

**SCHOOL DISTRICT #8 (KOOTENAY LAKE)**  
**STUDENT SERVICES DEPARTMENT**

**Significant Detriment Classification for a Student**

As per Article 18.09 Education Assistant Movement Restrictions of the CUPE Collective Agreement, this form is application for Significant Detriment and therefore retention of the incumbent Education Assistant to remain in their assigned position for the next school year. A solid rationale will be required if significant detriment status is confirmed. Please complete all of the information in this form and send it to my office. If CUPE does not agree with the recommendation, we may request your attendance at a joint management/CUPE meeting.

School: \_\_\_\_\_

Name of Student: \_\_\_\_\_

Names of School Based Team: \_\_\_\_\_

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**Common understandings**

- A transition plan will be present, at minimum, one year prior to the student transitioning to a new setting and would prepare the student for the new setting.
- There is a school based team that actively collaborates to develop, implement and evaluate programming for the student. This may include such processes as a functional behaviour assessment, a positive behaviour plan, a safety plan or a medical or emergency plan.
- That the Significant Detriment application includes the documentation listed above, as well as documents to indicate training that is required beyond that which could be gained by shadowing the EA presently in the position.
- That the EA requested has been consulted and agrees to being considered for the position with Significant Detriment. This would mean being committed to the position for a one year term without possibility of moving to other postings in that year.
- Human Rights Legislation mandates that a male or female preference of worker can be given for a student if there are clear cut needs around decency. If this is the case, then a significant detriment need not be claimed. This can be addressed through conversation with the union.
- Please attach documentation to support the above.
- If there is additional information that would provide further understanding in support of the application, please provide on the next page.

