



WESTTA Executive Meeting MINUTES

MLES Library

4:10pm, February 12, 2024

Attendance:

- | | |
|---|---|
| ☐ Shawna Dobbelaere (MCI) – President | ☐ Reid Sloan (MLS) – VP & CB Co-Chair |
| ☐ Andrei Mardli (MLES) – ESJ Co-Chair | ☐ Heather Addison (MCI) – Secretary |
| ☐ Terry Mansell (MLES) – Employee Benefits Chair | ☐ Laura Rowley (EMMS) – Social Co-Chair |
| ☐ Dawn Rigaux (MCI) – Social Co-Chair | ☐ Demaris Wilson (MCI) - Indigenous Ed Chair |
| ☐ Kathi Hamm (MINN) – CB Co-Chair | |

Regrets:

- ☐ Tyler Sloan (MCI) – Ed Finance Chair -regrets
 - ☐ Craig Hawryshko (MCI) – Treasurer -regrets
 - ☐ Megan Verrier (EMMS) – WSH Chair -regrets
 - ☐ Ariel Bergmann (EMMS) – ESJ Co-Chair -regrets
 - ☐ Tara Routhier (MLES) – New to Western Chair- regrets
-

1. Call to order & Acknowledgement.

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.

2. Additions to the agenda

3. Approval of the agenda - Moved by Terry Mansell Seconded by Dawn Rigaux. Carried.

4. Approval of the WESTTA December 11, 2023, Executive Meeting Minutes. Attached. **Moved by Kathi Hamm Seconded by Demaris Wilson. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

- | | |
|---|--|
| <ul style="list-style-type: none">• Dec 14 – WSD WSH Meeting & Inspections• Dec 18 – Liaison lunch with GVTA, PRSD & PSTA• Jan 4 – Meeting with DBP Case Coordinator (Virtual)• Jan 8 – WSD Regular Board Meeting (D.O.)• Jan 9 – Meeting with WESTTA Treasurer• Jan 10 – Meeting with Regional Staff Officer (McMaster House) | <ul style="list-style-type: none">• Jan 10 – Meeting with MTS CFO (McMaster House)• Jan 11 – Four Seasons virtual presentation with Robin Wall Kimmerer (EMMS library)• Jan 16 – WESTTA Scholarships meeting (virtual)• Jan 17 – MTS Audit Committee meeting (McMaster) |
|---|--|

- Jan 22 – Parkland & Southwest Regional Presidents’ Meeting as PX Liaison (Dauphin)
- Jan 24-27 – Provincial Executive Meeting (McMaster)
- Jan 27 – Presidents’ Council #3 (McMaster)
- Jan 29 – Liaison with SVTA president (Teams)
- Feb 2-3 – PD Chairs Winter Seminar (McMaster)
- Feb 6 – Liaison with GVTA president
- Feb 7 – Curriculum Advisory Panel Meeting (Teams)
- Feb 10 – Workplace Safety & Health Winter Seminar

Upcoming:

- Feb 24 – Curriculum & Teaching Standing Committee Meeting #3 (Virtual)
- Feb 26 – Disability Benefits Plan Investment Committee Meeting #3 (McMaster)
- Feb 27 – Liaison lunch with GVTA, PRSD & PSTA (GVTA office)

Recent inquiries:

- Vision Care
- Early Retirement Incentive
- Sabbatical leave
- Personal & Extracurricular leave restrictions
- Personal difficulty (referral to MTS) x2
- Leave process
- Withdrawal of union membership
- Communicating with supervisor x3
- Snow day AP interpretation
- Workload
- Staff meeting times
- Access to Provincial Bargaining updates
- Reduction in time process x2
- Pay Stub questions
- Harassment
- Workplace safety
- Maternity/Parental leave

Goals:

- Member Communication and Engagement
 - Internal: New WESTTA member contact x 3 – new January hires
 - External: Connecting with local presidents
- Relationship building with Western Board - Attending Board Meetings

Correspondence:

