



Garden Valley Teachers' Association

The Apple Core

May 2020

Upcoming Events

**PD Committee Mtg on 'Teams' – 2:30pm,
Tuesday, May 19th**

**Emerado & Prairie Dale School 'Zoom' Visit
– 3:30pm, Wednesday, May 20th**

**Parkland & Pine Ridge School 'Zoom' Visit
– 3:30pm, Thursday, May 21st**

**MTS Annual General Meeting – 9:30am,
Friday, May 22nd**

**J.R. Walkof & Winkler Elementary School
'Zoom' Visit – 3:30pm, Monday, May 25th**

**Workplace Safety & Health GVC-NPC
Committee Mtg on 'Teams' – 1pm, Tuesday,
May 26th**

**GVTA AGM on 'Zoom' – 4pm, Tuesday,
May 26th**

**GVSD Workplace Health & Safety Commit-
tee Mtg on 'Teams' – 1pm, Wednesday, May
27th**

**GVSD-GVTA Liaison Mtg on 'Teams' –
7am, Thursday, May 28th**

**GVTA Executive June Mtg on 'Zoom' –
3:30pm, Tuesday, June 2nd**

**GVSD June Board Mtg on 'Teams' – 8pm,
Tuesday, June 9th**

June Apple Core – Monday, June 15th

Hi GVTA-ers!

I hope you are staying healthy where you are, and that you have found reasonable ways to cope in a time that is unreasonable. As always, GVTA is here for you. With our AGM coming up, I'm glad members are still reading this and staying informed.

I'm going to hand off the rest of my address to MTS President James Bedford, who e-mailed the following letter to all presidents on May 7th and is reprinted here with his permission.

Hello and good day Local presidents,

The General Secretary and I had a conference call with the Minister of Education on Monday, during which the minister again passed along his appreciation for the work that teachers are doing. He also spoke about some of the challenges that teachers and parents face as learning continues from home. He made it clear that it was a government decision to suspend in-school classes, and that there have been challenges in ensuring that all students remain active participants in their learning.

He was clear that teachers are not to be faulted in situations where students are not as engaged as we would like them to be. He also stressed that parents are beginning to feel the impact of working with their children and ensuring that their learning continues from home.

The minister said that the government will, within the next week or two, be announcing Phase 2 of the "reopening" of the province. He said that it was quite remote that reopening schools would be a part of Phase 2, and further that it would be highly unlikely that schools will reopen to students this school year.

Currently, we are uncertain as to what school reopening in the fall will look like. The minister said that the data, which informs the decisions, often change with little notice. He assured me that the Society will be a part of the conversation regarding school reopening in the fall, and he looks forward to discussing the information that we will bring to the table.

Since April, The Response Planning Team, comprised of various education stakeholders, including the Society, has met weekly under the direction of Assistant Deputy Minister Rudy. Among other things, the group has been working on protocols to assist members in year-end report card preparation. The Society is also preparing supports for members when it comes to this important task. We hope to have more information on year-end report cards in the coming weeks.

It is clear that there will be some learning gaps in our students, and members should be reminded that they are not going to be held responsible for those learning gaps, but they will be a part of our lives come the fall. The critical work is that of preparing for the fall term with a focus on how best to support our students. To that end, through the Response Planning Team, the Society has been actively involved in designing a survey that will look to teachers to provide critical information on how to support effective student re-entry and recovery learning as we transition back to in-class learning.

We are using the same research and data-collecting agency that we have used for more than 30 years to conduct the Society's own membership and public polls. Rest assured that the survey will respect the privacy and confidentiality of members, however participation is voluntarily. This survey will be conducted online and MTS will own the data. We will have more information on this in the coming weeks.

Members are encouraged to continue to connect with the Society through the website for the most up to date information. I do not need to tell you that this will be a June unlike any other June we have been through. We recognize that members will need supports for report card preparation, and we hope that the available time will facilitate professional conversations respecting student progress and preparations for recovery learning in the fall. At this point we have had no discussions with respect to the impact of recovery learning on the design of the fall semester, but, as indicated above, we have been assured that we will be a part of that conversation.

As always, Officers and staff remain available to you should you have questions or require clarification. And once again, my thanks to all of you for the work that you are doing on behalf of members, and for your patience and understanding as we make our way through these challenging times.

James Bedford

President

The Manitoba Teachers' Society

Joel here again. Be in touch as you need – check in at the upcoming school visits, or at the AGM, or anytime you need.

Cheers,

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.

GVTA Survey Gift-Card Winners!

Thanks to the 181 members who completed the GVTA 2020 Member Survey. Using a random number generator, the following 6 people have won gift cards! Please contact Joel claim your prize!

- Amanda Loewen (HES)
- Joanna McCarty (DO)
- Della Friesen (NPC)
- Dawn Dreger (BVS)
- Sarah Coates (GVC)
- Tom Friesen (GVC)

MTS Volunteer Form

If you are thinking of volunteering for an MTS Committee, the form has moved on-line this year. It can be found in My Profile/Members Area of the website, under 'Quick Links' on the homepage. The deadline for these is typically MTS AGM, so please submit your forms by Friday, May 22nd.

April GVTA President-GVSD Superintendent Meeting

At their April 'Teams' meeting, items discussed were communication lines with Substitute Teachers, a check-in on Working from Home, the transition of Board Meetings to on-line, and confirmed the cancellation of year-end literacy and numeracy testing.

LifeSpeak vs. Connect Now

By Kirsten Carman

Manitoba Blue Cross has recently created a program under its EAP services called 'Connect Now'. As MTS members are not clients of Manitoba Blue Cross, with respect to its EAP services, **this program is not open to MTS members.**

MTS has the LifeSpeak program available to all MTS members. This digital health improvement service is available on the MTS website through 'My Profile'. It has 400 vignettes on various topics broken down into 11 categories ranging from preventative health to financial management. LifeSpeak has also added 17 expert blogs directed to the COVID 19 crisis. These COVID 19 blogs can be accessed on the LifeSpeak pages linked through 'My Profile'.

During this crisis, LifeSpeak has also added a 'welcome' link for MTS members to send information and invitations to any Family members so that they may access the program, without going through MTS.

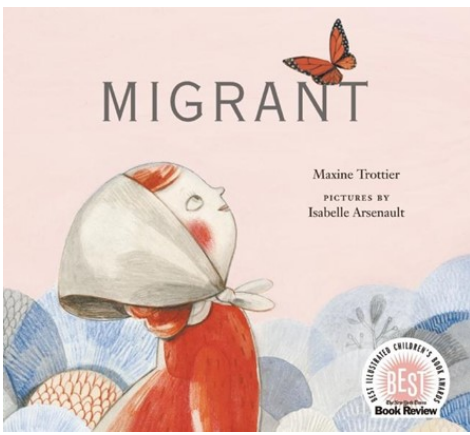
- Glen Anderson, MTS Member Benefits Department Head

For overviews of both the [LifeSpeak](#) and [MTS EAP](#) services, be sure to view information pages found later in this issue of the Apple Core.

Equity & Social Justice Book Spotlight: Migrant

Book Review By: James Driedger

Each spring Anna leaves her home in Mexico and travels north with her family where they will work on farms. Sometimes she feels like a bird, flying north in the spring and south in the fall. Sometimes she feels like a jack rabbit living in an abandoned burrow, as her family moves into an empty house near the fields. But most of all she wonders what it would be like to stay in one place.



The Low German-speaking Mennonites from Mexico are a unique group of migrants who moved from Canada to Mexico in the 1920s and became an important part of the farming community there. But it has become increasingly difficult for them to earn a livelihood, and so they come back to Canada each year as migrant workers in order to survive. And while they currently have the right to work in Canada, that right may be challenged. Working conditions are difficult for all migrant workers, most of whom have to leave families far behind. And yet countries like Canada and the United States benefit greatly from their labor.

Beautifully written by Maxine Trottier and imaginatively illustrated by Isabelle Arsenault, this book describes what it is like to be a child in a migrant family.

Food Talk:

By: Mary Eberling-Penner, (secretary)

Eat healthy and stay well!

Pull out the wrinkled apples, and add some fruit to your day. [The new Canadian Food Guide](#) recommends that ½ of your meal should be fruits and veggies!

Here are two ways to use your microwave to create a quick dish to add to your plate or add to the end of your meal.

Scalloped Apples



- 5 cups sliced and peeled apples (about 4 medium apples)
- 2 Tbsp. and 2 tsp. sugar
- 1 rounded Tbsp cornstarch
- ½ tsp ground cinnamon
- A pinch of nutmeg
- 1 Tbsp butter or margarine

Place the apples in a microwave safe bowl. In a smaller bowl, stir together the sugar, cornstarch and spices. Sprinkle over the apples and stir well. Put small pieces of butter on top of the apples. Cover and microwave on high, stirring every 5 minutes until the apples are tender (likely 10 minutes?) Serve as a meat side dish, or as a dessert with granola and or yogurt.

Apple Crisp



Main Part

- 4 cups sliced and peeled apples
- 2 Tbsp lemon juice
- 1/3 cup sugar (or less if using a sweet apple, like Gala)
- 2 Tbsp flour
- ½ tsp cinnamon

Topping

- ¾ cup brown sugar
- 1/3 cup butter or margarine
- ¾ cup flour

Place apples in a microwave dish—I use a glass pie plate and get “no fuss” apple pie). Stir in lemon juice well. In a small bowl, mix together sugar, flour, and cinnamon. Sprinkle over apples and stir. In small bowl, blend topping ingredients into crumbs (use your fingers to create well blended crumbs about the size of peas). Sprinkle the crumbs over the apples and DO NOT stir. Cook in a microwave on high about 10-15 minutes, turning every 3 minutes if the microwave does not have a turntable. It is done when the apples are tender.

pay it
FORWARD
MAY

**INSPIRE
OTHERS
IMPACT OUR
COMMUNITY**

Have You Seen Kindness In Our Community?

The Winkler Community Foundation and the Morden Area Foundation invite you to participate in our Pay It Forward campaign during the month of May to help uplift and encourage our communities during these challenging circumstances of COVID-19.

The Vision

To shine light on the amazing acts of kindness and generosity that is currently happening in our communities. We encourage you to help share these stories that you see in our community, in hopes that it will bring joy and encouragement to others.

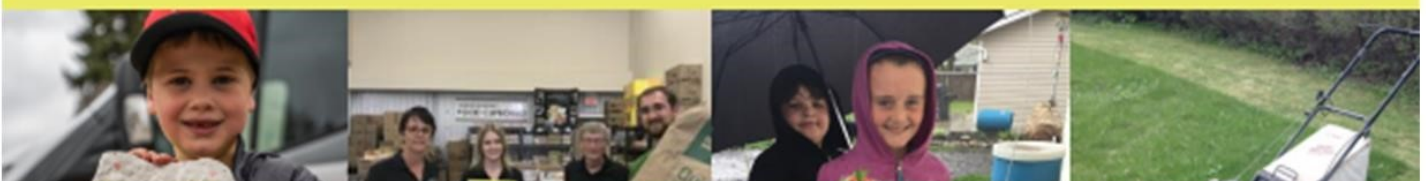
How To Get Involved

Kindness is contagious, which is what our communities need at this moment. Please share the random acts of kindness that you see with us on Facebook, Instagram, or email us at admin@winklercommunityfoundation.com.

Remember to use the hashtag **#pifmay** and tag the Winkler Community Foundation and Morden Area Foundation!

How kindness is shared may look different during this pandemic, however, sharing kindness is more important than ever.

**Together, let's pay it forward with kindness this May
and brighten someone's day!**



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	Mike Urichuk (ECS)		
	As per Bylaws	Past-President	Joel Swaan (PLS)	
Nominees by: 12:00pm – Friday May 15, 2020	Vice-President	James Driedger (NPC)		
	Treasurer	Rhonda Peters (NPC)		
	Secretary	Mary Eberling-Penner (PCS/EDW)		
	Collective Bargaining	Chair	Mike Urichuk (ECS)	
		Co-Chair	Jessica Riddell (ECS)	
	Education Finance	Chair	James Driedger (NPC)	
		Co-Chair	Laura Unger (DO)	
	Employee Benefits	Chair	Kirsten Carman (GVC)	
		Co-Chair		
	Equity & Social Justice	Chair	Donna McCausland (NPC)	
		Co-Chair	Val Harder (DO)	
	Indigenous Education	Chair	Roxanne Baraniski (PRS)	
		Co-Chair	Ashly Dyck (PRS)	
	Professional Development	Chair	Raffaele Bagnulo (NPC)	
		Co-Chair	Jennifer-Laura Heide (DO)	
	Public Relations	Chair	Jonathan Cullen (NPC)	
		Co-Chair	Kayly Letkeman (DO)	
	Social & Teacher Wellness	Chair	Brenda Richer (NPC)	
		Co-Chair		
	Social Media Coordinator	Sarah Waldner (NPC)		
	Workplace Safety & Health Liaison	Mary Eberling-Penner (PCS/EDW)		

<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.

Eat well. Live well.

Eat a variety of healthy foods each day

Have plenty
of vegetables
and fruits

Eat protein
foods

Make water
your drink
of choice



Choose
whole grain
foods

Discover your food guide at

Canada.ca/FoodGuide

Eat well. Live well.

Healthy eating is more than the foods you eat



Be mindful of your eating habits



Cook more often



Enjoy your food



Eat meals with others



Use food labels



**Limit foods high in sodium,
sugars or saturated fat**



Be aware of food marketing

Discover your food guide at

Canada.ca/FoodGuide

AVAILABLE IN THE APP STORE AND ON
GOOGLE PLAY, IN ENGLISH AND FRENCH.



We are so excited to introduce you to the LifeSpeak app!

Now you can get the expert information
you trust from the device you always
have with you.

