

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

**VANCOUVER SCHOOL DISTRICT NO. 37 AND
VANCOUVER EDUCATION ASSOCIATION**

**REGARDING
REDUCTION IN FORCE PROCEDURES**

WHEREAS, the Vancouver School District No. 37 (“District”) and the Vancouver Education Association (“Association”) acknowledged an imminent need for a reduction in force (RIF) due to a budget crisis and decrease in student enrollment impacting staffing within the District for the 2024-25 school year;

WHEREAS, the District and the Association entered into a Memorandum of Understanding (MOU) clarifying the RIF process and recall procedures contained in Chapter 14 of the Comprehensive Professional Agreement (CPA) between the District and the Association on March 12, 2024; and

WHEREAS, the parties have agreed to additional terms to the RIF MOU cited above,

NOW, THEREFORE, the parties agree to the following additional RIF process regarding staffing for the 2024-25 school year only,

Conditional CTE Certification for Certain Continuing Educators:

1. Continuing educators impacted in the RIF by having a portion of their FTE reduced during the reassignment process will be considered for conditional career and technical education (CTE) certification if they qualify under WAC 181-77-014 (3)(a)(i), as determined by the District.
2. The District agrees to sponsor such conditional CTE certification for the 2024-2025 school year.
3. To qualify for District sponsorship of conditional CTE certification beyond the 2024-2025 school year, continuing educators described in #1, above, must have a course of study for initial CTE licensure in progress or planned, as normally required by the District.

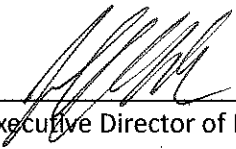
FOR THE DISTRICT:



Jeff Snell, Ed.D. Superintendent

7.3.24

Date



Jeff Fish, Executive Director of Human Resources

7-19-24

Date

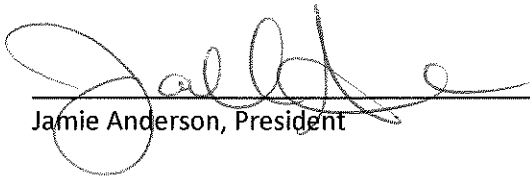
FOR THE ASSOCIATION:



Graham Picklesimer, Executive Director

6/6/24

Date



Jamie Anderson, President

6/6/24

Date