

Attendance:

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

Regrets:

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| ☐ Ariel Bergmann (EMMS) – ESJ Co-Chair | ☐ Megan Verrier (EMMS) – WSH Chair |
| ☐ Tyler Sloan (MCI) – Ed Finance Chair | ☐ Tara Routhier (MLES) – New to Western Chair |
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1. Call to order & Acknowledgment.

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 Shawna Dobbelaere Seconded by Dawn Rigaux. Carried.**4. Approval of the WESTTA February 12, 2024, Executive Meeting Minutes. Attached. **Approved by Heather Addison Seconded by Dawn Rigaux. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

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| <ul style="list-style-type: none">• Feb 16 – COSL Winter Conference (Victoria Inn)• Feb 21 – School visit at EMMS (8 AM)• Feb 21 – Liaison lunch with SRTA President (Morris)• Feb 23 – School visit at MCI (Noon)• 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, PRTA & PSTA (GVTA office) Storm Day | <ul style="list-style-type: none">• Mar 1 – Delivery of \$50 gift card for Workload Survey promotion prize to Jessie Harrauld (MCI)• Mar 1-2 – Women and Leadership Symposium (McMaster)• Mar 7 – Chat with superintendent• Mar 11 – WSD WSH Inspection (AM)• Mar 11 – Presidents' Check-in (Zoom)• Mar 11 – WSD Regular Board Meeting with D. Wilson<ul style="list-style-type: none">○ Budget passed, included all the proposed expenditures! |
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- Mar 13-15 – Provincial Executive Meeting (McMaster)

- Mar 14 – Sage Council (Virtual)
- ~~Mar 18 – WAL planning (Virtual)~~

Upcoming:

- Mar 22 – Provincial Executive Meeting continued (McMaster)
- Apr 11 – WAL Network (McMaster)
- Apr 13 – Curriculum & Teaching Standing Committee Meeting #3 (Virtual)
- Apr 18-19 – Provincial Executive Meeting (McMaster)
- Apr 20 – Presidents' Council #4
- Apr 22 – Liaison with GVTA, PRTA & PSTA with MTS President
- Apr 22 – WESTTA Exec
- Apr 25 – MTS Binder Meeting (Virtual)
- Apr 30 – South Central WSH Regional Meeting
- May 1 – MTS PD Regional Meeting (Virtual)

Recent inquiries:

- Parental harassment
- Payroll question
- Certification question
- Resignation
- Weather Policy – Rural buses cancelled x 2
- Contract considerations x 2
- Workload question
- Sick leave sub planning

Goals:

- Member Communication and Engagement
 - Internal: New WESTTA member contact x 1 – Certified Substitute, tracking new hires.
 - External: Connecting with local presidents
- Relationship building with Western Board - Attending Board Meetings

Correspondence:

- Emails January 12th to February 23rd 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; Ben Nein, SOTA; Desirée Pappel, AEFM; Cathy Pellizzaro, TTA; Cathy Pleskach, ITA & Joel Swaan, GVTA.

7. Treasurer's Report:

- February Report:

WESTERN TEACHERS' ASSOCIATION		TREASURER'S REPORT		2023/2024	
Months		February 1st 2024		February 29th 2024	
REVENUE		Received	Year to Date	Budget 2022-2023	
					Difference
Fees - \$115		\$ 38.71	\$ 9,521.36	\$16,500.00	-\$ 6,978.64
Interest		\$ -	\$ -	\$ -	\$ -
Miscellaneous	El Rebate	\$ 13,147.11	\$ -	\$12,639.41	-\$ 12,639.41
	MTS - President release	\$ -	\$ -	\$36,000.00	-\$ 36,000.00
	MTS Grants	\$ -	\$ -	\$ 500.00	-\$ 500.00
	WTA Events	\$ -	\$ -	\$ -	\$ -
	Other	\$ -	\$ -	\$ -	\$ -
Total		\$ 13,185.82	\$ 9,521.36	\$ 65,639.41	-\$ 56,118.05
Balance		\$55,543.16			
Bank	Share	\$ 5.00			
	Revenue	\$13,185.82			
	Expenses	\$ 1,250.00			
Balance		\$67,478.98			

- Accountant Update: C. Hawryshko –
- Budget 2024-25 Considerations
- Motion to accept Treasurer's Report: Moved by Craig Hawryshko
Seconded by Dawn Rigaux. Carried.

