

PINE CREEK TEACHERS' ASSOCIATION  
ANNUAL GENERAL MEETING AGENDA  
5 PM on JUNE 10, 2015  
AUSTIN COMMUNITY HALL

Attendance: 53 members, including executive

Meeting called to order by vice-president, C. Watson at 5:00pm.

1. Items for Decision

- .01 Adoption of Agenda – P. Kosheh, A. Madsen. Carried
- .02 Adoption of Minutes from previous AGM – R. Chamber, H. Stone. Carried

2. Items for Discussion

- .01 Open Nominations (Past President)

No nominations for Secretary, Employee Benefits, Ed. Finance, Equity & Social Justice

K. McKinstry nominate R. Chambers for Ed. Finance. Seconded for S. Williams.

R. Chambers nominate K. McKinstry for Employee Benefits. Seconded by B. Trenchard.

3. Items for Information and Decision

**.01 President Report – Wilf Lehmann**

1. Attended the bargaining seminar in August.
2. Attended the Presidents' seminar in August.
3. Attended the new teachers meeting in August.
4. Attended the Western Regions Presidents' meetings in Brandon.
5. Attended the Provincial Presidents' meetings in Winnipeg.
6. Attended the Pine Creek budget meeting in February.
7. Attended the MTS – AGM binder meeting in Brandon. (May)
8. Attended the MTS – AGM in Winnipeg (May)
9. Attended and was involved with many Bargaining meetings. (ongoing)
10. Met with General Secretary Ken Pearce, President Paul Olson, Vice President Norm Gould, Staff Officer Diane Beresford and several Western Presidents regarding PD funding from local associations being forwarded to their respective divisions.
11. Met with the Superintendent regarding PD funding.
12. Had supper meetings with the Superintendent and at times the Secretary – Treasurer was there.
13. Many meetings with the Superintendent regarding various topics. Have not had many meetings since bargaining stalled.
14. Informed the Superintendent that PCTA will not engage in Liaison meetings until a new CBA is in effect.
15. Many texts, calls and emails from PCTA members.
16. Several one on one discussions with PCTA executive members.

## ON THE HORIZON

1. Will be sending out a newsletter in early September.
2. In the process of developing a discussion/question sheet that will be presented to Eileen Clarke the PC rep for most of the Pine Creek area.
3. Will be booking a meeting with Eileen Clarke to discuss matters pertaining to education.
4. MTS Central is aiming for only a 75% budget surplus, results in changes in our budget.
5. Two goals for our PCTA executive. First being improving interest and attendance at AGM and events. Second being to build capacity within our association.

### **.02 Treasurer – Mark Borgfjord**

Duties and roles carried out over the year:

- Compiling all financial records needed to comply with generally accepted accounting principles.
- Submitting financial records to our accountant for review.
- Providing the MTS with our financial statements.
- Collecting, recording and depositing cheques payable to PCTA.
- Writing cheques, recording transactions for all expenses incurred by PCTA.
- Attending executive meetings throughout the year.

### **Proposed 2014/15 Budget**

We have prepared a budget that is very similar to last year's. We made a three changes to the previous year's budget:

- Honorariums increased from \$4 650 to \$4 950. The executive increased the amount for members at large from \$50 to \$100 and the amount for the treasurer increased from \$400 to \$600.
- Increase in PD funding from \$3 000 to \$4 000.
- Increased the scholarship amount from \$1 000 to \$1 500.

### **2014/15 Fees:**

Our fees will at \$165 which is the same as last year.

Discussion on member fees of other associations, concerns about not increasing fees by percentage by every year.

M. Borgfjord to accept the treasurer's report as presented. Seconded by C. Watson. Carried.

### **.03 Committee Reports**

#### **- Vice President – Cam Watson**

My first year as Vice-President has been a busy one. Although I do not have a portfolio of my own. I have attended multiple committee meetings with the Western Presidents or with Education Finance.

Throughout 2014-2015 year, I have learned much from our PCTA President about the role of president and vice president as well as our PCTA constitution. I attended every general PCTA meeting and even filled in as an inadequate secretary once. In addition to the work I have done as Vice President, I have represented the teachers at the bargaining table during our current round of negotiations. Once again I have learned plenty about our contract and how our contract compares to those around the province. I attended the AGM this year as a delegate for the PCTA and I proudly represented our Division at the MTS curling bonspiel in January.

