

The Apple Core

January 2019

Upcoming Events

GVTA Executive meetings:

- February 5
- March 5
- April 2
- May 7
- June 4

Held at GVC and begin at 4:00.
All members are welcome

Other Events:

- February 1st—K-8 PD Day, JRW
- February 6th—ESJ Bookclub, 4:00 pm, CKs
- February 15th—Noon Dismissal
- February 18th—Louis Riel Day, No school
- February 27th—Pink Shirt Day

Greetings, GVTA-ers!

With the new year under way, by now the holidays have worn off and you're into the thick of it with your classes and programs. Term 1 is wrapping up at the high schools, while elementary teachers are doing a mid-year check-up on their PLC goals. I love this time of year in my band classes as I feel that this period between concerts is when we are best able to focus on skill development.

While we're all focused on what is happening in our classes, schools, and with our students, the twenty Garden Valley teachers who are on the GVTA executive are looking at the same things with an additional viewpoint. I'm constantly amazed in our executive and committee meetings at the thoughtful discussions and genuine care that those who serve are bringing. Thanks goes out to the executive, the professional development committee, the collective bargaining committee, and the equity & social justice book club for teaching me and for allowing me to be a part of the process. I value your service on behalf of the over 400 members of Garden Valley.

Today (Saturday, January 19), Vice-President Mike Urichuk and I were in Winnipeg for Presidents' Council with the other 39 locals, provincial executive, and MTS staff. Here are some highlights of the discussions.

Coming up are MTS Hockey and Curling events. GVTA reimburses the entry fees for GVTA teams entered in MTS-sanctioned sporting events. Note that the curling form requires the signature of the local president. Look for notices on further pages in this edition of *Apple Core*.

There will be some changes to the funding of the Long Term and Short Term Disability Plans coming, but the effect will be negligible. You currently fund Short Term Disability at 0.17% of your salary; on March 1st this is going up to 0.18% (80¢/month on a \$70,000 salary). For long-term disability, the formula used to calculate the payable benefit will change on September 1st and will result in a 0% to +1% benefit increase for future claimants; claimants from before September 1/19 will see no change.

The *Balance* magazine will cease publication this year. It is being replaced by an on-line platform called *LifeSpeak*, which will roll out to members and their families on March 1st. More information is available on the MTS website: <http://www.mbteach.org/mtscms/2019/01/07/lifespeak-wellness-platform/>

Education Minister Kelvin Goertzen has indicated that legislation for teacher provincial bargaining will be introduced in the spring of 2019 with a view to implementation in the fall. We do not know what will be in this legislation or how it might impact current collective agreements or local negotiations.

General Secretary Bobbi Taillefer has resigned after 21 years of MTS service to teachers, and is now working on behalf of the Elementary Teachers' Federation of Ontario. We wish her all the best. Replacing her as Acting General Secretary is Roland (Rolle) Stankevicius, in whom we have the utmost faith and confidence. Welcome, Rolle.

The president of Western Teachers' Association, Shawna Dobbelaere, has been working at obtaining e-mail addresses of their substitute teachers. If you also sub in Western School Division, consider reaching out to Shawna at westernpres@mbteach.org so that she may keep you informed as to happenings in WTA.

Throughout the day, we also received an analysis of the Member Poll that took place in the fall, surveying 801 members out of 15,000; 2SLGBTQ+ Training, and an update on the Teachers' Retirement Allowances Fund (TRAF) and its funding model from both teachers and the government.

I look forward to seeing you within the next month-and-a-half as I come around for school visits; a schedule is printed elsewhere in this issue. Please feel free to reach out at any time as the need arises.

Stay warm, stay safe,

Joel
204-384-5635 (call or text)
gvtapresident@gmail.com



GVTA Bowling Night

When: February 22nd

What: Bowling from 5-8

Where: Winkler Bowling Alley

Who: All GVSD employees welcome!

Pizza, chips, and pop will be provided



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.

Homemade Pancake Mix

Shrove Tuesday (Pancake Tuesday) is March 5, 2019. This is the day in February or March immediately preceding Ash Wednesday (first day of Lent) and is celebrated in some countries by consuming pancakes. Whether you want to cook up a feast of pancakes for the day, or simply add fibre to your diet in an economical substitute for commercial pancake mixes, this recipe works well.

Homemade Pancake Mix

Stir together:

2 cups white flour

2 cups brown flour (or whole grain spelt flour)

3 tbsp white sugar

3 tbsp baking powder

2 tsp baking soda

1 tsp salt

Store in an airtight plastic container in your cupboard.

To use:

Beat together:

1 cup milk

1 egg

1 tsp oil

1 tsp vanilla

Put 1 cup mix into a bowl, make a hollow in the middle, add liquid ingredients and mix gently until dry and wet ingredients are just incorporated. All flour streaks should disappear, but small lumps still exist. (Overmixing makes pancakes chewy and tough, not fluffy). Pour batter to form pancakes in the size desired onto a hot, oiled frypan or griddle. Cook first side until bubbles form and start to pop open (maybe 3 minutes?). Check if golden on the bottom and flip. Cook second side until golden (watch out, this will be quicker!)

Make this especially healthy with a serving of thawed frozen berries as a topping (and a hint of syrup if you like).

Indigenous Education

Did You Know?

Why were the Numbered Treaties negotiated?

Both First Nations and the Crown had a history of Treaty making prior to first contact. First Nations and Europeans continued the Treaty-making approach with each other in order to secure military and trade alliances through 'Peace and Friendship' Treaties during the early colonial period and the fur trade. With the issuing of the Royal Proclamation of 1763 by King George III, official guidelines were established for the acquisition of First Nations land whereby only the Crown could enter into Treaty negotiations with First Nations.

The British Crown then embarked on a series of Treaties with First Nations primarily in Ontario in order to open up areas for settlement, farming and mining. After Confederation in 1867, the Dominion of Canada looked to the North-West Territories to expand and followed the precedent that had been set for Treaty making. Between 1871 and 1921, eleven Numbered Treaties were negotiated between the Crown and First Nations covering the territories from present-day Ontario to Alberta and portions of British Columbia and the Northwest Territories.

Treaty areas in Manitoba:



GVSD lies on Treaty 1 land. Treaty No. 1 was negotiated and entered into in August 1871 at Lower Fort Garry. A few of the Canadian communities sharing the obligations and benefits of Treaty No. 1 include: Winnipeg, Brandon, Portage La Prairie, Selkirk, Steinbach, Lundar, Grand Beach, Emerson, Winkler and many more.

Text of treaties 1 and 2:

<http://www.trcm.ca/wp-content/uploads/PDFsTreaties/Treaties%201%20and%202%20text.pdf>

Retrieved from:

<http://www.trcm.ca/treaties/treaties-in-manitoba/treaty-no-1/>

Wellness

Are You Being Resolute in Your Resolutions?

We are now halfway through another season in the lives of teachers. A season of post-Christmas Break energy from students, sometimes drastic weather changes that can throw our systems off-kilter, a decrease in sunlight and vitamin D, and for many a renewed focus on becoming healthier. With that in mind, we'd like to check in - how are you doing?

In September we gave you five tips to consider when trying to stay balanced heading back into the swing of things after summer vacation, and maybe this is a good time to revisit them. Did you make New Years Resolutions? Something related to losing weight, getting fit, finding your abs, or just generally making changes in your life? These are all wonderful ideas but be careful that they don't cost you your balance. Keep these five ideas in mind as you continue to push yourself throughout the school year.

Get Moving

While it might not be possible for you to hit the gym daily, attend fitness classes, or even workout in your basement on a regular basis, make sure you take the time every day to move.

Be Conscious About What You Eat

What you eat fuels you for the day. If you are eating healthy food, your body burns it efficiently and effectively to give you energy.

Take Time for Yourself

Find activities that fuel your soul - they are important and keep us constantly learning and growing.

Be Conscious of Your Mental Load

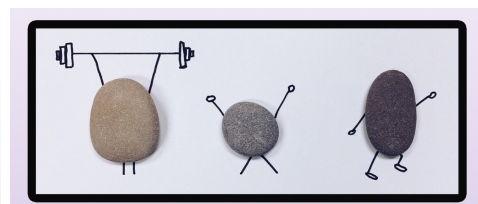
Are you overloading your circuits? Be careful about your thoughts. If you find yourself thinking negatively or feeling mentally exhausted, take notice and work at trying to see things in a more positive light.

Optimize Your Output

Trying to balance work, home and personal lives can get a bit hectic. Make sure that when you sit down to one thing, you are not multitasking and trying to accomplish other tasks at the same time.

If you did make a New Year's Resolution to get fit, be healthier or simply try to be more balanced overall, we hope you have looked into the classes offered as part of our Wellness Expo. If you have not, go and check'em out! Updates about classes and general wellness information will be posted on the Instagram page @gvteach

GVSD WELLNESS EXPO



Call For Nominations for GVTA Executive

It is time once again to announce our **Call for Nominations** for candidates to serve on next year's GVTA Executive!

There is no need for prior experience, only a desire to learn more about the role of the Manitoba Teachers' Society and our local Association as well as a willingness to serve for the greater good of your colleagues.

Please contact me if you are:

Planning to continue in your current GVTA role. (Note: GVTA does not have term limits) **OR**

Are considering an executive position – self nominations are welcomed. **OR**

If you have a person/s that you wish to nominate – just be sure that you have their prior approval with an indication of their willingness to let their name stand.

We are seeking individual candidates for the following...

President – (Please note the specific timelines for this position)

- *Please submit your President nominee/s by 3:00pm – Thursday March 14, 2019.*
- If an election is required, it will be held during the week of March 18, 2019.
- Members shall elect the President by secret ballot before March 30, 2019.

Nominees for the following should be received by Noon – Friday, May 17, 2019.

- Elections will be held at the GVTA Annual General Meeting on Tuesday May 29, 2019 with nominations “from the floor” also being accepted at that time.

Vice-President

Treasurer

Secretary

Workplace Safety & Health Liaison

Collective Bargaining & Collective Bargaining Co-Chair

Education Finance & Education Finance Co-Chair

Employee Benefits & Employee Benefits Co-Chair

Equity & Social Justice & Equity and Social Justice Co-Chair

Indigenous Education & Indigenous Education Co-Chair

Professional Development & Professional Development Co-Chair

Public Relations & Public Relations Co-Chair

Social/Wellness & Social/Wellness Co-Chair

A Nomination Chart with a brief description of each role is attached.

