



Attendance:

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

Regrets:

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 H. Addison; seconded by D. Wilson- Carried.**

4. **Approval of the WESTTA December 16, 2024 Executive Meeting Minutes. Moved by H. Addison, seconded by T. Routhier. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

- | | |
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| <ul style="list-style-type: none">• Dec 19 – Member meeting @ D.O.• Jan 7 – Member meeting @ D.O.• Jan 13 – Exec Check-in AM• Jan 13 – WSD Regular Board Meeting @ D.O. with T. Routhier• Jan 14 – Exec Check-in AM• Jan 14 – Exec Check-in Noon• Jan 21 – Exec Check-in PM• Jan 28 – WSD PD Committee Meeting PM (Teams)• Feb 5 – Lunch with MTS President (Morris)• Feb 7 – WESTTA Curling & Games Social Event• Feb 10 – WSD Regular Board Meeting @ D.O. | <ul style="list-style-type: none">• Feb 12 – Meeting with S. Ross @ D.O.• Feb 12 – Compile CEO feedback with VP• Feb 20 – Liaison brunch with PRTA President• Feb 24 – WSD Regular Board Meeting @ D.O. -Andrei & Megan attended• Feb 27 – MINN School Visit• Feb 28 – EMMS School Visit• Mar 5 – MLS School Visit• Mar 5 – WSD Public Budget Presentation @ EDT• Mar 5 – MTS Presidents' Check-in (Virtual)• Mar 6 – EDT School Visit• Mar 7 – VOC & MCI School Visit |
|--|--|

- Mar 10 – WSD Regular Board Meeting @ D.O.

- Mar 12 – Treasurer – budget prep

Upcoming:

- ~~Mar 20 – Women and Leadership Network (McMaster)~~
- Mar 24 – WSD Regular Board Meeting @ D.O. *Unavailable

- Mar 26 - Meeting with superintendent & VP @ D.O.
- Apr 11 – WSD PD Morning
- Apr 15 – WESTTA AGM
- Apr 26 – Presidents’ Council #4

Recent inquiries:

- Acting Principal allowance
- Guidance for next steps
- Needs of non-classroom Members
- Manitoba Teacher Registry x2
- New sub member
- Sick leave x 2
- Job posting rules x2
- TRAF questions
- Bereavement/Pallbearer leave
- Inclement weather x 4
- Substitute protected pay
- Permanent vs. term postings
- Access to WSD PD money x2
- Investigation procedure info
- Duty-free lunch
- How to access an MTS Staff Officer x2
- Family sick leave overage
- Access to leave
- PowerSchool Breach x3
- EC carryover wording x2
- PD autonomy
- On-the-job Injury
- Probationary period (Article 5.17)
- Maternity & Paternity Leave question
- Grievances
- Blue Cross Benefit coverage
- Sub coverage

Goals:

- Member Communication and Engagement
 - Internal: Website notification problem-solving & elections info/Legends bakery school visits
 - Succession planning for WESTTA president & regular meetings with the VP.
 - External: Connecting with local presidents
- Relationship building with Western Board
 - Attending Board Meetings & Public Board presentation.

Correspondence:

- Jan. 10/25 from IED Glen Anderson:
 - Jon Bettner, Mountain View Teachers’ Association, was appointed as member-at-large on the Provincial Executive. His term will commence immediately and will end in May at Provincial Council.
- Jan. 13/25 from IED Glen Anderson:
 - Shawna Dobbelaere has resigned her position as a member at large on the Provincial Executive, effective January 10, 2024.

- MTS Elections Bona Fide Candidates (opened January 14, 2025, closed March 1, 2025) from Governance:

- Jan.15
 - Joel Swaan, GVTA, for President
 - Cathy Pleskach, ITA for Vice President
 - Lindsay Brown, SOTA for Vice President
 - Serena Klos, STA for Member-at-Large (MAL)
- Jan. 16
 - Jeff Cieszecki, SOTA for MAL
 - Jason Oliver, RETTA for MAL
- Jan. 17/25 from IED Glen Anderson:
 - Catherine Hart, Seven Oaks Teachers' Association, was appointed as member-at-large on the Provincial Executive. Her term will commence immediately and will end in May at Provincial Council.
- Jan. 21/25 from Andrea Zaroda, TW Staff Officer
 - Grievance filed regarding the Maternity/Paternity Leave Benefits form signed by members.
 - Unclear what our role is in this! –Received memorandum of settlement today- positive outcome.
- Feb. 24/25 from IED Glen Anderson:
 - Sharing copies of letters (English & French) from the Commissioner B. Taillefer.
- Mar.10/25 from IED Glen Anderson:
 - Andrew Peters, MTS Staff Officer, passed away on Sunday, March 9th.
- Mar.12/25 from IED Glen Anderson:
- *As you may be aware we lost a close colleague, Andrew Peters, a Staff Officer in Teacher Welfare this past Sunday. We are all grieving this loss, and especially so for the department he worked in throughout his career, Teacher Welfare. In the spirit of compassion, where possible, we are asking that communication with Teacher Welfare for the balance of this week be for emergent issues and questions only. Thank you for your kindness and understanding during this difficult time.*

