

Memorandum of Agreement

Between

Board of School Trustees of
School District No. 36 (Surrey)
Employer

And

Surrey Teachers' Association
Union

Re: Grievance - General (Posting, Inappropriate Requirements and Descriptors) -
36-082-2006

The Parties agree to the following as a full and final resolution to the Grievance.

It is agreed that:

RATIONALE:

To clarify threshold requirement for "training/experience" in subject areas and/or grade levels for generic elementary and secondary postings; to ensure consistency in application of the threshold requirement; and to provide a mechanism to assess equivalent training/experience

Threshold Qualifications

1) Junior Secondary Training/Experience (Grades 8 - 10)

- a) Completion of teacher training at the secondary level with university coursework in the applicable subject area; or
- b) Four full blocks of secondary teaching experience in the subject area or comparable subject; or
- c) An equivalent combination of teaching experience plus university course work or other training relevant to the assignment, as assessed in accordance with Note 1

2) Senior Secondary Training/Experience (Grades 11 - 12)

- a) Completion of teacher training at the secondary level with a major in the applicable subject area; or
- b) Four full blocks of secondary teaching experience in the applicable subject area or a comparable subject, at or within one grade level; or
- c) An equivalent combination of teaching experience plus university course work or other training relevant to the assignment, as assessed in accordance with Note 1

3) Elementary Training/Experience

- a) Completion of teacher training at the applicable primary or intermediate level; or
- b) One year teaching experience at the applicable primary or intermediate level (over a two year period); or
- c) An equivalent combination of teaching experience plus university course work or other training relevant to the assignment, as assessed in accordance with Note 1

Note:

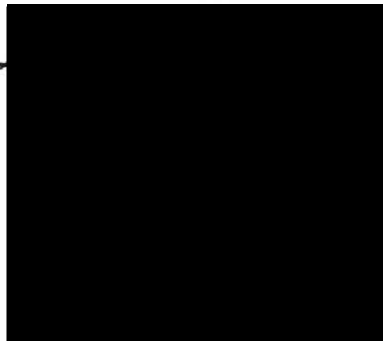
- 1. Prior to applying for postings, teachers who want to demonstrate an equivalent combination of teaching experience, etc., pursuant to 1c, 2c, or 3c, must apply to have their teaching qualifications assessed by the Human Resources Department by January 31st. The assessment will be completed by March 31st and the teachers will be notified accordingly. The assessment by the Human Resources Department may be grieved;
- 2. In Section 3(a) above, it is agreed that there will be a "bridge" for vacancies in grade 3 and grade 4, whereby experience teaching within two grade levels of the applicable grade level will be considered equivalent experience for the purpose of meeting the threshold qualification (i.e. a teacher would be considered to have the required teaching experience to teach grade 4 if the teacher had taught grades 2 or 3 (for a least one school year) and a teacher would be considered to have the required teaching experience to teach grade 3 if the teacher had taught grades 4 or 5 (for a least one school year);
- 3. The threshold requirements described above are intended to indicate the threshold requirements for typical classroom positions and do not prevent the School District

from establishing other threshold requirements which it believes are reasonably required for particular teaching positions (e.g. Trades Certification, Primary French Immersion Training, Ability to Teach Punjabi, Knowledge of First Nations Culture or Montessori). The Union may continue to grieve any qualification which it believes is improper;

4. For assignments including grade 10 provincially examinable courses, the coursework required in 1a will include two senior level courses (at the 300 level or above) in the applicable subject and the experience required in 1b will be at the grade nine level or higher.
5. For a subject area where there is no applicable university major, the requirement will be for relevant experience/training which demonstrates the ability to do the job. Similarly, for assignments of three distinct subject areas or more, the requirement for the third and subsequent subject areas will be relevant experience/training which demonstrates the ability to do the job.
6. The above agreement on the interpretation on the threshold requirement for "training/experience" will remain in effect for a two year period, from July 1, 2007 to June 30, 2009, but may be extended by mutual agreement in writing. At the conclusion of the two year period, unless it is extended, the parties will have whatever rights they had prior to entering into this agreement.

Dated this 1 day of May in Surrey, British Columbia.

For the Board



For the STA

