

**Beautiful Plains Teachers’ Association**

Wednesday, October 14, 2020

Zoom Meeting

**In Attendance**: Heather Brister (HMK) Allen Hanke (HMK) Sheena Taylor (HMK) Robyn Forsman (Brookdale) Trish James (JM Young) Val Parayeski (NMS) Kerry Turner (NACI) Justine Burke (CC) Denise Selewich (NMS) Michelle Kolbe (NMS) Peter Reid (NACI) Ali Lazaruk (HMK) Raelynn Jacobson (Willerton) Ashlee Plett (HMK)

**Regrets:** Susan Barteaux (RJW) Mike Adams (NACI) Kelvin Hollier (NACI)

1. **Call to Order** – 4:18
2. **Approval of Agenda**

**MOTION**: moved by Ashlee and seconded by Peter that the agenda be approved as circulated. **CARRIED**

1. **Approval of Minutes** from September 2020

**MOTION**: moved by Robyn and seconded by Kerry that the minutes be approved as amended. **CARRIED**

1. **Business Arising from Minutes**
   1. BPTA Toques

**Extra toques with the BPTA logo have been ordered from Promo Time. Heather will distribute these to new teachers.**

1. **Correspondence** (circulated)
2. **Treasurer’s Report**—Robyn Forsman

**MOTION:** Moved by Robyn Forsman and seconded by Allen that the Treasurer’s report for September 2020 be accepted as presented. **CARRIED**

1. **President’s Report** — Heather Brister

Heather will be attending a regional Presidents' Meeting in Brandon on October 28.

1. **Board Coverage Report - none**
2. **Committee Reports**:
3. **Collective Bargaining** — Kelvin Hollier

No report

1. **Professional Development** — Val Parayeski & Trish James

See attached

1. **Equity and Social Justice** — Denise Selewich

Denise will attend the ESJ zoom session on November 27.

1. **Liaison** — Heather Brister

See new business

1. **Workplace Safety** **& Health** — Kerry Turner

See attached

1. **Education Finance** — Mike Adams

Mike will attend the Ed Finance zoom session on October 31.

1. **Indigenous Education Issues** — Michelle Kolbe

No report

1. **Public Relations** — Ali Lazaruk

T-shirts are being ordered for all staff. School reps are gathering sizing information.

1. **Employee Benefits** — Peter Reid

See attached

1. **Wellness** — Ashlee Plett

Schools will be receiving $10 for every teacher on staff to put towards something wellness related in their school. School reps will be asking for ideas.

1. **New Business**
   1. Substitute Teachers

**The executive discussed the shortage of substitute teachers and higher than normal teacher absences due to COVID regulations. This will be a topic for our liaison committee. We brainstormed some ideas and they will be discussed with the board at the upcoming liaison meeting.**

1. **Board Meeting Coverage**

October 20 **Heather**

November 17 **Al** December 15 **Trish** January 19 **Sheena** February 16 **Justine** March 16 **Micky** April 20 **Val** May 18 **Robyn** June 15 **Kelvin**

1. **Next Meeting date and location:**  - Wednesday, November 4 @4:15 (zoom)
2. **Adjournment – 5:10**

\*\*See attached reports below\*\*

**Professional Development Report—October 2020**

The fall seminar will be done via zoom on Friday, November 20th. Trish or I will be attending.

Reminder to teachers that would like to attend SAGE/LIFT, you must fill out a PD request form. It is a regular school day.

The BPSD calendar was set for the year in consultation with the Professional Development committee.

The PD committee is in the process of deciding what our February Divisional In-service day will look like.

