

SETTLEMENT AGREEMENT

BETWEEN:

BC Public School Employers' Association /  
School District No. 35 (Langley)

(the "Employer")

AND:

BC Teachers' Federation /  
Langley Teachers' Association

(the "Union")

GENERAL — RESOURCE TEACHER CASELOADS

BCTF File No. 35-2020-00012 (Local File No. 35-19-04) and Local File No: 35-20-07

WHEREAS:

- A. The Union filed grievance numbers 35-19-04 (BCTF File No. 35-2020-0002) and 35-20-07, relating to the caseload of Resource teachers (the "Grievances").
- B. The Parties agree to fully and finally resolve these grievances on the following terms:
  1. The Employer will provide information similar to the attached February 2021 spreadsheet to the LTA for March, April, May and June 2021 and will answer reasonable clarifying questions concerning the information.

2. In order to address non-compliance during the 2019-2020 and 2020-2021 school years, subject to Ministry funding, the Employer will provide \$450,000.00 to the LTA to provide the remedies set out below to Resource teachers who had caseloads in excess of those under the collective agreement. Affected teachers may select from the following remedies:

- a. Funding for professional development for the affected teacher, to be used in non-instructional periods; and
- b. Funding for resources selected by the affected teacher for that teacher's use; and
- c. Other remedies that the local parties agree would be appropriate.

3. Commencing for the 2021/2022 school year:

a. In order to secure funding for additional Resource teachers, the District will incorporate into its Resource teacher staffing budgeting process an increase in the projection of designated students which is based on the percentage increase of the previous Ministry verified September 30th 1701 data over the Ministry verified September 30th 1701 data from the year prior to that.

b. The Parties acknowledge that caseloads change throughout the year and that a balance needs to be struck between managing caseloads and continuity of support to students and stability of caseloads for resource teachers. As a result, caseloads will be monitored monthly and will be brought into compliance quarterly either through redeployment of central resource teachers, deployment of additional Resource teachers or, if no Resource teachers are available, the addition of Learning Assistance or other teachers to assist Resource teachers with their caseload.

c. The Employer will continue to make all reasonable efforts to hire sufficient resource teachers to meet caseload limits.

d. Where caseload limits are exceeded, the Employer will provide the Union with monthly reports showing the caseloads of affected teachers.

4. The Parties' prior agreement with respect to resource caseloads, reached as resolution to grievances over 2017-2018 and 2018-2019, continues to be effective.
5. This Settlement Agreement is without prejudice or precedent to the position of the parties on any other matters in this district and on any matters in any other districts.
6. This agreement is conditional on the Employer obtaining Ministry funding. If funding is secured, the Grievances are resolved. If funding is not secured, the Union may proceed with the Grievances.
7. Arbitrator Marguerite Jackson, Q.C., will retain jurisdiction over the interpretation and application of this agreement.
8. This agreement is effective upon signing by all parties:

On behalf of the British Columbia  
Public School Employers' Association

Brad Den Ouden

\_\_\_\_\_  
Authorized Signatory (Print Name)

March 11, 2021

\_\_\_\_\_  
Date

\_\_\_\_\_  
Langley Teachers' Association

Authorized Signatory (Print Name)

Authorized Signatory (Print Name)

11, 2021

Applied filters: School is not Advance (ACSS), Choices Program (LEC), Connections (DWP), Focus (LSS), Langley Online and DL (LEC), U-Connect, Education Services, @KOOL, Douglas Park :

