

AGENDA

Group/Committee Name:	2019-2020 Pine Creek Teachers' Association
Date and Time:	Wednesday, May 6 th , 3:30
Location:	Via Zoom
Those in Attendance	Cam Watson, Mary Hofer, Tim Klein, Jason Lucas, Chris Samels, Krystal Nichols, Nicole Lehmann, Mark Bjorgford, Amanda Stewart, Steven Williams, Diana Mae Boychuck, Karlie Skibo, Jocelyn Foxen, Joshua Waldner, Kim Tait, Bill Banyard, Alana Madsen

Regrets:

1. Items for Decision

- .01 Adoption of Agenda – Chris/Jason
- .02 Adoption of Minutes (last regular meeting) – Nicole/Jocelyn

2. Items for Discussion

- .01 Covid Policy – Lots of information and support available
- .02 AGM – June 11th AGM via Zoom @ 4:00
- .03 Provincial Council -
- .04 PCTA Executive for next year – Karlie and Jocelyn will co-chair PR, Krystal will co-chair Ed Finance, Joshua will co-chair collective bargaining, Alana member at large,
- .05 ED Review -

3. Items for Information:

- .01 President

Issues in PCSD

- A. Covid Policy
- B. Atrieve/pay
- C. Contact responsibilities
- D. Stress
- E. Divisional Communication
- F. Divisional budget cuts
- G. Code of Conduct

PRESIDENT REPORT – Cam Watson

PCTA Report/ May 6th /2020/ Presidents Report



Issues in PCSD

Clerical errors continue to be a major concern, but the PCSD has addressed the problem and has hired some help that should rectify the situation. I still have no way of accessing my Presidential Leave due to a problem with Atrieve. I have been asking for this issue to be resolved for two years. The PCSD needed to cut around \$400,000 from their budget yet again. They have pledged to not cut classroom teachers, but they still have not publically released where the cuts will come from. We had a heated public budget consultation in which no information was given to the public and budget planning. A few non-PCTA staff have been laid off thus far.

Covid 19 has been a game changer and has led to a lot of PCTA teacher frustration. Unfortunately, MTS like all organizations is struggling to adapt to all of this quick change. The guidelines given by the PCSD have usually been sent out around 9:00 pm Friday or Sunday night, which shows a complete lack of respect for employee home lives. Many Members have also become frustrated with the pressure to constantly contact parents and students. The PCSD have consulted parents, students and community about next steps, but they seem indifferent to teacher perspectives.

I am looking for guidance surrounding our Local AGM, future Executive Positions. I am also looking for answers on how the Louis Riel Arbitration results will affect our will affect our Local bargaining situation.

Pine Creek Issues

- A. COVID 19/Work from home issues
- B. Internet/ Resource problems for PCTA members and students
- C. Divisional cuts
- D. New Divisional Staff/turnover
- E. Code of Conduct
- F. Communication
- G. PD/ irrelevance
- H. Amalgamations/ in limbo situation/

Meetings attended

PCSD Board Chair	Feb/March
PCTA Local	Jan/Feb
PCSD Budget Meeting	Feb

MTS Presidents Council (zoom) April

.02 Vice President

VICE PRESIDENT REPORT – Nicole Lehmann

Since our last executive meeting I have:

- *attended the PCSD Budget meeting
- *answered questions and addressed concerns from members
- *registered as a delegate for the MTS Provincial Council on May 22
- *downloaded the binder for MTS Provincial Council on May 22
- *had discussions with the President about issues arising in our association

.03 Treasurer Report

TREASURER'S REPORT – Mark Bjorgford

Income:

- \$73 sub dues
- \$1171 from PCSD for EI Rebate.
- Of note: I'm still waiting on the second half of our regular dues from Division. They were a month late in deducting dues from our cheques. I have emailed PCSD with a reminder.

Expenses:

- \$700 for PD as per request from PCTA members
- \$306 to Langruth Skating Rink for coffee and hot chocolate
- \$175 to Gladstone Rink for sign rental
- \$375 to cover sub costs for PD co-chairs

Budget for 2020/21:

The landscape has obviously changed for next year with the Government pushing the Ed Review back a year. I have attached a copy of last year's budget, thinking that we may wish to keep the budget the same (or close to the same).

Other:

I have a meeting with the accountant on Thursday. He will have completed our review engagement from last year. It's pretty late this. With COVID-19 and reduced hours, he has been avoiding my calls and emails over the last couple of months.

COLLECTIVE BARGAINING CHAIR REPORT: Chris Samels

ITEM 1: SPRING BARGAINING SEMINAR – was scheduled to attend but the event was postponed. Zoom meeting scheduled 3:30-5:30 on May 12th (registered).

ITEM 2: LETTER TO OPEN

In order to maintain our bargaining certificate in the coming year, we needed to submit our intent to bargain letter sometime in April. It was written dated for April 13, 2020 and:

- The letter was submitted via email (photo of letter) to: Local President, interim staff officer Arlyn Filewich, Superintendent of Schools for Pine Creek, and Secretary Treasurer, and the letter was mailed physically (registered).
- Notice of delivery was left on April 14, 2020.
- Notice of delivery showing it was signed for on April 17, 2020.
- No response from Division Office at this time.

