

The Apple Core

May 2023

Upcoming Events

May:

- 17: Early Dismissal
- 17, 5pm: Care for All in Education: [Setting Boundaries](#) (Zoom)
- 18: Ascension Day
- 19: Registration Deadline for GVTA Social Event: Line Dancing class with AURA Studio
- 19, 3:15pm: [Application Deadline](#) for GVTA Scholarships
- 22: Victoria Day; No School
- 24, 4pm: GVTA Social Event: Line Dancing class with AURA Studio (May 19 deadline)
- 24-27: MTS Provincial Council & AGM
- 28: Pentecost
- 29: GVC-NPC Workplace Health & Safety Subcommittee Meeting
- 30, 4pm: [GVTA AGM on Teams](#)
- 31: [Resignation Deadline](#) for Permanent Contract Teachers hired before Dec. 7, 2004
- 31: [Application Deadline](#) for [MFL AL and Alma Cerilli Young Activist Scholarship](#)
- 31, 5pm: Care for All in Education: [Maintaining Boundaries](#) (Zoom)

June:

- 1: Last day of Legislature sitting; Last day to pass Bill 35
- 2: Registration Deadline for MTS Golf Tournament, Scotswood Links Golf Course (June 17)
- 6: GVTA Executive Mtg
- 6, 5pm: Care for All in Education: [Summer Well-Being](#) (Zoom)
- 7: GVTA ESJ Book Club CLG
- 8: Workplace Health & Safety Committee
- 9: [Registration Deadline](#) for [CTF Canadian Forum on Public Education](#)
- 13: GVSD Board Mtg
- 15: [Pension Application Deadline](#) for Retiring Teachers to Receive July pension payment
- 15-16: [MFL Political Action Conference](#): Change Start with Us
- 16, 7am: GVSD-GVTA Liaison Mtg
- 17: MTS Golf Tournament, Scotswood Links Golf Course (Jun 2 deadline)
- 20: GVTA June The Apple Core
20, 12pm: [Registration Deadline](#) & Audited [Registration Deadline](#): MTS Professional Perspectives: [Field-Led Course \(FLC\) 4: Change Leadership](#) (Jul 4-13)
- 20, 4pm: GVTA-GVSD PD Committee Mtg
- 21: National Indigenous People's Day
- 21: Early Dismissal
- 26: NPC Grad
- 27: GVC Grad
- 29: K-8 Noon Dismissal
- 30: Last Day of Classes

Greetings, GVTA-ers!

Last week I was able to conclude my round of school visits that I began in February. It is in our Policy and Procedures that the GVTA President visits each unique site twice per year, plus meeting with substitute teachers. Of the 18 visits, 11 of those were full afternoon visits, working on-site and visiting member classrooms as invited. I thoroughly enjoy this time spent with members and support staff in our buildings. I learn so much about what's happening in our educational community, and I'm thankful to each and every one of you that engaged with me during this time. I look forward to seeing you all again in the fall.

Our Annual General Meeting is coming up on May 30th. The link is in the poster later in *The Apple Core*, but it is also [here](#). This year it is on TEAMS. We are having discussions about whether we keep it as a virtual event (which we have gotten used to), or if it is time to return to an in-person event. A survey will be coming out soon on this, so please take some time to consider what best meets your needs. Member-engagement is important at the AGM: if too few members attend, we can't pass any motions; but we also discuss policy and bylaws that affect the day-to-day operations of GVTA. In addition, we elect the local executive leaders who will be implementing these operations at the committee level. Please consider taking a few minutes for this important engagement opportunity on the 30th at 4pm.

Bill 35 has passed the Committee stage, and will be brought for a third reading, likely by the time you have a chance to read this. A more fulsome article from the MTS Executive Director appears later in this *The Apple Core*.

With summer coming, the light is at the end of the tunnel. Hopefully, as we head full-steam into the end of the year, you're able to see yourself approaching that light. Continue to rely on the sources at <https://CareForAllInEducation.com/> – there's a good link on their homepage on Procrastination that you should check out later (ha!). HumanaCare also provides 3-6 sessions to get you through a short-term crisis at <http://www.humanacare.com/mts>.

Take care of yourselves and each other. Please check in with me as needed. As they say, "operators are standing by to take your call."

Joel

GVTA Pres at mbteach.org
204-384-5635

Bill 35: Update on Next Steps

By Danielle Fullan Kolton, MTS Executive Director

The Standing Committee on Bill 35 wrapped up on April 26. The official count, as per the committee records, was 46 oral presentations and 40 written submissions. The transcripts (Hansard) for the oral presentations and committee discussion on the proposed amendments are linked below.

[Monday, Apr. 24](#)

[Tuesday, Apr. 25](#)

[Wednesday, Apr. 26](#)

Attached you will find a report titled *What We Heard* which includes feedback from two rounds of engagement with education partners, from November 2022 to March 2023.

Amendments

Based on the feedback received, the government introduced the following three amendments:

1. The express right to representation is now included in the Bill.
2. The commitment to consult with the sector prior to establishing the professional standards is now included in the bill.

The bill will now require that personal health information not be made public when a teacher is found to be incapable of carrying out the responsibilities of the profession due to a mental or physical disability, unless the commissioner is satisfied that the public interest in making the information public, significantly outweighs the teacher's privacy interests.

Next Steps

MTS is in receipt of a letter to education partners by Manitoba Education and Early Childhood Learning outlining the next steps. Once the Bill receives royal assent, it will come into force in stages through selective proclamation, reflective of the significant work necessary to implement the individual sections of the legislation. As per the correspondence, they are committed to providing stakeholders with regular updates throughout the process as well as engagement in implementation planning.

Commissioner and Public Registry

Sections of the Bill related to establishing the commissioner and their supporting office will be proclaimed first, along with those related to the teacher registry and the provisions that deal with teacher misconduct. The commissioner and registry are expected to be in place by the **fall of 2024**. The existing processes will be in place until such time, including the Certificate Review Committee.

Certification

The department has established a new branch, the Teacher Certification and Standards Unit, led by Stacey Hay. This incorporates the work of the existing Professional Certification Unit.

Competence

The department will be consulting with MTS and other stakeholders on the development of the standards of competence. The first goal is to clearly define competence, following which the standards will be written. The sections of the Bill related to competency will be proclaimed once the standards are developed. After proclamation, the commissioner will be allowed to review complaints related to issues of competence. The timeline for this section of the bill has not been announced.

Garden Valley Teachers' Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.

For Clarification and Information

The department provided the following information in response to concerns and questions raised during the committee hearings:

1. The current regulatory framework for teacher certification in the existing act does not define competence. In the proposed amendments, there is a requirement to define competencies.
2. Bill 35 allows for a direct appeal to the King's Bench on any panel decision. This means that the teacher can appeal the process and the decision of the panel, not just the process as would be the case under the current judicial review.
3. Based on pan-Canada data, a very small percentage of complaints received by teacher regulatory bodies deal with competence issues and the majority of those are dismissed. There would be **no reference in the registry** of dismissed competence complaints.
4. On the MTS recommendation for a majority teacher panel, the department said that this is inconsistent with the approach taken in other jurisdictions that have implemented the teacher regulatory framework.
5. On the MTS recommendation that competence be removed from the Bill, the department responded that removing competence from bill would mean that there would be no mechanism for removing a teacher's certificate in the province when a teacher has been found to be incompetent. They said that a single door approach addresses instances when there is a fine line between misconduct and competence.

Several stakeholders articulated the need to extend the enhanced regulatory framework for misconduct to non-teaching school staff. This is challenging since the department is not the regulator of these staff, however the department will continue exploring additional measures that include all school staff.

The Society will continue to keep you informed on Bill 35 as information is made available to us.

Bear Witness Day

By Karla Rootsaert

May 10th is Bear Witness Day in Canada, in honour of Jordan River Anderson from Norway House Cree Nation. Jordan was born in Winnipeg in 1999 with multiple health challenges. The type of care that Jordan needed was not available in his home community – only in Winnipeg. This forced the Anderson family to live apart, with Jordan's mother staying with him in Winnipeg, and Jordan's father remaining in Norway House to care for Jordan's siblings. Jordan required care at a medical foster home, but there were disagreements between the federal and provincial governments about who was responsible to pay for Jordan's care and medical treatments. The federal government argued the province was responsible for the costs, but because of Jordan's Indigenous status, the province argued it was the responsibility of the federal government. If Jordan has not been an Indigenous child, the services would have been immediately covered by the province. Tragically, in 2005, Jordan passed away, having never left the hospital.

In 2007, the House of Commons passed Jordan's Principle in memory of Jordan. This policy intended to prevent Inuit and First Nations children from being denied prompt and equal access to government services due to jurisdictional disputes between levels of government. Jordan's Principle established that when a child is in need, the first government agency contacted will serve the child in that moment. Cindy Blackstock from Spirit Bear and Friends (<https://fncaringsociety.com/SpiritBear>) brought Jordan's case before the Human Rights Tribunal, eventually making Jordan's Principle a legal obligation. In 2016, the Tribunal found that Indigenous children and families were being denied equal access to medical care and services.

As of 2019, 216,000 requests for services through Jordan's Principle were approved, ensuring those children received the services they needed and deserved. Every child has the right to grow up healthy with their family

in their community.

To learn more about Jordan's story, you can watch the documentary "Jordan River Anderson: The Messenger" at <https://youtu.be/K8qLxrFkcjQ> . If you would like to story Jordan's story with children, CBC News Kids has information at <https://www.cbc.ca/kidsnews/post/bear-witness-day-may-10>. You can visit <https://fncaringsociety.com> to see how you can get involved.

Source: The Canadian Museum for Human Rights

ESJ – Asian Heritage Month

By: Valerie Harder

May is Asian Heritage Month in Canada, a time to reflect on and recognize the many contributions that people of Asian origin have made and continue to make to Canada.

Asian Heritage Month has been celebrated since the 1990s. In December 2001, the Senate adopted a motion proposed by Senator Vivienne Poy to officially designate May as Asian Heritage Month in Canada. In May 2002, the Government of Canada signed an official declaration to announce May as Asian Heritage Month.

Diversity represents one of Canada's greatest strengths, and we strive to ensure that all people in Canada have the opportunity to reach their full potential and participate in Canada's civic life.

Over the last 2 centuries, immigrants have journeyed to Canada from East Asia, Southern Asia, Western, Central and Southeast Asia, bringing our society a rich cultural heritage representing many languages, ethnicities and religious traditions.

The people of these diverse, vibrant and growing communities have contributed to every aspect of life in Canada — from the arts and science to sport, business and government.

Asian Heritage Month offers everyone in Canada an opportunity to learn more about the history of people of Asian origin in Canada and to celebrate their contributions to the growth and prosperity of our society.

In Manitoba:

Information <https://www.asianheritagemanitoba.com/>

Video links [Asian Heritage Month](#)

And of course, some book suggestions:

[Books Written by Asian Authors](#)

[Children's books for Asian Pacific American Heritage Month](#)

MTS Golf Tournament

by Joel Swaan

With the return to live MTS-sponsored social events, Prairie Rose Teachers' Association is hosting the 2023 MTS Golf Tournament!

When: Saturday, June 17th @ 1pm; registration deadline June 2nd (The poster says June 2nd; don't listen to the form that says June 7th!)

Where: Scotswood Links Golf Course, Elm Creek, MB

Cost: \$125/person. JUST KIDDING! GVTA Policy B.4. states that "The GVTA reimburses the entry fees of GVTA teams entered in MTS sanctioned sporting events". Once you register, you can send me proof of registration from PRTA and we will reimburse you!

Please let me know if you have any questions about this great opportunity!

Social & Teacher Wellness

by Brandy Springer

Hello everyone! Hard to believe we are down to the final 7-8 weeks of the school year! We want to give a big shout out to everyone that came to the May 4th event at Dead Horse Cider Taproom! It was great to have over 50 people come out to connect with fellow GVTA members, check out and support a local business and soak up some of the beautiful spring weather on the patio. We've got lots of positive feedback on the event and look forward to partnering up again in the future! Keep your eyes peeled to our social media pages for updates on giveaways and events in May & June. Next up we have Line Dancing with AURA Studio. Please rsvp to brandy.springer@gvdsd.ca.



GVTA SOCIAL & WELLNESS EVENT FOR
MEMBERS

Line Dancing With Aura Studio

Wednesday, May 24th

4:00 to 5:00

J.R. Walkof Gym



RSVP by Friday, May 19th

brandy.springer@gvdsd.ca

Clean indoor shoes are required



GVTA AGM

Tuesday, May 30th ~ 4pm on TEAMS

Check the May *Apple Core* for Reports, Nominations, & Financial Statements

- Run for, and Elect your 2023-24 Executive
- Vote on Bylaw changes
- Provide feedback on Policy and Procedure changes
- Approve the 2023-24 Budget & Set the Annual Fees
- Win Prizes

Prairie Rose Teachers' Association invites you to...

The 2023 MTS Golf Tournament!

Saturday, June 17th 1:00 p.m. shotgun start

Scotswood Links Golf Course, Elm Creek, MB

1/2 mile West of Elm Creek on MB Highway #2



Registration fees includes:

18 holes, 1/2 a power cart, dinner, and a guaranteed prize!

\$125 per person. Register as a team of 4, or individually by June 2nd.



**Register today
before it fills
up!**

-Contests!
-Food for purchase!
-100% chance of
FUN!

Need accommodations?

Mention you are in the MTS Golf tournament when you book at the Blue Crescent Hotel in Carman for a special discounted rate!

1-855-420-0732

Carman is just a 20km drive to the course



Registration Form



Association: _____

School(s): _____

Golfers *(please indicate the main contact person as # 1)*

1. _____

Contact phone: _____

Contact email: _____

2. _____

3. _____

4. _____

**Please note any dietary restrictions for golfers above.*

Mail registration and full fees to:

Allan Ward, Hutterian Colony School, Box 56, Elie, MB,

Registration due by June 7th

For more information please call or email:

Melissa Benner 204 745 0840 prtapres@gmail.com

Erica Rance 204 891 5650 prtabenefits@gmail.com

Allan Ward 204 806 5226 prtaedfinance@gmail.com

APPLY FOR A COMMUNITY LEARNING GROUP

Through the GVTA PD Committee

CLG's allow teachers throughout GVSD to collaborate and learn about various topics of their choice. We help with substitute costs, resources, speakers, or webinars.

CLG TOPICS IN THE PAST

Resilience in education; Injury in sport; Science of Reading; Indigenous studies; Assessment; Classroom Management; Inquiry Learning; Writing Structures, Multi-grade classroom collaboration

Opportunities are endless! Contact your school PD Representative for an application form or more info.



MTS MEMBER ENGAGEMENT EXPRESSION OF INTEREST 2023-2024

NOTE: It is only necessary to submit this form once a year. Please complete and forward this form via email to governance@mbteach.org.

Name:

Home Address:

Home Phone:

Email Address:

Local:

School Name:

School Address:

School Phone:

Years of Teaching:

SELF-IDENTIFICATION (OPTIONAL):

- | | | | |
|---|--|---|---|
| <input type="checkbox"/> First Nations | <input type="checkbox"/> Inuit | <input type="checkbox"/> Métis | <input type="checkbox"/> Visible Minority |
| <input type="checkbox"/> Gender Diverse | <input type="checkbox"/> Sexual Minority
(i.e. Lesbian, Gay, Bisexual, Asexual) | <input type="checkbox"/> Persons with
Additional Needs | |

MY PRESENT POSITION IS:

- | | | | |
|-------------------------------------|------------------------------------|---|------------------------------------|
| <input type="checkbox"/> Teacher | <input type="checkbox"/> Principal | <input type="checkbox"/> Vice-Principal | <input type="checkbox"/> Clinician |
| <input type="checkbox"/> Substitute | <input type="checkbox"/> Other | | |

VOLUNTEER POSITIONS AVAILABLE (PLEASE SELECT INTERESTS):

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Collective Bargaining | <input type="checkbox"/> Curriculum and Teaching | <input type="checkbox"/> Disability Benefits Plan | <input type="checkbox"/> Disability Benefits Plan Investment Committee |
| <input type="checkbox"/> Disability Benefits Plan Case Management | <input type="checkbox"/> Education Finance | <input type="checkbox"/> Equity and Social Justice | <input type="checkbox"/> Group Benefits |
| <input type="checkbox"/> Indigenous Voice and Action | <input type="checkbox"/> Outside Body Representation | <input type="checkbox"/> Professional Development | <input type="checkbox"/> Professional Conduct Committee |
| <input type="checkbox"/> Review Committee | <input type="checkbox"/> Teacher Education and Certification | <input type="checkbox"/> Workplace Safety and Health | <input type="checkbox"/> Other * |

* Other includes committees formed as a result of a resolution passed at Provincial Council (AGM).

MTS MEMBER ENGAGEMENT EXPRESSION OF INTEREST 2023-2024

NOTE: It is only necessary to submit this form once a year. Please complete and forward this form via email to governance@mbteach.org.

Please advise which Society Committees you have previously served on and for which years.

Areas of personal interest, expertise, community involvement, etc.

The above information will be used for the purposes of processing your volunteer application i.e. sharing the information with the Provincial Executive as well as communicating with you. Should you be appointed to a committee, this personal information will be kept confidential and secure. In order to facilitate communication among committee members, this personal information may be distributed to the other members of the committee on which you are serving.

I agree to this usage of my personal information:

Signature



PRESIDENT REBECK, WINNIPEG LABOUR COUNCIL PRESIDENT MELISSA DVORAK AND CANADIAN LABOUR CONGRESS PRESIDENT BEA BRUSKE ON PSAC PICKET LINE IN WINNIPEG.

Dear Sisters, Brothers and Friends,

This April, over 150,000 Public Service Alliance of Canada (PSAC) members went on strike across Canada to fight for a fair deal from their employer, the federal government.

At the time of this publication, tentative agreements had been reached by all bargaining units involved in the strike.

This has been one of the biggest strikes in Canadian history, with workers fighting to win a contract that lets them keep up with the crushing increases in the cost of living we have all been experiencing. The work that these Canadians do is fundamentally important to all of us, and they help keep our country running.

PSAC Prairie Region ran a number of picket lines throughout Manitoba, and I want to thank all the MFL affiliates who have shown up to stand in solidarity with PSAC members. Their fight is our fight, and we are stronger together.

ALLIED HEALTH WORKERS ARE DONE WAITING

The hardworking members of the Manitoba Association of Health Care Professionals (MAHCP) have been without a contract for five years, the longest wait in Canada. This is a direct result of the attacks on public sector bargaining made by Brian Pallister and Heather Stefanson.

The members of MAHCP are dedicated Manitobans who provide vital health care

services that we all count on. This spring, MAHCP held a strike vote and 99 per cent voted in favour of a strike mandate.

Over the course of April and May, MAHCP held a number of info pickets at health care facilities throughout the province to raise public awareness about their fight for a fair deal that sees the importance of their work recognized.

I was proud to stand with MAHCP members and MAHCP President Jason Linklater at a number of info pickets.

Manitoba's unions continue to stand in solidarity with MAHCP in the face of continued disrespect from the Stefanson government.

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Five years is five years too long, and they deserve a fair deal now.

CLC CONVENTION

In May, I attended the Canadian Labour Congress Convention in Montreal, the first in-person CLC Convention since the COVID-19 pandemic. It was rejuvenating to join with labour leaders from across Canada to stand up for working people and set the direction of the CLC for the coming years.

Our movement has made important gains across the country, including CUPE education workers fighting back against Doug Ford’s bullying tactics to win a fair deal last fall, and PSAC’s strike which saw the federal government negotiate a tentative agreement that included higher wages than it originally proposed and new work-from-home language.

At the federal level, it is expected that the Liberal minority government will introduce legislation to ban replacement workers in federally-regulated workplaces this year thanks to the lobbying efforts of the CLC and the federal NDP using its parliamentary power to push the Liberals to do it.

Workers will continue to look to unions and our movement to fight for their jobs, paycheques and public services. And we are strongest when we work together.

NURSES ROCK

In April, I was happy to speak at the Manitoba Nurses Union AGM in Brandon.



IUOE CANADIAN REGIONAL DIRECTOR PATRICK CAMPBELL, ECE WORKER MARGARET ROBICHAUD, MTS PRESIDENT NATHAN MARTINDALE, MP DANIEL BLAIKIE, AND PRESIDENT REBECK MEET AS PART OF CLC LOBBY DAY ON PARLIAMENT HILL. PHOTO CREDIT: MP BLAIKIE’S OFFICE.

As part of my speech, I mentioned how the MFL has been working together with MNU and other health care unions to call on the government to take action to reduce the high rates of workplace injuries in health care. We hope that government will answer our call to make sure all health care facilities are SAFE Work certified within five years.

But we all know how bad things are in health care across our province, and nurses know all too well how the cuts and chaos by the Pallister-Stefanson government have impacted their jobs and patients. We have an opportunity to get rid of this anti-worker, anti-union government this fall. But it will only happen if we all get involved and do what we can to elect a government that works for working people. The only way to fix our health care system and support its workers is to elect a new government in October.

LET’S HELP ELECT LABOUR-FRIENDLY CANDIDATES THIS FALL

And speaking of this fall, the MFL will be coordinating nights for union activists to go and canvass for labour-friendly candidates. Canvassing is one of the most effective ways that activists can make a difference in this election, and help get rid of the Stefanson government.

Stay tuned for more details, as we will be making opportunities for locals to sign up available very soon. If your local is interested in signing up to canvass, please contact our office at 204-947-1400.

In Solidarity,

Kevin Rebeck
PRESIDENT OF THE MANITOBA FEDERATION OF LABOUR

SAVE

THE

DATE

2024 MFL Convention
Brandon
May 9 - 11, 2024



New report highlights size of gender pay gap in Manitoba

This April, the Canadian Centre for Policy Alternatives – Manitoba office released “Tired of Waiting: Rectifying Manitoba’s Pay Gap,” a new report that highlights the extent of the gender pay gap in Manitoba. According to the report, women workers earn only 71 cents for every dollar men earn in our province. A gender pay gap exists across all occupations, industries, levels of education, age and racialized status. The gap is even larger for racialized workers, with racialized women earning 59 cents for every dollar that white men earn. Indigenous women earn 58 cents for every dollar that white men earn.

