MEMORANDUM OF AGREEMENT
"MoA"

Between

BOARD OF EDUCATION of SCHOOL DISTRICT NO. 39 (Vancouver)
"Employer"

And

CUPE, Local 15
"Union"

The parties to this Memorandum of Agreement (MoA) agree to recommend to their respective principals the ratification of a revised collective agreement incorporating the changes outlined below.

Continuing Provisions of the Current Collective Agreement

Except as provided by this MoA, the terms and conditions of the collective agreement between the Employer and the Union that expired on June 30, 2025, will be incorporated in their entirety into the revised collective agreement between the parties.

Effective Date

Unless otherwise specifically noted, all agreed changes to the collective agreement between the Employer and the Union shall take effect on the Parties duly ratifying this Memorandum of Agreement.

Changes to the Revised Collective Agreement

The July 1, 2022 – June 30, 2025, Collective Agreement will continue in force and effect until June 30, 2029, except as modified by the following:

Appendix A – 2025 Provincial Framework Agreement

Appendix B – Local Memorandum of Agreement between the Board of Education of School District 39 (Vancouver) and the CUPE Local 15, dated September 23, 2026 which sets out all other agreed changes to the Collective Agreement.

E & O E

Ratification

This Memorandum of Agreement is subject to ratification by the Board of Education of School District No. 39 (Vancouver), the British Columbia Public School Employers' Association, and the membership of CUPE Local *15*.

AGREED September 23, 2026

CUPE Local 15

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

MOA - Appendix B

Local Memorandum of Agreement

The parties agree to the following changes to the July 1, 2022 – June 30, 2025, local Collective Agreement between the Board of Education of School District No. 39 (Vancouver) and CUPE Local 15.

Each signed off item is attached for reference.

Article	Item
Cover Page	Introduction
All Applicable Articles	Delete references to 2024 COLA
All Applicable Articles	Delete references to previous articles
1.E.3.	Bargaining Agent - Joint Union-Management Committee
2.A.2.	Definitions and Coverage for Employee Benefits - Permanent Term Employee
2.D.3.	Definitions and Coverage for Employee Benefits - Seniority
2.I.	Definitions and Coverage for Employee Benefits - Resignation and Re-Employment
5.A.	Job Evaluation/Banding - Job Evaluation
6.E.7.	Working Conditions - Modified Work Schedule
6.H.4.	Working Conditions – Vacancies - Postings
6.I.4.	Working Conditions - Trial Period on Promotion or Transfer – Performance Appraisals
6.L.2.	Working Conditions – Clothing
6.N.3.	Working Conditions - Promoted to Senior Position
6.O.	Working Conditions - Term Employees
6.O.3	Working Conditions – Term Employees - Payout of Banked Vacation
6.P.(New)	Working Conditions - Student Support (New)
6.Q.	Working Conditions - Workforce Adjustment and Severance
6.U.1.	Working Conditions – Salary Premium – Basic First Aid
6.U.2.	Working Conditions – Salary Premium – Intermediate First Aid
6.U.3.	Working Conditions – Salary Premium - Health Care Premium
6.U.4.(a)	Working Conditions – Administration of Medication
6.U.4.(b)(ii)	Working Conditions - Administration of Medication
6.U.6.	Working Conditions - Practicum Students
6.V.1.	Working Conditions - Payment of Wages
7.A.	Schedule of Wage Rates – Term

7.C.	Schedule of Wage Rates - Rate Updates
8.A.	Employee Benefits - Annual Vacations Calendar
8.B.2.	Employee Benefits - General Holidays
8.F.2.	Employee Benefits - Medical Insurance - Extended Health
8.F.3.	Employee Benefits - Medical Insurance - Contributions During Sick Leave
8.F.5.	Employee Benefits – Medical Insurance - Dental Plan
8.K.	Employee Benefits - Public Education Benefits Trust
9.D.	Absence from Duty - Return to Work
9.I.2.b.	Absence from Duty - Adoption Leave
9.L.1.	Absence from Duty - Educational Ceremony/Examinations – Ceremony
9.P.2.	Absence from Duty - Parenthood Leave Without Pay
11.A.6.	General Provisions – Employee Rights - Workload
11.B.(New)	General Provisions - Personnel File (New)
11.G.	General Provisions - Immunization
11.H.	General Provisions - Joint Career Development Committee/Vancouver Board of Education Courses - C.E.
Appendix A	Job Bands and Classifications
New	Provincial Framework Agreement
Renumbering	Amend the renumbering of the collective agreement to reflect the correct articles and pages of the revised agreement.
Appendix B	Self-Funded Leave of Absence Plan
Appendix B	Form 1: Self-Funded Leave of Absence Plan
Appendix B	Form 2: Application for Reimbursement of Course/Conference Fees and/or Career Development
LOU #1	Staffing Ratio, Guaranteed Employment and Reduction in Positions and Permanent Substitutes
LOU #2	Training and Career Development
LOU #3	Permanent Substitutes
LOU #4	Proposed School Calendar Changes
LOU #5	Joint Working Committee Practices for Job Evaluation Programme
New LOU	SSA Redirection

Agreed *September 23, 2026*

CUPE Local 15.

Kevin Rose

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

Stacey Alexander

Vancouver School Board

UH.1
Date: May 12, 2025
Time: 2:02 am/pm

Provincial Framework Agreement

Incorporate the Provincial Framework Agreement between BC Public School Employers' Association (BCPSEA) and the K-12 Presidents' Council and Support Staff Unions ("the Unions").

For the Vancouver Board of Education	For the CUPE Local 15
S Alexander	Kathie Currie
Stacey Alexander	Kathie Currie
May 12, 2025	May 13, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH.13
Date: May 12, 2025
Time: 2:03 am/pm

APPENDIX B

Form one (1) — Self-Funded Leave of Absence Plan

Renew — Form #1

For the Vancouver Board of Education

Stacey Alexander

May 12, 2025

Date

For the CUPE Local 15

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Uxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH.14

Date: May 12, 2025

Time: 2:05 am/pm

APPENDIX B

Form two (2) — Application for Reimbursement of Course/Conference Fees and/or Career Development

Renew — Form #2

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 12, 2025	May 12, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Uxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH.12

Date: May 12, 2025

Time: 3:02 am/pm

APPENDIX B

Self-Funded Leave of Absence Plan

Renew

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 12, 2025	May 12, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Uxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK1
Date: May 12/2025
Time: 324 am/pm

All Applicable Articles

Delete references to the 2024 Cost of Living Adjustment (COLA).

For the Vancouver Board of Education

Stacey Alexander

May 12/2025

Date

For the CUPE Local 15

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK10
Date: May 12/2025
Time: 324 am/pm

8.K. Employee Benefits

K. Public Education Benefits Trust

The Parties have agreed to participate in the Public Education Benefits Trust (PEBT) and to place their dental, extended health and group life insurance coverage specified in this Clause with the PEBT.

The Parties have further agreed to participate in the government funded "Core" long term disability plan and the Joint Early Intervention Service **(JEIS)** provided through the PEBT.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 12/2025	May 12, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK8
Date: May 12/2025
Time: 3:24 am/pm

7.A. Schedule of Wage Rates

A. Term

The scales of remuneration referred to ~~below~~ **in 7.C (Schedule of Wages)** shall apply during the term of this Agreement on the dates indicated on the scales.

For the Vancouver Board of Education

Stacey Alexander

May 12/2024

Date

For the CUPE Local 15

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK7
Date: May 12/2025
Time: 324 am/pm

6.N.3. Working Conditions

3. Promoted to Senior Position

Should the said employee, as described in Clause 6.N.1. (Temporary Authorization and Pay) and 6.N.2. (Payment) ~~above~~, later be successful for appointment to the senior position or to a position carrying the same pay rate as the senior position, such employee shall, on appointment to such position, be credited for the time spent acting in the senior position during the previous twelve (12) month period.

For the Vancouver Board of Education

S Alexander

Stacey Alexander

May 12/2025

Date

For the CUPE Local 15

Kathie Currie

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK6
Date: May 12/2025
Time: 324 am/pm

6.L.2. Working Conditions

L. Clothing

2. Compensation shall be granted, upon request, for the cleaning, repair and/or replacement of clothing (including items such as eyeglasses or hearing aids) which is soiled, damaged or destroyed through no negligence of the employee in the performance of the normal duties of the employee. Normally such requests shall be required in writing to the employee's supervisor within five (5) working days of the occurrence. The supervisor shall report the matter immediately to Employee Services in writing who shall determine the amount, if any, of the compensation. Particular attention shall be given to employees who work with ~~special needs children~~ **students with disabilities or diverse abilities.**

For the Vancouver Board of Education

Stacey Alexander

May 12/2025

Date

For the CUPE Local 15

Kathie Currie

May 12, 2025

Date

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Vancouver School Board

HK3
Date: May 12/2025
Time: 324 am/pm (6)

1.E.3. Bargaining Agent

3. Joint Union-Management Committee

A Joint Union-Management Committee should be set up composed of three (3) Vancouver Board of Education representatives and three (3) CUPE Local 15 representatives. Advisors may be provided by either party as required. The Committee should meet regularly on a fixed day each month while school is in session. It shall deal with any item brought to it by either party and shall have the authority to make recommendations to the Board through **the Finance and Personnel** Committee ~~IV~~ and to the Union membership through the Union executive. Any such recommendation which requires a change to any item covered by the Collective Agreement shall require ratification by both the Board and the Union.

