

**Addendum to the Collective Agreement
and
The BC Human Rights Tribunal Special Program Approval (dated July 11, 2006)
in place between
Board of Education, School District #61 (Greater Victoria) (GVSD)
and
The Greater Victoria Teachers' Association (GVTA)**

**RE: B.C, Human Rights Special Program for Employment Equity
- Hiring of Teachers of Aboriginal Ancestry**

The parties recognize that Aboriginal employees are underrepresented in the Greater Victoria School District teaching staff. The District, with the support of the Greater Victoria Teachers' Association, has received approval from the British Columbia Human Rights Tribunal for a Special Program to address this matter.

The application of the Special Program shall be in accordance with the following terms:

1. All job postings subject to this agreement shall make reference the BC Human Rights Special Program for Employment Equity.
2. This program, authorized under Section 41 -Exemptions and Section 42 -Special Programs, provides for preferential hiring of teachers of Aboriginal ancestry in the following manner:

- a) The priority hiring of teachers of Aboriginal ancestry for GVSD First Nations Education programs, as well as the hiring of teachers of Aboriginal ancestry for the general school system.

Therefore, under the terms of the "Special Program", the District may make offers of employment to qualified members of Aboriginal ancestry prior to considering other qualified applicants. The Board and the GVTA agree and understand that this program requires an exemption to Article E.1.6 (b) and (c).

- b) For purposes of layoff and recall, Aboriginal ancestry shall not be considered a qualification in terms of Article C6: *Definition of Qualifications*, Article C7: *Security of Employment* and Article C8: *Teachers' Rights of Re-engagement* except for positions described in paragraph (c) below.
 - c) There are some positions with targeted funding (GVSD First Nations Education) for which Aboriginal ancestry is considered a qualification and such job postings will include the language: "Preference will be given to persons with Aboriginal ancestry."
3. This Special Program Approval is granted for a five year period, commencing on October 26, 2007, and on the basis that the District provide annual reports. The annual reports must address the number of postings that specify Aboriginal ancestry, the number of persons hired who are of

Aboriginal ancestry and the Aboriginal student population for that year. A copy of this report will be provided to the GVTA.

4. The number of positions supported by the Special Program are as follows:
 - A maximum of seven (7) positions for the 2006/2007 school year
 - A percentage that is reflective to the Aboriginal student population for years 2007/08, 2008/09, 2009/10, and 2010/11.

5. The Board and the GVTA will meet at least six months prior to the expiry of the Special Program Approval on October 26, 2011, as required under Section 42, to determine whether to make application for renewal of this Special Program Approval.

Dated this ____ day of _____ 2009

Thierry Ponchet
President, GVTA

John Gaipman
Superintendent of Schools

BC Teachers' Federation

BC Public Employers' Association