



WESTTA Executive Meeting MINUTES

Library @ MLS 4:10pm, Wednesday, November 13, 2024

Attendance:

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| ☐ Shawna Dobbelaere (MCI) – President | ☐ Reid Sloan (MLS) – VP & CB Co-Chair |
| ☐ Andrei Mardli (MLES) – ESJ Chair | ☐ Tyler Sloan (MCI) – Ed Finance Chair |
| ☐ Laura Rowley (EMMS) – Public Relations Chair | ☐ Craig Hawryshko (MCI) – Treasurer |
| ☐ Demaris Wilson (MCI) – Indigenous Ed Chair | ☐ Megan Verrier (EMMS) – WSH Chair |
| ☐ Tara Routhier (MLES) – New to Western Chair | ☐ Heather Addison (MCI) – Secretary |

Regrets:

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| ☐ Kathi Hamm (MINN) – CB Co-Chair | ☐ Dawn Rigaux (MCI) – Social Chair |
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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 Demaris Wilson. Carried.**

4. Approval of the WESTTA September 16, 2024 Executive Meeting Minutes. **Moved by Heather Addison seconded by Reid Sloan. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

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| <ul style="list-style-type: none">• Sept 17 – Meeting with S. Ross re: new CA (DO)• Sept 17 – evening Special Meeting of PX (McMaster)• Sept 19-20 – PX Meeting (McMaster)• Sept 19 – SAGE Council Meeting #1• Sept 25 – MTS Audit Committee Meeting PM (McMaster)• Sept 26 – New Teacher Check Your Pay & Welcome Supper (EMMS Library)<ul style="list-style-type: none">○ 13 new members• Oct 1 – MTS Disability Benefits Plan Investment (DBPI) Committee Meeting #1 (Bradley Square)• Oct 2 – Meeting with S. Ross re: new CA (DO) | <ul style="list-style-type: none">• Oct 3 – Hosting MSBA/MTS WSH Training Day (Western Division Office)• Oct 4 – Grand Opening of EDTS• Oct 5 – MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #1 (McMaster)• Oct 8 – Special Meeting of PX AM (McMaster)• Oct 9 – WSD PD Day Treaty Training• Oct 11 – Lunch meeting with VP• Oct 21 – Exec Check-In• Oct 23 – Exec Check-In• Oct 25 – MTS PD Day• Oct 26 – Presidents' Council #1 (Virtual due to illness)• Oct 28-29 – PX Meeting (McMaster) |
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- Oct 30 – WESTTA Executive Workshop PM (The Loft @ TerraPoint)
- Nov 4 – Meeting with S. Ross re: calendar, length of school day (DO)
 - If changes need to be made, we should aim for the 5.5 hour goal.
- Nov 12 – Liaison with MTS President, GVTA, PSTA, & PRTA presidents
- Nov. 13 – WESTTA Exec meeting

Upcoming:

- Nov 14 – MTS Disability Benefits Plan Investment (DBPI) Committee Meeting #2 (McMaster House)
- Nov 15 – WAL Network Meeting #1 (McMaster House)
- Nov 22-23 – ATMS-A training (San Antonio)
- Nov 24-27 – Canadian Employee Benefits Conference (San Antonio)
- Dec 5-6 – PX Meeting (McMaster)
- Dec 9 - MTS Curriculum & Teaching Standing Committee (CTSC) Meeting #2 (McMaster)
- Dec 16 – Meeting with S. Ross (DO)

Recent inquiries:

- Social Media issue
- Sharing HumanaCare Supports
- LTD Benefits
- Website account x2
- Religious Holy Leave application process
- Indigenous Ceremonial & Cultural Leave application process
- Bereavement leave
- Professional Certification question x3
- Blue Cross coverage
- Length of school day
- EC hours – activities without students
- Provincial Maternity and Parental Leave Form
- Accessing medical leave
- Resignation deadlines
- Family sick leave
- Note request for sick leave
- LTP eligibility for permanent posting
- Backpay timeline x 7
- School decision-making process
- Framework for Learning sessions
- Leave communication

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 – I will have a conflict on the 4th Monday of the month this year and will be asking Exec members to help fill in!

