



INFO LETTER FOR INTEGRATION AIDES

We were recently asked questions about the job of Integration Aide, a unique position at the LBPSB. As such, we wish to provide you with some context on how this job title came to be and additional information pertaining to the position.

- **A little bit of history...**

In 2001, the IASS filed a group grievance to challenge that employees working as Handicapped Student Attendants were performing additional tasks above their job classification, without being paid as such.

The IASS was successful in its claims and reached a settlement with the Lester B. Pearson School Board leading to the official recognition by the Board of the position of Integration Aide with a formal job description, and more importantly, a raise of 7,5 % of their hourly rate to attest to their particular role in the classroom.

Back then, employees involved in the group grievance were called on to vote and approved the settlement, as it was beneficial for the past ¹and the future.

- **Are Integration Aides prejudiced for not being part of a job classification in the Collective Agreement and in the Classification plan?**

No. The Board recognizes them as having the same rights as other employees and the IASS actively represents them, according to their own reality and their particularity, as it does for any other support staff.

- **Integration Aides vs Special Education Technicians?**

Integration Aides and Special Education Technicians have different job descriptions and different schooling requirements, which explains their difference in pay.

To hold a position of Special Education Technician, one must hold a diploma of College Studies in Special Care Counseling or the equivalent. There is no way around this schooling requirement, as it is formally required in the Classification plan.²

As such, Integration Aides wishing to work as Special Education Technician can take steps towards obtaining their missing diploma through the College Program, or if eligible, obtain recognition for their acquired competencies through the RAC program.

- **Can Integration Aides apply on a Special Education Technician position?**

Yes. Their application will be considered by the Board if they meet the schooling requirement or equivalent.

- **How the IASS intends to represent the interests of Integration Aides?**

For the future, IASS will work towards solidifying and reinforcing the achievements made for the Integration Aides in terms of recognition, pay and security of employment.

KNOW THAT, because of schooling requirements, the Board cannot and will not abolish the Integration Aide position to reclassify all the employees as Special Education Technicians.

Any rumors of this possibility or any such promise is not only misleading and false, but also risks jeopardizing the achievements of the past made for Integration Aides.

¹ A retroactive compensation was also paid out to the employees entitled.

² [classification plan](#) :