

The Apple Core

October 2018

Upcoming Events

GVTA Executive meetings:

- December 4
- January 8
- February 5
- March 5
- April 2
- May 7
- June 4

Held at GVC and begin at 4:00.

All members are welcome

Other Events:

- October 19—MTS PD Day
- November 6—GVTA General Meeting 4:00- 4:30 pm, NPC
- November 6—MTS Regional Meeting with Norm Gould 4:30—6:00 pm, NPC
- November 7—ESJ Bookclub, 4:00 pm, CKs

Greetings, GVTA-ers!

I'll keep my address brief this month – please check the two-page executive meeting summary later in the issue.

We have a couple of important events coming up on Tuesday, November 6th at NPC. We will have our Fall General Meeting at 4pm. Look in this issue to see the agenda as well as the May AGM Minutes. As the information is being presented up front, the meeting will be an opportunity to ask questions of the executive and win some prizes.

After the brief General Meeting, there will be an MTS Regional Priorities meeting with MTS President Norm Gould at 4:30pm. This is open to all MTS members from surrounding locals. The list of topics is:

The upcoming Manitoba Comprehensive Education Review
Teacher Pensions in Manitoba and across the country
Potential school division changes (boundaries, finances, etc.)
Collective Bargaining 2018 and beyond
Local teacher and school issues
Speak out! Guide for Writing Letters to Politicians

Supper is provided, but it is important to register on the MTS website (mbteach.org) at <https://memberlink.mbteach.org/Event.axd?e=897>. Childcare costs will be reimbursed, and we are also looking at providing childcare on-site for those that RSVP to me.

Come prepared to hear the latest developments with regards to the above, and to ask any questions you may have.

As usual, I look forward to hearing from you, and seeing you again as I continue my school visits.

Joel
204-384-5635
gvtapresident@gmail.com

Did You Know?

Every member is entitled to take leave according to our current collective agreement. However, many types of leave are contingent upon making proper arrangements with your school's principal and/or the superintendent. This means that proper utilization of your leave may require planning ahead. To help you plan ahead, the table below outlines the types of leave offered in our collective agreement:

Type of Leave	Number of Days for 1.0FTE	Specific information
Personal Days	2 days	Cannot be combined with extra-curricular Cannot carry over unused days 1 day paid 1 day at sub deduction
Days in Lieu	Earned through Summer Institute involvement	Can be combined with personal and/or extra-curricular days Must be used in ½ day increments Paid
Extra-curricular	1 day per 50hours of extra-curricular	2 days maximum earned in a year 1 day may be carried over from a previous year Must be used in ½ day increments Cannot be combined with personal days Paid
Sick Leave	20 days per year	Accumulates up to 130 days No accumulation on LOA or deferred salary leave. Paid
Family Sick Leave	5 days of accumulated sick leave	To attend to family medical issues Applies to partner, parent (bio,in-law, or step), or child/step-child. Paid
Compassionate Leave	4 days for nuclear family or partner (parent, child, sibling, grandparent) 1 day for extended family (aunt, uncle, niece, nephew) For other cases, leave will be provided at the discretion of the board upon request.	This leave is available if the family member has died or if they have a serious illness. Leave is granted per death or serious illness. Paid *counseling available through the Educator Assistance Program at MTS* 204-837-5801
Maternity/Paternity and Adoptive Leave	Various options of leave Contact HR for more info 204-325-8335 or Shayne.Thomson@gvgsd.ca	Common usage of this leave lines up with federal EI paternity benefits of either 35 weeks or 61 weeks.
Parenting Leave	Day of birth/adoption plus 2 days	Intended for when a family has a new child. Paid

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.

First Contact

By Ashly Dyck

Indigenous Perspectives

A small percentage of students in Garden Valley School Division have declared Indigenous ancestry. Indigenous education is not something that has historically received a lot of attention in GVSD. According to statistics Canada, Canada's Indigenous population is growing quickly. Improving education for Indigenous peoples is a national and provincial goal that will take everyone's effort and attention. "Indigenous Education" is a new addition to our association executive so we can begin to address the issues.

First Conversations

This year our committee is chaired by Roxanne Baraniski (WES) and co-chaired by Ashly Dyck (JR). Our goal is to build awareness of Indigenous issues and background and help bring information and insight to our educators in GVSD. Our first conversations have been about Orange shirt day- A day to show awareness of the impact of residential schools, and to show hope for a brighter future where every child matters. The topic of residential schools and discussions on the issues related to their intergenerational impact on society are difficult. My grandmother attended a residential school in Manitoba so I am comfortable talking about it. In my first conversations with teachers I have found that, although there is some hesitation about teaching this difficult knowledge, there is also perseverance to learn more and do better. Perhaps you have had limited experience with Indigenous education, you don't know where to begin, and you are wondering how you can learn more.

First Contact

First contact is a three-part documentary series produced by Canada's Aboriginal Peoples Television Network (APTN). Six Canadians, with self-identified prejudices towards Indigenous peoples experience their "first contact" with Indigenous peoples. The series provides a raw look at some commonly held stereotypes of Indigenous Canadians and offers an opportunity to evaluate our own perspectives on Indigenous lives. The series was created to open dialogue on a very real and current issue in Canadian society.

The prejudices of the visiting Canadians are talked about openly at the beginning of the series. The participants confront their fears as they encounter life in inner city Winnipeg and life on a reserve. Their misconceptions are challenged as they meet and talk with Indigenous Canadians from various socio-economic backgrounds. They hear firsthand accounts of life after residential school and learn that it is not so easy to forgive and forget. The show exposes some stereotypes and reconciles some relationships, but it is not for the faint of heart; it will challenge you to think critically about your own beliefs about Indigenous peoples.

You First

I'm a big believer in practicing what I preach. If I expect my students to think critically about the world around them, then I believe I must learn to understand life through different lens as well. I need to listen respectfully, to respond with compassion, to operate in trust, and give grace. This isn't always easy, especially when it involves differences of opinions, and difficult knowledge. I encourage you to watch how challenging one's perspective by engaging in community helped six Canadians reevaluate their perspectives on another group of fellow Canadians by going to www.aptn.ca. The three, 45-minute episodes can be found in the networks list of shows. Think about your perspective on Indigenous peoples and education and challenge yourself to think about curriculum through this lens.

Dental and Vision Plans

This article is a quick reminder about what is available to GVTA members with our dental and vision insurances. It is by no means a complete picture of either one; the most detailed information available is on the Manitoba Teacher Society website. Simply go to “mbteach.org” and choose “Group Benefits” from the “Health and Benefits” drop down menu. You’ll come to a page with the link you want: “Extended health plans, group dental plans...”

* * * * *

Dental Plan

Dental benefits are subject to a combined maximum of \$1,500 per person per calendar year. In other words, if you subscribe to a family plan, each person in the family can receive \$1500 worth of benefits per year.

Reimbursements can be summarized as follows:

- 80% of eligible expenses for basic services like exams, X-rays, cleanings, simple extractions, and fillings.
- 50% of eligible expenses for major services like in/onlays, crowns, bridges, jackets, and dentures.
- 50% of eligible expenses for orthodontics for dependent children up to the 21 (25 if a student).

Vision Plan

This is actually just part of our Extended Health Plan.

Reimbursements can be summarized as follows:

- 100% for glasses, lenses, repairs, contacts and laser eye surgery up to a maximum of \$300 per person in a 24 month period.
- 80% for a single eye exam up to a maximum of \$100 per person in a 24 month period.

As with any insurance, there are limitations and exclusions to both the dental and vision plans. Please consult the MTS website as described above for complete details.

Both the dental and vision plans are administered by Manitoba Blue Cross. Most providers will bill the plans directly. If a provider doesn't, claim forms are available on the Manitoba Blue Cross website. As well, you can also register for a “mybluecross” account and have reimbursements deposited directly into your chequing account.

If you have any questions please contact Gwen Heinrichs (GVTA Benefits Chairperson) or Sarah Coates (GVTA Benefits Co-chairperson).

Change of Date!

Last issue, we highlighted a presentation by Wab Kinew on Residential Schools at Canadian Fossil Discovery Center in Morden.

Please note that the date has been changed to Monday, October 29, 2018, at 7:00 pm.

Scholarship Recipients

Every year, GVTA awards two scholarships for students going into Education at the post secondary level. This year, the recipients were Damaris Guenther from NPC and Reghyn Wall from GVC. Congratulations to them both and we wish them all the best!



