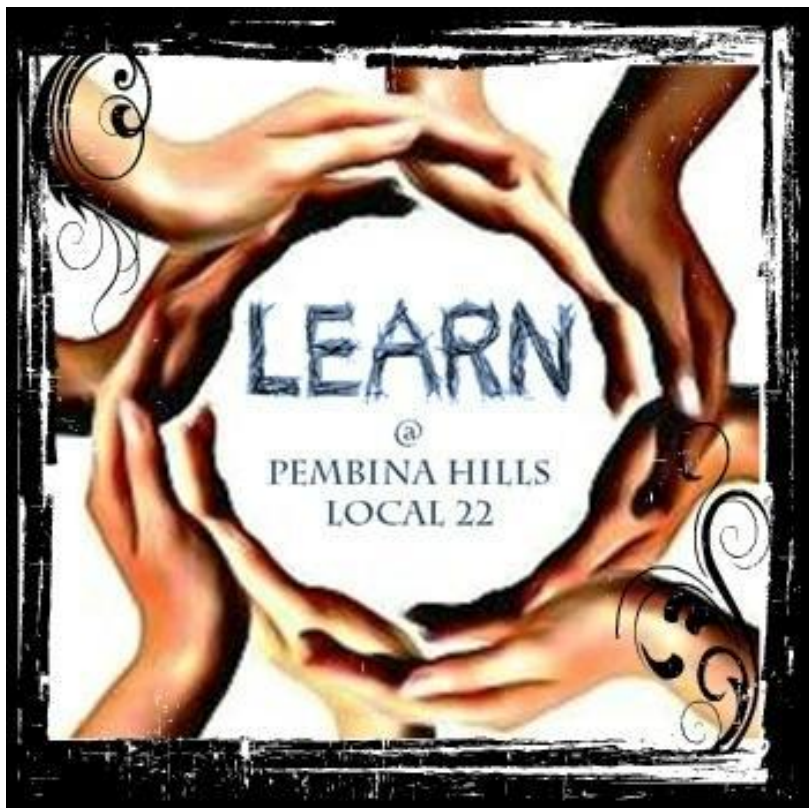


Pembina Hills ATA Local No. 22

Annual General Meeting



Thursday, April 22, 2021
Virtual AGM starts at 4:15 pm.
Zoom meeting link:

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**Pembina Hills Local 22
Annual General Meeting
Doors Open at 4:15 P.M. April 22, 2021
Virtual meeting, Barrhead, AB.**

AGENDA

1. Members Present

Social Committee will take attendance. Please have your first and last name with your school in your name box on your screen (to change 3 dots in the top right hand corner). Gift Cards will be given to those who remain for the entire meeting. Any questions about attendance send to Rebecca Carr at social@local22.ca OR Heather Ross at secretary@local22.ca

2. Call to Order and Land Acknowledgement--

The Alberta Teachers' Association acknowledges Treaty 4, 6, 7, 8 and 10 territories within Alberta. We acknowledge the many First Nations, Métis and Inuit whose footsteps have marked these lands for generations, including the many places that you are joining from. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We recognize the land as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.

This meeting is open to all regular and associate ATA members.

Introductions—Local President Michelle Savoie

Retiree/Inductee Acknowledgement - Social Committee Chair Rebecca Carr

Retirees: Wanda Bakker - PNCS, Shirley Craig - RO, Lisa Gehring - RO, & Lisa LaRose - ADLC

Inductees: Cinnamon Forstey - NPCCS & Rhonda Loewen - NPCCS

3. Adoption of Agenda

Motion to adopt agenda.

4. Adoption of Minutes

Motion to adopt minutes of Annual General Meeting of March 12, 2020.

5. Local Budget—Treasurer Karen Campbell

Moved by Local Treasurer Karen Campbell to refer Local Budget 2021/22 to Local Council for approval.

Seconded by

Rationale: The local's current supplementary levy is \$15 because of increased costs. While this levy was not intended to rectify the cash flow problem, the loss of ADLC teachers' support necessitates finding more areas to reduce expenses.

- **Reports are in the PDF file ATA Local 22 AGM Reports 2021**
- **President's Report** – Michelle Savoie
- **District Representative's Report** – Robert Twerdoelib (oral, only, so please take notes)
- **Local Vice President's Report** – Chrissie Epp
- **Professional Development Committee's Report**—Raime Drake
- **Teacher Welfare Committee's Report**—Dale Erickson
- **Social Committee's Report** – Rebecca Carr
- **NCTCA Convention Report**—Joanne Wallace
- **Local Communications Officer**—Arlene Bujold
- **Local Political Engagement Officer**—Dan Bisoo
- **DEHR Committee's Report** – no formal committee but report is provided
Motion to accept reports as presented.

- **Local Elections**—Vice President Chrissie Epp
Refer to last page of ATA Local 22 AGM Reports 2021 PDF document

- **Door Prize Action!**
Four fabulous door prizes (cash for professional development, receipts required)
\$300 PD (all entries) —
\$100 PD (0-2 yrs. experience entries)—
\$50 PD (3+ yrs. experience entries)—
\$50 PD (3+ yrs. experience entries) —

- **Adjournment**

**Pembina Hills Local 22
Annual General Meeting
4:30 P.M. March 12, 2020
Barrhead Neighbourhood Inn, Barrhead, AB.
And Remote sites: VV Calgary, VV Edmonton, and Swan Hills**

Meeting MINUTES from March 12, 2020

1. Members Present

A quorum was present at this meeting with 95 members at the Barrhead location and 29 via Zoom.

