

**MEMORANDUM OF UNDERSTANDING BETWEEN
VANCOUVER SCHOOL DISTRICT NO. 37 AND
VANCOUVER EDUCATION ASSOCIATION**

**REGARDING TEACHER LIBRARIAN REASSIGNMENT PROCESS in the 2025-26
REDUCTION IN FORCE**

WHEREAS, the Vancouver School District No. 37 ("District") and the Vancouver Education Association ("Association") have in place a collective bargaining agreement governing the terms and conditions of employment for certificated staff;

WHEREAS, the District's Board of Directors has adopted a reduced educational program resolution for the 2026-27 school year, resulting in a Reduction in Force ("RIF") affecting certificated staff;

WHEREAS, the District and the Association have verbally discussed an agreement regarding the process by which Teacher Librarians ("TLs") will be handled during the RIF reassignment process;

NOW, THEREFORE, the parties agree to the following:

1. Survey of Affected Teacher Librarians Above the Seniority Cutoff

Teacher Librarians who are above the seniority cutoff but whose positions are being eliminated or reduced will receive rebalancing notices and will be surveyed by the District regarding their placement preferences. The survey will offer the following options:

- Return to full-time classroom teaching in a building
- Serve as a Teacher Librarian split between two or more buildings
- Serve in a combined Teacher Librarian/classroom teacher role within the same building, proportion of FTE in each role dependent on building need
- Serve as a Teacher Librarian .5 FTE and take a .5 FTE leave for '26-'27

2. District Assignment

Teacher Librarians subject to this section will be treated as a centralized administrative unit for purposes of reassignment. The district will make placement decisions based on employee survey responses and building needs, with consistent expectations applied across the group. Placements will be made in seniority order to the extent practicable.

3. Scope and Precedent

The parties agree that this Memorandum of Understanding is entered into on a non-precedent setting basis and shall not be cited or used as a precedent in any future negotiations, grievances, or other proceedings of any kind, except to enforce the specific terms of this MOU. This MOU is intended solely to address the unique circumstances of the 2025-26 RIF and does not reflect a modification of the existing collective bargaining agreement or establish any practice or policy.

FOR THE DISTRICT:



Brett Blechschmidt, Interim Superintendent

Date

4/3/26



Jeff Fish, Executive Director of HR

Date

4/3/26

FOR THE ASSOCIATION:



Graham Picklesimer, Executive Director

Date

4/2/26



Jamie Anderson, President

Date

4/2/26