



Garden Valley Teachers' Association

The Apple Core

February 2020

Upcoming Events

Bowling Night Friday, 21 Feb 5-8 PM

COSL Tour Monday, 24 Feb

Public Budget Consultation Mtg Thursday, 27 Feb @ 7pm at Pine Ridge

GVTA Executive Meeting Tuesday, 3 Mar

GVSD Board Mtg Tuesday, 10 Mar

PD Committee Mtg Tuesday, 17 Mar

GVTA President Nomination Deadline Thursday, 19 Mar 3pm

Dear GVTA-ers;

After four years of service in this role, this will be my final term as local president. The nomination period for the 2020-21 GVTA President is currently open, and I am not submitting my name for re-election. I believe that the association has made real progress during the last four years, built on the foundation of those who came before. It is my sincere belief that it will only continue to develop and grow with others at the helm.

For those looking to come after me, it is important that the President of the local has some specific qualities:

Exemplary Listening Skills – some members will contact the president with inquiries about leaves, benefits plans, or deadlines, while others will contact the president from the bottom of a pit of despair.

Listening to members and working to find a path forward can look very different in each situation, but it begins with truly hearing members' needs;

A social justice lens – we have students and we have members who are dealing with LGBTQ* matters, racism, mental health issues, and more. Each deserve the time of the president, and for each it is important that we move forward together as a community. Most of these members go unidentified, which means that work on their behalf is all the more important;

Recognition that there is not One Definition of “teacher” – our membership includes classroom teachers from K-12; itinerant teachers; resource teachers, guidance counsellors, reading recovery teachers, and others that are classroom/student support; substitute teachers – some retired teachers, some beginning career teachers, and some “career” substitutes; principals; vice-principals – some full-time admin, and some part-time with teaching duties; clinicians – speech-language pathologists, school social workers, and school psychologists; coordinators – numeracy, literacy, technology, deaf and hard-of-hearing; RRTVA leadership and technical-vocational

teachers; and more. Jobs are different which means support may need to look different; Respect of divisional leadership at the administration, senior administration, and board levels –the role of the president is to work on behalf of the members, which can cause a misunderstanding around an “us versus them” mentality. GVTA has worked diligently to demonstrate to our leaders that we value the difficult positions that they have. For some, there is still a misconception out there that the association works against the division, or that our values are not aligned with that of our employer. I don’t believe this to be true. While we may have a difference of opinions at times, we are still able to sit at the same table and work to find solutions that enhance and enrich our educational setting, both for students and for staff;

A sense of duty around the legal obligation to provide “Duty of Fair representation” – a teacher concern may end up with half-a-dozen meetings with various levels of leadership and MTS only to have a member say they would rather not experience change from the status quo – and that has to be okay for that time. When the next situation arises, we continue on and do it all over again, in the name of supporting members;

The ability to pick oneself up, brush oneself off, and move forward – there are those who don’t respect the office of president and the work that comes from this office. Perhaps this is because it is an elected position, perhaps it is because of the stigma of being “union”, or perhaps is due to being an extension of MTS. Not every situation is a battle, but from time to time there are battles to be fought. Some are fought as a group, and some alone. Sometimes progress will be made, and sometimes the status quo will be upheld. Either way, seeds will be planted and there will be times when that has to be enough; and

Time Management Skills – this job comes with 50% release, but much of the job does not take place during the release portion of the teaching day. There are 7am, 4pm, lunch, evening, and Saturday meetings, all of which happen outside the “scheduled” release time. Each meeting has some level of preparation necessary and some form of follow-through required afterwards. Putting down the e-mail and texts when arriving home is important, seeking to afford one’s loved ones with quality bonding time. The work may need to be picked up again later but taking time to be present at home is necessary for balance, self-care, and a bit of sanity.

I believe that I have given members the most of me possible. It has been an honour to get to know so many of you, and a real privilege to work on your behalf. You have welcomed me into your schools, classes, and offices. I have appreciated the e-mails of encouragement that I have received from time to time. As we move together into planning for the next year, I will continue to give my all, and when next year arrives, I look forward to supporting the association’s leadership and membership in new ways.

