



## Letter of Agreement

BOARD OF EDUCATION FOR SCHOOL DISTRICT NO. 61

(GREATER VICTORIA)

“District”

And

CANADIAN UNION OF PUBLIC EMPLOYEES

(LOCAL NO. 947)

“Union”

### Retiree Spareboard Educational Assistant – General

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*WHEREAS* the parties are desirous of employing retired Education Assistant - General (Spareboard) on a casual basis to meet the needs of the District;

#### IT IS AGREED:

The District will agree to accept applications from retired Greater Victoria School District Education Assistants for the purpose of employment in the schools. After an interview process, only successful candidates will be added to a Spareboard list that the District will establish and maintain.


1. The Retiree Spareboard Education Assistants - General will help meet the short term needs of the District to fill absences.
2. The District will ensure the primary Spareboard list is exhausted before utilizing the Retiree Spareboard list for the purposes of allocating positions.
3. Regular employees wishing to join the Retiree Spareboard must formally resign or retire from the District and go through the hiring process with the District.
4. The Employer is under no obligation to hire former employees who have resigned or retired from the District.

5. Former regular employees applying to join the Retiree Spareboard must pay for and successfully complete a vulnerable sector criminal record check if they have been unemployed from the District for more than 3 months.
6. Retired employees are employed on a casual basis with no expectation of being available full time.
7. Retired employees are considered a new employee and prior service will be not be recognized for any purpose other than as may be required under employment legislation.
8. Those employees listed on the Retiree Spareboard List shall be classified as “Spareboard Employees” and shall accumulate seniority per article 15.04 and allocation of work and shall be entitled to the terms and conditions of employment as per Articles 1.05 and 1.08.
9. Wages as defined in Schedule A (Spareboard Education Assistant- General) of the Collective Agreement shall apply to those on the Retiree Spareboard List.

This Letter of Agreement may be terminated by either party with three months’ notice.

This Letter of Agreement shall remain in effect until June 30, 2022.

Signed this 14th day of May 2021.

  
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On behalf of CUPE 947

  
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p On behalf of School District 61, Greater Victoria