

## PCTA MEETING MINUTES

<b>Group/Committee Name:</b>	2023-2024 Pine Creek Teachers' Association
<b>Date and Time:</b>	5pm Thursday, December 7th, 2023
<b>Location:</b>	MCI - MacGregor, Mb
<b>Those in Attendance:</b>	Nicole Lehmann, Kim Tait, Krystal Nicholls, Tim Klein, Lindsay Bereza, Steven Williams, Mark Bjordford, Cam Watson, Mike Toews, Chris Samels, Danielle Henderson, Jason Lucas

**Regrets:** none

**Treaty/Land Acknowledgement:** Pine Creek Teachers' Association would like to acknowledge that we are in Treaty 2 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.

Treaty Acknowledgement - Should be Treaty 1 and 2 - National lang - Kim will write up a new one ahead of our next meeting.

### 1. Items for Decision:

**.01 Adoption of Agenda** - Chris / Krystal

**.02 Adoption of Minutes from Sept. 21, 2023** - Mike / Kim

### Items for Discussion:

#### **.01 PCSD Policies & Procedures Review**

- Hard for PCTA to review PCSD policies and procedures - no physical copies and we've usually been asked in the past to look at and comment on specific ones
  - Should be a committee to look at procedures
  - Very few divisional policies left - most of them are procedures - policy is voted on by the board - needs several readings to pass; procedures can be changed at one meeting
  - PCTA should look at the current policies and procedure just to be versed on the current policies and procedures.
  - Kim/Chris "That we strike a committee to review PCSD policies and procedures."
    - Definitely need a committee to look at it. Nicole, Chris, Mike, and Steven would be valuable members on this committee. Kim and Tim are also interested.
    - Potentially due it in an afternoon and use release time

All in favour - unanimous. Carried.

- PCSD to provide paper copies for the members of this committees?

## **.02 PCSD Wellness**

- Email from Superintendent requesting Well-Being Working Committee - Principal - Shannon, Trustee - Debi, CUPE - none, PCTA - none, non-union employee - none, clinician - none, WPHS - Irwin, and superintendent

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## **.03 EI Update** - Glen Anderson presented at presidents' council

- EI has changed all rates for individual school divisions, not MTS as one group. This may affect our EI rebate from the division.
- Change in formula (1.4 multiple) a lot of divisions are 1.163 multiple - They didn't group all divisions together - they did it by division - year end is Aug. 31. MTS will likely be launching 38 separate appeals.
- We have not yet received our EI this year, so we will may not be receiving it.
- Nicole emailed Ash requesting a letter re: CRA changes. Rate has gone up. PCTA will not have to pay back. Forwarded to Glen. EI rates are changing as frequently as every 3-4 days (Pine Creek is 1.206, at today's date)
- MTS requested that presidents find out if divisions are using 9.1 hours/day as a substitute for EI. PCSD is not....they are using 7 hours.

## **.04 Liaison Meetings**

- Supposed to be scheduled before Christmas - Steven to reach out. There's been some communication and attempt to schedule meetings. Steven and Lindsay are going to attend. Topics: Resources and supports for student learner (TPT, IXL)
- Steven and Lindsay can also come up with topics.

## **3. Items for Information:**

### **.01 President Council and Check-in meeting updates**

- President Council check-in on Monday - resolution training
- Internationally trained teachers - speed up certification process; cost of certificates
- Discussion about moving from Fairmont to Delta for AGM and Summer Seminars- cost, hospitality rooms - purpose and cost (Fairmont - brought in own alcohol and food; Delta – MTS must use their food and alcohol services.
- How will the cost be split (per member, per association, per delegate)? If they remove hospitality rooms, PCTA feels it may have negative impacts on the rapport at AGM.
- Regional meetings – SC presidents have very large and stressful problems to deal with
- Gr. 10 assessments - voluntary
- Response times from MTS staff - after hours emergency - presidents have access to staff officers outside of office times; presidents are supposed to have immediate access
  - triaged into three categories - Red - within 1 day; Yellow - 1-3 days; Green - 1-5 days
- Security guard sitting at the front of the MTS - it's gated and security guard decides who gets to go past them
- Equity work continues within the Society

## **4. Correspondence:**

### **.01 Letter sent to Pine Creek Board of Trustees**

- Re: Sept. 5 PD day in Portage - extended work day

- No response has been received

**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 meeting, I have attended the following meetings:

Presidents' Council - October 21, 2023

Presidents' Check-in (virtual (December 4, 2023)

I have spoken with our MTS staff Office, Terri-Lynn Hill twice regarding situations of concern in our Association.