Please contact me with your nominees – james.driedger@gvsd.ca

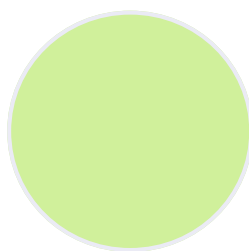
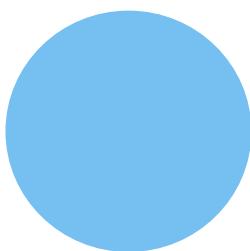
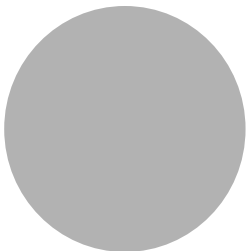
Thanks for your time and willingness to participate,

James Driedger – Chair - on behalf of the Nomination Committee

2019-2020 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: 3:00pm - Thurs. March 14, 2019	President			
	Vice-President			
Nominees by 12:00pm - Friday May 17, 2019	Treasurer			
	Secretary			
	Collective Bargaining	Chair		
		Co-Chair		
	Education Finance	Chair		
		Co-Chair		
	Employee Benefits	Chair		
		Co-Chair		
	Equity & Social Justice	Chair		
		Co-Chair		
	Indigenous Education	Chair		
		Co-Chair		
	Professional Development	Chair		
		Co-Chair		
	Public Relations	Chair		
		Co-Chair		
	Social/Wellness	Chair		
		Co-Chair		
	Workplace Safety & Health Liaison			



<u>GVTA EXECUTIVE POSITIONS</u>	<u>DESCRIPTIONS IN BRIEF</u>
President	Call, preside, provide notice, and create agendas for all Executive meetings and general meetings; attends Association Standing Committee, Garden Valley School Division Board, Society, Presidents' Council, and South Central Region President meetings as necessary; make reports at all Executive and general meetings; act as a liaison between the Association and the Society, deal with personnel issues; attend negotiation sessions between the Association and Garden Valley School Division; work with Treasurer to create the Association budget.
Vice-President	Assist the president as needed; take full charge of the affairs of the Association during the absence of the President.
Treasurer	Keep an accurate record and take charge of all funds collected; prepare a financial report for each Executive and general meeting; meet with the President in budget preparation; prepare all necessary reports for the yearly financial review; present the completed review at a general meeting; be one of the co-signers to access Association accounts.
Secretary	Keep an accurate record of all proceedings of the Association; distribute agendas and minutes of Executive meetings, special meetings, and general meetings.
Collective Bargaining	Negotiate a new collective agreement based on provincial and regional bargaining goals and the needs of the membership; and promote knowledge of the collective agreement and/or bargaining procedures amongst the Association.
Education Finance	Track trends in Education Finance; and gather information to present to local Executive and General Meetings.
Employee Benefits	Develop awareness and maintain files of all employee benefits; identify and investigate local needs for which the Employee Benefits committee can provide assistance; and organize and host Employee Benefits Seminars relative to GVTA members.
Equity & Social Justice	Develop awareness of social justice and, equity issues in classroom materials, teacher attitudes, school policies and programs; share information and resources; identify local needs for which the committee may provide assistance.
Indigenous Education	DRAFT - Develop awareness of indigenous education and equity issues in classroom materials, teacher attitudes, school policies and programs; share information and resources; and identify local needs for which the committee may provide assistance.
Professional Development	Initiate, organize and implement a program of in-service training to provide opportunities for the GVTA membership to continue improvement of their educational practices; inform GVTA teachers of PD opportunities; engage such resource persons as are deemed necessary for the in-service program; prepare, administer, and evaluate the GVTA PD budget; work in cooperation with the senior administration office in the planning and implementation of PD programs for the division; liaise with the Society, Manitoba Education, and the senior administration of the GVSD, recognizing them as partners in delivering professional development to teachers.
Public Relations	Purchase prizes and food for General Meetings; publish a membership newsletter; promote GVTA events for all committees; purchase and distribute an annual GVTA 'gift' for members.
Social / Wellness	Promote unity and build morale; 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; plan, budget and execute a recognition for retiring teachers as needed; purchase prizes for all social / wellness events; develop awareness of wellness issues in teacher attitudes, school policies and programs; share information and resources; identify local needs for which the committee may provide assistance.
Workplace Safety & Health Liaison	Promote the aims and objectives of the Association within the GVSD Workplace Safety and Health Committee; inform the Association of the activities of the GVSD WS&H committees; WS&H Liaison shall be an Association member who serves on the GVSD WS&H Committee.

Remembering the Turmoil of 1919

By: Allan Levine

Some years stand out in the history of the 20th century more than others. Among them are 1914, when the First World War began; 1939 and 1945, the start and end of the Second World War; and 1968, for the conflict within the United States about the Vietnam War and the assassinations of Martin Luther King, Jr. and Robert F. Kennedy. So, too, it was a century ago in 1919, a year of turmoil and confrontation in Winnipeg and Canada, and the rest of the western world.



National Archives of Canada

A crowd gathers outside the Union Bank of Canada on Main Street during the Winnipeg General Strike on June 21, 1919.

In Europe and North America, there was a decisive showdown between capital and labour, and manager and worker. It was a clash between the unregulated world of the 19th century, in which labour was a commodity to be exploited, to the more modern, complex world of the early 20th century, when workers not only questioned their place in society, but also demanded change. The end of the First World War, with its severe economic dislocation and social upheaval, as soldiers came home only to find their jobs taken by women and foreigners, exacerbated the situation.

Adding to this was the Bolshevik-led Revolution in Russia in October 1917, with its initial promise for a glorious Communist future. Vladimir Lenin's success in eliminating capitalism and establishing a so-called "dictatorship of the proletariat" loomed large.

Everywhere there was panic and fear about the imminent revolution. Few events in the 20th century frightened the ruling classes in western Europe and North America as much as the Russian Revolution did. Bolsheviks were atheists and free thinkers. They had "wild eyes," "long, bushy hair" and wore "tattered clothes." They denied God and held a bomb in one hand and a dagger in the other; they advocated "free love" and were intent on destroying everything sacred in western society. Their every move occupied the "peacemakers" at the Paris treaty talks at the end of the First World War.

Winston Churchill, Britain's secretary of state for war in early 1919, reaffirmed in a speech in London what everyone else was thinking. "Of all the tyrannies in history," he declared, "the Bolshevik tyranny is the worst, the most destructive, the most degrading." He held this view for the rest of his days.

Communists in Germany, Austria and Hungary had attempted, with limited success, to emulate Lenin and Leon Trotsky in a revolutionary takeover. Radicals in France and Italy were also active. In an open letter, Lenin wrote to American workers in August 1918, urging them "to revolt against (their) rulers." Then, at the Third International Congress (also called the Comintern) convened by Lenin in March 1919, it was declared in a manifesto that "the aim of the International Communist Party is to overthrow it and raise in its place the structure of the socialist order."

That same month, labourites and socialists from Winnipeg and across the country met in Calgary to advocate for the establishment of the One Big Union, or O.B.U., with the aim of linking political power with industrial unionism.

Socialists, communists and anarchists, from New York's Lower East Side to Winnipeg's North End, had cheered the events in Russia. Because, as one Canadian immigrant put it, the Bolsheviks' success meant in the long run, "equal rights for men and women, no child labour, no poverty, misery and degradation, no prostitution, no mortgages on farms, no revolting bills for machinery to keep peasants poor till the grave, no sweatshops, no long hours of heavy toil for a meagre existence but an equal opportunity for all."

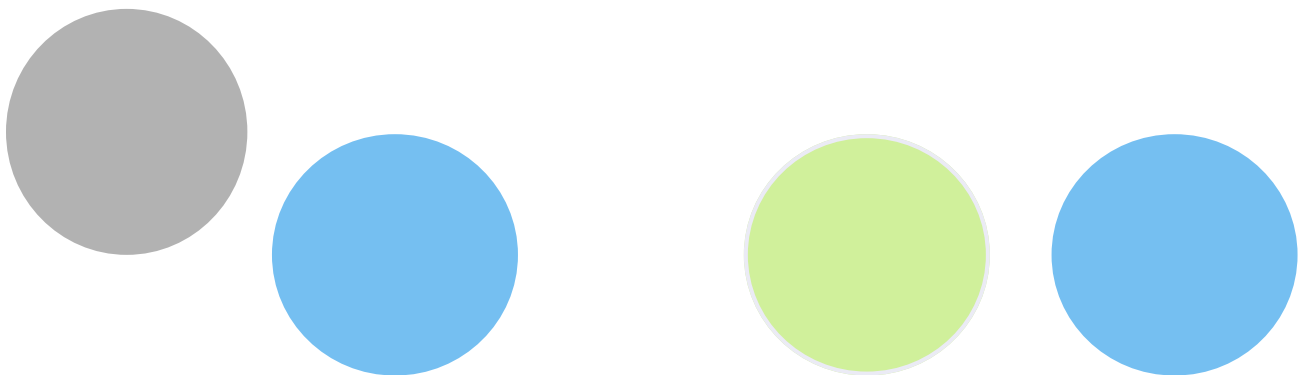
The First World War and the Russian Revolution were only catalysts. The roots of the 1919 struggle and its aftermath started half a century earlier when the nascent working class began to challenge its position in the capitalist system. In time, workers across North America demanded fairer wages, better working conditions, shorter hours and, most of all, recognition for their unions. The battle was not easily won. At every step of the way, employers from New York to Winnipeg stubbornly resisted change. Unions were evil, they argued, collective bargaining destructive, and it was their God-given right to make as much money as they could.

The workers would not surrender and created large trade associations such as the American Federation of Labor (AFL) to reform the system from within. Others, like the members of the Industrial Workers of the World (IWW), imbued with the spirit of the new "isms" – socialism, communism and anarchism – wanted an immediate transformation and were prepared to use violence to achieve their goals, if necessary.

In early May 1919, the focus of this struggle was Winnipeg and the General Strike, when about 30,000 workers walked off their jobs, bringing the city to a near-standstill for about six weeks. The labour confrontation – whose centennial will be marked in the spring – received much attention across the western world. The workers essentially wanted respect for their unions, collective bargaining and better working conditions. The business owners, backed by the government, believed that a Soviet-style revolution was underway and used every means at their disposal to crush the workers' resolve.

The powers that be were successful in ending the strike. But the celebrated labour action had demonstrated that change to the way industry was conducted in Canada was inevitable.

Now & Then is a column in which historian Allan Levine puts the events of today in a historical context. His most recent book is *Seeking the Fabled City: The Canadian Jewish Experience*.



K- 8 Professional Development February 1st Sessions

JR Walkof School

Schedule:

- 8:30 - 8:45 Registration
8:45 - 11:45 Morning Session (10:15 Break)
11:45 - 12:45 Lunch
12:45 - 3:20 Afternoon Session (2:15 Break)

Morning Sessions 8:45 - 11:45 AM

- Session 1: Building Resilience and Perseverance in Children. (Focus for 5-8 Teachers)
Eldon Dueck and Ryan Dueck

ELDON DUECK, M. ED.

After 3 decades in the education system as a classroom teacher, resource teacher and school principal, Eldon is knowledgeable and aware of what matters in schools. Resilience and perseverance are two of the most important life-skills educators can help students develop. He is passionate about listening for the “hidden” stories children carry with them to school and seeks to look beyond their behaviors to see who they really are. Eldon’s unique ability to connect and inspire will leave you with much to ponder.

RYAN DUECK, B. KIN.

Ryan has a decade of experience working with at-risk youth. He is currently the Director of the Samson’s Youth Fitness Centre in downtown Winnipeg, where he works directly with young people from all over the city. He has also served as a high school football & strength and conditioning coach. Ryan is currently recovering from a major spinal injury which has motivated him to create Six Degrees Freedom.

