

Date: 6/23/2026 10:17:39 AM
From: Teri Wishlow
Email: president@cupe3523.ca
Address: 211-1889 Springfield Road, Kelowna, V1Y5V5
I am a: CUPE President

Message:

Dear Board of Education Trustees,

As President of CUPE Local 3523, I am writing regarding the proposed adjustment to secondary school start and dismissal times and the recommendation to implement this change effective September 2026.

The Union recognizes the significant budget challenges facing the District and agrees that the Board has a responsibility to be fiscally responsible with public funds. We acknowledge that the proposed transportation changes represent substantial annual cost savings and appreciate efforts to identify efficiencies.

Our concern is not with the objective of achieving savings, but rather with the consultation process and timing of implementation. Neither the email subject line nor the survey title clearly indicated that the District was considering changes to secondary school start and dismissal times. As a result, Many employees who do not have children utilizing student transportation may not have recognized the significance of the survey or participated in the process, limiting employee input on a decision that may directly affect them.

Further, this recommendation is being considered at the end of the school year, when many CUPE members have already completed their work for the summer or are preparing to do so. Employees who may be affected by these changes will have limited opportunity to receive information and make necessary arrangements for childcare, second jobs, transportation, family commitments, and other responsibilities before the start of the new school year.

A decision of this magnitude warrants clear communication and adequate notice to those who will be affected.

We encourage the Board to explore cost-saving measures across all areas of District operations. This includes a review of exempt staffing levels and compensation, before implementing changes that directly impact employees who provide direct student support.

The Union supports responsible financial stewardship; however, adequate notice, employee engagement, and thoughtful implementation are essential components of good governance. We respectfully ask the Board to carefully consider these concerns before making a final decision.

Teri Wishlow
President, CUPE Local 3523

I acknowledge that by submitting this form, the correspondence provided may be listed in the Board Correspondence item on an upcoming Public Board Meeting agenda, and a copy may be uploaded to the District's website under "Board Correspondence". (Any personal information such as address and email will be redacted). Some correspondence may be considered as "incamera" and will not be made public. If you have questions regarding this process, please call 250-860-8888).



Yes, I acknowledge this process.