7. Treasurer's Report:

- December 2024:

WESTERN TEACHERS' ASSOCIATION		TREASURER'S REPORT		2024/2025	
Months		December 1st 2024		December 20th 2024	
REVENUE		Received	Year to Date	Budget 2024-2025	Difference
Fees -\$123		\$ 107.20	\$ 11,255.41	\$23,010.00	-\$ 11,754.59
Interest		\$ -	\$ -	\$ -	\$ -
Miscellaneous	El Rebate	\$ -	\$ -	\$13,000.00	-\$ 13,000.00
	MTS - President release	\$ -	\$ 37,117.00	\$40,250.00	-\$ 3,133.00
	MTS Grants	\$ -	\$ 1,675.00	\$ 500.00	\$ 1,175.00
	WTA Events	\$ -	\$ -	\$ -	\$ -
	Other	\$ -	\$ -	\$ -	\$ -
Total		\$ 107.20	\$ 50,047.41	\$ 76,760.00	-\$ 26,712.59
Bank	Balance	\$63,144.37			
	Share	\$ 5.00			
	Revenue	\$ 107.20			
	Expenses	\$ 398.17			
	Balance	\$62,853.40			

EXPENDITURES		Expended	Year to Date	Balance	Budget
Social		\$ -	\$ 652.14	\$ 2,347.86	\$ 3,000.00
Operating		\$ 285.71	\$ 665.68	\$ 3,834.32	\$ 4,500.00
Financial Review		\$ -	\$ 2,128.00	-\$ 628.00	\$ 1,500.00
Retreat		\$ -	\$ 110.25	\$ 2,889.75	\$ 3,000.00
Public Relations		\$ 112.46	\$ 460.46	\$ 2,039.54	\$ 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		\$ 398.17	\$ 4,509.64	\$ 70,040.36	\$ 74,550.00
Date:		December 20th 2024			

- January 2025:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2024/2025
Months			January 1st 2025	January 31st 2025	
REVENUE			Received	Year to Date	Budget 2024-2025
					Difference
Fees -\$123			\$ 112.64	\$ 11,368.05	\$23,010.00 -\$ 11,641.95
Interest			\$ -	\$ -	\$ -
Miscellaneous	El Rebate		\$ -	\$ -	\$13,000.00 -\$ 13,000.00
	MTS - President release		\$ -	\$ 37,117.00	\$40,250.00 -\$ 3,133.00
	MTS Grants		\$ -	\$ 1,675.00	\$ 500.00 \$ 1,175.00
	WTA Events		\$ -	\$ -	\$ - \$ -
	Other		\$ -	\$ -	\$ - \$ -
		Total	\$ 112.64	\$ 50,160.05	\$ 76,760.00 -\$ 26,599.95

			EXPENDITURES		Expended	Year to Date	Balance	Budget
Bank	Balance	\$62,853.40						
	Share	\$ 5.00						
	Revenue	\$ 112.64						
	Expenses	\$ 573.06						
	Balance	\$62,392.98						
			Social		\$ -	\$ 652.14	\$ 2,347.86	\$ 3,000.00
			Operating		\$ -	\$ 665.68	\$ 3,834.32	\$ 4,500.00
			Financial Review		\$ -	\$ 2,128.00	\$ 628.00	\$ 1,500.00
			Retreat		\$ 573.06	\$ 683.31	\$ 2,316.69	\$ 3,000.00
			Public Relations		\$ -	\$ 460.46	\$ 2,039.54	\$ 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		\$ 573.06	\$ 5,082.70	\$ 69,467.30	\$ 74,550.00

Date: January 31st 2025

- February 2025:

