



MANITOULIN-SUDBURY DISTRICT  
SOCIAL SERVICES ADMINISTRATION BOARD

CONSEIL D'ADMINISTRATION DES SERVICES  
SOCIAUX DU DISTRICT DE MANITOULIN-SUDBURY

210 Mead Boulevard, Espanola, ON P5E 1R9  
Telephone: (705) 862-7850  
Facsimile: (705) 862-7805  
<http://www.msdsab.net>

210, boulevard Mead, Espanola ON P5E 1R9  
Téléphone: (705) 862-7850  
Télécopieur: (705) 862-7805  
<http://www.msdsab.net>

**MINUTES**  
of the  
**DSSAB BOARD MEETING**  
held in its Espanola Office Boardroom  
**September 26, 2002**

**Present:** Jack Barr, Pat Best, Gary Brown, Raymond Chénier,  
Earle Freeborn, Les Gamble, Frank Gillis,  
Willy Léveillé, Marcel Rancourt, Dale Van Every, Janet Whissell

**Staff:** Gary Champagne, CAO  
Suzanne Bouchard, E.A. (Recording Secretary)  
Connie Morphet, Finance and Administration Manager  
Fern Dominelli, Ontario Works Program Manager  
Peter Bradley, Housing Services Manager  
Dan Hammond, EMS Manager  
Karen Dominick, Community Services Manager

**Regrets:** Ken Ferguson, Vince Lacroix, Lucie Lemieux

**Media:** Cheryl Waugh, Manitoulin Expositor

**1.0 CALL TO ORDER**

The Chair, Ray Chénier, called the meeting to order at 9:05 a.m.

**2.0 CLOSED SESSION**

**Resolution No. 02-129 Moved by:** Willy Léveillé **Seconded by:** Jack Barr

THAT the Board move into closed session to discuss Property and Human Resource matters.

**Carried**

**Resolution No. 02-130 Moved by:** Earle Freeborn **Seconded by:** Frank Gillis

THAT the Board adjourn this closed session.

**Carried**

**3.0 ADOPTION OF AGENDA**

**Resolution No. 02-131 Moved by:** Earle Freeborn **Seconded by:** Jack Barr

That the agenda be adopted with the addition of Karen Dominick re EYC in item #5 – Delegations.

**Carried**

**Announcement** - Raymond Chénier announced that Frank Gillis has been elected President of NOSDA for the coming twelve months.

#### **4.0 DECLARATIONS OF CONFLICT OF INTEREST**

There were no declarations of conflict of interest.

#### **5.0 DELEGATIONS**

##### **5.1 - M.C. Faggioni & Assoc. – Pay Equity**

Gary Champagne introduced Mr. Marcel Faggioni, the consultant engaged to look into the Pay Equity question for the DSSAB. Mr. Faggioni presented a short report in which he confirmed that the Pay Equity Commission does recognize the DSSAB as a Pay Equity employer. He spoke to the best way to internally proceed in the development of our Pay Equity Plan. He identified the role a Consultant would play in working with Management and Bargaining Unit employees, in the evaluation of the different positions in the DSSAB and the pay equity statistical analysis requirements. Mr. Faggioni indicated there would be an obligation to both union and non-union employees, and therefore two plans would have to be implemented. He indicated that the process could take three to six months to complete, and that CUPE would have to be involved.

Questioned regarding the Pay Equity plan's ongoing requirements maintenance, Mr. Faggioni replied that there would be some maintenance required, but that it would be minimal, and primarily require more attention whenever there is a change in employee structure.

The Board authorized the CAO to pursue the issue of a Pay Equity Plan with Mr. Faggioni and to report back to the Board with a formal submission at the next meeting.

##### **5.2 - Karen Dominick – Community Co-Champion, Algoma-Manitoulin Riding Ontario Early Years Centre Initiative–**

The Chair introduced Karen Dominick, in her capacity as the Co-Champion named by the Minister of Community, Child and Family Services to represent the interests of those communities located in the Manitoulin and Sudbury Districts' portion of the Algoma-Manitoulin riding Ontario Early Years Centre (OEYC) initiative.