The app gives you the same amazing expert-led content, along with
brand-new features:

- Download videos for offline viewing
- Stream podcasts; no need to download them
- Earn points and badges for any activities you engage in either on the app or on the LifeSpeak website (watching videos, reading tip sheets, participating in a web chat, etc.)
- Join leaderboard (anonymously) to measure your activity against your peers'
- Participate in Ask the Expert web chats right from your phone
- Manage your account from the app



App FAQs

Is the app free?

Yes, it is offered free of charge as part of your organization's LifeSpeak program.

Is my activity on the app confidential?

Absolutely, 100% confidential at all times. We are committed to our users' privacy.

Can I use the same personal account I created on the LifeSpeak website to access the app?

Yes, and vice versa.

Will the activity I engage in on the LifeSpeak website count towards points on the leaderboard?

Yes.

Can my family members download the app?

Yes! We truly hope they do!

How do I download a video for offline viewing?

Go to LEARN, select a video series, then tap the download symbol.

Where do I find my downloads?

You can find your downloads by selecting 'More' at the bottom of the screen, and then tapping 'My Downloads'.



THE LINK

SPRING 2020

SERVING TEACHERS PAST • PRESENT • FUTURE

A Message to Our Members

The President & CEO of TRAF shared this message with our members on April 9, 2020.

Dear members,

While the COVID-19 pandemic continues to affect all facets of life around the world, we are working diligently to ensure that our staff stays safe and healthy and that your pension plan remains as unaffected as possible. I have set out below some commentary on the current situation. We appreciate your continued patience and understanding as we deal with these unique circumstances.

Operations

From an operational standpoint, we have implemented various changes in accordance with guidelines issued by health administrations and government leaders. Our office at The Forks is temporarily closed to the public and we are no longer taking in-person appointments; most of our staff are working remotely; and the few of us who are working in the office are practicing social distancing and good hand hygiene.

These changes to our workplace will not impact the payment of pensions. We also remain available to meet your needs through other means such as phone appointments, email and Online Services.

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Market volatility

A few members have contacted me with questions about the market volatility and how it might affect their pension. This is a reasonable concern. However, as members of a defined benefit pension plan like TRAF, your pension is calculated using a formula based on your salary and years of service and is not directly impacted by market returns. In my opinion, you should not be concerned over the security of your pension.

TRAF's investment portfolio is highly diversified and only holds about 40% in public stocks. The balance of the portfolio is made up of bonds, real estate and other assets. We also have an extremely long investment horizon – essentially, forever. These two factors position us well to ride out periods of extreme market volatility.

While these are difficult times, the world has experienced similar market shocks in recent history, such as the dot-com bubble, 9/11 and the global financial crisis. COVID-19 has certainly earned its place on that list. However, while these events are challenging and uncertain, the stock market has historically always recovered to a higher level than before the crisis.

The importance of registering for Online Services

We have implemented a policy change to make it easier for you to share documents with us electronically. Previously, we required original or certified copies of pension applications and certain supporting documents. Until further notice, we will accept scanned or photographed versions of these documents through our secure Online Services platform.

You must be registered for Online Services to share documents with us. In fact, I encourage all members – regardless of what stage of your career you are in – to register for Online Services. It is more important than ever that you keep your contact information up-to-date and that you also review the personal information your account gives you access to. If you haven't already, please take a few minutes to register today.

Contact us

Our staff remain available to answer your questions by phone and email. Please do not hesitate to contact us. We look forward to assisting you.

In the meantime, stay safe.

Sincerely,



Jeff Norton
President & CEO

TRAF Welcomes New Board and Committee Members

We are pleased to welcome James Bedford, who was appointed to the Board as Vice Chair on December 4, 2019 and Shiu-Yik (Yik) Au, appointed as a new external member of the Investment Committee on February 24, 2020.

James joins current Board members Bryton Moen (Chair), Myrna Wiebe, Brenda Tobac, Glen Anderson, Tammy Hodgins-Rector and Nike Bello.

Outgoing Board member Norm Gould had served on TRAF's Board since March 8, 2012, and we thank

him for his many valuable insights and contributions during his tenure on TRAF's Board. In addition to serving as Vice Chair of the Board and Chair of the Governance and Human Resources Committees, Norm served as Acting Chair from September 21, 2016 to January 17, 2018.

We also thank David Stangeland who served as an external member of the Investment Committee from January 1, 2009 to December 31, 2019. David made many valuable contributions during his long tenure as part of the Investment Committee.



JAMES BEDFORD
Board Vice Chair

James Bedford is currently the President of The Manitoba Teachers' Society (MTS). Prior to his election as President, he served as Vice President of MTS and, before that, as a high school science and mathematics teacher in the Louis Riel, St. Boniface and Norwood School Divisions. James was appointed Vice Chair of the Board on December 4, 2019. As Vice Chair, James will also serve as the Chair of both the Governance Committee and the Human Resources Committee.



SHIU-YIK AU
Investment Committee

Shiu-Yik (Yik) Au, who was appointed as an external member on February 24, 2020, brings extensive experience to the Investment Committee. Yik is currently an Assistant Professor at the Asper School of Business where he teaches financial management practices and corporate finance. He was also a lecturer at the Schulich School of Business at York University, where he earned his PhD in Finance. Yik also holds the Chartered Financial Analyst designation.

Register for Online Services

Registering for **Online Services** is now a pre-requisite to apply for your pension. Register early to gain access to these tools:

- **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.

Help Us Locate Former Teachers

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

Marshall Bradbury	Albert Mandepetumpeny
Linda Dixon	Harold Mellon
Andrea Downes	Mary Neustaedter
Christine Everett	Louis Pisani
Sousan Farboud	Leroy Reimer
Nancy Gottfried	Patricia Rycroft
Wendy Harrison	Robert Somerville
Jacqueline Hickin	Nancy Stanwick
David Kidd	Heather Therrien
Kathleen Long	Norma Turner

Another Cautionary Tale: Why You Must Always Keep Your Information Updated

No matter what stage you are at in your career, it's important to always keep your contact information up to date to ensure you continue to receive correspondence from TRAF. In the last issue of The Link, we shared Sandrine Fontaine's story. Here is how Roman Soldan* lost part of his retirement income.*

Roman's story

Roman grew up in Winnipeg, then moved to Ontario where he worked as a high school math and science teacher for 22 years. In 2012, he moved back to Winnipeg, rented a house, and got a job teaching in the Winnipeg School Division. He transferred his Ontario service to TRAF and, at that time, signed up for TRAF's Online Services.

Now back in Winnipeg, Roman started reconnecting with old friends. One day, a former classmate offered him an exciting business opportunity to become an insurance specialist. His friend thought he had the skills needed to excel in the industry. Roman took a leap of faith and, in 2015, quit his teaching job.

By 2018, his insurance business was thriving and he had bought a new house. His 55th birthday came and went.

He was now eligible to start receiving his TRAF pension but had forgotten that he could not start his pension unless he applied and that pensions cannot be paid retroactively. Roman had not received TRAF correspondence in a while because, although he had registered for Online Services, he had used his school division email address and had not updated his new mailing address.

While every individual's situation is different, Roman had no reason to delay applying. By the time he remembered to contact TRAF and apply for his pension, he had lost out on nine months of payments, worth nearly \$20,000.

Update your contact information

Roman lost thousands of dollars of retirement income because he didn't apply for his pension and did not keep his contact information up to date with TRAF. Don't let this happen to you. When you change any contact information – email, address, phone number – make sure you inform TRAF by updating your **Online Services** account so that important correspondence continues to reach you. **Remember: you must apply for your pension, and pensions cannot be paid retroactively.**

How to update your information

1. Register for and log in to **Online Services**
2. Click "Account Profile"
3. Update and save any new information

Alternatively, you may complete a Change Notification form, available from our website, and submit it to TRAF through our secure platform (Read more on page 7).

Tips:

1. Use a personal email address for your Online Services account.
2. Add a current phone number.

**Roman and Sandrine are fictional characters, but their stories are based on real situations that have happened to TRAF members.*

2020 Cost of Living Adjustment

Each year, a cost of living adjustment (COLA) is determined for eligible members who are receiving a pension. Effective July 1, 2020, a COLA of 1.35% will be granted.

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

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

The change in CPI for 2019 was 2.25%.

Restricted Surplus

The increase also includes the use of 20% of the total restricted surplus that had accumulated by December 31, 2017 as a result of the *Teachers' Pensions Restricted Surplus Regulation, 2017*. The total amount set aside

was \$27,987,000 to be disbursed equally over a five-year period starting in 2018. This year, the use of 20% of the restricted surplus (\$5,597,400) resulted in an increase of approximately 0.18% to the COLA, raising it from 1.17% to 1.35%.

Future COLA

It is difficult to predict the amount of future COLA, and there is no certainty of COLA in any given year. We also caution that the long-term average COLA could be significantly below the corresponding increase in CPI.

Projection analyses conducted by our independent plan actuary indicate that, prior to accounting for any increases due to the use of restricted surplus, an average COLA of approximately 0.93% could be granted over the long term under the current plan structure and subject to annual fluctuations and the limit prescribed in the TPA.

2019 Investment Results

In 2019, the overall portfolio returned 11.66%, net of investment expenses. The benchmark returned 13.50% over this time period. The benchmark is comprised of indices considered appropriate for each applicable asset class, weighted in proportion to TRAF's asset allocation policy. Although the fund did not meet the benchmark's return over this time period, we encourage members to focus on longer-term results.

Recognizing that investment returns may be volatile from year to year, the Board has established long-term objectives, as set forth in the plan's Statement of Investment Policies & Procedures (SIP&P). Both of the plan's investment objectives were met for the year ending December 31, 2019. First, the return, net of all investment-related fees and expenses, exceeded the return of the benchmark over the prior five years. At the end of 2019, the net return for the five-year period exceeded the benchmark by 0.45%. Second, the fund achieved the expected rate of return in the most recent actuarial valuation of the fund, net of all investment-related fees and expenses. The net rate of return for the fund for the

five-year period ending December 31, 2019 was 7.62%, exceeding the 5.75% expected return assumed in the January 1, 2018 actuarial valuation.

Full details of TRAF's 2019 investment performance are available at traf.mb.ca.

2019 Annual Report Coming Soon

The annual report outlines TRAF's investment performance and provides an account of the financial and operational matters for 2019. The full report will be available at traf.mb.ca in the coming months.



Member Statistics

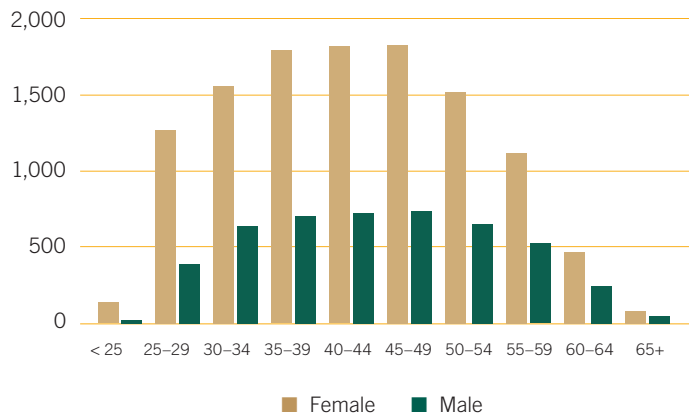
As at December 31, 2019, there were 16,324 active members, 15,635 retired members and 6,971 deferred members (former members who have contributions remaining in TRAF and who are or will become entitled to a benefit). This brings the total TRAF membership to 38,930, an increase of 0.7% over 2018.

The average age of all active members was 43 years, similar to 2018. There are 2,474 members age 55 or older who will be eligible to retire during 2020.

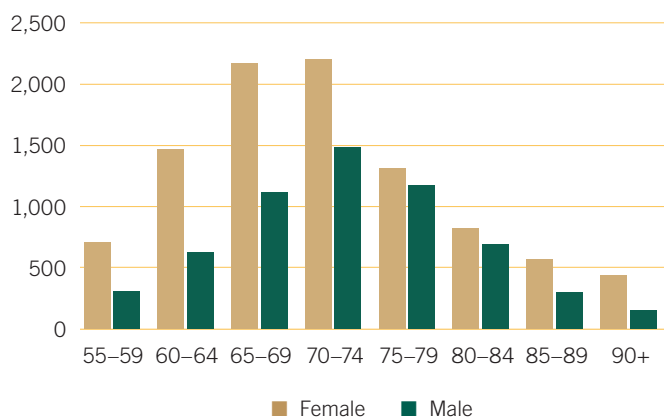
There were 584 retired members (including beneficiaries of deceased members) age 90 or older, and 29 of these were age 100 or older. Our oldest female member is age 109 and our oldest male is 103. The average age of all retired members was 72.3 years, up slightly from 2018.

The average monthly pension for all retirees was \$2,365, up \$48 (2.1%) from \$2,317 in 2018. In 2019, cost of living adjustments represented approximately 12.1% of total pension payments.

AGE & GENDER DISTRIBUTION – ACTIVE MEMBERS



AGE & GENDER DISTRIBUTION – RETIRED MEMBERS



OFFICE HOURS

For the health and safety of our members and staff, TRAF suspended in-person appointments and is temporarily closed to the public. Our staff remain available to answer your enquiries by phone or email during regular business hours from 8 a.m. to 5 p.m. Monday through Friday. In July and August, we are open 8 a.m. to 4 p.m. Please visit our website for updates.

We also accept pre-arranged appointments one Saturday each month during the school year. Contact TRAF to book your appointment for one of these dates:

- May 9
- June 6
- September 12
- October 17
- November 21
- December 12

OUR OFFICE WILL BE CLOSED THE FOLLOWING DATES IN 2020:

- Monday, May 18 (Victoria Day)
- Wednesday, July 1 (Canada Day)
- Monday, August 3 (Terry Fox Day)
- Monday, September 7 (Labour Day)
- Monday, October 12 (Thanksgiving)
- Wednesday, November 11 (Remembrance Day)
- Thursday, December 24 at noon (Christmas Eve)
- Friday, December 25 (Christmas Day)
- Monday, December 28 (in lieu of Boxing Day)

Share Documents with TRAF Electronically

When sending documents to TRAF, we encourage everyone to share them with us through our secure online platform. All files are completely secure and can only be accessed by you and TRAF.

