

WESTTA Executive Meeting MINUTES

Library @ EMMS

4:10pm, November 13, 2023

Attendance:

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| ☐ Shawna Dobbelaere (MCI) – President | ☐ Tara Routhier (MLES) – New to Western Chair |
| ☐ Andrei Mardli (MLES) – ESJ Co-Chair | ☐ Reid Sloan (MLS) – VP & CB Co-Chair |
| ☐ Terry Mansell (MLES) – Employee Benefits Chair | ☐ Craig Hawryshko (MCI) – Treasurer |
| ☐ Dawn Rigaux (MCI) – Social Co-Chair | ☐ Laura Rowley (EMMS) – Social Co-Chair |
| ☐ Demaris Wilson (MCI) – Indigenous Ed Chair | ☐ Megan Verrier (EMMS) – WSH Chair |
| ☐ Kathi Hamm (MINN) – CB Co-Chair | |

Regrets:

- | | |
|---|---|
| ☐ Ariel Bergmann (EMMS) – ESJ Co-Chair | ☐ Tyler Sloan (MCI) – Ed Finance Chair |
| ☐ Heather Addison (MCI) – Secretary | |
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1. Call to order & Acknowledgment
2. *Western Teachers' Association operates on the lands of the Anishinaabe and Dakota peoples. WESTTA respects the treaties that were made on this land. As educators, we acknowledge our responsibility to educate ourselves and others about the far-reaching effects of colonialism and we dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.*
3. Additions to the agenda
4. Approval of the agenda. **Motion to approve today's agenda: Moved By S. Dobbelaere, seconded by A. Mardli. Carried.**
5. Approval of the WESTTA September 18, 2023 & October 27, 2023 Executive Meeting Minutes. **Motion to approve the minutes: Moved by M. Verrier, seconded by K. Hamm. Carried.**
6. Old Business
The grievance process is complete. We were unsuccessful.
7. President's Report – S. Dobbelaere
 - Sept 19 – WSD PD Committee Meeting (DO)
 - Sept 21-22 – PX Meeting (McMaster)
 - Sept 21 – SAGE Council meeting (McMaster)
 - Sept 25 – MTS Disability Benefits Plan Investment (DBPI) Committee Meeting #1 (Bradley Square)
 - Sept 27 – Liaison with PRTA president
 - Oct 4 – Local Bargaining meeting
 - Oct 6 – MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #1(McMaster)
 - Oct 10 – GVTA-PSTA-PRTA liaison lunch
 - Oct 11 – MTS Audit Committee Meeting PM (McMaster)
 - Oct 11 – Outside Bodies Representatives training (virtual)
 - Oct 17 – WESTTA-WSD Liaison meeting
 - Oct 18 – WSD PD Committee Meeting (DO)
 - Oct 21 – Presidents' Council (McMaster)
 - Oct 25 – EFM regional meeting (Morden Boston Pizza)

- Oct 26-27 – WESTTA Executive Retreat & Workshop
- Oct 30 – DBPI Meeting #2
- Nov 2 – Liaison with superintendent (phone call)

Upcoming:

- Nov 13 – WSD Regular Board Meeting (DO)
- Nov 15 – Curriculum Advisory Panel meeting (virtual)
- Nov 16-17 – PX Strategic Planning days (McMaster)

- Nov 3-4 – PD Chairs Seminar
- Nov 6 – Meeting with website designer
- Nov 9 – MSBA/MTS WSH Training Day (Winkler)

- Nov 18 – Femlightenment Series: Speaker Sarah Adomako-Ansah “Unconventional Leadership” (virtual)
- Nov 27 - MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #2 (McMaster)

Recent inquiries:

- Humanacare process
- MTS Member card
- Contract considerations
- Reassignment
- Harassment policy
- Prep time loss x3
- Cancelled leave
- Bargaining questions x2
- Maternity & parental leave process
- Indigenous topics
- LTP (limited teaching permit) pay

Goals:

- Member Communication and Engagement
 - Internal: New WESTTA member contact x 5. The division does not want to share member info following hires. “There is no requirement for us to inform you.” MTS is checking with legal.
 - External: Connecting with local presidents
- Relationship building with Western Board
 - Attending Board Meetings – thank you to Exec who have been in attendance lately!