Teacher Salaries in 1919

In honour of MTS' upcoming 100 year anniversary, we present an article and letters originally published in the Nor'-West Farmer magazine in the winter of 1919-1920.

The School Teachers' Invisible Margin

The Bulletin, the official organ of the Manitoba Teachers' Federation, gives some illuminating facts about teachers' salaries in the province, facts that might well cause serious-minded citizens to pause and consider whether we can expect to continue paying such salaries as are being paid in the teaching profession, and keep capable teachers in our public schools. Here are the facts about teachers' salaries in Manitoba, as obtained from questionnaires sent to all first- and second-class teachers outside the city of Winnipeg, and a statement of the average teacher's expenses for the year (see the accompanying chart below)

AVERAGE SALARY	\$701.08
AVERAGE BOARD	\$312.13
AVERAGE LAUNDRY	\$31.43
AVERAGE CLOTHING	\$223.36
AVERAGE INSURANCE	\$17.66
AVERAGE SICKNESS	\$30.40
AVERAGE BOOKS AND MATERIALS	\$18.71
AVERAGE INCIDENTALS	\$66.25
TOTAL AVERAGE EXPENSE	\$699.94
MARGIN	\$1.14

A margin of \$1.14 of income over expenditure. No comment on such condition of affairs is needed except to say that young men and women, with the training necessary to qualify them for first- and second-class teachers, are not likely to go into the profession, and in a very short time teaching in our public schools will be left to persons who cannot hope to do anything else - because they are too old to turn to anything else or because they lack the gumption to get into some other line of work. Persons of that kind fall far short of being the best teachers. But they will be all that will be left very soon if the teaching profession can offer no better salary inducements than it offers at present.

We are not paying our public school teachers nearly enough, and that is the long and short of the matter. Salaries have to be increased if the right kind of young people are to be attracted to the profession. So long as the man who works on your farm earns more money in a year than the man who teaches your children in the school; or the girl in the steam laundry is paid a higher salary than is paid to the girl who, after spending several years in high school, graduates into the teaching profession, just so long will there be a scarcity of trained, experienced teachers in country schools. Higher salaries (is) the only remedy. Pay the public school teachers what they are worth and plenty of young men and women will go into the profession; pay them as we are doing now, a salary less than unskilled workers are paid in any industry, and we will not only have a scarcity of all kinds of teachers all the time, but a very decided scarcity of capable, experienced, properly trained teachers.

Farmers more than anyone else, should be found supporting any movement to raise the standard of the teaching profession. Country schools, since they average lower in salaries than city schools, will draw a less capable class of teacher. This is not a condition that you or that anyone wants. The best men and women in the teaching profession should be found in the country schools. Well they will be found there just as soon as a majority of us agree that the man or woman who teaches our children should be as well paid as the man who feeds our hogs or drives our horses. The school teachers should have the support of every earnest, clear-thinking citizen in the efforts they are making to raise the standards of the teaching profession.

Teachers not underpaid

I was interested in an article in the December 5 issue, entitled "The School Teacher's Invisible Margin." Now, I am not going to kick or try to make out that teachers generally are overpaid, but it seems to me, and I think it will seem to most people, that the figures given are sadly overdrawn. For instance, the average country teacher is drawing a salary of \$900. Average country board, including laundry, is \$300. It would seem too that if a young lady spent \$225 on clothing every year she would be very well dressed. Incidentals, including railway fares, \$75. This leaves a surplus of \$300. In regard to insurance, I have talked to a good many teachers and I never yet found a lady teacher who carried any. Sickness is another item that is practically nil, also books and materials.

In regard to board, I have found that a number of country teachers are not paying anywhere near \$300, although town teachers do pay \$300 in some cases. Farmers' wives are often imposed on by the cry put up that our butter, milk, eggs, meat and other necessary foodstuffs do not cost us anything, and they often board a teacher for \$18 or \$20 a month, including washing. If board is worth \$30 a month in towns, it certainly should be worth as much in the country, considering a farmer's wife has a more strenuous time than her town sister.

In regard to the relative salaries of the labouring man and the school teacher, is it not only fair that for the long hours and hard labour, a farmhand or the farmer's son puts in that they should be well paid? It is a well-known fact that hundreds of farmers have worked faithfully for years and have not had but very little outside of an honest living to the good. What is needed in the teaching profession, as well as in lots of other walks of life, is more individuals who will take their profession and themselves more seriously.

- A Farmer, Elgin, Man.

Nor'West Farmer, February 5, 1920

Higher salaries for teachers

In your issue of Feb. 5, I noticed an article written by "A Farmer" of Elgin, Man. stating that teachers were not underpaid.

In the first place, according to his figures, a teacher can, if she is very careful of her nickels, save \$300 in a year. So at the end of 20 years she would have the enormous sum of \$6,000 laid aside and would, no doubt, be a grey-headed woman. The same would apply to a man teacher. Now there are many farmers who would receive double that amount in profit out of one year's crop. In regard to board, he states that farmers' wives frequently board a teacher for \$18 to \$20 per month. If he would mention a few places where this is done I am sure the so-named places would have no difficulty in securing a teacher.

If the teacher's salary had increased in comparison with the labouring man's salary the teacher of today would be receiving \$1,500 per annum. A labouring man who received \$2 a day before the war, is receiving \$5 a day now, an increase of 150 per cent. A teacher who received \$600 a year before the war will receive \$900 a year now, an increase of 50 per cent. In one of our neighbouring towns about two years ago the scavenger of the town was drawing \$1,500 a year, while the principal of the high school was receiving \$1,200. Imagine a school teacher who had spent several hundred dollars to learn his profession receiving less money than a scavenger, a man who might have been an uneducated Ruthenian. "A Farmer" also makes hints at the short hours teachers have. It was the short hours that induced me to learn the profession but I find now that one hour in school is about equal to two hours on the farm. I have had experience with both.

The teachers of Manitoba should be so united as to have a fixed minimum salary of \$1,000 for an inexperienced teacher and other salaries in comparison with his or her experience. They have a fixed salary in some parts of Manitoba which will no doubt prove successful. Manitoba must pay her teachers more or else they will flock to Saskatchewan like they have been doing during the past years and leave the people of Manitoba to grow up in ignorance.

- "A Discouraged Teacher"

Nor'West Farmer, March 20, 1920



7035-3 (CEM 2)

13 June 2018

Teachers' Organizations

This is a loan of service opportunity for teachers! The Department of National Defence (DND) hires Canadian teachers each year for positions at two Canadian Armed Forces (CAF) Overseas Schools located in The Netherlands (AFNorth) and Belgium (SHAPE).

Selected teachers serve for a period of two years under a Loan of Service Agreement with DND and their school board. In essence, this agreement is a secondment where the teacher remains an employee of their school district in Canada. The teacher's salary and associated benefits continue to be paid by the sponsoring school district to be reimbursed by DND.

DND is requesting cooperation from Canadian teachers' unions and organizations to forward our CAF Overseas Schools 2018 Recruitment information to their members.

For additional information on CAF Overseas Schools and the application process, interested candidates may visit the Children's Education Management (CEM) website:

<https://www.cafconnection.ca/CEM/Teacher-Recruitment>

It would be appreciated if you would distribute the enclosed poster to your members.

7035-3 (GEE 2)

Le 13 juin 2018

Syndicats d'enseignants

Voici une opportunité de prêt de service pour les enseignants! Le ministère de la Défense nationale (MDN) engage à chaque année des enseignants canadiens dans deux écoles outremer des Forces Armées canadiennes (FAC) situées aux Pays-Bas (AFNorth) et en Belgique (SHAPE).

Les enseignants choisis, de même que leur employeur et le MDN, s'engagent à un prêt de service d'une durée de deux ans. En effet, les enseignants retenus demeurent, à toutes fins utiles, au service de leur commission scolaire au Canada qui les parraine. L'enseignant continue de recevoir le salaire convenu ainsi que les avantages sociaux de leur commission scolaire, et celle-ci sera remboursée par le MDN.

Le MDN sollicite l'aide des syndicats d'enseignants canadiens pour transmettre à leurs membres les informations sur le recrutement de 2018 aux Écoles outremer des FAC.

Pour de l'information supplémentaire sur nos écoles ainsi que le processus de demande, les candidats intéressés sont invités à visiter le site Web de la Gestion de l'éducation des enfants (GEE) à :

<https://www.connexionfac.ca/GEE/Recrutement-des-enseignants>

Je vous saurais gré de bien vouloir distribuer l'affiche ci-incluse à vos membres.