Until further notice, copies of all pension applications and supporting documents will be accepted through the platform. Original documents relating to the pension application process are not required to be mailed to our office. However, TRAF reserves the right to request the original or certified documents.

Sharing documents with TRAF is easy. Here's how:

• Step 1. Register for or log in to Online Services

Visit traf.mb.ca and click the "Online Services" button. Log in using your user ID and password. Or register now for immediate access to share documents.

• Step 2. Click "Share Documents"

After registering and logging in, you will have access to a page called "Share Documents." Find it in the menu on the left-hand side of your screen. We can accept

PDF, PNG, JPG and JPEG files. This could include scanned images or photos taken with a camera, phone or other device.

• Step 3. Upload your file

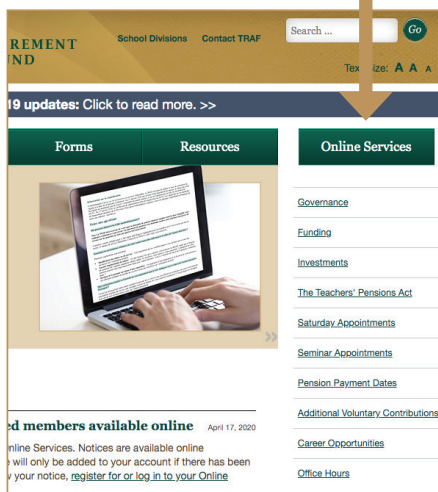
Click "Browse" to find the file on your computer. Add a description and then click the "Share file with TRAF" button.

Tips to ensure your document gets accepted:

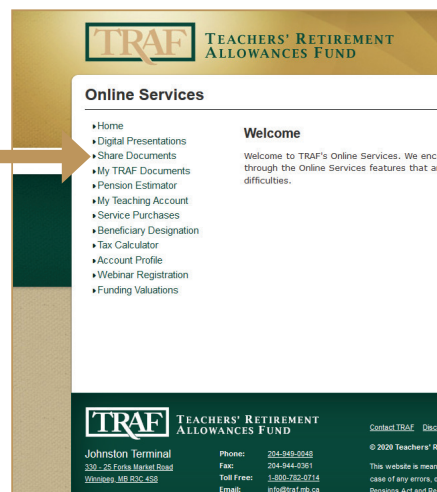
- Understand your document's requirements.
- Ensure all sections of the document are complete and, if required, signed and dated.
- Only share documents that have clear, legible print.
- If attaching photos of documents, ensure they are high-quality, readable and well-lit images.
- Ensure all four corners are visible in the picture.

You will receive an email when your file is uploaded. Please call or email us if you have any questions.

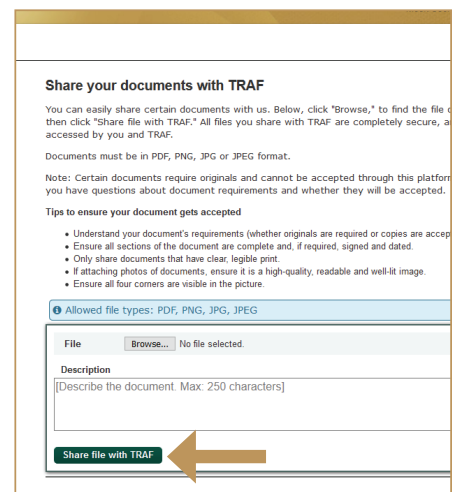
STEP 1



STEP 2



STEP 3



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.



TEACHERS' RETIREMENT ALLOWANCES FUND

View one of TRAF's many digital presentations available to you through your Online Services account. These presentations contain all of the same information you would receive at a live seminar or webinar. Many are also divided into chapters, so you can choose to watch the segments that are most relevant to you.

Log in to your [Online Services](#) account at traf.mb.ca and click "Digital Presentations" to watch any of the following presentations:

- **Your TRAF Pension:** This 24-minute presentation provides a comprehensive overview of your TRAF pension and is ideal for members at any stage of their career. You will learn how your pension is calculated, ways to maximize your pension through service purchases and service transfers, and how key life events such as a relationship breakdown or death can affect your pension.
- **Preparing for Your Retirement:** We recommend that members age 48 and older who are considering retirement watch this 52-minute presentation. The video reviews your TRAF pension in detail, with special attention paid to the plan options available to you upon retirement, how integration with CPP and OAS works, and how to apply for your pension. It concludes by discussing teaching after retirement and the impact this will have on your pension.
- **Maximizing Your Pension:** To make sure you are getting the most from your pension, watch this 24-minute presentation and learn how your pension is calculated and how to make service purchases (including maternity/parental/adoption leave, substitute service, refunded service, educational leave and other eligible past service) and service transfers. This presentation also reviews conversion for service prior to July 1980 as well as making additional voluntary contributions.
- **Making Additional Voluntary Contributions:** This 16-minute presentation provides an overview of what additional voluntary contributions are and why you would consider making them. If you determine that making additional voluntary contributions is right for you, this presentation will show you how to apply.
- **Understanding Your Annual Benefits Statement:** Your Annual Benefits Statements are available in your Online Services account. This 28-minute presentation will show you how to access the statement and provide details about each section of your statement, including your contributions and interest, projected gross monthly pension estimates, termination benefits, pre-retirement survivor's benefit and beneficiary information.
- **Purchasing Your Maternity/Parental/Adoption Leave(s):** This 35-minute presentation covers everything you need to know about purchasing these leaves, including why it may be a good idea for you, three options for purchasing, how to estimate your cost and apply to purchase your leave, and tax information.

If you have any questions after watching these presentations, please contact us by phone or email. Our Member Services staff are available to assist you.

Teachers' Retirement Allowances Fund
Johnston Terminal, 330-25 Forks Market Road, Winnipeg, Manitoba, R3C 4S8
(204) 949-0048 | (800) 782-0714 | info@traf.mb.ca | www.traf.mb.ca

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THE MANITOBA TEACHERS' SOCIETY

The Manitoba Teachers' Society (MTS) is dedicated to *“advancing and safeguarding the welfare of teachers, the Status of the teaching profession and the cause of public education in Manitoba.”* The MTS represents approximately 16,000 Manitoba Educators in 40 local Teacher Associations across the province.

BILINGUAL STAFF OFFICER - PROFESSIONAL AND FRENCH LANGUAGE SERVICES

Professional and French Language Services (PFLS) staff provide support and act as a resource to individual members, local associations, committees, and the provincial organization. This work includes research, development, facilitation, and coordination of professional learning services, support for advocacy and action in equity and social justice areas, liaison with a variety of educational partners across the province, support to *Éducatrices et éducateurs francophones du Manitoba*, instruction of Field-led courses, and advice on professional matters related to instruction, assessment, student services, and school leadership. PFLS staff work with a variety of media platforms and travel provincially to provide support.

The successful candidate must be proficient in both official languages, written and verbal and have a university degree in education, a Master's degree will be considered an asset. Necessary skills include superior verbal and written communication, interpersonal and organizational skills; experience in conflict resolution and problem solving; demonstrated ability to handle multiple tasks in a demanding environment; knowledge of professional issues in education and experience in the design and facilitation of professional learning.

Preference will be given to individuals with an involvement in Society activities, and Manitoba certification and teaching experience.

Terms and conditions of employment are covered by a Collective Agreement. Duties to commence September 1, 2020.

Please forward resume (in both official languages) and the names of three references. Resumes will be accepted electronically until 4:00 p.m., Friday, May 22, 2020 and can be addressed to:

The Human Resources Administrator
The Manitoba Teachers' Society
191 Harcourt Street
Winnipeg, MB R3J 3H2
Email: recruitment@mbteach.org

*Consideration is given to the appointment of people in such a manner as to reflect the diversity of Manitoba's population.
We encourage all qualified individuals to apply.*

We thank all applicants for their interest, however, only those candidates selected for an interview will be contacted.

www.mbteach.org

THE MANITOBA TEACHERS' SOCIETY

« La Manitoba Teachers' Society se consacre à la sauvegarde et à la promotion du bien-être des enseignantes et enseignants, du statut de la profession d'enseignement et de la cause de l'éducation publique au Manitoba. » La MTS représente environ 16 000 enseignantes et enseignants manitobains répartis en 40 associations locales d'enseignantes et d'enseignants à travers la province.

CADRE ADMINISTRATIF.TIVE BILINGUE – SERVICES PROFESSIONNELS ET SERVICES EN FRANÇAIS

L'équipe des Services professionnels et services en français (SPSF) offre de l'appui et agit comme ressource auprès des membres individuels, des associations locales, des comités et de l'organisation provinciale. Ce travail comprend la recherche, le développement, l'animation et la coordination de services d'apprentissage professionnel, l'appui pour le plaidoyer et l'action en équité et justice sociale, la liaison avec une variété de partenaires en éducation à travers la province, l'appui aux Éducatrices et éducateurs francophones du Manitoba, l'offre de cours élaborés par les organismes à caractère éducatif, et les conseils sur les questions professionnelles liées à l'enseignement, à l'évaluation, aux services auprès des élèves et au leadership scolaire. Le personnel des SPSF travaille avec une variété d'outils et de plateformes et se déplace dans la province pour pourvoir de l'appui.

La personne recherchée doit maîtriser les deux langues officielles, à l'oral et à l'écrit, et détenir un diplôme universitaire en éducation; un diplôme de maîtrise constitue un atout. Cette personne devra aussi posséder des compétences supérieures en communication orale et écrite, avoir des compétences interpersonnelles et organisationnelles, avoir de l'expérience dans la résolution de conflits et de problèmes, avoir fait preuve de traitement de tâches multiples dans un milieu de travail exigeant, posséder une connaissance des questions professionnelles en éducation et de l'expérience dans l'élaboration et l'animation d'apprentissage professionnel.

Une préférence sera donnée aux personnes avec une participation active auprès de la MTS, et qui ont un brevet et une expérience en enseignement au Manitoba.

Les termes et les conditions d'emploi sont régis par la convention collective en vigueur. L'entrée en fonction est prévue le 1^{er} septembre 2020.

Les personnes intéressées doivent faire parvenir par courrier électronique, leur demande accompagnée d'un curriculum vitae, dans les deux langues officielles, et les noms de trois personnes, comme référence, au plus tard le vendredi 22 mai 2020 à 16 h à l'adresse suivante :

Directrice des ressources humaines
The Manitoba Teachers' Society
191, rue Harcourt
Winnipeg (Manitoba) R3J 3H2
Courrier électronique : recruitment@mbteach.org

Une considération sera donnée à l'embauche de personnes en sorte que la diversité de la population manitobaine soit représentée.

Nous encourageons toutes les personnes qualifiées à faire demande.

Nous remercions toutes les personnes intéressées, cependant, seulement les personnes retenues pour une entrevue seront contactées.

www.mbteach.org



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We encourage all qualified individuals to apply.*

We thank all applicants for their interest, however, only those candidates selected for an interview will be contacted.

www.mbteach.org



GVTA AGM

The first 30 (yes, 30!) people* to request access to the Zoom meeting will receive a \$10 gift card to the local business of their choice.

*Non-executive

If 35+ members attend, we can vote on eliminating June, July, & August 2020 fees (\$15/month FTE) = up to \$45 savings/member

**Tuesday, May 26th ~ 4-4:30pm
Through a secure Zoom room**

Due to the nature of the on-line meeting, our AGM process will look different this year.

- 2020-21 GVTA Executive nominations have closed. We will not be taking nominations "from the floor". The slate of candidates is acclaimed as nominated.
- If you are interested in the Employee Benefits Co-Chair or Social & Teacher Wellness Co-Chair positions, contact Joel.
- We need to approve the 2020-21 Budget & Set the Annual Fees. The current proposal is to lower the annual fee from \$180 to \$120 due to the effects of COVID-19

How to get in touch with EAP

You can contact the offices of the Educator Assistance Program at:

Winnipeg

McMaster House, 191 Harcourt Street
 Winnipeg, Manitoba R3J 3H2
 Phone: 204-837-5801
 Toll free: 1-800-378-8811
 Fax: 204-831-3083
 Toll free fax: 1-866-713-6071

Leanne Laroche, EAP Administrative Assistant
eap-wpg@mbteach.org

Brandon

153 - 13th Street
 Brandon, Manitoba R7A 4P4
 Toll Free: 1-800-555-9336
 Phone: 204-837-5802
 Fax: 1-204-729-8869

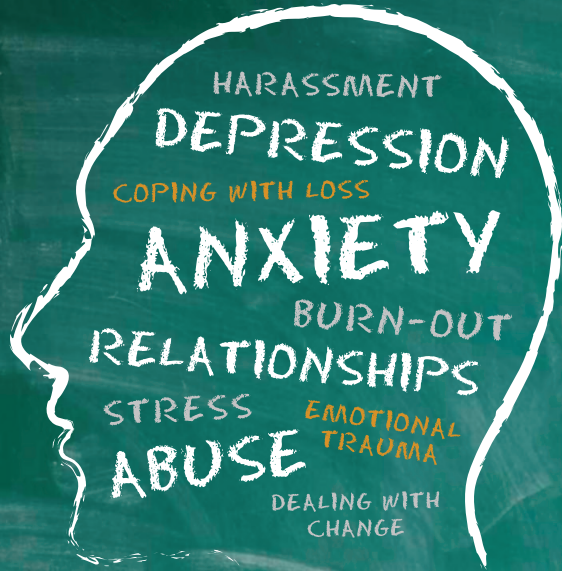
Lorette Delaurier, EAP Administrative Assistant
eap-bdn@mbteach.org

Information available on many topics at:

<http://www.mbteach.org/health-benefits/eap.html>
 (Click on Web and Print resources to access)

Services are available in English and French.

