

The Apple Core

May 2018

Upcoming Events

GVTA Executive meetings:

- June 5—4:15 Southwood School

All members are welcome

Other Events:

- May 25th, 4:30-5:30pm—Rally for Public Education, Manitoba Legislature, Winnipeg
- May 27th, 1pm—Rally for Public Services, Manitoba Legislature
- May 29th, 4:00pm—GVTA May General Meeting, GVC's Zone
- June 6th, 4:00pm —ESJ book club, CKs



Greetings, GVTA-ers;

This month, GVTA is trying something a little new. Based on feedback from our previous general meetings, we are looking to streamline our GVTA General Meetings. To assist in that process, this issue of *Apple Core* includes the minutes of the November General Meeting, the agenda of the upcoming May 29th Annual General Meeting, the proposed 2018-19 Budget, and our updated Policy and Procedures document. What you can expect at our Annual General Meeting is the opportunity for questions about the reports and the budget, a motion to pass the reports, an election for the 2018-19 GVTA Executive, and a motion to pass the budget. There will be an update on provincial matters, some door prizes, and a draw for a \$100 GVTA membership rebate. Our goal is to have people in and out within half-an-hour (which is good, because there is a Retirement Event for Superintendent Vern Reimer open to all at NPC from 4-7, with a presentation at 5:30pm).

MTS has been having regional meetings around the province, including one in Portage la Prairie on January 23rd, and another hosted by WTA in Morden on May 14th. We are continuing to look for ways to support local members by providing local opportunities to hear MTS representatives, which will now also include a Regional Meetings Update meeting on November 6th.

Current topics at these meetings include Bill 28, the wage freeze legislation that has not been proclaimed into law; Provincial Bargaining, which has been announced with no legislation introduced into the house; Education funding, which has been reduced, as has also the ability to raise taxes locally; government reductions to the Bureau de l'éducation française; provincial literacy and numeracy plans which includes outsourcing these initiatives to non-educators; and Section 43 of the Criminal Code regarding reasonable force to discipline or correct a child.

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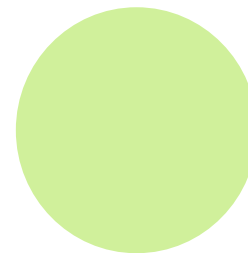
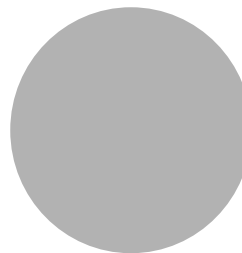
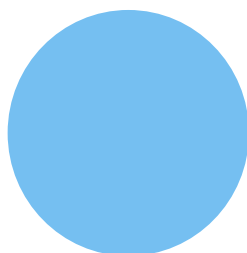
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If you would like an update as these issues currently stand, come to the May AGM on the 29th, or ask me when I come around on my school visits. I look forward to seeing you as I make my way around the division. Elsewhere in this edition, look for an invitation to have GVTA pay for you to golf in La Verendrye, and information about how you can get a GVTA-logo Hoodie of your very own.

As usual, be in touch as you need; I look forward to the opportunity to meet.

Cheers,

Joel
204-384-5635
gvtapresident@gmail.com



Feedback Wanted!

Employee Benefits

Submitted by Sarah Coates

The Manitoba Public Schools Employee Extended Health Plan is exploring the idea of making changes to the Blue Cross Extended Health Plan and is looking for feedback. The consideration is adding coverage for **insulin pumps** and **C-PAP machines**. They are looking for feedback specifically on usage, however if you don't use either and would like to advocate for the addition of these two types of equipment in support of those who do, you can email Glen Anderson directly at ganderson@mbteach.org. The consideration is for September 2018 so don't delay – email Glen today!



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.

Easy Microwave Rhubarb Crisp

4 cups cut-up rhubarb (1-2 cm length)

$\frac{3}{4}$ cup white sugar

$\frac{3}{4}$ cup brown sugar

$\frac{1}{2}$ cup white (or whole wheat) flour

$\frac{1}{2}$ cup rolled oats (large flake or quick-cooking both work)

1 tsp. cinnamon

$\frac{1}{3}$ cup butter or margarine, at room temperature

Combine rhubarb and white sugar in an 8" round microwave dish or glass pie plate

Place the remaining ingredients in a mixing bowl and mix until crumbly using your hands or a pastry blender. If needed, add 1 or 2 tablespoons of water to make crumbs roughly the size of small peanuts. Sprinkle crumbs evenly over rhubarb. Microwave on high for about 8 minutes. Stop at 4 minutes and give dish a $\frac{1}{4}$ turn if microwave has no "turn-table". Test rhubarb tenderness with a toothpick. If soft, let dessert stand 5 minutes before serving with ice-cream.

Makes 4 servings.

Why eat rhubarb? Reportedly, rhubarb is an anti-oxidant that is a good source of vitamin K, vitamin C and calcium. It also is reported to lower cholesterol.



Annual MTS Golf Tournament



This year's MTS Golf Tournament is presented by Seine River Teachers' Association and is at LaVerendrye Golf Course in La Broquerie. The tournament will take place on Saturday, June 16th, beginning at 12:00 pm. The entry form is included in this issue of the Apple Core.

Did you know that GVTA will cover all of the entry fees for members that are interested in attending? Our policy states "GVTA reimburses the entry fees of GVTA teams entered in MTS sanctioned sporting events."

If you are interested in signing up for this year's tournament, please contact Joel at gvtapresident@gmail.com to have your entry fees paid for!

GVTA Clothing

This year, we are pleased to offer GVTA branded clothing! It is our intent to offer one item of clothing with our logo on it every year. This year, we have chosen hoodies. These hoodies will be available in men's and ladies styles, from size XS to 4X. Information including sizing, product features and pictures are included near the end of this issue of the Apple Core. The cost is \$60, but could be lower depending on the amount ordered. If you would like to see a sample of the hoodies, they will be available at Parkland School for a limited time, as well as at our AGM on May 29th. If you would like to purchase a hoodie, you can click on the link below to get yours. Or, you could use the handy QR code on the right! In the survey, there will be further instructions regarding ordering. The deadline to order is June 1st. If you have any questions, you can email Karla at karla.rootsaert@gvgsd.ca.

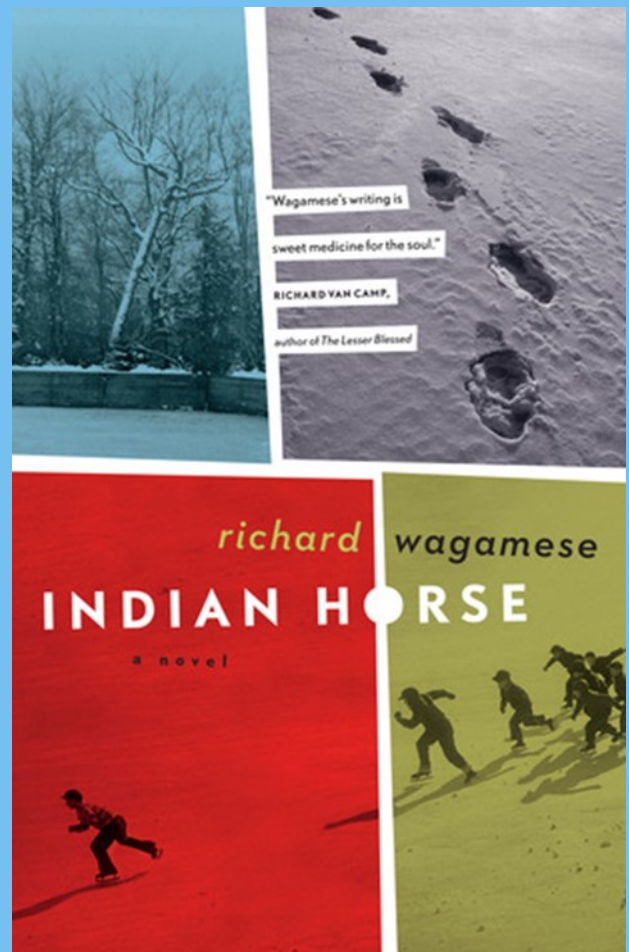


<https://www.surveymonkey.com/r/GVTAHoodie>

Indigenous Education Book Spotlight

Indian Horse, by Richard Wagamese

From the back cover: "Saul Indian Horse is in trouble, and there seems to be only one way out. As he journeys back through his life as a northern Ojibway, from the horrors of residential school to his triumphs on the hockey rink, he must question everything he knows. In *Indian Horse*, author Richard Wagamese has crafted a wise and magical novel about love, family and the power of spirit.



Kinew Warns Pallister Not to Freeze Teacher wages

From the Winnipeg Free Press, written by Nick Martin

Teachers could carry their stress into classrooms if Premier Brian Pallister forces a wage freeze on them, Manitoba NDP Leader Wab Kinew warns. On Monday, Kinew repeatedly demanded Pallister promise not to interfere with free bargaining when teachers' collective bargaining agreements expire June 30.

Should Pallister force Bill 28's wage controls on teachers and force the yet-to-be-legislated province-wide bargaining, "They're going to bring that stress into the classroom," Kinew said in question period. "They will bring that uncertainty into the schools with them – that will impact on students, that will impact on parents."

Pallister called Kinew's predictions bizarre, and told the house Kinew was coming very close to saying teachers cannot differentiate between bargaining and their professional duties. "It attacks the integrity and capabilities of teachers," the premier said. "It doesn't make any sense."

Kinew said in a later interview, "Are Pallister's actions going to affect the environment in the classroom? Everyone's a human being. It is going to be something that upsets teachers." Asked if the freeze and province-wide bargaining would affect a teacher's classroom performance, Kinew responded: "Maybe." "Teachers are getting a crash course in constitutional law, worrying about what the future will hold for them," Kinew added. "Teaching is a profession where we should be holding them up, celebrating them."

Pallister told the house the government wants teachers to have one bargaining group, not dozens of separate negotiations taking teachers' bargaining teams out of the classroom.

The Tory government has yet to proclaim Bill 28, which imposes four years of wage controls on their next collective agreement at zero increase in wages and benefits the first two years, 0.75 per cent the third year and one per cent the fourth year.

The Manitoba Teachers' Society said its 37 bargaining units are proceeding as usual, telling school divisions they are ready to exchange initial positions. Teachers in Pembina Trails School Division have a clause that enables them to present their initial position earlier than other teachers in the province and to trigger binding arbitration after 90 days.

MTS president Norm Gould said Monday: "Teachers are concerned when their bargaining rights are in jeopardy because they not only use those rights for fair compensation, but to defend and improve teaching conditions and student learning conditions in the classroom."

Meanwhile, a coalition of 25 labour organizations (including the Manitoba Teachers' Society) goes to court in two weeks to seek an injunction barring the province from moving on Bill 28, until a further court action determines if the wage controls are constitutional.

Pallister has obtained intervenor status for the province in a Nova Scotia court case to be heard this fall, in which Nova Scotia teachers are challenging similar legislation as unconstitutional.

Manitoba Finance Minister Cameron Friesen said last week the government hopes to work together with organized labour and denied it is holding off on proclaiming Bill 28 until it sees what happens in Nova Scotia.

School division threatens Tories' wage-freeze plans

From the Winnipeg Free Press, opinion piece written by Dan Lett

A potentially explosive wild card has emerged in the legal battle between the Progressive Conservative government and public-sector unions over the controversial wage-freeze legislation.

A coalition of public-sector unions representing more than 100,000 workers is in court seeking an injunction to stop the Tory government from enacting Bill 28, the Public Services Sustainability Act. The bill would impose a two-year wage freeze on all provincial public-sector employees, followed by two years of wage increases at 0.75 and 1.0 per cent. The province has passed but not proclaimed the law, and refuses to say when it will, if at all.

Depending on the outcome of the hearing – it is unlikely a court would issue an order to stop a government from enacting a law approved in its legislature – the coalition has vowed to go back to court this fall in a bid to have Bill 28 declared unconstitutional.

However, into the fray has stepped the union local representing teachers in the Pembina Trails School Division. Unhappy with a lack of progress on negotiating a new contract, the Pembina Trails Teachers' Association informed the division in late February that it would seek binding arbitration if contract talks did not show reasonable progress within 90 days.

To date, no bargaining has taken place in Pembina Trails despite the fact that contracts for all of Manitoba's 15,000 public school teachers expire June 30. Norm Gould, president of the Manitoba Teachers' Society (MTS), said the Pembina Trails School Division informed its teachers at the beginning of this year that it would not participate in contract talks because of the likelihood that Bill 28 would be proclaimed in the near future.

Given that the law imposes a mandatory wage freeze, it eliminates the need for any public-sector employer within provincial jurisdiction to negotiate a new contract and suspends the right to binding arbitration. Manitoba teachers won the right to binding arbitration in the 1950s when they agreed to give up their right to strike. Either the union or the division can unilaterally request binding arbitration if they believe bargaining is unlikely to produce a resolution.

It is widely believed that if Pembina Trails teachers get approval from the Manitoba Labour Board for binding arbitration, it will set off a rush of other locals to seek the same. If the teachers were successful in getting wage settlements above and beyond the terms set out in Bill 28, that could have a significant effect on the province's fiscal plans, which heavily rely on public-sector workers accepting a two-year wage freeze.

Gould said the division's decision to abandon contract talks before Bill 28 is proclaimed is a dangerous precedent, and one that suggests that neither the division nor the province has any respect for the right to collective bargaining. "This is a very strange game that the province is playing," Gould said. "We really have no idea why they think they are above the law."

Kevin Rebeck, president of the Manitoba Federation of Labour, said the Pembina Trail teachers' notice to its division was filed in an affidavit to the injunction proceedings, as evidence of the pervasive effect that Bill 28 has had even prior to proclamation. Cases such as Pembina Trails show that the mere threat of the bill is being used as an excuse to bypass the normal collective bargaining process, Rebeck added.

