

Attendance:

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| ☐ Shawna Dobbelaere (MCI) – President | ☐ Tyler Sloan (MCI) – Ed Finance Chair |
| ☐ Andrei Mardli (EDT) – ESJ 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 |
| ☐ Tara Routhier (EMMS) – New to Western Chair | ☐ Kathi Hamm (MINN) – CB Co-Chair |
| ☐ Reid Sloan (MLS) – VP & CB Co-Chair | ☐ Dawn Rigaux (MCI) – Social Chair |

Regrets:

Demaris Wilson, Craig Hawryshko, Megan Verrier, Tara Routhier

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. *Action*

2. Additions to the agenda**3. Approval of the agenda** Moved by Heather Addison seconded by Dawn Rigaux. Carried.**4. Approval of the WESTTA November 13, 2024 Executive Meeting Minutes.** Move to approve the Nov. Minutes- Heather Addison, seconded by Laura Rowley. Carried.

Note: Amend schools of WESTTA Exec in Nov. Minutes.

5. Old Business**6. President's Report – S. Dobbelaere**

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| <ul style="list-style-type: none">• Nov 14 – MTS Disability Benefits Plan Investment (DBPI) Committee Meeting #2 (McMaster House)• Nov 14 – Brief meeting with MTS Economic Analyst• Nov 15 – WAL Network Meeting #1 (McMaster House)• Nov 20 – Meeting with WSD Secretary-Treasurer• Nov 20 – Member meeting• Nov 22-23 – ATMS-A training (San Antonio) | <ul style="list-style-type: none">• Nov 24-27 – Canadian Employee Benefits Conference (San Antonio)• Nov 29 – Member meeting• Dec 1 – WESTTA public skating sponsorship (Access Event Centre)• Dec 2 – Phone call with WSD HR• Dec 4 – WSD WSH Inspections PM• Dec 5-6 – PX Meeting (McMaster)• Dec 6 – Meeting with MTS President N. Martindale – He has been meeting with each president! |
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- Dec 9 - MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #2 (McMaster)
- Dec 9 – VP Liaison lunch
- Dec 9 – Presidents’ Check-in – Resolutions (Virtual)
- Dec 11 – WSD WSH Meeting PM (DO)
- Dec 16 – Meeting with S. Ross & WESTTA VP PM (DO)

Upcoming:

- Feb 6-8 – MTS Curling Bonspiel hosted by WESTTA!

Recent inquiries:

- Mandatory meeting in prep period
- Doctor note request
- Email address change
- Back pay calculation
- Release time & schedule changes
- Extracurricular days
- Lost prep time
- WSH & health concerns
- WSD Succession concern
- Certification re-evaluation
- Substitute application
- Holiday concerts x3
- Part-time teacher pay stub
- 5.11 Complaints
- Extracurricular hours x4
- Alternate to graduation leave
- Retro pay for top up

Goals:

- Member Communication and Engagement
 - Internal: 4 new substitute members: 1 declined connecting, 3 shared emails.
 - 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

Correspondence:

- Nov. 7, 2024 – Letter re: Retro pay and interest from Carl Pedersen
- Nov. 21, 2024 – Email from V. Chuyenkov re Early Notice Incentive memo, anticipated Dec. 10th
- Email notifications from MTS:
 - Nov.14 from IED Glen Anderson, Nathan Martindale, & Cynthia Taylor:
 - Arlyn Filewich is the successful candidate to the Director - Labor Relations position
 - Brahim Ould Baba is the Interim Director - Professional Status, while Cheryl Chuckry is on leave.
 - Both will begin their new roles as of Monday, November 18, 2024.
 - Nov. 21 from IED Glen Anderson:
 - Cheryl Chuckry, Director – Professional Status, has given notice that she is resigning.
 - Nov. 21 from Terri Hill & Marcela Cabezas – WSH Standing Committee
 - WSH Grant Application (\$1,000) and ideas