Marc Bélanger

Director - Children Education Management / Directeur - Gestion de l'Éducation des Enfants



CAF OVERSEAS SCHOOLS (EUROPE) ARE RECRUITING: TEACHERS AND PRINCIPALS FOR THE 2019-2020 SCHOOL YEAR



Canadian Armed Forces (CAF) Overseas Schools hire
Canadian teachers and principals at:

**AFNORTH (K - GRADE 12) IN BRUNSSUM, NETHERLANDS AND
SHAPE (GRADES 1 - 8) IN CASTEAU, BELGIUM**

TO BE ELIGIBLE YOU MUST:

- be a Canadian citizen;
- possess a valid Ontario College of Teachers Certification or Principal's Qualifications;
- hold a full-time permanent contract with a Canadian school board;
- have a minimum of five years teaching and/or administrative experience; and
- hold a current driver's license.

To learn more, visit the Children's Education Management website :

WWW.CAFCONNECTION.CA/CEM/TEACHER-RECRUITMENT

The application period is from 1 September - 1 November 2018. Submit your application today!

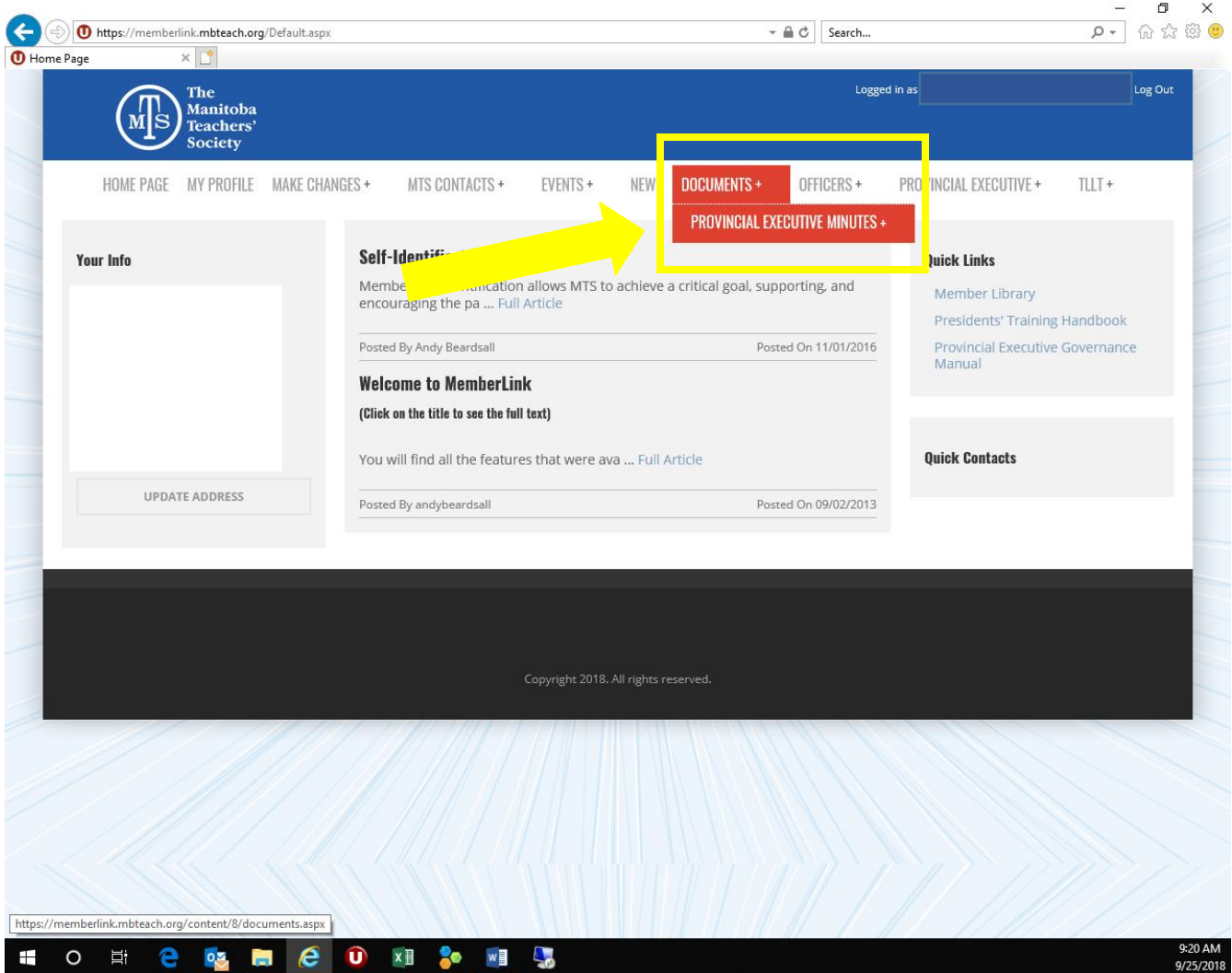
SOP – Accessing Provincial Executive Minutes Through MyProfile

1. Go to the Manitoba Teachers' Society webpage (www.mbteach.org)
2. Click on the “MyProfile/Members Area”

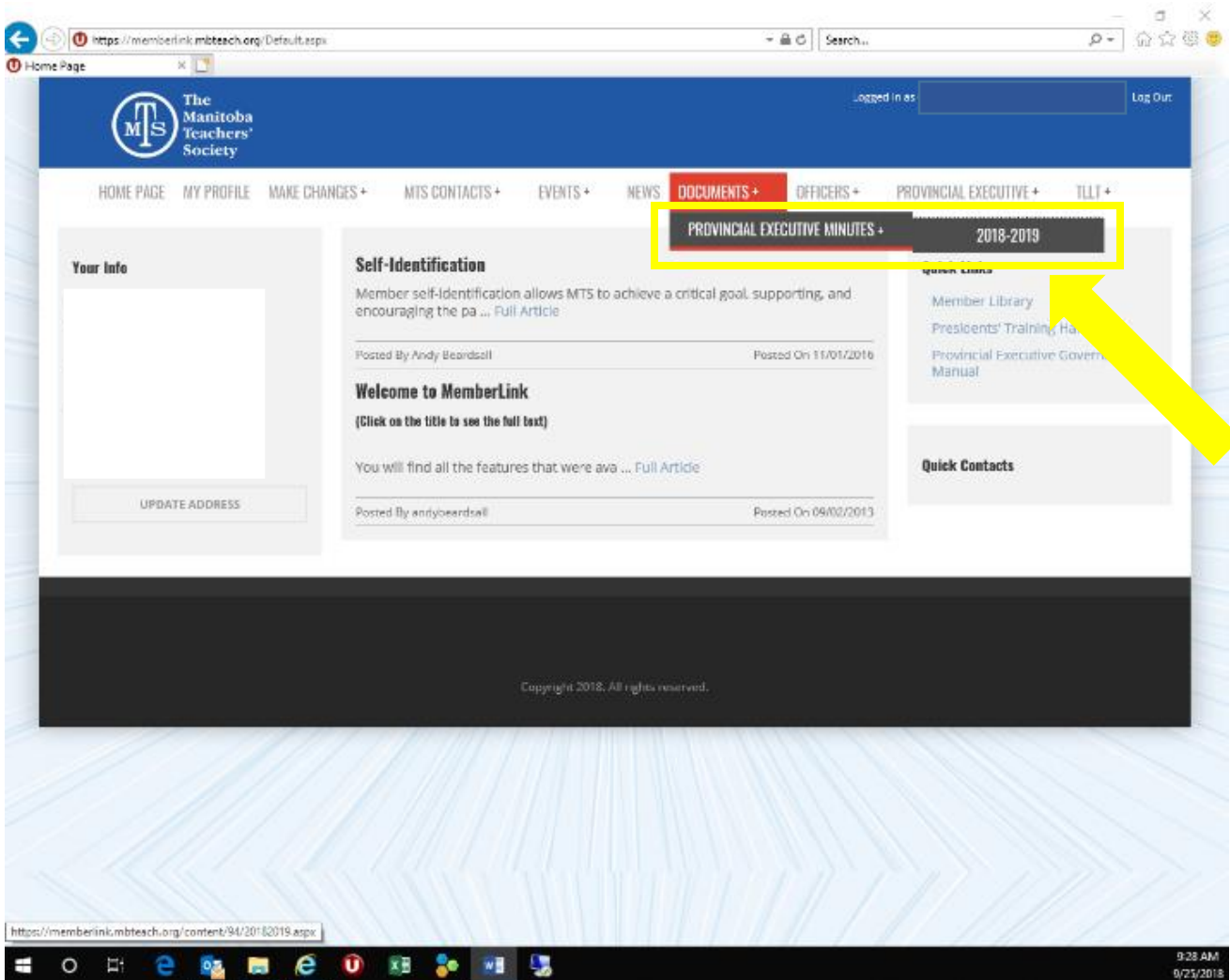


3. Log In to MyProfile

4. When you have successfully logged in, hover over the “DOCUMENTS” tab on the top tool bar



5. Hover over "PROVINCIAL EXECUTIVE MINUTES" then select the year for the minutes you wish to view



- All of the uploaded documents for the year you selected will be listed. Click on the link to view the PDF.