Question about PD joint committee being in the new constitution, based on a motion made in June 2013. It is not in the new constitution. It will be looked into.

#### - **Public Relations – Michelle Ryz**

The annual PR seminar was attended on Saturday, Oct. 18, 2014 by Public Relations Chair, Michelle Ryz.

PCTA needed to restock the liaison items to distribute, another 100 drinking glasses were purchased.

**MTS Public Relations Grant** application was accepted for 2014-15. Our association qualified for a grant of \$1952.16 to purchase various functional, promotional items imprinted with the PCTA logo and website address to enhance the image of PCTA to its members. Items purchased were an imprinted portable power bank for every PCTA member, imprinted pens, and imprinted acrylic cups with straws and PCTA magnets for every member in attendance at the AGM.

300 PCTA magnets were given to hand out at the Farm Safety Day on May 12, 2015 for grade 3 to 6 students in Pine Creek School Division.

PR attended the annual Preschool Wellness Fair at Austin Elementary on May 13, 2015. Thank-you to Krystal Nicholls for handing out free books and magnets to all the preschool age children.

Organized the Annual General Meeting with the help of executive members.

#### - **Equity and Social Justice – Melissa Truman**

This was my first year in this position. I attended the following meetings:

- The 2014 ESJ Summer Regional meeting in August 2014
- Fall ESJ Seminar Nov 7-8<sup>th</sup>, 2014
- Winter Seminar February 6-7, 2015
- ESJ Western Region Spring Meeting May 7, 2015

Key points from the training sessions were:

- We studied the book “Is Everyone Really Equal?” by Özlem Sensoy
  - Main point is we need to take time to reflect that our country has historical inequalities that serve to devalue and minoritize social groups. Dominant group sets the standard for what is “acceptable” and the dominant group holds the power.

- As teachers we have grown up with privilege in the way we were socialized growing up.
- Dominant group often believes the myth that anyone can “work their way up the social ladder”. Growing up in a privileged position, we have grown up learning to think this way by the dominant culture.
- Poverty Simulation – facilitated by the United way
  - eye opening glimpse into the lives of people living in poverty (exhausting)
- New policies
  - Safe and Caring Schools was published in 2014 by Manitoba Education to help school division update divisional policies to include a policy on Respect for Human Diversity , as well as a Cyberbullying policy.
  - Pine Creek has updated policies in both Respect for Human Diversity and Cyberbullying.
- New immigrant boom in the province:
  - Many schools (especially in Winnipeg, Brandon, and areas with lots of new immigrants) are finding it hard to keep up with the increasing number of EAL students. The EAL financial support is not enough for most schools to meet resource requirements for these students.

#### Pine Creek ESJ initiatives

- WMCI students have started a GSA (gay straight alliance) group
- Pine Creek Professional Development day on Mental Wellness
  - I would like to note that other regions are very impressed that we held this PD, and many other divisions voiced they do not have the support to hold a PD on mental wellness)
- Hutterian schools – filled Operation Christmas Child shoe boxes
- On a personal note, I was involved on a bus trip to Mexico to bring clothing and supplies to an orphanage (Dec. 28 – Jan. 10, 2015). Hutterian students were involved in collecting donations of used clothes from friends and relatives. Their efforts filled a 8 by 12 foot trailer. Also 4 students from our division came on the trip, 2 from MEC, 1 from AES and 1 from MCI.

I enjoyed my time as ESJ chair for our division. I will be stepping down next year as I am getting married this summer and will have lots of adjustments for the upcoming school year. Thank you to everyone.

#### - **Employee Benefits - Ardin Masson**

- Over the course of the year I attended several meetings and conferences as they relate to teacher benefits including:
  - the Employee Benefits Seminar (Winnipeg, October 4<sup>th</sup>)
  - the Western Region Early and Mid-Career Pension and Benefits Seminar (Brandon, March 20<sup>th</sup>)
  - the Western Region Group Benefit Meeting (Brandon, April 8<sup>th</sup>)
  - the Maternity/Paternal Benefits Leave Seminar (Brandon, April 14<sup>th</sup>)

- In broad terms, these meetings covered a wide range of topics such as the various benefits plans and how they are administered, features of TRAF and information on different types of leaves.
- Personal contributions through TRAF has a higher return rate than most RRSPs (almost 12%). Contact TRAF, only within the last 3 years, must be a consistent contribution.
- Outside of these conferences, I also attended every PCTA executive meeting this school year.
- Throughout 2014-2015 I have taken inquiries from PCTA members regarding areas such as the possibility of getting a dental plan and how short-term disability works.
- I will be stepping down as the Benefits Chair and I wish to thank the PCTA for all of their support over the past year.

