

## Options for Service Improvement Allocation Consistent with Mandate 2019

To assist school districts and support staff unions with local bargaining, following are illustrative examples of proposals for the Service Improvement Allocation consistent with Mandate 2019:

- Additional training, education, or professional development opportunities to increase the overall supply of qualified employees, which could include:
  - sponsored trades apprenticeships
  - training/skill upgrading for K-12 support staff employees
  - paid professional development days
  - cross-training among existing employees to address a labour market shortage in a particular classification.
- Negotiated trade-offs: In recognition of achieving improved local operational efficiencies or flexibility in operations to support service delivery, a trade-off for a union cost item may be permissible. These may include negotiating:
  - more streamlined post and fill language (e.g., minimize or eliminate mid-year movement of positions working directly with students)
  - less disruptive layoff provisions (e.g., position-specific layoff without bumping; layoff not to occur unless hours of work reduced by x%)
  - more flexible scheduling provisions (e.g., changes that allow amending the regularly scheduled hours of work to meet operational requirements/educational needs of students)
- Increased hours for part-time positions that provide direct student support
- Initiatives to enhance recruitment and retention for demonstrably hard to fill positions
  - labour market adjustment where a specific classification has demonstrated labour market difficulties
- Reimbursement-based incentives to attract qualified employees to remote and rural communities where skill shortages exist, contingent on service commitment (e.g., student loan forgiveness, reimbursement for relocation costs).

**NOTE: Any use of the Service Improvement Allocation must be approved by the PSEC Secretariat prior to BCPSEA ratification.**

### Questions

If you have any questions, please contact your BCPSEA [labour relations liaison](#).