The screenshot shows a web browser window with the URL <https://memberlink.mbteach.org/content/94/20182019.aspx>. The page header includes the logo for The Manitoba Teachers' Society and a navigation menu with items: HOME PAGE, MY PROFILE, MAKE CHANGES+, MTS CONTACTS+, EVENTS+, NEWS, DOCUMENTS+, OFFICERS+, PROVINCIAL EXECUTIVE+, and TLLT+. The main content area displays a list of documents for the year 2018-2019. A yellow box highlights the document titles, and a yellow arrow points to the first document.

Document Title	Posted By	Posted On
11july2018	Loretta Carroll	09/24/2018
21june2018	Loretta Carroll	09/24/2018
6-8june2018 PEx Min	Loretta Carroll	09/24/2018

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9:39 AM
9/25/2018

GVTA FALL GENERAL MEETING

WHEN

Tuesday, November 6th, 2018
4pm - 4:30pm

WHERE

NPC Rm 113

PRIZES!

**THE AGENDA AND ALL REPORTS ARE IN
THE OCTOBER APPLE CORE**

REGIONAL PRIORITIES MEETING TOPICS • **Upcoming Manitoba Comprehensive Review** • Teacher Pensions in MB and across the country • **Potential School Division changes (boundaries, finances, etc.)** • Collective Bargaining 2018 and beyond • **Local teacher and school issues** • **Speak Out! Guide for Writing Letters to Politicians**

**MEETING WILL
BE FOLLOWED BY
MTS REGIONAL
PRIORITIES
MEETING
4:30-6PM**

**SPEAKER:
NORM GOULD,
MTS PRESIDENT**

**SUPPER
PROVIDED:**

HOWEVER

Advance Registration is required at www.mbteach.org in the My Profile/Members Area under "Events"

CHILDCARE:

MTS will reimburse childcare expenses. If you require on-site childcare, please contact Joel to arrange.





Executive Members Present:

Raffaele Bagnulo (NPC) – PD Chair	Gwen Heinrichs (DO) – Employee Benefits Chair
Roxanne Baraniski (WES) – Indigenous Ed Chair	Caitlin Parr (GVC) – Social/Teacher Wellness Chair
Kirsten Carman (GVC) – Ed Finance Co-Chair	Rhonda Peters (NPC) – Treasurer
Sarah Coates (GVC) –CB Co-Chair; EB Co-Chair	Cindy Phillips (WES) – ESJ Co-Chair
James Driedger (NPC) – ESJ Chair	Amanda Rempel (PDS) – Social/Wellness Co-Chair
Ashly Dyck (JRW) – Indigenous Ed Co-Chair	Karla Rootsart (SWD) – PR Chair
Mary Eberling-Penner (PCS/EDW) – Secretary	Marty Siemens (BES/BVS) –WS&H Liaison
Anny Froese (PDS) – Ed Finance Chair	Joel Swaan (PLS) – President
Dave Goertzen II (SUB) – Member-at-Large	Joanne Unrau (HES/SWD) – PR Co-Chair
Jennifer-Laura Heide (DO) – PD Co-Chair	Mike Urichuk (ECS) – Vice-President; CB 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 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 and the original lands of the Anishinaabe people, 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
- 2.2
- 2.3

3.0 Acceptance of the Agenda: MOVED/SECONDED by ___/___ CARRIED?.

4.0 Adoption of May 29, 2018 Annual Meeting Minutes: MOVED/SECONDED by ___/___ CARRIED?.

5.0 Business Arising

5.1 Executive Updates:

5.1.1 New Executive as of July 1st, 2018, appointed at the June 5th Executive Meeting:

5.1.1.1 Kirsten Carman as the Education Finance Co-Chair

5.1.1.2 Dave Goertzen II as Substitute Teacher Member-at-Large

5.1.2 New Executive as of September 11th, 2018

5.1.2.1 Jennifer-Laura Heide as PD Co-Chair

5.1.3 Upcoming Vacancies:

5.1.3.1 Executive member Sarah Coates will be going on Maternity Leave in the middle of her term

5.1.3.2 Implications: Any member interested in stepping into the following roles, please speak with Joel Swaan. Vacancies are filled by Executive appointment:

5.1.3.2.1 Collective Bargaining Co-Chair

5.1.3.2.2 Employee Benefits Co-Chair

6.0 New Business

6.1 Find us on:

6.1.1 Twitter: @GardenValleyTA

6.1.2 Instagram: gvteach

6.2 2019 Comprehensive Review coming in January, led by former Ed. Minister Ian Wishart

6.3 Government is dropping the “amalgamation” buzz-word

6.3.1 Ispos poll is asking opinion of public on 5 school divisions provincially

6.3.2 Current Education Minister was responsible for Health Region amalgamations

6.4 MTS Collective Bargaining Standing Committee is developing the MTS plan around Provincial Collective Bargaining

6.4.1 How the provincial table team will be formed, and how members will be able to participate in the process:

6.4.1.1 Locals elect a Provincial Bargaining Rep who brings local issues to Regional and Provincial meetings, and who communicates with local members

6.4.1.2 Local rep meets with teachers to learn about local issues, and distributes and collects information from provincial surveys for every member

6.4.1.3 Provincial Representation Committee has representation by population

6.4.1.4 Provincial Bargaining Committee has 5 teacher reps from Provincial Rep Committee, plus 4 Provincial Exec members (one as the non-voting chair), and President

6.4.1.5 Table Team is Chair of PBC, 2 teacher reps from PBC, President, 2 Staff Officers, Economic Analyst, General Secretary

6.4.1.6 All members vote on ratification package, or possibly strike vote (dispute mechanism needs to be agreed upon with government team during initial discussions)

7.0 President – J. Swaan

7.1 Accountability:

7.1.1 I continue to meet with:

7.1.1.1 Committee chairs at the start of the year

7.1.1.2 Vice-President monthly

7.1.1.3 Western Teachers' Association President monthly

7.1.1.4 Superintendent monthly

7.1.1.5 School visits Oct, Feb, May

7.1.2 Exec meetings reported monthly in *Apple Core*

7.1.3 Superintendent meetings reported monthly in *Apple Core*

7.1.4 Staff meeting announcements written for School Reps, posted to Social Media

7.2 There are ongoing, minute updates on such provincial topics as Bill 28, provincial bargaining, school board amalgamations, and more. The most recent, available information on these topics will be a part of the Regional Priorities meeting at 4:30, following this meeting. Please register for that meeting through "My Profile" on www.mbteach.org and plan to stay to hear that information.

