



PINE CREEK TEACHERS' ASSOCIATION  
5:00 PM on June 7<sup>th</sup>, 2022

42 members present at AGM

1. Items for Decision
  - .01 Treaty Acknowledgement/Kim Tait
  - .02 Adoption of Agenda – Vote – Karlie Skibo/Nancy Smith
  - .03 Adoption of Minutes from 2021 AGM – Vote – Krystal Nichols/Danielle Henderson
2. Items for Discussion
  - .01 Open Nominations (Vice President) – 1st call for nominations – Nicole read list of nominations
3. Items for Information and Decision
  - .01 President
    - a. New Dental Plan – voted in on updated dental plan in Fall – larger association and better benefits
    - b. Provincial Council Update – Chris Samels put forth a motion for members attending provincial AGM to hand in their report after attending AGM – seconded by Andrew Lewis- carried
    - c. 2<sup>ND</sup> call for nominations (Nicole, will inform Members of nominations submitted)
4. PCTA Reports/ questions
  - .01 President

**President Report – Cameron Watson**

This year has been more of a normal year. We have returned to in-person meetings/classes and public health restrictions have lifted. This year started out with many of the uncertainties of 2020-21, but our situation going forward seems more stable. The PCSD continues to exist as does the PCTA. If Bill 64 had passed, we would be in the process of wrapping up operations. We live top fight another day! Now that we know that we will exist next year, we must plan to build a strong Local that can continue to fight for local teacher's rights. We need new Members to step up and take over responsibilities. The PCTA Local has remained the same for many years. Some of us are tired and need to pass on the torch. Please put in papers to run for an Executive position or Member at Large so that we can remain a strong Local. I want to thank those Executive Members that have given countless hours to the betterment of our Local. I will break up my report (as I did last year) into; The Good, The Bad and the Ugly.

**The Good**

1. Bill 64 is dead thanks to strong opposition from teachers, principals, students, parents, School Boards and The Official Opposition.

2. We have an education minister that seems to be more informed and sympathetic to education.
3. PCSD clerical errors have gotten better.
4. Mrs. Meilleur has returned as superintendent. She brings a knowledge of the PCSD as she was a past PCSD superintendent.
5. A Provincial MTS bargaining unit is in the process of bargaining our next contract.
6. The PCTA and PCSD are once again working together to develop PD for our Members.
7. Sports and extra curriculars have returned to the delight of teachers, parents, staff.

### The Bad

1. No term teachers' contracts will be renewed due to overstaffing and PCSD Budget cuts.
2. Schools are having difficulty dealing with staff shortages and smaller budgets.
3. Leadership changes will continue to bring instability.
4. Mental health in schools across the PCSD and Province is suffering due to the pandemic.
5. Centralized bargaining has taken the power of our Local to have control over the bargaining process.
6. The price of inflation will have an impact on dollars spent and on how far our wage goes.
7. School enrollment (in person, online, TMO) has been very unstable, which has caused stress across the Division.
8. Some schools are in desperate need of maintenance funding as our buildings age.

### The Ugly

1. The PCSD has received an inadequate budget for the 7 year in a row. No changes in the funding model seem to be on the horizon.
2. Aspects of Bill 64 will be brought back with new legislation.
3. The removal of school-based property taxes results in less taxes, but also less control over local education funding.

.02 Treasurer/ vote on budget/ Set fees

### Treasurer's Report: Mark Borgfjord

Duties and roles carried out throughout the year:

- Attending Executive meetings
- 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 2022/23 Budget:**

Last year PCTA did not collect fees from members. We had a large surplus due to lower costs incurred during the pandemic. We expect next year to be closer to "normal". We are proposing fees of \$125 per member.

Budget notes:

- We are anticipating an increase in accounting fees. New requirements for review engagements have increased the workload for accountants. This will roughly double the cost. Our accountant suggested completing a *Notice to Reader Engagement*, which could be completed for around \$900. I have had discussions with our CFO, Kim Kummen about this. She is in the process of putting together some recommendations for local associations with regards to financial reviews. She was of the opinion that we may only need to have a review engagement completed every two years due to our small size. We have budgeted for \$1800 with the understanding that we may be fine next year with a *Notice to Reader Engagement*.
- We added a new line for “New Projects”.
- We also brought back the membership raffle.

