

AGENDA

Group/Committee Name:	2020-2021 Pine Creek Teachers' Association
Date and Time:	4:15 Thursday September 17th
Location:	Via Zoom
Those in Attendance	Kim Tait, Mary Hofer, Mark Borgfjord, Chris Samels, Diana M.B., Tim Klein, Amanda Stewart, Cam Watson, Alana Madsen, Nicole Lehmann, Joshua Waldner, Karlie Skiboo, Jason Lucas, Steven Williams, Bill Banyard, Jocelynn Foxen, Krystal Nicholls

Regrets:

1. Items for Decision

- .01 Adoption of Agenda – motion to adopt agenda – Chris/Amanda
- .02 Adoption of Minutes (last regular meeting) – motion to adopt last regular minutes – Karlie/Tim

2. Items for Discussion

- .01 Covid – if you have questions about Covid, ask your principal for clarification.
- .02 Grievance Settlement – talk to Cameron if you have a concern
- .03 Summer Seminars – Krystal attended for Cameron as he was unable to do it due to other commitments
- .04 Future Meetings – might have to continue with zoom meetings if this pandemic keeps up. We will leave Zoom an option if some of us can meet in person. PCTA voted in favor to pay meal stipend to those who choose to zoom into executive meetings.
- .05 Bargaining -
- .06 President expenses/needs – Motion: Jocelynn moves to allow Cam to purchase laptop to a maximum of \$700 seconded by Amanda

Motion: Tim moves to pay Cam a phone subsidy of \$50/month backdating to July 1, 2020 to be payable immediately. Seconded by Krystal

- .07 MTS PD Day – Members can attend MTS PD Day online or in person. Please avoid carpooling.

3. Items for Information: Article from Wendall Head, Solidarity Vol 22/online, MTS Presidents Calendar, Teacher Engagement Survey, -

- .01 Correspondence: General Secretary, PTA President, BTA President, GTA President, Glen Anderson, MTS President, Multiple Staff Officers, Leah Giorvino, Lisa Firth (Dental Plan), General Secretary of MTS, Billie Couture (Collective Bargaining), Raman Job, Debbie Guillas, Danielle Dorge, Christian Winning, Wendall Head, Louise Lamont,

4. New Business arising from minutes – One member applied for Summer PD fund.

Voted to donate \$300 for MCI basketball court. This donation is in lieu of the family day donation on Louis Riel Day

5. New business
6. In Camera - Nicole motioned to go into camera seconded by Chris
 - motion to go out of camera – Jocelynn seconded by Mark
7. Dates of Next Meeting: Tuesday, October 20 at 5:00 location TBA - Cam will send out an email on directives about MTS PD day work locations closer to the day.
8. Adjournment –Krystal moved that we adjourn the meeting at 7:30. Karlie seconded.

PRESIDENT’S REPORT: Cameron Watson

I had an extremely busy summer, despite not attending summer seminar. Unlike most years, Members needed a lot of support throughout the summer. I was in contact with several staff officers about various issues throughout the summer. I had one meeting with the Long-term Disability Committee, as I have been asked to join the provincial committee. I have attempted to contact the Superintendent on a few occasions, but I have had no response. I have been approached by many parents regarding the PCSD and return to school.

Issues in Pine Creek

- a. Atrieve
- b. Code of conduct
- c. LTD return to work
- d. Paternity leave
- e. Communication issues
- f. Unjust transfers
- g. Contract delays
- h. Theft of Time
- i. Family Medical

COLLECTIVE BARGAINING CHAIR REPORT: Chris Samels

Attended the virtual summer session on August 18, 2020. The non-bargaining topics that were discussed included:

- opening "main" webinar (James Bedford et al)
- PD and MTS PD day
- Bill 28 (Pallister appealed)
- Workload Concerns
- Stress concerns
- Communicating in Challenging Times (Jennifer Abrams)
- SCARF model
- The Austerity Agenda (and why it isn't necessary to have cuts)
- Ed Finance Briefing (Joseph Warbanski)
- Federal Transfers
- Covid "shutdowns" apparently "saved 48 million" but we don't know where....

- actual "Bargaining Topics" are not on an agenda for presentation by MTS until the October 3 sessions

TREASURER’S REPORT: Mark Borgfjord

There has not been much activity since the AGM. The following:

- Completed Executive mileage summary and submitted to MTS.
- We were reimbursed \$1 648 from MTS for mileage
- Received \$9 from PCSD – sub fees

I will be completing year end bookkeeping and submitting our records to the accountant once I have received all expense claims and invoices for the fiscal year ending on June 30, 2020. If you have any outstanding expense claims for this period please forward them to me as soon as possible.

I have asked Mary to email expense claim forms. You can submit them to me by email: mborgfjord@yahoo.ca

Motion: MCI basketball court – Nicole motioned to donate \$300 towards an outdoor basketball court. Steven seconded the motion.

