Chilliwack School District

LETTER OF UNDERSTANDING
Between
The Board of Education of School District No. 33 (Chilliwack)
("the District")
And
The Chilliwack Teachers' Association (CTA)

Re: Teacher Movement and Displacement Process – September 2027 School Openings

The Chilliwack Teachers' Association and the School District (collectively, "the Parties") recognize the importance of preserving school communities while ensuring that staffing decisions remain consistent with the Collective Agreement. The Parties also acknowledge that the opening of new schools and resulting staff movements may create uncertainty for employees.
This Letter of Understanding sets out the agreed-upon process to support teacher movement and displacement for the September 2027 school openings.

1. AD Rundle – IAT Teachers
Teachers currently assigned to **Continuing** position during the 2026-2027 school year at AD Rundle (IAT only), excluding any non enrolling teachers will be asked, through a written process, to select one of the following options:

To elect **DIT/A Status** at the outset of the process **OR** walk-over rights to a teaching position at Imagine High. Teachers who select DIT/A Status will participate in the District posting process in accordance with the Collective Agreement and applicable recall and placement provisions.

Teachers electing walk-over rights will be considered for placement in available assignments at the receiving school through a collaborative process involving Human Resources, District Executive, and the receiving principal.

2. Chilliwack Middle School (CMS) – French Immersion Teachers
Teachers currently assigned to **Continuing** French Immersion positions during the 2026-2027 school year at Chilliwack Middle School, excluding any non enrolling teachers will be asked, through a written process, to select one of the following options:

To elect **DIT/A Status** at the outset of the process **OR** walk-over rights to a teaching position at Rosedale Traditional Community School, currently RTCS. Teachers who select DIT/A Status will participate in the District posting process in accordance with the Collective Agreement and applicable recall and placement provisions.

Teachers electing walk-over rights will be considered for placement in available assignments at the receiving school through a collaborative process involving Human Resources, District Executive, and the receiving principal.

3. Cheam Elementary Teachers
Prior to placement decisions, teachers at Cheam Elementary will be asked, through a written process, to select one of the following options:

Option 1 – A Status
Teachers may elect **DIT/A Status** at the outset of the process to apply for Continuing positions. Teachers selecting this option will participate in the District posting process in accordance with the Collective Agreement and applicable recall and placement provisions.

c) Walk over to the new East Side Elementary - Teachers electing walk-over rights will be considered for placement in available assignments at the receiving school through a collaborative process involving Human Resources, District Executive, and the receiving principal. While school administrators provide important input, assignment decisions will not rest solely with a single administrator.

Initial Placement Process
Teachers exercising walk-over rights will identify preferred grade levels, assignments, and areas of expertise through a written process.

Assignments will be determined based on the following criteria, in order:

1. Qualifications and experience required for the assignment, consistent with the Collective Agreement
2. Seniority, where two or more qualified teachers seek the same assignment
3. Teacher preferences, educational needs of students, and operational requirements of the school

The District will make every reasonable effort to align assignments with teacher preferences while meeting operational and educational requirements.

Any teacher who cannot be accommodated due to reduced enrollment at the receiving school **prior to October 15, 2027** will be designated as a DIT and provided all associated rights and protections under the Collective Agreement.

A Status Definition
For the purposes of this Letter, A Status means a displaced teacher will receive priority access to apply for known continuing vacancies in accordance with the Collective Agreement, including participation in all applicable posting rounds and placement processes.

5. Guiding Principles
The Parties agree that:

- The process will preserve school communities while maintaining the integrity of the Collective Agreement
- Assignment decisions will be transparent, objective, and District-led
- Placement decisions will involve Human Resources, District Executive, and school administration
- Decisions will be based on qualifications, seniority, and educational needs, while respecting teacher input, experience, and preferences wherever reasonably possible

6. Joint Communication and Implementation
The Parties agree to jointly meet with affected staff at schools to provide information regarding this process.
The Parties further acknowledge that exceptional circumstances may arise and agree to work collaboratively to resolve issues through a consultative process.

7. Duration
This Letter of Understanding applies to the teacher movement and displacement process for the September 2027 school openings.

This agreement is strictly on a without prejudice and without precedent basis and is not to be referred to in any other matter.

Agreed this 28 day of October, 2026.

For School District 33

Nadine Clattenburg
Please print name

N. Clatt
Signature

DIRECTOR HR.
Title

For CTA

Reid Clark
Please print name

Reid Clark
Signature

CTA President
Title