WESTERN TEACHERS' ASSOCIATION			TREASURER'S REPORT		2024/2025
Months			February 1st 2025	February 28th 2025	
REVENUE			Received	Year to Date	Budget 2024-2025
					Difference
Fees -\$123			\$ 67.84	\$ 10,965.50	\$23,010.00 -\$ 12,044.50
Interest			\$ -	\$ -	\$ -
Miscellaneous	El Rebate		\$ -	\$ -	\$13,000.00 -\$ 13,000.00
	MTS - President release		\$ -	\$ -	\$40,250.00 -\$ 40,250.00
	MTS Grants		\$ -	\$ 1,675.00	\$ 500.00 \$ 1,175.00
	WTA Events		\$ 170.00	\$ -	\$ - \$ -
	Other		\$ -	\$ -	\$ - \$ -
		Total	\$ 237.84	\$ 12,640.50	\$ 76,760.00 -\$ 64,119.50

			EXPENDITURES		Expended	Year to Date	Balance	Budget
Bank	Balance	\$62,392.98						
	Share	\$ 5.00						
	Revenue	\$ 237.84						
	Expenses	\$ 1,117.89						
	Balance	\$61,512.93						
			Social		\$ 1,117.89	\$ 1,770.03	\$ 1,229.97	\$ 3,000.00
			Operating		\$ -	\$ 665.68	\$ 3,834.32	\$ 4,500.00
			Financial Review		\$ -	\$ 2,128.00	\$ 628.00	\$ 1,500.00
			Retreat		\$ -	\$ 683.31	\$ 2,316.69	\$ 3,000.00
			Public Relations		\$ -	\$ 460.46	\$ 2,039.54	\$ 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
			Equity & 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		\$ 1,117.89	\$ 6,200.59	\$ 68,349.41	\$ 74,550.00

Date: February 28th 2025

- Motion to accept Treasurer's Report:
Moved by C. Hawryshko; seconded by
K. Hamm. Carried.

8. Committee Reports

➤ Ed Finance – T. Sloan (MCI)

- Tyler attended a February winter seminar. Our division was receiving a 3.9% increase to cover increasing enrollment and salaries; most likely divisions will need to increase their mill rates to make up for the funding gap.

➤ 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

- I attended an online Benefits zoom meeting on March 11.
- We discussed the Short Term and Long Term Disability plans. The premiums are likely to stay the same into next year and both plans are doing well, although the Short Term Disability Plan has been seeing more claims since Covid ended.
- In September, there will be harmonization of the Dental Benefits Plans for associations across the province. The Associations have been being assisted to minimize surpluses and deficits so that there is equity among associations before we are all under the provincial plan together.
- The Group Benefits Standing Committee is checking in through meetings like the one I attended to gauge reaction to the idea of putting Vision under the Extended Health Plan rather than as an add-on. This would mean that all associations would have the same access to this benefit and be paying the same premium for it. This could be for \$200 or \$300 coverage; that is undecided. It seems like unless members are actively opposing this, it is a likely recommendation to the Trust.
- As a reminder, Kii (formerly Humanacare) is available to all members and their spouses/dependents. Up to 14 sessions free are available for each member; anonymity is assured. This is over and above the \$1500 of counselling annually we are covered for and is intended for shorter term or 'sudden' issues. There is information about how to access this on the MTS webpage.

➤ 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.

➤ Social – D. Rigaux (MCI)

- MTS Bonspiel was cancelled due to low registrations.
- On February 7th WESTTA hosted a Fiesta Funspiel and Game Night at the Morden Curling Club. There were 35ish people in attendance for food from Flavours of Mexico, 4-end fun curling, games and cards in the lounge, trivia hosted by Andrei, a piñata smash and a lot of saucy door prizes! It was a whole lotta fun for everyone!
- I want to host another car rally this spring. Date to be determined - but please discuss at the meeting. *What Fridays are off limits due to report card prep, parent-teacher, etc.* Preference would be May when the roads will be clear!
- There will also be an event or two in June. Those are TBD.
- 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

