LETTER OF AGREEMENT

Between
SCHOOL DISTRICT NO. 36 (SURREY)
(Hereinafter referred to as the Employer)
And
SURREY TEACHERS' ASSOCIATION
(Hereinafter referred to as the Association)

Re: International Baccalaureate (IB) Middle Years Program (MYP) at Johnston Heights Secondary School

The parties agree to the following terms and conditions:

1. There will not be an MYP IB Teacher job description established while this Agreement is in effect. Any transfers or internal postings for MYP IB Teacher positions will include a description of the training and certification required within three months of assuming the assignment as well as the District's commitment to reimburse teachers for the cost of such training.

2. The District agrees to reimburse teachers for the cost of the Category 1 MYP IB workshop that is conducted online for all teachers who assume positions at Johnston Heights Secondary.

3. The teacher will complete the Category 1 training wherever possible before assuming their MYP IB assignment but in no case more than 3 months after having started in their MYP IB assignment. In Rounds 1 and 2, teachers who currently possess the required IB certification will be shortlisted according to seniority. Other applicants who do not currently have the required certification will also be shortlisted on the basis of seniority and after having confirmed their willingness to become certified within 3 months of starting their MYP assignment.

4. If after transfer rounds 1 and 2 there is not a certified MYP IB -trained teacher or one who is willing to be certified (within 3 months) to assume an available MYP IB teaching assignment at Johnston Heights Secondary, the District will place teachers without the certification into available MYP assignments. Said teacher(s) will be required to successfully complete the subject specific Category 1 (online) Workshop wherever possible before assuming their MYP assignment but in no case more than 3 months after having started their MYP assignment.

5. Should a teacher fail to successfully complete the required training, the Employer may activate a Board transfer on the teacher's behalf per Article E.29 of the Collective

Agreement. The District will consider a teacher's request to retake the required Category-1 training before initiating a Board Transfer.

6. Article C.25.1.c of the Collective Agreement may be applied to teachers assuming MYP IB teaching assignments for the first time where the teacher:

    i. is moving from a special assignment to a regular classroom assignment;
    ii. where they move between the elementary and secondary levels.

7. Should the training and/or certification process associated with the MYP IB change, the parties commit to reviewing this Agreement with an aim to amend it to meet the new requirements. In the absence of reaching such Agreement, the District may establish an MYP IB Teacher job description identifying required training and qualifications (per Article E.21 of the Collective Agreement).

8. Should the MYP IB be discontinued at Johnston Heights Secondary School this Agreement will be considered null and void.

9. This Agreement is without prejudice and without precedent except as to the application of its terms and, in particular, will not be referred to or relied upon by either party in any other interpretive issue, grievance, consultation, or collective bargaining process in the future.

10. No actions under the Collective Agreement including any grievances will be initiated as a consequence of this Agreement nor will any actions, complaints or claims be made under the B.C. Employment Standards Act, the B.C. Labour Relations Code or Human Rights Code as a consequence of this Agreement.

[redacted]
For the Association

September 29, 2016
Date

[redacted]
For the Employer

SEPTEMBER 29/2016
Date