2. Call to Order and Land Acknowledgement

At 4:47, Local President Michelle Savoie called this meeting to order and declared it open to all regular and associate members of the Alberta Teachers' Association. She then acknowledged that this meeting takes place on Treaty 6 territory—the ancestral and traditional territory of the Cree, Dene, Blackfoot, Saulteaux, Nakota Sioux, as well as the Métis. She further acknowledged the many First Nations, Métis and Inuit peoples whose footsteps have marked these lands for generations. She shared our gratitude for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. Our recognition of this land is an act of reconciliation and an expression of our gratitude to those whose territory we reside on, or are visiting.

Introductions—Local President Michelle Savoie then introduced table officers, committee chairs, and our District Representative, Robert Twerdoclib. Michelle also thanked the Teacher Welfare Committee and chair, Dale Erickson, for their work on behalf of local teachers. Warm applause followed.

3. Adoption of Agenda

*Moved by Mike Edwards to adopt agenda with additions. Seconded by Jessica Meyen.
Cd.*

4. Adoption of Minutes

*Moved by Chrissie Epp to adopt minutes of Annual General Meeting of April 11, 2019.
Seconded by Lauren Chapman.
Cd.*

5. Local Budget—Treasurer Karen Campbell

With the additional expenses of Zoom, president's release time, and the newly reinstated donation to our jurisdiction for PD, the local must increase the fee collected from its members (supplementary levy) for next year.

This budget proposes a \$4 increase in the supplementary levy while reducing expenses in other areas. Ergo, this local officer is urging members to vote to support these measures:

- reduce door prizes from \$150 to \$75 at LCMs
- remove budget line for (award-winning) DEHR committee this fiscal year

- discontinue Ed Trust contribution
- eliminate PD grants
- end local's table at Partners' Luncheon at NCTC
- reduce printing costs

Moved by Local Treasurer Karen Campbell to approve this budget as proposed and refer Local Budget 2020/21 to Local Council.

Seconded by Chrissie Epp. Amended by Lauren Chapman. Amendment seconded by Joanne Wallace.

Cd.

Motion to approve proposed budget approved as amended was carried.

Rationale: The local's current supplementary levy is \$11, which was reduced from \$15. This budget seeks a return to \$15 because of new initiatives and increased costs. While this increase will not fully rectify the cash flow issue, it will give the local time to find more areas to reduce expenses in order to balance the budget in the near future.

6. Reports were included in booklets distributed to members at this AGM (except DR who addressed members present)

- **President's Report** – Michelle Savoie
- **District Representative's Report** – Robert Twerdoclib applauded local teachers for wearing T-shirts in support of public education. He cautioned teachers that signing up to do volunteer work at school is a commitment that cannot be withdrawn in the event of job action. He also pointed out the false dichotomy of energy sector vs public sector. Public sector workers support the energy sector, which in turn supports public infrastructure. According to our DR, the government is lying to us. Robert urged teachers to remain engaged during these uncertain times. Remember to wear RED for ED on Fridays!
- **Local Vice President's Report** – Rebecca Carr
- **Local Political Engagement Officer**—Heather Senger
- **Teacher Welfare Committee's Report**—Dale Erickson
- **Professional Development Committee's Report**—Raime Drake
- **Local Communications Officer**—Arlene Bujold
- **NCTCA Convention Report**—Joanne Wallace
- **Social Committee's Report** – Rebecca Carr
- **DEHR Committee's Report** – Heather Miller

Moved by Isabel Rempel to accept reports as presented. Seconded by Jim Schaffer.

Cd.

7. Housekeeping Items—President Michelle Savoie

Moved by Mike Edwards to thank local Teacher Welfare Committee members and Negotiating Sub Committee for their work on behalf of local teachers. Seconded by Chrissie Epp.

Cd.

Moved by Joanne Wallace that the local President, in consultation with ADLC Principal Stephen Kaplan, issue an invitation to Association President Jason Schilling to visit ADLC. Seconded by Chrissie Epp (after much wordsmithing by members present too varied to list).

Cd.

- 8. **Local Elections**—Local Vice President Rebecca Carr referred members to the last page in the AGM booklet to find list of local offices. Local Vice President Rebecca Carr then called for nominations and conducted local elections with the following results:

Michelle Savoie—elected **Local President** by one vote in a squeaker of a contest with challenger, Jason Wiks.

Jason Wiks—**Local Vice President** declared by acclamation after long serving incumbent Rebecca Carr graciously stepped aside.

Heather Ross—**Local Secretary** declared by acclamation.

Karen Campbell—**Local Treasurer** declared by acclamation.

Arlene Bujold—**Local Communications Officer** declared by acclamation.

Annual Representatives Assembly delegates for 2021

Phoebe Arcilla	Murray Jarman	Alternate: Albert Perrault
Michelle Savoie	Jason Wiks	

Local Communications Officer declared by acclamation

Arlene Bujold

Teacher Welfare Committee:

Lisa Albrecht	Dale Bujold	Lauren Chapman	Chrissie Epp
	Dale Erickson	Gary Frederickson	Dom Gallo
	Murray Jarman	Pauline Payne	

Social Committee:

Christie Borle	Rebecca Carr (Chair)
Christy Filgate	Lori Sagbo

Teacher Board Advisory Committee

Arlene Bujold	Rebecca Carr	Darcie Eamor
Michelle Savoie	Jason Wiks	

Local Political Engagement Committee (one position remains open)

Dan Bisoo

Diversity Equity and Human Rights Committee (on hiatus)

Teachers’ Convention Committee

Joanne Wallace	Shelli Stocki
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Professional Development Committee selects its Chair in May

Delegates to **Summer Conference** are selected by Local Executive near the end of May.