- **Workplace Safety and Health – Steven Williams**

- I have had 4 Workplace Safety and Health Committee Meetings: October 7<sup>th</sup>, December 2<sup>nd</sup>, March 4<sup>th</sup>, and May 25<sup>th</sup>.
- Attended Western Regional WSH meeting in Brandon on December 11<sup>th</sup>.
- One day seminar on WSH issues in Winnipeg on Saturday, February 21<sup>st</sup>. Thanks to Brian Trenchard for attending this meeting.

### **Security Camera Installations**

The School division has equipped all schools with video surveillance systems. They have proved useful in a number of ways:

- Assisted the R.C.M.P in a criminal matter
- Solved a bike theft
- assisted in investigating school discipline issues
- assisted in Workplace safety and incidents
- The division has taken the Ombudsman's recommendations as a guideline until a policy is implemented.

**Alarm Response Procedures**-With the completion of the video surveillance systems and upgrades made to the security door systems, the division and committee will soon be able to adjust alarm response procedures. Work will be done with both Lloyd and the Computer Technicians in order for system access remotely.

**Hearing Tests**- Completed in November, free of charge for employees. Some employees were denied testing this year, however this was a mistake on the part of the company as the plan allows for all employees to be screened.

The Division is continuing to make First Aid CPR Training a priority, and plans to continue to keep as many staff trained in First Aid and CPR as possible.

The Division continues to make safety a priority. The 3 year Safety Services Contract is finished as of this June. PCTA expressed the importance of a Safety Officer for Pine Creek. The committee discussed and also agreed. The division will continue with a safety contract and has posted a position that will be for 88 days per year. The division has also asked me as the PCTA chair to be involved in the hiring process of this individual. I have agreed and assisted in the creation of the posting and will be involved in the interview process on June 23<sup>rd</sup>.

I have had several communications with members from around the division in regards to WSH issues. I have worked with the division co-chair in investigating violent incident reports and reviewed incident reports.

As of May 25<sup>th</sup>, there have been 25 Violent Incident Reports completed. The committee felt it was due to the schools being better at tracking and reporting incidents. We have heard positive feedback in regards to the reports which will hopefully help in being better prepared to deal with students who have re-occurring incidents.

Work Alone Procedures- All schools have a work alone procedure in place. Most are using the man down alarms within the school.

Discussion on AEDs in colony schools, as other colony schools in other school divisions are equipped. WHS chair, S. Williams, will contact the chairs in other school divisions.

\*\*\*BREAK FOR SUPPER\*\*\*

Thank-you to Austin Parent Advisory Council for the meal.

Second call from the floor for nominations.

R. Chambers nominate Mary Hofer for secretary. Seconded by Joshua Waldner.

B. Trenchard nominate T. Klein for Social and Equity Justice. Seconded by R. Chambers.

- **Education Finance – Jason Lucas**

This year I attended the Fall Seminar and the regional seminar in Brandon put on by MTS Provincial. This year we were asked for input into the divisional budget, this was done through the president and the secretary treasurer. I also attended the Pine Creek Budget consultation in February. This year's consultation was a first for our new board and secretary treasurer.

Education Finance has spent the last few years looking at the funding of programs and programming of level 2 and 3 students. They have seen a trend in the approvals throughout the province of Manitoba, the trend is that approvals are going down. Fewer students are being approved for funding, based on the same criteria they have been approved for previously.

There has been more money given to divisions for the Grade K to 3 initiative. The school divisions have until 2017 to implement the K to 3 student numbers and most divisions are already doing this. The magic number is 20 students, but with some flexibility to 23, depending on make-up of the class.

We are seeing an increased importance of education finance and how it relates to all areas of MTS issues. In a time of increased needs for students and programs the dollars from the province and divisions seem to be decreasing.

I would like to thank the local executive and members for the opportunity of being the education finance chair for the last 12 years, off and on again. I will not be seeking an executive position next year as an expanding family demands more of my time. Happy Wife... Happy Life!