Motion to approve the budget and set member fees at \$125/member – carried – Mark Borfjord/Jocelynn Foxen

.03 Committee Reports  
- Vice President

### **Vice President’s Report – Submitted by Nicole Lehmann**

Over the course of this school year, I have:

- \*attended all executive meetings
- \*attended the Pine Creek School Division Budget Presentation
- \*put in my intent to serve as an official delegate to the Manitoba Teachers’ Society Provincial Council to be held in Winnipeg from May 26-28, 2022.
- \*attended the virtual Provincial Council Binder Meeting
- \*answered (or re-directed) a variety of questions from PCTA members
- \*met regularly with the President to discuss the current issues facing PCTA
- \*led the nomination process for executive elections at the PCTA Annual General Meeting
- \*continue to advocate and support teachers and public schools at every opportunity

- Public Relations

### **PR Chair submitted by Karlie Skibo and Danielle Henderson**

This year we attended executive meetings in person and online. Karlie attended the MTS summer seminars during the summer. In November we contacted principals about providing a meal for teachers during report card time. We applied for an external PR grant through MTS but did not receive it. We have been planning for the AGM to be held in Gladstone this year. Karlie will be stepping down as PR Chair after this year.

- Equity and Social Justice

## ESJ – Tim Klein

I have had the opportunity to represent PCTA at two ESJ Chair Seminars and, unfortunately, was not able to attend the Regional Meeting due to unforeseen circumstance. I attended one in-person two-day meeting and one virtual meeting. I was unable to attend the third virtual meeting near the end of the school year. At the in-person meeting, I had several opportunities to network with other ESJ Chairs; as well as, several opportunities for professional development with regards to current ESJ issues. The virtual meetings that I attended were beneficial professional development; however, networking is not the same as in-person. I would like to remind PCTA members that part of the role of the ESJ Chair is to support teachers with issues related to the profession. The role of the ESJ Chair goes beyond gathering ideas and information for use in the classroom; it also includes equity and social justice related to our profession.

### **Other Activities include:**

- Answered questions from members and guided members with ESJ related issues (guidance and resources)
- Guided members with non-ESJ related questions as opportunity presented itself
- Updates to PCTA Website located at <http://pinecreeкта.weebly.com/>
- [Updated electronic forms used for claiming PD funds and Executive Nominations found on the website](#)

- Employee Benefits

### **Employee Benefits - Diana M. Boychuck**

Nothing to report. Cam gave a report on Diana's behalf.

- Workplace Safety and Health

### **WPHS Report – Steven Williams**

Workplace Safety and Health Report

Thanks to the following MTS members for being on the WSH committee this year: Alan Warkentin, Nicole Terrick, Sharla Davey, Tanya McLeod, Amanda Penner,

Several meetings with the new superintendent as well as staff in Pine Creek.

WSH committee meetings

- October 26<sup>th</sup>, 2021
- March 17, 2022
- April 26, 2022

General Updates:

- Pine Creek School Division followed all of the recommendations from Public Health throughout Covid. Recommendations were discussed by Manitoba Public Health officer,

Manitoba Education and Divisions around the Province. Manitoba Education produced all of the requirements for Divisions to implement.

- WMCI- Sewer Smell- Several months of investigating the sewer smell were finally solved. The Division has now fixed the smell.
- WHMIS Training- MASS and WSH Manitoba recommended that all staff be trained in WHMIS. Researching for a WHMIS course that relates to education.
- Workplace Violence Reports- Lowest in 5 years. Either not reported or Covid, smaller classrooms, Social distancing and cohorts have made a difference.
- Automated External Defibrillators have been installed in all Pine Creek Schools including Colonies.
- Workplace Safety and Health School Inspections: Required to do 4 per year. Inspections are for staff in Pine Creek. Minor issues were found. No major incidents or issues
- WSH Variance is up this year. An application to the Province of Manitoba will be sent in to continue to operate as we have.

- Education Finance

### **Education Finance 2022 - Jason Lucas**

This year I attended several seminars put on by MTS, the budget consultation and, at the time of turning this report in, getting ready to go to MTS AGM as an alternate.

Provincially, the year started off slow as little information was coming out about Manitoba's budget. When the information did reach divisions, it was not a good picture. Provincially there has been several divisions receiving an increase to funding. PCSD has a decreasing budget for the 6<sup>th</sup> year in a row.

The budget consultation presentation answered many of the questions many had, but at the same time, made more questions. We are at a tipping point for services and money. Going forward we will be seeing many changes with the new funding model that the provincial government has put forward.

As the provincial government released their thoughts about education funding, they announced a new funding model was being looked at with educational stakeholders. The new provincial education funding model, from what I have been told, has members/staff of MTS on the committee.

May 26 to 28<sup>th</sup> I will be an alternate member for the MTS AGM.

### **Ed Finance Co-chair report for AGM – Krystal Nicholls**

- I attended the following:

- The virtual Presidents' Council Seminar and Presidents' Council Meeting from Aug. 23 - Aug. 25, on Cameron Watson's behalf
- PCTA executive meetings throughout the year
- virtual PCSD budget night - Mar 17

- In-person Ed Finance Seminar October 30 - Winnipeg
- South Central virtual regional meeting - April 28
- I had ongoing discussions with co-chair, Jason Lucas.

