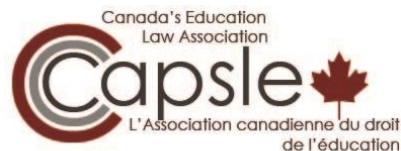


2023 AGM

REPORT OF THE NOMINATING COMMITTEE



CAPSLE is a fortunate organization to have many volunteers willing to contribute energy and time to make this the great organization it has been for many years. Not the least of these volunteers are the members who serve as members of the Executive Committee

The 2022-2023 executive and board of CAPSLE is as follows:

Position	Incumbent	Term ends	Term
President	John C. MacPherson	At the 2023 AGM	
Vice-president	Sophie Arseneault	At the 2023 AGM	
Treasurer	Melissa Eldridge	At the 2023 AGM	
Secretary	Terrence Sullivan	At the 2023 AGM	
Past-president	David Mushens	On the election of a new president	
Directors	Timothy Breen	At the 2024 AGM	2nd
	Ken Brien	At the 2023 AGM	1st
	Emily Chan	At the 2024 AGM	2nd
	Jerry Raso	At the 2024 AGM	2nd
	Julia Rheaume	At the 2023 AGM	1st
	William Smale	At the 2023 AGM	1st

Executive members serve one-year terms; Directors serve staggered two-year terms. Under CAPSLE regulations Directors are permitted to serve only two consecutive terms of two years each.

Election Procedures

Executive and Directors are elected at the AGM each year. The Nominating Committee brings forward nominations received prior to the AGM and three separate calls for further nominations are made spaced throughout the meeting. In the event that one or more candidates are unopposed the chair declares the candidate(s) elected. In the event that there are more candidates than openings for any position, an election by ballot will take place.



NOMINATIONS FOR THE 2023-2024 YEAR

From the Nominating Committee – BIOS ATTACHED

President (1 position) Sophie Arseneault
Vice-president (1 position) Melissa Eldridge
Treasurer (1 position) Terrence Sullivan
Secretary (1 position) Timothy Breen

Board of Directors (6 positions open)
Ken Brien
Bernadette Cole Gendron
Konni deGoeij
William Smale
Patrick Trent

From the Floor:

President: _____

Vice-President: _____

Treasurer: _____

Secretary: _____

Board of Directors: _____

:

———— EXECUTIVE POSITIONS ————

SOPHIE ARSENEAULT – *running for President*

Sophie Arseneault is a bilingual (French and English) partner with the Ottawa office of Fasken Martineau DuMoulin LLP. She practices in the areas of employment, labour, and human rights law from a management perspective.

Sophie assists both unionized and non-unionized employers with a variety of matters related to employment and labour law in multiple sectors, including school boards in Ontario. She also offers training and information sessions to her clients on the development and the implementation of workplace safety policies and procedures.

Over the years, Sophie has brought her interests and expertise to CAPSLE as a presenter in matters related to discipline in the workplace and workplace health and safety and in most recent years as a board member and conference co-chair.

MELISSA ELDRIDGE – *running for Vice-President*

Melissa practices in education and labour and employment law at Borden Ladner Gervais LLP. She advises employers on a full range of human resources and labour relations matters.

Melissa regularly appears before administrative tribunals and labour relations boards, including the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and the Ontario College of Teachers.

For several years, Melissa was counsel (including acting general counsel) for one of the largest school boards in Canada where she worked extensively in the areas of governance, human resources, and labour and employment law.

TERRENCE SULLIVAN – *running for Treasurer*

Terry is presently an Adjunct Professor at Thompson Rivers University in Kamloops British Columbia where he instructs courses on Legal Issues in Education, Principles and Processes of Education Leadership and Education Management

Academic Qualifications

- B.A. in Economics and Political Science – Saint Mary's University
- B.Ed. and M.A. In Education Administration – Saint Mary's University
- Ph.D. in Educational Administration – University of Alberta

