

PINE CREEK TEACHERS' ASSOCIATION  
ANNUAL GENERAL MEETING AGENDA

4:00 PM on June 11th, 2020

Zoom online meeting

\_\_31\_\_ members present

1. Items for Decision

- .01 Adoption of Agenda – Called to order at 4:08 – Adopted agenda as amended - Jocelynn/Amanda
- .02 Adoption of Minutes from previous AGM – Karlie/Tim

2. Items for Discussion

- .01 Education Review – It's been delayed for minimum for 1 calendar year due to Covid - 19. PCSD and PCTA will exist for another year. Lot's of speculation happening due to Government not releasing much information. James Bedford has had an open conversation with Minister which hasn't happened in years.
- .02 Covid Changes – our entire way of living has changed due to this virus. Teachers have made this work to the best of their abilities the last few months. Causing students to stress and also family stress, but teacher stress in minimized during this time. There's a potential possibility school might start in August already. We might even lose our PD days. Might be something coming as "Filmon Fridays" (unpaid)
- .03 Provincial Council – held regular time – resolution passed – PX member stepped down the election candidate with the next highest votes takes the vacant spot – TRAF is still pretty healthy despite current times.

3. Items for Information and Decision

- .01 Regional Dental Plan Exploration – Looking in to be part of a regional plan so it would improve the current plan we have. Premiums may then go down.
- .02 Approval for Discussion -

Election Results (The election was held in May due to our limited capacity to elect Members on an online AGM)

- a. President - Cameron Watson
- b. VP - Nicole Lehmann
- c. Secretary - Mary Hofer
- d. Treasurer - Mark Borgfjord
- e. Ed. Finance - Jason Lucas & Krystal Nicholls
- f. Teacher Welfare - Chris Samels & Joshua Waldner
- g. ESJ - Tim Klein
- h. Indigenous - Kim Tait
- i. PD - Amanda Stewart
- j. PR - Karlie Skibo & Jocelynn Foxon
- k. Benefits - Diana May Boychuk
- l. WPSH - Steven Williams
- m. Members at Large - Bill Banyard & Alanna Madsen

4. Reports

**AGM Presidents Annual Report – Cam Watson**

*Every Teacher, One Voice*



*"We believe students are not just the future, they are the now".*

This has been a year unlike any other for the PCTA due to Covid 19. At the beginning of the year, we thought our biggest obstacle would be the unveiling of the Education Review, which was scheduled to be released at the end of March. Due to Covid 19, the Provincial Government announced that the recommendations from the Ed Review will not be released until the summer of 2021. We have been told that the Ed Review's suggested changes will be a game changer for Manitoba education, but we will have to wait patiently to find out what they are until next year. The Pine Creek School Division and the PCTA will exist for at least another year as amalgamations have been pushed back.

The PCSD's financial issues continued this year, due to the reduction of Provincial Government funding. 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 little information was provided. I am writing this on May 23<sup>rd</sup>, 2020 and I currently do not know the details of the budget, despite reaching out to the Superintendent. I know Covid 19 has deferred some decisions, but we usually have some idea of the budget by February. This has put a lot of staff on edge due to the uncertainty of the future. We will likely face similar financial challenges next year as the Division will still exist and we are still caught in the formula funding guarantee cuts.

Covid 19 has dramatically impacted the PCTA and MTS. Many new issues have arisen and teachers and principals have been stressed by the constant changes coming from the government and the PCSD weekly since March. The lack of student engagement in remote learning and lack of clarity around new responsibilities have caused a lot of stress. I would like to commend the excellent work of many PCTA Members during this time. Teachers and principals were asked to completely change everything they do during a time of great uncertainty and stress and they just did it. The thanks we get from the government is a possible early start to the school year. To be clear, teachers would work 5 extra days next year with no increase in pay. MTS (on May 23<sup>rd</sup>) is currently in talks with the government over a possible early start. When and how in person school will return is still in question at this time. MTS is advocating for you with the government to ensure teachers and principals are considered. The PCTA Executive began having online meetings in April to keep informed. We also devised a new way to fulfill the business of the PCTA through a Zoom AGM. I am proud of the PCTA Executive as they did what needed to be done in these difficult circumstances.