ITEM 3: LRSD ARBITRATION BOARD AWARD

- Unanimous award for two year period (ends June 2020)
- 1.6%, 1.4% wage increase (would have gone a third year except for Covid)
- Restrictions on term positions (only if replacing a person on leave or who terminates position during the school year, or to supplement a classroom for a period less than 3 months).
- Sick leave can still be used for medical appointments but reasonable effort to have them outside the school day should be made.

ITEM 4: ATTENDED:

- Portage la Prairie SD Budget Night
- Pine Creek SD Budget Night

EDUCATION FINANCE REPORT - Jason Lucas

This year ended on a bit of a weird note to say the least. Over the course of the year education finance was a focus for many areas of MTS. The government talked about the funding model changing and the educational review. Everyone knows there is a report coming, but nobody really knows what's in it, but speculation is killing everyone.

I attended the fall training seminar where they provided training for everyone that focused on what information the government did put out. Some of the numbers quoted by the minister of education had many scratching their heads as some numbers were pulled from materials ten years ago. We all know that the province of Manitoba has changed just a bit in the last few years even. Manitoba used to be a province of very young and very old; now the young are having children that are entering the school system. This is leading to a trend upwards in numbers in our schools across the province.

This year PCSD provided a consultation to the public. There were no real numbers, which lead to many, many questions. We kept hearing that people's lives were at stake, and that a decrease of \$500,000 had to be made. Questions and ideas were posed, and the board asked for ideas to be sent to the next board meeting. This process is one in which we have not seen in all my time as educational finance chair.

Both Cam and I went to the next board meeting to hear what was put forth. When we got there, we were reminded that we were observers and that was all. Agreeing to that discussion of the budget consultation began. This meeting began at 5:30, and after a few quick points of interest the board was going into camera to discuss their decisions on what will be done with the budget of PCSD. PCTA was at the table for the board meeting for approximately 17 minutes.

As of the day writing this report, I have no idea of what the board did to make the decreases to budget lines.

This year I participated at PCTA executive meetings

Along with President and Vice President I helped bring greetings to new teachers of Pine Creek on behalf of PCTA

Attended provincial Ed finance training

Was to attend AGM in Winnipeg

Education Finance Report

Wednesday April 29

4-6 pm over Zoom

Discussion on what divisions have done with budgets and fallout over Covid.
Most divisions are facing losses to their budgets —> is this the new norm?

In some divisions - senior admin area thanking principal jobs - which has MTS looking into.

An issue is on the horizon - immigration numbers are increasing and natural birth rates are also increasing. These two numbers - with budgets going down teachers will have to do more with less.

Divisions have found new students showing up on their class lists during isolation - how are you expected to connect, which is adding more stress to teachers.

Discussion on Fed/Prov - Covid

Article where Pallister says we are the most in-debt province.

Hydro's debt has been put into the numbers even though they are paying their own bills. It makes the numbers look way worse. Of the number quoted in the article approximately 40% is hydro. The numbers are high, but not as bad as Pallister has suggested.

Problems in the economy won't be seen this year but 2021-2022 - there will be pressure because industry will be on the ropes and having issues. That pressure will be applying pressure to make its money back.

Education review has been kicked down the road for 1 year. The reason suggested, they didn't want to add more pressure to the education system.

Provincial Media Articles

Divisions with number of students

We are in a new Manitoba. Our numbers are growing due to natural birth rate increases and immigration numbers. Both Manitoba and Saskatchewan are very young population provinces. The numbers the government quote are from years ago, so they do not reflect the "now". MB and SK have approximately 3000 - 4000 births a year.

A spike in numbers and a loss of money for educations is dangerous for divisions especially ones who are losing 2% year after year.

Provincial Enrolment (Executive Summary)

What is sustainable for a division?

4 divisions have dipped under 1000 students mark

There are divisions that have increased as well, one even increased 7.3%. Pine Creek is an increase 0.1%

When it comes to amalgamation - no one knows the number needed or what the composition of the divisions are.

When KPMG did their audit of education system. They simply said that things are wrong in finances and suggested the money be removed. They offered no solutions, just that the money had to be pulled. There was no reallocation of money that the system actually needs. That is the reason why we are seeing money getting pulled from the division.

10 Year Plan

Charts of the 3 age groups and the number of enrollment are changing.

Enrollment - golf ball through a snake

What is being seen around South Central?

Portage looking at joining with OCN. But when teachers found out that the OCN pension would not transfer to TRAF - deal was killed

Lots of areas are finding PD both divisionally and school based are being clawed back. Some have allowed PD money to be rolled into next year as large PD was to be this year but because of circumstance rolled it over.

Locals have found they have little control of divisional PD. The division has been making the decisions.

There was a question if a division would pay for the online courses/Pd teachers were doing at home during isolation. Will a local pay that?

