

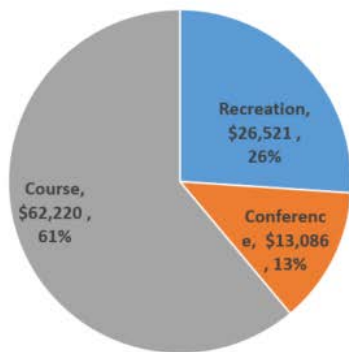
## REPORT – EDUCATION

Jan 21, 2021

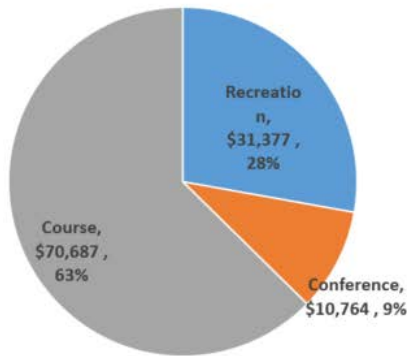
### Staff Development

Alesha Peters (Member at Large) attended the December Staff Development meeting on my behalf and she will attend the January meeting as well. I am currently working on the guidelines and communications for the Service Improvement Fund so Alesha is helping with the Staff Development reviews. Thank you to Alesha for stepping up and helping with this.

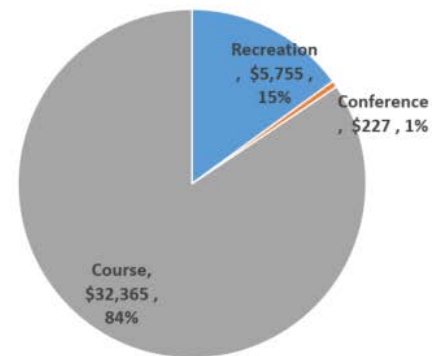
2018-2019 CUPE SD BREAKDOWN  
March 31, 2019



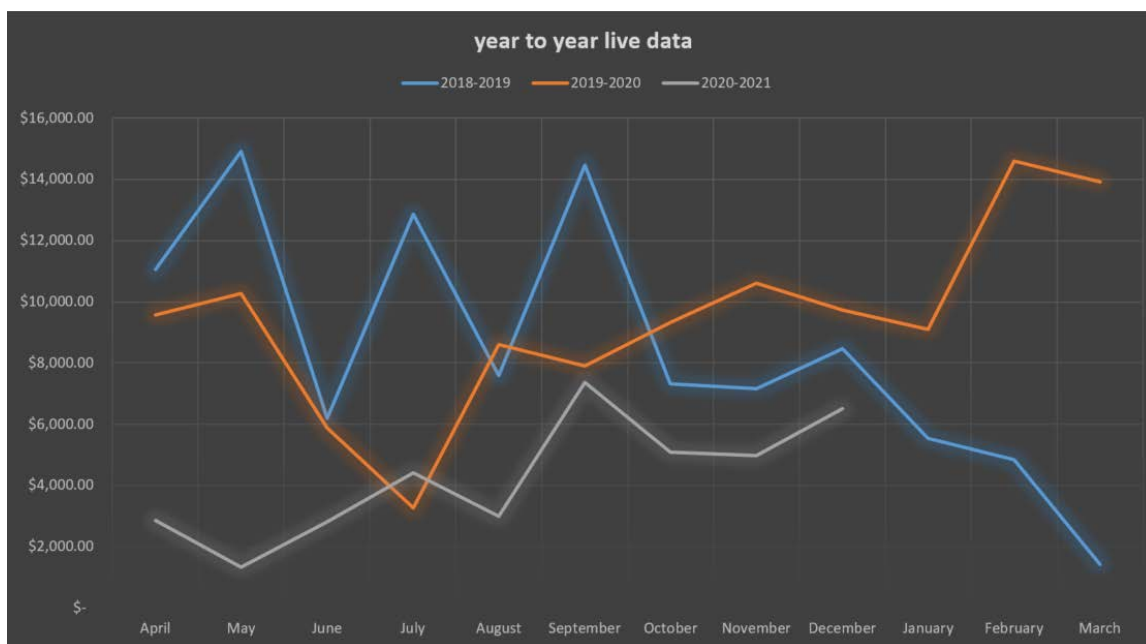
2019-2020 CUPE SD BREAKDOWN  
Mar 31, 2020



2020-2021 CUPE SD BREAKDOWN  
**LIVE**



For the months of April – December of this year we have seen a sharp decline in SD requests for recreation and conferences. Course requests currently make up 86% of our SD requests. This is most likely a result of the Covid 19 pandemic, and the limited recreation and conference opportunities. Note we have seen a small increase over the last 4 months in face to face recreation and online conference activity.



We are seeing an overall decline in all SD requests for the period of April – Dec of this year, compared with previous years. For the previous fiscal years our monthly average (\$) requests were generally around \$9,000; however, during this pandemic our monthly average (\$) requests are approx. at \$4,200.

**Current Estimated SD Balance (as of Sept 1, 2020)**Surplus (2019-2020): **\$143,206.74 (actual)**Total Requested April-Nov: **\$38,347 (estimated)**Total SD Contributions April-Nov: **\$131,170(estimated)**Total Surplus + SD Contribution - Request = + **\$ 236,030** *Current Estimated Balance*

*Prediction: We can expect to see a final estimated SD Balance of approximately \$255,930 at the end of March 2021.*

**Service Improvement (SI) Fund**

The renewed CUPE Collective Agreement (term of July 1, 2019 – June 30, 2022), Letter of Agreement – Service Improvement Fund (new), describes the Service Improvement Fund (the “Fund”) created by the parties which is distinct from the staff development fund under Clause 30.02. The Service Improvement Fund is for specific types of employee training and professional development activities that would **enhance the delivery of services to students**. Examples of appropriate activities include, but are not limited to:

- Indigenous cultural competencies;
- Mental health and crisis management;
- Accommodations and other training to support accessible learning for persons with disabilities, communications, conflict resolution, etc.

The LMCC is currently collaborating to develop and implement guidelines and processes to bring these funding opportunities to the membership. I will be taking a leadership role for the Union in an iterative development of guidelines and processes over the next few months. Details of the fund will be released to members as soon as we are able. As I will be devoting more time to the activity over the next couple of months, Alesha Peters (member at large) has graciously agreed to step in and help with the review and approval of the SD applications on the SD Sub-Committee.

The first draft of the Guidelines and the Application Form were approved the week of Jan 18<sup>th</sup>. We are working on getting them posted to the College HR Intranet site for use. The first deadline for submissions will be Feb 28<sup>th</sup> for a March approval date. A CUPE All will be released to the CUPE 2081 membership once the Intranet page is live and a Camnews will be also be released the wider College community.

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### Learning Apps

There has been numerous requests through SD for the funding of learning apps for phone or computers. These are in the area of recreation, health and wellness, hobbies, and “academic” style courses. LMCC has made the decision to not fund these activities as we do not believe the SD fund could financially sustain the number of requests that could come in. I am exploring what might be possible with relation to this. I hope to be able to bring something forward at a future meeting.

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### Educational Workshops

CLC 2021 Virtual Pacific Region Winter School, Jan 11-Feb 4, 2021 – We were unable to send any members to this school as all courses were full. Due to the virtual nature of the school they had extraordinary interest and registration in the workshops.

Thank You.

**Shelley Butler** | Education Coordinator

CUPE Local 2081

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