



LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

(Hereinafter referred to as the "Board")
OF THE FIRST PART
AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Union")
OF THE SECOND PART

SUBJECT: Before & After Childcare Assistance by Education Assistants

The parties agree that this LOU replaces LOU of the same name dated July 1, 2025 to June 30, 2026.

In conjunction with LOU's regarding childcare as applicable to full year child care for school aged children, the parties agree Education Assistants may provide before and after childcare assistance as per the parameters below:

- a) This program will be piloted at Godson Elementary.
- b) It will extend the hours of work from 5.5 to 6 for two employees who will use the additional 30 minutes to provide break coverage for position 1 and 4 and from 5.5 to 7 for another two employees as follows:

Position	Start Time	End Time	Hrs. Worked
1	7:00 AM	2:30 PM	7
2	8:00 AM	2:30 PM	6
3	8:30 AM	3:00 PM	6
4	10:00 AM	5:30 PM	7

- c) Position 1 and 4 will provide before and after childcare assistance. Whereas Position 2 will provide back up to position 1, and position 3 will provide backup coverage for position 4 in the event they are absent.
- d) Education Assistants, posted at Godson Elementary are eligible to participate in this pilot.
- e) Education Assistants will be offered the extended hours of work based on seniority.
- f) Education Assistants that accept the extended hours of work must be willing to complete Children's First Aid, Responsible Adult, and Food Safe certifications, paid for by the district prior to starting in the position.
- g) Education Assistants must provide thirty (30) days of notice to end their before and after childcare assignment to ensure continuity of the program. However, the district will endeavor to find a replacement as early as possible.
- h) Education Assistants will be paid at the Schedule A.4, Classification Educational Assistant Level 1, Band 6 rate of Pay (consistent with the Education Assistant Level 1 pay rate) for the before and after hours.



The terms of this agreement will be effective July 1, 2026, and will expire on June 30, 2027, unless the parties agree to continue the terms beyond that date. The parties will meet no later than April 15, 2027, to discuss continuing or amending this agreement.

This agreement is without precedent or prejudice to either party. It is also understood that these terms of Letter of Understanding apply only in School District 34 (Abbotsford) and are not binding on any other district.

Signed this 19th day of February, 2026.

For School District 34

Patricia LaFramboise-Lo

Print Name

Signature

Associate Superintendent, Human Resources

Title

For Teamster Local Union NO. 31

Lance Matricardi

Print Name

Signature

Business Representative

Title



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THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

(Hereinafter referred to as the "Board")
OF THE FIRST PART
AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Union")
OF THE SECOND PART

SUBJECT: Summer School Aged Care by ECE's and Education Assistants

In conjunction with LOU's regarding childcare as applicable to full year child care for school aged children, the parties agree Education Assistants may provide before and after childcare assistance as per the parameters below:

- a) This program will be piloted at Godson Elementary.
- b) All positions below will be posted during the week of April 1, 2026 and will be posted in alignment with Article 3, and awarded consistent with Section 9:6 of the Collective Agreement.
- c) The number of postings are subject to change based on student enrollment.
- d) All required certifications must be submitted to Manager, Early Learning and Childcare prior to June 1, 2026
- e) During the summer period from July 6, 2026 – August 28, 2026 (Excluding stat holiday):

Position	Start Time	End Time	Hrs. Worked
A	6:30 AM	1:00 PM	6
D	11:30 AM	6:00 PM	6

- f) Position A and D will provide consistent coverage for childcare over the Summer months.
- g) Employees who possess the ECE certification are eligible to participate in positions A & D, which will be paid at the Schedule A.4, Classification Educational Resources, Band 5 rate of Pay (consistent with the Early Childcare Educator – Just B4 rate). The additional Wage Enhancement will be added to the wage as long as the Wage Enhancement program is in place.
- h) Employees that accept the summer hours of work must be willing to maintain Children's First Aid, and Food Safe certifications, paid for by the district.
- i) Employees must commit to the full summer of work

The parties agree that employees in the Schedule A.4 (Instructional Support) will be able to provide Summer childcare assistance as per the parameters below under the programming of the ECE:

- a) This program will be piloted at Godson Elementary.
- b) All positions below will be posted during the week of April 1, 2026 and will be posted in alignment with Article



- 3, and awarded consistent with Section 9:6 of the Collective Agreement.
- c) The number of postings are subject to change based on student enrollment.
 - d) All required certifications must be submitted to Manager, Early Learning and Childcare prior to June 1, 2026
 - e) During the summer period from July 6, 2026 – August 28, 2026 (Excluding stat holiday):

Position	Start Time	End Time	Hrs. Worked
2	7:30 AM	2:00 PM	6
3	10:30 AM	5:00 PM	6

- f) Employees who work in Schedule A.4 (Instructional Support) are eligible to participate in positions 2 & 3, which will be paid at the Schedule A.4, Classification Educational Assistant Level 1, Band 6 rate of Pay (consistent with the Education Assistant Level 1 pay rate).
- g) Employees that accept the summer hours of work must be willing to complete Children's First Aid, Responsible Adult, and Food Safe certifications, paid for by the district.
- h) Employees must commit to the full summer of work

The terms of this agreement will be effective July 1, 2026, and will expire on June 30, 2027, unless the parties agree to continue the terms beyond that date. The parties will meet no later than April 15, 2027, to discuss continuing or amending this agreement.