*Moved by Joanne Wallace to destroy ballots. Seconded by Chrissie Epp.
Cd.*

9. Door Prize Action!

Four fabulous door prizes (cash for professional development)

\$300 PD (receipts required)—Tanya Kaliel \$100 PD —Tracy Dennis \$50 PD
(each)—Rebecca Wolfe and Jo-Ann McGarva

10. Adjournment at 6:30

Treasurer's Report Annual General Meeting (AGM) April 22, 2021

Reading the Budget Document

The **Audited Actual 2019/2020 Column** shows the Income and Expenses for *last* school year. Note that some budget lines were drastically affected for a variety of reasons. For example:

- **ARA:** There was no ARA held in May of 2020 (COVID) so there were no travel expenses, hotel expenses, meals, etc. This saved us about 6K
- **PD:** This year we stopped giving the jurisdiction \$70 per teacher to fund teacher professional development thus saving us about 25K.
- **Local Council (Executive):** This year we provided 0.20 FTE release-time to the local president at a cost of approximately \$20K.
- **Political Action:** Subsidized "I Love Public Ed" T-shirt purchases.
- **Surplus or Deficit:** Our net loss (reduction of surplus) was **\$3,083.26**.

The **Actual/Projected 2020/2021 Column** shows the projected Income and Expenses for *this* school year. Some budget lines are still affected for a variety of reasons. For example:

- **Income (Grant-in-aid):** Because people did not attend Summer Conference at all and because meetings called by the Association were virtual, our Grant-in-aid was reduced.
- **Income (Social/Other):** Because we did not have an Induction and Retirement Banquet (tickets) and we did not provide subsidized t-shirt sales, this line went to zero.
- **ARA:** Because the May 2020 ARA was deferred and virtual, and because the 2021 ARA is virtual, no travel or hotel expenses were/are to be incurred.
- **Convention (Partnership lunch):** This was held virtually at no cost.
- **DEHR:** Reduced activity
- **Teacher Welfare:** Reduced activity
- **PD:** Because of the new collective agreement, the local now pays \$70 per teacher to the "joint" jurisdiction/local PD committee.
- **PD:** There was no beginning teacher conferences this year (COVID) and PD bursaries are now under the joint PD committee.
- **Public Relations (Ed Trust):** For budgetary reasons, we stopped donating for specialist council conference grants.
- **Social:** The Induction and Retirement & AGM are virtual, so costs are reduced.
- **Summer Conference:** Was cancelled.
- **Surplus or Deficit:** Our net gain (increase of surplus) is projected to be **\$3,783.42**

The **Proposed Budget 2021/2022 Column** shows the Income and Expenses projected for *next* school year. Some budget lines are still affected for a variety of reasons. For example:

- **Income (Fees):** Because ADLC will not exist next year, the fees from those teachers will be gone.
- **Income (Social/Other):** The Induction and Retirement will be virtual (no ticket sales).
- **ARA:** We are working under the assumption that ARA will be F2F in May 2022.
- **Convention:** Will no longer participate in the partnership luncheon if it is F2F, and the convention fees are reduced due to no ADLC teachers.
- **DEHR:** The Facebook page is free.
- **Local Communications:** The Association is working on providing email and cloud-services to locals which should reduce our costs.
- **PD:** Fewer teachers means less \$ to forward to the board. Also, the Beginning Teachers' Conference will be virtual, so reduced costs.
- **Social:** Will continue with virtual events for this year.
- **Summer Conference:** Will be virtual and only 2 days thus reducing costs.
- **Surplus or Deficit:** Our net loss (decrease of surplus) is projected to be **\$27,681.10**.

Projected FAQs

Q: What are the main reasons our deficit is predicted to be so large in 2021/2022?

A: The reasons are three-fold. After years of contributing \$70 per teacher to the jurisdiction, we ceased to do so in the 2019/2020 school year. The money saved then went to provide 0.20 release time for our local president. Fast forward to the most recent collective agreement and the \$70 per teacher was reinstated for a joint PD fund that all teachers can access through an application process. Lastly, the local is losing 23% of fees due to the closure of ADLC. (Summary: PD fund, president's release time, ADLC closure.)

Q: How can we afford to have a projected deficit of \$27,681.10 next year?

A: According to the Association, our local's surplus is "too large" and this deficit would leave us with a surplus closer to what is recommended. This means that next year we can afford to have a large deficit.

Q: How long can we maintain our current expenditures without having to change something?

A: One year, two at most.

Q: How important is the president's release time?

A: Being president involves a lot of meetings and work "after hours." Full time teaching, having a family, and having some type of life outside of work makes for a more effective president. Many locals provide some form of release time, and the larger locals such as Edmonton and Calgary provide 1.0 FTE release time.

Q: What might we have to do in the future to have a balanced budget?

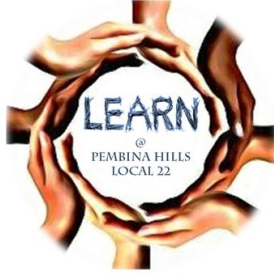
A: We could increase the supplementary levy (increase income), reduce expenses where possible (e.g., no gift cards at AGMs, reducing the president’s release time, etc.), or we could do a combination of both. This will be discussed at next year’s AGM.