This is unacceptable, and it is clear that we need to keep fighting to close the gender pay gap and increase economic security for women. Many of the solutions are things that Manitoba’s unions have been advocating for, such as:

Quality, accessible and affordable child care;

Expanded economic opportunities for women in non-traditional jobs and ending job ghettos for women;

Eliminating violence and harassment at work, at home and in the community;

Strong pay equity legislation;

Making it easier for workers to unionize and strengthening pathways to unionized jobs; and

Better maternal and parental leave.

We know that having a union is the best way to increase pay for women. While all unionized workers earn an average of \$5.14/hr more than non-union workers, the “union wage advantage” is even greater for women. Unionized women earn \$6.88/hour more than non-unionized women.

So let’s keep fighting to close the gender pay gap!



Hopefully we have seen the last bills from the Stefanson government

Thanks to the work of the Manitoba NDP, the Stefanson government was unable to pass all of the bad pieces of legislation that it wanted to this spring. The NDP used its power as the official opposition to ‘hold over’ two bills that would have further privatized our liquor system and taken money away from health care and other public services. Because the bills will be held over until the fall, after the election, the NDP effectively killed the bills, protecting health care and good jobs in the process.

The Stefanson government did move forward with Bill 35: The Education Administration Amendment Act (Teacher Certification and Professional Conduct), which includes new provisions around

protecting children in schools, but also proposed new measures unrelated to child protection that the Manitoba Teacher’s Society took issue with. Notably, the bill would allow for teacher competence to be evaluated by a disciplinary panel, rather than a teacher’s employer (their school division). The original bill also provided no explicit guarantee of union representation in disciplinary hearings.

President Rebeck presented at legislative committee in support of MTS’ position. At the end of the committee hearings, government did amend the bill to respond to MTS’ concern about the right to union representation - an important win for teachers.

Manitoba lagging on workers' compensation

Originally published in the Winnipeg Free Press on April 28, 2023:

All workers deserve to make it home safely to their loved ones at the end of every shift. That is why the labour movement has always stood up for stronger health and safety protections on the job.

But despite of the gains Manitoba has made on workplace health and safety, far too many Manitobans are still injured and killed at work every year. In 2022 alone, 22 Manitobans were killed by workplace injuries and illness.

Today is the National Day of Mourning, when we take time to remember friends, loved ones and colleagues killed by workplace hazards injuries, and recommit to doing everything we can to prevent similar situations in the future.

Even though we often think of workplace injuries and deaths as resulting from one specific event or acute hazard, over half of Manitoba workplace deaths in the last year were from occupational diseases that workers acquired more gradually through exposure to carcinogens and other harmful agents at work. In fact, over the past decade occupational diseases account for the majority of all work-related fatalities in Manitoba.

As disturbing as the numbers are, we also know they tell only part of the story. It is well known that occupational diseases are systematically under-recognized and under-reported. There are a number of reasons for this, including the time lapse between workplace exposure and onset of illness, which can make it difficult to prove clear causation.

One result is that workers suffering from occupational diseases often face the additional burden of trying to prove that their illness is work-related in order to qualify for workers compensation benefits. In addition, the lack of recognition means that countless workers go on being exposed to these deadly hazards.

It doesn't have to be this way. We know that specific materials and chemicals in working environments are causally linked to specific diseases. This includes poisoning caused by certain metals, respiratory illnesses caused by various types of dust, and cancers caused by solar and other forms of radiation, to name just a few.

Many other jurisdictions, including British Columbia, Alberta, Ontario, Quebec, Newfoundland and Labrador and Nova Scotia have long recognized this and have put in place a "schedule of presumptive diseases" as part of their workers compensation systems. This means that when a worker has been employed in a process and suffers a disease listed in the schedule, it is presumed their work caused the disease unless it can be shown otherwise. Unfortunately, the Workers Compensation Board of Manitoba has not created a similar type of schedule, meaning that workers are falling through the cracks.

That Manitoba lags so far behind in this regard is especially frustrating given that specific provisions to create such a schedule have been part of our Workers Compensation Act for some time.

Several years ago, the WCB legislative review committee (made up of employer, worker and public interest representatives) made a joint recommendation that the WCB create such a schedule. In 2021, the provincial government answered the call and passed legislation to pave the way for the WCB to create a schedule of presumptive diseases.

Unfortunately, in the two years since, no tangible progress has been made by the WCB. Meanwhile, workers with occupational disease continue to struggle for recognition that their illness is work-related, while many others may not even know there is a causal connection between their illness and their work.

Our workers compensation system was created over 100 years ago, at a time when the extent of our society's knowledge of occupational diseases was far less than it is now. As the science regarding occupational diseases grows, the WCB system needs to continue to adapt to ensure that all workers who are hurt or die on the job receive the benefits they are entitled to, whether these injuries and deaths are related to specific workplace events or the exposure to hazards over a career.

On this National Day of Mourning, the WCB owes it to the workers who died last year and in previous years from occupational diseases to finally establish that schedule of presumptive diseases so that workers and their families receive the support that they deserve.

- Kevin Rebeck is the president of the Manitoba Federation of Labour.

Manitoba's unions mark Day of Mourning



PRESIDENT REBECK SPEAKS AT DAY OF MOURNING CEREMONY AT WORKERS MEMORIAL IN WINNIPEG.

Community forum on rising cost of living



PRESIDENT REBECK SPEAKS AT COST OF LIVING COMMUNITY FORUM IN MARCH, WHICH WAS ORGANIZED BY COMMUNITY SOLIDARITY MANITOBA.

Workers demand more from government at May Day march and rally

Manitoba's unions celebrated International Workers' Day, also known as May Day, with a march and rally from the Union Centre to the Manitoba Legislative Building. The protest was organized by Community Solidarity Manitoba and included a list of demands for government to make life better for working people in our province.

The COVID-19 pandemic and the cost of living crisis have been hard on working people throughout Manitoba, and participants called for government to focus on the needs of workers by strengthening economic security and public services.

Community Solidarity Manitoba made the following demands of the provincial government:

A liveable minimum wage;

At least 10 paid sick days for all workers in Manitoba;

Legislative changes to make it easier for workers to join a union;

Full and equal rights for gig workers; and

Health care for all, regardless of immigration status

President Rebeck spoke at the rally, and highlighted the need for union activists to get involved in the upcoming provincial election to help elect labour-friendly candidates

and a government that will work for working people. It is time to get rid of Heather Stefanson's anti-worker, anti-union Conservative government.



PRESIDENT REBECK AND WINNIPEG LABOUR COUNCIL PRESIDENT MELISSA DVORAK AT MAY DAY MARCH
PHOTO CREDIT: DAVID JACKS

Deadline to apply for Al and Alma Cerilli Young Activist Scholarship - May 31

The May 31st deadline to apply for the \$1,000 Al and Alma Cerilli Young Activist Scholarship is fast approaching. The Manitoba Federation of Labour is proud to offer this annual scholarship to a union activist who is pursuing post-secondary education. Any union activists who are 35 years or under and belong to an MFL affiliate union and are pursuing post-secondary education can apply. You can find more information, as well as the application form, at mfl.ca.

This scholarship is named after Al and Alma Cerilli, who spent their lives together making Winnipeg a better place for working families. As strong, caring and committed activists, Al and Alma were deeply committed to advancing the goals of the labour movement and the New Democratic Party, and empowered and supported many fellow activists along the way.



WCB takes one step forward on coverage for workplace mental health injuries

When Manitobans get hurt on the job, the Workers Compensation Board (WCB) should be there to support them in their recovery – regardless of whether the injury is physical or mental.

To better support Manitobans who suffer workplace mental health injuries, the Manitoba Federation of Labour has been advocating for the WCB to provide Manitobans who have workplace mental health injuries with the same support as it provides to Manitobans who suffer physical injuries at work.

This spring, the WCB announced that it would start to provide workers compensation for workplace mental health injuries caused by excessive work. This is a step in the right direction when it comes to helping Manitobans dealing with mental health injuries suffered on the job.

But while this announcement is a positive step, it will not go far enough to ensure that all types of mental health injuries receive the support they deserve. Workers with injuries caused by extreme stress and toxic workplaces

will still fall through the cracks until the provincial government passes legislation to ensure the WCB treats workplace mental health injuries in the same way it treats physical injuries.

Other provinces, notably British Columbia and Ontario, have made legislative changes to ensure workplace mental health injuries are supported, regardless of whether they stem from an acute event or ongoing workplace stressors. And all recent expansions to WCB coverage, including for occupational diseases and post-traumatic stress disorder, have been done through the law.

We appreciate that the WCB has taken this step to provide workers compensation coverage for some mental health injuries, and it will mean more workers have access to the support they need. But it will also leave other workers behind until the government takes action and makes workplace mental health injury coverage the law.



PRESIDENT REBECK AT ONE OF THE MFL'S PUBLIC AWARENESS ADS ABOUT THE NEED FOR WCB TO PROVIDE SUPPORT FOR WORKPLACE MENTAL HEALTH INJURIES.



**Women
Belong
In All
Places
Where
Union
Decisions
Are
Being
Made**

Manitoba Federation of Labour 2023 Women's Conference

September 26-27, 2023 // Union Centre
275 Broadway (Winnipeg)

Find registration information at mfl.ca/Women





THE LINK

SPRING 2023

SERVING TEACHERS PAST • PRESENT • FUTURE

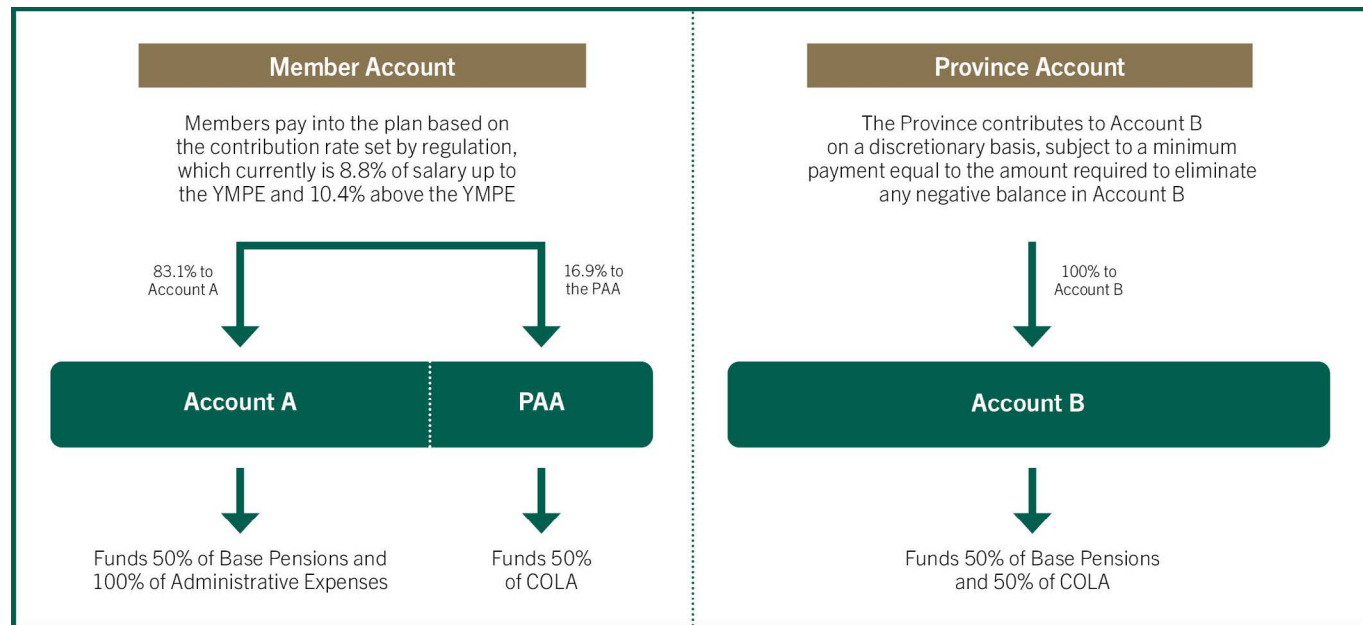
Account B (Province account) sustainability

Outlining implications and recommendations to address its projected depletion

TRAF's funding structure consists of two main accounts, Account A, the "member account," and Account B, the "Province account." Account A is responsible for the members' 50% share of pension benefits and is credited with member contributions and investment earnings. Currently, 83.1% of member contributions is allocated towards basic benefits while

16.9% is allocated to a sub-account called the Pension Adjustment Account (PAA) to support cost of living adjustments (COLA).

Account B is responsible for the Province's 50% share of pension benefits and is credited with contributions made by the Province on a discretionary basis.



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Account A (member account)

As at January 1, 2021, the date of the most recent triennial actuarial valuation, Account A's funded ratio was 101.5%, which means funding for current plan members is expected to be sufficient to pay its 50% share of the pension obligation. The funded ratio is projected to decrease over the long term to 90.1% by January 1, 2061. However, the plan actuary has advised that it is reasonable to assume that the current funding levels are sufficient to provide for the current level of benefits and has not recommended a change to the member contribution rate before the next scheduled actuarial valuation to be completed in 2024.

Account A is considered pre-funded (see side bar, right).

Account B (Province account)

Account B is a different story – but not a new one. As at January 1, 2021, Account B was 60% funded on an accrued basis. Essentially, what this means is that, based on the various assumptions adopted, Account B is expected to have assets that are sufficient to fund only 60% of its share of the accrued pension obligations for all members in the plan as of that date. To reach full funding, Account B would have required a contribution of approximately \$1.8 billion at the beginning of 2021, which has now increased to \$1.9 billion at the end of 2022. The funded ratio of Account B is projected to decline over the long term and, if there is no change to the funding practices of the Province, Account B will run out of money around 2053. At that time, the funded ratio would be 0% and the deficit is projected to be approximately \$10.4 billion.

Account B is considered to be funded on a pay-as-you-go basis over the long term (see side bar, right).

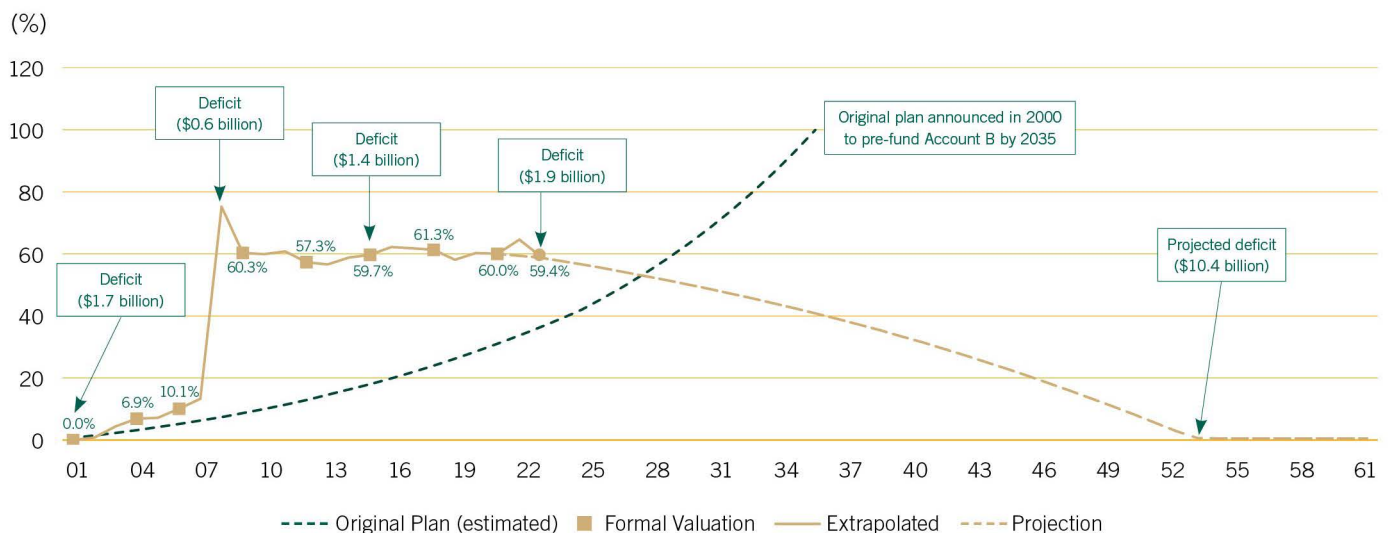
PRE-FUNDING

Pre-funding a pension plan means setting aside assets in advance as members earn benefits during their working years, with the goal of having enough funds at retirement to pay for monthly retirement benefits. Pre-funding is consistent with industry best practices, including those adopted by virtually every other public sector pension plan in Canada. Account A (member account) is pre-funded.

PAY-AS-YOU-GO FUNDING

Pay-as-you-go funding means paying for monthly pensions when they are paid from the plan after a member retires. No funds are set aside prior to retirement. Pay-as-you-go-funding is now extremely rare in Canada. Account B (Province account) currently has assets, but is structured as pay-as-you-go over the long term.

ACCOUNT B STATUS – HISTORICAL & PROJECTED¹



¹ Includes only accrued assets and liabilities for both base pensions and cost of living adjustments. Assumes that the Province of Manitoba will continue to make contributions to Account B in an amount equal to the aggregate required contributions of members to Account A. Currently, contributions to Account B are made at the discretion of the Province of Manitoba. This funding arrangement will revert to pay-as-you-go when Account B is depleted, which is projected to occur in 2053.

TRAF has been providing information on the accounts' funded status for years. Annually, TRAF meets with representatives from the Province of Manitoba, including the Minister of Education, and The Manitoba Teachers' Society, as well as with representatives from the Retired Teachers' Association of Manitoba to discuss the current and projected funded status of the plan.

In 2021, we published a Special Edition Newsletter Focused on Sustainability, which highlighted the financial outlook of Account B. In 2022, the Board engaged Aon to conduct an analysis on the funding of Account B by the Province of Manitoba. The purpose of the analysis was to examine, among other items, the Province's current funding practices and the implications for its projected future cash outlays and the funded status of Account B.

This newsletter will summarize the Aon report and its findings.

Please note that while these findings are discussed in this newsletter, they should be read in conjunction with the complete report, which is available at traf.mb.ca. There are a number of underlying assumptions and other information that should be considered and understood in connection with the subject matter of the report.

Implications of the current funding strategy

The projected depletion of the account in 2053 will have a significant impact on the cash flow requirements of the Province. The Province's contributions are expected to more than double from \$270 million in 2052 to \$568 million in 2053. In other words, these contributions would represent 4.9% of the projected future education budget in 2052, and would represent around 10% of the projected education budget the following year.

The Aon report not only confirmed TRAF's concerns regarding the funding of Account B, but also provided implications of the account's depletion. The report identified several options to address the deficit, from funding it all at once or making additional contributions over a pre-defined time period, or borrowing to pre-fund the account (a strategy that was used in 2007).

Account B Funding Implications

ACCOUNT PROJECTED TO BE DEPLETED

2021

Funded Ratio
60%

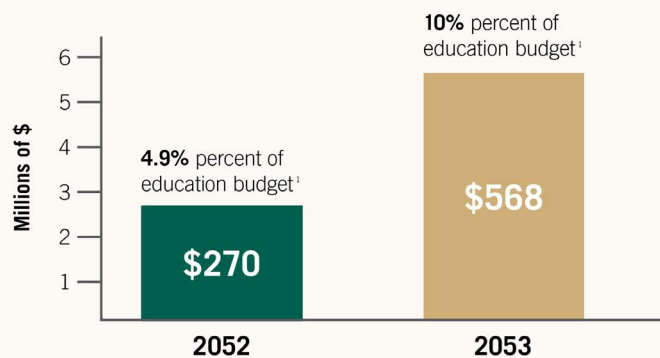
Contribution required to fully fund the account (Deficit)
\$1.8 Billion

2053

Funded Ratio
0%

Contribution required to fully fund the account (Deficit)
\$10.4 Billion

PROVINCE CONTRIBUTIONS ARE PROJECTED TO MORE THAN DOUBLE



¹ Percentages based on an estimate of the projected education budget. See Aon report for more details.

Funding options

To see material improvement in Account B, the Province must increase its contributions. Below are a few options illustrated in the Aon report that the Province could consider to address the deficit in Account B.

Fully fund immediately

To fully fund Account B, the Province would have had to deposit a lump sum contribution of approximately \$1.8 billion as of January 1, 2021. At the end of 2022, the shortfall had increased to slightly more than \$1.9 billion. One approach would be for the Province to issue debt in an amount equal to the deficit and contribute the proceeds to Account B. This would eliminate the Province's unfunded pension liability, but would add to the debt of the Province and increase its debt servicing costs. This strategy is generally successful over the long term if the cost of the debt is less than the expected return on assets and less than the actual returns earned by Account B in the future. This "borrow and fund" strategy was successfully employed by the Province in 2007 when debt was issued to support a \$1.5 billion contribution to TRAF (see sidebar, right).

Amortize the deficit over a period of time

Instead of a one-time lump sum payment, the Province could increase contributions over a pre-defined period

In 2007, the Province issued debt and used the proceeds to contribute \$1.5 billion to Account B, bringing the account's funded ratio to approximately 75%. Prior to the contribution, the funded ratio was approximately 10%.

This action strengthened the plan and has resulted in meaningful cost savings for the Province. By borrowing at a lower rate than the investment earnings on the funds contributed to TRAF, the Aon report noted that this decision generated approximately \$600 million in value to the Province by the end of 2021.

of time in order to pay off the deficit. For example, additional contributions of \$178.5 million per year over 15 years or \$114.7 million per year over 40 years from January 1, 2021 would be required to bring the plan to full funding. This is a common strategy that has been employed by other comparable pension plans to address similar funding issues.



Comparison to other teachers' pension plans

The Aon report also provided an analysis of the funding levels for Account B compared to other teachers' pension plans in Canada. The report concluded that the funded ratio for Account B was lower than the funding levels of government obligations for current teachers' pensions in every other province (see table, below).

In addition to commentary on the relative funded status of the account, the report also noted that the Province's approach to funding TRAF is different than most other teachers' pension plans in Canada. While most government-sponsored plans that provide pensions to teachers in Canada are required to pre-fund by law, there is no requirement for the Province to pre-fund its share of the pension obligation in Account B. Over the long term, Account B is funded on a pay-as-you-go basis.

Only Quebec is similar to Manitoba in that it was also historically funded on a pay-as-you-go basis. However, over the past three decades, the government in Quebec has set aside funds to meet almost 90% of its pension obligations.