This agreement is without precedent or prejudice to either party. It is also understood that these terms of Letter of Understanding apply only in School District 34 (Abbotsford) and are not binding on any other district.

Signed this 19th day of February, 2026.

For School District 34

Patricia LaFramboise-Lo

Print Name

Signature

Associate Superintendent, Human Resources

Title

For Teamster Local Union NO. 31

Lance Matricardi

Print Name

Signature

Business Representative

Title



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THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

(Hereinafter referred to as the "Board")
OF THE FIRST PART
AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Union")
OF THE SECOND PART

SUBJECT: School Aged Care for Pro-D, Winter and Spring Breaks by ECE's

In conjunction with LOU's regarding childcare as applicable to full year child care for school aged children, the parties agree Education Assistants may provide before and after childcare assistance as per the parameters below:

- a) This program will be piloted at Godson Elementary.
- b) On Professional Development days, and the first week of Winter Break, and both weeks of spring break for two employees, the day will be as follows:

Position	Start Time	End Time	Hrs. Worked
A	6:30 AM	1:00 PM	6
D	11:30 AM	6:00 PM	6

- c) Position A and D will provide consistent coverage for before and after childcare on school days (with a different schedule), and will follow the above schedule for all professional development days excluding Pro D for the National Day for Truth and Reconciliation and Shared Learning Professional Development.
- d) The childcare will be closed for pro-d on the National Day for Truth and Reconciliation professional development (Sept 25, 2026) and the district wide Shared Learning professional development (Feb 12, 2027).
- e) Positions A and D will also work during the first week of Winter Break (Dec 21 – 24, 2026), Spring Break (March 15 – 25, 2027) on a modified work schedule of 6 hours per day (listed above).
- f) Employees who possess the ECE certification are eligible to participate in this pilot, which will be paid at the Schedule A.4, Classification Educational Resources, Band 5 rate of Pay (consistent with the Early Childcare Educator – Just B4 rate). The additional Wage Enhancement will be added to the wage as long as the Wage Enhancement program is in place.
- g) All positions above will be awarded consistent with Section 9:6 of the Collective Agreement, in the event the incumbent declines the incumbent will be laid off and the position will be posted.
- h) On Professional Development days, the schedule for up to two additional employees which will be pulled from the current pool of staff, with their Early Childhood Educator certificate. The day will be as follows:



Position	Start Time	End Time	Hrs. Worked
B	7:30 AM	2:00 PM	6
C	10:30 AM	5:00 PM	6

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Signed this 19th day of February, 2026.

For School District 34

Patricia LaFramboise-Lo

Print Name

A handwritten signature in dark ink, appearing to read 'Patricia LaFramboise-Lo', written over a horizontal line.

Signature

Associate Superintendent, Human Resources

Title

For Teamster Local Union NO. 31

Lance Matricardi

Print Name

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Signature

Business Representative

Title



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OF THE FIRST PART
AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Union")
OF THE SECOND PART

SUBJECT: School age childcare Assistance by Education Assistants for Winter and Spring Breaks

In conjunction with LOU's regarding childcare as applicable to full year child care for school aged children, the parties agree Education Assistants may provide before and after childcare assistance as per the parameters below:

- a) This program will be piloted at Godson Elementary.
- b) The following two positions will work during the first week of Winter Break (Dec 21 – 24, 2026), Spring Break (March 15 – 25, 2027) for up to two employees on a modified work schedule of 6 hours per day.

Position	Start Time	End Time	Hrs. Worked
1	7:30 AM	2:00 PM	6
4	10:30 AM	5:00 PM	6

- c) Position 1 and 4 will provide school age childcare assistance.
- d) Education Assistants posted at Godson Elementary are eligible to participate in this pilot.
- e) Education Assistants will be offered additional hours of work based on seniority.
- f) Education Assistants at Godson will be given first preference for these two positions consistent with section 9:6 of the Collective Agreement.
- g) Education Assistants that accept the extended hours of work must be willing to complete Children's First Aid, Responsible Adult, and Food Safe certifications, paid for by the district prior to starting the position.

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