

North Vancouver School District

CUPE LOCAL 389
TOP BUDGET PRIORITIES



Land Acknowledgement



With gratitude and respect CUPE Local 389 acknowledges that we live and work on the traditional and unceded territories of the x^wməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətał (Tseil-Waututh) Nations.

With this acknowledgement, we thank those Indigenous people who still live on and care for these lands, and honour those who have passed.

We ask for their guidance on this day, where the work we need to do, needs to be guided by respect, understanding and contemplation. May this be shown in the way we conduct ourselves and in the decisions we make.

Appreciation

We thank you for working in collaboration with us
and with so many others.

Together, we hope to form the strongest and
most supportive foundation that we can provide
for the students we care for, the staff we work
with, and the community we serve.

CUPE 389 Staff Implement The Goals Of The District Everywhere

Accounts Payable Assistant
Accounts Receivable Assistant
Administration Receptionist Assistant
Administrative Assistant International Students
ADT Assistant
Autism Support Worker
Behaviour Support Worker
Bus Drivers
Community Education Facilitator
Digital Media Academy Assistant
Education Assistant (EA)
Indigenous Support Worker
Learning Support Worker
Dependent Care/Medical
Elementary School Administrative Assistant
Elementary School Assistant
Facilities & Planning Administrative Assistant
Food Program Aide II
French Assistant
HR Assistant
HR Benefits Administrative Assistant

ICT Trainer/Application Support
Laboratory Technician
Learning Services Administrative Assistant
Learning Services Assistant
Library Assistant
Library Technician
Maintenance Administrative Assistant
Maintenance Service Technician
Payroll Supervisor
Payroll Systems Assistant
Records Clerk
Program Assistant Artist for Kids
Records Clerk
Records Management Assistant
Records Clerk (Central Registration)
Secondary Athletic Program Assistant
Secondary School Administrative Assistant
Secondary School Assistant
Senior Accountant
Senior Payroll Assistant
Strong Start Facilitator Supervision Aide (Elementary)

Supervision Aide (Secondary)
Webmaster & Communications Assistant
Work Experience Facilitator
Youth Engagement Worker
Adult Crossing Guard
Carpenter/Painter Supervisor
Computer Network Engineer
Computer Systems Technician
DDC Systems Technician
Delivery Truck Driver
Grounds Worker Grounds Transportation Supervisor
Janitor (B4)
Mechanical Electrical Supervisor
Night Custodian (B3)
Senior Custodian - Elementary (B1)
Senior Custodian - Secondary (A)
Trades - Carpenter
Trades - Electrician
Trades - Heating Mechanic
Trades - Painter
Trades - Plumber/Gas Fitter
Trades - HVAC Technician

North Vancouver School District Values

*“Shared values set the tone for how we relate to one another in pursuing
Common goals, assist us in demonstrating consistent and fair leadership,
And guide us in working collaboratively and productively to realize our vision.
Our values of trust, responsibility, respect and collaboration form the
Foundation of our work and are present throughout our strategic plan.”*

Executive Summary

Strategic Plan 2021 - 2031

Introduction

In preparing for our top budget priorities
CUPE 389 reviewed and focused on North Vancouver School District's

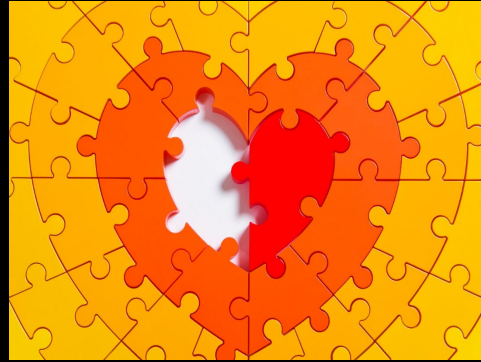
Policies & Procedures
Vision & Educational Priorities
Strategic goals 2021 – 2031

This was done with thoughtful intention to support these documents, visions and goals.
Our focus in all of this was on the most important priority, **students**, and how to best
implement these goals to each student's individual needs.

Our six strategic goals take us above and beyond our mandate in the pursuit of providing students and the community with the highest level of service.

CUPE staff implements these goals.

CUPE staff ensures that these goals are not just words on paper....we bring them to life, put them into action to *go above and beyond in providing students and the community with the highest level of service!*



Mental Health & Wellbeing

Living Wages

Work Culture

Trauma Informed Approach Support

Exceptional & Consistent Training

Addressing Risk of Injury

“There is a direct connection between staff wellness and classroom/student wellness.”

Job satisfaction, income and work culture, all determine someone staying at their job. Our members **love** what they do, but we have little control over the rest. These changes are out of our control. We rely on our employer to implement these improvements.

Cost of Living

Rent has increased by **23%** (2021-2022)

Consumer Price Increase has increased **5.7%** nationally, **4.8%** Vancouver (STATSCAN: 18-10-0004-02)

Cost of living impacts low-income and **precarious workers** the most. Earning less than full-time hours makes many of our members precarious workers who struggle to make ends meet.

This is tremendously **stressful**, which can affect the goals that are trying to be achieved.



Work Culture

As professionals, staff have direct involvement with students and know the students' needs. They have valuable and vital feedback and strategies to offer.

Inclusion in meetings, whether IEP's, staff meetings or with teachers to facilitate appropriate services, should be encouraged and paid for.