Correspondence:

- Email Nov. 6th from Danielle Fullan Kolton. She will be on surgical leave November 13-December 22. The Assistant Executive Directors, CFO and HR Director will continue to assume responsibilities in keeping with position scope, role descriptions, and bylaws. As required, operational decisions of an executive nature will be assumed by CFO and HR Director.
- Email Nov. 9th from Governance. WESTTA Executive Training Grant Approved - \$500.00
- Email Nov. 8th from Glen Anderson. Re: EI Rebate calculations. Our budgeted amount may be affected for 2023 and 2024 unless the appeal process is successful.

8. Treasurer's Report:

- September Report:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2023/2024
Months			September 1st 2023	September 30th 2023	
REVENUE			Received	Year to Date	Budget 2022-2023
					Difference
Fees - \$115			\$ 138.25	\$ 138.25	\$16,500.00 -\$ 16,361.75
Interest			\$ -	\$ -	\$ -
Miscellaneous	El Rebate		\$ -	\$ -	\$12,639.41 -\$ 12,639.41
	MTS - President release		\$ -	\$ -	\$36,000.00 -\$ 36,000.00
	MTS Grants		\$ -	\$ -	\$ 500.00 -\$ 500.00
	WTA Events		\$ -	\$ -	\$ -
	Other		\$ 500.00	\$ 500.00	\$ - \$ 500.00
		Total	\$ 638.25	\$ 638.25	\$ 65,639.41 -\$ 65,001.16
Bank	Balance	\$53,522.40			
	Share	\$ 5.00			
	Revenue	\$ 638.25			
	Expenses	\$ 943.84			
	Balance	\$53,216.81			

EXPENDITURES			Expended	Year to Date	Balance	Budget
Social			\$ -	\$ -	\$ 3,000.00	\$ 3,000.00
Operating			\$ 185.59	\$ 185.59	\$ 2,814.41	\$ 3,000.00
Financial Review			\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
Retreat			\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
Public Relations			\$ 175.00	\$ 175.00	\$ 2,325.00	\$ 2,500.00
Scholarship			\$ -	\$ -	\$ 1,800.00	\$ 1,800.00
Collective Bargaining			\$ -	\$ -	\$ 300.00	\$ 300.00
A.G.M.			\$ -	\$ -	\$ 2,000.00	\$ 2,000.00
Equality & Social Justice			\$ -	\$ -	\$ 350.00	\$ 350.00
Professional Development			\$ -	\$ -	\$ 100.00	\$ 100.00
other			\$ 583.25	\$ 583.25	\$ 583.25	\$ -
Indigenous Education			\$ -	\$ -	\$ 300.00	\$ 300.00
First Year teacher			\$ -	\$ -	\$ 350.00	\$ 350.00
WTA President's Release			\$ -	\$ -	\$ 47,066.19	\$47,066.19
Total			\$ 943.84	\$ 943.84	\$ 63,822.35	\$ 64,766.19
Date:	September 29th 2023					

- October Report:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2023/2024
Months			October 1st 2023	October 31st 2023	
REVENUE			Received	Year to Date	Budget 2022-2023
					Difference
Fees - \$115			\$ -	\$ 138.25	\$16,500.00 -\$ 16,361.75
Interest			\$ -	\$ -	\$ -
Miscellaneous	El Rebate		\$ -	\$ -	\$12,639.41 -\$ 12,639.41
	MTS - President release		\$ -	\$ -	\$36,000.00 -\$ 36,000.00
	MTS Grants		\$ -	\$ -	\$ 500.00 -\$ 500.00
	WTA Events		\$ -	\$ -	\$ -
	Other		\$ -	\$ 500.00	\$ - \$ 500.00
		Total	\$ -	\$ 638.25	\$ 65,639.41 -\$ 65,001.16
Bank	Balance	\$53,216.81			
	Share	\$ 5.00			
	Revenue	\$ -			
	Expenses	\$ 795.06			
	Balance	\$52,421.75			

