



"Accepting the Challenge"

# Personnel Committee Minutes

Tuesday, September 7, 2010 – 10:00 a.m.  
Conference Room, Administration Office

Present: L. Ross, Chairperson, R. Coey, D. Karnes, J. Murray  
G. Barnes, G. Malazdrewicz, Dr. Michaels, B. Switzer

## 1. CALL TO ORDER

Dr. Ross, Chairperson, called the meeting to order at 10:10 a.m.

## 2. APPROVAL OF AGENDA

The Personnel Committee Agenda was approved with the addition of the review of Policy 5012 – Article E Special Discretionary Personal Leave.

## 3. COMMITTEE GOVERNANCE GOAL ITEMS

NIL

## 4. OTHER COMMITTEE GOVERNANCE MATTERS

### A) MTS SECONDMENT

The July 15, 2010 letter from G. Malazdrewicz, Associate Superintendent, to Mr. Ken Pearce, General Secretary, The Manitoba Teachers' Society regarding release time for Ms. Sherilyn Bambridge was discussed as circulated to the Committee. The Associate Superintendent and Secretary-Treasurer informed the Committee that the Manitoba Teachers' Society was continuing to request 40 days of annual release time, there was not a specific schedule of meeting dates regarding the teacher's absence and of the number of days taken by a previous teacher who served on the MTS Executive. The Committee discussed this matter in detail noting concerns with 40 days of teacher absence from the classroom, the difficulty in scheduling replacement teaching staff when the meeting dates are not scheduled in advance and the provisions of Article 17.01 regarding this leave. The Committee expressed further concern that a meeting had been scheduled for the first day of school requiring the teacher's absence. In conclusion, the Committee provided direction to the Associate Superintendent to prepare a reply to Mr. Pearce noting that 15 days absence be approved at this time in accordance with Article 17.01 of the Collective Agreement on a substitute teacher basis with additional absence time being considered when and if needed on a scheduled basis and requesting consideration not to schedule meetings requiring the absence of the teacher on the first day of school.

### B) POLICY REVISION – Part 5

The Committee reviewed the changes suggested for Policy 5031 – Employment of Educational Assistants as circulated with the agenda. In discussing the policy, the Committee identified several other changes for consideration. It was agreed that the policy be referred to Senior Administration for further consideration and brought back to the Committee at the next meeting.

### C) SPECIAL DISCRETIONARY PERSONAL LEAVE

The Committee reviewed Policy 5012 – Article E Special Discretionary Personal Leave as it relates to Article 31 – Personal Leave in the Teachers' Collective Agreement. Discussions during negotiations regarding the overlap of this item were noted. This matter was discussed at length. The Committee agreed that an analysis of the Professional staff personal leave taken during the 2010/2011 year under Article 31 of the Collective Agreement compared to that taken previously under Policy 5012 – Article E. Special Discretionary Personal Leave be prepared for the Committee's consideration in April/May 2011.

before any change to Policy 5012 is recommended. Further, Senior Administration was requested to review employee absences in consideration for establishing an employee absence management practice with the information to be brought back to the Committee when completed.

**5. OPERATIONS INFORMATION**

G. Barnes, Secretary-Treasurer provided the Committee with a verbal update on support staff and teacher negotiations resulting from his discussion with Craig Wallis, MSBA Labour Relations Consultant.

**6. NEXT REGULAR COMMITTEE MEETING: 9:30 a.m., Tuesday, October 5, 2010.**

The meeting adjourned at 11:20 a.m.

Respectfully submitted,

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L. Ross, Chairperson

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R. Coey

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D. Karnes

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J. Murray