We are a confidential MTS service. Independent of school divisions, we understand teaching and teachers.



WE'RE HERE TO HELP!

Our purpose is to provide confidential and voluntary professional counselling, consultation and referral service to members.

We provide and promote Mental Health Education. When appropriate, we collaborate with other MTS services.



Educator Assistance Program

A Helping Hand

Every day teachers encourage students to ask for help when they need it. We at the EAP encourage teachers to do the same. That's why we're here.

Teachers face an array of issues different than those faced by people in other occupations. We understand that because we are a service supported by public school teachers, for public school teachers.

We are a confidential MTS service, independent of school divisions. We understand teaching and teachers.

Frequently asked questions:

1. Who is eligible for service?

You are eligible if the issues that you are confronting in your life are impacting your mental health to the degree that you are concerned about your ability to sustain work.

2. What types of issues are addressed through EAP counselling?

The professionally qualified team at EAP provide service to members struggling with a wide variety of issues related to work or home, such as stress and anxiety.

However, a number of member issues are better addressed by specialized services. As our goal is to provide the best and most appropriate service to members, we refer members to specialized services for the following when these resources are available in the community:

- Addictions
- Family Violence
- Parenting Skills Development
- Financial Stress
- Fertility Issues
- Chronic Pain and Illness
- Alternate Career Exploration

3. How do I access services?

Step 1: Telephone your nearest EAP office (Winnipeg or Brandon). When making contact with EAP please ensure you have your Manitoba Teachers' Society membership card number available (not your Teaching Certificate number).

Step 2: After you have provided your membership number, and your eligibility for service has been determined you will be asked to do an intake interview. This will be completed over the telephone. Once the intake interview has been completed, an appointment for service will be offered.

4. Are services accessible in areas other than Brandon or Winnipeg?

Yes. EAP provides service to rural and remote areas of the Province. SKYPE and telephone services may also be provided.

5. Is there a charge for this service?

No. All costs are covered through your MTS dues.

Faces of EAP Brandon



**Louise
Lamont**

Louise Lamont, B.G.S., B.Ed.AD., M.Ed. (Guidance and Counselling) is a certified counsellor through the Canadian Counselling and Psychotherapy Association. She has extensive experience working in public schools as she was a school counsellor in Manitoba Schools for 17 years and also worked at Brandon University in the Student Services Department as a counsellor. Her approach is client centered with some interest and training in EMDR (Eye Movement Desensitization & Reprocessing) as well as Cognitive Behavioural Therapy.

Faces of EAP Winnipeg



**Angela
Haig**

Angela Haig, Ph.D., C. Psych., is a Clinical Psychologist. She has worked in the mental health field for 30 years, in both Manitoba and the west coast. She works collaboratively with members in a holistic approach to counselling, with a particular interest in the effect of nutrition on mental health.



**Sylvie
Ringuette**

Sylvie Ringuette, B. Psych., M.Ed. Counselling, is a Certified Counsellor through the Canadian Counselling and Psychotherapy Association. She has worked with individuals and couples for over 14 years. Her work is client centered with an interest in emotionally focused therapy.



**Zach
Schnitzer**

Zach Schnitzer M.Ed. Counselling, is a Canadian Certified Counsellor through the Canadian Counselling and Psychotherapy Association. He has worked in private practice, schools, government, and with community counselling agencies. Zach has a client-centered, collaborative approach, with an interest in Cognitive-Behavioural Therapy, Mindfulness, and Emotion-Focused Therapy.



Executive Members Present:

Raffaele Bagnulo (NPC) – PD Chair	Jennifer Kennedy (SWD/HES) – Member-at-Large
Roxanne Baraniski (PRS) – Indigenous Ed. Chair	Kayly Letkeman (DO) – PR Co-Chair
Kirsten Carman (GVC) – Emp. Benefits Co-Chair	Donna McCausland (NPC) – ESJ Co-Chair
Jonathan Cullen (NPC) – PR Chair	Caitlin Parr (GVC) – Social/Teacher Wellness Chair
James Driedger (NPC) – ESJ Chair	Rhonda Peters (NPC) – Treasurer
Ashly Dyck (PRS) – Indigenous Ed Co-Chair	Shanna Potter (WES) – Member-at-Large
Mary Eberling-Penner (PCS/EDW)-Secretary; WSH	Brenda Richer (NPC) – S&TW Co-Chair
Sherry Ehnes (BVS/BES) – Member-at-Large	Jessica Riddell (ECS) – Member-at-Large
Anny Froese (PDS) – Ed Finance Chair	Joel Swaan (PLS) – President
Jennifer-Laura Heide (DO) – PD Co-Chair	Mike Urichuk (SUB) – Vice-President; CB Chair
Gwen Heinrichs (DO) – Employee Benefits Chair	Moyra Vallelly (JRW) – CB Co-Chair

Members Present:

Regrets:

--	--

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

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

Garden Valley School Division buildings are located on Treaty 1 lands and the original lands of the Anishinaabe people, and on the homeland of the Métis nation.

Garden Valley Teachers' Association respects the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

2.0 Additions to the Agenda:

- 2.1
- 2.2
- 2.3

3.0 Acceptance of the Agenda: **MOVED/SECONDED** _____ / _____. **CARRIED?**

4.0 Adoption of May 28, 2019 General Meeting Minutes:

4.1 APPROVED by GVTA Executive on June 3, 2020

4.2 **MOVED/SECONDED** _____ / _____. **CARRIED?**

5.0 Business Arising

5.1 Executive Changes since May 29, 2019 AGM:

5.1.1 Mary Eberling-Penner (PCS/EDW) was appointed as Workplace Safety & Health Representative for 2019-20 at the June 2019 Executive Meeting

5.1.2 Jennifer Kennedy was appointed as the Ed Finance Co-Chair for 2019-20 at the June 2019 Executive Meeting; Jennifer resigned as Ed Finance Co-Chair at the November 2019 Executive meeting, but continued on the Executive as Member-at-Large for SWD/HES.

5.1.3 Members-at-Large Sherry Ehnes (BVS/BES), Jessica Riddell (ECS), and (Esther Klassen (WES) were selected by their schools, and were appointed to the Executive at the September 2019 Executive Meeting

5.1.4 Esther Klassen resigned at the December 2019 Executive meeting as the WES Member-at-Large, and we welcomed Shanna Potter at the January 2020 Executive meeting in this role.

5.1.5 Amanda Rempel (PDS) resigned as Social & Teacher Wellness Co-Chair and we welcomed Brenda Richer (NPC) as S&TW Co-Chair in January 2020.

5.2 On the advice of MTS, we made housekeeping amendments to the following Bylaws this year.

5.2.1 Conducting Executive Business between Executive Meetings

6.13 In lieu of calling a Special Executive Meeting in accordance with article 6.3, the Executive may conduct business **with the exception of Articles 10 and 12 of the Constitution** between Executive Meetings by taking a vote of Executive Members through e-mail or secure electronic vote:

a) by the President of the Local; or

b) by any Member of the Executive, if a request in writing is submitted to the President, which request states the reason for the meeting and is supported by at least one-half (1/2) of the Members of the Executive

6.14 Business conducted in accordance with article ~~6.11~~ **6.13** shall be passed by a majority vote of the Members of the Executive.

5.2.2 7.4 The Nominating Committee shall select a chairperson from amongst its members. Subject to article 5.4, the chairperson of the Nominating Committee will typically be the immediate past-president provided they are ~~teaching in the division~~ **a member of the local.**

5.2.3 9.2 The Executive may create and disband ad hoc committees as needed. The Executive shall establish terms of reference for any ad hoc committees, which include the responsibilities, composition, budget, and term of the Committee, and shall appoint a Chairperson for the Committee. **The Chairperson shall be responsible for reporting on the work of the Committee and making recommendations to the Executive annually or upon request.**

- 5.2.4 **9.6 Chairpersons shall recommend members to serve on Committees. The Executive is responsible for approving the committee members.**
- 5.3 The Executive made the following changes to GVTA Practices and Procedures this year:
- 5.3.1 **CHANGE:** A \$1500 scholarship is awarded to one graduate entering Education or training for the purpose of entering into a Faculty of Education, **or the clinical fields of psychology, speech-language pathology, or social work with the purpose of working within the K-12 education system**
- 5.3.2 **CHANGE:** G.3 MTS Annual General Meeting: Rooms for GVTA Delegates, **including Alternates. If ~~GVTA delegates are~~ unable to share accommodations, ~~the~~ GVTA will reimburse its delegates for single rooms at the venue. Should delegates or the alternate prefer to stay at an offsite hotel, GVTA will reimburse additional costs of a room over the MTS Provincial Council rate, up to usual (non-Council) MTS accommodations rate for each individual.**
- 5.3.3 **ADD:** L.9.e Standing Committee Responsibilities: Public Relations. **Coordinate the application, selection, and notification processes for the GVTA Education Scholarships**
- 5.3.4 **ADD:** L.9.f Standing Committee Responsibilities: Public Relations: **Select an item of GVTA-logoed clothing to be made available for purchase by members once per year.**

Executive Reports

6.0 President – J. Swaan

- 6.1 We opened a new school site this year, Pine Ridge Elementary
- 6.2 We tragically and unexpectedly lost two members this year, Karen Giesbrecht (NPC) and retired teacher Rob Insull (SUB, formerly NPC). Donations were made on their behalf to the Central Manitoba Youth Choir and the Bunker Youth Ministry.
- 6.3 The court case for the Public Services Sustainability Act which serves to limit/restrain public sector salaries for four years concluded, but we await a verdict.
- 6.4 Thanks to Raffaele Bagnulo (NPC) & Mike Urichuk (SUB) who represented GVTA on MTS Standing Committees this year (PD & CB, respectively). Thanks also to members who serve on SAGE Executives. I also served on the MTS Alternative Resolution Debate Ad Hoc Committee.
- 6.5 MTS and COSL sent representatives to GVSD in February where they undertook a tour of our schools and met with principals and vice-principals
- 6.6 We had an ad hoc committee this year which looked at our GVTA Scholarship crit
- 6.7 COVID-19 had its effects with school closures in March. This affected all member through work at home, but still committed to a school presence to prepare packages for students for home delivery. It brought about new series of questions as to what a work day looks like (or a sick day), and put new demands on the stress life of teachers.
- 6.8 Two rounds of school visits took place this year, one in November, and on-line in May.
- 6.9 We had an excellent return rate on the Survey in April, with 181 responses
- 6.10 The Executive had its own PD sessions this year, using Brené Brown's Dare to Lead. Copies were also shared with principals, vice-principals, senior administration, and the board.

- 6.11 GVTA nominated me as a candidate for the MTS Provincial Executive. This report was written before the May 22 election.
- 6.12 Attended/Participated in meetings and events, including monthly Executive and (Acting) Superintendent meetings, quarterly Liaison and WSH meetings, PD and Collective Bargaining meetings, monthly ESJ CLG, accountability meetings with VP and the president of Western Teachers' Association, MTS Presidents' Councils, Collective Bargaining, and WSH Seminars. Total number of engagements since May 2019 AGM is 173.

7.0 Vice-President – M. Urichuk

- 7.1 The role of the Vice-President is to complete tasks delegated by the president of the local. This year the VP role had me perform the following tasks: consulting on various member concerns, provide accountability in the creation of monthly meeting agendas, meeting with select chairs and co-chairs to create efficiency in the kick-off of the year, attending the Pine Ridge Elementary School opening, revisiting the GVTA scholarship criteria as a member of the scholarship ad hoc committee.
- 7.2 Substitute Teachers were consulted throughout the year and their concerns were advocated for. Some of the main concerns addressed were: Receiving staff communication from Division Office, Difficulty accessing internet at different worksites, and loss of work due to COVID-19 and CERB eligibility.

8.0 Secretary – M. Eberling-Penner

- 8.1 I have continued to support our local teachers' association with the opportunity to record minutes that provide documentation of activities and involvement of the GVTA and executive members. We are blessed to work with a group of dedicated professionals who believe in teamwork and collaboration.