On its own, the threat of binding arbitration in Pembina Trails has the potential to be a game-changer by forcing the province to proclaim its law, a move that the union coalition believes would make it more vulnerable to a legal challenge. Rebeck noted that it may be difficult to convince a court that it is useful to debate the constitutionality of a law that has not been enacted.

However, proclaiming Bill 28 may be the only way for the Tory government to eliminate binding arbitration as an avenue of relief for the teachers' bargaining groups; the law essentially suspends all contract talks and mechanisms such as binding arbitration for the four-year term outlined in the bill.

Whether that will happen is an issue of debate. A government official said the province has decided not to proclaim Bill 28 while the injunction proceedings unfold. Even once that is completed later this month, however, the official said there would be no timetable for proclamation. The official said the province's main position is to achieve the required wage freeze through negotiation, rather than imposing it through legislation. "There isn't a schedule (for proclamation). The government is interested in a more voluntary agreement with the public service."

As evidence of this willingness to continue negotiating even while Bill 28 is in limbo, the official noted that since that bill was passed by the legislature, the province has settled more than 20 contracts with individual bargaining units, 16 of which are in health care. "Our position is to keep talking even as the litigation unfolds," he said.

Public-sector unions dispute the suggestion that bargaining is going on as usual. Rebeck said the province's biggest public-sector bargaining groups are finding little if any interest in contract talks with so many legal and administrative changes to the structure and orientation of contract talks.

In addition to Bill 28, the province has promised to bring in single-desk, provincewide bargaining for teachers. This week, it introduced legislation to dramatically reduce the number of bargaining groups in health care. The result of this threatened change is a paralysis of normal contract talks, Rebeck said, even in those cases where contracts are up for renewal this year. Once again, the teachers provide a potent example of this contract-talk limbo.

An MTS official confirmed that all 38 union locals have contacted their divisions and asked for contract talks to start. However, 16 divisions have communicated they won't table initial bargaining positions this year, the first step in negotiations with individual locals. Of those 16, one (Pembina Trails) cited Bill 28 and the move to provincewide bargaining, which was promised earlier this year by the government but, as is the case with the wage-freeze bill, it has yet to be passed. MTS officials said the other 15 divisions cited the move to provincewide bargaining for their unwillingness to negotiate.

"The fact is that (the Tory government) hasn't even tried to negotiate," Rebeck said. "They introduced a bill and gave a directive to employers that 'thou shalt not settle for anything outside what is allowed in this law.' And that has effectively paralyzed collective bargaining in this province." If that is the government's strategy – to run out the clock on expiring contracts by slowing or abandoning normal bargaining – then it is risky from a legal point of view. If the Tories proclaim Bill 28, it will have to be defended on the basis that it was an evil to accomplish high-priority fiscal goals. However, to be effective in that argument, the government would have to be able to show that normal bargaining was not effective in achieving those fiscal goals.

If the province has not been actively bargaining, and if it has effectively encouraged other public-sector employers such as school divisions to do the same, it will be tough to defend Bill 28 as a reasonable but necessary evil. It will also open the province to claims of unfair labour practices. That could produce a significant financial liability if the labour board begins to award damages to unions to compensate them for the failure to bargain in good faith.



GVTA AGM

Free Babysitting
available on request.
Contact Joel in
advance.

Tuesday, May 29th ~ 4-4:30pm
The Zone, Garden Valley Collegiate

Check the May *Apple Core* for Reports & Nominations

- Run for and Elect your 2018-19 Executive
- Approve the Budget & Set the Annual Fees
- Receive Updates on Provincial Matters
- Eat Snacks, Win Prizes inc. \$100 membership rebate

There'll still be time to head over
to NPC for Vern's Retirement
Come-and-Go afterwards!

2018-2019 GVTA EXECUTIVE NOMINATIONS

GVTA positions do not have term limits so, while some persons will be letting their names stand – the following positions are annually open for nominees and subject to any subsequent election:

Position		Nominee & School (You can self-nominate too!)		
Nominees by Noon – Thursday March 15, 2018 →	President	Joel Swaan – Acclaimed		
Nominees by Noon – Friday May 18, 2018 ↓	Vice-President	Mike Urichuk 🇺🇸		
	Treasurer	Rhonda Peters		
	Secretary	Mary Eberling-Penner		
	Collective Bargaining	Chair	Mike Urichuk 🇺🇸	
		Co-Chair	Sarah Coates 🇺🇸	
	Education Finance	Chair	Anny Froese	
		Co-Chair	Track trends in Education Finance; and gather information to present to local Executive and General Meetings. Degree of Difficulty – Entry Level	
	Employee Benefits	Chair	Gwen Heinrichs	
		Co-Chair	Sarah Coates 🇺🇸	
	Equity & Social Justice	Chair	James Driedger	
		Co-Chair	Assist the Chair to... Develop awareness of social justice and, equity issues in classroom materials, teacher attitudes, school policies and programs; share information and resources; identify local ESJ needs. Degree of Difficulty – Entry Level	
	Indigenous Education	Chair	Roxanne Baraniski	
		Co-Chair	Assist the Chair to... Develop awareness of Indigenous culture in classroom materials, teacher attitudes, school policies and programs; share information and resources; identify local needs. Degree of Difficulty – Entry Level	
	Professional Development	Chair	Raffaele Bagnulo	
		Co-Chair	Assist the PD Chair to... Initiate, organize and implement a program of in-service training for GVTA members, inform teachers of PD opportunities, connect resource persons with in-service opportunities, work within the GVTA PD budget, work alongside senior administration to deliver PD programs and, liaise with the Society & Manitoba Education. Degree of Difficulty – Entry Level	
	Public Relations	Chair	Karla Rootsaert	
		Co-Chair	Joanne Unrau	
	Social/Wellness	Chair	Caitlin Parr	
Co-Chair		Amanda Rempel		
Workplace Safety & Health Liaison	Marty Siemens			

Let's avoid the scourge of folks having to wear too many hats! 🇺🇸

Advance Nominations close Friday May 18, 2018 – NOON – Send to rick.schroeder@qvsd.ca

If needed, “nominations from the floor” will occur at the GVTA General Meeting – Tues. May 30, 2018



Executive Members Present:

Joel Swaan (PKD) – President	Rhonda Peters (NPC) – Treasurer
Mary Eberling-Penner (PCS/EDW) – Secretary	Rick Schroeder (NPC) – Past Prez, EdFin Co-Chair
Sarah Coates (GVC) – CB Co-Chair; EB Co-Chair	Jacquie Mitchell (SUB) – Member-at-Large
James Driedger (NPC) – Indigenous Ed. Chair	Caitlin Parr (GVC) – Social/Teacher Wellness Chair
Kelsey Dyck (JRW) – Member-at-Large	Karla Rootsart (SWD) – PR Chair
Anny Froese (PDS) – Ed Finance Chair	Marty Siemens (BES/BVS) – WS&H Liaison
Gwen Heinrichs (DO) – Employee Benefits Chair	Joanne Unrau (HES/SWD) – PR Co-Chair
Joe Lindhorst (NPC) – ESJ Chair	Melanie Urichuk (GVC) – Social/Wellness Co-Chair
Debra McKinnon (WES) – Member-at-Large	Mike Urichuk (ECS) – CB Chair

Members Present:

Jessica Askin (DO)	Anita Dyck (DO)	Theresa Klassen (PKD)	Kailey Peters (DO)
Roxanne Baraniski (WES)	Karl Enns (SUB)	Jacqui Kusnick (ECS)	Cindy Phillips (WES)
Derek Baschuk (NPC)	Ashley Fehr (DO)	Karen Lesser (PDS)	Margaret Reimer (PKD)
Cherise Bergen (GVC)	Hayley Friesen (WES)	Dale Martens (NPC)	Wes Reimer (BVS)
Hannah Burkholder (DO)	Rhonda Friesen (PKD)	John Mayhew (NPC)	Rebekah Taylor (GVC)
Jonathan Cullen (NPC)	Don Giesbrecht (GVC)	Wes Neufeld (WES)	Lorne Warkentine (GVC)
Theresa Dick (GVC)	Rena Hildebrand (BVS)	Laura Penner (NPC)	Val Van Der Vlugt (JRW)

Regrets:

Raffaele Bagnulo (NPC) – PD Chair	Bernard Helfter (SUB)	Laura Unger (WES)
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1.0 Call to Order @ 4:39 pm by J. Swaan

1.1 *As is customary before each of our Executive and General meetings we must recognize our history as an organization and as settlers to these lands in the Red River Valley.*

Garden Valley School Division buildings are located on Treaty 1 lands: the original lands of the Anishinaabe, Ininew, Dakota, and Dene peoples, and on the homeland of the Métis nation.

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.

2.0 Additions to the Agenda:

2.1 Delete 6.5

3.0 Acceptance of the Agenda: MOVED/SECONDED by Mike U./Roxanne B. CARRIED.

4.0 Adoption of May 30, 2017 Annual Meeting Minutes: MOVED/SECONDED by Jacquie M./Anny F.
CARRIED.

5.0 Business Arising

5.1 Executive Updates:

5.1.1 New Executive as of September 12th, 2017

5.1.1.1 Debra McKinnon – WES Member-at-Large

5.1.1.2 Sarah Coates (CB Co-Chair) – EB Co-Chair

5.1.1.3 Vacancy: PD Co-Chair

5.1.1.4 Vacancy: Vice-President

5.1.2 Equity & Social Justice and Indigenous Education

5.1.2.1 Motion made Nov 7: That ‘Equity and Social Justice’ and ‘Indigenous Education’ become two separate committees, each with their own budget, operating according to standard GVTA policies.

5.1.2.2 Implications: Any member interested in stepping into this role, please speak with Joel Swaan.

5.1.2.2.1 Vacancy: Equity & Social Justice Co-Chair

5.1.2.2.2 Vacancy: Indigenous Education Co-Chair

*Jonathan C., Debra M., Rhonda F. won door prizes draws.

6.0 New Business

6.1 Liaison Meetings: Joel shared the process of setting an agenda for these meetings was set collaboratively by the Superintendent and GVTA President for sharing with representatives of the Board of Trustees. In the future, chairs of various GVTA committees will attend the meeting to speak.

6.1.1 GVTA has formalized its rationale for why we meet with the Board at Liaison meetings:

6.1.1.1 To build relationship between GVTA and the Board

6.1.1.2 To share successes and appreciation

6.1.1.3 To share concerns and provide pertinent information

6.2 We are now members of the Winkler Chamber of Commerce. We hope to encourage and continue to build strong relationships with our communities.

6.2.1 Thanks to Zahid Zehri & Shoppers Drug Mart for joining us today.

6.3 GVTA ordered 37 Orange Day shirts on behalf of members, paid by members.

6.4 GVTA has agreed to a Memorandum of Settlement on Maternity Leave Top-Up during the first 17 weeks will be paid even during period of school break.

6.4.1 Retroactive to July 1st, 2017

Executive Reports

7.0 President – J. Swaan

7.1 I have had the opportunity since the May Annual General Meeting for professional development at the MTS Summer Seminar for Professional Development Chairs, President’s Training, Divisional Workplace Safety & Health, Live2Lead, MTS PD Day’s MMEA Tempo Conference, TRAF Webinar for Voluntary Contributions, MTS Presidents’ Council, GVTA Executive Retreat

7.2 I've had the opportunity to represent GVTA at the ESJ Book Club monthly meetings, Professional Development Committee meetings, Collective Bargaining Committee meetings, GVSD Workplace Safety & Health meetings, GVSD New Teachers' Orientation, School visits to each of 17 locations/teacher groups, meetings with the President of Western T.A., Fall BBQ, World Teachers Day Social Event, New Teacher Appreciation, Superintendent meetings, and the MLA Public Pre-Budget Consultation Meeting

