



western
teachers
ASSOCIATION

WESTTA Executive Meeting MINUTES

Demaris's Classroom Room 105 @ MCI

4:10pm, September 16, 2024

Attendance:

- | | |
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| ☐ Shawna Dobbelaere (MCI) – President | ☐ Reid Sloan (MLS) – VP & CB Co-Chair |
| ☐ Andrei Mardli (EDT) – ESJ Chair | ☐ Tyler Sloan (MCI) – Ed Finance Chair |
| ☐ Dawn Rigaux (MCI) – Social Chair | ☐ Craig Hawryshko (MCI) – Treasurer |
| ☐ Laura Rowley (MCI) – Public Relations Chair | ☐ Megan Verrier (EMMS) – WSH Chair |
| ☐ Demaris Wilson (MCI) - Indigenous Ed Chair | ☐ Heather Addison (MCI) – Secretary |
| ☐ Kathi Hamm (MINN) – CB Co-Chair | ☐ Aku Sifuba (MLS) – Guest - regrets |
| ☐ Tara Routhier (EMMS) – New to Western Chair | |

Regrets:

1. Call to order & Acknowledgment

Western Teachers' Association operates on the traditional lands of the Anishinaabe and Dakota peoples. The WESTTA respects the Treaties that were made on this territory, we acknowledge the harms and mistakes of the past, 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 June 10, 2024 Executive Meeting Minutes. Attached. **Moved by Heather Addison seconded by Laura Rowley. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

- | | |
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| <ul style="list-style-type: none">• Jun 11 – Attend meeting with member• Jun 16-17 – Foundations of Trustee Management Systems training (Calgary)• June 18-19 – Employee Benefits Conference (Calgary)• Jun 20 – Meeting representative with a member (DO)• Jun 20 – President & Public Relations Chair lunch meeting• Jun 24 – MAEC Grad (3:00 PM) & WESTTA Golf• Jun 29 – Present Retirement gift• Jul 17 – Agreement in Committee Meeting for locals (virtual) | <ul style="list-style-type: none">• Jul 22 – WESTTA CB Committee meeting (PM)• Jul 24 – Special Meeting of Provincial Executive (virtual)• Jul 26 – WESTTA member meeting re: Agreement in Committee (virtual)• Aug 19-20 – PX Annual Planning (Elkhorn Resort)• Aug 21-22 –MTS Summer Seminars (Keystone Centre, Brandon)• Aug 23 – Presidents' Council (Keystone Centre)• Aug 28 – WSD Regular Board Meeting (DO) |
|--|---|

- Aug 29-30 – School visits to meet new members if available
- Sept 3 – Opening breakfast greetings
- Sept 9 – WSD WSH Inspections (PM)
- ~~Sept 9 – WSD Regular Board Meeting & Reorganization meeting~~
- Sept 13 – WSD WSH Meeting (AM)

Upcoming:

- Sept 17 – Meeting with S. Ross re: new CA (DO)
- Sept 19-20 – PX Meeting (McMaster)
- Sept 19 – SAGE Council Meeting #1
- Sept 25 – MTS Audit Committee Meeting PM (McMaster)

Recent inquiries:

- Part-time teacher admin/PD days
- Meal period & subbing times
- “Permanent Salary adjustment” for partial year
- Timing of leave notification
- Pay period change x2
- Prep time coverage

Goals:

- Member Communication and Engagement
 - Internal: New WESTTA member contacts x 23 by Sept. 10th! I have school lists prepared if you could check them over for me today! Please take the new Safe Spaces cards to your buildings for distribution! I am a few short so will get MAEC and D.O. next week.
 - Succession planning for WESTTA president & regular meetings with the VP.
 - External: Connecting with local presidents – This will be on an as needed basis this year.
- Relationship building with Western Board
 - Attending Board Meetings - I will have a conflict on the 4th Monday of the month this year and will be asking Exec members to help fill in!
 - Board Chair = Darcy Wolfe
 - Vice Chair = Lisa Burley

- Sept 26 – New Teacher Check Your Pay & Welcome Supper (EMMS Library)
- Oct 1 – MTS Disability Benefits Plan Investment (DBPI) Committee Meeting #1 (Bradley Square)
- Oct 3 – Hosting MSBA/MTS WSH Training Day (Western DO)
- Oct 5 – MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #1(McMaster)
- Oct 18 – New Employee Benefits Chair training (McMaster)
- Oct 25 – MTS PD Day
- Oct 26 – Presidents’ Council #1 (McMaster)
- Oct 28-29 – PX Meeting (McMaster)

- Length of school day
- Provincial agreement x 2
- Salary x2
- MTS PD Day
- Recess duty
- MTS My Profile

Committee Assignments for 2024-25:

Liaison	Lisa Burley	Nicole Levesque
Negotiations	Susana Hawryshko	Brian Fransen/ Darcy Wolfe
R.R.T.V.A.	Susana Hawryshko	Brian Fransen
Governance	Lisa Burley	Darcy Wolfe
Communications	Nicole Levesque	Darcy Wolfe

Correspondence:

