

## PCTA Meeting Minutes

<b>Group/Committee Name:</b>	2022-2023 Pine Creek Teachers' Association
<b>Date and Time:</b>	5:18 pm Thursday, December 1, 2022
<b>Location:</b>	Boston Pizza - Neepawa, MB
<b>Those in Attendance:</b>	Chris Samels, Tim Klein, Kim Tait, Nicole Lehmann, Mark Borgfjord, Krystal Nicholls, Tanya Polasek, Shannon Blondeau, Jason Lucas, Cameron Watson, Bill Banyard, Steven Williams, and Danielle Henderson

**Regrets:** none

**Treaty/Land Acknowledgement:** Pine Creek Teachers' Association would like to acknowledge that we are in Treaty 1 territory and that the land on which we gather is the traditional territory of Anishinaabeg, Cree, Oji-Cree, Assiniboine, Dakota, and Dené People, and the Homeland of the Métis Nation.

### 1. Items for Decision:

**.01 Adoption of Agenda** - Jason/Shannon

**.02 Adoption of amended Minutes from Sept. 22, 2022** - Amendment: President/VP attending ANY mtg invited to (Not just Western Presidents' mtgs) at cost to PCTA - Chris/Tanya

### 2. Items for Discussion:

#### **.01 Treaty/Land Acknowledgment:**

Write our own? Should change to fit the purpose of each meeting, check accuracy, any ideas from Kim and IVAC. We should be writing our own. Wording is tricky. Ancestral, traditional, and original...these are three very different meanings. Traditional probably is the best choice. "National Homeland of the Red River Metis Nation". We should be mentioning how we are using this land/purpose of meeting. Next step should be how you are linking this to/with reconciliation.

Purpose of meetings - equality, equity, and fairness happening within PCSD activities/PCTA teachers

Going forward - add the second part (link to reconciliation) - could be a short discussion at the start of each meeting or days between agenda coming out and meeting. Include any school reconciliation events in the acknowledgement.

Ongoing development and changing, follow the pattern of MTS wording, share successes; MCI student council - story sticks with Angela Roulette.

#### **.02 Limited Teacher Permits:**

Old guidelines - unqualified substitutes can only teach for 10 days then a LTP must be attained, then they are paid as qualified guest teachers.

New guidelines (as a result of the pandemic) - 15 days of consecutive teaching OR 20 aggregate days before applying for an LTP.

In the 2021-22 school year, there was a provincial increase of 25% usage of LTP for substituting purposes and 67% increase in LTP in a classroom teaching position. October 2022 there has been another 25% increase in use of LTPs.

Division applies for permit upon the person's behalf

PCSD - currently have 3, but 4 more are waiting for approval/in works.

We don't have subs and this doesn't fix sub shortages; no training/qualifications...it takes the pressure off the division to find qualified subs.

Must call qualified teachers before!

An LTP can take a term position if no qualified teacher applies for the position.

### **.03 Substitute Shortage -**

What is happening in schools around Pine Creek? We are very short everywhere.

### **.04 Liaison Meetings:**

The Board is open to coming to a liaison meeting. Dates, committee, place, details?

The PCTA President cannot be a part. Bargaining Chair shouldn't be a part of it either. We need topics that do not appear in our collective agreement. Staff recognition, budget ideas, sports support, travel club, etc. Cameron and Jason may be able to join. 4 would be great. Tanya and Kim would like to be a part of it. Board usually creates an informal agenda that we can add to it. We would like to have one of those meetings before the budget meeting.

### **.05 Old Records of PCTA:**

Where are they, how should we store these records, can we have them digitized, costs, thumb drives for each chair to collect, store, and pass on, other considerations?

Fine planning details...we should be able to provide/pass down a detailed binder/digital copy of what needs to go to the next person. Thumb drives could be purchased for each member to pass on to the next person.

Any union PCTA stuff needs to come off your device.

NEW EMAIL TO NICOLE: [pctapres@mbteach.org](mailto:pctapres@mbteach.org)

Nicole will send out this to all teachers on our pctaonline email and in your buildings...please put something up in the staffroom.

### **.06 Years of Service pins from MTS:**

These are available upon request from MTS for 10 & 25 years. I can seek more information if we want the pins to give to members who reach service milestones.

Do we want to do it? We already recognize them.