If you have anything you feel I should know about GVTA leadership – rights or wrongs I/we have made over the last four years – please reach out to me in the next few months so that I can add it to my learning from this leadership opportunity, and can share it with the next individual in this role. I welcome all feedback, with the intent of helping the next person to succeed in any areas where I have fallen short.

In solidarity,

Joel

gvtapresident@gmail.com

204-384-5635 (call or text)

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.

Public Budget Consultation on 2020-2021 Budget



The general public is invited to attend the Budget Consultation meeting on Thursday, February 27, 2020 at 7:00 pm at Pine Ridge Elementary School in Winkler. The purpose of the meeting is to allow the general public to engage the School Board in budget planning discussions.

The Board will approve the 2020 Special Levy at its meeting on March 10 and submit the approved 2020/2021 School Division budget by March 31, 2020.

Call For Nominations for GVTA Executive

James Driedger

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 James Driedger 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 19, 2020.
- If an election is required, it will be held Thursday, March 26, 2020 by secret ballot.

Nominees for the following should be received by Noon – Friday, May 15, 2020.

Elections will be held at the GVTA Annual General Meeting on Tuesday May 26, 2020 with nominations “from the floor” also being accepted at that time.

- Vice-President
- Treasurer
- Secretary
- Collective Bargaining & Collective Bargaining Co-Chair
- Education Finance & Education Finance Co-Chair
- Employee Benefits & Employee Benefits Co-Chair

- Equity and 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 and Teacher Wellness & Social and Teacher Wellness Co-Chair
- Social Media Coordinator
- Workplace Safety & Health Liaison

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

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

Thanks for your time and willingness to participate,

Education Finance Presentation in a Nutshell:

Anny Froese, EF Chair

- Currently 4th lowest in the province for Operating Expenditure Per Pupil
- Lowest per student spending for Regular Instruction in Manitoba (\$1000 below provincial average)
- 2nd lowest in Manitoba for Divisional Administration per student (\$100 less than provincial average)

School Division	Operating Expenditure Per Pupil	Transportation Costs Per Pupil	Operating Minus Transportation	+/- GVSD
Garden Valley	\$11,518	\$735	\$10,783	
Border Land	\$16,028	\$1,158	\$14,870	+\$4,087
Prairie Rose	\$13,569	\$1,039	\$12,530	+\$1,747
Red River Valley	\$14,330	\$1,339	\$12,991	+\$2,208
Western	\$11,270	\$467	\$10,803	+\$20

- Actual GVSD Headcount on Sept. 30, 2019: 4545; (Oct: 4553, Nov: 4562, Dec: 4567)
- Continually highest Pupil to Educator Ratios in Manitoba: 14.4 (2018-19), 14.7 (2017-18), 14.8 (2016-17), 14.7 (2015-16)
- \$1766 less than provincial average allocated per child
- Continually higher enrolment than projected due to growing population
- Pattern of higher than average Pupil to Teacher ratios
- Pressure for every student and every teacher to achieve even more with even less
- General shift to larger class sizes, especially in Middle Years (based on Policy GCA/GDA)

Strengths:

Pine Ridge School Grand Opening; Mental Health & Wellness in Divisional Goals; Orange Shirt Day and Treaty Declaration

Opportunities:

- Student & Staff Mental Health & Wellness (move beyond committee work, put plans into action, boots on the ground)
- Reduce Student to Educator Ratio by increasing Vice Principal allocation (provides consistent day-to-day supports for principals, teachers, support staff, and students; increased access to school leadership for staff, students, and parents)
- Reduce Student to Educator Ratio by increasing Resource allocation (provides assessment and programming for students with a variety of needs, supports for teachers, collaboration with Clinicians)
- Reduce Student to Educator Ratio by increasing Guidance allocation (in-house and consistent support for students with social/emotional/behavioural needs, key players in helping students experiencing mental health concerns)
- Increasing Speech & Language Pathologist allocation (currently one SLP has 82 students on the assessment waitlist)
- Increasing School Psychologist allocation (currently 118 students waiting to have psych evaluations)
- Increasing School Social Worker allocation (currently 1:1150, NASW recommends 1:800 or 1:500 if providing Direct Services)

Food Talk: Oatmeal Blueberry Muffins

By: Mary Eberling-Penner, (secretary)