Karen spoke to her concerns regarding the process that led to the September 17th decision to see the Wawa based FRC become the Lead Early Years Centre for the Algoma-Manitoulin riding and more specifically to her concerns regarding the need to ensure that the Manitoulin portion (includes Manitoulin, LaCloche and Chapleau) of the riding be represented in future OEYC service decisions and allocations.

She noted that during the Sept. 17<sup>th</sup> meeting, the Algoma-Manitoulin Planning Table agreed upon the key principle of universality: access to early years service for all families with children regardless of where they live.

She discussed the advantages and disadvantages of the "cluster" and "one lead" service delivery models that were chosen by the Planning Table.

She asked to have it noted that she fully endorsed the resolutions before the Board specific to the Algoma-Manitoulin planning process calling for an equitable distribution of the OEYC funds between the Algoma and Manitoulin portions of the riding, as well as the development of an advisory body that would plan and review the OEYC service and funding distribution for the Manitoulin portion of the riding.

Raymond Chénier, Board Chair, thanked Karen for her active and positive role as our “Community Champion”.

In the discussions that followed, there was a good deal of concern expressed regarding the need for Manitoulin and Sudbury District Board members and municipalities to be vigilant regarding apparent Ministry OEYC driven moves to steer OEYC service planning and coordination initiatives in directions that:

- i - are inconsistent with the same Ministry’s dictates that OEYC dollars must be allocated and OEYC service planning and coordination must be carried out according to electoral riding boundaries; and
- ii – do little to promote or ensure that the local community Early Years services planning for affected rural and remote communities primarily rests in the hands of those communities affected;
- iii – do little to foster the coordination and planning of these OEYC services along the same Municipal and District boundary lines that CMSMs and DSSABs have to respect with respect to their divested Child Care service planning, coordination and management responsibilities.

The following riding by riding summary was provided to the Board in response to Gary Brown’s voiced concerns regarding the Early Years Centre Planning and Co-ordination taking place for the DSSAB entire catchment area.

- **Nickel Belt Riding Rural and Remote Communities** - OEYC service planning for the Sudbury District rural and remote communities that fall within the Nickel Belt riding (that are primarily situated in Sudbury-East) will apparently be planned for and decided upon by a Coordination and Planning Table that takes in both the Nickel Belt riding and the City of Sudbury riding. By fusing the OEYC planning responsibilities of both ridings, Ministry OEYC officials have created a planning and coordination body that is primarily focused on the needs of the 85% of the target population that reside within the City of Greater Sudbury. The history of such planning tables is such that the overriding service planning and coordination initiatives have traditionally been focused on and aligned towards the legitimate needs and service gaps identified within the larger more primarily urban City. The success rate in seeing services developed and situated in the outlying more rural and remote communities has been limited to mobile travelling service teams which do little to foster the community capacity building needs of the communities in question.
- **Cochrane-Timiskaming Riding** –During phase 1 OEYC service planning for that portion of the DSSAB’s Sudbury District rural and remote communities (Sudbury-East communities) that fall within the Cochrane-Timiskaming riding (phase 2) have been diverted by Ministry OEYC officials to the Nipissing electoral riding and its associated North Bay based planning table.
- **Algoma-Manitoulin Riding** -
  - i.- OEYC service planning for the Manitoulin District’s rural and remote communities that fall within the Algoma-Manitoulin riding is apparently being diverted by Ministry OEYC officials to the City of Sudbury based planning table even though the OEYC community planning established to deal with such matters as OEYC governance and funding allocation for the Algoma-Manitoulin riding have yet to be finalised.

ii. - OEYC service planning for the Sudbury District's rural and remote communities that fall within the Algoma-Manitoulin riding (Sudbury-North and LaCloche-Foothills municipalities) is apparently also being diverted by Ministry OEYC officials to the City of Sudbury based planning table even though the OEYC community planning established to deal with such matters as OEYC governance and funding allocation for that riding have yet to be finalised.

iii. - **Early Literacy Specialist** - The Ministry's OEYC officials have apparently unilaterally decided that none of the Early Literacy Specialist dollars tied to the Algoma-Manitoulin riding will be directed to communities within that riding that are not within the Algoma portion of the riding.

