

SETTLEMENT AGREEMENT

BETWEEN:

British Columbia Public School Employers' Association /
Board of Education of School District No. 35 (Langley)

(the "Employer")

AND:

British Columbia Teachers' Federation /
Langley Teachers' Association

(the "Union")

(BCTF FILE NO. 35-2018-0001 / LOCAL FILE NO. 35-17-09 (the "Grievance"))

Whereas:

- A. The Union filed the Grievance on November 9, 2017 alleging Teacher Librarians were assigned a level of preparation coverage for classroom teachers that exceeded what can reasonably be included in the work of a Teacher Librarian; and
- B. The parties met with the assistance of John Hall on October 9 and 10, 2019 to attempt to resolve the Grievance on a without prejudice basis;

Now therefore the parties agree that the Grievance is resolved on the following terms:

1. In accordance with Article E.23 Principals will discuss with Teachers Librarians/Learning Commons ("TL/LC") their assignment, including any scheduled preparation coverage.
2. Teacher Librarian FTE for non-enrolling ratios will include only work that is reasonably part of a Teacher Librarian's responsibilities. The parties' current understanding of these responsibilities is set out in the Teacher Librarian / Learning Commons Job Description.
3. Preparation coverage provided by TL/LC for classroom teachers cannot be counted towards the non-enrolling ratios unless the nature of the duties performed would otherwise fall within the scope of a TL/LC role. This agreement does not address what other types of assigned coverage may be assigned to TL/LCs.

4. When assigning preparation coverage consideration will be given to the TL/LC Job Description along with available resources. Where a TL/LC is concerned that they do not have sufficient time free from preparation coverage to fulfill the duties of their role, they will review their schedule with their principal. If issues relating to the assignment of preparation coverage to the TL/LC are not resolved at the school level, the local parties will meet to discuss any outstanding concerns.
5. The District will ensure that all principals have a copy of the Langley TL/LC Job Description.
6. By no later than two weeks after receiving the funded FTE student enrolment numbers as reported by the Ministry of Education, the employer will provide a list of the FTE counted at each school towards the non-enrolling Teacher Librarian ratios including:
 - a. names of any Teacher Librarians counted towards the ratios
 - b. total amount of Teacher Librarian FTE counted for each teacher
7. This Settlement Agreement resolves only the issues raised in the Grievance for this school district and is without prejudice and precedent to the position of the local parties on any other issues and is without prejudice and precedent to any party to this Settlement Agreement in this or any other school district or between the provincial parties, and shall not be referred to or relied on by any party in any other matter or process.
8. Arbitrator John Hall will retain jurisdiction over the interpretation and application of this agreement.

Dated October 10, 2019

 On behalf of the Board of Education
 of School District No. 35 (Langley)

 On behalf of the
 Langley Teachers' Association

 Authorized Signatory (Print Name)

 Authorized Signatory (Print Name)

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