Correspondence:

- Oct. 21, 2024 – MTS PR Grant Application 2024-25 shared from Anne Bennett, Public Affairs Facilitator
- Nov. 4, 2024 – Treaty Land Acknowledgment from MTS IED Glen Anderson:

We have recently implemented a change to our practice of reading the Treaty Land Acknowledgment at Provincial Executive meetings by personalizing the Acknowledgment and/or reading our current wording. This is a small step in on our continued work in Truth and Reconciliation.

To assist you in personalizing the acknowledgment at Local meetings, please refer to the attached documents:

- *Briefing Note on Land Acknowledgment from January 2022*
- *Briefing Note on Land Acknowledgment Resources from January 2022*
- *Article from Mainlander – Beyond a Formal Acknowledgment (mentioned in BN above)*
- *Article from Policy Options – Time to put action behind University land acknowledgments (mentioned in BN above)*
- *Article from the Current - Land acknowledgements can be used to erase Indigenous people's presence (mentioned in BN above)*
- *Current Land Acknowledgement Wording onsite in English*
- *Current Land Acknowledgement Wording onsite in French*
- *Current Land Acknowledgement Wording offsite in English*
- *Current Land Acknowledgement Wording offsite in English*

The current wording will continue to be listed in agenda templates to act as a guide to personalizing the acknowledgment.

The resolution passed at Provincial Council 2024 will be marked as completed but this important work will remain ongoing.

Resolution B62 Land Acknowledgment Ongoing Review

BE IT RESOLVED that the Society continue to review and update the Land Acknowledgement on an ongoing basis to reflect the growth, learning, and increased understanding of reconciliation and colonialism over time.

FURTHER, that it is recognized that the Land Acknowledgement is a way to measure our accountability of the Society to this work and should not be a static document requiring resolutions to make change.

- Email Nov. 5th Cathy Pleskach, Chair MTS Awards Committee

The MTS Awards Committee has been hard at work updating the nomination forms for the Society's highest honours: the 1922 Award for service to the teaching profession and unionism, Honourary Membership and Life Membership. These awards are presented at the MTS Provincial Council AGM in May.

We aimed to streamline the nomination process to make it easier and more efficient for those who wish to nominate a deserving colleague. And we're upping our promotion game with new ideas for

raising awareness of the awards and what they've meant to those who've received them. Watch for video messages from past recipients on your social media channels, coming soon!

In the meantime, we're pleased to share our first promotional social media graphic, designed by Matea Tuhtar on the creative services team in Communications and Contact Services.

Please take time to review the [awards criteria](#), and consider nominating someone who you know has gone above and beyond in the service of our profession, and/or unionism. You'll find all the info under the "Inside MTS" dropdown menu on mbteach.org. The deadline for nominations in all categories is February 1, 2025.

If you have any questions, feel free to email awards@mbteach.org.

7. Treasurer's Report:

- September 2024:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2024/2025	
Months			September 1st 2024		September 30th 2024	
REVENUE			Received	Year to Date	Budget 2024-2025	
						Difference
Fees -\$123			\$ 182.71	\$ 182.71	\$23,010.00	-\$ 22,827.29
Interest			\$ -	\$ -	\$ -	\$ -
Miscellaneous	El Rebate		\$ -	\$ -	\$13,000.00	-\$ 13,000.00
	MTS - President release		\$ 37,117.00	\$ 37,117.00	\$40,250.00	-\$ 3,133.00
	MTS Grants		\$ -	\$ -	\$ 500.00	-\$ 500.00
	WTA Events		\$ -	\$ -	\$ -	\$ -
	Other		\$ -	\$ -	\$ -	\$ -
		Total	\$ 37,299.71	\$ 37,299.71	\$ 76,760.00	-\$ 39,460.29
Bank	Balance	\$17,315.63				
	Share	\$ 5.00				
	Revenue	\$37,299.71				
	Expenses	\$ 330.42				
	Balance	\$54,284.92				