I attended the Zoom Provincial Council on May 22<sup>nd</sup>. The resolutions and business were minimized to enable a one day online Provincial Council. MTS used *Slido* and pre-voting to streamline the process. Some MTS Members were worried about the lack of input allowed at this year's Provincial Council. We need to ensure that this year is an exception and that next year the Provincial Council returns to its democratic principals. Debate and discussion are an integral part of the success of the Society and I pledge that I will ensure accountability if I am your President next year. The resolutions were not very controversial this year and all but two passed the pre-vote and Provincial Council vote. I foresee a very long Provincial Council next year to make up for the small meeting this year. Our budget was passed to the discontent of PCTA Delegates. Our fees are \$1042. That is an increase of \$31 over last year. The COSL fee is \$166. MTS will have a new General Secretary next year as Roland Stankevicius is retiring. Danielle Fullan Kolton will be our new General Secretary and she is more than capable in my opinion.

I have decided to run for PCTA President for the 2020-21 school year, but I am getting weary and if anyone is interested in the position please make your intentions known. We need to stay strong as a Local and a Society in the upcoming years, as I have no doubt that government austerity measures will add dramatic obstacles.

#### Meetings attended 2019-2020

August/New Teacher Orientation/ MTS Summer Seminars

September/ PCTA Executive Meeting

October/MTS PD Day/Presidents Council/Regional Presidents Meeting/Provincial Bargaining Meeting/

November/PCTA Executive Meeting

January/Regional Presidents Meeting/Presidents Council Meeting

February/PCTA Executive Meeting/PCSD Budget Meeting

March/ PCSD Board Meeting/Cancelled PCTA Executive Meeting due to Covid 19

April/Zoom President's Council Meeting

May/ MTS Binder Meeting (zoom)/MTS Budget walkthrough (zoom) PCTA Executive meeting (zoom)  
MTS Provincial Council (zoom)

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

To say this school year was different would be a gross understatement. However, our members carried on with the passion and commitment that is common place and expected within PCTA. I am proud to be a member of this association, and my respect for those who choose the teaching profession has grown during this unprecedented year. The business of the PCTA continued as usual, with great discussions and sharing of information and ideas about the topics facing educators within our division and around Manitoba and all of Canada.

As Vice President, a lot of my time was spent in consultation and discussion with the President as issues arose within the PCTA. I also spoke with many members regarding questions and issues they were facing or concerned about. I also attended the Executive meetings of the PCTA. I attended the PCSD Public Budget Presentation, which followed a very different and, mostly, uninformative format this year. At this point, we are still not aware of what impact division budget cuts will have on our teachers in Pine Creek. I know our membership will meet the upcoming challenges with resilience and continued commitment to our profession, our colleagues, and our students.

On May 22, 2020, I attended the first virtual Provincial Council (AGM) in the history of the Manitoba Teachers' Society. The format was completely different and quite limited in terms of discussion and input from delegates. There were opportunities to submit questions prior to the actual meeting and those questions were answered by staff, then collated and sent out to attendees prior to the meeting date. Elections were done through electronic voting with results emailed out the same day. A pre-vote on proposed resolutions was done ten days prior to the AGM. This pre-vote determined which resolutions would be voted on during the AGM. While I appreciate the efforts of MTS central to meet the challenge of staging this meeting during the COVID-19 pandemic, I will say that I missed the tradition of meeting with fellow members from across the Province in person. Hopefully, next year we can return to the "old" format.

I sincerely appreciate and value the opportunity to have represented members of PCTA throughout the past year.

