**RPSTA**

**Annual Reports 2019-20**

**1. LINC**

**2. Workload Review**

**3. Convention**

**4. Teacher Engagement**

**5. Internal Policy**

**6. Advocacy**

**7. PDAC & PGLOC**

**8. AdHoc Mental Health**

**9. Calendar Committee**

**10. Resolutions**

**11. Substitute Teachers**

**LINC Report 2019-2020**

**Terry Zeller – LINC Chair**

**Table officers:** Jeff Perry, Melissa Gerlach, Wendy Lazarou, Chris Keyes,

Tim Vanderhooft, Patrick Moore

**Meetings:  
LINC and LINC Advisory**

The LINC team met on April 11th , 2019 with LINC Advisory members to discuss upcoming bargaining sessions and to share information regarding the status of negotiations. The purpose of the meeting was to get perspectives and suggestions moving forward with negotiations.

**Negotiations**

On May 14th the division introduced an offer they felt would be enough for the team to take back to the membership for a vote. After we caucused, we thanked them for their offer and presented a counter offer. After another caucus, the LINC chair from the division called me out into the hall and informed me that we were too far apart to come to an agreement.

**LINC Chairs**

In the fall the new LINC chair from the division approached me and asked if we could meet to see if there was a way to avoid mediation/conciliation and re-start the negotiations. I met with him and the Deputy Director along with the RPSTA President on September 27th, October 23rd, November 22nd and November 28th. Although we had open and frank discussions on the issues and what it would take for us to have something to present to our members, in the end, we could not come to a consensus to get the full teams back together and resume negotiations.

With my retirement at the end of December 2019, I resigned as LINC chair while remaining as a table officer, as I remained on temporary contract with the Division. Melissa Gerlach took over as LINC chair keeping the table at full compliment.

**Duty Free Lunch Hour**

It was brought to the attention of LINC that the elementary staff at the Huda school were not receiving their duty free lunch hour per the Agreement. This began a series of meetings between LINC, Huda staff, and their Board chair and admin. After many meetings and hours of deliberation LINC determined that there may be some more examination around the issue of duty free lunch hour needed. Moving forward RPSTA has provided a temporary exemption while they begin to examine the lunch hour for teachers.

Melissa Gerlach & Terry Zeller

**Annual Report – Workload Review Committee 2019-2020**

As set out in the RPSTA LINC Agreement the Workload Review Committee consists of three members appointed by the RPSTA and three members appointed by the Board. In a determined effort to continue to engage members in Teacher Workload Review it was decided to continue to appoint three individuals to the table to meet with the Division and run an Advisory group for those interested in working on the committee and working with the table officers of the RPSTA.

For the 2019-2020 school year the committee consisted of the following members from the RPSTA: Melissa Gerlach (Chair), Darcy McKeown (Table Officer), Terry Zeller (Table Officer), and the following Advisory Members: Jeff Perry, Patrick Moore, Wendy Lazarou, Jennifer Leach, Chris Keyes, and Cyndi Rogers until January at which point Terry Zeller and Melissa Gerlach would switch positions.

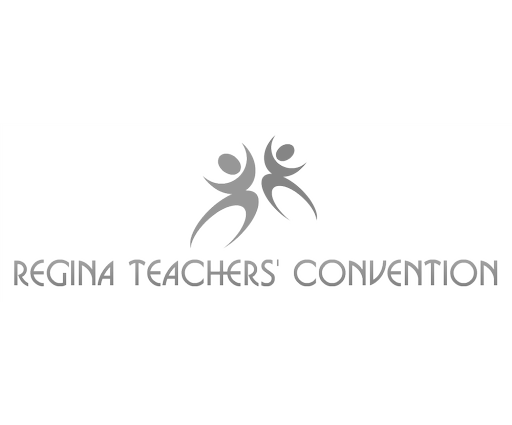
The Workplace Review Committee began the year by meeting as an Advisory group of the RPSTA to review the recommendations and progress from past years and determine the direction for the current year. The committee reviewed the existing areas of concern from previous years and decided to narrow the focus of the committee at the table with the Division to five areas of concern: Administrative Workload (include TPDR), HS Credit Recovery/Advisory, Elementary Assessment – Clarification on F & P (Gr. 2 and 3), ORR (Gr. 1), EAL Supports (recognition of a huge influx of students - Data/assessments), Communication (different interpretations of information).

