



Garden Valley Teachers' Association

The Apple Core

May 2021

Upcoming Events

- May 25, 2021 GVTA AGM - 4:15pm
- May 26, 2021 WS&H meeting
- May 27, 2021 GVTA-GVSD Liaison Meeting
- May 31, 2021 GVSD remote learning scheduled to end
- June 1, 2021 GVTA Executive Meeting
- June 1, 2021 Ready to Cook Kits RSVP Deadline
- June 2, 2021 Government Appeal date for Bill 28
- June 8, 2021 Ready to Cook Kits - 4pm
- June 10, 2021 Collective Bargaining Committee Meeting
- June 15, 2021 Professional Development Committee Meeting
- June 21, 2021 June Apple Core
- June 23, 2021 NPC Graduation
- June 24, 2021 GVC Graduation
- June 30, 2021 Last Day of Classes
- July 1, 2021 Canada Day (start date for new GVTA executive members)

Hello GVTA members,

Solidarity is a term often used to sign off my messages to members. I use it as a call to our connectedness and unified support for making our educational community in Garden Valley the best it can be. This is a local reflection of the mission statement of MTS which reads in its entirety: MTS, as a union and professional organization, is dedicated to advancing and safeguarding the welfare of teachers, the status of the teaching profession, and the cause of public education in Manitoba.

In the last two weeks, there have been two monumental steps forward for advancing the welfare of teachers through increased solidarity. At the MTS AGM, delegates voted to join the Manitoba Federation of Labour (MFL). This association with the MFL will formalize the organically formed partnership that was initiated by the MFL in resistance to Bill 28 (wage freeze legislation). This partnership will benefit MTS members in numerous ways, not least of which are reduced costs when facing shared legal battles against the government and the unified support of labour in Manitoba. In solidarity there is not only strength but efficiency.

The second step forward is regarding the ratification of agreements for every teacher bargaining unit until June 2022. Teacher Provincial Bargaining (Bill 45) has now become law in the province but still needs to be put in effect through proclamation. The reaching of a *#fairdealforteachers* for all locals ensures that all MTS members are united as we begin negotiations for our first provincial agreement. By achieving deals for each teachers' association, many members are saved from years of wage freezes and removes the need to bargain retroactively on an individual basis—which can prolong negotiations or lead to trade-offs between one local and another. With every association covered until the same date, we have ensured a unified front as we enter this next chapter of teacher bargaining in Manitoba.

On a related note, It is imperative that all members benefit from a provincial agreement and the only way to do this is by hearing from all members.

So please make sure your priorities and perspectives are heard by filling out [the provincial bargaining survey](#) before June 7th.

In all the above situations, the importance of collective decision-making is highlighted. Each delegate and/or teachers' association needed to do the work to achieve the collective good. However, there was no way to meet the final goal without the collective standing in solidarity. The same is true for the removal of COVID-19 restrictions.



My wife and I were able to get our COVID-19 vaccination at the Morden super-site this past weekend. It was super smooth, painless, and took a total of 20 minutes (15 minutes of that was a waiting period after receiving the vaccine). The continuation of COVID-19 restrictions is partially dependent on our collective vaccination uptake. At the time of writing, Winkler's uptake is 20.9%, Morden's uptake is 44.1%, and the RM of Stanley's uptake is 10.3%. Although I may be partially vaccinated, the truth is that any one person is unable to reach the 75% uptake target alone. The federal government has stated that they would aim to lift COVID restrictions when 75% of the population has received a first dose and 20% have received a second. Reaching the 75% target is another tangible and possible step toward improving the welfare of teachers and caring for our communities. To move toward this goal, I encourage you to engage in an open and genuine conversation about getting vaccinated with the people that you know so that we can get to the end of this global pandemic together and as soon as possible. We cannot achieve this goal alone; we are halfway there and need each other

to work together to achieve this goal. We need to work in solidarity.

In solidarity,

Mike

Social & Teacher Wellness

Brenda Richer

All of us, at some time or other, need help. Whether we're giving or receiving help, each one of us has something valuable to bring to this world. That's one of the things that connects us as neighbors--in our own way, each one of us is a giver and a receiver.

~ Mr. Rogers



A few recipes and one more event to finish the year are listed below!

I will be looking for events that you would like to try next year or events you want repeated. Your hobbies and interests could spark the next event!

I have had many highs and lows this year, as I am sure you will agree. The successes and failures of the year are being replaced with thoughts of sun and relaxation.

It has been my pleasure working for the GVTA the past year and look forward to another exciting year. Wishing you all safety, health and relaxing vibes. Enjoy your summer, you earned it!