Nova Scotia also recognized that it must address the plan deficit. In October 2020, plan sponsors agreed to appoint a panel of experts to review the plan's funding challenges and make recommendations to fully fund the plan. While we are monitoring the situation in Nova Scotia, the recommendations of the expert panel have not yet been made public.

Plan	Funded Ratio	Effective Date
Newfoundland and Labrador Teachers' Pension Plan	120.2%	August 31, 2021
PEI Teachers' Pension Plan	117.9%	April 1, 2021
Quebec Teachers – Government and Public Employees Retirement Plan (RREGOP)	109.3% (member portion) 89% (Province portion, including net assets in sinking fund)	December 31, 2020 (member portion) March 31, 2021 (Province portion)
Ontario Teachers' Pension Plan	107%	January 1, 2022
British Columbia Teachers' Pension Plan	105.3%	December 31, 2020
New Brunswick Teachers' Pension Plan	103.4%	August 31, 2020
Saskatchewan Teachers' Retirement Plan	99.6%	July 1, 2020
Alberta Teachers' Pension Plan	98%	August 31, 2021
Nova Scotia Teachers' Pension Plan	82.5%	December 31, 2021
Teachers' Retirement Allowances Fund	101.5% (member account) 60.0% (Province account)	January 1, 2021



Funding beliefs

TRAF has two funding beliefs, which are based on best practices and, if fulfilled, will lead to an increased likelihood that the plan will remain sustainable in the long term. Those beliefs are that (a) benefits should be pre-funded (including Account B) and (b) funding concerns should be addressed on a timely basis.

Pre-funding Account B would improve benefit security for pension plan members, be consistent with industry best practices and allow the Province to fully participate in the benefits of a low-cost and globally diversified investment portfolio that, over the long term, is expected to perform to a level that would stay current with the Province's pension obligations in respect to TRAF. In short, pre-funding is beneficial to both the Province and the members.

Recommendations

The Aon report concluded that there is a clear impetus for the Province to pre-fund Account B now to avoid large funding increases in the future. Pre-funding Account B will also bring TRAF in line with the funding best practices of pension plans across Canada.

While the authority to make adjustments to the plan rests with the Province as plan sponsor (see box below, right), the TRAF Board has spent considerable time and effort to analyze the situation and communicate the current and projected funded status to the Province. Consistent with the Board's beliefs and Aon's report, the Board recommends that:

1. The Province should develop and communicate a plan to fund the current deficit in the account designated as Account B under *The Teachers' Pensions Act* (TPA).
2. To the extent that the funding plan provides for special contributions over time, the contribution schedule should be formalized through a promissory note or legislation.

A delay in action could result in required funding at a later date that is too large, increasing the chance that benefits, including accrued benefits, could be reduced in the future.

Response from the Province

TRAF is encouraged by correspondence from the Minister of Education on March 28, 2023, confirming that a working group has been established to review issues associated with provincially funded pension plans, including TRAF. The Minister noted that the working group will be engaging a third-party actuary to provide government-specific recommendations regarding Account B. We look forward to supporting the Province in these efforts and better securing the future of our members' pension benefits.

Further information

The full Aon report, dated August 8, 2022, and titled "Account B Funding Analysis," is available on our [website](#).

Further information, such as funding valuation and projection valuation reports, sensitivity analyses, plan actuary recommendations and presentations to plan stakeholders, including the annual briefing session presentation, are also available through [Online Services](#).

TRAF will continue to keep you informed of developments regarding the current and future financial outlook and sustainability of Account B and the pension plan as a whole.

If you have any questions, please contact us.

THE PROVINCE'S ROLE IN PLAN SUSTAINABILITY

Changes can generally only be made by the Province as plan sponsor. Neither the TRAF Board nor The Manitoba Teachers' Society (MTS) has the ability to make changes without the support and cooperation of the Province.

2022 investment results

The year saw an abrupt end to the low interest rate policies used to stimulate economies during the pandemic, as global central banks sought to tame surging inflation. Both public fixed income and equities reacted negatively to the dual challenge of higher interest rates and inflation. In fact, 2022 marked the first time that both US bonds and stocks declined by more than 10% in a single year. Recognizing some of the risks posed by a period of low interest rates and low inflation prior to 2022, TRAF adjusted its investment strategy by increasing allocations to inflation-hedging assets, like infrastructure, and diversifying the fixed income portfolio with the addition of floating rate private debt. These asset classes generated positive returns in an otherwise difficult year for most other asset classes.

Overall, the portfolio returned -0.42% net of all investment-related fees and expenses during the year. This exceeded the benchmark return of -5.04% and placed TRAF among the top decile of its peers tracked by our performance measurement provider over the one-year, five-year and 20-year periods.

Despite the low absolute level of return, the plan continued to meet its two investment objectives for the period ending December 31, 2022. The first objective is for the rolling five-year return to exceed the benchmark return net of all investment-related fees and expenses.

Over the five-year period ending December 31, 2022, the plan's net return exceeded the benchmark return by 2.12% per annum.

The second objective is to achieve the expected rate of return assumed in the most recent actuarial valuation of the fund net of all investment-related fees and expenses over a five-year period. The plan also achieved this objective, having generated a net return of 7.27% over the prior five-year period, which was above the expected actuarial return of 5.50%.

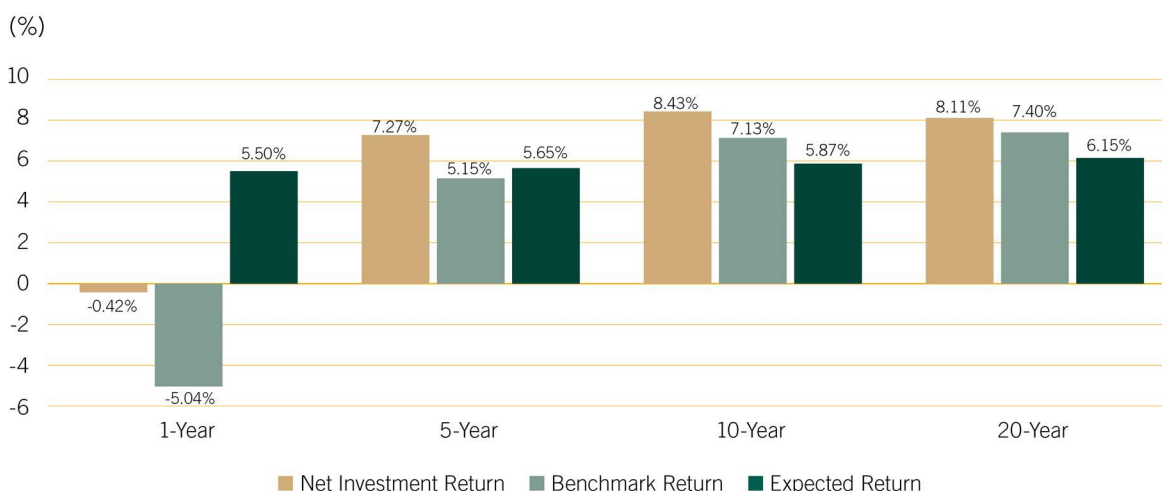
While we are pleased to have protected value in a challenging market, we continue to caution members to keep a long-term view. Market volatility in the first few months of 2023 demonstrates that the economic turmoil caused by the pandemic is not entirely behind us. That said, with higher interest rates and lower equity valuations today, the outlook for long-term returns is better than we have seen in recent years.

Full details of TRAF's 2022 investment performance are available at traf.mb.ca.



GRAEME HAY
Chief Investment
Officer

COMPARATIVE INVESTMENT RETURN



Member statistics

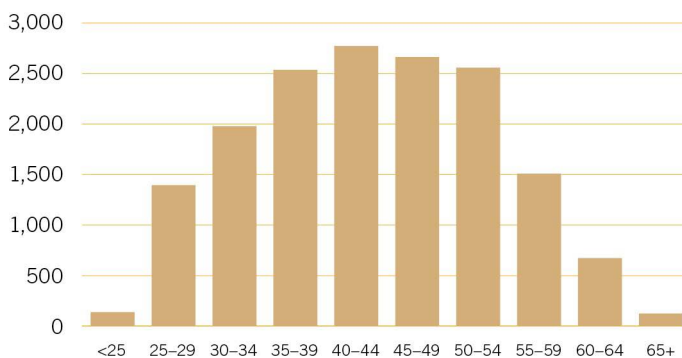
As at December 31, 2022, there were 16,346 active members, 16,520 retired members and 7,421 deferred members (former members who have contributions remaining in TRAF and who are or will become entitled to a benefit). This brings the total TRAF membership to 40,287, an increase of 1.1% over 2021.

The average age of all active members was 43.3 years. There are 2,307 members age 55 or older who are eligible to retire during 2023.

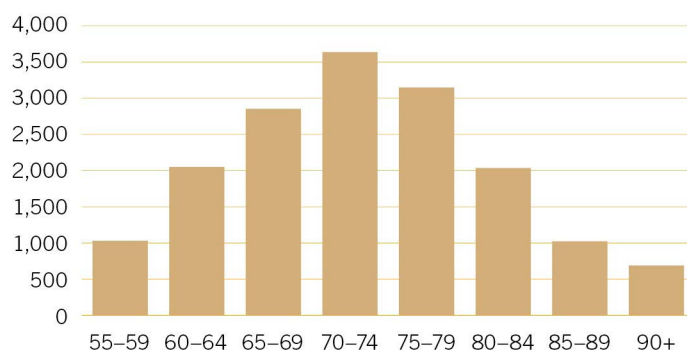
There were 29 retired members (including beneficiaries of deceased members) age 100 or older. Our oldest member is 111 and has been receiving a pension for over 51 years. The average age of all retired members was 73.3 years, up from 73.0 in 2021.

The average monthly pension for all retirees was \$2,533, up \$82 (3.3%) from \$2,451 in 2021. In 2022, cost of living adjustments represented approximately 13.2% of total pension payments.

AGE DISTRIBUTION – ACTIVE MEMBERS



AGE DISTRIBUTION – RETIRED MEMBERS



2023 cost of living adjustment

Each year, a cost of living adjustment (COLA) is determined for eligible members who are receiving a pension. Effective July 1, 2023, a COLA of 1.50% will be granted.

The formula to determine COLA is set out in *The Teachers' Pensions Act* (TPA). COLA is set at the lesser of:

- The maximum percentage the Pension Adjustment Account (PAA) can support, or
- The full increase in CPI.

The actuarial surplus in the PAA was sufficient to support a COLA of 1.50%, while the change in CPI for 2022 was 6.32%. Therefore, the maximum COLA that can be granted was determined to be 1.50%.

Future COLA

It is difficult to predict the amount of future COLA, and there is no certainty of COLA in any given year.

Projection analyses conducted by our plan actuary indicate that an average COLA of approximately 0.91% could be granted over the long term under the current plan structure and subject to annual fluctuations and the limit prescribed in the TPA.

2023 OFFICE HOURS

TRAF is open during regular office hours (8 a.m. to 5 p.m. Monday through Friday through the school year and 8 a.m. to 4 p.m. in July and August). In addition to phone and Zoom appointments, which have proven to be effective and convenient, we also accept pre-scheduled, in-person appointments; walk-ins are not permitted.

Pre-schedule your Saturday phone, Zoom or in-person appointment for one of these dates*:

- June 10
- September 16
- October 21
- November 4
- December 9

*Dates are subject to change.

OUR OFFICE IS CLOSED THE FOLLOWING DATES IN 2023:

- Monday, May 22 (Victoria Day)
- Monday, July 3 (in lieu of Canada Day)
- Monday, August 7 (Terry Fox Day)
- Monday, September 4 (Labour Day)
- Monday, October 9 (Thanksgiving)
- Monday, November 13 (in lieu of Remembrance Day)
- Friday, December 22 at noon (in lieu of Christmas Eve)
- Monday, December 25 (Christmas Day)
- Tuesday, December 26 (Boxing Day)

Brenda Venuto Award for Outstanding Member Service



LORNA QUISAO

Brenda Venuto was the Senior Vice President, Member Services until her retirement in 2018 after a 36-year career with TRAF. To mark the occasion and celebrate her legacy, TRAF created an award in her name to recognize employees who make outstanding contributions to member service.

TRAF was pleased to name two winners for 2022: Lorna Quisao, Programmer Analyst III, and Melissa Hancox, Member Services Specialist.

Lorna has worked for TRAF for over six years. She started out as a Programmer in 2016, and by 2021, she was promoted to Programmer Analyst III. Since then, colleagues have pointed out Lorna's work ethic, positive attitude and technical expertise, adding that



MELISSA HANCOX

she "has taken on a large amount of work to ensure our members are paid accurately and on time. This includes resolving exceptions and working extra when needed."

Melissa has worked for TRAF for five years, starting out as a Member Services Representative in 2018.

She was promoted to Member

Services Specialist in 2021. Colleagues are quick to bring up Melissa's professionalism, initiative and kindness around the office, as she can often be found guiding new employees and lending a helping hand even when she's busy.

Please join us in extending our congratulations to Lorna and Melissa on this outstanding achievement.

Have you registered for Online Services yet?

If you're not already registered for [Online Services](#), please take a few minutes to visit our website and register. It's simple and secure and gives you access to a number of features, including your annual statement.

Your Online Services account allows you to:

- Review important, personalized correspondence.
- Watch digital presentations to learn about your TRAF pension, including one on the topic of "Maximizing Your Pension."
- Try the pension estimator.
- Share documents with TRAF through our secure online platform.
- Keep your contact information up to date so that important correspondence continues to reach you.

Current contact information required for communication

To receive ongoing communication and updates about your pension, please log in to Online Services and click on "Account Profile." Here, you can provide TRAF with your current mailing address, email and phone number. It is important to keep us fully informed of any changes to your contact information.

We also encourage you to consider using a personal email address, so that we can continue to reach you throughout every stage of your career.

2022 Annual Report coming soon

The annual report outlines TRAF's funded status and investment performance and provides an account of the financial and operational matters for 2022.

The full report will be available at traf.mb.ca in the coming months.



Help us locate former teachers

Please contact us if you know any of the following people, or know how they may be reached.

A	Rita Emerson	Bryce Knudson	Brenda Pink
Elizabeth Adkins	F	Barbara Kolakowski	Corine Poirier
Christopher Allan	Sharron Fikkert	Elsie Kosowan	Ruth Purdy
Miles Allemand	G	L	R
Kin Fung Ivy Au	John Gadoua	Jessie Lavallee	Diane Ranger
Heather Ayre	Vital Gahungu	Betti-Ann Lavitt	Janice Rayner
B	Jo-Ann Gatherum	Alderick Leask	Cornelia Reimer
Rebecca Baker	Michael Gilbert	Bernardine Letkeman	Jules Rocque
Connie Bart	Elizabeth Gornik	Rose-Mary Little	Deborah Rogalsky
Catherine Bay	Heather Graham	Krystyna Lutrzykowski	S
Diane Beaudry	Michelet Guerilus	M	Rachel Schwartz
Beverly Bortoluzzi	H	Donna Martin	Roger Schwegel
C	Mary Hall	Anna McGillivray	Koreen Scott
Craig Campbell	Caroline Hamm	Janis McKeag	Marie Shideler
Clayton Coe	Angela Hanssen	Jennifer Mealey	May Shipp
Mildred Cook	Robert Hay	Debra Medoff	Linda Singleton
Quinn Cornwell	Charles Healey	Robert Moore	T
Marcia Cosman	Philip Hoskins	Victoria Moore	James Taylor
Nicole Curnew	Wayne Hounsell	Anna Marie Murphy	Marlene Tennant
D	Brittany Hughes	Paul Mutimer	Heather Therrien
Patricia Davis	J	N	W
Valerie Dobbyn	Valerie Johnson	Tannis Niziol	Matthew Walker
Carol Douglas	K	O	Pamela Wichenko
Janine Dube	Leigh-Anne Kehler	Judith Oswald	Cecilia Wiktorowicz
Robert Dueck	Ward Ketcheson	P	Francis
Christopher Duggan	Walter Kitash	Lois Penner	Y
E	Brian Klowak	Juanita Petrone	Susan Young
Paul Edwards	Linda Klyne	Mary Jane Petroni	Z
			Zheng Zhang



TEACHERS' RETIREMENT ALLOWANCES FUND

Johnston Terminal, 330-25 Forks Market Road, Winnipeg, MB R3C 4S8

Phone: 204-949-0048 or 1-800-782-0714 • Fax: 204-944-0361

Email: info@traf.mb.ca • Website: traf.mb.ca

This newsletter is provided for general information purposes only. In the case of errors, omissions, or misunderstandings, *The Teachers' Pensions Act* and *Regulations* will apply.

This publication is available in alternate formats upon request.



Tuesday, May 30, 2023 @ 4:00 pm

Minutes to be approved at the next Executive Meeting, June 6, 2023

Minutes to be approved at the next General Meeting, May 28, 2024

On-line via TEAMS

[Click here to Access the TEAMS meeting](#)

Executive Members Present:

<i>Kirsten Carman (GVC) – Emp. Benefits Chair</i>	<i>Mikaela Martens (PRS) -- PD Co-Chair</i>
<i>Jonathan Cullen (NPC) – PR Chair</i>	<i>Jessica Riddell (ECS) – CB Chair</i>
<i>Dawn Dreger (BVS/BES) – CB Co-Chair</i>	<i>Karla Rootsart (SWD/HES) – VP; Ind. Ed Chair</i>
<i>James Driedger (NPC) – Emp. Benefits Co-Chair</i>	<i>Brandy Springer (JRW) – S&TW Chair</i>
<i>Mary Eberling-Penner (PCS/EDW) – Sec.; WSH</i>	<i>Joel Swaan (GVTA/PLS) –President; Provincial Exec.</i>
<i>Alyssa Friesen (PRS) – PD Chair</i>	<i>Melanie Urichuk (OL/GVC) – ESJ Co-Chair</i>
<i>Andrea Friesen (PLS) – Member-at-Large</i>	<i>Mike Urichuk (OL/ECS) -- Ed finance; Past President</i>
<i>Anny Froese (PDS) – Treasurer</i>	<i>Moyra Valletly (COSL/JRW) – COSL Rep</i>
<i>Jason Grant (WES) – Member-at-Large</i>	<i>Sarah Waldner (NPC) – PR Co-Chair</i>
<i>Val Harder (DO) – ESJ Chair</i>	

Members Present:

Regrets:

[Click here to Access the TEAMS meeting](#)

1.0 Call to Order @ 4:00 pm by J. Swaan

1.1 *Garden Valley School Division buildings are located on Treaty 1 lands: the original lands of the Anishinaabe people, and on the homeland of the Métis nation. As the Garden Valley Teachers' Association, we recognize our history as a settler organization that operates on these lands here in the Red River Valley.*

Garden Valley Teachers' Association respects the Treaties that were made on these territories, we acknowledge the harms and mistakes and the past and present, and we

dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration

1.2 _____ members present. Quorum of 35 members reached?

2.0 Approval of the Agenda:

2.1 Additions:

2.1.1

2.2 Approval of the Agenda: **MOVED/SECONDED** by _____ / _____ **CARRIED**

3.0 Adoption of May 31, 2022 Annual General Meeting Minutes as circulated in May *The Apple Core*

3.1 APPROVED by GVTA Executive on June 7, 2022

3.2 Changes:

3.2.1

3.3 **MOVED/SECONDED** by _____ / _____. **CARRIED?**

4.0 Business Arising

4.1 Executive Changes since May 31, 2022 AGM:

- 4.1.1 Mike Urichuk (GVTA/ECS) added Education Finance Chair to his portfolio on June 7, 2022 (Motion 6.4)
- 4.1.2 Dawn Dreger (BVS/BES) joined the Executive as Collective Bargaining Co-Chair on June 7, 2022 (Motion 6.5)
- 4.1.3 Jim Parry-Hill (SUB) resigned from the Executive as Indigenous Education Co-Chair on July 14, 2022. Their resignation was accepted by the Executive on September 13, 2022 (Agenda Item 6.4)
- 4.1.4 Melanie Urichuk (OL/GVC) joined the Executive as Equity & Social Justice Co-Chair on September 13, 2022 (Motion 6.2)
- 4.1.5 Brenda Richer (NPC) resigned from the Executive as Social & Teacher Wellness Chair on October 30, 2022. Their resignation was accepted by the Executive on November 1, 2022 (Agenda Item 20.2)
- 4.1.6 Brandy Springer (JRW) moved from Social & Teacher Wellness Co-Chair to Social & Teacher Wellness Chair on November 1st, 2022 (Motion 5.1)
- 4.1.7 Mike Urichuk (GVTA/ECS) moved from President to Past-President, replacing Joel Swaan (PLS) on January 5, 2023
- 4.1.8 Joel Swaan (PLS) moved from Vice-President to President on January 5, 2023
- 4.1.9 Karla Rootsaert (SWD/HES) added Vice-President to their portfolio on January 5, 2023
- 4.1.10 Jason Grant (WES) was confirmed by Winkler Elementary School Members as the WES Member-at-Large on the GVTA Executive on January 18, 2023, and began attending meetings in this official capacity on February 7, 2023
- 4.1.11 Andrea Friesen (PLS) was confirmed by Parkland Elementary School Members as the PLS Member-at-Large on the GVTA Executive on January 18, 2023, and began attending meetings in this official capacity on February 7, 2023

5.0 Proposed Bylaw Changes, 2/3 majority required:

5.1 **Bylaw 8.4** (Approved by GVTA Executive September 13, 2022)

<p>PROPOSED: 8.4 Plan Teacher Recipients as well as Regular Teachers or Substitute Teachers on maternity or parental leave, may maintain their status as Active Members in Good Standing for the purpose of participation in Political Processes under Article 1.1 in the GVTA Bylaws and Article 3.7 (1) of the MTS Bylaws by applying to the GVTA Treasurer to pay a nominal monthly fee of \$1 directly to GVTA in lieu of Required Membership Fees, which may be paid monthly or as a lump sum. If the nominal fee has not been paid as of the first month of the leave, all outstanding fees must be paid prior to commencement of participation in said political processes.</p>	<p>CURRENT: New Policy</p>
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5.1.1 **BACKGROUND:** For teachers on leave, MTS has shifted from requiring those members to pay full dues to a \$10/month fee to stay active in the business of the Society. GVTA dues for members on leave has been \$0, but it makes tracking and reporting problematic, and as they have a legal right to duty of fair representation, it complicates our obligation. By charging a nominal fee of \$1, we are better able to track those members on leave who wish to participate in the Local's political processes (like being on Executive).

