



Minutes of Meeting from the 10th Board of Directors Meeting

Date: 2024 – 06 – 13 18:00 – 20:00

Venue: LJV Johannesburg Premises / Zoom

Attendees:

Members of the Board

Ferdinand Nyanu (FN) via zoom
Jeanne Akum (JAK)
Julie Hoang (JH)
Sharon Mougel (SM)
Wardah Hartley (WH)
Marie Laure Allain (MLA)
Jeremy Antier (JA) via zoom
Thomas Feller (TF)
Karine Erikstein (KE)
Reagile Moatshe (RM) via zoom
Christine Serre (CS)

School Management

Jeremy Chabran (JC)
Valere Pozzobon (VP)
Olivier Remaury (OR)
Angelique Haudiquier (AH)

Staff Representatives

Sophie Schmidt (SS)
Emmanuel Selles (ES)

French Embassy

Ludovic Cocogne (LC)

Absent:

Sylvie Tourpin (ST) – French Embassy

Sandrine Tchawouo (ST) – Staff representative

Meeting Agenda

1. Introduction
 - 1.1. Meeting Rules
 - 1.2. Approval of last Board meeting minutes
2. Shared Governance Review
3. Finance Committee
4. HR Committee
5. Communication Committee
6. Pretoria Committee
7. Governance Committee
8. Works Safety & Maintenance Committee
9. Social Committee
10. Strategy Committee

Meeting Minutes

Introduction:

- JAK opened the meeting.

- JAK reiterated the meeting rules and advised directors to adhere to the rules and the time allocated to them.



- Minutes of 9th board meeting were approved & validated online.

Shared Governance Review:

- JAK stated that due to events that have taken place in the past couple of weeks, the relationship between management and the board is broken and it is important to address this.
- JAK reiterated briefly some of the events which led to the relationship being broken between the board and management specifically the principal, AH. The AEFE were informed of some of these allegations and events by some of the parties involved.
- Because these allegations have accumulated and the severity of them left the board no choice but to inform and submit a request to the employer of the principal, supporting documents to corroborate the events were shared with the AEFE. The French embassy was also informed of same. The board had a mediation session with AH to inform her that her management style was no longer trustworthy and that the work-environment of some of the employees was no longer good therefore the board was going to take action.
- JAK stated that AH went on to discredit the board by spreading rumors about some of the directors in the board. The AEFE provided feedback to the letter the board submitted and they did not agree with the board's request to remove AH as principal of the LJV for the New Year.
- JA addressed two things: firstly the board never thought about any "dé-conventionnement", also the relationship between JC & the board was excellent and he did a great job.
- The board was very confidential in handling the situation that presented itself but all this became publically known and it was against what the board wanted to do.
- JAK stated that management used an ex-board member Herve to draft an open letter which discredited the board and he sent it to the French embassy and the AEFE. AH used this to disregard and discredit the work done by the board.
- The AEFE advised that AH will be mentored/monitored by someone from the AEFE. They stated that they will closely monitor her last year to ensure all goes well.
- SS shared her opinion on the work relationship with AH and that AH work standards are good and that all of this has disrupted the work environment. JAK advised that the board was not putting AH's work standards under scrutiny but her behavior towards others who have come forward with grievances against her. JAK wants AH to be held accountable for her actions.
- ES stated that JAK mentioned more than 1 local employee who had grievances but states he is only aware of 1. For him it is an issue as it seems the teachers are going directly to the board and not through the staff representatives to address issues. JAK advised that the other individuals who informed the board of their grievances were anonymous hence ES would not have known about them. ES also enquired why LABOURNET/ the law was not involved in these types of matters to resolve them, JAK stated that for 1 particular case



the LABOURNET was involved and a mediation was done and the LABOURNET wrote a report.

- JAK stated that the board with the help of a lawyer came to the realization that the school did not have a harassment policy in place and as of today the policy drafted will be put in place. There will be a system put in place to allow those who witness or who are harassed to be able to report it. It is our duty as a board to protect the employees in their workplace.
- LC stated that it is a difficult and sad moment for all of us to end things like this, but he has a few things to add: everyone within this meeting has a wonderful mission together and we have had great results and outputs over the time and this can work only with an efficient partnership. For the past month this partnership has not been great, there has been a level of violence which has tarnished the partnership. Moving forward, the only way would be to repair this partnership for the sake of the succession of this school. At the highest level of the AEFE things are taken seriously and they are searching for solutions to mitigate this situation. Everyone has to be respected, the rules and laws all around has to be respected. LC is urging for this partnership to be repaired amicably.
- JAK stated that AH has tarnished and put in disrepute the reputations of WH & MLA by sharing confidential information and files relating to them.
- AH was asked if she had anything to add or say and she said she had nothing to add.

Finance Committee:

- JA on behalf of the board thanked VP for all the work that he did within the Finance department during the period where the Finance department was not functioning correctly.
- VP gave an overview of budgeted and realized figures for the period. He also advised that there are funds in an investment account which the team has discovered. These funds can be utilized for all the projects such as the completion of the solar panels and setting up of the TPS class instead of using the day-to-day collections. JA advised that there needs to be a strategy to use this investment.

Human Resources Committee:

- JAK presented briefly the harassment policy and as stated above, the school needs to have one in place. She read the purpose of the policy and the definition of harassment. The lawyers advised the board to conduct an anonymous survey to support the harassment policy and to launch it. This survey would be conducted by an external party to take stock of the state of the school and the wellbeing of the employees of the school.
- It is important to note that anyone can report any harassment incident, it does not only have to be the victim, and witnesses can come forth to report such incidents as well.



