Educational Assistants Association

E-News Updates

Granting Incidental EAA LOA's Special Program

1. On a without prejudice and precedent basis for the **2023-2024** school year, the Board will take the below administrative practice for unpaid discretionary leaves under L17.05 which is the sole and absolute right of the Board:
    1. It is expressly agreed and understood that LOAs under this program shall be permitted **once (1) per school year to a maximum of five (5) days per employee**. For clarity, an EAA bargaining unit employee shall only be eligible for a maximum of one (1) unpaid LOA under this pilot program.
    2. As expressly outlined by the Collective Agreement, **only permanent employees are eligible under this incidental temporary program.**
    3. The Employee's request for leave of absence should be received by the Manager, Human Resource Services (responsible for the employee group), three (3) months, excluding July and August, prior to the date on which the leave is to commence. This is completed through an electronic form on the Board's Intranet. Once the leave has been requested and approved, the leave cannot be canceled or changed except with the express permission and approval of Human Resources.
    4. Should advance notice not be provided, said LOA request shall be at the sole and absolute discretion of the Board;
    5. Such days shall not be split into partial days;

7. The above temporary administrative practice shall end as of June 30, 2024

Temporary EAA Supply Rate Adjustment for 2023-2024 School Year

1. The parties agree to pilot temporarily increasing the rate of pay for supply hours worked by EAA employees who are actively in permanent/term assignments. EAA employees who are actively in permanent/term assignments will receive their regular hourly grid rate for any supply hours worked in the core day program beyond their regular permanent/term assignment hours. For clarity, EAs who actively hold a permanent/term
assignment will be compensated at their regular hourly grid rate of pay for supply hours worked in the core day program instead of the supply rate of pay outlined in the Collective Agreement;

2. The parties acknowledge that said arrangement is expressly without prejudice and precedence and that the Board has not received additional funding to support this pilot initiative. In addition, operational efficiencies have not been realized to make said arrangement cost-neutral;

3. The Parties expressly acknowledge and agree that this program shall end and be discontinued at the end of the 2023-2024 school year after June 30, 2024;

4. The parties agree that this MOA may be revised and/or altered at any time based on the mutual agreement between the parties;

5. It shall be agreed and understood that said adjustment shall be on a go-forward basis effectively beginning October 2, 2023. For clarity, no adjustment shall be made for any supply hours worked prior to the date of execution for this agreement;

Questions?
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