



Between:

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

(the "Board")

and:

Cowichan Valley Teachers' Federation

(the "CVTF")

### Settlement Agreement

Whereas the CVTF has referred the grievances concerning Local Education Agreements (Local grievance # 1565001 and #1865001) to arbitration;

And Whereas arbitration proceedings for grievance #1565001 have been scheduled for October 23<sup>rd</sup> and 24<sup>th</sup>, 2018;

And Whereas the parties are desirous of settling the grievances;


Now Therefore the Parties Agree:

1. This agreement resolves, on a without prejudice and precedent basis, all outstanding issues relating to Article F 6 to the date of this agreement, including Grievance Number BCTF File 65-2017-0001/Local File 15-65-001 and Grievance Number 18-65-001
2. The District acknowledges that it ought to have found a way to have the CVTF act in an advisory capacity to the district in relation to the negotiation of the Malahat Local Education Agreement
3. In the event of future LEA discussions concerning the establishment or renewal of an LEA, the District will advise the CVTF of those discussions and, in consultation with the CVTF, establish a process for the CVTF to act in an advisory capacity to the District during that process.
4. This process will include:
  - a) The District canvassing the views of the CVTF regarding the content of a particular LEA at or prior to the start of discussions between the District and the First Nation;


- b) The District providing the CVTF with a confidential update part way through the District's discussions with the First Nation and an opportunity to provide input on the content of the discussions at that point;
  - c) The District providing the CVTF with a confidential update prior to an agreement in principal being reached with the First Nation and an opportunity to provide input on the content of the discussions at that point;
  - d) If the District and First Nation are discussing including a term in the LEA that establishes a working group to implement the LEA, the District will take the position that it would be beneficial for the working group to include teacher representation.
- 5 The District agrees to invite representation from the applicable First Nation to attend the meetings described in 4. b and 4. c above for the purpose of hearing the CVTF's input
6. The CVTF acknowledges that when it is provided with details of the content of discussions between the District and a First Nation in the confidential updates referred to in paragraph 4 above, it will maintain confidentiality with respect to that information.
- 7 In recognition of the above resolution, the Board will engage the CVTF in the process outlined in paragraph 4 c above in respect of the Penelakut and Halalt LEAs which are currently in the final stages of discussion.

Dated this 17 day ~~October~~, 2018

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

Per: 

Cowichan Valley Teachers' Federation

Per: 

Per: 