- Nov. 26 from Anne Bennett, Public Relations
 - WESTTA PR Grant approved
- Nov. 28 from IED Glen Anderson:
 - Kim Kummen, CFO, has given notice that she is resigning.
- Dec. 3 from IED Glen Anderson:
 - The Union Learning Grant Application form is now available on the MTS website [MTS Grants – The Manitoba Teachers' Society](#).
 - Applications will be accepted on an ongoing basis and will be considered in two rounds: First round **January 30, 2025**, and second round **March 31, 2025**.
 - For further information, please contact Eric Sagenes at esagenes@mbteach.org
- Dec. 5 from IED Glen Anderson:
- On January 1, 2025, HumanaCare, our counselling and support services provider, is rebranding under the name Kii (pronounced Key). We have put together a brief video and Powerpoint (approx. seven minutes) explaining the transition. You can find it here: [HumanaCare to Kii-20241202_111531-Meeting Recording.mp4](#)
- While the name of the service provider and the look of its promotional materials will change, all current features offered under HumanaCare will continue. In fact, there are a couple of very positive additions:
- The number of counselling sessions available to members and eligible family is increased from up to six (6) sessions **to up to 14**. This is a welcome service enhancement that helps ensure our members are supported by counsellors/therapists that they are familiar with.
- Kii offers a new service called **MindBeacon (iCBT)**, an additional therapeutic option that can be helpful for conditions such as depression, anxiety and PTSD.
- It's important to note that if a member has been working with a trusted counsellor or therapist under HumanaCare and wishes to continue on with them, they can do so.
- All current features offered by HumanaCare will continue under Kii. And while there is a new telephone number for Kii, the contact number used for HumanaCare will continue to be functional as well. Either number will connect members to the services they want to access.
- Like HumanaCare, Kii offers additional services such as newsletters and webinars. Registration with an access code assigned to MTS is required to sign up for those services. The code will be included in all promotional material provided to members, from posters suitable for staff rooms and other common areas, to a brochure explaining the services and a membership card (if the member wishes to download and print one). These tools have been posted in MyProfile. Once members log in, they'll find the information under "Quick Links" on the righthand side of their screen. All the information is available in both FR and ENG.
- Information has been posted to the MTS website, and an email to all members explaining the rebranding and service enhancements will go out early next week. A notice will also be included in the December issue of the Sub e-newsletter and will be posted to MTS social media channels. Going forward we'll continue to promote Kii via the MB Teacher magazine and the Sub in the same way we promoted HumanaCare.
- If you have any questions about the service itself, please direct them to Dan Turner dturner@mbteach.org and any questions about the comms strategy can go to Anne Bennett abennett@mbteach.org.
- We're pleased that Kii will offer the variety and continuity of services our members have come to know, and we're excited by the service enhancements offered. Let us know if there's anything we can do to make the transition as seamless as possible for our members and their families.

7. Treasurer's Report:

- November 2024:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2024/2025	
Months			November 1st 2024		November 30th 2024	
REVENUE			Received	Year to Date	Budget 2024-2025	
						Difference
Fees -\$123			\$ 10,965.50	\$ 11,148.21	\$23,010.00	-\$ 11,861.79
Interest			\$ -	\$ -	\$ -	\$ -
Miscellaneous	EI Rebate		\$ -	\$ -	\$13,000.00	-\$ 13,000.00
	MTS - President release		\$ -	\$ 37,117.00	\$40,250.00	-\$ 3,133.00
	MTS Grants		\$ 1,675.00	\$ 1,675.00	\$ 500.00	\$ 1,175.00
	WTA Events		\$ -	\$ -	\$ -	\$ -
	Other		\$ -	\$ -	\$ -	\$ -
		Total	\$ 12,640.50	\$ 49,940.21	\$ 76,760.00	-\$ 26,819.79

			EXPENDITURES			Expended	Year to Date	Balance	Budget
Bank	Balance	\$53,284.01							
	Share	\$ 5.00							
	Revenue	\$12,640.50							
	Expenses	\$ 2,780.14							
	Balance	\$63,144.37							
			Social			\$ 652.14	\$ 652.14	\$ 2,347.86	\$ 3,000.00
			Operating			\$ -	\$ 379.97	\$ 4,120.03	\$ 4,500.00
			Financial Review			\$ 2,128.00	\$ 2,128.00	-\$ 628.00	\$ 1,500.00
			Retreat			\$ -	\$ 110.25	\$ 2,889.75	\$ 3,000.00
			Public Relations			\$ -	\$ 348.00	\$ 2,152.00	\$ 2,500.00
			Scholarship			\$ -	\$ -	\$ 2,400.00	\$ 2,400.00
			Collective Bargaining			\$ -	\$ 56.42	\$ 243.58	\$ 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			\$ -	\$ 253.26	-\$ 253.26	\$ -
			Indigenous Education			\$ -	\$ -	\$ 500.00	\$ 500.00
			First Year teacher			\$ -	\$ 183.43	\$ 466.57	\$ 650.00
			WTA President's Release			\$ -	\$ -	\$ 53,750.00	\$53,750.00
			Total			\$ 2,780.14	\$ 4,111.47	\$ 70,438.53	\$ 74,550.00
			Date:						
			November 30th 2024						

- Motion to accept Treasurer's Report:** Moved by Tyler Sloan seconded by Dawn Rigaux. Carried.

