

**Beautiful Plains Teachers’ Association**

Wednesday, November 6, 2019

Carberry, Manitoba

**In Attendance**: Heather Brister (HMK) Allen Hanke (HMK) Sheena Taylor (HMK) Robyn Forsman (Brookdale) Trish James (JM Young) Val Parayeski (NACI) Kerry Turner (NACI) Justine Burke (CC) JoAnn Freeman (NACI) Kelvin Hollier (NACI) Peter Reid (NACI) Karla Hackewich (Twilight)

**Regrets:** Mike Adams (NACI) Denise Selewich (NACI) Susan Barteaux (RJW) Michelle Kolbe (NACI)

1. **Call to Order** – 4:51 p.m.
2. **Approval of Agenda**

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

1. **Approval of Minutes** from October 9, 2019

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

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

The executive continued to review our policies.

* 1. **Public Relations vacancy**

Karla’s last executive meeting will be December. Heather will be sending out an email looking for a new public relations chair.

* 1. **Colony Rep**

Karla will email colony teachers to see if anyone is interesting in coming on as colony rep.

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

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

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

Heather attended the western president’s meeting in Brandon on October 21. Topics included Bill 28 and the recently proposed Bill 2. An information page outlining both bills is attached with the minutes.

1. **Board Coverage Report**

October 15 – Karla

November 5 – Robyn

1. **Committee Reports**:
2. **Collective Bargaining** — Kelvin Hollier

See attached

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

See attached

1. **Equity and Social Justice** — JoAnn Freeman & Denise Selewich

No report

1. **Liaison** — Heather Brister

See new business

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

See attached

1. **Education Finance** — Mike Adams

No report

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

No report

1. **Public Relations** — Karla Hackewich

Karla is working on a poster outlining teacher and student bursaries that will be sent out to members. We will discuss what do with our PR budget at the December meeting.

1. **Employee Benefits** — Peter Reid

Peter attended the Employee Benefits seminar on October 18 and 19 in Winnipeg. Peter will look into the best way to distribute benefit information to all members.

1. **New Business**
   1. Student bursary request

**MOTION:** Moved by JoAnn and seconded by Karla that we give Charlie Strelzik $100 for attending an Inclusion and Diversity forum, with a possibility of receiving more money at the end of the year if funds remain. **CARRIED**

* 1. Liaison

**Heather, Al and Jason worked on a document outlining our policies on inclement weather and cold weather school cancelations. This information will be distributed to members in a few weeks**.

1. **Board Meeting Coverage**

November 19 **Peter**

December 3 **Justine**

December 17 **JoAnn**

1. **Next Meeting date and location:**  - Wednesday, December 4 @ 4:30 (NACI)
2. **Adjournment – 6:45**

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

**Professional Development Report – BPTA November**

The second PD Committee meeting was held on Monday, October 21st at the Division Office. The February 10th In-service was discussed. The presenter is Peggy Dawson. The topic is Executive Functioning. It will be held at the Carberry Hall. A Parent Night is being planned for 7-8 p.m that evening, as well.

Coverage for various PD requests and reimbursement of PD expenses was discussed. More information will be forthcoming.

Val and Trish attended the PD Chairs Fall Seminar in Winnipeg on November 1st and 2nd. James Bedford, MTS President, talked about Bill 28 and Bill 2. Joseph Warbanski presented information on the FRAME document and PD funds. The role of PD chairs and challenges with PD were discussed. One common concern discussed was attendance of teachers at MTS PD day.

**Collective Bargaining – Report – November 6th, 2019**

Basically still in a holding pattern with a “wait and see” plan as other associations begin the process of working through arbitration hearings, and we wait for the Avis Glaze report and our governments plans for Education Reform.