- Session 2: Current LGBTQ* Realities (MTS Teacher-Led Learning Team)
Chantelle Cotton and Sherri Hollier

Participants will learn strategies for developing LGBTQ inclusive classrooms and schools. Topics: Terminology (gender and sexual identities); societal norms of sex, gender, orientation and gender expression supporting students who are coming out; starting and maintaining a GSA; and addressing everyday discrimination.

- Session 3: Empowering Students to Manage their Anxiety - Tricks and Tips
Candace Funk MSW, RSW Social Work Clinician Garden Valley School Division

Many adults believe that childhood is a time of carefree days and no responsibility. As school employees, we know that this is not the case. Anxiety and worry is the most common problem experienced by students of all ages. Anxiety can affect anyone and can cause marked interference in students’ lives, reducing school performance, interfering with friendships, and affecting the whole family. In some cases, anxiety in childhood can be the beginning of a lifetime of anxiousness that, in severe cases, can lead to more serious problems of drug and alcohol abuse, depression, and even suicide. The good news is that anxiety can be managed. It is very treatable. This session starts with an overview of anxiety, highlights treatment strategies and then offers practical tools and helpful responses for staff to assist and support students - empowering students to learn about, manage and overcome their anxiety. Skills will be rehearsed and applied to specific case examples.

Session 4: Mental Health for early years
Deb Radi

As teachers and school leaders, you can contribute to the creation of a learning community that supports positive mental health promotion as a key to building strengths with and for all in our schools and community. Engage in this interactive session to explore how you can make a significant contribution to building mentally healthy schools and communities. Ideas and strategies will be discussed to make a personal and community difference in contributing to the development of healthy communities.

Deb Radi has been an educator for over 25 years engaging in both K – 12 and at the university levels. She brings a wealth of classroom and administrative experience in a variety of roles as a classroom teacher, school and system administrator as well as a student services senior administrator and policy lead at the university level. Currently, Deb offers mental health promotion workshops that support building school leader capacity to build their mental health literacy and positive mental health responses to mental health issues and concerns with students, teachers, parents in the community.

Session 5: Laura Forsythe U of M Native Studies

Laura Forsythe, the co-editor of this interdisciplinary and collaborative project, is a Metis Masters student at the University of Manitoba in the department of Native Studies working in Educational Sovereignty and works as the Metis Inclusion Coordinator for the University of Manitoba.

Session 6: Indigenous Art and Awareness, Integrating Art into History
Tammy Hendrickx

We will be looking at Art that has been here for a long time and not fully recognized. There are three groups of indigenous people that are recognized in Canada. They are the Inuit, Metis and Anishinaabe (from this area).

Through the use of indigenous art and illustrated children's books we will look at how we can educate children from K- 12 about our Indigenous people. Their history is rich but not fully told or understood. If we ignore our true history our children will keep on using the same old stereotypes that generations of settlers used to "kill the Indian in the child". Art is a visual form of history telling. We will look at indigenous art from different regions and discuss the importance of respectful art projects. What's appropriate and what's cultural appropriation? (Article; Huffingtonpost.ca) Is making a headdress, dreamcatcher or totem pole appropriate? Learning and doing the research is important before teaching it. In consultant with artist friend Lita Fontaine I hope to bring you an insightful and hands on workshop. Books that will be used: When We Were Alone by David A. Robertson, Truth and Reconciliation in Canadian Schools by Pamela Rose Toulouse, The giving tree by A retelling of a traditional Metis Story by Leah Dorion

Session 7: What is Reading? Back to Basics
Ashly Dyck and Brandy Springer- Garden Valley School Division teachers

Are you spending a lot of time and energy planning your guided literacy instruction? Are you stuck in a rut about what to do with those hard to reach students? Don't worry, we've all been there. This session is focused on responsive literacy instruction. We will talk about: Guided instruction, Balanced literacy, Effective prompting, Assessment that informs instruction and Strategies for beyond the table. This session is geared towards new teachers and experienced teachers that want to refocus their attention on the fundamentals of literacy instruction... work smarter, not harder.

Afternoon Sessions 12:45 – 3:25 PM

See morning schedule for session descriptions.

- Session 1: BUILDING RESILIENCE AND PERSEVERANCE IN CHILDREN
(Focus for K-4 Teachers)
Eldon Dueck and Ryan Dueck
- Session 2: Current LGBTQ* Realities (MTS Teacher-Led Learning Team)
Chantelle Cotton and Sherri Hollier
- Session 3: Empowering Students to Manage their Anxiety – Tricks and Tips
Candace Funk MSW, RSW Social Work Clinician Garden Valley School Division
- Session 4: Mental Health for middle years
Deb Radi
- Session 5: Laura Forsythe U of M Native Studies
- Session 6: Indigenous Art and Awareness, Integrating Art into History Indigenous art and perspectives
Tammy Hendrickx
- Session 7: What is Reading?
Ashly Dyck and Brandy Springer – Garden Valley School Division Teachers

February School Visits

February brings another round of school visits by the GVTA President. Here are the tentative dates for School Visits in February/March. Visits are at Lunch, unless listed otherwise. Joel will be glad to address any questions you may have, to speak with you confidentially at your request, or just to chat. If you're not available on your school's date but would like to meet with him, please send him a note and he'll be glad to set up an additional visit.

Blumenfeld: Fri, Feb 22	GVC: Wed, Feb 27	Plum Coulee: Tues, Feb 12
Border Valley: Mon, Feb 25	GVC Tec: Fri, Mar 1	Prairie Dale: Wed, Feb 13
DO: Feb 27 @ CKs @ 4pm	Hochfeld: Tues, Feb 19	RRTVA (Altona): TBA
Edelweiss: Tues, Feb 26	JRW: Wed, Feb 6	Southwood: Wed, Feb 20
Emerado: Tues, Mar 5	NPC: Mon, Feb 11	Subs: Feb 28 @ CKs @ 4pm
FreshStart: Mar 4 @ 12:50pm	Parkland: Fri, Feb 8	WES: Thurs, Feb 7



JOIN THE MANITOBA TEACHERS' SOCIETY & THE MANITOBA MOOSE

Sunday, February 17, 2019 2:00 p.m.
as the Moose take on the Milwaukee Admirals in support of the MTS Young Humanitarian Awards!

Organize a group buy for your Local, or bring the family for some long weekend fun!

Special ticket price for teachers at:
<http://moosehockey.com/offers/>
Promo code: Teachers

Questions? Contact Anne Bennett, MTS Public Affairs Facilitator at 204-831-3072 / abennett@mbteach.org



The
Manitoba
Teachers'
Society



Young
Humanitarian
Awards





SPECIAL EDITION NEWSLETTER FOCUSED ON

Sustainability

NOVEMBER 2018

SERVING TEACHERS
PAST • PRESENT • FUTURE

Financial Outlook of the TRAF Plan

The Teachers' Retirement Allowances Fund (TRAF) was established in 1925 and provides pensions and other benefits to public school teachers and other eligible employees in Manitoba. TRAF is a defined benefit (DB) pension plan. A DB pension plan promises its members a pension for life, and, in some instances, for the life of a spouse or partner.

Since TRAF is a DB pension plan, the amount of pension is not directly based on member contributions or the investment returns earned on those contributions. Rather, it is based on a formula that considers years of service and average salary near retirement. As the pension is earned over an entire career and paid for the life of the member after retirement, the relationship between a member and TRAF can last for a significant period of time. The last pension paid to a beneficiary of a founding member of TRAF (whose pension promise began in 1925) occurred during 2015, or 90 years later.

The world is different today than it was 90 years ago and will continue to be significantly different as this century unfolds. For a variety of reasons, including uncertainties surrounding future investment returns and improvements in life expectancy, there is an increased focus across the globe on assessing the sustainability of the lifetime pension promise inherent in a DB pension plan.



BRAD PROKOP, FSA, FCIA
Vice President, Pensions



RAYMOND LI, FSA, FCIA
Director, Actuarial Services

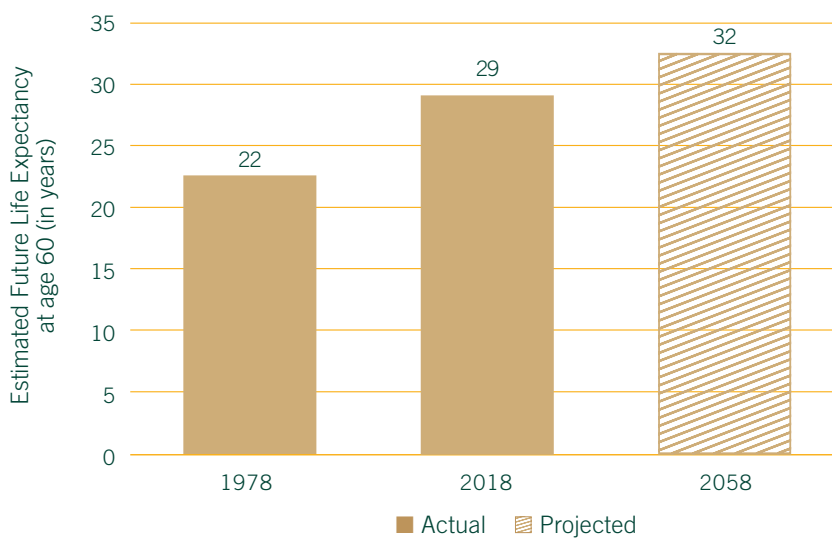
WHAT'S INSIDE:

Estimated Future Life Expectancy of a TRAF Member.....	2	Financial Outlook – Account A (Member Account).....	6
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Estimated Future Life Expectancy of a TRAF Member