EXPENDITURES			Expended	Year to Date	Balance	Budget
Social			\$ -	\$ -	\$ 3,000.00	\$ 3,000.00
Operating			\$ 246.00	\$ 246.00	\$ 4,254.00	\$ 4,500.00
Financial Review			\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
Retreat			\$ -	\$ -	\$ 3,000.00	\$ 3,000.00
Public Relations			\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
Scholarship			\$ -	\$ -	\$ 2,400.00	\$ 2,400.00
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			\$ 84.42	\$ 84.42	-\$ 84.42	\$ -
Indigenous Education			\$ -	\$ -	\$ 500.00	\$ 500.00
New to Western			\$ -	\$ -	\$ 650.00	\$ 650.00
WTA President's Release			\$ -	\$ -	\$ 53,750.00	\$53,750.00
Total			\$ 330.42	\$ 330.42	\$ 74,219.58	\$ 74,550.00
Date:	September 30th 2024					

- October 2024:

WESTERN TEACHERS' ASSOCIATION				TREASURER'S REPORT		2024/2025	
Months			October 1st 2024		October 31st 2024		
REVENUE				Received	Year to Date	Budget 2024-2025	
						Difference	
Fees -\$123			\$ -	\$ 182.71	\$23,010.00	-\$ 22,827.29	
Interest			\$ -	\$ -	\$ -	\$ -	
Miscellaneous	El Rebate		\$ -	\$ -	\$13,000.00	-\$ 13,000.00	
	MTS - President release		\$ -	\$ 37,117.00	\$40,250.00	-\$ 3,133.00	
	MTS Grants		\$ -	\$ -	\$ 500.00	-\$ 500.00	
	WTA Events		\$ -	\$ -	\$ -	\$ -	
	Other		\$ -	\$ -	\$ -	\$ -	
		Total	\$ -	\$ 37,299.71	\$ 76,760.00	-\$ 39,460.29	

			EXPENDITURES		Expended	Year to Date	Balance	Budget
Bank	Balance	\$54,284.92						
	Share	\$ 5.00						
	Revenue	\$ -	Social		\$ -	\$ -	\$ 3,000.00	\$ 3,000.00
	Expenses	\$ 1,000.91	Operating		\$ 133.97	\$ 379.97	\$ 4,120.03	\$ 4,500.00
	Balance	\$53,284.01	Financial Review		\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
			Retreat		\$ 110.25	\$ 110.25	\$ 2,889.75	\$ 3,000.00
			Public Relations		\$ 348.00	\$ 348.00	\$ 2,152.00	\$ 2,500.00
			Scholarship		\$ -	\$ -	\$ 2,400.00	\$ 2,400.00
			Collective Bargaining		\$ 56.42	\$ 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		\$ 168.84	\$ 253.26	-\$ 253.26	\$ -
			Indigenous Education		\$ -	\$ -	\$ 500.00	\$ 500.00
			First Year teacher		\$ 183.43	\$ 183.43	\$ 466.57	\$ 650.00
			WTA President's Release		\$ -	\$ -	\$ 53,750.00	\$53,750.00
			Total		\$ 1,000.91	\$ 1,331.33	\$ 73,218.67	\$ 74,550.00
			Date:		October 31st 2024			

- **Motion to accept Treasurer's Report:** Moved by Craig Hawryshko seconded by Tyler Sloan.
- Financial Review – C.Hawryshko
Motion to accept the review: Moved by Reid Sloan seconded by Megan Verrier. Carried

8. Committee Reports

➤ Ed Finance – T. Sloan (MCI)

- Went to my first ever Ed Finance Seminar October 19th
- Main topics of discussion:
 - Equity in funding
 - Operating expenses per pupil across regions
 - Increase number of students with exceptional needs in classrooms(2017 - 2/3 average, 2024 - over 6 avg)
 - Is the current funding meeting the needs?
- In regional talks there was lots of discussion around attention being paid to smaller class sizes across divisions. A common concern was funding for infrastructure and things like new busses and schools.
- Meeting again in February after the Provincial budget has been released

