



# SCHOOL DISTRICT 5

S O U T H E A S T K O O T E N A Y

HUMAN RESOURCES DEPARTMENT

July 14, 2011

Cindy Gleb  
Wendy Turner  
CFTA Co-Chairs

RE: Grievance 2011.10 – Investigation

Dear Cindy and Wendy,

Further to my letter dated June 27, 2011 (with accompanying letters), I did some more research on the letter in question. You had requested a copy of a letter from Mr. Dobie to Mr. Gook dated December 16, 2009 that was included in a package sent to one of the Doctor's on behalf of [REDACTED]. I am not sure how this letter would have been included in the package – but it was obviously referred to. In keeping with our trust factor around all written materials, I was able to locate the letter in question. This took some searching as it is not in a file accessible to me. The letter is confidential and is not to be copied, but I wish to reassure you of the contents. The letter mirrors exactly the letter Mr. Gook sent to [REDACTED] dated November 23, 2009, which I have attached. Each bullet follows verbatim the letter written by Mr. Dobie.

I will need to request your trust with this response. The letter in question is not to be copied, nor do I have, nor will I receive permission for it to be copied. The investigation points listed in the letter to [REDACTED] continue to remain in abeyance.

Thank you for your understanding around this.

I find no evidence to support that any Articles of our Collective Agreement have been breached.

I trust this is now resolved.

Yours truly,

Cynthia Stuart  
Director of Instruction/Human Resources

Cc Bill Gook, Superintendent  
Doug McPhee, Director of Health and Safety  
Brian Chutter, BCPSEA  
Kate Noakes, CFTA Co-Chair September 2011

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