



May 22, 2008

David Komljenovic, President  
KTTA  
202/204 – 1157 12<sup>th</sup> Street  
Kamloops BC V2B 7L2

Dear David:

**Re:**  
**Early Closure and TOC Assignment**

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Further to our discussions, this will confirm our agreement regarding \_\_\_\_\_ as well as further clarification regarding our agreement on the call out of a TOC to replace a classroom teacher on an Early Closure Day.

As we have agreed:

1. \_\_\_\_\_ will receive one-half day TOC pay as a without prejudice resolve to a misunderstanding.
2. A teacher may request approval for the TOC to replace him or her for the full day on an Early Closure Day and that request will not unreasonably be denied.
3. Requests for such approval must be made to the school principal prior to booking the TOC and there must be a reasonable explanation for calling out the TOC.

I trust this further clarifies this issue for all concerned. As previously stated, it is understood that the agreement on this matter is for a trial period of one year and without prejudice basis to both parties.

Yours truly,

Dan Cairnie  
Assistant Superintendent - Human Resources

DC:mb

cc: Karl deBruijn, Assistant Superintendent – Elementary  
Ross Spina, Assistant Superintendent – Secondary  
John Churchley, District Principal – Human Resources  
Shari Featherstone, Dispatcher



## SCHOOL DISTRICT NO. 73 (KAMLOOPS/THOMPSON)

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June 17, 2008

David Komljenovic, President  
KTTA  
202/204 – 1157 12<sup>th</sup> Street  
Kamloops BC V2B 7L2

Dear David:

**Re: Early Closure and TOC Assignments**

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Further to my letter of May 22, 2008, your reply of June 3, 2008, and our subsequent discussion on this matter, this will confirm that we are agreed that there is an onus on both parties (the principal and the teacher) to be reasonable in dealing with this issue. That is, the principal will not unreasonably deny such a request but, at the same time, the teacher will have a reasonable explanation for such a request.

I trust this further clarifies the issue for all concerned. As previously stated, this agreement is specific to this issue only, is without prejudice to either party and is for a trial period of one year.

Yours truly,

A handwritten signature in black ink, appearing to read 'Dan Cairnie'.

Dan Cairnie  
Assistant Superintendent - Human Resources

DC:mb

cc: John Churchley, District Principal – Human Resources