➤ 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
 - H. Addison Attended seminar Oct 18-19 2024
 - Topics were benefits plan and short and long term disability benefits. First day was an overview for newbies, second day was for all Employee Benefit chairs.
 - Discussions around trends- lots of uptake on mental health support and massage
 - Discussion around standardization of benefits for all divisions- seem to be moving this way but it seems local associations can decide for themselves whether they join in.
 - Humanacare is transitioning to Kii
- Collective Bargaining – K. Hamm (MINN) & R. Sloan (MLS)
 - The division sent a letter November 7, 2024 indicating that retro pay and interest would be paid out on Friday, November 22nd.
 - 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.
- Social – D. Rigaux (MCI)
 - Post Parent-Teacher Pizza Party – Friday, November 22nd 12-2:00 pm at Morden Legion (downstairs). RSVP on website. Posters up in schools.
 - 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. I asked a member if they were interested, but it conflicts with parent-teacher.
 - 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.
 - The survey (sent through principals) received 52 responses. Results will be shared with anyone who wishes to attend the WSD Committee Meeting in December. Majority prefer a Keynote and choice sessions but with only a half day, the keynote could limit us! 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)
 - WSD WSH Meeting Friday, September 13th (AM)
 - MTS WSH Seminar Saturday, November 2nd – S. Dobbelaere
 - Notes shared with Megan. We will have access to \$1,000 WSH Grant this year. Always interesting to share with our region. Our neighbors are going through some of the same struggles that WESTTA has over the years!
 - Have staff at all schools been given time to complete WHIMIS
- Public Relations – L. Rowley (MCI)

- Goal: To encourage member engagement in union activities.
- WESTTA Website & contest – Currently 123 members with accounts
- 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. Possible sweater shirts
- New to Western – T. Routhier (EMMS)
 - 13 new WESTTA members attended the supper event on Thursday, September 26th at EMMS Library from 4:30-6:00 pm. Shawna went through the Check Your Pay presentation in 30 minutes and answered some questions. It was great to have a face-to-face with new members!
- Indigenous Education – D. Wilson (MCI)
 - 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)
 - Attending CBSC (Collective Bargaining Standing Committee) meeting on November 15, 2024.

9. New Business

- WESTTA Website
 - Main contest – 104 registrants, secondary contest – 8 registrants
 - Contact form sign-ups (Shawna created an account for them) – 7
 - Sub member new contact - 1
 - Plans: Promote PCA info and website info via news updates. First: Pizza Party then Retro pay update (12 signed in to view right away), then a Coverage Beyond Regular Duty reporting. Slowly weaning members off of email updates!
- Presidents' Council – October 26, 2024
 - **HUMANACARE:** HumanaCare as it is currently known is being rebranded as **Kii** on a go forward basis as of January 1, 2025. All current features, contact numbers etc. will continue to be functional during the transition. Members currently using counselling services will see no change in service. An updated member portal with new branding will provide additional services such as the guided ICBT service. A communication strategy is currently being developed to assist Locals and their members. Feel free to reach out to Dan Turner (dturner@mbteach.org) if you have any questions.
 - **EI PRESENTATION:** EI presentation slides are attached. Please contact Dan Turner (dturner@mbteach.org) with any questions.
 - **REGIONAL MEETINGS: Were cancelled and replaced with PCA discussion.** Regions have the option to request an additional regional meeting.
 - **DR. CARLETON'S PRESENTATION: Truth Before Reconciliation How to Identify and Confront Residential School Denialism.** Let me know if you would like to see the slides from his presentation. There was a time of sharing and questions following the presentation where we heard from the president of MVTA, calling us to action in a proactive manner.
- Regular Board Meeting Schedule
 - Please choose a date to attend with Shawna or on your own for 4th Mondays.

- WESTTA Exec Check-Ins
 - 3 members filled in the form in September! <https://forms.office.com/r/mF29SpEmAY>
- Liaison Meeting:
 - Ask for dates in the December meeting.
 - Topic – exceptional needs increase data and how it ties in to class size
- WESTTA Elections Discussion [5 minutes]
 - Does the opportunity to nominate from the floor need to be present?
 - Voting online might be best to get enough participation separated from AGM where voting for other exec and budget passing

10. Meeting Dates:

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

11. Motion to adjourn – Moved by Heather Addison seconded by Megan Verrier 5:36 PM

Board Meetings:

- ~~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
9. Monday, January 13, 2025 Tara
10. Monday, January 27, 2025
11. Monday, February 10, 2025
12. Monday, February 24, 2025 Andrei and 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