EXPENDITURES			Expended	Year to Date	Balance	Budget
Social			\$ -	\$ -	\$ 3,000.00	\$ 3,000.00
Operating			\$ 777.14	\$ 962.73	\$ 2,037.27	\$ 3,000.00
Financial Review			\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
Retreat			\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
Public Relations			\$ 17.92	\$ 192.92	\$ 2,307.08	\$ 2,500.00
Scholarship			\$ -	\$ -	\$ 1,800.00	\$ 1,800.00
Collective Bargaining			\$ -	\$ -	\$ 300.00	\$ 300.00
A.G.M.			\$ -	\$ -	\$ 2,000.00	\$ 2,000.00
Equality & Social Justice			\$ -	\$ -	\$ 350.00	\$ 350.00
Professional Development			\$ -	\$ -	\$ 100.00	\$ 100.00
other			\$ -	\$ 583.25	\$ 583.25	\$ -
Indigenous Education			\$ -	\$ -	\$ 300.00	\$ 300.00
First Year teacher			\$ -	\$ -	\$ 350.00	\$ 350.00
WTA President's Release			\$ -	\$ -	\$ 47,066.19	\$47,066.19
Total			\$ 795.06	\$ 1,738.90	\$ 63,027.29	\$ 64,766.19
Date:	October 31st 2023					

- Still waiting on WESTTA Retreat expenses from T. Sloan and A. Bergmann.
- Motion to accept Treasurer's Report: Moved by C. Hawryshko, seconded by D. Wilson. Carried.

9. Committee Reports

➤ Ed Finance – T. Sloan

- Second seminar will be held Saturday, February 2, 2024.
- My goals are as follows:
 - To attend an Ed Finance meeting
 - To better understand how I can support our teachers within my role of Ed finance

➤ Equity and Social Justice – A. Mardli & A. Bergmann

- Goals: Continue becoming familiar with the ESJ role
 - Attend the ESJ seminars
 - Explore ways of sharing ESJ resources with WESTTA members
- *ESJ Chairs seminar dates:* Fri-Sat, November 17-18th & Fri-Sat, February 23-24th

➤ Employee Benefits – T. Mansell

- My goal is to inform our members about their benefits. I would also like to find someone to replace me next year as Employee Benefits Chair.
- Seminar date: Fri-Sat, October 13-14th
- Work with Shawna to condense Pension Info for December staff meetings (5th, 6th EMMS- Jan. 22nd).

➤ Economic Welfare – K. Hamm & R. Sloan

- The provincial bargaining committee met November 2nd and 3rd. MTS sent a bargaining update to all members which can be accessed in your MyProfile. Nothing else to update members/exec on for now.