- **Professional Development – Krystal Nicholls**

Meetings Attended:

- Joint PD and ESJ Chair's Summer Seminar in Hecla on Monday, August 18 – Wednesday, August 20, 2014
- PD Chair's Fall Seminar on Friday, November 14 and Saturday, November 15, 2014 in Winnipeg
- Winter Seminar Friday, February 27 in Winnipeg. I was unable to attend the second day.
- I attended the South-End Wellness Fair on behalf of Michelle Ryz on May 13. Three and four year olds attending the Wellness Fair received a book from PCTA.
- Attended Skype session with Simon Breakspear on April 30.
- PCTA executive meetings
- Chaired Joint PD committee meetings - We had 6 meetings and 1 teleconference.
- April 17 – Western PD committee

Six people submitted Summer PD requests in September 2014 – All 6 received \$100

This year's PD included:

- October 20 – Simon Breakspear
- October 24 – SAGE/LIFT
- November 21 – ½ day In-School PD – follow-up to Simon Breakspear
- January 30 – Divisional day at WMCI – Mental Wellness
- March 20 – In-School PD (High School)
- April 10 – ½ day In-School PD (K-8 and colonies)
- April 24 – ½ day In-School PD (High School)  
- In-School PD (K-8 and colonies)

The PCTA executive is very excited to announce that we will be putting \$4000 (an extra \$1000 from years past) into the membership's PD next year. In the fall, we will be deciding what this will look like as it will no longer be contributed to the joint PD account. This also means that we will be determining what summer PD might look like and/or if we continue to offer. We appreciate your patience as we work through this transition.

Point of personal privilege made by Krystal Nicholls: Thanks very much to the dedicated committee members. Without their dedication and commitment, we would not be able to host successful PD days.

The committee members are: Michelle Ryz, Candy Skyhar, Amanda Hagman, Shannon Blondeau, Alanna Madsen, Tim Klein, Tanya Kunzelman, Michelle Marriott, and Mr. Gouriluk.

- **Teacher Welfare - Nicole Lehmann**

\*bargaining year for all associations in Manitoba

\*opened bargaining on January 12<sup>th</sup> and presented our package to the board

\*January 15<sup>th</sup> – Board presented their package to us and had a “full” day of negotiating (We will NOT be doing this again...ever)

\*February 18<sup>th</sup> meeting with the board

\*March 23<sup>rd</sup> meeting with the board, where we reached impasse. Our staff officer applied for conciliation as that is the next required step in the process

\*April 14<sup>th</sup> – a full day of conciliation which resulted in the board walking away and not responding to our final offer. This means that the next step is arbitration. Our staff officer will be applying for an arbitration hearing date but we are biding our time, waiting for more associations to reach agreements.

\*We are listening to our membership in terms of what items we were prepared to negotiate and those items for which we were prepared to go to arbitration.

\*At this stage, we will not be meeting with the board again for the purposes of negotiating further. Our table team feels that we have gone as far as we are able to go, and we are willing to take our chances in arbitration, especially in light of what other associations have been able to reach in their settlements.

\*I attended the Summer Bargaining School in August 2014 for 3 days.

\*I attended the fall bargaining seminar in October 2014.

\*I attended the spring bargaining seminar in March 2015.

\*I have registered a PCTA representative for the upcoming Bargaining school in August 2015.

\*Thank-you to the bargaining committee. There is representation from most schools.

#### 4. Elections

3<sup>rd</sup> call for nominations on the floor.

W. Lehmann – point of privileged to the executive, especially those who will be moving on this year.

Nominations cease vote called by C. Watson. Seconded by Joseph Waldner.

No contested spots. The PCTA executive for 2015-2016 will be:

President – W. Lehmann

Vice President – Cam Watson

Treasurer – Mark Borgfjord

Teacher Welfare – Nicole Lehmann

Workplace Health and Safety – Steven Williams



Public Relations – Michelle Ryz

Secretary – Mary Hofer

Employee Benefits – Kyle McKinstry

Ed. Finance – Randy Chambers

Social & Equity Justice – Tim Klein

Professional Development – Krystal Nicholls

Members at Large – Ardin Masson

Tracey Linski

5. Years of Service Presentations

6. Adjournment – motioned by N. Lehmann/K. Nicholls at 7:20pm. Carried.

7. New Executive Meeting after AGM