



1. Grievances

A grievance (4th of the year) was filed because of the Board violating the posting process as outlined in Article 23 of the Collective Agreement. The Board has acknowledged its error and has offered a Memorandum of Settlement which is being considered.

One other grievance is still in abeyance and a third is at the Arbitration stage. The other grievance has been settled.

2. Contract Maintenance

The biggest problem in this regard over the past three months has been the posting process. The Board has improperly posted - or not posted at all - at least six positions. All have been subsequently rectified but the process will have to be constantly monitored, especially in light of the recent changes in senior administration.

Class size problems are almost non-existent and we have heard no concerns from our members. As well, the supervision schedules meet the requirements, thanks in large measure to the efforts of the Branch Presidents.

3. Duty of Teachers to Intervene in Violent Altercations between students.

Legal advice from Provincial Office indicates that no legal obligation exists on the part of the teacher to intervene physically in a student altercation. The obligation on the teacher's part is to attempt to stop the altercation verbally and/or by involving school administration.

4. Benefits

Premium increases occurred April 1, 2009 for all employee groups in the Lambton Kent District School Board which includes the secondary teachers.

5. Administrative Services Only Plans

Premium costs are determined by the actual claims experience of the plan history. Average dispensing fees in the Province of Ontario are \$2 lower than the Lambton Kent District School Board secondary teachers' average dispensing fee. One way our group can show some control over premium increases is to lower dispensing fee costs. Southwestern Ontario Health Care Partnership identifies dispensing fees at pharmacies. A list has been provided for Branch Presidents to post so members can consider possible ways to help control premium increases.

6. Leaves

Members considering reducing their FTE equivalent to less than 1.0 need to be aware that once the reduction is made they would need to petition the Lambton Kent District School Board to have their status restored to 1.0. In time of declining enrolment the Lambton Kent District School Board could deny their return to full-time status. Members should also consider the possible implications for their pensions.