

Settlement Agreement

Between

School District No. 36 (Surrey) (the Employer)

And

Surrey Teachers' Association (the Union)

**Grievance 17-18-030 – Seniority Calculation for TTOCs Achieving  
Continuing Contracts**

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Whereas:

- A. The Employer has maintained a system of awarding seniority to TTOCs when achieving continuing contracts which is inconsistent with Articles C.2.3 and C.2.9 AND;
- B. This inconsistency has been maintained for an extended period of time covering multiple renewals of the Collective Agreement AND;
- C. Throughout the extended period, Seniority Lists have been shared with the Union as per Article C.2.12 a. of The Collective Agreement AND;
- D. As far as the Parties are aware, no errors connected to the current system have been identified as per Article C.2.12 b. of the Collective Agreement prior to the present grievance AND;
- E. The current system has been applied consistently to all TTOCs when they achieve a continuing contract with the Employer AND;
- F. It is generally understood that the current system may be superior to the Collective Agreement provisions under C.2.3 and C.2.9 AND;
- G. The Collective Agreement expires at the end of the current school year.

Now therefore the parties agree to resolve the Grievance as follows:

1. The current method of awarding seniority will be maintained until such time as:
  - a. A replacement method is negotiated and agreed to in Collective Bargaining or;
  - b. Appropriate notice is provided by the Union to revert to the Collective Agreement language or;
  - c. A mutually agreed to alternative is negotiated.
2. The Union reserves its right to grieve any currently unforeseen individual issues that become apparent.

Agreed to this 19th day of November 2018.

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On behalf of School District #36 (Surrey)  
Brian Norris, Director of Employee  
& Labour Relations

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On Behalf of the Surrey Teachers' Association  
Joanna Cerazy, Grievance Officer