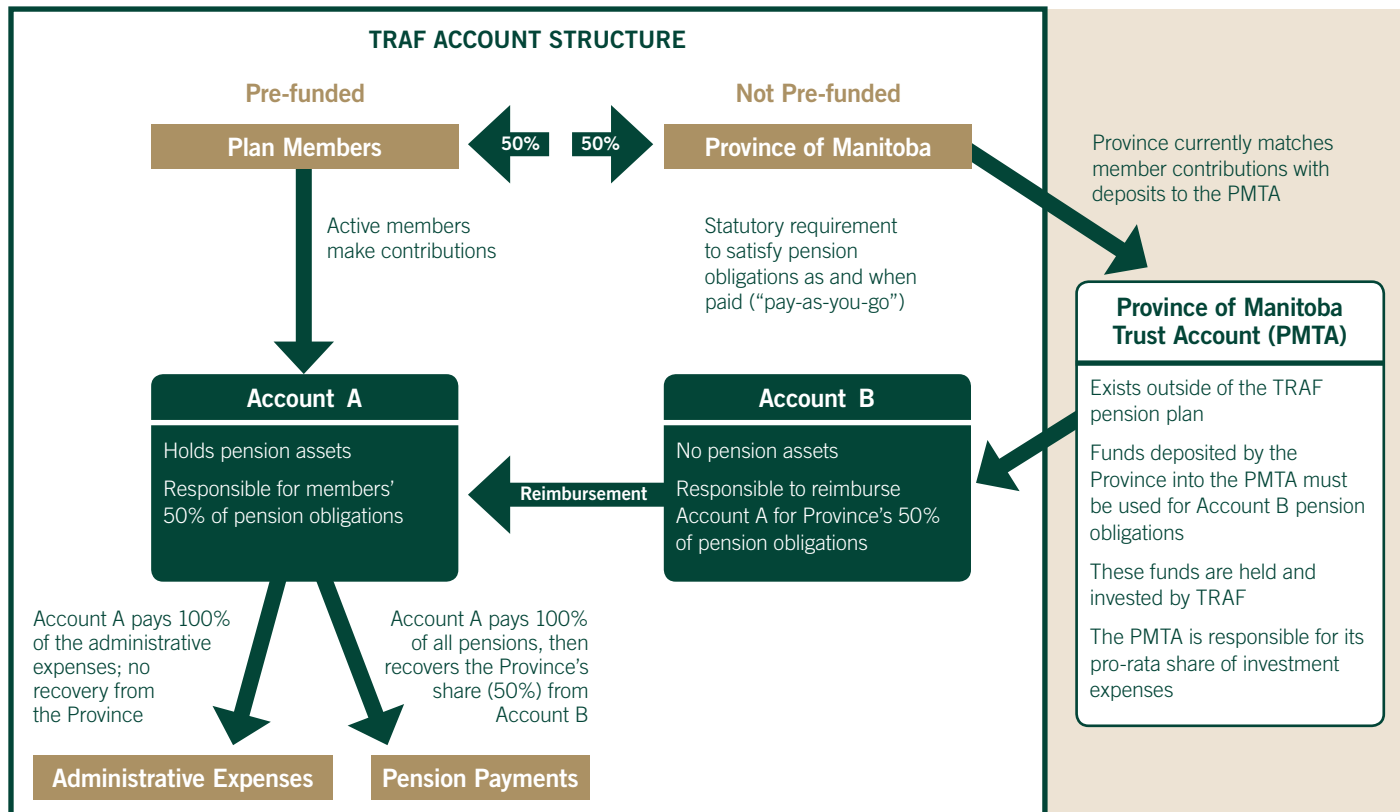
Teachers are living longer. A pension started today will last, on average, seven years longer than one started 40 years ago.

A TRAF member retiring at age 60 in 2018 is expected to collect a pension for almost seven years longer than a member who retired at age 60 in 1978. A longer payment period means that the plan must accumulate more assets to fund the promised pension. This trend in longevity improvement is expected to continue and is one example of a risk that must be assessed and monitored.



Account Structure

The starting point to assess sustainability is understanding the current and projected financial position of the TRAF plan and its long-term financial outlook. First, we must understand the basics of the account structure.



TRAF's current account structure was established through an act of the Legislative Assembly of Manitoba in 1963 to recognize the fact that the funding methods for members and for the Province differed. Two main accounts were established at that time.

Account A is responsible for the members' 50% share of pension benefits and is credited with member contributions and investment earnings. Account B is responsible for the Province's 50% share of pension benefits and is credited with contributions made by the Province.

These provisions are embedded in *The Teachers' Pensions Act*, which governs the TRAF plan today.

Plan Funding

Account A (Member Account)

TRAF members are required to contribute to the plan during their working years to fund pensions that are paid for life after retirement. This type of funding arrangement, known as “pre-funding”, accumulates assets in advance of when they are needed to provide for retirement benefits.

MEMBER CONTRIBUTION RATE HISTORY

Period	Contribution Rate ¹
July 1, 1925 – December 31, 1929	1% of salary
January 1, 1930 – August 31, 1939	2% of salary
September 1, 1939 – August 31, 1948	4% of salary
September 1, 1948 – August 31, 1963	5% of salary
September 1, 1963 – December 31, 1965	6% of salary
January 1, 1966 ² – August 31, 1977	4.4% of salary up to YMPE ³ ; 6.0% of salary in excess of YMPE
September 1, 1977 – August 31, 1980	5.1% of salary up to YMPE; 7.0% of salary in excess of YMPE
September 1, 1980 – August 31, 2005	5.7% of salary up to YMPE; 7.3% of salary in excess of YMPE
September 1, 2005 – August 31, 2012	6.8% of salary up to YMPE; 8.4% of salary in excess of YMPE
September 1, 2012 – August 31, 2013	7.3% of salary up to YMPE; 8.9% of salary in excess of YMPE
September 1, 2013 – August 31, 2014	7.8% of salary up to YMPE; 9.4% of salary in excess of YMPE
September 1, 2014 – August 31, 2015	8.3% of salary up to YMPE; 9.9% of salary in excess of YMPE
September 1, 2015 – current	8.8% of salary up to YMPE; 10.4% of salary in excess of YMPE

¹ Contributions are not required on salary above the maximum salary for which a benefit can be accrued under the *Income Tax Act* (Canada). For 2018, this amount is \$163,992. Members receiving disability benefits are also not required to contribute.

² The contribution rate was reduced effective January 1, 1966 concurrent with the commencement of the Canada Pension Plan.

³ The Year's Maximum Pensionable Earnings (YMPE) is the maximum pensionable earnings under the Canada Pension Plan. For 2018, this amount is \$55,900.

Account B (Province Account)

The Province, on the other hand, is not required to pre-fund (ie. to make contributions for TRAF members during their employment years). Rather, the Province is only required to pay 50% of the pensions in retirement as they come due. This method of funding is referred to as the “pay-as-you-go” funding method.

In 2001, the Province established a separate investment account known as the Province of Manitoba Trust Account (PMTA). The purpose of the PTMA was the eventual pre-funding of the Province's portion of the pension obligation. In other words, the goal was to slowly transition Account B from the pay-as-you-go funding model to the pre-funded model, mirroring the funding structure for Account A.

Assets held in the PMTA are not officially pension assets under TRAF's governing legislation.

However, the Minister of Finance has agreed to the transfer of PMTA assets into Account B effective December 15, 2018. Regardless of whether assets are held under the PMTA or Account B, the legal agreement governing the PMTA states that the trust is irrevocable and the assets of the PMTA cannot be used for any purpose other than to fund Account B liabilities. Therefore, the PMTA assets are considered when assessing TRAF's financial position.

The PMTA assets will be transferred to Account B effective December 15, 2018.

Assessing the Financial Outlook of the Plan

The financial outlook of the plan is determined through actuarial valuations and long-term projections that assess how the plan is expected to unfold over a horizon of up to 40 years. A key measure of the plan's financial health is the "funded status". The funded status compares the value of the assets of the plan to the expected cost of future benefits for current members and those who are already receiving a pension (the "liabilities"). The funded status is calculated based on assumptions concerning future events and economic and demographic conditions that are very difficult to predict.

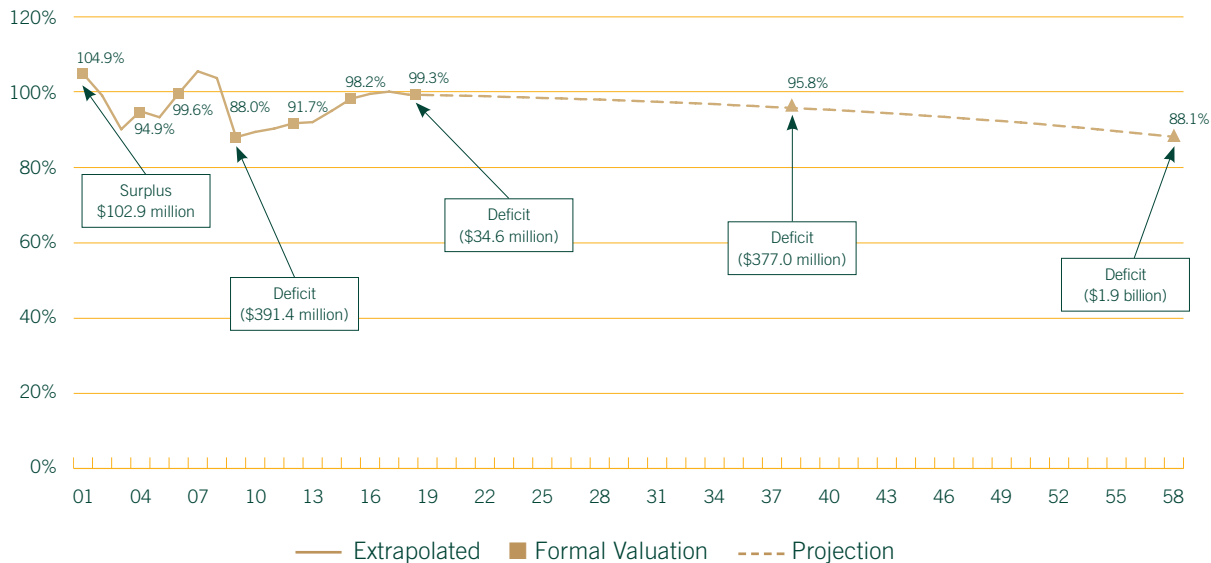
The funded status can be expressed in dollar terms (a "surplus" or "deficit") or by comparing the assets as a percentage of the liabilities (a "funded ratio"). If the value of the plan assets exceeds the value of the liabilities at any point in time, the funded ratio will be greater than 100% and the plan is considered to be in a "surplus" position. If the value of the liabilities exceeds the value of the plan assets, the funded ratio will be less than 100% and the plan is considered to be in a "deficit" position.

The funded status of the plan as a whole must consider the combined assets and liabilities of both Account A and Account B. While knowing the funded status of the TRAF plan as a whole contributes to understanding issues surrounding sustainability, it is also important to address the financial outlook of Account A and Account B separately.



Financial Outlook – Account A (Member Account)

The following chart sets out the funded status of Account A since 2001 and includes a projection to 2058. We have selected 2001 as a starting point because that is the year the PMTA was established.



Note: Includes accrued and future assets and liabilities, but excludes the Pension Adjustment Account.

As illustrated by the chart, the funded ratio of Account A was 99.3% as at January 1, 2018. This means that, based on the various assumptions adopted, the member account is expected to have assets that are slightly less than the amount sufficient to fund its 50% share of the pension obligation for all members in the plan as of that date. In dollar terms, the Account A deficit as at January 1, 2018 was \$34.6 million.

In addition, Account A's funded ratio is projected to deteriorate slowly over the long term, declining to 95.8% by January 1, 2038 and 88.1% by January 1, 2058. These projections are based on many assumptions regarding future economic and demographic conditions, which may or may not come to fruition. Similarly, the results of the projection are sensitive to the start date of the projection.

