APPENDIX XXXI – SERVICE INNOVATION AND ENHANCEMENT FUND

INTRODUCTION

Service Innovation and Enhancement Fund. (SIE Fund). ($342,000)

As public sector settlements in the 2019-22 round came in, the big news was that the government's wage mandate was 2% in each of the three years. Additionally, a common feature across all sectors was that government negotiators would agree to monetary increases of 0.25% in each of the three years if it could be shown to apply to service innovation and enhancement. This quarter percent would build each year so that it amount to 0.75% in year three and remain at that level after 2022. By the time the post-secondary sector got into the closing phase of bargaining in mid-2020, we were aware that the interpretation of what was necessary to "unlock" this fund varied wildly from sector to sector and even within sectors.

The Post-Secondary Employers' Association (PSEA) which is the government agency that we have to deal with demanded real, hard concessions that VCC management bargainers showed every sign of supporting. The VCCFA eventually bargained them down to more flexibility with weekly scheduling and changing the focus of three of five FTEs of renewal leave. They will be called "Professional Currency" leaves, Article 8.20 (Renewal Leaves are 8.19). Their purpose has changed from simply "renewal" to "maintaining currency and professional competence in one's field." All other conditions, including the $1200/ month stipend, remain the same.

As we are about to start the third year of the 19-22 Agreement, the cumulative 0.75% amounts to $342,000 at VCC and will carry forward each year at that amount. This amount if unspent can be carried forward only from 2021-22 into the next following fiscal. After that, there is no carry-over provision.

The following Letter of Understanding is part of the new Collective Agreement as Appendix XXXI. In a general sense, it sets out the criteria and mechanisms for the use of the Fund. The joint committee will be meeting soon to create the Guidelines for the SIE Fund. The VCCFA has appointed John Demeulemeester and Frank Cosco has its representatives. Please direct any input or questions to either John or Frank at their VCCFA emails: jdemeulemeester@vccfa.ca or fcosco@vccfa.ca

~February 2021

APPENDIX XXXI – SERVICE INNOVATION AND ENHANCEMENT FUND

LETTER OF UNDERSTANDING (New)

Terms of Reference

A. Purpose

The parties acknowledge that teaching excellence and a commitment to developing and supporting a variety of program delivery models, and supporting the engagement of a culturally diverse student population are key components to preparing students for success following graduation, and when done well, establish a positive, inclusive and equitable student experience at the College and have a positive impact on overall student recruitment and retention. Further, the parties support efforts that enhance the ability of faculty to develop new models of program delivery.

To encourage, support and enhance activity in these areas the College agrees to create a Service Innovation and Enhancement Fund (the "Fund") that supports faculty led initiatives that lead to improved student service and experience in the following areas:

1) design, development and enhancement of online, distributed and/or blended course deliverables and resources which are relevant to student progression and accessibility;

2) design, development and enhancement of on-line, distributed and/or blended course deliverables and resources to meet UDL guidelines and best practices:

3) development of tangible faculty classroom supports to improve the learning experience of students:

4) identifying and developing resources for providing an appropriate learning environment for Indigenous and international students as well as resources and support mechanisms for faculty in the indigenization and internationalization of curriculum;

5) development of student support initiatives to achieve greater levels of success with Vancouver Community College programs; and

6) development, adaptation, adoption, and awareness of Open Educational Resources (OER) and open textbook material in order to enrich the curriculum.

B. FUNDS

The Fund will consist of amounts as follows:

- **Year 1: $112,000**
- **Year 2: $227,000**

· Year 3: $342,000 (ongoing)

Funds not allocated within a fiscal year will be carried over for one year only. However, due to the timing of collective bargaining for the renewal of the 2019-2022 collective agreement, it is likely that the funds for Years 1 and 2 may not be spent within those years and, as such, may be carried over into Year 3. The amount allocated in Year 3 will be ongoing funding. For year 3 and on, funds not allocated within the fiscal year will be carried over for one fiscal year only.

C. COMMITTEE & ADMINISTRATION OF FUNDS

Subject to the provisions of this LOU, a Service Innovation and Enhancement Committee (SIEC) will be formed consisting of 2 members from College Administration and 2 faculty members appointed by the Association.

The Committee will establish and publish mutually agreed upon guidelines for the administration of the Fund. These guidelines and any subsequent amendments shall be submitted to the Parties for approval and will be based on the following:

- **faculty members must apply to the Committee for the funds**
- **disbursement will be by an adjudication process**

Once annually, the College shall provide the Faculty Association and Committee with the amount available for allocation through the Fund.

The Committee may direct the Director of Finance or delegate in the allocation of funds subject to College policy and the guidelines.

The SIEC shall review and approve applications. The parties agree that there will be no expenditures from the fund if committee members fail to reach consensus.

Funds not allocated within the years set out above will be carried over into the following year. As of March 31, 2022, unallocated funds in any given year can be carried forward for one fiscal year only.