**.07 Recognizing deaths, marriages, births, and other significant events of our members/immediate families:**

What is our current practice, should this be reviewed and updated?

We don't do this. Unless a current member passes. This is a very difficult task. Perhaps it should be at the school's discretion...aside from the death of an active member.

Motion: Krystal puts forward a motion to spend 250. Seconded by Chris. Carried.

**3. Items for Information:**

**4. Correspondence:**

**.01 Supreme Court Ruling (from MFL)**

Bill 28...Supreme Court upheld the provincial decision.

Ontario was worse because of the notwithstanding clause.

**.02 Reset, not Return**

Teacher mental health and wellness (from MTS)

Not going back to the way it was...accepting that life is different now and it won't be going back to the way it was.

**5. Chair Reports:** To speed up meetings, all reports should be submitted early to allow the Executive to read them early in preparation for the meeting.

**.01 President's Report (Nicole)**

Since our last executive meeting on Sept. 22, I have:

- Attended the Western Presidents' Meeting in Brandon, hosted by BTA (Oct 12, 2022)
- Attended a South-Central Presidents' casual dinner in Winnipeg (Oct. 21, 2022)
- Attended Presidents' Council at McMaster House in Winnipeg (Oct. 22, 2022)
- Attended South Central Regional meeting as part of Presidents' Council in Winnipeg (Oct. 22, 2022)
- I made visits to GES, LES, PES, WMCI, MCI, MES, AES, TMO/Colony Schools office to deliver Tim Hortons' gift cards to each member (Nov. 1 & 3 - mornings only)
- I met virtually with the superintendent (Nov. 16, 2022)
- I have spoken/emailed with a staff officer 3 times regarding outstanding issues.
- I have fielded multiple phone calls and emails as well as in-person conversations from members who are seeking support, or clarification, on a number of issues (payroll, leaves, job expectations, workload, WSH, job stress, etc.)
- I have corresponded with the division office staff regarding a number of issues
- I have spoken with the superintendent on an ongoing basis to keep lines of communication open and to resolve small issues as they arise. \
- Nic wants to go around to the colonies and there is a plan in the works for that in the near future. Will likely need to take a full day.

- Release time for presidents needs to be discussed.

**.02 Vice-President (Chris)**

**.03 Teacher Welfare (Chris)**

Vice President/Teacher Welfare

OCTOBER

The main issues members wanted to discuss: various leave(s) clauses

NOVEMBER

Members expressed concern/questions regarding "duty free lunch" and meetings during lunch, the usual questions about leaves and atrieve. Mandatory meetings are not supposed to take place.

Joined the President during her tour of MCI to introduce any "new to her" staff and discuss any arising issues.

**.04 Treasurer (Mark)**

I deposited a cheque from PCSD for \$11415 into our account: \$6314 local dues; \$5101 EI Rebate. The rebate was actually early this time.

Expenditures:

\$400 - PD for two members

\$100 - PD Committee expenses

\$210 - books

\$985 - to accountant for Notice to Reader Engagement

\$750 - McKenna Young for Southend scholarship

Honorariums; meal and travel costs from September meeting: \$6245

I talked with Kim Kummen (CFO - MTS) about our financials for 2021/22. She was fine with us continuing with a Notice to Reader Engagement for now. That would keep our accounting costs similar to the previous year.

**.05 Professional Development (Tanya)**

Nov. 4 and 5 Fall Seminar

Zac Saltis—update on FRAME and PD spending

Arlyn Filewich—update on Prov. Bargaining

Michael McCrossan—Mamahtawisiwin—An Indigenous Education Policy Framework.

Roles and Responsibilities of PD Chairs

South Central Regional Meeting

Advocating for quality PL—connecting members with opportunities

Canadian Educational Research about Professional Learning

Kerri Twigg—finding your voice

Current Issues:

PD Committee meeting date \_\_\_ Nov. 28 \_\_\_\_\_

Book Club: *The Art of Gathering* by Priya Parker

Developing Local Capacity

Joint Committee Roles and Responsibilities—a working document

Letter of Understanding update?

Audited Statement requests

School Goals vs. Professional Learning

A more thorough discussion needs to take place with the division about the needs of members and what constitutes PD. Admin days for admin days, obligatory and guaranteed PD time needs to be honoured.