5.1.2 **MOVED/SECONDED:** _____ / _____ **CARRIED?**

5.2 **Duties of the President: Workplace Safety & Health Representation**

<p>PROPOSED: 5.2 The President is the representative of the Local and shall communicate on behalf of the Local; shall call and preside at all Membership and Executive Meetings; shall be an ex-officio member of all Standing Committees and ad hoc committees of the Local; shall delegate duties and supervise any duties so delegated; shall represent teachers on any Workplace Safety and Health committee that involves two or more teacher worksites; and shall perform such duties as the Executive shall assign.</p>	<p>CURRENT: 5.2 The President is the representative of the Local and shall communicate on behalf of the Local; shall call and preside at all Membership and Executive Meetings; shall be an ex-officio member of all Standing Committees and ad hoc committees of the Local; shall delegate duties and supervise any duties so delegated; and shall perform such duties as the Executive shall assign.</p>
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5.2.1 **BACKGROUND:** For this Bylaw change, and the next one, GVTA has always been represented at the divisional Workplace Safety and Health Committee through our WSH Liaison. The president of the Local has typically also been on the Committee, but as a school rep when the role of president was held by an active teacher. Now that the president role comes with 100% release, there is no

option for them to continue that work. Legislation allows for unions to appoint their own representatives to the WSH Committee, as CLAC has in each of their four local agreements. With this change, GVTA would increase their representation on the committee from one (1) to two (2). It also guarantees representation on the second GVC-NPC WSH Committee.

5.2.2 **MOVED/SECONDED:** _____ / _____ **CARRIED?**

5.3 Workplace Safety & Health Representation

<p>PROPOSED: 9.5 The Workplace Safety and Health Liaison and the President shall be the representatives of the GVTA Executive. The other Worker Safety and Health Representatives are elected pursuant to the Workplace Health and Safety Act.</p>	<p>CURRENT: 9.5 The Workplace Safety and Health Liaison shall be the representative of the GVTA Executive. The other Worker Safety and Health Representatives are elected pursuant to the Workplace Health and Safety Act.</p>
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5.3.1 **BACKGROUND:** As above.

5.3.2 **MOVED/SECONDED:** _____ / _____ **CARRIED?**

6.0 Executive-approved Policy Changes over the past year:

6.1 GVTA President Release Policy (June 22, 2022)

<p>L. GVTA President Release Policy:</p> <ol style="list-style-type: none"> 1. The Association President shall have full-time release. The Association shall second the Member from the Division and compensate the Division appropriately. 2. The Association President shall experience no loss of benefits and the Association shall reimburse the Division for the President's salary, allowances when applicable, benefits and other costs related to the President's leave. 	<p>CURRENT: New policy.</p>
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6.2 President Mileage Reimbursement (November 1, 2022)

<p>A.2. President Mileage Reimbursement Policy:</p> <ol style="list-style-type: none"> b. The roundtrip from the President's home to their normal work location is not reimbursable mileage. Mileage in excess of one roundtrip between the employee's home and the normal work location will be reimbursed at the Canada Revenue Agency's current reasonable per-kilometre allowance rate. 	<p>CURRENT: New policy.</p>
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<p>c. In the case where the President's normal work location is their home, their normal work location for determining mileage is the work location that they were assigned prior to becoming President. In the case where the President was not previously assigned to a set location, the GVSD Division Office will be the normal work location used for determining mileage. To determine the not reimbursable roundtrip for a President with more than one normal work location, the not reimbursable roundtrip mileage shall be calculated from the first work location attended that day. When the President must temporarily utilize a different normal work location, mileage will be reimbursed in excess of the normal mileage between the employee's home and the regular work location.</p>	
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7.0 For Member information and feedback: Notice of Policy Decisions requiring further GVTA Executive approval (Bylaw 11.4)

7.1 Fees: Members on Leave (September 13, 2022 Executive Meeting)

<p>PROPOSED: F.4. <i>Members on Leave.</i> Members on leave must directly arrange for payment of fees to the Society and the Local. Full-time leave members require no payment of fees to the local.</p>	<p>CURRENT: F.4. <i>Members on Leave.</i> Members on leave must directly arrange for payment of fees to the Society and the Local. Full-time leave members require no payment of fees to the local.</p>
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7.1.1 **BACKGROUND:** This policy changes brings the policy fee in line with the policy Bylaw.

7.2 Delegate Rooms for MTS AGM (March 7, 2023 Executive Meeting)

<p>PROPOSED: G.3. <i>Rooms for GVTA delegates and alternates.</i> If unable to share accommodations, GVTA will reimburse its delegates and alternates for single rooms at the venue. Should there be insufficient room availability for delegates or the alternates at the venue, prefer to stay at an offsite hotel, GVTA will reimburse additional</p>	<p>CURRENT: G.3. <i>Rooms for GVTA delegates.</i> If unable to share accommodations, GVTA will reimburse its delegates for single rooms at the venue. Should delegates or the alternate prefer to stay at an offsite hotel, GVTA will reimburse additional costs of a room over the MTS Provincial Council rate, up to the usual (non-</p>
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costs of a room over the MTS Provincial Council rate, up to the total full cost of a single room at the venue usual (non-Council) MTS accommodations rate for each individual.	Council) MTS accommodations rate for each individual.
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7.2.1 **BACKGROUND:** This policy change ends the need for GVTA delegates working in Winnipeg on behalf of members to share a hotel room.

7.3 Adding COSL Representative to Delegate Selection Procedure (March 7, 2023 Executive Meeting)

<p>PROPOSED: GVTA MTS Provincial Council AGM Delegate and Representative Selection Procedure</p> <p>Based on FTE, GVTA sends six (6) Delegates to MTS Provincial Council AGM as determined by MTS and at MTS's expense plus one (1) Alternate Delegate paid by GVTA. This policy establishes the order that the GVTA Executive will use to invite and select participants from amongst its executive members.</p> <p>Six (6) Official GVTA MTS Provincial Council AGM Delegates are chosen using the Delegate List, and one (1) Alternate Delegate is selected using the Alternate Delegate Selection Procedure.</p> <p><u>Official GVTA MTS Provincial Council Delegate List</u></p> <ol style="list-style-type: none"> 1. President 2. Vice-President 3. Provincial Standing Committee Members 4. Collective Bargaining Chair 5. Professional Development Chair 6. Employee Benefits Chair 7. Education Finance Chair 8. Equity & Social Justice Chair 9. Indigenous Education Chair 10. Workplace Health & Safety Liaison 11. COSL Representative 11 12. If the respective chairs cannot attend, then the co-chairs of: <ol style="list-style-type: none"> a. Collective Bargaining b. Professional Development 	<p>CURRENT: GVTA MTS AGM Delegate and Representative Selection Procedure</p> <p>Based on FTE, GVTA sends six (6) Delegates to MTS AGM at MTS's expense plus one (1) Alternate Delegate paid by GVTA. This policy establishes the order that the GVTA Executive will use to invite and select participants from amongst its executive members.</p> <p>Six (6) Official GVTA MTS AGM Delegates are chosen using the Delegate List, and one (1) Alternate Delegate is selected using the Alternate Delegate Selection Procedure.</p> <p><u>Official GVTA MTS Provincial Council Delegate List</u></p> <ol style="list-style-type: none"> 1. President 2. Vice-President 3. Provincial Standing Committee Members 4. Collective Bargaining Chair 5. Professional Development Chair 6. Employee Benefits Chair 7. Education Finance Chair 8. Equity & Social Justice Chair 9. Indigenous Education Chair 10. Workplace Health & Safety Liaison 11. If the respective chairs cannot attend, then the co-chairs of: <ol style="list-style-type: none"> a. Collective Bargaining b. Professional Development c. Employee Benefits
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<p>c. Employee Benefits d. Education Finance e. Equity & Social Justice f. Indigenous Education 12. 13. Treasurer 13. 14. Secretary 14. 15. Drawn at Random: a. Chair of Public Relations b. Chair of Social & Teacher Wellness 15. 16. Notwithstanding respective chairs attending, the following co-chairs drawn at random: a. Collective Bargaining b. Education Finance c. Employee Benefits d. Equity & Social Justice e. Indigenous Education f. Professional Development 16. 17. Notwithstanding respective chairs attending, the following co-chairs drawn at random: a. Public Relations b. Social & Teacher Wellness 17. 18. Past President 18. 19. Members-at-Large, drawn at random</p> <p><u>Alternate Delegate - Selection Procedure</u> Drawn members not already attending are selected in order of GVTA service - from least to greatest - based on full years of service.</p> <p>Members who tie for length of service shall be divided into 3 groups: 1. Table officers & members chairing a committee, including Workplace Safety & Health Liaison & COSL Representative; 2. Members co-chairing a committee; 3. Members-at-Large Members will be randomly sorted within their groups and asked in order.</p> <p>If the first person who is able to attend is already attending based on the Delegate</p>	<p>d. Education Finance e. Equity & Social Justice f. Indigenous Education 12. Treasurer 13. Secretary 14. Drawn at Random: a. Chair of Public Relations b. Chair of Social & Teacher Wellness 15. Notwithstanding respective chairs attending, the following co-chairs drawn at random: a. Collective Bargaining b. Education Finance c. Employee Benefits d. Equity & Social Justice e. Indigenous Education f. Professional Development 16. Notwithstanding respective chairs attending, the following co-chairs drawn at random: a. Public Relations b. Social & Teacher Wellness 17. Past President 18. Members-at-Large, drawn at random</p> <p><u>Alternate Delegate - Selection Procedure</u> Drawn members not already attending are selected in order of GVTA service - from least to greatest - based on full years of service.</p> <p>Members who tie for length of service shall be divided into 3 groups: 1. Table officers & members chairing a committee, including Workplace Safety & Health Liaison; 2. Members co-chairing a committee; 3. Members-at-Large Members will be randomly sorted within their groups and asked in order.</p> <p>If the first person who is able to attend is already attending based on the Delegate</p>
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List, then the Alternate spot reverts to the next person available on the Delegate List.	List, then the Alternate spot reverts to the next person available on the Delegate List.
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- 7.3.1 **BACKGROUND:** GVTA has added a COSL Representative to our Executive structure. (COSL stands for Council of School Leaders, which represents principals and vice-principals). This change, and the next, add the COSL Rep to our policy structure.

7.4 Executive Honoraria

<p>PROPOSED:</p> <p><i>A.1. Honoraria.</i></p> <p>Honoraria are paid to Executive Members (officers, committee chairs and co-chairs) at the June executive meeting as follows: All executive members that hold a portfolio, and the Workplace Safety & Health Liaison, and the COSL Representative receive an annual \$250 honorarium; except for the president, professional development chair, and treasurer, who receive an honorarium of \$500 \$499.99 each. Members-at-Large will receive an annual honorarium of \$100 each. If the president has full time release, they will not receive an honorarium of \$500 \$499.99 for president.</p> <p>Executive members that receive honoraria that meet or exceed \$500 dollars due to multiple executive roles and responsibilities in a fiscal year (including honoraria for providing Professional Development through the GVTA-GVSD Joint Professional Development Committee), will receive no more than \$500 \$499.99 as their honoraria. Refer to 4. <i>Cell Phone</i> for those amounts over \$500 and over.</p> <p>Executive members are expected to attend meetings on a regular and punctual basis. There must be cause for absence. Absences without cause result in a reduction in honoraria equal to the amount of meeting costs incurred as a result of missed meetings. The amount will not exceed the total of the honoraria that would normally be received.</p>	<p>CURRENT:</p> <p><i>A.1. Honoraria.</i></p> <p>Honoraria are paid to Executive Members (officers, committee chairs and co-chairs) at the June executive meeting as follows: All executive members that hold a portfolio and the Workplace Safety & Health Liaison receive an annual \$250 honorarium; except for the president, professional development chair, and treasurer, who receive an honorarium of \$500 each. Members-at-Large will receive an annual honorarium of \$100 each. If the president has full time release, they will not receive an honorarium of \$500 for president.</p> <p>Executive members that receive honoraria that meet or exceed \$500 dollars due to multiple executive roles and responsibilities in a fiscal year will receive no more than \$500 as their honoraria. Refer to 4. <i>Cell Phone</i> for those amounts over \$500.</p> <p>Executive members are expected to attend meetings on a regular and punctual basis. There must be cause for absence. Absences without cause result in a reduction in honoraria equal to the amount of meeting costs incurred as a result of missed meetings. The amount will not exceed the total of the honoraria that would normally be received.</p>
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Executive members are elected at the Annual General Meeting by a group of their peers and executive roles are for the benefit of all GVTA members. Executive members who determine they are unable to complete their commitments to the members, or are unable to complete their term, are to inform the executive as soon as possible so that a suitable replacement can be appointed.	Executive members are elected at the Annual General Meeting by a group of their peers and executive roles are for the benefit of all GVTA members. Executive members who determine they are unable to complete their commitments to the members, or are unable to complete their term, are to inform the executive as soon as possible so that a suitable replacement can be appointed.
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- 7.4.1 **BACKGROUND:** In addition to adding the COSL Rep to this structure, this reduced the maximum honorarium paid by the Local to be under \$500. Once payments are \$500 or above, tax receipts need to be issues.

7.5 Executive Honoraria, Part 2

<p>PROPOSED:</p> <p>A.4. <i>Cell Phone.</i> The GVTA provides the president with a cell phone or reimburses the president for using their personal cell phone through a service provider of their choice, following the current MTS cell phone reimbursement rate for MTS provincial executive members.</p> <p>Executive members that exceed their rightful honoraria (including honoraria for providing Professional Development through the GVTA-GVSD Joint Professional Development Committee) beyond the \$500 \$499.99 per fiscal year threshold will receive support for their personal telecommunications services up to the honoraria they would have received beyond the \$500 \$499.99 threshold, if left unrestricted.</p>	<p>CURRENT:</p> <p>A.4. <i>Cell Phone.</i> The GVTA provides the president with a cell phone or reimburses the president for using their personal cell phone through a service provider of their choice, following the current MTS cell phone reimbursement rate for MTS provincial executive members.</p> <p>Executive members that exceed their rightful honoraria beyond the \$500 per fiscal year threshold will receive support for their personal telecommunications services up to the honoraria they would have received beyond the \$500 threshold, if left unrestricted.</p>
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- 7.5.1 **BACKGROUND:** This change compliments the previous policy proposal regarding tax receipts.

8.0 First Call for Nominations from the floor, including self-nominations:

- 8.1 That _____ be nominated for the position of _____ . Nominated by: _____
- 8.2 That _____ be nominated for the position of _____ . Nominated by: _____
- 8.3 That _____ be nominated for the position of _____ . Nominated by: _____

Executive Reports

9.0 President – Joel Swaan

- 9.1 I assumed office on January 5, 2023, upon the commencement of Mike Urichuk's parental leave. It has been good to reconnect with members, and to meet new members, having previously served as president from 2016-2020. The increased release time from 50% to the current 100% has been significant as far as accomplishing the tasks required and being available for members. The 100% release isn't a true reflection of the time I have available, as I continue to serve on the Provincial Executive of the Manitoba Teachers' Society, for which they compensate the division/association for 20% of my salary in exchange for an equivalent portion of my time. This funding/release relationship will continue for the 2023-24 year as well, as I am in the middle of my second 2-year term.
- 9.2 This year, GVSD welcomed a new superintendent, Dan Ward, and a new Board of Trustees with four returning members and five new members. They elected Leah Klassen as the Board Chair, and Mike (June-Dec) and I have had many productive and collegial conversations at both the Superintendent level, and with the new Board. I continue to believe that we are partners-in-education, and that GVTA contributes to the culture in GVSD in a meaningful way. One example of this was at our February GVTA Executive meeting where trustees and senior administration came to the meeting to conduct a strategic planning session for the future of GVSD. GVTA also continues to have representation in the audience at each board meeting. GVTA purposefully looks at each divisional policy up for revision, and liaison meetings happen periodically where their committee chairs and our committee chairs come together for a dialogue.
- 9.3 GVTA has filed a grievance against the employer this year. Clause 10.4.A of the collective agreement states, in part, "... a teacher taking Maternity Leave and/or Parental/Adoptive Leave ... shall be entitled to receive pay equivalent to ninety percent (90%) of the teacher's gross salary (gross salary means the teacher's gross salary at the time the leave commenced plus any subsequently negotiated salary adjustments)... ." The majority of salary increases happen on September 1st or January 1st. This means that for leaves that commence on the first day of work in September or January, the increment increase date will happen *before* the leave commences. However, the division has been providing top-up as per the salary being earned on the last day worked in the previous June or December, which means that members on leave are not receiving their increments for experience in a timely manner. The grievance is pending, as it is being sent to an arbitration panel.
- 9.4 As of May 1, the president's office has received 128 emails, calls, texts, or Teams messages which required a response or follow-up. Many more concerns were brought during the two rounds of school visits (18 sites), at GVTA social events, through school reps, other Association presidents, and from MTS. The president meets with the Superintendent, the Board's Liaison Committee, the division's Workplace Safety and Health Committees, the GVTA-GVSD Professional Development Committee. They also meet regularly with the vice-president and past-president. They attend MTS Presidents' Council, MTS Presidents' Check-ins, the MTS L3 Learning Series, South Central Regional meetings, MTS Provincial Executive meetings (Mike, as an observer; Joel, as a participant), and GVSD Board Meetings. The president communicates monthly through *The Apple Core* and staff meeting agenda items.

10.0 Vice-President – Karla Rootsart

10.1 I began the role of Vice President on January 5. I have been involved in GVTA for a good number of years, but this new role has come with its own learning curve. As our GVTA President also serves on Provincial Executive, I have attended 2 Presidents' Council meetings representing GVTA, as well as one Presidents' Check-In. I have had the opportunity to attend 2 virtual leadership sessions from MTS. There have been 2 liaison meetings with the board. The President, Vice-President and Past-President meet monthly to discuss GVTA meeting agendas. My role also includes completing any other tasks that support the president.

11.0 Past-President – Mike Urichuk

11.1 Since commencing parental leave on January 5, 2023 I retained my GVTA and MTS memberships and moved into the role of Past-President. The vast majority of cases that I had been handling as president were either deferred to an MTS Staff Officer or had been resolved at the time of Joel Swaan becoming president. The transition required one day to walk through what had been happening prior to my leave. Joel has been able to set his own path forward in the role very quickly as he has served as president previously. Since Joel started in the president role this January, he has done a phenomenal job in establishing a cordial and collaborative relationship with the new GVSD leadership, engaging with members, and leading the GVTA executive. The Past-President meets monthly with the President and Vice-President to discuss the salient topics of the upcoming executive meeting. Joel (President) and Karla (Vice President) have shown tremendous competence in their roles. While I question the necessity of a Past-President at this point, I do look forward to continuing to serve on executive with these folks in the future.

12.0 Secretary – Mary Eberling-Penner

12.1 Monthly meeting notes made for the year.

13.0 Treasurer – Anny Froese

13.1 As receipts and Requests for Funds have been submitted, I have issued cheques for reimbursements or payment of invoices. Income from grants, member fees, rebates, and bank interest are recorded on a monthly basis. I have completed monthly banking reconciliations, and prepared and submitted records for the annual financial review. Thank you for submitting receipts and cashing cheques in a timely manner.

14.0 Collective Bargaining – Jessica Riddell / Dawn Dreger

14.1 This year's Collective Bargaining update is short and sweet: provincial bargaining has begun but that's all that we know. The role of local bargaining chairs this past year has been very much on pause as the work being done is happening at a much smaller table. Updates are few and far between as the process is ongoing and, obviously, high confidential. We here in Garden Valley are well-represented at the provincial table by Joel Swaan, so any clarifying questions about bargaining should probably be asked of him.

15.0 Council of School Leaders (COSL) Representative – Moyra Vallelly

- 15.1 Moyra is appointed by GVSD principals and vice-principals to serve as one of three Directors for the COSL South Central region. She is also appointed by the Provincial Executive to represent MTS Members on the provincial Principal Learning Networks: School Improvement, Planning, Implementation, and Monitoring committee for 2022-2023. As a GVTA Executive member, Moyra attends monthly meetings on behalf principals and vice-principals. [- written by Joel]

16.0 Education Finance – Mike Urichuk / VACANT

- 16.1 The largest component of the education finance portfolio is the annual education finance presentation. This presentation is often given at the January Liaison meeting with the GVSD trustees present. In the future, and due to the board adjusting their budget timelines, it is recommended that this presentation take place in November to have the recommendations be received by the board in time to influence the very beginning of their budget process.
- 16.2 The summary of the presentation can be found in the [February 2023 Applecore](#). With certain decisions around education funding being provincially controlled, GVTA's recommendations in the report were aimed at aspects of the budget fully within the control of the GVSD board of trustees. Our recommendations were as follows:
- 16.2.1 Address the staffing allocation policy (GCA/GDA) to help support our classrooms and schools that are more impacted by our high pupil/educator ratio.
 - 16.2.2 Ensure the full spending of operating budgets that provide services and support to students and classrooms.
 - 16.2.3 Continue its support of student services
- 16.3 GVSD responded by adjusting one of the raised concerns within the staffing allocation policy (administrative time) and they added more staffing to help reduce our high pupil/educator ratios.
- 16.4 In the presentation we shared that GVSD often underspends its budgets. GVSD responded by proposing a deficit budget equal to roughly our average underspending amount.
- 16.5 GVSD responded to our request for continuing to support student services by continuing to fund student services and to even add an OT/PT to our clinician cohort.
- 16.6 While the government [announced a education funding increase of 6.1%](#) across the province, **GVSD saw roughly a 2.1% increase**. Please note that [annual inflation in Manitoba was 7.8%](#) in 2022. While this is the largest percentage increase in education funding in many years, it still lags inflation which has left many school divisions considering cuts, layoffs, and going against government directives.
- 16.7 The new education funding model that the government had promised to release this year was tabled for a future year. MTS held one education finance seminar and promoted keys that we want to see in the new funding model: adequate, equitable, and stable & predictable funding.