- Registration form went out on March 3rd for WSD PD taking place April 11.
- Worked with Marianne Fenn to send invite to Substitute teacher members on March 5th as per article 9.11 (unpaid day but able to attend with division's approval). At least 9 have signed up!
- Costs will be less than \$5,000 so there should be individual PD grants available again. Will confirm at superintendent meeting March 26th.
- April 11th AM PD Day
 - Three half-day sessions have been confirmed:
 - 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 – Topics Mental Health in the workplace, self-care
 - New Science curriculum info & collaboration time
 - Combination of ~1.5 hour sessions:
 - Kookum Marge – Exploration of support she can offer to classes and teachers
 - Tammy Wolfe, U of M/W – Truth & Reconciliation (virtual)
 - David Scott – The Mennonite Treaty
 - Finn Rachul – Outdoor Land-based Education resource
- Does anyone have any leads on a PD Chair for next year? What are our thoughts on advocacy for having a day/half day for the committee to plan next year? We would like to keep the autonomous day or half-day.
- Workplace Safety and Health – M. Verrier (EMMS)
 - I went to the WHS seminar in February. They had discussions about how to use 1000 grant to bring WHS and wellness. ex: speaker and dinner. Free Farmers market and info session.
 - Recent WSD WHS meeting: Noticed lots of people bringing up concerns but where should they be directed to? They should be put on an incident form but as a near miss and then it will be documented. They can also go into School Dude for maintenance.
 - We need to write a letter supporting the variance application.
- Public Relations – L. Rowley (MCI)
 - Goal: To encourage member engagement in union activities.
 - Known retirements = 3 announced, 2 more likely.
 - MTS PR Grant was approved.
- New to Western – T. Routhier (EMMS)
 - Nothing new to report.
- Indigenous Education – D. Wilson (MCI)
 - On February 28 & March 1, Demaris attended the Indigenous Education Chairs Winter Seminar. The first day focused on how to battle Residential School Denialism that is on the rise in Canada. Resources were provided, which Demaris will share with Shawna to add to the website. As well, the Director of the Brokenhead Wetlands came out to share Traditional Medicine Teachings. She is available to go into schools. The hope is to do a notice on the website to help teachers reach out/connect with the Director, Taylor Galvin. Shawna & Demaris will be updating the Indigenous Library in the coming weeks; new resources have been

donated. Demaris will be ordering the **Truth in Truth and Reconciliation Educational Board Game**, which will be made available for members through the lending library.

➤ Vice President – R. Sloan (MLS)

- Attended two Collective Bargaining Standing Committee meetings
- Meeting regularly with Shawna Dobbelaere
- Attended President's Council meeting in January

9. New Business

- WESTTA Office Space to lease
 - See details in Office Space document
 - Moved by M. Varrier, seconded by T. Sloan to lease office space for a one-year period for WESTTA operations at a rate of \$325.00/month. Carried.
- WESTTA X Account deactivated.
- WESTTA draft Bylaw Changes: Motion to approve and take to WESTTA AGM. Moved by R. Sloan, seconded by L. Rowley. Carried.
- WESTTA AGM
 - Elections – Nominations open April 1st but will be open with the Local Electoral Officer until the AGM and also taken during the meeting.
 - You may confirm your interest with Shawna to be added to the slate for April 1st.
 - Planning an all-member email and website post to go out on that day as we only have til the 15th!
- MTS Provincial Council
 - WESTTA has 3 delegate spots and budget for 1 alternate. The 3 delegate spots have been spoken for.
 - A South-Central president has suggested gathering in a central location for the binder meeting and using the afternoon for discussion time. Yes, our delegation will join.
 - Locals are responsible for the costs of Hospitality this year (karaoke, trivia room & quieter space). Metros are each paying \$100, other regions will contribute \$100 total. A cheque for \$17 will go to LRTA at Presidents' Council in April.

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 28 @ 12 noon	Submit names of pages
March 28 @ 4 PM	Submit Local delegate & alternate list
April 1 @ 4 PM	Deadline for submission of candidate materials
April 14 @ 12 noon	Accommodation requests due
April 26 @ 4 PM	Binder, App, Budget video & Q&A forum live
April 28 @ 12 noon	Registration deadline pre-binder meeting
May 1 @ 9 AM	Provincial Binder Meeting (virtual)
May 16 @ 12:00 noon	Delegate list changes due

- Discussion – Draft Calendar feedback
- Budget conversation. Motion to propose this budget at WESTTA AGM. Moved by Craig H. seconded by Tara R. Carried.

10. Meeting Dates:

- WESTTA AGM Tuesday, April 15, 2025
- Monday April 21, 2025 – Do we want to move this to May? – Moved to May 15th @4:10 PM at new office space.
- Monday June 16, 2025: Transition Supper Meeting

11. Motion to adjourn – Meeting adjourned @6:48 PM.

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 & Shawna~~
- ~~10. Monday, January 27, 2025~~
- ~~11. Monday, February 10, 2025~~

~~12. Monday, February 24, 2025 – Andrei & Megan~~

~~13. Monday, March 10, 2025 – Shawna~~

14. Monday March 24, 2025 – Available? –Kathi Hamm attending.

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