For the Vancouver Board of Education

S Alexander

Stacey Alexander

May 12/2025
SL

Date

For the CUPE Local 15

Kathie Currie

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK2
Date: May 12, 2025
Time: 324 am/pm

Article 1.G. Present Conditions and Benefits ~~(prev. 11.J)~~

Article 1. H. Provision of the Collective Agreement ~~(prev.11.Y)~~

Article 2. D. Seniority ~~(prev. 11.A.)~~

Article 2. E. Early Retirement Incentive ~~(prev. 11.X)~~

Article 2. I. Resignation and Re-Employment ~~(prev. 11.C)~~

Article 3. K. General Changes ~~(prev. 11.1.)~~

Article 6. E. 4. Hours of Work/Transfers ~~(prev. 11.S)~~

Article 6. H. Vacancies ~~(prev. 11. F.)~~

Article 6. O. Term Employees ~~(prev. 11.E)~~

Article 6. Q. Workforce Adjustment and Severance ~~(prev. 11.D.)~~

Article 6. R. Health and Safety ~~(prev. 11.G)~~

Article 6. S. Persons with Disabilities ~~(prev. 11.N)~~

Article 6. T. Substitute Requests ~~(prev. 11.R.)~~

Article 6. U. Salary Premium ~~(prev. 11.H.)~~

Article 6. V. Payment of Wages ~~(prev. 11.K.)~~

Article 6. W. Banking of Pay ~~(prev. 11.L.)~~

Article 8. D. 2. Municipal Pension Plan/LTD ~~(prev. 11. AA)~~

Article 9. W. Secondment ~~(prev. 11.B.)~~

Article 9. X. Pregnant Employees or Employees with Disabilities ~~(prev. 11. V.)~~

Article 11. A. Employee Rights ~~(prev. 11.Q.)~~

Article 11. B. Personnel File ~~(prev. 11.M.)~~

Article 11. C. Mileage ~~(prev. 11.0.)~~

Article 11. D. Parking ~~(prev. 11.P.)~~

Article 11. E. Vehicle Vandalism Compensation ~~(prev. 11.T.)~~

Article 11. F. Secure Storage ~~(prev. 11.W.)~~

Article 11. G. Immunization ~~(prev. 11.Z.)~~

Article 11. H. Joint Career Development Committee/ Vancouver Board of Education Courses- C.E. ~~(prev. 11.U.)~~

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Uxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK2
Date:
Time: 3:24 am/pm

For the Vancouver Board of Education	For the CUPE Local 15
S Alexander	Kathie Currie
Stacey Alexander	Kathie Currie
May 12/2025	May 12, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK11
Date: May/12/2025
Time: 324 am/pm

9.I.2.b. Absence from Duty

I. Adoption Leave

2. (b) Where a permanent employee takes adoption leave and successfully applies to E.I., the Board shall pay the following:

(i) ~~Effective 1999 April 01 n~~ **N**inety-five per cent (95%) of the employee's current salary to a maximum annual salary not greater than the Canada Revenue Agency (CRA) maximum annual insurable earnings at the start date of the leave for the calendar year in which the S.U.B. payment commences for the Employment Insurance (E.I.) applicable waiting period.

(ii) ~~Effective 1999 April 01, w~~ **W**here the employee is eligible to receive E.I. adoption benefits, the difference between ninety-five per cent (95%) of the employee's current salary, to a maximum annual salary determined by CRA and the amount of the E.I. benefits received by the employee for the duration of the S.U.B. plan in Clause 9.H.19. (Maternity S.U.B. Plan).

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK11
Date:
Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

May 12/2025

Date

For the CUPE Local 15

Kathie Currie

May 12, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER4
Date: 5/21/2025
Time: 9:00 am/pm

2.A.2. Definitions And Coverage For Employee Benefits

A.2. Permanent Term Employee

An employee classified in Job Bands:

- Office Support A, B, C, D
- Office Support C - Office Administrative Assistant (OSC-OAA),
- Technical & Resource Support A,B,C,D
- School & Student Support A.
- School & Student Support B,
- Information Technology Support A. B. C, D

as well as those employees in positions currently classified according to pre-job banding classifications:

- Youth and Family Worker 1 and 2,
- Indigenous Education Enhancement Worker,
- Home and School Support Worker,
- Orientation & Mobility/LifeSkills Coordinator,
- Special Education Assistant,
- **Neighbourhood Assistant**

For the Vancouver Board of Education	For the CUPE Local 15
S Alexander	Kathie Currie
Stacey Alexander	Kathie Currie
May 21/2025	May 21, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER15
Date: 5/21/25
Time: ~~1pm~~ am/pm

6.E.7. Working Conditions

E. Modified Work Schedule

7. Irregular Hours

Certain cadre of employees may be required to work irregular hours including, on occasion, a Saturday or Sunday, which exceed those stated in this agreement for other employees because of the nature of their work schedule. It shall be the responsibility of the supervisor assigned to supervise such cadre of employees, together with each employee, to establish a mutually agreeable work schedule which, while flexible, shall not exceed an average of thirty-five (35) hours per calendar week. Furthermore, an employee may only bank a maximum of thirty-five (35) hours of flex time at any given time. These employees are currently known as Multicultural Home and School Workers (School & Student Support B), Settlement Workers in Schools (School & Student Support B), Indigenous Education Enhancement Workers (School & Student Support B), School-aged Children and Youth Workers (SACY) (School & Student Support B), Technical and Resource Support D (District Student Events), ~~Community Link Youth and Family Workers (School & Student Support B)~~, ~~School & Student Support A~~ - ~~Inner City~~ **Enhanced Supports** ~~**Team**~~ **School & Student Support A (Neighbourhood Assistant), Enhanced Supports School & Student Support B** ~~(Neighbourhood Support)~~ **and Community Youth Worker (School & Student Support B).** ~~and Older Immigrant Youth Engagement Workers.~~

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 21/2025	May 21, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER23
Date: 5/21/2025
Time: 3pm am/pm

6. V.1. Working Conditions

V. Payment of Wages ~~(prev. 11.K.)~~

1. The Board agrees that the ~~Deposit~~ **Electronic Pay** Advice Statement shall give full details of all payments, deductions, deposits and miscellaneous adjustments and shall include all earned benefit entitlements, i.e. sick time, **medical appointment time,** vacation time and gratuity time. Current balances may not reflect recent absences.

2. The responsibility for ensuring that a timesheet arrives at the Board office rests with the employee. In the event that an employee does not receive a payment on time, said employee may contact the Payroll Department by telephone and/or electronically to inform the Board that a payment has not been received, at which time payment shall be processed within two (2) working days.

For the Vancouver Board of Education

Stacey Alexander

May 21/2025

Date

For the CUPE Local 15

Kathie Currie

May 21, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

ER25
Date: 5/21/2025
Time: 3pm am/pm

8.B.2. Employee Benefits

B. General Holidays

2. Entitlement to Statutory Holidays

All employees who are permanent, probationary, or temporary **with benefits** shall receive those statutory holidays which fall after the date of appointment and within a calendar month in which the employee has worked.

Part-time employees who work less than five (5) days per week will receive a pro-rated amount, when the holiday falls or is observed on other than a working day for the employee.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 21/2025	May 21, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH.10/HK9
Date: 5/21/25
Time: 3pm am/pm

8.F. Employee Benefits

F. Medical Insurance

2. Extended Health

The Board will contribute one hundred per cent (100%) of the premium of the Pacific Blue Cross Extended Health Benefits Plan for eligible employees who elect to participate, to a maximum of $25,000 every twenty-four (24) months, with fifty ($50) annual deductible and no co-insurance.

The sample of services covered includes:

The eyeglass option will provide a maximum of five hundred dollars ($500.00) payable every twenty-four (24) months with no deductible and no co-insurance.

EHB Pay -Direct Drug Card - Extended Health Benefit services will be extended to include the direct pay card.

Clinical Psychologist - One thousand dollars ($1000) per twelve (12) months, effective upon ratification of the 2022 - 2025 Collective Agreement.

