

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☐ YES ☒ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name: **Greater Victoria School District No. 61**

Total LIF allocation: **3,267,980**

Support Staff minimum allocation: **653,596**

Education Fund allocation:

2,614,384

1. Amount committed under this plan to:

Support Staff funding: **653,596**

Teacher Staffing funding: **2,614,384**

Reserves (maximum 30% and to be spent by June 30th):

0

2. Support Staff:

Number of new full-time positions (35 hours):

0

Number of new part-time positions (under 35 hours):

1

Number of Support Staff with hours increased from part-time to full-time:

31

3. Teachers:

Number of new full-time positions (1.0 FTE):

9

Number of new part-time positions (less than 1.0 FTE):

20

Number of teachers with hours increased from part-time to full-time:

21

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools: **Piet Langstraat**

6. Submit:

Contact name: **Julie Lutner**

and Email: **jlutner@sd61.bc.ca**

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name: Abbotsford School District

Total LIF allocation: \$3,355,888

Support Staff minimum allocation: \$251,974

Education Fund allocation: \$2,684,710

1. Amount committed under this plan to:

Support Staff funding: \$671,178

Teacher Staffing funding: \$2,684,710

Reserves (maximum 30% and to be spent by June 30th):

0

2. Support Staff:

Number of new full-time positions (35 hours):

0

Number of new part-time positions (under 35 hours):

15

Number of Support Staff with hours increased from part-time to full-time:

0

3. Teachers:

Number of new full-time positions (1.0 FTE):

2

Number of new part-time positions (less than 1.0 FTE):

27

Number of teachers with hours increased from part-time to full-time:

0

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

[Signature]

6. Submit:

Contact name: Kevin Godden

and Email: kevin_godden@sd34.bc.ca

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. Please remember to include your detailed LIF Plan along with this document.

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. Please remember to include your detailed LIF Plan along with this document.

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: **Support Staff minimum allocation:**

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and **Email:**

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☐ YES ☒ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name: SUNSHINE COAST (#46)

Total LIF allocation: 707,050 Support Staff minimum allocation: 141,410

Education Fund allocation: 565,640

1. Amount committed under this plan to:

Support Staff funding: 84828

Teacher Staffing funding: 561282

Reserves (maximum 30% and to be spent by June 30th): 60940

2. Support Staff:

Number of new full-time positions (35 hours): 0

Number of new part-time positions (under 35 hours): 0

Number of Support Staff with hours increased from part-time to ^{more} full-time: 83

3. Teachers:

Number of new full-time positions (1.0 FTE): 2 ~~5~~

Number of new part-time positions (less than 1.0 FTE): 189

Number of teachers with hours increased from part-time to full-time: 4

Total FTE increase of 6.09

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

6. Submit:

Superintendent of Schools: P. Bochy

Contact name: Vanessa White and Email: vwhite@sd46.bc.ca

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. Please remember to include your detailed LIF Plan along with this document.

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools: 

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education



**SCHOOL DISTRICT 43 (COQUITLAM)
LEARNING IMPROVEMENT FUND (LIF) and EDUCATION FUND (EF)
FINAL SPENDING PLAN 2015-2016**

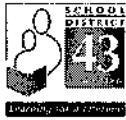
APPENDIX 1 - SD 43 Final Spending Plan for 2015 /2016

**APPENDIX 2 - SD 43 and Coquitlam Teachers' Association LIF / EF Agreement and
consultation document**

**APPENDIX 3 - SD 43 and Coquitlam Teachers' Association Tentative LIF/EF Spring 2015
Spending Plan**

**APPENDIX 4 - Education Fund Committee Meeting – August 31, 2015 – Spending
Summary**

APPENDIX 5 - SD 43 and CUPE Local 561 LIF Agreement



**SCHOOL DISTRICT 43 (COQUITLAM)
LEARNING IMPROVEMENT FUND / EDUCATION FUND 2015-2106**

FINAL SPENDING PLAN – APPENDIX 1

The Coquitlam School District was allocated \$5,355,425 for the 2015-2016 Learning Improvement Fund (LIF) / Education Fund (EF).

Teachers:

From the total LIF allocated for 2015-2106, \$5,355,425, the teacher portion (EF) was \$4,284,340. The district and the Coquitlam Teachers' Association (CTA) came to agreement regarding how those funds would be allocated on May 13, 2015.

Minor additions to this expenditure were made on August 31, 2015. An average per teacher cost of \$104,000 was used for a full-time teacher for the Education Fund for 2015-2016.

CUPE:

The total LIF amount for support staff was \$1,071,085.

Signed this 10th day of November, 2015.

Patricia Gartland,
Superintendent
School District #43 (Coquitlam)

LEARNING IMPROVEMENT AND EDUCATION FUND (LIF/EF)

SPRING SPENDING PLAN

BETWEEN

COQUITLAM TEACHERS' ASSOCIATION

AND

SCHOOL DISTRICT #43 COQUITLAM

APRIL 2015

LIF/EF ALLOCATION AGREEMENT -TEACHING

There is \$4,284,340 million total for the 2015-2016 Teacher LIF/EF.

- Spring LIF/EF Allocation - \$4,084,340.00
- Fall LIF/EF Allocation - \$ 200,000.00
- Second Semester LIF/EF Allocation - \$ 0
- LIF/EF Allocation for further professional development - \$ 0

Rationale:

There are several reasons why we agreed to utilize a significant portion of the LIF/EF funds in the spring process. Adding the majority of the LIF/EF staff in the spring process is a more efficient way to add staff and is much less disruptive than adding a significant amount of staff in the fall period. It is the most effective way to use the LIF staffing resources and allows further input from the school staff. In addition it allocates the staff in a thoughtful way in the planning and pro-active phase of staffing rather than adding the staff in a re-active way in the fall process. By keeping the regular spring staffing process and the LIF/EF staffing process separate, which is outlined below, the LIF/EF staffing that is put into schools will be completely traceable and identifiable. Positions that are created through LIF/EF staffing in the spring are subject to change in the fall period based on enrolment fluctuation and further LIF/EF consultations. School communities across the district differ in the complexity of the students and families which we serve. Through the LIF/EF, schools and the district will be endeavoring to ensure that LIF/EF resources are applied to classrooms where there are the greatest needs. To do this the CTA, Board, and schools must consider the overall picture including specific data and resources already existing at schools. The district tentative spending plan will be based on the consultations conducted at each school and at the district level.

Regardless of whether schools staffs are submitting a request for staffing, all principals must consult with the staff rep and either the staff or staff committee on the school organization.

Timeline:

1. Thursday, April 30, 2015 - Provide consultation framework and instructions to schools so that principals and school staffs can contemplate the timelines and consultation parameters ahead of time and set up meetings.
2. Wednesday, May 6, 2015 – Staffing goes out to schools.
3. May 6, 7 and 8 (Friday) – preliminary organizations done at schools so meaningful consultation can take place.
4. May 8 (Friday), 11, 12 (Tuesday) – LIF/EF spring school consultation process occurs
5. Principals may consult with the school PAC prior to or on Tuesday, May 12.
6. Tuesday, May 12 – Elementary, Middle, Secondary consultation documents due end of day (Please see attachment).
7. Wednesday, May 13 – Superintendent in consultation with the CTA President formulates a tentative spending plan that is based on the consultations above.
8. Wednesday, May 13 – Superintendent may consult with the DPAC regarding the tentative spending plan.
9. Wednesday, May 13 – Following the consultation between the Superintendent and the CTA President, LIF/EF staffing allocations will be communicated to schools.
10. Friday, May 22 – Organization sheets due to Randy Manhas.
11. Friday, May 22 – Schools to finalize postings and provide information to Randy Manhas.
 - LIF/EF postings will be identified as LIF/EF & LIF/EF positions filled internally need to be identified and traceable.
12. Thursday, May 28 – First round of postings go out. LIF/EF postings can also go out in posting rounds 2, 3, or 4.
13. September 11 (Friday) – 21 (Monday) – LIF/EF fall school consultation process – consultation at this stage is to review the tentative spending plan referred to above and identify any changes to the priorities you indicated in your spring consultation (a fall consultation form and coversheet will be sent out at that time)
14. Principals may consult with the school PAC prior to submitting the consultation documents to the district
15. Tuesday, September 15 (staffing given on Friday, September 11) Elementary consultation documents due end of day.
16. Friday, September 18 (staffing given on the Wednesday, September 16) Middle consultation documents due end of day.
17. Tuesday, September 22 (staffing given on the Friday, September 18) Secondary consultation documents due end of day.
18. September 16 (Wednesday) for elementary, September 21 (Monday) for middle, September 23 (Wednesday) for secondary– Superintendent makes a reasonable effort to reach an agreement with the CTA president respecting the contents of the spending plan to be submitted to the Minister.
19. September 23 (Wednesday) – Superintendent may consult with the DPAC regarding the spending plan

Please note consultations MUST NOT be conducted earlier than the timeframes noted above for each level as they must occur after school organizations are in place and you have received regular staffing and additional DLT staffing (if any). LIF/EF is “additive”.

LIF/EF Consultation:

LIF/Education Fund is "additive" to the existing resources required to organize a school. You have to have your school organized first and then consult on LIF/EF once the organization is in place and you can speak directly to the issues of class size and composition, along with the readiness of the teachers to undertake the challenges presented by the organization of classes. School communities across the district differ in the complexity of the students and families which we serve. Through the LIF/EF schools and the district will be endeavoring to ensure that LIF/EF resources are applied to classrooms where there are the greatest needs. To do this the CTA, Board, and schools must consider the overall picture including specific data and resources already existing at schools. The district tentative spending plan will be based on the consultations conducted.

Consultation must include the Principal and staff representative and either:

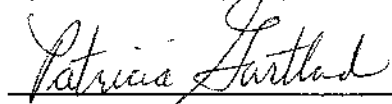
- the school's teaching staff or
- the staff committee (CDMC)

This is a change resulting from the new collective agreement. You now must consult with your entire staff or CDMC and your staff rep. Principals may consult with the school PAC prior to submitting the consultation documents to the board.

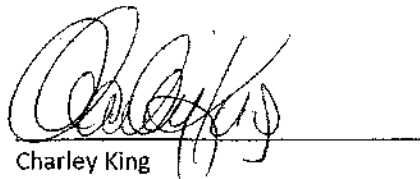
Principals must complete a consultation and provide to the Superintendent the record of consultation (see attached). Consultation is required to determine if additional resources are needed to address learning improvement issues and both parties agree to use the jointly developed attached consultation form to complete that process.

This agreement is on a without prejudice and precedent basis for one year and is subject to receiving the full funds from the Ministry.

Signed this 29th day of April, 2015



Patricia Gartland
Superintendent
School District # 43 (Coquitlam)



Charley King
President
Coquitlam Teachers' Association

School District #43 (Coquitlam)
TEACHING LEARNING IMPROVEMENT & EDUCATION FUND CONSULTATION
RECORD
SPRING 2015

School: _____

Date of Consultation: _____

Meeting Attendees:

School communities across the district differ in the complexity of the students and families that we serve. Through the Learning Improvement Fund (LIF)/Education Fund (EF), schools and the district will be endeavoring to ensure that LIF/EF resources are applied to classrooms where there are the greatest needs. To do this the CTA, Board, and schools must consider the overall picture including specific data and resources already existing at schools. The district tentative spending plan will be based on the consultations conducted at each school and at the district level.

A. Consultation is required to determine if additional resources are needed to address learning improvement issues; Consultation must take the following into account for each class (please check that you took into account the following in your consultation):

- ☐ Consider the demographic spreadsheet for each school to help determine priorities for LIF staffing (see attached)
- ☐ Consider the level of current resources schools are already getting (i.e. Strong Schools/Classrooms, Community Schools and Community Link funded supports, International Education etc.)
- ☐ Consider the resources already available to support learning in each class
- ☐ Consider MCFD vulnerability index – students who live in poverty or who are in the care of MCFD
- ☐ Consider the number of students with diagnosed special needs and the resource requirements of those students
- ☐ Consider the supports for students with diagnosed special needs and vulnerable students already in place (i.e. SEA and youth worker allocations etc.)
- ☐ Consider the number of students assigned to the class and the learning needs of the students
- ☐ Consider the number of students assigned to the class and the number of students diagnosed with special needs together
- ☐ Consider current district programs (i.e. Marathon, French Immersion, Montessori, IB, gifted)
- ☐ Consider the experience and capacity of the teacher of the class

Please provide all notes of your consultation discussions:

- B.** After having considered everything above does the school organization create teaching situations that require special consideration or additional resources? Please describe briefly.

C. If you have identified above that you require additional resources please identify below the most useful intervention:

- Additional teaching staff in your building – indicate FTE requested and what it would be used for
- Additional teaching staff in the district – indicate how it would assist the challenges you are facing in your school

Principal Name: _____

Principal Signature: _____

CTA representative Name: _____ CTA representative Signature: _____

Date: _____

(By signing above the CTA representative is agreeing that he/she has been consulted in the creation of this application for LIF/EF)

If necessary, CTA representative concerns with the above application for how the funds would be used at the school:

LEARNING IMPROVEMENT AND EDUCATION FUND (LIF/EF)**TENTATIVE SPENDING PLAN****BETWEEN****COQUITLAM TEACHERS' ASSOCIATION****AND****SCHOOL DISTRICT #43 COQUITLAM****MAY 2015****LIF/EF ALLOCATION**

There is \$4,284,340 million total for the 2015-2016 Teacher LIF/EF. It has and will be allocated as follows:

- Spring LIF/EF Allocation - \$4,084,340
- Fall LIF/EF Allocation - \$200,000
- Second Semester LIF/EF Allocation - \$0
- LIF/EF Allocation for further professional development - \$0

Tentative spending plan for the Spring LIF/EF Allocation

SCHOOL	LIF/EF ALLOCATION (FTE)	PURPOSE
ELEMENTARY		
Alderson	0.4	Teacher staffing for Student Services for co-planning and co-teaching
Anmore	0.2	Student Services
Aspenwood	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Baker Drive	0.2	Teacher collaboration (SEL/SIOP)
Birchland	0.8	Teacher staffing for Student Services for Tier 1 support and co-teaching
Blakeburn	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Bramblewood	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Cape Horn	0.2	Staffing to support teachers in addressing behaviour and anxiety issues
Castle Park	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Cedar Drive	0.4	Focus on differentiated instruction
Central Community	0.7	To be used to increase counselling time
Coquitlam River	0.3	Early Primary reading support/collaboration time
Eagle Ridge	0.4	Targeted learning support

Glen	0.6	Counselling/Learning Assistance
Glenayre	0	
Hampton Park	0	
Harbour View	0.3	Collaborative time/Early primary intervention
Hazel Trembath	0	
Heritage Mountain	0.2	Counselling
Irvine	0.4	Early assessment and intervention (0.2 English, 0.2 French)
James Park	0.6	Teacher staffing for Student Services for co-planning and co-teaching
Kilmer	0.5	Teacher staffing for Student Services for co-planning and co-teaching
Leigh	0.4	In class math support
Lord Baden-Powell	0.2	SEL
Mary Hill	0.4	.2 for counselor if can be added to existing load and .2 for Learning Support (English)
MeadowBrook	0.6	Supporting vulnerable students; co-teaching
Miller Park	0.5	Primary/Intermediate EAL and Learning Assistance
Moody Elementary	0.6	Development and implementation of a "T&E" type learning environment
Mountain Meadows	0.4	Resource/Learning Assistance
Mountain View	0.6	.2 counselling, .4 student services (in-class direct instruction)
Mundy Road	0.4	Work in class with early Primary students
Nestor	0.4	Targeted intervention for at risk students
Panorama Heights	0.4	Collaboration time for SEL
Parkland	0.2	Co-planning and Co-teaching
Pinetree Way	0.2	EAL
Pleasantide	0.2	Student Services
Porter Street	0.2	Student Services
R. C. MacDonald	0.2	In class support/co-teaching
Ranch Park	0.3	Student Services
Riverview Park	0.2	Student Services
Rochester	0.5	To support self-regulation initiative
Roy Stibbs	0.4	Student Services
Seaview Comm.	0.4	Co-teaching and Co-planning (including Aboriginal Education)
Walton	0.4	Literacy and Numeracy support
Westwood	0.4	Student Services
TOTAL	15.5 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counselor is available.

SCHOOL	LIF/EE ALLOCATION (FTE)	PURPOSE
MIDDLE		
Banting	0.4	Student Services (co-teaching)
Citadel	1	Student Services (in class support)
Como Lake	0.6	Connect with and support at risk students (up to .2 for joint application)
Eagle Mountain	0.4	Co-Planning and Co-teaching
Hillcrest	0.6	Inquiry Planner
Kwayhquitlum	0.63	Student Services/Literacy/Counselling
Maillard	1	Student Services(up to .2 for joint application)
Maple Creek	1	Student Services
Minnekhada	1	Student Services
Montgomery	0.6	Student Services (up to .2 for joint application)
Moody	0.4	Student Services
Pitt River	1	Teacher staffing for Student Services
Scott Creek	0.4	Student Services
Summit	0.4	Connectedness and Belonging
Suwa'ikh	0.5	Support for vulnerable learners
TOTAL	9.93 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

SCHOOL	LIF/EE ALLOCATION	PURPOSE
SECONDARY		
CABE	1	Assess and support literacy and numeracy
Centennial	0.86	Student Services (In-class support for vulnerable learners)
Dr. Charles Best	2	Collaboration/co-planning/co-teaching across curricular areas
Gleneagle	1	Continue in class support for vulnerable learners
Heritage Woods	1	Co-teaching to support instructional strategies and student assessment
Pinetree	1	Supporting vulnerable learners in numeracy (SEL focus)
Port Moody	1	Working with classroom teachers to promote inclusion and support vulnerable students
Riverside	2	SEL, Mentorship, Capacity building, inclusive learning in Mathematics
Encompass	1	Counsellor to support whole program
CLC	0.6	Math and Science in-class support
Terry Fox	1.5	To provide in class support for vulnerable learners in core academic areas
TOTAL	12.96 FTE	

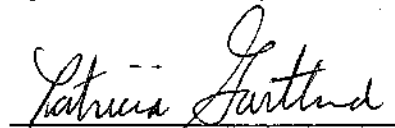
If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

SCHOOL	LIF/EF ALLOCATION	PURPOSE
Learning Services	1	Itinerant Behaviour Team
TOTAL	1 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

LIF allocations provided and positions that are created through LIF staffing in the spring are subject to change in the fall period based on enrolment fluctuation and further LIF consultations. LIF/EF postings will be identified as LIF/EF & LIF/EF positions filled internally will be identified and traceable. **School organization sheets and postings must indicate when a position includes LIF/EF.**

Signed this 13th of May 2015



Patricia Gartland
Superintendent
School District # 43 (Coquitlam)



Charley King
President
Coquitlam Teachers' Association

Education Fund Committee Meeting
Monday, August 31, 2015
3:00PM – School Board Office

The following is a summary of decisions made by the Education Fund Committee on August 31, 2015. Meeting participants – Charley King, Ken Christensen, Randy Manhas and Reno Ciolfi.

1. Allocation to schools and summary of spending:

Fall 2015 Allocation Information

Allocation	Schools	FTE	Dollars (\$104)
May-15	Elementary	15.50	\$1,612,000.00
May-15	Middle	9.93	\$1,032,720.00
May-15	Secondary	12.96	\$1,347,840.00
	Learning		
May-15	Services	1.00	\$104,000.00
Sep-15	Centennial	0.71	\$73,840.00
Sep-15	Glenayre	0.20	\$20,800.00
Sep-15	Hazel Trembath	0.20	\$20,800.00
Sep-15	Hampton Park	0.20	\$20,800.00
Total			\$4,232,800.00
Total EF			\$4,284,340.00
Remainder			\$51,540.00
Remainder	Prior to Sept 2015		\$187,780.00
EF spent	in May 2015		\$4,096,560.00

Note - 5.0 blocks will move Centennial to 1.57 or 11 blocks in total

While the estimated remainder is \$51,540.00 (based on \$104,000.00 per teacher), this amount will change (and may increase) after actual teacher costs are entered. In any case, the EF Committee will need to meet again to determine spending for the remainder of the funds.

2. Changing the timeframe for the school-based consultation process:

The committee agreed that changing the timeline for school-based consultation would enhance the quality of applications. Below is a summary of the draft timeline.

February – Documentation out to schools
February and March – Consultation process in schools
Early April – Consultation Records to the Education Fund Committee
April – Questions, if any to individual schools
April – Early May – Allocation Plan to Schools

The committee indicated that the commitment to the Education Fund being additive would be based on the details of the Consultation Records and what would be approved for staffing by the Education Fund Committee. The form for the Consultation Record will be reviewed by the committee, prior to February 2016.

3. Assistant Superintendent support for Education Fund plan implementation:

Assistant Superintendents will receive the Consultation Records for schools in their zones along with the staffing allocation from the Education Fund. Assistant superintendents will discuss the use of Education Fund staffing with principals and vice principals during school visits. Assistant superintendents will also provide support to principals and vice principals in the development of school applications for Education Fund resources in the spring.

4. The CTA representatives on the Committee indicated an interest in involving CTA members, who have experience with Education Fund applications, at the school level, in the work of the Education Fund Committee.

LEARNING IMPROVEMENT FUND AGREEMENT

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES

AND

SCHOOL DISTRICT #43 COQUITLAM

June 25, 2015

LIF ALLOCATION

For the 2015-2016 school year, the LIF agreement between School District No. 43 (Coquitlam) and CUPE Local 561 is as follows:

\$1,071,085 is allocated for the 2015-2016 school year.

It is agreed that the funds will be allocated as follows:

- Facilitators (3)

The parties agree to fund three Facilitator positions for the 2015/16 school year.

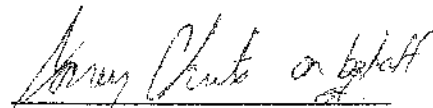
Class specification and pay grade will be determined through the normal process.

- EA hours of work increase.

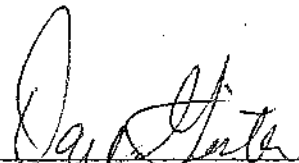
All EA's, including EA-IBS and part-time EA's, will work 1 hour extra per week effective September 7, 2015 to June 27, 2016.

- Remaining funds will be used to provide additional EA, including EA-IBS, positions and/ or hours as determined by the Director, Learning Services and Staff Development in conjunction with CUPE Local 561.
- The Director, Learning Services and Staff Development agrees to provide to CUPE Local 561 with information on CUPE LIF expenditures every two months.

Signed this 2 day of September, 2015.



Patricia Gartland
Superintendent
School District # 43 (Coquitlam)



Dave Ginter
President
Canadian Union of Public Employees

Estimated LIF Expenditure for CUPE - 2015-16 as at September 1, 2015							
	# of weeks	Salary	Benefits	TOTAL	Hours	Headcount	Cost
Cost of three EA Facilitators - Full Time	45	34,952	13,648	48,600	4,050	3	145,800
Cost of extra 1 hours to all Full Time SEAs	39	971	278	1,249	12,090	310	387,190
Cost of extra 1 hours to all Part Time SEAs	39	971	278	1,249	780	20	24,980
Cost of extra 1 hours to all Full Time IBSJ	39	992	282	1,274	936	24	30,576
Cost of extra 1 hour to all EA Facilitators	45	1,165	282	1,447	117	3	4,341
Cost of extra 1 hour to all EA Visual Language	39	992	278	1,270	39	1	1,270
Brailist	39	992	278	1,270	39	1	1,270
Remaining hours available for 39 weeks	39	971	278	1,249	14,852		475,658
							1,071,085

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpsea.bc.ca

School District No. 43, Coquitlam

Union Local(s) C.U.P.E. Local 561

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. (Please extend the tables as required to complete the details)

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- ☒ 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

EA's working in special education will receive 1 hour of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists.

Headcount: 359, Hours 14,001

- ☒ 2. **Creating new full time or part time EA positions** (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

3 EA Facilitators: These EA's will work closely with zone coordinators to help identify training and support needs for schools and school based EA's. They will also provide training and assistance where needed.

12.7 EA Positions: EA positions will be used to supplement district EA staffing to provide greater service and improve learning conditions for students.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- ☐ 3. In support of innovative practices aimed at supporting EAs who deliver special education services to students. If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

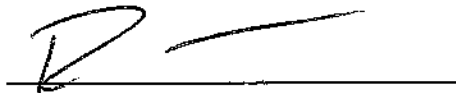
Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)

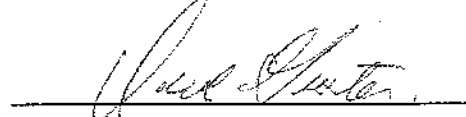
Randy Manhas (rmanhas@sd43.bc.ca)



Contact Information (phone or email)

Local Union Representative (completing form)

Dave Ginter (cupe561@shawcable.com)



Contact Information (phone or email)

September 2nd, 2015

September 2nd, 2015

Form Completion and Signing Date

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF

Abbotsford School District: 2015/16 May Summary

24-Sep-15					
School	2015-16 Spring Enrolling LIF- TEF Divisions/Blocks (and Prep Allocation at Elem.)	2015-16 Spring Non- Enrolling LIF- TEF Allocation	LIF-TEF FTE Fall 2015	2015-16 TOTAL LIF-TEF ASSIGNED	LIF-SS: Hours/Day Fall 2015
Abbotsford Senior Secondary		0.5	0.00	0.50	0
Abbotsford Traditional Sec.		0	0.00	0.00	0
Abbotsford Virtual School		0	0.00	0.00	0
ASIA-Sumas Mtn Secondary	1.00	0.2	0.00	1.20	10
Bakerview Centre for Learning		0	0.00	0.00	0
Rick Hansen Secondary	0.25	1.25	0.00	1.50	0
Robert Bateman Secondary		0.3	0.00	0.30	0
W.J. Mouat Secondary		0	0.00	0.00	0
Yale Secondary		0	0.00	0.00	0
Abbotsford Middle		2	0.00	2.00	10
Abbotsford Traditional Middle		0	0.00	0.00	0
Chief Dan George Middle		2	0.00	2.00	3
Clayburn Middle		0.2	0.00	0.20	0
Colleen & Gordie Howe Middle	1.40	0	0.00	1.40	0
Eugene Reimer Middle	1.00	0.2	0.00	1.20	0
William A. Fraser Middle		0.2	0.00	0.20	0
Aberdeen Elementary		0.6	0.00	0.60	0
ASIA - North Poplar Campus		0.2	0.00	0.20	0
Alexander Elementary		0.6	1.07	1.67	10
Auguston Traditional Elem.		0	0.00	0.00	0
Barrowtown Elementary		0	0.00	0.00	0
Blue Jay Elementary		0.4	0.20	0.60	0
Bradner Elementary		0.2	0.00	0.20	0
Centennial Park Elementary		0.3	0.00	0.30	6
Clearbrook Elementary		0.2	0.00	0.20	3
Dave Kandal Elementary		0	0.00	0.00	0
Dr. Roberta A. Bondar Elem.		0.2	0.00	0.20	0
Dr. Thomas A. Swift Elementary		0.2	0.00	0.20	0
Dormick Park Elementary	1.07	0.6	0.00	1.67	0
Godson Elementary	1.07	0.6	0.40	2.07	10
Harry Sayers Elementary		0	0.00	0.00	3
Jackson Elementary		0.6	0.00	0.60	5
John Maclure Community School	1.07	0.6	0.00	1.67	6
King Traditional Elementary		0	0.00	0.00	0
Margaret Stenersen Elementary		0.3	0.00	0.30	0
Matsqui Elementary		0.2	0.20	0.40	0
McMillan Elementary		0	0.00	0.00	0
Mt. Lehman Elementary		0.4	0.00	0.40	0
Mountain Elementary		0	0.00	0.00	0
Prince Charles Elementary		0	0.00	0.00	2.5
Ross Elementary		0.5	0.20	0.70	0
Sandy Hill Elementary		0	0.00	0.00	0
South Poplar Traditional Elem.		0	0.00	0.00	0
Ten-Broeck Elementary		0.6	0.00	0.60	3
Terry Fox Elementary	1.07	0.6	0.00	1.67	5
Upper Sumas Elementary	0.00	0.00	0.00	0.00	3
Hold Division	1.00	1.00		2.00	
Totals:	8.93	15.75	2.0	26.75	79.50

LIF-TEF	FTE May 2015:	FTE Sept. 2015:	Total 2015/16	LIF-SS Hours 2015
Secondary	3.50		3.50	Secondary 10
Middle	7.00		7.00	Middle 13
Elementary	14.25	2.00	16.25	Elementary 79.50
Hold	24.75	0.00		Hold 0
			26.75	102.5

Saanich School District 63 EF Fund 2015-2016

School	Total 2015 FTE allocation	Total 2015 \$ allocation
Brentwood	0.4427	\$ 43,357.01
Cordova Bay	0.4120	\$ 40,356.52
Deep Cove	0.4901	\$ 48,007.76
Keating	0.6249	\$ 61,209.89
Kelset	0.5621	\$ 55,058.90
Lochside	0.6035	\$ 59,109.55
Prospect Lake	0.2849	\$ 27,904.51
Sidney	0.4626	\$ 45,307.32
Bayside	0.8731	\$ 85,513.82
North Saanich	0.5958	\$ 58,359.43
Royal Oak	0.9251	\$ 90,609.84
Claremont	1.6144	\$ 158,124.02
Parkland	0.7950	\$ 77,862.58
Stellys	1.1993	\$ 117,468.99
ILC/ALT	0.2000	\$ 19,589.20
ILC/CE	0.0919	\$ 9,001.45
SIDES	0.5000	\$ 48,973.00
Totals	10.6775	\$ 1,045,813.81

Between

BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 63 (SAANICH)

And

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 441
(SAANICH SCHOOL BOARD
EMPLOYEES)

Re: 2015-16 Support Staff Learning

Improvement Fund

WHEREAS:

The SSLIF allocation for the Saanich School District for the 2015 -2016 school year is \$261,417.

THEREFORE:

The parties hereby agree as follows:

1. It is understood that this fund can only be used for initiatives over and above core-funded jobs at the schools and the statute and regulations of the Learning Improvement Fund precludes use of the fund for non-educational initiatives. ie. Job 49 Student Monitor work.
2. The Education Assistants covered by this agreement include those in the following jobs: 47, 51, 62, 71, 72, 91, 100 and 106. Those EA's who hold assignments in more than one of these jobs will have their total weekly assignment increased by a maximum of 45 minutes as described in #3 below.
3. Education Assistants in the above-noted jobs in posted positions of between 10 hours and 34.25 hours (i.e. 34 hour and 15 minutes) per week, both continuing and temporary, will have their total weekly hours increased by 45 minutes per week for the period between October 12, 2015 and June 17, 2016. Education Assistants who already are assigned more than 34.25 hours per week will have their assignment increased to 35 hours per week.
4. One district-based Job 106 position for 34.25 hours per week will be created to exclusively support school-to-work transition for students with special needs. The Job #105 position will not be used to back-fill other positions or perform Job-49 Student Monitor work.
5. At each of the neighbourhood secondary schools and both ILC's a top-up of temporary hours to 34.25 hours per week will be offered to one EA in seniority order as of September 8, 2015. These extra hours can be used to support student learning.
6. The additional 45 minutes per week as described in #3 above is intended to be used for purposes such as collaborating with teachers, administrators, colleagues and/or parents with respect to issues of students with special

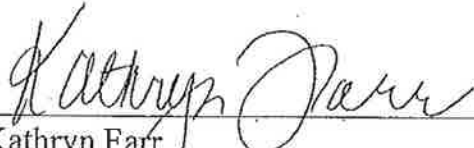
needs, attending IEP and team meetings and dealing with issues that cannot be handled during face-to-face time with assigned students. It is not to be used to increase an Education Assistant's face-to-face time with students.