- Email August 30th MTS Committee Appointment letter
 - Reid Sloan –Collective Bargaining Standing Committee

7. Treasurer's Report: Moved by Craig Hawryshko seconded by Dawn Rigaux. Carried.

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2023/2024			
Months			June 1st 2024		June 30th 2024			
REVENUE			Received	Year to Date	Budget 2022-2023			
					Difference			
Fees - \$115			\$ 115.46	\$ 19,624.75	\$16,500.00	\$ 3,124.75		
Interest			\$ -	\$ -	\$ -	\$ -		
Miscellaneous	EI Rebate		\$ -	\$ 13,147.11	\$12,639.41	\$ 507.70		
	MTS - President release		\$ -	\$ -	\$36,000.00	-\$ 36,000.00		
	MTS Grants		\$ -	\$ -	\$ 500.00	-\$ 500.00		
	WTA Events		\$ -	\$ -	\$ -	\$ -		
	Other		\$ -	\$ 500.00	\$ -	\$ 500.00		
Total			\$ 115.46	\$ 33,271.86	\$ 65,639.41	-\$ 32,367.55		
			EXPENDITURES					
Balance			\$74,346.47	Expended		Year to Date	Balance	Budget
Bank	Share	\$ 5.00						
	Revenue	\$ 115.46	Social	\$ 1,002.29	\$ 1,590.44	\$ 1,409.56	\$ 3,000.00	
	Expenses	\$57,385.30	Operating	\$ 1,914.64	\$ 4,427.67	-\$ 1,427.67	\$ 3,000.00	
			Financial Review	\$ -	\$ 1,680.00	-\$ 180.00	\$ 1,500.00	
Balance			\$17,076.63	Retreat	\$ -	\$ 3,903.90	-\$ 1,403.90	\$ 2,500.00
			Public Relations	\$ 116.79	\$ 1,755.31	\$ 744.69	\$ 2,500.00	
			Scholarship	\$ 2,400.00	\$ 2,400.00	-\$ 600.00	\$ 1,800.00	
			Collective Bargaining	\$ -	\$ -	\$ 300.00	\$ 300.00	
			A.G.M.	\$ 836.46	\$ 1,261.92	\$ 738.08	\$ 2,000.00	
			Equality & Social Justice	\$ -	\$ -	\$ 350.00	\$ 350.00	
			Professional Development	\$ 77.70	\$ 77.70	\$ 22.30	\$ 100.00	
			other	\$ -	\$ 1,475.27	-\$ 1,475.27	\$ -	
			Indigenous Education	\$ 213.22	\$ 321.22	-\$ 21.22	\$ 300.00	
			First Year teacher	\$ 96.30	\$ 96.30	\$ 253.70	\$ 350.00	
			WTA President's Release	\$ 50,727.90	\$ 50,727.90	-\$ 3,661.71	\$47,066.19	
			Total	\$ 57,385.30	\$ 69,717.63	-\$ 4,951.44	\$ 64,766.19	
			Date:	June 30th 2024				

- Budget 2024-25:

WESTTA BUDGET 2024-2025		
		Proposed 2024-2025
Fees	\$130	\$ 23,010.00
Interest		
Miscellaneous	EI Rebate	\$ 13,000.00
	MTS Grants	\$ 500.00
	President's Release	\$ 40,250.00
	From Account Surplus	\$ 54,285.00
	Other	
Total		\$ 131,045.00
Social		\$ 3,000.00
Operating		\$ 4,500.00
Retreat		\$ 3,000.00
Public Relations		\$ 2,500.00
Scholarship		\$ 2,400.00
Bargaining		\$ 300.00
MTS Provincial Council		\$ 2,000.00
Equity & Social Justice		\$ 350.00
Professional Development		\$ 100.00
New to Western		\$ 650.00
WESTTA President's Release		\$ 53,750.00
Indigenous Education		\$ 500.00
Financial review		\$ 1,500.00
Other		
Total		\$ 74,550.00

We are still waiting for the President's Release grant from MTS but we can expect \$37,000. I was late sending in the PR Grant final report but we should expect some money to subsidize the website costs as well. We will also owe WSD 50% of two years of retro pay TBD.

DRAFT

8. Committee Reports

➤ Ed Finance – T. Sloan (MCI)

- My goal is to make it to a Ed finance meeting to learn more about what is being done around the province.
- Nothing to report yet

➤ Equity and Social Justice – A. Mardli (EDT)

- Goals: Increase awareness of Equity and Social Justice (ESJ) resources available to all members.
 - Ensure members are aware of my role and the services I can provide in supporting ESJ initiatives.
- Opt-out forms update

➤ Employee Benefits – S. Dobbelaere filling in

- An all-member email was sent June 25th explaining the background behind the anticipated ~\$1,000 increase to benefit costs for 2024.
- Following the ratification of the new agreement, benefit costs increased a further \$300 due to negotiated salary increases. Another all-member email was sent Sept. 6th with the updated grids and rate sheets to show the calculations.
- I asked regional presidents if they'd share their current premiums: GVTA \$4182 (with \$300 vision care), PRTA \$4026, PSTA \$3667.
- Shawna can attend the new chair training the afternoon of Friday, October 18th. Is anyone else interested in checking out the Seminar on Sat. October 19 at the Norwood Hotel?

