

BETWEEN:

School District No. 36 (Surrey) (represented by BCPSEA)

(“Employer”)

AND:

British Columbia Teachers Federation / Surrey Teachers Association

(“Union”)

**SETTLEMENT AGREEMENT
PREPARATION TIME FOR 2020/21 SCHOOL YEAR**

WHEREAS:

- A. The Union filed a grievance on Nov. 23, 2020 alleging that the Employer failed to provide appropriate preparation time to secondary teachers who taught in the “quarter system” implemented due to the pandemic during the 2020/21 school year (the “Grievance”);
- B. The Grievance was referred to arbitration before Arbitrator Bob Pekeles; and
- C. The Parties engaged in mediation with the assistance of Arbitrator Pekeles on Nov. 19, 2021 and agreed to resolve the Grievance on a without prejudice and without precedent basis.

THEREFORE THE PARTIES AGREE AS FOLLOWS:

- 1. The Parties expressly acknowledge that this Agreement represents a compromise of disputed claims and is not to be construed nor considered as an admission of liability. This Settlement Agreement is without prejudice to the positions of the Parties on any matters and will not be referred to in any other hearing, agreement, or proceeding other than one concerning the implementation, interpretation or application of this Settlement Agreement, unless required by law.

2. The Employer will add the following amounts to lost preparation time banks of the following secondary teachers who taught during the 2020/21 school year ("Settlement Prep Time"):

Teachers	Minutes of Settlement Prep Time
Each secondary teacher whose 2020/21 assignment included a morning prep block in quarter 1	85.5 minutes
Each secondary teacher whose 2020/21 assignment included an afternoon prep block in quarter 1	371.5 minutes
Each secondary teacher whose 2020/21 assignment included an afternoon prep block in quarter 3	286.5 minutes

This Settlement Prep Time will be subject to the terms of Article D.4.9 of the Collective Agreement.

3. The Grievance and is fully and finally resolved.
4. Arbitrator Bob Pekeles will be seized of any matter or dispute concerning the implementation, interpretation, application or operation of this Agreement.

Dated this 19th day of November, 2021, in the Province of British Columbia:



School District No. 36 (Surrey)



Surrey Teachers Association