Karen summarized that there is a very real danger that the early year needs and voices of the rural and remote communities in the Sudbury and Manitoulin Districts represented at the DSSAB table are being splintered and marginalized across a number of planning and coordination tables whose prime focus of attention lies in larger areas outside of the rural and remote communities in question.

Subsequent to a lively discussion of the OEYC dossier, the Board adopted two Resolutions; the one is directed to the Algoma-Manitoulin riding OEYC Planning Table and the second is directed to the Minister of MCFCS and the Lead OEYC in each of the ridings that include communities that fall within the Manitoulin-Sudbury DSSAB catchment area.

### **5.2.1 Algoma-Manitoulin Riding OEYC Planning Table**

**Resolution No. 02-132 Moved by:** Earle Freeborn **Seconded by:** Pat Best

GIVEN THAT the funding for the Ontario Early Years Centres (OEYC) has been allocated based on ridings whose boundaries are inconsistent with existing service networks including: a) DSSAB boundaries; b) C.A.S. boundaries; c) Early Years Challenge Fund boundaries; and d) Public Health Service boundaries;

AND GIVEN THAT the same Ministry that has obligated these same Manitoulin District and Sudbury District communities to be a part of the Algoma-Manitoulin riding OEYC planning, has already assigned an organization based outside of the Algoma-Manitoulin OEYC riding boundaries to act as the Early Years Advisory Committee for the Manitoulin portions of the riding;

AND GIVEN THAT the Early Literacy Specialist engaged to work in the Algoma-Manitoulin OEYC catchment area has not serviced any communities within the Manitoulin and Sudbury District portions of the Algoma-Manitoulin riding;

The communities located within Manitoulin District and Sudbury District that are represented by the Manitoulin-Sudbury DSSAB are very concerned with the consistency and coordination of early years services to their communities;

THEREFORE BE IT RESOLVED that the Manitoulin-Sudbury DSSAB respectfully requests the Algoma-Manitoulin OEYC planning table to:

1. Equitably allocate the available \$500,000 annual operating funding and any additional EYC funding on a per-capita, 0-6 child population basis between the Algoma portion and Manitoulin portion of the riding.
2. Develop an EYC dollar allocation plan that takes into account the Early Years principle of universality and the existing children's services funding already available in the EYC cluster areas in each of the Algoma and Manitoulin portions

- of the riding to determine where the EYC dollars ear-marked for that portion should be allocated.
3. Develop an EYC planning and review body in each of the Algoma and Manitoulin portions of the riding whose role it will be to review and plan for their respective areas the year by year OEYC service and funding distribution or redistribution for that area and provide their recommendations to the lead OEYC.

Carried

### 5.2.2 OEYC Equitable Funding across all Manitoulin & Sudbury District Communities –

**Resolution No. 02-133 Moved by:** Gary Brown **Seconded by:** Willy Léveillé

GIVEN THAT the province's Ontario Early Years Centres (OEYC) initiative is a province-wide initiative that Ontario has chosen to implement according to political riding boundaries;

AND GIVEN THAT the decision to implement the initiative according to political riding boundary lines has resulted in there not being any of the Lead Early Years Centres for any of the three political ridings that cross the geographic boundaries of the Manitoulin and Sudbury Districts that finds itself located in any of the communities that are situated in the Manitoulin-Sudbury DSSAB catchment area;

AND GIVEN THAT the political riding boundaries of these EYCs are inconsistent with the existing service delivery boundaries of the Manitoulin-Sudbury DSSAB, b) the Sudbury-Manitoulin Children's Aid Society boundaries, c) the Sudbury & District Public Health Service and d) the Rainbow District Public School Board; each of whom are significant stakeholders in the area of child development;

AND GIVEN THAT the same Ministry that has obligated these same Manitoulin District and Sudbury District communities to be a part of the Algoma-Manitoulin riding OEYC planning, has already assigned an organization based outside of the Algoma-Manitoulin OEYC riding boundaries to act as the Early Years Advisory Committee for the Manitoulin portions of the riding;

AND GIVEN THAT the Early Literacy Specialist engaged to work in the Algoma-Manitoulin OEYC catchment area has, per directions apparently provided by Ministry OEYC officials, not serviced any communities within the Manitoulin and Sudbury District portions of the Algoma-Manitoulin riding;