In January it was recognized that there was inconsistent communication around expectation of PSGR comments at the Elementary grades and Workload review officers held an emergent meeting with the Division to try to rectify this. Communication is to come to the table around this issue for the team to review and then to teachers to further direct.

In February Terry Zeller became the chair of this committee.

The committee is expected to meet again prior to the end of this school year.

Melissa Gerlach & Terry Zeller



Annual Report 2019-20

The Regina Teachers’ Convention Committee is a joint committee between Regina Public School Teachers’ Association and Regina Catholic School Teachers’ Association and is co-chaired between the two Presidents of the Associations: Jeff Perry and Debbie Ward.

The Joint Regina Teachers Convention Committee met several times in the fall prior to Convention on Oct. 18, 2019, to plan and organize the event.

2018-19 Members:

Regina Public: Jacqui Wiens, Melissa Gerlach, Stephen Boutilier, and Jacqueline Roy

Regina Catholic: Sara Cronin, Jillian Laursen, Mavis Luce, and Collette Eltom-Davies.

The October 2019 RTConvention was held at the International Trade Centre at Evraz Place.

The Committee overcame some significant challenges created by our displacement from the Queensbury to accommodate the NHL game. The committee made several accommodations with the space providers, Evraz, and overcame many new challenges presented by the venue change. While we recognized it was not optimal in some areas, we believed that Convention was once again a great success. We gathered informal feedback from reps through turn and talk at Assembly regarding sessions held throughout the day and regarding topics that teachers are looking for in regards to professional development moving forward. The committee looks forward to returning to the Queensbury in 2020.

This Committee wrapped up its work at the end of October and the 2019-20 Convention Committee began its work.

2019-20 Members:

Regina Public: Melissa Gerlach, Stephen Boutilier, and Tara Guest

Regina Catholic: Sara Cronin, Mavis Luce, and Collette Eltom-Davies.

Finances:

Speakers Costs: -$29,455

Facilities: -$22,598

Trade Show Revenue $12,358

Other Revenue: $32,383

Loss -$ 7,312

Carryover $ 15,000

The committee has met monthly since October in order to solicit presenters and make decisions in preparation for next years’ Oct. 2, 2020 Convention and hopes to have the lineup out before the end of the school year.

Registration will take place in September of 2020.

**Member Engagement Committee Annual Report**

**2019/2020**

The Member Engagement committee is divided into several smaller sub-committees. We often meet as a large group to exchange ideas and share the workload. Below are write ups from each of the sub-committees. Thank you to all of our volunteers for their hard work on the committee this year. We appreciate every single one of you!

Communications and Social Media

We have been using Facebook, Instagram, Twitter and our website this year to keep our members informed of events and important RPSTA/STF information. We have seen a large increase in the number of followers across all social media platforms. We have also seen a much larger “reach” on social media as we have had many posts get shared numerous times to reach people beyond just those that like our page.

We have worked closely with the Executive, the Advocacy committee and the rest of the Member Engagement committee to make sure that information gets out to our members as fast as possible.

To help get people engaged we supported the Advocacy committee in the ‘Tell Then Tuesday’ campaign and awarded prizes to teachers who were sharing their stories on social media or who were emailing their MLAs.

We hope to continue to use social media and the website to effectively get information to our members. We also want to continue to work with the Advocacy committee and use our social media channels to highlight the important work that teachers do!

Education and Engagement

One of the goals for Member Engagement as a whole is to get our members more involved with the RPSTA. Providing timely, accurate and consistent messaging is important to the association, we have been focusing on improving attendance at Assembly meetings. Another way of engaging members is to invite them to be a part of our many committees or join us in a social event.

We recognize that it has become increasingly challenging to get teachers together for fun activities and in support of the collective. Turn out in previous years to curling bonspiels, trivia nights, billiards nights etc has been low. This year we thought we would try to encourage teachers to socialize with their in-school colleagues more with the hopes of building stronger relationships that might eventually lead to more participation in RPSTA wide events.

That was what led us to create the School Staff Spirit Award that will be handed out in June. Schools were asked to submit photos or videos of their staff coming together to do activities together. We were pleased with the number of schools that have participated so far. A number of schools have maxed out their allowable monthly point allotments for several months this year. We have been keeping track of the points and have posted two updates to Facebook with a “leader board” and some pictures of all the fun things our members have been doing. First place wins a breakfast or lunch for their staff. Thank you to everyone who has participated!

