



Le Parq @ 4:30pm-6:30 pm, **Monday, June 16, 2025**

Attendance:

- ☐ Shawna Dobbelaere (MCI) – President
- ☐ Andrei Mardli (EDT) – ESJ Chair
- ☐ Laura Rowley (MCI) – Public Relations Chair
- ☐ Reid Sloan (MLS) – VP & CB Co-Chair
- ☐ Tyler Sloan (MCI) – Ed Finance Chair
- ☐ Heather Addison (MCI) – Secretary
- ☐ Kathi Hamm (MINN) – CB Co-Chair
- ☐ Dawn Rigaux (MCI) – Social Chair
- ☐ Craig Hawryshko (MCI) – Treasurer
- ☐ Demaris Wilson (MCI) – Indigenous Ed Chair

- ☐ Megan Verrier (EMMS) – WSH Chair
- ☐ Tara Routhier (EMMS) – New to Western Chair

Invited Guests:

- ☐ Norman Davis (EMMS)
- ☐ Taylor Burke (EMMS)
- ☐ Joslyn Orr (MLS)
- ☐ Warren McKennit (Sub)

Regrets:

- ☐ Craig Hawryshko, Tyler Sloan, Bryan Prokopetz

1. Call to order 4:42 PM & 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 S. Dobbelaere, seconded by Warren McKennit. Carried.**

4. Approval of the WESTTA May 15, 2025 Executive Meeting Minutes. Attached. **Moved by H. Addison seconded by Andrei Mardli. Carried.**

5. Old Business

6. President's Report – S. Dobbelaere

- May 22 – WSD Service Awards
- May 27 – Liaison lunch with VP
- June 5 – WESTTA WSH Transition Meeting AM (WSH grant) (Office)
- Jun 5 – WS WSH Inspections PM
- Jun 9 – WSD WSH Meeting @ D.O. (PM)

Upcoming:

- June 19 – Office open house with The IceCycle (up to 50 treats) and pick-up of WESTTA swag
- June 23 – MAEC Grad

Recent inquiries:

- On-the-job Injury
- WSH Incident form
- Leave of Absence
- Pension deduction variation

- Bereavement leave clarification
- Carryover of Extracurricular day for 50 hours x2
- MTS Representation
- WSD investigation process

Goals:

- Member Communication and Engagement
 - Internal: WESTTA Swag Store & Connecting with new members – term at MINN
 - Succession planning for WESTTA president & regular meetings with the VP.
 - External: WESTTA was not invited to meet the incoming superintendent during his visit June 10, 2025.
- Relationship building with Western Board
 - Attending Board Meetings & Public Board presentation.

Correspondence:

- *MTS didn't and doesn't intend to send any official correspondence on these resignations, but I thought Executive and members would want to know!
 - Announced at MTS Provincial Council:
 - Dan McGregor, CFO who started/was announced to start on May 20/25, has resigned.
 - Effective at end of MTS Provincial Council, Kristen Fallis, WTA resigned from her Member-at-Large position. The one-year she had left was filled through the election process.
- May 24/25 announced at MTS Provincial Council following an in-camera session and motion by Provincial Council.
 - Arlyn Filewich will be the new Executive Director of MTS (She was promoted to Director of Labour Relations last November from Department Head of Teacher Welfare).
- May 27/25 from Governance "PX May 21st Meeting Notes"
 - WESTTA's Bylaw Amendments were approved.
 - *Waiting on signed copy
- May 30/25 from Vice President and President MTS
 - Arlyn Filewich will begin as ED on June 6th. *With this transition, Glen Anderson, Interim Executive Director, will return to a role as a Staff Officer within the Pensions and Benefits department, effective the same day. We are grateful for Glen's leadership and dedication throughout this interim period, and we thank him for guiding us through this time of change.*
- June 11/25 from Governance on behalf of Arlyn Filewich, Executive Director
 - *Please be advised that Marcela Cabezas has resigned from her position as a member-at-large on the Provincial Executive, effective June 30, 2025. We want to thank Marcela for her service and dedication to the Membership this past year.*
 - *Pursuant to Bylaw I, Part IV, 5.15, the Provincial Executive was tasked with appointing a Member to fill the vacancy, as the vacancy does not occur within three (3) months prior to the next scheduled Provincial Council meeting.*
 - *I am pleased to announce that Provincial Executive has approved the appointment of Catherine Hart, Seven Oaks Teachers' Association, as member-at-large on the Provincial Executive. Her term will commence July 1, 2025 and will end in May 2026 at Provincial Council.*
- Multiple emails from Luisa Vieira Arruda, MTS HR Business Partner
 - June 12/25: Marc Roy is successful TW Staff Officer, joining Tuesday, August 5, 2025.

