

Letter of Understanding
Between
Bulkley Valley Teachers' Union
And
School District 54, Bulkley Valley

Thursday Afternoon Early Dismissal
2025-2026

The BVTU and the employer both recognize that early dismissal on Thursdays, in effect since approximately 1988, is invaluable to our district in terms of allowing time for: collaboration, parent meetings, lesson planning / preparation, in-service and curriculum implementation.

These activities will be taken in consultation with administration as required.

Thursday afternoons after dismissal of students will be as follows:

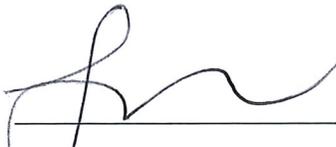
- First Thursday of each month – school staff meetings may be held.
- Second Thursday of each month – professional activities as listed in the first paragraph.
- Third Thursday of each month – school based or district meetings. Administration will provide staff with the topic or information in a timely manner prior to the meeting.
- Fourth Thursday of each month – professional activities as listed in the first paragraph.
- Fifth Thursday (when they occur) - professional activities as listed in the first paragraph.

During the weeks prior to report card submission deadline, every effort will be made to refrain from scheduling events teachers are required to attend.

The parties agree to these terms on a without prejudice and without precedent basis.

This LOU shall be reviewed by June 2026, at which time this agreement can be extended, amended or ended.

Dated the 03 day of June, 2025.



Tanya Davidson, BVTU



Michael McDiarmid, SD54

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Temporary and Small FTE Increases to Existing Contracts
2025-2026

Both parties agree that there may be times during the school year that temporary and small FTE contracts may be available at a school.

We agree that these small increases be:

1. for less than 0.2 FTE;
2. temporary;
3. shared with all part-time teachers at that school without the need to post the position;
4. filled based on existing qualifications and seniority language.

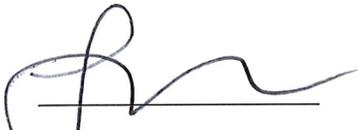
If no qualified part-time teacher at that school accepts the small FTE increase, then the time will be posted to the district as normal.

The BVTU will be notified as soon as possible of any temporary and small FTE increases that occur under this LOU.

The parties agree to these terms on a without prejudice and without precedent basis.

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Dated the 03 day of June, 2025.



Tanya Davidson, BVTU



Michael McDiarmid, SD54

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PROFESSIONAL DEVELOPMENT AS ALTERNATE REMEDY OPTIONS

2025-2026

The provincial Letter of Understanding #12 -- RE: Agreement Regarding Restoration of Class Size, Composition, Ratios and Ancillary Language, PART III, Section 16. C -- states:

- A. Once the value of the remedy has been calculated, the teacher will determine which of the following remedies will be awarded:
- i) Additional preparation time for the affected teacher;
 - ii) Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class;
 - iii) Additional enrolling staffing to co-teach with the affected teacher;
 - iv) Other remedies that the local parties agree would be appropriate.

In the event that it is not practicable to provide the affected teacher with any of these remedies during the school year, the local parties will meet to determine what alternative remedy the teacher will receive.

To facilitate the timely access of remedy, administrators will provide teachers with their remedy allocations broken out in minutes and funds as soon as possible.

Further, the BVTU and the employer both recognize the value of Professional Development experiences and agree to the following as an alternate remedy option referenced in (iv):

Remedy converts to funds for Professional Development use:

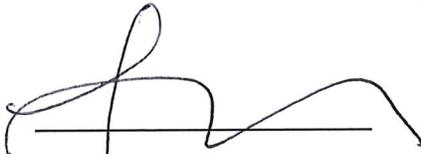
- The teacher with a remedy allocation will discuss their Pro-D intentions with their administrator.
- All reasonable requests will be approved.
- Pro-D remedy funds are to support activities, courses or resources that enhance the professional development of the teacher -- this can include postsecondary course work.
- The purchase of technology that directly supports professional development is an acceptable use of this remedy fund.

- Materials goods (Pro-D resources and/or technology) remain the property of the teacher.
- When teachers are made aware of their remedy amounts, the District will provide the BVTU a list of teachers and their total remedy. This information will be updated as required.

The parties agree to these terms on a without prejudice and without precedent basis.

This LOU shall be reviewed by June 2026, at which time this agreement can be extended, amended or ended.

Dated the 03 day of June, 2025.



Tanya Davidson, BVTU



Michael McDiarmid, SD #54