

Agreement Between the

Board of Education of School District No. 83 (North Okanagan-Shuswap) (Hereinafter referred to as the "the Board)

And

North Okanagan-Shuswap Teachers' Association (NOSTA) (Hereinafter referred to as "the Association")

Re: Unused Remedy from 2022/2023 School Year

Whereas the Board has provided all efforts to implement a teacher's remedy as specified in Letter of Agreement #12;

1. Whereas the Board was not able to provide remedy to all teachers who had remedy owing by June 30, 2023;
2. Whereas the Board and the Association entered into conversations regarding a local agreement on how to distribute left over remedy amounts.

NOW THEREFORE

3. It has been agreed by the Board and the Association that the current 2022-2023 and previously accumulated leftover remedy from 2021-2022 will be utilized in the following manner;
 - a. All affected teachers going on full year leaves or retiring before September 2023 will be paid their entire owed Remedy amount from the 2022-2023 school year by July 15, 2023.
 - b. All affected teachers in Temporary contracts, who do not have employment with SD83 by June 30, 2023, will be paid their entire Remedy from the 2022-2023 school year by July 15, 2023.
 - c. Teachers of Applied Skills and Arts Education (as per BC Curriculum Definition) will have the ability to use their carry forward amount from the 2022-2023 school year or up to the maximum of \$3000 for consumable supplies within their facilities. All receipts must be provided to the District by March 31, 2024.

- d. All affected teachers with 2022-2023 school year carry forward remedy as of June 30, 2023 (those to whom clauses 3.a or 3.b. above do not apply) will have up to the maximum of \$1000 of equivalent remedy time moved into a NOSTA Remedy account by December 1, 2023. This account will be accessible to those affected teachers between December 1, 2023, to May 31, 2024, for the purchase of consumables, which will remain the property of the school where they were purchased. Consumables include learning resources such as books, learning materials, and manipulatives excluding technology (laptops, iPads, Chrome Books, electrical appliances, etc.). Any amounts remaining after May 31, 2024, will be placed in a fund administered by NOSTA. Teachers can then submit an application to purchase consumables in the 2024-2025 school year. Priority will be given to teachers who received little or no remedy in 2022-2023.
 - e. NOSTA agrees to share their Remedy accounting details with SD83 annually by June 30, 2024.
 - f. Any additional Remedy time accrued by a teacher during the 2022-2023 school year that is left owing after 3.a.-d., will be re-allocated to the teacher to be used in the 2023-2024 school year.
4. It is agreed that unused remedy currently remaining and credited to specific affected teachers or schools from the 2021-2022 school year (as determined in the LOU: Unused Remedy from the 2021-2022 school year) will be converted to a dollar amount consistent with the formula set out in clause 16.B of LOU 12 (Agreement Regarding Restoration of Class Size, Composition, Ratios and Ancillary Language) of the 2022-2025 Provincial Collective Agreement between the parties and will be allocated for a 1.0 FTE primary helping teacher and a onetime allotment of up to twenty (20) TTOC days, for Teacher Librarians who provide prep. The twenty (20) TTOC days, which will be available in the 2023-2024 school year exclusively, will be available to assist Teacher Librarians with inventory.
5. This agreement is without prejudice and without precedent and comprises a resolution of remaining remedy for the 2021-2022 and 2022-2023 school years. It is understood that for the valuable consideration expressed in this Agreement, the Parties will not make any further claims or undertake any other proceedings (including the initiation of grievances) against the other Party regarding this matter.

6. This without prejudice Agreement does not affect any position that the School District, any other School District, the BCPSEA, or the Association (Local and Provincial) may wish to take with respect to similar issues in similar circumstances and neither party will refer to this Agreement in any other subsequent proceeding.
7. This Agreement will be considered in effect for the 2023-2024 school year.

Dated in Salmon Arm this 24 day of November, 2023



Graham Gomme
President North Okanagan-Shuswap
Teachers' Association



Michelle Guillou
Assistant Superintendent, Human Resources
For the Board of Education of School District
No. 83 (North Okanagan-Shuswap)