Presidents’ Summer Seminar Report: Respectfully submitted by: Krystal Nicholls

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I attended the Presidents’ Summer Seminar, on Cam’s behalf, on August 18 and 19 in Winnipeg. They tried to keep the seminar based on Presidential duties and not just dealing with Covid-19. Personally, I thought that they did a good job of this, but Covid-19 specific things were bound to come up with the current situation of things.

General Information

- With information changes constantly and quickly, please visit [Manitoba Teachers' Society website](#) or their posts on social media for the most up-to-date/current information.
 - MTS will continue to send out mass emails to the membership. But there are logistical issues with this. The email often takes 2-3 days for it to be sent to all the members, and it is sent out in alphabetical order.
- The announcement was made, to make masks mandatory in schools for Grades 4 - 12 where 2 meters distancing can not be upheld, while we were attending the seminar. This was celebrated.
 - MTS are taking a stand on issues, one priority at a time. Now that masks have been mandated, they will be turning their attention to class sizes where the 2 metres (not 1 metre) is adhered to.
- Collective Bargaining Agreements must still be adhered to.
 - Teachers who are sick should not be required to find their own subs. Division should have a policy/policies on this.
 - Teacher workload should not increase due to extra cleaning, extra planning, etc.
 - If teacher workload increases (due to Covid-19), MTS wants to know ASAP!
 - Teachers should not be required to do extra cleaning (beyond what you would normally do).
 - Teachers should not be expected to teach online and in-person at the exact same time.
- MTS' top priority is the **SAFETY** of staff and students.
- Question was brought up around whether or not teachers would be allowed to file for a refusal to perform dangerous work, when dealing with Covid-19 situations.
 - No specific answers at this time.
 - Before filing the refusal, the first step is to speak to your immediate supervisor, your Principal.
 - Safety concerns falls to the responsibility of Workplace Health and Safety and the employer.
 - It needs to be determined if it's a situation of right to refuse dangerous work or is it a situation where a medical accommodation is needed?
 - **If a teacher requires medical accommodation(s), please speak to a MTS staff officer. They will help navigate through the process/paperwork.**
- The question, of needing to use our sick time if we are mandated to self-isolate/ self-quarantine, was brought up on several occasions throughout the seminar. Unfortunately, there were no definite answers at the time of the seminar.
 - It is important for us to be supportive to colleagues who have been mandated to self-isolate/self-quarantine.
- Some divisions have set the MTS PD day as a regular day of instruction. If this happens here, Cam is to let MTS know immediately.
- Some divisions included their association President in the pandemic planning.
- Presidents will now have a voice into the planning of Presidents' Seminars and Presidents' councils. Regional representatives will attend 2 Zoom meetings prior to these gatherings.

Workshop-Specific Information

Q&A with Acting Deputy Minister of Education

- The General Secretary (GS) reported that a respectful relationship has been developed between MTS and the Acting Deputy Minister. At the time of the seminar, Danielle Fullan Kolton, GS, reported having personally attended approximately 7 meetings with the Acting Deputy Minister. They don't always agree, but both sides are willing to listen to the information/opinions presented. The Acting Deputy Minister is willing to take things back, but ultimately she does not have the final say.
- Three Department of Education attended: Acting Deputy Minister, Dana Rudy and two support staff from the Department of Education, Rhonda Shaw and Jeffrey Kehler. The three representatives from the Department were all taking notes during the session. Following the in-person session, questions/comments could still be directed to the Acting Deputy Minister, via Danielle.
- Unfortunately, as this has been the pattern when dealing with Covid-19 issues, there were not a lot of definitive answers. Some questions were deflected/deferred back to Public Health as the ones needing to make specific decisions.
- In consultation with the Department of Education, Public Health is coming up with Fact Sheets based on various scenarios of what could come up. These fact sheets are to be given to school administrators as directives to follow if a specific situation arises. Unfortunately, the Department of Ed. didn't have a definitive date as to when this will be in administrators' hands.
 - It will not be up to Principals to decide whether or not a class or the school is to be closed. Public Health will make this decision on a case-to-case basis.
- Work is currently being done, with Student Services, to come up with guidelines (safe return to school) for Students-At-Risk and for Students with Special Needs.

Leading Local Teams for Impact

- We looked at our personal work styles. We all have a preferred work style. It's important to have people on the executive that demonstrate all work styles. There are advantages and challenges with each work style. It is important to recognize in ourselves when we may need to push ourselves into other work styles, depending on the situation.

Must, Mays and Best Practices for Presidents

- An overview of the duties and practices of Presidents

Financial Responsibility for Presidents

- Everyone who sits at the executive table should have an invested interest in the association's finances.
- Internal controls - Does all the financial responsibility fall to one person? It shouldn't.
 - Internal controls should be written in document(s) governing the association. Strong internal controls protects everyone and protects the association.
 - For example, PCTA does a fundraiser. Jocelynn and Karlie count the

money brought in at the fundraiser. They give the money to Krystal to deposit at the bank (Krystal does not have withdrawing privileges at the bank). Mark notes the transaction in the books.