Draft Budget 2021-2022 of ATA Local 22

Income	Audited Actual 2019/20	Actual/Projected 2020/2021	Proposed Budget 2021/22
Fees income	\$124,243.81	\$124,000.00	\$93,000.00
Grant-in-aid	\$8,859.39	\$2,500.00	\$1,200.00
Interest income	\$433.21	\$400.00	\$300.00
Social/Other income	\$470.00	\$0	\$0
Total Income	\$137,241.41	\$126,900.00	\$94,500.00
Expenses			
Administration			
Audit expense	\$1,093.88	\$950.04	\$1,000.00
EI expense	\$74.10	\$74.10	\$74.10
Bank charges	\$27.00	\$27.00	\$27.00
Printing/Other	\$1,717.77	\$575.00	\$600.00
Total	\$2,912.75	\$1,626.14	\$1,701.10
ARA			
ARA expense	\$0 (deferred to 2020)	\$454.69 + 500.00	\$6,000.00
Committee expense	\$279.42	\$300.00	\$480.00
Total	\$279.42	\$1,254.69	\$6,480.00
Convention			
Fees	\$27,877.50	\$29,373.75	\$25,000.00
Partnership lunch/other	\$469.99	\$0	\$0
Total	\$28,347.49	\$29,373.75	\$25,000.00
DEHR	\$2,477.94	\$300.00	-
Teacher Welfare			
TWAC & FSM	\$3,017.14	\$100.00	\$1,500.00
Committee meetings	\$1,954.74	\$2,000.00	\$2,000.00
Negotiations/grievances & Other	\$1,772.04	\$0	\$1,000.00
Total	\$6,743.92	\$2,100.00	\$4,500.00
Honoraria	\$8,100.00	\$7,000.00	\$7,500.00
Local Communications	\$6,430.60	\$7,000.00	\$4,500.00
Local Council			
Council Meeting Expense	\$8,384.77	\$5,000.00	\$5,000.00
Executive Expense	\$31,403.37	\$30,000.00	\$30,000.00
Other Expense	\$53.84	\$100.00	\$100.00
Total	\$39,841.98	\$35,100.00	\$35,100.00

Miscellaneous Expense	\$238.86	\$500.00	\$2,000.00
Political Action	\$5,156.50	\$272.00	\$200.00
Professional Development			
Jurisdictional joint PD	\$0.00	\$25,130.00	\$19,600.00
Beginning teacher conference	\$759.99	-	\$200.00
PD bursaries & grants	\$4,592.63	-	-
Committee Meetings	\$1,141.54	\$500.00	\$500.00
PDAC/Other	\$2,350.19	\$300.00	\$500.00
Total	\$8,844.35	\$25,930.00	\$20,800.00
Public Relations			
Scholarships	\$5,000.00	\$7,000.00	\$7,000.00
Ed Trust	\$700.00	-	-
Science Fair/Other	\$949.36	\$1,000.00	\$1,000.00
Total	\$6,649.36	\$8,000.00	\$8,000.00
Social			
Committee meetings	\$805.82	\$500.00	\$500.00
Induction & retirement	\$7,668.27	\$1,000.00	\$2,000.00
AGM & Social	\$7,642.84	\$2,500.00	\$2,500.00
Donations/Other	\$239.41	\$600.00	\$200.00
Total	\$16,356.34	\$4,600.00	\$5,200.00
Summer Conference	\$7,647.11	\$0	\$1,000.00
TBAC	\$298.05	\$100.00	\$200.00
Total Expenses	\$140,324.67	\$123,156.58	\$122,181.10

Surplus or Deficit	(\$3,083.26)	\$3,743.42	(\$27,681.10)
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Pembina Hills Local 22

Subgroup of the Alberta Teachers' Association

Michelle Savoie – Eleanor Hall School, Box 70, Clyde, AB T0G 0P0

Annual President's Report 2021

Submitted by Michelle Savoie

Hello Colleagues:

I have few words to express what a whirlwind of a year it has been for absolutely everyone. This year has brought many difficult challenges to our members, to say the least. Nothing more stands out for me than the laying off of teacher colleagues who have lost positions due to the Alberta Distance Learning Center (ADLC) closure. I feel numb thinking of the disruptive changes many of our colleagues have endured in the past year. I want you to know that the Local acknowledges the struggle it has been for you this year. Sadly, the impact of the loss of ADLC will also be felt across the province. I am thrilled to see a dedicated group of our members have created a website, adlcmemories.ca to honour the staff of ADLC and the imprint they have left on this province's students.

Of course, the Covid-19 pandemic has affected everyone in countless ways, as well. Despite this, we, the teaching professionals, have risen to the challenge to continue educating and supporting our students in a safe and caring environment. I can not be more proud to be part of such an amazing group of colleagues. Thank you, for continuing to uphold the standard of public education and continuing such important and necessary work throughout all of this.

We have a new curriculum and central and local bargaining looming on the horizon. And recently, we have come to learn to expect more changes in our school division, as senior administrators retire and the school board elections are held in October 2021. As we move forward, it will be important for all of us to stay informed on the various aspects of our profession that will be most significant for us.

- As I write this, our district administration has made significant efforts to study and garner input in order to create a proposal for the board, before they decide on whether to pilot the curriculum. The ATA and the Alberta Government have also been gathering input through curriculum reviews and surveys. We will have to be thorough with our feedback and diligently seek the results of these reviews and surveys, to ensure our voices have been heard. We can only hope that common sense will prevail and the government will seriously consider the feedback from all stakeholders.
- Central bargaining will be a challenge we will have to face together, and we must remain in solidarity! We are currently on hold with list bargaining and know that we are dealing with a contentious government. I will continue to advise my colleagues to stay informed and ensure that they are preparing financially, in case bargaining goes sideways and

members across Alberta feel we need to take more severe actions in the bargaining process.