8. Committee Reports

- Ed Finance – T. Sloan (MCI)
 - Nothing new to report.
- 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.
- Employee Benefits – H. Addison filling in
 - Nothing new to report. Shawna noted the Group Benefits committee has made a recommendation for the provincialized coverage but did not share those details. Shawna reached out to inform Group Benefits that we recently passed Vision Care and the membership has not reached out with concerns about that.

- Collective Bargaining – K. Hamm (MINN) & R. Sloan (MLS)
 - Nothing new to report.
 - 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.
 - Reid Sloan will be attending a Collective Bargaining Standing Committee meeting on January 17.
- Social – D. Rigaux (MCI)
 - Post Parent-Teacher Pizza Party – Friday, November 22nd 12-2:00 pm at Morden Legion. The PPPP was a hit! We had close to 30 members attend. There was a lot of good feedback and as long as parent-teacher coincides divisionally next year, it should happen again.
 - WESTTA has agreed to host the MTS Bonspiel. Dawn, Terry and Andrei met on November 26 to start planning. The group will be shoulder-tapping others to help with the planning and execution of the bonspiel. It's going to have a Mexican fiesta theme!
 - 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
 - April 11th AM PD Day – Our committee will have responsibility for planning this morning. I communicated with principals as they hadn't received word and had already started making plans.
 - Based on survey results, the following sessions have been pre-booked:
 - Towards Trauma-Sensitive Classrooms session from Teacher Led Learning Team (organized by MTS) half-day
 - Custom Workshop from Care for All in Education half-day
 - Survey's repeated topics: EAL student support in the classroom, trauma sensitive classrooms, Indigenous Topics/building on Treaty Training day 1.
- Workplace Safety and Health – M. Verrier (EMMS)
- Public Relations – L. Rowley (MCI)
 - Goal: To encourage member engagement in union activities.
 - WESTTA Website & contest – Currently 143 members with accounts
 - WESTTA Sponsorship of Public Skating was held Sunday, December 1, 2024 @12:15-1:45 PM
 - MTS PR Grant was approved.
- New to Western – T. Routhier (EMMS)
 - Nothing new to report.
- Indigenous Education – D. Wilson (MCI) -Demaris sent in a report but I don't have it-Shawna, please insert.
 - Demaris and Shawna have been working to get the Indigenous Education Library cataloged and ready for the website, along with a request form for members to access and request the resources. We have had a few new items donated to our library that will be included as well. Demaris will be attending the Indigenous Ed. Seminar November 29-30. Topics for the seminar have not been shared yet.
- Vice President – R. Sloan (MLS)
 - December 9, 2024- Lunch with WESTTA president & Resolutions Training (virtual check-in)
 - Observed Board meeting Dec. 9
 - Did a Presidents' check-in on writing resolutions (form has changed)
 - Attended the meeting with S.Ross this afternoon.

9. New Business

- Update on WESTTA topics
- Pre-Discussion of WSD WSH Variance application
- WESTTA Exec Check-Ins
 - Thank you for scheduling these! I will be working on them in January.
- Liaison Meeting – Round 2
 - Data on exceptional needs & class sizes is unofficial and unavailable. We would have to collect our own data.
 - Budget presentation from WSD?
- WESTTA Elections Follow-up
 - We will plan to have the President election ahead of the AGM. I will contact a member about being Local Electoral Officer.

10. Meeting Dates:

- 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 on or before April 30th!
- Monday June 16, 2025: Transition Meeting

11. Motion to adjourn – Moved by Heather Addison.

Board Meetings: 7:30 pm start

- ~~1. Monday, August 26, 2024 – Shawna~~
- ~~2. Monday, September 9, 2024 (Board Reorganization Meeting)~~
- ~~3. Monday, September 23, 2024 – Shawna~~
- ~~4. Tuesday, October 15, 2024~~
- ~~5. Monday, October 28, 2024~~
- ~~6. Tuesday, November 12, 2024~~
- ~~7. Monday, November 25, 2024 – Craig~~
- ~~8. Monday, December 9, 2024 – Reid & Shawna~~
9. Monday, January 13, 2025 - Tara
10. Monday, January 27, 2025
11. Monday, February 10, 2025
12. Monday, February 24, 2025 – Andrei & Megan
13. Monday, March 10, 2025
14. Monday March 24, 2025
15. Monday, April 14, 2025
16. Monday, April 28, 2025
17. Monday, May 12, 2025
18. Monday, May 26, 2025
19. Monday, June 9, 2025
20. Monday, June 23, 2025