Items to note

* 3 public sector unions have either settled or gone through arbitration and have not followed the wage freeze pattern. Museum workers, Resident Intern workers and ? have negotiated or been awarded a wage increase not following the patter
* Bill 2 was announced shortly after PARIM Union “won” their arbitration hearing
* The first MB school division ( Louis Riel ) and MGEU ( representing 12 000 civil workers) begin the arbitration process later this month….will be telling as to where things “may” up for the rest of the associations
* Still no further developments on amalgamation, provincial bargaining, etc. but will probably be some changes over the next few months that may impact the bargaining process

Some recent questions ( and answers in italics ) that I have asked from our MTS Staff officer;

1. Should we have our package ready to go in case we have to commence negotiations? ***We will need to be very close to ready and we are, just in case.***
2. Are other divisions finishing up their opening packages? ***It is in varying degrees of ‘haven’t even started’ to ‘completely ready’. It depends where Associations stand in our prioritized order of who we want to see open and when.***
3. Should local associations even bother wasting time on their own package and just be prepared to have a province wide one that we submit? ***As per #1 and 2, locals should have their packages ready to go, or very close to that.***
4. Does MTS have an opening "dream" package prepared and ready in case we begin provincial bargaining?  ***Not precisely an opening package, but we do have our recommended clauses.***
5. If there is a dream package should president's, bargaining chairs be looking at it in advance or involved in the process of developing? approving? ***The Provincial Bargaining Protocol outlines the process for the development of a provincial bargaining opening package. Locals will have input.***

Bill 2, is an amendment to Bill 28 both of which are believed to be unconstitutional, nor proclaimed so not law.

Please see Solidarity Memo

**Workplace Safety and Health Report Nov. 6, 2019 WSH Chair Kerry Turner**

1. On Oct. 24, 2019, Shannon Bayes and I went to the North end school (NACI, HMK, JM Young) for Annual Workplace Inspections. Concerns were excess paper on walls in some classrooms (at all schools), signage for fire exit plans. NMS will conduct their own workplace inspection this year and will be included in the rotation in two years.
2. On Nov. 2, 2019, I attended the Workplace Safety and Health Fall Seminar in Winnipeg.
3. Terri-Lynn Hill (MTS Staff Officer) and Bea Walker (WSH Standing Committee Chair) gave update on:

* New WSH Violent Incident brochure and Investigation one-page document – these documents will be sent to presidents and administrators so they can print and share with their members; great for admin to share with their staff at meetings
* Bill 2 and the problems with it
* Fall Training Session that are put on by MTS and MSBA – all WSH school reps, new or returning, should attend; administrators should attend as well
* Violent Incident Reporting – members are not reporting for various reasons (shame, embarrassment, stigma, pressure from admin to not report, etc…), members must report because it helps everyone involved (putting control measures in place, tracking patterns, making the school environment safe and welcoming)
* Aftermath of filing a violent incident report – member must be informed in a reasonable amount of time, must be told the control measures, outcome of the investigation, if member had to take time-off because of the violent incident - sick days are being reinstated and expenses (such as purchase of new glasses if broken during the incident) are covered by the division

1. Dr. Bobbi Walling presented on the Aftermath of Violence in Schools

* Discussed how a member is affected (absenteeism, lack of motivation and self-confidence, seclusion, mental health, leaving the job)
* Discussed barriers to reporting (repercussions and stigma, lack of support, self-blame, shame, led to believe it is part of the job, not aware of forms, lack of training)
* Discussed why members MUST report (helps establish control measures, tracking patterns, protect other members

1. Bob Keber presented on School Security and Access Management

* Discussed Enhanced Lockdown, Training and Practice (know of one division that has changed their division policy to Enhanced Lockdowns – putting barriers in front of classroom door, if near an exit, training to run out the exit and to keep running in zig-zag pattern) – Locked Door policy is in the works – a must within the next year or two
* Discussed going over your school’s Emergency Response Plan – if your division has one, are you following it; if not, and something terrible happens, there can be legal repercussions
* Discussed Fire Drill – training staff and students with challenges – for example, if your access hall/door is blocked by a fire, what do you do? Where do you go?; at times, don’t tell the staff that it is a drill; always debrief shortly after
* Security and Access Measures – if able to, have camera with video at the front doors (similar to convenient stores), have proper signage – office, no access to property from hour x to hour x, visitors must report, etc…
* Parents/Guests/Visitors Policy – if your division has one, are the schools following it – if not, the legal repercussions will fall on the administrator; visitor tags should have bright colored lanyard – easier to see at the neck from behind; parents should just drop child/children off – if they must come in, MUST report to office first

1. On Nov. 14, 2019, I will attend the Workplace Safety and Health Training Session in Brandon (all day) and Dec. 12, 2019 is the South West WSH Regional meeting.