

## SETTLEMENT AGREEMENT

BETWEEN:

British Columbia Public School Employers' Association /  
Board of Education of School District No. 33 (Chilliwack)

(the "Employer")

AND:

British Columbia Teachers' Federation /  
Chilliwack Teachers' Association

(the "Union")

(BCTF FILE NO. 33-2019-0003 / LOCAL FILE NO. 33-2018-19 (the "Grievance"))

Whereas:

- A. The Union filed the Grievance on May 30, 2018 stating that the only preparation coverage time that can be included in the Teacher Librarian district ratios is preparation coverage related to library work and that the Union believed several Teacher Librarians were providing non-library preparation that was being included in the Teacher Librarian district ratio;
- B. The Union referred the Grievance to arbitration on January 30, 2019, alleging that the Employer breached the Collective Agreement by having Teacher Librarians provide non-library related preparation time for teachers and included this time in the Teacher Librarian district ratio;
- C. The Grievance does not address the volume of preparation time coverage which can be counted towards the Teacher Librarian non-enrolling ratios nor does it address whether the Teacher Librarian district ratios have been met for this school year or prior school years; and
- D. 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. Teacher Librarian FTE for non-enrolling ratios will include only work that is reasonably part of a Teacher Librarian's responsibilities. Coverage provided by Teacher

Librarians for classroom teachers cannot be counted unless the nature of the duties performed would otherwise fall within the scope of a teacher librarian's role. This is not to be construed as allowing an assignment contrary to Article D.27(3).

2. 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
3. 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 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.

School District No. 33 (Chilliwack)

Chilliwack Teachers' Association

Tamara Ilersich  
Authorized Signatory (Print Name)

Ed Klettke  
Authorized Signatory (Print Name)

Tamara Ilersich  
Signature

Ed Klettke  
Signature

October 10, 2019  
Date

October 10, 2019  
Date