7.3 We continue to direct people to the gvteach.org website for information

7.4 I also teach 50% at Parkland School. This year I teach 7 French, 8 French, 5 Band, 6 Band, 7 Band, and 8 Band.

7.5 Meetings:

7.5.1	June 7 – ESJ Book Club	7.5.27	Sept 28 – WS&H Rep Mtg	7.5.51	Oct 23 – Winkler Elementary School Visit
7.5.2	June 9 – PD Long-Term Planning Meeting	7.5.28	Sept 28 – GVTA Fall “BBQ”	7.5.52	Oct 23 – New Teacher Appreciation Event
7.5.3	June 15 – Superintendent Meeting	7.5.29	Sept 29 – MTS CBSC Mtg in Winnipeg	7.5.53	Oct 24 – Hochfeld School Visit
7.5.4	June 27 – CB Chair Meeting	7.5.30	Sept 30 – MTS CB Fall Seminar in Winnipeg	7.5.54	Oct 24 – Social & Teacher Wellness Chairs Event
7.5.5	June 28 – ESJ Book Club	7.5.31	Oct 3 – GVTA October Exec Mtg	7.5.55	Oct 25 – Border Valley School Visit
7.5.6	August 21-23 – MTS PD Summer Seminar	7.5.32	Oct 4 – ESJ Chairs Mtg	7.5.56	Oct 25 – TRAF Webinar on Voluntary Contributions
7.5.7	August 23-25 – MTS Presidents Summer Seminar	7.5.33	Oct 4 – ESJ Book Club	7.5.57	Oct 26 – NPC School Visit
7.5.8	August 30 – GVSD New Teacher Orientation	7.5.34	Oct 5 – Blumenfeld School Visit	7.5.58	Oct 26 – Substitute Teachers Visit
7.5.9	Sept 12 – WS&H Inspections – PCS & EDW	7.5.35	Oct 5 – Mtg with MTS EAP Counsellor	7.5.59	Oct 27 – Plum Coulee School Visit
7.5.10	Sept 12 – September Exec Mtg	7.5.36	Oct 5 – World Teachers’ Day Social Event	7.5.60	Oct 30 – Prairie Dale School Visit
7.5.11	Sept 12 – CB Chairs Mtg	7.5.37	Oct 6 – Live2Lead PD	7.5.61	Oct 30 – Mtg at JRW
7.5.12	Sept 14 – WS&H Inspection – PKD	7.5.38	Oct 10 – Edelweiss School Visit	7.5.62	Oct 30 – Mtg at BES
7.5.13	Sept 14 – JRW MAL Mtg	7.5.39	Oct 11 – Emerado School Visit	7.5.63	Oct 31 – Southwood School Visit
7.5.14	Sept 15 – Superintendent Mtg	7.5.40	Oct 11 – CB Chairs Mtg	7.5.64	Oct 31 – Mtg at EDW
7.5.15	Sept 18 – EB Chairs Mtg	7.5.41	Oct 12 – Superintendent Liaison Mtg	7.5.65	Nov 1 – Mtg with MTS Staff Officer
7.5.16	Sept 19 – PD Committee Mtg	7.5.42	Oct 16 – JR Walkof School Visit	7.5.66	Nov 1 – ESJ Book Club
7.5.17	Sept 19 – CB Committee Mtg	7.5.43	Oct 17 – PD Committee Mtg	7.5.67	Nov 3 – Parkland School Visit
7.5.18	Sept 22 – WES MAL Mtg	7.5.44	Oct 17 – GVC School Visit	7.5.68	Nov 3 – Mtg with Past-President
7.5.19	Sept 22 – Western President Mtg	7.5.45	Oct 17 – CB Committee Mtg	7.5.69	Nov 4 – MTS WS&H Seminar
7.5.20	Sept 25 – Secretary Mtg	7.5.46	Oct 18 – DO Teachers/ Clinicians Visit	7.5.70	Nov 6 – Fresh Start School Visit
7.5.21	Sept 25 – PR Chairs Mtg	7.5.47	Oct 18 – MLA Public Pre-Budget Consultation Mtg	7.5.71	Nov 7 – GVTA Executive Retreat
7.5.22	Sept 26 – PD Chair Mtg	7.5.48	Oct 19 – Drop-in at GVC Tec		
7.5.23	Sept 26 – EF Chairs Mtg	7.5.49	Oct 20 – MTS PD Day – MMEA Tempo Conference		
7.5.24	Sept 27 – Past President Mtg				
7.5.25	Sept 27 – ESJ Book Club	7.5.50	Oct 21 – MTS Presidents’ Council		
7.5.26	Sept 28 – WS&H Training & Mtg				

8.0 Past-President – R. Schroeder

8.1 No report.

9.0 Secretary – M. Eberling-Penner

9.1 No report.

10.0 Treasurer – R. Peters—There will be a coming year end report for the end of August. Thereafter, the year reporting will correspond with the school year.

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Financial Position
As at April 30, 2017

	2017
ASSETS	
CURRENT ASSETS	
Cash	\$ 94,369
Accounts receivable	25,647
	120,016
INVESTMENTS (Note 3)	20,887
	\$ 140,903
LIABILITIES	
CURRENT LIABILITIES	
Accounts payable and accrued liabilities	\$ 48,331
EQUITY	
Reserve fund (Note 4)	20,000
General fund	72,572
	\$ 140,903

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Operations
For the year ended April 30, 2017

	2017
REVENUE	
Garden Valley Teachers' Association fees	\$ 57,534
Professional development income	32,000
Manitoba Teachers Society (President's release time)	25,901
Employment Insurance rebate	20,726
President's extra hour reimbursement	-
Garden Valley Teachers' Association education awards	3,000
Grant revenue	2,000
Interest income	319
	141,480
OPERATING EXPENSES	
Annual general meeting - Manitoba Teachers Society	5,870
Collective bargaining	805
Education awards	3,144
Executive	12,269
Executive honorariums	5,250
Manitoba Teachers Society seminars	4,308
President's release time	43,999
Professional development	23,702
Professional fees	2,170
Special events	4,482
	105,999
EXCESS OF REVENUE OVER EXPENSES	\$ 35,481

11.0 Collective Bargaining – Mike Urichuk / S. Coates

11.1 Our Collective Bargaining Committee meets every 3rd Tuesday of the month. Since our May GM we have analyzed Collective Agreements within our region and are currently drafting a survey to gather specific data to inform our opening package. This survey will be distributed electronically early in the 2018 Calendar year (with paper copies available upon request).

11.2 This year's Collective Bargaining Committee includes: Mike Urichuk (Chair), Sarah Coates (Co-Chair), Joel Swaan (President), Jessica Askin (DO), Val Van Der Vlugt (JRW), Dale Martens (NPC), Curtis Harms (PCS/EDS), Janice Krahn (PKD), Anny Froese (PDS), Jim Parry-Hill (SUB), Mary-Anna Aaldyk-Doerksen (WES), Terri Hill (MTS), Joanne Unrau (SWD/HFS)

12.0 Ed Finance – A. Froese / R. Schroeder

12.1 The Education Finance Committee meets with Chairs and Co-Chairs from other divisions within our region several times throughout the year. The sessions are generally facilitated by Joseph Warbanski, MTS Policy Analyst, where funding and financial

information is reviewed. Comparisons between all divisions in the province are made available to us. This type of information is valuable in spurring on conversations about financial needs and decisions that will demonstrate best practices in meeting the needs of students and staff. Costs associated with Classroom Instruction, Student Services, Transportation, and Professional Development are a few examples of financial information that is shared. At the most recent Education Finance Seminar, held on Oct. 28/17, topics included Budget Process, Private-Public Partnerships (P3s), and Funding Models.

13.0 Employee Benefits – G. Heinrichs / S. Coates

13.1 Either the Chair, Co-Chair or both have engaged in activities to stay current on benefits information and connecting with GVTA members. The following is a list those activities.

- Staying knowledgeable about benefits information:
- Reviewed Manitoba School Employees Benefit Plans Newsletter
- Reviewed the Manitoba School Employees Benefit Plans website
- Reviewed the Benefits Info For New Teachers document
- Watched a webinar on voluntary contributions through TRAF

13.2 Both Chair and Co-Chair attended the MTS Benefits seminar on October 27 and 28, 2017. Major topics of discussion were:

- Manitoba Public School Employee(MPSE) Dental/Extended Health Trust
- MPSE Group and Optional Life Insurance Plans
- Disability Benefit Plans, Wellness Program and EAP
- Pension - Sustainability

13.3 Staying connected to GVTA members by:

- Providing information through the Applecore and monthly executive reports
- Attending the ESJ book club
- Attending the annual fall picnic
- Attending the new teacher's orientation
- Meeting with the GVTA president

Note that Gwen Heinrichs and Sarah Coates shared details on benefits via a powerpoint that will be available on the GVTA webpage.

Cindy P., Theresa D., Renae H., Karen L., Derek B. won door prizes at this time.

14.0 Equity & Social Justice and Indigenous Ed. – J. Lindhorst / J. Driedger

14.1 This past year, James Driedger and I attended the Spring, Summer and Fall ESJ seminars to enhance our awareness of the ESJ Committee and related current issues through the lens of MTS.

14.2 When we meet with other school division ESJ Chair Execs to see what is being done in other school divisions to bring awareness and resources to the each divisions' membership re ESJ topics. Topics that have been touched on to a greater extent were and currently are our provincial POLITICAL CLIMATE that affects our frontline service workers including teachers' salaries and their right to collectively bargain, MENTAL HEALTH, and TEACHER HEALTH AND WELLNESS.

14.3 There is a call for any interest for being the GVTA ESJ committee Chair. I will be resigning my position as ESJ Chair effective Jan 30 2018.

14.4 The Indigenous Affairs arm of the ESJ portfolio will be formed into its own committee with James Driedger being that committees' Chair effective immediately through approval of due process within the policy outlines. We are currently looking for Co-Chairs for both committees.

14.5 ESJ Book club is well into its 3rd year and going strong, we have an average of 15 participants, our last book Invisible North by Alexandra Shimo proved to be very eye opening and generated good discussion. We have just started Jennifer Abrams book titled "Having Hard Conversations" exploring the topic of advocacy and how good advocacy through conversations can be very productive to bringing about more equitable learning and workplace environments.

14.6 SOME ESJ SAMPLES OF RESOURCES:

Just before getting back to classes a great resource we would like to share with you is the Canadian Teacher's Federation website which proves to be filled with valuable ideas on thinking Equity, thinking social justice and incorporating that awareness into you work and classroom.

See below our notes taken, browse through it and bookmark this valuable resource from this national association.

Another great resource you may want to consider is a field trip out to the Museum for Human Rights, contact with them can give you numerous resources, lesson plans, etc. for any ESJ type

Canadian Teachers' Federation

Four Pillars of CTF

- Advocacy and Labour Rights (Mental Health, Poverty, Labour Rights, VOX)
- Research and Analysis (Technology, Aboriginal Ed., Work-Life Balance)
- Services to Francophones' (PELF, Annual Symposium, Action Plan 2014-2020)
- Services to the profession (International Program, Imagineaction (STTP Canada))
 - a. **International Program** (Teachers' Action for... Teaching; Teacher Organizations; Gender Equality)

Values & Themes of CTF

Connect – Engage – Thrive – Lead – Live – Care

CTF on Social Media

Facebook \ Youtube \ Wordpress \ Flickr \ Wordpress \ Twitter

@canteachersfed

@CTF_FCE_PRES

@EnsigneCanada

@Cassectf_fce

Online Resources

www.VOX.ctf-fce.ca Www.imagine-action.ca

- Develop projects that address a social action in the digital world.
- School Community social action project.
- Fair Trade Schools
- “Apple of my eye” – Mental Health Initiative
- Simon Stretch

MTS Mental Health & Awareness PD www.sttpcanada.ctf-fce.ca

- 14.7 (from James Driedger). Attended the Indigenous Chairs’ training which was held at Ma Mawi Chi Itata Centre in Winnipeg from Oct. 13-14. We had excellent presenters, including Sheelah McLean on anti-oppressive education, and Coleen Rajotte, a 60’s scoop survivor and filmmaker. I met with the Indigenous Education Chair from Western to discuss the possibility of co-hosting a presenter for Western/GVSD staff. This year, MTS will hold two Indigenous Chairs’ training sessions, the next being held February 9 & 10.
- 14.8 Collaborated with ESJ chair in choosing an Indigenous Education-themed book for the September book club. The Invisible North: The Search for Answers on a Troubled Reserve was chosen.
- 14.9 Met with a teacher who subs both in GVSD and Western to share resources and ideas on Indigenous Education.
- 15.0 Professional Development – R. Bagnulo / VACANT
- 15.1 Last May and June, the committee purchased approximately \$8000.00 in professional development book. Each school received a variety of books for their school’s PD library.
- 15.2 School-based PD for k-8 was on October 13, 2017
- 15.3 Reviewed CLG applications on October 17, 2017. Nineteen applications were submitted to PD GVTA/ GVSD Joint Committee and PD committee approved 18 CLG requests. Most of the CLG requests were planned for February 2nd, K-8 Divisional PD. A list of CLG’s and the contacts were sent out to PD Reps. GVSD teachers had option to join a CLG group if interested by November 1, 2017. Estimated expense of CLG applications 2017- 2017 \$ 16 000.00.
- 15.4 Upcoming dates: School Based PD 9-12 November 17 and December 1, 2017;
Divisional Based PD k-8 February 2, 2018
- 16.0 Public Relations – K. Rootsart / J. Unrau
- 16.1 In June, the scholarship committee, which consists of the PR chairs and two executive members, awarded two scholarships to GVSD students who are entering education in university. The successful candidates were Nicole Dyck and Dylan Peters. The PR Chair and Co-chair met with the GVTA president in September regarding the PR committee’s role and responsibilities. Apple Core newsletters continue to be distributed monthly to members through the GVTA website. On October 14th, the chair and co-chair attended the annual MTS PR seminar in Winnipeg. We provided the prizes for the general meeting. We have decided on the annual GVTA gift and we are in the process of ordering them. The GVTA rink board at the Winkler Arena will not be renewed in the new year, allowing us to explore other external PR options.
- 17.0 Social & Teacher Wellness – C. Parr / Melanie Urichuk

17.1 The Social Committee has been focusing on creating some new and different events this year. So far, we've had a number of events. NPC hosted the GVSD employee picnic at the Canadian Fossil Discovery Centre, the First Year Teacher Event was hosted as a buffet style social dinner at Flavours of Mexico, and we celebrated World Teacher Day with free appetizers at CKs and a free yoga class through Become-Yoga.

17.2 We have a number of additional events coming up through the remainder of the year, from the annual bowling night to a crafting event. Please keep an eye on your email for posters and updates coming soon! If you have any questions about events, please feel free to contact either Caitlin Parr at caitlin.parr@gvdsd.ca or Melanie Urichuk at melanie.urichuk@gvdsd.ca

18.0 Workplace Safety & Health – M. Siemens

18.1 Marty Siemens has joined the GVTA as the Workplace Safety and Health Representative. Throughout the school year, four inspections will be completed at each school/site. Those inspections take place in September, November, February & May. The next inspections will be taking place on November 21 (GVC & NPC) and November 22 (all other schools and site locations). Committee members will also have the opportunity to participate in four training sessions that will improve their understanding of safety in the workplace. Abe Wiebe (Employer Representative) and Marty Siemens (Worker Representative) are Co – Chairs of the GVSD Main Committee.

19.0 Members-at-Large were introduced

19.1 JRW – K. Dyck

19.2 SUB – J. Mitchell

19.3 WES – D. McKinnon

20.0 Acceptance of Reports – MOVED/SECONDED James D./Rhonda F. CARRIED.

Kelsey D., Valerie V., Jessica A., Margaret R., Anita D., Kailey P. won door prizes.

