

# CUPE LOCAL 716 BUDGET CONSIDERATIONS

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RICHMOND

SCHOOL DISTRICT NO. 38

APRIL 23, 2025

BOARD OF EDUCATION PUBLIC MEETING

# CUPE 716 INTRODUCTIONS

- CUPE 716 has approximately 1300 members working throughout the District. We are support workers within the Richmond school district; Education Assistants, Bus Drivers, Custodians, Trades, Clerical, Library and Lab Techs, plus more.
- We are dedicated to the well-being of each learner and committed to supporting a vibrant and inclusive public school system for all.
- We believe that strengthening and improving frontline services for learners should be the basis for decision making – even, and especially, during difficult budget conversations.

# OUR UNION MANDATE

- The 716 Executive is a democratically elected body with a mandate to represent the membership on issues that impact us as workers in the school district and as citizens in the communities where we reside.
- We are here today as the body with frontline experience on how decisions made by the board and management directly impact the learner experience.
- We share the priorities of the board in ensuring that learners' safety and inclusion are maintained and improved upon by the decisions made at every level within the school district.
- The learner experience is impacted by direct support in the classroom and the indirect support through well-maintained facilities and systems.

# PROPOSED BUDGET CONSIDERATIONS

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## **Prioritize Education Assistant allocation to support students with diverse needs:**

- Encourage the board and management to continue working with the union on developing a LOU to address EA assignments
- Currently face an average of 30 failure-to-fill per day; this places strain on the learners, the workers, and the system

## **Vacancy reviews:**

- Facility Services Carpentry – lack of applicants is not due to lack of need
- Library Technician – workload is already a challenge; concern with ability to support learners

## **Substitution costs:**

- Issues are about recruitment and retention of permanent workers and the allocation of casual workers
- Attendance management programs are not the answer; workers are not responsible for the inadequacies of the system

## **Recruitment and Retention:**

- Work with the union through various channels to find ways of improving strategies for recruitment and conditions that support long-term retention



# RECRUITMENT AND RETENTION THROUGH A ROBUST APPRENTICESHIP PROGRAM

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## WHAT ARE THE ADVANTAGES?

- Fill trade vacancies faster
- Develop skilled professionals internally
- Provide clear career pathways for employees
- Ensure long-term sustainability in maintaining school facilities



# BUDGET DECISIONS ARE NOT JUST FINANCIAL. THEY CONVEY THE PRIORITIES OF THE BOARD.

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CUPE Local 716 shares the District's mission to cultivate a "safe, accepting and engaging community."

Student safety and inclusion is possible only when front-line services and staff have adequate support.