

Central Professional Improvement Committee
Report to the Annual General Meeting 2018-2019

The committee is composed of:

Teachers: Jennifer Baltuonis, Marie-Pier Michaud (Chairperson), Arlene Tennant, Tina Mercuri
LBPSB: Sylvie Monette, Sylvie Martin, Colleen Murphy, Roger Rampersad
Observers: Ann Granger, Stephanie Stever
Secretary: Lily Sacco

The committee meets on a monthly basis to review teachers' requests. Such requests include professional development activities (PDA), network applications or credit courses reimbursement requests. The committee reviews schools' and centres' (DPIC) plans, budgets and questions. The committee contacts the DPIC Chairperson when a question arises.

This year, the committee discussed several topics including the New Teachers Induction Program, funding for conferences, respect of deadlines, mileage policies and more.

On October 25th, 2018, an information session was offered to all Chairpersons and administrators. It was well attended and questions were answered.

For the second year in a row, CPIC took care of the New Teachers Dossier. New teachers were surveyed earlier in the school year regarding their needs and offered a professional development targeted to those needs. A small percentage of the new teachers responded to the survey. Most respondents were not very enthusiastic to participate in the proposed workshops. The CPIC in collaboration with PTU and the School Board decided to offer a limited number of workshops this year and get a feel of the interest. The "Dealing with Difficult Parents" workshop followed by the PTU Induction dinner were organized for new teachers.

New teachers, however, took full advantage of the New Teacher Professional Development Program offered by CPIC. This allowed teachers to go to a Professional Development Activity without requesting funding from their DPIC. The program allowed 17 teachers to attend a PDA. In fact, it was so popular that we had to refuse some requests - the program is based on a first come first based basis. CPIC directed new teachers to follow the regular application program of their DPIC once the CPIC New Teacher funds were used.

Funding from this program comes from the CPIC contingency funds. As this is a new program, some clarifications needed to be made regarding the rules and regulations, more specifically the days of substitution required as CPIC covers up to 2 days of substitution. Overall, this program was a great success and we are hoping to obtain more funding to allow new teachers to participate.

This year, CPIC participated in the funding of the Wellness Training offered by Morneau-Shepell to PTU’s delegates. As mental health is an important concern amongst teachers and can affect anyone, the committee saw the importance of training teachers to be able to support their colleagues. Over 60 teachers were trained through this initiative. CPIC paid \$1,516 out of its contingency fund for this event, which constituted half of the training. Comments were positive.

CPIC discussed the topic of networks as they are valuable professional development for teachers. Teachers have full control on the content of the network: they choose the topic and work collaboratively with other teachers from other schools from our board. However, the maximum amount of \$750 allocated per network makes it difficult for teachers to meet and be fully productive other than on their personal time. CPIC wishes to increase the amount of funding for networks from \$750 to \$2,000 for the next school year as we believe this will encourage teachers to participate in networks as well as allow for more meetings and release time which are both essential for the completion and success of the networks.

The Central Professional Improvement Committee spending as of May 9th, 2019 was:

	Budget	Available
Professional Development Activities (PDA)	\$103,334.00	\$21,167.21
Credit Courses	\$34,445.00	\$6,605.00
Networks	\$7,500.00	\$4,352.11

So far, during the 2018-2019 school year,

- 165 teachers attended a PDA
- 17 new teachers used the New Teachers Fund to attend a PDA
- 88 teachers received reimbursement for credit courses for a total of \$29,130.26
- 3 networks were approved

Any surplus from unspent funds will carry over to the 2019-2020 school year as part of the contingency fund. Please note that numbers are current as of May 9th, 2019.

The committee is trying to offer teachers the best conditions to apply for professional development and takes into account the teachers needs and concerns. The objective of CPIC is to allow as many teachers as possible to further their professional development. Several discussions took place regarding the questions emerging from the teachers and from comments and observations resulting from the requests submitted.

As a result, CPIC opted to present the following resolutions for the upcoming school year.

Traveling expenses often arise as a point of conversation for CPIC. Several discussions took place and in order to align CPIC policies with the norms in terms of reimbursement, CPIC would like to motion that the following rate scale for travel expenses be adopted for the 2019-2020 school year. This scale is already used at the school board level. Teachers will be compensated for the distance traveled to attend a PDA. This will replace the gas reimbursement process currently in place and will be used as a compensation for both gas and usual “wear and tear” of the vehicle.

FLAT RATE SCALE FOR TRAVEL EXPENSES BY CAR

Distance	Flat Rate	Actual @ \$0.55
0-299	Nil	\$0 - \$164.45
300-399	\$150	
400-499	\$175	
500-599	\$200	
600-699	\$225	

- \$25 for each additional 100 km
- Note that an amount of \$10 can be added for each passenger attending the same event and transported to said event.

The CPIC proposes the following BUDGET MOTIONS to the AGM:

1. **New Teachers Funding 2019-2020**

For the 2019-2020 school year

THAT \$40,000 be transferred to the New Teachers Funds from the CPIC Contingency Fund.

New Teacher funds will be distributed as follows;

- \$30,000 will be allocated to New Teachers Professional Activities for teachers having three years of service for a PDA of a maximum of \$2,500 within North America. CPIC will assume up to two days of substitution.
- \$10,000 will be available for the LBPSB/PTU New Teachers Induction Program for workshops and releases for teachers within 5 years of service.

2. **THAT** the network budget be increased to a maximum of \$2,000 per network.

3. **THAT** the FLAT RATE SCALE FOR TRAVEL EXPENSES be adopted as the reimbursement system when traveling by car.

Lily Sacco, the CPIC Secretary is a key element to our committee. She cares about the teachers and truly wants what is best for them. Her communication skills and organization are truly valuable to our committee and we would like to thank her for her great work and commitment.

Submitted by
Marie-Pier Michaud