

Letter of Understanding

Between

**Vancouver Island West Teachers' Union
And
The British Columbia Teachers Federation**

And

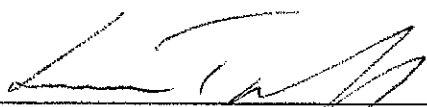
**The Board Of Education of
School District No. 84 (Vancouver Island West)
And
The British Columbia Public School Employers' Association**

Re: First Call Teacher Teaching on Call (TTOC)


Whereas the Board of Education and the teachers of SD84 (Vancouver Island West) are in agreement to implement a First Call TTOC position(s)* the parties agree, on a without prejudice and/or precedent basis, that the clauses listed below will be applied to the First Call TTOC position(s) as follows for a period of July 1, 2022 to June 30, 2023.

This letter of understanding is developed on the following assumptions:


- Both parties wish to implement the agreed to position(s) and recognize that the amendments contained in this LOU are designed to minimize employer costs and maximize flexibility in order to create more opportunities for full-time work with benefits.
- Any unanticipated consequences from the implementation of this LOU shall be dealt with through discussion, but may proceed to the grievance procedure if needed.




On behalf of SD84 (Vancouver Island West)



On behalf of the BC Public School
Employers' Association



On behalf of Vancouver Island West
Teachers' Union



On behalf of the BC Teachers' Federation

*The First Call TTOC posting is appended to this LOU.

ARTICLE B.2: TEACHER TEACHING ON CALL PAY AND BENEFITS

-This article will not apply

ARTICLE C.16: TEACHERS TEACHING ON CALL

-This article will not apply

ARTICLE D.4: PREPARATION TIME

-This article will not apply

ARTICLE D.16: HOURS OF WORK/PREPARATION TIME

-This article will be amended to include:

D.16.5 The First Call TTOC shall receive preparation time in two ways. When not providing TTOC coverage, they will access their pre-scheduled preparation time, 110 minutes per week if their schedule is built primarily on an elementary timetable or 12.5% per year if their schedule is built primarily around a secondary timetable, on a day-by-day basis. When providing TTOC coverage, they will access the pre-scheduled preparation time of the teacher who they are replacing on a day-to-day basis.

ARTICLE D.20: AVAILABILITY OF TEACHERS TEACHING ON CALL

-This article will not apply with the exception of D.20.4.



VANCOUVER ISLAND WEST
School District 84
TEACHER POSTING No. 2022-13

TEMPORARY FULL-TIME TEACHER TEACHING ON CALL WITH BENEFITS ZEBALLOS ELEMENTARY SECONDARY SCHOOL, ZEBALLOS, BC

Effective September 1, 2022 to June 30, 2023

Located on the beautiful West Coast of Vancouver Island, Zeballos Elementary Secondary School enrolls approximately 40 students from Grade K-12, with approximately 90% being of Indigenous ancestry. School District 84's Education Plan is focussed on two goals – supporting student well-being and ensuring success for all learners. The dedicated team of educators and support staff work closely together in this new and well-equipped facility to provide all students with a successful learning experience.

Zeballos Village and School are accessible by logging road, boat or seaplane. The nearest service centers are Port McNeill (85 km, pop 3500) and Campbell River (195 km, pop 30,000). Affordable housing in teacherages is available. Financial support and opportunities for development and growth are provided, as well as a moving allowance, isolation allowance and a remote recruitment and retention allowance. This Grade K-12 school is valued by parents and students, and is focused on the community and the First Nations' needs. Quality services and creative learning opportunities for students are the goals.

School District 84 expects our educators will demonstrate the following:

- A belief that every child can learn;
- **Communication and Interpersonal Skills:** The ability to consider and respond appropriately to the needs, feelings and capabilities of others in a tactful, compassionate and respectful manner;
- **Organization and Planning:** The ability to plan and organize for effective instruction, differentiation and assessment;
- **Classroom Management:** The ability to create and maintain an optimal learning environment for each student while managing student behaviour and classroom dynamics;
- **Facilitation and Engagement:** The ability to capture and maintain students' interest, effort, participation and enthusiasm for both the content and the process of learning;
- **Assessment and Coaching:** The ability to utilize balanced assessment and feedback to improve student learning including the use of formative and summative assessment strategies;
- **Collaboration and Teamwork:** The ability to collaborate with others to achieve group goals and objectives;
- **Caring and Inclusiveness:** The ability to create and maintain a caring, inclusive and supportive environment for all students;
- **Flexibility and Adaptability:** The ability to demonstrate flexibility, to adjust and to adapt to changing circumstances.

The successful candidate will:

- be flexible and willing to teach Grade K-12 curriculum as a co-teacher or Teacher Teaching On Call;
- be dedicated to their own professional growth and wish to work in a supporting learning environment;
- have an exemplary work ethic, good communication skills and a proven ability to work as an effective team member to ensure success in this setting;
- provide a welcoming, safe, experiential, and stimulating learning environment appropriate to the learning needs of students;
- commit to the District's and school's goals to improve the success of Indigenous students;
- deal meaningfully with differentiated student learning styles and behaviour issues and demonstrate an ability to address individual student needs;
- provide a hands-on, active classroom experience for student learning, including computer-assisted learning;
- understand and apply the BC Performance Standards;
- be able to incorporate a wide range of effective classroom management strategies that maintain the dignity of students;
- possess an understanding of and an ability to assist in the development and execution of IEP's and Behavioural Plans for a number of students;
- commit to supporting the District's and school's goal to improve student literacy, and be familiar with and knowledgeable about current Literacy practices, including reading intervention strategies, assessment and evaluation techniques, best practices, and curriculum surrounding literacy;
- demonstrate skills and commitment to building rapport with students;
- be willing to teach in an outdoor setting as required;
- be willing to working in a collaborative, co-teaching model as required;
- supervise Special Needs Education Assistants who may be assigned;
- communicate with parents and guardians as required, and be physically capable to perform the duties of this position.