Career Experience

- Elementary and Secondary Classroom Teacher in Halifax Public Schools, Yellowknife Separate Schools, Dartmouth Public Schools and Halifax County Bedford District Public Schools
- Elementary and Secondary Principal and Vice Principal in Halifax County Bedford District Schools and Halifax Regional System
- Special Assistant to the Assistant Deputy Minister of Finance and Administration – Alberta Education
- Superintendent and Chief Executive Officer – Lunenburg County District School Board
- Superintendent and Chief Executive Officer – Kamloops Thompson District School Board
- Adjunct Professor, Thompson Rivers University, Faculty of Graduate Studies in Education

Some Professional Affiliations during My Career

- Staff Representative and Delegate to Annual Council – Nova Scotia Teachers Union
- President of the Yellowknife Local of the Northwest Territories Teachers Association
- Member of the Territorial Executive of the Northwest Territories Teachers Association
- President of the British Columbia School Superintendents Association

University Experience

- Part Time Professor, Graduate Program, Saint Mary's University
 - Part Time Professor, Graduate Program, Acadia University
 - Graduate Courses at the University of Prince Edward Island
 - Graduate Courses at the University College of Cape Breton/Cape Breton University
 - Guest Lecturer Simon Fraser University
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TIMOTHY BREEN – running for Secretary

Timothy is a Staff Officer in the Teacher Welfare department at the Manitoba Teachers Society. Ever since beginning his Master of Education, exploring how teachers approach world religions in public schools, he has been fascinated by the intersection of law and education. His work at the Society involves exploring this intersection daily.

Tim is also a Ph.D. candidate at the University of Manitoba, researching the legal literacy of school leaders. Tim has presented at CAPSLE on numerous occasions and finds the intersection of labour and management an excellent opportunity to discuss and share ideas. Tim believes that the organization plays a vital role for this reason and others.

Over the past three years, Tim has served on the board, working with the publications committee, social media, and the website. The work with the board has been a fantastic experience, and Tim hopes to continue to work with the board. Tim is excited to put his name forward to be secretary on the CAPSLE board take on some new challenges and experiences in support of CAPSLE and the board

DIRECTOR POSITIONS

KEN BRIEN

Ken has been involved with CAPSLE for over 20 years, giving his first CAPSLE presentation at the 2002 conference in St. Andrews, NB. He was an early recipient of the CAPSLE Dissertation Fellowship in 2000, which supported his research study of the perceptions of high school vice-principals about school discipline and the law.

Ken has experience in leadership roles in academic and educational organizations. He served as the President of the Canadian Association for the Study of Educational Administration (CASEA) (2013 – 2016) and President of the Commonwealth Council for Educational Administration and Management (CCEAM) (2014 – 2018). He was the chair of the joint CASEA-CCEAM conference held in June 2014 attracting over 200 delegates from 20 countries to the multi-day event. He served as a member of the organizing committee for the 2021 CAPSLE conference and the co-chair of the 2023 conference.

Ken completed a Master of Laws degree in Constitutional Law through York University in 2021.



BERNADETTE COLE GENDRON

Bernadette graduated from Dalhousie Law School (now Schulich School of Law) in 2000, and was called to the Bar in Newfoundland and Labrador in 2001. Prior to law school, she completed a Bachelor of Science (Honours) in Entomology and Parasitology at Memorial University of Newfoundland. Upon being called to the Bar, Bernadette worked in private practice in a medium size firm, focussing mainly on Family and Estate Law. During her third year at Dalhousie Law School, she had participated in the Dalhousie Legal Aid Program, where students take on an active practice in the Legal Aid Clinic for the semester in lieu of taking classroom subjects.

Her experience at the Legal Aid Clinic working on family law and youth criminal justice matters sparked my interest in practicing in an area of law that involved working with families and youth. After six years as in-house counsel with the (then) Workplace Compensation Commission, she knew she had found her niche as in-house counsel, a role that allowed her to truly be a part of an organisation and the decisions that flowed from my legal advice. She then spent a year as in-house counsel for the Eastern Regional Health Authority, where she had the opportunity to work in another area of interest, health law, and was introduced to the field of labour and employment law. For the next nine and a half years, she worked as a labour relations specialist with the Newfoundland and Labrador Government, where she was responsible for providing advice on labour relations issues, carrying out labour arbitrations and acting as Chief Negotiator for several public service collective agreements. Part of her role in that job was to provide labour relations support to the Newfoundland and Labrador English School District (NLESD) and act as Chief Negotiator on all school board collective agreement negotiations. So began her first foray into the world of education. Fast forward to May 2018, her experience working with the school district allowed a nice transition into the role of first in-house legal counsel for the NLESD. That was when her true initiation into the unique world of education and education law took place. Her position at the District, which she remains in today, continues to feed her passion for continual learning, and her desire to be a part of an organisation that is dedicated to the betterment of the lives of children and youth, through the education system.

