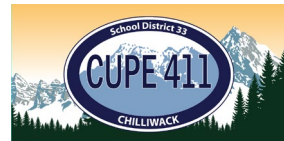


E.A. HOURS FUND 2022/2023



In 2019 the Union and the Employer negotiated contract language pertaining to a portion of the S.I.A. funds in an attempt to address concerns raised by the special needs E.A.'s and their ability to support the students that they work with. As such an agreement was made to create opportunities to make available additional supports and create opportunities through additional hours and coverage that would assist in their efforts.

Additional E.A. hours may be used for a variety of activities:

1. Extra Hours (for meetings and binder updates)
2. EAOB Binder Prep
3. Breakfast / Lunch (Soup) Programs and/or Homework Club
4. E.A.'s on Buses
5. Casual E.A. Replacement (Elementary/Middle School)
6. Extra Hours for High School E.A.'s (meetings)
7. Extra Hours (training)
8. Mentorship

Extra hours shall be in addition to regularly scheduled shifts and in normal circumstances these additional hours will not result in overtime being triggered as per "Article 10 – Overtime" provisions of the collective agreement.

EAOC BINDERS/PROFESSIONAL DAY

The School District and the Union recognize the importance of maintaining and updating the EAOB binders, on a regular and consistent basis. The School District and the Union have agreed that on the October 21, 2022, Professional Day, **NO** Leave Without Pays will be granted so that the EAOB binders can be completed on that day.

CASUAL E.A.'S FOR ELEMENTARY AND MIDDLE SCHOOLS

During the months of September/October and May/June each elementary and middle school will have access of up to two (2) days during the fall and two (2) days in the spring, where a casual E.A. can be brought in as a floater to cover off Permanent E.A.'s so that they can attend the following meetings:

- a) Individual Education Plan (IEP)
- b) School Based Team (SBT)
- c) Care Team

Admin are asked to connect with the District Principal of Human Resources to access these days.

Members that would like to be a part of these meeting and are not being invited/permitted to attend are asked to contact the Union.

EA'S ON BUSES

Instances may arise where a permanent Education Assistant is needed to support student(s) on school buses. The **additional hours** must be logged in the system during the pay period in which it is worked. The time would be assigned in 6-8 week intervals with the possibility of extension. It would also be assigned on a case-by-case basis and would be tied to student needs through an Individual Education Plan.

MENTORSHIP

The committee is currently working on creating a mentorship program, details to follow.

DISCLAIMER: The language outlined in this document applies to every PERMANENT Education Assistant – Special Needs (or Alternate Ed.). Education Assistant – Aboriginal or Casual E.A.'s may have access to the fund if specific criteria has been met. For the purposes of this Handout, it will address the items that do not speak to additional hours either cumulative or daily; see document titled **E.A. Hours Fund 2022/2023 – Additional Hours** for those details.