21.0 Presentation by Norm Gould, MTS President

Norm Gould shared some of the details of Bill 28, passed June 22, 2017 (not yet proclaimed). There is yet to be a meeting of cabinet to proclaim this, but the government has indicated that the upcoming round of bargaining is not to address money. Note the GVTA current collective agreement ends June 30, 2018. Any improved benefits will have the affected cost factored in and Bill 28 restrictions apply. Increments moving up or across the grid are permitted. Legislated maximum annual increases are 2018-19 =0%, 19-20= 0%, 20-21 = 0.75%, 21-22 = 1%.

22.0 **Next Meeting – Tuesday, May 29, 2018, AGM & Elections.**

23.0 Adjournment: 5:38 pm. Moved by Wes N. CARRIED.



Executive Members Present:

Joel Swaan (PLS) – President; ESJ Chair	Rick Schroeder (NPC) – Past Prez, EdFin Co-Chair
Mary Eberling-Penner (PCS/EDW) – Secretary	Mike Urichuk (ECS) – VP; Coll. Bargaining Chair
Rhonda Peters (NPC) – Treasurer	
Raffaele Bagnulo (NPC) – PD Chair	Debra McKinnon (WES) – Member-at-Large
Roxanne Baraniski (WES) – Indig. Ed. Co-Chair	Jacque Mitchell (SUB) – Member-at-Large
Sarah Coates (GVC) – CB Co-Chair; EB Co-Chair	Caitlin Parr (GVC) – Social/Wellness Chair
James Driedger (NPC) – Indigenous Ed. Chair	Karla Rootsart (SWD) – PR Chair
Kelsey Dyck (JRW) – Member-at-Large	Marty Siemens (BES/BVS) – WS&H Liaison
Anny Froese (PDS) – Ed Finance Chair	Joanne Unrau (HFS/SWD) – PR Co-Chair
Gwen Heinrichs (DO) – Employee Benefits Chair	Melanie Urichuk (GVC) – Social/Wellness Co-Chair

Members Present:

Regrets:

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

1.1 *As is customary before each of our Executive and General meetings we must recognize our history as an organization and as settlers to these lands in the Red River Valley.*

Garden Valley School Division buildings are located on Treaty 1 lands: the original lands of the Anishinaabe, Ininew, Dakota, and Dene peoples, and on the homeland of the Métis nation.

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.

2.0 Additions to the Agenda:

2.1

3.0 Acceptance of the Agenda

3.1 MOVED/SECONDED by ____/____. CARRIED?.

4.0 Adoption of November 7, 2017 General Meeting Minutes

4.1 MOVED/SECONDED by ____/____. CARRIED?.

5.0 Business Arising

5.1 Executive Updates:

5.1.1 Outgoing Executive since November 7th, 2017

5.1.1.1 Joe Lindhorst left Equity & Social Justice Chair – February 3rd

5.1.2 New Executive since November 7th, 2017

5.1.2.1 Mike Urichuk (ECS) became Vice-President – December 5th

5.1.2.2 Roxanne Baraniski (WES) became Indigenous Education Co-Chair –
December 5th

5.1.2.3 Joel Swaan (PLS) became Equity and Social Justice Chair – February 6th

6.0 New Business

6.1 GVTA Practices & Procedures Document

6.1.1 GVTA reviewed the financial policies in the Practices and Procedures document, as well as the committee policies.

6.1.2 MOTION: To approve the updated GVTA Practices and Procedures document.
MOVED/SECONDED: ____/____. CARRIED?.

6.2 Elections for 2018-19

6.2.1 Joel Swaan (PLS) was re-elected on March 15th, 2018

6.2.2 The following slate is presented for the 2018-19 academic year:

6.2.2.1 Vice-President: Mike Urichuk

6.2.2.2 Secretary: Mary Eberling-Penner

6.2.2.3 Treasurer: Rhonda Peters

6.2.2.4 Collective Bargaining

6.2.2.4.1 Chair: Mike Urichuk

6.2.2.4.2 Co-Chair: Sarah Coates

6.2.2.5 Education Finance

6.2.2.5.1 Chair: Anny Froese

6.2.2.5.2 Co-Chair:

6.2.2.6 Employee Benefits

6.2.2.6.1 Chair: Gwen Heinrichs

6.2.2.6.2 Co-Chair: Sarah Coates

6.2.2.7 Equity & Social Justice

6.2.2.7.1 Chair: James Driedger

6.2.2.7.2 Co-Chair:

6.2.2.8 Indigenous Education

6.2.2.8.1 Chair: Roxanne Baraniski

6.2.2.8.2 Co-Chair:

6.2.2.9 Professional Development

6.2.2.9.1 Chair: Raffaele Bagnulo

6.2.2.9.2 Co-Chair:

6.2.2.10 Public Relations

6.2.2.10.1 Chair: Karla Rootsart

6.2.2.10.2 Co-Chair: Joanne Unrau

6.2.2.11 Social & Teacher Wellness

- 6.2.2.11.1 Chair: Caitlin Parr
- 6.2.2.11.2 Co-Chair: Amanda Rempel
- 6.2.2.12 Workplace Safety & Health Liaison: Marty Siemens
- 6.2.3 **Nominations from the floor:**
 - 6.2.3.1
 - 6.2.3.2
 - 6.2.3.3
- 6.2.4 **Elections, if needed:**
 - 6.2.4.1
 - 6.2.4.2
- 6.2.5 **MOTION:** That the current slate of officers be accepted as presented.
 MOVED/SECONDED: ____/____. CARRIED?.
- 6.2.6 Schools/Administrative Units who are not represented on the executive are entitled to a Member-At-Large, elected by those they represent.
 - 6.2.6.1 Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible
 - 6.2.6.2 Schools/Administrative Units requiring a Member-at-Large:
 - 6.2.6.2.1

Executive Reports

7.0 President – J. Swaan

- 7.1 I have had the opportunity since the November General Meeting for professional development at MTS Presidents' Councils, Divisional Workplace Safety & Health, MTS Regional Workplace Safety & Health, Winkler Chamber of Commerce Advisory Board Lunch, MTS Professional Development Winter Seminar, MTS Equity & Social Justice Winter Seminar & Regional Meeting, GVSD-GVTA February PD Day Poverty Simulation and Blanket Activity, Mel Myers Labour Conference, MTS Maternity & Parental Leave Seminar, MTS Regional Professional Issues Meeting
- 7.2 I've had the opportunity to represent GVTA at the ESJ Book Club monthly meetings, Professional Development Committee meetings, Collective Bargaining Committee meetings, GVSD Workplace Safety & Health meetings, school visits to each of 17 locations/teacher groups, meetings of support with each Principal, meetings with the President of Western T.A., Superintendent meetings, GVSD-GVTA Liaison Meetings, GVTA Social Events, MTS Council and AGM
- 7.3 I continue to serve on the MTS Collective Bargaining Standing Committee, representing Garden Valley, Western, Prairie Spirit, Prairie Rose, Portage la Prairie, & Pine Creek
- 7.4 We continue to direct people to the gvteach.org website for information
- 7.5 Effective changes due to GVTA involvement at the Local level
 - 7.5.1 Divisional Mileage rate will now be paid at an equitable rate for all out of town trips, whether PD or Meetings, and regardless of the number of passengers
 - 7.5.2 Revised divisional policy to allow headwear for religious and safety reasons
 - 7.5.3 Preliminary meetings on June report card writing day
 - 7.5.4 Discussions on Travel Safety for Members/Employees who travel & perform home visits alone

7.5.5 Substitute Teacher Issues – developing communication, key access

7.6 Meetings:

7.6.1	Nov 7 – GVTA Fall General Meeting	7.6.37	Jan 25 – GVSD-GVTA Liaison Meeting	7.6.76	Feb 26 – Prairie Dale Principal Meeting
7.6.2	Nov 8 – School Visit at GVCTec	7.6.38	Jan 27 – CBSC Meeting (Winnipeg)	7.6.77	Feb 26 – Prairie Dale School Visit
7.6.3	Nov 14 – Collective Bargaining Chair Meeting	7.6.39	Jan 28 – Collective Bargaining Chair Meeting	7.6.78	Feb 26 – Pink Shirt Delivery
7.6.4	Nov 16 – Superintendent Meeting	7.6.40	Jan 30 – Collective Bargaining Committee Meeting	7.6.79	Feb 27 – Southwood Principal Meeting
7.6.5	Nov 21 – Winkler Chamber of Commerce Advisory Board Lunch	7.6.41	Jan 31 – Meeting with Western Teachers' Association President	7.6.80	Feb 27 – Southwood School Visit
7.6.6	Nov 21 – Collective Bargaining Committee Meeting	7.6.42	Feb 1 – Meeting with Past- & Vice-President	7.6.81	Feb 27 – Public Budget Consultation Meeting
7.6.7	Nov 23 – GVSD-GVTA Liaison Meeting	7.6.43	Feb 1 – PD Set-up at Plum Coulee	7.6.82	Feb 28 – WES School Visit
7.6.8	Nov 23 – Meet with Secretary to sign Grievance Settlement	7.6.44	Feb 2 – Poverty Simulation Volunteer Staff	7.6.83	Feb 28 – WES Principal Meeting
7.6.9	Nov 24 – Meeting with Teacher re: Indigenous Ed. Co-Chair	7.6.45	Feb 2 – GVCTec School Visit	7.6.84	Feb 28 – ESJ Book Club
7.6.10	Nov 28 – WSH Inspections at PCS & PKD	7.6.46	Feb 2 – Blanket Activity Participant	7.6.85	Mar 1 – Meeting with VP & Past President
7.6.11	Nov 29 – WSH Inspection at EDW	7.6.47	Feb 5 – Edelweiss Workplace Safety & Health Inspection	7.6.86	Mar 6 – Workplace Safety & Health Meeting
7.6.12	Nov 29 – Brief Meeting with Indigenous Ed Chair	7.6.48	Feb 5 – Edelweiss School Visit	7.6.87	Mar 6 – GVTA Executive Meeting
7.6.13	Nov 29 – Brief Meeting with WES MAL	7.6.49	Feb 6 – Plum Coulee School Visit	7.6.88	Mar 12 – Meeting with Border Valley Principal
7.6.14	Nov 30 – MTS WS&H Regional Meeting in Treherne	7.6.50	Feb 6 – Plum Coulee Principal Visit	7.6.89	Mar 12 – Border Valley School Visit
7.6.15	Dec 1 – Lunch with Past-President	7.6.51	Feb 6 – GVTA Executive Meeting	7.6.90	Mar 12 – Meeting with Superintendent
7.6.16	Dec 2 – MTS CBSC Meeting in Winnipeg	7.6.52	Feb 7 – Fresh Start School Visit	7.6.91	Mar 14 – CBSC Meeting, Winnipeg
7.6.17	Dec 5 – GVTA Executive Meeting	7.6.53	Feb 7 – Blumenfeld School Visit	7.6.92	Mar 15 – Mel Myers Labour Conference (CBSC PD), Winnipeg
7.6.18	Dec 6 – ESJ Book Club	7.6.54	Feb 7 – ESJ Book Club	7.6.93	Mar 16 – Mel Myers Labour Conference (CBSC PD), Winnipeg
7.6.19	Dec 7 – WS&H Training – Fire Chief Presentation	7.6.55	Feb 8 – Collective Bargaining Regional Meeting, Elm Creek	7.6.94	Mar 17 – MTS Collective Bargaining Winter Seminar, Winnipeg
7.6.20	Dec 7 – WS&H Committee Meeting	7.6.56	Feb 9 – MTS PD Winter Seminar, Winnipeg	7.6.95	Mar 19 – Meeting with Western T.A. President
7.6.21	Dec 12 – CB Chair Meeting	7.6.57	Feb 10 – MTS PD Winter Seminar, Winnipeg	7.6.96	Mar 19 – Meeting with Substitute Teacher and Sub Teacher Rep for Liaison
7.6.22	Dec 14 – Superintendent Meeting	7.6.58	Feb 12 – GVC School Visit	7.6.97	Mar 20 – Collective Bargaining Meeting
7.6.23	Dec 18 – GVTA Social Event at Landmark Cinemas	7.6.59	Feb 12 – Emerado School Visit	7.6.98	Mar 21 – Division Office School Visit
7.6.24	Dec 19 – GVSD-GVTA PD Committee Meeting	7.6.60	Feb 13 – NPC School Visit	7.6.99	Mar 22 – GVTA-GVSD Liaison Meeting
7.6.25	Dec 19 – Collective Bargaining Committee Meeting	7.6.61	Feb 13 – Hochfeld School Visit	7.6.100	Apr 3 – GVTA Executive Meeting
7.6.26	Dec 21 – Vice-President Meeting	7.6.62	Feb 13 – Collective Bargaining Chair Meeting	7.6.101	Apr 16 – Meet with Western President
7.6.27	Jan 8 – Past-President Meeting	7.6.63	Feb 15 – PD Chair Meeting	7.6.102	Apr 18 – Meet with Superintendent
7.6.28	Jan 9 – GVTA Executive Meeting	7.6.64	Feb 15 – JR Walkof School Visit	7.6.103	Apr 26 – Meet with Past Prez & VP
7.6.29	Jan 10 – ESJ Book Club	7.6.65	Feb 15 – Superintendent Meeting	7.6.104	Apr 28 – President's Council (Winnipeg)
7.6.30	Jan 16 – PD Committee Meeting	7.6.66	Feb 20 – PD Committee Meeting	7.6.105	May 1 – GVTA Executive Meeting
7.6.31	Jan 16 – Education Finance Chair Meeting	7.6.67	Feb 20 – Parkland School Visit	7.6.106	May 2 – ESJ Book Club
7.6.32	Jan 16 – GVTA Board Meeting Observer	7.6.68	Feb 20 – Parkland Principal Meeting	7.6.107	May 3 – MTS AGM Binder Meeting, Winnipeg
7.6.33	Jan 17 – Policy Ad Hoc Committee Meeting	7.6.69	Feb 20 – Collective Bargaining Committee Meeting	7.6.108	May 3 – Opening Package Mtg for GVTA Members
7.6.34	Jan 18 – Meeting with Superintendent	7.6.70	Feb 21 – Western President Meeting	7.6.109	May 5 – MTS CBSC Meeting, Winnipeg
7.6.35	Jan 20 – MTS Presidents Council (Winnipeg)	7.6.71	Feb 22 – Workplace Safety & Health Inspections – Plum Coulee, Parkland	7.6.110	May 7 – GVC School Visit
7.6.36	Jan 23 – MTS Regional Meeting (Portage la Prairie)	7.6.72	Feb 22 – Substitute Teacher Meeting		
		7.6.73	Feb 23 – MTS ESJ Winter Seminar, Winnipeg		
		7.6.74	Feb 23 – GVTA Bowling Night		
		7.6.75	Feb 24 – MTS ESJ Winter Seminar, Winnipeg		