The Goodness of
Oatmeal and Fruit for
people on the go

- 1 cup oatmeal (Quick-cooking oats makes a fine textured muffin)
- 1 cup orange juice (leave the pulp, if you are squeezing your own oranges)
- 1 cup white sugar
- 3 cups white flour (or a mix of 1 cup spelt or whole wheat and 2 cups white flour)
- 2 ½ teaspoons baking powder
- ½ teaspoon baking soda
- 1 teaspoon salt
- 1 cup canola oil or vegetable oil
- 2 eggs, slightly beaten
- ½ teaspoon vanilla
- 2 cups fresh or frozen blueberries (or Saskatoons, if you are a true prairie person)

Preheat oven to 400 degrees Fahrenheit. In a large bowl (about 4 litre size) combine oatmeal and juice and sugar and stir well. Set this aside. In a second bowl, sift and stir together the flour, baking powder, soda and salt. Add the oil and eggs and vanilla to the oatmeal mixture. Stir well. Add the dry ingredients and blend until there are no dry lumps. Stir in blueberries gently. Spoon into muffin cups ½ full. Bake at 400 degrees Fahrenheit for 18-22 minutes. Let cool in pan 10 minutes before removing.

These muffins freeze well when they are completely cool. Great for breakfast on the go, or lunch snacks.

GVTA Executive Professional Development:

The GVTA Executive is continuing their year-long book study of Brené Brown's Dare To Lead. In February, we discussed pages 70-117 (Rumbling with Vulnerability: The Armory), and a workbook exercise on "Armored Leadership vs. Daring Leadership"

January Superintendent-President Mtg:

At their January meeting, the GVTA President and the GVSD Acting Superintendent discussed supervision ratios for playground duty, the GVSD Strategic Planning Day date change, GVTA Wellness Month, and the GVTA-sponsored Bowling & Pizza night.

MTS General Secretary:

Congratulations to Dr. Danielle Fullan Kolton who has been hired as the new General Secretary of MTS as of June 1, 2020 upon the retirement of current General Secretary Roland Stankevicius. Dr. Fullan Kolton is currently the Head of Professional and French Language Services, and the co-Assistant General Secretary. We are proud to support her in her new position and wish her all the best.

MTS Provincial Executive:

At the February Executive Meeting, the local executive endorsed Joel Swaan to run as a member of the MTS Provincial Executive for a two-year term from 2020-2022. He may be the first teacher from Garden Valley Teachers' Association to do so (at least in the past 30 years, as far as anyone can remember). If his election is successful, he would retain his teaching position and take provincial executive on as additional duties.

January 31st K-8 Professional Development Day:

Thanks go out to Jason Shepherd (principal), Lindsey Friesen (PD Committee Rep), and the teachers, office, custodial, and support staff at Parkland School who hosted the recent PD day. Thanks also to PD Chair Raffaele Bagnulo (NPC), PD Co-Chair Jennifer-Laura Heide (DO), and the PD Committee for all of their work in arranging the day. A final thank-you to the divisional leaders who presented at the event for the betterment of our members.

GVTA-WTA Wellness Month:

Thanks go out to Social & Teacher Wellness Chair Caitlin Parr, former Co-Chair Amanda Rempel, and current Co-Chair Brenda Richer for co-hosting a series of fantastic Wellness Month opportunities for GVTA and WTA members. It is a huge undertaking, and we appreciate the hard work that goes in to taking care of our health and mental well-being!

March GVTA Executive Meeting:

The March Executive Meeting will be held at its usual time on Tuesday, March 3rd, with professional development and supper from 4-4:30pm, and the meeting proper at 4:30pm. Guests/observers are welcome; please let Joel know if you are planning on attending.

May 5
"Ignite The Night"
Sponsored
by Discovery Canada



CLEAR VISION

FOR SCHOOL LEADERSHIP

2020

THE 38TH ANNUAL
Canadian Association of Principals Conference
RBC CONVENTION CENTRE WINNIPEG, MB
MAY 5-8, 2020

COSL
COUNCIL OF SCHOOL LEADERS
of The Manitoba Teachers' Society

The
Manitoba
Teachers'
Society



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.

Nominate your students at mbteach.org. Deadline for submissions is Friday February 28, 2020 at 4:00 PM.

