

Between:

Cowichan Valley Teachers' Federation

(the "union")

and:

The Board of Education of School District No. 79 (Cowichan Valley)

(the "Board")

Settlement Agreement

Whereas the Union has filed grievance(s) concerning Coordinator Positions;

And Whereas the parties have mutually agreed to the following terms;

Now Therefore the Parties Agree:

1. This Settlement Agreement applies to Coordinator positions referred to in the Collective Agreement between the parties.
2. There shall be an equivalent of a minimum of three (3.0) FTE Coordinator positions filled, which are governed by article B.24.3. Any coordinator position is for a minimum of zero point six (0.6) FTE. All coordinator positions shall be filled as per E.12 of the collective agreement.
3. The Board, in consultation with the Union, can make changes to any Coordinator position as per B.24.2. The consultation shall include a minimum of two (2) meetings between the representatives of the Board and the Union to discuss the proposed changes and to receive a response from the Union.
4. At the beginning of each school year, the Board will provide the Union with a listing of the Coordinators' positions and FTE that have been filled for that school year.
5. Prior to the commencement of the transfer process in any year, an incumbent in a Coordinator position may request a transfer out of the Coordinator position to a teaching position for the next school year. Where a Coordinator makes such a request the Coordinator will have a choice to:
 - a. be placed in a position through a Board initiated transfer for the next school year;or
 - b. return to their previous school in a comparable assignment to the one previously held by the teacher provided the Coordinator has not been out of the school in

excess of two years.

6. Any and all outstanding grievances concerning Coordinators are resolved by this Settlement Agreement.
 7. The Settlement Agreement is without prejudice and precedent to any other school district and local association.
 8. The Cowichan Valley Teachers' Federation and the Board of Education of the Cowichan Valley are of the agreement that nothing in this Settlement Agreement is an admission of renegeation by the CVTF of its responsibility to uphold its obligation under the Labour Code, nor of its obligation to its membership as identified in Article A.9, and A.22 of the collective agreement between the CVTF Cowichan Valley Teachers' Federation and the Board of Education of the Cowichan Valley School District.
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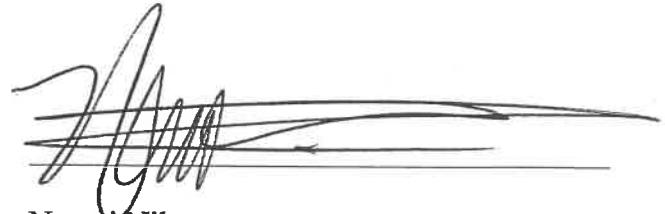
Dated this 22 day of January, 2019

Cowichan Valley Board of Education

Cowichan Valley Teachers' Federation



Roma Medves
Human Resources Manager, SD 79



Naomi Nilsson
President
Cowichan Valley Teachers' Federation