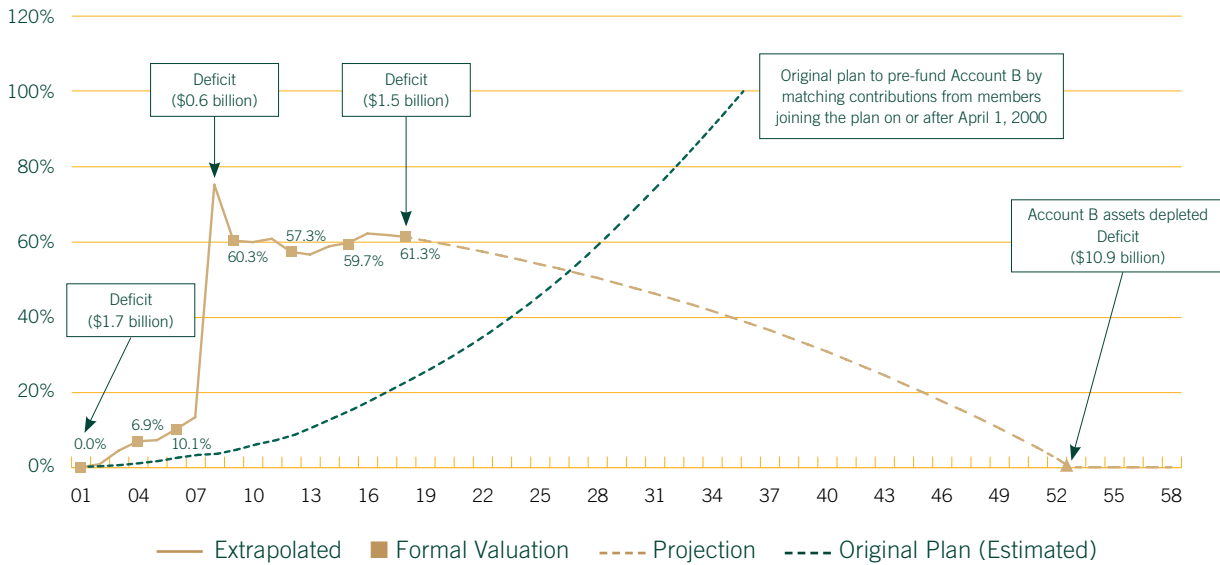
Targeting a funded ratio in excess of 100% may be prudent, as a funded ratio hovering near 100% provides little cushion if actual experience turns out to be worse than assumed. A stark example of this concept was the impact of the 2008 financial crisis, which led to a decline in global financial markets and negative investment returns for many pension plans. TRAF was not immune, suffering a 12% loss on investments in 2008. The loss on investments directly impacted the funded ratio of the plan, which fell from an estimated level of 103.7% at the beginning of 2008 to 88.0% by the end of that same year, representing a one-year decline in funded status of 15.7%.

Account A has since recovered from the 2008 financial crisis due to a combination of member contribution rate increases and investment returns. Although an extreme example, the 2008 financial crisis highlights the importance of regularly monitoring and evaluating the long-term sustainability and risks faced by the pension plan. TRAF has a robust governance structure in place to evaluate and monitor all risks, including those related to our investments. While we ensure that we do not take undue risk, this does not make us immune to a potential decline in investments in the future.

Account A had a deficit of \$34.6 million as of January 1, 2018. The deficit is projected to increase going forward.

Financial Outlook – Account B (Province Account)

The following chart sets out the funded status of Account B (including the assets held in the PMTA) since 2001 (the year the PMTA was established) and includes a projection to 2058.



Note: Includes only accrued assets and liabilities for both base pensions and cost of living adjustments. Assumes assets in the Province of Manitoba Trust Account (PMTA) are assets of Account B, and further assumes that the Province of Manitoba will continue to make deposits to the PMTA in an amount equal to the aggregate required contributions of all members to Account A.

As illustrated by the chart, the funded ratio of Account B was 61.3% as at January 1, 2018. This means that, based on the various assumptions adopted, the Province account is expected to have assets that are sufficient to fund 61.3% of its 50% share of the pension obligation for all members in the plan as of that date. In dollar terms, the Account B deficit as at January 1, 2018 was approximately \$1.5 billion.

Unlike Account A, the funded ratio of Account B is projected to decline more rapidly over the long term, deteriorating to 0% in 2052. The funded ratio is expected to decline as the investment income will not be sufficient to offset the negative cash flow resulting from benefit payments exceeding contributions under the PMTA. At the time of depletion, the deficit in Account B is expected to be approximately \$10.9 billion.

The depletion of the PMTA assets will have a significant impact on the cash flow requirements of the Province. The Province currently contributes to the PMTA an amount equal to total member required contributions. The difference between member required contributions and the Province's share of benefit payments is funded by assets held in the PMTA. After the PMTA is depleted in 2052, the Province will no longer be able to rely on the PMTA assets to fund a portion of its obligation. As a result, the annual contribution required by the Province will increase significantly from 2051 to 2053. In 2051, the amount necessary to match total member required contributions is projected to be approximately \$281 million. However, after the PMTA is fully depleted, the amount necessary to fund the Province's share of benefit payments is projected to be approximately \$609 million in 2053, an increase of \$328 million (or 117%) over 2051.

The PMTA assets backing the Province's pension obligations are projected to be fully depleted by 2052.

Year	Total Projected Province Contributions
2051	\$281 million
2052	\$321 million
2053	\$609 million
2054	\$625 million
2055	\$644 million

\$328 million increase (117%)

Despite the level of pre-funding by the Province, it is important to remember that the Province does have a statutory obligation to pay for their portion of the benefit payments as they become due. Therefore, the benefits under TRAF will continue to be funded under current law, regardless of the level of PTMA assets.

Monitoring the Financial Outlook of the Plan

Assessing the long-term sustainability of a pension plan requires understanding the plan's long-term financial outlook. We review the funded status of the plan on a quarterly basis and, in conjunction with a formal actuarial valuation prepared every three years, request a recommendation from our independent plan actuary regarding whether current contribution levels are adequate to provide for the current level of benefits.

The Board is closely monitoring the plan's funded status. Unless future investment returns exceed 6% per year, member contribution rate increases or benefit adjustments may be required.

Account A (Member Account)

The independent plan actuary determined that the funded ratio of Account A was slightly below 100% at January 1, 2018, and is expected to decline to approximately 95.8% by 2038 and to approximately 88.1% by 2058. This estimate is based on numerous assumptions, including a long-term net investment return of 5.75% per year. Future investment returns are difficult to predict, so we regularly perform sensitivity analyses on the impact of a change in future returns. For example, the funded ratio as at January 1, 2038 would be 100% if the fund earned 5.97% per year, or an additional 0.22% per year.

In the opinion of the independent plan actuary, a return of 5.97% per year falls within a realistic range over the long term, so it

is reasonable to assume that the current member contribution rate is adequate to provide for Account A's portion of plan benefits. The plan actuary indicated that no changes to the member contribution rate are required prior to the next actuarial valuation scheduled to be prepared in 2021. **However, the plan actuary suggested that an increase in the member contribution rate should be considered if the objective is to build up a cushion against adverse experience (a funded ratio of 110% is considered to contain a cushion, and is the upper end of TRAF's funding policy target range).**

Account B (Province Account)

The independent plan actuary determined that the funded ratio of Account B is 61.3% at January 1, 2018, and is expected to decline to 0% in 2052 if all actuarial assumptions are realized and the current funding practices of the Province continue. Unlike Account A, the reversal of this downward trend will not occur through investment returns alone. **In the opinion of the actuary, additional contributions to Account B should be considered if the Province wants to avoid the depletion of the assets in the PMTA or if there is a desire to bring Account B to a fully funded status.**

Keeping Stakeholders Informed

TRAF regularly communicates financial information on the plan to the Province and The Manitoba Teachers' Society. **Consistent with our mission statement, we are committed to ensuring all stakeholders have accurate and timely information on the plan's funded status so they can make informed decisions regarding contribution rates and benefit levels.**

We will continue to monitor the future financial outlook and sustainability of TRAF and share regular updates with you on the funded status of the plan.

For further information, funding valuation and projection valuation reports are available through Online Services. If you have any questions, please contact us.



TEACHERS' RETIREMENT ALLOWANCES FUND

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

Phone: 204-949-0048 or 1-800-782-0714 • Fax: 204-944-0361 • Email: info@traf.mb.ca • Website: traf.mb.ca

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

This publication is available in alternate formats upon request.



WOMEN **IN EDUCATIONAL** **LEADERSHIP 2019**

LEAN IN
LEAD ON

Building Capacity, Confidence, and Voice

March 8, 2019 | 5:00 pm - 10:00 pm

March 9, 2019 | 8:30 am - 3:30 pm

McMaster House

We are often standing on the edge - edge of change, new opportunities, challenges and more! This symposium will provide an opportunity to network, dialogue, collaborate, and share experiences as women in leadership roles, formal or otherwise. Plenary and breakout sessions are designed to explore assumptions about and practices of leadership through a variety of lenses. Celebrate the expertise and experiences of women who hold leadership positions. Be prepared to laugh, learn, and be inspired.

\$75 per person

FEATURING: Diane Beresford, Katherine Bueti, Lorelei Bunkowski, Kathy Antymis, Uzoma Asagwara, Donna Davidson, The Honourable Myrna Driedger - Speaker of the House, Terri Hill, Anna Mangano, Barb McAfee, Peggy Prendergast, Valérie Rémillard, Ashley Richard, Treaty Commissioner Loretta Ross, Lynne Skromeda, Kerri Twigg, Judy Wasylycia-Leis, Jen Zoratti

Light supper included

Register at: <https://memberlink.mbteach.org/Event.axd?e=880>

REGISTRATION BEGINS AT 5:00 P.M. FORMAL PROGRAM BEGINS AT 6:00 P.M.



ARE YOU READY FOR SOME HOCKEY?



**REGISTER
NOW!**

Entry deadline is March 1, 2019
Registration fees: \$650 per team

WHEN: FRIDAY, APRIL 12 - SUNDAY,
APRIL 14, 2019

WHERE: MORRIS MULTIPLEX, MORRIS

ONLINE REGISTRATIONS ONLY



www.srteach.org/hockey19

For more info, call Jonathan Waite at (204) 381-6789
or email mtshockey@srteach.org



AUTHENTIC EQUITY: MOVING BEYOND CELEBRATING DIVERSITY

Supporting teachers and leaders to create equitable classrooms and schools and to avoid common pitfalls that create the illusion of equity while maintaining inequity. Using the equity literacy framework, participants will learn content, practical strategies, and facilitation skills to strengthen equity efforts and intervene with bias and inequity.

TOPICS: Creating safe and inclusive classroom environments where students can express themselves; recognizing and responding to bias; facilitating age-appropriate strategies for teaching about equity issues such as sexism and poverty; and supporting students to develop critical thinking and analytical skills to recognize bias in resources, interactions and policies.

DATE: March 1 & 2, 2019

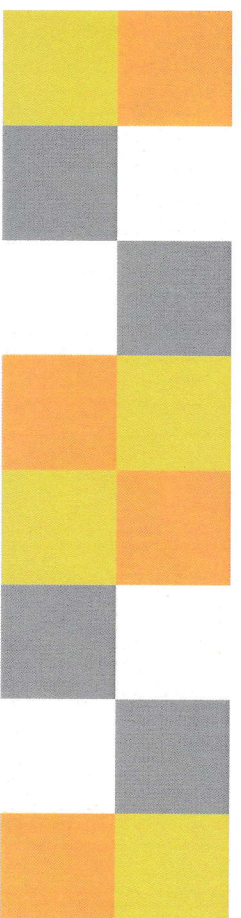
SPEAKER PAUL GORSKI

Paul Gorski is the founder of EdChange and the Equity Literacy Institute. He has spent more than 20 years working with educators around the world on strengthening their commitments to educational equity and justice. He has written more than 50 articles and written, co-written, or co-edited 10 books including *Reaching and Teaching Students in Poverty*, *Strategies for Erasing the Opportunity Gap*, *Case Studies on Diversity and Social Justice Education*, and *Voices for Diversity and Social Justice*.