- In the new year, it will be imperative that we strive to acquire a collaborative and collegial relationship with our new employers. We have been able to enjoy frank discussions at our Teacher Board Advisory Committee Meetings, in the past, and we would appreciate being able to continue to be open and honest about our classroom experiences and our views on board policies, as well as have them be open and honest with us. Our school trustees can be strong allies for adequate public education funding and wrap-around community supports, as well. Local bargaining will follow central bargaining and having a strong positive relationship has a positive impact on how negotiations proceed. I will continue to lead our membership in the development of positive relationships among our employers.
- I am looking forward to the ATA's IT reform with their much anticipated rollout of ATA accounts for members. This is something that has been long overdue and is well underway to transform the way the ATA and locals can communicate and continue to be informed of their provincial and local professional associations activities.

I have been president for several years for our local. Prior to this, my interests in the ATA were primarily in Teacher Welfare. During my time as president, I have been able to learn a great deal about how all facets of the ATA work together to create a strong professional association. Part of what makes our association so great is its dedication to democracy. Many volunteers dedicate countless hours to the profession. I take pride in the role I play in the professional lives of our members. Throughout my years as president, and even before that, I have had the pleasure and honour of having a most supportive, knowledgeable and confident mentor in our District Representative, Robert Twerdoclib. This year will be Robert's last year as our District Representative. I cannot thank you enough, Robert, for everything you have taught me, and advised and encouraged me on, over the years. On behalf of the local, I thank you for all of your time and support you have provided us. At this time, I would like to introduce our new District Representative Rick Kremp of Parkland Local 10. Some of you may remember Rick as he has worked in Pembina Hills. We look forward to working with Rick and growing as a team. Welcome Rick!

As I reflect upon the last year, I must admit that this is work that I really do enjoy. I look forward to continuing volunteering in our Local for the enhancement of the teaching profession and promotion of public education.

Vice President Report April 2021
submitted by Chrissie Epp

TBAC Meeting--April 15, 2021:

Highlights of matters discussed--

- Kudos to the district for helping with cleaning supplies for this year as well as additional daytime custodial staff, and provided support services such as the behavioural specialist, Victoria Clausen.
- New Curriculum Draft from the Government--
 - piloting and committee created to look at the draft and whether the district will pilot it, previous focus on creating the ED Plan and now the focus on whether to pilot this new draft curriculum with proper understanding and analysis before making a decision
 - Parents trust what teachers will come up with.
 - Rob McGarva & Dave would like any of the info we have gathered regarding areas of concern in the proposed curriculum.
- Gr 4 PIRL's Literacy Assessment--information of involvement from Federal Government, which schools are involved, and results given--years later and not much impact
- Violence in the classroom--
 - Discussion around homelife of students, mental health of staff, support services needed to meet the needs of these students, and a significant shift in student needs at the elementary level to junior/high school level
 - continue to advocate for funding to support inclusion in our district, support services and specialists needed, and any other supports needed----such as support classrooms and spaces to ensure student's needs are being met, as well as the staff and other students within the classroom and/or school.
 - Discuss with your admin about your concerns and a potential plan of action to support needs in your building.
 - There are resources that the ATA has put together regarding aggression and violence in schools. These resources address compassion fatigue. (Links below)
 - <https://www.teachers.ab.ca/SiteCollectionDocuments/ATA/Publications/Research/COOR-101-29%20Aggression%20in%20AB%20Schools.pdf>
 - <https://www.teachers.ab.ca/SiteCollectionDocuments/ATA/Publications/Research/COOR-101-30%20Compassion%20Fatigue%20Study.pdf>
- Covid-19 Fatigue is real, we would like to ask you to keep this in mind, as you consider new tasks and initiatives for staff for the new school year, as well as appropriateness of PD focussed on pandemic as we are still going through it, mental

health of students and staff, and next year--what will happen with incorporating new staff, cleaning supplies continuing, and returning homeschooled students.

- School Board Funding-- PHSD getting increased funding due to VV but funding formula is uncertain, uncertainties with summer school, and COVID funding.
 - Reduction of staff, including regional office, has happened and there is about \$800 000 in fees that came from ADLC that will no longer be in place.
 - The Board recognizes the pressure that the schools are under, and has reduced itself to six positions next year.
 - Thoughtful and reasonable advice will be considered, but it's difficult to say where to start with further cuts.
 - There is a healthy level of reserves across the division, and the Board will be looking at ways to utilize this for schools, including for needs of inclusion, as noted above.
 - A lot of changes expected between superintendent and associate superintendents leaving and many board members not planning to run for the fall elections. This was discussed at the Board Meeting on April 14th, and there are plans to address it, so there are no major gaps left.

Come be active in your ATA Local!

Professional Development (PD) Committee-April 2021

submitted by Chair Raime Drake

The committee's purpose and vision:

"Empower teachers to advocate for, act on needs, and advance Professional Development for themselves, their colleagues, their schools and the school division."

The Pembina Hills Local Professional Development (PD) committee works in an advisory capacity with Pembina Hills School Division (PHSD) Education Services department to establish and implement a professional development plan to address district, school, and individual PD needs.

This past year's official school PD calendar included two district-wide PD Days (August 28 and March 12); two Teacher Directed Days (September 25 and February 26) and school based PD Days (September 1, October 2, January 29, and April 23).

One of the main goals of the PD Committee is to increase the involvement of school reps as the key liaisons between teachers and PHSD Education Services. School reps have delivered the PD plan to staff, assisted teachers and programs assistants with registrations for PD Day, provided feedback about professional development needs, and promoted PD related ATA sponsored events and activities at each of our school sites.

Each April or early May, the PD Committee begins discussing plans for the next school year once the PHSD Board of Trustees has approved the Education Plan for the upcoming year. Teachers are encouraged to speak with their school reps about professional development needs.