- Professional Development

(Amended)

### **PD Report AGM 2022–Tanya Polasek–Chair**

This year has seen the revival of the joint PD committee—an important step forward for the PCTA. Committee members include:

Tanya Polasek (Chair), Keith Murray (Superintendent), Cam Watson (PCTA President), Lesley Nichol (Student Services Coordinator), Pam Staples (AES), Natasha Emerson (PES), Melissa Buhler (GES), Krystal Nicholls (MES), Alanna Madsen (LES)

We met to discuss and plan professional development 5 times over the year. My hope is that we can continue to work together to support our members in accessing and facilitating meaningful professional learning opportunities.

#### PD Funds Accessed

- \$400 was accessed for Summer PD.
- \$800 was accessed to support member PD throughout the year
- \$850 was distributed in Honorariums to PCTA members who facilitated Professional Development for fellow PCTA members. Thank you to all the staff who facilitated PD sessions during the 2021-2022 school year.

- For more information on how to apply, please see the PCTA website.  
[pinecreekta.weebly.ca](http://pinecreekta.weebly.ca)

#### Meetings Attended:

- ✓ Summer Seminar (virtual)
- ✓ Fall and Winter Seminars (virtual)
- ✓ Budget night (virtual)
- ✓ Spring Regional Meeting
- ✓ PCTA executive meetings

- Teacher Welfare

### **BARGAINING CHAIR REPORT – Submitted by Chris Samels**

MEETINGS ATTENDED:

- All PCTA meetings (including Budget Night “pre-meeting”)
- Pine Creek Budget Night
- Portage la Prairie school division budget night
- All Provincial Bargaining Seminars (summer/fall/spring) – these were 2 days each
- AGM

MAIN ITEMS ADDRESSED:

- Backpay/rate increase for this school year – rate had been negotiated as COLA (rate was not available until mid-January due to the nature of how CPI works) = 3.3%
- Frequently Asked Questions – backpay (rate and timeline for rollout), leaves (EC, Compassionate and Personal).
- Collective Agreement/Bargaining going forward: with the passing of bill 45, we are not currently able to engage in bargaining at the local level. This means, that until a provincial agreement has been reached (or bill 45 repealed), the current agreements will stay in place “as is”. When the MTS table team will begin active bargaining with the province is currently unknown.

I will be stepping down from this position following the election at this meeting. Thanks to all Pine Creek Teacher Association members for their support and for the privilege of representing you with the bargaining team during the last round of local bargaining.

- Indigenous Voice and Action Chair

**Indigenous Chair Report – Kim Tait**

I attended both the Fall and Spring Indigenous Chair Virtual Training sessions. Some of the highlights included:

- "Star Teachings and Traditional Knowledge" – Wilfred Buck
- "Treaty Acknowledgements" – Dr. Alex Wilson
- "Against Common Sense" - Dr. Kevin Kumashiro

I also had the opportunity to attend zoom sessions through the U of MB that featured presentations by Indigenous leaders.

Finally, I attended PCTA local meetings.

I enjoyed my year in this position again. Moving forward, I would like to see this role be used to organize an Indigenous Chair / ESJ committee made up of PCTA members that would meet in person and via zoom with the goal of establishing a format to share our knowledge and collaborate on activities.

- Members at Large

**Member at Large – Bill Banyard**

I attended PCTA executive meetings throughout the school year in person and through Zoom. In addition, I attended the Pine Creek school division's annual budget through zoom. I will also be present at the annual AGM on June 7, 2022.

Jason Lucas – motion to put forward a motion for \$300 to help pay cell phone plan – seconded by Nancy

Kim Young suggested a friendly amendment to increase the \$300 to \$500 - motion carried

Discussion was had and we will look into getting president a new cell phone.

5. 3<sup>rd</sup> call for nominations –
  - a. President – Nicole Lehmann
  - b. VP and Teacher Welfare – Chris Samels
  - c. Secretary and PR co-chair – Danielle Henderson
  - d. Treasurer- Mark B
  - e. PD – Tanya P
  - f. PR – Bill B
  - g. WPHS – Steven W
  - h. ESJ – Tim K
  - i. Indigenous – Kim T
  - j. Employee B – Krystal N
6. Election if a position is contested. -
7. Years of service presentation/ retirement speeches – Shelley Z, Heather M, Tammy W, - retirement speech for Vicky Smith  
  
Nicole L, Danielle H, Karlie S, - retirement speech for Susan Salmon
8. Adjournment – Kim/Krystal
9. New Executive Meeting/ summer seminars/ signs