Join us at our MTS YHA Awards April 22, 2020, 7:00 PM at the Manitoba Theatre for Young People.

 facebook.com/manitobateachers  instagram.com/mbteachers  twitter.com/mbteachers

#mtsyha #thankgoodness mbteach.org

**GVSD
EMPLOYEES & FAMILIES**

**COME AND GO
BOWLING
NIGHT!**

FRIDAY, FEB. 21st 5-8 PM

VB's Entertainment Centre

PIZZA and POP Provided

**Passes for the play structure and mini
golf will be available to those in attend-
ance for a discounted rate of \$5 per
person!**

Hope to see you there!

Employee Benefits

Keeping up to date with TRAF

Registering for TRAF online services will provide immediate access to your personal TRAF pension information as well as the following benefits:

Digital Presentations: Watch at any time to learn about aspects of your pension plan

My TRAF Documents: Review your annual benefits statements

Pension Estimator: Estimate what your TRAF pension will be

My Teaching Account: Review a history of your TRAF service, earnings and contributions

Beneficiary Designation: Update your beneficiary designation for your pre-retirement survivor's benefit

Apply for Pension: When you're eligible and ready to apply, fill out your pension application online

Register at traf.mb.ca Click "Online Services" on the right hand side and select "Register" from the dropdown menu.

Don't forget the many benefits available under your Extended Health Benefits

For Example: Paramedical Practitioners

These services are subject to per visit maximums to a maximum of \$850 per person per type of practitioner (unless noted) per calendar year

- **acupuncturist**
- **athletic therapist/physiotherapist** (combined)
- **audiologist**

- **chiropractor (including x-rays)**
- **clinical psychologist**
- **massage therapist (not a relative)**
- **naturopath**
- **occupational therapist**
- **osteopath**
- **podiatrist/certified foot care nurse (combined)**
- **registered dietician**
- **speech-language pathologist**

Information can be found at: <https://mpsebp.ca/health>

From: WSH Representative: Mary Eberling-Penner

Prevent the pain of repetitive strain injuries.

A message worth repeating.

Watch for signs and report them:

- Pain
- Joint stiffness
- Muscle tightness
- Redness
- Swelling
- Numbness
- Pins and needles sensations
- Skin colour changes

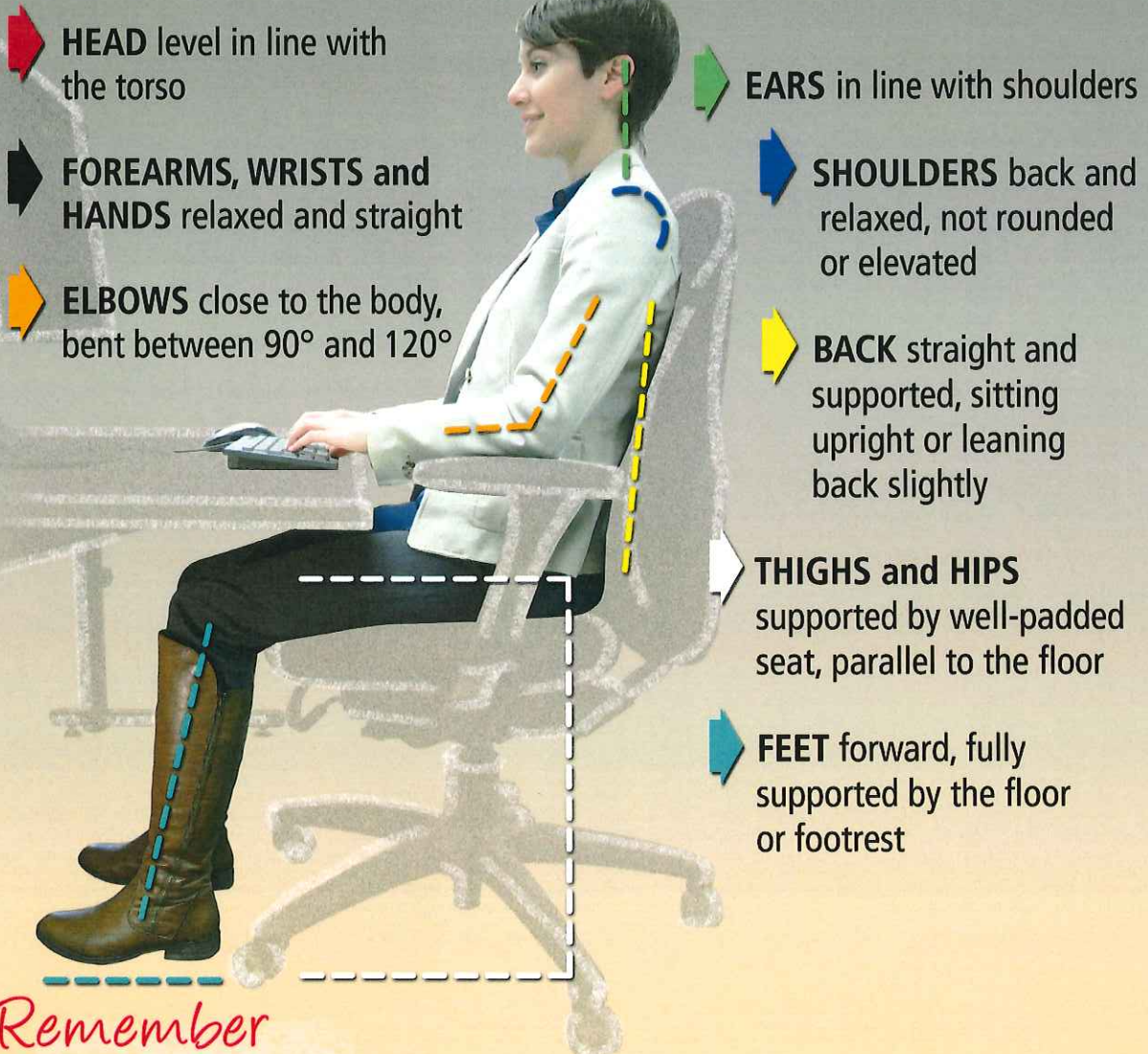
February 28, 2020 is RSI Awareness Day (Repetitive Strain Injury)