7.3 Meetings since 2018 GVTA AGM:

7.3.1	May 29 – Superintendent Retirement Tea	7.3.24	Aug 23 – MTS Presidents' Summer Training	7.3.47	Sept 28 – Meet w/Vice-President
7.3.2	May 30 – HFS School Visit	7.3.25	Aug 24 – MTS Presidents' Summer Training	7.3.48	Sept 28 – Meet w/GVTA Secretary & Treasurer
7.3.3	May 30 – Scholarship Committee Mtg	7.3.26	Aug 25 - Mtg w/member & MTS General-Secretary	7.3.49	Oct 1 – Meet w/SUB MAL
7.3.4	May 31 - Mtg w/Past Prez & VP	7.3.27	Aug 29 – New Teacher Orientation @ DO	7.3.50	Oct 1 – Meet w/CB Chairs
7.3.5	May 31 – PCS School Visit	7.3.28	Sept 7 – Mtg w/VP	7.3.51	Oct 2 – GVTA Executive Mtg
7.3.6	May 31 – SUB Meeting	7.3.29	Sept 7 – MLA Cameron Friesen Annual Picnic	7.3.52	Oct 3 – Mtg w/PD Chair
7.3.7	Jun 1 – PDS School Visit	7.3.30	Sept 11 – GVTA Executive Mtg	7.3.53	Oct 3 – ESJ Book Club
7.3.8	Jun 4 – BVS School Visit	7.3.31	Sept 13 – Meet w/Western T.A. President	7.3.54	Oct 4 – WES School Visit
7.3.9	Jun 5 – GVTA Exec Mtg	7.3.32	Sept 13 – Meet w/Superintendent	7.3.55	Oct 5 – World Teachers' Day event
7.3.10	Jun 6 – ESJ Book Club	7.3.33	Sept 14 – Meet w/Social & Teacher Wellness Chairs	7.3.56	Oct 9 – PD Committee Mtg
7.3.11	Jun 14 – BES School Visit	7.3.34	Sept 17 – Meet w/EF Chairs	7.3.57	Oct 9 – SWD School Visit
7.3.12	Jun 14 – GVTA Exec Member Mtg	7.3.35	Sept 18 – WSH Inspections: PLS, EDW, PCS	7.3.58	Oct 10 – PDS School Visit
7.3.13	Jun 14 – Superintendent Mtg	7.3.36	Sept 20 – Meet w/WSH Rep	7.3.59	Oct 11 – PCS School Visit
7.3.14	Jun 18 – Western Prez Mtg	7.3.37	Sept 21 – Meet w/IE Chairs	7.3.60	Oct 12 – MTS CBSC Mtg
7.3.15	Jun 18 – CB Chairs Mtg	7.3.38	Sept 21 – Member Mtg re: Harassment Policy	7.3.61	Oct 13 – MTS CB Fall Seminar
7.3.16	Jun 19 – PD Committee Mtg	7.3.39	Sept 22 – MTS CBSC Mtg	7.3.62	Oct 15 – NPC School Visit
7.3.17	Jun 19 – CB Table Team mtg w/GVSD Table Team	7.3.40	Sept 24 – Meet w/PR Chairs	7.3.63	Oct 15 – New Teacher Event
7.3.18	Jun 19 – Mtg w/ CB Chair, Incoming Superintendent, GVSD Secretary Treasurer	7.3.41	Sept 25 – PD Committee mtg	7.3.64	Oct 16 – JRW School Visit
7.3.19	Jun 27 – ESJ Book Club	7.3.42	Sept 25 – CB Committee mtg	7.3.65	Oct 16 - CB Committee Mtg
7.3.20	Jul 12 – CB Chair mtg w/MTS Teacher Welfare Chair & GVTA Staff Officer	7.3.43	Sept 26 – Meet w/EB Chairs	7.3.66	Oct 17 – Winkler Chamber of Commerce Small Business Lunch
7.3.21	Aug 8 – Member mtg re: Medical Accommodation	7.3.44	Sept 27 – Divisional WS&H Committee mtg	7.3.67	Oct 18 – GVCTec School Visit
7.3.22	Aug 21 – Mtg w/CB Chair, Superintendent, GVSD Secretary Treasurer	7.3.45	Sept 27 – Meet w/PD Chairs	7.3.68	Oct 18 – Western Prez mtg
7.3.23	Aug 22 – MTS Presidents' Summer Training	7.3.46	Sept 27 – Divisional GVTA Fall BBQ	7.3.69	Oct 19 – MTS PD Day - MELIT
				7.3.70	Oct 20 – MTS Presidents' Council
				7.3.71	Oct 22 – HES School Visit
				7.3.72	Oct 23 – GVC School Visit
				7.3.73	Oct 24 – Fresh Start School Visit
				7.3.74	Oct 24 – DO GVTA Members Visit

7.3.75	Oct 25 – ECS School Visit	7.3.79	Nov 1 – BES School Visit	7.3.83	Nov 6 – GVTA Exec Retreat
7.3.76	Oct 25 – SUB Mtg	7.3.80	Nov 2 – Meet w/VP	7.3.84	Nov 6 – GVTA Exec Mtg
7.3.77	Oct 26 – EDW School Visit	7.3.81	Nov 2 – PLS School Visit	7.3.85	Nov 6 – GVTA Fall GM
7.3.78	Oct 27 – BVS School Visit	7.3.82	Nov 3 – MTS WSH Fall Seminar		

8.0 Vice-President – M. Urichuk

8.1 Going into this next year, I look forward to advocating for GVTA’s local voice at Presidents’ Council meetings and bringing concerns to the Provincial AGM in May. As Pine Ridge Elementary is staffed and provincial changes to education approach I encourage you all to stay focused, stay positive, stay calm, and to have a great school year.

9.0 Secretary – M. Eberling-Penner

9.1 I continue to work to record items discussed and reported as accurately as possible.

10.0 Treasurer – R. Peters

10.1

GARDEN VALLEY TEACHERS' ASSOCIATION

Trial Balance As at 09/30/2018

Ac...	Account Description	Debits	Credits
1010	WCU Chequing	72,124.47	-
1012	WCU Savings	13,820.66	-
1020	GIC #1 (5690)	9,850.00	-
1036	GIC #2 (9934)	11,267.37	-
1050	WCU Share	5.00	-
1201	Accounts Receivable	4,615.80	-
2010	Education Awards	-	3,000.00
2015	Accounts Payable	-	49.26
3030	Reserve Fund	-	20,000.00
3560	Retained Earnings	-	93,701.62
4070	Miscellaneous PD Income	-	1,800.00
5380	PD Expense	6,867.58	-
		118,550.88	118,550.88

10.2

GARDEN VALLEY TEACHERS' ASSOCIATION**Comparative Income Statement**

	Actual 09/01/2018 to 09/30/2018	Budget 09/01/2018 to 08/31/2019	Difference
REVENUE			
REVENUE			
GVTA Fees	0.00	55,500.00	-55,500.00
EI Rebate	0.00	20,400.00	-20,400.00
Bank Interest Revenue	0.00	500.00	-500.00
G.V.S.D. /Prov. PD Funds	0.00	32,000.00	-32,000.00
Miscellaneous PD Income	1,800.00	0.00	1,800.00
TOTAL REVENUE	<u>1,800.00</u>	<u>108,400.00</u>	-106,600.00
TOTAL REVENUE	<u>1,800.00</u>	<u>108,400.00</u>	-106,600.00
EXPENSE			
EXPENSES			
AGM-GVTA Expense	0.00	350.00	-350.00
FallGM - GVTA Expense	0.00	1,000.00	-1,000.00
AGM-MTS Expense	0.00	2,258.00	-2,258.00
Accountant Review Expense	0.00	4,500.00	-4,500.00
Benevolence and Gifts Expense	0.00	850.00	-850.00
Collective Bargaining Expense	0.00	4,347.00	-4,347.00
Bylaws	0.00	300.00	-300.00
Dependent Care Costs	0.00	500.00	-500.00
Education Awards Expense	0.00	4,645.00	-4,645.00
Education Finance Expense	0.00	100.00	-100.00
Employee Benefits Expense	0.00	600.00	-600.00
Executive Honourarium Expense	0.00	6,800.00	-6,800.00
Executive Meeting Expense	0.00	2,400.00	-2,400.00
Executive Mileage	0.00	2,000.00	-2,000.00
Executive Retreat Expense	0.00	400.00	-400.00
Executive Retreat Sub Fees Expense	0.00	2,533.00	-2,533.00
Liaison Meetings Expense	0.00	160.00	-160.00
Meetings with Principals	0.00	440.00	-440.00
Miscellaneous & Clothing Expense	0.00	550.00	-550.00
Nominations Committee	0.00	100.00	-100.00
PD Expense	6,867.58	35,000.00	-28,132.42
Portable Office Expense	0.00	3,311.00	-3,311.00
President's Meetings / Sub Expense	0.00	4,292.00	-4,292.00
President's Release Time Expense	0.00	50,150.00	-50,150.00
Public Relations Expense	0.00	4,000.00	-4,000.00
Social / Wellness Expense	0.00	6,892.00	-6,892.00
Supper with the Board	0.00	792.00	-792.00
Supplies Expense	0.00	165.00	-165.00
Equity Social Justice	0.00	3,669.00	-3,669.00
Indigenous Education	0.00	1,500.00	-1,500.00
Vice-President	0.00	2,250.00	-2,250.00
TOTAL EXPENSES	<u>6,867.58</u>	<u>146,854.00</u>	-139,986.42
TOTAL EXPENSE	<u>6,867.58</u>	<u>146,854.00</u>	-139,986.42
NET INCOME	<u>-5,067.58</u>	<u>-38,454.00</u>	33,386.42

11.0 Collective Bargaining – M. Urichuk / S. Coates

11.1 GVTA's Collective Bargaining Committee has been preparing for bargaining through the completion of its opening package and the creation of a table team. A consultation from members was held last Spring and edits were made to reflect the feedback.