PS. If you still look like this in September.....

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.

You need a GVTA event!



Roxy's Homemade (Dog) Pupsicles



Ingredients:

- 3 Scoops Prairie Naturals Organic Chicken Bone Broth Protein Powder
- 6 Cups Water
- Half Can Pure Organic Pumpkin

Directions:

1. Whisk together all ingredients until smooth.
2. Pour mixture into dog treat silicone molds.
3. Freeze overnight.

Cherry Lime Ice Pops



122 Cals 1.3 Protein 31 Carbs 0.2 Fats TOTAL TIME:2 hrs 15 mins Servings:4

Cherry Lime Ice Pops – Sweet summer cherries with a touch of lime make these easy, sweet popsicles a perfect treat on a hot summer day. Only 4 ingredients!


INGREDIENTS

- 1 lb cherries
- 1/2 cup water
- 1/4 cup sugar
- 3 tbsp fresh lime juice

INSTRUCTIONS

- Stem the cherries and remove the pits.
- In a medium saucepan over medium heat, combine the cherries with the water, sugar, and lime juice, and cook until the cherries are very soft and cooked through, about 10-15 minutes.
- Remove from heat and let it cool to room temperature.
- Puree the cherries and their liquid and put the mixture through a fine sieve.
- Pour into ice pop molds and freeze at least 2 hours

Headspace for Educators

 You're here for them, we're here for you. Headspace offers free access to all K-12 teachers, school administrators, and supporting staff in the US, UK, Canada, and Australia.

Helping you be kind to yourself and your health, and guide your students and their parents through this difficult time.

[Start your free subscription](#)



Equity and Social Justice Resources

Chair – Donna McCausland

Co-Chair – Val Harder

Feel free to contact us.

In lieu of recent events in the news, the following article would be worth reading.

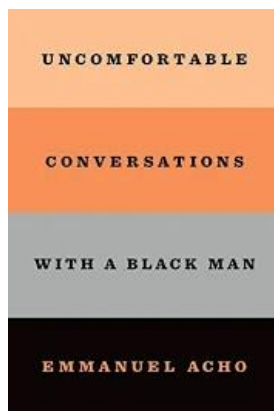
<https://www.cbc.ca/news/politics/anti-racism-strategy-asian-canadians-1.5977980>

*****Uncomfortable Conversations with a Black Man***** - Emmanuel Acho

- Series with over 17 000 000 views on **YouTube**
- Variety of topics discussed
 - o Race and Religion – viewed and discussed with the committee

His goal is to create a safe place to have conversations about race and to remove the barriers for why we have never had these conversations or avoided these conversations.

If you have Apple TV, **Oprah Conversations** has two episodes with Emmanuel and a group of people who have thoughtful questions for Emmanuel. Excellent!

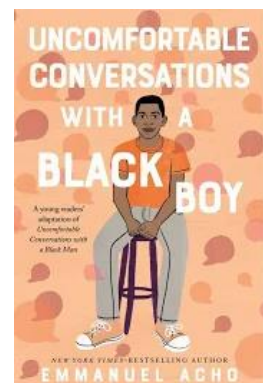


Oprah was so impressed with Emmanuel that she helped him publish the book,

[Uncomfortable Conversations with a Black Man](#)

Younger version:

[Uncomfortable Conversations with a Black Boy.](#)



1.0 Call to Order @ 4:15 pm by M. Urichuk

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.

1.2 _____ members present. Quorum reached?

2.0 Additions to the Agenda:

2.1

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

4.0 Adoption of May 26, 2020 Annual General Meeting Minutes:

4.1 APPROVED by GVTA Executive on June 2, 2020

4.2 AMENDED: Shanna Potter was marked as regrets but was present

4.3 **MOVED/SECONDED . CARRIED?**

5.0 Business Arising

5.1 Executive Changes since May 26, 2020 AGM:

5.1.1 Shanna Potter acclaimed as WES Member-at-Large September 2020

5.1.2 Moyra Vallely acclaimed as the COSL rep September 2020

5.1.3 Kelsey Dyck was replaced by Moyra Vallely as JRW Member-at-Large October 2020

5.1.4 Walter Fehr was appointed as the BVS/BES Member-at-Large October 2020

5.1.5 Carmelle Gerein resigned a Social & Teacher Wellness Co-Chair February 1, 2021.

5.2 Policy Changes over the past year:

5.2.1 **AMEND to B.6:** For joint GVTA-GVSD events hosted by the GVTA that have a participant maximum or are subject to other resource limits, GVTA members will be given priority over other eligible participants.

