



LANGLEY
TEACHERS'
ASSOCIATION
of the BC Teachers' Federation

Letter of Understanding

Between

BOARD OF EDUCATION OF SCHOOL DISTRICT No. 35 (LANGLEY)
(Hereinafter referred to as "the Board")

and

LANGLEY TEACHERS' ASSOCIATION
(Hereinafter referred to as "the Association")

RE: Local Remedy Agreement 2025-2026

Whereas the Board will provide all efforts to implement a teacher's remedy as specified in the Letter of Understanding #12:

Whereas the Board and the Association agree to have conversations starting in April 2025 regarding the local agreement for the subsequent year;

NOW THEREFORE:

The Board and the Association agree that remedy from 2025-2026 school year will be utilized in the following manner and is subject to Ministry funding;

1. Once the value of remedy has been calculated, the affected teacher will determine which of the following remedies will be awarded:
 - a. Additional preparation time for the affected teacher
 - b. Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class
 - c. Additional enrolling staffing to co-teach with the affected teacher
 - d. Utilization of remedy for resources for the affected teacher
 - e. Professional Development for the affected teacher as outlined in this agreement
2. The Board agrees to maintain a tracking accrual and dispersal of the remedy minutes for affected teacher. The Board will create a system which allocates TTOC's to be provided for Remedy option 1.a., 1.b., and 1.c. The Board will provide a minimum of five (5) days' notice of a TTOC or teacher for members selecting remedy option 1.a., 1.b., and 1.c.
3. Any remaining remedy minutes accrued by June 30, 2026, from 1a, 1b or 1c will be carried over as chosen by the affected teacher:
 - a. The remaining minutes may be carried over to the following school year;

- b. The remaining minutes may be converted into funds for resources and carried over to the following year;
 - c. The remaining minutes may be converted into funds for Professional Development, and will be transferred to that members individual professional development fund at the Langley Teachers' Association; or
 - d. The remaining minutes may be converted into funds and transferred to the School Remedy Team.
4. The Board and Association further agree that any remaining remedy totals as of June 30, 2026, for members selecting remedy options 1.d., or 1.e., will be dealt with in the following manner as chosen by the affected teacher:
- a. Remaining resource remedy totals as of June 30, 2026 will be carried over to the following school year for the affected teacher;
 - b. Remaining resource remedy totals may be transferred to the School Remedy Team or to a family of school's School Remedy Team; or
 - c. Remaining Professional Development remedy totals may be transferred to the teacher's individual professional development remedy funds account at the Langley Teachers Association, the school-based Professional Development fund, the School Remedy Team or to a Family of school's School Remedy Team.
5. All professional development activities, including credit course work, will be as outlined in the 2025-2026 Joint Professional Development Committee Policy and Procedures Guidelines.
- a. Any professional development activity must be within the same guidelines as those used by the Joint Professional Development Committee, with the first exception that teachers can use remedy funds for professional development only on non-work days or professional development days and must use remedy Pro-D funds before accessing general Joint-Pro-D Funds. The second exception is that Remedy Pro-D funds can be utilized for accredited course work paid for through the District. The District and LTA will continue to enhance Pro-D options.
 - b. Individual Remedy Professional Development funds will be accessed through the school administrator using the Remedy Pro-D application form. If the administrator is unable to approve the Pro-D it will be referred to the District Remedy Committee for approval.
 - c. The District will share monthly reports of Remedy Pro-D balances with the Association.
 - d. If a teacher resigns or retires in the future, their remaining individual Remedy Professional Development funds may be transferred to the School-based Professional Development fund, the School Remedy Team or to a family of school's School Remedy Team.
6. Affected teachers choosing resources will:
- a. Purchase, where possible, through the Amazon Business account set up by the district.
 - b. Purchase of technology or furniture from the district catalogue at times defined by the District, at a minimum of twice annually.
 - c. Get pre-approval from the site Administrator for remedy resource items that do not fall under the Amazon Business account or the district guidelines for purchasing technology or furniture. If the administrator is unable to approve the resource it will be referred to the Joint District Remedy Committee for approval.

- d. Be responsible for costs associated with imaging, licensing, and maintenance for the lifetime of the items will be applied to purchasing costs of technology and furniture as determined by the District.
 - e. Submit Field Trip proposals to the site administrator and follow the district procedure for field trips. If the site administrator is unable to approve, the Joint District Remedy Committee will review the request, to make the decision. If the administrator is unable to approve the Field Trip it will be referred to the Joint District Remedy Committee for approval.
 - f. Submit guest speaker proposals to the site administrator and follow the district procedure for guest speakers. If the administrator is unable to approve the Guest speaker it will be referred to the Joint District Remedy Committee for approval.
7. Regarding resources it is further agreed that:
- a. The District will determine the criteria for the "definition" of resources purchased by teachers in consultation with the Association;
 - b. Items purchased as resources remain the property of the District and are not the personal property of the teacher and if the teacher moves schools they must inform their principal, within 2 weeks of leaving, of the remedy items that they have purchased that they are taking with them.
 - c. The Board and Association agree that the District Remedy Team shall further develop the resources which are approved for purchase;
 - d. Any resources purchased by teachers will move with them should they change schools within the Langley School District and remain with the district if the teacher goes on leave, retires, or resigns from the district. The Joint District Remedy Committee will create a process for purchased resources for teachers on leave.
8. The Board and Association agree that the funds used for resources will be administered by the Board to affected teachers specified in the summaries, in the amounts listed:
- a. At Elementary and Middle School, affected teachers will be given an advance of five months of their 2025-2026 remedy accrual, which they will have access to by November 30, 2025. Affected teachers' remaining balances of the next three months will be provided at the end of each month up to the end of May. June balances will be carried over to the following school year for the affected teacher.
 - b. At Secondary, affected teachers will be given two advances of three months remedy accruals for each semester on November 30, 2025, and April 1, 2026. Affected teachers' remaining balances including January in Semester 1 and May in Semester 2 will be provided at the end of each month. June balances will be carried over to the following school year for the affected teacher. Any Secondary linear classes will be advanced as per 8.a.
 - c. Affected teachers will be required to take on a negative balance affecting any future remedy funds to the district should their remedy amount change. Should their actual remedy be less than their advance, the District will inform the members directly about any changes to their remedy amounts.