The hearing aid option will provide one thousand five hundred dollars ($1,500) every thirty-six (36) months with no deductible and no co- insurance.

The child hearing aid option will provide an additional four hundred dollars ($400.00) every sixty (60) months with no deductible and no co-insurance.

Employees can obtain benefit information by logging into the benefit carrier website.

3. Contributions During Sick Leave

In the case of absence for illness the Board's contribution will be maintained while the employee is in receipt of pay. When absent due to illness and not in receipt of pay, the benefits may continue in force and with the employer contributing fifty percent (50%) and the employee contributing fifty per cent (50%) of the premium cost through the Board if they desire up to a maximum of three (3) months, upon ratification for the 2022 - 2025 Collective Agreement.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Uxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH.10/HK9
Date: 5/21/25
Time: 3pm am/pm

For the Vancouver Board of Education

Stacey Alexander

May 21/2025

Date

For the CUPE Local 15

Kathie Currie

May 21, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK12
Date: 5/2-/25
Time: 3pm am/pm

9.L.1. Absence from Duty

L. Educational Ceremony/Examinations

1. Ceremony

One-half (½) day Leave of Absence without loss of pay shall be granted with the approval of the Administrator/Supervisor through Employee Services on written request by an employee to receive a degree or diploma from a recognized educational institution or to be present when a member of the employee's immediate family receives a degree or diploma from a recognized educational institution. A recognized post-secondary educational institution is recognized by the Board as providing educational credits which are widely recognized by other employers, professional associations, or other educational institutions. Where a difference of opinion may arise, the Associate Superintendent **or Executive Director**, Employee Services shall have the final decision. The Board may grant an additional one-half(½) day for travel in the event that the educational institute is outside of the Metropolitan area of Vancouver.

For the Vancouver Board of Education

Stacey Alexander

May 21/2025

Date

For the CUPE Local 15

Kathie Currie

May 21, 2025.

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK13
Date: 5/21/25
Time: 3:00 am (pm)

11. General Provisions

A. Employee Rights ~~(prev. 11.Q.)~~

6. Workload

Any claim of excessive workload may be directed to the Employee Services to be dealt with. If not resolved to the satisfaction of either the Board or the Union, the claim of excessive workload, while not arbitrable, may be referred to the Associate Superintendent **or Executive Director** - Employee Services and the Union Staff Representative for discussion.

When an employee is absent from work, another employee may be required to carry out some of the duties of the absent employee. In this event, priorities shall be established by the supervisor in consultation with the impacted employees to accommodate the work to be performed.

Every effort will be made to re-allocate the prioritized duties in an equitable manner.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
May 21/2025	May 21. 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

11.H. General Provisions

H. Joint Career Development Committee/Vancouver Board of Education Courses- C.E. (~~prev. 11.U~~.)

1. Joint Career Development Committee

(a) The Joint Career Development Committee shall consist of not more than six (6) persons: three (3) representatives appointed by the Union and three (3) representatives appointed by the Board. The purpose of the Committee is to establish guidelines for approval of reimbursements and make recommendations as required regarding the CUPE Local 15 Career Development Calendar. Specific workshops would be designed and planned by the Committee and administered by the Board, according to the guidelines set by the Committee. Meetings of the Committee shall be held at the call of the Board or the Union, as required and, at a time mutually agreed upon between the Union and the Board. All time off for Committee members shall be without loss of pay and the Board shall ensure that all such meetings are held within normal working hours. ~~Adequate clerical staff should be provided by the Board for the work of this Committee.~~

(b) Courses that are job related and for career enhancement purposes may be ~~approved~~ **acknowledged** by the Administrator/Supervisor and Employee Services for the career enhancement of the employee. The approval of these courses will be subject to the guidelines established by the Joint Career Development Committee. The full or partial cost of such courses, having been approved before being taken, shall be refunded to the employee on proof of attendance and satisfactory completion of the course. (See Form #2)

(c) Employees who wish to pursue retraining for a position available within the Board or substantive career enhancement, within the Board, which may require the employee to take Educational Leave, may apply to the Joint Career Development Committee to access funding to cover fifty per cent (50%) of the cost of tuition fees and books up to a maximum of one thousand dollars ($1,000.00) per year. ~~Five~~ **Ten** thousand dollars ($~~5~~ **10**,000.00) of the Career Development Fund will be set aside for this training every budget year. ~~Effective July 01, 2020, ten thousand dollars ($10,000) of the Career Development Fund will be set aside for this training every budget year.~~ The amount of reimbursement may be applied to out of town travel. Applications will be considered based on seniority. The deadline for consideration will normally be April 30 of each year. Applications received after April 30 will be considered on a first come first served basis.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

(Please refer to Clause 9.0.
Education/Personal Development Leave) for details on leave requirements).

~~(d) The Board agrees to establish a fund to finance the aforementioned workshops and courses which shall not exceed approximately point one per cent (.1%) of the CUPE Local 15 (VMECW) salary budget for the fiscal year to be administered by the Joint Committee.~~

~~Effective July 10, 2020,~~ tThe Board agrees to establish a fund to finance the aforementioned workshops and courses which shall not exceed approximately point two per cent (0.2%) of the CUPE Local 15 (VMECW) salary budget for the fiscal year to be administered by the Joint Committee. (See also Letter of Understanding #2 (Training/Career Development.)

~~2. Vancouver Board of Education Courses - C.E~~

~~Effective July 01, 2014 this clause is only in effect if C.E. courses are administered and run by the VSB.~~

~~Continuing Education consists of a variety of skill training and personal development courses offered by C.E. throughout the year, but does not include Summer School or Adult Academic courses.~~

~~(a) Employees may register in, and shall have course fees waived for, any Vancouver Board of Education courses, provided that:~~

~~(i) Courses are taken on the employees' own time;~~

~~(ii) Employees adhere to the rules and conditions of courses.~~

~~(iii) No fee-paying student is displaced.~~

~~(b) On the first session of the course, the employee must report to the Night School Office.~~

~~(c) Night School staff will determine if there is space in the class.~~

~~(d) If there is space available in the class, the employee must present to the Night School Office the C.E. Course Form with photo ID and proof of VSB employment along with payment (if applicable) to be registered.~~

~~(e) Employees are not permitted to lobby instructors to take additional students in excess of the course maximum.~~

~~(f) The employee is responsible for all per student out-of-pocket expenses incurred by the VSB including:~~

~~• The cost of all textbooks.~~

~~• The cost of all materials fees, including materials used in class,~~

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

ER34
Date: 5/21/2025
Time: 3:10 am/pm.

- ~~and, when applicable, reimbursement to the host schools on a per student basis.~~
- ~~Payment to instructors if the contract with C.E. stipulates a payment on a per student basis.~~

~~(g) Some Continuing Education courses require the instructor to prepare kits with a value of up to one hundred dollars ($100.00) each, which are to be made available to students at the first class.~~

~~In order to facilitate CUPE 15 staff in registering for these courses, the following will be in effect:~~

~~The deadline for registering will be listed in the centre description.~~

~~(h) The employee must present the C.E. Course Form to C.E. prior to the cut-off date. On the day following the advertised cut-off date, the employee will contact C.E. by phone to register if space is available.~~

~~NOTE: Employees are not permitted to sit in on a class before registering as detailed above.~~

For the Vancouver Board of Education

Stacey Alexander

May 21/2025

Date

For the CUPE Local 15

Kathie Currie

May 21, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN.40
Date: 5/21/2025
Time: 3pm am/pm

Letter of Understanding #4

Renew Letter of Understanding #4 – Proposed School Calendar Changes

For the Vancouver Board of Education	For the CUPE Local 15
S Alexander	Kathie Currie
Stacey Alexander	Kathie Currie
May 21/2025	May 21, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK4
Date: May 21/2025
Time: 3:07 am/pm

2.I. Definitions And Coverage For Employee Benefits

I. Resignation and Re-Employment ~~(prev. 11.C)~~

1. Re-employment into a Permanent Position

An employee who has voluntarily resigned and is re-employed into a permanent position within fifteen (15) months of their termination date shall be credited with all previous service with the Board for vacation, increment and benefit entitlement after completion of the new probationary period.

An employee who has voluntarily resigned and is re-employed after fifteen (15) months from their last termination of service shall be considered a new employee.

2. Re-employment into a Temporary Position

An employee, who has voluntarily resigned and is re-employed into a temporary position within fifteen (15) months of the termination date shall have their previous service recognized as length of service for temporary employment purposes only.

An employee who has voluntarily resigned and is re-employed after fifteen (15) months from their last termination of service shall be considered a new employee.

