

**PCTA AGENDA**

**WILLIAM MORTON COLLEGIATE INSTITUTE**

**OCTOBER 5<sup>TH</sup>, 2016**

**5:20 P.M.**

In attendance: Cam Watson, Wilf Lehmann, Nicole Lehmann, Alanna Madsen, Tim Klein, Diana Mae Boychuk, Steven Williams, Arden Masson, Joshua Waldner, Jason Lucas, Krystal Nicholls, Mike Toews, Mark Borgfjord, and Danielle Henderson

Regrets: Mary Hofer

Time: 5:20 p.m.

**1. Items for adoption**

- A. Agenda – Nicole/Krystal
- B. Minutes from last meeting – (Minutes from April 2016) Jason/ Mike

**2. Items for discussion or information**

A. Scholarship MTS/education

- 750 dollars went to a recipient in the south end of the division. There was no recipient in the North end. Will there be any issues with having too much in a roll over (over 75%)? At some point we may need to reduce fees. Should we consider raising this scholarship? How much are we over the 75%? Mark: We are around the 90% mark. We may need to consider leaving the fees as is and spending the overflow down. Because we have this surplus we don't qualify for certain grants. Although this year is not a bargaining year and we may need to have a creative way... lets think of ways in which we could get below the 75%. For the next meeting, we should come up with some ideas to help create some positive ways to get below the 75%

B. Credit Card

- Krystal asked about getting a credit card for the PCTA executive. Personal use, is asking our members to put the money out first. That may be difficult for some people. Is there a possibility that we are not out of pocket for expenses up front? Cam: MTS is against the idea, but for small executives it may be a possibility. Who would have signing authority? Is it possible to have

multiple people in charge? Is that even a good idea? There is a danger asking individuals to be on the hook for that...

- Wilf: Cam and Mark may need to ask the Credit Union about our options
- Is there a way to send the invoices earlier to Mark? Then you can receive reimbursements a little quicker.
- Mark: Just not sure what the logistics are for a group credit card? We have to find out if we can get an organizational card.
- Nicole: it really shouldn't fall on the individual to cover those costs up front.
- **Cam will check for next meeting what the possibilities are.**

C. Orange shirt Day, our share

- What are your feelings about paying our percentage... we agreed to pay for 14 from our executive? The divisional ones are approximately \$9. **AN AMENDMENT WILL NEED TO BE MADE TO REFLECT THE CHANGE FROM PURCHASING MTS SHIRTS TO PURCHASING DIVISIONAL SHIRTS. Motion: Krystal makes a motion to agree to pay for the 14 executive shirts purchased by the division. Alanna seconds motion. Open discussion - Cam: I say we pay for it to honour our agreement.**
- **Why are we being singled out to pay when CUPE isn't paying for any?**
- **Other than a verbal agreement made with superintendent... he is expecting it so we should honour this agreement (Steven).**
- **Vote: in favour – 6 in favour – 5 opposed. Motion is passed.**

D. PCTA potential surplus funds?

- The association had discussion around funding and budget, fees.

E. PD Fund extra money

- Budget approved for \$4000 this year... still have \$3600 for the remainder of the year (two applicants from summer PD). We have \$1200 unused from the previous year. As an executive we may need to advertise this to our members. Is this money still allocated for PD? Roll it over. We could bump the amount per applicant. It may be wise that we wait to see how this year goes? It's first come first serve too... we could look at giving out the surplus afterwards (retroactively). Nicole: I thought this was for PD if it's denied at the school/division level? Or post secondary? Is the purpose of PCTA PD fund for cost sharing? This was to help top up not cover the courses...only if PD is

denied. **We will discuss PD funding at the next meeting.** Krystal will find the numbers.

#### F. Dental Vote

- We need to discuss. 83% voter turnout and 83% of voters voted in favour... yes you read that correctly! So now we need to discuss where to go. We voted on a level 1 plan. Moving forward we could try to fast track and get this in quick. (letter of understanding) Or we wait and do another vote to see if our membership wants to move to a level 2 or 3. We have been advised to start with level 1 so the premiums don't explode. We need to make a decision here at executive if we want to move forward. What's the cost difference between 1 and 2? We can't tell what the overall costs will be at any level because level 3 might balloon... Mike: we need to ask for some facts from Glen Anderson? Should we poll our members and ask who's in? We aren't locked in to a level 1... how fast could level 1 be implemented? Diana Mae... usually everything gets decided by the end of May. AGM is where you may make a vote. Mike: hesitant to agree for level 1 if it takes up to a year to get implemented. Wilf: I think you have to honour the vote that the membership agreed to... let it roll for a year and then revisit. Let's get it in play so we can get those solid figures for our membership. Mike: Orthodontics is expensive... Cam: should we have a vote to maintain at level 1 or go further?
- Steven: extended health plan blue cross... allowing those that would like to now opt in... 2013 if you opted out...can they opt in now? Is this a window for them to enter in? Diana Mae will ask Glen this question.
- Glen Anderson – why are we not being looked at as a whole instead of individual associations? Problem for dental plan angle... deficit and surpluses don't coincide with the joint model... they may not want to join up.
- We will go forward with level one and explore in more detail at a later time once we have some statistics of our own. **Cam will discuss with Glen. We need to let our membership know that the process will take a bit of time... they will know as soon as possible.**