9.0 Treasurer – R. Peters

- 9.1 See reports as follows:

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Financial Position
As at August 31, 2019

	2019	2018
ASSETS		
CURRENT ASSETS		
Cash	\$ 93,082	\$ 93,364
Accounts receivable	5,216	4,616
Prepaid expenses	638	-
Current portion of investments	21,770	-
	<u>120,706</u>	<u>97,980</u>
INVESTMENTS (Note 3)	-	21,483
	<u>\$ 120,706</u>	<u>\$ 119,463</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 1,854	\$ 1,849
NET ASSETS		
General fund	98,852	97,614
Reserve fund (Note 4)	20,000	20,000
	<u>118,852</u>	<u>117,614</u>
	<u>\$ 120,706</u>	<u>\$ 119,463</u>

APPROVED ON BEHALF OF THE BOARD:

_____ Trustee

_____ Trustee

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Operations
For the year ended August 31, 2019

	2019	2018
REVENUE		
Garden Valley Teachers' Association fees	\$ 60,038	\$ 59,679
Professional development income	32,000	32,000
Employment Insurance rebate	25,942	24,924
Misc. PD income	3,531	-
Interest income	600	444
Grant revenue	500	500
Manitoba Teachers Society (President's release time)	-	20,742
Garden Valley Teachers' Association education awards	-	3,000
	122,611	141,289
OPERATING EXPENSES		
Board expense	4,901	5,198
Collective bargaining committee	262	2,371
Committee costs and miscellaneous	1,630	1,111
Education awards	1,500	3,000
Equity social justice committee	1,527	1,038
Executive honorariums	6,141	6,208
General meetings	2,095	3,365
Indigenous education committee	356	623
Office expense	3,949	3,312
President expenses	3,075	1,996
President's release time	47,788	44,454
Professional development	34,478	31,217
Professional fees	2,288	3,548
Public relations committee	4,784	4,027
Special events committee	6,599	6,202
	121,373	117,670
EXCESS OF REVENUE OVER EXPENSES	\$ 1,238	\$ 23,619

See accompanying Notes to Financial Statements and Review Engagement Report

2

GVTA BUDGET NOTES 2020-2021

1. GVTA Membership Fees (Revenue)

GVTA dues will continue to be pro-rated according to the fraction of employment.
2019 - 2020 rate based on Estimated 325 Full Time Equivalent
325 FTE's x \$10.00/month x 12 months = \$39 000.00
Plus fees from subs:
Average of \$150.00 per month x 10 months = 1 500.00
Total Fees of \$40 500.00

2. EI Rebate (Revenue)

\$26 000

3. Bank Interest (Revenue)

\$200

4. President's Release Time Subsidy (Revenue)

\$0

5. GVSD/Provincial PD Funds (Revenue)

\$35 000 GVSD contributes \$32 000 of PD budget

6. Grant Revenue

\$500 Executive Training
\$500 PR Grant

7. AGM-GVTA Expense

\$200 Meals for meetings
\$300 Prizes for AGM (\$300 split between the two events used at the discretion of PR)

8. Fall GM

\$200 Meals for possible ratification meeting

9. AGM-MTS Expense

\$2558 See Appendix A

10. Accountant Review Expense

\$2500 Estimated cost based on previous year

11. Benevolence and Gifts Expense

\$120 Stanley Ag Society
\$130 Benevolence
\$15/Outgoing executives x estimated 6 people
\$40 x 22 Executive gift
\$40 x 22 Principal and vice-principal gifts
\$1400 Supper with the board

12. Collective Bargaining Expense

\$1996 Committee meetings
\$762 Table team meetings
\$279 MTS seminars
\$708 Summer training and PD
\$513 Membership meeting

13. Dependent Care

\$250 Estimate

14. Education Awards Expense

\$3000 Two scholarships will be awarded in June of 2020 for \$1500.00 each
\$100 Meals for interviewers (5 x \$20)
\$70 Students (7 x \$10 gift card)

15. Education Finance Expense

\$150 Mileage & Meals

16. Employee Benefits Expense

\$23 GVTA committee chair meetings
\$60 Committee meetings
\$105 MTS regional meetings
\$320 MTS seminars for co-chair expenses

17. Executive Honorarium Expense

\$6800 Honorariums

18. Executive Meetings Expense

\$1760 Monthly meetings 22 people x \$10 x 8 months
\$560 A few more attendees for the June meeting due to both past and future members being present (22 + 6)

19. Executive Retreat Expense

\$480 Lunch November meeting \$20 x 24
\$50 Meeting room rental
\$150 Snacks
\$500 Speaker
\$500 Team building
\$2584 Sub fee \$152/day x 17 attendees

20. Liaison Meetings Expense

\$240 Meals for meetings

21. Professional Development Expense

\$3 500 PD joint committee meetings/planning meeting
\$10 000 PD days
\$13 000 CLG
\$4 700 Refreshments on PD days
\$800 Supplies, photocopying and office expenses
\$3 000 Transportation PD Chair/Co-Chair MTS seminars

22. Portable Office Expense

\$1200 Cell phone for president
\$1200 Internet access for president
\$1102 Internet access for treasurer (\$91.78 x 12)
\$255 Mailbox rental
\$408 Survey Monkey
\$130 Website
\$1500 Laptop for president

23. President's Meetings / Sub Expense

\$519 Meetings with executive and committees
\$457 President vice-president meetings
\$548 School visits
\$318 WTA president meetings
\$447 Brandon
\$1236 PD and Mel Myers
\$283 Chamber of Commerce

24. President's Release Expense

\$32 528 based on previous year

25. Public Relations Expense

\$400 PR seminar
\$2600 Gift for teachers
\$1000 External PR projects

26. Social / Wellness Expense

\$600 1st yr BBQ
\$1300 Divisional picnic
\$292 MTS seminars co-chair
\$3000 GVSD bowling night
\$800 Retirement gifts
\$1200 GVTA movie night
\$600 Wellness Expo
\$500 Workplace Wellness Month

\$80 Paper, tape, stamps, ink cartridges
\$35 Binders
\$50 Miscellaneous

28. Equity & Social Justice Expense

\$2286 MTS seminars
\$1360 ESJ committee meetings
\$84 MTS regional meeting

29. Indigenous Education

\$500 MTS fall seminar (sub, hotel, mileage & meals for co-chair)
\$500 MTS winter seminar (sub, hotel, mileage & meals for co-chair)
\$200 Books and resources
\$100 Food for Meetings (5 meetings x \$20)
\$200 Giveaways (Prizes for responding to Applecore questions/requests)
\$500 Orange Shirt Gifts for Sr Admin & Admin

30. Vice-President

\$1008 PD and summer training
\$279 President's Council
\$500 Mobile office

31. Nominations Committee

\$100 Meals for meetings

32. Mileage

\$500 Approximate mileage for executive meetings and board meetings

Appendix A:

AGM - MTS Expenses	
Binder Meeting subs (half days)	6
AGM Subs (2 full days)	1
2019-2020	<u>5</u>
8 subs x \$152/sub	760.00
(MTS pays mileage except for alternate)	
1 vehicle to Binder Meeting (Portage?)	73.16
1 vehicle to AGM	<u>136.88</u>
Milage for 2020-2021	210.04
Alternate Hotel room 3 nights @ Blue Form Cost	
Hotel rooms 3 nights @ dif btwn Blue Form & 1/2 Fairmont	<u>411.51</u>
Total Hotel rooms	932.94
Hospitality (\$1/member)	325.00
Snacks	120.00
Alternate meals (Wed/Sup, Thurs/Bkfst&Lnch, Frid/3, Sat/Bkfst&Lnch)	
Sup: \$35, Lun: \$20, Bkfst: \$15	<u>210.00</u>
Total	2,557.98

Garden Valley Teachers' Association
Budget 2020-2021

	Budget 2019-2020	Actual 2019-2020	Budget 2020-2021	Difference in Budgets 2019-2020 & 2020-2021
Revenues:				
		<i>as at April 30, 2020</i>		
1 GVTA Fees	60,000.00	35,230.51	40,500.00	-19,500.00
2 EI Rebate	26,000.00	26,775.50	26,000.00	0.00
3 Bank Interest	200.00	74.88	200.00	0.00
4 President's Release Time Subsidy	0.00		0.00	0.00
5 GVSD/Provincial PD Funds	32,000.00	32,000.00	32,000.00	0.00
6 Grant Revenue	1,000.00	500.00	1,000.00	0.00
Total Revenue	119,200.00	94,580.89	99,700.00	-19,500.00
Expenses:				
7 AGM-GVTA Expense	500.00	0.00	500.00	0.00
8 GM (possibly ratification meeting)	200.00	0.00	12.00	-188.00
9 AGM-MTS Expense	2,640.00	11.36	2,558.00	-82.00
10 Accountant Review Expense	2,500.00	2,380.00	2,500.00	0.00
11 Benevolence and Gifts Expense	2,695.00	230.85	3,500.00	805.00
12 Collective Bargaining Expense	4,497.00	494.95	4,258.00	-239.00
13 Dependent Care	250.00	0.00	250.00	0.00
14 Education Awards Expense	4,645.00	1,500.00	3,170.00	-1,475.00
15 Education Finance Expense	150.00	33.73	150.00	0.00
16 Employee Benefits Expense	520.00	242.54	508.00	-12.00
17 Executive Honorarium Expense	6,800.00	0.00	6,800.00	0.00
18 Executive Meetings Expense	1,860.00	1,601.67	2,320.00	460.00
19 Executive Retreat Expense	3,764.00	2,901.77	4,264.00	500.00
20 Liaison Meetings Expense	160.00	78.68	240.00	80.00
21 Professional Development Expense	35,000.00	18,891.95	35,000.00	0.00
22 Portable Office Expense	3,629.00	1,949.44	5,795.00	2,166.00
23 President's Meetings / Sub Expense	3,687.00	766.79	3,808.00	121.00
24 President's Release Expense	50,150.00	0.00	32,528.00	-17,622.00
25 Public Relations Expense	4,000.00	2,194.97	4,000.00	0.00
26 Social / Wellness Expense	7,492.00	6,891.14	8,292.00	800.00
27 Supplies Expense	165.00	14.01	165.00	0.00
28 Equity & Social Justice	3,871.00	1,163.51	3,730.00	-141.00
29 Indigenous Education	1,500.00	193.50	2,000.00	500.00
30 Vice-President	934.00	190.65	1,786.30	852.30
31 Nominations Committee	100.00	0.00	100.00	0.00
32 Mileage	2,000.00	0.00	500.00	-1,500.00
Total Expenses	143,709.00	41,731.51	128,734.30	-14,974.70
Net Income	-24,509.00	52,849.38	-29,034.30	-4,525.30

10.0 Collective Bargaining – M. Urichuk / M. Vallelly

- 10.1 The Collective Bargaining Committee for 2019-20 was comprised of: Mike Urichuk (Chair), Moyra Vallelly (Co-Chair), Joel Swaan (President), Jessica Askin (DO), Jessica Riddell (ECS), Mary-Anna Aaldyk-Doerksen (WES), Dale Martens (NPC), Anny Froese (PDS), Terri Hill (MTS), Arlyn Filewich (MTS), Jim-Parry Hill (SUB), Melanie Howe (GVC), Kirsten Carman (GVC), Roxanne Baraniski (PRS), Joanne Litchie (PCS/EWS), Joanne Unrau (SWD/HFS).
- 10.2 Thank you to each one of the members who volunteer their time on the Collective Bargaining Committee. Your service and consultation have been greatly appreciated.
- 10.3 Some general highlights from the Collective Bargaining portfolio included re-evaluating and establishing bargaining priorities, amending our policy for the creation of a table team, ratifying a table team, communicating bargaining developments across the province, and drafting a policy for the selection of local representatives in the case of provincial bargaining.
- 10.4 Our letter to open for an agreement ending after the 2019-2020 school year was submitted in April. This reserves our right to bargain in the case that we achieve a collective agreement like the one achieved in Louis Riel.
- 10.5 In our local, we have sent our letter to open and are waiting to receive dates to bargain.

11.0 Education Finance – A. Froese / VACANT

- 11.1 MTS Fall Seminar (Oct/19) attended by Anny Froese (Chair) and Joel Swaan (GVTA President)
- 11.2 GVTA-GVSD Liaison (Jan/20) EF presentation by Anny Froese, in partnership with Joel Swaan (GVTA President) and Mike Urichuk (GVTA Vice President/Collective Bargaining Chair). We highlighted the following strengths: Pine Ridge School Grand Opening, Mental Health & Wellness in Divisional Goals, Orange Shirt Day, and Treaty Declaration. We requested increased focus on the following opportunities: Student & Staff Mental Health & Wellness; reduce Student to Educator Ratio by increasing Vice Principal allocation; reduce Student to Educator Ratio by increasing Resource allocation; reduce Student to Educator Ratio by increasing Guidance allocation; increasing allocations for Speech & Language Pathologists, School Psychologists, and School Social Workers.
- 11.3 MTS Education Finance Winter Seminar (Feb/20) attended by Anny Froese (EF Chair)
- 11.4 MTS Education Finance Regional Seminar (Apr/20) via Zoom, attended by Joel Swaan (GVTA President)
- 11.5 MTS seminars focused on the impact on education due to provincial government decisions and practices. Currently, there is much speculation due to the unreleased Education Review and distance learning requirements related to the COVID-19 cessation of classes.

12.0 Employee Benefits – G. Heinrichs / K. Carman

- 12.1 The Employee Benefits committee consisted of the chair and co-chair. The chair and co-chair attended many functions on behalf on the GVTA both within the GVTA and through MTS. The activities attended within the GVTA were: the monthly executive meetings, which included providing monthly reports, the fall retreat, the new teacher's event, the GVSD/GVTA liaison meetings, meeting with the GVTA president as a committee as well as with our school teams. The MTS activities attended on behalf on the GVTA included: attending the Employee Benefits fall seminar in Winnipeg, attending the Pension Sustainability Seminar and the Regional Benefits meeting which were both held in Carman and attending the MTS AGM. Other activities included providing information to members through individual contact and group settings as well as though articles in the *Apple Core*.

13.0 Equity & Social Justice – J. Driedger / D. McCausland

- 13.1 The ESJ Chair attended the MTS summer seminar from Aug. 19-21. Topics included were The Head, Heart, and Hands of Leading, Authentic Equity for Manitoba Teachers, Equity Dialogue, Building Strong Teams and Advocacy and Activism
- 13.2 Both the ESJ Chair and Co-chair attended the MTS winter seminar in Winnipeg on Feb. 21-22. Topics included were a presentation by the Manitoba Youth for Climate Action group, Climate Justice and Indigenous Peoples by Chickadee Richard, Active Transportation by Green Action Centre, Sustainable Foundations by Manitoba Centre for International Cooperation and Policy and Systemic Changes by Canadian Centre for Policy Alternatives
- 13.3 The ESJ book club membership has remained stable with 20 active members meeting on the first Wednesday of each month. All members receive a copy of each book for themselves thanks to a CLG grant through the Professional Development committee. Books read this year were The Break by Katherena Vermette, Sit by Deborah Ellis, The Papergirl by Melinda McCracken, Boy Erased by Gerrard Conley, Homes: A Refugee Story by Abu Bakr

and Migrant by Maxine Trottier. There are plans for summer reading of member choice within the Equity and Social Justice theme.

