

Between

**THE BOARD OF EDUCATION  
SCHOOL DISTRICT NO. 20 (KOOTENAY-COLUMBIA)**

And

**CANADIAN UNION OF PUBLIC EMPLOYEES Local 1285**

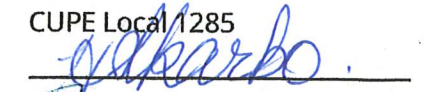
RE: CUPE President's Release

This Letter of Understanding is being agreed to on a without prejudice basis and can be revoked by either party with 30 calendar days' notice, in writing. The Parties agree to the following:

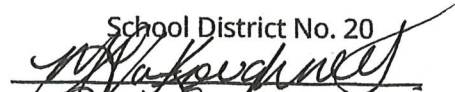
1. The CUPE Local 1285 President will be released from her 33.75 hour / week CCW position at Fruitvale Elementary School (FES) from September 1, 2023 to June 30, 2024.
2. The purpose of the release is twofold; firstly, it helps the district in providing consistent service to students at FES and secondly, it allows the President to timely attend to union and board related duties.
3. At least 1.5 days per week, the President will provide replacement or extra coverage at Fruitvale Elementary School. The days will be mutually agreed to prior to September 1, 2023.
4. The remaining three days per week will be charged as follows: 2 days union paid and 1.5 board paid.
5. E-serve will be completed as per usual practice of 33.75 hours per week with daily charges of union or board paid time noted or regular hours 1.5 days per week. Any extra hours are to be noted as union or board paid and should be pre-authorized by Human Resources.
6. Any union business that is currently paid for by the union will continue to be invoiced to the union. Any time beyond that will be Board paid.
7. The e-serve supervisor will be Marcy VanKoughnett, Assistant Superintendent - HR.
8. The President will maintain her seniority, salary, and benefits.
9. Should either party choose to revoke this LOU on thirty (30) calendar days' notice, it is agreed that the President will return to her position at Fruitvale Elementary School.

This Letter of Understanding is agreed to for September 1, 2023, to June 30, 2024.

CUPE Local 1285

  
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Joan Wallin VP  
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School District No. 20

  
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Marcy VanKoughnett  
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