



Partnership Agreement
between
Saskatchewan School Boards Association
Saskatchewan Learning
and
First Nations and Métis Relations

The parties to this agreement agree to work towards a representative workforce wherein Aboriginal people are employed in all classifications and at all levels in proportion to their representation in the working age population within the community or the provincial population.

The parties further agree that the development of such a partnership will require the establishment of a relationship involving close cooperation between the parties having individual and joint rights, responsibilities and authorities in an environment that reflects and fosters:

- Fairness and equity
- Consistency of approach
- Mutual respect and dignity
- Open communication
- Trust

The parties agree to work with the Aboriginal community, unions and Saskatchewan School Boards to develop initiatives such as:

1. Promoting/publicizing initiatives undertaken by education sector employees to encourage, facilitate and support the development of a representative workforce.
2. Encouraging the Saskatchewan school board employers and the Aboriginal community to work together to develop action plans and programs that:
 - Focus on recruiting, training and selection of Aboriginal workers for education sector occupations;
 - Identify workplace barriers that might discourage or prevent Aboriginal workers from entering and remaining in the education sector occupations;
 - Promote employment opportunities for Aboriginal people;
 - Link education sector employers to the Aboriginal workforce;
 - Facilitate constructive race and cultural relations; and
 - Support Aboriginal career development and Aboriginal persons employed in the education sector occupations.
3. Identifying and encouraging the inclusion of collective agreement provisions that promote fairness and equity for all current and future education sector employees including Aboriginal employees.
4. Identifying, in conjunction with unions, provisions in collective agreements that will enhance Aboriginal workers' access to education sector job opportunities.
5. Promoting initiatives of mutual benefit designed to meet Aboriginal needs within the community that generate an opportunity for Aboriginal employment.
6. An action plan indicating both short and long-term strategies, including strategies for:
 - Co-monitoring progress of the agreement
 - Co-evaluating results of the agreement

Signed this 8 day of February , 2007

Original signed by Honourable Deb Higgins

Original signed by Roy Challis

On behalf of Saskatchewan Learning

On behalf of Saskatchewan School Boards Association

Original signed by Richard Gladue

On behalf of First Nations and Métis Relations