Support

Trauma Informed Approach in all processes to ensure all support staff feel valued, respected and appreciated for the service, care, and the skills they bring to this organization.

Debriefing after incidents, collaborative discussions in assessing situations, and respectful overview of supports needed after incidents, will improve the success with students and the District.



Training

Students' needs have changed, intensified, and become much more complex.

In depth, consistent training needs to be in-line with the complexities of those changes for staff to support appropriately.

More staff, not less, are needed to be proactive.

Training must be one of the "goals" that go "over and above" for our workers so we can ensure safety for our students and staff.



Risk of Injury

The essential function of challenging behavior is to communicate to adults that a kid doesn't possess the skills to handle certain demands in certain situations.

Ross W. Greene

quoteancy

“Children do well if they CAN.”

Risk of Injury

CUPE workers understand that a child's behaviour is communication.

CUPE also has a responsibility to ensure the workers are not at risk.

We must have the difficult conversations regarding risk of injury in the workplace.

We cannot shy away from this, for our employees, nor for our students.



Risk of Injury

Unfortunately, violence has become “a part of the job” for many of our support staff.

No job should have this as part of the duties. We need to seek viable and respectful solutions for everyone involved.

Reports of injuries have significantly increased over the years.

Sadly, this is only the incidents reported, as many are not reported, for a multitude of reasons.



Risk of Injury

Without sufficient personnel, specific and specialized training, preventative measures and resources, this issue will not improve.

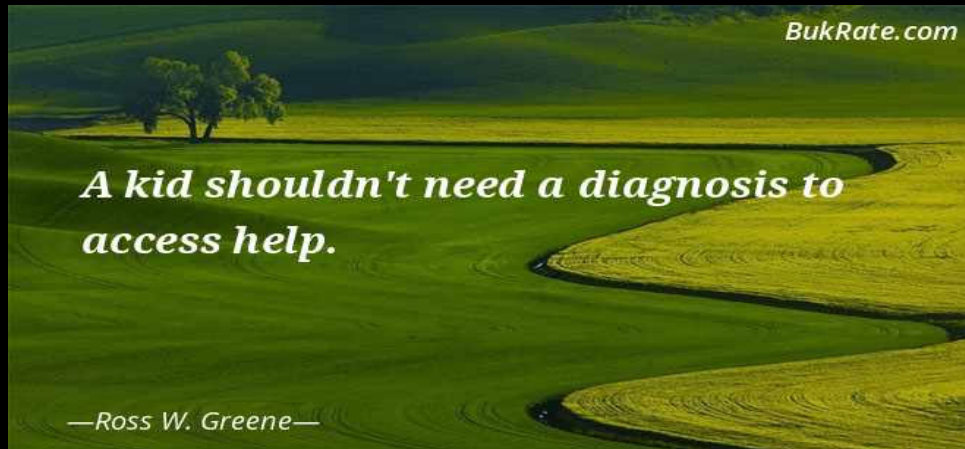
Prevention is the key, not crisis management or emergency support.

This upward trend is projected to get worse from the residual effects of the pandemic.

More children in crisis need more support.



“It’s a whole lot more productive to be in problem-solving mode than it is to be in behaviour modification mode”. Ross Greene



**Goals Without Personnel To Implement These Goals...
Are Just Words On Paper**

We understand budgets are difficult and hard decisions will need to be made.

We strive to work collaboratively to find answers.

We know that if the focus is truly on the goals we want to achieve, the answers will surface, and although difficult, they will be the right decisions for the students and parents who depend on us to do the right thing.

Requests to the North Vancouver School District

Recruitment & Retention

CUPE asks that specialized positions at 35 hours/week be developed to support the district in the orientation, ongoing support, and mentoring of support staff. One position for every FOS.

Recruitment & Retention

CUPE asks that a Trauma Informed Approach be the foundation of all interactions with CUPE staff, and that all policies, procedures and processes reflect and embrace this approach.

That the District review: current policies, procedures and processes to support this goal.

Requests To The North Vancouver School District

Recruitment & Retention

CUPE asks for apprenticeship opportunities for maintenance and custodian staff (and others) to learn a trade; this is beneficial to both the employer and workers.

Recruitment & Retention

CUPE asks that in-house certification course for difficult-to-recruit positions, such as EA's and Custodians be provided.

This serves the function of adult education while resolving pressures on Employer's recruitment challenges.

This provides a steady source of new employees trained specifically to the needs of the North Vancouver School District.

Requests To The North Vancouver School District Risk Of Injury In The Workplace

• **CUPE** asks for intensive training in Trauma Informed Approach and Positive Behaviour Support, as it is proven to reduce complex behaviours, thus reducing safety issues

Risk of Injury

• **CUPE** asks that EA's working with students who are designated, or have a history of complex behaviours, have the job classification that respectfully defines what they actually do, as well the pay upgraded to reflect the role.

Risk of Injury

• **CUPE** asks that the staff placed to work with complex students are only assigned *after* they receive appropriate training. Staff have allotted (paid) time to attend meetings, review student specific plans to ensure safety.

Risk of Injury

In Summary Our Common Goals Are

- **Cost of Living**
- **Work Culture**
- **Trauma Informed Approach Support**
- **Exceptional & Consistent Training**
- **Addressing Risk of Injury**

Together, if we fulfill these goals, we will form the strongest and most supportive foundation that we can possibly provide for the students we care for, the staff we work with, and the community we serve.

CUPE LOCAL 389

Respect
&
Protect

