



CUPE 1285

To: All Support Staff
Cc: All Supervisors
From: Marcy VanKoughnett, Assistant Superintendent – HR
Heather Skarbo, CUPE Local 1285 President
Date: September 2, 2026
Re: 2025-2029 Collective Agreement

Both the Union and the Board of Education have concluded negotiations for this round of bargaining and, as you are aware, have ratified the Memorandum of Agreement (MOA). BCPSEA ratified the MOA earlier this summer, so the MOA is in full effect.

The MOA is available on the [staff portal](#), but given its length, this memo is intended to highlight only the **significant** changes and not housekeeping items. This memo is long but is meant as a quick reference which describes these changes. The melding of the 2022-2025 Collective Agreement and the MOA to create the 2025-2029 Collective Agreement should be available later this month. Until then, we hope this memo and the MOA will provide you with the information you need.

Should you have any questions, please do not hesitate to contact me at mvankoughnett@sd20.bc.ca or Heather Skarbo, President of CUPE Local 1285, at hskarbo@sd20.bc.ca. Our experience has been that if you have a question, generally someone else does too. We are certainly open to sending out another memo if there are further questions and create an FAQ if need be.

Collective Agreement Changes 2025-2029

Article	Article Name	Change	Effective Date
NEW	Short Term Educational Leave Absence	Employees may request up to up to two days without pay to attend workshop or course	Immediately
NEW	Driver Premium	\$0.75 per hour for all hours worked when driving that day (no longer all hours worked)	July 1, 2027
NEW	Crossing Guards	Crossing guard positions will be included in the bargaining unit	July 1, 2027
7.07.d	Bereavement Leave	Increase from 3 to 5 days of unpaid leave for those outside of immediate family	Immediately
7.10	Indigenous Cultural Leave	Increase from 2 to 3 days of unpaid leave to participate in traditional Indigenous activities	Immediately
12.03	Entitlement	Regular 12-month employees in their first year can access up to 5 days of unpaid vacation	Immediately

Our vision is to be an inclusive learning community where everyone has the opportunity to learn, achieve their full potential, and be empowered to pursue their aspirations.

Our mission is to be a responsive learning community motivated to ensure every student's success.

12.10	Unused Vacation	12-month employees can use vacation time up and including December 31 st prior to it being paid out or carried forward	Immediately
13.09	Family Illness and Family Responsibility	These two absence types have been separated given the new language in the <i>Employment Standards Act</i> regarding Family Responsibility	Immediately
18.02.c	Workwear Allowance	Take a Hike CYCW will receive \$100 in workwear allowance	July 1, 2027
18.02.d	Workwear Allowance	All regular employees in the Trades and Grounds will receive \$200 in workwear allowance	July 1, 2027
18.06	Professional Development	The annual amount the district will put into the CUPE Pro D fund will be \$5000	July 1, 2026
26.01	Term	The term of the Collective Agreement is 2025-2029.	Immediately
Schedule A	Wages	July 1, 2025: 3% general wage increase July 1, 2026: 3% general wage increase July 1, 2027: 3% general wage increase July 1, 2028: 3% general wage increase	July 1, 2025 – retro July 1, 2026 July 1, 2027 July 1, 2028 <i>Note: Retro will be paid out by end of September 2026</i>
Notes on Schedule A	Leadhand	Leadhand positions required for more than 30 days will be advertised as an expression of interest. Those interested will need to apply and be interviewed	Immediately
LOU 6	Overtime Custodial Work	Additional language stating the employer will advertise through an expression of interest of the custodians who are interested in working over any of the common vacation periods	Immediately
NEW LOU	Wellness Allowance	Regular employees will receive a wellness allowance	July 1, 2026
NEW LOU	Provincial Support Staff Classification System	A provincial method for classifying jobs may be adopted by the parties after the provincial parties complete their process. The local parties will review and determine if they would like to proceed	If accepted by both parties: July 1, 2027