#### G. Social Media

- Only 15 members filled out the survey. Member engagement... maybe we need a Facebook page that we could encourage our members to participate more actively. Cam: content going on that... closed group, administrator has

ability to remove unwarranted comments. We can definitely look into it. Krystal will look into this.

#### H. Sympathy Cards Policy

- We are wondering if we need a policy... we don't want to look like we're being unfair. We sent out two cards recently but should we have something more concrete. We need to know who our past members are? Do we send to all family members? Do we send just to our members? Past members may be too challenging. A donation made to charity...a card may not be adequate. We need something in place. A clear policy will give us an easier/clearer time in the future. PR should be responsible for this. We will send a sympathy card and a recognition for our members. **Steven makes a motion to set an amount of 150 towards a recognition when a current member passes. Seconded by Nicole. Passed.** We will make an effort to let the PR know asap (this includes guest teachers). Krystal has cards ready to go and Mark will settle the bill.

#### I. New Teacher emails

- If you have new teachers in your buildings could you ask them for a personal email address.

#### J. Stipend vs. Direct meal billing

- Wilf: at a liaison meeting we discussed meals and out of pocket expenses occurring and the division was sure this didn't occur. We were told we'd have to pay the tax on that. We'd like to look at this...a discussion will need to be had with someone from MTS about this one. **Cam will need to look into it and bring it forward at a later date.** This is something that would positively affect our members. Is there a liaison committee this year? Yes, there is one planned in the near future. Are there interested execs? Steven, Mike, and Cam.

### 3. Reports

#### President's Report - Cam Watson

I have been a very busy little bee over the last few months. I been in contact with members, parents, and administration many times regarding a number of issues. I have been in contact with staff officers and MTS central on a number of occasions. In August,

I attended President's training in Hecla and received my President's binder. In September, I was in contact with many members, executive and Glen Anderson, regarding the dental plan and PD. James Bedford, our acting MTS President contacted me regarding attending the MTS Orange Shirt Day. I hosted James and discussed a number of issues with him regarding our Associations friendly relationship with our local MLA. Mrs. Clarke has agreed to meet with the PCTA in November. Let me know if you have questions for our government representative or would like to attend the meeting. I discussed the possibility of starting up a liaison committee with the superintendent. (let me know if you're interested in attending). We need to discuss the dental plan and duty free lunch hour with the Division. I will be attending a President council meeting and a Western Presidents meeting in October. Nicole, Mike, Cam, and Krystal hope to attend this meeting but the more executives there, the better. **Cam will send out an email to let you know when.**

### **Treasurer's Report – Mark Borgfjord**

Activity since AGM:

- Paid AGM expenses: hall rental; supper; refreshments; liquor license
- \$750 scholarship cheque written to Sheridan Oswald.
- Summer workshops (bargaining)
- Received \$6675 cheque from PCSD for EI Rebate – also \$63.42 and \$6.53 for sub dues from June.

I will be trying to line up an accountant to do our review. I have made some contacts and I hope to find a suitable replacement before our next meeting. **Cam may have an additional contact for Mark.**

As of our last fiscal year we are still holding a reserve of more than 75% of our budget which makes us ineligible to receive MTS mileage rebates and grants. We can continue to operate as normal and we should be able to get below the 75% threshold in the next couple of years.

Mark has handed out information processing sheets that include mileage info to track and submit to MTS at the end of the year. Expense claim forms have remained the same and I will email them out to you. Please be sure to submit receipts with forms so I don't have to chase you down.

Honorariums are remaining the same as the previous year. If the amount is above 500 dollars we may need to submit a T4A. MTS accountant told us to do it. Mark: I have not had an accountant tell me this. We will wait until it becomes an issue. Nicole and Wilf excuse themselves. **Mike makes a motion that the Past President receive an honorarium. Seconded. Carried.**

### **Vice President – Nicole Lehmann**

I helped with the election for an addition of a dental plan at the September 30<sup>th</sup> Division PD. Many discussions have been had with our new executive President.