7. The scheduling of this additional time will be determined by the administrator in consultation with the EA. It is to be used during each week and cannot be banked for future use. It is understood that this additional time may be broken into meaningful blocks of time and worked anytime within the work week, without compromising break and lunch periods.
8. Regardless of the actual schedule to be worked by an Education Assistant, it will be recorded for payroll purposes as 9 minutes per day (or a lesser number of minutes for EA's whose assignment already exceeds 34.25 hours per week per #2 above) for those EA's who are assigned to work 5 days per week. For EA's who work less than 5 days per week, the number of daily minutes will be adjusted and recorded accordingly.
9. At each of the elementary and middle schools and the CDC a top-up of 5 temporary hours per week will be offered to one EA in seniority order as of September 8, 2015. These extra hours can be used to support student learning.
10. The Board will meet with the union during April 2016 to review the funds remaining in the SSLIF. Any funds from the School District's allocation that are not fully utilized by the increase in weekly hours will be used to support innovative practices and initiatives by and for EA's. The board will provide the union with a full accounting of the status of the SSLIF by July 1, 2016.


For the term of the collective agreement or as otherwise mutually agreed by the parties, this letter and its agreements will be reviewed and amended at the beginning of each school year in light of the provincial funding allocated to the District for the Support Staff Learning Improvement Fund. This LOU is without prejudice and precedent to the parties and to the articles of the collective agreement.

Amended this 17th day of September, 2015.

FOR THE BOARD


Kathryn Farr
Manager of HR/OHS

FOR THE UNION


Dean Coates
President – CUPE Local 441

School District No. 48 (Sea to Sky)
2015/2016 Learning Improvement Fund

Education Fund

Brackendale Elementary	0.50 FTE Collaborative Support Teacher	47,118	
	0.30 FTE Fall Hire	-2,827	44,290
Garibaldi Highlands Elementary	0.50 FTE Collaborative Support Teacher	47,118	
	0.30 FTE Fall Hire	-2,827	44,290
Mamquam Elementary	0.50 FTE Collaborative Support Teacher	47,118	
	0.30 FTE Fall Hire	-2,827	44,290
Myrtle Philip Elementary	0.30 FTE Collaborative Support Teacher	28,271	
	0.10 FTE Fall Hire	-942	27,328
Signal Hill Elementary	1.00 FTE Collaborative Support Teacher	94,235	
	0.00 FTE Fall Hire	0	94,235
Spring Creek Elementary	0.30 FTE Collaborative Support Teacher	28,271	
	0.10 FTE Fall Hire	-942	27,328
Squamish Elementary	0.80 FTE Collaborative Support Teacher	75,388	
	0.40 FTE Fall Hire	-3,769	71,619
Stawamus Elementary	0.20 FTE Collaborative Support Teacher	18,847	
	0.00 FTE Fall Hire	0	18,847
Valleycliffe Elementary	0.30 FTE Collaborative Support Teacher	28,271	
	0.10 FTE Fall Hire	-942	27,328
Sea to Sky Learning Connections	0.20 FTE Collaborative Support Teacher	18,847	
	0.00 FTE Fall Hire	0	18,847
Don Ross Secondary	0.80 FTE Collaborative Support Teacher	75,388	
	0.50 FTE Fall Hire	-4,712	70,676
Howe Sound Secondary	0.70 FTE Collaborative Support Teacher	65,965	
	0.40 FTE Fall Hire	-3,769	62,195
Pemberton Secondary	1.00 FTE Collaborative Support Teacher	94,235	
	0.70 FTE Fall Hire	-6,596	87,639
Whistler Secondary	0.40 FTE Collaborative Support Teacher	37,694	
	0.10 FTE Fall Hire	-942	36,752
Budgeted Reserve			14,260
Total Education Fund			689,925

Support Staff Fund

Minimum Support Staff Obligation	Local Agreement to provide meeting time for all Special Education EA's	57,157
Local Support Staff Priorities	30 Hour EA for District-wide Classroom Based Technology support	110,740
	30 Hour EA for District-wide Classroom Based Behaviour support	
In-Class Support Contingency		4,584
Total Support Staff Fund		172,481
Total Learning Improvement Fund		862,406

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
1	School	Teacher	Other	Details	Requested	Approved	Approved \$
2							
3	Alexis Park	1 FTE		academic intervention teacher to support the reading blitzes, numeracy at all grade levels	\$100,000.00	0.8	\$80,000.00
4	Beairsto	.8 FTE		1.0 Numeracy for 8 months (October 2015 - May 2016)	\$80,000.00	0.6	\$60,000.00
5	Beairsto	.6 FTE		1.0 FTE for 6 months (September 2015 - February 2016) to co-teach/team-teach in each of our Grade 4 divisions for a pre-determined amount of time each day SBRT/counselling to support the classroom teacher in a variety of curriculum areas commencing October 2015	\$60,000.00	included in above	
6	Beairsto	?			\$32,000.00	included in above	
7	BX	1 FTE		literacy/numeracy support teacher create a fourth division for academic subjects	\$100,000.00	0.6	\$60,000.00
8	Cherryville	.556 FTE			\$55,600.00	0.556	\$55,600.00
9	Coldstream	.7 FTE		Literacy/Math intervention teacher added to existing .3 RT position to allow flexibility in scheduling and to run reading, literacy and math intervention groups	\$70,000.00	0.7	\$70,000.00
10	Ellison	2 x .5 FTE plus 2 x .09 FTE		two full morning reading teachers (.59 each) to continue the success of our reading blize and early intervention model and to expand it into the higher grades	\$118,000.00	2 x .6 consult Joe or Diane for details	\$96,000.00
11	Harwood	.25 FTE		coordinating schedules with our primary team	\$25,000.00	0.6	\$60,000.00

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
12	Harwood	.2 FTE		divide grade 5,6 classes into smaller groups of homogenous ability based on overall island net testing achievement	\$20,000.00	included in above	
13	Harwood	.3 FTE		run intermediate students through 3 separate 8 week math blitzes during the year	\$30,000.00	included in above	
14	Hillview	.6 FTE		SBRT increase from .2 to .8 to address learning needs for IEP coded students as well as differentiation needs	\$60,000.00	0.3	\$30,000.00
15	Hillview	1 FTE		numeracy teacher to be part of school numeracy improvement plan	\$100,000.00	included in above	
16	JW Inglis	.3 FTE		increase of .3 SBRT to provide more support to the classroom teacher to work within the classrooms and work collaboratively with the classroom teacher	\$30,000.00	not approved	
17	JW Inglis	.5 FTE		Literacy support teacher for students who would not qualify for SBRT support	\$50,000.00	0.6	\$60,000.00
18	JW Inglis	.2 FTE		Literacy support teacher who will provide service to intermediate students who would not qualify for SBRT support	\$20,000.00	included in above	
19	Kidston	.2 FTE		.2 FTE support teacher to work collaboratively with primary classroom teachers 1 day/week to teach Zones of Regulation strategies and SuperFlex in primary	\$20,000.00	not approved	

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
20	Kidston	.6 FTE		.6 FTE early literacy and numeracy intervention to work collaboratively with primary classroom teachers 5 mornings/week	\$60,000.00	0.4	\$40,000.00
21	Lavington	.5 FTE		.5 FTE designated support teacher who focuses on supporting students in numeracy	\$50,000.00	0.2	\$20,000.00
22	Lavington	.2 FTE		.2 FTE counselor to provide ongoing one on one counselling for students who are in emotional crisis	\$20,000.00	not approved	
23	Mission Hill	1.0 FTE		extra division	\$100,000.00	not approved	\$0.00
24	Mission Hill	.75 FTE		literacy/numeracy teacher	\$75,000.00	0.6	\$60,000.00
25	Mission Hill	.2 FTE		increase SBRT	\$20,000.00	included in above	
26	OK Landing	.4 FTE		.4 FTE numeracy support teacher	\$40,000.00	0.4	\$40,000.00
27	OK Landing	.5 FTE		.5 SBRT to increase to 2.0 FTE	\$50,000.00	included in above	
28	OK Landing	.4 FTE		.4 FTE literacy support to address the needs of several students with reading challenges as well as early learning needs		included in above	
29	Silver Star	1.0 FTE		one more division to address large class sizes	\$100,000.00	not approved	
30	Silver Star	.6 FTE		.6 FTE increase to SBRT to allow additional time to support early literacy and other increasing needs in the school	\$60,000.00	0.4	\$40,000.00
31	Bloom	1 block		Priority #1 - 1 block of teaching time for Math 9	\$14,285.00	1block	\$14,285.00
32	Bloom	1 block		Priority #2 - 1 block of teaching time to offer an Elective 11/12 course such as Social Justice	\$14,285.00	1 block	\$14,285.00

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
				Priority #3 - 1 block of teaching time to split our AWM 10/AWM 11 class into separate classes	\$14,285.00	1 block	\$14,285.00
33	Bloom	1 block		Priority #4 - 1 block of teaching time to offer Communications 11/12	\$14,285.00	1 block	\$14,285.00
34	Bloom	1 block		Priority #5 - 1 block of teaching time to offer Earth Science 11	\$14,285.00	not approved	
35	Bloom	1 block		Priority #6 - 1 block of teaching time to offer Math 8N/9N	\$14,285.00	not approved	
36	Bloom	1 block				7 blocks, school to determine	
						blocks	
37	Fulton	1 block		1 block Geog 12	\$14,285.00	included in	\$100,000.00
38	Fulton	1 block		1 block EFP 10/11	\$14,285.00	above	
39	Fulton	1 block		1 block EFP 12	\$14,285.00	included in	
40	Fulton	1 block		1 block FNS 12	\$14,285.00	above	
41	Fulton	1 block		1 block AWM 11	\$14,285.00	included in	
42	Fulton	1 block		1 block Math 9 Numeracy	\$14,285.00	above	
43	Fulton	1 block		1 block YMLS 10	\$14,285.00	included in	
44	Fulton	1 block		1 block Esc 11	\$14,285.00	above	
45	Fulton	4 blocks		4 blocks dedicated to a Connections teacher	\$57,143.00	included in	
				increase to current staffing of 2.432		above	
				Special Ed would allow .5 Life Skills/Basic Ed/Work Experience for Special Needs students			
46	Kal	1 block			\$14,285.00	not approved	

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
				increase to current 2.432 special ed would offer a Math 8 numeracy class taught by a qualified SBRT		1 block math 8 adjusted, NO SBRT	
47	Kal	1 block			\$14,285.00		\$14,285.00
48	Kal	1 block		add 1 block of AWM math	\$14,285.00	1 block	\$14,285.00
49	Kal	2 blocks		add 2 blocks of behaviour support, one block each semester	\$28,570.00	not approved	
				1 block of Apprenticeship and Workplace to divide the present split class into two sections. There will be two sections of AW10 and two sections of AWM 11			
50	VSS	1 block		English 12	\$14,285.00	1 block	\$14,285.00
51	VSS	1 block			\$14,285.00		
				1 block of Science 9 and 1 block of Social Studies 9 for targeted students at risk		1 block and school to determine	
52	VSS	2 blocks		Social Studies 11	\$28,571.00		\$14,285.00
53	VSS	1 block		Biology 12	\$14,285.00		
54	VSS	1 block		Chemistry 12	\$14,285.00	1 block	\$14,285.00
55	VSS	1 block		Foundations of Math 11	\$14,285.00		
56	VSS	1 block		History 12	\$14,285.00		
57	VSS	1 block		Law 12	\$14,285.00	1 block	\$14,285.00
58	VSS	1 block		intensified short term remedial reading intervention program			
59	VSS	1 block			\$14,285.00		
						7 blocks, school to determine	
60	WLS	2 blocks		Grade 12 courses	\$28,570.00	blocks included in	\$100,000.00
61	WLS	6 blocks		oversize classes in French Immersion LRT who will be embedded in the Junior Academy	\$85,710.00	above included in	
62	WLS	4 blocks			\$57,140.00	above	

*Ed Fund Requests
May 2015*

	A	B	C	D	E	F	G
				counselling time dedicated to a program to support students with anxiety and mental health issues		included in	
63	WLS	1 block			\$14,285.00	above	
64							
65					\$2,216,999.00		\$1,114,450.00

Mission School District - #75 2015-16

Education Fund Plan

\$863 180 (total funds)

Elementary Schools

Elementary Support Programs

\$630 000

Secondary Support Blocks

\$233 180

Elementary Schools

Eight Elementary Inclusive Support Program Teachers (Grades K-6)

Albert McMahon (2 teachers), Cherry Hill, Mission Central, West Heights, Windebank, Edwin S. Richards and Christine Morrison

In order to meet the diverse needs of the school population, an Inclusive Support Program will be organized in seven elementary schools with a high population of low incidence students in ministry categories of C, D, G and H. The ISP teacher will support students through direct and indirect service to meet educational, behavioral and social goals documented in their IEP. Services provided by the ISP teacher will vary from student to student, depending on their individual needs. The ISP teacher will be the case manager for low incidence students, providing support in order that students are integrated whenever possible into age appropriate placements. At times, students may require direct teaching of skills in an alternate setting, with less stimulation and a reduction of students in the room. The ISP teacher will coordinate the teaching of skills with the classroom teacher, and work towards specific goals in the IEP. Student needs will vary greatly – with goals ranging from those that focus on behavior and social skills to functional academic goals, or support for classroom goals of age peers. The long-term goal would be for students to be able to transfer goals taught in the smaller setting to the larger classroom environment.

The ISP teacher will also provide colleagues with specific strategies and interventions relating to behavior and social skills development that will enable low incidence students to be successful in an integrated setting. These students are the most vulnerable and complex students in schools – requiring a teacher with a skill set that encompasses work in the areas of behavior, development of social skills and development of programs and interventions for those students designated under the low incidence categories and with diagnoses of FASD, ASD and CDBC.

Secondary School

At the secondary school level the district reconfigured to one secondary school (grade 10 to grade 12) and two middle schools (grade 7 to grade 9). The school created 21 additional blocks from the educational fund.

In order to have a smooth transition to one secondary school and to support our struggling grade 9 students from middle school, the school created 17 blocks of academic completion courses: English 9 and English 10 – 4 blocks, Social 9 and Socials 10 – 5 blocks, Science 9 and Science 10 – 3 blocks and Math 9 and Math 10 – 5 blocks. Total 17 blocks

As well, the school created 4 additional blocks to help with the large number of designated students in the following courses: Apprenticeship and Workplace Math 10 and Math 11, Communications 11 and Communications 12. Total 4 blocks.

Middle Schools

Both middle schools were given two additional blocks to support struggling students in numeracy and literacy.

Along with the additional Education blocks both the secondary school and middle schools implemented a School Resource Centre to support vulnerable and designated learners.

Overview of the Program and Model

Each of the Middle Schools and the Secondary School will have a School Resource Centre to provide direct and indirect service to students with various exceptionalities. The School Resource Team personnel will vary in each school – depending of the number of designated students. Students receiving support from the School Resource Team will typically have designations as per the Ministry of Education guidelines - Special Education criteria – or are learners who for a variety of reasons are students significantly at risk. The School Resource Centre Team staff will have varying areas of expertise, and will be part of a strong collaborative team. The School Resource Centre team will include teachers/counselors who have expertise working with high and low incidence students - as well as expertise teaching and providing support to students with behavioral and social concerns. The School Resource Centre Team will have experience working with adolescents and youth who may be at risk for school success as a result of their complex learning profiles. Counselors with expertise at the Middle School and Secondary levels will be integral members of the School Resource Team. Support staff such as Youth Care Workers, Aboriginal Support Workers and Educational Assistants will also be part of the School Resource Centre team providing support to students.

The goal of programs within the School Resource Centre (SRC) is to have students receive the support they require to be successful in school. The student's learning needs will determine their program as well as the teacher expertise required to deliver the program. This may be slightly different for each designated student. The current "best practice" philosophies of Universal Design for Learning (UDL) and Response to Intervention (RTI) will be followed when determining appropriate delivery of service. Supports may be delivered by one or by several of the School Resource Centre Team staff, following these philosophies for example – providing classroom intervention (Tier I), small group instruction (Tier II) or one-to-one (Tier III).

Those working as part of the School Resource Centre Team will have the same common beliefs regarding learners:

- The School Resource Centre team staff believes in the uniqueness of each student: their strengths and their contributions,
- The School Resource Centre team will create partnerships between home and community to support the education of each student,
- The School Resource Centre team, will strive to create an effective, inclusive learning environment for each student,
- The School Resource Centre team will provide each student access to appropriate educational environments to meet the individual needs of each student.

The School Resource Centre staff will meet to discuss student progress and problem-solve solutions. One of the overall goals of the School Resource Centre is to provide an alternate setting for students to learn – whereas at the same time including designated students with their age peers in the regular program, again considering best practice of UDL and RTI. This will be individualized, given the specific needs of each student are individual. The goals, strategies and interventions may go beyond the academic domain for many students, and include needs in the social, emotional and behavioral domains for these unique and vulnerable learners.



The Board of Education of School District #83 (North Okanagan-Shuswap)

P.O. Box 129 ~ 220 Shuswap St. N.E. ~ Salmon Arm, B.C. V1E 4N2
Phone: (250) 832-2157 Confidential Fax: (250) 832-3751

2015-16 Learning Improvement Fund Report

From the Learning Improvement Fund Regulation:

(6) A board requesting, in a fiscal year, a grant under section 115.2 of the Act must submit to the minister, by the time and in the manner specified by the minister, a spending plan that allocates the estimated grant with respect to one or more of the following:

- (a) the provision of additional teaching staff and teacher assistants and other para-professionals;
- (b) additional teaching time and services to students;
- (c) professional development training of teaching staff to address challenging learning conditions;
- (d) a reserve fund, not exceeding 30% of the estimated grant, that may be used for any of the purposes described in paragraphs (a) to (c), as the board considers appropriate.

Category	Additional Time (FTE/Hours)	Details
Additional Teaching Staff	9.479 FTE 41 Positions affected	Additional Time provided for: <ul style="list-style-type: none"> • Classroom Staffing – 3.211 • Literacy Intervention – 3.2 • Learning Resource – 1.113 • Academic Support – 1.124 • Counselling - 0.811
Additional Support Staff	1.0 Full Time	Full Time defined as 25 hours in Elementary and 27.5 hours in Secondary. <ol style="list-style-type: none"> 1. Full Time – 1.0 FTE 2. Part time to Full Time – 45 minute increase to 33 positions 3. 150 position increased by 12 minutes
Reserve	\$65,779	To be distributed in Fall 2016 with the recommendation to provide additional Learning Resource Support.

Details on consultation process appended below.

**SD 83 APPLICATION FOR 2015-16 EDUCATION FUND
SECONDARY SCHOOL TEMPLATE**

School:

Local Consultation process: *Prior to the start of each school year the principal and/or vice-principal of each school in a district will meet with the local union staff representative(s) and then **either**: the school staff; or the staff committee. The purpose of the meeting is to agree on recommendations to address working and learning needs. The money from the fund will be used for additional bargaining unit employees. Each school will recommend a staffing allocation plan to the superintendent and the local union president. (Section C.1, 2013-2019 Memorandum of Agreement)*

Brief description of learning needs identified:

Additional **teacher time** being requested to address needs:

How will the above request address the identified needs:

How will you measure if the remedy has improved learning:

Signatures (re. C.1, 2013-2019 MOA):

Principal:

Staff Representative:

☐ Check here if additional information attached.

SD83 EDUCATION FUND APPLICATION 2015-16 -- ELEMENTARY/MIDDLE TEMPLATE

SCHOOL:

Local Consultation process: Prior to the start of each school year the principal and/or vice-principal of each school in a district will meet with the local union staff representative(s) and either the school staff or the staff committee. The purpose of the meeting is to agree on recommendations to address working and learning needs. The money from the fund will be used for additional bargaining unit employees. Each school will recommend a staffing allocation plan to the superintendent and the local union president. (Section C.1, 2013-2019 Memorandum of Agreement)

Part I: Division specific needs (please list in order of priority)

Class/Teacher(s)	Total # of students	Students needs (those with special needs designations)	Student learning needs not identified as special needs	Other supports in class	Requested Teacher Time to address learning needs in classroom.

Part II: School-wide needs:

Brief description of learning needs identified:

Requested **teacher time** to address learning needs

Signatures: (re. C.1, 2013-2019 MOA)

Principal:

Staff rep:

☐ Check here if additional information attached.

Please submit to office of Superintendent by: **Friday, May 22, 2015**

Learning Improvement Fund / Enseignants
2015-2016

École	EF
André-Piolat	0,9264
Anne-Hébert	0,9960
Au-cœur-de-l'île	0,6072
Collines-d'or	0,1776
Côte-du-soleil	0,2664
de l'Anse-au-sable	0,4944
des Deux-rives	0,3120
des Glaciers	0,1008
des Grands-cèdres	0,0384
des Navigateurs*(coucelling)	0,3144
des Pionniers	1,2696
des Sentiers-alpins	0,2136
des Sept-sommets**	0,1512
des Voyageurs	0,2448
du Bois-joli	0,1632
du Pacifique	0,1776
Entre-lacs	0,4152
Franco-nord	0,2448
Gabrielle-Roy	1,4088
Jack-Cook	0,0960
La Passerelle	0,1560
La Vallée ***	0,1320
La Vérendrye	0,1128
Les Aiglons	0,2928
Mer-et-montagne	0,2448
Océane	0,2544
Rose-des-vents	0,8568
Secondaire Brooks*	0,0384
Secondaire Carihi*	0,0384
Secondaire Chatelech*	0,0864
Secondaire Duchess Park*	0,1056
Secondaire Jules-Verne	0,7536
Secondaire Nanaimo*	0,0912
Secondaire Penticton*	0,0816
Sophie-Morigeau	0,0480
Victor-Brodeur	1,7664
Virtuelle*	0,0000
TOTAL	13,6776

FOND D'ÉDUCATION

Cette année, le « Educational Fund » pourrait s'articuler de la façon suivante:

	Personnel enseignant (Educational Fund - EF)	Personnel de soutien	Total
Province	75 200 000	18 800 000	94 000 000
CSF	1 224 851	306 213	1 531 064

PROCESSUS DE RÉPARTITION

1. Suite au « Memorandum of Agreement » entre la « BC Public School Employers' Association » et la « BC Teachers' Federation », il est stipulé qu'une rencontre consultative entre représentants du syndicat et le comité du personnel ou l'ensemble du personnel et la direction d'école soit établie dans chaque établissement afin d'élaborer un projet d'allocation du personnel enseignant en lien avec l'objectif et le montant du « Educational Fund ». En prévision de l'année 2015-2016, cette rencontre aura lieu avant le 17 avril 2015.
2. La direction fera parvenir le projet d'allocation du personnel enseignant au Directeur général du CSF avant le 20 avril 2015, 15h. Le projet sera paraphé par la signature du représentant syndical et de la direction de l'école.
3. L'ensemble des projets soumis au Directeur général sera alors présenté à la Présidente du syndicat local dans un esprit de collaboration. Dans la situation où un accord n'est pas atteint, le Directeur général procédera. À des fins d'affectation du personnel, le processus doit se terminer avant le 24 avril 2015.
4. Une fois la dotation pour chaque établissement établie et indiquée à la direction de l'école, celle-ci rencontrera les représentants syndicaux ou le Comité du personnel ou l'ensemble du personnel enseignant afin de présenter la répartition de la dotation accordée dans le cadre du projet « Educational Fund ».

CONCLUSION

En octobre 2014, dans le cadre du processus de répartition du « Educational Fund », le même processus avait été appliqué et s'était soldé par un succès. Le bureau central espère que le même professionnalisme permettra de mener à bien cette répartition pour l'année 2015-2016, dans un esprit constructif et de collaboration pour le service des élèves.



SCHOOL DISTRICT NO. 92 (NISGA'A)

BOARD OFFICE

P.O. Box 240, Gitlaxt'aamiks, BC V0J 1A0

Phone: (250) 633 2228 Ext. 1112

Fax: (250) 633 2401

Mr. Carey Stewart, Assistant Superintendent / Director of Instruction

Email cstewart@nsgaa.bc.ca

Dec 10, 2015

Mr. Brent Munro
Learning Division
Ministry of Education
Mobile 250-508-4532

Re: Learning Improvement Fund Form

Dear Mr. Munro

This letter is to confirm the allocation of the Learning Improvement Fund (LIF) plan for calendar school year 2015/16. The LIF has supported our learning communities in three critical areas.

Through the LIF, School District 92 has in place increased support for our students. We have a (1.0 FTE) teacher who supports the Learning Resource Teachers and works with vulnerable students at the Middle School. Second, the LIF has allowed our district to increase teaching time from part-time to full-time at the high school, this has demonstrated a healthy student engagement in the academic areas of Shop through Auto Mechanics, Welding and Trades. And lastly, support staff hours have been increased in one school from part-time to full-time to support our vulnerable students. The LIF funds have been used in a way which has demonstrated an increase in student success.

The Nisga'a Teacher's Union has agreed to this plan.

Yours truly,

Carey Stewart,
Assistant Superintendent



"Together We Learn"

SCHOOL DISTRICT No. 23
(CENTRAL OKANAGAN)

1940 Underhill Street, Kelowna, B.C. V1X 5X7
Tel. 250-860-8888 Fax 250-860-9799
Website: www.sd23.bc.ca

October 30, 2015

TO WHOM IT MAY CONCERN:

**Re: Learning Improvement Fund Regulation and Spending Plan Outline
School District No. 23 (Central Okanagan)**

The following information is provided by the Central Okanagan School District to demonstrate compliance with the Learning Improvement Fund Regulation:

- a. **The plan provides for expenditures only in the area set out in section 6 of the regulation including additional teaching staff, teaching assistants and para-professionals.** To date, the District has allocated a total of \$ 3,817,441, reflected in 31.81 FTE positions affecting 80 Teachers (\$ 3,053,953), and 22.69 FTE Certified Education Assistants positions affecting 350 Support Staff (\$ 763,488).
- b. **A budget for expenditure of a minimum of 70% of the District allocation.** The total allocation provided the Central Okanagan School District was \$ 3,817,441 which has been 100% distributed.
- c. **Confirmation that consultation has taken place as required by section 2(1) including an agreement with the President of the Central Okanagan Teacher's Association (COTA).** In the spring of 2015, two meetings were held with senior administrative staff along with members of the COTA Executive to discuss the distribution of the Education Fund. A review was conducted of the factors involved in identifying school vulnerability as well as the methodology for distributing the Learning Improvement Fund to schools. Once these were agreed upon, schools were informed of their allocations and began consultation with their staffs and communities regarding distribution of these funds. Each school has submitted a completed form outlining the stages and steps of consultation they provided their school staff and school community (attached template for School Level Record of Consultation and Learning Improvement Fund 2015-2016). The President of the Central Okanagan Teachers' Association has provided her agreement that the necessary consultations have taken place and that she is satisfied that the Central Okanagan School District has completed a full and authentic range of consultations. Discussions were also held with the Executive of the Canadian Union of Public Employees Local 3523 regarding distribution of the Support Staff Fund to Educational Assistants.
- d. **Confirmation that the plan has been submitted to the Board of Education by the Superintendent.** The Board of Education has received regular updates with a final submission at a future Board of Education Public Meeting.
- e. **Confirmation that the required level of expenditure for the purpose of engaging support staff has been met.** To date, all Certified Education Assistants (CEAs) have been canvassed regarding their desire to receive additional hours through the Learning Improvement Fund. The total of \$ 763,488 has been distributed to support 7 Strong Start Facilitators and 3 new Behavioral CEA positions with the balance being distributed as additional hours for up to 350 CEAs.

- f. **Assurance that the Learning Improvement Fund allocation will be expended consistent with section 4 of the regulation.** All planned additions to teaching staff have been implemented. Participation in the Support Staff Fund will be monitored throughout the year and unsubscribed hours will be redistributed to address at-risk and vulnerable students within the Central Okanagan School District.

I trust that the information provided has met the requirements of the Learning Improvement Fund Regulation and Reporting requirements. Should further information be required, please do not hesitate to contact this office.

Sincerely,



Hugh Gloster
Superintendent of Schools

pc: L. Paul, Secretary-Treasurer
E. Sadlowski, Director of Finance
J. Simonson, Director of Instruction - Human Resources

Attachments:

1. Sample School Level Record of Consultation and Learning Improvement Fund 2015-2016



Bill 22: Education Improvement Act
School Level Record of Consultation and Learning Improvement
Fund 2015-2016

School Name: DR. KNOX MIDDLE SCHOOL

Date: OCTOBER 7, 2015

Record of Consultation Process re: Class Size / Composition

Spring 2015

- Consultation with staff
 - > May-June Staff Meetings – teacher input re: class organizations, teaching assignments, support staffing
 - > May-June Class Placement Recommendations – teacher input re: individual student placements
- Consult with parents
 - > May PAC Meeting – parent input re: class organizations and support staffing

Summer 2015

Fall 2015

- Consultation with staff
 - > Discussion regarding class organization at staff meeting – Tues., Sept. 8/15
 - > Discussion regarding allocation of LIF funds with teaching staff at staff meeting – Thurs. Sept. 17/15 & Thurs. Oct. 1/15
 - > Class review meetings held – Mon. Oct. 5/15
 - > Discussion regarding allocation of additional CEA hours at SBT meeting – Sept. 21/15
- Consult with parents
 - > Discussion with parents at PAC meeting re: class organizations and support staffing – Tues. Sept. 15/15

Record of Learning Improvement Fund Expenditure:

School Allocation in \$: 66,216

Teacher Staffing:

-0.714 CMOS Support – Julia Gubbels (0.571 FTE), Lynn Freeman (0.143 FTE)

Verification by School Principal

Trent Polgopol
Name

[Signature]
Signature

Oct. 8/15
Date

Return to the Human Resources Department by October 8, 2015



School District 70 Learning Improvement Plan
Detailed LIF Plan 2015-16

Total Allocations

TEF (ADTU)

Carry Over	\$12, 583.67
2015-16 Allocation	\$607, 406.00
Total	\$619, 989.67

LIF (CUPE)

Carry Over	\$0
2015-16 Allocation	\$151, 851
Total	\$151, 851

TEF Allocated as follows

Spring Positions

Location	Job Title	FTE
ADSS	Humanities 8, English 9, English 10, Core, Communications 11, English 11 –TEF	1.0
USS	English 8 –TEF	0.143
NES	Social Skills Support Teacher –TEF	0.5
NES	Social Skills Support Teacher -TEF	0.5
DES	SET and Classroom Support -TEF	1.0
AES	ESD/FNL -TEF	0.5
HES	Classroom Support, Learning Assistance, Literacy -TEF	0.3
HES	Music/Library –TEF	0.07
HES	Music/Library -TEF	0.03
MES	Literacy/Numeracy Support -TEF	0.3
MES	Literacy/Numeracy Support -TEF	0.08
MES	Literacy/Numeracy Support/Guided Reading –TEF	0.1
UES	Math Support -TEF	0.2
WCS	Primary -TEF	1.0
WES	Early Intervention –TEF	0.4
	Total	<u>6.12</u>

Fall Positions

Location	Job Title	FTE
ADSS	Grade 8/9 Math & Science –TEF	0.5714
ADSS	Humanities 8-10 –TEF	0.5714
ADSS	Step Up	1.0
USS	Math 9 & PE 8 Semester 1 –TEF	0.5714
NES	Learning Support (Tue-Thurs) –TEF	0.4
NES	Learning Support (Tue-Thurs) –TEF	0.1
DES	Classroom Support –TEF (Intermediate Literacy/Numeracy Focus, Guided Reading. Schedule Mon-Fri am, & Tues pm)	0.6
AES	Intermediate Learning & Behaviour Support (during some student break times. Alternative lunch hours may be required) –TEF	0.4
HES	Literacy, Numeracy & Social Emotional Learning 11:15am – 12:45pm –TEF	0.3
MES	Behaviour Support/Literacy Support (Tues-Fri mornings) – TEF	0.3
UES	Primary Literacy, Numeracy Support –TEF	0.32
WCS	Guided Reading (Lit Support) –TEF	0.1
WCS	Prep Coverage –TEF	0.1
WES	Literacy Support –TEF	0.05
WES	Literacy Support –TEF	0.15
WES	Literacy/Math Support -TEF	0.1
	Total	5.63

TEF costs to be determined based on successful applicants. Above FTE estimates fully spending allocation. True costs to be determined in November and any remainders to be converted to additional FTE to be posted in February leaving a zero balance by year end.