- Email Thursday, January 11th from MTS: Notice of Call 105th MTS Provincial Council Meeting May 23, 24, & 25, 2024.
- Emails January 12th to present from MTS Governance: Bona Fide Candidates for Members-At-Large (6 seats available):
 - Marcela Cabezas, LRTA; Jay Ewert, ETA; Kristen Fallis, WTA; Catherine Hart, SOTA; Lillian Klausen, RETTA; Desirée Pappel, AEFM; Cathy Pellizzaro, TTA; Cathy Pleskach, ITA & Joel Swaan, GVTA.
- Email January 22nd from Raman Job, MTS Public Relations Facilitator

- WESTTA PR Grant for website redevelopment approved in the amount of \$1,675.00 with final report and evaluation due May 10, 2024.
- Email January 30th from MTS DBP: STD & LTD Premium rates effective March 1, 2024
 - STD – 0.25% (no change)
 - LTD – 1.50% (reduction from 1.75%)
- Email February 1st from Nadine Pinette, MTS Finance and Research Analyst re: MB Education and Early Childhood Learning Funding Announcement

2024-25 SCHOOL DIVISION FUNDING INCREASES						
School Division	2024-25 Operating Support (\$ millions)	2024-25 Operating Support Increase %	2024-25 Nutrition Program Funding (\$ millions)	2024-25 Total Funding (\$ millions)	Total Change (\$ millions)	Total Change %
Western	\$17.0	4.1%	\$0.1	\$17.1	\$0.8	5.1%

- Email February 7th from Jeff Cieszecki, SOTA: Poster for MTS Hockey Tournament April 5-7th @ Seven Oaks Arena. *Registration = \$950 and includes banquet*

7. Treasurer's Report:

- December Report:

WESTERN TEACHERS' ASSOCIATION		TREASURER'S REPORT		2023/2024	
Months		December 1st 2023		December 31st 2023	
REVENUE		Received	Year to Date	Budget 2022-2023	Difference
Fees - \$115		\$ 79.12	\$ 9,738.73	\$16,500.00	-\$ 6,761.27
Interest		\$ -	\$ -	\$ -	\$ -
Miscellaneous		\$ -	\$ -	\$12,639.41	-\$ 12,639.41
	El Rebate	\$ -	\$ -	\$36,000.00	-\$ 36,000.00
	MTS - President release	\$ -	\$ -	\$ 500.00	-\$ 500.00
	MTS Grants	\$ -	\$ -	\$ -	\$ -
	WTA Events	\$ -	\$ 500.00	\$ -	\$ 500.00
	Other	\$ -	\$ -	\$ -	\$ -
	Total	\$ 79.12	\$ 10,238.73	\$ 65,639.41	-\$ 55,400.68
Bank		Balance	\$58,686.71		
	Share	\$ 5.00			
	Revenue	\$ 79.12			
	Expenses	\$ 551.30			
	Balance	\$58,214.53			

EXPENDITURES	Expended	Year to Date	Balance	Budget
Social	\$ 100.00	\$ 100.00	\$ 2,900.00	\$ 3,000.00
Operating	\$ 401.30	\$ 1,449.03	\$ 1,550.97	\$ 3,000.00
Financial Review	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
Retreat	\$ -	\$ 2,945.80	\$ 445.80	\$ 2,500.00
Public Relations	\$ -	\$ 338.52	\$ 2,161.48	\$ 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	\$ 50.00	\$ 633.25	-\$ 633.25	\$ -
Indigenous Education	\$ -	\$ 80.00	\$ 220.00	\$ 300.00
First Year teacher	\$ -	\$ -	\$ 350.00	\$ 350.00
WTA President's Release	\$ -	\$ -	\$ 47,066.19	\$47,066.19
Total	\$ 551.30	\$ 5,546.60	\$ 59,219.59	\$ 64,766.19
Date:	December 31st 2022			