Governance Committee:

- WH stated that the MOI has been updated and brought in line with the Companies Act. It was reviewed in the previous meeting and the board is happy with it. The resolution is busy being signed by the directors. This copy will be attached to the original MOI and sent to CIPC and will be in place.

Communication Committee:

- CS stated that the aim for the committee this year was to get the school to a South African audience to gain potential South African students. Nonhlanhla managed to get this done through all the school expos she attended where she advertised the LJV school a bit better. She stated that having some of the communication in English helped a lot as we are promoting ourselves as a French International School. Nonhlanhla is still sending out guides as well and a strategy still needs to be put in place to ensure the school is marketed to its full potential. There should be more communication on the Pretoria campus as the issue with the Instagram account has been resolved.
- Partnership with the School Enterprise and FSACCI going well and these projects and inputs were shared by the members of the School Enterprise in one of the board meetings.
- Club interact hosted a gala at the school and it was successful, it was great seeing the students being accountable for their actions.
- ES enquired why we do not have a banner somewhere else similar to the one of Curro which was in front of LJV and if some of the sponsors of the Club Enterprise are local South African companies. CS advised the committee looked at it and Nonhlanhla got costs and information relating to these types of banners, Nonhlanhla is looking into a way the school can do this in a legal way/manner to avoid being fined. She also stated that majority of the sponsors are French companies. There are potential South African companies but they have not been approached.
- WH enquired if there is a budget allocated to the Communications Committee. JAK responded by stating that there is no specific budget allocated towards the committee, but there is a line allocated for communications and anything related to that goes in there. CS kept a record of the spent for the year and compares with the previous year.
- WH further enquired who authorizes the release of money needed for communication committee. VP explained that there are funds relating to Committee de Fete which gets deposited into the school account and there is no one who takes accountability for these funds and he believes a Parents Association should be created to deal with these type of funds.
- JAK enquired from ES & SS if they saw a benefit in having a Parents Association in the past. ES advised it can be complicated because some of the parents were not using these platforms to go in the direction that it was meant for and they never saw the benefit thereof.



- KE enquired why the Committee de Fete does not have its own account to manage this or the school to have a separate account which can be linked to this committee. JAK advised that they need to be a legal entity which they are not. It is not easy to open the account and most of the parents don't want to take the responsibility of creating and registering the entity legally as they spend a short period (2 – 4 years) in the country.
- WH enquired if AH will be supportive of the board strategically on communication structure and how will she support this. AH advised she will be supportive and requested WH to draft an email to submit this request.

Pretoria Committee:

- KE advised that all the works and improvements done were welcomed greatly by the Pretoria campus community.
- KE stated that the PTA campus is viewed as the “little brother” of the LJV JHB campus, the teachers feel they are being neglected by management and no communication is shared with them first hand, they hear everything through other people or through rumors. They feel they have been promised things such as an IT officer on regular basis but this has not happened and they are left with issues. They don't have a Director full time and the urgencies of the JHB campus takes priority over the PTA campus.
- The issue with the teacher which has been an HR matter for the majority of the school year, KE suggests that the management has to communicate to the parents about this as it will alleviate frustrations of parents.
- ES voiced his frustrations that the teachers of the PTA campus are complaining to KE instead of the Staff representatives.
- KE stated that as a school what is the good governance of the PTA campus and then inform the teachers of the decision. To show our respect in terms of the GS class teacher issue, it would be great to send out a letter to parents apologizing for this mishap and reassuring them of the good faith they have in the school. This letter should come from the representative of the school which is the principal (AH).
- AH advised that there was a meeting scheduled and certain points such as discussing the PTA campus, the funds spend on the security of this campus were discussed, the invitation for this meeting was extended to the representative of the Pretoria campus but no answer was received. JAK advised she was there to represent the board.

Social Committee:

- JAK advised that the school has recovered 91.2% of debt. The school has R10m still to be collected. The rate is slightly lower than last year's rate.
- The R10m still to be collected is made up of the following:
 - Majority being the Tuition fees – R 7.2m
 - Canteen fees – R1.2m



- ECA/AES – R1.1m
- Others – R500k
- There will be 3 reminders to be sent to parents (with approval from management), it is recommended that families who are still owing in September should not be allowed back into the school with any outstanding amounts. Penalties for late payments are applicable to families without signed payment plans.

Works Safety & Maintenance Committee:

- JH stated that we can see some benefits with the solar panels fitted in the JHB campus. PTA security has been improved drastically on both the campuses.
- There is a need to work on the PTA canteen as well as improvements on the JHB canteen. Yohann has a list/agenda on all the works that needs to be done in the coming year. JH reiterated the importance of security and that we need to continuously work on it within and around the school.

General:

- JAK advised that CS has planned a dinner and extended the invitation to the management and staff representatives.
- JAK reminded everyone about the Parents meeting taking place on the 19th of June and stated that it is usually the board and management who are present with all the parents. AH advised that not everyone from the management is available to attend. VP advised he will attend.

Attachments (for further details please email to schoolboard@lyceejulesverne-jhb.net)

- Minutes of Meeting 13.06.2024
- 10th BoD slides
- Debt recovery report
- Consultation – Budget