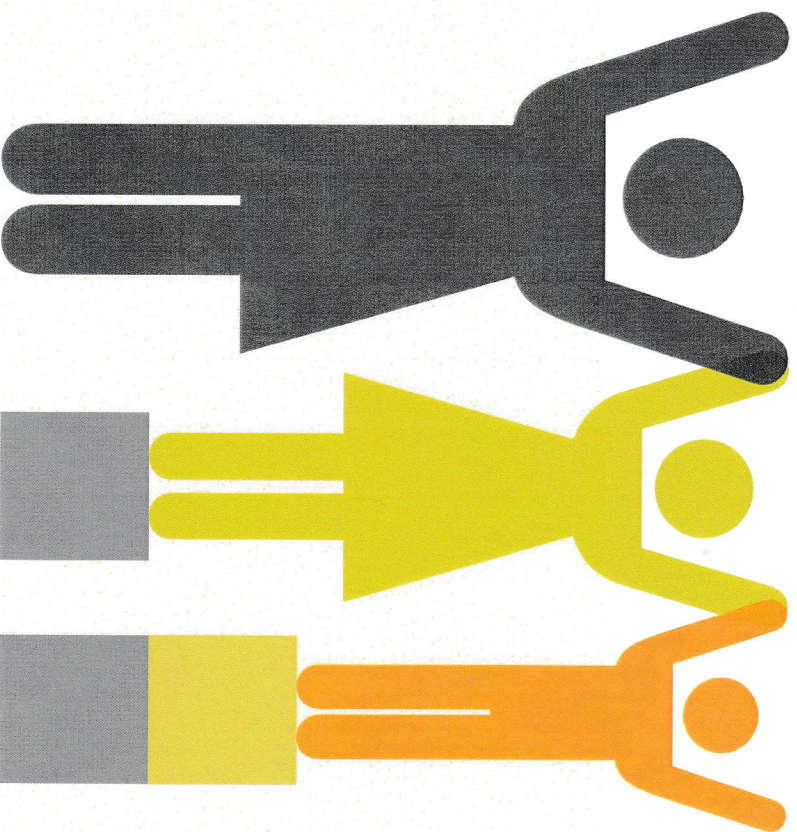


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mbteach.org



AUTHENTIC EQUITY: MOVING BEYOND CELEBRATING DIVERSITY





Young
Humanitarian
Awards



The
Manitoba
Teachers'
Society

**NOMINATE YOUR
YOUNG HUMANITARIAN
STUDENTS
TODAY!** **FOUR
\$1000
PRIZES**

They're kids with a cause – compassionate, creative and courageous. You see them at every grade level, students who love serving in their schools and communities.

Thank them for their goodness with a Young Humanitarian Award nomination. They could win one of four \$1,000 prizes.

Nomination forms are up at mbteach.org and deadline for submissions is Thursday February 28, 2019 at 4:00 pm.

Join us at our MTS YHA Awards April 16, 2019, 7:00 PM at the Manitoba Theatre for Young People.



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mbteachers](https://instagram.com/mbteachers)



[twitter.com/
mbteachers](https://twitter.com/mbteachers)

#mtsyha #thankgoodness mbteach.org



51st ANNUAL MANITOBA TEACHERS' SOCIETY BONSPIEL

March 1, 2 & 3 , 2019
 Hosted by the Western Teachers' Association
 Morden Curling Club – 327 2nd Street
 Morden, Manitoba

ENTRY FEE: \$200 per rink (Includes 4 tickets for Dinner)

INFORMATION can be obtained from your local president or:

Dawn Rigaux
 460 9th Street North, Telephone: 1-204-823-1175
 Morden, MB Email: dawnrigaux@hotmail.com
 R6M 1M5

*Include names of curlers on the official entry form and submit by Friday, February 15th, 2019
 Entry forms are available from your association president*

All entries must be authorized by local association in accordance with the Rules Governing Play (below)

ACCOMMODATIONS are available at either:

<p>MORDEN MOTOR INN: 780 Thornhill Street Morden, MB, R6M 1G3 1-877-376-1769 Attached to Rocks Night Club</p>	<p>SUPER 8 MOTEL: 3010 Thornhill Street Morden, MB, R6M 1A2 1-204-822-2003</p>	<p>BELLA'S CASTLE 572 Stephen Street Morden, MB, R6M 1R7 1-204-823-0810</p>
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<p>REGISTRATION DETAILS: Friday, March 1st, 2019 from 4:30 pm to 9:00 pm Morden Curling Club, 327 2nd Street Morden, MB Phone: 1-204-823-1175</p>	<p>DETAILS FOR: "Dinner and Social Evening" Where Morden Curling Club When Cocktails at 6 pm and Dinner at 7 pm Saturday Costs 4 tickets for Saturday's Dinner (included in registration fee) Extra tickets are \$25 each</p>
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φ **RULES GOVERNING PLAY:**

- The CCA rules, as adopted for mixed competition, will apply with the following amendments:
- a) Up to and including the deadline, each association is entitled to one entry. If all available rinks are not filled more than 1 rink from each association may be accepted.
 - b) One member from each association need not be a member of the Society; however, all other members must be members of the Society and the same teacher association. The rink must be skipped by one of the teacher members. Retired teachers may also curl with active teachers with no restrictions on position or numbers.
 - c) Curlers acting as substitutes for teacher-members must be members in good standing with The Manitoba Teachers' Society. Retired teachers can also act as substitutes.
 - d) Associate members (staff and students) of the organizations are allowed to enter one rink each with representation open to all associate members in the respective teacher education institutions: Faculty of Education, University of Manitoba; the Faculty of Education, Brandon University; la Faculté d'éducation de l'Université de Saint-Boniface; the Teacher Education Division, Red River College; and the University of Winnipeg, B.Ed. Program. Students must curl with their respective teacher education institution.
 - e) The Retired Teachers' Association of Manitoba (RTAM) is entitled to one entry. Additional entries from RTAM are at the discretion of the host association.
 - f) In all cases, entries must be submitted through the association president, RTAM president or in the case of the teacher education institutions named in (d), through the chief elected official of the student government responsible for verifying each curler's eligibility.
 - g) Each rink must have two women and two men with members of each sex playing alternate positions.
 - h) Substitution is allowed only at the discretion of the host association.
 - i) Substitute curlers must be of the same sex as the missing curler(s). In no case shall any participant in the current bonspiel act as a substitute curler. Substitutes can also be retired teachers.
 - j) A maximum of two substitute curlers per rink per game is allowed.
 - k) Any substitute curler must be approved by the host association's curling committee before the game in which the substitute(s) is/are to play begins.
 - l) Where no substitute curler is available as authorized by the rules governing The Manitoba Teachers' Bonspiel, the local teachers' association rules committee has the power to authorize a rink to proceed in play with three players.
 - m) Notwithstanding (a) to (f) above, the central office staff shall be allowed to enter one rink into the bonspiel. In the event that the central office rink wins first place in the first event, the first event runners-up will represent the Society at any national championship.



MANITOBA TEACHERS' SOCIETY BONSPIEL ENTRY FORM

51st ANNUAL BONSPIEL – MARCH 1, 2 & 3 – MORDEN CURLING CLUB, MORDEN, MB

HOSTED BY THE WESTERN TEACHERS' ASSOCIATION

THIS FORM MUST BE RECEIVED BY FRIDAY, FEBRUARY 15TH, 2019

(Entry Fee includes 4 free tickets for the dinner – March 2nd at the Morden Curling Club)

<u>POSITION</u>	<u>NAME</u> (Please print)	<u>ADDRESS</u> (Incl. Complete home address)	<u>PHONE</u>	<u>EMAIL</u>
SKIP	_____	_____	_____	_____
THIRD	_____	_____	_____	_____
SECOND	_____	_____	_____	_____
LEAD	_____	_____	_____	_____

Please check if you can curl in the first draw at 6:30 pm Friday.

Please check if you can only curl in the second draw at 9:00 pm Friday.

Please check if you can only curl on Saturday and Sunday.

ENTRY TYPE: Check One (x)

Entitled Entry Each association is entitled to ONE entry (with the exception of Wpg. Teachers' Association which is entitled to two). Such entries are ensured participation in the bonspiel, provided the entry is submitted prior to the entry deadline. The following are also entitled to one entry: 1) the Faculty of Ed. (U of Mb); 2) the Faculty of Ed., (Brandon U.); 3) la Faculté d'éducation de l'Université de Saint-Boniface); 4) the Teacher Ed. Division (Red River College); 5) the B.Ed. Program (U of Wpg.); 6) the Retired Teachers of Manitoba (RTAM) and 7) MTS Staff.

Additional Entry Additional entries which meet the entry deadline will be selected randomly to fill the draw.

<p>The _____ authorizes this team to participate in the 51st Annual Manitoba (Name of Local Teachers' Association) Teachers' Society Bonspiel in accordance with the "Rules Governing Play."</p> <p>Signatures: _____ (Association President) (Team Skip)</p>

RETURN THIS FORM & PAYMENT (\$200.00) to: Western Teachers' Association c/o Dawn Rigaux
460 9th Street North
Morden, MB
R6M 1M5
Tel: 1-204-823-1175
Email: dawnrigaux@hotmail.com

DINNER The host requires an accurate count of the number of persons who will be at the dinner on Saturday, March 2nd. Dinner tickets for the curlers are included in the entry fee. Guest tickets are \$25.00 each. Please indicate below the total number of tickets required (curlers plus any guests) and enclose payment.

ENTRY DEADLINE	Rink entry Fee (\$200)	\$ _____
FRIDAY, FEBRUARY 15, 2019	Curlers' tickets required	_____
	Guests' tickets @\$25 each	\$ _____
	Total cheque amount	\$ _____

(Make cheque payable to the Western Teachers' Association)



191 Harcourt Street, Winnipeg, MB R3J 3H2
Phone: 204-888-7961 or 1-800-262-8803 Fax: 204-831-0877 or 1-800-665-0584
www.mbteach.org

PLEASE POST

January 11, 2019

NOTICE OF CALL

This notice is given in compliance with Bylaw II of The Manitoba Teachers' Society.

The 100th Annual General Meeting of the Provincial Council of The Manitoba Teachers' Society will be held beginning at 8:30 a.m. on May 23, 24 and 25, 2019 at The Fairmont Winnipeg.

The Provincial Council consists of representatives named by teacher associations and Les éducatrices et éducateurs francophones du Manitoba plus the members of the current Provincial Executive. The number of delegates representing each association depends on the number of members in that association.

Bobbi Taillefer
General Secretary

Roland Stankevicius
Assistant General Secretary

VEUILLEZ AFFICHER

Le 11 janvier 2019

AVIS DE CONVOCATION

L'avis de convocation a été envoyé en conformité avec le principe directeur II de la Manitoba Teachers' Society.