9. In the event a teacher goes on a leave of absence requiring a Term Position be posted, and it is filled, the Term teacher will have access to the Remedy accrued while in the position.
10. A teacher who retires may choose a payout of a maximum 100% of their 2025-2026 remedy by June 30, 2026. A teacher who retires prior to the end of the school year will have their potential payout pro-rated based on the advanced remedy accrued and monies spent. If any amount is remaining, the affected teacher will choose where their remaining remedy balance will be transferred; either to the School Remedy Committee, School-based Professional Development Fund or family of school's School Remedy Committee.
11. A teacher who resigns in the 2025-2026 school year will have any remaining remedy balance transferred to their choice of the School Remedy Team, School-Based Professional Development Fund, or family of school's School Remedy Team.
12. Teachers who have accepted their first Term or Continuing assignment, of 0.2 FTE or greater, in the Langley School District for the 2025-2026 school year, can use remedy accumulated throughout the 2025-2026 school year, towards remedy options outlined in (1) or can have a onetime payout with a maximum of 100% of their 2025-2026 unused remedy. Teachers who select a one-time payout must accept, a Term or Continuing assignment of 0.2 FTE or greater, for the 2026-2027 school year.
13. The Board and Association agree that positions be established to create a Remedy Team. The Remedy Team will support the processes within the Local Remedy Agreement LOU for 2025-2026. The Board will post two district teacher positions and the associated costs will come from the total Remedy accrued by affected members in the district for 2025-2026. The job descriptions of the two district teacher positions will be developed in collaboration with the Association. Furthermore, any extra costs associated with remedy, including 8 and 9, will be covered through a 5% hold-back of the overall remedy amount, of which any monies not spent will be put back into the teacher's remedy balance for the following year.
14. A School Remedy Team will be established to spend, at the school and within Remedy Guidelines, remedy funds where carry over remedy balances have been allocated to the school.
 - a. Schools will have a Team consisting of three (3) teachers and at least one (1) administrator with the purpose of allocating or spending remedy balances accumulated by the School Remedy Team.
 - b. Remedy balances distributed back to school must be spent or have an approved plan for future spending in place, by November 30th of that school year, based on the Remedy Policy/Guidelines.
 - c. If an agreement on any item cannot be agreed upon by the team then the Joint District Remedy Committee will make the decision.
 - d. All team and committee meetings will take place outside of instructional time unless mutually agreed upon.

15. The Board and Association agree to create a Joint District Remedy Committee consisting of equal representation, two (2) LTA members, and two (2) members representing the Board.
 - a. The committee shall meet a minimum of 4 times per school year.
 - b. All decisions made by the committee shall be a majority vote of all four members. If agreement cannot be made, the Superintendent will make the final decision.
 - c. The committee shall review all current Remedy processes in the district including, but not limited to:
 - i. enhancing options for teachers to purchase classroom resources.
 - ii. establishing procedures for purchases to be made by the School Remedy Team(s).
 - iii. reviewing School Remedy Team(s) decisions as needed.
 - iv. reviewing all current Remedy guidelines, processes and financial statements in the district.

16. The Board and the Association agree to bring any Remedy items to discuss at the regularly scheduled LTA/HR Informal meetings.

17. The Board agrees to maintain the summaries for 2025-2026, which will be kept with Human Resources for the purposes of tracking remedy. The Board will provide individual members and the Association with monthly and year end reports, and they will be separated into elementary, middle and secondary schools for the Association.

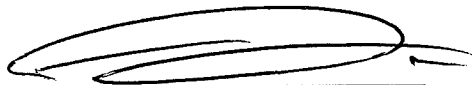
18. The District agrees to develop an online system by September 2025 for members to check on their current Remedy balance.

19. The Board and the Association agree to the carry over of any remedy still owed to all affected teachers as of June 30, 2026 as set out in this agreement;

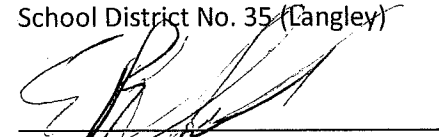
20. The parties agree, without prejudice and precedent, that this agreement comprises a resolution of remaining remedy for the 2025-2026 school year. It is understood that for the valuable consideration expressed herein, the Parties agree not to make any further claims or take any proceedings whatsoever against the other Party. Nothing shall preclude either party to the agreement from taking any action to enforce the terms of this agreement.

21. This agreement will be in effect from September 1, 2025 to June 30, 2026.

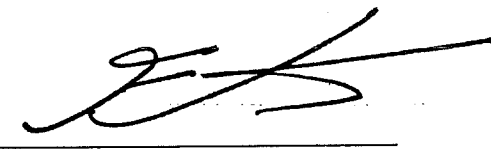
Dated in Langley this 13th day of JUNE, 2025.



Mal Gill
 Superintendent of Schools
 School District No. 35 (Langley)



Woody Bradford
 Deputy Superintendent
 School District No. 35 (Langley)



Taylor Fauteux
 President
 Langley Teachers' Association