POSITION

for

Safety and Comfort



Remember

WHEN KEYING, float your hands over the keyboard, and use palm rests between bursts of keying.

WHEN MOUSING, keep your wrists straight, and use the elbow to pivot.

ADJUST your chair to fit you, if possible.

CHANGE your working position often throughout the day, stretching your fingers, hands, arms, and torso, and by standing and walking around for a few minutes periodically.

Tension Relief

It's a Stretch

neck muscles

lower back & legs

middle & upper back

back & side

ankle & leg

Pick Up Tips

How to Lift Safely

Plan and Prepare

- Protect your feet and hands with sturdy shoes and work gloves.
- Warm up with gentle stretches.
- Test the load for weight and shifting contents by pulling or sliding it toward you.
- Get help with heavy or awkward loads.
- Keep it on the level. Place loads on a raised platform to avoid bending.

Get a good grip.

Use both hands, and grasp opposite corners.



Keep it in the middle.

Hold the load between shoulder and knee height and don't overreach.



Try not to bend.

If you must, bend your knees to reach or place low-level objects.



Keep it close.

As you lift, keep your back straight and the load close to your body.



Slide and tighten.

Pull the load toward your stomach, tightening the muscles as you get ready to lift.



Step or pivot.

Don't twist or side bend while moving with a load.





NOTICE OF PREMIUM RATE

Superintendents
Secretary-Treasurers
Association Presidents
Payroll Personnel

Please note the Long Term Disability Premium Rate Change

Effective March 1, 2020 to March 1, 2021, the MTS Disability Benefits Plan long term premium rates remain unchanged as follows:

- **Members of the Society (teachers)** **1.90% (previously 1.90%)**
- **Non-teaching employees (administrative, clerical, technical and non-teaching management employees)** **1.62% (previously 1.62%)**
- **Non-teaching employees (education assistants)** **3.80% (previously 3.80%)**

The disability benefit premium is NOT subject to the retail sales tax: it should be deducted from post-tax income.

Notification Notice:

It is very important that the Disability Benefits Plan receives prompt notification of the possibility of a disability of an insured employee, i.e. those paying long term Disability Benefits Plan premiums.