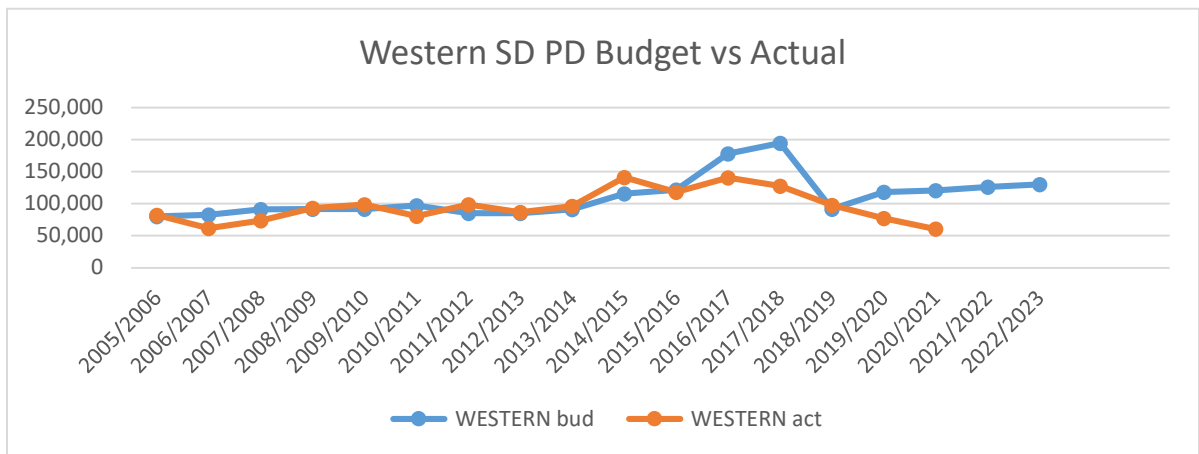
➤ Social – D. Rigaux & L. Rowley

- Goals: Increase interaction for union members through opportunities to interact/participate & explore a variety of ways to build engagement
- Planning to meet soon to plan an event before Christmas break. Ginette Redding is interested in helping as well.
- Curling rink is booked for February 9, 2024. Save the date!

➤ Professional Development – S. Dobbelaere filling in

- October 18th Supper Meeting:
 - Had three committee members & 4 interested people attend (2 WESTTA, 1 CUPE, 1 Support Staff). We reviewed feedback from Oct. 3rd and looked at trends for next year's planning. Assistant Superintendent stated that two days of Treaty Training are mandated for next year and it would be easiest to train all staff together. The trainers weren't available in September but may be for the traditional WSD PD Day. Waiting to hear but we may need to take a different approach to our involvement. UPDATE: Response from M. Fenn: Oct. 2nd has been booked for Treaty Training. "We can sure hold one of the common PD days for the work that the PD committee wants to do....Overall, I think there is still a PD day to plan, just not for October 2nd. And as soon as we have a more firm idea of where the dates line up with the calendar and any changes that may or may not happen we can let you know!"
 - This may be a starting point to say: We can see the PD Committee moving in a different direction.
- PD Seminar November 3-4th had many great sessions!
 - Advocacy and Facilitation: The role of the PD Chair. Many ideas were shared of how committee function across locals.

- PD Budgets through FRAME documents



- Note: Joint Committee receives \$12,000 yearly

- Enhancing Learning and Engagement Through the Power of AI in Education – Kirsten Thompson, MVTA
 - Suggested AI sites: MagicSchool.AI; Canva AI tool; Byte – Code Breaker; Magic ToDo; Smartie.dev; chat.openai.com
- Regional Meetings
- *Resistance on the Giimooch and The Secret Path* - exploring MTS resources and lesson plans.
- Leading a High Functioning Team – *Intentional Moves: How Skillful Team Leaders Impact Learning* by Elisa B. MacDonald.
- Everyone has a role to play: Preventing Extremism and radicalization begins in school – Linda Mlodzinski (ERiM) and Izzedin Hawamda (Maples Collegiate).

➤ Workplace Safety and Health – M. Verrier

- Shawna and I attended the MTS WSH Seminar on October 28th and the MTS/MSBA training session November 9th in Winkler.
- I am exploring the option to take a second session on November 1 in Winnipeg as a co-chair of the Workplace Safety and Health Committee.
- The next WSD WSH meeting and inspection is Dec. 14, 2023. Plan to bring up:
 - I learned investigations are required for serious incidents or any accident requiring medical assistance. But I don't yet see those report yet. I'm curious about how this system works.
 - Want to bring up psychological safety audit tool at next WHS meeting.
 - Both employee co-chairs are in favour of increasing time for inspections and meeting.
 - We will continue to discuss the exemption application.
- Seminar date: Saturday, February 10th

➤ Public Relations – Vacant

- Tara and Shawna were at the WESTTA sponsored Public Skating on Sunday, October 29, 2023 @12:15-1:45 PM. We provided 70 cups of hot chocolate, cookies & a candy guessing contest. The winner was Jaxx Sutherland, EMMS student.
- Shawna met with Danny Rocha Nov. 6th to discuss the estimate and plans for a website redesign. Some of the exciting possibilities: use the westta.ca domain name, have member only access so we can post our minutes, blog updates, sign up for events, etc. as well as have Executive only

access, and making the Coverage Beyond Regular Duty form more efficient. He would also help develop a strategy for keeping the website current! Launch date would be WESTTA AGM.