Receptions & Events

The Receptions and Events committee started the year off with the New Teacher Welcome at the Travelodge. We had one of the best turn outs in recent history. Bruce Brander was recognized with the RPSTA Special Service Award and we were able to offer a session about the RPSTA to many new continuing contract teachers.

This year's Convention was held at the International Trade Centre. There were some challenges with space but we tried to accommodate all sessions to the best of our ability. Again this year we encouraged members to donate to the Food Bank. The collection table and barrels were located at the main entrance to the convention. We were successful in collecting 2 barrels of food and several monetary donations for the Food Bank.

At the December Assembly meeting we hosted a gift exchange game with councilors, executive and assembly reps. This event was a way for councilors and executive members to connect with Assembly Reps. Everyone left with a fun gift to say thank you for representing your school and have a little fun getting to know others.

In January, we had a pool party at the Broken Rack. Several Executive members and Councilors joined with their fellow RPSTA members to answer questions, shoot pool and enjoy some refreshments. A good time was had by all.

Planning had begun for the Family BBQ, a New Teacher “Year End” celebration and the Teacher Superannuation events that usually happen in May. Maybe all this social distancing will be done and we can have something in June… we will keep everyone posted.

We have started to plan for some welcome back activities for the fall. We hope to see everyone back for fun in September.

Internal Policy Committee

Annual Report

April 2020

Internal Policy will have met 4 times by April 2020. Two other meetings had been scheduled but were cancelled due to weather and Covid-19. Members this year included the following: Patrick Moore (Chair), Jeff Perry (RPSTA President), Melissa Gerlach, Barry Houlden, Helen Molloy, Devon Peters, and Gail Veikle.

Much of the year was spent on the draft policy Fees and Finances. This policy was completed. It was sent to the STF for review as well as to Executive to be included in the AGM.

The RPSTA Constitution was looked at and revised. Changes were made based on suggestions from the STF as well as minor changes to clean up the grammar, formatting, and language. The Constitution has been sent to Executive to be included in the AGM.

The committee also continued working on a draft policy on Convention. This policy is still being worked on. This policy, as well as Executive Allowances and Executive Code of Conduct, will be a priority moving forward. The committee will also relook at the Elections policy to include policy and procedure around the election of a councillor representing Substitute Teachers.

Although no dates had been set, the committee had planned to continue meeting until the end of the school year. However, at this time, the committee is on pause while we determine when and how to move forward.

Patrick Moore

Internal Policy Chair

**Advocacy Committee Annual Report 2019-2020**

This year the advocacy committee focused on a number of projects and initiatives in order to support the work of the RPSTA and the STF.

We decided that one of our goals this year was to encourage our members to work as advocates, in order to support the work of the committee and association. To support this, we presented a number of seminars at assembly, in order to support and encourage our membership. Topics included:

a) how to advocate on social media,

b) how to engage with the public, and

c) how to support bargaining.

We also provided a role-play seminar on advocating directly to families of students. These were generally well received, and will continue to be a part of advocacy’s work going forward.

We also have continued to support the backpack program from previous years. The backpack supply has run out however, so we will be using advocacy funds along with engaging potential partners in the community, to try to continue this program as a way to support refugee students and build strong connections within the community.

One other project that we worked with was engaging our members to support the ‘Tell Them Tuesday’ initiative. We created a contest to encourage participation, and tried to encourage members at assembly and staff meetings to participate in the project.

Going forward, we are going to continue to focus our work on member education, community engagement, advocacy both on social media and on other platforms, and continuing to support the work of the RPSTA and STF.

Steve Boutilier

**Chair Report for Professional Development Advisory Committee (PDAC) – April 1, 2020**

PDAC met several times this year as a Joint Committee between RPSTA and Division to approve Session Awards and Educational Leaves. The Committee consists of Paula Hesselink, Morgan Reed and Juanita Redekopp-McKeown from Division with Amy Empringham, Jeff Perry and Jay Fladager from RPSTA.