3. Recruiting Preference

Any employee who has voluntarily resigned and re-applies for a Board position has no claim to preference for appointment but must compete on a merit basis with other applicants.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

HK4
Date: May 21. 2025
Time: 3:07 am/(pm)

For the Vancouver Board of Education

S Alexander

Stacey Alexander

May 21/2025

Date

For the CUPE Local 15

Kathie Currie

Kathie Currie

May 21, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səl̓ilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK5

Date: June 06, 2025

Time: 2:05 am/pm

6.I.4. Working Conditions

I. Trial Period on Promotion or Transfer

4. Performance Appraisals

When a performance appraisal is conducted, the employee shall be given the opportunity to review and sign the performance appraisal form upon its completion to indicate that its content has been read. The employee shall have the right to place their own comments on the form or to append comments to the form. The absence of the employee's signature will not render the performance appraisal invalid. When the evaluation is completed, the employee shall be provided with a copy and a copy shall be placed on the employee's personnel file. In the event a performance appraisal is conducted during a probationary or trial period, it shall include a mid-term performance appraisal which will be conducted as close to the middle of the probationary or trial period as possible.

(a) A performance appraisal will not be conducted at every site the employee works.

(b) The location with the highest percentage of time (~~fte~~ **FTE**) shall be responsible for conducting the performance appraisal.

(c) If locations share an equal amount of time (~~fte~~ **FTE**), all locations are responsible for conferring and submitting one performance appraisal to Employee Services for that employee.

(d) A performance appraisal shall be conducted only by the Employee's Supervisor.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK5

Date: June 06, 2025

Time: 2:05 am/(pm)

For the Vancouver Board of Education

Stacey Alexander

June 06/2025

Date

For the CUPE Local 15

Kathie Currie

June 6, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH2

Date: June 06, 2025

Time: 2:08 **am/pm**

Amend

Index - Renumbering

Amend the renumbering of the collective agreement to reflect the correct articles and pages of the revised agreement.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
June 06/2025	June 6, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER1

Date: June 06, 2025

Time: 210 am/pm

~~About the Vancouver Board of Education~~
~~1580 West Broadway~~
~~Vancouver, B.C. V6J 5K8~~
~~Phone: 604-713-5000~~
~~The Vancouver Board of Education is elected by the public to serve the educational interests of the students in our district. The Board consists of nine trustees, each of whom serves for a three-year term.~~
~~The statutory powers and duties of the Board are defined by the Provincial Government's School Act. The Board is responsible for:~~
~~- formulating and interpreting policies and by-laws~~
~~- delegating administrative duties~~
~~- making decisions on educational and budget matters~~
~~- making continual appraisals of the educational, administrative, and planning processes, in light of the Board's stated goals and objectives~~
~~- administering public funds~~
~~- communicating with the citizenry of the district.~~
~~The Board makes formal decisions at public Board meetings held on the last Monday of each month at 7:00 pm (except for July, August and December). The time and place of these meetings are advertised on the VSB website.~~

Vancouver School District, established on April 12, 1946, operates under authority of the School Act of British Columbia as a corporation under the name of "The Board of Education of School District No. 39 (Vancouver)." A Board of Education elected for a four-year term governs the School District. The School District provides educational programs to students enrolled in schools in the District and is principally funded by the Province of British Columbia through the Ministry of Education and Child Care ("MECC").

For more information about our school district, visit https://www.vsb.bc.ca/.

The following collective agreement outlines conditions relevant to your employment. Other conditions over and above those negotiated between the Board and CUPE Local 15 (VMECW) are dictated by Board policy, **administrative procedures** and practices. The Board encourages you to contact your supervisor or Employee Services if you have any questions about the agreement or Board policies **and administrative procedures.**
The Board values its employees and strives for the positive and cooperative working relationships that foster the best educational environment for our students.

About the Canadian Union of Public Employees (CUPE) Local15
Vancouver Municipal, Education and Community Workers (VMECW)
545 West 10th Avenue Vancouver, B.C. V5Z 1K9
Phone: 604-879-4671 Fax: 604- 879-7582
email@cupe15.org www.cupe15.org

Welcome to CUPE Local 15, VMECW.
CUPE Local 15 was organized over 100 years ago and has over 7,000 members working at more than 100 different work sites. Members of CUPE Local 15 work in a diversity of jobs, including education, administrative, recreation. health care. technical, cultural, residential, parking enforcement, security, and building services. CUPE Local 15 represents members working for 17 different employers in Vancouver and the surrounding area. The overall membership is made up of approximately 60% women and one third are part-time workers. CUPE Local 15 is affiliated with CUPE British Columbia Provincial Division, CUPE Metropolitan District Council, CUPE National, the Canadian Labour of Congress (CLC), the BC Federation of Labour, and the Vancouver and District Labour Council

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

(VDLC). The Canadian Union of Public Employees represents over 600,000 workers in the public sector across Canada from coast to coast.

As a CUPE Local 15 member you are encouraged to participate in your union as much as possible. Membership meetings are held nine times per year. Membership meetings are where discussion, debate, appointments, elections and major decisions take place that impact you and your co- workers. It is also your opportunity to find out first-hand the latest news, provide input, and ask questions on the issues that you are concerned about.

An Executive Board and Trustees are elected by the membership by an electronic ballot held in May of each year followed by an Annual General Meeting. The President and Secretary-Treasurer work full time at the union office and are full time political officers of the union. CUPE Local 15 also employs its own specialized staff including staff representatives, office support staff, an accounting coordinator, and a building maintenance worker. All staff work under the direction of the Executive Board and are an important part of our local. In addition, CUPE directly supplies Local 15 with National staff including a Legal Representative and National Representative(s).

A collective agreement specifies the terms and conditions of your employment and has been mutually agreed to by the union and your employer. Both parties want the provisions to be respected and properly applied. It is in your best interest to know the contract as it applies to your working environment. Contract improvements are negotiated between your employer and the union, and changes to the application require mutual agreement between both parties. Negotiations generally start three months prior to the expiry of the collective agreement. It is the practice of your union to elect the bargaining committee from within the membership of the bargaining unit and you will be notified when this will take place.

Within your contract group are members that have been elected as shop stewards. If you have any questions concerning the union, the collective agreement, or your rights as a worker, a shop steward would be pleased to provide assistance. If you do not know a shop steward, please contact the union office at 604-879-4671. For additional information check out our website at www.cupe15.org

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

ER1

Date: June 06, 2025

Time: 2:10 am/(pm)

For the Vancouver Board of Education	For the CUPE Local 15
S Alexander	Kathie Currie
Stacey Alexander	Kathie Currie
June 06/2025	June 6, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

HK14

Date: September 16, 2025

Time: 136 am/pm

11. General Provisions

G. Immunization (~~prev. 11.Z.~~)

Employees who are at risk of Hepatitis B, as determined by the ~~Senior Manager~~ **Director** – ~~Health & Safety~~ **Enterprise Risk and Safety Compliance**, will be offered appropriate immunization.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
September 16/2025	Sept 16, 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

ER7 Counter

Date: September 16, 2025

Time: 2:41 am/pm

2.D. Definitions And Coverage For Employee Benefits

D. Seniority

3. Loss of Seniority

An employee shall not lose seniority rights if they are absent from work because of sickness, disability, accident, lay-off of less than two (2) years, labour dispute or leave of absence approved by the Board.

An employee shall only lose their seniority in the event:

(a) they are discharged for just cause and are not reinstated;

(b) they voluntarily resign in writing and do not withdraw the resignation within two (2) working days;

(c) the employee voluntarily leaves the bargaining unit, except as otherwise provided in this Agreement;

(d) the employee is laid-off for more than two (2) years;

(e) they accept severance pay as in 6.Q.6,

(f) absence without leave (permission)

For the Vancouver Board of Education

For the CUPE Local 15

Stacey Alexander

Kathie Currie

September 16/2025

Sept 16, 2025

Date

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH11/ER30 Counter

Date: September 16, 2025

Time: 241 am/pm

ABSENCE FROM DUTY

Amend

9.P.2. Absence from Duty

P. Parenthood Leave - Without Pay

2. Eligibility extends to ~~parents of~~ either ~~sex~~ **parent**. Notice is required in writing to Employee Services and ~~in normal circumstances~~, **the** request should be made prior to September 30, for leave to commence the following January 1 or prior to April 30 for Parenthood Leave to commence the following September 1.