AND GIVEN THAT the communities located within the Manitoulin District and the Sudbury District that are members of the Manitoulin-Sudbury DSSAB are very concerned with the coordination and the local availability of early years services in their communities;

AND GIVEN THAT the Manitoulin-Sudbury DSSAB is very concerned as to its ability to meaningfully participate in all of the OEYC Planning Tables being devised for the municipalities that it represents and has the divested mandate to plan for when it comes to the service management and funding of the Child Care services in those communities;

THEREFORE BE IT RESOLVED that the Manitoulin-Sudbury DSSAB respectfully request that the Lead OEYC Centre for each of the political ridings that cross the Manitoulin and Sudbury Districts:

1. Equitably allocate the available \$500,000 annual operating funding and any additional EYC funding on a per-capita, 0-6 child population basis to the local development and availability of OEYC services in the rural and remote communities of their “assigned riding” that are situated in the Manitoulin and Sudbury Districts;
2. Develop an EYC dollar allocation plan that takes into account the Early Years principle of universality and the existing children’s services funding already available in the EYC cluster areas in each of the Sudbury and Manitoulin portions of the riding to determine where the EYC dollars ear-marked for that portion should be allocated.
3. Encourage and support the development of an EYC planning and review body in each of the Sudbury-East, LaCloche, Sudbury-North and Manitoulin regions of the Manitoulin-Sudbury DSSAB thereby enabling each of these natural planning regions to oversee the year by year OEYC service planning and funding distribution or redistribution for their respective regions and provide their recommendations to the identified lead Early Years Centre for the communities in question.

**Carried**

The CAO acknowledged that he would act on the Board’s expectation that these two OEYC Resolutions be circulated to both the Minister of Community, Child and Family Services, to the MPPs of these ridings and to the member municipalities of the Manitoulin-Sudbury DSSAB to seek their support for the equitable distribution of the OEYC funding across all of the communities in each of the affected ridings in question.

Since the MCFCS Regional Office has not responded to the CAO’s queries re: its role in the Early Years Governance/Advisory Committee Structure and Composition developments taking shape, the Chair asked for and received the Board’s support that the CAO be directed to address our concerns to the Minister’s office.

## **6.0 MINUTES**

### **6.1 Approval of Minutes**

**Resolution No. 02-134 Moved by:** Janet Whissell **Seconded by:** Marcel Rancourt  
THAT the minutes of the August 29, 2002 Board meeting be approved with the correction to Budget Committee Resolution No. 02-121 that should have included the words “with the exception of” and thus read ...

THAT the Board accept the minutes of the Budget Committee held June 27, 2002 with the exception of that portion of the minutes dealing with Apportionment.

**Carried**

### **6.2 Business Arising from Previous Minutes**

**Federal Capital Funding** – The CAO reported that the matter of the \$16 million of Federal Capital Funding for Public Housing purposes that is being redirected from Northern Ontario to Southern Ontario over a five-year period was the subject of a NOSDA Board Press Release. NOSDA intends to pursue the matter with the Minister of Municipal Affairs and Housing.

**EMS Vehicle Disposal** – The CAO reported that the Municipality of French River was the successful acquirer of the surplus EMS vehicle disposed of by way of Sealed Tender.

**Resolution No. 02-135 Moved by:** Earle Freeborn **Seconded by:** Janet Whissell  
THAT the amended policy on the Disposal of DSSAB vehicles be approved for second and third reading.

**Carried**

## 7.0 REPORTS

### 7.1 In-Camera Report

#### 7.1.1 P. Bradley Contract

**Resolution No. 02-136 Moved by:** Willy Léveillé **Seconded by:** Janet Whissell  
THAT the DSSAB approve that the DSSAB proceed to enter into another one-year contractual agreement with Torvern Inc. regarding the services of Peter Bradley.

**Carried**

### 7.2 Board Committee Reports

#### 7.2.1 EMS Committee/Study Group

Earle Freeborn reported on the September 25, 2002 representations delivered by other DDAs regarding the provision of EMS services in their respective areas.