- June 12/25: Lisa Bellemare (Admin Assistant, PFLS) will be covering Danielle Dorge's leave in Governance from June 23, 2025 to September 2026.
- June 13/25:
 - Nicole Harmacy is the successful candidate for the Staff Officer (Term), Professional & French Language Services position, joining us on Tuesday, August 12, 2025.
 - Brett Dow is the successful candidate for the Staff Officer, Teacher Welfare position and joining us on Tuesday, August 5, 2025.

7. Treasurer's Report:

WESTERN TEACHERS' ASSOCIATION TREASURER'S REPORT 2024/2025

Months May 1st 2025 May 31st 2025

- May 2025:

REVENUE		Received	Year to Date	Budget 2024-2025	
					Difference
Fees -\$123		\$ 194.56	\$ 22,612.59	\$23,010.00	-\$ 397.41
Interest		\$ -	\$ -	\$ -	\$ -
Miscellaneous	El Rebate	\$ -	\$ 10,385.40	\$13,000.00	-\$ 2,614.60
	MTS - President release	\$ 38,063.25	\$ 75,180.25	\$40,250.00	\$ 34,930.25
	MTS Grants	\$ -	\$ 1,675.00	\$ 500.00	\$ 1,175.00
	WTA Events	\$ -	\$ 170.00	\$ -	\$ 170.00
	Other	\$ -	\$ -	\$ -	\$ -

		Total	EXPENDITURES		Expended	Year to Date	Balance	Budget
		\$						
Bank	Balance	\$79,170.78	Social		\$ -	\$ 2,163.78	\$ 836.22	\$ 3,000.00
	Share	\$ 5.00	Operating		\$ 1,476.85	\$ 5,071.91	-\$ 571.91	\$ 4,500.00
	Revenue	\$38,257.81	Financial Review		\$ -	\$ 2,128.00	-\$ 628.00	\$ 1,500.00
	Expenses	\$61,376.91	Retreat		\$ -	\$ 683.31	\$ 2,316.69	\$ 3,000.00
			Public Relations		\$ 2,126.95	\$ 2,587.41	-\$ 87.41	\$ 2,500.00
	Balance	\$56,051.68	Scholarship		\$ 2,400.00	\$ 2,400.00	\$ -	\$ 2,400.00
			Collective Bargaining		\$ -	\$ 56.42	\$ 243.58	\$ 300.00
			A.G.M.		\$ -	\$ 17.00	\$ 1,983.00	\$ 2,000.00
			Equality & Social Justice		\$ 342.09	\$ 342.09	\$ 7.91	\$ 350.00
			Professional Development		\$ -	\$ -	\$ 100.00	\$ 100.00
			other		\$ -	\$ 253.26	-\$ 253.26	\$ -
			Indigenous Education		\$ -	\$ 369.56	\$ 130.44	\$ 500.00
			New to Western		\$ 284.98	\$ 468.41	\$ 181.59	\$ 650.00
			WTA President's Release		\$ 54,746.04	\$ 54,746.04	-\$ 996.04	\$53,750.00
			Total		\$ 61,376.91	\$ 71,287.19	\$ 3,262.81	\$ 74,550.00
			Date:		May 31st 2025			

- Motion to accept Treasurer's Report: Moved by Shawna Dobbelaere, seconded by Dawn Rigaux. Carried.