➤ Collective Bargaining – K. Hamm (MINN) & R. Sloan (MLS)

- CB Goal - To familiarize ourselves with the new agreement so that we are able to help answer questions or refer members to the correct section in the new document.
- Report - Near the beginning of July we got the unexpected news of an agreement in committee which needed to be ratified. This meant that we (Kathi, Reid and Shawna) needed to attend a virtual meeting on Wednesday, July 17, 2024 to hear about the proposed document. Then on Monday, July 22nd, Kathi, Reid and Shawna met to create a summary document to share with our local membership. This summary was emailed out during this week and then on Friday, July 26, we held a virtual meeting to clarify clauses or answer questions from the membership. On August 8th the first Provincial agreement was ratified and officially signed on August 27, 2024!

➤ Social – D. Rigaux (MCI)

- Goals: I have goals! I want to have another car rally, another BBQ, hopefully a trivia night and I'm working on others.

➤ Professional Development – S. Dobbelaere filling in

- Seminar date: Fri-Sat, November 22nd-23rd. I am unable to attend. Is there someone from Exec interested?
- April 11th AM PD Day – Our committee will have responsibility for planning this morning.
 - I hope to send out a survey to all teacher members asap, asking for sessions they would like to see. It would be ideal to have a representative from all schools + French so that we could have something for everyone!

➤ Workplace Safety and Health – M. Verrier (EMMS)

- WSD WSH Meeting Friday, September 13th (AM)

- Public Relations – L. Rowley (MCI)
 - Goal: To encourage member engagement in union activities.
 - WESTTA Website & contest
 - One membership prize, others
 - WESTTA Sponsorship of Public Skating is booked for Sunday, December 1, 2024 @12:15-1:45 PM
 - Thinking about plans for an MTS PR Grant.
- New to Western – T. Routhier (EMMS)
 - The new teacher orientation was cancelled following the ratification of the new provincial agreement.
 - There are 23 new WESTTA members (plus a few who started in January 2024). We have planned a supper event for Thursday, September 26th at EMMS Library. Tara prepared invitations and handed 20 out at the Back-to-School Breakfast. Due to the size of the group, I wasn't sure whether to invite Exec members as well. Let me know if you'd like to attend.
- Indigenous Education – D. Wilson (MCI)
 - We have started to establish an Indigenous Resource Library. We currently have seven books and will continue to add to the collection throughout the year. Demaris will be storing the books in her classroom for the time being (105 MCI). She will be notifying members shortly of how to request/sign out the books. Additionally, Demaris would like to connect with Kookum Marge to possibly put together a digital request form for members to book time/activities with her.
- Vice President – R. Sloan (MLS)
 - Plans to meet with Shawna (succession planning) and attend a board meeting, as well as president council meetings.

9. New Business

- Summer Seminars
 - Takeaways from attendees
- Executive Workshop 2024
 - Arlyn Filewich has asked to be invited out for an Executive Meeting to discuss the collective agreement & provincial bargaining process.
 - I am thinking an afternoon session with supper brought in. 1:30-6:30 pm. Are there any conflicts with the following dates? I will then send them to Arlyn to see if any work.
 - Thursday, October 17
 - Monday, October 21st X
 - Tuesday, October 22nd X
 - Thursday, October 24th
 - Wednesday, October 30th – Works for both presenters.
 - Tuesday, Nov. 5th X
 - Wednesday, Nov. 6th – X MLS Staff Meeting
 - Thursday, Nov. 7th
 - Monday, Nov. 18th
 - Tuesday, Nov. 19th
 - Also look into a Bill 35 presentation from MTS.

- Regular Board Meeting Schedule
 - Please choose a date to attend with Shawna or on your own for 4th Mondays.
- Grievance Updates
 - Shawna gave an update on a settled grievance and an ongoing grievance. There was a small discussion on how grievances will now be handled under the provincial agreement.
- MTS PD Day Satellite Session support
 - WESTTA will provide a couple of door prizes for the event.
- WESTTA Exec Check-Ins
 - Please fill in the form
 - Budget Reminder
- WESTTA Executive Email
 - westtaexec@gmail.com account is for MTS Communications to be accessible by Executive at your convenience. *Password
 - The emails include MTS staff info & job postings, news articles.
- Liaison Meeting & Topics
 - I will meet with S.Ross tomorrow morning to go through the new agreement. High on my list: length of instructional day, substitute timetables, prep time/coverage.
 - Topic suggestions – Bussing, start of day, bells/recess times.
- Website & Contest
 - Waiting for website login process to be smoothed out.

10. Meeting Dates chosen in June:

- Monday November 18, 2024
- Monday December 16, 2024
- Monday, January 20, 2025
- Monday March 17, 2025
- Monday April 21, 2025
- Between Tuesday April 22 & Monday, April 28, 2025 or earlier: WESTTA AGM *We have to notify the division about release time requirements on or before April 30th!
- Monday June 16, 2025: Transition Meeting

11. Motion to adjourn –