The five DDA presentations gave those in attendance a good idea of the various factors that went into each DDA's decision to either "directly provide" or "provide by way of a Third Party contract".

The EMS Study Group's next meeting is scheduled for October 23, 2002 at which time the three contracted third party providers through which the DSSAB delivers its Land Ambulance services will each be making presentations to the Board. All Board members are again welcome to attend.

**Resolution No. 02-137 Moved by:** Earle Freeborn **Seconded by:** Jack Barr  
THAT the Board accept the minutes of the EMS Study Group meeting held August 28, 2002.

**Carried**

#### 7.2.2 H.R./Policy Committee

**Resolution No. 02-138 Moved by:** Frank Gillis **Seconded by:** Jack Barr  
THAT the Manitoulin-Sudbury DSSAB does hereby endorse its H.R. Committee resolution that salaries payable to its CAO, its Finance Manager and its IMS Manager be retroactively adjusted to reflect the wages payable to the incumbents per the same "salary plotting terms" that applied to the retroactive adjustments payable to all other DSSAB employees.

**Carried**

It is understood that the salaries payable are those identified in Connie Morphet's February 20, 2002 Memo to the H.R. Committee.

**Management Salary Grid Review** - Mr. Gillis reported on the work thus far accomplished re: the Chapleau resolution to see all management salaries reviewed by the end of November.

Mr. Chénier explained that it would be difficult for the CAO to realign his own position and suggested that the Board engage Marcel Faggioni's services regarding this task. The Board agreed that Mr. Faggioni's services be retained to this end.

**Director of Social Services** - Mr. Gillis took the opportunity to officially welcome Fern Dominelli, on behalf of the Board, to his new full-time position with the DSSAB.

**Resolution No. 02-139 Moved by:** Frank Gillis **Seconded by:** Pat Best  
THAT the Board accept the minutes of the H.R./Policy Committee meeting held August 28, 2002. **Carried**

### 7.3 CAO Report

#### 7.3.1 Program Department Reports

##### 7.3.1.1 Children's Services Report

There were no questions pertaining to the circulated Reports.

##### 7.3.1.2 EMS Report

- There were no questions pertaining to the circulated September 2002 Report.
- Dan Hammond announced that the Espanola & Area Safety Coalition was holding a "Name The Ambulance" Contest.
- The CAO reported that the Manitoulin-Sudbury DSSAB could be in receipt of approximately \$235,000 when the cross-border billing protocols to be followed across Ontario are decided upon by the provincial body working on the matter. At last week's NOSDA meeting, MOHLTC officials assured DSSABs that the decision will be applicable to the Year 2001.
- Gary Brown expressed his thanks to Dan Hammond for his help in seeing First Response Teams acquiring defibrillator equipment and the training needed to use the equipment. Gary indicated that, in Tehkummah alone, the FRT had been able to thus far save one life that would have otherwise been lost.

##### 7.3.1.3 Social Housing Report

###### 7.3.1.3.1 Sale of Sultan and Foleyet Public Housing Units

**Resolution No. 02-140 Moved by:** Pat Best **Seconded by:** Gary Brown  
WHEREAS the Manitoulin-Sudbury DSSAB has received ministerial consent enabling it to sell single detached family housing units in Sultan and Foleyet that are deemed surplus to its needs; and

WHEREAS the Ministry of Municipal Affairs and Housing requires that units lost as a result of the sale be replaced with RGI units to maintain prescribed service levels;

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSSAB direct the CAO to secure a professional opinion in respect to the "market value" of the identified units; and

THAT the CAO be directed to commence selling units with current residents being given first opportunity to purchase their unit; and furthermore,

THAT the CAO be directed to explore Rent Supplement Agreement opportunities in communities where a need for public housing units is identified.

**Carried**

###### 7.3.1.4 Ontario Works Report



There were no questions pertaining to the circulated July 2002 Report. Mr. Dominelli reported that he is closely watching the Kimberley Rogers fraud case to assess potential future ramifications of the pending decision.