17.0 Employee Benefits – Kirsten Carman / James Driedger

- 17.1 The Employee Benefits chair and co-chair attended the MTS Fall Seminar (Oct/22) and the chair virtually attended MTS Spring Seminar (March/23). Topics of note from these two seminars include:

- 17.1.1 Effective January 1, 2023, mental health services maximum increases from \$850 to \$1500/person/year, CPAP equipment and insulin pumps covered to \$1000/person every five years.
- 17.1.2 The Extended Health plan is maintaining a surplus and MTS is gathering information about possible improvements to the plan. Members may want to consider their interest in Health Spending Accounts.
- 17.1.3 Members receiving Long Term Disability can now access a digital portal for payment details; planning is underway to expand the portal to centralize all details concerning member claims for easy, fluid access.
- 17.1.4 Members on STD (Short-Term Disability) or LTD (Long-Term Disability) now have an option of implementing *pharmacogenetic testing* which helps avoid the trial-and-error process for certain medications.
- 17.1.5 Our Group Life plan had a large increase in claims in 2022; it is probable that Canada Life will be looking at increasing premiums in the near future.
- 17.1.6 Pre-retirement (TRAF) seminars are now available online for member's convenience.

18.0 Equity & Social Justice – Val Harder / Melanie Urichuk

- 18.1 Book Club: The ESJ book club met on the first Wednesday of each month. There were 15 members in the ESJ book club, representing each school unit in GVSD. This year our books included:
 - 18.1.1 The Barren Grounds by David A. Robertson (Fiction, middle grade, Indigenous)
 - 18.1.2 Start Here, Start Now by Liz Kleinrock (Nonfiction, professional reading, integrating ESJ into classrooms)
 - 18.1.3 Minor Feelings by Cathy Park Hong (Nonfiction, essays, Asian American)
 - 18.1.4 We Move Together by Kelly Fritsch (Fiction, picture book, Disabilities and Accessibility)
 - 18.1.5 Being Toffee by Sarah Crossan (Fiction, YA prose, Homelessness)
 - 18.1.6 Summer ESJ reading choices – book club members will choose a variety of books for their summer reading to discuss at our first meeting of the 2023-2024 school year.
 - 18.1.7 Thank you to all of our book club members, we had many thought-provoking conversations and invite you to join us next year! Send Val an email if you are interested (Valerie.harder@gvdsd.ca)
- 18.2 Sessions: Val and Melanie each attended one day of the ESJ MTS Fall sessions in November. Val attended the regional ESJ Spring meeting in May. Val also attended the MTS AGM from May 25-27.
- 18.3 *The Apple Core*: We provided articles for each of the Apple Core publications throughout the 2022-2023 school year focused on ESJ topics.

19.0 Indigenous Education – Karla Rootsart / VACANT

- 19.1 I was new to this portfolio this year. Throughout the year, I participated in the Columbia Basin Environmental Education Network's course on the Four Seasons of Reconciliation. Each month, there was new online learning module to complete and a virtual gathering with a speaker. Topics included pre-contact, treaties, residential schools,

UNDRIP, and Indigenous Relations. There will be a second-year course focused on land-based education for next year.

19.2 MTS Sessions – I was able to attend the fall Indigenous Education seminar for one day, and the complete winter seminar in February. Topics included the colonialism embedded in our school system and land based education. I was also able to attend two virtual Indigenous Education series presentations – one on Getting Over the Fear: Non Indigenous Educators and Indigenous Education and Indigenous Knowledge Systems: Land Based Learning

19.3 I provided an article for the Apple Core each month, some based on MTS seminars, and some information from the Four Seasons of Reconciliation course.

20.0 Liaison Committee – Joel Swaan

20.1 This year, the Liaison Committee is on track to meet with the Board's committee chairs three times. Our first meeting took place after the Trustee elections in the fall and their reorganization meeting. We have discussed strategic planning, education finance, summer seminars, safe and inclusive spaces, and leadership development.

20.2 Thanks to our Liaison Committee members, Mike Urichuk, Jessica Riddell, Kirsten Carman, Karla Rootsaert, Alyssa Friesen, and Val Harder

21.0 MTS Provincial Executive— Joel Swaan

21.1 In my role on the Provincial Executive, I maintained my 20% release time to attend meetings of the Table Team for Provincial Collective Bargaining, which I attend in my role as Provincial Bargaining Chair. I served also on the MTS HR Committee, served as Liaison to Metro teachers' associations and the MATF, TEAM, and MTSLD SAGE groups. I also served my final year of my three-year term as the western Canadian representative on the Canadian Teachers' Federation's Board of Trustees, which is notable as the Board disbanded this year in March, shuffling its work to other high-level committees of the Federation. This upcoming school year will be my fourth as the first Garden Valley teacher to run - and serve - on the MTS Provincial Executive (as best as we can tell), where I will be eligible for re-election in May for a third, and final 2-year term.

21.2 Thanks also to the following members who served on MTS Committees this year:

21.2.1 Mike Urichuk (OL/ECS): Collective Bargaining Standing Committee, South Central Regional Coordinator

21.2.2 Raffaele Bagnulo (NPC): Professional Development Standing Committee

21.2.3 Ashly Dyck (PRS): Indigenous Voice and Action Standing Committee

21.2.4 Kirsten Carman (GVC): 1922 Ad Hoc Committee

21.2.5 Also, congratulation for Jessica Riddell (ECS) for participating in MTS's Labour School, studying Labour Relations and Leadership

22.0 Nominating Committee – Karla Rootsaert

22.1 Nominations for president as well as executive positions opened on February 9th, 2023

22.2 At the end of the nomination period for President on April 9th, Joel Swaan (PLS) was acclaimed as President for the 2023-24 school year.

22.3 As of the deadline for nominations for GVTA executive on May 12th, there is nearly a full slate of candidates, with no one currently nominated for Education Finance Co-chair and

Public Relations Co-chair. Nominations for any executive position can be made from the floor at the GVTA AGM on May 30th. If more than one person is nominated for a position, an election will occur. The current list of candidates is included in this document as item 32.2.

- 22.4 Thank you to the Nominations Committee members, James Driedger and Kirsten Carman for your help.

23.0 Political Action Committee – Joel Swaan

- 23.1 The Political Action Committee was quite active in the fall, seeing high engagement with the public, particularly on Instagram, around our Trustee Questionnaire before school board elections in October. Three of the four PAC members presented to the legislative Standing Committee on Social & Economic Development regarding Bill 35, which did see several amendments at that stage of the process; it will now go for third and final reading (which hasn't happened as of the time of writing). The PAC is now looking at what actions we might take with regards to the MLA election on October 3rd.
- 23.2 Thanks to committee members Karla Rootsart, Mike Urichuk, and Kirsten Carmen.

24.0 Professional Development – Alyssa Friesen / Mikaela Martens

- 24.1 Monthly meetings occurred via Teams
- 24.2 The PD Committee approved 9 Community Learning Groups this year studying the following topics: Pragmatic Language and Social Skills; Resilience in Educators; Science of Reading; Treatment of athletic injuries; Multigrade classroom philosophy; Music Educators Conference; Indigenous Perspectives; Powerful Teaching Book Study; Cinematography.
- 24.3 Alyssa and Mikaela attended the Fall PD MTS Sessions/Regional Meetings in November 2022
- 24.4 Joel attended Winter sessions/Regional Meetings in January 2023 on behalf of Alyssa and Mikaela
- 24.5 Raff and Mikaela attended regional PD Meeting on May 3, 2023
- 24.6 The Committee planned the K-8 PD Day held at Pine Ridge, including topics around teacher wellness, indigenous education and reconciliation, language teaching, Inquiry Classrooms, working with EAs, and community connections.
- 24.7 The Committee met for a spring meeting in person on May 4, 2023, reviewing policy/procedure changes, CLG guidelines, discussing the approaches to PD within schools and how to support members in the future. We began planning for the February 2024 K-8 division-wide PD.
- 24.8 Thanks to committee members Ana Lapeare, Claire Goertzen, Crystal Hildebrand, Jennifer-Laura Heide, Jessica Riddell, Jonathan Cullen, Kelsey Dyck, Kristan Neufeld, Marlene Perrin, Megan Kroeker, Raffaele Bagnulo, and Ross Derksen, plus assistant superintendent Janice Krahn.
- 24.9 2023/2024 Important Dates:
 - 24.9.1 September 22 – CLG applications due for 23/24 year
 - 24.9.2 September 26 Meeting – Review and approve CLG applications
 - 24.9.3 September 30 – Deadline to join approved CLG's
 - 24.9.4 October 17 – Meeting
 - 24.9.5 November 14 – In-person Dinner meeting to plan Feb K-8 PD

- 24.9.6 December 19 – Meeting
- 24.9.7 January 16 – Meeting
- 24.9.8 February 20 – Meeting
- 24.9.9 March 19 – Meeting
- 24.9.10 April 16 – Meeting
- 24.9.11 May 14 – Full day in person Spring Meeting
- 24.9.12 June 11 – Meeting

25.0 Public Relations – Jonathan Cullen / Sarah Waldner

- 25.1 the PR chair attended the annual MTS PR seminar in November
- 25.2 Applied for a PR Grant to help cover costs for kindergarten Books
- 25.3 The Apple Core newsletters were prepared and distributed monthly to GVTA members through the GVTA website.
- 25.4 Has an on-going GVTA Clothing sale
- 25.5 Kindergarten books were purchased and handed out to all kindergarten classrooms
- 25.6 In May, the PR chairs and a selection committee will review GVTA scholarship applications and hold interviews with candidates. Winners will be announced at high school graduation ceremonies and announced in the September The Apple Core.

26.0 Social & Teacher Wellness – Brandy Springer / VACANT

- 26.1 This year we've started transitioning back to in person events. In Fall we handed out new teacher swag bags with the support of local businesses. As I'm new to the role the majority of the events were planned for later in the school year. In addition to the events listed below we'll also be purchasing and distributing retirement gifts in June and possibly adding another year end event for members.
 - 26.1.1 The GVTA Fall Picnic was held in October at Winkler Bible Camp.
 - 26.1.2 Dead Horse Cider Taproom (May 4th) - 44 GVTA members attended
 - 26.1.3 AURA Studio Line Dancing held May 24

27.0 Workplace Safety & Health Liaison – Mary Eberling-Penner

- 27.1 Committee had a one day of Professional Development, with information on school-based inspections and safety guidelines. We have reviewed and updated "The Eleven Elements Handbook" in sections at each WSH meeting. This document outlines the duties of the committee and gives safety guidelines for the school division. GVSD WSH committee continues to do four site inspections annually.
- 27.2 All employees are encouraged to take safety seriously and report any concerns or "near misses" to supervisors. The committee members are open to conversations about concerns or questions.

28.0 Acceptance of Reports – **MOVED/SECONDED:** _____ / _____ **CARRIED?**

29.0 Second Call for Nominations from the floor, including self-nominations:

- 29.1 That _____ be nominated for the position of _____ . Nominated by: _____

- 29.2 That _____ be nominated for the position of _____ . Nominated by: _____
- 29.3 That _____ be nominated for the position of _____ . Nominated by: _____

30.0 Acceptance of 2021-2022 financial statements

- 30.1 **MOTION:** That the financial statements ending August 31, 2022 be accepted.
- 30.2 Approved by the Executive at the December 6, 2022 Executive Mtg
- 30.3 **MOVED/SECONDED:** _____ / _____. **CARRIED?**

31.0 2023-2024 Budget and Membership Fees.

- 31.1 **MOTION:** That the 2023-2024 Budget and annual Membership Fee of \$_____/member be accepted as presented.
- 31.2 Approved by the Executive at the May 2, 2023 Executive Mtg
- 31.3 **MOVED/SECONDED:** _____ / _____. **CARRIED?**

32.0 GVTA 2023-2024 Executive Elections

- 32.1 The following member was acclaimed as of 4pm on March 9, 2023
- 32.1.1 President: Joel Swaan (GVTA/PLS)
- 32.2 The following members were Nominated as of noon on May 12, 2023:
- 32.2.1 Vice-President: Karla Rootsaert (SWD/HES)
- 32.2.2 Treasurer: Anny Froese (PLS)
- 32.2.3 Secretary: Mary Eberling-Penner (PCS/EDW)
- 32.2.4 Collective Bargaining
- 32.2.4.1 Chair: Jessica Riddell (ECS)
- 32.2.4.2 Co-Chair: Sarah Coates (GVC)
- 32.2.5 Education Finance
- 32.2.5.1 Chair: Mike Urichuk (OL/ECS)
- 32.2.5.2 Co-Chair: *no nominee*
- 32.2.6 Employee Benefits:
- 32.2.6.1 Chair: Kirsten Carman (GVC)
- 32.2.6.2 Co-Chair: James Driedger (NPC)
- 32.2.7 Equity & Social Justice:
- 32.2.7.1 Chair: Val Harder (DO)
- 32.2.7.2 Co-Chair: Jacqui Kusnick (ECS)
- 32.2.8 Indigenous Education:
- 32.2.8.1 Chair: Brenda Richer (NPC)
- 32.2.8.2 Co-Chair: Caitlin Parr (GVC)
- 32.2.9 Professional Development:
- 32.2.9.1 Chair: Alyssa Friesen (PRS)
- 32.2.9.2 Co-Chair: Mikaela Martens (PRS)
- 32.2.10 Public Relations:
- 32.2.10.1 Chair: Jonathan Cullen (NPC)
- 32.2.10.2 Co-Chair: *no nominee*
- 32.2.11 Social & Teacher Wellness:

- 32.2.11.1 Chair: Brandy Springer (JRW)
- 32.2.11.2 Co-Chair: Sarah Waldner (NPC)
- 32.2.12 Workplace Safety & Health Liaison: Erin Boschmann (SWD/HES)
- 32.3 Third and Final Call for Nominations from the floor of AGM:
 - 32.3.1 That _____ be nominated for the position of _____ . Nominated by: _____
 - 32.3.2 That _____ be nominated for the position of _____ . Nominated by: _____
 - 32.3.3 That _____ be nominated for the position of _____ . Nominated by: _____
- 32.4 *IF NEEDED: There will be an election for the following positions:*
 - 32.4.1 (position):
 - 32.4.1.1 (nominee #1) (SCH)
 - 32.4.1.2 (nominee #2) (SCH)
 - 32.4.1.3 **ELECTION:** That _____ be elected to the position of (position).
 - 32.4.2 (position):
 - 32.4.2.1 (nominee #1) (SCH)
 - 32.4.2.2 (nominee #2) (SCH)
 - 32.4.2.3 **ELECTION:** That _____ be elected to the position of (position).
 - 32.4.3 Motion to destroy the ballots: **MOVED / SECONDED:** _____ / _____ . **CARRIED?**
- 32.5 The roster of uncontested nominees is accepted as acclaimed to the 2023-2024 GVTA Executive.
- 32.6 The following positions remain vacant, and can be filled by appointment of the GVTA Executive:
 - 32.6.1 Education Finance Co-Chair
 - 32.6.2 Public Relations Co-Chair
- 32.7 **Appointments**
 - 32.7.1 MTS Provincial Executive: Joel Swaan (GVTA/PLS) – elected May 27, 2022 to a 2-year term
 - 32.7.2 Past-President: Mike Urichuk (OL/ECS)
 - 32.7.3 COSL Representative (Elected by Principals & Vice-Principals): Moyra Vallyelly (JRW)
 - 32.7.4 Schools/Administrative Units who are not represented on the executive are entitled to a Member-At-Large, elected by those they represent. Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible. Schools/Administrative Units requiring a Member-at-Large:
 - 32.7.4.1 Border Valley School / Blumenfeld School Unit (BVS/BES)
 - 32.7.4.2 Parkland Elementary School (PLS)
 - 32.7.4.3 Substitute Teachers (SUB)
 - 32.7.4.4 Winkler Elementary School (WES)

32.8 **Executive Concluding Terms:** With gratitude, we thank those who have served on the executive in 2022-23 who did not seek re-election for the 2023-24 year:

32.8.1 Dawn Dreger (BVS/BES)

32.8.2 Melanie Urichuk (OL/GVC)

33.0 **Next Annual General Meeting – Tuesday, May 28, 2024**

33.1 **DISCUSSION:** Return to In-Person, remain On-Line, or hybrid?

34.0 Adjournment: 4:___ pm.



Zoom Link: <https://us02web.zoom.us/j/82716946521>

Executive Members Present:

Kirsten Carman (GVC) – <i>Emp. Benefits Chair</i>	Shanna Potter (WES) – <i>Member-at-Large</i>
Jonathan Cullen (NPC) – <i>PR Chair</i>	Brenda Richer (NPC) – <i>Social/Teacher Well. Chair</i>
Dawn Dreger (BVS/BES) – <i>MAL</i>	Jessica Riddell (ECS) – <i>CB Chair</i>
James Driedger (NPC) – <i>VP; Indigenous Ed Co-Chair</i>	Karla Rootsaert (SWD/HES) – <i>MAL</i>
Mary Eberling-Penner (PCS/EDW) – <i>Secretary; WSH</i>	Brandy Springer (JRW) – <i>S&TW Co-Chair</i>
Alyssa Friesen (PRS) – <i>PD Chair</i>	Joel Swaan (PLS) – <i>Past-President; Provincial Exec.</i>
Anny Froese (PDS) – <i>Treasurer</i>	Mike Urichuk (GVTA) – <i>President; CB Co-Chair</i>
Jennifer-Laura Heide (DO) – <i>PD Co-Chair</i>	Moyra Valletly (COSL) – <i>COSL Rep</i>
Jim Parry-Hill (SUB) – <i>EB Co-Chair</i>	Sarah Waldner (NPC) – <i>PR Co-Chair</i>

Members Present:

Angel Andal	Cecilia Gil	Caitlin Parr
Brian Apperley	Claire Goertzen	Kath Penner
Kim Apperley	Ian Hart	Chad Peters
Jessica Askin	Amanda Hildebrand	Erica Peters
Roxanne Baraniski	Crystal Hildebrand	Caleb Reimer
Margaret Bergen	Lyndon James	Jason Shephard
Heather Distefano	Laura Kalyta	Melanie Urichuk
Linda Dyck	Yvonne Knight	Val Van Der Vlugt
Walter Fehr	Ana Lapeare	Warren Wall
Hayley Friesen	Kayly Letkeman	Anne Weaver
Laura Friesen	Patricia Neufeld	Ginette Wilkins
Donovan Giesbrecht	Wes Neufeld	

Regrets:

Raffaele Bagnulo (NPC) – <i>Ed Fin. Chair</i>	Val Harder (DO) – <i>ESJ Co-Chair</i>
Ashly Dyck (PRS) – <i>Indigenous Ed Chair</i>	Donna McCausland (NPC) – <i>ESJ Chair</i>

1.0 Call to Order @ 4:00 pm by M. Urichuk

- 1.1 *Garden Valley School Division buildings are located on Treaty 1 lands: the original lands of the Anishinaabe people, and on the homeland of the Métis nation. We recognize our history as an organization that operates on these lands here in the Red River Valley.*

Garden Valley Teachers' Association respects the Treaties that were made on these territories, 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.

1.2 Fifty-three (53) members present. Quorum reached.

2.0 Additions to the Agenda:

2.1 None

3.0 Acceptance of the Agenda: **MOVED/SECONDED: Mary Eberling-Penner / Joel Swaan. CARRIED.**

4.0 Adoption of May 25, 2021 Annual General Meeting Minutes:

4.1 APPROVED by GVTA Executive on June 2, 2021

4.2 **MOVED/SECONDED: Mary Eberling-Penner / Joel Swaan. CARRIED.**

5.0 Business Arising

5.1 Executive Changes since May 25, 2021 AGM:

5.1.1 Jim Parry Hill (SUB) – EB Co-Chair

5.1.2 Brandy Springer (JRW) – S&TW Co-Chair

5.1.3 Anny Froese (PDS) – Treasurer

5.1.4 Raffaele Bagnulo (NPC) – appointed Ed Finance Chair

5.1.5 Dawn Dreger (BVS/BES) – Member at Large

5.1.6 Shanna Potter (WES) – Member at Large

5.2 Policy Changes over the past year:

5.2.1 **MOTION: MOVED/SECONDED: Joel Swaan / Jonathan Cullen. CARRIED:**

Teachers New to GVTA:

5.2.1.1 The President in consultation with the Social and Teacher Wellness Chairs will organize a welcome package for new teachers to the GVTA.

5.2.1.2 These packages will be distributed in person along with a lunch at each worksite with new teachers. An invitation to each lunch will include the new teachers at that school, GVTA executive members from that school, and the GVTA president.

5.2.2 **MOTION: MOVED/SECONDED: Anny Froese / Donna McCausland. CARRIED.:**

Removal of mandatory division-wide event Policy Changes: distributed

5.2.2.1 Kickoff Event. ~~The Social & Teacher Wellness Committee Chair may organize a kickoff event for the school year. The fall picnic is hosted and organized by the teaching staff at a different school each year according to a rotational order kept by the Social & Teacher Wellness Committee Chair. The fall picnic is open to all divisional staff.~~

5.2.2.2 GVTA Events Open to All GVSD: If events are made available for all GVSD employees/trustees and those events ~~that~~ have a participant maximum or are subject to other resource limits, GVTA members will be given priority over other eligible participants ~~(GVSD employees)~~.

5.2.2.3 b. To plan, budget for and execute a minimum of three (3) events throughout the school year - **at least one (1) of these events will be near**

the start of the school year. These events shall be relevant and serve our diverse community of needs throughout the year;

5.2.3 **PAC policy: MOVED/SECONDED: Kirsten Carman / Karla Rootsart. CARRIED.**

5.2.3.1 Political Action Committee

5.2.3.2 The primary function of the Political Action Committee (PAC) is to assist the GVTA Executive in determining the political priorities for the Local and to prepare for local, provincial, and federal elections. The membership of the PAC will include the President, Vice President and up to three (3) other members of the GVTA Executive. The responsibilities of the PAC shall include:

5.2.3.3 (a) reviewing and making recommendations regarding the political messaging of the Local on an ongoing basis;

5.2.3.4 (b) reviewing current provincial government policy on public education;

5.2.3.5 (c) reviewing and making recommendations on the Local's local election preparedness and planning;

5.2.3.6 (d) reviewing and making recommendations on the Local's provincial election preparedness and planning;

5.2.3.7 (e) reviewing and making recommendations on the Local's federal election preparedness and planning;

5.2.3.8 (f) reviewing and making recommendations on affiliations to support the Local's political endeavors; and,

5.2.3.9 (g) fulfilling other duties as mandated by the GVTA Executive and MTS.

