

Settlement Agreement

Between:

BCPSEA/Board of Education of School District No. 73
(Kamloops/Thompson)

Employer

And:

BCTF/Kamloops Thompson Teachers' Association

Union

Postings(Necessary Qualifications)

Whereas:

- A. The Union filed a grievance on June 4, 2010, relating to a number of postings in May, 2010 regarding the qualifications for certain courses and the combination of courses in the posted assignments.
- B. The parties wish to resolve the issues related to the grievance on the terms and conditions set out below.

Now therefore the parties agree as follows:

1. During the May/June/August staffing process, the District will, wherever possible, post assignments that the District deems to contain unrelated courses as separate postings that may be combined. If the District intends to post what it deems to be unrelated courses in a combined posting, the District will consult and receive input from the Association prior to posting such assignments. This is not intended to eliminate the right to grieve a combined posting under the Collective Agreement.
2. The District agrees to consult and receive input from the Association prior to the District requiring new levels of qualification for existing courses or positions.
3. The parties agree that teachers who apply for distributed learning postings (e.g. KOOL) will be considered to meet the Distance Learning requirement

provided they have completed the On-Line @Kool Teacher Training Course or have the equivalent experience or training in Web 2.0 Tools (including Moodle, HTML and other communication tools and the pedagogy, design and authoring of web based courses). The District may require other subject-based training or experience for Distance Learning postings.

4. The parties agree the Soccer Academy course at Brocklehurst Middle School may be posted in the future with the requirement of the appropriate level of soccer coach certificate. The parties further agree that for the Mara grievance arbitration regarding the May 17, 2010 posting, the Union will not contest the terms of the posting as written.
5. The parties agree that Tech Automotive Courses may be posted in the future with the requirement of School District No. 73 automotive instructor course. The details of the course and when it will be offered will be discussed between the parties. John Kinzie will remain seized to deal with any disagreement under this paragraph.
6. Except as set out herein, this settlement constitutes a full and final resolution to the Postings (Necessary Qualifications) grievance, filed June 4, 2010 (BCTF File No. 73-2010-0009) and is without prejudice to grievances currently in issues between the parties or with respect to future postings or any other School District or the local union.

Signed at Kamloops this 7th Day of December, 2011.