14.0 Indigenous Education – R. Baraniski / A. Dyck

- 14.1 This year the IE committee consisted of Roxanne Baraniski and Ashly Dyck, both from Pine Ridge school. Here are the highlights from our year. We were able to attend the Fall and Spring training sessions in Winnipeg. These sessions are always good to give information and insight into Indigenous perspectives. It is always amazing to hear the stories and perspectives from a variety of Indigenous people. This year, Niigaan Sinclair talked to us about the Indian Act. He is an informative and engaging speaker well worth listening to. We also viewed the movie about Colton Boushie called “We Will Stand Up”: a very emotional, impactful text.
- 14.2 Roxanne was also able to attend a Treaty training session. This session went through the Treaty kit and looked at the resources in the kit as well as the trc.ca website. These resources have a wealth of information, including lessons for each grade and an abundance of books, charts, posters and maps to complement the lessons. Each school will have a kit and someone who was trained. Ask your administrator where the kit is in your school and look at how it will benefit your teaching of treaties and indigenous perspectives.
- 14.3 The IE committee submitted reports into the *Apple Core* throughout the year. We posted examples of lessons from the Treaty kit, ideas about Orange shirt Day, discussion questions and ideas for how to use Indigenous practices in your classroom. Our hope was to engage teachers in sharing what they were doing in their classes so we could all learn from each other. Look to the *Apple core* for information and share your ideas and activities, too.
- 14.4 The IE committee was also involved in participating in the liaison meetings between GVTA and GVSD. This is a great opportunity to dialogue and build relationship with our Board members.
- 14.5 To get some information from our membership about their thoughts, perspectives and needs, the IE committee took part in the GVTA survey and submitted their own questions. We hope to use this information in our plans going forward next year. Thank you to all those who took part in the survey and voiced their ideas.

15.0 Professional Development – R. Bagnulo / J.-L. Heide

- 15.1 The GVTA/GVSD Joint PD Committee had five meetings for 2019-2020 in order to support and plan school-based PD, divisional PD and collaborative learning groups (CLG). The committee is made up of one or two school representatives from each school, and the principal representative, Garth Doerksen, and the assistant superintendent, Janice Krahn.
- 15.2 This year the PD committee organized one divisional PD day for K-8 teachers on January 31st at Parkland School with sessions in the morning and in the afternoon. The school-based PD in October was cancelled due to snowstorm.
- 15.3 The two high schools, GVC and NPC, had school-based PD’s on November 15th and November 29th.
- 15.4 This year, the PD committee approved and supported nineteen CLG’s. Not all approved CLG’s were completed this year due to the suspension of class from COVID-19. The PD committee will meet in June to review and approve new CLG applications for the 2020-2021 school year.

15.5 I would like to take this opportunity to thank my co-chair, Jennifer-Laura Heide, each of the school PD representatives, the principal PD representative, Garth Doerksen, and the Assistant Superintendent, Janice Krahn, as well as GVTA President, Joel Swaan. I appreciate everyone's assistance and contributions to the PD Committee.

16.0 Public Relations – J. Cullen / K. Letkeman

16.1 This year the PR committee has purchased items for the GVSD staff. The first item was a lunch bag with the GVTA logo stamped on the front. The second item proposed, approval pending, is a fly swatter to be given out in spring. In addition to GVTA swag items, the *Apple Core* is published and distributed to divisional staff on a monthly basis. The *Apple Core* include relevant information for teachers, updates from MTS, reports from each GVTA committee, and a note from the president.

17.0 Social & Teacher Wellness – C. Parr / B. Richer

17.1 Social and Wellness has been busy at work organizing events that we hope will reach as many members as possible. This year, we have: organized a first year GVSD employee welcome dinner, organized a free movie night at Landmark Cinema for a viewing of "Star Wars: The Rise of Skywalker.", organized a Wellness expo including guest speakers, fitness classes and de-stressing tips, organized our annual Bowling Night along with free pizza dinner, organized annual retirement gifts.

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

18.1 As the GVTA representative to the division's WSH committee, I am part of an eighteen member groups who meet four times a year to review and address safety concerns in our workplaces. I also have participated in the four site inspections done throughout the school year. Many of our rules and guidelines are set in place by WorkSafe Manitoba which is the provincially legislated group set out to ensure worker safety throughout the province. I encourage you to complete the accident and incident reports after an injury or a violent incident. These records are the evident needed to note unsafe situations and make changes to prevent future incidents.

18.2 Throughout the year, I have also submitted items to the *Apple Core* as information and reminders for safe work and injury prevention.

19.0 Acceptance of Reports – **MOVED/SECONDED** ____ / ____ . **CARRIED?**

20.0 Amendment to membership fees for 2019-20.

20.1 Due to the effects of COVID-19 on the current year's budget, we are able to consider a reduction in membership fees to \$0 for the remainder of the 2019-20 budget year (June, July, and August)

20.2 **MOTION:** That GVTA Membership fees for the months of June, July, and August 2020 be reduced to \$0/month. **MOVED/SECONDED** ____ / ____ . **CARRIED?**

21.0 Acceptance of 2020-21 Budget and Membership Fees.

21.1 **MOTION:** That the 2020-21 Budget and Membership Fees be accepted as presented. **MOVED/SECONDED** ____ / ____ . **CARRIED?**

- 21.2 Fees reduced by \$5/month from the current \$180/year to an annual fee of \$120 or \$10/month. This is a one-time reduction due to the effects of COVID-19 on our 2019-20 budget.

22.0 GVTA 2020-21 Executive Elections

- 22.1 President: Mike Urichuk (ECS) was acclamation on March 19th, 2020
- 22.2 Past-President: As per our bylaws, Joel Swaan (PLS) assumes the Past-President role
- 22.3 The following nominations were accepted for the 2020-21 academic year by the May 15th deadline:
 - 22.3.1 Vice-President: James Driedger (NPC)
 - 22.3.2 Secretary: Mary Eberling-Penner (PCS/EDW)
 - 22.3.3 Treasurer: Rhonda Peters (NPC)
 - 22.3.4 Collective Bargaining
 - 22.3.4.1 Chair: Mike Urichuk (ECS)
 - 22.3.4.2 Co-Chair: Jessica Riddell (ECS)
 - 22.3.5 Education Finance
 - 22.3.5.1 Chair: James Driedger (NPC)
 - 22.3.5.2 Co-Chair: Laura Unger (DO)
 - 22.3.6 Employee Benefits
 - 22.3.6.1 Chair: Kirsten Carman (GVC)
 - 22.3.6.2 Co-Chair:
 - 22.3.7 Equity & Social Justice
 - 22.3.7.1 Chair: Donna McCausland (NPC)
 - 22.3.7.2 Co-Chair: Val Harder (DO)
 - 22.3.8 Indigenous Education
 - 22.3.8.1 Chair: Roxanne Baraniski (PRS)
 - 22.3.8.2 Co-Chair: Ashly Dyck (PRS)
 - 22.3.9 Professional Development
 - 22.3.9.1 Chair: Raffaele Bagnulo (NPC)
 - 22.3.9.2 Co-Chair: Jennifer-Laura Heide (DO)
 - 22.3.10 Public Relations
 - 22.3.10.1 Chair: Jonathan Cullen (NPC)
 - 22.3.10.2 Co-Chair: Kayly Letkeman (DO)
 - 22.3.11 Social & Teacher Wellness
 - 22.3.11.1 Chair: Brenda Richer (NPC)
 - 22.3.11.2 Co-Chair:
 - 22.3.12 Social Media Coordinator: Sarah Waldner (NPC)
 - 22.3.13 Workplace Safety & Health Liaison: Mary Eberling-Penner (PCS/EDW)
- 22.4 **ACCLAIMED:** The current slate of officers is accepted as presented.
- 22.5 **Members-At-Large:** Schools/Administrative Units who are not represented on the executive are entitled to a Member-At-Large, elected by those they represent.
 - 22.5.1 Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible
 - 22.5.2 Schools/Administrative Units requiring a Member-at-Large:
 - 22.5.2.1 Border Valley/Blumenfeld
 - 22.5.2.2 J. R. Walkof

- 22.5.2.3 Prairie Dale
- 22.5.2.4 Southwood/Hochfeld
- 22.5.2.5 Substitute Teachers
- 22.5.2.6 Winkler Elementary School

22.6 **Executive Concluding Terms:** With gratitude, we thank those who have served on the executive in 2019-20 who did not run for Executive positions for the 2020-21 year:

- 22.6.1 Sherry Ehnes (BVS/BES) – Member-at-Large (eligible to return as MAL in 20/21)
- 22.6.2 Anny Froese (PDS) – Ed Finance Chair (eligible to return as MAL in 20/21)
- 22.6.3 Gwen Heinrichs (DO) – Employee Benefits Chair
- 22.6.4 Jennifer Kennedy (SWD/HES) – Member-at-Large
- 22.6.5 Caitlin Parr (GVC) – Social & Teacher Wellness Chair
- 22.6.6 Shanna Potter (WES) – Member-at-Large (eligible to return as MAL in 20/21)
- 22.6.7 Moyra Vallely (JRW) – Collective Bargaining Co-Chair (eligible to return as MAL in 20/21)

23.0 **Next Annual General Meeting – Tuesday, May 25, 2021 @ 4pm.**

24.0 Adjournment: 4: __ pm. **MOVED _____ . CARRIED**



Executive Members Present:

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

Members Present:

Mary-Anna Aaldyk-Doerksen (WES)	Carmelle Gerein (NPC)	Donna McCausland (NPC)
Marta Allison (PLS)	Donovan Giesbrecht (BVS)	Margaret Reimer (PLS)
Rachel Atiomo (WES)	Merl Giesbrecht (GVCTec)	Irene Schmidt (NPC)
Bryce Bergman (JRW)	Paul Henderson (NPC)	Rick Schroeder (NPC)
Alyssa Friesen (PDS)	Scott Hiebert (JRW)	Laura Unger (DO)
Della Friesen (NPC)	Kayly Letkeman (DO)	

Regrets:

Amanda Rempel (PDS) – Social/Wellness Co-Chair	Joanne Unrau (HES/SWD) – PR Co-Chair
---	---

1.0 Call to Order @ 4:16 pm by J. Swaan

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

Garden Valley School Division buildings are located on Treaty 1 lands and the original lands of the Anishinaabe people, and on the homeland of the Métis nation.

Garden Valley Teachers' Association respects the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

2.0 Additions to the Agenda:

2.1 29.5.1 Motion to destroy ballots, if necessary

2.2 Next meeting, date correction—Tuesday, May 26, 2020 at 4pm.

3.0 Acceptance of the Agenda: **MOVED/SECONDED** Mike Urichuk / Anny Froese **CARRIED**

4.0 Adoption of November 6, 2018 General Meeting Minutes
4.1 APPROVED by GVTA Executive on December 4, 2018
4.2 **MOVED/SECONDED** Scott Hiebert/Dave Goertzen. **CARRIED**

5.0 Business Arising

5.1 Executive Updates:

5.1.1 Outgoing Executive since November 5th, 2018

5.1.1.1 Sarah Coates (GVC) left Collective Bargaining Co-Chair and Employee Benefits Co-Chair – November 5th, 2018

5.1.2 New Executive since November 5th, 2018

5.1.2.1 Moyra Valletly (JRW) was appointed to Collective Bargaining Co-Chair – January 8th, 2019

6.0 GVTA 2019-20 Executive Elections

6.1 First Call for Nominations-- none received.

7.0 Prize Winners (1st of 3): Mary-Anna Aaldyk-Doerksen, Laura Unger, Kirsten Carman, Moyra Valletly

Executive Reports

8.0 President – J. Swaan

8.1 GVTA has been asking the Board for a Treaty Acknowledgement statement; in recent press they announced that they would begin to do so soon

8.2 GVTA asked the board for support around Orange Shirt Day (Sept 30), which they have given for schools to make their own plans

8.3 A big job this year was to create a Bylaws document to pair with our new constitution; many thanks to Mike for spearheading this effort with Karla and Joel

8.4 Mechanisms have been created to ease Substitute Teacher access to the divisional laptop on GVSD devices, as well as sharing files with Subs and with Student Teachers

8.5 We continue to advocate for equity with admin time, which would mean an increase for K-8 schools, and for an Indigenous Coordinator

8.6 The *Balance* Magazine is being discontinued; replaced with LifeSpeak, available through MTS MyProfile portal

8.7 Provincial Collective Bargaining – Legislation was going to be introduced, but the deadline was missed to pass this session in the usual manner, so has been delayed. Government has not shared the contents of the legislation with MTS, but MTS has developed a process for determining member engagement in a provincial process

8.8 Manitoba Education K-12 Education Review Commission has created several mechanisms for communication from the public and from teachers:

