



QAPPD Members Meeting

Date: Wednesday April 17, 2024

Time: 8:30–9:00 networking, meeting 9:00 -11:45am,

Zoom meeting

Notes

1) Additions and approval of agenda

- a. Aline

2) Educator Evaluation

Presentation by Norma

Norma, Mary and Sara worked on and prepared an Educator evaluation template for the QAPPD General Directors. The template includes all the competencies and requirements for an Educator position. The sections are divided and each section is referred to the government resource. i.e. Cnesst, MF. **their staff evaluation process with their employees.**

3) MF News

- a. Desjardins

Hallie shared that her CPE has opted out of the Group Insurance with Desjardins. For her CPE, the fact that Quebec Medicare and other options are reasonably comparable with medical coverage of Desjardins. The cost associated with the group insurance was less needed by her employees. In Quebec, it is not obligatory for any corporation to offer group insurance to their employees. For her team it made more sense to opt out then to be part of the plan due to cost of the plan.

- b. Waiting list

April 30th is the date due for your information regarding the information for our CPE waiting list is to be uploaded and treated in priority, the deadline to enter information is June 30th, 2024. Each CPE has to enter their criteria which includes the details of your mission and/or partnerships. Missions and partnerships will determine which families have priority on your waiting list. Q & A support was shared amongst the members.

- c. Virtual webinars

MF is offering free virtual webinars

- Enhanced protection for children – April 18th, 2024
- Regles budgetaire – May 9th, 2024

4) AQCPE News – Sara

- a. Bill 42 was passed – Act against psychological and physical harassment. the employer has the duty to protect the health and physical safety of their employees. CNESST has new laws up to date that need to be updated in our policies. Hallie will send a non-official English translation of the updated laws and regulations.
- b. Federal budget announcements: new investments in childcare i.e. focus on providing more daycare spaces. The hiring of foreign workers – more obligations regarding travel expenses, coverage for insurance, responsible to help them find suitable and affordable housing.

5) Educator conference update -Kim and Anita

- a. 80 attendees, plus Board members, speakers for total of 94 people

- b. Attendees were refreshed to be out of the regular type day at work
- c. Revenues and expenses – results ending in approximately \$2, 500 profit.
- d. Feedback – positive feedback was that Educator's felt that they came back to work with real ideas, strategies, energy. Some of the negative feedback was regarding the venue i.e food and services.
- e. Based on feedback regarding topics we receive from DG's we will plan 2025
- f. April 4th, 2025 – save the date for future Educator's Annual conference

6) DG retreat -Stella

- a. The retreat will be held in St-Sauveur May 24th, 2024
- b. Ron Theissen will be the speaker

7) CNESST – Physical and Psychological Harassment update -doc to follow by Hallie

8) Future learning opportunities

- a. Retirement planning, personal insurance and Highscope: if any of our members are interested in these trainings or information we can look into offering information and possibly facilitate general information and trainings that can benefit all. Trainings that require multiple series of workshops or certifications regarding specialized programs such as High Scope or other will need to be organized separately by the Centers themselves and will need to contact the organizations directly to organize for their training goals.

9) Summer student hires

- a. Some Centers have received subsidy acceptance for their centers and others have not.

10) Quebec daycare week

- a. Is in June, if any members can share ideas with each other
- b. Board members and parents can participate in these activities as well.

11) Other

- a. Audits (Aline) salaries are being closely looked at. Hallie shared some information regarding preparing for audit.
 - Keep track of unworked paid/not paid time employees have
 - Keep track of personal days and what is taken or not
 - Timesheets, payroll reports and bank reconciliations are verified as well.

Respectfully submitted by Athina Xenos, Secretary