## **Treasurer's Report: PCTA AGM – submitted by Mark Bjorgford**

Duties and roles carried out throughout the year:

- Attending Executive meetings
- Attended the *MTS Treasurers' Workshop* in October
- Compiling financial records to comply with generally accepted accounting practices
- Working with/providing records to our accountant for review
- Providing MTS with financial statements
- Collecting, recording and depositing cheques payable to PCTA
- Writing cheques, recording transactions for expenses incurred by PCTA
- Recording/transferring financial records into *Simply Accounting*

### **Proposed fees for 2020/21:**

We propose keeping fees at \$115 for next year.

### **Proposed 2020/21 Budget:**

We are proposing to keep the same budget as the one submitted at last year's AGM.

Motion to pass budget – Mark B./Chris S.

24 members voted yes - unanimous to pass budget

## **PR report for AGM submitted by Krystal Nicholls**

- Attended:

- North-end Preschool Wellness Fair in Gladstone on Oct. 10, 2019 - Handed out approximately 40 packages to preschool children

- Packages included a picture book, scissors, cutting sheets, math games, crayons, information pages, etc.

- PCTA executive meetings

- PCSD Budget Night

- Sent promo items with Cam to give to the new teachers

- PCTA sponsored signs in the Gladstone and MacGregor rinks and paid for hot chocolate and coffees in the Langruth and Plumas rinks

- Tried to plan social outing to Celebrations...but Covid-19 canceled that

- Helped with the organization of the AGM and ordered promo items for teachers achieving their milestone years with Pine Creek (5th year, 10th year, etc.)

- Promo items and certificates will be given out in the fall when we can all be together

Congratulations to retirees: Judy Watson (32.5 years) and Lesley Nichol (29 years). Wishing you all the best in your retirement.

Judy and Lesley will receive their gifts in the mail.

Recognizing Teachers' Years of Service:

30 years - Susan Salmon

25 years - Donovan Nemetchek

20 years - Fiona Rempel, Kyle McKinistry, and Shannon Blondeau

15 years - Nicole Terrick, Tanya Polasek, Adrienne Wooley, and Michelle Warkentin

10 years - Alanna Madsen, Marc Gaudet, Collin Smith, Melissa Buhler, and Amanda Penner

5 years - Diana Mae Boychuk, Carlee Blyth, Jocelynn Foxon, Karlie Skibo, Amanda Stewart, and Janet Sims

### **PD Report – Alanna Madsen and Amanda Stewart**

This year a PD committee was not assembled. We met with the superintendent to discuss the role of the PD committee and it's make up, which is currently still in the works. We attend several admin meetings to discuss PD events in February and June.

#### **PD Funds Accessed**

- \$300 was given out in Honorariums to PCTA teachers that Facilitated Professional Development for fellow teachers in PCTA. Thank you to all the staff who facilitated In-School PD sessions during the 2019 - 2020 school year.
- \$1000 was accessed from the Summer PD funds. Please remember that you can apply for reimbursement for post-secondary coursework. For more information, please see the PCTA website. [pinecreeкта.weebly.ca](http://pinecreeкта.weebly.ca)

#### **We attended the following:**

- ✓ Summer Seminar in Hecla (Amanda)
- ✓ Fall and Winter Seminars in Winnipeg
- ✓ Budget Night (Alanna)
- ✓ Spring Regional Meeting
- ✓ PCTA executive meetings

### **COLLECTIVE BARGAINING CHAIR REPORT - SUBMITTED BY: CHRIS SAMELS**

#### **JUNE 2019**

- 17<sup>th</sup> Attended Pine Creek Teachers' Association AGM in Austin

#### **JULY 2019**

- No bargaining activity.