For the Vancouver Board of Education

Stacey Alexander

September 16/2025

Date

For the CUPE Local 15

Kathie Currie

Sept 16, 2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN35 Counter

Date: September 16, 2025

Time: 2:41 am/pm

GENERAL PROVISIONS

New

Article 11.B.(new) – Personnel File/Written Responses

In any case where any employee has received from the employer a written letter of expectation or a written confirmation of a disciplinary penalty which the employer intends to place on an employee's personnel file, the employee shall be entitled to submit to the employer a written response which shall also be placed on the employee's file. Employees are responsible for removing their submissions from their personnel file.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Kathie Currie
September 16/2025	Sept 16 2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER38 Counter

Date: October 17, 2025

Time: 12:17 am/pm

APPENDIX A

JOB BANDS AND CURRENT CLASSIFICATIONS

OFFICE SUPPORT A
OFFICE SUPPORT B
Clerk Typist II
OFFICE SUPPORT C
OFFICE SUPPORT D
SCHOOL & STUDENT SUPPORT A
Alternative Proqram Worker
Neiqhbourhood Assistant +
Special Education Assistant *
SCHOOL & STUDENT SUPPORT B
Community Youth Worker+
Indigenous Education Enhancement Worker +
Home and School Worker +
~~Probation Assistant~~
Youth and Family Worker I
Youth and Family Worker II
INFORMATION TECHNOLOGY SUPPORT A
INFORMATION TECHNOLOGY SUPPORT B
Computer Programmer - Mini Computer
~~Computer Programmer - Main~~
Network Support Specialist
Programmer Analyst
INFORMATION TECHNOLOGY SUPPORT C
~~System Analyst~~
TECHNICAL & RESOURCE SUPPORT A
TECHNICAL & RESOURCE SUPPORT B
TECHNICAL & RESOURCE SUPPORT C
TECHNICAL & RESOURCE SUPPORT D
Orientation & Mobility/Lifeskills Coordinator
TECHNICAL & RESOURCE SUPPORT E

Language Premium included in wage rate.

\+ Irregular hours of work as per Clause 6.E.3. of the collective agreement

* Medication Premium included in wage rate.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

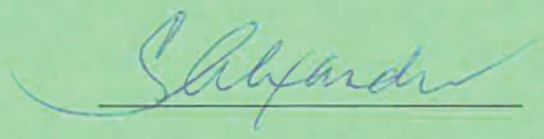
Vancouver School Board

ER38 Counter

Date: October 17, 2025

Time: _____am/pm

For the Vancouver Board of Education

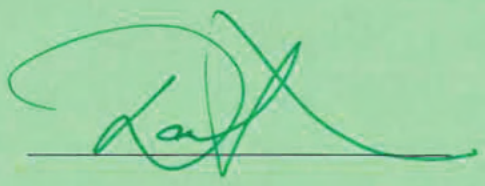


Stacey Alexander

October 17, 2025

Date

For the CUPE Local 15



Dan Todd

Oct 17/2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH4

Date: December 15, 2025

Time: 9:28 am/pm

Amend

Article 6.O.3. – Payout of Banked Vacation

Correct lettering format; a, b, ~~d, e~~ to a, b, **c, d**

For the Vancouver Board of Education

For the CUPE Local 15

Stacey Alexander

Dan Todd

December 15/2025

Dec 15/2025

Date

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH7

Date: December 15, 2025

Time: 4:38 am/pm

Amend

Article 6.U.4.(b)(ii) – Administration of Medication

Amend language to:

The child's parent or guardian ~~as~~ **has** made a written request for the school's assistance and has discussed the situation with school personnel.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Dan Todd
December 15/2025	Dec 15/2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH9

Date: December 15. 2025

Time: 9:38 am/pm

Amend

Article 8.A. – Annual Vacations Calendar

Update entitlement/year calendar.

For the Vancouver Board of Education

Stacey Alexander

December 15/2025

Date

For the CUPE Local 15

Dan Todd

Dec 15/2025

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN30 Counter

Date: December 15, 2025

Time: 1:39 am/pm

ABSENCE FROM DUTY

Amend

Article 9.D. Return to Work

When an employee, supported by their medical practitioner or rehabilitation consultant, requests an accommodation to return to work or a gradual return to work, the Union will be notified of the request and proposed accommodation. Where an accommodation is arranged and the employee is placed in a permanent position at a lower pay grade than the original position, the employee will be paid at the rate of the new position, except that during the first month of the accommodation schedule, the employee will be paid at the rate of the original position. **Where the employer determines a return to work meeting is necessary, the employee may be advised of the right to union representation.**

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Dan Todd
December 15/2025	Dec 15/2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UH8 Counter

Date: December 15, 2025

Time: 1:48 am/pm

SCHEDULE OF WAGE RATES

Amend

Article 7.C. Rate Updates

Update schedule of wage rates **based on the provincial mandate** and include newly created positions **if applicable.** ~~Under student worker, update wage and benefit rates.~~

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Dan Todd
December 15/2025	Dec 15/2025
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER12

Date: April 24, 2026

Time: 1:28 am/pm

5. A. Job Evaluation/Banding

A. Job Evaluation

A request for evaluation of a position may originate with the employee, the Union or the Board by completing a Job Evaluation Questionnaire. The matter shall be referred to the Joint Job Evaluation Committee whose function shall be to determine the appropriate rate of pay by using the Gender Neutral Job Evaluation Plan and in accordance with the Pay Equity and Job Evaluation Terms of Reference.

The Job Evaluation Terms of Reference will be made available on the staff portion of the Vancouver School Board website.

Except (1) by mutual agreement of the Union and the Board; or, (2) where a significant change in duties and responsibilities can be demonstrated, a request for evaluation of a position from any source may be rejected by either the Union or the Board if the position has been reviewed and dealt with during the past four (4) year period immediately prior to the date of the request. Should the parties fail to agree on the status of any such request, the matter may be referred for a decision under Article 7 (Settlement of Disagreements) in the Pay Equity and Job Evaluation Terms of Reference.

The committee will agree to meet two (2) half-days per month between September and June **except December and March where one (1) half (1/2) day meeting will occur.**

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
April 24/2026	April 24/2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN41

Date: April 24, 2026

Time: 208 am/pm

Letter of Understanding #5

The Parties agree to the establishment of a joint working committee to investigate remuneration and compensation practices of the current VSB/CUPE Local 15 Gender Neutral Joint Job Evaluation Programme and report back to the Parties ~~before the expiry of the Collective Agreement~~.

The Parties agree that this joint working committee will amend the current Band Point Range to address the gap between School & Student Support A and School & Student Support B point ranges.

The parties agree that the Committee will meet prior to June 30, 2027, and will complete the work by June 30, 2029.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
April 24/2026	April 24, 2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

ER2

Date: June 01, 2026

Time: 1133 am/pm

The Parties agree that ER2 replaces and supersedes HK3 in its entirety.

1.E.3. Bargaining Agent

3. Joint Union-Management Committee

A Joint Union-Management Committee should be set up composed of three (3) Vancouver Board of Education representatives and three (3) CUPE Local 15 representatives. Advisors may be provided by either party as required. The Committee should meet regularly on a fixed day each month while school is in session. It shall deal with any item brought to it by either party and shall have the authority to make recommendations to the Board ~~Committee IV~~ **through the Superintendent** and to the Union membership through the Union executive. Any such recommendation which requires a change to any item covered by the Collective Agreement shall require ratification by both the Board and the Union.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
June 01/2026	June 1, 2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

VSB Vancouver School Board

UN25

Date: June 01, 2026

Time: 1053 am/pm

WORKING CONDITIONS

New (To be numbered)

Article 6.P.(TBN) – Student Support

All employees, including employees on-call, will be provided access to all safety documents pertaining to the student(s) they are working with prior to commencing work with the student(s).

The employees who are provided access to these documents are required to maintain the confidentiality of this information.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
June 01/2026	June 1, 2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

ER20

6.Q. Working Conditions

Q. Workforce Adjustment and Severance ~~(prev. 11.D.)~~

2. Notice

(a) Whenever an adjustment in the number of positions is being contemplated, the Board shall advise the Union at least three (3) months in advance of the employees likely to be affected by receiving a reduction notice referred to in Clause 6.Q.3, Such notice to the Union will contain specific information relative to the number of employees affected, their names, bands, locations, and seniority date, and the anticipated date that the reduction will commence.

No lay-off of employees shall take place until the provisions of Clauses 6.Q.2. and 6.Q.3, have been fulfilled. The Board agrees to comply with the group termination language of the Employment Standards Act ~~as of 1995 November 01~~.

(b) Layoff

Employees affected by lay-off shall receive notice in accordance with the following:

0-12 months	**2 weeks' notice**
12 months and over	**1 additional weeks' notice for each year of service with the Board**

3. Displacement **(Layoff)**

Where workforce reduction is necessary, employees will be adjusted in reverse seniority order for each band. The remaining employees will be transferred as required by the Board, in seniority order to other positions within the band. Such transfers shall be made to avoid further layoffs. All other vacancies will be posted.