EXPENDITURES	Expended	Year to Date	Balance	Budget
Social	\$ -	\$ 230.40	\$ 2,769.60	\$ 3,000.00
Operating	\$ -	\$ 1,449.03	\$ 1,550.97	\$ 3,000.00
Financial Review	\$ -	\$ 1,680.00	\$ 180.00	\$ 1,500.00
Retreat	\$ -	\$ 3,903.90	-\$ 1,403.90	\$ 2,500.00
Public Relations	\$ 1,250.00	\$ 1,588.52	\$ 911.48	\$ 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	\$ 1,250.00	\$ 9,565.10	\$ 55,201.09	\$ 64,766.19
Date:	February 29th 2024			

8. Committee Reports

- Ed Finance – T. Sloan
- Equity and Social Justice – A. Mardli & A. Bergmann
- Ariel attended the ESJ Spring Seminar in February.
 - Key note: Dr. Shannon Moore: Teaching About Controversial Topics in Schools
 - Education is political. Everything is political.
 - Public space vs. private space values (“those are your private values, in this room/public space you cannot say it in that way”)
 - She provided criteria to decipher topics that are either open, controversial, or noncontroversial issues
 - Ex) would having the discussion lend legitimacy to an unfounded position? Will inviting debate cause harm? Are both positions supported by evidence? Have experts already determined that the issue is closed? Contrary views are held, but do they stand up to reason? Do viewpoints infringe on public values?
 - Career Trek presentation
 - Regional meeting – next meeting May 2 in person, at the Elm Creek Golf Course, Ariel and Andre would both like to attend.
 - ESJ Topics that matter right now sessions
 - Supporting LGBTQIA youth in a climate of hate
 - Bill 35 updates and questions
 - Public registry questions: What is MTS fighting for? Just having employees names and if they are active or inactive

- Roster Panel: Who will be on it? Not determined yet.
 - How will complaints be handled?
 - What are the possible consequences that could be decided on by the panel?
 - Likely going to be similar to Sask.'s model
- PX Committee proposed changes to how standing committees and local chair seminars work (in 2025-2026).
- Addressing equity, diversity, and inclusion through Provincial bargaining: Took the best of the best of all collective agreements as their starting package
 - Change of language to be more inclusive (they/them vs. he/him, she/her)
 - Changed to people-first language ('students with exceptional needs', not 'exceptional students')
 - Bereavement leave – inclusion of spouse, children, parent, sibling, grandparents – natural, in-law, step, or foster (vs. mother, father, son, daughter, spouse)
 - Maternity/parental leave issues
 - PTSD has a Return-to-Work clause that they're still bargaining (after you leave you must return to work after 10 months or pay back top-up)
 - Issues around Increment Dates (if you go on leave Sept. 5th you should be paid what you would have been paid Sept. 1 not what you ended on in June)
 - The Employers side wants to claw back the 90% for parents taking an extended parental leave because it requires them to pay more than those taking 12 months
- Resources for staff (ex. using inclusive language in the classroom, articles about controversial topics in the classroom): what's the best way for us as ESJ chairs to share this information with staff?
- ESJ Grant – Bannock Dogs event at Minn. (Andre)
- 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 hosted a Maternity Benefits seminar at GVC on Monday, March 18th.
 - 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
 - Workload Survey Completion rate – 75 WESTTA Members
- Social – D. Rigaux & L. Rowley
 - March 8th Car Rally was postponed due to low registrations. Rescheduled to April 19th – Try to round up some teams!
 - 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
 - \$1600 in Individual PD Grants have been approved -Deadline June 15 2024.
 - Preparing for a conversation about what WSD PD could look like moving forward.
- Workplace Safety and Health – M. Verrier
- Public Relations – Vacant
- New to Western – T. Routhier