7.6.111	May 7 – Meeting with GVC Principal	7.6.121	May 11 – Teacher Meeting – Maternity Leave	7.6.133	May 17 – WSH Inspections – PCS & PLS
7.6.112	May 7 – ESJ Regional Meeting, Elm Creek	7.6.122	May 14 – Edelweiss School Visit	7.6.134	May 18 – WES School Visit
7.6.113	May 8 – Indigenous Education Chairs Mtg	7.6.123	May 14 – WSH Inspections – Edelweiss	7.6.135	May 22 – GVCTec School Visit
7.6.114	May 8 – Collective Bargaining Chair Mtg	7.6.124	May 14 – Local Mtg with MTS President	7.6.136	May 22 – Meeting with Western T.A. President
7.6.115	May 9 – JR Walkof School Visit	7.6.125	May 15 – Professional Development Committee Mtg	7.6.137	May 22 – Substitute Teacher Meeting
7.6.116	May 9 – Teacher Meeting – Term Contracts	7.6.126	May 15 – Emerado School Visit	7.6.138	May 23 – NPC School Visit
7.6.117	May 9 – Meeting with JR Walkof Principal	7.6.127	May 15 – Meeting with Emerado Principal	7.6.139	May 23 – Meeting with NPC Principal
7.6.118	May 9 – Teacher Meeting – Maternity Leave	7.6.128	May 15 – Collective Bargaining Committee Mtg	7.6.140	May 23 – MTS LGBTQ & Allies Caucus
7.6.119	May 10 – Mtg with Superintendent & Asst. Superintendent	7.6.129	May 16 – Parkland School Visit	7.6.141	May 24 – MTS AGM, Winnipeg
7.6.120	May 10 – MTS Maternity/Parental Leave Seminar	7.6.130	May 16 – Division Office School Visit	7.6.142	May 25 – MTS AGM, Winnipeg
		7.6.131	May 17 – GVSD-GVTA Liaison Meeting	7.6.143	May 25 – Rally for Public Education, Winnipeg
		7.6.132	May 17 – Fresh Start School Visit	7.6.144	May 26 – MTS AGM, Winnipeg
				7.6.145	May 29 – Southwood School Visit
				7.6.146	May 29 – GVTA AGM

8.0 Vice-President – Mi. Urichuk

8.1 No Report

9.0 Past-President – R. Schroeder

9.1 No Report

10.0 Secretary – M. Eberling-Penner

10.1 No report

11.0 Treasurer – R. Peters

GARDEN VALLEY TEACHERS' ASSOCIATION

Balance Sheet As at 03/31/2018

ASSET

CURRENT ASSETS

WCU Chequing	123,813.18
WCU Savings	13,796.72
GIC #1 (5690)	9,850.00
GIC #2 (9934)	11,267.37
WCU Share	5.00

TOTAL CURRENT ASSETS 158,732.27

TOTAL ASSET 158,732.27

LIABILITY

CURRENT LIABILITIES

Education Awards	3,000.00
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TOTAL CURRENT LIABILITIES 3,000.00

TOTAL LIABILITY 3,000.00

EQUITY

EARNINGS

Reserve Fund	20,000.00
Retained Earnings	74,633.59
Current Earnings	61,098.68

TOTAL EARNINGS 155,732.27

TOTAL EQUITY 155,732.27

LIABILITIES AND EQUITY 158,732.27

GARDEN VALLEY TEACHERS' ASSOCIATION

Comparative Income Statement

	Actual 09/01/2017 to 03/31/2018	Budget 09/01/2017 to 08/31/2018	Difference
REVENUE			
REVENUE			
GVTA Fees	30,241.28	55,500.00	-25,258.72
EI Rebate	24,923.56	12,000.00	12,923.56
President's Release Time	20,742.10	0.00	20,742.10
Bank Interest Revenue	20.40	120.00	-99.60
G.V.S.D. /Prov. PD Funds	32,000.00	32,000.00	0.00
GVTA Education Awards	0.00	3,000.00	-3,000.00
Grant Revenue	500.00	0.00	500.00
TOTAL REVENUE	<u>108,427.34</u>	<u>102,620.00</u>	5,807.34
TOTAL REVENUE	<u>108,427.34</u>	<u>102,620.00</u>	5,807.34
EXPENSE			
EXPENSES			
AGM-GVTA Expense	287.50	350.00	-62.50
FallGM - GVTA Expense	175.00	1,000.00	-825.00
AGM-MTS Expense	0.00	2,257.48	-2,257.48
Accountant Review Expense	3,548.20	1,000.00	2,548.20
Benevolence and Gifts Expense	534.44	850.00	-315.56
Collective Bargaining Expense	853.42	4,041.10	-3,187.68
Dependent Care Costs	289.70	1,960.00	-1,670.30
Education Awards Expense	3,000.00	4,645.00	-1,645.00
Education Finance Expense	24.12	100.00	-75.88
Employee Benefits Expense	35.77	668.50	-632.73
Executive Honourarium Expense	125.00	6,000.00	-5,875.00
Executive Meeting Expense	1,344.00	2,400.00	-1,056.00
Executive Retreat Expense	291.32	400.00	-108.68
Executive Retreat Sub Fees Expense	2,082.07	2,533.00	-450.93
Liaison Meetings Expense	90.43	160.00	-69.57
Miscellaneous Expense	0.00	200.00	-200.00
Nominations Committee	0.00	100.00	-100.00
PD Expense	24,648.02	32,000.00	-7,351.98
Portable Office Expense	1,887.56	3,479.00	-1,591.44
President's Meetings / Sub Expense	1,053.75	4,536.72	-3,482.97
President's Release Time Expense	-870.25	46,547.50	-47,417.75
Public Relations Expense	2,337.75	4,000.00	-1,662.25
Social / Wellness Expense	4,542.36	5,439.50	-897.14
Supplies Expense	56.09	165.00	-108.91
Equity Social Justice	392.97	4,527.34	-4,134.37
Indigenous Education	599.44	0.00	599.44
Vice-President	0.00	2,113.57	-2,113.57
TOTAL EXPENSES	<u>47,328.66</u>	<u>131,473.71</u>	-84,145.05
TOTAL EXPENSE	<u>47,328.66</u>	<u>131,473.71</u>	-84,145.05
NET INCOME	<u>61,098.68</u>	<u>-28,853.71</u>	89,952.39

12.0 Collective Bargaining – Mi. Urichuk / S. Coates

12.1 This has been an eventful year regarding collective bargaining in Manitoba. Many of the conversations around the division have discussed education funding not meeting the rise of inflation, The Public Services Sustainability Act (Bill-28) and its implications, and most recently the looming idea of provincial bargaining. Ultimately, we have entered an era of uncertainty and it'll be interesting to see how these things may impact our future.

- 12.2 This year we had members complete a survey to identify priorities within our membership. We have established a problem-solving approach with the board and have drafted an opening package that represents the priorities identified by the membership. As we approach the end of the year, we intend to meet with the division regarding the implementation of a Summer Institute and cement some formal wording in a letter of understanding.
- 12.3 Thank you to the members of the GVTA's Collective Bargaining Committee for the work that they have done in representing their schools and membership demographics this year. On the committee we had: Sarah Coates, Joel Swaan, Janice Krahn, Jessica Askin, Curtis Harms, Mary-Anna Aaldyk-Doerksen, Joanne Unrau, Dale Martens, Anny Froese, Jim-Parry Hill, Moyra Valletly, Valerie Van Der Vlugt, and Terri Hill from MTS.
- 12.4 As we head into a future that looks uncertain, I am optimistic because people are having the right conversations, asking what we can do, and aiming to make the best of what is down the road. It has been an honour serving as the Collective Bargaining Chair to help our members draw closer to a better future.
- 13.0 Education Finance – A. Froese / R. Schroeder
- 13.1 Anny Froese (Chair) attended the Fall General Meeting hosted by MTS in November. The current school year's FRAME documents were studied. There was also much discussion about P3s (Private-Public Partnerships), with an emphasis on merits and limitations. This was merely to become more informed about the nature and process of P3s as the provincial government makes/has made decisions regarding new schools or renovations on existing schools. In January, the Chair presented at the GVTA/GVSD Liaison Meeting to highlight financial needs and successes within the division. Rick Schroeder (Co-Chair) attended the Winter General Meeting hosted by MTS in February. This coincided with the provincial and divisional budgets.
- 14.0 Employee Benefits – G. Heinrichs / S. Quickfall
- 14.1 The Chair and Co-Chair engaged in activities to stay current on benefits information as well as connecting with GVTA members. The following is a list of activities that the committee engaged in since the fall AGM:
- 14.1.1 Committee developed a proposal for increasing member awareness of their employee benefits and provided the information to the executive.
 - 14.1.2 Attended the GVSD/GVTA liaison meeting in January and March 2018
 - 14.1.3 Planned a maternity and parental leave seminar scheduled for May 10
 - 14.1.4 Attended the South Central Regional Group Benefits meeting on March 12
 - 14.1.5 Attended the TRAF seminar hosted by MTS on April 2
 - 14.1.6 Attended ESJ book club
 - 14.1.7 Provided information to members through the Applecore and monthly executive reports
 - 14.1.8 Responded to member inquiries
- 15.0 Equity & Social Justice – J. Swaan / VACANT
- 15.1 The Book Club read and discussed issues related to *Having Hard Conversations* by Jennifer Abrams, *Refugee* by Alan Gratz, *The 57 Bus: The Story of Two Teenagers and the Crime That Changed Their Lives* by Dashka Slater, and *We Should All Be Feminists* and *Dear Ijeawele, or A Feminist Manifesto in Fifteen Suggestions* by Chimamanda Ngozi Adichie

- 15.2 Attended MTS Equity & Social Justice Winter Seminar and Regional Meetings
- 15.3 Revised Committee Practice & Procedures for ESJ Committee
- 16.0 Indigenous Education – J. Driedger / R. Baraniski
 - 16.1 Collaborated with GVTA executive in making Indigenous Education its own committee by separating it from the Equity and Social Justice (ESJ) committee. This follows the trend initiated by MTS.
 - 16.2 Created a job description for the Indigenous Education standing committee for the GVTA Practices and Procedures document
 - 16.3 Collaborated with ESJ in having an Indigenous Education themed book for the September book club, *The Invisible North*, by Alexandra Shimo.
 - 16.4 Chair attended MTS-led Indigenous Education meetings at McMaster house on October 13-14, 2017
 - 16.5 Chair and co-chair attended February 9-10 seminar
- 17.0 Professional Development – R. Bagnulo / VACANT
 - 17.1 The GVTA/GVSD Joint PD Committee meet monthly to support and plan school based PD, divisional PD and collaborative learning groups (CLG). The committee is made of one school representative from each school and the assistant superintendent, Todd Monster.
 - 17.2 This year the PD committee approved and supported 19 CLG's.
 - 17.3 In May and June meetings, we will be planning for PD for 2018-2019 school year. A change coming for next year only, the October 2018 PD day will be planned as divisional PD day rather than a school based PD. Details to come after our May and June meetings.
- 18.0 Public Relations – K. Rootsart / J. Unrau
 - 18.1 In October, the PR chairs attended the annual MTS PR seminar. In December, PR provided some free snacks to some attendees of the Star Wars screening put on by the Social Committee. In February and March, the annual GVTA gift was distributed, which was a camping style coffee mug. Apple Core newsletters were prepared and distributed monthly to GVTA members through the GVTA website. In May, the PR chairs and a selection committee reviewed GVTA scholarship applications and will hold interviews with potential candidates. Winners will be announced at high school graduation ceremonies and announced in the September Apple Core. We purchased prizes for both general meetings. The chairs are investigating the possibility of a GVTA clothing item as well as an external PR opportunity in June.
- 19.0 Social & Teacher Wellness – C. Parr / Me. Urichuk
 - 19.1 The Social and Wellness committee achieved its goal of offering a greater number and variety of events this year. We hit the ground running by facilitating the GVSD picnic, organizing the First Year Teachers' BBQ at Flavours of Mexico, and creating our first every teacher appreciation event – free appetizers at CK's and yoga classes with become – yoga. We went on to organize a Star Wars evening, including snack giveaways, the traditional GVSD bowling night, a free skate and an entire wellness month, dedicated to people experiencing a variety of the fitness options available in Winkler and Morden. We hope to continue offering events such as these in the coming year. Please let us know if there is anything in particular you would like to see.