#### **AUGUST 2019**

- 21-23<sup>rd</sup> Summer Bargaining Institute (Hecla)

#### **SEPTEMBER 2019**

- 18<sup>th</sup> attended PCTA executive meeting in Gladstone

#### **OCTOBER 2019**

- 5<sup>th</sup> attended fall bargaining seminar (MTS)

## NOVEMBER 2019

- 12<sup>th</sup> attended liaison meeting at D.O.
- 21<sup>st</sup> attended PCTA executive meeting in MacGregor

## DECEMBER 2019

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## JANUARY 2020

## FEBRUARY 2020

- 19<sup>th</sup> attended Portage la Prairie Budget night
- 28<sup>th</sup> attended Pine Creek Budget night

## MARCH 2020

- Scheduled to attend Spring Bargaining Seminar (MTS) - postponed

## APRIL 2020

- Sent Sec. Treas. And Superintendent of Pine Creek School Division email containing a photo of the letter to open (in order to maintain bargaining certificate). Registered letter sent to D.O. and delivery person left a notice of the letter at D.O. Letter signed for.
- Louis Riel settlement from arbitration announced: unanimous agreement for was increase: 1.6%, 1.4%. Only a two year "deal" due to COVID 19, otherwise would have gone to 3 years. Now we have to see what the government will do in regards to Bill 28 and wage freezes.
- Communication regarding letter to open with local president and interim staff officer.
- Discussed possibilities of local meetings and AGM in regards to restrictions due to COVID 19. Google or Zoom online meeting was mentioned.

## MAY 2020

- 6<sup>th</sup> attended PCTA executive meeting at my dining room table (Zoom)
- 12<sup>th</sup> attended Spring Bargaining Session at my dining room table (Zoom)
- 13<sup>th</sup> received letter from superintendent regarding letter to open. Forwarded to staff officers (our people will talk to their people about setting bargaining dates...). I hope for a response from our staff officer by the end of May.

## JUNE 2020

- 11<sup>th</sup> I participated in the virtual provincial AGM.

## MOST COMMON TOPICS OF DISCUSSION/INQUIRY:

- Leaves (personal, EC, compassionate, jury duty) – please read the CBA!
- Conflicts with Atrieve not updating certain leaves for September (no-cost personal day, incorrect EC hours...). Conflicts with Atrieve is the most common issue.
- Sick time,
- Leaves/ COVID

## **Annual Employee Benefits Report AGM PCTA – Submitted by 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 Jan 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 Dec 1, 2020 with medical evidence or a life event. The other proposed resolution would be to cap all insurance liability at \$1 million after Jan 1, 2021 except grandfathered plans. They may also change it so only 2 X to 5 X the salary is offered after Jan 1, 2021.

The 2020 PCTA Dental renewal indicates another no change to the September 2020 premiums from the 2019 premiums. Overall surplus has increased from 4% (Dec. 2018) to 12% (Dec. 2019). Required surplus is 20%. PCTA has only participated since June 2017 and the plan is running well and tracking as estimated. PCTA need only build surplus.

### **Indigenous Chair Report – Kim Tait**

I attended the Fall and Spring Indigenous Voice and Action Chair Training sessions in Winnipeg. Some of the highlights included:

- Niiganwewidam Sinclair
  - presentation on the Indian Act and the podcast on Residential Schools that should be available shortly
  
- Sonya Ballantyne
  - talked about Indigenous representation in film

- "It's Our Time" – AFN  
-free resources to download, cluster 4 is all about Manitoba's Indigenous peoples
- "Indigenous Perspectives Education" – Historica Canada  
-free with worksheets, if downloaded
- This Place – a graphic novel with a teacher's guide soon to be released

Please contact me, if you are looking for any Indigenous resources to use in your classroom.

I enjoyed my year in this position. It was another learning experience for me. Looking towards next year, I anticipate that the role of Indigenous Chair position will be further clarified which will offer some focus and guidance to the position.

