

SETTLEMENT AGREEMENT

BETWEEN:

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION
SCHOOL DISTRICT NO. 35 (LANGLEY)

("Employer")

AND:

BRITISH COLUMBIA TEACHERS' FEDERATION and
LANGLEY TEACHERS' ASSOCIATION

("Union")

(Collectively, the "Parties")

**Grievances 35-2021-0001 (Local 35-20-06) and 35-2021-0005 (Local 35-21-09) (the
"Grievances")**

Whereas:

- A. The Union filed the Grievances alleging that the employer failed to make best efforts to meet class size and composition limits in the 2020-2021 and 2021-2022 school years by failing to fill vacant teaching positions.
- B. The Union referred the Grievances to arbitration.
- C. The Parties met with the assistance of Arbitrator Peltz on December 4, 2023 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:

Exchange of Information

1. Two times per year, by the middle of June and by the middle of November, the Employer will provide the Union with the following data:
 - a. the number of applicants for TTOC and for other types of positions in the District since the most recent report;
 - b. the number of applicants who did not provide the District with complete applications (e.g. missing references and/or missing teacher qualification certification);
 - c. the number of applicants who completed applications and were hired,
 - d. the number of applicants who completed applications and were rejected;
and
 - e. the number of applicants who completed applications and subsequently withdrew their application or refused a job offer.

2. The Parties agree that effective and efficient posting of vacant positions, onboarding of new teachers and reasonable follow through with applicants, are significant factors in improving and increasing teacher recruitment, as reflected in a range of initiatives discussed between the parties. The Employer will post and fill teaching positions in line with these principles which require:
 - a. Posting all vacant positions until they are filled, without prejudice to the Employer's existing rights to determine the nature and composition of specific postings and to amend those postings as required; and
 - b. Reasonable follow-up with external and internal applicants with respect to the application process.

3. Through existing Labour Management meetings, the parties will discuss:
 - a. any issues arising from the disclosure of the information provided pursuant to paragraph 1;

- b. hiring processes;
 - c. onboarding; and
 - d. any other issues surrounding recruitment of teachers and hiring trends.
4. This agreement is without prejudice to the position of any Party on any other matters in this district and on any matters in other districts.
5. Arbitrator Arne Peltz retains jurisdiction over the interpretation and application of this agreement.

6. This agreement is effective on being signed by the parties below.

Signed by:

BC Public School Employers' Association

Brad Den Ouden

Authorized Signatory (Print Name)



Signature

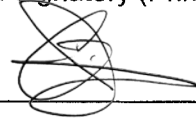
December 4, 2023

Date

British Columbia Teachers' Federation

Clint Johnston

Authorized Signatory (Print Name)



Signature

December 6, 2023

Date

School District No. 35 (Langley)

Brian Iseli

Authorized Signatory (Print Name)



Signature

Dec 5/23

Date

Langley Teachers' Association

Taylor Fauteux

Authorized Signatory (Print Name)



Signature

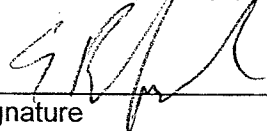
Dec 6, 2023

Date

School District No. 35 (Langley)

WOODY BRADFORD

Authorized Signatory (Print Name)



Signature

DECEMBER 5, 2023

Date