### **Benefit's Report – Diana Mae Boychuk**

Employee Benefits Seminar

Saturday, Oct 1, 2016

#### **Pension Sustainability**

Currently, TRAF is in good shape.

There will be 15 Seminars around the province focused on 5 - 20 year teachers that will inform on the fact that sustainability will most likely mean either contribution increases OR benefit changes (probably ancillary such as changing the options to retire from "age + years of service = 80", to some number more than 80).

We also were presented with information about variations in "total funded ratios" based on:

- \* probabilities in different investment return scenarios,
- \* different contribution rate scenarios and
- \* different early retirement provisions.

We were also presented with recent changes in several other provinces - MB has one of the better retirement pension plans in the country in terms of contribution rates.

#### **Preferred Pharmacy Network**

MPSE and Blue Cross have a relationship with Express Scripts and Costco to provide pharmacy services. Starting in Jan '17, we will only be charged 10% of the costs of meds (90% coverage).

**Express Scripts** is the maintenance medication prescription services. This is optional for all MPSE members (retired also).

This service is open to the public, but without the 10% discount.

It's a pharmacy, but you access the service either online or by phone. They monitor adherence and send 90 day supplies of meds for chronic conditions out to anyone in

Canada, anywhere. Dispensing fee of \$9.00 per prescription, no mark up and no shipping charges.

The focus is on improving adherence to chronic meds, thus reducing incidence of relapse and possible work time lost. Convenience, Value, Peace of mind & Timely.

**Costco** is the other pharmacy that is recommended for acute care or temporary meds. No membership needed.

### **Disability Benefit Plans and Wellness program (presented by the Mercer Rep)**

MPSE Benefits Plans Report was given which outlines the current financial state of the Health and Dental plans (they're good).

It included a summary of health claims distribution (how much \$ was paid out for meds, how much for massage therapy, and the like) as well as dental plan distribution.

There was an outline of how dental and health rates are determined, as well as the reasons why the rates were increased (as well as by how much).

Sept 1 '16 saw several changes in coverage; newsletters were sent out explaining.

Also summarized were the vision plan, life insurance and the new rebranding of the MPSE Benefits Plan organization.

### **MTS Wellness**

This is a relatively new focus that aims to increase support for staff through the organization "Balance - mind, body, spirit" you may have seen the magazine - '15/'16 was the first year.

Wellness Forum is on Sat, Nov 19th at the Qualico Family Centre 330 Assiniboine Park Drive.

Cam: Tim I received an email from Louise (she's an EAP councillor) ... she will be visiting on November 1<sup>st</sup> in Plumas and Langruth.

Krystal: went to a wellness forum and it was really worth it. Interesting forum and would be a valuable event to attend. Krystal may be able to attend on November 19<sup>th</sup> (Diana Mae is a maybe)

## **ESJ– Tim Klein**

I attended the ESJ Chair Seminar – Building Capacity on August 22 and 23. Here are some highlights

- Overview of how ESJ and Collective Bargaining are connected
- Presentation with Shahina Siddiqui
  - Working with Muslim Students – Understanding their faith and their cultures
- Attended the Regional Meeting
- Overview of the MTS Balance Program
- Presentation with Barb Byers
  - Women in Educational Leadership

In addition, I made updates to the PCTA Website (posted the new executive after AGM and minutes from last year) The website is fairly static but linking to MTS professional development or other items, let me know if there is something important.

Alanna: do you foresee having reps from all buildings and holding meetings? Tim: I know there are some divisions that have committees but many only have standing chairs.

Alanna will pass on Tim's name to members and instruct them to offer ideas or questions. Tim will look to find more grant information through MTS and inform our members about what we might be able to access.

## **Indigenous Social Justice –**

- We could look at our members to see if we could look for someone else to learn this new portfolio. Cam: if you know of anyone that is interested please ask them to feel free to jump right in. Any member can be appointed to an empty portfolio. No election is necessary.

## **Teacher Welfare – Mike Toews**

We are currently in a non-negotiation year. This give the TW committee time to become familiar with the Collective agreement and the language and clauses within. The expectation is that all committee members become well versed in the CA for the benefit of the teachers in their unit. In the past 3 months I have attended the following events offers by MTS:

- Aug 24-25-26 bargaining school at Hecla Resort. The sessions focused on the need for liaison committees within each teacher association to help bridge the gap between Boards and associations. This would allow for better communication and awareness for



what's happening on both sides of the divisional governance. There were also presentations on Mat leave top up clauses, workplace safety and health, and teacher liability.

