

Letter of Agreement

Between:

Board of Education of School District No. 39 (Vancouver) ("VSB")

And

Vancouver Secondary Teachers' Association ("VSTA")

2023/2024 Alternative Remedies under Memorandum of Agreement (MoA) Re: LOU 17

Whereas the Board has provided all efforts to implement a teacher's remedy as specified in the MOU
Re: LOU 17 by June 30, 2022

The District and VSTA hereby agree to the following alternative remedies for outstanding remedy from 2023-2024 under MoA Re: LOU 17:

1. The VSB will convert 2023/2024 unused remedy time to FTE by school. Total FTE is 8.0924.
2. The FTE will be added to each school site on the SOA. This will be clearly identified on the SOA as Unused Remedy Support Blocks and will only be identified on the 2025/2026 SOA.
3. The parties agree that the use FTE will be jointly discussed at each school site with the site-based Staff Representative(s) and the Principal/Vice Principal(s) developing a plan to be presented for staff committee's approval. The VSB and VSTA will develop guiding principles (attached) to assist schools through the process.
4. The remainder FTE (0.0923 FTE) will be converted to funds and placed in the VSTA Mentorship Fund managed by the VSB.
5. This agreement resolves how the outstanding remedy from 2023/2024 will be addressed.
6. This Letter of Agreement is effective upon the VSB receiving confirmation that the required remedy funding will be provided by the Ministry of Education and Child Care.

Signed on the 18th day of JUNE, 2025

Flavia Coughlan, Secretary-Treasurer
School District No. 39 (Vancouver)

Carmen Schaedeli, President
Vancouver Secondary Teachers' Association
(VSTA)

Guiding Principles for Secondary Unused Remedy

- The remedy minutes provided must be used up in the 2025/2026 school year to address teacher workload.
- School allocation of FTE may be posted as a temporary position or added to a teacher's load on a temporary basis.
- The allocation of these blocks will allow the Remedy Support teacher to cover a class so a teacher can have prep time, or to work with students in the class, or to co-teach.
- The unused remedy minutes from the 2023-2024 school year will be converted to blocks and teachers with unused remedy should be given priority sign up. All individual minutes that can not be used to create a full block will be pooled and made available as blocks to other teachers on a first come, first serve basis.
- The sign-up will be monthly or by semester so that if a teacher who is owed unused remedy chooses not to sign-up for Remedy Support, the time can still be used by other teachers. The sign-up process could be similar to the supervision schedule sign up practice.
- The teacher(s) with the Remedy Support blocks will default to the skills centre/learning hub unless they are providing remedy support for a teacher. During this time, the Remedy Support teacher will co-ordinate with the resource teacher(s) to support students in classrooms or in the skills centre/learning hub.
- Remedy Support teachers may support teachers with any of their teaching duties, excluding volunteer/extra-curricular activities.