- January Report:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2023/2024	
Months			January 1st 2024		January 31st 2024	
REVENUE			Received	Year to Date	Budget 2022-2023	
						Difference
Fees - \$115			\$ 97.13	\$ 9,835.86	\$16,500.00	-\$ 6,664.14
Interest			\$ -	\$ -	\$ -	\$ -
Miscellaneous			\$ -	\$ -	\$12,639.41	-\$ 12,639.41
	El Rebate		\$ -	\$ -	\$36,000.00	-\$ 36,000.00
	MTS - President release		\$ -	\$ -	\$ 500.00	-\$ 500.00
	MTS Grants		\$ -	\$ -	\$ -	\$ -
	WTA Events		\$ -	\$ 500.00	\$ -	\$ 500.00
	Other		\$ -	\$ -	\$ -	\$ -
Total			\$ 97.13	\$ 10,335.86	\$ 65,639.41	-\$ 55,303.55
Balance			\$58,214.53			
Share			\$ 5.00			
Revenue			\$ 97.13			
Expenses			\$ 2,768.50			
Balance			\$55,543.16			

EXPENDITURES	Expended	Year to Date	Balance	Budget
Social	\$ 130.40	\$ 230.40	\$ 2,769.60	\$ 3,000.00
Operating	\$ -	\$ 1,449.03	\$ 1,550.97	\$ 3,000.00
Financial Review	\$ 1,680.00	\$ 1,680.00	-\$ 180.00	\$ 1,500.00
Retreat	\$ 958.10	\$ 3,903.90	-\$ 1,403.90	\$ 2,500.00
Public Relations	\$ -	\$ 338.52	\$ 2,161.48	\$ 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	\$ -	\$ 633.25	-\$ 633.25	\$ -
Indigenous Education	\$ -	\$ 80.00	\$ 220.00	\$ 300.00
First Year teacher	\$ -	\$ -	\$ 350.00	\$ 350.00
WTA President's Release	\$ -	\$ -	\$ 47,066.19	\$47,066.19
Total	\$ 2,768.50	\$ 8,315.10	\$ 56,451.09	\$ 64,766.19
Date:	January 31st 2024			

- Accountant Update: C. Hawryshko & S. Dobbelaere
- El Rebate Update: S. Dobbelaere
- Motion to accept Treasurer's Report: **Moved by Demaris Wilson Seconded by Laura Rowley. Carried.**

8. Committee Reports

➤ Ed Finance – T. Sloan

- Is anyone able to attend the Ed Finance Seminar on Saturday, February 24th? No.

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

- Ariel will be attending the ESJ seminar Fri-Sat, February 23-24th
- Goals: Continue becoming familiar with the ESJ role
 - Attend the ESJ seminars.
 - Explore ways of sharing ESJ resources with WESTTA members

➤ Employee Benefits – T. Mansell

- GVTA will be hosting a Maternity Benefits seminar at GVC on Monday, March 18th at approximately 5:00 pm. We will encourage any WESTTA members who may want to attend.
- 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.

➤ Economic Welfare – K. Hamm & R. Sloan

- MTS sent out an update on January 19th, 2024 to members. Members can access the update on their MyProfile page.

➤ Notes:

- Impasse reached on June 13th, 2023
- MTS seeks harmonization of teacher salary
- MTS has initiated binding arbitration and all nominees are set
- Arbitration dates are set
 - Oct 15, 16, 18, 38, 29, 30 and 31(2024)
 - Nov 18, 19, 20, 21, 22, 25, 26, 27 and 28 (2024)
 - Dec 2, 3, 4, 5, and 6 (2024)
- As they prepare for other bargaining and arbitration MTS sent out a workload survey at the start of February.
- Other bargaining dates