### **7.3.2 Administrative Reports**

#### **7.3.2.1 Financial Report**

The Finance Manager spoke to the \$100,000 over expenditure in the Housing Budget. Connie explained it is due to MMAH year-end reconciliation pertaining to the Non-Profit/Municipal Non/Profit Housing operations that are not directly run by the DSSAB but that the DSSAB is responsible for. The intent is to not see such “surprises” occur in future years.

#### **7.3.2.2 CRF Meeting**

The CAO reported that he attended the CRF meeting for all municipal clerks where the clerks were told that they should see their DSSABs regarding relevant municipal data. He reported that, to date, the DSSABs do not have all of the information but will make an effort to acquire the necessary data. He suggested that a meeting might be set up with the municipal clerks to find out what kind of data they might require from the DSSAB in their CRF calculations and verifications.

#### **7.3.2.3 NOSDA Meeting**

Frank Gillis reported on the recent NOSDA meeting. He spoke to NOSDA’s intent to work closely with Northern Municipal Associations such as FONOM and NOMA in an attempt to see these bodies support one another in their joint efforts to see concerns that are common to the majority of the North’s CMSMs and DSSABs receive the Northern political backing needed to command the attention they deserve in Queen’s Park. He noted that a resolution was passed at the NOSDA meeting to appoint an ad-hoc committee consisting of the Chair and two (2) other municipally elected representatives to meet with the FONOM and NOMA executive to discuss the possibility of full membership for NOSDA within these two organizations.

With Mr. Gillis’ election to the NOSDA Chair, our CAO automatically becomes the Secretary for the group.

#### **7.3.2.4 Cost of Administration - CAO’s Report, September 2002.**

The circulated CAO Report on the above topic speaks to the history and evolution of the DSSAB Cost of Administration concerns as they apply to our particular DSSAB. The “DSSAB Administrative infrastructure Cost of Administration” was the subject of a NOSDA Resolution that Jim Wilson, Minister of Northern Development & Mines be asked to oversee the establishment of a Northern Ontario Inter-Ministerial table to address the matter.

Pat Best congratulated Gary Champagne on a well-written report and suggested that it be given to the press.

## **8.0 CORRESPONDENCE – Renfrew CMSM Resolution/letter to be tabled at next meeting**

## **9.0 UPCOMING CONFERENCES AND EVENTS**

### **9.1 ONPHA Conference – November 15-17/02**

**Resolution No. 02-141 Moved by:** Frank Gillis **Seconded by:** Willy Léveillé  
THAT the Board Travel Policy as it relates to attendance at Conferences, Conventions and Training Session by Board members be amended for attendance at the upcoming ONPHA Conference to allow two (2) additional Board members to attend.

**Carried**

**9.2 AMO – Counties, Regions & CMSMs – Sudbury, October 20 – 23, 2002**

There was a question as to whether municipalities were invited to this Conference. Since the DSSAB is a CMSM, the CAO will be attending.

**10.0 NEW BUSINESS**

**Federal and Provincial Electoral Riding Boundary Changes** – Raymond Chénier read the NOSDA Resolution addressing the fact that since this would reduce the North's political representation at the Federal Parliament and Provincial Legislature; NOSDA decided to indicate its support for the maintenance of existing electoral boundaries and ridings to Elections Canada. It was also noted that the Federal Government should also be made aware of the DSSAB position. Frank Gillis offered to present the Manitoulin-Sudbury DSSAB position on this matter to the Commission.

**12.0 Next Meeting & Adjournment – October 25/02**

Raymond Chénier reported that the next regularly scheduled meeting conflicts with the CRF ministerial meeting with the DSSAB's 19 member municipalities.

**Resolution No. 02-142 Moved by:** Frank Gillis **Seconded by:** Dale Van Every  
THAT the next DSSAB Board meeting date be changed to October 25, 2002 at 10:00 a.m. It will be held, as per usual practice, in the Espanola DSSAB Offices Boardroom.

**Carried**

**Resolution No. 02-143 Moved by:** Frank Gillis **Seconded by:** Janet Whissell  
THAT we do now adjourn at 11:45 a.m. until the next regular meeting to be held on October 25, 2002, commencing at **10:00 a.m.** in Espanola DSSAB Office Boardroom.

**Carried**

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Chair

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Chief Administrative Officer  
(Secretary Treasurer of the Corporation)