Education and Experience:

- Valid BC Certification with the TCB, with recent teaching experience;
- Experience with and demonstrated knowledge of Indigenous cultures preferred;
- Proven ability or commitment to learn to incorporate trauma-sensitive practices into teaching practices;
- Proven ability or strong interest in cultivating and nurturing positive relationships with students and families of Indigenous ancestry.

For more information, contact the ZESS Principal at thuttemann@viw.sd84.bc.ca or 250-761-4227.

Interested applicants should submit a letter of application, resume, references, teaching credentials, and transcripts via Make a Future BC or by email, by 4 pm on June 3, 2022, to:

Annie McDowell, Associate Director of Human Resources
Email: amcdowell@viw.sd84.bc.ca www.sd84.bc.ca



VANCOUVER ISLAND WEST
School District 84
TEACHER POSTING No. 2022-14

TEMPORARY FULL-TIME TEACHER TEACHING ON CALL WITH BENEFITS
KYUQUOT ELEMENTARY SECONDARY SCHOOL, KYUQUOT, BC

Effective September 1, 2022 until June 30, 2023

KESS is a small BC public school located on the beautiful west coast of Vancouver Island. KESS enrolls approximately 40 students from Grades 1-12, the majority being of First Nations ancestry. The Village of Kyuquot is sheltered by a unique and picturesque archipelago and surrounded by beautiful North West Coast Vancouver Island wilderness.

The school is seeking an enthusiastic, resourceful and proficient teacher who would be excited to foster the two goals of the District's Education Plan: supporting student well-being and ensuring success for all learners.

Come live in one of the District's "teacherages" at a reasonable rent – only a few minutes' walk from the school! Benefit from various provided allowances including moving, isolation, short-term indemnity, professional development, and recruitment and retention. You will be working in a situation virtually guaranteed to provide extraordinary professional satisfaction.

And while you're at it, experience ocean activities (fishing, canoeing, kayaking), the unparalleled beauty of the Kyuquot area, the protected bay, the archipelago, proximity to the renowned Brookes Peninsula and Bunsby Islands, and our expansive and professional quality school Fitness and Health facility. This assignment is one you'll never forget!

School District 84 expects our educators will demonstrate the following:

- A belief that every child can learn;
- **Communication and Interpersonal Skills:** The ability to consider and respond appropriately to the needs, feelings and capabilities of others in a tactful, compassionate and respectful manner;
- **Organization and Planning:** The ability to plan and organize for effective instruction, differentiation and assessment;
- **Classroom Management:** The ability to create and maintain an optimal learning environment for each student while managing student behaviour and classroom dynamics;
- **Facilitation and Engagement:** The ability to capture and maintain students' interest, effort, participation and enthusiasm for both the content and the process of learning;
- **Assessment and Coaching:** The ability to utilize balanced assessment and feedback to improve student learning including the use of formative and summative assessment strategies;
- **Collaboration and Teamwork:** The ability to collaborate with others to achieve group goals and objectives;
- **Caring and Inclusiveness:** The ability to create and maintain a caring, inclusive and supportive environment for all students;
- **Flexibility and Adaptability:** The ability to demonstrate flexibility, to adjust and to adapt to changing circumstances.

The successful candidate will:

- be flexible and willing to teach Grade 1-12 curriculum as a co-teacher or Teacher Teaching On Call;
- be dedicated to their own professional growth and wish to work in a supporting learning environment;
- have an exemplary work ethic, good communication skills and a proven ability to work as an effective team member to ensure success in this setting;
- provide a welcoming, safe, experiential, and stimulating learning environment appropriate to the learning needs of students;
- commit to the District's and school's goals to improve the success of First Nations students;
- deal meaningfully with differentiated student learning styles and behaviour issues and demonstrate an ability to address individual student needs;
- provide a hands-on, active classroom experience for student learning, including computer-assisted learning;
- understand and apply the BC Performances Standards;
- be able to incorporate a wide range of effective classroom management strategies that maintain the dignity of students;
- possess an understanding of and an ability to assist in the development and execution of IEP's and Behavioural Plans for a number of students;
- commit to supporting the District's and school's goal to improve student literacy, and be familiar with and knowledgeable about current literacy practices, including reading intervention strategies, assessment and evaluation techniques, best practices, and curriculum surrounding literacy;
- demonstrate skills and commitment to building rapport with students;
- be willing to teach in an outdoor setting as required;
- be willing to working in a collaborative, co-teaching model as required;
- supervise Special Needs Education Assistants who may be assigned;
- communicate with parents and guardians as required; and, be physically capable to perform the duties of this position.

Education and Experience:

- Valid BC Certification with the TCB, with recent teaching experience;
- Experience with and demonstrated knowledge of First Nations cultures preferred;
- Proven ability or commitment to learn to incorporate trauma-sensitive practices into teaching practices;
- Proven ability or strong interest in learning to cultivate and nurture positive relationships with students and families of First Nations ancestry.

For more information, contact the KESS Principal at mszetela@viw.sd84.bc.ca or 250-332-5260.

Applicants should submit a letter of application, resume, references, teaching credentials, and transcripts via Make a Future BC or by email, by 4 pm on June 3, 2022, to:

Annie McDowell, Associate Director of Human Resources
E-Mail: amcdowell@viw.sd84.bc.ca www.sd84.bc.ca