5.2.3.10 **MOTION:** That suspend the policy to fund the GVTA AGM food.

MOVED/SECONDED: Kirsten Carman / James Driedger. CARRIED.

5.2.4 **MOTION:** That we remove the policy to cover the funding of the Stanley Ag Society prizes. **MOVED/SECONDED: Anny Froese / Alyssa Friesen. CARRIED.**

5.2.4.1 **MOTION:** That the new teacher gift package items to a maximum of \$30.

MOVED/SECONDED: Anny Froese / Kirsten Carman. CARRIED.

5.2.4.2 **MOTION:** That the 2022-23 GVTA Budget number of new teachers be oved from 30 teachers to 15 new teachers. **MOVED/SECONDED: Val Harder/ James Driedger. CARRIED.**

5.2.5 **MOTION:** That we suspend the executive gift policy for the 2022-2023 budget year. **MOVED/SECONDED: Donna McCausland / James Driedger. CARRIED.**

5.2.6 **MOTION:** That we remove the Principal and VP and Head Teacher gift from policy.

MOVED/SECONDED: Mary Eberling-Penner / Ashly Dyck. CARRIED.

5.2.7 **MOTION:** That we reduce the Collective Bargaining honorarium from \$500 to \$250.

MOVED/SECONDED: Jessica Riddell / Karla Rootsart. CARRIED.

5.2.8 **MOTION:** That if the president has full time release time, there would be no honorarium of \$500. **MOVED/SECONDED: James Driedger / Mary Eberling-Penner. CARRIED.**

5.2.9 **MOTION:** That we reduce the new teacher meeting with the president be changed to the president bringing a snack and not provide a meal. **MOVED/SECONDED: Raffaele Bagnulo / Jim Parry-Hill. CARRIED.**

5.2.10 **MOTION:** That the PR teacher gift be given out once every two years, with the same cost annually. **MOVED/SECONDED: Kirsten Carmen / Jim Parry-Hill. CARRIED.**

5.2.11 GVTA President Release Time MOTION: MOVED/SECONDED: Anny Froese / Sarah Waldner. CARRIED.

5.2.11.1 L. GVTA President Release Policy:

1. The Association President shall have full-time release. The Association shall second the member from the Division and compensate the Division appropriately.
2. The Association President shall experience no loss of benefits and the Association shall reimburse the Division for the President's salary, allowances when applicable, benefits and other costs related to the President's leave.

Executive Reports

6.0 President – M. Urichuk

- 6.1 I write this report after serving as the first GVTA president to have worked a year as president with full-time release. While this job has likely required full-time hours long before I came into the position, the full-time release provided the flexibility required to respond to the needs of GVTA members.
- 6.2 The GVTA membership and executive predicted an increase in member concerns this year with Bill 64 projected to pass the legislature and to have amalgamated numerous school divisions. While Bill 64 was defeated through PR campaigns of education stakeholders like MTS, there was certainly an increase in member concerns regardless. At the time of writing, I have handled 162 different members concerns this year since July 1, 2021. This is a significant increase from last year's 94 concerns.
- 6.3 While the concerns are varied by context, individual circumstances, and impact they can be generalized as involving the following topics: hiring procedures, PowerSchool structures, Respect for Human Diversity, mileage, eligible educator school supplies tax credit, term vs perm issues, car insurance, substitute emails, staffing, applications, mat/parental leave, carryover personal days, pay stubs, assignable tasks, provincial bargaining, sub exposure, extracurricular, sick leave, family medical leave, vaccination requirements, testing procedures and requirements, COVID harassment, censorship, workload, availability of subs, start of school day, end of school day, discipline, mental health/EAP/MFAP, member fee usage, WS&H, COVID cleanliness, PowerSchool and non-binary students/teachers, Masks in Gyms, Workload (missed preps & start of school day), Mental health, Noon Duty for part-time teachers, Workload Survey (inclusion), Travel, Sick leave requirements, EAP transition, membership mailing lists, Itinerancy, personnel, transfers, rapid tests, hostile environment for non-binary individuals, COVID restrictions, MTS remote learning press release, working over break, contract tracing, ERIP, expectations of work while on sick leave, rapid tests, improved masks, Humanacare, missed preps, personnel issue, 120 day maximum, childcare, working from home, worksite inequalities, staffing allocations, increasing enrollment, adapted Sex Ed curriculum, inclement weather, part-time teacher entitlements, parent-teacher conferences, religious exercises, Backpay, late payments and NSF impact, violence, sexual harassment, resignation, and pay stubs.
- 6.4 Attended/Participated in meetings and events, including monthly Executive and Superintendent meetings, quarterly Liaison meetings; PD and Collective Bargaining meetings; President Check-in Meetings with MTS; accountability meetings with GVTA VP

- and Past President; regional meetings with presidents from the Prairie Rose Teachers' Association and Western Teachers' Association; MTS Presidents' Councils; government committee hearings; Collective Bargaining and other seminars when chairs were unable to attend. As of writing, the total number of engagements since July 1, 2021 is 184 events.
- 6.5 While COVID-19 restrictions impacted the beginning of this school year, restrictions lifted on March 15, 2022 and we entered a transition period to get to a post-COVID-19 restriction environment. This resulted in significant stress to many members. It appears most teachers have found a way to engage in a post-restriction school environment. However, COVID has continued to strain substitute lists.
- 6.6 For the first time in many years, GVSD is facing consecutive years of reduced enrollment. While the division has not resorted to lay-offs, they have used attrition and transfers to reduce FTE to a predicted 307FTE (24FTE lower than last year).
- 6.7 Thanks to Ashly Dyck (PRS) who represented GVTA on the Indigenous Voice and Action Standing Committee of MTS. Thanks to Raffaele Bagnulo (NPC) who represented GVTA on the Professional Development Standing Committee of MTS. Thanks also to members who serve on SAGE Executives.
- 6.8 Thank you to Joel Swaan in his work on PX this year. As a member of PX, Joel represents all MTS members, but we appreciate the work that he does there and mention him specifically as he is also a GVTA member.
- 6.9 This year marks the final year that GVTA members will be covered by a non-expired, locally bargained collective agreement. There is significant means of hope for our members as we look to provincial bargaining. Historically, GVTA members have received pay that is below the vast majority of other school divisions. While we did make more gains than the bargained pattern, this past round of bargaining did not bring us up to equity with other teachers in the province. While the initial ruling on Bill 28 was successfully appealed by the MB government, the government chose not to pursue clawbacks of negotiated settlements.
- 6.10 GVTA delegates attended the Manitoba Federation of Labour Convention for the first time. Kirsten Carman and I attended and represented GVTA members by voting for action resolutions to lobby the government for numerous things including: increasing the minimum wage from the lowest in Canada to a liveable wage, establishing and funding school lunch programs, updating school curricula and to have any concepts in sex ed or having to do with relationships to reflect the standards set by SIECCAN, and funding initiatives committed to and called for within the 94 calls to action.
- 7.0 Vice-President – J. Driedger
- 7.1 The role of the Vice-President is to complete tasks delegated by the president of the local. For the 2021-22 school year, this included: providing accountability in the creation of monthly meeting agendas, consulting on various LOU documents and attending GVTA-GVSD liaison meetings. I will also be attending MTS AGM in Winnipeg from May 26-28.
- 8.0 Past President- J. Swaan
- 8.1 This year as past-president, I acted in a role of support for the president and vice-president in monthly meetings, as well acting "on call" for the president throughout the year.
- 8.2 In addition to serving as the Parkland School rep on the Executive and sitting on the GVTA Executive Nominations Committee, I also worked with the Equity & Social Justice

Committee on inclusive language in GVTA documents, and was involved with the Equity & Social Justice Collaborative Learning Group Book Club.

8.3 I also continued my role on the Collective Bargaining Committee as the Parkland School rep, although the committee was largely inactive this year.

9.0 Secretary – M. Eberling-Penner

9.1 My main responsibility this year was to record the monthly minutes for our Executive meetings. At times, this was more challenging than usual, because of the virtual meetings held during the year. In these cases, I had to manage two devices simultaneously. We are currently again able to do in person meetings which are easier to follow and record. However, our experience with virtual meetings has allowed some members to attend remotely when no able to be at the in-person meeting site.

10.0 Treasurer – A. Froese

10.1 As a new (and inexperienced) Treasurer, I have faced a huge learning curve in 2021-22. I have really appreciated your patience and grace as I navigate a lot of new territory, especially as I dealt and continue to deal with grief due to my husband, Dwight's passing in September 2021. COVID-19 has really impacted how we conducted our GVTA work as the Executive and within our respective schools, which changed how the budget played out different in previous years. It was good to see that more time was spent on Mental Health (PD spending), not only to help GVTA members to advocate for their students, but for their own self-awareness and care. We saw full-time release for our GVTA President, Mike Urichuk, which will continue to be a full-time need, as we look to the future. Declining enrolment results in reduced staffing allocations, which results in lower FTE member numbers. Inflation is impacting every sector of our lives, both personal and professional, which also means costs for GVTA services and supports have already increased. Each dollar spent buys less than before and we have made budget cuts in many areas. We remain committed to providing essential services to you, our members, while being fiscally responsible.

11.0 Collective Bargaining – J. Riddell / M. Urichuk

11.1 The 2021-22 school year will go down in the Collective Bargaining history books as it marks the transition from locally-bargained agreements to a single provincially-bargained agreement. In October, CB chairs and co-chairs from around the province elected a Provincial Collective Bargaining Committee (chaired by GVTA's own Joel Swaan) and they immediately got to work on creating the first ever province-wide opening package. CB chairs and co-chairs met again in March to review that opening package and unanimously voted in favor of accepting the package. We are now prepared to begin the bargaining process with the government and look forward to presenting an agreement to membership in the (hopefully not *too* distant) future.

12.0 Education Finance – R. Bagnulo / VACANT

12.1 A presentation was created and shared with the board's liaison committee in January outlining GVTA's priorities regarding education finance locally.

- 12.2 The provincial Education Funding Model Review continues with a report anticipated in the 2022-23 school year and implementation of recommendations for the 2023-24 school year.

13.0 Employee Benefits – K. Carman / J. Parry-Hill

- 13.1 There were two major changes for GVTA members this year regarding Employee Benefits.
- 13.1.1 Firstly, due to a surplus in our Dental Plan, it was considered prudent to make some changes to this particular benefit; in particular, a reduction in premiums and/or increase coverage for the plan. In accordance with GVTA by-laws, an electronic vote was held on October 29, 2021, to determine the will of members. Prior to the election, members were given more detailed information via the September and October editions of the Apple Core, our social media account, and through an online event hosted by Glen Anderson, Head of Benefits, Manitoba Teachers' Society. A total of 109 members participated in the vote with 57% voting in favour of an increase in the maximum combined benefit from \$1500/year to \$1750/year, with an estimated 10% reduction in premiums. These changes came into effect in January 2022.
- 13.1.2 Secondly, the Educator Assistance Program (EAP) available to all members of the Manitoba Teachers' Society has been replaced with a new Member and Family Assistance Program facilitated by HumanaCare. Information regarding this new service, including the access code, was provided to members in the November and December additions of the Apple Core and a virtual presentation (in conjunction with the Western Teachers' Association and Prairie Rose Teachers' Association) was offered on January 27, 2022. The HumanaCare program has been available to members (and their eligible family) since January 01, 2022.
- 13.2 The Employee Benefits chair and co-chair attended the MTS Fall Seminar (Oct/21) and the chair virtually attended MTS Spring Seminar (April/22). Topics of note were the new HumanaCare program, a reduction in Long Term Disability premiums from 1.9% to 1.75% (effective Jan/22), and that MTS is considering increasing the maximum for clinical psychology from \$850/year to \$1500/year.

14.0 Equity & Social Justice – D. McCausland / V. Harder

- 14.1 Book Club: The ESJ book club met on the first Wednesday of each month. The focus of the Book Club this year was on the concepts covered in "This Book is Anti-Racist" by Tiffany Jewell. Some of the ideas discussed were social identities, personal and institutional racism, prejudice, our history, an action plan, and working in solidarity against racism. A few books were chosen by the members to read and share at our June meeting. These books varied from books for classroom libraries to teacher resource books.
- 14.2 Policies: Joel Swaan, Val Harder, and Donna McCausland reviewed the GVTA policies to ensure inclusive language was being used throughout. Donna, Val and Mike (GVTA President) have started to review GVSD's Respect for Human Diversity policy and how the concepts within that policy are furthered and how this policy interacts with other divisional policies. Work will continue in this area.

14.3 Sessions: Donna attended the ESJ MTS Fall sessions and both Val and Donna attended the Winter sessions virtually. Both Donna and Val have attended different sessions throughout the year in areas such as diverse voices in classroom libraries, Indigenous perspectives in the classroom, and how to teach with an equity lens.

15.0 MTS Provincial Executive— J. Swaan

15.1 This year was the second of a two-year term on the MTS Provincial Executive as a Member-at-Large. One of the roles I fill according to GVTA Bylaws is to be a member of the local Executive. Thank you to the GVTA Executive who have nominated me to run again for a 2022-2024 two-year term, the outcome of which will be known by May 28th. Regardless of the outcome, it has been a privilege to Manitoba's 16,600 MTS members these past two years.

15.2 As a Provincial Executive (PX) member, this year I chaired the Provincial Bargaining Committee (PBC), which was tasked with the creation of an opening package for collective bargaining with the government's bargaining representatives; the opening package was approved by members from all of the affected local Teachers' Associations in March. We are now waiting for dates to be set for negotiations to begin. As the chair of the PBC, if I have been re-elected to the Provincial Executive, I will continue on with that committee, as well as serving as a member of the Table Team during negotiations.

15.3 I served as a PX liaison for the Metro Presidents (Louis Riel, Manitoba Institute of Trades and Technology, Pembina Trails, River East Transcona, Seven Oaks, St. James-Assiniboia, Winnipeg Teachers' Associations), and for the Manitoba Association of Teachers of French (MATF), Technology Educators' Association of Manitoba (TEAM), and Manitoba Teachers for Students with Learning Disabilities (MTSLD) Special Area Groups of Educators (SAGEs). I also served Human Resources Committee.

15.4 I was able to participate in several Professional Development opportunities. I took "Preparation for Collective Bargaining" and "Costing Out a Contract" courses from Cornell University, and attended the Canadian Association for the Practical Study of Law in Education (CAPLSE) 2022 Conference *Innovation in Education: Capital Ideas*. I am also taking a course in June through the International Foundation of Employee Benefit Plans (IFEBC), completing the first half of their Advanced Trust Management Standards (ATMS) program.

15.5 Finally, I am in my second year of representing the Manitoba Teachers' Society (MTS), Saskatchewan Teachers' Federation (STF), Alberta Teachers' Association (ATA), British Columbia Teachers' Federation (BCTF), Yukon Teachers' Association (YTA), and Northwest Territories Teachers' Association (NTTF) in a 3-year term as a Trustee-at-Large of the Canadian Teachers' Federation (CTE/FCE), supporting Project Overseas alternative programs, as well as projects with the African Women in Education Network (AWEN); the Education International Asia Pacific (EIAP) Women's Network; the All India Primary Teachers' Federation (AIPTF); the Caribbean Union of Teachers (CUT); the Syndicat national de l'éducation et de la culture du Mali (SNEC-UNTM); the Syndicat national de l'éducation fondamentale de la Mauritanie (SNEF) and the Syndicat national de l'éducation secondaire de la Mauritanie (SNES); the Confédération nationale des éducateurs d'Haïti (CNEH), the Fédération nationale des travailleurs en éducation et en culture (FENATEC), the Union nationale des normaliens d'Haïti (UNNOH), and the Union nationale des normaliens/normaliennes et éducateurs/éducatrices d'Haïti (UNNOEH); the Fédération des

syndicats de l'éducation nationale du Togo (FESEN); the Grenada Union of Teachers (GUT); the Guyana Teachers' Union (GTU); the Ghana National Association of Teachers (GNAT); the National Teachers' Association of Liberia (NTAL); the Sierra Leone Teachers' Union (SLTU); the Saint Lucia Teachers' Union (SLTU); the Syndicat national des enseignants africains du Burkina (SNEA-B) and the Syndicat national des enseignants du secondaire et du supérieur (SNESS); the Syndicat national des enseignants des écoles maternelle du Bénin (SYNAEM) and the Syndicat national de l'enseignement primaire public – Bénin (SNEP); the Uganda National Teachers' Union (UNATU); Le Syndicat des Professeurs du Sénégal (SYPROS); Teachers' and Education Workers' Union in Ghana (TEWU); and the Zimbabwe Teachers' Association (ZIMTA). We also manage the investment portfolio that funds these projects.

16.0 Nominations Committee— J.-L. Heide

16.1 At the close of nominations on March 10th, Mike Urichuk (ECS) was acclaimed as GVTA President for the 2022-23 academic year.

16.2 As of the May 13th Nomination Deadline for the remaining positions, there are candidates running for 19 positions, with two vacant positions yet to be filled: Education Finance Chair & Co-Chair. Nominations for any position can be made from the floor of the AGM, where there could be an election for any position with more than one candidate. Please look for the complete full-page list later in this document of the 2022-23 slate of officers as of the close of nominations.

17.0 Indigenous Education – A. Dyck / J. Driedger

17.1 This year, Ashly Dyck and James Driedger were the Indigenous Education chair and co-chair. Over the course of the year we were able to engage in conversations about different issues through training sessions, share some of the information and ideas around these issues with our membership, and we were able to continue the work done in past years.

17.2 Chair and co-chair attended the fall training session in November. The session was a hybrid session of online and in-person because Manitoba was still responding to the COVID-19 pandemic. The presenters at the session focused on sharing their knowledge on different teachings. There was a progression from Wilfred Buck's sharing about star teachings and traditional knowledge to learning about treaty making with Dawnis Kennedy, the impact of colonization on Indigenous Peoples from Joel Tétrault, and a discussion about land acknowledgements and where we should go next lead by Dr. Alex Wilson. Many questions about the genuineness of our treaty acknowledgement arose from the conversations around the tables at this session. Sarah Gazan, staff officer, shared briefing notes from this chairs meeting with the provincial executive. Indigenous Education chairs and Equity and Social Justice chairs had their winter training session together. Current topics were discussed. Bobbi-Jo Leclair shared what staff in Louis Riel School Division is doing to create an anti-racist and anti-oppressive approach to Indigenous education. Dr. Alex Wilson shared about land acknowledgements with this larger audience. The conversation was once again around making better connection between acknowledgement, reconciliation and action.

17.3 The focus of the chairs' efforts this year have been to work towards improved connection between acknowledgment, reconciliation and action in GVSD. Ashly Dyck shared what land acknowledgments mean to her in an Apple Core article. Ashly Dyck and Ashley Martin presented to the GVSD-GVTA liaison committee in April. Ashly Dyck shared a brief

history of how land ownership has changed from the old world to the new world. Ashley Martin shared how she worked to create a land acknowledgement at GVC. The conversation ended with encouragement to review our practices with respect to land acknowledgements in GVSD. A final Apple Core article for teachers wanting to make land acknowledgements with their class, or in their school, will be shared next month.

- 17.4 We continue to encourage participation in acknowledging “Orange Shirt Day”. Increased participation and engagement across the division was noted. Many staff and students ordered orange shirts from MTS in September. Many schools engaged in important conversations. Manitoba Education recognized September 30 as “National Day for Truth and Reconciliation”. Treaty training is an ongoing option for schools. Some GVSD staff took this opportunity this year. Next year there will be a new chair and co-chair. We hope they continue the work that has been started in this GVTA executive portfolio.

18.0 Professional Development – A. Friesen / J.-L. Heide

- 18.1 GVTA PD committee has worked this year on promoting and providing quality PD in the midst of pandemic restrictions. We’ve worked with senior administration and divisional coordinators to deliver PD relevant to current educational topics and research and divisional goals. Some committee members work closely with their administrators on a school PD committee to plan school based PD days and consider how to integrate learning with school goals and student and teacher needs.

- 18.2 The committee worked together to provide funding and support for the October and April school-based PD days, and planned the February PD opportunities which included the following topics and speakers:

- Powerful Writing Structures – Adrienne Gear
- Numeracy and Good Math Questions – Carole Fullerton
- Autism Awareness – Brendan Boehr (St. Amant)
- Teacher Wellness – Sascha Epp (MTS)
- Dynamics of Abuse – Genesis House
- The Rainbow Connection – Ryan Schroeder

- 18.3 Six CLG’s were applied for this year. Funds will be carried forward to next year and an increased amount of CLG’s will be encouraged, along with more quality, in-person PD for our February PD Day.

- 18.4 Going forward, the committee is working on revising the Policy and Procedure of the committee and updating CLG application process and forms.

19.0 Public Relations – J. Cullen / S. Waldner

- 19.1 This year, PR has provided gifts to members to show appreciation. A book will also be given to the incoming kindergarten students on behalf of GVTA. Due to growing costs and inflation, we are planning on cutting the number of times we hand out gifts. We will rotate between the kindergarten gift and teacher gifts, so we are only handing out one gift each year.

20.0 Social & Teacher Wellness – B. Richer / B. Springer

- 20.1 The year started off with the first in-person gathering at Winkler Bible Camp, where participants were treated to various activities and fun. At Christmas, GVTA members were

able to attend 2 different at-home events, WA&C Paint Night or New Leaf DIY Christmas Wreath. As of this print date, we will say farewell to 4 long term teachers. There is one event left to plan and details will be out shortly.

21.0 Workplace Safety & Health Liaison – M. Eberling-Penner

21.1 GVSD experienced a gap of regular inspections and meeting related to COVID-19 taking priority and added time, limiting visits to locations, and staffing changes on the WSH committee. A divisional variance asking for a divisional committee and high school subcommittee was granted. The WSH committee has regained momentum and has held two in-person meetings. Inspections have been shared with the committee and training needs for committee members have been noted. Plans for next year likely will include a component of training for those on the committee.