One of the biggest projects this year for the PD Committee was to develop the guidelines and protocols for the new Personal PD Plan that was included in the Collective Agreement effective September 1, 2021. A joint committee was formed with three members from Pembina Hills and three members from the Local. Feedback was given by the PD Committee and it was determined that each teacher could apply for \$300 plus the cost of a substitute teacher, every second year. The full guidelines can be found in [AP40-24](#). Funds for the Personal PD Plan are managed by the PD Committee (the Chair and a newly elected Treasurer). The Joint Committee met after each application deadline (September 30, November 30, January 31, April 30).

The Chair attended the November and April Professional Development Area Conference (PDAC) conferences hosted by the Alberta Teachers' Association. The Chair also regularly attends the PD Region B meetings with other chairs from around our region to share ideas.

Reps:

ADLC	Angela Viola
Barrhead Composite	Amber McGinn
Barrhead Elementary	Coreen Harrison/Shelley Weaver
Busby	Tanya Kaliel
Pembina North	Raime Drake (Chair)
Dunstable	Tammy Tkachuk
Eleanor Hall	Mallory McNelly
Fort Assiniboine	Lorna Hiemstra
Colonies	Ivy Suranyi
Neerlandia	Kim Sybesma
RF Staples	Nina Lantz
Swan Hills	Sheila Gardiner
Vista Virtual	Janet Remus & Sarah Davies
Westlock Elementary	Susan Deshoux
Lead Teachers	Kendra Seatter (Treasurer) & Colleen Teske
Outreach	Joanne Wallace (Convention Rep)
Local 22 President	Michelle Savoie



Teacher Welfare Committee Annual Report

2021 ATA Local 22 Annual General Meeting

April 2021

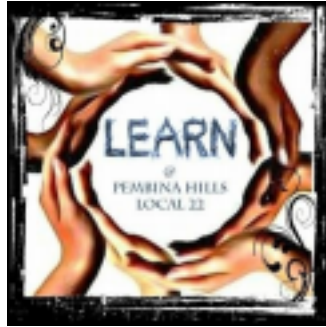
2020 has been a year of preparing and waiting, in terms of bargaining. Our last collective agreement expired in June 2020. Negotiations for this round of bargaining take place through the dual system of local and central bargaining. Central table bargaining takes place between ATA representatives (CTBC, Central Table Bargaining Committee) and government representatives (TEBA, Teachers' Employer Bargaining Association). Currently, CTBC and TEBA have not been able to come to an agreement on the List of All Matters (LAM) which identifies which items should be bargained locally and which centrally. This list has gone to mediation. Upon completion of the list, all items bargained centrally will be applied to all teachers on a provincial level. These items can not be bargained locally after this point. Items on the local list will be bargained locally. The general expectation is that agreement of the LAM and central bargaining will take a fairly significant amount of time. Local bargaining will take place after the ratification of central table items. Stay tuned to ATA website and news for information as central bargaining begins to occur. There will be voting opportunities coming up on agreements made. From a local standpoint, we have selected our Negotiating Subcommittee (NSC) of those who will represent our teachers at our local negotiations, when they occur.

In addition to bargaining, we also have a maternity leave information session coming up soon. This is coming up April 26th at 4:00. Individual school reps will have more information or you can contact your TW committee at twc@local22.ca. If you have any questions related to bargaining or collective agreements, please contact twc@local22.ca.

- *Report Submitted by Teacher Welfare Committee (TWC) Chair, Dale Erickson*

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News from the Social Chair – April 2021



Induction & Retirement Social 2020

It has been a strange year for our Social Committee this year. After much delay and some hope, it has been determined we will not be able to hold our Induction & Retirement Social as we typically would. Instead, we have already sent gifts off to our four retirees and 2 inductees, plus their packets. Our AGM will include an acknowledgement statement before our AGM gets started this year, and we have invited our Inductees and Retirees to be in attendance for that.

Inductees	Retirees
Cinnamon Forstey (Neerlandia) Rhonda Loewen (Neerlandia)	Wanda Bakker (PNCS) Shirley Craig (RO) Lisa Gehring (RO) Lisa LaRose (ADLC)

AGM & Social 2021

Our AGM has also been affected by the changes in social gatherings. In light of that, we will be Zooming the meeting on *Thursday, April 22nd, 2021 at 4:15 p.m., and we will not include a Social portion to our meeting this year. Rationale: due to the pandemic and screen time overload for our teachers, we feel that the online meeting will be enough.*

Gift cards will still be provided to attendees, but we will change the process of registration for these. Attendees will indicate their e-card of choice at the end of the AGM, rather than at the beginning. Attendance will still be taken at the beginning of the meeting, but gift card options will only be available to those who remain in attendance for the whole meeting. A choice of 3 online gift cards will be offered and purchased post AGM.

Induction & Retirement 2021

We plan for the fall to do a virtual Induction & Retirement Social either as a standalone event or in

conjunction with an LCM (then we would have guaranteed attendance). Rationale: Even if things are somewhat getting back to “normal” in the fall, the Local has chosen to keep all meetings online next year.

Please forward names of Retirees (those leaving the profession for good, not just the division) & Inductees to Rebecca Carr, asap, so we can get contact info before they are no longer on our PHPS email system.

Service Awards

We gave service awards to Wanda Bakker, Murray Jarman, and Heather Miller this year, for their service to the Local.

Sincerely,

Rebecca CARR

Rebecca Carr

Social Chair

Convention Report--April 2021

Convention Representatives were Shelli Stocki and Joanne Wallace. NCTCA Board meetings were held in March, May, November in 2020 and January 2021.

Joanne Wallace served on the NCTCA Program Committee, reviewing about 313 proposals through June and July. There was no program committee meeting this past summer.

