

GRIEVANCE BY A TEACHER

Background

Any teacher who feels they have a grievance of a serious nature concerning an item of contract, welfare or other Division matter shall have an opportunity to place that grievance before the Board.

Procedures

1. Teachers are directed to settle disagreements through appropriate administrative channels.
2. A letter is to be sent to the immediate supervisor indicating what the disagreement includes with respect to the meaning, application or violation of the Local Bargaining Agreement between The Board of Education of the Northwest School Division and the North West Teachers' Association contract, Provincial Collective Bargaining Agreement contract or the teacher-Division contract.
3. If the first efforts are not considered satisfactory in bringing agreement, the teacher may bring a grievance to the Director.
4. A grievance committee consisting of three (3) people is to be appointed by the Director. It shall consist of a representative of the teacher and the Division and a mutually agreed upon person to act as Chair.
5. The grievance committee is to report to the Board within fourteen (14) days with its decision.
6. If the grievance is not resolved it may be referred by the teacher for disposition under the provision of the Education Act.

Reference: Sections 85, 87, 175 Education Act
Saskatchewan Employment Act
Local Bargaining Agreement between The Board of Education of the Northwest School Division and the North West Teachers' Association
Provincial Collective Bargaining Agreement

Approved: October 26, 2018