8.8.1 Teacher & Retired Teacher Survey: <https://forms.gov.mb.ca/education-review-teacher/>

8.8.2 Public Survey: <https://forms.gov.mb.ca/education-review-public/>

- 8.8.3 Collection of Exemplary Practices:
<https://www.edu.gov.mb.ca/educationreview/collection.html>
- 8.8.4 Interactive Public Workshops: Carman, May 13th and others
- 8.8.5 Written Submissions: k12educationcommission@gov.mb.ca
- 8.8.6 Public Hearing Submissions: <https://forms.gov.mb.ca/brief-k12-commission/>
- 8.9 MTS Spring Council/AGM: GVTA brought two resolutions:
- 8.9.1 Proposing Bylaw changes to change the structure of Provincial Executive to include Regional Representation
- 8.9.2 Proposing the General Secretary investigate other methods of holding Spring Council to allow for additional voices to be heard
- 8.10 GVTA Executive is using Dare to Lead by Brené Brown as Leadership PD in 2019-20
- 8.11 Meetings:
- | | | |
|---|---|---|
| 8.11.1 Nov 6 – GVTA Fall General Meeting | 8.11.37 Jan 17 – Ed Finance Chair Mtg | 8.11.75 Feb 28 – Winkler & District Chamber of Commerce AGM & State of the City Address |
| 8.11.2 Nov 6 – MTS Regional Priorities Mtg | 8.11.38 Jan 19 – MTS Presidents’ Council, Winnipeg | 8.11.76 Feb 28 – Substitute Teachers Mtg |
| 8.11.3 Nov 6 – GVSD Board Mtg Observer | 8.11.39 Jan 24 – GVSD-GVTA Liaison Mtg | 8.11.77 Feb 28 – GVSD Public Budget Consultation |
| 8.11.4 Nov 7 – ESJ Book Club CLG | 8.11.40 Jan 24 – Women in Leadership in our Changing Society CLG | 8.11.78 Mar 1 – Pres/VP Meeting |
| 8.11.5 Nov 8 – Mtg with PD Chairs | 8.11.41 Jan 24 – Bylaw Sub-Committee Mtg | 8.11.79 Mar 1 – GVC Tec School Visit |
| 8.11.6 Nov 14 – Knowledge Exchange for Educators: Acknowledging Violence in Manitoba Schools, WorkSafe Manitoba | 8.11.42 Jan 26 – MTS Collective Bargaining Standing Committee, Winnipeg | 8.11.80 Mar 4 – Fresh Start School Visit |
| 8.11.7 Nov 15 – CB Chair mtg | 8.11.43 Jan 29 – Bylaw Sub-Committee Mtg | 8.11.81 Mar 5 – ECS School Visit |
| 8.11.8 Nov 15 – Mtg w/West.T.A. President | 8.11.44 Jan 30 – Bylaw Sub-Committee Mtg | 8.11.82 Mar 5 – GVTA Executive Meeting |
| 8.11.9 Nov 15 – Superintendent Mtg | 8.11.45 Feb 1 – Vice-President Mtg | 8.11.83 Mar 6 – BES School Visit |
| 8.11.10 Nov 20 – PD Committee Mtg | 8.11.46 Feb 1 – GVSD-GVTA K-8 PD Day | 8.11.84 Mar 6 – ESJ Book Club CLG |
| 8.11.11 Nov 20 – Collective Bargaining Mtg | 8.11.47 Feb 4 – Teacher Mtg – PDS | 8.11.85 Mar 7 – WS&H - 11 Elements Review Sub-Committee Mtg |
| 8.11.12 Nov 21 – Mtg with Member | 8.11.48 Feb 4 – Teacher Mtg – NPC | 8.11.86 Mar 7 – WS&H Committee Mtg |
| 8.11.13 Nov 22 – GVSD-GVTA Liaison Mtg | 8.11.49 Feb 5 – GVTA Executive Meeting | 8.11.87 Mar 8 – SWD School Visit |
| 8.11.14 Nov 22 – WSH Inspections: Parkland, Edelweiss, Plum Coulee | 8.11.50 Feb 6 – JRW School Visit | 8.11.88 Mar 11 – Employee Benefits Regional Meeting, Carman |
| 8.11.15 Nov 29 – Mtg with VP | 8.11.51 Feb 6 – ESJ Book Club CLG | 8.11.89 Mar 12 – Superintendent Mtg |
| 8.11.16 Nov 29 – MTS Regional WSH Mtg, Elm Creek | 8.11.52 Feb 7 – WES School Visit | 8.11.90 Mar 12 – MTS Collective Bargaining Standing Committee Mtg, Winnipeg |
| 8.11.17 Nov 30 – CBSC Mtg, Winnipeg | 8.11.53 Feb 8 – PLS School Visit | 8.11.91 Mar 13 – Mel Myers Labour Conference, Winnipeg |
| 8.11.18 Dec 4 – Winkler Chamber Advisory Board Mtg | 8.11.54 Feb 11 – NPC School Visit | 8.11.92 Mar 14 – Mel Myers Labour Conference, Winnipeg |
| 8.11.19 Dec 4 – GVTA Exec Mtg | 8.11.55 Feb 12 – PCS School Visit | 8.11.93 Mar 15 – MTS Collective Bargaining Spring Seminar, Winnipeg |
| 8.11.20 Dec 5 – ESJ CLG Book Club | 8.11.56 Feb 13 – PDS School Visit | 8.11.94 Mar 18 – WS&H 11 Elements Review Sub-Committee Mtg |
| 8.11.21 Dec 6 – GVSD WSH Training | 8.11.57 Feb 14 – Superintendent Meeting | 8.11.95 Mar 19 – GVSD-GVTA PD Cmte Mtg |
| 8.11.22 Dec 6 – GVSD WSH Committee Mtg | 8.11.58 Feb 19 – PD Committee Mtg | 8.11.96 Mar 21 – GVSD-GVTA Liaison Mtg |
| 8.11.23 Dec 10 – MTS Collective Bargaining Regional Meeting (Elm Creek) | 8.11.59 Feb 19 – HES School Visit | 8.11.97 Mar 21 – Western T.A. President |
| 8.11.24 Dec 10 – Collective Barg. Chair Mtg | 8.11.60 Feb 19 – CB Chair Mtg | 8.11.98 Mar 21 – Summer Institute CB Mtg |
| 8.11.25 Dec 13 – Superintendent Meeting | 8.11.61 Feb 20 – Summer Institute Negotiation Mtg | 8.11.99 Mar 22 – Vice-President Meeting |
| 8.11.26 Dec 17 – Ed Finance Chairs Meeting | 8.11.62 Feb 21 – Teacher Mtg – RRTVA | 8.11.100 Apr 1 – Treasurer & VP Budget Mtg |
| 8.11.27 Dec 17 – GVTA S&TW Movie Night | 8.11.63 Feb 21 – Western President Mtg | 8.11.101 Apr 2 – GVTA April Exec Mtg |
| 8.11.28 Dec 18 – PD Committee Meeting | 8.11.64 Feb 21 – PLS, EDW, PCS WHS Inspections | 8.11.102 Apr 3 – ESJ Book Club CLG |
| 8.11.29 Dec 20 – Mtg w/West.T.A. President | 8.11.65 Feb 22 – RRTVA & Principal Mtg | 8.11.103 Apr 4 – Winkler & Area Chamber of Commerce Gala |
| 8.11.30 Dec 21 – VP Meeting | 8.11.66 Feb 22 – GVTA Bowling Night | 8.11.104 Apr 9 – Mtg w/Sub Teacher MAL |
| 8.11.31 Jan 8 – GVTA Executive Meeting | 8.11.67 Feb 23 – MTS WS&H Mtg, Winnipeg | 8.11.105 Apr 11 – Superintendent Meeting |
| 8.11.32 Jan 9 – ESJ Book Club | 8.11.68 Feb 25 – BVS School Visit | 8.11.106 Apr 13 – CBSC Meeting, Winnipeg |
| 8.11.33 Jan 11 – MTS Collective Bargaining Standing Committee, Winnipeg | 8.11.69 Feb 26 – EDW School Visit | 8.11.107 Apr 16 – Mtg with PD Chair |
| 8.11.34 Jan 16 – GVSD-GVTA PD Cmte Mtg | 8.11.70 Feb 26 – WS&H 11 Elements Sub-Committee Mtg | |
| 8.11.35 Jan 16 – GVSD Superintendent Mtg | 8.11.71 Feb 27 – GVC School Visit | |
| 8.11.36 Jan 17 – Western President Mtg | 8.11.72 Feb 27 – HR Meeting | |
| | 8.11.73 Feb 27 – Teacher Mtg – RRTVA | |
| | 8.11.74 Feb 27 – DO “School Visit” | |

8.11.108 Apr 16 – Mtg with CB Chairs	8.11.119 May 8 – PD Long-Term Planning Mtg	8.11.131 May 21 – Superintendent Mtg
8.11.109 Apr 25 – Mtg w/WestT.A. President	8.11.120 May 9 – School Visit– BVS	8.11.132 May 21 – GVTA Write to the Review
8.11.110 Apr 25 – GVTA/MTS 100 th Anniversary Trivia Night	8.11.121 May 10 – School Visit– BES	8.11.133 May 22 – School Visit– JRW
8.11.111 Apr 27 – MTS Presidents’ Council, Winnipeg	8.11.122 May 13 – School Visit– ECS	8.11.134 May 22 – MTS AGM – LGBTQ* Caucus, Winnipeg
8.11.112 Apr 30 – MTS South Central Regional Binder Meeting, Elm Creek	8.11.123 May 13 – MTS ESJ Regional Mtg, Carman	8.11.135 May 23 – MTS AGM, Winnipeg
8.11.113 May 1 – ESJ Book Club CLG	8.11.124 May 13 – K-12 Education Review Interactive Public Workshop, Carman	8.11.136 May 24 – MTS AGM, Winnipeg
8.11.114 May 3 – Mtg with Vice-President	8.11.125 May 14 – School Visit– HES	8.11.137 May 24 – MTS 100 th Anniversary Gala, Winnipeg
8.11.115 May 4 – “Write to the Review” PD, Winnipeg	8.11.126 May 15 – School Visit– SWD	8.11.138 May 25 – MTS AGM, Winnipeg
8.11.116 May 7 – Member Mtg @ JRW	8.11.127 May 16 – Mtg w/WestT.A. President	8.11.139 May 25 – Manitoba Labour Solidarity Forever Parade, Wpg
8.11.117 May 7 – Member Mtg @ GVC	8.11.128 May 16 – WSH Inspections	8.11.140 May 27 – School Visit– GVC
8.11.118 May 7 – GVTA Executive Meeting	8.11.129 May 17 – School Visit– WES	8.11.141 May 28 – School Visit– PLS
	8.11.130 May 21 – School Visit– EDW	8.11.142 May 28 – School Visit– Fresh Start
		8.11.143 May 28 – GVTA AGM

9.0 Vice-President – M. Urichuk

9.1 The role of the vice president is to assist the president as needed. Throughout this year in the role of Vice President, I have attended MTS Presidents’ Council, provided accountability at monthly meetings with GVTA president, and chaired the Policy and Bylaw Committee. The Policy and Bylaw Committee has submitted an updated policy and procedure document for approval of the membership at this Spring AGM. Please note changes to current practice highlighted throughout the submitted document.

10.0 Secretary – M. Eberling-Penner

10.1 Regular agendas and meeting minutes are saved electronically for the year. President, Treasurer and Committee chairs submit monthly reports to me for inclusion into the minutes.

11.0 Treasurer – R. Peters

11.1 Budget notes included as an appendix.

12.0 Collective Bargaining – M. Urichuk / M. Vallelly

12.1 This year of collective bargaining has involved a lot of waiting. After completing our opening package our committee met a few times in the fall to ensure that all raised concerns had been captured in the package. Events such as GVSD Board of Trustees elections, the Public Services Sustainability Act (Bill-28), other school divisions going to arbitration, and the tabling of Bill-26: The Public Schools Amendment Act (Centralized Teacher Bargaining) has led to a delayed beginning to bargaining between GVTA and GVSD.

12.2 GVTA has bargained a change to the previously in place LOU regarding Summer Institute. The largest change is that all participants and leaders of sessions will receive time in lieu equal to the time spent at summer institute (removal of one day cap).

12.3 Bargaining is still happening across the province although most divisions that started bargaining are now in the process of setting and waiting for arbitration dates. Interest Arbitration Boards have been established in Louis Riel (Nov. 25-Dec. 5, 2019) and Pembina Trails (April 23-24, 2020). Winnipeg has also applied for arbitration. These boards have met impasse largely due to disagreements around Bill 28: Public Services Sustainability Act and how it interferes with the Right to Associate that is protected in the Charter of Rights and

Freedoms. Aside from the aforementioned divisions, Seine River is currently bargaining, Western has met once, and GVTA has met informally once.

12.4 Centralized Bargaining or Provincial Bargaining are currently being seen as an inevitable future if this government stays in power. Before consultations took place during the K-12 Education Review, Education Minister Kelvin Goertzen tabled legislation titled “Bill-26: The Public Schools Amendment Act (Centralized Teacher Bargaining)”. Its original timeline was set to have it pass before the end of June. However, the opposition in the legislature delayed the introduction of this bill now sending the first reading of Bill-26 to somewhere in the Fall in the next session of government. In preparation of Bill-26 the Collective Bargaining Standing Committee of MTS has created internally consistent protocol to follow in the case of Bill-26 being proclaimed into law. This protocol is in draft form as I write this report but will likely be passed without further amendment at MTS AGM (May 23-25).

12.5 I have attached The Manitoba Teachers’ Society Provincial Bargaining Protocol 2018-19 to this report.

13.0 Education Finance – A. Froese / K. Carman

13.1 Chair and Co-Chair attended a number of Education Finance meetings throughout the year. These have included the Fall Seminar (November 2018), Winter Seminar (February 2019), and Spring Regional Seminar (May 2019). These meetings have focused on Manitoba’s economic outlook and factors that contribute to education needs, resources, and budgets. Given the current political climate, MTS can only speculate on financial implications and forecasts. The trends indicate increased needs, however, financial supports have not kept up with the needs, especially with those related to immigration.

13.2 At a local level, Chair and Co-chair, together with GVTA President and Vice-president, presented the GVTA Education Finance perspective at the GVTA-GVSD Liaison meeting (January 2019). We feel our message was respectfully heard. Given the financial restraints faced by GVSD in the coming school year, our recommendations will be weighed and/or implemented as opportunity arises.