La 100^e Assemblée générale annuelle du Conseil provincial de la Manitoba Teachers' Society aura lieu à 8 h30 les 23, 24 and 25 mai 2019 à l'hôtel Fairmont, Winnipeg.

Le Conseil provincial est formé des personnes représentantes nommées par les associations locales d'enseignantes et d'enseignants et par les Éducatrices et éducateurs francophones du Manitoba ainsi que des membres de l'Exécutif provincial. Le nombre de personnes déléguées nommées pour représenter une association locale est basé sur le nombre de membres actifs de cette association.

Bobbi Taillefer
General Secretary

Roland Stankevicius
Le secrétaire general adjoint



191 Harcourt Street, Winnipeg, MB R3J 3H2
Phone: 204-888-7961 or 1-800-262-8803 Fax: 204-831-0877 or 1-800-665-0584
www.mbteach.org

MEMORANDUM

TO: Local Presidents

COPY: Provincial Executive and All Staff

FROM: Bobbi Taillefer, General Secretary
Roland Stankevicius, Assistant General Secretary

DATE: January 11, 2019

RE: **CALL FOR NOMINATIONS – PROVINCIAL EXECUTIVE FOR 2019 - 2021**

The following are the positions for the Provincial Executive to be filled for 2019 - 2021.

- President
- Vice President
- Five (5) positions for Members-at-Large.

Nominations for Provincial Executive are governed by Bylaw III, Elections of the Provincial Executive.

Nominations must be forwarded to the attention of Roland Stankevicius, Assistant General Secretary, by email at governance@mbteach.org, **no later than 4:00 p.m. on March 1, 2019**. As stated in the Bylaws, the deadline is March 1, regardless if that day falls on a Sunday.

For your ease of reference, please find attached the following documentation:

- Bylaw III, Elections of the Provincial Executive;
- Nomination Form for President;
- Nomination Form for Vice President;
- Nomination Form for Member-at-Large; and
- Guidelines for Candidates.

Should you have any questions or concerns, please do not hesitate to contact me directly, either by telephone at (204) 831- 3069 or via email at stankevicius@mbteach.org.

Bobbi Taillefer
General Secretary

Roland Stankevicius
Assistant General Secretary

BYLAW III

ELECTIONS OF THE PROVINCIAL EXECUTIVE

PART I – APPLICATION AND VOTING CONSTITUENCY

- 1.1 Election of the Provincial Executive
- 1.2 Members' Entitlement to Vote
- 1.3 Substitute Teachers' and Plan Teacher Recipients' Entitlement to Vote
- 1.4 Retired Teachers' Entitlement to Vote
- 1.5 Voting Constituency

PART II – CHIEF RETURNING OFFICER

- 2.1 Chief Returning Officer
- 2.2 General Rules
- 2.3 Duties of the Chief Returning Officer
- 2.4 Run-off Elections

PART III – TERMS OF OFFICE

- 3.1 President
- 3.2 Vice-President
- 3.3 Members-at-Large

PART IV- NOMINATION PROCEDURES

- 4.1 Notice of Nominations
- 4.2 Candidate Information
- 4.3 Nominations
- 4.4 Nomination Process

PART V – ELECTION PROCEDURES

- 5.1 Election Procedures
- 5.2 Election Forum
- 5.3 Recounts

PART VI – VACANCIES

- 6.1 Appointments Upon Vacancy

PART VII – ELECTORAL DIVISIONS

- 7.1 Continuation Electoral Divisions

PART I – APPLICATION AND VOTING CONSTITUENCY

1.1 Election of the Provincial Executive

The Provincial Executive shall be elected in accordance with this Bylaw. In this Bylaw each term that is capitalized shall have the meaning set out in Bylaw I.

1.2 Members' Entitlement to Vote

Subject to Articles 1.3 and 1.4, Members, Substitute Teachers and Plan Teacher Recipients shall be entitled to:

- (a) run for office;
- (b) nominate other Members, qualifying Substitute Teachers or Plan Teacher Recipients for President, Vice President and Members-at-large; and
- (c) if elected as a Delegate in accordance with the Constitution and Bylaw II attend Provincial Council Meetings and vote for President, Vice President and Members-at-Large.

1.3 Substitute Teachers' and Plan Teacher Recipients' Entitlement to Vote

If elected as a Delegate in accordance with Bylaw II, Substitute Teachers and Plan Teacher Recipients shall only be entitled to run for office, nominate other Members and vote for President, Vice President and Members-at-Large if they teach the equivalent of at least forty (40) Days during the school year in which the Provincial Council Meeting is held.

1.4 Retired Teachers' Entitlement to Vote

If elected as a Delegate in accordance with Bylaw II, a Retired Teacher shall not be entitled to run for office, nominate others to run or vote for Provincial Executive unless the Retired Teacher is a Regular or Substitute Teacher who teaches the equivalent of at least forty (40) Days during the school year in which the Provincial Council Meeting is held.

1.5 Voting Constituency

Only those Delegates to the Provincial Council actually present at the time the vote is called shall be entitled to cast a ballot for President, Vice President and Members-at-Large.

PART II – CHIEF RETURNING OFFICER

2.1 Chief Returning Officer

The General Secretary shall act as the Chief Returning Officer.

2.2 General Rules

The following general rules shall apply to Provincial Executive elections:

- (a) ballot forms shall identify candidates only by name;
- (b) any ballot on which the intention of the voter is clear and evident shall be counted;
- (c) the validity of all questionable ballots shall be determined by the Chief Returning Officer and the deputy returning officers; and
- (d) each candidate may appoint a scrutineer to observe the counting of the ballots.

2.3 Duties of the Chief Returning Officer

The Chief Returning Officer shall:

- (a) immediately following the close of nominations, report who has been nominated for the positions of President, Vice President and Members-at-Large and the validity of the nomination;
- (b) report on any other matters concerning the application and operation of this Bylaw;
- (c) arrange for each candidate's name to be placed in alphabetical order on a ballot for the relevant position;
- (d) conduct a secret ballot vote for the election of President, followed by Vice President, and then followed by the election of Members-at-Large and any other positions;
- (e) with the assistance of the deputy returning officers count the votes;
- (f) after the counting of the ballots announce the results including the number of votes received by each candidate;
- (g) conduct any required recount;
- (h) destroy the ballots upon motion of Provincial Council; and
- (i) report the election results at the Provincial Council Meeting and on the Society website or in other Society publications.

2.4 Run-off Elections

The Chief Returning Officer shall conduct a run-off vote at the Provincial Council Meeting if there is a tie for any position on Provincial Executive, with the candidates who are tied being the only candidates in the run-off vote.

PART III – TERMS OF OFFICE

3.1 President

In accordance with Bylaw I, the President shall be elected for a two-year (2) term and shall be eligible for re-election for one additional term.

3.2 Vice-President

In accordance with Bylaw I, the Vice-President shall be elected for a two-year (2) term and shall also be eligible for re-election for one additional term.

3.3 Members-at-Large

In accordance with Bylaw I, Members-at-Large shall be elected for two-year (2) terms and shall be eligible for a maximum of three (3) consecutive terms.

PART IV- NOMINATION PROCEDURES

4.1 Notice of Nominations

The Chief Returning Officer shall cause a notice to be sent to all Locals and schools within the first two weeks of January in any year an election is to be held at a Provincial Council Meeting, which notice shall call for nominations and establish the date and time nominations must be received in writing by the Chief Returning Officer in accordance with the procedures in this Bylaw.

4.2 Candidate Information

The following rules shall apply to the provision of candidate information:

- (a) candidates for the Provincial Executive may submit a photograph, biography and election statement (both of which shall not exceed two hundred fifty (250) words in total) to the Chief Returning Officer no later than April 1;
- (b) candidates nominated as provided for in this Bylaw after March 1 may submit a biography and election statement (both of which shall not exceed two hundred fifty (250) words in total) to the Chief Returning Officer no later than 4:00 p.m. on the day nominations close at the Provincial Council Meeting; and
- (c) the General Secretary shall arrange for the printing and circulation of the submitted material to all Delegates prior to the Provincial Council Meeting or in the case of the material submitted at the Provincial Council Meeting, to Delegates prior to the election.

4.3 Nominations

Subject to a Member's eligibility pursuant to the Bylaws and subject to Articles 1.3 and 1.4 of this Bylaw, a Member may be nominated for President, Vice President or Member-at-Large.

4.4 Nomination Process

The following nomination procedures shall apply to all elections to be conducted at a Provincial Council Meeting:

- (a) the Chief Returning Officer shall accept nominations up to 4:00 p.m. on March 1 in the year which a Provincial Council Meeting is to be held from either of the following:
 - (i) from Locals, which nominations shall be supported by the signatures of at least twenty-five (25) other Members; or
 - (ii) from Members who have been refused nomination by a Local, which nominations shall be supported by the signatures of at least twenty-five (25) other Members;

- (b) the Chief Returning Officer shall accept nominations from Delegates up to 2:00 p.m. of the first day of the Provincial Council Meeting if the nominee is endorsed by at least twenty-five (25) other registered Delegates;
- (c) the General Secretary shall verify that all signatures on nomination forms submitted by candidates are eligible Members pursuant to the Bylaws; the candidate qualifications in Article 4.3 have been met; and the candidate accepts the nomination in writing;
- (d) any listing of candidates for election at the Provincial Council Meeting shall include the source from which the nominee received the nomination;
- (e) if following the vote for President a defeated nominee is re-nominated for Vice President or Member-at-Large no further endorsement is required; and
- (f) if following the vote for Vice President, a defeated nominee is re-nominated for Member-at-Large no further endorsement is required.

4.5 Campaign Period

Upon completion of the verification process outlined in Article 4.4 (Nomination Process) the General Secretary shall notify the candidate, Local Presidents and the Provincial Executive that the nomination is bona fide and campaigning may now commence.

PART V – ELECTION PROCEDURES

5.1 Election Procedures

The following election procedures shall apply to all elections held at Provincial Council Meetings:

- (a) Delegates eligible to vote shall mark their ballots, fold them, and submit the folded ballots to the deputy returning officers who shall collect the ballots;
- (b) regular business shall proceed while the votes are being counted;
- (c) each Delegate voting may vote for the number of candidates the Delegate supports but any ballot cast for more than the total number of candidates to be elected shall be considered spoiled;
- (d) if the number of candidates nominated is the same as the number of positions to be filled, no vote shall be conducted and the Chief Returning Officer shall declare the candidates elected; and
- (e) appointment as a deputy returning officer shall not deprive a Delegate of the right to vote, but that Delegate may not actively campaign for any of the candidates in order to maintain the impartiality of the vote.

5.2 Election Forum

An election forum including a question and answer period shall be held at a convenient time after all nominations have been accepted by the Chief Returning Officer. Delegates shall submit questions to the Chief Returning Officer to be asked of candidates for President, Vice President or Member-at-Large as the case may be.

5.3 Recounts

Where the margin between the elected candidate and the defeated candidate is not more than five percent (5%) of the total ballots cast, the Chief Returning Officer shall conduct a recount.