8. Committee Reports

- Ed Finance – T. Sloan (MCI)
- 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.
 - Grant was approved; expense report will be submitted by June 30.
- Employee Benefits – H. Addison filling in
 - This year, the extended health benefits plan has been operating as a provincial plan with some exceptions outside of Western School Division. Humanacare has changed to Kii and still provides members and their families with confidential support of up to 14 sessions per person, an increase from 6. Benefits also includes our both short and long term disability plans, dental and vision plans, TRAF, life insurance, and seminars for retirement planning and maternity/paternity leave.
 - A goal for next year is to spread the word about our benefits to ensure members know what they can access.
- Collective Bargaining – K. Hamm (MINN) & R. Sloan (MLS)
 - Reid and Kathi attended the regional bargaining meeting on Monday, June 9, 2025. Preliminary discussions were had about ways to improve the first current provincial agreement as well as the opportunity to suggest new clauses for the next opening package.
 - The next CB meeting (Seminar 1) will be held on October 3&4, 2025.
- Social – D. Rigaux (MCI)
 - Car Rally happened; golf plans for Fall are in the works.
- Professional Development – S. Dobbelaere filling in
 - Individual PD grants closed Friday, June 13th. Over \$8,000 was spent on a variety of items such as registrations for online conferences, teacher resource books, class set books.
 - Goal for next year: Confirm that the April 10, 2026 morning will be reserved for the work of the WSD PD Committee so that Committee recruitment and planning can begin in September!
- Workplace Safety and Health – M. Verrier (EMMS) three new WSH people next year. Reid Sloan, Colin Sibilleau, Carl Klassen.
- Public Relations – L. Rowley (MCI)
 - Seventy teachers participated in the WESTTA shop, which was set up through Source for Sports. Thoughts for next year: have it earlier in the year. Possibly tie it in for pick up at the AGM? Variety of options was well-received, more variety is always great.
 - Retirement Gifts have been purchased or planned. 5 retirements (3 @ MCI, 2 @ MINN)
 - Thanks to Shawna for the support and help with logistics this year.
- New to Western – T. Routhier (EMMS)
 - Welcome to the position responsible for greeting new teachers including substitutes!
 - Help collect emails to share with Reid Sloan, our President (breakfast on the first day)
 - Encourage new members to follow up with President or other Executive Members if they have any questions or concerns
 - Organize an event (supper, activity, gift)
 - Offer a "how to read your paystub" in September with President
 - Encourage new members to join our WESTTA events/ AGM
 - Give away swag

➤ Indigenous Education – D. Wilson (MCI)

- This year Demaris has worked with Shawna to build an Indigenous Education Lending Library with resources for members. Throughout the year, we officially have added a total of 24 books and 4 board games to our Indigenous Ed. Lending Library! Resources are now live with a digital request form. All items are held at the WESTTA office for members' convenience. Demaris has spent the last of her budget on five new resources (listed below). We are waiting on the two Middle School versions of the Truth & Reconciliation Board Game, which will be released and sent out at the end of August.
- For next year, the hope is to continue to expand the Indigenous Ed. Resource Library and connect with members regarding different materials they would like or could be utilizing.
- **New Indigenous Ed. Resources:**
 - *21 Things You May Not Know About The Indian Act: Helping Canadians Make Reconciliation With Indigenous Peoples A Reality*
 - *Indigenous Relations: Insights, Tips & Suggestions to Make Reconciliation a Reality*
 - *Rez Rules: My Indictment of Canada's and America's Systemic Racism Against Indigenous Peoples*
 - *Ally Is a Verb: A Guide to Reconciliation with Indigenous Peoples*
 - *Final Report Of The Truth And Reconciliation Commission Of Canada, Volume One: Summary: Honouring the Truth, Reconciling for the Future*