* 239 Session Awards were approved (113 Summer & Fall, 126 winter & spring), and 12 late submissions.
* 1 ½ time Educational Leave was approved for fall

Respectfully submitted by

Jay Fladager

Chair of PDAC

**Chair Report for Professional Growth & Learning Opportunities Committee (PGLOC) – April 1, 2020**

PGLOC met infrequently this year. Conversations focused on providing recommendations to PDAC and LINC regarding professional development funding structures. A policy draft on PD beliefs was initiated. Discussion continued about the need for a joint PD coordinator role with Division to set up and manage PD opportunities consistent with the recommendations from the teacher survey in 2016 and the policy development work that followed. An initial description of the role was created in anticipation of further discussion at all levels.

This committee consisted of Mick Panko, Melissa Gerlach, Jeff Perry, Amy Empringham and Jay Fladager.

Respectfully submitted by

Jay Fladager

Chair of PGLOC

Ad Hoc Mental Health Report

The committee: Jeff Perry, Melissa Gerlach, Steve Boutilier, Christie Schafer, and Christina Kaluza;

The Ad Hoc committee on Mental Health met twice this calendar year to continue its work from 2018-19.

The committee completed its work on a Mental Health supports document for members. The document was posted to the website and shared with members in February.

The committee also worked to find ways to continue to support our Substitute teachers even though they are not covered under the STF MFAP. We are proud of the work done here and the support given by the RPSTA in securing identical services for Substitutes through the same organization, ComPsych, moving forward.

At the last meeting the committee we reviewed the Mental Health document with the updated info for substitutes, and discussed how to incorporate this information and others we found but could not squeeze into the brochure, on to our website. We also took time to look over the Division Mental Health review and recommendations.

The committee however, decided to pause the Mental Health Survey of its members in light of the Divisions review with all staff and their online survey. We will monitor the recommendations, and decide next steps.

The committee will try to meet again before the end of the year to update the website.

Jeff Perry

Interim Chair

**2020 – RPSTA Calendar Committee Report**

The RPSTA calendar committee members for the 2019-20 school year were Mike Markesteyn (Co-Chair), Gail Veikle, Terry Pennington, Terry Zeller, and Cyndi Rogers.

The RBE members were Darren Bolt (Co-Chair) and Morgan Reed

We began our committee work by having each member look at a 2019-20 calendars (sent to them via email) and then develop some possible school year calendars while keeping the following items in mind:

1 – Minimum of 950 contact hours with students

2 – 9 PD days with an additional 2 days at the start of the school year and 1 day at the end (as per our LINC agreement)

3 – Maintain the holiday break in February

4 – Keep the date blocked off for Teachers’ Convention day set for Friday October 2, 2020

The calendar committee met twice with those from Regina Public School’s committee to finalize the school day calendars. Both sides presented calendars that looked very similar so there was little debate or discussion about options, particularly when we met the first time on February 6, 2020. The meeting was focused on maintaining all time constraints from the Ministry, LINC and our provincial agreement. We developed a calendar that had the students starting on Tuesday, Sept 7 according to the legislation at this time. We met after school at RBE as this was good for everyone on the committees.

Once we agreed on both calendars, the meeting was adjourned and our suggested calendars were going to be sent to the RPSBA for approval. This process was stopped when the Ministry decided to amend the school start date from after the labour day weekend (Sept 7) to September 1. Our committee members met quickly (with only Mike, Terri P, Darren and Morgan able to meet on short notice) to adjust the calendars accordingly. After this meeting, the new calendars were sent to all members via email for their scrutiny and suggestions. After a few days of consideration and review, these new elementary and high school calendars were confirmed to be acceptable by all members and submitted.

Recommendations: For the upcoming calendar year of 2020-21, I would recommend that the calendar committee meet early and prepare a few calendars for consideration. The school year start date is more flexible than what is stated in legislation so having a few different start dates would be helpful too. This was a bit challenging this year as Darren Bolt had never been on the calendar committee in the past and was not sure of some the impacts or challenges that come from creating school year calendars.

Secondly, ask the convention committee for the date of convention in 2021 before meeting with or getting suggested calendars from all committee members.

Also, having members from both an elementary and a high school was very beneficial to the final decisions on how each calendar impacts these members differently.

Finally, having someone on the committee with a good understanding of our LINC agreement is crucial.