LIF Allocated as follows

(Calculating 1 hour of work at \$37.69 includes wage and benefits)

1. Top up each current EA position 20 hours per year (90 positions)	\$67,842
2. Increase twelve 4 hour EA positions by 1 hour (Oct.19-June 23) 159 hours	\$71,912.52
3. Replacement cost of twelve EA positions (1 hour)	\$7,274.17
Total	\$147, 028.69
Estimated remainder	\$4822.31

Note: January calculation of actual expenditures will be made to re-allocate more hours back into current positions if funds are available with the intention of a zero balance by year end.

**SCHOOL DISTRICT #83
EDUCATIONAL FUNDS
2015-2016**

[illegible]

**SCHOOL DISTRICT #83
EDUCATIONAL FUNDS
2015-2016**

<u>SCHOOL</u>	<u>ED FUNDS</u>	<u>Teachers Allocated</u>	<u>M.Ed. Category</u>	<u>TOTAL Allocated E.F. FTE</u>	<u>TOTAL ASSIGNMENT</u>	<u>Explanation of Usage</u>
DISTRICT:						
L.I.T.	3.200	s.22	3	0.600	1.000	Literacy Intervention
			2	0.900	0.900	Literacy Intervention
			3	0.500	1.000	Literacy Intervention
			3	0.200	1.000	Literacy Intervention
			2	0.100	0.700	Literacy Intervention
			2	0.100	0.100	Literacy Intervention
			2	0.800	0.950	Literacy Intervention
TOTAL DISTRICT:	3.200			3.200		
STUDENT SERVICES:						
LRT	1.133	(included in above) Provided by Morag - do not add into "TOTAL"				
OTHER	0.500	s.22	3	0.500	1.000	Counselling
TOTAL S.S.	0.500			0.500		
TOTAL E.F. :	9.477			9.479		
LEGEND:						
A* and B* : Duplicate Names - only add once to total # of teachers, but do add their FTE into total						
M.Ed. Categories:				# of teachers	E.F. FTE	
1 = Number of new full-time positions (1.0 FTE)				0	0	
2 = Number of new part-time positions (less than 1.0 FTE)				17	3.9985	
3 = Number of teachers with hours increased from part-time to full-time				24	5.4805	
TOTAL:				41	9.479	

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation:

Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name:

and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Summary of Final LIF Monies 2015/2016 - Fall

School	Teacher	Cost	Support Given
GFSS	0.286	25,561	Additional added to support grouping for Socials & Math 9 cohort
Perley	0.50	44,687	Team teaching Support
Hutton	1.000	89,373	Extra Division to have smaller class size
CLES		-	
BCSS	0.30	26,812	Learning support time
MES		-	
GES		-	
4 Schools	0.25	22,343	Project Based Learning Support
Behaviour Program	0.50	44,687	Full-Time Elementary Behaviour Program to meet the needs of students that have escalating behaviours
Total	2.8360	253,462	

Summary of Final LIF Support Monies 2015/2016

School	EA Support Staff Allocation	Cost	Rationale
GFSS	1.75	9,100	To Make EA position 6.5 per day
Perley		-	
Hutton			
CLES		-	
BCSS		-	
MES -part of 4 School	2.75	14,300	To make EA position 6 Hours
BWES	2.75	14,300	To make EA position 6 Hours
WBES		-	
Total	7.25	37,700	

Minimum Support Staff Obligation

Added .75 per week hour to each Education Assistant **29,128**

Total Support Staff Funding 66,828

**Maple Ridge – Pitt Meadows School District
Learning Improvement Fund Spending Plan Summary
October 16, 2015**

As indicated in the Learning Improvement Fund Regulation Section 2 (6), a Board requesting, in a fiscal year, a grant under section 115.2 of the Bill 22 – Education Improvement Act, must submit to the Minister, by the time and in the manner specified by the Minister, a spending plan that allocates the estimated grant with respect to one or more of the following:

- (i) the provision of additional teaching staff and teacher assistants and other paraprofessionals;
- (ii) additional teaching time and services to students;
- (iii) professional development training of teaching staff to address challenging learning conditions;
- (iv) a reserve fund, not exceeding 30% of the estimated grant that may be used for any of the purposes described in subparagraphs (i) to (iii) as the Board considers appropriate.

The spending plan has been prepared in collaboration with the MRTA and CUPE and has been reviewed and finalized by the Superintendent of Schools to confirm compliance with the regulation.

The structures and systems that were collaboratively developed at the time of the introduction of the Learning Improvement Fund have continued to provide for an inclusive and cooperative approach to both school-based and district-based consultations. Staff in the Maple Ridge – Pitt Meadows school district have been pleased with the collaborative nature of both the consultation and allocation process.

Spring Consultation:

- The MRTA and District staff jointly agreed to the timelines and format of the consultation form to be used in the Spring Consultation process.
- Principals at each of our secondary schools consulted with teachers in alignment with the LIF Regulation Section 2 (Spring Consultation with Principal) and submitted Spring Consultation Forms on May 13, 2015 9:00 AM.
- A meeting was held in the afternoon on May 13, 2015 with the MRTA President and Vice President and the Deputy Superintendent and other members of the Maple Ridge – Pitt Meadows school district LIF Committee to review submissions. A determination was made to allocate a total of 9.008 FTE Teacher staffing to secondary schools from the LIF fund (effective September 1, 2015).
- Principals at each of our elementary schools consulted with teachers in alignment with the LIF Regulation Section 2 (Spring Consultation with Principal) and submitted Spring Consultation Forms on June 12, 2015 9:00 AM.
- A meeting was held in the afternoon of June 12, 2014 with the MRTA President and Vice President and the Deputy Superintendent and other members of the Maple Ridge – Pitt Meadows school district LIF Committee to review submissions. A determination was made to allocate a total of 8.418 FTE Teacher staffing to elementary schools from the LIF fund (effective September 1, 2015)

September Consultation:

- Again, the MRTA and district staff jointly agreed to the timelines and format of the consultation form to be used in the September Consultation process.
- The principal or vice principal of each school in the district consulted with teachers in alignment with both Section 2 of the LIF Regulation and the Collective Agreement language specific to the Education Fund.
- Completed September consultation were forms submitted to the Deputy Superintendent by Principals on September 25, 2015.

- Meetings were held on September 28, 2015 to review the completed consultation forms. The MRTA President and Vice President, the Director of Learning Services and other members of the Maple Ridge – Pitt Meadows school district LIF Committee attended the noted meetings to collaboratively develop and finalize a spending plan based on information provided on the consultation forms.
- A determination was made to allocate a total of 7.765 additional FTE teacher staffing to elementary and secondary schools from the LIF fund (effective October 5, 2015).

Support Staff Allocations:

The allocation of the Support Staff Learning Improvement Fund initiative portion was jointly agreed to by the CUPE President Local 703 and School District 42. It was collaboratively decided that the following incremental EA allocations be made to full time continuing staffing:

- 1.5 hours to increase the hours of 136 28-hour per week elementary Education Assistants to 29.5 hours per week to provide increased time for consultation, collaborative planning, meetings and to provide increased support to students.
- 0.5 hours to increase the hours of 90 29-hour per week secondary Education Assistants to 29.5 hours per week to provide increased time for consultation, collaborative planning and meetings and to provide increased support to students.
- The allocation of three 28 hour per week time duration EA positions for the full school year (September 2015 to June 2016) to elementary schools which show high vulnerability on the Social Services Index. In addition, one 20 hour per week time duration EA position will be added to a secondary school to support students with intensive needs. These positions will be dedicated to providing enhanced levels of instructional support to these four schools.

Spending Plan (2015/2016):

The jointly agreed upon allocations and finalized spending plan for the 2014/2015 school year provides for:

- 13.183 FTE additional teacher staffing to support student learning in elementary schools.
- 12.008 FTE additional teacher staffing to support student learning in secondary schools.
- 3.0 Part Time (28 hours/week) Education Assistant positions and 1.0 Part Time (20 hours/week) to support student learning in elementary and secondary schools with high vulnerability and intensive needs.
- Increasing all full time EA positions at elementary and secondary to 29.5 hours per week. This results in increases to 226 Educational Assistants at elementary and secondary.

The Maple Ridge – Pitt Meadows School District Learning Improvement Fund (LIF) Grant Allocation Plan, which will include this report and the following calculations, will be entered into the Ministry template and submitted to the Ministry of Education by October 31, 2014 as required.

Total LIF Allocation:	\$2,481,560
Less: Minimum Support Staff Obligation (EA Staffing):	(\$496,312)
Less: Teacher Education Fund Allocation:	(\$1,841,497)
Reserves:	<u>\$143,751</u>

The reserves will be allocated as determined by the SD42 LIF Committee using the same process as was used during the September consultation process.

Learning Improvement Fund

Support Staff Learning Improvement Fund

SD 67 allocation – \$220,697

- Must be spent on EA's working with Special Education students for:
 - Increasing EA work hours during the day
 - Additional EA positions
 - Must be used for additional resources, not as replacement for core staffing
 - Must reach agreement with Local CUPE union
 - Disputes referred to provincial Support Staff Educ and Adjustment Committee
1. Special Ed EA's receive 20 hrs/year to attend school based meetings, to plan and to debrief with teachers. Cost: \$63,743
 2. Ab Ed and Cafeteria EA's receive 10 hrs/year to plan and to debrief with teachers. \$3187
 3. 5 District EA positions created to support students with autism, with additional meeting time built into assignment. Cost: \$158,786
 4. Total estimated expenditure: \$225,716

Education Learning Improvement Fund

SD 67 allocation – \$882,788

- Must be spent on additional teachers:
 - Must be used for additional resources, not as replacement for core staffing
- Must reach **attempt to** reach agreement with Local teacher's union
 - If no agreement Superintendent has final decision

<u>Elem School</u>	<u>FTE</u>	<u>Middle School</u>	<u>FTE</u>	<u>Sec. School</u>	<u>FTE</u>
Carmi	0.339	KVR	0.520	PMSS	0.429
Col	0.866	McN	0.306	PSS	0.571
GHES	0.707	SLMS	0.624	SSS	<u>0.429</u>
Kal	0.213	SMS	<u>0.331</u>	<u>Total Second.</u>	1.429
Nar	0.087	<u>Total Middle</u>	1.781		
Park	0.941				
QP	0.401				
TC	0.300				
Upl	0.716				
WB	0.440				
Wil	0.211				
Dist Couns.	<u>0.200</u>				
<u>Total Elem</u>	5.421				

Reserve for Elementary – \$51,147 (0.60 f.t.e.)

Reserve for Secondary Sem 2 – \$27,000 (0.286 f.t.e)

**COAST MOUNTAINS BOARD OF EDUCATION SCHOOL DISTRICT 82
LEARNING IMPROVEMENT FUND PLAN - 2015-2016**

School	Breakdown	Teacher FTE
Bear Valley School	Numeracy Support Elementary	0.2000
Caledonia Secondary School	Science 10, Math 10, Communications 12, AW Math 10, AW Math 11 and English 10	0.0715
Caledonia Secondary School		0.0715
Caledonia Secondary School		0.1430
Caledonia Secondary School		0.1430
Caledonia Secondary School		0.1430
Caledonia Secondary School		0.2860
Cassie Hall Elementary School	Numeracy Support	0.4000
Ecole Mountainview	French Language Teacher: Oral Skill Development (elementary)	0.2000
Hazelton Secondary School	Grade 8 Numeracy Support	0.5720
Kildala Elementary School	Literacy Support Dual Track (preference to bilingual teacher)	0.5000
Kitimat City High School	Life Skills	0.3000
Kitwanga Elementary School	Literacy/Numeracy Support K-7	0.4000
Majagaleehl Gali Aks Elementary School	Intermediate Literacy/Numeracy Support	0.1000
Majagaleehl Gali Aks Elementary School		0.4000
Mount Elizabeth Middle/Secondary School	Grade 9 Academic Skills Development & Support	0.4290
Nechako Elementary School	Grade 2-3 Literacy Support	0.4000
New Hazelton Elementary School	Literacy Support and Skill Development	0.4000
Northwest Trades & Employment Training Centre	Online Support Teacher (Activation Completion) Flexible/Reasonable Schedule to be determined by Administrator/Teacher	0.2000
Parkside Secondary School	Counselling	0.3000
Skeena Middle School	Numeracy Support Teacher	0.8580
Suwilaawks Community School	Literacy Support Teacher	0.4000
Thornhill Elementary School	Numeracy Support	0.3000
Thornhill Primary School	Literacy Support Teacher	0.4000
Uplands Elementary School	Literacy Support Teacher	0.5000
		8.1170

**School District No. 40
Learning Improvement Fund
2015-2016 School Year
Learning Improvement Fund - Summary**

CUPE Allocation	\$239,646.00
------------------------	---------------------

Increasing weekly EA Hours	\$192,974.04
Creating new EA positions	\$45,112.54
Supporting innovative practices	\$0.00
Reserve	\$1,559.42

Teachers	\$958,583.00
-----------------	---------------------

June staffing	\$710,665.07
September staffing	\$214,173.04
Reserve	\$33,744.89

District Totals	SEL	Lit	FTE	
			Comp	Num
	8.80	14.24	18.02	1.37
			TOTAL	42.43

EF Fund 2015/16

EF Fund 2015/16	3,280,114.00	39.52 FTE
2014-2015 carryforward	241,759.00	2.91 FTE
Remaining	3,521,873.00	42.43 FTE
SEL	730,583.00	8.80 FTE
Literacy	1,181,920.00	14.44 FTE
Class Composition	1,495,660.00	18.78 FTE
Numeracy	113,710.00	1.37 FTE
TTOC costs	-	
To Be Allocated	-	

Teacher Cost \$ 83,000.00

\$83000.00 = 1.0 FTE

LIF Fund 2015/2016

LIF Fund 2015/2016	820,029
2014/2015 carryforward balance	63,779
Remaining	883,808
Additional minutes per EA	
Average rate	27.38
Benefits cost/hr 24.77%	6.78
Loaded rate	34.16
# minutes per week	60
# weeks / year	40
# Eas	380
Total Cost per year	519,232
Engagement/Support Work 4 @ 1.00 FTE	208,000
	727,232
2015/16 temp EA staffing support alloc:	156,576
	883,808
To Be Allocated	-

Support Staff Learning Improvement Fund 2015 - 16 School Year

The purpose of this document and form is to assist school districts and local unions to comply with the agreement on the Support Staff Learning Improvement Fund agreed to by BCPSEA, Boards of Education signatory to the Provincial Framework Agreement (PFA), and Support Staff Unions signatory to the PFA dated June 7, 2014.

In 2015-2016 an allocation in the amount of \$20 million for the Support Staff Learning Improvement Fund is to be spent in accordance with the Provincial Framework Agreement (PFA) signed June 7, 2014 and the letter of agreement (LOA) signed between BCPSEA, K-12 Support Staff Unions, and the Ministry of Education.

The Learning Improvement Fund (LIF) Regulation came into force on April 14, 2012. The LIF provides an ongoing multi-year commitment of additional resources, specifically targeted to support complex classes that present challenging learning conditions. In accordance with the PFA, Districts and Support Staff Unions will agree on how they allocate these funds to improve the learning conditions for students.

In accordance with the PFA, districts that are signatories to the PFA must allocate support staff-related spending in accordance with the LIF statute, regulation, and this form. This application process is in place for the 2015-2016 school year. LIF information for future years will be provided annually prior to the implementation of the school year.

It should be noted that the financial resources made available through the LIF are to be additional to resources normally provided and for this reason are not to offset existing resources.

The Ministry of Education will provide information to school districts as to SSLIF minimum obligations.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or
John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Resources

Please review the SSEAC website (www.sseac.ca) for resources that will assist in the implementation of the LIF including:

- PFA between BCPSEA, Boards of Education and K-12 Support Staff Unions
- Ministry of Education LIF Funding Allocations & Regulations
- Ministry of Education Policies on Special Education.

Please find attached the Instruction and Application Form for submission to SSEAC for the 2015-16 school year. There have been no changes to the statute or regulations but the Instruction and Application Form has been changed to reflect the updated language of the 2014-2019 Provincial Framework Agreement.

Instructions and Application Form

2015 – 16 School Year

The purpose of this document is to assist boards of education and support staff local unions to allocate the funds stipulated in the Provincial Framework Agreement (PFA). As the PFA states, the funding is intended to be utilized for:

“additional hours will be allocated to EA positions of more than 10 and less than 35 hours where required to provide support for the learning needs of students in alignment with district objectives and the Learning Improvement Fund Statute and Regulation. This does not preclude the creation of new full time or part time EA positions.”

Funding is to be used solely for Education Assistants currently working in special education. Special education is understood in terms of definitions provided in Ministry of Education Special Education Policy and the Ministry's Special Education Manual:

“ (a) student with special needs means a student who has a disability of an intellectual, physical, sensory, emotional or behavioral nature, has a learning disability or has exceptional gifts or talents.”

The funding is not intended to fund staff training or upgrading.

There are other funds available through SSEAC to support training such as the Skills Enhancement Fund and the EA Education and Skill Development Fund. School districts looking to provide training should access their allocations under either of these funds to support this training. If training is required for new initiatives, please contact the SSEAC.

Guiding Principles

- Emphasis on collaborative approach of parties to determine use of SSLIF through jointly agreed to plans
- Multi-year commitment of additional resources
- SSLIF funds are to be used for additional resources, not as a replacement of core staffing
- The main focus of funds is to create full-time EA positions in alignment with district objectives and LIF Statutes and Regulations
- Meaningful EA work that supports student learning
- Creation of part-time EA positions should only be created with SSLIF funds under specific conditions
- In accordance with the agreement the parties:
 - “Encourages the bundling of duties”
 - Requires the parties to consider “creating positions of equivalent length” by increasing shifts to the next half or full hour if not already currently established
 - Requires the parties to consider establishing “itinerant positions to enhance services to students with special needs” and “effectively deploy EA’s in circumstances of changing enrollment”
 - Create job descriptions (as per existing SSEAC procedures and collective agreement provisions) to accompany plans for full-time EA jobs

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpsea.bc.ca

School District No. 40 (New Westminster)

Union Local(s) CUPE 409

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. (Please extend the tables as required to complete the details)

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- ☒ 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

"EAs working in special education will receive ___ hours of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists."

"EAs in the district will have ___ minutes of paid time added to their weekly time allocations to provide for increased student coverage during the school day.")

EAs in the District will have additional time added to their weekly hours according to the following schedule. This time is to be used for consultation, collaboration, meetings, and increased student coverage and will be scheduled at the school level:

Elementary School EAs (approx. 91 staff) 1 hr to be added weekly

Middle school EAs (approx. 15 staff) 1 hr 15 min. to be added weekly

Secondary School EAs (approx. 42 staff) 45 min. to be added weekly

Childcare and youth workers (approx. 10 staff) 45 min. to be added weekly

- ☒ 2. Creating new full time or part time EA positions (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

One 35 hr. per week Peer support District EA position will be created to provide itinerant support to schools. This position will be engaged in targeted, short term school-based placements to provide on the job modelling of strategies and interventions, as well as additional support for challenging situations as they arise.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- ☐ 3. In support of innovative practices aimed at supporting EAs who deliver special education services to students. If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)

Local Union Representative (completing form)

Kevin Lorenz, Secretary-Treasurer

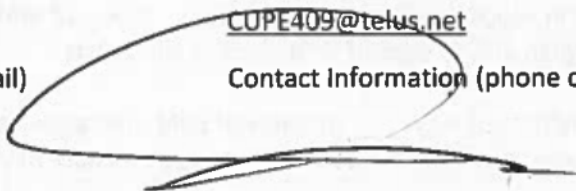
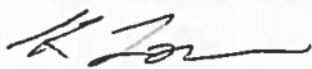
Marcel Marsolais, President CUPE Local 409

klorenz@sd40.bc.ca

CUPE409@telus.net

Contact Information (phone or email)

Contact Information (phone or email)



Form Completion and Signing Date: September 10, 2015

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF

Letter of Understanding

Between

**Vancouver Board of Education
(VBE)**

And

**Canadian Union of Public Employees Local 15
(Union)**

Whereas the Union and the VBE will make a signed submission to SSEAC regarding the Support Staff Learning Improvement Fund Initiative, the following two points are understood in making our submission:

- 1) All SSAs working 6.5 hours as of July 17, 2015 (670 positions) will be provided with one (1) additional hour paid per week for the purpose of consultation and collaborative planning meetings. There is no ability to add hours beyond the 670 positions.
- 2) Additional minutes will be determined in collaboration between the Administrator and employee. This cannot be more than one (1) hour per week.
- 3) No overtime will be incurred as a result of the additional hour per week.
- 4) Sixteen (16) additional positions will be added which include:
 - SSAs attached to MIST
 - Peer to Peer (TRD)
 - STIBS (SSB)
 - SSAs attached to Inclusion Team
 - SSA (TIER)
 - SSA (AAC)
 - Enhanced Services SSA
 - SSB for CSC Team

This Letter of Understanding is in effect for the 2015/2016 school year.

Signed this 22 day of July, 2015.

For the Employer
Vancouver Board of Education

For the Union
CUPE Local 15



Letter of Understanding

Between:

The Board of Education of School District No. 22 (Vernon)

And

Canadian Union of Public Employees, Local 5523 (Vernon School District Employees)

Re: Learning Improvement Funds

The Parties agree to the following use of the Funds:

The first priority will be to ensure, at a minimum, all Elementary and Alternate Education EA's are provided with 27.5 hours per week and all Secondary EA's are provided 30 hours per week.

Any remaining funds will be used to employ additional EA's.

The above will be implemented to whatever extent possible within the funds available.

Term: November 9, 2015 to June 30, 2019

Note: The intent of this Agreement is to ensure EA's are always provided this minimum number of hours. If the Board employs more EA's with less than these hours, the LIF funding will primarily be used to increase the hours per week with little or no funding available for additional EA's. If the Board employs more EA's with increased hours, less LIF money will be used to increase hours and more LIF money will be used to hire additional EA's.

Scheduling: Management will continue to determine the start and stop times and the scheduling of break periods in compliance with the collective agreement. Unpaid lunch breaks may be scheduled from half (½) hour up to one (1) hour. Employees shall be permitted a fifteen (15) minute rest period both in the first half and the second half of a shift.

Implementation: There may be some EA's that are not capable of having their hours increased due to conflicts with other positions or other reasons. For the 2015/16 school year, employees will be provided the option of having their hours increased, declining the increase, or taking a leave from a conflicting position (ie NHS) and accepting the increase in EA hours. For 2016/17 school year and beyond, all EA's will have their hours increased to these levels. Any other

positions that conflict with these hours will need to be forfeited as the employee will not be able to fulfil the scheduled work hours.

Review: The parties agree to review the status of the fund and allocations in May and October of each year.

Signed at Vernon, BC this 3 day of November 2015.

For the Employer:

For the Union:



Secretary-Treasurer



President, Local 5523

LEARNING IMPROVEMENT AND EDUCATION FUND (LIF/EF)

TENTATIVE SPENDING PLAN

BETWEEN

COQUITLAM TEACHERS' ASSOCIATION

AND

SCHOOL DISTRICT #43 COQUITLAM

MAY 2015

LIF/EF ALLOCATION

There is \$4,284,340 million total for the 2015-2016 Teacher LIF/EF. It has and will be allocated as follows:

- Spring LIF/EF Allocation - \$4,084,340
- Fall LIF/EF Allocation - \$200,000
- Second Semester LIF/EF Allocation - \$0
- LIF/EF Allocation for further professional development - \$0

Tentative spending plan for the Spring LIF/EF Allocation

SCHOOL	LIF/EF ALLOCATION (FTE)	PURPOSE
ELEMENTARY		
Alderson	0.4	Teacher staffing for Student Services for co-planning and co-teaching
Anmore	0.2	Student Services
Aspenwood	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Baker Drive	0.2	Teacher collaboration (SEL/SIOP)
Birchland	0.8	Teacher staffing for Student Services for Tier 1 support and co-teaching
Blakeburn	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Bramblewood	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Cape Horn	0.2	Staffing to support teachers in addressing behaviour and anxiety issues
Castle Park	0.2	Teacher staffing for Student Services for co-planning and co-teaching
Cedar Drive	0.4	Focus on differentiated instruction
Central Community	0.7	To be used to increase counselling time
Coquitlam River	0.3	Early Primary reading support/collaboration time
Eagle Ridge	0.4	Targeted learning support

Glen	0.6	Counselling/Learning Assistance
Glenayre	0	
Hampton Park	0	
Harbour View	0.3	Collaborative time/Early primary intervention
Hazel Trembath	0	
Heritage Mountain	0.2	Counselling
Irvine	0.4	Early assessment and intervention (0.2 English, 0.2 French)
James Park	0.6	Teacher staffing for Student Services for co-planning and co-teaching
Kilmer	0.5	Teacher staffing for Student Services for co-planning and co-teaching
Leigh	0.4	In class math support
Lord Baden-Powell	0.2	SEL
Mary Hill	0.4	.2 for counselor if can be added to existing load and .2 for Learning Support (English)
Meadow Brook	0.6	Supporting vulnerable students; co-teaching
Miller Park	0.5	Primary/Intermediate EAL and Learning Assistance
Moody Elementary	0.6	Development and implementation of a "T&E" type learning environment
Mountain Meadows	0.4	Resource/Learning Assistance
Mountain View	0.6	.2 counselling, .4 student services (in-class direct instruction)
Mundy Road	0.4	Work in class with early Primary students
Nestor	0.4	Targeted intervention for at risk students
Panorama Heights	0.4	Collaboration time for SEL
Parkland	0.2	Co-planning and Co-teaching
Pinetree Way	0.2	EAL
Pleasant side	0.2	Student Services
Porter Street	0.2	Student Services
R. C. MacDonald	0.2	In class support/co-teaching
Ranch Park	0.3	Student Services
Riverview Park	0.2	Student Services
Rochester	0.5	To support self-regulation initiative
Roy Stibbs	0.4	Student Services
Seaview Comm.	0.4	Co-teaching and Co-planning (including Aboriginal Education)
Walton	0.4	Literacy and Numeracy support
Westwood	0.4	Student Services
TOTAL	15.5 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

SCHOOL	LIF/EF ALLOCATION (FTE)	PURPOSE
MIDDLE		
Banting	0.4	Student Services (co-teaching)
Citadel	1	Student Services (in class support)
Como Lake	0.6	Connect with and support at risk students (up to .2 for joint application)
Eagle Mountain	0.4	Co-Planning and Co-teaching
Hillcrest	0.6	Inquiry Planner
Kwayhquiltum	0.63	Student Services/Literacy/Counselling
Maillard	1	Student Services (up to .2 for joint application)
Maple Creek	1	Student Services
Minnehada	1	Student Services
Montgomery	0.6	Student Services (up to .2 for joint application)
Moody	0.4	Student Services
Pitt River	1	Teacher staffing for Student Services
Scott Creek	0.4	Student Services
Summit	0.4	Connectedness and Belonging
Suwa'ikh	0.5	Support for vulnerable learners
TOTAL	9.93 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

SCHOOL	LIF/EF ALLOCATION	PURPOSE
SECONDARY		
CABE	1	Assess and support literacy and numeracy
Centennial	0.86	Student Services (In-class support for vulnerable learners)
Dr. Charles Best	2	Collaboration/co-planning/co-teaching across curricular areas
Gleneagle	1	Continue in class support for vulnerable learners
Heritage Woods	1	Co-teaching to support instructional strategies and student assessment
Pinetree	1	Supporting vulnerable learners in numeracy (SEL focus)
Port Moody	1	Working with classroom teachers to promote inclusion and support vulnerable students
Riverside	2	SEL, Mentorship, Capacity building, inclusive learning in Mathematics
Encompass	1	Counsellor to support whole program
CLC	0.6	Math and Science in-class support
Terry Fox	1.5	To provide in class support for vulnerable learners in core academic areas
TOTAL	12.96 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

SCHOOL	LIF/EF ALLOCATION	PURPOSE
Learning Services	1	Itinerant Behaviour Team
TOTAL	1 FTE	

If your application included a request for counselling time, before you can allocate a portion of the teacher staffing you have received to counselling you must speak to Randy Manhas to ensure a counsellor is available.

LIF allocations provided and positions that are created through LIF staffing in the spring are subject to change in the fall period based on enrolment fluctuation and further LIF consultations. LIF/EF postings will be identified as LIF/EF & LIF/EF positions filled internally will be identified and traceable. **School organization sheets and postings must indicate when a position includes LIF/EF.**

Signed this 13th of May 2015



Patricia Gartland
Superintendent
School District # 43 (Coquitlam)



Charley King
President
Coquitlam Teachers' Association

LIF Request for Elementary 2015/16- Master List

As of Date: April 23 2015

48.8000

School	Request Type	Appr
Bayview	Non-Enrolling Teacher	0.4
Beaconsfield	Non-Enrolling Teacher	0.4
Britannia Elem.	Non-Enrolling Teacher	0.4
Brock	Non-Enrolling Teacher	0.3
Bruce	Non-Enrolling Teacher	0.3
Carleton	Non-Enrolling Teacher	0.6
Carnarvon	Non-Enrolling Teacher	0.4
Carr	Non-Enrolling Teacher	0.4
Cavell	Non-Enrolling Teacher	0.3
Champlain Annex	Non-Enrolling Teacher	0.3
Champlain El.	Enrolling Teacher	1.075
Cook	Non-Enrolling Teacher	0.6
Cunningham	Non-Enrolling Teacher	0.6
Dickens	Non-Enrolling Teacher	0.4
Dickens Annex	Non-Enrolling Teacher	0.3
Douglas	Non-Enrolling Teacher	0.6
Douglas Annex	Non-Enrolling Teacher	0.3
Elsie Roy	Non-Enrolling Teacher	0.8
False Creek	Non-Enrolling Teacher	0.4
Fleming	Non-Enrolling Teacher	0.3
Franklin	Non-Enrolling Teacher	0.3
Fraser	Non-Enrolling Teacher	0.6
Gordon	Non-Enrolling Teacher	0.6
Grandview	Enrolling Teacher	1.075
Grenfell	Non-Enrolling Teacher	0.4
Hastings	Non-Enrolling Teacher	0.8
Henderson	Non-Enrolling Teacher	0.5
Hudson	Non-Enrolling Teacher	0.5
Jamieson	Non-Enrolling Teacher	0.2
Kerrisdale	Non-Enrolling Teacher	0.4
Kerrisdale Annex	Non-Enrolling Teacher	0.2
Kingsford-Smith	Non-Enrolling Teacher	0.4
Kitchener	Non-Enrolling Teacher	0.3
Laurier	Non-Enrolling Teacher	0.4
Learning Services	Enrolling Teacher	1
Learning Services	Non-Enrolling Teacher	9
Learning Services	Area Counsellors	5.4500
L'Ecole Bilingue	Non-Enrolling Teacher	0.7
Livingstone	Non-Enrolling Teacher	0.5
Lloyd George	Non-Enrolling Teacher	0.4
Lord	Non-Enrolling Teacher	0.4
Mackenzie	Non-Enrolling Teacher	0.3

LIF Request for Elementary 2015/16- Master List

As of Date: April 23 2015

48.8000

School	Request Type	Appr
Maple Grove	Non-Enrolling Teacher	0.2
Maquinna	Non-Enrolling Teacher	0.3
McKechnie	Non-Enrolling Teacher	0.3
Moberly	Non-Enrolling Teacher	0.3
Mount Pleasant	Non-Enrolling Teacher	0.3
Nelson	Non-Enrolling Teacher	0.6
Nightingale	Non-Enrolling Teacher	0.3
Nootka	Non-Enrolling Teacher	0.4
Norquay	Non-Enrolling Teacher	0.4
NRP(K-5)	Non-Enrolling Teacher	0.5
Oppenheimer	Non-Enrolling Teacher	0.3
Osler	Non-Enrolling Teacher	0.3
Queen Alexandra	Non-Enrolling Teacher	0.8
Queen Elizabeth	Non-Enrolling Teacher	0.3
Queen Mary	Non-Enrolling Teacher	0.3
Queen Victoria Annex	Non-Enrolling Teacher	0.4
Quesnel	Non-Enrolling Teacher	0.3
Renfrew	Non-Enrolling Teacher	0.3
Roberts	Non-Enrolling Teacher	0.6000
Roberts Annex	Non-Enrolling Teacher	0.2
Secord	Non-Enrolling Teacher	0.5
Selkirk	Non-Enrolling Teacher	0.3
Sexsmith	Enrolling Teacher	0.2
Seymour	Non-Enrolling Teacher	0.3
Shaughnessy	Non-Enrolling Teacher	0.3
Southlands	Non-Enrolling Teacher	0.3
Strathcona	Non-Enrolling Teacher	0.8
Tecumseh	Non-Enrolling Teacher	0.4
Tecumseh Annex	Non-Enrolling Teacher	0.3
Tennyson	Non-Enrolling Teacher	0.3
Thunderbird	Non-Enrolling Teacher	0.2
Tillicum Annex	Non-Enrolling Teacher	0.5
Trafalgar	Non-Enrolling Teacher	0.4000
Trudeau	Non-Enrolling Teacher	0.3
Tyee	Non-Enrolling Teacher	0.8
U.Hill Elem.	Non-Enrolling Teacher	0.4
Van Horne	Non-Enrolling Teacher	0.3
Waverly	Non-Enrolling Teacher	0.4
Weir	Non-Enrolling Teacher	0.4
Wolfe	Non-Enrolling Teacher	0.4

LIF Request for Secondary- 2015-16 Master List

32.6429

Updated as of: 228.5

School	Request Type	Request	Approved Blocks
Britannia	Enrolling	English 8	1
Britannia	Enrolling	English 10	1
Britannia	Enrolling	English 12	1
Britannia	Enrolling	Math 8	1
Britannia	Enrolling	Math 9	1
Britannia	Enrolling	Science 8	1
Britannia	Enrolling	Science 10	1
Britannia	Enrolling	Social Studies 8	1
Britannia	Enrolling	Social Studies 10	1
Britannia	Enrolling	Social Studies 11	1
Britannia	Enrolling	Precalculus 11	1
Britannia	Enrolling	French 9E/10E	1
Britannia	Enrolling	Science 9	1
Britannia	Enrolling	Fine Arts 8	1
Britannia	Enrolling	Cafeteria Training	1
Britannia	Enrolling	English 9	1
Byng	Enrolling	Science 9	1
Byng	Enrolling	Textiles 9-12	1
Byng	Enrolling	English 11	1
Byng	Enrolling	Social Studies 10	1
Byng	Enrolling	Spanish 11	1
Byng	Enrolling	Calculus 12	1
Byng	Enrolling	Pre-Calculus 12	1
Byng	Enrolling	French 11	1
Byng	Enrolling	Elective 8/9	1
Churchill	Enrolling	English 9	1
Churchill	Enrolling	English 10	1
Churchill	Enrolling	English 12	1
Churchill	Enrolling	AWM 10	1
Churchill	Enrolling	AWM 11	1
Churchill	Enrolling	PreCalculus 12	1
Churchill	Enrolling	Math 9	1
Churchill	Enrolling	Physical Education 10	1
Churchill	Enrolling	English 11	1
Churchill	Enrolling	FMP 10	1
Churchill	Enrolling	Math 8	1
Churchill	Enrolling	Biology 11	1
Churchill	Enrolling	Carpentry 11 and 12	1
Churchill	Enrolling	Physical Education 8	1
David Thompson	Enrolling	SCT 11	1
David Thompson	Enrolling	English 8	1
David Thompson	Enrolling	Math 8	1
David Thompson	Enrolling	Science 8	1
David Thompson	Enrolling	Metal Art 10 - 12 (YIA--OCMTA/MTEM-10/MTEM-	1
David Thompson	Enrolling	Physics 11	1
Gladstone	Enrolling	Communications 11/12	1

LIF Request for Secondary- 2015-16 Master List

32.6429

Updated as of: 228.5

School	Request Type	Request	Approved Blocks
Gladstone	Enrolling	English 9	1
Gladstone	Enrolling	Math 9	1
Gladstone	Enrolling	Science 9	1
Gladstone	Enrolling	Science 10	1
Gladstone	Enrolling	Social Studies 9	1
Gladstone	Enrolling	Woodwork 9-12	1
Gladstone	Enrolling	Math 8	1
Gladstone	Enrolling	SS 8	1
Gladstone	Enrolling	Applied skills 8	1
Gladstone	Enrolling	French 8	1
Gladstone	Enrolling	ENG12	1
Gladstone	Enrolling	CHEM 11	1
Gladstone	Enrolling	FOODS 11/12	1
Gladstone	Enrolling	MATH 10	1
Gladstone	Enrolling	MATH 11	1
Gladstone	Enrolling	MATH 12	1
Gladstone	Enrolling	PE 10	1
Gladstone	Enrolling	METAL 9-12	1
Hamber	Enrolling	MAC- - 11: Accounting 11	1
Hamber	Enrolling	MAC- - 12: Financial Accounting 12	1
Hamber	Enrolling	XLDCE08EL3: ELC3	1
Hamber	Enrolling	XDLCE09RE2: ELL 2 Reading	1
Hamber	Enrolling	XLDCE09SS2: ELL 2 Socials	1
Hamber	Enrolling	MEN- - 12: English 12	1
Hamber	Enrolling	MAWM-10: AW Math 10	1
Hamber	Enrolling	MPREC11: Pre-Calculus Math 11	1
Hamber	Enrolling	MFR- - 09: French 9	1
Hamber	Enrolling	MFR- - 11: French 11	1
Hamber	Enrolling	MPE- - 11REC & MPE- - 12REC: PE 11 & 12	1
Hamber	Enrolling	MMK- - 11: Marketing 11	1
Hamber	Enrolling	MFM- - 11: Family Studies 11	1
Hamber	Enrolling	XLDCE09SCI: ELL Science	1
Hamber	Enrolling	MEN-10TR1: Transitional English	1
Hamber	Enrolling	MSS- - 10TRS: Transitional Socials	1
Hamber	Enrolling	MEN--10: English 10	1
Hamber	Enrolling	MEN- -11: English 11	1
Hamber	Enrolling	MAWM-11: AW Math 11	1
Hamber	Enrolling	MDFT-11, MDFT-12, MTPR-11, & MTPR-12: Film	1
Hamber	Enrolling	MCH- -11: Chemistry 11	1
Hamber	Enrolling	MLAW-12: Law 12	1
John Oliver	Enrolling	English 10 Basic	1
John Oliver	Enrolling	Fine Arts 8 Rotation	1
John Oliver	Enrolling	PE 8 Boys	1
John Oliver	Enrolling	PE 8 Girls	1
John Oliver	Enrolling	Auto 11/12	1
John Oliver	Enrolling	Foods 10	1

LIF Request for Secondary- 2015-16 Master List

32.6429

Updated as of: 228.5

School	Request Type	Request	Approved Blocks
John Oliver	Enrolling	Science & Tech 11	1
John Oliver	Enrolling	Power Mechanics 10	1
John Oliver	Enrolling	Drama 10/Theatre 11/12	1
John Oliver	Enrolling	Art Foundation 11/12	1
John Oliver	Enrolling	Media Arts 10/11/12	1
Killarney	Enrolling	English 8	1
Killarney	Enrolling	English 9	1
Killarney	Enrolling	English 11	1
Killarney	Enrolling	Foods 10	1
Killarney	Enrolling	Apprent/Work Math 10	1
Killarney	Enrolling	Math 8	1
Killarney	Enrolling	Math 9	1
Killarney	Enrolling	Science 9	1
Killarney	Enrolling	Science 10	1
Killarney	Enrolling	Science and Tech 11	1
Killarney	Enrolling	Social Std 8	1
Killarney	Enrolling	Social Std 9	1
Killarney	Enrolling	Social Std 10	1
Killarney	Enrolling	Construction 11	1
Killarney	Enrolling	Found/PreCal Math 10	1
King George		XLDCE10ELC	1
King George	Enrolling	XLDCE10RE	1
King George		MBI--11	1
King George		MCOM-12	1
King George	Enrolling	MEN--08	1
King George	Enrolling	MFMP-10	1
King George	Enrolling	MMA--08	1
King George	Enrolling	MMA--09	1
King George	Enrolling	MSC--10	1
King George	Enrolling	MSS--10	1
King George	Enrolling	MSC--08	1
King George	Enrolling	MSS--08	1
King George	Enrolling	XLDCE10SS	1
King George	Enrolling	XLDCE10WR	1
King George	Enrolling	MCH--12	1
Kitsilano	Enrolling	Woodwork 10/Carpentry 11	1
Kitsilano	Enrolling	French 12	1
Kitsilano	Enrolling	Chemistry 12	1
Kitsilano	Enrolling	Earth Science 11	1
Kitsilano	Enrolling	A/W Math 10	1
Kitsilano	Enrolling	science 10	1
Kitsilano	Enrolling	Social Studies 10	1
Magee	Enrolling	English 10	1
Magee	Enrolling	PE 10 Boys	1
Magee	Enrolling	Math 9	1
Magee	Enrolling	French 12	1

LIF Request for Secondary- 2015-16 Master List

32.6429

Updated as of: 228.5

School	Request Type	Request	Approved Blocks
Magee	Enrolling	PE 10 Girls	1
Magee	Enrolling	English 9 or 10: Early Morning	1
Magee	Enrolling	Social Studies 10	1
Magee	Enrolling	Social Studies 09	1
Magee	Enrolling	Science 9	1
Magee	Enrolling	Earth Science 11	1
Point Grey	Enrolling	MPREC11	1
Point Grey	Enrolling	MEN--11	1
Point Grey	Enrolling	MEN--09	1
Point Grey	Enrolling	MSC--09	1
Point Grey	Enrolling	MSS--09	1
Point Grey	Enrolling	MBJA-11	1
Point Grey	Enrolling	XLDCE11EN3	1
Point Grey	Enrolling	XLDCE11SS3	1
Point Grey	Enrolling	MEN--10	1
Point Grey	Enrolling	MFMP-10	1
Point Grey	Enrolling	MPREC11	1
Point Grey	Enrolling	MMA--09	1
Point Grey	Enrolling	MSS--10	1
Point Grey	Enrolling	MMA--08	1
Point Grey	Enrolling	MPLAN10	1
Point Grey	Enrolling	XLDCE11ELC	1
Prince of Wales	Enrolling	English 11	1
Prince of Wales	Enrolling	Foundations of Math 10	1
Prince of Wales	Enrolling	Calculus	1
Prince of Wales	Enrolling	Socials 11	1
Templeton	Enrolling	Apprenticeship and workplace math 10	1
Templeton	Enrolling	Apprenticeship and workplace math 11	1
Templeton	Enrolling	Science 10 Adapted	1
Templeton	Enrolling	Foods 11/12	1
Templeton	Enrolling	Carpentry 11/12	1
Templeton	Enrolling	English 10	1
Templeton	Enrolling	English 12	1
Templeton	Enrolling	Foods 10	1
Templeton	Enrolling	French 11	1
Templeton	Enrolling	Spanish 9	1
Templeton	Enrolling	Science 8	1
Templeton	Enrolling	Social Studies 10	1
Templeton	Enrolling	Physics 11	1
Templeton	Enrolling	Marketing 10-12	1
Templeton	Enrolling	Planning 10	1
Templeton	Enrolling	Film 10/11/12	1
Templeton	Non-Enrolling	SBRT	3
Tupper	Enrolling	MK11/MK12/ENT12	1
Tupper	Enrolling	AWM10	1
Tupper	Enrolling	FR 9	1

LIF Request for Secondary- 2015-16 Master List

32.6429

Updated as of: 228.5

School	Request Type	Request	Approved Blocks
Tupper	Enrolling	SP 10	1
Tupper	Enrolling	SC 9	1
Tupper	Enrolling	BI 11	1
Tupper	Enrolling	FMP 10	1
Tupper	Enrolling	AWM11	1
Tupper	Enrolling	MEN--12	1
Tupper	Enrolling	MSACS11 (ceramics)	1
University Hill	Enrolling	Biology 11	1
University Hill	Enrolling	Social Studies 9	1
University Hill	Enrolling	French 11	1
University Hill	Enrolling	ELL Transitional English 10	1
University Hill	Enrolling	ELL Transitional Social Studies 10	1
Vancouver Technical	Enrolling	Graphics 9 SEM	0.5
Vancouver Technical	Enrolling	Spanish 10/Beg Span 11	1
Vancouver Technical	Enrolling	Science Tech 11	1
Vancouver Technical	Enrolling	Textiles 9 + Fashion Design 11-12	1
Vancouver Technical	Enrolling	Fitness 11/12	1
Vancouver Technical	Enrolling	Communications 11	1
Vancouver Technical	Enrolling	English 10 A	1
Vancouver Technical	Enrolling	Metal + Jewelry 10-12	1
Vancouver Technical	Enrolling	Drafting 11/12 + MTED 10	1
Vancouver Technical	Enrolling	Foundations Math 10	1
Vancouver Technical	Enrolling	Biology 11	1
Vancouver Technical	Enrolling	Science 10	1
Vancouver Technical	Enrolling	Carpentry Joinery 11/12	1
Vancouver Technical	Enrolling	Metal 10-112	1
Vancouver Technical	Enrolling	Socials 11 or FN 12	1
Vancouver Technical	Enrolling	Foods 10	1
Windermere	Enrolling	App & Workplace Math 10	1
Windermere	Enrolling	Math Academy 8	1
Windermere	Enrolling	Math 9 Preparation	1
Windermere	Enrolling	Science & Tech 11	1
Windermere	Enrolling	Woodwork 9-12 (May 14)	1
Windermere	Enrolling	Art 9-11 (May 14)	1
Windermere	Enrolling	French 11 (May 14)	1
Windermere	Enrolling	Fitness 11/12 (May 14)	0
Windermere	Enrolling	App & Work Math 11 (May 14)	1
Windermere	Enrolling	Biology 11 (May 14)	1
Windermere	Enrolling	Foods 11 & 12 (May 14)	1
Windermere	Enrolling	Foundations of Math 10 MFMP-10 (May 14)	1
Windermere	Enrolling	Foundations of Math 11 /12 (May 14)	1
Windermere	Enrolling	Geography 12 (May 14)	1
Windermere	Enrolling	PE 9 Girls (September 18)	1
Windermere	Enrolling	Apprenticeship and Workplace Math 10	1

Education Fund/Learning Improvement Fund

2014-15

School	June Allocated FTE or hr/wk	June Cost	OctoberAlloca ted FTE or hr/wk	Oct Cost	Mar Allocated FTE or hr/wk	Mar Cost
Total Budget						
100 Mile Elementary	0.5	44,920				
100 Mile Elementary			7.500	9,589.00		
150 Mile Elementary			0.053	4,762.00		
150 Mile Elementary	0.3	26,952	2.500	3,196.00		
Alexis Creek Elementary/ Jr Secondary	0.4	35,936	2.500	3,196.00		
Anahim Lake Elementary/ Jr Secondary	0.4	35,936	2.500	3,196.00		
Big Lake Elementary	0.23	20,663	0.075	6,738.00		
Bridge Lake Elementary	0.097	8,714	2.000	2,547.00		
Cataline Elementary	0.5	44,920	2.500	3,196.00		
Chilcotin Road Elementary	0.3	26,952	0.030	2,695.00		
Dog Creek Elementary/ Jr Secondary	0.217	19,495	2.500	3,196.00		
Forest Grove Elementary	0.27	24,256	1.000	89,840.00		
Horse Lake Elementary	0.3	26,952		0.00		
Horsefly Elementary	20	25,571		0.00		
Lac La Hache Elementary	0.179	16,081	0.200	17,968.00		
Lake City Secondary	1.286	115,534		0.00		
Likely Elementary	0.112	10,062	0.200	17,968.00		
Marie Sharpe Elementary	0.4	35,936		0.00		
Mile 108 Elementary	0.3	26,952	2.500	3,196.00		
Mountview Elementary			5.000	6,393.00		
Mountview Elementary	0.3	26,952	1.245	111,850.00		
Naghtaneqed Elementary/ Jr Secondary	12	15,342		0.00		
Nesika Elementary	0.5	44,920	5.000	6,393.00		
Skyline Secondary			0.067	6,019.00		
Peter Skene Ogden Secondary	0.714	64,145	5.000	6,393.00		
Tatla Lake Elementary/ Jr Secondary	0.329	29,557	0.200	17,968.00		
Hours Increase to create full time	24.5	31,324				
Total Budgeted		758,072		326,299.00		
Formula:						
1.0 FTE Teacher	\$89,840					
TA hrs divided by 35 hrs per week x	\$44,570					
2-20-271-1239-771 (teacher assistant)						
2-20-271-1110-771 (teacher)						
Support Staff Hours						

Education Fund/Learning Improvement Fund 2015

Teacher Education Fund

Our allotment was directed at student support roles on a geographic (eg north-south axis) basis. These funds are in some cases supplemented by targeted funds.

2015 / 2016 LIF: Education Fund

s.22		POSITION	FTE
	ALM	Student Support	0.200
	QCSS	Learning Centre	0.286
	TAH/GMD/PORT	Student Support	0.600
	DIST-ALM/QCSS/SNESS	Counselling	0.400
	SNES	Student Support	0.300
TOTAL			1.786

Education Assistant LIF increases

Some EAs received additional time via Community Links and other funding sources, but the LIF was utilised to give a modest bump across the staff pool. Every EA is adding 30 min per week for attending meetings and workshops.

Each student identified as high incidence receives 30 minutes each week (awarded to EA with greatest seniority).

Site	Students	Ed Asst	Ed Asst	Ed Asst	Total Hours
SNES	10	s.22			7.0
GMD	13				6.5

(1.5)

		s.22	
PCES	4		4.0
QCSS	12		6.0
TAH	7		3.5
AIM	2		1.0
			28.0

EAI	EAI	Avg Hourly Wage
\$	\$	\$
24.15	25.48	24.82

EA/Hr	Benefits 15%	Total
\$	\$	\$
24.82	3.72	28.54

	\$/Week	40 Weeks
24 EA Hours x \$28.54 =	\$ 799.20	\$ 31,968.16
18 EAs x 0.5 Hours x \$28.54=	\$ 256.89	\$ 10,275.48

TOTAL	\$ 42,243.64
-------	--------------

SSLIF 15/16 Allocation	\$ 42,023.60
------------------------	--------------

\$\$ Remaining	-\$
----------------	-----

	220.04	
Hrs / Year	-8	
Hrs / Wk	0	
	\$	\$
28 EA Hours x \$28.54 =	799.20	31,968.16
	\$	\$
18 EAs x 0.5 Hours x \$28.54=	256.89	10,275.48
<hr/>		
		\$
		42,243.64

Education Fund Committee Meeting
Monday, August 31, 2015
3:00PM – School Board Office

The following is a summary of decisions made by the Education Fund Committee on August 31, 2015. Meeting participants – Charley King, Ken Christensen, Randy Manhas and Reno Ciolfi.

1. Allocation to schools and summary of spending:

Fall 2015 Allocation Information

Allocation	Schools	FTE	Dollars (\$104)
May-15	Elementary	15.50	\$1,612,000.00
May-15	Middle	9.93	\$1,032,720.00
May-15	Secondary	12.96	\$1,347,840.00
	Learning		
May-15	Services	1.00	\$104,000.00
Sep-15	Centennial	0.71	\$73,840.00
Sep-15	Glenayre	0.20	\$20,800.00
Sep-15	Hazel Trembath	0.20	\$20,800.00
Sep-15	Hampton Park	0.20	\$20,800.00
Total			\$4,232,800.00
Total EF			\$4,284,340.00
Remainder			\$51,540.00
Remainder	Prior to Sept 2015		\$187,780.00
EF spent	in May 2015		\$4,096,560.00

Note - 5.0 blocks will move Centennial to 1.57 or 11 blocks in total

While the estimated remainder is \$51,540.00 (based on \$104,000.00 per teacher), this amount will change (and may increase) after actual teacher costs are entered. In any case, the EF Committee will need to meet again to determine spending for the remainder of the funds.

2. Changing the timeframe for the school-based consultation process:

The committee agreed that changing the timeline for school-based consultation would enhance the quality of applications. Below is a summary of the draft timeline.

February – Documentation out to schools
February and March – Consultation process in schools
Early April – Consultation Records to the Education Fund Committee
April – Questions, if any to individual schools
April – Early May – Allocation Plan to Schools

The committee indicated that the commitment to the Education Fund being additive would be based on the details of the Consultation Records and what would be approved for staffing by the Education Fund Committee. The form for the Consultation Record will be reviewed by the committee, prior to February 2016.

3. Assistant Superintendent support for Education Fund plan implementation:

Assistant Superintendents will receive the Consultation Records for schools in their zones along with the staffing allocation from the Education Fund. Assistant superintendents will discuss the use of Education Fund staffing with principals and vice principals during school visits. Assistant superintendents will also provide support to principals and vice principals in the development of school applications for Education Fund resources in the spring.

4. The CTA representatives on the Committee indicated an interest in involving CTA members, who have experience with Education Fund applications, at the school level, in the work of the Education Fund Committee.

Learning Improvement Fund 2015-16

A). Teacher Education Fund Allocation

Location		
BICS	0.1 Couns	\$7,304.22
	0.05 LST	\$3,113.86
	0.2 LST	
CA	0.1 Couns	\$7,125.72
	0.40 LST	\$22,916.83
	0.1 ELL	
CE	0.1 Couns, 0.1 LST	\$15,847.91
CH	0.7 LST	\$59,581.78
	0.2 ELL	
GE	0.1 Couns	\$7,125.72
	0.2 LST	
HO	0.2 Couns, 0.6 LST	\$62,532.36
IP	0.1 Couns, 0.6 LST	\$41,442.57
	0.2 ELL	
PJ	0.1 Couns	\$7,125.72
RI	0.1 Couns, 0.4 ELL	\$33,240.54
	0.3 LST	
WB	0.1 Couns	\$7,125.72
	0.2 LST	
WE	0.1 Couns	\$7,125.72
	0.20 LST	\$11,371.72
RO	0.2857 Couns/LST, 0.2857 Connect	\$29,501.82
	0.5714 CSA/CONNECT	\$50,666.08
	0.4286 LST; 0.1428 ELL	
SE	0.2857 Couns/LST, 0.2857 Connect	\$52,759.74
	0.5714 LST/ELL/CONNECT	\$49,562.89
	0.2857 ELL	
WV	0.2857 Couns/LST, 0.2857 Connect	\$58,329.05
	0.5714 LST	\$52,208.84
	0.4286 ELL; 0.1428 ACCESS Counselling	
St Support Serv	0.1 Couns, 1.0 SLP, 1.0 Psych, 1.0 Beh	\$213,790.32
Costing		\$799,799.13

LIF 2015-2016	TEF Allocation	Cost
	2015-2016 Funding	\$ 920,464.00
	2014-2015 Carry Forward	\$ 34,000.00
	TEF - 2015-2016 Total	\$ 954,464.00
	Staffing	\$ 799,799.13
	New positions to be filled/in progress (estimated cost)	\$ 212,138
	Total Estimated Spending	\$ 1,011,936.63
	2015-2016 Available (est)	-\$ 57,472.63

B). Learning Improvement Fund - Costing for WVMEA

	Increase to 28.5 Sec and 28 at Elem
Total Additional Hours/Minutes	60.9
EA Hourly Rate - (Step 2 - EA Hourly Rate as at July 1, 2015)	\$ 26.79
Wage Cost	\$ 68,523.46
Total Cost of Additional Minutes	\$ 81,796.46
Various EA positions (EH, Caufeild, BICS, Westcot)	\$ 141,202.59
Total Cost of LIF Plan	\$ 222,999
Allocation for 2015/16	\$ 230,116
Over/Under	-\$ 7,116.95

Learning Improvement Funds
SD#81 Fort Nelson
2015/16

Fall Plan – October 1, 2015

Education Funds - \$161, 314

- Divide 11 blocks to address class composition/size issues at FNSS. These are: Eng.10 yl, PreCalculus 11, Foundations of Math10, Eng.9, Math 9, Math9 yl, Science10, Social Studies 10, Social Studies 9 and Chemistry 11.
- Add two teaching blocks – one Visual Media Arts/Writing 12 and one Teacher/Librarian/Support.

Lif Funds - \$40,329

- Maintain one Educational Assistant to model math strategies to other members and support students in math.
- Increase the part-time Attendance Clerk to full-time to assist other secretaries in MyEd BC
- Any unused funds from above will be used to provide Support Staff with pay for attendance at Educational Assistant meetings and School Based Team meetings, as needed.

Total LIF allocation for SD#81: \$201,643

Teacher Education Fund \$161,314

Ed. Assistants minimum allocation: \$40,329

\$201,643

Actual cost:

Teacher Education Fund: \$183,639

Ed. Assistants Funding \$40,329

\$223,968

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation:

Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name:

and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

Learning Improvement Fund Spending Plan 2015/2016					
Education Fund / NVTAs Positions					
25 Schools	Elementary NVTAs / Teaching Staff	Cost	FTE		
21 Schools	Learning Assistance and Learning Support Teacher	\$ 483,855	4.90	38%	
5 Schools	Additional divisions to address complex needs	\$ 528,291	5.35	42%	
18 Schools	Additional counselling time	\$ 246,865	2.50	20%	
		\$ 1,259,012	12.75	100%	60%
7 Schools	Secondary NVTAs / Teaching Staff	Cost	FTE		
6 Schools	Additional blocks (30) to address complex needs	\$ 421,843	4.27	62%	
2 Schools	Additional counselling time	\$ 126,987	1.29	19%	
2 Schools	Additional Learning Assistance / Learning Support	\$ 126,987	1.29	19%	
		\$ 675,818	6.84	100%	32%
DISTRICT Staff	District NVTAs / Teaching Staff	Cost	FTE		
Learning Services	Psychologist	\$ 78,997	0.80	47%	
Learning Services	Speech and Language Pathologist	\$ 59,248	0.60	35%	
Learning Services	Hearing Resource Teacher	\$ 29,624	0.30	18%	
		\$ 167,868	1.70	100%	8%
SUMMARY of EDUCATION STAFF FUND		Cost	FTE		
Total expenditure plan		\$ 2,102,697	21.29		
Total Education Fund Available		\$ 2,096,598	21.23		
Reserve (up to 30% allowable)		-\$ 6,099	-0.06		

Support Staff Fund / CUPE Positions				
District	Support staff hours (Education Assistants)	Cost	FTE	
All schools	Increased hours for each Education Assistant position	\$ 249,258	5.06	
	Support staff sub-total	\$ 249,258	5.06	
Elementary	Support staff (Education Assistants)	Cost	FTE	
11 Schools	Requests for additional hours are being reviewed	\$ -	0.00	
	Support staff sub-total Elementary	\$ -	0.00	
Secondary	Support staff (Education Assistants)	Cost	FTE	
3 Schools	Requests for additional hours are being reviewed	\$ -	0.00	
	Support staff sub-total Secondary	\$ -	0.00	
TOTAL	Support staff hours (Education Assistants) / CUPE	Cost	FTE	
	Support Staff TOTAL	\$ 249,258	5.06	48%
SUMMARY of SUPPORT STAFF FUND				
	Total expenditure plan	\$ 249,258	5.06	
	Total Support Staff Fund Available	\$ 524,149	10.63	
	Unallacated funds to RESERVE	\$ 274,892	5.58	52%
	TOTAL LEARNING IMPROVEMENT FUND	\$ 2,620,747		
	EDUCATION FUND SPENDING PLAN	\$ 2,102,697	80%	
	SUPPORT STAFF SPENDING PLAN	\$ 249,258	10%	
	RESERVE (maximum 30%)	\$ 274,892	10%	



Learning Improvement Fund

Spending Plan 2015-2016
Qualicum School District (#69)

Rollie Koop
Superintendent of Schools

September 2015

Purpose of the Learning Improvement Fund (LIF)

In April of 2012, the Provincial government brought into effect the Learning Improvement Fund Regulation. The stated purpose of the fund was to enable Boards of Education to address issues relating to the improvement of student learning. It was made clear that the learning needs of all classes and all students were to be considered in the allocation of these funds. While the scope of consideration around the allocation of these funds is broad, there is encouragement to ensure that specific complex classes where the needs of learners could be met more effectively with the infusion of additional resources are addressed in the process.

The 2015-2016 Learning Improvement Fund Allocation

The allocation provided to the Qualicum School District will total **\$819,411** for the 2015-16 school year. Under the terms of a Provincial Agreement reached between BCPSEA, Support Staff Unions and The Ministry of Education, with **\$655,529** allocated to the Teacher Education Funds. The Minimum Support Staff Obligation is **\$163,882** to be targeted to increasing weekly education assistant hours for consultation, collaboration, collaborative planning and meetings or to provide an increase in hours to part time positions. Consideration may also be given to supporting innovative practices that impact the work of education assistants providing support services to students or the addition of new full or part time positions.

The LIF Regulation identifies that the following elements may be addressed through the District LIF Spending Plan

- The provision of additional teaching staff, teacher assistants and other paraprofessionals
- Additional teaching time and services to students
- Professional development/training for teachers to address unique needs of learners in their classrooms
- A reserve fund, which is not to exceed 30% of the estimated grant, that may be used for any of the purposes described in subparagraphs (i) to (iii), as the Board considers appropriate

The key consideration is that the LIF allocation must provide additional supports and services designed to improve student learning beyond those that could be provided through regular per student funding budget allocations from the Ministry of Education.

The Local Allocation Process at a Glance

From Class Reviews to School Review to District Overview – A Collaborative Journey

For a number of years, our district has relied on a cyclical process which begins with class reviews done at the school level to determine individual student strengths and needs in each individual classroom as well as with cohort groupings of students. This exercise provides school principals with the data they require to inform cohort grouping needs, staffing level requirements and resource allocation at the school level.

Each spring, a conversation between the school administrator(s), student support services personnel, the Assistant Superintendent and District Principal for Learning Services is undertaken at each school. The purpose of this collaborative work is to assist in the consideration of both budgetary and extra budgetary (LIF) staffing and support allocations.

During these conversations, the team discussed a range of possible support approaches at each school based on an analysis of the following factors:

- The teaching and learning dynamics at the school (e.g. strengths, successes, goals, needs and challenges)
- Unique aspects of transitioning cohort(s) at the site
- A profile of the various cohort groupings, in terms of students requiring individualized support, students requiring support in smaller groups, and cohort groupings requiring specific support in one or more areas
- A snapshot of current support structures in place, as well as, an analysis of the upcoming year's anticipated student needs based on the number of designated students, students on Learning Plans, students receiving counseling, SLP, ELL and/or Gifted services
- A description of innovations or initiatives being explored in order to better meet student needs in the coming year and how it connects to the district strategic plan.

These conversations were used to guide the allocation of the remaining LIF funds for the 2014-2015 school year, as well as to determine the level and type of supports required in the 2015-2016 school year.

Elementary Level

The areas of focus is a continuation of the supports started within the previous year (2014-2015).

Counselling - support in the classrooms and individual counselling. Children are experiencing varied and complex issues. Children need the support of a counsellor in our schools to provide guidance and immediate support, also to assist families connect to outside agencies. Support for classroom teacher to develop strategies to support students' ability to self-regulate is also an area of focus.

Teaching and Learning - support on reading and instructional strategies to assist classroom teachers in meeting diverse learning needs of their students. Support classroom teacher with early intervention, inquiry and project based learning to engage the reluctant learners, assessment practices and follow up strategies to support reading and writing.

Support for numeracy - support teacher working with classroom teachers. Information collected from classroom teachers, support teachers, DMA and FSA indicate students are struggling with math concepts. A support teacher in the area of math will assist classroom teacher co-planning, developing strategies to support learners.

Social Emotional - support adolescents who are in the early years of adolescence. Supporting students develop resiliency and decision making; encouraging self-confidence and positive self-image.

Secondary Level

Teaching and Learning - supporting differentiated instruction, inquiry and project based learning. Support for classroom teachers, developing instructional strategies, coaching, mentoring, co-teaching and planning for their learners.

Counselling - Tracking and support for vulnerable learners, making connections with students who have transitioned into the secondary school and may have been identified as needing some additional support and guidance. A recognition of the supports for adolescents to develop their social emotional learning is a key focus for secondary schools.

District Learning Services

District Learning Services – to continue to support classroom teachers by co-planning, co-teaching with learning support teachers. Identifying the needs of learners and then supporting the adaptations or accommodations which will best support the learners.

Elementary Level - \$

School	<i>Counselling/teaching and learning support</i>
AES	.5
BES	.4
EES	.6
FBS	
NBES	.6
OES	.7
QBES	.5
SES	.6
Total	3.9

Secondary Level - \$

School	<i>Counselling/teaching and learning support</i>
BSS	.7
KSS	.71
PASS/ WW and District	.8
Total	6.91
TTOC/Supports	.20



LEARNING IMPROVEMENT FUND ALLOCATION 2015/16

<u>School</u>	<u>Subject</u>	<u>TIME</u>	<u>Cost</u>
---------------	----------------	-------------	-------------

TEACHERS

Henderson	Grade 1-7	0.41	
James Thomson	Grade 1-7	0.21	
Westview	Grade 1-7	0.40	
Edgehill	Grade 1- 7	0.50	
Brooks	Grade 8-11	0.85	
District	Grades 1-7	<u>1.60</u>	

Total Teaching Allocation (FTE)	3.97	\$350,096
---------------------------------	------	-----------

Support Staff Increases

Henderson	12.5 hrs per week
James Thomson	7.5 hrs per week
Westview	7.5 hrs per week
Edgehill	7.5 hrs per week
Texada	2.5 hrs per week
Brooks	27.5 hrs per week
District	7.5 hrs per week

Total Support Staff Allocation (HRS)	72.50	<u>\$ 87,524</u>
--------------------------------------	-------	------------------

Total Allocation		<u>\$437,620</u>
------------------	--	------------------

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name: School District #71 Comox Valley

Total LIF allocation: \$1,471,744 Support Staff minimum allocation: \$294,000

Education Fund allocation: \$1,177,744

1. Amount committed under this plan to:

Support Staff funding: \$294,000

Teacher Staffing funding: \$1,177,744

Reserves (maximum 30% and to be spent by June 30th): 19,314

2. Support Staff:

Number of new full-time positions (35 hours): 0

Number of new part-time positions (under 35 hours): 0

Number of Support Staff with hours increased from part-time to full-time: 0

3. Teachers:

Number of new full-time positions (1.0 FTE): 5

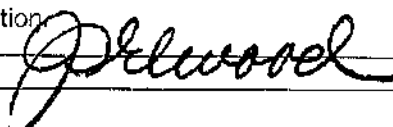
Number of new part-time positions (less than 1.0 FTE): 16

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools: 

6. Submit:

Contact name: Tom Demeo and Email: tom.demeo@sd71.bc.ca

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. Please remember to include your detailed LIF Plan along with this document.

Submit this form
by email

SUBMIT



Ministry of
Education

School District # 71
2015-2016

SCHOOL	REQUEST	ED FUND DECISION	COST
Airport	.1/2 Lst 1.0 FTE EA	.1 LST	0.1 9,380
Arden	.5 Lst 1.0 EA		
Aspen	.3 LST release time		
Brooklyn	1.0 Teach = primary learn 2.0 EA		
Courtenay El.	1.0 C/R Teacher///.5 Boost 1.0 EA Self Reg	0.5 Boost	0.5 46,900
		.5 Division	0.5 46,900
Cumberland k-9	.5 LST / .5 Behaviour	.5 Bahvior / .2 LST	0.7 65,660
Denman			
Puntledge Pk	1.0 Boost // 1.0 EA Fr Im	.1 LST / .5 Boost	0.6 56,280
Queneesh	1.5 FTE Learning	.2 LST / .5 Boost	0.7 65,660
Robb Rd	.5 LST / .5 Couns / 2.5 hrs Ea Lib support		
ValleyView	.4 LST / .2 SLP / RTI training release time		
Miracle Beach	.6 Boost / 1.0 EA	.2 Boost	0.2 18,760
Huband	.2 LST / .1 Counsell / 2.0 EA	Extra Div	1.0 93,800
Royston	.2 LST / .23 Boost	.2 Boost	0.2 18,760
Hornby			
Glacier View	.7 Counsel / 1.0 Teach outreach / 1.0 EA	.3 Counsellor	0.3 28,140
		1.0 connections	1.0 93,800
Lake Trail	1.0 Diversity / .5 Pride / 1.0 elective	.1 Couns / .5 Diver.	0.6 56,280
Isfeld	1.0 Diversity / 1.0 EA	.25 LST / 1.0 Div	1.3 117,250
Highland	1.0 Teach / .2 advantage / .25 Counsel / .25 small class / Ea for E2	.3 Coun / .5 Diver.	0.9 84,420
Vanier	1.0 LST / .5 Student support / 1.0 Gr 10 cohort .5 FN / RTI release time	.25 Couns / .25 LST	0.5 46,900
NIDES	.5 LST / .5 ILC / DL	1.0 Gr. 10 Progrm	1.0 93,800
		.5 ILC	0.5 46,900
Nalatsi	.5 Mat/Sc=ILC // .5 PE/Tech	.5 ILC	0.5 46,900
Student Services	.2 Psych/.2 Lifeskills/.2 prep/.1 DHH 1.0 Low Inc // .2 Elem Couns	1.0 Variety	1.0 93,800
		Various	0.9 84,420
	1.5 gift / .5 Low Inc / .4 Behav / .2 SLP / .2 Couns		
		13.0	1,214,710
	Total Ed Fund		1,177,744
	70% allocation		824,421
	30% Fall allocation		353,323
	Fall Allocation - Various Positions	2.4 = 225120	
	Carry forward		
	Funds Available	0.6	56,280
	FTE Available	0.20	19,314.00
	TOTAL AVAILABLE		



School District # 28 (Quesnel)
Learning Improvement Fund – Support Staff

CUPE executive members and District staff met on September 24, 2015 to discuss and allocate the Support Staff Learning Improvement Fund (LIF) grants.

The 2015-16 Support Staff Learning Improvement Fund grants totals \$139 772.

Decisions

- The LIF will be used to increase the hours of 5 permanent positions for this school year.
- It will also provide additional weekly time for 77 Support Staff including Educational Assistants, Aboriginal Education Support staff, and Youth Care Workers to consult with teachers and attend planning meetings.
- The district will provide 3.0 FTE additional Education Assistant positions.
- The Support Staff LIF will be monitored throughout the year. The committee will meet in January and in March to review and reallocate funds as necessary.

Sue-Ellen Miller

Superintendent of Schools/CEO

SCHOOL DISTRICT NO. 79 (COWICHAN VALLEY)								
2015-16 LIF Allocations								
School	% of Enrolment	Calculated % of Total Available	Student FTE	Learning Improvement Fund Description of Allocation	Teacher FTE Allocated	Cost of Teacher FTE Allocated	Cost of Education Assistant Allocated	% of Available Allocated
WEST								
Lake Cowichan	4.87%	55,813	360	.908 Teacher Time	0.908	82,935		5.79%
Palsson	1.61%	18,475	119	.75 Teacher Time	0.750	73,475		5.13%
NORTH								
Chemainus Sec.	3.63%	41,588	268	.572 Teacher Time	0.572	66,885		4.67%
Chemainus Elem.	3.75%	43,005	277	.50 Teacher Time	0.500	52,634		3.67%
Crofton	2.46%	28,256	182	.40 Teacher Time	0.400	43,090		3.01%
SOUTH								
Frances Kelsey	12.42%	142,386	917	.75 Teacher Time	0.750	77,230		5.39%
Ecole Cobble Hill	4.75%	54,494	351		-	-		0.00%
Bench	5.09%	58,375	376	.30 Teacher Time	0.300	24,740		1.73%
Discovery	4.73%	54,183	349	.65 Teacher Time	0.650	64,222		4.48%
George Bonner	4.98%	57,133	368	.65 Teacher Time	0.650	55,761		3.89%
CENTRAL								
Cowichan Sec. (Quam & CSS James St. Campuses)	17.94%	205,691	1,325	1.287 Teacher Time	1.287	128,932		9.00%
CVOLC & OLC Sites	4.31%	49,370	318	.65 Teacher Time	0.650	64,591		4.51%
Alexander	3.82%	43,781	282	1.1 Teacher Time	1.100	83,201		5.81%
Alex Aitken	3.33%	38,192	246	.30 Teacher Time	0.300	21,113		1.47%
Drinkwater	5.40%	61,946	399	.80 Teacher Time	0.800	61,405		4.28%
Ecole Mt Prevost	6.07%	69,553	448		-	-		0.00%
Khowhemun	3.36%	38,503	248	1.1 Teacher Time	1.100	102,171		7.13%
Maple Bay	4.06%	46,576	300	.30 Teacher Time	0.300	30,207		2.11%
Tansor	3.41%	39,124	252	.75 Teacher Time	0.750	67,447		4.71%
DISTRICT								
School Consultation Time				90 minutes per week per EA			226,753	15.82%
TOTALS								
	100.00%	1,433,057	7,384		11.767	1,100,038	226,753	92.58%
COMPONENTS OF THE 2015/2016 LEARNING IMPROVEMENT FUND								

School	% of Enrolment	Calculated % of Total Available	Student FTE	Learning Improvement Fund Description of Allocation	Teacher FTE Allocated	Cost of Teacher FTE Allocated	Cost of Education Assistant Allocated	% of Available Allocated
Teacher Education Fund						1,146,446		
Minimum Support Staff Obligation							286,611	
Total Grant						1,146,446	286,611	
Balance Remaining In Contingency (30% Maximum)						46,408	59,858	7.42%

SCHOOL DISTRICT NO.57 (PRINCE GEORGE)

PGDTA - allocations							FUND 17 - LEARNING IMPROVEMENT FUND						
	3	4 (a)	4 (b)	4 (c)	4(d)	Total	3 Tier 1 Transition	4 (a) Tier 1/ Tier 2	4 (b) Tier 1 & 2 Secondary Schools	4 (c) Remaining Schools	4(d) Rural Counselling	1 Holdback	Total
Nusdeh Yoh	0.50	0.50				1.000	45,750	45,750	-	-	-		91,500
Beaverly				0.400		0.400	-	-	-	36,600	-		36,600
Blackburn				0.400		0.400	-	-	-	36,600	-		36,600
Buckhorn				0.400		0.400	-	-	-	36,600	-		36,600
College Heights				0.400		0.400	-	-	-	36,600	-		36,600
Edgewood				0.400		0.400	-	-	-	36,600	-		36,600
Foothills				0.400		0.400	-	-	-	36,600	-		36,600
Giscome				0.400		0.400	-	-	-	36,600	-		36,600
Glenview				0.400		0.400	-	-	-	36,600	-		36,600
Hart Highlands				0.400		0.400	-	-	-	36,600	-		36,600
Harwin	0.50	0.50				1.000	45,750	45,750	-	-	-		91,500
Heather Park Elementary				0.400		0.400	-	-	-	36,600	-		36,600
Heritage				0.400		0.400	-	-	-	36,600	-		36,600
Highglen				0.400		0.400	-	-	-	36,600	-		36,600
Hixon				0.400		0.400	-	-	-	36,600	-		36,600
Lac des Bois				0.400		0.400	-	-	-	36,600	-		36,600
Malaspina				0.400		0.400	-	-	-	36,600	-		36,600
McBride Centennial				0.400		0.400	-	-	-	36,600	-		36,600
Morfee				0.400		0.400	-	-	-	36,600	-		36,600
Nukko Lake				0.400		0.400	-	-	-	36,600	-		36,600
Peden Hill		0.50				0.500	-	45,750	-	-	-		45,750
Pineview				0.400		0.400	-	-	-	36,600	-		36,600
Pinewood				0.400		0.400	-	-	-	36,600	-		36,600
Quinson	0.50	0.50				1.000	45,750	45,750	-	-	-		91,500
Ron Brent	0.50	0.50				1.000	45,750	45,750	-	-	-		91,500
Southridge				0.400		0.400	-	-	-	36,600	-		36,600
Spruceland		0.50				0.500	-	45,750	-	-	-		45,750
Valemount				0.400		0.400	-	-	-	36,600	-		36,600
Van Bien	0.50	0.50				1.000	45,750	45,750	-	-	-		91,500
Vanway				0.400		0.400	-	-	-	36,600	-		36,600
Westwood		0.50				0.500	-	45,750	-	-	-		45,750
College Heights				0.375		0.375	-	-	-	34,313	-		34,313
Duchess Park			0.50			0.500	-	-	45,750	-	-		45,750
Kelly Road				0.375		0.375	-	-	-	34,313	-		34,313
Mackenzie				0.375	0.50	0.875	-	-	-	34,313	45,750		80,063
McBride				0.375	0.50	0.875	-	-	-	34,313	45,750		80,063
P.G.S.S.			0.50			0.500	-	-	45,750	-	-		45,750
D.P. Todd				0.375		0.375	-	-	-	34,313	-		34,313
Valemount				0.375	0.50	0.875	-	-	-	34,313	45,750		80,063
Centre for Learning Alternatives				0.375		0.375	-	-	-	34,313	-		34,313
Total allocated to schools	2.50	4.00	1.00	11.825	1.50	20.825	228,750	366,000	91,500	1,081,988	137,250	-	1,905,488
Holdback						-	-	-	-	-	-	100,402	100,402
Total Education Fund Dollars	2.50	4.00	1.00	11.825	1.50	20.825	228,750	366,000	91,500	1,081,988	137,250	100,402	2,005,889
CUPE 3742	2.00	3.20	0.40	6.20	-	11.800	63,160	101,056	15,158	205,902	-	116,196	501,472
Total Support Staff LIF Dollars	2.00	3.20	0.40	6.200	-	11.800	63,160	101,056	15,158	205,902	-	116,196	501,472
TOTALS	4.50	7.20	1.40	18.025	1.50	32.625	\$ 291,910	\$ 467,056	\$ 106,658	\$ 1,287,889	\$ 137,250	\$ 216,598	\$ 2,507,361

SCHOOL	POP Sept 30/15	Teacher Area	Description	New Part Time	Part to Full time	Cont'd LIF	FTE	91,250.0
NORTH PEACE	1017	Sr Alt	s 22			x	0.5	
		Resource	On site s 22			x	0.143	
		Life Skills / Complex	s.22 support			x	0.2	0.843
DR. KEARNEY	537	Behaviour Support				x	0.5825	
		At Risk	at risk/in s 22		x		0.143	
		Math Ability Groups Gr 7			x		0.286	
		Life Skills / LA / Inclusion	support			x	0.3	1.292
BERT BOWES	507	Self Reg/ Complex / Behaviour	286 hopefullty (148 currently); Mel increase in Sem 2?	x	x		0.4286	0.4286
ELC	180	- LA				x	0.067	
		- 2 complex needs	s 22			x	0.2	0.287
PRESPATOU	328	Counsellor / Buick	s 22			x	0.2	0.200
HUDSON'S HOPE	136	Learning Support - email Sept/Oct		x			0.2	0.200
CHARLIE LAKE	407	Language / ELL	s.22			x	0.321	0.321
ALWIN HOLLAND	374		s 22			x	0.2	
		Reading Support - Kindergarten				x	0.2	0.400
CENTRAL	380	complex needs/self reg; i	s 22 flex			x	0.4	0.400
BERT AMBROSE	331	Primary Support; Learning Support	s.2			x	0.2	
		Counsellor -	s.22			x	0.1	0.300
ROBERT OGILVIE	327	Counsellor -	s 22			x	0.2	
		LA/Lang support -	s 22				0.442	
		Classroom composition		x			0.8	1.142
C. M. FINCH	316	Counselling -	s 22			x	0.1	
		Primary - i	s.22			x	0.2	
		LA -	s 22			x	0.2	0.500
DUNCAN CRAN	311	Complex Needs/Self Reg -	s.22			x	0.4	0.400
UPPER PINE	209	Reading Recovery -	s.22			x	0.1	0.100
CLEARVIEW	174	Counselling	s.22			x	0.2	0.200
TAYLOR	182	LA, Gifted, Math -	s 22			x	0.4	0.400
BALDONNEL	124	LA/ Complex K -	s 22			x	0.1	
		Reading Support	s.22			x	0.1	0.200
UPPER HALFWAY	41	ELL/LA via Learning Services; counselling from CL						
WONOWONI	34	LA / ELL; -	s 22	x			0.2	0.200
BUICK CREEK	23	s.22	counselling					
The Key / DES							0	
LEARNING SERVICES	N/A	s.22	K complex, mentor (UP, AH, Bold = .1 support)			x	0.3	
		s 22	- Literacy / Behaviour Coach			x	0.4	
		s.22	- Tech Coach			x	0.2	
		s.22	- Numeracy Coach			x	0.2	
		s 22	- Children in Continuing Care		x		0.2	
		s 22	- Behaviour			x	0.2	
		Psych Ed Assessments - Summer				x	0.082	
		s.22	- New Teacher Mentor			x	0.2	
		New Teacher Mentor Program				x	0.2	1.982
		TOTAL in STAFFING		4	14	23		
						894801	9.7953	9.7953

1,174,279
234,856 SSEAC
\$938,423 Teacher allocation Oct 31
44,822 Reserve

10.43 file for 15/16 approx
\$938,423

Difference in FTE
staff

7.854

2015/2016 Education Fund Allocation and Actual Teacher Staffing

School	Resource	Staffing FTE	LIF Allocation
AJES	<i>Additional learning support teacher</i>	0.10	12,689
ABES	<i>Additional learning support teacher</i>	0.15	12,535
CES	<i>Additional learning support teacher</i>	0.10	11,895
EVES	<i>Additional learning support teacher</i>	0.70	54,659
EMXLC	<i>Additional learning support teacher</i>	0.10	9,047
FRES	<i>Additional learning support teacher</i>	0.15	14,015
NISS	<i>Additional learning support teacher</i>	0.71	57,615
PHSS	<i>Additional learning support teacher</i>	0.57	68,345
SVEJSS	<i>Additional learning support teacher</i>	0.15	15,367
SES	<i>Additional learning support teacher</i>	0.60	61,912
WES	<i>Additional learning support teacher</i>	0.02	1,702
Total Teacher Education Fund Costs		3.35	319,781
Teacher Education Fund Grants			295,945
Operating Fund Contribution			23,836

2015 - 2016 Learning Improvement Fund Grants:

Teacher Education Fund	295,945
Minimum Support Staff Obligation	73,986
Total LIF Grant	369,931

Total LIF Allocation to S.D. #38 3,618,415
: \$3,618,415.00

Spring 2015 Allocation

: _____

Fall 2015 Allocation

: _____

Holdback for Spring 2016

: _____

SCHOOL/GROUP	PURPOSE for Ongoing Teaching Staffing: CT, ELL, LRT, Lit Ldr	TOTAL STAFFING FTE: ONGOING & REQUESTED Fall 2014	TOTAL STAFFING ALLOCATION AMT (Salary + Benefits) Fall 2014
DISTRICT:		2014-15	2014-15
Teacher Education Fund (80%)	\$ 2,894,732.00		
Spring 2016	holdback		
Dist. Community Outreach	students with significant needs	0.4000	\$ 34,400.00
ELC - OT	Errington student support	0.4000	\$ 34,400.00
DST Mental Health/Behaviour	K-12 student support		
SLP	to various schools		\$ -
CUPE (add'tl. Hour)	\$ 336,926.00		
CUPE (20% of LIF)	\$ 386,757.00		
TOTALS:		0.8000	\$ 68,800.00
SECONDARY SCHOOLS:			
BOYD	CT/LRT/ELL/SLP (0.2FTE)	1.3400	\$ 115,240.00
BURNETT	CT/LRT/ELL	1.0001	\$ 86,008.60
		1.1430	\$ 98,298.00
CAMBIE	CT/LRT/ELL		

MACNEILL	CT/Lit Ldr	1.2859	\$ 110,587.40
MCMATH	CT/LRT	1.0001	\$ 86,008.60
MCNAIR	CT/LRT	1.0001	\$ 86,008.60
MCROBERTS	CT/LRT	0.7143	\$ 61,429.80
PALMER	CT/LRT	1.0001	\$ 86,008.60
STN. STRETCH/HORIZONS	LRT/SLP(0.14FTE)	0.4284	\$ 36,842.40
RICHMOND	CT/LRT/Other	0.8571	\$ 73,710.60
SLSS	CT/ELL/Other	1.0000	\$ 86,000.00
TOTALS:		10.7691	\$ 926,142.60
ELEMENTARY SCHOOLS:			
ANDERSON	LRT/Lit Ldr	0.7500	\$ 64,500.00
BLAIR	LRT/SLP(0.1FTE)	0.4000	\$ 34,400.00
BLUNDELL	LRT/ELL	0.5000	\$ 43,000.00
BLUNDELL (RSP)	SLP(0.085FTE)	0.085	\$ 7,310.00
BRIDGE	Lit Ldr/SLP (0.1FTE)	0.5000	\$ 43,000.00
BRIGHOUSE	LRT	0.6500	\$ 55,900.00
BYNG	LRT/SLP(0.2FTE)	0.6500	\$ 55,900.00
COOK	CT/LRT/SLP(0.2FTE)	1.0500	\$ 90,300.00
CURRIE	LRT/SLP(.02FTE)	0.7500	\$ 64,500.00
DEBECK	LRT	0.3000	\$ 25,800.00
DIEFENBAKER	Lit Ldr	0.5000	\$ 43,000.00
DIXON	LRT	0.5000	\$ 43,000.00
ERRINGTON	LRT	0.5000	\$ 43,000.00
ELC		0.0000	\$ -
FERRIS	LRT/ELL/SLP(0.1FTE)	0.4000	\$ 34,400.00
GARDEN CITY	LRT	0.3509	\$ 30,177.40
GILMORE	LRT	0.5571	\$ 47,910.60
GRAUER	LRT/ELL	0.4290	\$ 36,894.00
HAMILTON	LRT	0.6000	\$ 51,600.00

HOMMA (.75 school)	LRT	0.7500	\$ 64,500.00
KIDD (.55 or .35)	LRT/SLP(.129FTE)	0.6790	\$ 58,394.00
KINGSWOOD	LRT	0.3000	\$ 25,800.00
WALTER LEE	LRT	0.5000	\$ 43,000.00
MAPLE LANE	LRT	0.4720	\$ 40,592.00
MCKAY	LRT/SLP (0.15FTE)	0.4000	\$ 34,400.00
MCKINNEY	ELL/Lit Ldr/Tch Librarian	0.5190	\$ 44,634.00
MCNEELY	LRT/Lit Ldr	0.5190	\$ 44,634.00
MITCHELL	LRT/ELL	0.8000	\$ 68,800.00
QUILCHENA	LRT/Lit Ldr/SLP (0.05FTE)	0.3000	\$ 25,800.00
SEA ISLAND	SEE BRIGHOUSE	0.0000	\$ -
SPUL'U'KWUKS	LRT(.3072)/SLP(.2FTE)	0.5072	\$ 43,619.20
STEVES	LRT	0.4500	\$ 38,700.00
TAIT	LRT/SLP (0.1 FTE)	0.4500	\$ 38,700.00
TALMEY	LRT (0.4)/SLP(.05FTE)	0.4500	\$ 38,700.00
THOMPSON	LRT/SLP (0.1350 FTE)	0.4850	\$ 41,710.00
TOMSETT	LRT/Lit Ldr	0.7000	\$ 60,200.00
WESTWIND	LRT/Lit Ldr	0.5000	\$ 43,000.00
WHITESIDE	LRT/SLP (0.05FTE)	0.6500	\$ 55,900.00
WOODWARD	LRT/SLP (0.1 FTE)	0.3000	\$ 25,800.00
WOWK	LRT	0.1500	\$ 12,900.00
TOTALS:		19.3532	\$ 1,664,375.20
TOTALS (Alloc.All Groups):			
LIF Allocation for 2015-16			\$ 3,618,415.00
		FTE	
Total Allocated for Sec		10.7691	\$ 926,142.60
Total Allocated for Elem		19.3532	\$ 1,664,375.20
Total Allocated		30.1223	\$ 2,590,517.80

Total New Requests Sec		0.7140	\$ 61,404.00
Total New Requests Elem		0.8362	\$ 71,913.20
Total New Requests		1.5502	\$ 133,317.20
Total Alloc & New Req Sec		11.4831	\$ 987,546.60
Total Alloc & New Req Elem		20.1894	\$ 1,736,288.40
District Staffing Allocation	OT/Outreach/DST	1.9501	\$ 167,708.60
District (CUPE, addt'l hour)			\$ 336,926.00
District (CUPE local priorities)			\$ 386,757.00
Overall Grand Total		33.6226	\$ 3,615,226.60
Tchr Educ Fund Remains TOTAL	(xxx) means in excess		\$ 3,188.40

Staffing costs used (salary + benefits):		
Secondary teacher \$73,000 + \$15,330 = \$88,330		
Elementary teacher \$70,000 + \$14,700 = \$84,700		
Ed Psych w. allow \$88,000 + \$18,480 = \$106,480		
SLP	\$65,500 + \$13,755 = \$79,255	
LRTeacher	\$70,400 + \$14,784 = \$85,184	
Counsellor (same as Ed Psych)		
*Note: All teaching staff rounded to \$86,000		

EdFund Addit. Alloc. \$ 2015-16	Dollars	FTE
Total \$ for Additional Req.	\$234,115.60	2.72
Possible Allocation	\$165,842.40	1.9284
Possible Remainder	\$68,273.20	0.79

LIF FUNDING 2015-2016

FTE new request: additional teaching(CT, ELL, LRT, Lit Ldr) Spring 2015	FTE new request LSD staff: SLP Spring 2015	FTE new request LSD staff: Counselling Spring 2015	FTE new request LSD staff: Ed Psych Spring 2015	FTE new request LSD staff: Other Spring 2015	TOTAL NEW STAFFING FTE: ONGOING & REQUESTED Spring 2015
2015-16	2015-16	2015-16	2015-16	2015-16	2015-16
				1.0001	1.0001
	0.1500				0.1500
	0.1500			1.0001	1.1501
0.1428					0.1428
0.1428					0.1428

[illegible]

Fall Consult FTE	Fall Consult \$
0.7718	\$66,374.80

TOTAL NEW STAFFING ALLOCATIONS AMT (Salary=Benefits) Spring 2015	LIF 2015 Ed Fund FALL CONSULT	TOTAL STAFFING FTE: ONGOING & REQUESTED Spring & Fall 2015	TOTAL STAFFING ALLOCATION AMT (Salary + Benefits) Spring & Fall 2015	Rationale Spring 2015
2015-16	2015-16	2015-16	2015-16	2015-16
\$86,008.60				
\$12,900.00				
\$98,908.60		1.95	\$167,708.60	
\$ -		1.3400	\$ 115,240.00	Librarian
\$ 12,280.80		1.1429	\$ 98,289.40	CT
\$ 12,280.80		1.2858	\$ 110,578.80	Learning Ctr subject specialists

\$ -		1.2859	\$ 110,587.40	Lifeskills, math, science, literacy
\$ -		1.0001	\$ 86,008.60	Teacher librarian
\$ 12,280.80		1.1429	\$ 98,289.40	ELL
\$ -		0.7143	\$ 61,429.80	LRT, counselling
\$ -		1.0001	\$ 86,008.60	LRT
\$ -	0.1428	0.5712	\$ 49,123.20	CT
\$ -	0.1428	0.9999	\$ 85,991.40	Co-teaching
\$ -		1.0000	\$ 86,000.00	No additional LIF requested
\$ 36,842.40	0.2856	11.4831	\$ 987,546.60	
\$0.00	0.1000	0.8500	\$73,100.00	SLP
\$0.00		0.4000	\$34,400.00	Teacher librarian
\$0.00		0.5000	\$43,000.00	No additional LIF requested
\$4,300.00		0.1350	\$11,610.00	SLP
\$0.00		0.5000	\$43,000.00	No additional LIF requested
\$8,600.00		0.7500	\$64,500.00	LRT
\$8,600.00		0.7500	\$64,500.00	LRT
\$0.00		1.0500	\$90,300.00	Counselling
\$0.00		0.7500	\$64,500.00	ELL, Counselling
\$0.00	0.1862	0.4862	\$41,813.20	LRT
\$0.00		0.5000	\$43,000.00	No additional LIF requested
\$0.00		0.5000	\$43,000.00	No additional LIF requested
\$0.00		0.5000	\$43,000.00	No additional LIF requested
\$0.00		0.0000	\$0.00	
\$0.00		0.4000	\$34,400.00	ELL
\$0.00		0.3509	\$30,177.40	No additional LIF requested
\$0.00		0.5571	\$47,910.60	LRT
\$0.00		0.4290	\$36,894.00	LRT
\$0.00	0.1000	0.7000	\$60,200.00	Counselling

\$0.00		0.7500	\$64,500.00	SLP
\$0.00		0.6790	\$58,394.00	No additional LIF requested
\$0.00		0.3000	\$25,800.00	No additional LIF requested
\$8,600.00		0.6000	\$51,600.00	LRT
\$0.00		0.4720	\$40,592.00	No additional LIF requested
\$0.00		0.4000	\$34,400.00	Lit Ldr
\$0.00		0.5190	\$44,634.00	No additional LIF requested
\$0.00		0.5190	\$44,634.00	Psychologist
\$0.00	0.1000	0.9000	\$77,400.00	No additional LIF requested
\$0.00		0.3000	\$25,800.00	Lit Ldr/SLP
\$0.00		0.0000	\$0.00	see Brighthouse
\$0.00		0.5072	\$43,619.20	LRT
\$0.00		0.4500	\$38,700.00	No additional LIF requested
\$0.00		0.4500	\$38,700.00	LRT/SLP
\$0.00		0.4500	\$38,700.00	No additional LIF requested
\$0.00		0.4850	\$41,710.00	Counselling
\$0.00		0.7000	\$60,200.00	SLP
\$0.00		0.5000	\$43,000.00	SLP
\$0.00		0.6500	\$55,900.00	LRT/SLP/ Counselling
\$0.00		0.3000	\$25,800.00	SLP/Counselling
\$0.00		0.1500	\$12,900.00	LRT
\$ 30,100.00	0.4862	20.1894	\$ 1,736,288.40	

	Fall Consult FTE	Fall Consult \$	s	
	0.7718	\$66,374.80		

Learning Improvement Fund Spending Plan

September 22, 2015

<u>School</u>	<u>Support</u>	<u>Costs</u>
Coquihalla:	1 teacher	\$72,000
	SEA (4.25 hours)	\$20,800
AESS:	1 teacher	\$72,000
Hope Secondary:	1 SEA (5 hours)	\$ 29,072
Kent:	.712 teacher	\$57,000
	SEA (4.25 hours)	\$20,800
Boston Bar:	.25 teacher	\$20,000
	.25 SEA	\$ 7,500
Silver Creek:	.4 teacher	\$28,800
	(2 teachers @ .2)	
Harrison Hot Springs:	.6 teacher	\$43,200
Teacher Education Fund		\$293,000
Support Staff		\$ 78,172
Total Cost:		\$371,172
Total LIF:		\$390,861
Reserve:		\$19,689

2015/16 TEF/Minimum Support Staff Obligation

School	\$\$ Spring Amount Allocated	Additional Amount (LIF/TEF)			
		\$\$	Teacher FTE (\$90,000)	EA Hours (\$1135)	Subtotal LIF/TEF
OES	26,105	112,680	1.315		138,785
CPS	29,297	15,300	0.200		44,597
TEN	26,942	14,400	0.200		41,342
OKF	25,687	-			25,687
OSSES	27,468				27,468
OSS	24,160	20,592	0.286		44,752
SOSS	47,677	12,870	0.143		60,547
SESS	48,631				48,631
YouLearn					-
Sept Class Size Organization					-
Reserve (30%)					-
SUBTOTAL	\$ 255,967	\$ 175,842	2.144	0.000	431,809
TEF		175,842			
Support Staff		-			
TOTAL	\$ 255,967	\$ 175,842	2.144	0.000	431,809

Revenue

Surplus	\$ 76,688
TEF	390,867
Support staff	97,717
Total	\$ 565,272

Expense

Spring	\$ 255,967
Fall	175,842
LIF-extra time	45,000
Total	\$ 476,809

2015-2016 Learning Improvement Fund

				Description	GL	Original	Total
				MOE Grant	24-3000-6290-000-000	(\$12,227,899)	(\$12,227,899)
				Bal Carryforward	24-3000-6990-000-000		\$0
Teacher							
Teacher - Class	D900-033		-	Teacher Salary	24-3000-1110-000-000		\$0
Teacher - Counsellor	D900-034		-	LST Allocation	24-3000-1910-000-000	\$7,466,403	\$7,466,403
Teacher - Ed Services	P900-009		-	LST Sub Allocation	24-3000-1050-000-000	\$327,028	\$327,028
Teacher - LST	P900-007	100.200	100.200				
Teacher - LST Allocation	P900-008		-				
100.200				EA Salary	24-3000-1222-000-000		\$0
				EA Top Up			\$0
				EA Allocation	24-3000-1920-000-000	\$1,803,585	\$1,803,585
				EA Sub Allocation	24-3000-1060-000-000	\$162,323	\$162,323
Support Staff							
EA Allocation for EA Top up	T900-099	47.728	47.728				
47.728				Benefits	24-3000-2000-000-000		\$0
				LST Benefits Allocation	24-3000-2910-000-000	\$1,974,133	\$1,974,133
				EA Benefits Allocation	24-3000-2920-000-000	\$494,427	\$494,427
				Pro D	24-3000-3400-xxx-000		\$0
				Unallocated	24-3000-5300-xxx-000		\$0
147.928							
147.928							
						\$12,227,899	\$12,227,899



School District 84 (Vancouver Island West)

Learning Improvement Fund Summary

October 16, 2015

Overview

The Learning Improvement Fund (LIF) was introduced in the spring of 2012. This year, 2015-2016, SD84 received \$162,204 in the following categories:

Teacher Education Fund: \$129,763

Support Staff Allocation: \$32,441

Goals

The Purpose of this fund is to help support at risk students by adding additional supports beyond the normal operating budget allocation. This is achieved through consultation between labour and management at both the school and district level.

Timeline and Consultations

Consultation with CUPE local 2769 occurred in the spring of 2015. CUPE was allocated \$32,441 which was used to extend the hours of all regular Education Assistants in the district by 120 minutes per week.

Consultation with the VIWTU occurred in the spring of 2015 as well. Through the consultation process, it was decided that two teaching positions would be added: 0.7 fte at RWES and 0.5 fte at ZESS with an approximate cost of \$120,000.

A follow up consultation with the VIWTU occurred in the fall of 2015. At that time, it was decided that any remaining Teacher Education Fund funds would be spent to partially support a 0.2 fte teacher position at GRSS.

Learning Improvement Fund
Fund 304

	2012/13	2013/14	2014/15	2014/15	2015/16
			Original	Revised	
Opening Balance	-	184,355.00	91,949.15	91,949.15	-
- less amount recovered		(184,355.00)			
Grant					
- minimum support staff obligation (0141)		82,189.00	81,796.00	79,607.00	79,607.00
- local support staff priorities (0142)				119,942.00	128,707.00
- teacher education fund (0140)		557,868.00	714,276.00	798,195.00	833,257.00
Total Grant	645,309.00	640,057.00	796,072.00	997,744.00	1,041,571.00
Expenditures					
- minimum support staff obligation (0141)		(156,479.90)	(1,413.09)	(86,804.45)	-
- local support staff priorities (0142)				(158,930.06)	-
- teacher education fund (0140)		(391,627.95)	-	(843,958.64)	-
Total Expenditures	(460,954.00)	(548,107.85)	(1,413.09)	(1,089,693.15)	-
Surplus					
- minimum support staff obligation (0141)		-	80,382.91	(7,197.45)	79,607.00
- local support staff priorities (0142)				(38,988.06)	128,707.00
- teacher education fund (0140)		91,949.15	806,225.15	46,185.51	833,257.00
Total Surplus	184,355.00	91,949.15	886,608.06	-	1,041,571.00

Commitments	Available
62,514.08	17,092.92
138,091.60	(9,384.60)
724,819.74	108,437.26
925,425.42	116,145.58

Budget	
304 0140-0-00-11000 0	633,275
304 0140-0-00-20020 0	199,982
304 0141-0-00-12290 0	60,501
304 0141-0-00-20060 0	19,106
304 0142-0-00-12290 0	97,817
304 0142-0-00-20060 0	30,890
304 0000-0-00-62900 0	(1,041,571)
304 0000-0-00-67100 0	-

SDS show the following commitments:

Support Staff - Minimum Obligation (0141)	Salaries	Benefits	Forecast
	12500	20060	
1.5371	49,614.35	12,899.73	62,514.08 Various

Support Staff - Local priorities (0142)	Salaries	Benefits	Forecast
	12500	20060	
s.22	1.2500	1,020.10	265.23 1,285.33 001 Mapes
	5.0000	20,626.41	5,362.87 25,989.28 002 Fraser Lake
	5.0000	23,039.81	5,990.35 29,030.16 007 FSJSS
	5.0000	23,039.81	5,990.35 29,030.16 013 Evelyn Dickson
	4.0000	17,303.37	4,498.88 21,802.25 015 David Hoy
		282.12	73.35 355.47 019 Mouse
	4.0000	17,961.65	4,670.03 22,631.68 019 Mouse
	0.2500	1,122.59	291.87 1,414.46 019 Mouse
	0.7500	3,367.81	875.63 4,243.44 019 Mouse
		846.36	220.05 1,066.41 layoff notice
		986.48	256.48 1,242.96 layoff notice
Sub-Total	25.2500	109,596.51	28,495.09 138,091.60
position analysis		86,556.70	budget 128,707.00
not yet recorded		23,039.81	surplus (deficit) (9,384.60)
balanced?			

Teachers (0140)	Salaries	Benefits	Forecast
	11000	20020	2015/16
s.22	0.5000	26,013.80	6,763.59 32,777.39 006 LDSS
	1.0000	74,044.00	19,251.44 93,295.44 015 David Hoy
	0.8000	67,101.60	17,446.42 84,548.02 023 Decker Lake
	0.2500	14,480.25	3,764.87 18,245.12 010 WKE
	0.5000	32,288.00	8,394.88 40,682.88 008 NVSS
	1.0000	57,921.00	15,059.46 72,980.46 010 WKE
	0.5000	24,724.50	6,428.37 31,152.87 017 Grassy
	0.8000	67,101.60	17,446.42 84,548.02 002 Fraser Lake
	0.5000	41,938.50	10,904.01 52,842.51 019 Mouse
	0.5000	30,434.50	7,912.97 38,347.47 007 FSJSS
	0.5000	34,727.50	9,029.15 43,756.65 013 Evelyn Dickson
	1.0000	74,044.00	19,251.44 93,295.44 003 WLM
	0.5000	30,434.50	7,912.97 38,347.47 010 WKE

Unfiled / Miscellaneous			
Benefits			
Sub-Total	8.3500	575,253.75	149,565.99 724,819.74
position analysis	8.3500	575,253.75	budget 833,257.00
not yet recorded			surplus (deficit) 108,437.26
balanced?			



Details of Learning Improvement Fund Expenditures October 2015

Teacher Education Fund (Prince Rupert District Teachers' Union)

Spring 2015 – each principal met with PRDTU staff representatives and consulted on the perceived needs in the school. Reports were completed and forwarded to the Superintendent. The Superintendent met with the PRDTU President and reviewed all of the requests from the schools.

Using projected enrolment, existing staffing levels and suggestions from the schools and input from the union, it was agreed that the bulk of the fund be allocated so that teachers could be hired during the Spring Staffing process:

1.	CHSS	Additional Humanities/English/Math/Science classes added to reduce class sizes	1.125
2.	PRMS	Additional teacher to reduce class size and complexity plus co-teaching	1.1
3.	Conrad	Literacy small group	.6
4.	Lax Kxeen	Literacy small group/co-teaching	.6
5.	Pineridge	Literacy/numeracy small group/co-teaching	.6
6.	Roosevelt	Literacy small group/co-teaching	.8
7.	Pacific Coast	Literacy/numeracy support/co-teaching	.3

Fall consultations confirmed expenditures and staffing arrived at during the spring consultations. A very small surplus is available for emergent issues.

Support Staff Obligation and Priorities (IUOE)

The district met with the IUOE and arrived at the following on the use of the LIF funds.

Approximately 70 EA's will receive increased hours for coverage with students, consultation, collaborative planning, and meetings.

**Sandra Jones, Superintendent
Board of Education
(250) 624-6717**

Introduction

In April 2012, the Government of British Columbia enacted the Education Improvement Act (Bill 22) which included the Learning Improvement Fund (LIF). The purpose of the LIF is to enable Boards of Education to address learning improvement issues, giving consideration to all students in all classes.

The Legislation enables districts to exercise discretion in the allocation of these funds.

As indicated in the Learning Improvement Fund regulation 2(6), A Board requesting, in a fiscal year, a grant under section 115.2 of the Bill 22 - Education Improvement Act, must submit to the Minister by the time and in the manner specified by the Minister, a spending plan that allocates the estimated grant with respect to one or more of the following:

- i. the provision of additional teaching staff and teacher assistants and other paraprofessionals;
- ii. additional teaching time and services to students;
- iii. professional development training of teaching staff to address challenging learning conditions;
- iv. a reserve fund, not exceeding 30% of the estimated grant that may be used for any of the purposes described in subparagraphs (i) to (iii) as the Board considers appropriate.

District Allocations

School District #35 (Langley) received \$3,386,225 for the 2015-16 school year. Of this amount, \$2,708,980 was committed to the Education Fund and \$677,245 was for support staff.

Consultations

Consultations were held with the LTA and CUPE 1260 to determine the allocation of funding. In the spring, preliminary Education Fund allocations were distributed to schools by the Superintendent of Schools, in consultation with the President of the LTA, based on information submitted by schools and/or departments. Teachers and administrators consulted at the school level and subsequently signed off on application forms that identified specific areas of need and staffing requests. As per the attached form, approximately 3% of the Funds have been retained for issues that arise through the course of the school year.

A joint District-CUPE 1260 decision was made to increase time for Special Educational Assistants by one additional hour per SEA, and there were four central SEA positions created.

The extra hour/week can be used for:

- Consultation and collaborative planning with classroom teachers and resource teachers.
- Consultation and collaborative meetings such as IEP Meetings, Safety Plan Meetings, etc.
- Increased time for special needs student coverage including after school programs, organization of homework, waiting for the school bus, etc.
- Creating materials to support student's learning.

The spending plan has been prepared in collaboration with the Langley Teachers' Association (LTA) and CUPE 1260 and has been reviewed and finalized by the Superintendent of Schools to confirm compliance with the regulation.



School District #49 (Central Coast)
 1961 Highway 20, PO Bag 130, Hagensborg, BC, V0T 1H0
 Phone: (250) 982-2691 Fax: (250) 982-2319

October 27, 2015

Dear Honourable Minister Bernier,

Please find enclosed the following Learning Improvement fund (LIF) spending plan submission to from the Board of Education SD#49 (Central Coast).

In accordance to section 2(6) of the LIF Regulation, the spending plan is limited to the following two provisions:

Total estimated Ministry of Education LIF allocation for SD#49: \$110,557

Provision One – Teacher Assistants : \$22,111	
Educational Support Assistants are increased weekly from LIF	
1	8 full time student support workers increase by 2.5 hours per week. Increase from 6 hour days to 6 ½ hour days
District Vice Principal and Local Non Teachers Support President signed agreement on SSEAC application in June 2015.	

Provision Two – Additional Teaching Staff: funding to support literacy teaching at BCE @ 0.4 FTE, Teacher in Shearwater @ 0.2 FTE and High School teacher @ 0.4 FTE: \$88,446	
1	0.4 teaching assignment at Sir Alexander Mackenzie School
2	0.4 teaching assignment at Bella Coola Elementary
3	0.2 teaching assignment at Shearwater Elementary
Principals consulted with teaching staff	
Superintendent designate & Local Teacher's Union President were able to reach agreement on tentative LIF spending plan on October 26, 2015.	

Please accept SD#49's LIF spending plans developed in accordance with the LIF regulation as approved by the Board of Education for SD#49(Central Coast) on October 27, 2015.

Board of Education Chair: Signature _____

Print name _____

Superintendent Signature _____

Print name _____

School	Plan
CGES	Increase of one division to reduce class sizes
LES	Increase SST by .2
GES	.55 Reading and Math support teacher
WSES	.3 Lit teacher
KES	Increase of one full division to reduce class size
MPES	Increase of one division to reduce class size
DBES	Hired 0.4 librarian
HMB	.085 Special Ed teacher .565 Literacy and Numeracy Support
RCES	.5 Literacy and Numeracy Position
<hr/>	
DISTRICT	
SSLIF Add'l Hours	Increased time for current EA's
SCAS Program	1.0 Teacher for Social Development Program (SCAS)
Secondary	20,000 to CSS and ESS for additional LA teaching blocks
Counselors	Added 1.5FTE to elementary district counsellors
<hr/>	
Total FTE increased for teachers	
TOTAL Spent	
Reserve	
New full time positions (SCTA)	1 - SCAS 1 - District counsellor
New part-time (SCTA)	1 - LES 1 - WSES 1 - GES 1 - DBES

2 - HMB
1 - RCES
1 - ESS
1 - CSS

Increase from PT-FT(SCTA)

1 - District counsellor
1 - CGES
1 - MPES
1 - KES

Teacher cost	LIF allotted	Balance funded by school	Teacher Ed \$ spent	Support	Teacher FTE
92087	37475	-54612	37475		0.40695212
		0			
18417.4	16000	-2417.4	16000		0.17374874
		0			
50647.85	42213	-8434.85	42213		0.45840347
		0			
27626.1	25475	-2151.1	25475		0.27664057
		0			
92087	78950	-13137	78950		0.85734143
		0			
92087	19000	-73087	19000		0.20632663
		0			
39105	27738	-11367	27738		0.30121516
		0			
59856.55	30475	-29381.55	30475		0.33093705
		0			
		0			
46043.5	13738	-32305.5	13738		0.14918501
			291064	0	3.16075016
				84828	
			92087		1
			40000		0.43437184
			138131		1.50000543
			6.09512743		
			561282	84828	646110
			4358	56582	60940

School District No. 74 (Gold Trail)

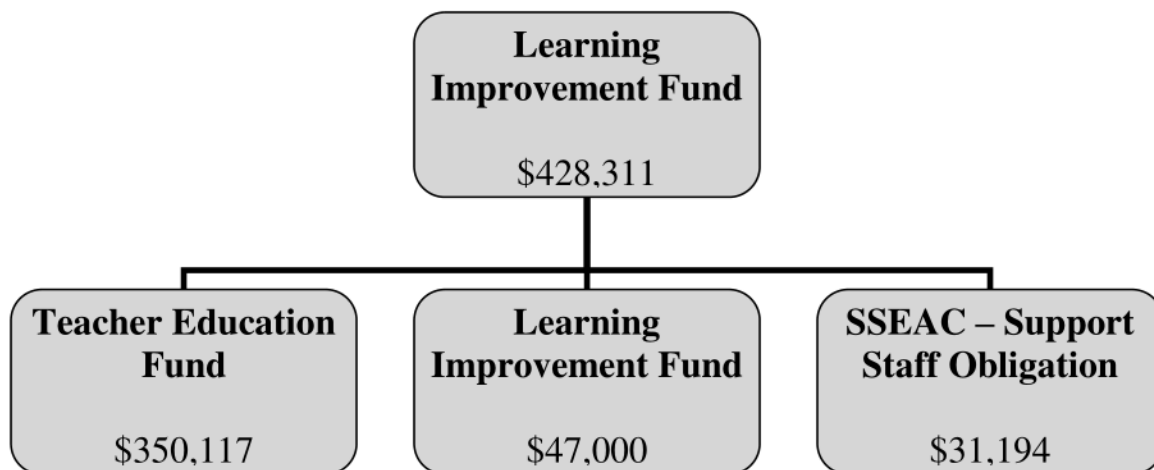
PO Bag 250, Ashcroft, BC V0K 1A0
Phone: 250 453 9101 FAX: 250 453 2425
www.sd74.bc.ca



Memo

To: Board of Education
From: Teresa Downs, Superintendent
Lynda Minnabarriet, Secretary Treasurer
Date: November 3, 2015
Re: Learning Improvement Fund

2015-2016 Allocation for Gold Trail



Teacher Education Fund:

Cache Creek Elementary School – increase of 1.0 FTE
Lytton Elementary School – increase of 1.0 FTE
Kumsheen Secondary School – increase 1.0 FTE
David Stoddart School – increase .15 FTE added to a current position
Cayoosh Elementary School – increase .3 FTE added to a current position
George M. Murray Elementary School – increase .6 FTE added to a current position
Desert Sands Community School – 1.0 FTE

TOTAL INCREASE – 5.05 FTE

LEARN

Honour • Discover • Achieve

FOR LIFE

School District No. 74 (Gold Trail)

PO Bag 250, Ashcroft, BC V0K 1A0
Phone: 250 453 9101 FAX: 250 453 2425
www.sd74.bc.ca



Learning Improvement Fund:

- Desert Sands Community School – increase of 7.5 hours per week for Education Assistant positions
- George M Murray Elementary School – increase of 10 hours per week for Education Assistant positions
- Cache Creek Elementary School - increase of 5 hours per week for Education Assistant position
- Cayoosh Elementary School – increase of 10 hours per week for Education Assistant positions
- Lytton Elementary School - increase of 5 hours per week for Education Assistant position

TOTAL INCREASE – 37.5 hours per week

SSEAC Minimum Support Staff Obligation:

All Education Assistants and Aboriginal Student Support Workers will receive compensation for 35 minutes per week to participate in Individual Education Plan, School Based Team, collaboration and planning meetings.

LEARN

Honour • Discover • Achieve

FOR LIFE



NANAIMO LADYSMITH
PUBLIC SCHOOLS
LEARNING TOGETHER

LEARNING IMPROVEMENT FUND SPENDING PLAN

2015-2016

Submitted By:

John Blain, Superintendent/CEO

October 31, 2015

TABLE OF CONTENTS

- I. Teacher Education Plan: Rationale**
- II. Support Staff Plan: Rationale**
- III. Appendix A:**
Total Spending Plan: Budget Breakdown
- IV. Appendix B:**
Support Staff LIF: September 2015

I. Teacher Education Plan: Rationale

Through consultations with the Nanaimo District Teachers' Association (NDTA), we have come up with some general guidelines for the distribution of the Teacher Education Plan. These guidelines were reviewed and used for the 2015-16 school year, and are designed to support teachers in schools working with students to improve learning, and in moving the district forward in its strategic plan.

Priorities and guidelines in order of focus:

1. To continue with the district strategic plan and goals.
2. To maintain the framework of response to intervention and self-regulated learning.
3. To improve tier 1 and tier 2 supports for students and teacher interventions at the school level by increasing SST time.
4. To improve secondary class size with a goal, over time, to be at the provincial average.
5. To increase ELL time recognizing the changing Diversity in our classrooms.
6. To increase counsellor time at schools to support students and families.
7. To increase autism and other low incidence support.
8. To enhance the district's ability to respond to a variety of student needs at the school level.

II. Support Staff Plan: Rationale

Through conversations and consultations with CUPE Local 606, we have come up with some general guidelines to follow for the distribution of the Support Staff Plan. These guidelines will be applied during and after a consultative process has occurred. The guidelines are designed to be in place for up to four years, and to move the district forward supporting students in schools to improve learning.

The strategies were reviewed and agreed upon for the 2015-16 school year.

Priorities and guidelines in order of focus:

1. To continue supporting the district strategic plan and goals.
2. To maintain the framework of response to intervention and self-regulated learning.
3. Compensation for EAs by increasing the day by half an hour, for EA teacher consultation and other school duties, maintaining the 12.5 percent minimum.
4. To continue to assign EAs from the local support staff monies based on student/school need as presented by school staff committees, Learning Services Support Teams, and Assistant Superintendents.
5. A meeting will occur after the staff Professional Development Day in October to review contingency funds that can be applied to additional support staff enhancements.

APPENDIX A TOTAL SPENDING PLAN: BUDGET BREAKDOWN

2015-2016 Learning Improvement Fund (October 14, 2015)

	2014-2015		Change		2015-2016	
	FTE	Amount	FTE	Amount	FTE	Amount
Learning Improvement Fund (Special Purpose)						
Instructional Coordinators	7.00	693,571	(7.00)	(693,571)	-	-
Self Regulated Learning Coordinator	1.00	99,082	(1.00)	(99,082)	-	-
Coordinator - Literacy			2.00	207,826	2.00	207,826
Coordinator - Virtual Library			1.00	103,913	1.00	103,913
Coordinator - Integration Support			2.00	207,826	2.00	207,826
Elementary Counsellors			3.00	308,415	3.00	308,415
Small School Staffing	0.29	28,390	(0.29)	(28,390)	-	-
Bill 22 Staffing	-	-	-	-	-	-
Elementary SST support	4.00	395,552	-	14,863	4.00	410,415
Secondary FTE	5.50	543,884	(1.50)	(133,469)	4.00	410,415
Secondary ELL	0.50	49,444	-	1,858	0.50	51,302
Elementary I&I (E23)	-	5,106	2.00	200,102	2.00	205,208
Total Teacher Allocation	18.29	1,815,029	0.21	90,291	18.50	1,905,320
Education Assistants						
Education Assistants-1 hour per week	3.29	150,604	3.57	178,230	6.86	328,834
Education Assistants-Supervision Top-up			0.67	31,859	0.67	31,859
EA Contingency	6.18	2,783,153	(3.83)	(2,670,666)	2.35	112,487
Total Education Assistant Allocation	9.47	2,933,757	0.41	(2,460,577)	9.87	473,180
	27.75	4,748,786	0.62	(2,370,286)	28.37	2,378,500



Support Staff Learning Improvement Fund 2015 - 16 School Year

The purpose of this document and form is to assist school districts and local unions to comply with the agreement on the Support Staff Learning Improvement Fund agreed to by BCPSEA, Boards of Education signatory to the Provincial Framework Agreement (PFA), and Support Staff Unions signatory to the PFA dated June 7, 2014.

In 2015-2016 an allocation in the amount of \$20 million for the Support Staff Learning Improvement Fund is to be spent in accordance with the Provincial Framework Agreement (PFA) signed June 7, 2014 and the letter of agreement (LOA) signed between BCPSEA, K-12 Support Staff Unions, and the Ministry of Education.

The Learning Improvement Fund (LIF) Regulation came into force on April 14, 2012. The LIF provides an ongoing multi-year commitment of additional resources, specifically targeted to support complex classes that present challenging learning conditions. In accordance with the PFA, Districts and Support Staff Unions will agree on how they allocate these funds to improve the learning conditions for students.

In accordance with the PFA, districts that are signatories to the PFA must allocate support staff-related spending in accordance with the LIF statute, regulation, and this form. This application process is in place for the 2015-2016 school year. LIF information for future years will be provided annually prior to the implementation of the school year.

It should be noted that the financial resources made available through the LIF are to be additional to resources normally provided and for this reason are not to offset existing resources.

The Ministry of Education will provide information to school districts as to SSLIF minimum obligations.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpssea.bc.ca or 604-730-4509), or
John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Resources

Please review the SSEAC website (www.sseac.ca) for resources that will assist in the implementation of the LIF including:

- PFA between BCPSEA, Boards of Education and K-12 Support Staff Unions
- Ministry of Education LIF Funding Allocations & Regulations
- Ministry of Education Policies on Special Education.

Please find attached the Instruction and Application Form for submission to SSEAC for the 2015-16 school year. There have been no changes to the statute or regulations but the Instruction and Application Form has been changed to reflect the updated language of the 2014-2019 Provincial Framework Agreement.

Page 1 of 6

Instructions and Application Form**2015 – 16 School Year**

The purpose of this document is to assist boards of education and support staff local unions to allocate the funds stipulated in the Provincial Framework Agreement (PFA). As the PFA states, the funding is intended to be utilized for:

“ additional hours will be allocated to EA positions of more than 10 and less than 35 hours where required to provide support for the learning needs of students in alignment with district objectives and the Learning Improvement Fund Statute and Regulation. This does not preclude the creation of new full time or part time EA positions.”

Funding is to be used solely for Education Assistants currently working in special education. Special education is understood in terms of definitions provided in Ministry of Education Special Education Policy and the Ministry's Special Education Manual:

“ (a) student with special needs means a student who has a disability of an intellectual, physical, sensory, emotional or behavioral nature, has a learning disability or has exceptional gifts or talents.”

The funding is not intended to fund staff training or upgrading.

There are other funds available through SSEAC to support training such as the Skills Enhancement Fund and the EA Education and Skill Development Fund. School districts looking to provide training should access their allocations under either of these funds to support this training. If training is required for new initiatives, please contact the SSEAC.

Guiding Principles

- Emphasis on collaborative approach of parties to determine use of SSLIF through jointly agreed to plans
- Multi-year commitment of additional resources
- SSLIF funds are to be used for additional resources, not as a replacement of core staffing
- The main focus of funds is to create full-time EA positions in alignment with district objectives and LIF Statutes and Regulations
- Meaningful EA work that supports student learning
- Creation of part-time EA positions should only be created with SSLIF funds under specific conditions
- In accordance with the agreement the parties:
 - “Encourages the bundling of duties”
 - Requires the parties to consider “creating positions of equivalent length” by increasing shifts to the next half or full hour if not already currently established
 - Requires the parties to consider establishing “itinerant positions to enhance services to students with special needs” and “effectively deploy EA's in circumstances of changing enrollment”
 - Create job descriptions (as per existing SSEAC procedures and collective agreement provisions) to accompany plans for full-time EA jobs

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpsea.bc.ca

School District No. ____SD68 Nanaimo-Ladysmith Public Schools____

Union Local(s) ____CUPE Local 606____

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. *(Please extend the tables as required to complete the details)*

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- ☐ 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

"EAs working in special education will receive ____ hours of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists."

"EAs in the district will have ____ minutes of paid time added to their weekly time allocations to provide for increased student coverage during the school day.")

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

The agreement is as follows:

All regular Education Assistants (EAs) in continuing or long-term temporary assignments in the Nanaimo Ladysmith Public School District (SD68) will have their weekly hours increased by **60 minutes** of paid time to provide for consultation, collaborative planning and meetings before, during and/or after the school day.

Note: A 30 minute weekly increase was made from LIF in 2014/15. For the 2015/16 there will be a continuation of the 30 minute increase from 2014/15 with an additional 30 minute weekly increase for a total of **60 minutes** increase of paid time for the 2015/16 school year.

The use of this additional time is to be determined collaboratively between the EA, the school principal and the program/classroom teacher. Examples include EA attendance at IEP meetings, debriefing with the teacher, attendance at PLC meetings, and/or to provide increased student coverage during the school day.

The Support Staff portion of the fund for the 2015-16 school year is \$475,700.

The annual cost for 60 minutes per week at the EA2 rate would be \$1,367/year and at the EA3 rate would be \$1,428/ year based on 39 weeks of work.

We currently have 235 EAs (224 EA2s and 11 EA3s) in our system.

Therefore, the total cost for 224 EA2s would be \$306,285 and for 11 EA3s would be \$15,712 for a total of \$321,997.

The remainder of the Support Staff portion of the fund is to be allocated under the LIF-Support Staff C section of the CUPE Provincial Collective Agreement to top-up regular Education Assistants (EAs) in continuing or long-term temporary assignments to the half or whole-hour per day once assignments have been finalized and daily schedules determined in the fall.

A contingency of approximately \$153,703 will be brought forward to top-up EA time (as per provincial framework).

It is also agreed that any remaining Support Staff LIF funds will be provided to CUPE 606 at year end.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- ☐ 2. **Creating new full time or part time EA positions** (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

3. **In support of innovative practices aimed at supporting EAs who deliver special education services to students.** If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)

Local Union Representative (completing form)

Contact Information (phone or email)

Contact Information (phone or email)

Form Completion and Signing Date

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to EDUC.learningdivision@gov.bc.ca after clicking the Submit button. Please remember to include your detailed LIF Plan along with this document.

Submit this form
by email

SUBMIT



Ministry of
Education

LIF for 2015/2016 Stikine District SD #87

School targeted for Funding: Dease Lake School

LIF funding: \$113 185

Support staff: \$22 637

Teaching staff: \$90 548

Education Fund: Target of funds: Increase Learning Assistance staff available to secondary students

The local teacher union president has been consulted and is in agreement with this plan

The school staff was consulted in June of 2015 around class organisation and support services for the coming year.

Staff discussed the proposed plan which is to provide additional learning support time to high school students congruent with the plan for the last year.

In September the board provisionally approved the plan.

In September 2015, Dease Lake staff again considered class size and composition to see if there were any changes in priorities.

The plan to provide support small group intensive learner support to students in Grade 9 and 10, who are struggling in school, is the target of education fund monies.

Support Staff LIF: as per the attached documents.

Mike Gordon

SD #87
Stikine

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpssea.bc.ca

School District No. SD 87 (STIKINE)

Union Local(s) CUPE LOCAL 3234

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. *(Please extend the tables as required to complete the details)*

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- ☒ 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

"EAs working in special education will receive ___ hours of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists."

"EAs in the district will have ___ minutes of paid time added to their weekly time allocations to provide for increased student coverage during the school day.")

The funding provided will allow us the equivalent of increasing 6 SA's by a total of 19 hours per week. This will allow for more individualized reading and behavioral support for key students with moderate to severe problems.
(NB: please record headcount and hours for this initiative)

- ☐ 2. Creating new full time or part time EA positions (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- ☐ 3. In support of innovative practices aimed at supporting EAs who deliver special education services to students. If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)




Contact Information (phone or email)

Ken Mackie, Secretary Treasurer
k.mackie@sd87.bc.ca (250) 771-4440

April 24, 2015

Local Union Representative (completing form)

Kevin agreed & signed this in April/15
but I can't find the copy 
with his signature

Contact Information (phone or email)

Kevin Rose, National Representative, CUPE Local 3234
krrose@cupe.ca (250) 835-6410

April 24, 2015

Form Completion and Signing Date

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF

2015-16 Learning Improvement Fund School Plan Allocations						25-Nov-15			LIF Projected	LIF Actual	Teacher Name	LIF Salary Cost
						CR=classroom						
Teacher Education Fund		\$1,339,286.00								0.1300	s.22	\$12,004.51
										0.1390		\$14,467.90
	FTE Teacher	LS/IS/Behaviour	Classroom	Library	Other	LS/IS/Behaviour	Classroom	Library		0.2800		\$23,053.02
										0.4010		\$26,239.77
Belmont	0.995		0.995			s.22				0.1250		\$10,749.84
										0.2020		\$10,581.74
										0.5500		\$29,691.97
										0.1880		\$15,422.87
Colwood	0.313	0.313								0.2500		\$25,076.30
Crystal View	0.505	0.505								0.2500		\$26,021.40
										0.3130		\$30,578.13
David Cameron	0.561	0.561								0.3000		\$29,035.34
EMCS	0.580	0.125	0.250	0.205						0.3000		\$32,112.53
										0.2000		\$19,102.83
										0.0625		\$6,105.86
										0.2520		\$24,425.72
Dunsmuir	0.663	0.363		0.3						0.2860		\$30,391.83
Hans Helgesen	0.302	0.302								0.1430		\$14,430.68
Happy Valley	0.665	0.665								0.0650		\$6,083.04
										0.1360		\$8,478.53
John Muir	0.366	0.366								0.4900		\$48,116.92
John Stubbs	0.926	0.926								0.4000		\$42,142.37
Journey	0.418	0.418								0.1400		\$14,319.32
										0.1040		\$10,160.14
Lakewood	0.730	0.730								0.4400		\$42,026.22
										0.1000		\$8,994.77
										0.2860		\$37,235.42
Millstream	0.386	0.386								0.1240		\$11,625.52
Poirier	0.801	0.801								0.1300		\$13,814.47
										0.0040		\$312.09
										0.0625		\$5,951.34
										0.0200		\$2,063.50
Port Renfrew	0.022	0.022								0.2050		\$21,141.59
Royal Bay			0.688							0.1250		\$10,373.75
										1.0000		\$104,085.60
										0.3020		\$32,092.08
Ruth King	0.464	0.464								0.2000		\$20,807.79
										0.3000		\$30,274.16
Sangster	0.341	0.341								0.3880		\$29,116.53
										0.2650		\$25,262.64
Saseenos	0.204	0.204								0.1180		\$11,527.86
										0.1910		\$2,145.29
Savory	0.260	0.260								0.2890		\$28,233.48
										0.4740		\$33,584.08
Spencer	0.552	0.552								0.9260		\$98,401.53
										0.5610		\$51,364.57
Sooke	0.474	0.474								0.3010		\$30,919.74
										0.3820		\$29,776.12
WestShore	0.510	0.510								0.1000		\$10,668.66
										0.2500		\$22,499.52
Willway	0.301	0.301								0.2640		\$13,940.83
Wishart	0.550	0.550								13.5140	Grand Total:	\$1,237,031.71
CHOICES Behaviour	1.000				1.000							
Total		10.139	1.933	0.505	1.000				13.577	-0.063		\$102,254.29



School District # 28 (Quesnel)

Education Fund

October 31, 2015

Submissions for teacher staffing from the Education Fund were received from all schools in the district.

The total FTE to be allocated through the Education Funds is the equivalent of 6.17 FTE teachers (\$511,330.74)

Many schools submitted similar requests for support – the themes included:

- Additional classroom teacher
- Early Literacy Support
- Intermediate Literacy Support
- Learning Assistance and Resource Teacher time
- Counsellor time

Decisions

Class composition and class size were reviewed for all schools. The decisions provide support for classes or schools to address the most challenging needs district wide. The final decisions were agreed to by the Superintendent and QDTA President after extensive consultation.

- 3 classroom teachers were added in elementary schools –Ecole Baker, Riverview, and Voyageur
- 4 blocks of teacher time were added to Correlieu Secondary for first semester (Communications 11, Communications 12, and Apprenticeship and Workplace Math 11 and Math 9)
- 1.0 FTE Intermediate Literacy Teacher
- 1.7 FTE Early Literacy Teachers
- The balance of the Education Fund will be evaluated at end of the calendar year (December), and remaining funds will be distributed as needed.

Sue-Ellen Miller, Superintendent of Schools/C.E.O.

School Distri
Learning
2015-
Learning Impr

CUPE	BUDGET
Support Staff portion - Learning Improvement Fund	203,278
Total CUPE	203,278

Teach	
Teacher Education Fund	569,178
30% reserve for second semester	243,934
Total Teach	813,112

Total Learning Improvement Funds 1,016,390

ict No. 72 (Cambell River)
 g Improvement Fund
 2016 School Year
 ovement Fund - Summary

We are still negotiating this with our CUPE union

1.1 Counsellor, .7 Learning Assistance, .48 Drug and Alcohol Counsellor, 9 Elementary teacher positions for additional student learning supports totalling 1.3 FTE teaching position, Middle School additional learning supports totally 1.215 positions,.3 High School Academic Support teacher, .300 High School Academic Support teacher, Two (.14) additional staffing for Science 10 and Humanities Total: 5.675 teaching positions
To support teacher staffing needs that arise for second semester

SD 10 (Arrow Lakes)

2015- 16 Learning Improvement Fund Report

- ✓ May 2015 - school district budget was prepared in consultation with district partners, and approved by the Board of Education without LIF funding included
- ✓ LIF funding plans were shared in draft format at June 2015 public Board of Education meetings, pending final approval by CUPE and the Arrow Lakes Teachers Association
- ✓ CUPE LIF and Teacher Education Fund LIF approved by unions and district in October 2015
- ✓ As a result of increased 2015-16 funding for support staff and teachers, negotiations with CUPE and Teacher's Association identified most effective ways to use additional and carry-forward (due to strike savings) funds

CUPE LIF Consultation Process

- ✓ CUPE union representative and Superintendent/Secretary Treasurer and Director of Finance met in June 2015 to determine EA hours, the plan for LIF spending and identify which Education Assistants were to be included in LIF funding for 2015-16 school year
- ✓ SSEAC LIF form was signed by Alice McKee, CUPE 2450 President and Superintendent, Terry Taylor for SD 10, and submitted to BCPSEA June 30, 2015
- ✓ It was agreed that 14 Education Assistants and the Deaf and Hard of Hearing Interpreter will have 1.93 hours additional LIF time each pay period (or 58 minutes per week) for collaboration time starting the week of September 8th, 2-15 until June 30th, 2016
- ✓ In addition, 1.3 hours per pay period (39 minutes per week) were added to each of 14 EAs and the DHH Interpreter from Sept 8th 2015 to June 30th 2016, based on negotiations with the Union in September 2015
- ✓ 23% benefits are to be paid directly to employees through payroll and were calculated as part of the LIF amount for CUPE Support staff
- ✓ Spreadsheet documenting the discussion and calculations was prepared by Director of Finance and Secretary-Treasurer, and distributed to the CUPE rep and CUPE President for final approval in September 2015

Arrow Lakes Teachers Association Education Fund - LIF Consultation Process

- ✓ In May of 2015, teaching staff at 4 of the 6 schools in the district (Nakusp Secondary, Nakusp Elementary, Lucerne Elementary Secondary and Edgewood Elementary) met at regular staff meetings to discuss LIF needs at each school; the ALDL School (Distributed Learning School did not meet as there are only two teachers .2 and .2 w/32 students, and the Burton Academy School staff did not meet as there is only one teacher and was projected enrollment of 12 students)
- ✓ Form 7.a. Records of Spring School Consultation Discussions and Principal's Report were submitted to the Superintendent for each school in June 2015

- ✓ ALTA President and Superintendent/Secretary-Treasurer met in June 2015 to review Spring LIF consultation reports and requests from teachers; A draft plan for of requests and allocations of LIF funds was created and approved as below

Teacher Education Fund LIF staffing– documented by Principals' Reports
.35 Classroom Support teacher - NES
.14 Learning Resource Teacher – EES
.1 Elementary Counselling – EES
.1 Elementary counsellor – Lucerne
.2 IT support teacher - Lucerne
.28 Eng/SS 9 teacher- NSS
.14 Secondary Counselling - NSS
1.31 FTE Total Additional LIF staffing

- ✓ Draft plan was brought to the School Board at a Committee of the Whole meeting in June
- ✓ On July 31, 2015, the Ministry advised that unused LIF funds could be carried forward to the 2015-16 school year. SD 10 chose to carry forward \$13,220.
- ✓ The Union was advised of carry-forward this in August 2015.
- ✓ School principals met with their staff in September 2015 and completed Form 2b Fall LIF Consultation. These reports were submitted to the Superintendent.
- ✓ The Director of Finance, Superintendent-Secretary-Treasurer and ALTA President met in September 2015, reviewed the budget and the Fall Consultation forms.
- ✓ An additional .34 of LIF teacher staffing was added to the LIF budget.
- ✓ Teacher job postings were distributed based on identified school needs and the .34 FTE teacher staffing was filled.

2015-16 Ed Fund Fall 2015 (Final)

Schools	Classr Tchr	SS Tchr	Counse llor	Other Tchr	Pro-rated Cost
Elementary Schools					
AWES					-
FJMES		0.10			8,585
GTES				0.40	34,340
HES		0.20			17,170
IDES					-
JESS		0.30			25,755
KOES					-
PES				0.30	25,755
RMES					-
SES				0.20	17,170
TMRES		0.20			17,170
Secondary Schools					
ESS	0.286				24,553
FSS					-
KDS (DL)					-
LMS					-
MBSS/KES					-
PMS					-
SSS					-
Total Teach	0.286	0.800	0.000	0.900	200,586
Summary				LIF Approval woi	170,498
Teachers	1.986			Reserve	-
				Total EF Budget	170,498
				Remaining Fall EF Grant	180,619
					10,121

2015-16 Ed Fund May 2015 Approval

Schools	Classr Tchr	SS Tchr	Counsellor	Other Tchr	Cost
Elementary Schools					
AWES		1.00			101,000
FJMES			0.314		31,714
GTES			0.10		10,100
HES		0.50	0.10		60,600
IDES		0.50	0.30		80,800
JESS					-
KOES			0.10		10,100
PES		0.40			40,400
RMES		0.20	0.20		40,400
SES		0.50	0.20		70,700
TMRES					-
Secondary Schools					
ESS					-
FSS		0.286	0.143		43,329
KDS (DL)			0.143		14,443
LMS		0.429	0.286		72,215
MBSS/KES					-
PMS		0.429			43,329
SSS		0.286	0.286		57,772
Total Teach	0.000	4.530	2.172	0.000	676,902
Summary		LIF Approval worksheet			676,902
Teachers	6.702	Reserve			-
		Total EF Budget			676,902
		Total EF Grant			857,521
		21.1%			180,619

2015-16 Learning Improvement Fund - Support Staff (April 2015)

Schools	# EAs Staffed in May	LIF Eas	Cost
Elementary Schools			
AWES			-
FJMES			-
GTES			-
HES		1.00	35,000
IDES			-
JESS			-
KOES			-
PES		1.00	35,000
RMES			-
SES		1.00	35,000
TMRES			-
Secondary Schools			
ESS			-
FSS			-
JESS			-
KDS (DL)			-
LMS			-
MBSS			-
PMS			-
SSS			-
			105,000
EA hours agreement CUPE			99,400
Reserve			-
Total LIF Budget			204,400
Total LIF Grant (minimum)			214,380
			9,980

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name: School District #19 (Revelstoke)

Total LIF allocation: \$203,966 Support Staff minimum allocation: \$40,793

Education Fund allocation: \$163,173

1. Amount committed under this plan to:

Support Staff funding: \$40,793

Teacher Staffing funding: \$163,173

Reserves (maximum 30% and to be spent by June 30th): 0

2. Support Staff:

Number of new full-time positions (35 hours): 0

Number of new part-time positions (under 35 hours): 1

Number of Support Staff with hours increased from part-time to full-time: 0

3. Teachers:

Number of new full-time positions (1.0 FTE): 0

Number of new part-time positions (less than 1.0 FTE): 0

Number of teachers with hours increased from part-time to full-time: 0

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools: 

6. Submit:

Contact name: Mike Hooker and Email: mhooker@sd19.bc.ca

Please complete this form and click Submit. This form will be automatically be emailed to

EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education



School District 19
(Revelstoke)

Revelstoke Board of Education

Learning Improvement Fund Spending Plan 2015/2016 School Year

Introduction/Preamble

The *Education Improvement Act* (Bill 22, enacted April 2012) provides direction with respect to the Learning Improvement Fund (LIF). The purpose of the Learning Improvement Fund is to enable Boards to address learning improvement issues, giving consideration to all students in all classes.

The legislation supports districts to exercise discretion in how they allocate these funds to improve learning conditions for students.

The LIF regulation states that a plan submitted by the Board must allocate the estimated grant with respect to one or more of the following:

- i) the provision of additional teaching staff and teacher assistants and other paraprofessionals;*
- ii) additional teaching time and services to students;*
- iii) professional development training for teachers to address challenging learning conditions; and*
- iv) a reserve fund, not exceeding 30% of the estimated grant, that may be used for any of the purposes described in subparagraphs (i) to (iii), as the Board considers appropriate.*

It is expected under the LIF regulation that principals will consult regularly with teachers regarding challenging classroom conditions (spring and fall are identified in the regulation), and that this information will be shared with district staff.

District Allocations

School District #19 (Revelstoke) will receive \$203,966 for this school year from the Learning Improvement Fund. Of this amount, \$163,173 is designated to the teacher component (Education Fund), and \$40,793 to the support staff component of the fund.

Collaboration with the Revelstoke Teachers' Association

Learning Improvement Fund Direction – April/May 2015

Consultations were undertaken with teachers and the Revelstoke Teachers' Association (RTA) as a precursor to drafting a spending plan for the Learning Improvement Fund. Discussions included:

- estimations as to potential FTE teacher staffing that could be generated with the expenditure of the Learning Improvement Funds were provided to the Revelstoke Teachers' Association President;
- RTA President, Jennifer Wolney and Superintendent Mike Hooker met with each school staff to gather feedback. RTA staff supported priorities that included ensuring that there was equity in allocations among the schools based on student needs and school size. Non-enrolling supplements in the area of learning support and gifted programming were generally supported.
- historical non-enrolling ratios were provided to the RTA comparing the previous five school years with the historical 1998/1999 Agreement in Committee ratios.

Revelstoke Board of Education Historical Non-enrolling RTA

No LIF included for 15/16, basic allocations

	AIC 98-99	10/11	11/12	12/13	13/14	14/15	15/16
Enrollment	1553	979	1020	1014	949	930	904
LAT		2.111 FTE	2.296 FTE	2.222 FTE	2.104	1.964	1.987
	1/489	1/464	1/444	1/456	1/452.5	1/468	1/455
R/T		7.356 FTE	6.987 FTE	7.619 FTE	7.817	7.177	7.867
	1/281	1/161	1/146	1/133	1/122	1/115	1/114
Counsellor		2.307 FTE	2.307 FTE	2.407 FTE	2.407	2.250	2.25
	1/653	1/424	1/442	1/421	1/396	1/412	1/402
Librarian		2.35 FTE	2.35 FTE	2.30 FTE	2.300	2.014	2.2
	1/454	1/417	1/434	1/437	1/414	1/421	1/410

- elementary Principals reviewed draft school organizations with enrollments, potential organizations and potential class sizes; and
- course requests were summarized for each department to establish course offerings and class sizes at Revelstoke Secondary School.

LIF and Education Plan Direction – September/October 2015

Revelstoke Teachers' Association priorities included ensuring that there was equity in allocations among the schools based on student needs. Non-enrolling supplements in the area of learning support and gifted programming were to be given consideration;

Discussions also included whether or not to designate a reserve and concluded that a reserve would not be allocated, rather, the total FTE available be assigned to ensure support was in place for September 2015 start-up.

Education Fund Allocation Plan

LIF funds generate (FTE teacher time)		
Gifted Expenditures	Increase gifted base at each elementary school to .08 FTE – this supports more enrichment support for teachers and more inclusive programming	0.090
Learning Support	FTE added to enhance learning support at each elementary and secondary (in brackets) school based on the number of students with identified special needs (ie Ministry coded)	1.058 (0.143)
Regular Instruction	FTE added to secondary school to address class size in content area courses Total secondary	 0.429
Additional Instruction Time	FTE allocated to priority areas as identified by school staff	
TOTAL		1.720

Collaboration with CUPE

To enhance collaboration, Clara Maltby, CUPE 5150 President, met with Mike Hooker, Superintendent of Schools, to review the 2014/15 allocation plan and supported carrying that plan forward to 2015/16. The total allocation of \$40,793 has been used to address the following three initiatives:

- \$3,000 was allocated to include Educational Assistants' attendance at the school planning day on Tuesday, September 2nd, 2015.
- To enhance the ability of Educational Assistants to plan and debrief during the year with teachers, an additional one half hour weekly will be provided over the course of the year. This represents a cost of approximately \$16,670 annually.
- Finally, an additional Educational Assistant position was added for the 2015/16 school year which will fully expend the funds.

School	Enrolment	Allocation	Identified Area of Need	Intervention	Resource Requested	Cost	
LPES	176	\$37,711	Literacy/Numeracy needs across grades	More LST support for all/focused Tier 2/3 interventions	.3216 LST FTE	\$29,864 T	
			Social/emotional needs grade 1 and 2	Additional support	6 hours/wk EA	\$7,126 C	
						\$36,990	Total for school
MES	146	\$31,283	Learning difficulties across grades	Additional LST support, literacy/numeracy/OTPT/social	.3356 LST FTE	\$25,026 T	
			Consistency - program delivery of high needs	Collaborative time for EA's with LST	5 EA's 1 hour/week	\$5,938 C	
						\$30,964	Total for school
MMS	322	\$68,993	Learning disabilities/academic/behaviour needs	Work with teachers adapting/modifying, beh and prog supports	0.7632 LST FTE	\$55,195 T *\$7,643 school	
			Transition times for vulnerable students	Before school, lunch and in class behaviour support	11 hrs/wk EA	\$14,132 C	
						\$69,327	Total for school
SSS	362	\$77,564	High needs in Grade 10 Prov examinable courses	Add section Eng 10/FMP 10 to balance composition challenges	2 blocks Teacher time	\$26,520 T	
			Struggling learners in AWM10 + others	Additional LST support	1.6 blocks	\$21,216 T	
			Learning challenges, Math 8	Add section Math 8 to address composition challenges	1 block	\$13,260 T	
			Student behavioural and focus challenges	Support to structure group time to address	TTOC 1 afternoon/month 3.2 days	\$1,280 T	
			Struggling learners in specific classes	Academic support	EA time 12 hrs/wk	\$15,513 C	
						\$77,789	Total for school
						\$215,070	Total for Zone
						CUPE time for this zone	\$42,709
						Teacher time for this zone	\$172,361

LIF - 2015-2016					CALCULATION:				
School	Allocated	HR Allocated FTE	School Staffed FTE	Remainder To Be Staffed FTE	Staffed Cost	Annualized Cost	Wages	Benefits (26.01%)	TTOCD
ARES	809,610	0.360		0.360					
Blewett		0.280	0.280	-	\$ 25,250	\$ 90,177	\$ 71,563	\$ 18,614	
Brent Kennedy		0.311		0.311					
CBESS		0.240	0.240	-	\$ 16,688	\$ 69,535	\$ 55,182	\$ 14,353	
CLES		0.260	0.260	-	\$ 26,889	\$ 103,421	\$ 82,074	\$ 21,347	
DESK		0.290		0.290					
EES		0.320	0.320	-	\$ 24,453	\$ 76,415	\$ 60,642	\$ 15,773	
Homelinks - Creston		0.280	0.280	-	\$ 31,689	\$ 113,173	\$ 89,813	\$ 23,360	
Homelinks - Nelson		0.220		0.220					
Hume		0.290		0.290					
Jewett		0.100	0.100	-	\$ 9,117	\$ 91,174	\$ 72,354	\$ 18,819	
JVH		0.310		0.310					
LVR (incl. REACH)		0.660	0.141	0.117	\$ 14,582	\$ 103,421	\$ 82,074	\$ 21,347	
			0.282		\$ 29,165	\$ 103,421	\$ 82,074	\$ 21,347	
			0.120		\$ 8,334	\$ 69,535	\$ 55,182	\$ 14,353	
MSSS		0.470	0.470	-	\$ 53,192	\$ 113,174	\$ 89,813	\$ 23,360	
PCSS		0.440		0.440					
Redfish		0.250	0.170	-	\$ 17,412	\$ 102,425	\$ 81,284	\$ 21,142	
			0.080		\$ 8,274	\$ 103,421	\$ 82,074	\$ 21,347	
Rosemont		0.260	0.200	0.060	\$ 22,635	\$ 113,174	\$ 89,813	\$ 23,360	
SES/SSS		0.540	0.540	-	\$ 46,838	\$ 86,736	\$ 68,833	\$ 17,903	
SNES		0.290	0.290	-	\$ 24,156	\$ 83,295	\$ 66,102	\$ 17,193	
TMS		0.410	0.410	-	\$ 34,151	\$ 83,295	\$ 66,102	\$ 17,193	
WEG		0.240	0.240	-	\$ 21,642	\$ 90,177	\$ 71,563	\$ 18,614	
Wildflower		0.280	0.100	0.080	\$ 8,330	\$ 83,295	\$ 66,102	\$ 17,193	
			0.100		\$ 6,609	\$ 66,094	\$ 52,451	\$ 13,643	
Winlaw		0.250	0.200	0.050	\$ 15,971	\$ 79,855	\$ 63,372	\$ 16,483	
Yahk		-		-					
CUPE CA	202,402								
Totals	1,012,012	7.351	4.823	2.528	\$ 445,376				-

\$ 364,234 Remainder to be Spent on Teachers

\$ 92,347 Average Cost / FTE - LIF/EF

\$ 678,843 7.351 HR Allocated * Average Cost/FTE - LIF/EF

\$ 130,767 80% LIF/EF for Teachers - FTE Allocated @ Average

-\$ 106,977 Contingency per DH 2015 05 07

\$ 23,789 Underspent

SD20 2015/2016 LIF spending plan

Fruitvale	Total school allocation is 0.4 fte. Use: Co-teaching of larger cohorts (Grade 4 and 7) of math as well as flexible support time for intermediate students as needs arise.
Webster	Total school allocation is 0.35 fte. Use: Teacher time to have single grade math opportunities at both primary and intermediate levels
Rossland Summit	Total school allocation 0.45 fte. Use: a fluid model where as classes are determined LIF is allocated based on need in the moment. This is reviewed after fall assessments and throughout the year and adjusted accordingly. Additional teacher support is provided to those identified classrooms.
Robson	Total school allocation is 0.3 fte. Use: Additional literacy support targeted for grade 4 & 5's plus single grade math opportunities throughout the school
Glenmerry	Total school allocation is 0.4 fte. Use: single grade math opportunities for intermediate classes to allow for greater differentiation and supporting the learning environment.
Kinnaird	Total school allocation is 0.4 fte. Use: Single grade numeracy opportunities for intermediate classes.
Twin Rivers	Total school allocation is 0.45fte. Use: 1:1 and small group supports for struggling, non-identified learners. Schedule to be developed by admin in consultation with teachers.
Stanley Humphries	Total school allocation is 0.714 fte. Use: supporting at risk, non-identified students primarily focused at the grade 8, 9 & 10 level. Co-teaching, academic and social assistance in pull-out and in-class formats leveraging their Learning Commons.
J.L.Crowe	Total school allocation is 0.857 fte. Use: create smaller grade 9 courses to provide a more individualized, focused instructional / learning environment.
KCLC	Total school allocation is 0.2 fte. Use: to support other teachers with identifying and addressing student needs, goal setting and IEP / SLP development
District	1.0fte teacher to support teachers related to integration of students with unique needs, self-regulation, etc.

Learning Improvement funding

\$725,748

CUPE LIF spending

\$145,150 all EA/CCW/CYCW positions posted in the spring of 2015 for 15/16 now a minimum of 5.5 hrs/day

Costs for above teacher fte

\$542,096

LIF funds remaining

\$38,502

5% percentage of LIF funds remaining after phase 1

(below the required 30 maximum reserve as per regulations)

5.521 additional teacher FTE added through LIF



CHILLIWACK SCHOOL DISTRICT EDUCATION FUND ALLOCATION 2015/2016

EF PLANS 2015	SPRING APPROVED		FALL APPROVED		SUMMARY
	Teachers FTE Enrolling	Teachers FTE Non Enrolling	Teachers FTE Enrolling	Teachers FTE Non Enrolling	
Elementary Schools					
Bernard Elementary		0.6		0.21	0.81
Central Elementary	1.067		1.067	0.15	2.284
Cheam Elementary		0.18		0.15	0.33
Cultus Lake Community School		0.28	1.067	0.12	1.467
East Chilliwack Elementary		0.6		0.11	0.71
Evans Elementary		0.5		0.08	0.58
F.G. Leary Elementary		0.4		0.2	0.6
Greendale Elementary		0.2		0.1	0.3
Little Mountain Elementary		0.6		0.2	0.8
McCammon Traditional Elementary		0.6		0.2	0.8
Promontory Heights Elementary		0.5		0	0.5
Robertson Elementary		0.65		0.2	0.85
Rosedale Elementary		0.4		0	0.4
Sardis Elementary		0.58		0.2	0.78
Strathcona Elementary		0.49		0.13	0.62
Tyson Elementary		0.4		0.2	0.6
Unsworth Elementary		0.4		0.3	0.7
Vedder Elementary		0.4		0.3	0.7
Watson Elementary		0.8		0.2	1
Yarrow Elementary		0.35		0.13	0.48
SUB TOTAL ELEMENTARY	1.067	8.93	2.134	3.18	15.311
Middle School/Sec					
ADRMS		1		0.28125	1.28125
CMS	1.02				1.02
MSMS	0.7				0.7
RMS	0.51			0.3125	0.8225
VMS	0.5625			0.28125	0.84375
Chwk Secondary	1.76				1.76
G.W. Graham Middle Secondary	1			0.375	1.375
Sardis Secondary	1.7		0.5625		2.2625
SUB TOTAL MIDDLE-SEC	7.2525	1	0.5625	1.25	10.065
TOTAL	8.3195	9.93	2.6965	4.43	
	25.376				
	\$775,954	\$926,164	\$218,554	\$357,159.74	
	\$2,277,831				
Original Education Fund	\$1,877,831.00				
Funds Available For Allocation	\$2,277,831.00				
* Includes \$400,000 carry-over from 1415 school year					
		25.38		FTE	
TOTAL ALLOCATION		\$2,277,830.88		100.00%	

October 30, 2015

Learning Improvement Fund Detailed Spending Plan

With the introduction of Bill 22, the Learning Improvement Fund (LIF) was created to provide additional teacher and support staff time to support student and classroom learning needs. With the ratification of the Provincial Collective Agreement between BCPSEA and the BCTF in September 2014, the Learning Improvement Fund was increased and redefined from previous years. Consultations with both CUPE and the DTA have resulted in the following LIF spending plan for the Delta School District.