20.0 Workplace Safety & Health – M. Siemens

20.1 Workplace safety and health school representatives have continued to inspect our schools and identify potential risks. The Divisional WSH committee meets quarterly throughout the year and discusses issues/risks in our schools, as well as division-wide risks that need to be discussed.

20.2 As members of the WSH committee, school representatives has the opportunity to receive training in specific areas. Phil Enns, Deputy Fire Chief of Winkler Fire Department, presented on fire safety in the last committee training session.

20.3 The WSH rep has had discussions with the employer representative about the incident reporting process. We are hoping to have a new reporting process system available for use in the next while.

21.0 Members-at-Large—no reports.

21.1 JRW – K. Dyck

21.2 SUB – J. Mitchell

21.3 WES – D. McKinnon

22.0 Acceptance of Reports – MOVED/SECONDED _____/_____. CARRIED?

23.0 **Next Meeting – Fall 2018**

24.0 Adjournment: __:__ pm. Moved by _____, CARRIED?

GVTA BUDGET NOTES

2018-2019

All amounts rounded to nearest dollar

1. GVTA Membership Fees (Revenue)

No change. GVTA dues will continue to be pro-rated according to the fraction of employment.

2018 - 2019 rate:

Estimated 300 Full Time Equivalent

300 FTE's x \$15.00/month x 12 months =

\$54 000.00

Plus fees from subs:

Average of \$150.00 per month x 10 months =

1 500.00

Total Fees of

\$55 500.00

2. EI Rebate (Revenue)

Estimated \$68/fte x 300 = \$20400

3. Bank Interest (Revenue)

Estimated based on previous year's actual amount

4. President's Release Time Subsidy (Revenue)

Emailed Dave Tate at MTS and he estimated \$0 based on reserve

5. GVSD/Provincial PD Funds (Revenue)

No change: GVSD contributes \$32000.00 of PD budget

6. Grant Revenue

Not aware of any

7. AGM-GVTA Expense

No change: \$200 for food

\$300 for prizes for AGM & Fall GM (\$300 split between the two events to be used at the discretion of PR)

8. Fall GM

No change: \$150 room rental

40ppl x \$15/plate plus taxes + gratuities

\$150 for prizes

9. AGM-MTS Expense

No change: see Appendix A

10. Accountant Review Expense

Estimated cost this year \$4500 based on \$2192 cost for 4 months last year. (In 2015 an executive vote changed the audit to a review based on the suggestion of our accountant and the MTS Chief Financial Advisor Dave Tate.)

11. Benevolence and Gifts Expense

No change: \$120 Stanley Ag Society
\$130 benevolence
\$15/outgoing executives
\$25 x 24 executive gift

12. Collective Bargaining Expense

\$225 10 chair meetings
\$1800 10 committee meetings
\$221 MTS regional meeting
\$840 table team meetings
\$310 MTS seminars
\$951 Hecla

13. Dependent Care

\$500 miscellaneous

14. Education Awards Expense

No change: \$3000 two scholarships will be awarded in June of 2018 for \$1500.00 each
\$75 for food for interviewers
\$70 7 students x \$10 gift card

15. Education Finance Expense

No change: meals for meetings

16. Employee Benefits Expense

\$112.50 GVTA committee chair 5 meetings x 3 people \$7.50 (chairs & president)
\$100 committee meetings 5 meetings x 2 people x \$10 (chair & co-chair)
\$94 MTS regional meetings mileage \$70 and meals \$24
\$291.72 MTS seminars for co-chair expenses (\$122.10 mileage + \$24 supper + \$12 breakfast + \$133.62 hotel)

17. Executive Honorarium Expense

\$6800 Including \$250 Indigenous Chair & Co-Chair and \$100 for members-at-large

18. Executive Meetings Expense

No change: \$200x9 monthly meetings
\$15.50x24=\$372 November meeting
A few more attendees for the June meeting due to both past and future members being present

19. Executive Retreat Expense

No change: food

20. Executive Retreat Sub Fees Expense

No change: \$149/day x 17

21. Liaison Meetings Expense

No change

22. Miscellaneous Expense

\$0 nothing anticipated

23. Professional Development Expense

\$2500 PD joint committee meetings/planning meeting
\$12300 PD days
\$11000 CLG
\$6000 refreshments on PD days
\$800 supplies, photocopying and office expenses
\$2400 transportation (PD chair training & seminars)

24. Portable Office Expense

\$881 cell phone for president
\$746 internet access for president
\$935 internet access for treasurer
\$235 mailbox rental
\$384 Survey Monkey
\$130 website

25. President's Meetings / Sub Expense

\$1496 food for meetings
\$1905 mileage
\$391 Hecla
\$500 PD

26. President's Release Expense

\$50150 based on previous year

27. Public Relations Expense

\$400 PR seminar
\$2600 gift for teachers
\$1000 external PR projects

28. Social / Wellness Expense

\$600 1st yr BBQ
\$1000 divisional picnic
\$292 MTS seminars co-chair
\$2000 GVSD bowling night
\$800 retirement gifts
\$600 World Teacher Day
\$1100 GVTA movie night
\$500 GVSD free skate

29. Supplies Expense

No change: \$80 paper, tape, stamps, ink cartridges
\$35 binders
\$50 misc.

30. Equity & Social Justice Expense

\$2270 MTS seminars
\$225 ESJ committee chair meetings
\$1000 ESJ committee meetings
\$24 MTS regional meeting
\$150 pride parade mileage

31. Indigenous Education

\$650 MTS fall seminar (sub, hotel, mileage & meals for co-chair)
\$650 MTS winter seminar (sub, hotel, mileage & meals for co-chair)
\$200 books and resources

32. Vice-President

\$1251 Hecla
\$921 President's Council
\$75 local mileage

33. Nominations Committee

No change: food for meetings

34. Clothing for Exec

\$550

35. Supper with the Board

\$792

36. Principals

\$440

37. Mileage

\$100 approximate mileage for executive meetings x 20 people

38. Bylaws Committee

\$300 food for meetings

Appendix A:

AGM - MTS Expenses		
Binder Meeting subs (half days)	5	
AGM Subs (2 full days)	1	
2018-2019	4.5	
8 subs x \$152/sub		684
(MTS pays mileage except for alternate)		
1 vehicle to Binder Meeting (Portage?)	124.2	
1 vehicle to AGM	125.28	
Milage for 2018-2019		249.48
1.5 Hotel rooms 2 nights		600
Hospitality (\$1/member)		310
Lunch \$25/person x 7 people		175
Snacks		100
Alternate meals (Wed/Sup, Thurs/Bkfst, Frid/3, Sat/3)		
Sup: \$24, Lun: \$15.5, Bkfst: \$12		139
Total		2257.48

Garden Valley Teachers' Association

	Budget	Actual	Proposed Budget
	2017-2018	2017-2018	2018-2019
		<i>as of April 30, 2018</i>	
Revenues:			
1 GVTA Fees	\$ 55,500.00	\$ 35,199.23	\$ 55,500.00
2 EI Rebate	12,000.00	24,923.56	20,400.00
3 Bank Interest	120.00	20.40	500.00
4 President's Release Time Subsidy	-	20,742.10	-
5 GVSD/Provincial PD Funds	32,000.00	32,000.00	32,000.00
6 Grant Revenue	3,000.00	500.00	-
Total Revenue	102,620.00	113,385.29	108,400.00
Expenses:			
7 AGM-GVTA Expense	350.00	287.50	350.00
8 Fall GM	1,000.00	175.00	1,000.00
9 AGM-MTS Expense	2,257.48	0.00	2,258.00
10 Accountant Review Expense	1,000.00	3,548.20	4,500.00
11 Benevolence and Gifts Expense	850.00	534.44	850.00
12 Collective Bargaining Expense	4,041.10	1,094.89	4,347.00
13 Dependent Care	1,960.00	289.70	500.00
14 Education Awards Expense	4,645.00	3,000.00	4,645.00
15 Education Finance Expense	100.00	24.12	100.00
16 Employee Benefits Expense	668.50	35.77	600.00
17 Executive Honorarium Expense	6,000.00	125.00	6,800.00
18 Executive Meetings Expense	2,400.00	1,535.36	2,400.00
19 Executive Retreat Expense	400.00	291.32	400.00
20 Executive Retreat Sub Fees Expense	2,533.00	2,082.07	2,533.00
21 Liaison Meetings Expense	160.00	97.97	160.00
22 Miscellaneous Expense	200.00	-	-
23 Professional Development Expense	32,000.00	29,081.98	35,000.00
24 Portable Office Expense	3,479.00	2,264.83	3,311.00
25 President's Meetings / Sub Expense	4,536.72	1,299.85	4,292.00
26 President's Release Expense	46,547.50	-870.25	50,150.00
27 Public Relations Expense	4,000.00	2,337.75	4,000.00
28 Social / Wellness Expense	5,439.50	5,154.22	6,892.00
29 Supplies Expense	165.00	56.09	165.00
30 Equity & Social Justice	4,527.34	518.52	3,669.00
31 Indigenous Education		599.44	1,500.00
32 Vice-President	2,113.57	-	2,250.00
33 Nominations Committee	100.00	-	100.00
34 Clothing for Exec		-	550.00
35 Supper with the Board		-	792.00
36 Principals		-	440.00
37 Mileage		-	2,000.00
38 Bylaws			300.00
Total Expenses	\$ 131,473.71	53,563.77	\$ 146,854.00
Net Income	\$ (28,853.71)	\$ 59,821.52	\$ (38,454.00)

GARDEN VALLEY TEACHERS' ASSOCIATION

Balance Sheet As at 04/30/2018

ASSET**CURRENT ASSETS**

WCU Chequing	122,662.48
WCU Savings	13,796.72
GIC #1 (5690)	9,850.00
GIC #2 (9934)	11,267.37
WCU Share	5.00

TOTAL CURRENT ASSETS 157,581.57**TOTAL ASSET** 157,581.57**LIABILITY****CURRENT LIABILITIES**

Education Awards	3,000.00
Accounts Payable	49.26

TOTAL CURRENT LIABILITIES 3,049.26**TOTAL LIABILITY** 3,049.26**EQUITY****EARNINGS**

Reserve Fund	20,000.00
Retained Earnings	74,633.59
Current Earnings	59,898.72

TOTAL EARNINGS 154,532.31**TOTAL EQUITY** 154,532.31**LIABILITIES AND EQUITY** 157,581.57



GARDEN VALLEY TEACHERS' ASSOCIATION PRACTICES AND PROCEDURES

When Policies and Procedures are revised at an Executive or General meeting, the revisions are effective immediately.

A. Executive Honoraria and Reimbursements

1. *Honoraria.* 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, collective bargaining chair, and treasurer, who receive an honorarium of \$500 each. Members-at-Large will receive an annual honorarium of \$100 each.

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. Cell Phone for those amounts over \$500.

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.

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.

2. *Expenses and mileage.* Executive members or designates are reimbursed for expenses and mileage incurred while conducting GVTA business at the same levels and under the same parameters designated by the most current MTS reimbursement form.
3. *Internet.* The president and treasurer receive reimbursements for their home internet service- until such time as the GVTA maintains permanent office space. Reimbursement shall be at the basic level for the carrier of their choice.
4. *Cell phone.* The GVTA provides the president with a cell phone or reimburses the president for using their personal cell phone at the basic rate of their chosen service provider. This includes unlimited text, a talk, & a data plan - to sufficiently

serve the association.

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

5. *Receipts.* Receipts are required for reimbursements of expenses, internet, and cell phones. Expense claims must follow the process as set out by the GVTA Treasurer. Remittance is initiated upon accurate submission of the approved GVTA Request for Funds Form attached to this document.
6. *Technology.* The GVTA provides the president with a computer and the treasurer with a computer and printer. At the end of their respective executive terms, the hardware may be purchased at a pro-rated value as approved by the executive or, transferred to the incoming executive member holding the same or similar position. All data remains the property of GVTA.
7. *PD expenses and honoraria.* PD expenses and honoraria are reimbursed according to the joint GVSD/GVTA PD Policy and Procedure Handbook.
8. *Reimbursement for substitute and part-time teachers.* Because they may be passing up work as a substitute, substitute teachers shall be compensated at GVSD substitute wages for their participation in a GVTA or MTS event during a regular school day. For the same reason, part-time teachers will be similarly compensated for their participation in a GVTA or MTS event that takes place during a regular school day but outside of their regular teaching schedule. For details, see the GVSD procedure entitled, "Administration of Part Time Teachers and Substitute Teachers Serving on the GVTA Executive."
9. *President's Leave.* On a day when the GVTA president has been granted leave from their teaching duties by GVSD, the GVTA shall grant the president equivalent leave from their duties as GVTA president.

B. Events

1. *Fall picnic.* 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 /Wellness Committee Chair. The fall picnic is open to all divisional staff.
2. *Retirement recognition.* The social committee purchases gifts from the GVTA for the retirees.
3. *1st Year Teachers BBQ.* Each fall, the Social & Teacher Wellness Committee organizes this event to welcome new teachers to the GVTA.

4. *MTS sports events.* The GVTA reimburses the entry fees of GVTA teams entered in MTS sanctioned sporting events.
5. *Executive training / grant.* During the fall, an executive training workshop takes place. The President applies to MTS for an executive training grant to help cover the costs.

C. Scholarships and Awards

1. *Education scholarships.* Scholarships may be announced at the respective graduation ceremonies of each high school. A \$1500 scholarship is awarded to one graduate entering Education or training for the purpose of entering into a Faculty of Education. The PR Chair coordinates the application process, while the president is the contact for the winners.
2. *Stanley Agricultural Society donation.* \$120 is donated to the Stanley Agricultural Society as prize money for education-related competitions held at the Winkler Harvest Festival.

