

HEARINGS ON TEACHER DISCIPLINARY MATTERS

Pursuant to section 15 of the School Act, part 8 of the Labour Relations Code, and the Coquitlam Teachers' Association Collective Agreement, the Board will not dismiss or take disciplinary action except for just and reasonable cause.

Specifically,

1. Procedure at Hearings
 - 1.1 Notes of the proceedings will be recorded for the purposes of the Board's records.
 - 1.2 The Superintendent's designate and the teacher shall be given an opportunity to make introductory and closing statements.
 - 1.3 The report of the Superintendent's designate will include witness statements if appropriate.
 - 1.4 The presentation of the teacher's case shall commence after the Superintendent's designate has presented his/her evidence.
 - 1.5 The teacher and/or a representative appointed by the CTA shall present the teacher's case and shall have the right to present witnesses, and to ask questions of clarification or procedure or information.
 - 1.6 After the closing statement of the Superintendent's designate the teacher shall have an opportunity to respond to information presented by the Superintendent's designate.
 - 1.7 Board members will have the opportunity to ask questions or clarification from both parties.
 - 1.8 No cross-examination of witnesses shall be allowed, unless the Board Chair deems it advisable.
 - 1.9 The Board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The secretary treasurer or designate and recording secretary will remain in attendance. The Board may have legal counsel in attendance.
 - 1.10 If the Board requires additional information or clarification in order to make its decision, both parties to the appeal will be requested to return to the hearing for the required additional information.
 - 1.11 The Board decision will be communicated to the teacher by telephone and confirmed in writing following the hearing.

Legal Reference: Section 15, 16, School Act
Part 8, Labour Relations Act
Collective Agreement

Board Minutes

June 2005 Volume 47 Page 78
May 2006 Volume 48 Page 68
February 5, 2019 – Board Minutes