PART VI – VACANCIES

6.1 Appointments Upon Vacancy

Vacancies on Provincial Executive shall be filled as follows:

- (a) if the office of President becomes vacant, the Vice President shall assume the office of President but if the Vice President is unable or unwilling to assume the presidency, the Provincial Executive shall appoint one of its members to be the President until the next Provincial Council Meeting;
- (b) if the office of the Vice President position becomes vacant, the Provincial Executive shall appoint one of its members to be the Vice President until the next Provincial Council Meeting; and
- (c) if a Member-at-Large position becomes vacant, the Provincial Executive shall, in accordance with Bylaw I, 5.15 Vacancy, appoint a Member to fill the vacancy until the next Provincial Council Meeting.

PART VII – ELECTORAL DIVISIONS

7.1 Continuation Electoral Divisions

The teachers' electoral divisions established by Provincial Council prior to the coming into force of this Bylaw, are hereby continued as set out in this Bylaw as follows:

- Association des éducatrices et des éducateurs franco manitobains (AEFM)
- Beautiful Plains Teachers' Association
- Border Land Teachers' Association
- Brandon Teachers' Association
- Evergreen Teachers' Association
- Flin Flon Teachers' Association
- Fort La Bosse Teachers' Association
- Frontier Teachers' Association
- Garden Valley Teachers' Association
- Hanover Teachers' Association
- Interlake Teachers' Association
- Kelsey Teachers' Association
- Lakeshore Teachers' Association
- Lord Selkirk Teachers' Association
- Louis Riel Teachers' Association
- Manitoba Institute of Trades and Technology Teachers' Association
- Mountain View Teachers' Association
- Nelson House Teachers' Association
- Park West Teachers' Association
- Pembina Trails Teachers' Association
- Pine Creek Teachers' Association
- Portage La Prairie Teachers' Association
- Prairie Rose Teachers' Association
- Prairie Spirit Teachers' Association
- Red River Valley Teachers' Association
- River East Transcona Teachers' Association
- Rolling River Teachers' Association
- Sandy Bay Teachers' Association
- Seine River Teachers' Association
- Seven Oaks Teachers' Association
- Southwest Horizon Teachers' Association
- St. James-Assiniboia Teachers' Association
- Sunrise Teachers' Association
- Swan Valley Teachers' Association
- Thompson Teachers' Association
- Turtle Mountain Teachers' Association
- Turtle River Teachers' Association
- Western Teachers' Association
- Whiteshell Teachers' Association
- Winnipeg Teachers' Association



2019 Nomination Form for President

AT THE 2019 PROVINCIAL COUNCIL MEETING, WE WILL HAVE ELECTIONS FOR ONE (1) POSITION FOR PRESIDENT FOR A TWO (2) YEAR TERM.

Please note the following:

Submissions before March 1, 2019:

This form must be fully completed by a Local and returned to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer). All nomination forms must reach the Society offices **no later than 4:00 p.m., March 1, 2019**. NOTED: As stated in **Bylaw III, Part IV 4.4 (a) (i)**, the deadline is March 1, regardless if that day falls on a Sunday.

Submissions on floor of Provincial Council:

If submitted on the floor of Provincial Council, all nomination forms must be handed directly to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer), by 2:00 p.m. of the first day of the Provincial Council meeting. Endorsed by twenty-five (25) registered delegates.

We, the undersigned, hereby nominate _____ for **President** of the Provincial Executive:

	<u>Print Name</u>	<u>Signature</u>	<u>Local</u>
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
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ACCEPTANCE FOR NOMINATION OF PRESIDENT

I, _____, hereby accept the nomination for election as
President of The Manitoba Teachers' Society.

(Signature)

Date



2019 Nomination Form for Vice President

AT THE 2019 PROVINCIAL COUNCIL MEETING, WE WILL HAVE ELECTIONS FOR ONE (1) POSITION FOR VICE PRESIDENT FOR A TWO (2) YEAR TERM.

Please note the following:

Submissions before March 1, 2019:

This form must be fully completed by a Local and returned to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer). All nomination forms must reach the Society offices **no later than 4:00 p.m., March 1, 2019**. NOTED: As stated in **Bylaw III, Part IV 4.4 (a) (i)**, the deadline is March 1, regardless if that day falls on a Sunday.

Submissions on floor of Provincial Council:

If submitted on the floor of Provincial Council, all nomination forms must be handed directly to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer), by 2:00 p.m. of the first day of the Provincial Council meeting. Endorsed by twenty-five (25) registered delegates.

We, the undersigned, hereby nominate _____ for **Vice President** of the Provincial Executive:

	<u>Print Name</u>	<u>Signature</u>	<u>Local</u>
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
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ACCEPTANCE FOR NOMINATION OF VICE PRESIDENT

I, _____, hereby accept the nomination for election as Vice President of The Manitoba Teachers' Society.

(Signature)

Date



2019 Nomination Form for Member-at-Large

AT THE 2019 PROVINCIAL COUNCIL MEETING, WE WILL HAVE ELECTIONS FOR FIVE (5) POSITIONS FOR MEMBER-AT-LARGE FOR A TWO (2) YEAR TERM.

Please note the following:

Submissions before March 1, 2019:

This form must be fully completed by a Local and returned to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer). All nomination forms must reach the Society offices **no later than 4:00 p.m., March 1, 2019**. NOTED: As stated in the Bylaws, the deadline is March 1, regardless if that day falls on a Sunday.

Submissions on floor of Provincial Council:

If submitted on the floor of Provincial Council, all nomination forms must be handed directly to Roland Stankevicius, Assistant General Secretary (Chief Returning Officer), by 2:00 p.m. of the first day of the Provincial Council meeting. Endorsed by twenty-five (25) registered delegates.

We, the undersigned, hereby nominate _____ for **Member-at-Large** of the Provincial Executive:

	<u>Print Name</u>	<u>Signature</u>	<u>Local</u>
1.	_____	_____	_____
2.	_____	_____	_____
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ACCEPTANCE FOR NOMINATION OF MEMBER-AT-LARGE

I, _____, hereby accept the nomination for election as
Member-at-Large of The Manitoba Teachers' Society.

(Signature)

Date

GUIDELINES FOR CANDIDATES

- **Elections** will be held on Friday, May 24, 2019. For 2019 – 2021, the following positions are up for re-election: President, Vice President and five (5) Members-at-Large for Provincial Executive (2 year term).
- **Nominations**
The Chief Returning Officer shall accept nominations from Locals or from Members, qualifying Substitute Teachers or Plan Teacher Recipient who have been refused nomination by a Local, provided twenty-five (25) Members, qualifying Substitute Teachers or Plan Teacher Recipient have endorsed the individual's nomination, **up to 4:00 p.m. on March 1 in the year which a Provincial Council Meeting is to be held** and also nominations from Delegates **up to 2:00 p.m. of the first day of the Provincial Council meeting** if the nominee is endorsed by at least twenty-five (25) other registered Delegates.
- **Biography, Photograph and Election Statement**
Society policy provides that candidates may submit a photograph, biography and election statement (biography and election statement not to exceed 250 words – the word count will be strictly enforced) to the Chief Returning Officer **no later than 4:00 p.m. on the day nominations close** at the Provincial Council Meeting. The General Secretary shall arrange for the printing and circulation of the submitted materials to all Delegates prior to the Provincial Council Meeting or in the case of the material submitted at the Provincial Council Meeting, to Delegates prior to the election. Provide a colour head and shoulder photograph suitable for reproduction. If you do not have such a photo, please have one taken professionally and submit the cost to the Society for reimbursement. An electronic photo would be acceptable as well.
- **Reporting and Introductions of Nominees at the Provincial Council**
The Chief Returning Officer will report on the nominations and all nominees in attendance at the Provincial Council will be introduced.
- **Election Forum**
On Thursday, May 23, 2019, an election forum will be held for all candidates. Each candidate for Member-at-Large will be given two (2) minutes to make a statement to the assembly. Following the speeches, a question directed to those candidates for Provincial Executive and two candidates' names will be drawn. Each of the two candidates will be given one minute to respond. This will continue until all candidates have answered two questions.
- **Election Material at the Hotel**
Only one poster, to a maximum of 5,400 square cm (i.e. (80 cm x 67.5 cm) will be allowed on the Mezzanine Floor of the Fairmont for each candidate. Posters may also be placed in hospitality rooms. Posters may not be adhered to the walls of the hotel. A limited number of easels will be available in the Cambridge Room upon request. Posting in the Lobby and Public Areas is prohibited without the Hotel's specific authorization. Only professional made signs may be displayed outside your designated meeting room. Nailing, stapling and screwing into walls, ceiling or floors or any other

materials that would damage the property is strictly prohibited. The client will be held responsible for any damages done to the premises, prior to, during or following a function, by his/her guests or by independent contractors on his/her behalf.



1. **GVTA Collective Bargaining Co-Chair:** Welcome to Moyra Vallely (JRW), who has been appointed as the CB Co-Chair for the remainder of the 2018-19 year. There remains a vacancy on the Executive in the Employee Benefits Co-Chair. Contact Joel or EB Chair Gwen Heinrichs (DO) if you are interested.
2. **GVSD Superintendent Meeting:** In their December meeting, Joel & Todd discussed:
 - a. the 2016 K-8 Prep Time Review Committee Recommendations, which were approved by the board in November of that year;
 - b. the November Indigenous Education Committee presentation to the GVSD Liaison Committee, which was well received. The Board has given authorization to Principals to have Orange Shirt Day recognition events in every school, as determined by the school staff.
 - c. Substitute Teacher and Student Teacher computer and network access, with a commitment to look into the issues further.
3. **GVTA Movie Night:** Many thanks to Social and Teacher Wellness Chairs Caitlin Parr (GVC) and Amanda Rempel (PDS) for arranging the *Spider-Man: Into the Spider-Verse* movie night in December, and to Public Relations Chairs Karla Rootsart (SWD) and Joanne Unrau (HES) for arranging the prizes for the event!
4. **GVTA Bylaw Sub-Committee:** VP Mike Urichuk (ECS), and sub-committee members Karla Rootsart (SWD) and Joel Swaan (PLS) are meeting to create a GVTA Bylaws document. Our current Constitution (<https://gvteachdotorg.files.wordpress.com/2015/12/2016-garden-valley-teachers-association-amended-constitutionclean-copy.pdf>) and Practices & Procedures (<https://gvteachdotorg.files.wordpress.com/2018/05/2018-gvta-practices-procedures-april-30.docx>) documents need to be converted into three documents, Constitution, Bylaws, and Practices & Procedures.
5. **GVTA Mileage:** If you are on a GVTA Committee which pays mileage, or are otherwise travelling on GVTA business, the mileage rate for 2018 was 55¢, and the new 2019 mileage rate is 58¢. Please check with your committee chair or Joel if you have any questions. Mileage Forms are available here: <https://gvteachdotorg.files.wordpress.com/2019/01/mileage-form-yellow-1.docx>
6. **Women in Educational Leadership Implementation Planning Grant:** Joel is meeting with the Women in Leadership in our Changing Society CLG to discuss applying for an MTS Grant at the local level to implement recommendations from the MTS Women in Educational Leadership Commission.
7. **February GVTA Executive Meeting:** GVC Room S230 at 4:15pm on Tuesday, February 5, 2019. All welcome, RSVP to Joel.