Economic Highlights

Staged slow opening economy - reports indicate that if done slowly things may work. This information changes daily.

China's ban on soy and canola - actually since Covid and isolation China has allowed Canadian product to flow to China.

Animal productions and Oil Prices are now the issue facing agriculture

PD CHAIR – Amanda S./ Alanna M.

We attended the PD Winter Seminar Feb 7th and 8th in Winnipeg. On April 30th we had our Regional PD meeting via Zoom. All PD chairs are curious to see how this year's PD budget will be handled.

PR REPORT – Krystal Nicholls

- No social event to Celebrations planned due to Covid-19. Maybe we can try in the fall?
- Coffee/Hot chocolate reimbursement at Langruth and Plumas Rinks
 - o Langruth gave an invoice for \$306. Mark is going to put a cheque into the mail for them.
 - o Plumas sent back her invoice through DO mail in the beginning of March. Not sure if it's sitting at DO or Colony office. She said that their invoice was for the full \$315. Can Mark send a cheque without the invoice? We will get it eventually or I can get her to fill it out again.
 - o I will submit the paperwork to MTS for the grant money on this soon.
- I emailed Annette at PromoTime re: items for "shwag." I am waiting to hear back from her.
- I attended Pine Creek budget night
- PCTA AGM – already on agenda
 - o Gifts for teachers hitting their 5 year, 10 year, 15 year milestones, etc.
 - We have the following number of teachers achieving the following milestones.
(Total 19)
5 years – 6
10 years – 5
15 years – 4
20 years – 2
25 years – 1
30 years – 1
 - o Retirees? Do we have any? How do I find out who is retiring? I attended Pine Creek budget night

BENEFITS REPORT – Diana Mae Boychuck

Benefits claim for the 19–20 school year is projected to be about 12%, not much different than what it was last year.

In terms of the market value of assets and the amount of claims made on benefits, the claims fluctuation reserve fund (CFR) is currently being funded at 75% of the target level, so Mercer is recommending that the benefits short term premium rate be increased to 0.21% effective March 1, 2020 and this should bring the plan back to 100%. Over the 2020 plan year, the Society's risk tolerance should be examined in relation to premium rate setting and the amount

of the CFR.

Long-term disability plan document amendments at the March 6 provincial executive meeting, document changes were passed that clarified a reinstatement process for plan participants who terminate coverage for any reason and subsequently come back to or resume teaching and thereby plan participation.

Overall the evaluations of the pension sustainability seminars have been very positive with quite a number indicating that the nature of the information presented by TRAF and the Society is quite complex. That being said, the evaluations also indicate that the seminars and information is very timely and beneficial. Unless a pension task force is struck, it is the intent to continue these seminars in 2020/21 with slightly different information driven by the results of the seminars in past years but still focusing on pension sustainability.

The glucose monitoring machines came up at the March meeting as well but any change in coverage is yet to be determined due to overall plan amendments and amount of subsidization. Presently the machines and sensors are only covered as an unlisted medical appliance and therefore can be reimbursed for 80% to a lifetime maximum of \$500. The plan has had a few calls and written request for the inclusion of these machines and sensors for much broader coverage.

Clinical psychology – the association fee guide is \$190 - \$195 per hour however the EAP has experienced a large increase in appointment requests perhaps an increase in the maximum under clinical psychology will be determined or perhaps a broadening of the definition of service providers under “psychology “.

Life Insurance has provisions for up to 7 X salary as a death benefit. Life claims can be quite unpredictable but a few deaths at seven times salary with benefits could have quite a negative affect on cash flow and assets, and could ultimately increase the premium. There is a proposed resolution to the MPSC trust that effective January 1, 2021, to eliminate the 6 and 7 X life insurance option but grandfather all existing insured. They would also have a notice period for anyone to have the option to add coverage up to seven times from September to December 1, 2020 with medical evidence or a life event. The other proposed resolution would be to cap all insurance liability at \$1 million after January 1, 2021 except grandfathered plans. They may also change it so only 2 X to 5 X the salary is offered after January 1, 2021.

ESJ REPORT – Tim Klein

- Upcoming ESJ Winter Seminar is Feb 21 and 22 which falls on the same day as PCSD PD. Other ESJ Chairs also have PD commitments on this date with their school divisions. I have not requested leave for this event.
- Non-ESJ related
 - Updates to Website
 - Added minutes from November
 - Added info about LifeSpeak App for members

INDIGENOUS REPORT – Kim Tait

Attended Indigenous Chair meeting.

WPHS REPORT – Steven Williams

Nothing to report.

.05 Correspondence: MTS Central, Park West, Anne Bennett (MTS media person)

1. New
2. Business arising from minutes
3. New business
4. In Camera – motion to go in camera made by Karlie seconded by Nicole
 - motion to go out of camera – Jason
5. Dates of Next Meeting: June 11 @ 4:00
6. Adjournment: motion to adjourn at 6:18 made by Tim seconded by Jocelyn