Bernadette loves the challenges that come with practicing within the field of education law and the fulfillment that comes with being a part of a dedicated team of educational professionals at the school district.

Dr. KONSCTANCIJA (Konni) deGOEIJ

Konni joined the Alberta Teachers' Association as an executive staff officer in the Member Services program area in 2004 and in 2006 became the Associate Coordinator Member Services, Administrator Assistance with a responsibility for professional learning and support for Alberta's school leaders. She has considerable experience in professional relations, terminations, suspensions, transfers, evaluations, professional conduct investigations, and professional development, leadership training. In addition to her graduate degrees and being a published author, she also holds certificates in mediation, advanced labour relations, advanced human resources and organizational development.

Her focus is on relational trust in school settings and how this correlates to teacher behavior and student outcomes. Her presentations help school and district leaders to develop effective and intentional leadership practices in learning communities, where leaders feel comfortable with taking risks to bring out the best in the teachers in their schools and districts. Prior to assuming her position with the Association, Konni had a wide variety of experience gained through working for four different school jurisdictions in Alberta. Konni has been a classroom teacher from Division II to IV in a variety of disciplines and programs. Konni has been a school administrator, both as Principal and Vice-Principal for 13 years. Being an administrator and teacher in schools from K – 12 in four different school divisions has allowed her the opportunity to work with a variety of teachers, administrators and division personnel.

WILLIAM T. SMALE

Dr. William T. Smale is a Full Professor in the School of Education and Professional Learning at Trent University where he is the course coordinator of the educational law program. He has been presenting at CAPSLE for over 19 years. William was also recently elected to the Board Directors for the Canadian Association for the Practical Study of Law in Education (CAPSLE). William teaches undergraduate courses in Educational Law, Ethics and Professional Conduct, and Classroom Management; and graduate courses in Educational Law and Research Methods.

He graduated from the University of Alberta with a Ph.D. in Educational Administration and Leadership in 2001. His other degrees include a M.Ed., B.Ed., B.Sc., and H.B.P.E. His research interests include school law, educational administration and leadership, early school leaving, and deviance. His recent law books include *Perspectives on Canadian educational law and policy* (Word & Deed Publishing, 2019) and *Twenty-five issues in educational and administrative law* (The Edwin Mellen Press, 2015). His recent journal articles related to educational law include Smale, W.T., Hutcheson, R., & Russo, C.J. (2021). Cell phones, student rights, and school safety: Finding the right balance. *Canadian Journal of Educational Administration and Policy*, 195, 49-64 and Smale, W.T., Russo, C.J., & Sarjeant, M. (2019). The impact of cannabis legalization on schools. *Education & Law Journal*, 28(2), 157-177.

PATRICK TRENT

I am an active education law lawyer in Quebec. I have developed expertise in matters concerning the education sector, more specifically in providing advice to independent schools regarding all matters concerning regulatory, corporate, governance, employment and labour matters, including those touching on academic, disciplinary, accommodation and language issues. I currently represent approximately 10 independent schools and colleges in Montréal and the area and I also advise and represent other small to large private and public sector clients on labour and employment law matters.

I regularly represent clients before Québec's Administrative Labour Tribunal, in grievance arbitrations, at the Court of Québec, the Superior Court of Québec and the Québec Court of Appeal. I have written a number of published articles and regularly give presentations and training seminars.

By attending and presenting at the CAPSLE conference, I have discovered a dynamic organization with much potential. The topics covered during the conference were highly relevant and informative. This motivates me to submit my candidacy for a board position as I would be pleased to contribute to the future success of CAPSLE.