- Feb 28 and 29
 - April 15 and 16
 - If you would like to know more about exact clauses go to MyProfile and at the bottom of the update they give more detail on the bargaining process.
 - From: Bargaining team
- Social – D. Rigaux & L. Rowley
 - February 9th Funspiel was cancelled due to low registrations.
 - March 8th Car Rally! We are also exploring spring events such as golf and a BBQ and yard games event at the park.
 - Goals: Increase interaction for union members through opportunities to interact/participate & explore a variety of ways to build engagement & show members they are valued
- Professional Development – S. Dobbelaere filling in
 - Individual and School PD Grants were sent out hopefully just ahead of February staff meetings. Same format as past two years. We have ~\$8,000 left in our yearly budget.
 - PD Seminar February 2-3rd:
 - PD Committee Structure – See chart. Now may be the appropriate time to begin a discussion on the WSD Committee structure. With next year's Treaty Training likely taking the common PD day, how can we look at encouraging autonomous PD for our members going forward?
- Workplace Safety and Health – M. Verrier
 - Seminar date: Saturday, February 10, 2024.
- Public Relations – Vacant
- New to Western – T. Routhier
- Indigenous Education – D. Wilson – Awaiting quote from the person who created the plaques for the indigenous art to have the information in both English and French, and will pass that on to schools inquiring.
- Vice President – R. Sloan

9. New Business

- DBP – Disability Benefits Plan Department
 - Further to our presentation last year, Division Office should be notifying our regional case worker, Shauna Streich, when there is potential for a prolonged leave/claim.
 - Within 10 days for LTD – Long-Term Disability (or if the member has a lot of sick leave)
 - 3 days for STD – Short-Term Disability
 - Members are entitled to the support of a case worker 1) as soon as they are struggling, 2) when they're on sick time for an extended period, 3) when sick leave runs out, and 4) regularly throughout their claim.
 - I will now be sharing Shauna's contact information and encouraging any member who approaches me about going on a leave to reach out to her. Please encourage everyone to be in touch!
 - Shauna Streich, sstreich@mbteach.org 204-837-2564 1-866-504-9373

- Next steps – Shawna will prepare scenarios and more info to share with members.
- President PD request
 - Women and Leadership Symposium March 1st evening – March 2nd. Registration \$100. Hotel & mileage \$300.
 - Motion to approve \$100 registration, \$300 for hotel and mileage to send S. Dobbelaere to symposium
 - Moved by H. Addison, Seconded by D. Wilson, carried.
- Liaison/Labour Management Committee update [5 minutes]
- WESTTA Scholarships Discussion K. Hamm & S. Dobbelaere [10 minutes]
 - Recap of meeting & next step: Shawna will draft a scholarship and bursary description for discussion at the next meeting.
- WESTTA Website
 - Met on Thursday, Feb. 1st to transfer domain access and discuss timeline.
 - Public page, Member portal, Executive portal
 - Draft should be available for March 18th Exec meeting with site ready to launch at WESTTA AGM. ½ of the invoice will be paid now.
- WESTTA Elections
 - Motion to appoint Local Electoral Officer: Asten McGill has agreed to serve again.
 - Moved by Terry Marsell seconded by Reid Sloan- Carried.
 - Nomination and campaign period shall begin on April 1st
- MTS Provincial Council – May 24-25, 2024
 - Three delegates (Shawna not included because of PX role)
 - Proposed Meeting Agenda 2024:
 - MTS Binder Meeting April 25, 2024 9:00 AM-12:00 PM – Book meeting room again?

10. Meeting Dates:

- 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 – *Change to June 10th – Yes.

11. Motion to adjourn – Moved by Heather Addison Seconded by Shawna Dobbelaere. Carried.

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.

1. ~~Monday, August 28, 2023 Shawna~~

3. ~~Monday, September 25, 2023 Shawna~~

2. ~~Monday, September 11, 2023 (Board Reorganization Meeting) Shawna~~

4. ~~Tuesday, October 10, 2023 Andrei & Megan~~

5. ~~Monday, October 23, 2023 - Kathi~~

6. ~~Monday, November 13, 2023 -
Shawna~~

7. ~~Monday, November 27, 2023 -
Shawna & Demaris~~

8. ~~Monday, December 11, 2023~~

9. ~~Monday, January 8, 2024~~

10. ~~Monday, January 22, 2024~~

11. Monday, February 12, 2024

12. Monday, February 26, 2024

13. Monday, March 11, 2024

14. Monday, April 8, 2024 - Terry

15. Monday, April 22, 2024 - Tyler

16. Monday, May 13, 2024

17. Monday, May 27, 2024

18. Monday, June 10, 2024 - Craig

19. Monday, June 24, 2024