



**Letter of Agreement  
between  
Vancouver Education Association  
and  
Vancouver School District No. 37**

This letter of agreement provides modification of Article 10.12F of the Collective Bargaining Agreement (“CBA” between the Vancouver Education Association (“VEA”) and the Vancouver School District No. 37 (“District”) effective December 1, 2025.

DESCRIPTION: Article 10.12F provides for additional paraprofessional staff hours based on individual teachers (case managers) students placement in LRE category 2 and LRE category 1. The district has encountered challenges in hiring sufficient paraeducators to meet legal obligations relating to students whose IEP requires a one on one (1:1) paraprofessional and other paraeducators required in the VEA CBA. Also, the district has a pending grievance from the Vancouver Association of Educational Support Professionals (“VAESP”) to eliminate or further limit the reliance on contracted paraprofessionals to meet district needs.

Further, it has been frequently observed and noted that many Special Education programs have as many or more adults as students in their learning environments. These historically high staffing levels in these programs have also contributed to additional supervision and instructional delivery challenges for VEA teachers.

Lastly, VPS has a well-documented budget shortfall that will require significant staffing reductions in the 2026-27 budget development process. More practical staffing allocations in this area would positively impact the scope of reductions required.

To these concerns, VEA and VPS agree to amend Article 10.12F of the CBA to include the option of any teacher to convert paraprofessional hours provided in this section to compensation during the months of October through May at the following rate:

6 hours of paraprofessional time = \$250/month in compensation to the teacher  
12 hours of paraprofessional time = \$500/month in compensation to the teacher

For staff expressing a preference for the additional paraprofessional hours, the district will comply with existing contract language calling for the district to act by “adjusting staffing level within a reasonable period of time”. However, it is agreed that the district cannot reasonably prioritize the assigning of newly-hired paraprofessionals to new LRE positions above unfilled, legally required 1:1 positions. Nor can it rely on contracted paraprofessionals for these LRE positions allegedly in violation of the VAESP CBA. Therefore, until any recognized LRE




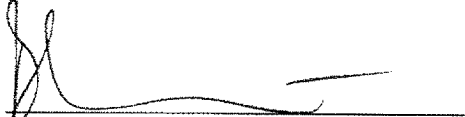
position can be filled, staff will receive the compensation pursuant to the above conversion terms and rates.

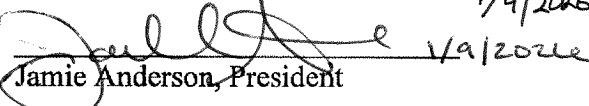
Also, it is agreed that, as of the effective date of this agreement, the recognition of additional paraprofessional hours (or hours converted to compensation) provided in this section will no longer occur when the total number of staff, inclusive of teachers, program paraprofessionals, 1:1 paraprofessionals and previously provided LRE paraprofessionals (or equivalent hours previously converted to compensation), in a program is equal to or greater than the number of students included in that teacher's caseload. For the purposes of this student to staff comparison, previously provided LRE paraprofessional hours converted to compensation will be converted back for staff counts at a rate of six hours equals one staff member. VEA staff in programs with more staff than students, as of the effective date of this agreement and through the end of the 2025-2026 school year, may choose to retain any previously-assigned LRE paraprofessionals or else may choose to instead receive compensation pursuant to the above conversion terms and rates. However, if the VEA staff member chooses to retain LRE paraprofessionals, and if those student to staff conditions still exist whenever a paraprofessional position in that program is vacated, then it is understood the LRE position will not continue to be allocated, and the VEA staff member will not then be entitled to receive compensation pursuant to the above conversion terms and rates.


Vancouver Education Association

Vancouver School District No. 37

  
Graham Picklesimer, Executive Director

  
Brett Blechschmidt, Interim Superintendent

  
Jamie Anderson, President

  
Jeff Fish, Executive Director, HR