(a) Process: An employee affected by workforce reduction, who has the qualifications and skills to perform work in a band at the same or lesser pay rate, shall be given the option to replace the least senior employee of that band, or available vacancies in that band for which they are qualified, if the affected employee has more seniority than that employee. Such options will be offered to laid-off employees in descending order of seniority in each band.

(b) An employee who moves into a position at a lower pay grade band because of workforce reduction shall receive salary protection for a maximum of two (2) years or until the Board transfers the employee to a position with a band equivalent to that of their former position. Until then, the employee shall continue to receive general wage increases as negotiated between the Union and the Board and as set out in this agreement.

(c) The Board reserves the right to transfer an affected employee during a period of salary protection to a position of their original band when a vacancy occurs, subject to the

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provisions of Clause 6.H.I. Notification of Vacancies) of this agreement, and the seniority and capabilities of the employee.

(d) Employee who moves into another position in accordance with the provisions of Clause 6.Q.3. shall do so initially for a trial period of sixteen (16) working weeks. The sixteen (16) working week trial period may be varied in specific instances by mutual agreement of the Union and the Board.

(e) During the trial period, the employee's performance will be appraised by the employee's Supervisor. If the trial period is not satisfactorily completed, or if the employee so requests, Clause 6.Q.3. (a), (b), and (c) shall once again apply. Should the second trial period also prove unsatisfactory to the Board or the employee, then the employee shall be transferred by the Board to a position for which the employee is qualified provided such position is available or, if not, the employee may be placed on permanent substitute status until such time as a suitable position becomes available. The salary and benefits of such employee shall be maintained at the level of the position held prior to the initial displacement in accordance with Clause 6.Q,3.(b).

(e) If the position that the employee was originally displaced from is vacated during the trial period in accordance with Clause 6.Q.3.(d), the originally displaced employee will be offered the position without posting. The employee will have up to five (5) calendar days to accept the transfer.

4. ~~Layoff and~~ Severance

When no positions are available, employees will be laid off in accordance with the following provisions:

~~(a) Layoff~~

~~Employees affected by lay-off shall receive notice in accordance with the following:~~

~~0-12 months~~	~~2 weeks' notice~~
~~12 months and over~~	~~1 additional weeks' notice for each year of service with the Board.~~

~~(b)~~ **(a)** Laid-off employees will retain their seniority at the time of layoff for up to two (2) years. During the first year of layoff, the employee shall have the option of requesting severance pay and, upon payment of severance pay, the employee will cease to be an employee and all obligations by the Board to that employee cease.

~~(c)~~ **(b)** Severance pay shall be calculated at the rate of five per cent (5%) of one (1) year's salary for each year of service, or major portion thereof, to a maximum of one (1) year's salary. A year's service is defined as being a school year for term employees, September through June, or twelve (12) continuous months of employment for twelve (12) month employees. Salary on which severance pay is calculated shall be the employee's scale salary at the time the employee received notice that the position occupied by the employee was

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to be terminated or made redundant. Service of parttime regular employees shall be pro-rated to full terms, or full-time if a twelve (12) month employee.

~~(d)~~ **(c)** An employee who receives severance pay pursuant to this clause and who may be subsequently rehired by the Board will be subject to applicable legislation regarding the retention of any severance payment. The calculation of years of service on rehire for such employee shall commence from the date of the rehire.

5. Laid-off employees who have not elected severance pay shall have the right to apply to any job posting. Senior qualified laid-off employees will be given first consideration over all candidates.

6. Normal temporary lay-off of term employees when school is not in session for teachers in the summer months shall not be affected by this Clause.

7. When, in the opinion of the Board and the Union, an employee is prevented from obtaining a suitable assignment from ~~bumping~~ **layoff** or during recall because of a unique specialization of skills, the employee shall have out-placement/career counselling services made available to them. The costs of such services shall not exceed one thousand dollars ($1,000).

For the Vancouver Board of Education

Stacey Alexander

June 09/2026

Date

For the CUPE Local 15

Russell Green

June 9, 2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

ER19

6. Working Conditions

O. Term Employees ~~(prev. 11.E)~~

1. Right to Other Positions

A Term Employee shall have the same right to apply for any position covered by this Agreement as any other employee. When appointed to any other position, length of service, etc. will be computed on a proportional basis, as provided in Clause 8.A.4. (Term Employees)

2. Pay Procedures

Term Employees shall be paid from Labour Day to June 30 at the bi-weekly salary as provided in the Schedules of the Wages attached to the Collective Agreement for the appropriate classification. Term Employees shall work each day that school is in session for teachers. Days during this period which are normal working days for twelve (12) month employees, but which are not a working day for schools in session for teachers, shall be paid from the employee's vacation pay entitlement. The employee's balance of vacation entitlement, at the end of June in each year, shall be calculated and paid for in the first pay period in September.

The Term Employee may be requested to work on such a day but shall work only if the employee so agrees to work. Records of such days worked shall be submitted to Employee Services. Any hours worked on such a day equivalent to the employee's regular hours of work shall not be considered overtime.

(For example, in the event that such days at Christmas number eight (8) working days and such days during the Spring Break number four (4) working days, and· the employee is entitled to twenty (20) working days vacation, then the Board shall pay the balance of eight (8) working days after the end of the school term in the following September.)

3. Payout of Banked Vacation

The following represents the process for payout of banked vacation for term employees (10-month employees):

(a) Effective the second pay of April, term employees who accrue 10% or greater may request a payout of their accrued vacation balance as of first pay in April.

(b) Term employees may choose their payout by March 31 annually of their banked vacation credits.

~~(d)~~ **(c)** As per Article 6.0.2. (Pay Procedures), all remaining accruals earned to June 30 will be paid out in the first pay period of September.

~~(e)~~ **(d)** This payout will be reported as pensionable earnings pursuant to section 7 of the Municipal Pension Plan administration guidelines for term employees who have earned less than twelve (12) months pensionable services in a calendar year.

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VSB Vancouver School Board

ER19

Date: June 09, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

June 09/2026

Date

For the CUPE Local 15

Russell Green

June 9, 2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER16

Date: June 09, 2026

Time: 119 am/pm

ER16

6.H. Working Conditions

H. Vacancies ~~(prev.11.F.)~~

1. Notification of Vacancies

The Board agrees that before permanently filling any position covered by this Agreement, notice of such vacancy shall be posted on the Online Application Management (OAM) system for a minimum of five (5) working days notice and up to ten (10) working days whenever possible at the discretion of the Board. The posting of positions will include the job location but this will not prejudice the right of the Board to transfer employees.

The Union shall be notified of postings. Notification of the successful internal and/or external candidate will be by a copy of the appointment letter electronically.

The following statement will appear ~~at the bottom of~~ **on** all postings:

"Internal applications may be received after the closing date of these postings and will be accepted provided there is a valid reason for the delay."

Employees are required to apply through the ~~Q~~**O**AM with a completed resume for each competition to which they wish to apply.

2. Information in Postings

Notice of vacancies (postings) shall contain the following information: Banded Job Title, working descriptor, nature of position, qualifications, required knowledge and education, skills required, assessment level required (where applicable), some examples of duties, shift (where applicable), hours of work, applicable allowances, hourly salary, job location, and statement of itinerant nature for certain positions. All postings shall include the statement "Vancouver Board of Education - Equal Opportunity Employer".

3. Vacancies - Effective Date

An employee who is appointed to a posted position will receive the higher rate, if applicable, and be placed in the new position as soon as reasonably possible. They will be placed and receive the higher rate within four (4) weeks of the job offer unless the following conditions apply:

(a) the placement is deferred by mutual agreement between the Union and the Board, such agreement not to be unreasonably withheld or to interfere with the payment of the higher rate,

(b) the employee is unable to commence in the position,

(c) a later starting date is specifically posted.

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4. Postings

Employees may ~~get~~ **access** information regarding current vacancies ~~by accessing the information on~~ **through** the Online Application Management (OAM) system~~. A notice directing employees to the proper website address will be posted on bulletin boards at all sites.~~ **Information on accessing the Online Application Management (OAM) System will be provided during onboarding.**

5. Selection

In making promotions, transfers and demotions, the skills, knowledge, ability, and work record of the employees concerned shall be the primary consideration, and where such factors are relatively equal seniority will be the determining factor. ~~Permanent~~ e**E**mployees who qualify in accordance with the above-noted factors shall receive preference for selection before outside applicants for such positions.

Temporary employees who have worked 675 hours in term positions or 913.5 hours in twelve (12) month positions, who apply to a posted vacancy will be in competition with internal permanent applicants, with all previous temporary service recognized as seniority, in accordance with the conditions listed in the above paragraph and will have preference over external candidates.