14.0 Employee Benefits – G. Heinrichs / VACANT

14.1 Co-Chair Sarah Coates from September until November 2018

14.2 The Chair and Co-Chair engaged in activities to stay current on benefits information as well as connecting with GVTA members. The following is a list of activities that the committee engaged in since September 2018:

- 14.2.1 Chair and co-chair attended the MTS Benefits seminar on October 13, 2019
- 14.2.2 Chair and co-chair attended the GVTA retreat on November 6, 2018
- 14.2.3 Chair and co-chair attended meeting with GVTA president
- 14.2.4 Chair attended a TRAF Webinar on February 27, 2019
- 14.2.5 Chair attended the South Central Regional Group Benefits meeting on March 11, 2019
- 14.2.6 Chair attended the GVSD/GVTA liaison bi-monthly meetings
- 14.2.7 Provided information to members through *The Apple Core* and monthly executive reports
- 14.2.8 Responded to member inquiries

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

- 15.1 Chair attended ESJ summer seminar in Hecla from Aug. 20-22. Topics included:
 - 15.1.1 Exploring the role of ESJ Chair
 - 15.1.2 Presentation of Women in Education Leadership Commission Report
 - 15.1.3 Equity and Diversity Education: Which Approach?
- 15.2 Chair attended ESJ fall seminar in Winnipeg on Nov. 23-24. Topics included:
 - 15.2.1 Peace Literacy by Paul K. Chappell
 - 15.2.2 Intersectionality by QPOC
- 15.3 Chair attended ESJ winter seminar in Winnipeg on March 1-2. Topic was:
 - 15.3.1 Authentic Equity by Paul Gorski
- 15.4 The ESJ book club has continued to grow with 20 active members meeting on the first Wednesday of each month. All members receive a copy of each book for themselves thanks to a CLG grant through the Professional Development committee. Books read this year were:
 - 15.4.1 Indian Horse by Richard Wagamese
 - 15.4.2 Women Talking by Miriam Toews
 - 15.4.3 Days of Destruction, Days of Revolt by Chris Hedges
 - 15.4.4 All American Boys by Jason Reynolds
 - 15.4.5 Summer reading of member choice within the Equity and Social Justice theme.

16.0 Indigenous Education – R. Baraniski / A. Dyck

- 16.1 Committee made a presentation to the GVSD board on reconciliation awareness and Orange Shirt Day. GVSD board has now agreed that each school in our division may recognize Orange Shirt Day, in a capacity that suits them, on or around September 30, of each year.
- 16.2 IE committee shared presentation with Western Teacher’s Association IE committee
- 16.3 Committee attended the IE training seminar in Winnipeg in November
- 16.4 Presented CBC reconciliation teaching packages to each school in our division
- 16.5 Beyond 94 website
- 16.6 Attended Authentic Equity Seminar in Winnipeg in March. Seminar take-aways: Presenter Paul Gorski says the real way to change practice is to first change ideology. His definition of equity. “Inequity is unfair or privileging and dispossessing distribution of access and opportunity, including access and opportunity to material and non-material resources. So, Equity requires a redistribution, not a mitigation, not an add-on program, but a redistribution of access and opportunity.” Good will (desire for justice) + Depth of Knowledge (understanding how inequity operates and how to cultivate equity) + Will (commitment to action, not just belief) = The possibility of Equity
- 16.7 Book purchases (available for borrow through the IE committee):
 - 16.7.1 Indigenous Writes
 - 16.7.2 Is Everybody Really Equal?
- 16.8 GVSD board adopted procedure of reading Treaty recognition statement

17.0 Professional Development – R. Bagnulo / J.-L. Heide

- 17.1 The GVTA/GVSD Joint PD Committee meet monthly to support and plan school-based PD, divisional PD and collaborative learning groups (CLG). The committee is made of one or two school representatives from each school, principal representative, Jacqui Kusnick, and the assistant superintendent, Janice Krahn

- 17.2 This year the PD committee organized two divisional PD days for K-8 teachers, October PD topic: PLC and RTI, speaker Dennis King and February PD, with sessions in the morning and in the afternoon
- 17.3 The 9-12 teacher had sessions on Deep Learning for both their PD days, November and December
- 17.4 This year the PD committee approved and supported nineteen CLG's
- 17.5 The PD Committee met on Wednesday May 8, 2019 to discuss long-term professional development
- 17.6 PD Dates for 2019-2020
 - 17.6.1 K-8 Schools:
 - 17.6.1.1 School Based PD Friday October 11, 2019
 - 17.6.1.2 Divisional PD Friday January 31, 2020
 - 17.6.2 9-12 Schools:
 - 17.6.2.1 Friday November 15, 2019
 - 17.6.2.2 Friday November 29, 2019
 - 17.6.3 PLC Dates K-12:
 - 17.6.3.1 Wednesday, October 2, 2019 Noon Dismissal
 - 17.6.3.2 Friday, November 22, 2019 Noon Dismissal
 - 17.6.3.3 Friday, February 7, 2020 Noon Dismissal
 - 17.6.3.4 Wednesday, May 6, 2020 Noon Dismissal
 - 17.6.4 Early Dismissal K-12:
 - 17.6.4.1 April 2020
 - 17.6.4.2 One other, TBD

18.0 Public Relations – K. Rootsart / J. Unrau

- 18.1 In October, the PR chair attended the annual MTS PR seminar
- 18.2 In December, PR provided some free snacks to some attendees of the movie screening put on by the Social Committee.
- 18.3 In April, PR and the Social committee celebrated the 100th anniversary of MTS by hosting a Trivia Night with a pulled pork supper. Around 80 people were in attendance.
- 18.4 *The Apple Core* newsletters were prepared and distributed monthly to GVTA members through the GVTA website.
- 18.5 In May, the PR chairs and a selection committee will review GVTA scholarship applications and hold interviews with candidates in early June. Winners will be announced at high school graduation ceremonies and announced in the September *The Apple Core*.
- 18.6 Books from GVTA for incoming Kindergarten students will be distributed in June.
- 18.7 We purchased prizes for both general meetings.

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

- 19.1 Social and Wellness has been busy at work organizing events that we hope will reach as many members as possible. Since our fall GM, we have:
 - 19.1.1 Organized a free movie night at Landmark Cinema for a viewing of "Spiderman: Into the Spider-verse"
 - 19.1.2 Organized a 2-month long Wellness expo including guest speakers, fitness classes and de-stressing tips.
 - 19.1.3 Organized our annual Bowling Night along with free pizza dinner.

- 19.1.4 Helped Public Relations to organize and run the 100th anniversary of MTS celebratory trivia night.
- 19.2 We hope to do even more next year.
- 20.0 Substitute Teacher Member-At-Large – D. Goertzen II
 - 20.1 No substitute teachers contacted me to bring up issues, which could be considered a good thing.
 - 20.2 Three times throughout year, once near the start of the school year, once in the middle, and once near the end, President Joel Swaan invited all substitutes to Country Kitchen to discuss issues concerning substitutes. Issues discussed included salaries, logging on while subbing, passwords and email issues. The talks on these issues are ongoing. These meetings with our president are appreciated by all subs.
 - 20.3 Attended a school board meeting in April. It was a well-run meeting, very open dialog by board with teachers and principals in attendance.
- 21.0 Workplace Safety & Health Liaison – M. Siemens
 - 21.1 Workplace Safety and Health school representatives have continued to inspect our schools and identify potential risks.
 - 21.2 The Divisional WSH committee meets quarterly throughout the year and discusses issues/risks in our schools, as well as division-wide risks that need to be discussed.
 - 21.3 This year the WSH divisional committee formed a sub-committee to review the GVSD 11 Elements document. The committee is in the process of completing the review and will be sharing their recommendations with school division representatives.
- 22.0 Acceptance of Reports – **MOVED/SECONDED** Anny Froese/Jennifer-Laura Heide. **CARRIED**
- 23.0 Prize Winners (2nd of 3): Bryce Bergman, Joel Swaan—declined, Della Friesen, Ashly Dyck, Rhonda Peters.
- 24.0 GVTA 2019-20 Executive Elections – Second Call for Nominations—none received.
- 25.0 Acceptance of 2019-20 Budget and Membership Fees. **MOVED/SECONDED** Roxanne Baranski /James Driedger. **CARRIED**
 - 25.1 Fees remain unchanged at \$15/month or \$180/year
 - 25.2 Note that MTS recently updated the peridium paid for meals. The budget has been recently revised and reviewed to follow in line, particularly in the case of MTS events. This change has increased the net loss, and this will come from our GVTA reserve fund. A note that if the reserve is too high, MTS does not supplement the president’s release time.
- 26.0 Acceptance of New Constitution Document. **MOVED/SECONDED** Mike Urichuk/Gwen Heinrichs. **CARRIED**
- 27.0 Acceptance of Bylaws Document. **MOVED/SECONDED** Mary-Anna Aaldyk-Doerksen/Karla Rootsart. **CARRIED**

28.0 Acceptance of Changes to Practice & Procedures document. **MOVED/SECONDED** Donna McCausland/Anny Froese. **CARRIED**

- 28.1 ~~D.3 *President/GVSD Superintendent*. The GVTA president meets monthly with the GVSD Superintendent to discuss salient issues.~~ MOVED TO K.1
- 28.2 E.3 *Notice*. AGM information will typically be sent out in the May *The Apple Core*.
- 28.3 E.4 *Logistics*. All other logistics, information, and notice for general meetings shall be the responsibility of the GVTA president to organize or delegate
- 28.4 F.4 *Teachers on Leave*. Teachers on leave must directly arrange for payment of fees to the society and the local. Full-time leave members require no payment of fees to the local.
- 28.5 G.5 *Resolutions*. Proposals for resolution submissions to Provincial Council will be submitted to the GVTA President before the Local Executive Meeting in February. All proposals for resolution submissions will be reviewed by the local executive in the February Executive Meeting. Resolution submissions must be approved by the Local Executive before the President can submit them.
- 28.6 G.6 *Provincial Elections*. A member running for Provincial Executive, President of the society, or Vice-President of the society must be approved by the local executive. Each approved candidate(s) will receive up to \$500 to be spent on posters, hospitality rooms, and/or donations in lieu of “swag”.
- 28.7 K. President’s Meetings
 - 28.7.1 K.1 *GVSD Superintendent*. The GVTA president meets monthly with the GVSD superintendent to discuss salient issues.
 - 28.7.2 K.2 *Advisory Committee*. The GVTA president meets monthly with the past-president and vice-president to review meeting agenda and discuss issues.
 - 28.7.3 K.3 *GVTA Executive*. The GVTA President should meet separately with GVTA executive committee chairs & co-chairs, representatives, and members-at-large at least once a year.
 - 28.7.4 K.4 *School Visits*. The GVTA President visits members at schools and administrative units at least twice a year.
 - 28.7.5 K.5 *Other Local Presidents*. The GVTA President can meet with other local-area presidents as applicable, for advisory and accountability purposes.

29.0 GVTA 2019-20 Executive Elections

- 29.1 President: Joel Swaan (PLS) was re-elected by acclamation on March 15th, 2019
- 29.2 The following nominations were accepted for the 2019-20 academic year by the May 17th deadline:
 - 29.2.1 Vice-President: Mike Urichuk (SUB)
 - 29.2.2 Secretary: Mary Eberling-Penner (PCS/EDW)
 - 29.2.3 Treasurer: Rhonda Peters (NPC)
 - 29.2.4 Collective Bargaining
 - 29.2.4.1 Chair: Mike Urichuk (SUB)
 - 29.2.4.2 Co-Chair: Moyra Vallelly (JRW)
 - 29.2.5 Education Finance
 - 29.2.5.1 Chair: Anny Froese (PDS)
 - 29.2.5.2 Co-Chair: VACANT
 - 29.2.6 Employee Benefits
 - 29.2.6.1 Chair: Gwen Heinrichs (DO)

- 29.2.6.2 Co-Chair: Kirsten Carman (GVC)
- 29.2.7 Equity & Social Justice
 - 29.2.7.1 Chair: James Driedger (NPC)
 - 29.2.7.2 Co-Chair: Donna McCausland (NPC)
- 29.2.8 Indigenous Education
 - 29.2.8.1 Chair: Roxanne Baraniski (PRS)
 - 29.2.8.2 Co-Chair: Ashly Dyck (PRS)
- 29.2.9 Professional Development
 - 29.2.9.1 Chair: Raffaele Bagnulo (NPC)
 - 29.2.9.2 Co-Chair: Jennifer-Laura Heide (DO)
- 29.2.10 Public Relations
 - 29.2.10.1 Chair: Jonathan Cullen (NPC)
 - 29.2.10.2 Co-Chair: Kayly Letkeman (DO)
- 29.2.11 Social & Teacher Wellness
 - 29.2.11.1 Chair: Caitlin Parr (GVC)
 - 29.2.11.2 Co-Chair: Amanda Rempel (PDS)
- 29.2.12 Workplace Safety & Health Liaison: VACANT
- 29.3 Final Call for Nominations from the floor:**
 - 29.3.1 None received
- 29.4 Elections, if needed:**
 - 29.4.1 **None**
- 29.5 Acclaimed/Elected:** That the current slate of officers be accepted as presented.
MOVED/SECONDED James Driedger/Cindy Philips. **CARRIED**
 - 29.5.1 Motion to Destroy Ballots, not necessary.
- 29.6 Members-At-Large:** Schools/Administrative Units who are not represented on the executive are entitled to a Member-At-Large, elected by those they represent.
 - 29.6.1 Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible
 - 29.6.2 Schools/Administrative Units requiring a Member-at-Large:
 - 29.6.2.1 Border Valley/Blumenfeld
 - 29.6.2.2 Emerado
 - 29.6.2.3 Southwood/Hochfeld
 - 29.6.2.4 Winkler Elementary School
- 29.7 Executive Leaving:** With gratitude, we thank those who have served on the executive in 2018-19 who will not be returning for the 2019-20 year:
 - 29.7.1 Sarah Coates (GVC) (July 1st, 2018 - November 5th, 2018)
 - 29.7.2 Dave Goertzen II (SUB)
 - 29.7.3 Cindy Phillips (WES)
 - 29.7.4 Karla Rootsart (SWD)
 - 29.7.5 Marty Siemens (BES)
 - 29.7.6 Joanne Unrau (HES)

30.0 Next Meeting – Tuesday, May 26, 2020 @ 4pm.

31.0 Prize Winners (3rd of 3): Marty Siemens, Gwen Heinrichs, Alyssa Friesen, Margaret Reimer

32.0 Adjournment: 4:42 pm. **MOVED** Laura Unger. **CARRIED**