



MEMORANDUM OF AGREEMENT

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

And

The Greater Victoria Teachers' Association
(the GVTA)

Re: Special Program 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 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

