

## Letter of Interpretation

between:

**British Columbia Public School Employers' Association /  
The Board of Education of School District No. 79 (Cowichan Valley)**

(the "Employer")

and

**British Columbia Teachers' Federation /  
The Cowichan Valley Teachers' Federation**

(the "Union")

**Whereas** the Employer and the Union negotiated a settlement of grievances dated December 2, 2008, September 28, 2009, November 10, 2009, and November 10, 2009, arising out of the application of article E.12 Vacancies;

**And Whereas** included in the terms of settlement was an obligation on the parties to meet and attempt to negotiate a Letter of Interpretation for reposting a vacancy after the initial posting;

**And Whereas** the parties have met and reached agreement on this letter of interpretation;

### **Now Therefore the Parties Agree:**

1. The parties agree that the following circumstances and procedures will be followed when a vacancy is reposted after the initial posting.
  - a. A position will be reposted where there are no qualified applicants with seniority rights under the Collective Agreement who applied for the position in response to the first posting.
  - b. A reposting will occur where it is determined that there is an error in the first posting that requires change before considering any applicants for the position. When there is a reposting based on an error, the reposting will specify what the error was and the reason(s) for the reposting.

2. This Letter of Interpretation will be attached to and form part of the Settlement Agreement between the parties dated January 18, 2012 and shall be governed by the terms of the Settlement Agreement.

**In Witness Whereof** the Employer and the Union have signed this Letter of Interpretation this 26 day of February, 2015 at the office of SD 79 in the Province of British Columbia.

British Columbia Public School Employers' Association /  
The Board of Education of School District No. 79 (Cowichan Valley)

Per: Roma Medves

British Columbia Teachers' Federation /  
The Cowichan Valley Teachers' Federation

Per: [Signature]