

Between:

The Board of Education of School District No. 70(Alberni)

("the District")

And:

Alberni District Teachers Union

("ADTU")

**Assignment in School Grievance
Local Grievance No. 12-531; BCTF File No. 701-2012-0002**

SETTLEMENT AGREEMENT

The parties have agreed to settle this grievance on the basis of their common understanding of how Article E.20.3 of their collective agreement operates in their district:

- A. If there is a bona fide requirement that leads to the reconsideration of assignments, Article E.20.3 will be implemented as follows:
1. The principal shall notify the staff representative and each of the affected teachers that he or she wishes to meet with them to discuss the proposed change to the assignment.
 2. At the meeting the principal will outline the proposed change and provide the rationale for the proposal.
 3. The teacher will be afforded the opportunity to provide his or her comments on the proposed change within two days of the meeting.
 4. The principal will take into account the teacher's comments as well as the teacher's certification, educational preparation, experience, related experience and personal preferences, prior to making a final decision on the assignment.
 5. The principal will communicate the final decision together with the rationale for the final decision to the teacher and the staff representative.

B. The union withdraws the grievance.

Dated this 3 of April, 2013

The Board of Education of School District 70 (Alberni)

Alberni District Teachers' Union