



## Letter of Agreement

The Board of Education of School District No. 61 (the District)

and

The Greater Victoria Teachers' Association (the GVTA)

both

(the Parties)

### **Educational and Personal Leaves for French Immersion Teachers Temporary Positions Posted as Continuing for the 2023/2024 School Year**

---

Whereas the Parties recognize there are challenges with filling French Immersion (FRIM) postings due to labour shortages, recruitment difficulties, and retention issues;

And whereas the Parties want FRIM teachers to be able to access educational and personal leaves as per the provisions set in Article G.22.2.c and G.22.4.c;

And whereas the Parties believe offering continuing contracts to French Immersion teachers will increase recruitment.

The Parties agree to the following:

1. If a full FTE leave is granted to a French Immersion teacher as per the provisions set out in Article G.22.2.c and G.22.4.c for the 2023/2024 school year, the following will occur:
  - a. The FRIM teacher on leave: Will maintain their continuing entitlement at their school and will return to their school for the 2024/2025 school year, subject to the spring staffing process.

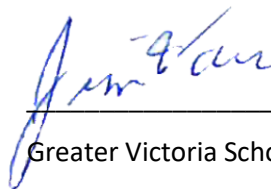
- b. The position for the 2023/2024 school year: Will be posted during the June and/or summer round as continuing with the following description: “Successful Applicant may be placed in another school for the 2024/2025 school year.”
  - c. The replacement FRIM teacher: For the 2024/2025 school year, if there is a continuing position available at the school, the teacher may remain on staff. If a position is not available, the teacher may apply to the Mobility Round if eligible (0.7 or greater FTE) or will be placed in a position during the Excess to Needs process at the end of May 2024.
2. The GVTA agrees to withdraw Grievance 22-GVTA-20, 22-GVTA-21, 22-GVTA-34, and 22-GVTA-25 (BCTF File No. 61-2002-0014).
  3. This agreement is without prejudice and/or precedent to the parties, to any provisions of the Collective Agreement, or any other district or local.
  4. This agreement is solely for the purpose of leaves under Article G.22.2.c and G.22.4.c for the 2023/2024 school year.
  5. The Parties agree to meet no later than April 15, 2024, to discuss renegotiations of all or parts of this Agreement.

Signed this first day of June, 2023



---

Greater Victoria Teachers' Association



---

Greater Victoria School District No. 61