

SETTLEMENT AGREEMENT

This Settlement Agreement (Agreement) is entered into between Vancouver School District No. 37 (District) and the Vancouver Education Association (Association) (collectively the "Parties").

WHEREAS, in 2024, the Parties agreed to language in Chapter 12 of the CBA addressing TRI compensation for "IEP/504 meetings and evaluations;" and

WHEREAS, the Parties disagreed about the interpretation of the CBA, and the Association filed a grievance which the District denied; and

WHEREAS, the Parties desire to amicably resolve the grievance.

NOW, THEREFORE, in consideration of the mutual promises set forth below, the Parties agree as follows:

1. The employees who timely submitted requests for supplemental pay for spending more than 60 total hours working on "IEP/504 meetings and evaluations" during the 2024-25 school year will receive the requested supplemental pay. Such payments will be made in the first or second payroll cycle following the execution of this Agreement by the Parties.

2. The Association withdraws the pending grievance with prejudice and will immediately notify the arbitrator the grievance has been withdrawn. The District and the Association will split any arbitration cancelation fees equally. This Agreement fully settles and resolves any and all claims that were raised or could have been raised in the grievance, and the Association covenants to not bring any claim or action related to this matter in any other forum.

3. The Parties agree to the Memorandum of Understanding attached hereto.

4. The Parties acknowledge that this Agreement in no way is, and will not be construed as, an admission of wrongdoing, liability, or a violation of any duty, contract, law, or regulation. The consideration provided herein is not, and may not be cited by anyone as, a past practice or precedent for any future dispute.

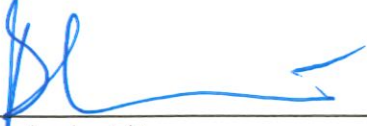
5. This Agreement constitutes the entire agreement between the Parties, supersedes any prior obligations, negotiations, or discussions between them, and may only be changed by written amendment signed by the Parties.

6. This Agreement will be effective upon execution by authorized representatives of the Parties. In executing this Agreement, facsimile or photocopy, signatures will be considered appropriate substitutes for originals.

7. Should any of the provisions of this Agreement be rendered invalid by a court or government agency of competent jurisdiction, it is agreed that this will not in any way or manner affect the enforceability of the other provisions of this Agreement, which will remain in full force

and effect.

VANCOUVER SCHOOL DISTRICT




Brett Blechschmidt
Superintendent

Date

2/20/26

VANCOUVER EDUCATION ASS'N



Graham Picklesimer
Executive Director

Date

2/19/2026