After receiving confirmation from PEC (Provincial Executive Council) that all 2021 conventions would be virtual, the NCTCA Executive met weekly to ensure a timely and smooth transition to the virtual convention format. Loudco was contacted to facilitate the delivery of online sessions and uploading of recorded sessions into the virtual video library. Teachers enjoyed the virtual format, while also commenting that they missed the camaraderie of an in person convention.

Once again it was a pleasure serving our Local #22 teachers on the NCTCA Board.

Virtual NCTCA 2021 Statistics:

- Number of Sessions = 278
- Number of Feature Sessions = 27
- Number of French Sessions = 21
- Number of Pre-Record Sessions = 61
- Number of Zoom Sessions = 217
- Sessions in video library for 30 days = 211
- Sessions by NCTCA teachers = 75





**LCO Report
April 22,
2021 - AGM
Pembina
Hills Local
#22**

Notables:

Meeting Dates:

- o Executive Council meets the 3rd Tuesday of each month (some exceptions may apply)
- o Local Council meets the 4th Tuesday of every month (excluding December and June – some exceptions may apply). All members of our Local are welcome and encouraged to attend local council meetings.
- o ALL meetings for the 2021 – 2022 school year will continue to be online – see your School Rep for details on connecting.

Be informed, get involved!

- Bargaining Updates are available online at www.teachers.ab.ca

Pembina Hills Local 22 Website

Check out our regularly updated website at:

<https://local22.teachers.ab.ca/Pages/Home.aspx>

Go to the Home Page and look at the 'carousel' for important updates. Also, on our website you will find information about our Local which includes:

- Executive Positions / Members
- Meeting Dates
- Local Constitution
- Local Policy Manual and Frame of Reference
- Highlight Reels from monthly Local Council Meetings
- PD information
- Teacher Welfare information

Online ATA Account

Six Reasons to get your Online ATA Account:

1. Get Bargaining updates
2. Vote on provincial collective agreements
3. Vote in ATA elections
4. Use ATA library online resources and databases
5. Get no-cost ATA specialist council memberships
6. Print your own ATA member card

- ❖ Go to: www.teachers.ab.ca
- ❖ Click on "My ATA"
- ❖ Click on "Online ATA Account"



Sign-up for E-mail Subscription



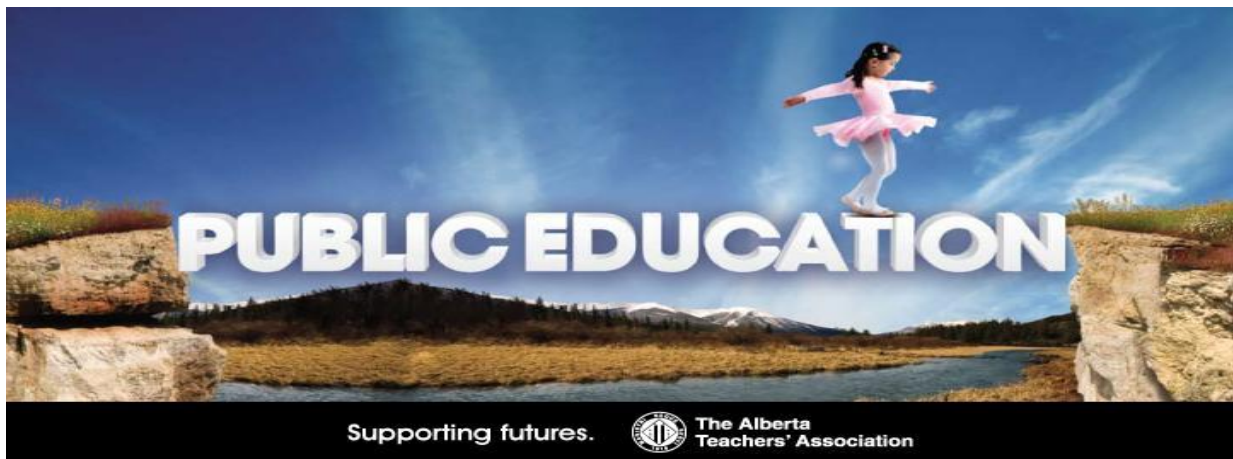
We invite you to join our local's e-mail subscription list



We will send you important updates from the local and its standing committees, including but not limited to, local bargaining, convention, and Annual General Meeting information.

To sign up, you will need your [ATA Online Account log in](#) information.

Please note that [Join Our E-Mail List](#) will only display **after you log in** to prevent non-members from logging in. Please contact your School Rep or any Executive Member if you need help signing up.



Local Political Engagement Officer annual Report- Dan Bisoo (LPEO)

Local 22 allows two persons to be LPEO, but this year 2020-2021, I, Dan Bisoo, have been carrying this duty alone.

I got the opportunity to attend two important meetings –both virtually. One on Oct 30 2020 for one full day and the other on Friday 12 and Saturday 13 March 2021.

Below is a summary of what were discussed and shared.

Being an LPEO:

- a) Establish, participate in, sustain and expand active networks of politically involved and engaged teachers
- b) Mobilize teachers to respond to emergent political situations
- c) Encourage ongoing political engagement

- d) Assist with locally based capacity building and training

We are political but nonpartisan:

The ATA:

Undertakes both formal and informal political engagement

Seeks to influence the educational policies of other organizations

Takes stands on issues that affects student learning

Encourages political parties and candidates for political office to articulate their polices on education and explain how they would finance the implantation of those polices

The association does not align itself with any political party or with any candidate seeking political office

The ATA maintains contact with all major political parties in Alberta.

Political Engagement Planning:

Take the initiative – individually and collectively

What you can do?

Educate yourself about your constituency, MLA, other political figures

Keep up with political/ education activities.

