

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

Support Staff Learning Improvement Fund 2016 - 2017 School Year

Background

The purpose of this document and form is to assist school districts and local unions to comply with the agreement on the Support Staff Learning Improvement Fund agreed to by BCPSEA, Boards of Education signatory to the Provincial Framework Agreement (PFA), and Support Staff Unions signatory to the PFA dated June 7, 2014.

In accordance with the PFA, districts that are signatories to the PFA must allocate support staff-related spending in accordance with the LIF statute, regulation, and this form. This application process is in place for the 2016-2017 school year. LIF information for future years will be provided annually prior to the implementation of the school year.

It should be noted that the financial resources made available through the LIF are to be additional to resources normally provided and for this reason are not to replace core funding.

The Ministry of Education will provide information to school districts as to SSLIF minimum obligations. Province wide there is \$20 million in SSLIF funding for 2016-2017.

Resources

The following resources may assist you in the implementation of the LIF including:

- PFA between BCPSEA, Boards of Education and K-12 Support Staff Unions
- Ministry of Education LIF Funding Allocations & Regulations
- Ministry of Education Policies on Special Education.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

Kevin Rose (krose@cupe.ca or 250-635-6410)

Instructions and Application Form 2016 – 2017 School Year

The purpose of this document is to assist boards of education and support staff local unions to allocate the funds stipulated in the Provincial Framework Agreement (PFA). As the PFA states, the funding is intended to be utilized for:

“additional hours will be allocated to EA positions of more than 10 and less than 35 hours where required to provide support for the learning needs of students in alignment with district objectives and the Learning Improvement Fund Statute and Regulation. This does not preclude the creation of new full time or part time EA positions.”

Funding is to be used solely for Education Assistants currently working in special education. Special education is understood in terms of definitions provided in Ministry of Education Special Education Policy and the Ministry’s Special Education Manual:

“(a) student with special needs means a student who has a disability of an intellectual, physical, sensory, emotional or behavioral nature, has a learning disability or has exceptional gifts or talents.”

The funding is not intended to fund staff training or upgrading.

There are other funds available through SSEAC to support training such as the Skills Enhancement Fund and the EA Education and Skill Development Fund. School districts looking to provide training should access their allocations under either of these funds to support this training. If training is required for new initiatives, please contact the SSEAC.

Guiding Principles

- Emphasis on a collaborative approach of parties to determine use of SSLIF through jointly agreed to plans
- Use of SSLIF funds in each district are agreed to on an annual basis
- **SSLIF funds are to be used for additional resources, not as a replacement of core funding**
- Where additional minutes/hours are added it should be for EA work that supports student learning
- The SSLIF can be used to create new full time or part time positions
- In accordance with the PFA the parties:
 - Encourages the bundling of duties in order to facilitate the creation of full time jobs
 - Requires the parties to consider “creating positions of equivalent length” by increasing shifts not ending in a whole or half hour to the next half hour increment
 - Requires the parties to consider establishing “itinerant positions to enhance services to students with special needs” and “effectively deploy EA’s in circumstances of changing enrollment”
 - Create job descriptions (as per existing SSEAC procedures and collective agreement provisions) to accompany plans for full-time EA jobs

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- 2016-2017 SSLIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2016. Completed forms can be sent to SSEAC@bcpssea.bc.ca

School District No. 40 New Westminster

Union Local C.U.P.E. 409

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. (Please extend the tables as required to complete the details)

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning, and meetings. For example:

“EAs working in special education will receive additional hours of weekly time to attend IEP meetings, to plan and to debrief with teacher specialists.”

“EAs in the district will have additional minutes of paid time added to their weekly time allocations to provide for increased student coverage during the school day.”)

EA's in the district will have additional time added to their weekly hours according to the following schedule. This time is to be used for consultation collaboration, meetings, increased student coverage and will be scheduled at the school level:

Elementary School (approx. 77 staff) an additional 1 hour a week

Middle School EA's (approx. 32 Staff) an additional 1 hour 15 minutes a week

Secondary School EA's (approx. 34 Staff) an additional 45 minutes a week

Childcare Youth Workers (approx. 12 Staff) an additional 45 minutes a week

2. Creating new full time or part time EA positions (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

One 31 hour a week Peer Support District EA position will be created to continue to provide itinerant support to schools. The position engages in on call replacement of absent EA's and targeted, short term school – based placements to provide on the job modelling of strategies, interventions, and additional support for challenging situations as they arise.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- 3. In support of innovative practices aimed at supporting EAs who deliver special education services to students. If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpssea.bc.ca or 604-730-4509), or
Kevin Rose (krrose@cupe.ca or 250-635-6410)

Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid).

Employer Representative (completing form)

Local Union Representative (completing form)

 K. Lorenz



Contact Information (telephone or email)

Contact Information (telephone or email)

klorenz@sd40.bc.ca

carp@402@telus.net

Form Completion and Signing Date

July 25, 2016

August 08, 2016

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF