

SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

MEMORANDUM

TO: SO #60 Educational Assistants

FROM: Doug Boyd, Secretary-Treasurer
Wally Miedema, CUPE Local #4653 President

DATE: June 25, 2013

RE: **EA Certification Update**

Recently, we have received inquiries as to the status of the district's transition to the recognition of Education Assistant Certification for employment in that role. Hopefully, the following details will provide everyone with an update of our progress to date.

We are currently completing our second year of the three-year transitional process. The expected date for implementation was September 2014. However, the Joint Union/Management Committee has received information that sequencing of courses will make it difficult for some individuals to complete the program with that timeline. Therefore, the committee has extended the date for completing the implementation until September 2015. This then provides another two years before the criteria regarding certification takes effect. The major change will recognize the designation for an EAll based on qualifications, not the individual student being worked with. Uncertified Educational Assistants will then fill an EAI role. Additionally, the Joint Union/Management Committee is looking at the transitioning of hiring assistants to the school rather than to individual students. School administrators may then assign the assistants as deemed necessary to fulfill the needs of all of the students.

Currently, our information regarding the qualifications of our Educational Assistants staff is as follows:

27 – have certification
56 – have enrolled in the EA program
16 – have indicated they will be registering

We are very pleased that 99 out of the 140 Educational Assistants currently employed have, or will embark on, the training for certification. Additionally, we have been requested to review the training qualifications (degrees, diplomas, etc.) from other related fields to determine if those individuals may have prior learning equated in part or whole. In these cases, specific additional courses may be required. Robyn Malia from Northern Lights College will assist individuals in assessing prior learning that may go towards certification.

In an effort to recognize those who have achieved certification by September 2013, the district will place these individuals at the EAll salary level for two years prior to implementation. Additionally, we will review the certification list for September 2014 and those who have then completed the requirements as of that date will also receive EAll salary. Mid year adjustments will not take place. As before, during this time our hiring and placement procedure will remain relatively the same.