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
June 09/2026	June 9, 2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN23

Date: September 17, 2026

Time: 1:31 am/pm

UN23

LETTER OF UNDERSTANDING

(outside the 2025-2029 Collective Agreement)

Between:

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

And

Canadian Union of Public Employees Local 15

(Collectively referred to as "the Parties")

Re: School & Student Support A (SSA) Re-Direction

As of the date of ratification of the collective agreement for the term 2025 to 2029, if employees are to be re-directed, the Board shall re-direct in the following order: on-call employees, temporary employees, and then permanent employees. This order will not be required in exceptional circumstances or when an employee chooses to be re-directed.

This letter of understanding will expire on June 30, 2029.

Dated at Vancouver, British Columbia on this 17th day of September 2026.

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

Canadian Union of Public Employees Local 15

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN38

Date: September 17, 2026

Time: 1:39 am/pm

UN.38

Negotiations 2025

UNION PROPOSAL – Non-Monetary

Letter of Understanding #2

Delete

Delete Letter of Understanding #2 – Training/Career Development

For the Vancouver Board of Education	For the CUPE Local 15
Stacey Alexander	Russell Green
Sep 17/2026	September 17/2026
Date	Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM56

Date: September 23, 2026

Time: 12:26 am/pm

UM.56

CUPE LOCAL 15/Board of Education School District 39 Negotiations

2025

UNION PROPOSAL – Monetary

WORKING CONDITIONS

Amend

Article 6.U.6. – Practicum Students

Practicum students may only be accepted with the agreement of the CUPE Local 15 employee(s) to whom the practicum student will be assigned.

All assessments for the practicum student will include the CUPE Local 15 member who is mentoring the practicum student.

Practicum students are not to be utilized to displace or replace a CUPE Local 15 member(s).

~~Upon ratification of the 2022-2025 Collective Agreement,~~ **A** premium of five percent (5%) of earnings will be provided to the CUPE Local 15 employee for all hours spent mentoring the practicum student. The premium will be applied to regular working hours only.

Should a practicum student mentor be absent from duty, another CUPE Local 15 employee will be asked by the supervisor to temporarily replace that mentor for the days/hours they are absent. The 5% premium would then apply to the replacement worker for the days/hours they spent mentoring the practicum student.

Effective July 01, 2028, a premium of ~~five~~ **seven** percent (~~5~~ **7**%) of earnings will be provided to the CUPE Local 15 employee for all hours spent mentoring the practicum student. The premium will be applied to regular working hours only.

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Vancouver School Board

UM56

Date: September 23, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the CUPE Local 15

Russell Green

Sept. 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM62

Date: September 23, 2026

Time: 12:26 am/pm

UM.62

8. EMPLOYEE BENEFITS

F. Medical Insurance

2. Extended Health

The Board will contribute one hundred per cent (100%) of the premium of the Pacific Blue Cross Extended Health Benefits Plan for eligible employees who elect to participate, to a maximum of $25,000 every twenty-four (24) months, with fifty ($50) annual deductible and no co-insurance.

The sample of services covered includes:

The eyeglass option will provide a maximum of five hundred dollars ($500.00) payable every twenty-four (24) months with no deductible and no co-insurance.

EHB Pay -Direct Drug Card - Extended Health Benefit services will be extended to include the direct pay card.

Clinical Psychologist - One thousand dollars ($1000) per twelve (12) months ~~effective upon ratification of the 2022 - 2025 Collective Agreement.~~

Effective February 01, 2027, Clinical Psychologist - Two thousand dollars ($2000) per calendar year.

The hearing aid option will provide one thousand five hundred dollars ($1,500) every thirty-six (36) months with no deductible and no coinsurance.

The child hearing aid option will provide an additional four hundred dollars ($400.00) every sixty (60) months with no deductible and no co-insurance.

Effective February 01, 2027, Clinical Counselor - Two thousand dollars ($2000) per calendar year.

Effective February 01, 2027, Eye Exam coverage - $150 per person per 24 months from the service date of first eligible claim.

Employees can obtain benefit information by logging into the benefit carrier

website.

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VSB Vancouver School Board

UM62

Date: September 23, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the
CUPE Local 15

Russell Green

Sept 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM68

Date: September 23, 2026

Time: 12 am/pm

UM.68

8. EMPLOYEE BENEFITS

F. Medical Insurance

5. Dental Plan

A permanent employee shall participate in the dental plan on successful completion of probation, or ten (10) months' continuous employment with the Board in any capacity subject to Clause 2.B.2.(a) (Temporary Employee).

If an employee wishes to enrol their common-law spouse in the dental plan, the definition in Clause 2.G. (Legal or Common Law Spouse) shall apply, i.e., a partner who, at the time of the qualification, is publicly maintained and represented as the employee's spouse and has continuously been so maintained and represented for at least the previous twelve (12) months.

Premiums for the dental plan will be one hundred per cent (100%) paid by the Board.

(a) The following employees have twelve (12) months coverage for dental benefits per year:

(i) All Permanent Employees, including permanent Term, who have completed four (4) months of continuous service.

(b) The following benefits shall be provided~~, effective upon ratification of the 2022 - 2025 Collective Agreement~~:

(i)	Plan (A)	Basic Dental Services paying for ninety-five percent (95%) of the approved schedule of fees.
(ii)	Plan (B)	Prosthetics, Crowns and Bridges paying for seventy-five per cent (75 %) of the approved schedule of fees. **Effective February 01, 2027, Prosthetics, Crowns and Bridges paying for eighty per cent (80 %) of the approved schedule of fees.** Dental Implants paving up to a maximum of one thousand dollars ($1000) per tooth per lifetime.
(iii)	Plan (C)	Orthodontics paying for seventy per cent (70%), of the approved schedule of fees to a lifetime limit of six thousand dollars ($6,000) per person.

(c) Dependent children, as defined in the Income Tax Act, who are over the legal age for coverage in the plan shall be covered with an appropriate rate for such coverage shared by the employee and the Board.

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Vancouver School Board

UM68

Date: September 23, 2026

Time: 12:6 am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the CUPE Local 15

Russell Green

September 23, 2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER22 Counter/UM51/UM52
Date: September 23, 2026
Time: 3:46 am/pm

ER22 Counter/UM51/UM52

6.U. Working Conditions

U. Salary Premium ~~(prev. 11.H)~~

The primary function of a first aid attendant is the provision of first aid treatment to staff and students as required. This includes assessment of **illness, and** injuries and exposure to contaminants, performing the first aid treatment that is appropriate, and ensuring that **medical transportation is arranged or** emergency transportation to a hospital is called where appropriate. In performing these duties, the attendant maintains the first aid room in a clean and orderly manner, maintains a ~~log~~ **record** of treatments performed, completes V.S.B. and ~~W.C.B.~~ **WorkSafeBC** documentation where required**, and inspects** and requisitions equipment and supplies to maintain inventory ~~at~~ **to** ~~W.C.B.~~ **WorkSafeBC** and/or V.S.B. standards. This work is handled on an as needed basis in conjunction with the ongoing interruptible demands of other duties of their position.

1. ~~Occupational~~ **Basic** First Aid ~~Level I~~ **(as defined by WorkSafeBC)**

Employees who are required to obtain a valid ~~Occupational~~ **Basic** First Aid ~~Level I~~ Certificate for the performance of their assigned first aid duties shall be paid as listed below or pro rata where applicable. New employees are required to obtain this qualification as a condition of employment within four (4) months of service. ~~Such~~ **The** period may be extended by mutual agreement of the Union and the Board.

	BIWEEKLY	~~MONTHLY~~
	$57.92	~~$125.93~~
Effective July 01, 2026	**$72.40**	

The above monthly rate shall convert to a per diem when required on the basis listed below. The per diem is designed to meet the daily stipend for substitutes hired on a per diem basis when such persons have and are ~~required~~ **authorized** to use a valid ~~Occupational~~ **Basic** First Aid ~~Level I~~ Certificate. In the event that a qualified employee is required to use a valid ~~Occupational~~ **Basic** First Aid ~~Level I~~ Certificate for not less than two (2) hours a day, such employee shall earn the per diem at the appropriate rate for that day.

	PER DIEM
	$6.08
Effective July 01, 2026	**$7.60**

First Aid training shall be done on the Board's time, and in addition the Board shall provide up to one-half (1/2) day, with pay, to enable the employee to prepare for the examination **if applicable.**

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Office Administrative Assistants - Elementary School shall receive the ~~Occupational~~ **Basic** First Aid ~~Level I~~ **Training.**

Employees in secondary schools which do not qualify for ~~Occupational~~ **Intermediate** First Aid ~~Level II~~ may qualify for the ~~Occupational~~ **Basic** First Aid ~~Level I~~ qualification and be paid at the ~~Occupational~~ **Intermediate** First Aid ~~Level II~~ rates as contained in the Collective Agreement if so qualified.

