

Cupe 389 Finance Presentation

March 3, 2015

Maintenance

1. Fill Trade Vacancy
 - a. Short one position – painter
 - b. Director of Facilities agreed to post and fill
2. Create a DDT Tech Position (Heating System Controls)
 - a. Position in the works through Director of Facilities
3. Hire 2 Apprentices
 - a. Painting/Electrical – same as in past arrangement
 - b. Should have 1 day painter (graffiti/touchups/millwork/ordering) and 2 afternoon painters (classrooms/halls/workorders)
 - c. Assists with Succession Planning
4. Turn Heat Up
 - a. Custodians/staff working with jackets/touques on during Spring Break/Christmas Break
 - b. Staff working in jackets/gloves on Pro-D Days

Custodial

1. Increase Staff
 - a. Currently no replacement at Secondary until the 4th day – custodians have to reduce the work in their area to cover for absent co-worker
 - b. Could help with increase in workload due to introduction of microfibre, organics
 - c. Elementary classrooms desks and other surfaces cleaned once a week vs. Secondary every other day cleaning
2. Implement Laundry System for Microfibre - Create needed positions
 - a. Custodians hand washing Microfibre with no detergent on site
 - b. Custodians hang wet clothes in custodial closets without dedicated hanging racks – custodial closets have a distinct sour odor
 - c. Microfibre has not been machine washed since program started over 1 year ago
3. Need Microfibre Review- Feedback we have received:
 - a. Increased workload as cleaning is a 2 part process – need to use mop/rag with cleaner to clean mud/sand, juice spills, vomit, squished banana/apple, urine/feces, mustard/ketchup – then microfiber
 - b. Hand washing Microfibre takes 20-25 minutes at the end of each shift (not factored into cleaning stints)
 - c. What about Microfibre/cleaner for staff/classrooms
 - d. Staff bringing in own cleaning products – counter productive to making sure we have a toxin free environment for staff/students
4. Organics – We want to meet challenge
 - a. Extra workload for custodians – 2-3 sets of bins per hall
 - b. Extra time needed at end of shift to empty organics, added to cleaning microfiber cloths and lockdown (security) procedures – reduces time for classroom cleaning
 - c. What about portables – more challenges
 - d. Organics are heavier than regular garbage due to moisture
 - e. Attract insects/rodents - increase workload to clean bins and bin storage areas

Education Assistants

1. Increase Hours
 - a. EAs work less than bell to bell
 - b. No time for collaboration with teachers/other EAs/attend IEP or SBRT meetings/preparing materials
 - c. EAs in Vancouver work up to 7 hours per day vs 5.5 hours in North Vancouver
 - d. LIF time not being dealt with the same at all schools – some EAs expected to attend staff meetings/others not invited, some have EA department meetings/others don't, some have to record time/others don't – should be consist throughout district - LIF time is not to top up hours for classroom support

Strong Start Facilitators – 7 sites

1. Increase Hours
 - a. Presently work 4 hours per day
 - b. Clean toys/blocks on own time or on Pro-D Days
 - c. Very little time for entering data into Student Information System and program planning

Work Experience (Job Coach)

1. Create new position – (Secondary Schools/District)
 - a. Special Needs students go out on work experience and need an experienced Job Coach
 - b. Currently EAs are assigned a student to Job Coach and when on work experience they are not replaced – leaving their classes/students uncovered
 - c. Same EAs being assigned work experience creating an imbalance in student support – work experience not shared around other EAs
 - d. Job Coaches would know the work placements/employers/site expectations/work experience paperwork

Clerical Support Staff

1. Review of Workload - Support Staff feedback
 - a. Introduction of IB/MYP – more production of reports/certificates
 - b. Introduction of new programs eg)KEV – finances, MyEdBC, VCC – Chef Training
 - c. Change in Report Cards – Levels instead of Grades/%
 - d. Secondary Supervision Aides no longer in office for support
 - e. Parents paying fees/donations on-line
 - f. Training/troubleshooting takes time away from office and daily duties
 - g. Possible Solution – add a 20 hour position per office as evaluated on the review