### **Education finance Chair: 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

### **ESJ Year End Report – Tim Klein**

- November 15 - 16, 2019: Attended the ESJ Fall seminar



## Highlights

- Star Power simulation where participants have the opportunity to progress from one level of society to another by acquiring wealth.
- Anti-Oppression in the Compassionate Classroom – pedagogy to practical application of creating safer spaces for student learning with regards to the marginalized
- Growing Greater Equity in School Community Through Sharing Power – teachers from Amber Trails School (K – 8) presented regarding sharing power; that is, understanding the importance of getting to know and supporting diversity within a school community and creating strong partnerships with families served.
- Brave Spaces – the next step after creating safe spaces in schools is creating brave spaces - A brave space is inclusive to all races, sexes, genders, abilities, immigration status, and lived experiences. A brave space allows students to express themselves, challenge one another in a positive way, and learn from one another. Understand and acknowledge that those who come from privilege may be uncomfortable in a brave space.
- February 21 – 22, 2020: Attended the combined ESJ Chairs'/Indigenous Chairs' Winter Seminar Highlights
  - Theme was Climate Justice featuring presentations in the format of session breakouts
  - Change in format – Regional meetings held on the first day instead of the second day
- Attended Spring Regional meeting via Zoom
- Assisted members with member questions and concerns
- Maintained and updated PCTA Website  
<http://pinecreekta.weebly.com/>

## **Workplace Safety and Health Report Submitted: Steven Williams**

- The Workplace Safety and Health committee continued with a variance for the 2019/2020 year which allowed for one centralized committee. The committee was comprised of 6 employee members and 7 employer members. The employer members included Superintendent, Maintenance coordinator, Transportation coordinator, Board of Trustee and a Principal.
- Thank you to our teacher representatives on the central committee: Paul Koshel, Nicole Terrick, Alan Warekentin, Jenell Manns, Tanya McLeod and Penny Wilson.
- Workplace Safety and Health Committee Meetings continued after every committee meeting
- Site Inspections have been completed at all of the workplaces in Pine Creek as per Government legislation. The committee has reviewed how to complete workplace inspections and how to minimize the disruptions. Inspections must be done during the day which makes it difficult for schools.
- Full review and implementation of the Divisional lock down and hold and secure procedure.
- First Aid Courses offered multiple times this year
  - Pine Creek is taking a lead in training more staff than what is required by legislation.
- The Central Committee continued to review WSH procedures
- Amendments to WSH Regulation reviewed

- Violent Incident Reports
  - Reports filed- Reviewed by committee
  - Incidents are down overall
  - Various changes made to the report form- re-designed and is now simplified
  
- Hearing Tests completed early in the year. This will continue on an annual basis
  
- Presentations and Training
  - Safe Work Manitoba- Introduction to Harassment prevention
  
- Various questions, discussions, and meetings throughout the year
  - local members, WSH Manitoba, Superintendent, local Fire Chiefs, Fire Commissioners office, Safe work Manitoba, WSH branch, MTS
  
- The WSH Variance - Application was made with Workplace Safety and Health Manitoba and was approved to continue with one central committee.
  
- Safety preparation for student work experience training seminar in Winnipeg.
  
- Review of the AED program within PCSD- future planning for implementation at the Colony Schools.

**Member at Large – Jocelynn Foxon**

"I attended all PCTA executive meetings (some in person, some virtually). I was present at the Pine Creek Budget night held at MacGregor Collegiate. I will be present at the Virtual AGM on June 11, 2020."

**Member at Large – Karlie Skibo**

I attended all PCTA executive meetings in person and on Zoom. I also attended Pine Creek Budget night in Macgregor and will be attending AGM.

**Member at Large – Joshua Waldner**

I attended PCTA meetings throughout the year including virtual meeting during pandemic school closure.

Also attend PCSD Budget Night Presentation

**Member at Large – Bill Banyard**

I attended PCTA executive meetings throughout the school year in person and through Zoom during the pandemic school closure. I will also be present at the virtual AGM on June 11, 2020.

5. Years of Service Presentations – we will do a more formal presentation in Fall

Retirement of: Leslie N. 29 years and Judy Watson 33.5 years with PCSD – will receive their gift from PCTA via mail

Vicky Smith retirement speech for Leslie N.

Teresa Wright retirement speech for Judy W.

6. Adjournment – at 6:20 - Krystal/Nicole

7. New Executive Meeting after AGM