3535009 Belmont El	55	12	5	9.2	3.666666667	17.1875	-0.46667	2.1	1	2.2	0	0
3535036 Brookswor	154	31	11	8.198	10.266666667	18.78507	-2.06867	6.407129	1.143	7.055	0	0
3535023 Coghlan Fu	34	3	4	2.15	2.266666667	15.81395	-0.11667	1.2	1.75	0.4	0	0
3535053 Dorothy Pt	52	9	4	3.1	3.466666667	16.77419	-0.36667	2.3	1.3	1.8	0	0
3535045 Douglas Pa	49	10	4	2.8	3.266666667	17.5	-0.46667	2.2	0.6	2.2	0	0
3535002 Fort Langley	35	5	4	2.1	2.333333333	16.66667	-0.23333	1.7	0.4	1.7	0	0
3535017 Glenwood	32	10	4	1.9	2.133333333	16.84211	-0.23333	1.45	0.6	1.9	0	0
3535040 James Ken	39	16	6	4.2	3.933333333	14.04762	0.26667	2.7	2	2.2	0	0
3535050 Langley Ed	37	10	3	2.45	2.466666667	15.10204	-0.01667	1.4	1	1.45	0	0
3535052 Langley Fu	36	4	3	2.2	2.4	16.36364	-0.2	1.4	0.4	1.8	0	0
3535056 Langley Fu	89	14	10	3.015	5.933333333	15.04649	-0.01833	5.071471	1	4.915	0	0
3535046 Langley M	22	3	2	1.2	1.466666667	18.33333	-0.26667	1.2	0	1.2	0	0
3535037 Nicomede L	39	7	2	2	2.6	19.5	-0.6	0	2	0	0	0
3535044 Noel Booth	42	10	4	2.5	2.8	16.8	-0.3	1.7	0.8	1.7	0	0
3535032 Parkside C	46	12	4	2.9	3.066666667	15.86207	-0.16667	2.3	0.6	2.3	0	0
3535026 Peterson R	35	7	3	2.2	2.333333333	15.90909	-0.13333	2.2	0	2.2	0	0
3535062 Richard Bu	39	5	4	3	2.6	13	0.4	2.2	1.6	1.4	0	0
3535042 Shortreed	45	12	4	3.1	3	14.51613	0.1	1.8	1.7	1.4	0	0
3535054 Topham El	34	4	2	2	2.266666667	17	-0.26667	0.4	2	0	0	0
3535039 Uphams El	33	6	3	2.1	2.2	15.71429	-0.1	1.7	0.4	1.7	0	0
3535030 Walnut Gr	271	40	22	18.339	18.066666667	14.77725	0.272333	12.86031	5	33.339	0	0
3535043 West Lang	24	6	3	1.5	1.6	16	-0.1	1	1.3	0.2	0	0
3535024 Wilkroyr	37	12	4	2.1	2.466666667	17.61905	-0.36667	1.9	0.2	1.9	0	0
3535063 Yorkson Cr	76	13	5	5	5.066666667	15.2	-0.06667	3	1	4	0	0
3535038 Alice Brow	34	6	6	2.15	2.266666667	15.81395	-0.11667	1.55	1.6	0.55	1	0.2
3535033 Blacklock F	32	3	4	2.15	2.133333333	14.88372	0.01667	1.45	0.6	1.55	1	0.2
3535048 Gordon Gr	46	11	4	2.7	3.066666667	17.03704	-0.36667	1	1.7	1	1	0.2
3535029 Langley Fir	71	9	8	5.05	4.733333333	14.05941	0.31667	1.879014	2.8	2.25	1	0.2
3535055 RC Garnett	53	4	4	3.2	3.533333333	16.5625	-0.33333	2.2	1	2.2	1	0.2
3535061 Lynn Fripp	39	3	4	2.35	2.6	16.59574	-0.25	1.75	0.6	1.75	1	0.4
3535058 Betty Gilbe	103	26	8	6.8	6.866666667	15.14706	-0.06667	2	3.8	3	1	1
3535034 D W Poppy	187	37	20	10.375	12.466666667	18.0241	-2.09167	8.414329	2	8.375	1	1
3535051 James Hill	29	6	4	2.2	1.933333333	13.18182	0.26667	2	0	2.2	1	1
3535019 Langley Se	188	36	23	14.418	12.533333333	13.03926	1.684667	8.421414	6	8.418	1	1
3535015 North Otte	51	8	5	3.1	3.4	16.45161	-0.3	1.7	2.7	0.4	1	1
3535065 Peter Ewar	112	22	8	7	7.466666667	16	-0.46667	5	3	4	1	1
3535092 Vanguard S	79	54	6	5	5.266666667	15.8	-0.26667	5	1	4	1	1
3535047 Alex Hope	47	10	7	3.1	3.133333333	15.16129	-0.03333	2.3	2.8	1.3	2	1.2
3535057 H D Staffor	136	31	14	10.425	9.066666667	13.4321	1.058333	6.475	4.25	5.875	2	1.2
3535016 Willoughby	45	8	5	3	3	15	0	0.8	2.8	0.2	2	1.2
3535020 Alder Grove	114	31	11	7.557	7.6	15.08535	-0.043	7.371414	1	6.557	2	1.45
3535027 Simonds El	83	28	10	4.6	5.333333333	18.04348	-0.93333	1	4.4	0.2	2	1
3535041 R.C. Mount	191	27	20	10.286	17.733333333	18.56893	-2.44793	8.428729	4	6.286	4	2.857
				191.313		201		-9.587				