- PR Grant application was sent in on Nov 7th requesting 67% of the costs for the website redesign project. We will wait for approval before submitting a 50% down-payment and beginning the work.

151 – 500 teachers
MTS pays 67%, your association pays 33%

- New to Western – T. Routhier
 - Will work with Shawna on a new teacher event. Possibly a meal or activity.
- Indigenous Education – D. Wilson
 - Frames have been purchased. Working on vinyl lettering being added to them: “In recognition of our daily commitment to Reconciliation” along with the WESTTA logo. Plans are to attend the Nov. 27th Regular Board Meeting as a delegation to present the gifts.
 - Demaris plans to attend the Indigenous Education Seminar Nov. 24-25th.
 - Last year's monthly resources are up on the WESTTA website. They need some tweaking and then will be shared with members.
 - Demaris will prepare a profile and email it to all schools to let them know about her and what she wants to help with.
- Vice President – R. Sloan
 - I attended the Presidents council meeting on October 21st, 2023. The next presidents' council check in is on December 4th which I plan on attending. I will continue to support the President when needed.

10. New Business

- WESTTA Exec Check-Ins
 - Will be continuing these in November!
- Next Liaison Meeting & Topics
 - Supervision for Growth
 - Communication
 - Happy to see the Nov. 9th MLES Principal Press Release sent to all staff, happened before the staff gathered to be told.
 - Examples: Bus route Policy Changes – How do staff know when the policies have changed and what the implications may be?
 - Hiring and Recruitment – blast out job ads
- Treaty & Land Acknowledgement Follow-Up
 - Advice from K.M.: “Lands” by itself; acknowledge all nations on the land and signors to the Treaty. Demaris will help with this research.
 - Do we have a way of sharing what we've learned about acknowledging the land? Can we include this information on the website, maybe under Cultural Appropriation?
- Early Closing Survey Draft
 - A draft was shared and feedback gathered. Shawna will have a test survey ready for December's meeting.
- WESTTA Website feedback

- Options were discussed. Demaris agreed to check over the current website and provide feedback.

11. Meeting Dates:

- Monday December 11, 2023 in Room 105 @ MCI
- Monday, February 12, 2024
- Monday March 18, 2024
- Monday April 22, 2024
- Week of April 29-May 3, 2024 or Week of May 13-17, 2024: WESTTA AGM
- *Monday June 17, 2024: Transition Meeting – Shawna will be away

12. Motion to adjourn – Made by D. Rigaux at 5:12 PM.

WSD Regular Board Meeting Schedule

Shawna will share the agenda via school email, it usually comes out the Friday before. The public portion of the meeting always begins at 7:30 pm. Some meetings are 30 minutes; others are 90 minutes.

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|--|------------------------------------|
| 1. Monday, August 28, 2023 – Shawna | 9. Monday, January 8, 2024 |
| 2. Monday, September 11, 2023 (Board Reorganization Meeting) – Shawna | 10. Monday, January 22, 2024 |
| 3. Monday, September 25, 2023 – Shawna | 11. Monday, February 12, 2024 |
| 4. Tuesday, October 10, 2023 – Andrei & Megan | 12. Monday, February 26, 2024 |
| 5. Monday, October 23, 2023 – Kathi | 13. Monday, March 11, 2024 |
| 6. Monday, November 13, 2023 – Shawna | 14. Monday, April 8, 2024 - Terry |
| 7. Monday, November 27, 2023 – Shawna & Demaris | 15. Monday, April 22, 2024 - Tyler |
| 8. Monday, December 11, 2023 | 16. Monday, May 13, 2024 |
| | 17. Monday, May 27, 2024 |
| | 18. Monday, June 10, 2024 - Craig |
| | 19. Monday, June 24, 2024 |