**WSH Report for Oct. 2020 BPTA WSH Chair – Kerry Turner**

1. **Member Questions and Concerns**: The following were questions that were brought forward by members – Heather Brister spoke to admin about these. Some of the questions were dealt directly with members, therefore those responses are not provided.
2. A concern about lack of substitute teachers. I’m assuming there will be more need this year for subs because of illness, being told to self-isolate, stress related issues etc... and, our sub bucket is pretty shallow and tend to be on the older side who may not want to sub this year. Does the division have a plan for this? **The Division is currently working on this**
3. My only concern is masks I would prefer they are mandated (may not be necessary to ask, but maybe to double check) **This was mandated by Public Health.**
4. If COVID is found in the school and close contacts are identified in the school is it safe to assume a staff member will be told to self-isolate. **The decision will be made by Public Health**. And if so, can the staff member do remote teaching? **Those details will be worked out with your administrator**. **Will the staff member be using sick days for the 14 days? (this came up a few times) If a staff member is not at school and a sub needs to be called in, these will be used as sick days.** Also, the document mentioned that the area(s) where COVID exposure was would have to be shut down and sanitized – **how long will the area(s) be closed? Who determines the area safe for re-use? Public health will be directing all self-isolation orders as well as any closures (who and when area safe to re-use??)**
5. Who is responsible for the extra cleaning/sanitizing of all areas of the building throughout the day? Bathrooms, classrooms, teacher stations (in the high schools the teachers will be going from classroom to classroom), hand rails... **extra staff has been hired to help with cleaning. In smaller schools, teachers will have extra cleaning duties**
6. Where are the isolation rooms? Who is the staff member that waits with the student(s)? Will the staff member have full PPE in this room? **This is handled differently at the different schools. Any questions related to this should be asked of admin.**
7. **WSH Division meeting was on Sept. 22**. Annual school inspections will be done in the south part of the division. Date to be determined.
8. **WSH Training** – As part of the WSH Division committee, members are allowed to attend 2 days of training. Denise Selewich (NMS rep) and myself will be attending the online training in November.

**WSH Fall 2020 Seminar is set for Nov. 7 in Winnipeg**. Regional meetings will be held in the morning to discuss COVID-related WSH concerns in the divisions, Break-out sessions will be held in the afternoon – A: New WSH Chair session and B: Experienced WSH Chair session. Also, COVID questions and concerns from associations will be addressed. If there are any more questions and concerns from members, please forward them to Kerry Turner at karturner@icloud

**Employee Benefits Report– Oct 3, 2020**

I attended the Annual Employee Benefits Refresher from 9:00 am until 1:30 pm. Highlights from the meeting include:

* It appears that our group life insurance plan is well funded.
  + One change is that our Group life rate premiums went up $0.01 per $1000 of coverage.
* Another change they announced was about when employees are able to re-elect group life insurance options.
  + A teacher is now able to choose new group life insurance options when:
    - They change from a term hire to a permanent hire
    - They are rehired more than 6 months after their last employment ended.
  + A teacher is not able to change their group life insurance options when:
    - They transfer from one division to another division.
    - They are rehired within 6 months of their las employment.
    - They sign a new employment contract (e.g. from EA to Teacher, Teacher to Superintendent)
* Additionally, I was advised to share the following information, which I did on Sept 16, 2020
  + Beginning January 1, 2021, Group Life options 6x and 7x Salary will no longer be available.
    - Plan members have until November 30, 2020 to apply for the 6x and 7x group life benefit option.
    - Completed forms must be postmarked or faxed by Nov 30, 2020 – **no exceptions will be made.**
  + Group life insurance will have a maximum benefit of $1 million.
  + Plan members who have 6x to 7x coverage as of Dec 31, 2020 will be grandfathered in and will NOT lose their 6x or 7x coverage level.
* Our health plan is also well funded.
  + Our clinical psychology benefit has expanded providers to include services of social workers, psychotherapists, clinical counsellors, marriage or family therapists.
  + Vaccines - a maximum of $1000 per person per year has been implemented.
  + Massage therapy has changed from a reasonable and customary maximum from $80/visit to $80/hour.
* Preferred Pharmacy updates
  + Express Scripts Canada and Costco are the 2 preferred pharmacy choices.
  + Costco pharmacy does not require a membership
  + Dispensing fees are $4.47 (Costco), and $6.99 (Express Scripts) which are down from $9.00
  + Both preferred pharmacies offer free shipping.
* Reasonable and Customary Charges
  + Can be found at: <https://mpsebp.ca/health/pervisitmaximums/>
* Dental Renewals
  + 11 associations had rate increases, 14 had decreases, 6 had no change.
* MTS Optional Life Insurance Plan
  + See <http://www.mbteach.org/mtscms/2015/08/10/optional-life-insurance/>
  + Generally, it is a very affordable way of getting more life insurance.
* Educator Assistance Program
  + Services are virtual
  + More convenient with less travel time
* Lifespeak
  + After logging into the My Profile/Members area of the mbteach.org site, you can find the MTS-Lifespeak Library
  + This site has professionally vetted videos on a range of topics that may be of concern to teachers. Each video is 4-10 minutes and they are intended to put information into member’s hands. Check it out. Members are free to share these videos with friends and families.

Generally, the meeting was painless and informative. Please contact me if you have any inquiries about employee benefits. My email is preid@bpsd.mb.ca.