- If internal controls are not in place, one person has all the control of the money at all the steps. It's very easy for this person to take money at any point for their own purposes.

Tactical Conversations

- A tool was provided to us to have conversations, where all voices sitting at the table are heard in a brief, structured manner, in a limited time. This is a tool that would be useful for brainstorming and problem solving. I can see it being beneficial for our executive down the road.

Mental Health

- Presented by a MTS staff officer and an EAP counselor
- It's important to normalize the struggles by naming them. "It's ok to struggle."
- We need to continue to try to destigmatize stigma around mental health.
- Promote EAP services within membership
- Look after yourself. You are a person (parent, spouse, child, sibling, aunt/uncle, etc.) first. Your job is not your top/first priority. Your work shouldn't own or define who you are.
- DBP (Disability Benefit Plan) has lots of resources/supports for early intervention. You do not have to "crash" to access resources/support. Early intervention is always a better investment than dealing with things after someone has crashed/burned out.
- New teachers (specifically within their first 5 years) are more vulnerable to burning out.
- A request was made for Presidents to have a list of free mental health resources.
 - Free resources mentioned within the session:
 - **Anxiety Canada** - has a free "Mind Shift" program
 - **self-compassion.org**
- **Show yourself the same level of kindness, respect, and compassion that you show others.**

Other Information

- Collectively, MTS Senior Admin staff and PX President, James Bedford have attended 55+ meetings with education partners.

Upcoming Dates

October 3 - Collective Bargaining Seminar

MTS PD Day - October 23, 2020

Presidents' Council Meetings:

October 24, 2020

January 16, 2020

April 10, 2020

Education Finance Report: Jason Lucas

I was asked to look into what ever happened with PCSD's Budget.
The short answer → Who knows!!

Legally PCSD must turn their budget into the Minister by March 31. The government will tell divisions when they can post their approved budget.

Spring 2020 seemed to have sideswiped the budgets.

Both Federal and Provincial governments have announced money for start up and safe return to school (\$52 million additional – Provincial, and \$85.4 million – Federal) This money is on top of the \$48 million saved by divisions of the province. How much PCSD saved from March to June.... ???

Divisions are to deplete the “leftovers” from Spring to June before applying for Provincial help. And the Provinces must use their money before dipping into the Federal money. It is unclear how the money will be distributed to divisions (Need or pupil based)

During the presentation in February the board proposal was \$15, 969,607. At that time they asked their stakeholders to help with where cuts to the budget should be made. The number was put out to the room of \$500,000. And that it would most likely come from areas of FRAME budge lines 500 and 600.

The public submitted their ideas and were discussed briefly at the following board meeting which I was in attendance along with Cameron Watson. Shortly after we saw the list, we were asked to leave as they went into camera to discuss the budget.

In June I text the Board Chair asking if anything had been done with budget and if I could find out more info on the proposed cuts to the budget.

His reply

“Cuts were done in frame 500 and 600. As per budget night suggestions from PCTA were used surplus. No cuts to teaching staff as was stated at budget night.

I'm thinking that 2021 won't be kind to us based on what I'm seeing from the government.”

September 2020 I made a “short” phone call to J. Warbanski at MTS and asked him when FRAME documents had to be released, this turned into a longer phone call as there were many details. While on the phone we looked through a few things and we went through the PCSD website... we pieced a few things together:

- No they do not have their budget 2020 – 2021 on their website.
- No Ash does not reply to emails as I have contacted him to ask for it
- The presentation they gave in February said before their cuts 15,969,607 and cuts had to be made, but in the board minutes they approved a budget for 15,756,684. (212,923)

As to where is the FRAME Budget document is... I do not know.

VP REPORT: Nicole Lehmann

Since our last executive meeting, I have:

*spoken with the President on numerous occasions regarding on-going issues

Within PCTA

*spoken with the Ed Finance chair about issues concerning PCSD budget, spending and cuts

*spoken with many members about return to school and their concerns.

BENEFIT REPORT: Diana M. B.

No new report other than I have a zoom benefits meeting coming up.

PUBLIC RELATIONS CHAIR REPORT: Karlie Skiboo/Jocelynn Foxen

Nothing to report.

PD CHAIR: Amanda Stewart

I attended summer seminar Aug 18th. I have received one application for the Summer PD fund from a member.

WPHS – Steven Williams

WPHS - Discussion on construction at MES

- lots of angry parents about school starting late (only found out 1 workday before kids were

supposed to go back); heard it in the community before they officially were told

- (Tangent conversation - not WPHS related) - MES got new desks because they had to create 3 new classrooms due to covid restrictions. Other schools in the division have been denied this same type of furnishings purchase. There is an inequitable spending of money across the division when it comes to Covid-related expenses and staffing. Administrators should be starting to push for these things.