#### **.06 Public Relations (Danielle/Bill)**

Met with Bill to apply for the PR Grant.

Attended the Wellness Fair in Austin on October 12th. It was well attended. Gave \_\_\_ of books out.

Picked up Tim Horton's cards for distribution to our members that Nicole was able to bring to the buildings.

Bill graciously contacted Source for Sports to create an online PCTA clothing catalog. It closed on November 25th after an extension.

Bill attended a virtual PD for PR on the afternoon of November 25.

Danielle and I completed the PR grant and sent it within the deadline. PCTA clothing was organized through Brandon Source for Sports, and a link was emailed to all members. The online store was active until November 25th. On November 25th, I attended a half-day PR chair seminar via Zoom. The presenters focused on the lack of mental health resources in northern regions and the overall responsibilities of the PR position post covid. In addition, presenters focused on political influences and stated that the NDP party is currently leading in provincial polls.

Past practice was that PCTA paid 50% for clothing orders. Fill out an expense claim for next meeting and Mark will blah blah blah

### **.07 Education Finance (Jason)**

Regional meetings scheduled for March 2023. Some correspondence indicated that FRAME funding has fallen behind inflation. Discussions include a change away from FRAME budget model. Nothing else to report at this time.

### **.08 Employee Benefits (Krystal)**

Employee Benefits Chair - submitted by Krystal Nicholls

- I ordered books for Danielle/Bill for the Preschool Wellness Fair.

- I attended the New Benefits Chair seminar in Winnipeg on Friday, October 14, in the afternoon. This was really beneficial as we got to hear the new information once before the actual seminar.

- I attended the Employee Benefits Chair seminar in Winnipeg on Saturday, October 15.

- I prepared a document attempting to give the "Coles Notes" version of everything to do with Benefits. I asked Tim to put this document on the website. The document has been included with my report.

- It is important for teachers in the beginning to the middle of their teaching careers to attend a Pension Sustainability Seminar. They are listed on the MyProfile page, including registration information. Upcoming Pension Sustainability Seminars are scheduled for the following dates:

- Feb. 25/23 in Brandon 12:30-3:00

- April 12/23 virtual via Zoom 4:30-7:00 - I will be attending this one.

Dental (Jan. 1st 2023) - changes will be implemented. Costs will be based on usage.

Humanicare is not like our previous plan. EAP was the previous program for teachers. There is some flex, but generally not the same. Locked in for another 2 years. EAP was swamped during COVID and the decision was made to see a larger provider. It is a huge expense.

### **.09 Equity and Social Justice (Tim)**

Attended Fall Seminar on November 25 and 26 which included a Regional meeting

To note: Attendance in Winnipeg was low primarily due to illness and lack of schools being able to find substitute teachers.

James Bedford gave greetings and indicated his retirement in February

The Standing Committee reported:

There are still Executives that have not filled the ESJ Chair position

Will be presenting a motion at AGM with regards to have funds for ESJ to use

Professional Development included

Presenter Sheela McLean (via Zoom) added to my understanding of the colonial context in which we are working today has created a hidden curriculum that we need to be aware of.

Examined the Role of ESJ Chair

Presenter Evdoxia Sotiriadou presented a session on anti-Islamophobia which gave me a basic understanding of Islamic beliefs.

Sherry Jones & Ashleigh Deeley Michaluk presented on Creating Safer Spaces

Non-ESJ Related Activities included updates to the Website.

**.10 Indigenous Voice and Action (Kim)**

Unfortunately, I was unable to attend the Fall Training Session November 18 and 19th.

I have answered questions from PCTA members and assisted where possible.

**.11 Workplace Safety & Health (Steven)**

2 mtgs in the last little bit. Went well. Sandra will be on board with WSH with good ideas and fast-tracking forms. Ideally it will make the process of submitting forms a lot easier.

**6. Business arising from minutes/Reports:**

**7. New business:**

New thumbdrive purchases for portfolios. Shannon makes a motion to purchase a 20pkg of 16gs. Seconded. By Kim. Carried

**8. In Camera:**

Bill makes a motion to move in camera: 7:38pm. Mark makes a motion to come out of camera: 8:06pm

**9. Dates of Next Meeting: Feb. 8th at 5pm at PES**

**10. Adjournment: Krystal / 8:11pm**