Make contact with MLA via phone, email, and letter

Join a political party

Watch what the other parties are talking about education

Publicize education politics

Know the Alberta Government (www.assembly.ab.ca)

Environmental Scan:

The ATA policy about Political Engagement- Article 23 of the ATA constitution

The Nature of Engagement: formal and informal

The Political Neutrality of ATA- we do not support any political party

Being an LPEO:

- e) Establish, participate in, sustain and expand active networks of politically involved and engaged teachers
- f) Mobilize teachers to respond to emergent political situations
- g) Encourage ongoing political engagement

- h) Assist with locally based capacity building and training

The March 12 & 13 meeting focused on how the UCP government is doing in the education sector.

Environmental Scan:

The UCP government has 3 priorities: getting Albertans back to work, making life better, Standing up for Alberta

Corvid took 1933 lives

MLAs vacationing during lock down

Coal Mining in the south

Budget: \$ 18.2 b deficit, \$ 116 b debt by 2022

Declining Popularity of Jason Kenny

Party Donations: UCP doing badly

Internal Splits: Kenny's leadership challenged

Education file: Flat budget, CASS Act, Testing Pilot, Curriculum

The Journalist Panel : [The Journalists Panel](#)

Neil Hepburn: ATA economist – The Alberta Budget 2021

Highlighted the following:

Devil in Details

Education budget largely unchanged

Funding Manual arriving end of March 2021

Current State of School Board Finances

Alberta has Revenue problem

How bad was the pandemic?

Moving forward with this government

I would recommend you to watch the following video about the webinar

[LPEO 2021](#)

I would not be seeking to run for the LPEO for the 2021-2022 year as my contract with Pembina Hills School Division ends June 2021 due to closure of ADLC.

Thanks

Dan Bisoo LPEO local22

April 2021

DEHR - Year in Review

As you may recall, the Diversity, Equity, and Human Rights Committee of Local 22 was disbanded at the end of the 2020 school year because of budgetary issues. The committee would no longer be sponsoring and/or subsidizing the purchase of various T-shirts for staff, contests for students, Pride Parade attendance, etc.

Not long after the committee was disbanded, requests to keep some kind of DEHR presence surfaced, hence the creation of a Local 22 Facebook page and the continuance of the DEHR Newsletters. The main themes for *the News* this year were as follows:

September:

- **Mental Health:** COVID-19, Isolation, & Loneliness.
- **Which Lives Matter:** In the past/present, have you ever been considered property, had to protest so you had the “right to vote,” or had to hide your sexual orientation because you could be put to death?

October:

- **Men, Women, and Leadership:** Barriers, types of leaders, and advice.
- **Continuing COVID Crisis:** Depression vs Sadness & Accessing Help.

November:

- **Safe Spaces:** The creation of a DEHR Facebook page for teachers to share information and provide support to each other.
- **Public Safe Spaces:** Investigating the Canadian Museum for Human Rights

March:

- **Political Bingo:** BC’s Coping with COVID- 19 “Bingo Card” met with mixed reviews; how might people really cope, what supports do you need?
- **Islamophobia & Self-Defence:** Are Muslims marginalized for their choice of clothing?

April: Coming Soon!

- **Student Poster Contest:** What you can and can’t control! Prizes for winners in three categories!
- **Thoughts and Opinions:** Equality versus Equity.

As of June 30/21, the DEHR Committee will be taking an indefinite hiatus. The local Facebook page, however will continue to be active. Membership to this page is voluntary; it is a private group created to embrace teachers with peer support, educational resources, as well as timely information relevant to DEHR-related issues. The group rules are:

- no hate speech or bullying
- be kind, courteous, and respectful
- no promotions or spam unless related to professional development resources

To locate the FB page, search for “**DEHRLocal22.**” We also need from you a personal email address to join the group. You can share this information with your school rep who can forward it to us at a local council meeting, or you can directly email the Facebook contact at dehr@local22.ca.

Pembina Hills Local 22 Nominations and Elections---

AGM April 22, 2021 at 4:15 p.m through a virtual meeting.

Our slate of officers is up for election – call for nominations was sent out but you can still nomination during elections if positions are available..

Role*	Position (s) currently held by	Nominees	Result
President	Michelle Savoie	Michelle Savoie	
Vice President	Chrissie Epp	Chrissie Epp	
Secretary	Heather Ross	Heather Ross	
Treasurer	Karen Campbell	Karen campbell	
Local Annual Representatives Assembly Delegates – 5 positions and 1 alternate	Phoebe Arcilla Michelle Savoie Dale Erickson Albert Perrault Alternate: none	One position as alternate available	
Local Communications Officer	Arlene Bujold	Arlene Bujold	
Teacher Welfare Committee (TWC) – 7 positions already filled, as it is a bargaining year, the committee will remain as is until the conclusion of bargaining. 2 positions available	Dale Erickson (Chair) Chrissie Epp (Vice Chair/secretary) Lisa Albrecht Dom Gallo Dale Bujold Lauren Chapman Murray Jarman Gary Frederickson Pauline Payne	Gary Frederickson--leaving in June Murray Jarman--leaving So 2 positions available	

Social Committee – 4 positions available	Rebecca Carr (Chair) Lori Sagbo Christie Borle Christy Filgate	Rebecca Carr Lori Sagbo Christie Borle 1 position available	
Teacher Board Advisory Committee (TBAC)	Michelle Savoie Rebecca Carr Darcie Eamor Arlene Bujold	Michelle Savoie Chrissie Epp Darcie Eamor Arlene Bujold Rebecca Carr	
Local Political Engagement Officer (PEO)	Dan Bisoo		
Teacher Convention Representatives – 2 positions available	Joanne Wallace Shelli Stocki		

*School Representatives and Professional Development representatives are chosen at the school level so will be up for election at this time.