



QAPPD Members meeting

Notes

Date: Friday November 24, 2023

Time: 8:30- 9:00 – networking & 9:00 meeting starts

Location: Zoom meeting

Notes

1) Additions and approval of agenda

2) MF news and updates

- a. Daily fee increase – Daily fee for parent childcare fee is going up to \$9.10 per day as of January 1st, 2024
- b. Subsidy promises received
 - It may be that some CPE's had a revised subsidy for prior years, subsidy promise documents are posted in your CPE's clic secur November 1st, 2023.
 - It is important to review your subsidy promises on clic secur to verify how your finances will be impacted based on past years.
- c. Applications for Infants spaces
 - Announced that they are accepting applications for infant rooms that can be developed within the next 6 months.
 - If you would like to apply contact your liason officer at the MF.
- d. Applications for yard – green space projects
 - Green space outdoor yard application with the MF
 - Yard companies: stay away from DX3, Groupe au jeux: terrible service
 - Tessier – great service (pricey)
 - Planijeux – great company

3) Sara – CPE deficits

- a. AQCPE – meeting with MF to review the reasons why CPE's are falling in deficits and the AQCPE will propose to the MF:
 - Hours worked by Educational staff, occupancy range of hours worked ratios i.e. opening and closing periods of the day we need more staff due to higher ratios.
 - Staffing hours are increased due to higher ratios that need to be covered.
 - Replacement agencies are used by CPE's to replace staff however it is very expensive service approximately \$40 tx in per hour.
 - Replacing staff with non-qualified staff who are low on the echelon will affect your facteur d'ajustement and your subsidies for the following year.
 - The AQCPE will be requesting MF to review this problem and see how they can address the problem with the facteur ajustement.

4) Kim presents - QAPPD Registration policy

- a. Asks for everyone's help to keep our organization organized.
- b. Please help us with making sure you register for the events, lunch by the registration dates.
- c. The venues charge us for the people who are present so it is up to the Board to communicate the numbers in advance.
- d. Documentation that we provide is for the number of participants who have registered. It is important to register by the deadline so that everyone can benefit from the documentation packages, special additional material organized for the event. i.e. special professional appreciation for our members.

5) Stella - Educator Association update

- Stella and Lisa met to discuss this type of association for Educators
- Vanier ECE agency meeting it was mentioned that

6) Review of past events

- JTR training – everyone shared some insight about the training.
- The feedback was that they learned some information on how to apply a new type of HR project through activities however the details of the content was not enough to take home (CPE).
- Staff and DG evaluations content required a lot of work that would need the JTR support. The result was not
- Norma Ouellette – is in lines with Pedagogy evaluation and its application. She is a certified CLASS inspector and has been developing tools to evaluate Educators.
- Mary CPE L'Oreal – has a 4-tier approach for evaluating of Educators.
- Mary CPE L'Oreal – did a REGGIO AMELIA training and will share with us at our December 13th meeting.

7) Upcoming events

- a. December meeting – Holiday Luncheon
 - Please make sure to sign up on the google link.
- b. January to June review calendar of events

8) Break 10:15-10:30am

9) Varia

- a. **QAPPD website login- Hallie:** Hallie working updating website it has been very challenging with the company to keep our website working properly. Within the next weeks a new password will be sent to all members and then members will need to make a new password. on creating a one code
- b. **Place protocol-Sara:**
 - **Sara** – place protocol with CIUSS – when you apply to MF for special permission if you have a child with a place CIUSS who is younger than that allowed on the permit. i.e. 17-month-old child – permit is only 18mths +
- c. **Security guard- Randy:**
 - Randy has hired a security guard \$33/hour and the way that it is being covered parents are helping by paying from parent to parent. i.e. parents to board members and then the amount of money gathered to help with the cost is donated to the CPE. Very difficult situation due to the dangers of the current times.
 - Solutions to help with security – ask for parent volunteers
 - Nicole – has bullet proof windows, panic buttons in classrooms, offices, to go panic buttons.
- d. **Pre-K- Chelsea:**
 - Pre-K programs in schools are developing however the program right now is not putting the CPE's in a position where they will lose the Pre-K's.
 - Is there a need for planning to lose 4-year old's
- e. **Unplanned closures – Jackie:**
 - Snow closures – MF allows for 1 day for unforeseen closure
 - It must also be entered in clic secur
 - 13 stat holidays are covered
 - Unplanned closed days - 5 closed days, 1 day you can charge the parents and MF cover subsidy, 4 days cannot be charged to the parents and staff must be paid and are not subsidized.
- f. **HR person** – Requests for resource to be able to review HR documents, Joyce Rabi, AQCPPE, law firms can also help. i.e. BLG

11am-noon: Information-workshop on Health and Safety program in the workplace – presented by Sara and Athina