2. ~~Occupational~~ **Intermediate** First Aid ~~Level II~~ **(as defined by WorkSafeBC)**

~~Occupational~~ **Intermediate** First Aid ~~Level II~~ allowances shall be:

CLASS	BIWEEKLY	~~MONTHLY~~
~~Level II~~ **Intermediate**	$79.27	~~$172.32~~
Effective July 01, 2026	**$99.09**	

For those authorized and required to be so qualified. The allowance may be pro-rated where applicable.

The above rates shall convert to a per diem when required on the basis listed below. The per diem is designed to meet the daily stipend for substitutes hired on a per diem basis when such persons are authorized to act as an ~~Occupational~~ **Intermediate** First Aid ~~Level II~~ Attendant.

CLASS	PER DIEM
~~Level II~~ **Intermediate**	~~$8.32~~
Effective July 01, 2026	**$10.40**

~~Authorized Occupational First Aid Level II Attendants shall rotate required First Aid Services at participating schools on a basis which maintains the skills and practice of the Attendants.~~

In the event that a qualified employee is ~~required~~ **authorized** to ~~act~~ **use a valid Intermediate First Aid certificate** for a period of not less than two (2) hours in a day, such employee shall earn the per diem at the appropriate rate for that day.

Should the Board revert to a system of one first aid attendant providing majority care for both students and staff, the situation will be reviewed by the Labour/Management Committee to discuss fair compensation for the duties and responsibilities of the position, including first aid. Should there be no mutual agreement on what constitutes fair compensation, the matter may be pursued through the grievance procedure to Step 4. but not including arbitration. Should there be no resolution it may be referred to ~~Committee IV~~ **Executive Director – Employee Services**. Should there still be no resolution it may be referred to the next set of contract negotiations, including potential retroactive compensation for a period prior to 1990 December 31.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

ER22 Counter/UM51/UM52

Date: September 23, 2026

Time: _____am/pm

The Board will pay for medical certificates for ~~Occupational~~ **Intermediate** First Aid Attendants, if required.

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the CUPE Local 15

Russell Green

Sept 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM53

Date: September 23, 2026

Time: 3:46 am/pm

UM.53

CUPE LOCAL 15/Board of Education School District 39 Negotiations

2025

UNION PROPOSAL – Monetary

WORKING CONDITIONS

Amend

Article 6.U.3. – Health Care Premium

~~Employees who are assigned to a student with the applicable health Care procedures stipulated in the child's care plan and are required to perform the duties on a fixed or as required schedule throughout each day shall be paid a bi-weekly premium of forty dollars ($40.00) for the period the duties are performed. The applicable procedures are ostomy care, gastrotomy care, clean catheterization and seizure management as defined by the Ministry protocols. This premium will no longer be in affect after June 30, 2020.~~

~~Effective July 01, 2020, e~~ Employees who are assigned to one or more students with the applicable health care procedures stipulated in the student(s) care plan, and are trained and required to perform the "nurse-delegated" duties, as deemed by Vancouver Coastal Health (VCH) staff, on a fixed or as required schedule throughout each day, shall be paid five percent (5%) premium for the period the duties are performed.

Effective July 01, 2027, employees who are assigned to one or more students with the applicable health care procedures stipulated in the student(s) care plan, and are trained and required to perform the "nurse-delegated" duties, as deemed by Vancouver Coastal Health (VCH) staff, on a fixed or as required schedule throughout each day, shall be paid ~~five~~ **seven** percent (~~5~~ **7**%) premium for the period the duties are performed.

The above bi-weekly rate shall convert to a per diem to meet the daily stipend for substitutes hired on a per diem basis and are require to perform the stipulated duties.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM53

Date: September 23, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the CUPE Local 15

Russell Green

Sept 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM54

Date: September 23, 2026

Time: 346 am/pm

UM.54

CUPE LOCAL 15/Board of Education School District 39 Negotiations

2025

UNION PROPOSAL – Monetary

WORKING CONDITIONS

Amend

Article 6.U.4.(a) – Administration of Medication

(a) ~~A bi-weekly premium of twenty dollars ($20.00) will be paid to employees (except for those added descriptions which identify the administration of medication as an illustrative example of work) who are assigned the primary responsibility to administer or supervise the self-administration of medications on a regular basis as part of the health care plan of one (1) or more students. This premium will no longer be in effect after June 30, 2020.~~

~~Effective July 01, 2020 a~~ **A** three percent (3 %) premium will be paid to employees (except for those banded descriptions which identify the administration of medication as an illustrative example of work) who are assigned the primary responsibility to administer or supervise the self-administration of medication on a ~~regular~~ **daily** basis as part of the **student's** health care plan ~~of one (1) or more students~~.

Effective July 01, 2028, a ~~three~~ **six** percent (~~3~~ **6**%) premium will be paid to employees (except for those banded descriptions which identify the administration of medication as an illustrative example of work) who are assigned the primary responsibility to administer or supervise the self-administration of medication on a ~~regular~~ **daily** basis as part of the **student's** health care plan ~~of one (1) or more students~~.

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UM54

Date: September 23, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the
CUPE Local 15

Russell Green

Sept 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN37/UN39

Date: September 23, 2026

Time: 346 am/pm

UN37/UN39

CUPE LOCAL 15/Board of Education School District 39 Negotiations

Letter of Understanding #1

Update/Renew

Update and Renew Letter of Understanding (LOU #1) under guaranteed employment and staffing ratios.

Guaranteed Employment

- Update numbers

Minimum staff ratio

- Update Ratio

Remainder of LOU to be renewed.

Letter of Understanding #3

Renew

Renew Letter of Understanding #3 – Permanent Substitutes

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

Vancouver School Board

UN37/UN39

Date: September 23, 2026

Time: _____am/pm

For the Vancouver Board of Education

Stacey Alexander

Sep 23/2026

Date

For the CUPE Local 15

Russell Green

Sept 23/2026

Date

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaɬ (Tsleil-Waututh Nation).

LETTER OF UNDERSTANDING

Between

The Board of Education of School District No. 39 (Vancouver)
(the "Employer")

And

Canadian Union of Public Employees, Local 15
(the "Union")

Subject: Adoption of the Provincial Classification Support System (PCSS)

This Letter of Understanding (the "LOU") is entered into between **The Board of Education School District 39** (the "Employer") and **Canadian Union of Public Employees, Local 15**
(the "Union").

1. Purpose

The purpose of this LOU is to confirm the mutual agreement of the parties to review the finalized PCSS plan documents for adoption and implementation as the job evaluation and classification framework for positions within the bargaining unit once the PCSS Working Group has completed the work outlined in the 2025-2029 Provincial Framework Agreement #12 Provincial Classification Support System. Should the parties agree to adopt and implement the PCSS, then the following clauses shall apply.

2. Mid-Contract Modification

If the parties agree to implement the PCSS after ratification and signing of the 2025-2029 collective agreement, the parties agree that the adoption of the PCSS will result in a mid-contract modification to the current Collective Agreement.

Accordingly, the parties agree to add any articles and/or provisions related to the PCSS Maintenance Agreement, which will govern classification, evaluation, and maintenance processes moving forward.

3. Application of PCSS Maintenance Agreement

The parties agree that the PCSS Maintenance Agreement shall:

- Apply to all classifications within the bargaining unit;
- Establish the process for ongoing maintenance, review, and adjudication of classification matters; and
- Supersede any previous local practices or provisions related to job evaluation or classification.

4. Effective Date

Adoption of the PCSS shall take effect on July 1, 2028.

5. Implementation

The parties agree to work collaboratively to ensure a smooth transition to the PCSS, including:

- Communication with affected employees;
- Training or orientation as required; and
- Timely conversion of existing classifications into the PCSS framework.

6. PCSS Funding – One-Time Job Evaluation Financial Allocation

The parties agree to allocate funds from the school district's one time job evaluation financial allocation distributed on July 31, 2028, as per the 2025-2029 Provincial Framework Agreement #12.4 Provincial Classification Support System to the PCSS.

This money shall be applied to the implementation of the PCSS. The application of the money shall be used as follows:

a) wage adjustments resulting from implementation of the PCSS banding
b) retroactive payments for the implementation of the PCSS to the Effective Date (July 1, 2028).
c) school district committee work required to implement the PCSS.
d) training for school district committee members on PCSS.

7. Duration

This LOU shall remain in effect for the duration of the current Collective Agreement and thereafter until amended or replaced by mutual agreement of the parties.

Agreed to this 23 **day of** September**, 2026**

For The Board of Education of School District No. 39 (Vancouver):

Name: Stacey Alexander

Title: Director- Labour Relations

For Canadian Union of Public Employees, Local 15:

Name: Russell Green

Title: CUPE National Representative