

MEMORANDUM OF AGREEMENT

BETWEEN:

THE RIVER EAST TRANSCONA SCHOOL DIVISION  
(hereinafter referred to as the "Division")

OF THE FIRST PART

-and-

THE RIVER EAST TRANSCONA EDUCATIONAL ASSISTANTS ASSOCIATION  
(hereinafter referred to as the "Association")

OF THE SECOND PART

The position of Youth Care Worker (YCW) was created as a result of alternative uses of student services funding available to school administrators. School administration, with approval of the Assistant Superintendent – Student Services, have been able to identify and support student needs by use of non-traditional staffing sources.

The YCW, within the service delivery model for students with exceptional needs, is required to maintain specific qualifications including, but not limited to, the Child and Youth Care Certificate. An equivalent combination of relevant education and experience may be considered.

Therefore, in recognition of the similarities between a YCW and an Educational Assistant (EA), the parties agree to include YCWs in the RETEAA Collective Agreement under the following terms and conditions:

- The YCW position will be classified as a sub-category of the Educational Assistant II. Although the YCW position is student and funding specific, it will be a permanent position within the bargaining unit and the YCW incumbents will have all the rights and privileges of the current collective agreement. For greater clarity, if the student is removed or the supports that required a YCW are no longer needed or desired, the position is eliminated and the incumbent will use their seniority to maintain their employment within the YCW sub-category group, then within the mainstream Educational Assistant II group, if need be.

- Effective September 6, 2016 all current YCW incumbents will be transferred into the educational assistant employee group. Existing incumbents in YCW positions will be grandfathered in their current positions, if available. Their seniority date will be September 6, 2016.
- All incumbents will be deemed to meet the qualifications for a YCW and be grandfathered into the Educational Assistant II: sub-category Youth Care Worker position.
- YCW incumbents will be reviewed by the Human Resources Department relative to experience and be placed on the appropriate step of the Educational Assistant II hourly wage scale. The incumbents whose current hourly rate of pay exceeds the current educational assistant wage scale will have their hourly rate of pay red circled for salary purposes until the EA2 hourly rate of pay equals their current rate of pay.
- Except for temporary/term positions as specified in article 21.01, vacant YCW positions will be posted as permanent positions, but will be contingent on student enrolment and funding. If a position is eliminated, then the current layoff protocol under Article 19 of the collective agreement will be engaged.
- Postings will identify the required qualifications, specifically, Child and Youth Care Certificate. An equivalent combination of relevant education and experience may be considered.
- It is agreed between the parties that the provisions of this agreement will expire at the end of the current collective agreement, unless negotiated into a subsequent collective agreement by initiative of the Association. Failing a negotiated change, current practice with respect to YCW's will apply.
- Other than to enforce the terms of this agreement, the parties agree that this agreement is without prejudice and without precedent.

DATED at the City of Winnipeg, in the Province of Manitoba, this 25<sup>th</sup> day of OCTOBER, 2016.

THE RIVER EAST TRANSCONA SCHOOL DIVISION

Per: Colleen Carswell

Per: Marian

THE RIVER EAST TRANSCONA EDUCATIONAL ASSISTANTS ASSOCIATION

Per: [Signature]

Per: Fiona Slor