



## **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 - Racialised**

Whereas the parties recognize that racialised 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. There shall be preferential hiring of racialised 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. 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 racialised 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.
2. The District will notify the Union for each position filled in accordance with this Agreement in a timely manner.
3. The District shall commit to the preferential hiring of racialised applicants with the necessary qualifications to the District for placement on the Teacher Teaching on Call list.

4. 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. During the period of this Agreement, if at any time either party perceives the terms as failing to meet the intent, the parties shall meet to discuss continuing, amending, or terminating this Agreement.

Revised : June 4, 2025