

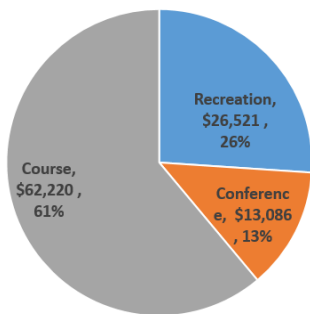
## REPORT – EDUCATION

Dec 3, 2020

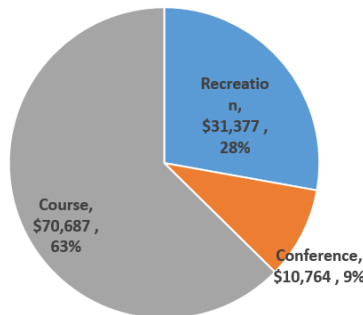
### Staff Development

I continue to spend the majority of my time reviewing SD Fund Applications, monitoring the “health” of the fund, responding to SD fund questions from members, and bringing forward novel requests for the fund to the LMCC Committee for review.

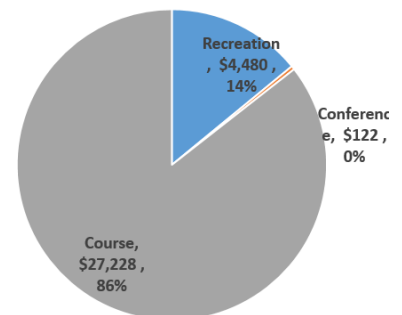
2018-2019 CUPE SD BREAKDOWN  
March 31, 2019



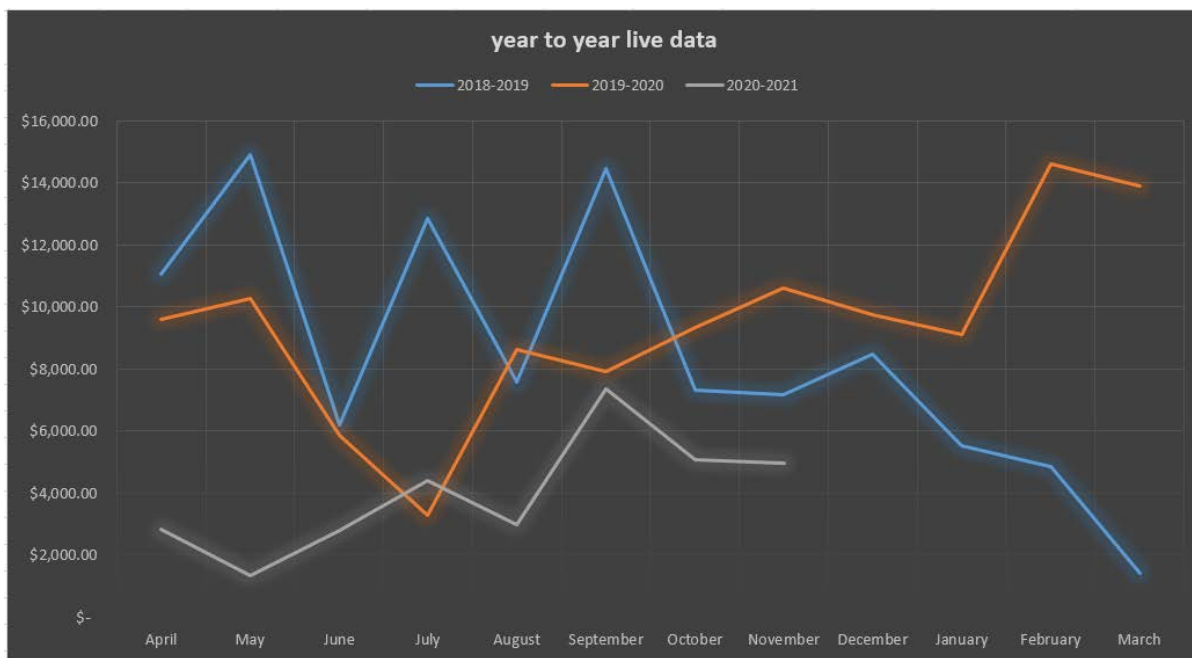
2019-2020 CUPE SD BREAKDOWN  
Mar 31, 2020



2020-2021 CUPE SD BREAKDOWN  
**LIVE**



For the months of April – November 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 slight increase over the last 3 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 – Nov 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 \$4,000.

**Current Estimated SD Balance (as of Sept 1, 2020)**Surplus (2019-2020): **\$143,206.74 (actual)**Total Requested April-Nov: **\$31,380 (estimated)**Total SD Contributions April-Nov: **\$117,283(estimated)**Total Surplus + SD Contribution - Request = + **\$ 229,109** *Current Estimated Balance*

*Prediction: We can expect to see a final estimated SD Balance of **approximately \$255,370** at the end of March 2021.*

I would also like to acknowledge and thank Alesha Peters (Member at Large) for stepping up at shadowing me at the SD Sub-Committee meetings this fall. Alesha is learning the role on the SD Sub-Committee so that she may step in and support me in the Education portfolio when needed. Alesha has been doing a great job of helping out and I appreciate her efforts.

**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.

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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. We would like to explore how we may support members in self-directed study at home using these apps and accessing the SD fund. I would propose an exploratory discussion with our membership.

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### Educational Workshops

CLC 2021 Virtual Pacific Region Winter School, Jan 11-Feb 4, 2021 – For discussion and decision

Thank You.

**Shelley Butler** | Education Coordinator

CUPE Local 2081

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