D. Executive and Committee Meetings

1. *Frequency.* The Executive generally meets the first Tuesday of each month during the school year.
2. *Meals.* The GVTA usually supplies meals or snacks at its meetings.
3. *President/GVSD Superintendent.* The GVTA president meets monthly with the GVSD superintendent to discuss salient issues.
4. *School closures.* If the division closes schools, executive or committee meetings on that day will be postponed by one (1) week unless consensus on another date is reached.

E. General Meetings

1. *Food/Refreshments.* The Social / Wellness Committee organizes and arranges this for attendees. \$200 is usually set aside for this purpose for each meeting; monies are drawn from the *General Meeting* budget line.
2. *Prizes/Draws.* The Executive may from time to time, direct the Public Relations Committee to purchase and provide incentive items for distribution at General Meetings. \$300 annually is usually set aside for this purpose; monies are drawn from the *General Meeting* budget line.

F. Fees

1. *Substitutes.* The daily fee of a substitute is pro-rated based upon the fraction of the school year that day represents.

2. *Part-time teachers.* GVTA fees for part-time teachers are pro-rated based upon the portion of time they work.

3. *Limited term contracts.* The fees of teachers on limited term contracts are pro-rated based on the fraction of the total school year they work.

4. *Informing the division.* In the spring, the president informs the division what GVTA fees are to be deducted for the next school year.

5. *President's Extra Hours.* The President is to submit an Additional Hours Worked form to the Division, who shall deduct the additional compensation to be paid from the Division's reimbursement invoice to the GVTA.

6. *Budget lines.* When voting on fees at a general meeting, the treasurer presents all the lines in the GVTA budget to the general membership

G. MTS Annual General Meeting

1. *Alternate delegate.* The GVTA sends one alternate delegate at its own expense.
2. *Hospitality room.* The GVTA contributes to a regional hospitality room at a rate set by the teachers' associations involved.
3. *Rooms for GVTA delegates.* If GVTA delegates are unable to share accommodations, the GVTA will reimburse its delegates for single rooms.
4. *Delegate Selection.* Delegates to the Society's Annual General Meeting will be selected using the GVTA MTS Delegate Selection Procedure attached to this document.

H. Benefit Plans

1. *Benefit plans.* The membership votes in deciding whether to adopt a benefit plan that costs members. The executive determines the appropriate majority required to win the vote prior to the vote.

I. Transition Meeting

1. *Attendance.* The June executive meeting includes outgoing, incoming, and continuing executive members.
2. *Gifts.* Outgoing members are presented with a gift (approximate value = \$15). The president is in charge of purchasing these gifts from the Benevolences and Gifts budget line.

J. Gifts

1. *Loss or illness.* The GVTA believes it is important to acknowledge a significant

loss or illness in a members' family with a card and/or gift.

2. **Presenters.** Those who present on behalf of GVTA outside their regular duties receive a small gift of the PR Committee's choosing.

K. Standing Committee Responsibilities

1. General

- a. The president or designate shall speak for the Association.
- b. If Chairs, Co-Chairs, or Liaisons are unable to attend an MTS sponsored event or meeting indicated in their committee policy, they are to inform the GVTA President.
- c. All GVTA Executive Members are to attend one GVSD Board Meeting per year, on a rotational basis such that there is always a GVTA presence. Attendees shall submit a report to the GVTA Executive at the next Executive Meeting.

2. Collective Bargaining

- a. To negotiate a new collective agreement based on provincial and regional bargaining goals and the needs of the membership;
- b. To establish a Table Team consisting of the President, MTS Representative, Collective Bargaining Chair, Collective Bargaining Co-Chair, and others as selected by the Collective Bargaining Chair and Co-Chair. The Table Team will be constructed with the diversity of the membership in mind. The Table Team shall not exceed the number of individuals sent by the employer to the bargaining table by more than one. The Table Team must be approved by the GVTA Executive and the Collective Bargaining Committee.
- c. To promote knowledge of the collective agreement and/or bargaining procedures amongst the Association;
- d. To assist in the implementation of the collective agreement;
- e. Chair and Co-Chair to attend regional and provincial Bargaining Meetings and report back to those respective committees;
- f. The Chair is to attend GVTA-GVSD Liaison Meetings
- g. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

3. Education Finance

- a. To be accorded consultation and participation by the local Board of Trustees in the annual FSP (entitlement) and FRAME budget process;
- b. Tracking trends in Education Finance field;
- c. Gathering information to present to local Executive and General Meetings;
- d. Chair and Co-Chair to attend regional and provincial Education Finance meetings and report back to those respective committees;
- e. The Chair is to attend GVTA-GVSD Liaison Meetings
- f. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

4. Employee Benefits

- a. To develop awareness and maintain files of all employee benefits;
- b. To identify and investigate local needs for which the Employee Benefits committee can provide assistance;
- c. To organize and host Employee Benefits Seminars relative to GVTA members;
- d. Chair and Co-Chair to attend regional and provincial Employee Benefit Meetings and report back to those respective committees;
- e. The Chair is to attend GVTA-GVSD Liaison Meetings
- f. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

5. Equity & Social Justice

- a. Develop awareness of social justice and, equity issues in classroom materials, teacher attitudes, school policies and programs;
- b. Share information and resources, such as book club opportunities;
- c. Identify local needs for which the committee may provide assistance;
- d. Cooperate with the Professional Development Committee to provide in-service

programs;

- e. Cooperate with the Indigenous Education Committee when appropriate;
- f. Publish *Apple Core* articles every other month;
- g. Utilize the Association's social media as appropriate to engage with members;
- h. Act as a liaison between the local Association and the Society;
- i. Chair and Co-Chair to attend regional and provincial Equity and Social Justice meetings and report back to the committees;
- j. The Chair is to attend GVTA-GVSD Liaison Meetings
- k. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

6. Indigenous Education

- a. To develop awareness and promote Indigenous education in schools, classrooms, in policies and programs, and in resources available to teachers;
- b. To identify local needs for which the committee may provide assistance;
- c. To act as a liaison between the local Association and the Society;
- d. To cooperate with the Professional Development Committee in providing local teachers in-service training related to Indigenous education;
- e. Communicate to local members through a monthly submission to the *Apple Core*;
- f. Chair and Co-Chair to attend regional and provincial Indigenous Education meetings and report back to local Association;
- g. The Chair is to attend GVTA-GVSD Liaison Meetings
- h. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

7. Liaison

- a. Meet with representatives of the Garden Valley School Division Board of Directors at least three (3) times per year.

- b. Build a relationship with the Board, Share successes and appreciation, Share concerns and provide pertinent information.
- c. Communicate Association perspectives and consider Garden Valley School Division perspectives on salient topics.
- d. The Liaison Committee shall consist of the President (chair), Vice President, and the chairs of Collective Bargaining, Education Finance, Employee Benefits, Equity & Social Justice, Indigenous Education, and Professional Development.

8. Professional Development

- a. To initiate, organize and implement a program of in-service training to provide opportunities for the GVTA membership to continue improvement of their educational practices;
- b. To inform GVTA teachers of PD opportunities;
- c. To engage such resource persons as are deemed necessary for the in-service program;
- d. To prepare, administer, and evaluate the GVTA PD budget;
- e. To work in cooperation with the senior administration office in the planning and implementation of PD programs for the division;
- f. To liaise with the Society, Manitoba Education, and the senior administration of the Garden Valley School Division, recognizing them as partners in delivering professional development to teachers;
- g. Chair and Co-Chair to attend regional and PD meetings and report back to those respective committees;
- h. The Chair is to attend GVTA-GVSD Liaison Meetings
- i. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

9. Public Relations

- a. Purchase prizes for General Meetings;
- b. To publish a membership newsletter;

- c. To promote GVTA events for all committees;
- d. To purchase and distribute an annual GVTA 'gift' for members;
- e. Chair and Co-Chair to attend regional and provincial PR meetings and report back to those respective committees;
- f. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

10. Social & Teacher Wellness

- a. To promote unity and build morale;
- 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 include all GVSD employees. These events shall be relevant and serve our diverse community of needs throughout the year;
- c. To plan, budget and execute a recognition for retiring teachers as needed;
- d. To purchase prizes for social / teacher wellness events;
- e. To develop awareness of wellness issues in teacher attitudes, school policies and programs;
- f. To share information and resources regarding social events and wellness. This shall be done primarily through the monthly publication of the *Apple Core*;
- g. To identify local needs for which the committee may provide assistance;
- h. To act as a liaison between the local Association and the Society;
- i. To cooperate with the Professional Development Committee to provide in-service programs;
- j. Chair and Co-Chair to attend regional and provincial Social / Wellness meetings and report back to those respective committees;
- e. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

11. Workplace Safety and Health Liaison

- a. WSH representative should submit a writeup for the Apple Core following the Divisional Workplace Safety & Health Meeting. The report should highlight

important information that pertains to teachers. The committee meets four times, so the WSH representative should submit regular reports.

- b. The WSH GVTA representative is also encouraged to Co-Chair the committee with the employer representative.
- c. WS&H Liaison to attend regional and provincial MTS WS&H meetings and report back to those respective committees;
- d. Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings

Attachments



2017-2018 GARDEN VALLEY TEACHERS' ASSOCIATION
REQUEST FOR FUNDS
Complete & Submit to the GVTA Treasurer

1. **Attach invoices** for items or services that are billed to the GVTA
2. **Attach receipts or copies of charge card purchases** for items or services already paid – strike out your personal I.D. number/s
3. **Tap** small receipts/invoices to the back of this form - **Staple** 8.5" x 11" receipts/invoices to the back of this form
4. Once completed, **Submit this form along with attachments to your Treasurer**

DATE: _____ REQUESTED BY: _____

COMMITTEE	REIMBURSEMENT	REASON FOR REIMBURSEMENT	
<input type="checkbox"/> Collective Bargaining	<input type="checkbox"/> Accommodations	<input type="checkbox"/> 5210 AGM – GVTA	<input type="checkbox"/> 5360 Miscellaneous
<input type="checkbox"/> Education Finance	<input type="checkbox"/> Communications	<input type="checkbox"/> 5220 AGM – MTS	<input type="checkbox"/> 5380 Professional Development
<input type="checkbox"/> Employee Benefits	<input type="checkbox"/> Executive Meeting	<input type="checkbox"/> 5230 Accountant Review	<input type="checkbox"/> 5410 Portable Office
<input type="checkbox"/> Equality & Social Justice	<input type="checkbox"/> Food	<input type="checkbox"/> 5240 Bank Charges	<input type="checkbox"/> 5420 President's Meetings/Subs
<input type="checkbox"/> Indigenous Awareness	<input type="checkbox"/> General Meeting	<input type="checkbox"/> 5250 Benevolence & Gifts	<input type="checkbox"/> 5430 President's Release
<input type="checkbox"/> Liaison	<input type="checkbox"/> Gifts / Draws	<input type="checkbox"/> 5260 Collective Bargaining	<input type="checkbox"/> 5440 Public Relations
<input type="checkbox"/> Nominating	<input type="checkbox"/> Mileage	<input type="checkbox"/> 5270 Education Awards	<input type="checkbox"/> 5450 Social/Wellness
<input type="checkbox"/> President's Council	<input type="checkbox"/> Photocopying	<input type="checkbox"/> 5280 Education Finance	<input type="checkbox"/> 5460 Supplies
<input type="checkbox"/> President	<input type="checkbox"/> Release Time	<input type="checkbox"/> 5290 Employee Benefits	<input type="checkbox"/> 5470 Equity & Social Justice
<input type="checkbox"/> Professional Development	<input type="checkbox"/> Scholarship	<input type="checkbox"/> 5300 Executive Honourarium	
<input type="checkbox"/> Public Relations	<input type="checkbox"/> Sponsorship	<input type="checkbox"/> 5310 Executive Meetings	
<input type="checkbox"/> Social & Wellness	<input type="checkbox"/> Stationary	<input type="checkbox"/> 5320 Executive Retreat	
<input type="checkbox"/> South Central Regional	<input type="checkbox"/> Substitute Costs	<input type="checkbox"/> 5330 Executive Retreat Sub Fees	
	<input type="checkbox"/> Other	<input type="checkbox"/> 5350 Liaison Meetings	

Reason for Request (List Items / Fees): _____
TOTAL AMOUNT: _____

Make Cheque Payable to: _____

Mail or Deliver Cheque to: _____

Address (only if mail out): _____

SIGNATURE: _____

FOR TREASURER'S USE ONLY

VERIFIED BY _____ AND _____

DATE OF PAYMENT _____ CHEQUE NUMBER _____

ACCOUNT NUMBER _____



2017-2018 GARDEN VALLEY TEACHERS' ASSOCIATION
REQUEST FOR FUNDS
Complete & Submit to the GVTA Treasurer

TRANSPORTATION – \$0.55/KM (1st 5000 km, then \$0.49) – ADDITIONAL FOR PASSENGERS \$0.03/KM \$ Totals ↓

1. From address _____ To address _____ Return km _____
2. From address _____ To address _____ Return km _____
3. From address _____ To address _____ Return km _____
4. List Passengers _____ Return km _____
 - Kilometer distance is calculated using standard map tools. The amount will be adjusted if it exceeds this calculated amount – allowing 20 km for long distance and Perimeter travel.
 - Public Transportation – Economy Class, take advantage of excursion sales, attach receipts
 - Ground Transportation – claim actual costs for bus, taxi, etc. – attach receipts

ACCOMMODATION – MAX. CLAIMS – SINGLE \$133.62 OR SHARED \$66.81 – ATTACH DETAILED RECEIPTS

1. Hotel Charge _____ Dates of stay – Listed _____
2. Other - up to \$66.81 / day – staying with friends / relatives on dates _____
 - May be claimed if travel time exceeds 1 hr. and a meeting begins by 09:00 am – a meeting ends 09:30 pm or later

MEALS – ATTACH ITEMIZED RECEIPTS

1. Breakfast – up to \$12.00 on dates _____
2. Lunch – up to \$15.50 on dates _____
3. Dinner – up to \$24.00 on dates _____
 - Meals outside of seminar times are NOT covered unless time/distance is a factor - e.g. drive exceeds 1 hr.
 - Claim actual amount or per diem – whichever is lesser – includes gratuities
 - Meals for committee work should not exceed the per diem rate per person

DEPENDENT CARE – UP TO \$11.00 / HR – DOES NOT INCLUDE SPOUSE

Name of Caregiver / Facility _____

Dates _____ from _____ am / pm to _____ am / pm

- Claim actual expenses up to \$11.00 per hr. and to a maximum of \$200.00 per day for dependents requiring specialized care - attach itemized receipts
- This is for care required on evenings and weekends – outside of normal working hours
- A dependent as defined by MTS Provincial Council is a person who cannot socially, emotionally or medically look after oneself and may be in physical, social or emotional danger if left alone

RELEASE TIME – WAS A SUBSTITUTE REQUIRED

Charge to GVTA? Yes No If Yes, how many days? Half Day One Day Two Days Other _____



GVTA MTS AGM DELEGATE SELECTION PROCEDURE

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.

