism appeal to clients and to the firm's overall commitment to their clients.

James Cameron

For more than 20 years, James Cameron has provided sound advice, effective negotiation strategies and able representation to clients with respect to labour relations, employment law and human rights matters. James represents federal and provincial unions on a wide range of issues, including pay equity, pensions, classification, contract interpretation, discipline and Charter issues such as freedom of speech and freedom of association. He appears regularly before the Federal Courts, the courts of Ontario and Quebec, labour boards and arbitrators. James has represented hundreds of individual clients in employment law matters, including wrongful dismissal, LTD, complex CSST and CPP matters, discipline and promotion. James represents federal, provincial and municipal public and para-public service employees including education, hospital, RCMP and DND employees.

In addition, James represents a wide range of employees in the private sector, industries and professions, including those in high tech, legal, accounting, engineering, the regulated health professions, manufacturing and the financial sector. He has advised many clients with respect to human rights issues, such as physical and mental challenges and the duty to accommodate, and represented them before the Canadian and Ontario Human Rights Tribunals. In addition, he has frequently appeared before the Federal Courts on judicial reviews of Tribunal decisions. James has been involved with Scouts Canada for many years and in his spare time, seeks to become a better tri-athlete.

Alison Dewar

Alison represents federal and provincial unions in a wide range of matters, providing advice and representation in human rights, pay equity, interpretation of collective agreements, discipline and Charter issues. Alison also provides individual clients with advice on a wide range of issues affecting their employment. Alison regularly appears before the Canadian Human Rights Tribunal, Public Service Labour Relations Board, private arbitrators, and provincial and federal labour boards.

Before deciding to pursue a career in law, Alison was a university professor at the University of British Columbia in the School of Human Kinetics and Faculty of Education Teacher Education Program. She was also an affiliate of the Centre for Research in Women's Studies and Gender Relations. Alison maintains an interest in sport and education, and has given classes to students at the University of Ottawa and Carleton University.

Kim Patenaude

Kim Patenaude practises in the areas of human rights, administrative, labour and employment law. Kim has acted in matters before the Canadian Human Rights Tribunal, Human Rights Tribunal of Ontario, Public Sector Labour Relations Board, Ontario Labour Relations Board, Superior Court of Ontario and Federal Court on behalf of public and private sector unions and employees.

Kim graduated from the French program of the Common Law Section of the University of Ottawa's Faculty of Law. She is bilingual and provides legal services in French and in English.

Wassim Garzouzi

Wassim completed his articles with Raven, Cameron, Ballantyne & Yazbeck LLP/s.r.l. and currently practises in the areas of labour and employment law, human rights and administrative law. Wassim is fluently bilingual and represents clients in both French and English.

Wassim graduated from the University of Ottawa's national program, a four-year curriculum combining civil law and common law. In law school, he spent a year as Pro Bono Students Canada's coordinator and was editor-in-chief of the civil law's student newspaper, as well as the University of Ottawa's independent French language newspaper. Wassim was the Canadian University Press' National Francophone representative and remains involved with CHUO-FM, where he is currently chair of the board of directors.

As a Protective Services Team, our commitment to members is to surpass service standards that members have enjoyed in the past. Our goal is to ensure that CPCO members are confident and competent in their knowledge and practice concerning employment and educational legal matters. We look forward to developing and delivering online workshops and resources that will assist principals and vice-principals in their roles as school administrators. Updates and the *Tip of the Week* will be posted in the CPCO electronic magazine every Wednesday afternoon.