

LETTER OF UNDERSTANDING

**BETWEEN**

**BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION AND  
THE BOARD OF EDUCATION IN SCHOOL DISTRICT NO. 54 (BULKLEY VALLEY)**

(the "District")

**AND:**

**BRITISH COLUMBIA TEACHERS' FEDERATION AND  
THE BULKLEY VALLEY TEACHERS' UNION**

(the "Union")

(Collectively the "Parties")

**WHEREAS** School Psychologists working in the District are members of the Union bargaining unit;

**AND WHEREAS** the District desires to expand the potential pool of School Psychologists that may be hired to the district by opening applications to Psychologists without a teaching certificate;

**AND WHEREAS** the Union is amenable to the District hiring School Psychologists that do not have a teaching certificate;

**AND WHEREAS** the Parties agree that School Psychologists without a teaching certificate will be members of the Union bargaining unit;

**THEREFORE** the Parties agree as follows:

**ARTICLE B.21 SALARY SCHEDULE PLACEMENT**

1. The Salary Category for School Psychologists without a teaching certificate will be Category 6. For clarity, this term does not modify Salary Category placement for School Psychologists with a teaching certificate.

**ARTICLE B.21.2 EXPERIENCE RECOGNITION**

2. Employees with experience as a registered psychologist in Canada who do not hold a teaching certificate, and who are hired as a School Psychologist, will be given experience subject to the provisions of B.21.2 and other clauses of this Agreement as they may apply.
3. All Employees with experience as a registered psychologist in a non-Canadian jurisdiction who do not hold a teaching certificate, and who are hired as a School Psychologist, shall be given fifty percent (50%) credit of their psychologist experience subject to the provisions of B.21.2 and other clauses of this Agreement as they may apply.


**REQUIREMENT TO REVIEW TERMS**


- 4. The Parties shall meet to review the terms of this Letter of Understanding between May 1, 2025 and June 30, 2025, to ensure the terms of this Letter of Understanding are consistent with the impending changes to the *Psychologists Regulation* under the *Health Professionals Act*.

**TERM**


- 5. This Letter of Understanding will be in effect until June 30, 2025, and may be mutually extended by the Parties.


**For the District:**

  
Board of Education in School District 54  
(Bulkley Valley), Date: June 11/24

  
British Columbia Public School Employers'  
Association, Date: June 13, 2024

**For the Union:**

  
Bulkley Valley Teachers' Union,  
Date: June 11/24

  
British Columbia Teachers' Federation,  
Date: June 14, 2024