

## **CUPE Local 389 Finance Presentation February 9, 2016**

### **Maintenance**

1. Fill Trade Vacancy
  - a. Short two positions – a painter and a carpenter
  - b. Director of Facilities agreed to post and fill painter ,both need to be filled
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 4<sup>th</sup> 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 micro-fibre, 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 microfibre
  - 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

