

LETTER OF UNDERSTANDING #18

BETWEEN:

THE BOARD OF EDUCATION
SCHOOL DISTRICT No. 23 (CENTRAL OKANAGAN)

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 3523 CENTRAL OKANAGAN

RE:

TRAINING/PROFESSIONAL DEVELOPMENT AND IN-SERVICE

Training/Professional Development and In-Service:

The current balance of the Training/Professional Development and Inservice fund is \$500,488.19. This total is inclusive of any SIA carry forward as per Article 38.

The District will allocate \$70,000 annually to the fund on July 1 of each year. Any unspent money in the fund will remain in the fund and shall be available in the following years.

On signing this LOU, a separate fund will be established for CEA in-service/professional development. The District will replenish this separate fund to \$10,000 each year on July 1. This separate fund will be under the purview of the Inclusive Education Department and the Union. The balance of this fund, on signing this LOU will be \$6,390.

On signing this LOU, a separate fund will be established for retirement seminars and/or health & wellness initiatives. The District will replenish this separate fund to \$20,000 each year on July 1. This separate fund will be under the purview of the Union Training/Professional Development Committee. The balance of this fund on signing this LOU will be \$15,000.

The purpose of the Training/Professional Development and In-service Fund is to provide opportunities for members of CUPE Local 3523 to enhance their skills and to prepare them for promotional and other opportunities within School District No. 23 (Central Okanagan).

- (i) School District No. 23 (Central Okanagan) and CUPE Local 3523 shall maintain a Union Training/Professional Development Committee.
 1. The committee shall be comprised of three representatives of the Local Union and three representatives of the District, plus the local union's training/professional development chairperson, who will chair meetings of the committee. The purpose of the committee is to support training and professional development, and to establish Terms of Reference on how the funds are dispersed.
 2. The Terms of Reference will be reviewed annually by the Committee.
 3. Terms of Reference for the committee shall be developed by the Committee and reported to the Local Union President and the Secretary Treasurer/CFO.
 4. The fund shall not be required to finance District "required" in-service or conferences.
 5. The intent of the parties is to ensure that CUPE 3523 members have access to training, seminars, educational programs, etc. which will enhance their ability to provide a high-quality service to School District No. 23 (Central Okanagan).

6. The District shall annually report the usage and expenditures of the fund to the Local President.

Inservice:

- (i) District and/or Site In-Service shall continue to provide one day of training per CUPE employee each year.

Maintenance of Trades Tickets and Ongoing Certification:

- (i) The employer agrees to reimburse the following certificates/renewals:
 1. Bus Driver Medical
 2. Transportation of Dangerous Goods
 3. Playground Inspector
 4. ASTTBC
 5. BCWWA Cross Connection Control
 6. Technical Safety BC FSR
 7. Pesticide Applicator and Dispenser
 8. Class A Gasfitter
 9. Class B Gasfitter
 10. Vehicle Conversion – Liquefied Petroleum Gas
 11. Vehicle Conversion – Compressed Natural Gas

If any certification or renewal above is no longer required for an employee, as determined by the Director of Operation, reimbursement will be discontinued. The employer will not reimburse any coursework, resources, or exam fees that are a requirement of certification or renewal.

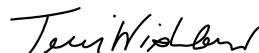
- (ii) District Health and Safety will continue to fund and provide the following:
 1. First Aid Certification - if designated as the first aid attendant
 2. Site level Health and Safety Committee training

The above Letter of Understanding is an updated version of a previous LOU 18 titled TRAINING/PROFESSIONAL DEVELOPMENT AND IN-SERVICE

Signed at Kelowna, BC this 24th day of February, 2025.



Kyle Cormier
Director of Labour Relations
School District No. 23 (Central Okanagan)



Teri Wishlow, President
CUPE Local 3523
Central Okanagan