**Submitted by**: Mike Markesteyn – RPSTA Executive Member and RPSTA Calendar Committee Chair

**Resolutions Committee Report – 2020**

As chair of this committee, I am responsible for supporting all of our members that wish to submit resolutions to the STF Resolutions Committee before the due date, which this year was noon, February 7. Once I received the resolution, I would reach out to the member to discuss the resolution’s intent and may or may not suggest some editing. I found that meeting with each resolution submitter was far more effective than not meeting with them in person. After these discussions, I reviewed all the resolutions with Senior Administrative Assistant (Mark Eggleston) to, once again, make sure each resolution is clear in its directions and intent. I would forward any suggestions made by Mark to the resolution writer.

Most of these resolutions were submitted to me via email on the RBE server. I would suggest that the future resolutions committee chair have them submitted to them via their personal email account or an RPSTA email account (if one gets set-up?).

Once all of the resolutions were reviewed and amended or edited, they were presented to the RPSTA Assembly in December, 2019 and then voted on in January 2020. Those that were passed by the assembly members were submitted to the STF Resolutions Committee. I submitted them directly to the STF resolutions committee via email. This was done rather that submitting them on-line because only one resolution can be submitted at a time on the STF website. Those resolutions that were not supported by our assembly representatives were not submitted to the STF but I did reach out to each of those resolution writers and encouraged them to submit them on their own. Unfortunately, only members with access to this site can submit resolutions so I submitted one resolution on behalf of Helen Molloy, a substitute teacher.

For a list of this year’s accepted resolutions, each member can log into the STF website to see them all so I see no need to list them in this report.

Due to the Covid-19 pandemic, our Annual Meeting of Council scheduled for the end of April, 2020 was postponed until October of 2020. The subsequent isolation requirements and school closures led to the cancelling of our RPSTA mini-council with no new plans to meet and debate or discuss these resolutions in place at the time of this report (April12, 2020). All future plans are on hold at this time until more certainty around when we are able to meet again in larger group settings.

I will try and have a meeting to discuss all of the resolutions prior to our Fall Meeting of Council if possible. That time and place will need to be set at a later date when these type of meetings are permitted by our Provincial Health Authorities.

**Submitted by:** Mike Markesteyn (Resolutions Committee Chair)

Substitute Teacher Committee

Annual Report

April 2020

The Substitute Teacher Committee had a full slate in its first year of existence as it determined its mandate and methods in supporting over three hundred substitute teachers who are part of the RPSTA. The changes proposed to the RPSTA Constitution at the 2019 AGM eliminated the RPSSTA – which had represented substitute teachers until this point – and subsequently established the Substitute Teacher Committee as a standing Committee within the RPSTA.

The Committee met monthly to support and advocate for substitute teachers. There were nine members on the committee this year, many of whom are currently working as or have recently worked as substitute teachers: Bronwyn Angley; Bernie Flynn; Trudy Klassen; Helen Molloy; Carmen Perreaux Volke; Jeff Perry (RPSTA President); Jaclyn Roach; Derek Turner; and Gail Veikle.

Regular duties of the Committee included communicating information regularly to substitute teachers; hosting Social events for substitute teachers; communicating issues with Atrieve between substitute teachers, all members of the RPSTA, and the school division; advocating for substitute teachers within the RPSTA; and being the conduit through which substitute teachers could communicate with the RPSTA.

Aside from establishing the mandate for the Committee, this year’s Committee undertook a few other ambitious initiatives for the year: helping with the transition from the RPSSTA to the RPSTA; increasing engagement of substitute teachers in RPSTA activities; assisting substitute teachers in the transition between EFAPs; presentation of the Mental Health and Wellness concerns of substitute teachers as part of the school division’s wider initiative; conducting a survey of substitute teachers for the first time in several years in order to assist in understanding the needs and demographics of substitute teachers and advocating for substitute teachers to the bargaining team.

The survey can be considered a success, with almost a 50% response rate among active substitute teachers. The Committee is still processing the results, but the initial analysis is providing some very useful data that can be used for advocacy for and support of substitute teachers moving forward.

There were several initiatives underway at the end of March, primarily relating to engagement of substitute teachers in the RPSTA, so the Committee is looking forward to resuming those initiatives more fully when school resumes. In the meantime, the Committee is continuing to meet online to best determine how to support substitute teachers during the shutdown.

Respectfully submitted,

Derek Turner,

Substitute Teacher Committee Chair