



SCHOOL DISTRICT NO. 50 (HAIDA GWAI)

SERVICE IMPROVEMENT ALLOCATION (SIA) EDUCATION FUND

RATIONALE:

Establish an Education Fund to improve skillset of employees within their current roles. A Service Improvement Committee shall be established to receive applications from the members of the bargaining unit for training and educational proposals. The committee shall decide which proposals shall receive funding based on operational needs of the District as well as equity issues and other criteria that the committee may develop and revise from time to time. In the event the committee is unable to agree, the Superintendent of Schools will have the final decision.

FROM LOU NO. 5 of the CUPE Local 2020/SD 50 Collective Agreement

Education Fund

1. An Education Fund whose purpose is to assist in the upgrading of job-related skills and education of the bargaining unit including, but not limited, to: Education Assistant Certification, Early Childhood Education Certification, driver training, and other professional education initiatives.
2. The Fund may be used to compensate employees their regular hours while on leave of absence to attend education or training.
3. The Employer shall dedicate \$7,610.00 per year into the Education Fund.
4. The Parties shall convene a Service Improvement Committee composed of two Union representatives and two Employer representatives.
5. The Service Improvement Committee shall receive applications from the members of the bargaining unit for training and educational proposals. The committee shall decide which proposals shall receive funding based on operational needs of the District as well as equity issues and other criteria that the committee may develop and revise from time to time. In the event the committee is unable to agree, the Superintendent of Schools will have the final decision.
6. Any unused funds at the end of the school year shall roll over and be added to the fund available in the subsequent year.



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SERVICE IMPROVEMENT ALLOCATION (SIA) EDUCATION FUND

The SIA Education Fund (SIAEF) is a reimbursement fund available to members of CUPE Local 2020 to support them in accessing training and educational opportunities.

APPLICATION FORM

Name: _____ Date: _____

Position: _____ Work Site: _____

Program/Course of Study: _____

Name of Institution: _____

Length of the Program/Course of Study: _____

Program/Course of Study Dates: _____

Credentials obtained upon completion: _____

Anticipated costs of your program (please list specific costs, e.g.: tuition, registration, textbooks, lost wages and attach receipts where applicable):

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
TOTAL	_____

Please provide a description and length of the program:

Please describe how this course of study/credential will improve your professional skills with regard to employment at School District No. 50:

Are you receiving funding from any other sources to support the cost of your program? If so, how much are you receiving and from what sources?

Signature of applicant: _____

Disbursement: The Committee will be available to meet between September and June of any given school year. Applications must be submitted within this time frame and prior to the training to confirm available funding. Approved reimbursement will be provided upon proof of completion.

Maximum Awards: Overall, a member will receive no more than \$750 in any academic semester.

Resubmission: It is possible for members to resubmit an application for training that received less than the maximum award. Resubmission must occur within the same year and will be approved dependent on the financial state of the Education Fund at that time.