For 2015-16, LIF for the Delta School District has been increased to \$2,761,645. 80% of this (\$2,209,316) is part of the Teacher Education Fund that supports additional teaching staff. 20% of LIF (\$552,329) is part of the CUPE portion that meets the minimum Support Staff allocation of 12.5% previously agreed to with the Framework Letter of Understanding (FLoU) and the letter of agreement (LOA) signed between BCPSEA, K-12 Support Staff Unions and the Ministry of Education.

CUPE Portion

Discussion and consultation with CUPE and Delta School District representatives took place on Friday October 16, 2015 and agreement was reached to commit the Learning Improvement Funds of \$552,329 in the following ways.

1. Allocation – Additional Time Added to Continuing Educational Assistant Positions

The LIF minutes were allocated as follows:

- 60 minutes per week for educational assistant positions of 26 continuing hours or more; and,
- 30 minutes per week for educational assistant positions of less than 26 continuing hours.

2. Allocation – Peer Support Positions

- 2 Education Assistant – Peer Support (an increase from last year)
- 1 Temporary Education Assistant – Peer Support

3. Allocation – Training Initiatives

- Any additional funds (expected less than \$10,000) will be used to support training initiatives for Educational Assistants through our Special Programs Department.

DTA Portion

In the development of a plan for expenditures, the consultation processes in the spring emerged as a tentative spending plan. In Delta, a tentative plan was formed in accordance with the legislation. The DTA was consulted on May 13, 2015 and 24.76 FTE staffing was allocated to schools as shown in the Table below.

2015-16 LIF Distribution (DTA Portion)

School	TOTAL LIF
Annieville Elementary	0.4
Beach Grove Elementary	0.25
Brooke Elementary	0.4
Chalmers Elementary	0.4
Cliff Drive Elementary	0.5
Cougar Canyon Elementary	0.6
Devon Gardens Elementary	0.5
English Bluff Elementary	0.35
Gibson Elementary	0.5
Hawthorne Elementary	0.6
Heath Elementary	0.3
Hellings Elementary	0.35
Holly Elementary	0.4
Jarvis Elementary	0.5
Ladner Elementary	0.46
McClosky Elementary	0.5
Neilson Grove Elementary	0.2
Pebble Hill Elementary	0.15
Pinewood Elementary	0.3
Port Guichon Elementary	0.3
Richardson Elementary	0.4
South Park Elementary	0.45
Sunshine Hills Elementary	0.55
Burnsview Secondary	2.56
Delview Secondary	2.39
Delta Secondary	2.0
North Delta Secondary	2.39
Sands Secondary	2.1
Seaquam Secondary	1.32
South Delta Secondary	2.14
TOTAL ELEMENTARY	9.86
TOTAL SECONDARY	14.90
TOTAL DISTRICT	24.76

As amounts allocated to salaries are currently estimations, the reserve may be needed to cover actual salaries, or if amounts are remaining through the year, these may be used for further additions to teacher staffing to support student learning.

Estimated LIF Expenditure for CUPE - 2015-16 as at September 1, 2015							
	<u># of weeks</u>	<u>Salary</u>	<u>Benefits</u>	<u>TOTAL</u>	<u>Hours</u>	<u>Headcount</u>	<u>Cost</u>
Cost of three EA Facilitators - Full Time	45	34,952	13,648	48,600	4,050	3	145,800
Cost of extra 1 hours to all Full Time SEA's	39	971	278	1,249	12,090	310	387,190
Cost of extra 1 hours to all Part Time SEA's	39	971	278	1,249	780	20	24,980
Cost of extra 1 hours to all Full Time IBSJ	39	992	282	1,274	936	24	30,576
Cost of extra 1 hour to all EA Facilitators	45	1,165	282	1,447	117	3	4,341
Cost of extra 1 hour to all EA Visual Language	39	992	278	1,270	39	1	1,270
Brailist	39	992	278	1,270	39	1	1,270
Remaining hours available for 39 weeks	39	971	278	1,249	14,852		475,658
							1,071,085

LEARNING IMPROVEMENT FUND AGREEMENT

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES

AND

SCHOOL DISTRICT #43 COQUITLAM

June 25, 2015

LIF ALLOCATION

For the 2015-2016 school year, the LIF agreement between School District No. 43 (Coquitlam) and CUPE Local 561 is as follows:

\$1,071,085 is allocated for the 2015-2016 school year.

It is agreed that the funds will be allocated as follows:

- Facilitators (3)

The parties agree to fund three Facilitator positions for the 2015/16 school year.

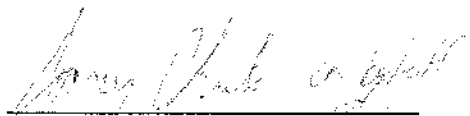
Class specification and pay grade will be determined through the normal process.

- EA hours of work increase.

All EA's, including EA-IBS and part-time EA's, will work 1 hour extra per week effective September 7, 2015 to June 27, 2016.

- Remaining funds will be used to provide additional EA, including EA-IBS, positions and/ or hours as determined by the Director, Learning Services and Staff Development in conjunction with CUPE Local 561.
- The Director, Learning Services and Staff Development agrees to provide to CUPE Local 561 with information on CUPE LIF expenditures every two months.

Signed this 2 day of September, 2015.



Patricia Gartland
Superintendent
School District # 43 (Coquitlam)



Dave Ginter
President
Canadian Union of Public Employees

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpsea.bc.ca

School District No. 43, Coquitlam

Union Local(s) C.U.P.E. Local 561

Please indicate how you intend to use your funds by checking which of the box(es) below apply with your joint plan. *(Please extend the tables as required to complete the details)*

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- ☒ 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

EA's working in special education will receive 1 hour of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists.

Headcount: 359, Hours 14,001

- ☒ 2. **Creating new full time or part time EA positions** (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

3 EA Facilitators: These EA's will work closely with zone coordinators to help identify training and support needs for schools and school based EA's. They will also provide training and assistance where needed.

12.7 EA Positions: EA positions will be used to supplement district EA staffing to provide greater service and improve learning conditions for students.

- ☐ 3. In support of innovative practices aimed at supporting EAs who deliver special education services to students. If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

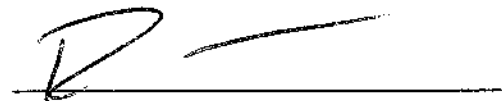
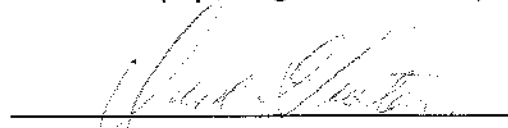
Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)

Local Union Representative (completing form)

Randy Manhas (rmanhas@sd43.bc.ca)

Dave Ginter (cupe561@shawcable.com)

Contact Information (phone or email)

Contact Information (phone or email)

September 2nd, 2015

September 2nd, 2015

Form Completion and Signing Date

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF

SD48 LIF Fall Spending Plan 2015 / 2016				
SD48 Education Fund				
School Name	School Submission (Issue)	Allocation Details	Allocation Total	Spending Plan Considerations
Stawamus (Cultural Journeys)	Multiple classrooms in Cultural Journeys with complex compositions	.1 CST @ \$9 423.50		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.
Stawamus (Learning Expeditions)	Multiple classrooms in Learning Expeditions with complex compositions.	.1 CST @ \$9 423.50		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.
		.2	\$18 847	
Valleycliffe	Multiple classrooms with complex compositions.	.3CST @ \$28 271		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.
		.3	\$28 271	
Spring Creek	Multiple classrooms with complex compositions.	.3 CST @ \$28 271		Additional Collaborative Support Teacher time to support multiple classrooms through co-planning, co-teaching and co-assessing with teacher learning teams with priority to intermediate classes.
		.3	\$28 271	
Myrtle Philip	Multiple classrooms with complex compositions.	.3 CST @ \$28 271		Additional Collaborative Support Teacher time to support multiple classrooms through co-planning, co-teaching and co-assessing with teacher learning teams.
		.3	\$28 271	
Mamquam	Multiple classrooms with complex compositions.	.3 CST @ \$28 270.50		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams.
	Multiple classrooms with complex compositions	.2 CST: (Learning Support) @ \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams.
		.5	\$47 118	
Brackendale	Multiple classrooms with complex compositions.	.5 CST: (Learning Support) @ \$47 117.50		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for multiple classrooms.
		.5	\$47 118	
Garibaldi Highlands	Multiple early primary classrooms with complex compositions.	.1 CST @ \$9 423.50		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for primary complex classes.
	Multiple classrooms with complex compositions.	.2 CST @ \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.
	Multiple classrooms with complex compositions.	.2 CST @ \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.
		.5	\$47 118	
Squamish Elementary	Multiple classrooms with complex compositions.	.4 CST @ \$37 694		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each complex classroom.

	Multiple classrooms with complex compositions.	.2 CST @ \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for each French Immersion complex classroom.
		.2 CST @ \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for primary complex classrooms.
		.8	\$75 388	
Signal Hill	Complex learning needs in all classrooms.	.8 CST: \$75 388		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with an emphasis on inquiry with teacher learning teams for intermediate classrooms.
	Differentiated instruction support for all complex classrooms.	.2 CST: \$18 847		Additional Collaborative Support Teacher time for co-planning, co-teaching and co-assessing with teacher learning teams for primary classrooms.
		1.0	\$94 235	
Don Ross	Multiple English classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to complex classes with priority to English classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Science classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to complex classrooms with priority to Science classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Math classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to complex classes with a priority to Math classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Social Studies classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to complex classes with a priority to Social Studies classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
		.8	\$75 388	
Pemberton Secondary	Multiple Math classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to multiple complex classrooms with priority to Math classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Humanities classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to multiple complex classrooms with priority to Humanities classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Science classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to multiple complex classrooms with priority to Science classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Social Studies classrooms with complex compositions.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to multiple complex classrooms with priority to Social Studies classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.

	Multiple classrooms with complex compositions	.2 CST @ 18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support to multiple complex classrooms. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
		1.0	\$94 235	
SS Learning Connections (South)	Southern Outreach Program.	.1 CST @ \$9 423 (Year Long)		Additional Collaborative Support Teacher time to provide team teaching support to each classroom. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
(North)	Northern Outreach Program.	.1 CST @ \$9 423 (Year Long)		Additional Collaborative Support Teacher time to provide team teaching support to the Northern Outreach classroom. This time is intended to be non-enrolling, flexible time (ie. Tuesday, Thursday, mornings) rather than on a block by block assignment.
		.2	\$18 847	
Howe Sound	Multiple grade 10 and 11 Math Apprenticeship and Workplace classrooms with complex compositions.	.4 CST @ \$37 694 (Year Long)		Additional Collaborative Support Teacher time to provide team teaching support to multiple Math and Science classrooms. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Large school with many students with social emotional needs.	.3 Counselling @ \$28 270.50 (Year Long)		Additional Counselling time to provide support to multiple classrooms with vulnerable students. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
		.7	\$65 965	
Whistler Secondary	Multiple English classrooms with complex compositions needing language support all year.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support for language development in multiple complex classrooms with priority to English classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
	Multiple Science and Social Studies classrooms with complex compositions needing language support all year.	.2 CST @ \$18 847 (Year Long)		Additional Collaborative Support Teacher time, for co-planning, co-teaching, co-assessing, to provide team teaching support for language development in multiple complex classrooms with priority to Science and Social Studies classes. This time is intended to be non-enrolling, flexible time (ie. Monday, Wednesday, Friday, mornings) rather than on a block by block assignment.
		.4	\$37 694	

Spring Spending Allocation (Sub Total)			\$397 600	
Fall Allocation (Sub Total)			\$309 166 @ 90% = \$278 065	Actual cost estimated at 90% due to hiring after October 1, 2015.
TOTAL Allocation to Schools Additional Teachers Additional Teacher Time		7.5 FTE	\$675 665	
TOTAL Reserve Fund	30% of \$689 925 permissible as hold back for	Reserve Fund	\$14 260	Reserve fund established at approximately 7% of total fund, leaving \$14 260 to address

	“contingency to address emerging issues during the school year”. Total eligible reserve is \$206 977. Reassessment of existing classes. Existing classes which change. New classes which may commence.	(~7%)		emerging issues, plus any allocations not paid out for staff not hired until after September 30, 2015
TOTAL SD48 SPENDING PLAN			\$689 925	
TOTAL MOE EDUCATION FUND ALLOCATION TO SD48			\$689 925	

Support Staff Fund				
Minimum Support Staff Obligation	Local Agreement to provide meeting time for all Special Education: Education Assistants.		\$57 157.20	Minimum 12.5% allocation established. Funds will be used for 120 minutes of monthly meeting time per EA.
Local Support Staff Priorities and Flexible Fund for 2014/2015	Itinerant EA for technology. Itinerant EA for behaviour		\$110 740	30 hour EA for District-wide Classroom Based Technology support. 30 hour EA for District-wide Classroom Based Behaviour support
In Class Support Contingency	Flexible in class EA support for emergent situations arising from students with challenging behavior.		\$4 583.80	Extra in class EA support for emergent situations arising from students with challenging behaviour.
Total Support Staff Fund			\$172 481	

SD48 Total LIF Fund			\$ 862 406	
---------------------	--	--	------------	--

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education

2015/2016 Education Fund

Totals		5.43	400904	5.43	400940					
School	Proposals	FTE	Estimate	Approved	Cost	Notes	Agreed	Filled	Teacher	Actual Cost
John Allison Elementary	A) Literacy Centres B) Reading Intervention	0.04 0.192	2950.8 14163.8	0.192	14163.84	0 School Funds Priority	Yes	Yes	s.22	13136
Merritt Bench Elementary	A) Curriculum Support Teacher B) Classroom Teacher	0.4 1	29508 73770	0.4 1	29508 67806	Fall? N/C? Enrollment	Yes Yes	Yes Yes		38813 68907
Merritt Secondary School	Gr. 8/9 Student Support Service Teacher Fall Consultation	1 0.6	73770 44262	0.6	40683	0 Staffed Fall?	Yes	Yes		39536
Nicola-Canford Elementary	B) Math Intervention C) Intervention Support	0.2 0.5	14754 36885	0.34	22131	0 Staffed (JV) Fall?	Yes	Yes		22405
Diamond Vale Elementary	A) Classroom Teacher B) Literacy and Numeracy Intervention	1 0.7	73770 51639	1	67806	Priority 0 Fall?	Yes	Yes		70820
The Bridge	A) Fine Arts Teacher .125	0.125	9221.25	0.125	11384	Priority	Yes	Yes		11384
Merritt Central Elementary	A) Prep/Intervention Program B) ESD Support C) Classroom Teacher	0.55 0.4 1	40573.5 29508 73770	0.55 1	43330 0 89998	Priority Staffed Priority	Yes Yes Yes	Yes Yes Yes		43330 89998
Princeton Secondary School	A) Science 10 Teaching Block B) Learning Commons Block	0.125 0.125	9221.25 9221.25	0.125 0.125	9553.25 9553.25	Priority Priority	Yes Yes	Yes Yes		9553.25 9553.25
Vermillion Forks Elementary	A) Reading Intervention B) Student Support Service Teacher	0.252 0.12	18590 8852.4	0.3	22131	Priority 0 Staffed	Yes	Yes		14865
Collettville Elementary	Classroom Support	0.4	29508	0.45 0.05	30715 3904	Priority	Yes Yes	Yes Yes		30715 3904
Kengard Learning Centre	A) Grade 8 and 9 Advisor B) Grade 12 and Non-Grad Adult Advisor C) CLC Counselor	0.5 0.5 0.5	36885 36885 36885	0	0	Staffing Staffing Carmella				
District	A) Kindergarten Support (Tier 2) B) Kindergarten Support (Tier 3)	0.2 0.3	14754 22131	0 0	0 0					
Totals			774364	6.257	462666.34					466919.5
Notes										
2015/2016 Allocation	\$		400,940.00							
2014/2015 Surplus	\$		64,913.00							
Total	\$		465,853.00							
Allocated	\$		466,919.50							
Unallocated	\$		(1,066.50)							



THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 58 (NICOLA-SIMILKAMEEN)

ADMINISTRATION OFFICE

Stephen McNiven, Superintendent of Schools
Kevin Black, C.G.A., Secretary Treasurer

P.O. Box 4100, 1550 Chapman Street, Merritt, B.C., V1K 1B8, Phone: (250) 378-5161, Fax: (250) 378-6263

MEMORANDUM

TO: All Administrative Officers
All EAs

FROM: Kevin Black,
Secretary Treasurer

RE: SSEAC LIF FUNDS

DATE: October 26, 2015

The purpose of this memorandum is to provide clarification on the SSEAC LIF dollars for Education Assistants (EAs).

Effective September 25, 2015, the District and CUPE Local 847, have agreed to use the SSEAC LIF funds as follows:

1. Two EA positions:
 - a. One will be for supporting the grade 8/9 team at MSS; and
 - b. One will be for literacy and numeracy support at the elementary level.
2. Meeting time:
 - a. Principals have been provided with a block of hours to be used for meetings;
 - b. Meeting examples:
 - i. IEPs
 - ii. SBT
 - iii. EA meeting
 - iv. Staff meetings where students or groups of students are discussed. Topics related to student(s) will be at the beginning of the staff meeting (where possible) and EAs are welcome to leave when topics shift.
3. Innovative practices:
 - a. Examples include bringing in a speaker regarding strategies for dealing with behaviour intervention;
 - b. CPI, POPFASD, POPARD 5-day, and PBS are considered pro-d and are not part of innovative practices.

Please ensure all LIF hours are separated on the timesheets. If you have any questions, please contact me.

KB/jy
pc:

CUPE Local 847
J. Kempston, Principal Student Support Services
C. Quinlan, Payroll

Success for ALL Learners ~ Today and Tomorrow

**15/16 Learning Improvement Fund
SD61 District Plan MOE Submission**

Sch #	School	Total EA Hrs/wk	Total EA (\$)	Total Teacher FTE	Total Teacher (\$)	TOTAL ALLOCATIONS
62	Arbutus	10	15,059	1.125	104,176	119,235
51	Braefoot	11	15,813	0.200	18,520	34,333
47	Campus View	6	8,283	0.500	46,301	54,584
25	Cedar Hill	10	15,059	1.000	92,600	107,659
35	Central	11	16,565	0.300	27,780	44,345
19	Cloverdale	10	15,059	0.500	46,301	61,360
68	Colquitz	10	14,307	1.000	92,600	106,907
10	Craigflower	12	18,071	1.000	92,600	110,671
28	Doncaster	9	13,554	0.600	55,560	69,114
67	Eagle View	6	8,283	0.200	18,520	26,803
48	Esquimalt High	14	20,331	1.000	92,600	112,931
30	Frank Hobbs	7	10,542	1.075	99,545	110,087
5	George Jay	13	19,577	0.800	74,080	93,657
38	Glanford	6	9,036	0.463	42,874	51,910
39	Gordon Head	6	8,283	0.200	18,520	26,803
52	Hillcrest	5	7,530	0.200	18,520	26,050
9	DL	9	12,801	0.143	13,242	26,043
33	James Bay	12	18,071	0.600	55,560	73,631
42	Lake Hill	10	14,307	0.200	18,520	32,827
64	Lambrick Park	6	8,283	0.858	79,451	87,734
36	Lansdowne	15	21,837	1.125	104,175	126,012
40	Macaulay	13	19,577	1.075	99,545	119,122
12	Margaret Jenkins	7	9,789	0.200	18,520	28,309
46	Marigold	8	11,295	0.200	18,520	29,815
27	McKenzie	8	11,295	0.366	33,892	45,187
15	Monterey	6	8,283	0.200	18,520	26,803
49	Mt. Doug	8	12,048	0.858	79,451	91,499
54	Northridge	10	14,307	0.400	37,040	51,347
24	Oak Bay	9	12,801	1.000	92,600	105,401
13	Oaklands	10	15,059	0.250	23,150	38,209
16	Quadra	12	17,319	1.075	99,545	116,864
57	Reynolds	10	15,059	0.858	79,451	94,510
56	Rockheights	10	14,307	0.400	37,040	51,347
66	Rogers	11	15,813	0.200	18,520	34,333
58	Shoreline	14	21,083	1.125	104,175	125,258
7	Sir James Douglas	11	15,813	1.075	99,545	115,358
31	SJWillis Alt Ed/GAP	9	12,801	0.143	13,242	26,043
2	South Park	9	13,554	0.500	46,301	59,855
63	Spectrum	13	19,577	1.144	105,936	125,513
32	Strawberry Vale	7	10,542	0.200	18,520	29,062
20	Tillicum	13	18,825	0.600	55,560	74,385
65	Torquay	5	6,777	0.200	18,520	25,297
18	Vic High	18	26,360	1.000	92,600	118,960
4	Vic West	12	17,319	1.075	99,546	116,865
29	View Royal	10	15,059	0.800	74,080	89,139
21	Willows	6	8,283	0.200	18,520	26,803
Total		434.00	\$ 653,596	28.23	\$ 2,614,384	\$ 3,267,980

Learning Improvement Fund Approval

Please complete this form and include your district Learning Improvement Fund Plan and submit by October 31 of each year.

School District Name:

Total LIF allocation: Support Staff minimum allocation:

Education Fund allocation:

1. Amount committed under this plan to:

Support Staff funding:

Teacher Staffing funding:

Reserves (maximum 30% and to be spent by June 30th):

2. Support Staff:

Number of new full-time positions (35 hours):

Number of new part-time positions (under 35 hours):

Number of Support Staff with hours increased from part-time to full-time:

3. Teachers:

Number of new full-time positions (1.0 FTE):

Number of new part-time positions (less than 1.0 FTE):

Number of teachers with hours increased from part-time to full-time:

4. The local Teachers Union has agreed to this plan. ☒ YES ☐ NO

5. Declaration:

This declaration is to confirm that the consultations required under Section 2 of the Learning Improvement Fund Regulation have been carried out, and that the attached spending plan allocates the estimated grant in accordance with subsection 2(6) of that regulation.

Superintendent of Schools:

6. Submit:

Contact name: and Email:

Please complete this form and click Submit. This form will be automatically be emailed to

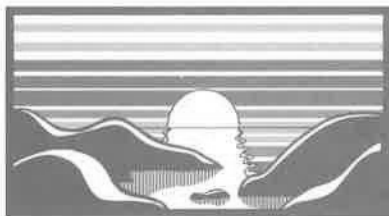
EDUC.learningdivision@gov.bc.ca after clicking the Submit button. **Please remember to include your detailed LIF Plan along with this document.**

Submit this form
by email

SUBMIT



Ministry of
Education



SCHOOL DISTRICT 64 (GULF ISLANDS)

112 RAINBOW ROAD, SALT SPRING ISLAND, B.C. V8K 2K3
(250) 537-5548 FAX (250) 537-4200

Learning Improvement Fund (LIF) Plan 2015-16 School District 64 (Gulf Islands)

The process for determining how to allocate LIF resources in School District 64 involved the continued development of a framework for a district-wide conversation. Our "Class/School/District Review" process was initiated in the fall of 2012. Our LIF Plan for 2015-16 has been developed based on enhancing student learning as outlined by this process and through ongoing consultation with the Gulf Islands Teachers' Association and CUPE Local 788.

The **Education Fund** allocation in SD64 for 2015-16 is \$323,210 and will be deployed for teacher staffing as follows:

- \$201,000 has been deployed to support 2.2 FTE for District Literacy, Numeracy & Behaviour Support teachers
- \$35,210 will be deployed for an additional .3 FTE of counselling support in elementary schools
- \$14,000 has been deployed for 0.1429 FTE district wide library support
- \$32,000 has been deployed to add 0.2858 FTE of mathematics support at the secondary level
- \$41,000 has been budgeted to support 0.6858 FTE for Teacher Inquiry Leaders

The Education Fund plan has been agreed upon with the Gulf Islands Teachers' Association president, and has general acceptance throughout the district, largely due to a rich consultation process that gave voice to all concerned.

The minimum **LIF allocation for Support Staff** for the current school year is \$80,802. Our district has directed these funds *"In support of innovative practices aimed at supporting EAs who deliver special education services to students."* The following initiatives in support of innovative practice have been agreed upon:

- The continuation of the practice established for LIF use over the past three years of inviting school teams to submit applications detailing the innovative practice that they would like to pursue in their schools. This initiative will be ongoing, with submissions from schools being considered throughout the school year. Funding Allocation: \$15,000
- Three new EA positions have been created to support innovative practice and social emotional learning (K-8), and one new position has been created at the secondary level with an EA supporting innovative practice through job coaching. Funding Allocation: \$54,602
- A portion of this year's funds, at the request of EAs in the district, will be used to enhance hours for EAs to engage in a series of workshops that focus on innovation and continuous practice improvement in support of students. Funding Allocation: \$11,200

The allocation of the Learning Improvement Fund for Support Staff in this manner has received full support and endorsement from the President and Vice President of CUPE Local 788.

SUPPORT STAFF

SSEAC

Education and Adjustment Committee

- SS LIF plans are to be jointly agreed to by the district and the local union and submitted to SSEAC
- Disputes are to be referred to SSEAC committee for resolution.

SSEAC encourages these forms to be returned to the SSEAC by June 30, 2015. Completed forms can be sent to SSEAC@bcpssea.bc.ca

School District – 8 (Kootenay Lake)

Union Local(s) 948

Please indicate how you intend to use your funds by checking which of the box(es) below apply with Your joint plan. *(Please extend the tables as required to complete the details)*

IMPORTANT: PLEASE INDICATE THE HEADCOUNT AND HOURS FOR EACH INITIATIVE UNDERTAKEN BELOW.

Support Staff Learning Improvement Fund Initiatives

- X** 1. Increasing weekly EA hours to enhance special education to provide increased time for consultation, collaborative planning and meetings. For example:

"EAs working in special education will receive 45 minutes of additional weekly time to attend IEP meetings, to plan and to debrief with teacher specialists."

"EAs in the district will have 60 minutes of paid time added to their weekly time allocations to provide for increased student coverage during the school day.")

Head count – 110 positions

Hours – 192,50 hours

- D** 2. Creating new full time or part time EA positions (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

A. Each school will be allocated paid time (effective September 8, 2015) to add to each EA's weekly time allocation to provide for increased student coverage during the school day as follows:

- I. 2.5 hours of time per week to work with students assigned to each EA working 10-19 hours per week where they wish to have additional time and it fits into their other assignment. (approximately the same as last years - 21 EA's)
- II. 1.25 hours per week, as in section (a) above, for EA's working 20-25 hours per week. (approximately the same as last year - 35 EA's)
- III. At schools where an individual is unable or not willing to add to their assignment this time may be added to other EA's or returned to the district for redistribution.

B. Schools will be allocated three hours of time per year to accommodate planning, consultation and meetings for each EA having more than 10 and less than 35 hours per week as per October 5, 2015. This is only intended as a formula for funding allocation and does not mean that each EA will access this time equally as the complexity of each assignment varies. Currently, there is a potential of approximately 130 EA's accessing these funds administered at each school. These numbers are dependent on the total numbers of EA's having an eligible assignment (10+ hours). It is noted that the pay rate for these additional hours under the Learning Improvement Fund (LIF) will be at the posted rate for EAI as in the current collective agreement for 2015-2016.

C. After the initial allocations, any remaining funds will be assigned to schools on a student needs basis following guidelines set in A and B). Consideration for additional hours will also be given to EA's with 26-30 assigned hours per week.

- ☐ **2. Creating new full time or part time EA positions** (generally to be used in conjunction with option 1 above). If selected, please provide a description of the new positions to be created and how the position(s) will address the learning needs of students.

D. In order to accommodate students requiring physiotherapy services, an EA position will be created to provide assistance to the Physiotherapist to support students with identified needs. This will be a six hour position under the direction of the Physiotherapist, in alignment with the College of Physical Therapy (CPTBC) and the College of Occupational Therapists of BC (COTBC).

E. In order to accommodate the needs of ELL students and provide support for teachers at Wonowon Elementary, an EA position of five (5) hours will be created. This position will require the EA to speak Russian/German and act as an interpreter where necessary.

- ☐ **3. In support of innovative practices aimed at supporting EAs who deliver special education services to students.** If you select this option, please attach a detailed description of the innovative practice the district and the local union have selected, for review by the SSEAC.

F. A part-time (3 hours per day) EA coach will provide ongoing assistance to the estimated 140 EAs that will be working in the district for the 2015/16 school year. This position is intended to address the inexperience and minimal training that many of our current EAs bring to their assigned tasks. The position will involve an EA Certified coach who is also actively engaged working with students at a school level for approximately three hours per day.

The Committee will review your form and confirm it is in compliance with the PFA.

If you require assistance or have any questions, please contact:

Leanne Bowes (leanneb@bcpsea.bc.ca or 604-730-4509), or

John Horsfield (jhorsfield@cupe.ca or 250-384-8048)

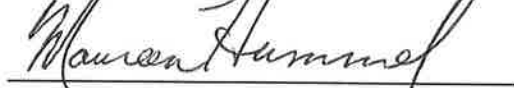
Both employer and local union representatives have reviewed this form and agree with the approach as presented here. Names of representatives completing this form are presented below. (This form must be signed by both Employer and Union representatives to be valid.)

Employer Representative (completing form)



Doug Boyd, Secretary-Treasurer, SD #60
250-262-6005 dboyd@prn.bc.ca

Local Union Representative (completing form)



Maureen Hummel, President, CUPE Local #4653
250-264-8702 mhummel@prn.bc.ca

June 29, 2015

Form Completion and Signing Date

June 29, 2015

Note: Calculating costs to be attributed to the Support Staff Learning Improvement Fund. The following costs of increasing EA time can be attributed to the Learning Improvement Fund:

- Salary
- Wage Sensitive Benefits* (EI, CPP, WCB, Group Life/ADD, Pension)
- Vacation**
- Replacement Costs***

* Where applicable (EDAS reports estimate these costs to be approximately 15%)

** Usually applied as a percentage in lieu depending on district experience (EDAS estimate 6%-8%)

*** Local parties should decide to include a percentage to cover replacements based on district experience or determine that replacements will not be provided the additional time under the LIF