I have been in contact with both the Superintendent and Secretary-Treasurer regarding issues of concern for members.

I have been in contact with Glen Anderson to provide information from Pine Creek regarding the changes to the EI rebate

I have had multiple phone calls, email, texts and face-to-face conversations with members. There has been a noticeable reduction in the number of concerns being brought to me in the past month.

**.02 Vice-President and Teacher Welfare(Chris)**

Several informal discussions regarding the bargaining update sent by MTS, some informal meetings with PTA members (mostly about safety), and attended the Presidents' Council on October 21.

**.03 Teacher Welfare (Chris)**

**.04 Treasurer (Mark)**

**Receipts:**

I deposited a cheque for \$6701.34 from PCSD. This is our first instalment of union dues. We have approximately 20000 in our account today. Need to meet with our accountant in the next few weeks to get our end-of-year.

**Expenditures:**

I haven't written any cheques since our last meeting.

I have completed the year-end entries to our records. I will be sending them to our accountant next week. If you have any expense claims outstanding from June get them to me ASAP.

**.05 Professional Development (empty)**

See Employee Benefits

**.06 Public Relations (Danielle)**

Submission of an internal PR grant has been done this week ahead of the November 10th deadline. Due to weather conditions, we opted to reschedule our November meeting to December. Thanks to those of you who were able to switch gears so quickly.

I attempted to secure a private meeting room for our December meeting in Portage and came to the realization that our options were very, very limited. Luckily, we were able to book MCI and I took supper orders for Over the Coals restaurant.

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

Provincial training for Ed Finance was November 4th

The meeting dealt with looking up materials using Frame Budget and Actual numbers. There was a practical exercise working with the numbers. The government has not published current numbers 2021/2022 and when MTS requested those numbers the PC government used FIPPA to refuse the materials to be released. Recently we have learned that the real reason was because the information has not been completed and compiled.

Under the last government they were looking at a different way to fund education. At this point, no one has been informed of what this new funding model will look like. MTS has made speculations as to what it might be and the reasons for it. Some of the speculation has been a move toward block funding, currently we are on a grant funding model. As more information is released, I will update PCTA on the changes.

I do have a digital copy of the presentations that were given at the meeting on November 4th if anyone would like to take a look at them.

A portion of the afternoon was spent talking about P3 (public, private partnerships) and why they are not good for divisions, but how and why some are still venturing that way.

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

Benefits Report - submitted by Krystal Nicholls

My sincerest regrets for not attending tonight's meeting. If you have any questions regarding my report, please do not hesitate to reach out.

- I contacted Tanya re: getting the PD chair stuff. It has been received now.

- I attended the New Benefits Chair seminar on the afternoon of October 13. I attended the Benefits Chair Seminar on October 14. Both seminars were in Winnipeg.

Highlights/important info from the seminars include:

- Please remind members that they have 90 days to update benefits of a life event occurring. A life event is marriage, death, divorce, birth of first child, and loss of coverage from a spousal health plan.

- It is important to keep your beneficiary up to date on your life insurance. Contact payroll anytime you want to change it. It can be changed as often as desired/needed. Should something happen, insurance payouts will go by the last signed document at the division office. Contact payroll to get a form/change beneficiaries.

- Co-operators Group Insurance offers discounts to teachers on home insurance.

- Teachers at the start to the middle of their careers are encouraged to attend a pension sustainability seminar.

- Life insurance is a minimum of 2 times the annual salary. An individual can purchase more up to 5 times the annual salary. Contact payroll for form.

- Humanicare is for short term/urgent mental health care. Long term or ongoing mental health care falls under our Extended Health coverage. (It now covers 80% up to \$1500/year per person and can be used towards Social Workers, Clinical Counsellors, Marriage/Family Therapists, and Psychotherapists.)