Throughout the 2018-19 school year, GVTA’s Collective Bargaining Committee will establish bargaining dates and work toward a new collective agreement with GVSD.

11.2 GVTA’s table team met with GVSD’s table team informally to discuss letters of understanding regarding GVSD’s Summer Institute and provincial changes to technical vocational teacher salary classification. Two letters of understanding have been agreed to and signed by both parties.

11.2.1 The first letter of understanding retained past practice regarding the classification of technical vocational teachers. The professional certification branch in Russell enacted an old policy that, when applied, had an impact of a reduction of \$20K in annual salary for technical vocational teachers enrolled in the Red River certification program. GVSD was happy to make sure specific individuals would not be impacted by this change. Whereas GVTA ensured that all affected members would not be impacted by this change in classification policies.

11.2.2 The second letter of understanding referenced the GVSD 2018 Summer Institute. One of the primary aspects we worked to address was ensuring appropriate time in lieu, i.e. the time that teachers invested in Summer Institute could be reclaimed during the school year. These negotiations took place over a matter of months but have been simplified on the table below:

	Initial	End
Participant ½ day	No time in lieu	½ day time in lieu
Participant 1 day or more	1 day time in lieu	1 day time in lieu
Instructor ½ day	No time in lieu	½ day time in lieu
Instructor 1 day or more	1 day time in lieu	Equivalent time in lieu for time spent teaching at Summer Institute

11.2.3 Unfortunately, we were unable to reach our ideal goal of “time for time” for all members participating in the Summer Institute. However, we did agree on additional language with the division that required us to have a voice in the review of this year’s Summer Institute. Negotiations ended on a positive note and we look forward to continuing to address issues such as substitute teacher availability and divisional professional development with GVSD.

11.3 Many changes are anticipated in 2019 that will affect our bargaining structure. Sarah Coates and Moyra Vallely attended the MTS Summer Bargaining School (Aug 22-24) to stay updated on the provincial landscape. Mike Urichuk attended the Fall Seminar on October 13 to receive up to date. It is GVTA’s goal to bargain effectively at a local level and to communicate how any of these changes may end up affecting us here in Garden Valley.

11.4 The Collective Bargaining Committee for the 2018-19 school year is as follows: Sarah Coates, Joel Swaan, Melanie Howe, Jessica Askin, Mary-Anna Aaldyk-Doerksen, Joanne Unrau, Dale Martens, Mike Urichuk, Anny Froese, Jim-Parry Hill, Moyra Vallely, and Terri Hill from MTS.

11.5 We are currently looking to fill the vacancies for a Plum Coulee/Edelweiss School representative and a Border Valley/Blumenfeld School representative.

11.6 The Collective Bargaining Table Team for the 2018-19 school year is as follows: Sarah Coates (2018), Joel Swaan, Anny Froese, Moyra Vallely, Mike Urichuk, and Terri Hill.

12.0 Ed Finance – A. Froese / K. Carman

12.1 Anny Froese (Chair) and Kirsten Carman (Co-Chair) will be attending the MTS Education Finance Fall 2018 Meeting on Saturday, October 27, 2018 in Winnipeg.

12.2 MTS Fall Seminar (Nov/17) attended by Anny Froese (Chair)

12.3 GVTA -GVSD Liaison (Jan/18) EF presentation by Anny (prepared by Anny and Rick Schroeder (former EF Co-chair), with input from Joel Swaan (GVTA President) and Mike Urichuk (GVTA Vice-President/Collective Bargaining Chair), highlighting:

Stars	Wishes
<ul style="list-style-type: none"> • We appreciate the fiscal responsibility and transparency by GVSD; • Expenditures are carefully determined and carried out • Enrollment growth (2016-17: +1.5% from 2015-16; 2017-18: +2.8% from 2016-17) 	<ul style="list-style-type: none"> • Educators are on the frontlines – we see areas of opportunity (reduction of class sizes because GVSD has the Highest Student to Educator/Teacher Ratios in the Province; • Clinician Allocation (in practice but missing in policy (*since remedied) • Reconciliation & Indigenous Perspectives (recommended to hire a coordinator/leader)

12.4 MTS Winter Seminar (Feb/18) attended by Rick Schroeder (Co-Chair)

12.5 MTS Regional Seminar (June/18) attended by Anny & Rick

12.6 *MTS Seminars focused on the impact of education due to provincial government decisions and practices.

13.0 Employee Benefits – G. Heinrichs / S. Coates

13.1 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 GVTA AGM in May 2018:

13.2 Organized and attended the Maternity & Parental Leave Seminar on May 10, 2018

13.3 Chair attended the GVSD/GVTA liaison meeting on May 17

13.4 Chair attended the MTS AGM from May 23 to May 26

13.5 Chair and Co-Chair attended a meeting with GVTA president September 26, 2018

13.6 Co-Chair attended the GVTA Fall Picnic September 2018

13.7 Chair and Co-Chair attended the MTS Employee Benefits Seminar on October 13, 2018

13.8 Chair connected with new members at Division Office

13.9 Placed Blue Cross and life insurance forms on the gvteach.org website to facilitate easy access for members.

13.10 Chair and Co-Chair attended GVTA monthly executive meetings

13.11 Committee responded to member inquiries

14.0 Equity & Social Justice – J. Driedger / C. Phillips

14.1 Chair attended ESJ summer seminar from Aug. 20-22

14.2 Topics included:

14.2.1 Exploring role as an advocate and facilitator for ESJ for teaches in your Local

14.2.2 Equity and Diversity Education

14.2.3 Regional Meetings

- 14.2.4 Will be attending ESJ fall seminar on Nov. 23-24
- 14.3 We continue to engage teachers in the GVTA with ESJ topics through our monthly book club. Currently have 20 members. Members receive a minimum of 5 books throughout the year. First book for the year is *Indian Horse* by Richard Wagamese
- 15.0 Indigenous Education – R. Baraniski / A. Dyck
 - 15.1 Over-arching goal: To build Access, Agency, Advocacy, Solidarity Action
 - 15.2 Short Term Goal for 2018-19:
 - 15.2.1 To ensure all students have access to all programs and educational opportunities.
 - 15.2.2 Create culturally safe spaces for children and families based on trust and mutual respect
 - 15.2.3 Ensure that aboriginal education is for all students
 - 15.3 Strategies/Actions:
 - 15.3.1 Attend IE training in Winnipeg in Fall and Spring
 - 15.3.2 Network with other divisions to find out strategies that worked for them
 - 15.3.3 Review document *Creating Racism Free Schools through Critical/Courageous Conversations on Race*,
https://www.edu.gov.mb.ca/k12/docs/support/racism_free/full_doc.pdf
 - 15.3.4 Checklist of School indicators of school inclusiveness with respect to FNMI students (from tools)
 - 15.3.5 Discussion with Board to acknowledge Orange Shirt Day divisionally (at liaison meetings)
 - 15.3.6 Encourage some of budget money be considered for diversity in literature materials
 - 15.4 Purchase books on IE topics for professional reading, *Is Everyone Really Equal?* (Amazon or Indigo ebook), and *Indigenous Write* (Portage and Main Press).
- 16.0 Professional Development – R. Bagnulo / J.-L. Heide
 - 16.1 This year school year the PD committee approved nineteen CLG applications. A list of CLGs and the group contacts were sent out to PD Reps. GVSD teachers had option to join a CLG group by October 9, 2018. Estimated expense of CLG applications 2018- 2019 \$16,000.00.
 - 16.2 K-8 Divisional PD was on October 12, 2018 at Prairie Day School, Speaker Dennis King, Topic: PLC and RTI. We hosted teachers from other divisions at this event: Western School Division, Portage La Prairie School Division, Prairie Rose School Division, Prairie Spirit School Division and Pine Creek School Division.
 - 16.3 On October 19, 2018 Garden Valley School Division hosted two MTS PD Day Sessions.
 - 16.3.1 A livestream Manitoba Council of Exceptional Children (MCEC) SAGE session. Topic - Mental Health and Well-being and Self-Regulation Strategies, Speaker: Dr. Susan Hopkins
 - 16.3.2 ManACE , Topic - Delve into Technology - Refine Your Skills
 - 16.4 Upcoming PD dates
 - 16.4.1 School Based PD 9-12 November 16 and November 30, 2018
 - 16.4.2 Divisional Based PD K-8 February 1, 2018
 - 16.5 At the beginning of 2018, the PD committee purchased books for each school's PD library on Professional Learning Communities (PLC) and Response to Intervention (RTI).