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*.

Official GVTA MTS AGM - Delegate List

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:
 - a. Collective Bargaining
 - b. Professional Development
 - c. Employee Benefits
 - 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

Rev. April 4, 2018



GVTA MTS AGM DELEGATE SELECTION PROCEDURE

Alternate Delegate - Selection Procedure

Drawn teachers not already attending are selected in order of GVTA service - from least to greatest - based on full years of service.

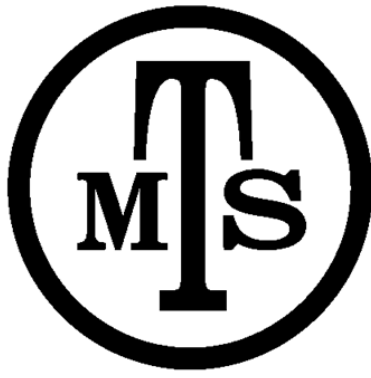
Teachers who tie for length of service shall be divided into 3 groups.

Teachers will be randomly sorted within their groups and asked in order.

If the first person who is able to attend is already attending based on the Delegate Selection List, then the Alternate spot reverts to the last person selected from the primary list above

- Table officers & teachers chairing a committee, including Workplace Safety & Health
- Teachers co-chairing a committee
- Members-at-Large

Rev. April 4, 2018



**The
Manitoba
Teachers'
Society**



Annual Golf Tournament 2018

Saturday, June 16, 2018 12:00 pm Shotgun Start

Presented by the
Seine River Teachers' Association
at La Verendrye Golf Course, La Broquerie, MB

\$100/golfer – includes 18 holes, ½ power cart, and dinner

Individual golfers and foursomes welcome

Lots of great prizes available!

Entry deadline is May 31, 2018

First 36 paid teams (144 golfers) guaranteed spots

Make cheques payable to Seine River Teachers' Association

Enter online at

<http://srteach.org/mts-golf-tournament-2018-entry/>

or mail entry form to

SRTA, B-48 Centrale Ave., Ste. Anne, MB, R5H 1B8

For more information, email mtsgolf@srteach.org or call 204-270-0215.



**The
Manitoba
Teachers'
Society**



MTS Golf Tournament Entry Form

Association: _____

School(s): _____

Golfers (please indicate contact person):

1. _____
2. _____
3. _____
4. _____

Contact Person's Phone: _____

Contact Person's Email: _____

Contact Person's Address: _____

**Mail entries along with
\$100 per golfer to:**

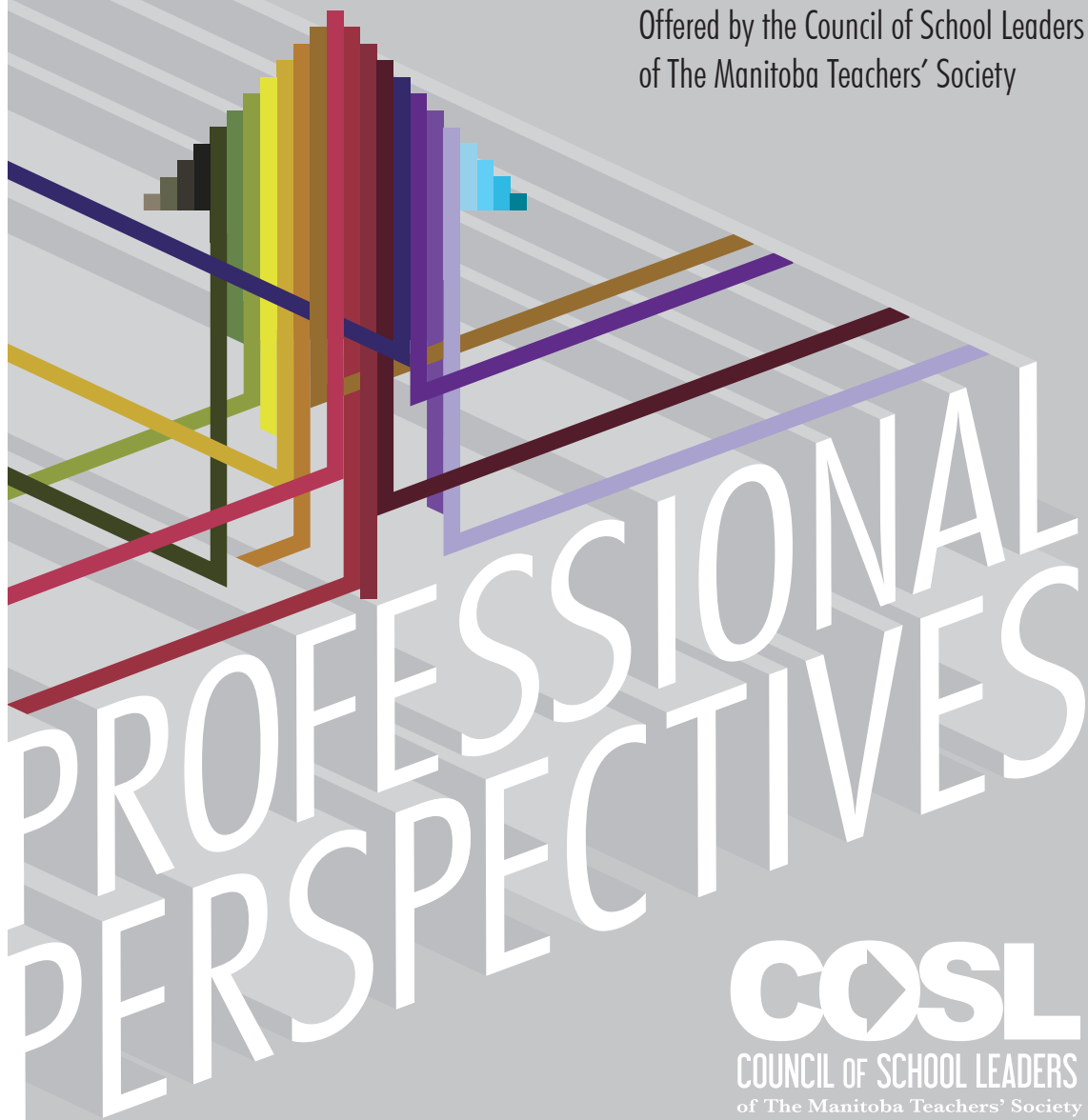
SRTA B-48 Centrale Ave. Ste Anne, MB	R5H 1B8
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Nearby Hotels:	Hotel La Broquerie	866-424-5302
(Course is 45 minutes South-East of Winnipeg)	Days Inn Steinbach	204-320-9200
	Sleep Suite Motel	800-667-1324

2018 EDUCATIONAL LEADERSHIP

FLC 3-2018

Offered by the Council of School Leaders
of The Manitoba Teachers' Society



COURSE OVERVIEW

This Field-Led Course explores the concept of educational leadership through three lenses: by role (leader, manager, change agent), as relationships (power, privilege, practices), and with commitments (conscious leadership, resilience). The course content and processes are intended to help learning leaders to reflect, apply, and lead intentionally while bridging theory with practice. A reflective practice perspective will provide a framework for course discussion and assignments.

This 38-hour course is designed to emphasize the professional knowledge base of experienced school leaders and the practical application of the knowledge and skills identified in the Five of Domains of Knowledge and Skill required by School Leaders in Manitoba for the Provincial Certificate in School Leadership.

INSTRUCTOR

The instructor of record will be Dr. Danielle Fullan Kolton. Danielle is the department head of Professional and French Language Services at The Manitoba Teachers' Society. Her work focuses on the research, development, and coordination of professional learning services. She is passionate about working and learning with adult learners and supporting members in the messiness of leading and learning. She has worked as a K-12 teacher, principal, consultant, and university instructor.

LOGISTICS

Location:

McMaster House (191 Harcourt Street, Winnipeg)

Cost:

\$600 (Members), \$660 (Non-Members)

Class times:

July 3, 4, 10, 11 – 9:00 am – 5:00 pm

July 5, 12 – 9:00 am – 3:00 pm

REGISTRATION

Class size limit:

25 students

Deadline:

Friday, June 22, 2018

Registration and payment: www.mbteach.org

Registration includes parking, light snacks, and lunches daily

Questions about registration should be directed to Loretta Carroll lcarroll@mbteach.org

ACCREDITATION

Successful completion of all scheduled classes and demonstration of assignment criteria will meet the requirement for a 3-hour credit Field-led university course. When successfully completed, Field-Led Courses are accepted as external credit by Manitoba universities who offer post baccalaureate diplomas in educational administration.

Please note: In order to have the Field-led Credit transferred to your program, you must

1. be registered in a post baccalaureate program in educational administration at University of Manitoba, Université de Saint Boniface or Brandon University, and
2. obtain a Letter of Permission from that university prior to enrolling in a Field-Led Course

For more information about the certificate in School Leadership, see <http://www.edu.gov.mb.ca/k12/profcert/certificates/othercertificates/leadership.html>



1. **Golf Tournament:** GVTA has amended our bylaw on supporting our members who want to participate in MTS sporting events; we now cover the entire registration cost. Please contact Joel if you'd like to enter a team in the MTS Annual Golf Tournament on June 16 in La Broquerie at La Verendrye Golf Course.
2. **Principals and Vice-Principals:** Nova Scotia has enacted legislation to eliminate Principals and Vice-Principals from the union. They will not be allowed to join any other bargaining group, and all principals will now be managers appointed by the province. GVTA has purposefully reached out to our principal members this year as a show of our support for the challenging role they perform. MTS is asking locals to use the terms "Principal" and "Vice-Principal", and to shy away from the word "Administrator", which doesn't fully and adequately describe the role that these school leaders are tasked to perform.
3. **April Wellness Month:** Many thanks to Caitlin Parr (GVC) and Melanie Urichuk (GVC), the Social & Teacher Wellness Chair and Co-Chair for their hard work lining up all the free opportunities they provided to GVSD staff in April.
4. **May School Visits:** Joel is once again making the rounds, at lunch unless otherwise noted. Please come out and say "hi", and bring your questions:
 - a. Blumenfeld School: Tuesday, June 5
 - b. Border Valley School: Monday, June 4
 - c. Division Office: Wed., May 16 @ 12:30pm
 - d. Edelweiss School: Monday, May 14
 - e. Emerado Centennial School: Tuesday, May 15
 - f. Fresh Start: Wednesday, Thursday, May 17
 - g. Garden Valley Collegiate: Monday, May 7
 - h. GVC Tec: Tuesday, May 22
 - i. Hochfeld School: Wednesday, May 30
 - j. J.R. Walkof School: Wednesday, May 9
 - k. Northlands Parkway Collegiate: Wed., May 23
 - l. Parkland Elementary School: Tuesday, May 16
 - m. Plum Coulee School: Thursday, May 31
 - n. Prairie Dale School: Friday, June 1
 - o. Southwood School: Tuesday, May 29
 - p. Substitute Teachers: Tuesday, May 22 @ 4pm at CKs Lounge
 - q. Winkler Elementary School: Friday May 18
5. **ESJ Book Club:** The May books are *We Should All be Feminists* and *Dear Ijeawele, or A Feminist Manifesto in Fifteen Suggestions* by Chimamanda Ngozi Adichie. The ESJ Committee will need a Chair and/or Co-Chair if the book club is to continue in 2018-19. Let Joel or Rick Schroeder (NPC) know if you are interested in leading this portfolio.
6. **Rallies at the Legislature:** There is a Rally for Public Education at the Legislature on Friday, May 25th from 4:30-5:30pm, and a Rally for Public Services on Sunday, May 27th at 1pm.
7. **MTS AGM:** Thanks to the following members who will attend the MTS AGM as GVTA delegates from the evening of Wednesday, May 23rd through Saturday, May 26th. We recognize the sacrifice that you are making on behalf of all members of GVTA by spending three-and-a-half days working on their behalf. Delegates are Raffaele Bagnulo (NPC), Roxanne Baraniski (WES), Anny Froese (PDS), Gwen Heinrichs (DO), Rick Schroeder (NPC), Joel Swaan (PLS), and Mike Urichuk (ECS).
8. **GVTA AGM:** The GVTA AGM will be held in The Zone at GVC on Tuesday, May 29th from 4pm-4:30pm. All of the necessary information for approval has been included in this edition of *Apple Core*, for expediency sake. ***If you would like GVTA to provide a babysitter for your children at GVC for this event, please contact Joel.*** Child care will only be provided for those who give advance notice.
9. **Next Executive Meeting:** The next GVTA Executive Meeting will be at Southwood School on June 5th at 4:15pm. All members are invited. If you are planning on attending, please contact Joel so that he can make sure there's enough food for supper.