



MEMORANDUM OF AGREEMENT

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

And

**The Greater Victoria Teachers' Association
(the GVTA)**

Re: Equity Hiring - Indigenous

Whereas the parties recognize that Indigenous peoples are underrepresented in the Greater Victoria School District teaching staff, the District, with support of the Greater Victoria Teachers' Association, has made an application to 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. This program, authorized under Section 41: Exemptions and Section 42: Special programs, provides for preferential hiring of Indigenous people in the following manner:
 - a. There shall be preferential hiring of Indigenous teachers for teacher positions created by targeted funding for Indigenous students.
 - b. When more than one qualified candidate applies for a targeted position and is an Indigenous person, Article E.20.10.b shall apply between the qualified Indigenous candidates;
 - c. When a position is posted with a mix of targeted and non-targeted funding and a non-Indigenous teacher is the senior qualified candidate, they shall be awarded the non-targeted portion. The senior qualified Indigenous candidate shall be awarded the targeted portion of the position, or the position will be reposted.
2. There shall be preferential hiring of Indigenous teachers for a mutually agreed number of positions (the "Positions"), per year in the following manner:
 - a. The GVTA will meet with the District prior to the summer posting round of each year while this Agreement is in force to mutually agree on the number, location, and assignment of Positions to be made available in accordance with this

Agreement. At the elementary and middle levels, Positions shall be 1.0 FTE. At the secondary level, Positions shall be a minimum of 6 blocks.

- b. Prior to the summer posting round, the District will compile a list of Indigenous teachers who have yet to secure a full time continuing teaching assignment.
 - c. These teachers will be placed in these Positions based on qualifications and seniority until all of the Positions have been filled or the list of teachers has been exhausted.
3. The District will notify the Union for each position filled in accordance with this Agreement in a timely manner.
 4. The District shall commit to the preferential hiring of Indigenous applicants with the necessary qualifications to the District for placement on the Teacher Teaching on Call list.
 5. This Agreement will take effect July 1, 2025 and be in full force and effect until the expiration of the Collective Agreement. The parties agree to meet no later than 90 days prior to the expiration date to discuss continuing, amending, or terminating this Agreement.

Revised: June 4, 2025