17.0 Public Relations – K. Rootsart / J. Unrau

- 17.1 In the spring, the PR committee offered GVTA hoodies for purchase to those members who were interested in ordering one.
- 17.2 In May, the scholarship committee met with each student that applied for the GVTA scholarship. This scholarship provides \$1500 for students entering post secondary Education studies. The recipients were Damaris Guenther from NPC and Reghyn Wall from GVC. We wish them all the best in their studies
- 17.3 In June, the committee provided every incoming Kindergarten student with a book courtesy of GVTA. These students either received them in June or this fall.
- 17.4 The co-chairs met with the president in September to discuss goals for PR for the upcoming year.
- 17.5 Monthly editions of the Apple Core have been distributed to members.
- 17.6 The chair attended the fall MTS PR seminar on October 13th.

18.0 Social & Teacher Wellness – C. Parr / A. Rempel

- 18.1 Retirement Gifts have been given to all GVTA members who retired in 2017-2018. Members received a large, personalized, cooler bag.
- 18.2 Social Committee and President met to discuss our plans for the upcoming year.
- 18.3 GVTA Picnic was well hosted by Border Valley School. They organized a games evening with karaoke and games. A fantastic time was had by all!
- 18.4 World Teacher Day Poutine Bar occurred. 20 members were in attendance.
- 18.5 1st year Teacher Event has been organized and occurred on Monday, October 15th.
- 18.6 Social and Wellness is planning on a movie evening (similar to last year's Star Wars Showing) in late December.
- 18.7 We are planning for an even more far reaching Wellness expo where we work with members of the community to bring wellness to more GVTA members.
- 18.8 We will be organizing the Bowling and Free Skate again this year.
- 18.9 Keep your eyes open for other new and different events.

19.0 Substitute Teacher Member-at-Large – D. Goertzen II

- 19.1 My name is David Goertzen II and I am the representative for substitute teachers on the GVTA executive. I'm here for any substitute that may have any issues or concerns they would wish to bring up and have looked at. I will advise you as the best course of action to follow with your concerns, in consultation with others on the executive or administration who can best help you. My email is davegee2@yahoo.ca and my cell phone number is 204 332-9057.
- 19.2 I have agreed to disseminate information necessary for substitute teachers via email. Previously, our GVTA presidents had sent the information to substitutes directly, but now when I receive information relevant to substitutes, I will ensure that the information will be forwarded.
- 19.3 I had a very productive meeting with President Joel Swaan recently in which it became clear how I could best fulfill my role as a substitute teacher representative.
- 19.4 Short bio: This is my first stint on GVTA executive since I retired from GVC in 2006. Previously I had served as chair of the PD committee, chair of the social committee, the chair of liaison committee, as well as other committee work on the GVTA executive. I have taught in a number of schools in GVSD, from grade 1 to 12. When I was in the elementary

schools, I taught all the subjects in a multi-grade setting. I even taught in a one-room school at the Blumengart Hutterite colony for 3 years, grades 1 to 10. In 10 years at GVC I was mostly teaching geography and social studies, though I also did English, science, typing and math. I have been subbing in about 10 different schools at all levels in both Garden Valley and Western School divisions for the last 12 years.

19.5 Please don't hesitate to contact me if you have any concerns.

20.0 Workplace Safety & Health – M. Siemens

20.1 Marty Siemens has returned as the GVTA Workplace Safety and Health Representative. Throughout the school year, four inspections will be completed at each school/site. WSH Divisional Committee members will also can participate in 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.

20.2 The WSH representative attends two MTS training sessions throughout the year to learn about important and new information that relate to Workplace Safety and Health.

20.3 The GVSD WSH committee has formed a subcommittee that will focus on reviewing the 11 Elements (Policies that apply to Workplace Safety and Health) during the 2018-2019 school year.

21.0 Acceptance of Reports – MOVED/SECONDED ___/___ CARRIED.

22.0 **Next Meeting – Tuesday, May 28, 2019: AGM & Elections.**

23.0 Adjournment: 4:___ pm. Moved by ___ 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	Caitlin Parr (GVC) – Social/Wellness Chair
Sarah Coates (GVC) – CB Co-Chair; EB Co-Chair	Karla Rootsart (SWD) – PR Chair
James Driedger (NPC) – Indigenous Ed. Chair	Marty Siemens (BES/BVS) – WS&H Liaison
Kelsey Dyck (JRW) – Member-at-Large	Joanne Unrau (HFS/SWD) – PR Co-Chair
Anny Froese (PDS) – Ed Finance Chair	Melanie Urichuk (GVC) – Social/Wellness Co-Chair
Gwen Heinrichs (DO) – Employee Benefits Chair	

Members Present:

Mary-Anna Aaldyk-Doerksen (WES)	Jacqui Kusnick (ECS)	Carol Suderman (SWD)
Derek Baschuk (NPC)	Rhonda Friesen (PLS)	Karen Lesser (PDS)
Carilee Bergman (PDS)	Tana Friesen (DO)	Dale Martens (NPC)
Kirsten Carman (GVC)	Tom Friesen (GVC)	Wes Neufeld (WES)
Theresa Dick (GVC)	Donovan Giesbrecht (GVC)	Jim Parry-Hill (SUB)
Ashly Dyck (JRW)	Merl Giesbrecht (GVCTec)	Laura Penner (NPC)
Mike Dyck (NPC)	Ian Hart (PLS)	Erica Peters (PCS)
Walter Fehr (BVS)	Renae Hildebrand (BVS)	Julie Peters (PDS)
Alwin Friesen (WES)	Bud Kehler (PDS)	Cindy Phillips (WES)
		Lincoln Wiebe (WES)

Regrets:

Jacquie Mitchell (SUB) – Member-at-Large		
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1.0 Call to Order @ 4:02 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 ADD 22.1 Approval of 2018-19 Budget and Membership Fees

3.0 Acceptance of the Agenda

3.1 MOVED/SECONDED by Rick S/ Mike U. CARRIED.

4.0 Adoption of November 7, 2017 General Meeting Minutes

4.1 MOVED/SECONDED by James Driedger/Melanie Urichuk. 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: Mike Urichuk_. 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: Cindy Phillips

6.2.2.8 Indigenous Education

6.2.2.8.1 Chair: Roxanne Baraniski

6.2.2.8.2 Co-Chair: Ashly Dyck

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 none
- 6.2.4 **Elections, if needed:**
 - 6.2.4.1 none
- 6.2.5 **Acclaimed:** That the current slate of officers be accepted as presented.
- 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 Substitute Teachers