Please ensure that **as soon as a covered employee has been absent from work for a period of 10 days** your payroll staff should complete a Disability Notification Form and forward it immediately to the Plan staff along with a printout of sick day usage from commencement of the school year to date.

Also, make sure to stop deducting LTD premiums 80 days prior to a member's 65th birthday.

If you have any questions, or concerns, please contact either:

Glen Anderson
Department Head, Member Benefits
204-831-3052, or 1-866-494-5747 ext. 279
ganderson@mbteach.org

Karen Wurr
DBP & EAP Administrator
204-934-0382, or 1-866-504-9373 ext. 306
kwurr@mbteach.org

Brandon Arbitration Award Finds Division Breached Collective Agreement

Brandon teachers won the fight against the Division's arbitrary decision to implement a collaborative teaching program by simply expanding teacher workload and ignoring the Collective Agreement.

The Division has been scheduling common preps for teachers to meet in Collaborative Teacher Teams once a cycle, expecting these meetings to occur during duty-free noon hours, or doubling staff meeting time and frequency to accommodate them. The Association grieved that these measures violated the Collective Agreement.

During the two-week arbitration hearing the Association produced nine witnesses, most of whom were teachers who spoke compellingly about the effect on both their work and home life of having about 20% of their prep time, their lunch time, or personal time appropriated. These practices essentially equated to adding an extra hour of evening/weekend work per week to a teacher's plate.

The Division took two positions. One, quickly disproved, was that these meetings were voluntary. The second was that they had the right to assign this work during prep periods or staff meetings.

The Arbitration Board concluded that while teacher collaboration is a suitable use of preparation time, these mandated meetings breached the employer's obligation to act fairly and reasonably under Article 1 and violated the prep time provisions under Article 32, as well as the duty-free lunch time provisions under Article 27. The effect of the Award is that the Division must stop doing this immediately and negotiate compensation.

This award has far-reaching implications for all Manitoba teachers. They need not tolerate an ever-elastic workload. It also provides evidence of our position that a comprehensive assignable time clause needs to be part of every teacher collective agreement. As such, this decision will be vital evidence in our submission for the upcoming Pembina Trails Interest Arbitration to support our arguments regarding the need to contractually define teacher workload and assignable time.



The
Manitoba
Teachers'
Society

NEWS *release*

For more information:

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Facebook: manitobateachers

For immediate release

January 30, 2020

2020-21 Public school funding fails to keep pace with inflation, enrollment

Announcement made against backdrop of K-12 Education Review

For the fourth year in a row, the Manitoba government has announced a real dollar drop in funding for public schools. And the prospect of doing more with even less next school year – against the backdrop of a March K-12 Education Review report – has teachers concerned.

“No matter how you look at it, a .5% “increase” doesn’t even play catch up to roughly 2% inflation and a 1% increase in student enrollment,” says The Manitoba Teachers’ Society President James Bedford. “Teachers face increases in enrollment and more diverse student needs than ever. This announcement is not robust enough to address these issues.”

A backgrounder distributed along with today’s government news release detailed the announcement’s impact on individual divisions. “We could very well see cuts to student programs, more school closures and teacher layoffs, and fewer supports for special needs students,” says Bedford.

Teachers are also looking forward to the report of Manitoba’s K-12 Education Review Commission in hopes the Society’s recommendations on French-language education, class size and composition, access to mental health supports, and diminishing the impact of poverty on students will be addressed.

Bedford cautions that any additional costs for implementing the K-12 education review recommendations must also come with adequate funding.

2020-2021 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 – Thursday March 19, 2020	President		
Nominees by: 12:00pm – Friday May 15, 2020	Vice-President		
	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	
	Social Media Coordinator		
	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; promote knowledge of the collective agreement and/or bargaining procedures amongst the Association.
Education Finance	Track trends in Education Finance; gather information to present to local Executive and General Meetings; present to the Board as a part of the GVSD budget process.
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; organize and host Employee Benefits Seminars relevant 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	Develop awareness of indigenous education 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.
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.
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 and Teacher 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 and teacher wellness events; develop awareness of wellness issues in teacher attitudes, school policies and programs.
Social Media Coordinator	This position is new this year. There is the opportunity for a person interested in this role to help develop the criteria and position description necessary, with the goal of enhancing and increasing GVTA's on-line media presence.
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.