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

attended the ESJ Fall Seminar, November 17 – 18, 2023. Highlights include:

- Presentation: The Myth of Teacher Neutrality
- Information: Protecting Ourselves as Teacher Professionals
  - When you are represented by a union, You cannot make complaints (about work issues) dire to the Human Rights Commission if you have union representation you have to go complain via the union
  - You have to listen to your employer first – do what you are told and then call in or talk to your local regarding next steps.
- Equity and Social Justice Standing Committee Carousel Updates
  - MB Teacher Takeover edition will be authored by indigenous, black, and peoples of other colour and currently the committee is looking for authors. The committee would like to identify potential authors by Dec. 15 (respond to takeover@mbteach.org).
  - Safer Space Toolkit is being created – Members will work through an online orientation and then be sent a kit that identifies the member as a safe person to speak with for LGBTQ individuals – the certification goes with the member (i.e. prevents shared space areas to be confusing for someone looking for a safe space person to speak with)
  - ESJ Grants
    - Maximum of \$1000 criteria by January to apply by February 29, 2024
    - Not First Come First Serve, there is \$1000 per association
  - ESJ Member Resources are being developed (online) to share with members.
  - Would anyone like to join me to look at how we could use these funds?
- Regional Meetings
- Cultivating Inclusive Spaces: From Theory to Practice
- The Role of the ESJ Chair and Building Connections

### Updates to PCTA Website

- Added some missing Executive Minutes
- Removed AGM 2023 meeting information
- Added information about Substitute Teacher PD
- Removed information about Substitute Teacher PD (temporary item until date passed)
- Website Stats (7 Days, Oct. 31 – Nov 6):
  - Unique visits – 21 (Down 5%)
  - Page Views – 34 (Up 3%)
  - Average pages viewed per visit – 0.7

- Website Stats (7 Days, Nov. 28 – Dec. 4):
  - Unique visits – 2 (Down 78%)
  - Page Views – 4 (Down 60%)
  - Average pages viewed per visit – 0.6

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

Since the last meeting I have answered questions from several members and shared and gathered resources on a variety of topics. I also attended the Indigenous Voice and Action Chairs' Fall Seminar. Highlights of the seminar included:

- Sylvia McAdam – Skirting Around Colonialism

-She is currently researching traditional Indigenous clothing and will be publishing a paper on it shortly. She presented some of her research to us. Her findings challenge the narrative that has been constructed around how Indigenous women dressed prior to contact and highlights how the ideology of colonialism continues to be used to oppress women. Her research brings into question many current practices.

-She also presented on Nehtho Law and Sovereignty

- Gail Stromquist

-She is from BC Teachers' Federation and presented an abundance of resources on MMIWG. These resources can be found online. We had the opportunity to participate in a Red Dress activity.

- Indigenous Specific Racism and How to Respond

-Work continued on creating a resource to support teachers in responding to and intervening in common discourses, practices, and behaviours that result in the push-out of Indigenous students from school. This is a first for MTS and will require Chair members to attend more meetings this year than are normally scheduled.

- The Roles of Indigenous Chairs

-The role of Indigenous Chairs was outlined for members. Time was provided for Locals to meet in groups of their choosing to discuss, problem solve and plan.

Other things to note from the Fall Seminar:

-language changes

-resources

-safety concerns

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

- Building a safety culture- Focus on Leadership Training, Safety Tours from Various Committee members- Positive communication

- Safety Inspections- Priority- A child was fatally injured at a school in Manitoba

- First Aid Training

- Dates are chosen - registration to follow from Tim Klein

- February 8th 2024 (18 seats)
- May 9th 2024 (18 seats)
- Violent Threat Risk Assessment Training (VTRTA)
- All resources and Administrators are to be trained. PCSD training date was Nov 28th and Nov 29th
  - AEDs- Pine Creek Schools- Are updated every year. Battery/replacement Pads were replaced in September
  - Work alone- Each school is required to have a work-alone procedure
  - SDS online is set up for the Province through MSBA. The old binders are not required. I have left this at the school level to decide what works best for them, SDS online and binder or online only (paperless).
  - No need for hard copies anymore. Everyone has access to technology at the school and is accessible.
  - Review how to access the website how to
  - Violent Incident Reporting updated- Google- The design is quick and easy- If further investigation is required the committee will be involved.

Committees will come in to do safety tours instead of the previous method. Paul and Steven to do this. There may be a shift in focus after an unfortunate accident that led to a child's death this fall in a Manitoba school.

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

Move the meeting from Feb. 1st to January 23rd.

Tues, Feb 20th at WMCI

Budget night: TBD we meet before.

**7. New business:**

**8. In Camera:** Jason makes a motion to move in Camera at 6:59pm. Lindsay makes a motion to move out of camera. 7:41pm

**9. Dates of Next Meeting:** Tuesday, January 23rd in Austin at 4:45pm

**10. Adjournment:** Motion to adjourn at 7:46pm. Seconded by Mark. Carried.