Draw: GVTA Hoodie—Gwen Heinrichs, Cindy Philips, Jim Parry-Hill, Rhonda Peters

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

7.6.107	May 3 – MTS AGM Binder Meeting, Winnipeg	7.6.119	May 10 – Mtg with Superintendent & Asst. Superintendent	7.6.131	May 17 – GVSD-GVTA Liaison Meeting
7.6.108	May 3 – Opening Package Mtg for GVTA Members	7.6.120	May 10 – MTS Maternity/Parental Leave Seminar	7.6.132	May 17 – Fresh Start School Visit
7.6.109	May 5 – MTS CBSC Meeting, Winnipeg	7.6.121	May 11 – Teacher Meeting – Maternity Leave	7.6.133	May 17 – WSH Inspections – PCS & PLS
7.6.110	May 7 – GVC School Visit	7.6.122	May 14 – Edelweiss School Visit	7.6.134	May 18 – WES School Visit
7.6.111	May 7 – Meeting with GVC Principal	7.6.123	May 14 – WSH Inspections – Edelweiss	7.6.135	May 22 – GVCTec School Visit
7.6.112	May 7 – ESJ Regional Meeting, Elm Creek	7.6.124	May 14 – Local Mtg with MTS President	7.6.136	May 22 – Meeting with Western T.A. President
7.6.113	May 8 – Indigenous Education Chairs Mtg	7.6.125	May 15 – Professional Development Committee Mtg	7.6.137	May 22 – Substitute Teacher Meeting
7.6.114	May 8 – Collective Bargaining Chair Mtg	7.6.126	May 15 – Emerado School Visit	7.6.138	May 23 – NPC School Visit
7.6.115	May 9 – JR Walkof School Visit	7.6.127	May 15 – Meeting with Emerado Principal	7.6.139	May 23 – Meeting with NPC Principal
7.6.116	May 9 – Teacher Meeting – Term Contracts	7.6.128	May 15 – Collective Bargaining Committee Mtg	7.6.140	May 23 – MTS LGBTQ & Allies Caucus
7.6.117	May 9 – Meeting with JR Walkof Principal	7.6.129	May 16 – Parkland School Visit	7.6.141	May 24 – MTS AGM, Winnipeg
7.6.118	May 9 – Teacher Meeting – Maternity Leave	7.6.130	May 16 – Division Office School Visit	7.6.142	May 25 – MTS AGM, Winnipeg
				7.6.143	May 25 – Rally for Public Education, Winnipeg
				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

11.1

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	108,427.34	102,620.00	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	47,328.66	131,473.71	-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 _Walter Fehr/_Rhonda Peters_. CARRIED

22.1 Acceptance of 2018-19 Budget and Membership Fees – (Fees remain unchanged at \$15/month or \$180/year) MOVED/SECONDED Rhonda Peters/_Laura Unger____. CARRIED

23.0 Next Meeting – Tuesday, November 6, 2018 with Norm Gould MTS president in Winkler.

Draws: \$100 off membership fees: Jen Thiessen

24.0 Adjournment: 4:27 pm. Moved by _Kathy Warkentin. CARRIED

Presentations: MTS Priorities Update & Nova Scotia Principals



1. **GVTA Divisional Fall Picnic:** Many thanks go out to Principal Renae Hildebrand and the teachers at Border Valley and Blumenfeld Schools for hosting an excellent event at The Bunker on September 27th. It was a fun event for all who attended, and no one left hungry! The karaoke was also most entertaining!
2. **Ispos Phone Survey:** Members of the public, which includes MTS members, are receiving a surveying phone call in which they are being asked to rate their opinion regarding the province shifting to 5 school divisions within the province, rather than the current 38. The implications of such are currently unknown. (There are now five health regions after the previous round of amalgamations in that sector, and the current Education minister was previously the Health minister who coordinated the amalgamations)
3. **MTS PD Day:** There are two local options this year for MTD PD Day:
 - a. **Manitoba Council for Exceptional Children (MCEC):** A Satellite session on **Mental Health and Well-Being and Self-Regulation Strategies** is being hosted at NPC of presenter Dr. Susan Hopkins. Teachers need to register through MCEC. More information is available here: <http://www.mbteach.org/mtscms/2017/01/16/mcec-pd-day-2018/>
 - b. **Manitoba Association of Computing Educators (ManAce):** “Delve into Technology – Refine Your Skills”. Teachers are able to register for a session which provides the opportunity to work autonomously on effectively implementing technology in their classrooms, either independently or in a small group. The session will be held at NPC. Register at <https://www.eventbrite.com/o/manace-83303068>
4. **Fall General Meeting:** On Tuesday, November 6th, the same day as the Fall MTS Regional Meeting, we will have a brief General Meeting for GVTA members from 4-4:25pm. Prizes! (& supper if you stay for the Regional Meeting). The Agenda is included in this *Apple Core*, as well as the minutes from the previous meeting.
5. **MTS Fall Regional Meeting:** MTS President Norm Gould will be in Winkler on Tuesday, November 6th at 4:30pm at NPC in Room 113. Supper is provided, but it is necessary to register at MyProfile at <https://memberlink.mbteach.org/Event.axd?e=897>. The heading of the event is “2018 Fall Regional Meetings – Priority Issues”, and you can register for the Winkler event from there. MTS will reimburse teachers for the cost of childcare, and GVTA is also looking into providing childcare on site (*please contact Joel if you will need this service*). Topics include:
 - a. The upcoming Manitoba Comprehensive Education Review
 - b. Teacher Pensions in Manitoba and across the country
 - c. Potential school division changes (boundaries, finances, etc.)
 - d. Collective Bargaining 2018 and beyond
 - e. Local teacher and school issues
 - f. Speak out! Guide for Writing Letters to Politicians
6. **Substitute Teachers Contact:** We continue to work at engaging our Substitute Teacher members. The division has provided a list of the 107 substitute teachers in GVSD. GVTA Membership dues are deducted at a pro-rated amount from every substitute teacher when they work, which means that substitute teachers are GVTA members as soon as they work their first day of the school year. While most communication has come from the GVTA President, the Substitute Teacher Member-at-Large is your “school rep” (GVTA treats substitute teachers like one of their Admin Units). Look to receive e-mail from Dave in the future. If you aren’t receiving the e-mails, please check your junk/spam folders, and add his e-mail address to your safe list.

7. **Equity and Social Justice Book Club CLG:** The ESJ Book Club has resumed. The first book this fall is *Indian Horse*, by Richard Wagamese.
8. **Superintendent Meeting:** The GVTA President and GVSD Superintendent meet monthly. In September, they discussed the following topics:
 - a. Principals and MTS: MTS offers support to *all* members who have questions or need support. MTS does not solicit its members to see if help is needed. MTS will support only the members who contact them asking for assistance, but they are willing to support every member. They will support both members in the case of a disagreement, but only if both members each contact MTS; if only one member contacts them, then they will only support that member. In our President/ Superintendent meeting, we discussed the importance of supporting principals by reminding them that MTS is available as a resource in times of need.
 - b. Practicums for teachers working on Post-Baccalaureate programs: Our divisional leave Policy GCC only provides the opportunity for teachers to take unpaid leaves of a term or a year. We discussed the needs of teachers who are looking to complete shorter-length practicums.
 - c. Pine Ridge Staffing Timeline: We discussed the same timeline that was presented at September staff meetings.
 - d. Fall Picnic Invite: GVTA invited all divisional staff, as well as the Board, to the Fall Picnic
9. **October 12th GVSD/GVTA Professional Development:** Many thanks to Raff Bagnulo, Carla Wiebe, David Hoepfner, our Prairie Dale members, and the PD Committee who hosted the RTI PD Session on Friday, October 12th. Thanks also to the school's SAA and custodial staff for their efforts.
10. **World Teachers' Day:** Held annually on October 5th, it is a day to recognize the contributions and efforts of teachers around the world. Thanks to the GVTA Social & Teacher Wellness Committee for providing a Free Poutine Bar event on behalf of members that day.
11. **School Visits:** Joel will continue to perform his first set of school visits between the October and November Executive meetings. Most of the meetings are at lunch in staff rooms. Dates are set for:

a. BES – Nov 1	h. GVCTec – Oct 18
b. BVS – Oct 29	i. HES – Oct 22
c. DO – Oct 24, 4pm, CKs	j. JRW – Oct 16
d. EDW – Oct 26	k. NPC – Oct 15
e. ECS – Oct 25	l. PLS – Nov 2
f. Fresh Start – Oct 24 @12:45pm	m. SUB – Oct 25, 4pm, CKs
g. GVC – Oct 23, Upstairs Staff Rm	
12. **Executive Retreat:** The GVTA Executive will have our annual one-day retreat on Tuesday, November 6th at the Winkler Public Library. We will be receiving the Live2Lead telecast, a "leader development experience designed to equip attendees with new perspectives, practical tools and key takeaways." Members of our board and senior administration have participated in this event for several years. It is beneficial to receive the same leadership training as our employer so that we can better align ourselves, both in style and joint accountability. We will also participate in a leadership game in the afternoon to work on our own leadership and communication skills between each other, as well as to our members.
13. **Next Executive Meeting:** Due to the nature of our Executive Retreat, the November executive meeting will be held on Tuesday, November 6th at about 2:30 in the afternoon at the Winkler Public Library. Our invitation to all members to attend still stands, but we appreciate that the timing makes it difficult for some members. Please contact Joel if you would like to attend as an observer. Our meetings are usually after school at 4:15 on the first Tuesday of the month, a practice we will resume in December.