22.0 Acceptance of Reports – **MOVED/SECONDED: Kirsten Carmen / Patricia Neufeld. CARRIED**

23.0 Proposed Bylaw Changes:

23.1 **Local President release bylaw change**

MOVED/SECONDED: Joel Swaan / Val Harder CARRIED

PROPOSED:	CURRENT:
5.6 The Members shall determine the release time of the President of the Local and any other Members of the Executive, subject to the terms of the Collective Agreement, Bylaw 5.7 , and the Budget of the Local.	5.6 The Members shall determine the release time of the President of the Local and any other Members of the Executive, subject to the terms of the Collective Agreement and the Budget of the Local.
5.7 The President of the Local shall have full-time release. The Local shall second the member from the Division and compensate the Division appropriately.	5.7 Subject to the approved Budget of the Local, the Local shall endeavor to provide compensation for release time to the Member, as though the Member of the Executive teaches or works for the equivalent of the release time, and no Member of the Executive shall suffer a reduction in salary that would be earned pursuant to the Collective Agreement as a result of occupying a position on the Executive with release time.
5.8 Subject to the approved Budget of the Local, the Local shall endeavor to provide compensation for release time to the Member, as though the Member of the Executive teaches or works for the equivalent of the release time, and no Member of the Executive shall suffer a reduction in salary or benefits that would be earned pursuant to the Collective Agreement as a result of occupying a position on the Executive with release time.	

Rationale: The Local President position has been a full-time position for years. The president is always on-call and the meetings require many evenings and weekends in addition to the typical workday. However, due to past collective agreement language, we had no choice but to offer only 50% release. With that restriction now removed, it is important for us to decide on this in an ongoing fashion.

While enshrining this release time in the Bylaws does have other benefits such as stability in staffing and budgeting decisions, the adoption of this motion boils down to ensuring that the President of the Local is compensated for the work that they do. It is a general principle of the labour movement that we compensate Members appropriately for the work that they do. Making this change in our bylaws will allow us to be in line with this core value.

24.0 Acceptance of financial statements

24.1 That the financial statements ending August 31, 2021 be accepted **MOVED/SECONDED: Dawn Dreger / Karla Rootsart. CARRIED**

25.0 2021-22 Budget and Membership Fees.

25.1 **MOTION:** That the 2022-23 Budget and Membership Fees (\$24.59/m/m) be accepted as presented. **MOVED/SECONDED: Anny Froese / Sarah Waldner. CARRIED**

26.0 GVTA 2022-23 Executive Elections

26.1 The following members are acclaimed as of noon on May 13

Position		Nominee (administrative unit)	
Acclaimed <i>4:00pm, Thursday, March 11th at 4pm</i>	President	Mike Urichuk (ECS)	
	Vice-President	Joel Swaan (PLS)	
	Treasurer	Anny Froese (PDS)	
	Secretary	Mary Eberling-Penner (PCS/EDW)	
		Chair	Jessica Riddell (ECS)
Nominees by: <i>12:00pm, Friday May 13, 2021</i>			

	Collective Bargaining	Co-Chair	
	Education Finance	Chair	
		Co-Chair	
	Employee Benefits	Chair	Kirsten Carman (GVC)
		Co-Chair	James Driedger (NPC)
	Equity & Social Justice	Chair	Val Harder (DO)
		Co-Chair	
	Indigenous Education	Chair	Karla Rootsart (SWD)
		Co-Chair	Jim Parry-Hill (SUB)
	Professional Development	Chair	Alyssa Friesen (PRS)
		Co-Chair	Mikaela Martens (PRS)
	Public Relations	Chair	Jonathan Cullen (NPC)
		Co-Chair	Sarah Waldner (NPC)
	Social & Teacher Wellness	Chair	Brenda Richer (NPC)
		Co-Chair	Brandy Springer (JRW)
Workplace Safety & Health Liaison	Mary Eberling-Penner (PCS/EDW)		
Appointed	Past-President	Joel Swaan (PLS)	
	MTS Provincial Executive		
To be elected by the members they represent:	COSL Representative	Moyra Vallelly (JRW)	
	School Reps for any Administrative Units that are not represented after a successful election. Currently, there are no nominees from BVS/BES, WES		

26.2 ACCLAIMED

26.3 No nominations from the floor.

26.4 Members-At-Large: Schools/Administrative Units who are not represented on the executive are entitled to a Member-At-Large, elected by those they represent.

26.4.1 Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible

26.4.2 Schools/Administrative Units requiring a Member-at-Large:

26.4.2.1 BVS/BES

26.4.2.2 WES

26.5 Executive Concluding Terms: With gratitude, we thank those who have served on the executive in 2021-22 who did not run for Executive positions for the 2022-23 year:

26.5.1 Shanna Potter (WES)

26.5.2 Jennifer-Laura Heide (DO)

26.5.3 Raffaele Bagnulo (NPC)

- 26.5.4 Ashly Dyck (PRS)
- 26.5.5 Donna McCausland (NPC)

27.0 Next Annual General Meeting – Tuesday, May 30, 2023 @ 4:00pm.

28.0 Adjournment: 4:37 pm.

Appendix A:

GVTA BUDGET NOTES 2022-2023

1. GVTA Membership Fees (Revenue)

GVTA dues will continue to be pro-rated according to the fraction of employment. 2021 - 2022 rate based on Estimated 331 Full Time Equivalent 307 FTE's x \$25.00/month x 12 months =	\$92 100.00
Plus fees from subs: Average of \$300.00 per month x 8 months roughly =	<u>\$2 400.00</u>
Total Fees of	\$94 500.00

2. EI Rebate (Revenue)

\$28 877.65 (estimate)

3. Bank Interest (Revenue)

\$300

4. President's Release Time Subsidy (Revenue)

\$26 250 (estimate)

5. GVSD/Provincial PD Funds (Revenue)

\$32 000 GVSD contributes \$32 000 of PD budget

6. Grant Revenue

\$500 Executive Training
\$500 PR Grant – Internal
\$500 PR Grant - External

7. AGM-GVTA Expense

\$300 Prizes for AGM (arranged by PR)

8. Fall GM

\$0

9. AGM-MTS Expense

Subs

Binder meeting (6 half days= 3*164= \$492)

AGM (2 full days= 2*164= \$328)

Total: \$820

Mileage

1 vehicle to AGM \$195

Hotel Rooms

\$932.94 (previous year)

Hospitality (\$1/FTE= \$331)

Snacks \$150

Alternate meals (\$210)

Wed- supper

Thurs- all

Fri- all

Sat- Brkfst&Lunch

Supper- \$35; Lunch- \$20; Bkfst- \$15

10. Accountant Review Expense

\$2650 Estimated cost based on previous year

11. Benevolence and Gifts Expense

\$300 Benevolence & gifts as need arises

\$90 (\$15/outgoing executive x estimated 6 people)

\$450 New teacher gift packages (estimated 15 teachers x \$30 each)

12. Collective Bargaining Expense

\$300.12 MTS Seminars (2 Winnipeg return trips for co-chair)

\$1600 committee meetings (16 members x \$20 per diem x 5 meetings-- once every other month as needed)

13. Dependent Care

\$100

14. Education Awards Expense

\$3000 Two scholarships will be awarded in June of 2022 for \$1500.00 each

\$100 Meals for interviewers (5 x \$20)

\$70 Students (7 x \$10 gift card)

15. Education Finance Expense

\$100 chair/co-chair meeting

16. Employee Benefits Expense

\$480 GVTA liaison meetings

\$80 Committee meetings meals

\$100 regional meeting mileage chair

\$100 regional meeting mileage co-chair

\$200 MTS seminars for co-chair expenses

17. Executive Honorarium Expense

23 executive positions= \$6750
\$250 per portfolio holder (20 positions)
\$500 each President, PD chair, and treasurer (3 positions) -- remove president if president is full time

Unrepresented administrative units are entitled to have a MAL:
\$100 per MAL (3 eligible currently) = \$300
\$6500 + \$300= \$6800 Honorariums

18. Executive Meetings Expense

\$3150 Monthly meetings 26 people x \$15 per diem x 9 meetings (one of the meetings meals is in the retreat budget)

19. Executive Retreat Expense

\$560 Lunch November meeting \$20 x 28 (executive plus 2 presenters)
\$150 Meeting room rental
\$150 Snacks
\$500 Speaker fee
\$500 Team building
\$3772 Sub fee \$164/day x 23 attendees (some attendees will not need a sub)

20. Liaison Meetings Expense

\$260 Meals for meetings (4 meetings x \$65)— based on pre-covid spending

21. A) Professional Development Expense - GVTA

\$1 000 PD Budget subsidization (lower than usual due to anticipated carryover of provincial dollars)

21. B) Professional Development Expense - GVSD

\$2 500 PD joint committee meeting/planning meeting
\$12 000 GVSD/GVTA PD
\$12 000 CLG
\$4 700 Refreshment PD days
\$800 Supplies, photocopying

22. Portable Office Expense

\$360 Cell phone for President
\$888 internet for president (74*12)
\$810 internet for treasurer (67.20*12)
\$255 mailbox rental
\$130 Website
\$26 website domain registration

23. President's Meetings / Sub Expense

\$336 Start of year orientation/planning meetings
\$400 GVTA president meetings
\$1000 School visits
\$300 New teacher meetings (snack visit with new teachers-- estimated 15 new teachers)

24. President's Release Expense

\$102 000 full salary, benefits, etc. (salary grid position x 1.06 for CPP and other employer paid expenses rounded up to the next thousand)

25. Public Relations Expense

\$ 5300 PR campaigns
(Alternate internal and external each year)

26. Social / Wellness Expense

\$1500 GVTA picnic
\$3000 mid and year-end events
\$1000 Retirement gifts \$100 x 10

27. Supplies Expense

\$300 Paper, tape, stamps, ink cartridges, miscellaneous office supplies

28. Equity & Social Justice Expense

\$1400 snack and beverages for book club meetings (\$140 x 10)
\$1200 MTS Seminars
\$100 MTS regional meeting and Pride Parade mileage

29. Indigenous Education

\$500 MTS fall seminar (sub, hotel, mileage & meals for co-chair)
\$500 MTS spring seminar (sub, hotel, mileage & meals for co-chair)
\$300 Giveaways (Prizes for responding to Apple Core questions/requests)
\$100 Orange shirt gifts for new sr admin & admin

30. Vice-President

\$500 Professional Development
\$387 President's Council

31. Nominations Committee

\$100 Meals for meetings

32. Mileage

\$500 Approximate mileage for executive meetings and board meetings

33. Summer Leadership Training (Brandon)

Hotels
3 nights x 4 people x ½ subsidized by MTS (\$150/night x 3 nights x 4 x 0.5 = \$900)

Mileage
MTS covers

Meals
MTS covers

Total: \$900

34. Memberships

GARDEN VALLEY TEACHERS' ASSOCIATION

Comparative Income Statement

	Actual 09/01/2022 to 04/30/2023	Budget 09/01/2022 to 08/31/2023	Difference
REVENUE			
REVENUE			
GVTA Fees	58,357.30	92,965.29	-34,607.99
EI Rebate	30,497.29	28,877.65	1,619.64
President's Release Time	0.00	26,250.00	-26,250.00
Bank Interest Revenue	305.04	300.00	5.04
Miscellaneous Income	3.50	0.00	3.50
G.V.S.D. /Prov. PD Funds	0.00	32,000.00	-32,000.00
Miscellaneous PD Income	0.00	0.00	0.00
Grant Revenue	1,103.00	1,500.00	-397.00
TOTAL REVENUE	90,266.13	181,892.94	-91,626.81
TOTAL REVENUE	90,266.13	181,892.94	-91,626.81
EXPENSE			
EXPENSES			
Special Events Expense	0.00	0.00	0.00
AGM-GVTA Expense	0.00	300.00	-300.00
FallGM - GVTA Expense	0.00	12.00	-12.00
AGM-MTS Expense	512.81	2,638.94	-2,126.13
Accountant Review Expense	2,755.20	2,650.00	105.20
Bank Charges Expense	0.00	0.00	0.00
Benevolence and Gifts Expense	366.48	840.00	-473.52
Collective Bargaining Expense	0.00	0.00	0.00
Dependent Care Costs	0.00	100.00	-100.00
Education Awards Expense	4,500.00	3,170.00	1,330.00
Education Finance Expense	0.00	100.00	-100.00
Employee Benefits Expense	-49.88	960.00	-1,009.88
Executive Honorarium Expense	0.00	6,300.00	-6,300.00
Executive Meeting Expense	2,392.28	3,150.00	-757.72
Executive Mileage	0.00	500.00	-500.00
Executive Retreat Expense	756.15	5,632.00	-4,875.85
Executive Retreat Sub Fees Exp...	869.91	0.00	869.91
Interest Expense	0.00	0.00	0.00
Liaison Meetings Expense	193.66	260.00	-66.34
Meetings with Principals	0.00	0.00	0.00
Miscellaneous & Clothing Expense	0.00	0.00	0.00
MTS Seminars Expense	0.00	900.00	-900.00
Nominations Committee	0.00	100.00	-100.00
PD Expense	23,954.71	33,000.00	-9,045.29
PD Honourariums/Presenters Ex...	0.00	0.00	0.00
PD Substitutes Expense	0.00	0.00	0.00
Portable Office Expense	826.25	2,469.00	-1,642.75
President's Meetings / Sub Expe...	1,129.98	2,036.00	-906.02
President's Release Time Expense	0.00	102,000.00	-102,000.00
Public Relations Expense	1,013.47	5,300.00	-4,286.53
Social / Wellness Expense	661.50	5,500.00	-4,838.50
Supper with the Board	0.00	0.00	0.00
Supplies Expense	744.27	300.00	444.27
Equity Social Justice	379.95	2,700.00	-2,320.05
Indigenous Education	36.25	1,400.00	-1,363.75
Vice-President	0.00	887.00	-887.00
TOTAL EXPENSES	41,042.99	183,204.94	-142,161.95
TOTAL EXPENSE	41,042.99	183,204.94	-142,161.95
NET INCOME	49,223.14	-1,312.00	50,535.14

GVTA BUDGET NOTES

2023-2024

As approved by GVTA Executive on May 2, 2023

Income		
GVTA Membership Dues	\$ 88 872	Fees are prorated for all members
	\$85 560	310 FTEs @ \$23/month x 12
	\$ 3 312	Approx. Sub fees
El Rebate	\$ 30 497	2023 Amount
Bank Interest	\$ 300	Estimate
President's Release Subsidy	\$ 21 874	Estimate; MTS funds
GVSD PD Funds	\$ 32 000	Gov't PD funding, for GVTA-GVSD Cmte
MTS Grants	\$ 2 500	Pending successful application
	\$ 500	Executive Training
	\$1 000	Public Relations Grant
	\$1 000	Equity Social Justice Grant-pending AGM
TOTAL	\$176 043	
Expenses		
GVTA Events & Services		
School Visits	\$ 1 000	Snacks
Biennial Member Gift	\$ 8 300	Gift budget, inc. \$4300 carryover (22-23)
Social Events	\$ 3 750	Fall, Midyear, Yearend x \$1250
Prizes	\$ 1 500	
	\$ 600	Giveaway Prizes throughout Year
	\$ 500	Event attendance prizes
	\$ 400	Indigenous Ed prizes
Professional Development	\$ 28 700	
	\$12 000	GVSD-GVTA Provided PD
	\$12 000	CLGs
	\$ 4 700	Snacks for PD Days
GVTA Fall General Mtg	\$ 0	Event has not run for several years
GVTA AGM	\$ 500	
	\$300	Prizes (arranged by PR)
	\$200	Food
New Teachers	\$ 750	
	\$450	\$30 Welcoming gift x 15 teachers
	\$300	Snacks & President introduction mtgs
Retirement Gifts	\$ 650	
Benevolence & Gifts	\$ 300	As needed
GVTA Education Awards	\$ 3 000	2 x \$1500 Education Awards
Kindergarten Book Campaign	\$ 1 120	Supported by MTS PR Grant
Equity & Soc. Justice Project	\$ 1 000	If awarded MTS ESJ Grant
Pride Parade Participation	\$ 300	
SUB-TOTAL	\$ 50 870	

Expenses, con't		
<u>GVTA Committee Work</u>		
Collective Bargaining Cmte	\$ 0	Bargaining has moved to Provincial
Education Finance Cmte	\$ 100	Chair/Co-Chair Cmte mtgs
Employee Benefits Cmte	\$ 80	Chair/Co-Chair Cmte mtgs
Equity & Social Justice Cmte	\$ 900	Food for 9 Cmte mtgs x \$100
Liaison Cmte	\$ 130	\$65 x 2; food for mtg
Nominations Cmte	\$ 100	Meals for Cmte
Political Action Cmte	\$ 240	Meals for Cmte
President's Meetings	\$ 776	
	\$ 281	Planning Mtgs with Exec members
	\$ 495	Presidents' Mtgs – VP, Pres, Past-Pres
Professional Development	\$ 2 500	PD Planning Day & Cmte Mtgs
Scholarship Committee	\$ 220	
	\$ 150	Meals for Scholarship Committee
	\$ 70	Gifts for Scholarship applicants @ \$10
SUB-TOTAL	\$ 5 046	

<u>MTS Events</u>		
MTS Seminars & Regionals	\$ 3 720	
	\$ 100	Benefits Co-Chair Mileage – Regional
	\$ 320	Benefits Co-Chair Expenses – Seminars
	\$1 200	Equity & Social Justice – Seminars
	\$ 100	Equity & Social Justice – Regional
	\$ 500	Indigenous Ed Fall Seminar
	\$ 500	Indigenous Ed Spring Seminar
	\$ 0	Presidents' Council for VP; MTS pays
	\$1 000	Professional Development Co-Chair
MTS Summer Leadership	\$ 769	Hotel: 3 nights x 4 people x ½ MTS pays
MTS Provincial Council	\$ 4 923	6 Delegates + 1 Alternate
	\$ 246	Subs for Binder Meeting
	\$ 328	Subs for Provincial Council
	\$ 241	Mileage & Parking, alternate only
	\$2 828	Accommodations
	\$ 410	Hospitality
	\$ 160	Snacks
	\$ 210	Meals, alternate only
	\$ 500	Campaigning for Prov. Exec.
SUB-TOTAL	\$ 9 412	

Expenses, con't		
<u>GVTA Administrative Costs</u>		
President's Salary	\$ 90 248	80% of Presidents' Salary & Benefits
Vice-President	\$ 500	Professional Development Budget
Executive Meetings	\$ 3 510	9 meals, 26 members, \$15 each
Executive Retreat	\$ 5 960	
	\$ 560	Lunch x 28 (Exec plus presenters)
	\$ 150	Meeting Room
	\$ 150	Snacks
	\$ 500	Speaker Fee
	\$ 500	Team Building
	\$4 100	Substitutes
Executive Gift	\$ 780	\$30 x Executive Members
Exec. Honoraria, Policy A.1.	\$ 6 990	
	\$1 500	\$499.99: President, Treasurer, PD Chair
	\$5 000	\$250: Chairs & Co-Chair, COSL, WSH
	\$ 400	\$100: Members-at-Large
	\$ 90	Outgoing Executive Gift (\$15/each)
Financial Audit Accountant	\$ 2 850	Estimate, based on 2022
Mileage	\$ 500	Estimate for Exec mileage
Dependant Care	\$ 404	Estimate, based on 25 hrs @ \$16.15
Accommodations	\$ 698	
Portable Office	\$ 1 221	
	\$ 0	President's Cell: MTS reimbursement
	\$ 0	President's Internet: MTS reimbursement
	\$ 810	Treasurer's Internet
	\$ 255	Mailbox rental
	\$ 130	Website fee
	\$ 26	Website domain registration
Office Supplies & Copying	\$ 1 100	
	\$ 300	Paper, tape, ink cartridges, stamps
	\$ 800	PD Committee
Membership in Chamber	\$ 0	Discontinued in 2022-23
SUB-TOTAL	\$114 761	
GVTA Events & Services	\$ 50 870	
GVTA Committee Work	\$ 5 046	
MTS Events	\$ 9 412	
GVTA Administrative Costs	\$114 761	
TOTAL	\$180 089	

**GARDEN VALLEY TEACHERS'
ASSOCIATION**

UNAUDITED FINANCIAL STATEMENTS

August 31, 2022

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the directors of **Garden Valley Teachers' Association**

We have reviewed the accompanying financial statements of Garden Valley Teachers' Association that comprise the statement of financial position as at August 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Garden Valley Teachers' Association as at August 31, 2022, and results of its operations and its cash flows for the period ended in accordance with Canadian accounting standards for not-for-profit organizations.

Gislason Targownik Peters

CHARTERED PROFESSIONAL ACCOUNTANTS LLP

Winkler, Manitoba
December 6, 2022

GARDEN VALLEY TEACHERS' ASSOCIATION

Unaudited Statement of Operations

For the year ended August 31, 2022

	2022	2021
REVENUE		
Garden Valley Teachers' Association fees	\$ 64,068	\$ 37,013
Professional development income	30,733	31,360
Employment Insurance rebate	30,604	27,473
Grant revenue	1,000	1,471
Interest income	227	273
Miscellaneous income	887	108
	127,519	97,698
OPERATING EXPENSES		
Board expense	4,267	4,331
Collective bargaining committee	78	997
Committee costs and miscellaneous	694	2,401
Education awards	3,000	3,000
Equity social justice committee	1,054	141
Executive honorariums	6,800	5,996
General meetings	3,859	300
Indigenous education committee	-	328
Office expense	2,701	5,603
President expense	874	5,720
President's release time	93,500	42,481
Professional development	24,085	22,697
Professional fees	2,632	2,703
Public relations committee	3,735	6,659
Special events committee	4,115	7,614
	151,394	110,971
DEFICIENCY OF REVENUE OVER EXPENSES	\$ (23,875)	\$ (13,273)

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Changes in Net Assets
For the year ended August 31, 2022

	General Fund	Capital Assets	2022	2021
NET ASSETS - Beginning	\$ 82,565	\$ 20,000	\$ 102,565	\$ 115,838
Deficiency of revenue over expenses	(23,875)	-	(23,875)	(13,273)
NET ASSETS - Ending	\$ 58,690	\$ 20,000	\$ 78,690	\$ 102,565

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Financial Position
As at August 31, 2022

	2022	2021
ASSETS		
CURRENT ASSETS		
Cash	\$ 73,685	\$ 94,562
Current portion of investments	10,000	10,000
	83,685	104,562
INVESTMENTS (Note 3)	5	5
	\$ 83,690	\$ 104,567
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 5,000	\$ 2,002
NET ASSETS		
General fund	58,690	82,565
Reserve fund (Note 4)	20,000	20,000
	78,690	102,565
	\$ 83,690	\$ 104,567

APPROVED ON BEHALF OF THE BOARD:

_____ Trustee _____ Trustee

GARDEN VALLEY TEACHERS' ASSOCIATION

Unaudited Statement of Cash Flow

For the year ended August 31, 2022

	2022	2021
OPERATING ACTIVITIES		
Deficiency of revenue over expenses	\$ (23,875)	\$ (13,273)
Net change in non-cash working capital balances	2,998	202
	(20,877)	(13,071)
DECREASE IN CASH AND EQUIVALENTS	(20,877)	(13,071)
CASH AND EQUIVALENTS - Beginning	94,562	107,633
CASH AND EQUIVALENTS - Ending	\$ 73,685	\$ 94,562

GARDEN VALLEY TEACHERS' ASSOCIATION

Notes to the Unaudited Financial Statements

For the year ended August 31, 2022

1. PURPOSE OF THE ORGANIZATION

Garden Valley Teachers' Association is an unincorporated not-for-profit organization. Its purpose is to further the aims and objectives of The Manitoba Teachers' Society, to improve and maintain working conditions for Association members and to promote and advance education in the Association's educational community. It is a not-for-profit organization under Section 149 of the Income Tax Act (Canada) and is therefore exempt from income tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements of the organization have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Financial instruments

Financial assets and liabilities are initially measured at fair value. Subsequent measurement of financial assets and liabilities are at amortized cost unless otherwise noted. Financial assets and liabilities measured at amortized cost consists of cash, payables and shareholders' loans.

