

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 2024 to 2025 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, 2025;
2. Whereas the Board and the Association entered into conversations regarding a local agreement on how to distribute unused remedy amounts.
3. With the uncertainty of Provincial Bargaining and potential changes to remedy, the Association and the Board will promote the use of all unused and accrued remedy in the 2025-2026 school year.

NOW THEREFORE

4. It has been agreed by the Board and the Association that the current 2024-2025 unused remedy will be utilized in the following manner;
 - a. All affected teachers going on full year leaves, resigning or retiring before June 30, 2025, will be paid their entire owed Remedy amount from the 2024-2025 school year on or before July 15, 2025.

- b. All affected teachers in temporary contracts and the layoff band, who do not have employment with SD83 by September 15, 2025, will be paid their entire unused Remedy from the 2024-2025 school year in the first pay period following September 30, 2025.

 - c. Middle and Secondary teachers of Applied Skills and Arts Education (as per BC Curriculum Definition) will have the ability to use their remaining (after 3.a.b.) carry forward amount from the 2024-2025 school year up to the maximum of \$3000 for consumable supplies at their site. Any monies not used by June 30, 2026, will be converted back to remedy minutes and returned to the teacher. All receipts must be provided to the District by March 31, 2026, as per the district guidelines.

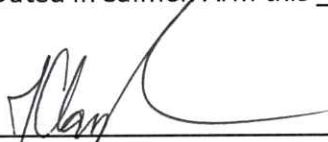
 - d. Any additional Remedy time accrued by a teacher during the 2024-2025 school year that is left owing after 3.a.-c., will be rolled over to the teacher to be used in the 2025-2026 school year. If this rolled over unused remedy time from the 2024-2025 school year is not used by June 30, 2026, some or all of the unused remedy time may be pooled and used in a manner agreed to by the Association and the Board in the 2026-2027 school year.
5. The remaining money from clause 5 of the Unused Remedy from LOU 2021 to 2024 School Years, held by the NOSTA, will continue to be used for the purchase of consumables which will remain the property of the School District. Consumables include learning resources such as books, learning materials and manipulatives excluding devices (i.e., laptops, iPads, Chrome Books). This pooled fund would be available for teachers who have not historically accrued remedy (i.e., K-3, Non-Enrolling and Itinerants) to apply for consumables reimbursement.
6. The NOSTA agrees to share their Remedy accounting details with SD83 as requested.
7. This agreement is without prejudice and without precedent and comprises a resolution of remaining remedy for the 2024-2025 school year. 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.

8. 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.

9. This Agreement will be considered in effect for the 2025-2026 school year.

Dated in Salmon Arm this 25 day of June, 2025



Jessa Clark
President
North Okanagan Shuswap Teachers' Assoc.



Michelle Guillou
Assistant Superintendent, Human Resources
SD 83 North Okanagan Shuswap