➤ Vice President – R. Sloan (MLS)

9. New Business

- MTS Provincial Council
 - Recap from delegates: Reid, Dawn, Norman
 - MTS Fee will be \$1288.00. Westta.ca post ready to go.
 - WESTTA fee will be \$128.88.
- WESTTA Signing Authorities
 - Current signors are Dawn, Tyler, Shawna, Reid
 - Motion to remove Shawna Dobbelaere from WESTTA account signing authority effective Jul 1, 2025. Moved by D. Rigaux seconded by M. Varrier. Carried.
 - Motion to appoint Reid Sloan to have signing authority on the WESTTA account at Access Credit Union effective July 1, 2025: Moved by D. Rigaux, seconded by L. Rowley. Carried.
 - We designated Joslyn Orr as the third set of eyes.
 - In the past, we have designated the secretary as the necessary third set of eyes on expense sheets. We may want to consider a Member in the same building as the President or the Treasurer. Wording will be forthcoming.
- WESTTA Office Open House – Thursday, June 19th 4:00-5:30 PM
 - IceCycle treats
 - Hand out swag (MINN next morning)
- MTS Summer Seminars 2025
 - The annual Summer Seminars provide an important opportunity to learn and network, build community, and make connections among Local leaders and Society staff. Planning

is underway and, the event is scheduled to take place in-person in **Winnipeg at the Delta Hotel on August 20 & 21**. Theme = Together We Lead: Honouring Truth & Reconciliation, Building Solidarity.

- The Seminar will be structured as a conference intended to build broad capacity of Local leaders without the traditional separate sessions designed for each role. This change in practice is intentional and based on the shifting landscape of education in our province. Role-specific training will continue to be offered as part of fall Chairs' seminars.
- **The Core Purposes** of Summer Seminars 2025 are as follows:
 - To build leadership skills and capacity of Local leaders
 - To raise awareness and take action within the new educational landscape
 - To engage with union values (solidarity, democracy, participation)
 - To work in solidarity requires coordinated communication, strategy, and action
 - To participate in a democracy is to use your voice
 - To participate politically in raising the profile of union, labour, justice, and public service policies and issues by being informed, paying attention, talking to others, and taking action
- **Agenda Details** (A more detailed agenda will be sent by end of June 2025)
 - Presidents, Vice Presidents, and Local Executive members:
 - Wednesday, August 20: 12:30 PM Registration
 - Wednesday, August 20: 1:00 PM Program Begins
 - Thursday, August 21: 8:30 AM Registration
 - Thursday, August 21: 9:00 AM Program Begins
 - Thursday, August 21: 4:30 PM Program Adjourns
 - Presidents' Only (Vice Presidents welcome to attend):
 - Friday, August 22: 8:30 AM Registration
 - Friday, August 22: 9:00 AM Presidents' Program Begins
 - Friday, August 22: 4:00 PM Presidents' Program Adjourns
- **Participation**
 - Each Local is invited to send four participants as follows:
 - President
 - Vice president
 - Two (2) Local executive members
 - When selecting the two additional Local executive members who will participate, you are asked to consider the following:
 - Representation of equity deserving groups
 - Leadership development needs of Local executive members
 - Succession planning
- **Registration**
 - Please provide the names of your participants to governance@mbteach.org by **Friday, June 27, 2025**. Once names are received, each participant will then receive an email with the registration link and information on accommodations.

- Choose Meeting dates for 2025-26
 - Minimum of six meetings
 - Reid will look at his schedule and let us know

10. Motion to adjourn – Moved by S. Dobbelaere at 6:00 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 – Kathi~~
- ~~15. Monday, April 14, 2025 – Shawna~~
- ~~16. Monday, April 28, 2025 – Reid~~
- ~~17. Monday, May 12, 2025~~
- ~~18. Monday, May 26, 2025~~
- ~~19. Monday, June 9, 2025~~
20. Monday, June 23, 2025