It is management's opinion that the organization is not exposed to significant credit, currency, interest rate, liquidity or market risks arising from these financial instruments, unless otherwise noted.

Capital assets

Capital assets are recorded as an expense in the year of acquisition. Capital assets of \$NIL (2021 - \$1,447) were recorded as an expense during the year. The sole category of capital assets held by the organization is computer equipment.

Revenue recognition

The organization follows the deferral method of accounting for contributions. Unrestricted contributions are recognized as revenue in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted contributions are recognized as revenue in the year in which the related expenses are recognized.

Association fees, professional development income, grants, rebates, miscellaneous and interest income are recognized as revenue when earned.

GARDEN VALLEY TEACHERS' ASSOCIATION
Notes to the Unaudited Financial Statements
For the year ended August 31, 2022

Contributed services and materials

A substantial number of volunteers contribute a significant amount of their time each year. Due to the difficulty of determining the fair market value, contributed services are not recognized in the financial statements.

Contributed materials which are used in the normal course of the organization's operations and would otherwise have been purchased are recorded at their fair value at the date of contribution if fair value can be reasonably estimated.

3. INVESTMENTS

	2022	2021
Access Credit Union Ltd. share	\$ 5	\$ 5
Access Credit Union Ltd. GIC	10,000	10,000
	10,005	10,005
Less: Current portion of investments	10,000	10,000
	\$ 5	\$ 5

The guaranteed investment certificate earns interest at the rate of 1.25% and matures in November, 2022.

4. RESERVES

The reserve fund was established by the board as an internal allocation to provide funds to the general fund when required for special projects, emergencies and to cover operating deficits.

5. COMPARATIVE FIGURES

Certain balances of the preceding period have been reclassified to conform with the current year's presentation.



Regulatory Framework for Teachers' Review

WHAT WE HEARD FROM SECTOR PARTNERS

April 2023

Manitoba Education and Early Childhood Learning

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Overview

In November 2022, the Manitoba government announced its commitment to enhance the current framework for addressing and preventing teacher misconduct in Manitoba. This encompassed the following proposed changes:

- establishing an independent body to receive and address reports of teacher professional misconduct
- exploring measures to improve information and public reporting processes including the development of a teacher registry
- defining teacher professional misconduct that needs to be reported to the department of Education and Early Childhood Learning
- standardizing mandatory training and professional learning requirements

From November 2022 to March 2023, the department conducted two rounds of engagement with education sector partners, including school administrators, teachers, students, and parents/guardians, to hear their concerns and priorities related to the regulatory framework for teacher misconduct. Engagements were held with:

- Manitoba's school divisions
- Manitoba School Boards Association
- Manitoba Association of School Superintendents
- Southern Chiefs' Organization
- Assembly of Manitoba Chiefs
- Manitoba First Nations Education Resource Centre
- Indigenous Inclusion Directorate – Manitoba Education and Early Childhood Learning
- Manitoba Federation of Independent Schools and Independent Schools
- The Manitoba Teachers' Society
- Council of Deans of Education in Manitoba
- Manitoba Student Advisory Council
- Manitoba Association of Parent Councils
- Manitoba Advocate for Children and Youth
- Canadian Centre for Child Protection
- Stop Educator Child Exploitation
- Adult Learning Centres – Manitoba Advanced Education and Training

This report provides a high-level overview of the feedback received from the sector.



First Round of Engagements— November to December 2022

During the first round of consultations, the department outlined the key features of various professional conduct regulatory models in place in Canada, gathered feedback on proposed approaches to improving the framework for addressing teacher misconduct, and answered frequently asked questions about the current and future state of addressing teacher misconduct.

What We Heard: Overarching Themes

We heard broad agreement among education partners, advocacy groups, and stakeholders that improving the regulatory model for addressing teacher misconduct is imperative to ensuring the safety and well-being of students while providing quality learning environments for all.

Transparency and Accountability

During the engagement sessions, it was clear that the current process to address teacher misconduct is perceived as lacking in transparency and accountability. Reforming the regulatory model for addressing teacher misconduct provides an opportunity to enhance public confidence in this process.

The establishment of an independent body to address teacher misconduct in tandem with the implementation of a teacher registry were commitments announced during the 2022 Speech from the Throne. These initiatives were welcomed by education partners, advocacy groups, and stakeholders, who made specific recommendations related to concerns with transparency, accountability, privacy, and public representation that are discussed in more detail later in this paper.

Comprehensive Definition of Professional Misconduct and Report Requirements

Compared to other Canadian jurisdictions, participants noted that Manitoba does not have a comprehensive definition of misconduct and clear examples of what professional misconduct entails. Currently, Manitoba legislation only requires school divisions to report to the department if they have knowledge of any teacher employed in a school who has been charged with or convicted of an offense relating to the physical or sexual abuse of children under the Criminal Code of Canada. While the legislation only

requires school divisions to report these specific cases, the department has encouraged all employing authorities of teachers to report any misconduct that they believe calls into question a teacher's suitability to continue to hold a teaching certificate.

There was consensus among participants that expanding and clarifying the legal definition of misconduct and the employers' reporting requirements would provide significant benefits for all parties involved in addressing teacher misconduct.

Fostering a Student-Centred Approach

We consistently heard from the groups that were consulted that the main purpose of strengthening the regulatory framework is to protect the safety and well-being of students in Manitoba. They recommended that the changes that result from this work be student-focused.

Participants suggested that a student-focused approach includes proper training for staff in schools and the independent body; clear definitions of misconduct; clear roles for all parties involved in the misconduct process, including students, the department, employers, and the independent body; advocacy support for students; and student directed information on how to make and follow up on a complaint to the independent body.

What We Heard: Specific Considerations

Comprehensive Spectrum of Behaviours that Warrant Misconduct Reporting

We heard from all stakeholder groups that a comprehensive spectrum of behaviours that warrant misconduct should be clearly defined and communicated amongst students, teachers, stakeholders, and the general public.

Several groups provided examples of how misconduct should be defined, most of them underlining the importance of being as broad and prescriptive as possible in order to include most, if not all, possible scenarios that might constitute teacher misconduct and compromise student safety and well-being. This could be achieved by explicitly including sexual, racist, and discriminatory behaviour; inappropriate online actions/communications; and professional boundaries transgressions among behaviours that employers should be obligated to report.

Concerns were raised regarding how the definition could protect vulnerable students that might be subject to misconduct during intimate care, while also allowing the teacher to perform their professional responsibilities in a manner that is pedagogically appropriate.

Participants noted that committing to a clear and broad definition of behaviours that characterize misconduct will provide students, stakeholders, and the general public with a better understanding of what must be reported to the independent body that will address teacher misconduct.

Expanding Legal Obligation to Report Misconduct

All groups were supportive of expanding the legal reporting obligations to all employers required to hire certified teachers, including school divisions, funded independent schools, and adult learning centres. Currently, only school boards have a legislated obligation to report.

Several concerns were raised regarding the process of reporting, including the need for clarity regarding when an employer is expected to report on teacher misconduct (i.e. prior to or after the employer initiates an investigation), and the necessity of having clear lines of communication between employers and the independent body to avoid duplication of work.

We also heard support for an obligation to report misconduct perpetrated by third party employees (i.e. WHRA school clinicians working in a school environment). Some groups stressed that there should be penalties in place for employers and persons who fail to report misconduct.

Extending Requirements to the Broader Education Sector

Several stakeholders articulated the need to extend the enhanced regulatory framework for misconduct to non-teaching employees (educational assistants, administrative support, custodial/maintenance, bus drivers, and community members such as coaches). Suggestions included a recommendation that the independent body receive and respond to misconduct of any school staff to maintain the safety and well-being of all students throughout the continuum of education services and supports.

Manitoba Education and Early Childhood Learning noted that expanding the misconduct framework to non-teachers is challenged as the department is not the regulator or employer of these staff. However, the department noted that it has already implemented several measures to prevent and address misconduct for non-teaching staff, including:

- implementing two provincial directives to ensure non-teaching personnel are aware of requirements for professional conduct, and maintaining student safety. This includes:
 - requiring all school personnel to complete the Respect in School or Commit to Kids training and all school coaches to complete Respect in Sport
 - requiring all schools/divisions to update policies respecting professional boundaries and individualized interactions between school personnel and students

- mandatory requirements for schools to report allegations of abuse and neglect to appropriate legal and/or child protection authorities
- mandatory requirements for a satisfactory background check, including a Child Abuse Registry check and vulnerable sector search, as part of teacher certification applications
- mandatory requirements pursuant to The Public Schools Act for all schools to provide a safe and caring school environment that fosters and maintains respectful and responsible behaviours, including a code of conduct

The department will continue to explore options to enhance the framework to address misconduct among non-teaching staff within the government's scope of authority.

Establishing a Provincial Teacher Registry

All groups expressed strong support for the creation of a public registry of teachers. Most groups support a comprehensive registry that includes the name and status of the teacher, a summary of disciplinary decisions taken against the teacher and links to the decision documents, when available.

Concerns were raised about how to manage the registry to protect teachers from privacy issues once their information is publicly available (i.e. identity theft), and to prevent inappropriate publications, such as names of deceased people.

These concerns will be considered and responded to as the work on the registry progresses.

Creating an Independent Provincial Body to Address Professional Misconduct

All groups expressed significant support for the establishment of an independent body that is not self-regulated to address professional misconduct of teachers. Participants further recommended that the independent body should be able to receive reports and complaints from any person (i.e. employers, students, general public); independently investigate and adjudicate on matters of misconduct; and identify avenues for consent resolutions. There was strong support for increasing public participation in the misconduct process (i.e. by enhancing public representation on adjudicating bodies), as is the case in other jurisdictions across Canada.

Some groups were in favour of the independent body allowing anonymous complaints as a way to protect the identity of the complainant; however, select participants had concerns with this approach due to the challenges in developing a proper defense if the complainant is not identifiable.

We heard that staff from the independent body, especially investigators, should receive proper training on sexual abuse prevention and teacher misconduct, and a trauma-

informed approach to investigations. We also heard that legislation should be clear when defining investigative powers and timelines of the misconduct process.

Concerns were raised about clearly differentiating between matters of teacher misconduct and matters of incompetence, as is currently done in other jurisdictions, usually through the establishment of professional standards. There were also questions of whether the independent body would address competence issues, or if this responsibility would remain under the department. There was more support among the groups for a single body addressing both misconduct and competence, in order to avoid a two-tiered approach.

Concerns were also raised in regards to the independent body being able to provide services in French, and the need to increase the participation and representation of Indigenous partners in the process of developing and establishing this independent body. These considerations will be brought forward as part of future planning.

Mandatory Professional Conduct Training Requirements for Certification

We heard strong support amongst all groups for implementing mandatory pre-service training on sexual abuse prevention. Concerns were raised that the cost of such courses might be prohibitive for teacher candidates. Participants suggested that government or employers provide such courses at no cost for teacher candidates.

Some groups recommended that such trainings should be re-done regularly (i.e. every four years). We also heard that such trainings should be mandatory for all school staff, including non-teachers. Currently the department has directed the Respect in School training for all school staff. Commit to Kids training may also be taken instead of Respect in School, and both trainings are being offered by Manitoba Education and Early Childhood Learning at no cost for all school staff and teacher candidates through their practicum courses.

Pathways and Supports for Students

Students and youth advocates highlighted the need to ensure that there are alternative and anonymous reporting pathways accessible to all students. This consideration is premised on the understanding that many students may be apprehensive to report inappropriate behaviour committed by teachers or administrators given the inherent power imbalance. Further, participants recommended that the reporting, investigation, and adjudication process should adopt and reflect a trauma-centred approach in which student voices and perspectives are prioritized; and mental health and victim supports are readily available.

Participants also recommended that students receive proper training on how the independent body will function, the avenues for making a complaint and what to expect from this process, including timelines, hearing participation, and consent resolutions.



Second Round of Engagements— February to March 2023

During the second round of engagements (same stakeholders as first round), the department provided details on a proposed new legislative framework to address teacher misconduct, now known as Bill 35 – The Education Administration Amendment Act (Teacher Certification and Professional Conduct). The legislative framework was built upon initial suggestions from the sector and regulatory models of the teacher profession from other jurisdictions across Canada. The framework includes:

- the establishment of an independent Commissioner to investigate, adjudicate, and otherwise respond to matters of teacher misconduct and competency, including the ability to enter in consent resolution agreements and refer matters to a hearing panel for adjudication
- hearings that will be open to the public and hearing panels with equal representation between teachers, employers and the general public, increasing public accountability and the transparency of the process
- the establishment of a publicly accessible registry of certified teachers to provide information on teachers' certificate status, including when they have faced consequences for professional misconduct
- the establishment of avenues for the Commissioner to address issues of competency and fitness to practice in the future; the development of professional standards for teachers in partnership with the sector; the ability to require further mandatory trainings; and the development of a certification renewal process that can include obligatory background checks and other requirements to be satisfied at the time of renewal

What We Heard: Focused Feedback

In the second round of consultations we heard general support among education partners, advocacy groups, and stakeholders for the proposed framework. The department responded to questions about the new model and gathered focused feedback from our sector partners, as follows.

Independent Commissioner and Hearing Panels

We heard strong support from the sector for the establishment of an independent Commissioner to address teacher misconduct matters, including the introduction of public hearings presided over by a panel with a balanced representation from teachers,

employers, and the general public. These actions were perceived as a substantive response to calls for increased transparency and accountability.

We heard from some partners that although they were supportive of the independent Commissioner model, they would prefer that an entirely independent body be created, similar to the Office of the Auditor General, which has its own resources and staff. The proposed organizational model will allow the Commissioner to use existing resources from Manitoba Education and Early Childhood Learning, including staff. This is similar to the model used in British Columbia and Alberta, and will enable a direct line of communication and information between the Commissioner and the Director of Teacher Certification and Standards, who will update the teacher registry and take necessary actions on teachers' certificates.

Some partners were concerned that the membership of hearing panels may be too public heavy, and thought that hearing panels comprised mostly of teachers would take stricter actions against their own colleagues. Other partners were highly supportive of a greater public representation on hearing panels, and thought that this would increase transparency and accountability, and prevent potential conflicts of interest in panels' decisions. One partner suggested that panels consist solely of professionally trained department staff. We also heard that panel members should be bilingual.

There were some concerns raised regarding the lack of Manitoba Association of School Superintendents' representation in hearing panels. That said, the department also heard from stakeholders the importance of maintaining balanced representation between employers and employees and incorporating the public, as well as maintaining a panel size that allows for timely scheduling of hearings. As such, the Manitoba School Boards Association was designated with authority to identify the employer representatives.

Some partners noted that the Commissioner should have a teaching background. Others felt that the Commissioner should have a legal background, as is the case in other Canadian jurisdictions.

Complaints and Reports

The sector generally provided strong support for any person being able to file a complaint to the Commissioner, and the expansion of reporting obligations to include not only school boards, but also funded independent schools and adult learning centres.

Partners raised the importance of providing a simple and easy avenue to submit complaints complemented by clear messaging to students, parents, and the general public on how to properly file a complaint with the Commissioner. They noted that the complaint process should be victim-centered and provide a safe space for complainants to tell their stories. They also recommended that the Commissioner's staff be properly trained in trauma-centered approaches so that they can better serve victims.

Some partners asked that the Commissioner have the ability to receive anonymous complaints. Department staff noted that this could create significant challenges for investigated teachers to develop a proper defense if the complainant is not identifiable. Further, no other Canadian jurisdiction that receives and addresses public complaints related to teacher misconduct allows for anonymous complaints.

We heard from some partners that teachers who witness their colleagues committing professional misconduct should be obligated to report the matter, as is the case in British Columbia. We also heard recommendations for the Commissioner to receive complaints and reports regarding alleged misconduct by non-teaching staff. As Manitoba Education and Early Childhood Learning does not have authority to regulate non-teaching classifications, matters of misconduct involving non-teaching staff are currently addressed by the employer, child protection agencies, or law enforcement, similar to other sectors. The department will continue to explore options to enhance the framework to address misconduct among non-teaching staff within the government's scope of authority.

Professional Misconduct Definition

There was significant support from the sector for the proposed definition of professional misconduct, which included any acts concerning a student or other child under the teacher's care or supervision, that involves: sexual abuse, sexual exploitation, sexual misconduct, physical harm, significant emotional harm, and child pornography. It also provides an avenue to further expand the professional misconduct definition through regulation at a later date.

Concerns were raised by some partners that including emotional harm in the misconduct definition could potentially increase the number of frivolous claims. Other partners were concerned that only very serious misconduct would be addressed by this definition and that lesser, but still damaging conduct may not meet the threshold to be addressed by the Commissioner. Department staff noted that the new misconduct definition provides a much broader scope than the previous definition and that this new process is not meant to replace the employer's responsibility to address misconduct issues with their employees and for the overall maintenance of a safe school environment. This Act does not change any of the local human resources processes that are in place to address allegations of misconduct.

Public Registry of Teachers

The establishment of a public registry of teachers received broad support. Department staff noted that the registry was based on similar registries in other Canadian jurisdictions and that it will contain the status of all certified teachers from Manitoba, including any records of suspensions, cancellations, conditions, and/or limitations on their certificates. Staff further noted that consent resolution agreements and hearing

decisions on matters of teacher misconduct will remain on the registry indefinitely. Furthermore, the Commissioner will have the ability to dismiss complaints that they find to be unfounded after a preliminary investigation; complaints that are dismissed by the Commissioner will not be publicly reported.

The public registry was perceived by the sector as significantly enhancing the accountability and transparency of the misconduct process.

Specific concerns were raised regarding ways of enhancing communications with First Nations partners who are not currently on the distribution list for notices of action when a certified teacher has their certificate suspended or cancelled.

Privacy issues were raised as a concern (i.e. previous legal names, names of deceased people), and we also heard that indefinitely maintaining records of misconduct decisions for teachers when complaints/reports are dismissed by a panel, may have negative impacts on their careers. Privacy considerations will be further explored as part of implementation planning.

Competency Issues and Professional Standards

We heard from most of our sector partners that it would be beneficial for complainants and employers if the Commissioner was able to address not only misconduct, but also competency issues in order to avoid a two-tiered approach to actions taken on a teacher's certificate. This creates a single door and avoids duplications and gaps that may occur when operating two different systems.

We also heard concerns from a small number of stakeholders that competency matters should be outside of the Commissioner's scope, as complaints on competency may disproportionately impact teachers in the early stages of their careers and are better addressed by the employer.

The proposed model will allow for the Commissioner to address matters of competency in the future, in accordance with regulations developed with sector partners including the Manitoba School Boards Association and The Manitoba Teachers' Society. This approach was generally well received by the sector. It is acknowledged and recognized that the development of standards will proceed in advance of proclaiming sections of the Act related to competence. The K to 12 Education Action Plan has identified that this work is currently scheduled to be initiated after April 2024.

Concerns were raised about the importance of clearly informing the public on what constitutes misconduct versus competency issues, in order to avoid a high number of out-of-scope complaints made to the Commissioner, who will initially only address misconduct matters. The department will look to the experiences in other provinces as it develops a strategy to clearly communicate these changes to all stakeholders.

Mandatory Training

We heard consensus support from the sector regarding the establishment of mandatory training on sexual abuse prevention for certification and post-certification purposes. Currently, the department requires pre-service training on sexual abuse prevention, and the proposed framework opens avenues for regular post-certification trainings in order to maintain a certificate in good standing.



Conclusion and Next Steps

After extensive consultations with a broad range of sector partners, the proposed new legislative framework to address teacher misconduct was generally very well received by the sector.

Bill 35 – The Education Administration Amendment Act (Teacher Certification and Professional Conduct) was drafted with the support and feedback of our sector partners, and had its first reading in the Legislative Assembly of Manitoba on March 14, 2023. Once the Bill passes all legislative stages, including a 90-day public consultation, and receives royal assent, it will come into force in stages through selective proclamation. Portions of the Bill related to establishing the Commissioner and their supporting office will be proclaimed first, along with those related to the teacher registry and the provisions that deal with teacher misconduct.

Over the coming months, the department will proceed with the work needed to support the implementation of the Bill, including the development of policies and a detailed public communication strategy. Stakeholders will receive regular updates throughout this process, and further consultations with the sector will take place to collectively develop the professional standards for the teaching profession, which will be used to guide teacher practice. Once this work on professional standards is complete, Bill 35 provisions dealing with teacher competency will be proclaimed, allowing for competency issues to be reviewed by the Commissioner.

Manitoba Education and Early Childhood Learning would like to thank all education, Indigenous, and sector partners for their continued engagement in developing this new legislative framework for addressing teacher misconduct.