➤ Indigenous Education – D. Wilson

- Demaris attended the Indigenous Chair Winter Seminar. There was a last-minute change in presenters, meaning that the Anti-Indigenous Anti-Racism Document that we have been developing is currently on hold. The focus was on **Decolonizing the Classroom** and **MMIWG2S**. Time was spent brainstorming with MTS Officials about how MTS can support members with fulfilling the Calls for Justice for the **National Inquiry into Missing and Murdered Indigenous Women & Girls**. **Copied below for reference. Requests were made for PD opportunities (potentially with police/RCMP) for Trauma Training & Identifying/Intervening with Grooming, as well as MTS premade lesson plans on MMIWG2S that would be accessible on the MTS website.
- **Update for Prints:** Some schools have put up the Indigenous framed prints that we purchased last year, others have said they want a French translation included on the frame. It looks like it would be \$7 a frame to add the vinyl decals in French. We will cover the cost.
- ****Calls for Educators:**
 1. We call upon all elementary, secondary, and post-secondary institutions and education authorities to educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience. All curriculum development and programming should be done in partnership with Indigenous Peoples, especially Indigenous women, girls, and 2SLGBTQQIA people. Such education and awareness must include historical and current truths about the genocide against Indigenous Peoples through state laws, policies, and colonial practices. It should include, but not be limited to, teaching Indigenous history, law, and practices from Indigenous perspectives and the use of *Their Voices Will Guide Us* with children and youth.
 2. We call upon all educational service providers to develop and implement awareness and education programs for Indigenous children and youth on the issue of grooming for exploitation and sexual exploitation.

➤ Vice President – R. Sloan

9. New Business

- Timed Item @ 4:30 PM on Teams – Glen Anderson, MTS
 - Adding Vision Care – See Info sheet [Attached]. Motion to present a \$300.00 Vision Care Model for addition to our extended health benefit to September 2024 to the membership. Moved by Reid Sloan Seconded by Laura Rowley. Carried.
- DBP – Disability Benefits Plan Department
 - Update on scenarios to share at WESTTA AGM.
- WESTTA Scholarship Drafts

Western Teachers' Association is the local union representing Western School Division's approximately 165 teachers, principals and clinician members. Every year, we are pleased to support the post-secondary education of two MCI graduates.

The WESTTA scholarship is given to an MCI graduate who held a 75% or better average, was involved in the school and/or community, and will pursue post-secondary education. The scholarship will be paid out following proof of payment to their post-secondary institution within two years.

Value \$800.00

The WESTTA bursary is given to an MCI graduate who held a 75% or better average, was involved in the school and/or community, and will pursue post-secondary education. The bursary will be paid out to the student once they show proof of acceptance into a university, college, or apprenticeship program. The student may have a gap year.

Value \$800.00

Shawna will check it over with Tyler Sloan for final approval.

- WESTTA Website
 - Draft/temporary link: <http://45.56.222.137/~westta/>
 - Feedback
- WESTTA Elections
 - Local Electoral Officer: Asten McGill has agreed to serve again.
 - Nomination and campaign period shall begin on April 1st.
- WESTTA AGM – Any Conflicts with the following dates?

Mon. April 29	Tues. April 30 South Central WSH meeting PM	Weds. May 1	Thurs. May 2
Mon. May 13	Tues. May 14	Weds. May 15	Thurs. May 16

- MTS Provincial Council – May 24-25,26 2024
 - Three delegates & space for 1 alternate. Reid, Dawn, Heather.
 - Anyone else interested?

IMPORTANT DEADLINES & DATES

Date	Action
March 1 @ 4 PM	Deadline for PX nominations
March 4 @ 4 PM	Candidate Meeting (virtual)
March 15 @ 4 PM	Deadline for submission of Local resolutions
March 29 @ 12 noon	Submit names of pages
March 29 @ 4 PM	Submit Local delegate list
April 1 @ 4 PM	Deadline for submission of candidate materials
April 15 @ 12 noon	Accommodation requests due
April 20 @ 4 PM	Binder, App, Budget video & Q&A forum live
April 22 @ 12 noon	Registration deadline pre-binder meeting
April 25 @ 9 AM	Provincial Binder Meeting (virtual)
May 17 @ 12:00 noon	Delegate list changes due

- MTS Binder Meeting April 25, 2024, 9:00 AM-12:00 PM – Book meeting room at Best Western again.

10. Meeting Dates:

- Monday April 22, 2024
- Monday April 29, 2024 WESTTA AGM
- Monday June 10, 2024: Transition Supper Meeting

11. Motion to adjourn – **Moved by Dawn Rigaux seconded by Craig Hawryshko. 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.

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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 – Shawna |
| 5. Monday, October 23, 2023 – Kathi | 13. Monday, March 11, 2024 – Shawna & Demaris |
| 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 |