- Oct 1 McMaster house bargaining seminar. We heard from Analyst Mike Bell on the various happenings in Canadian economy. Teacher contracts are currently keeping ahead of inflation, a far cry from the 80's and early 90's. We also heard a presentation from Myles Ellis of the Canadian Teachers Federation who outlined teacher contracts from across Canada.
- MTS currently is seeking to connect with all female teachers who started mat leaves as early as March 2016 and who have collected benefits over the summer months or other breaks such as spring break. MTS is seeking to file grievances over loss of salary due to dirty contract language. There are currently close to a dozen grievances in the cue, and the more they have the better leverage against divisions to clean up contract wording that prevents full benefit during non-school portions of the year. Please let me know of any who may be willing to file.
- Mike wants to try to send out information to our members quarterly... Has a letter of understanding been sent from the division office? Mike: yes, and MTS has it (JUNE) but has yet to be scanned in.
- Workload survey is coming up after Christmas. We need to encourage them to fill this out... it is very, very important! We really need to consider some incentives...

#### **Ed Finance – Jason Lucas**

- I will be attending a meeting in Wpg at the Victoria Inn on Saturday, November 5<sup>th</sup>.
- Last year with the presentation to the board...we should consider doing another one for the board this year. Jason will look into this and decide on forming a group to present to the board. **Cam is interested.**

#### **Professional Development – Krystal Nicholls**

- Attended the PD Chair Summer Seminar from Aug. 22-24 in Hecla
  - Highlights – Western Regional Meeting
    - Focus Group Discussions with Dr. Carol Campbell and Dr. Brenton Faubert – Researchers looking into PD trends across Canada
  - Common presentation with Presidents, Collective Bargaining Chairs, and ESJ chairs
  - Balance presentation
  - Received the results of our PD Survey (this will be done every two years in place of the old needs assessment) – only 15 people filled it out in March

- Received 2 summer PD applications – both for \$200 – Paul Koschel and Melissa Buhler
- Joint PD committee meetings: September 10 and October 12
- Attended “I’ve Been Asked to Present...Now What?” MTS session on Saturday, September 17 – I plan on sharing some of the techniques presented with my PD committee. Would the executive consider paying for this PD? It was \$75.
- Met with Superintendent on Sept. 27 re: organization of the day for Sept 30
- Supper with Darren McKee on Sept. 29
- Pine Creek PD days
  - Friday, September 30
  - Monday, October 3
  - Friday, October 21 – MTS Professional Development Day
- Friday, November 25 pm – In-school – Speaker coming for anyone who has not had A.L.I.C.E. training
  - Thursday, April 13 all day – High School In-School  
afternoon – Elementary and Colonies In-School
  - Friday, April 28 all day – Elementary and Colonies In-School  
afternoon – High School In-School
- Upcoming PD Chair Seminars
  - Fall Seminar - Friday, October 28 and Saturday, October 29

Cam: you did a great job with the divisional PD and thank you for your work.

**Nicole makes a motion to reimburse Krystal’s PD costs of \$75. Seconded Tim. Carried.**

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

-lots of questions at the beginning of the year. I did an investigation with Bob. We have a meeting coming up in the next couple weeks. Full day training was in September for admin and reps within schools... it was a good thing to open up more information. Division has been very supportive of our WHS committee and the training going on. Board members and superintendent are often in attendance.

### **PR - Alanna Madsen**

- I will look at both internal and external grants. External will help cover costs of signage, books for babies, etc. we have a budget for these items and will cover the cost regardless.
- I will be unable to attend the mtg on Saturday, October 29<sup>th</sup> in Wpg.
- Booster Juice went over really well. Balance program may subsidize. Should we do that for reporting period? Absolutely!

#### **4. Correspondence**

- MTS sent the letter of understanding. Info about a wellness tour happening in Langruth and Plumas. **(Cam will try to go to the tour Nov. 1<sup>st</sup>)**

#### **5. In camera**

Alanna makes a motion to move into camera / Seconded by Mike.  
Motion to move out of camera made by Nicole.

#### **6. Next Meeting, date and location**

- Thursday, December 1<sup>st</sup>, Portage la Prairie at 5pm (Possibly Tornado's)

#### **7. Adjournment**

- Krystal makes a motion for adjournment/Mark seconds.
- 8:40pm