5.2.2 **AMEND to cell policy:** The GVTA provides the president with a cell phone or reimburses the president for using their personal cell phone through a service provider of their choice, following the current MTS cell phone reimbursement rate for MTS provincial executive members.

5.2.3 **NEW to Collective Bargaining Duties:** CB Chair, Co-chair, and president are to negotiate Letters of Understanding and Memorandums of Understanding around salient issues when necessary. In the event the president is one of the CB chairs, the Vice-President would be part of these negotiations, too.

Executive Reports

6.0 President – M. Urichuk

- 6.1 COVID restrictions and regulations were on the minds of members throughout summer 2020. The government came up with a vague outline of a code red, orange, and yellow response. However, the specifics needed to be filled in by school divisions, principals, and teachers.
- 6.2 Preparation for September started earlier this year with the government adding additional days to the school year for members.
- 6.3 Once students started, COVID cases and government responses dictated a lot of what happened. Teaching assignments, staffing, planning, and programming within classrooms were just a few things impacted.
- 6.4 GVTA advocated on several fronts to help make the situation better. We achieved MOUs granting additional family medical leave, admin leave for subs when they were part of an exposure, extracurricular carryover, and we are currently working on renewing those and adding a personal day carryover MOU.
- 6.5 Ideas advocated for at the start of the year were implemented when provincial funding became available— removal of working day cap for working pensioners, dedicated supply teachers, and increased mental health staff support.
- 6.6 The majority of GVTA’s work was done online but there were some in person and hybrid events where and when restrictions allowed. The online nature of the work did lead to some cost savings.
- 6.7 The court case for the Public Services Sustainability Act (Bill 28) was found to be unconstitutional but the government has chosen to appeal the court’s decision while implementing other means to enforce their desired wage restrictions on public sector workers.
- 6.8 Government interference in bargaining continued throughout this year but GVTA was able to negotiate a collective agreement after the announcement of the Pembina Trails arbitration award. GVTA’s 2018-22 agreement was unanimously ratified on March 30, 2021.
- 6.9 Bill 64 (Education Modernization Act) was among 19 Bills set to be passed in the legislature without the release of any wording prior to second reading. Bill 64 is a massive overhaul of our education system that we are now campaigning against. MTS and GVTA are encouraging you to #raiseyourvoice to lead to the withdrawal of Bill 64 from consideration #slamthedooron64. Bill 64 is scheduled to go to committee in the Fall.
- 6.10 Thanks to Raffaele Bagnulo (NPC) who represented GVTA on the Professional Development Standing Committee. Thanks also to members who serve on SAGE Executives. I also served on the MTS Collective Bargaining Standing Committee.
- 6.11 Thank you to Joel Swaan in his work on PX this year. As a member of PX, Joel represents all MTS members, but we appreciate the work that he does there and mention him specifically as he is also a GVTA member.
- 6.12 We had an ad hoc committee this year which looked at GVTA cell reimbursement policy. They found that our language should be tied to the MTS rate instead of the higher rate we were previously committing to.
- 6.13 Two rounds of school visits took place this year, one online in late Fall/Early Winter, and one in person through late winter/Early spring.

- 6.14 Attended/Participated in meetings and events, including monthly Executive and (Acting) Superintendent meetings, quarterly Liaison and WSH meetings; PD and Collective Bargaining meetings; President Check-in Meetings with MTS; accountability meetings with GVTA VP and Past President; regional meetings with presidents from the Prairie Rose Teachers' Association and Western Teachers' Association; MTS Presidents' Councils; government committee hearings; Collective Bargaining and other seminars when chairs were unable to attend. As of writing, the total number of engagements since July 1, 2020 is 176.
- 6.15 Total number of member concerns addressed this year since July 1, 2020 as of writing is 94.
- 6.16 Budgeted for next year is an increase to GVTA president release time as this role has developed beyond a half time position and warrants additional release. We are currently the largest teachers' association in Manitoba without a full-time release president. In a monumental year of change ahead, the work of the association requires a full-time, dedicated individual. The proposed budget includes this release time increase.

7.0 Vice-President – J. Driedger

- 7.1 The role of the Vice-President is to complete tasks delegated by the president of the local. For the 2020-21 school year, this included: provide accountability in the creation of monthly meeting agendas, consult on various LOU documents, revisiting the GVTA cell phone policy as a member of the cell phone ad hoc committee, and research and compare how various provincial teacher associations divide standing committee responsibilities.

8.0 Past President- J. Swaan

- 8.1 This year as past-president, I acted in a role of support for the president and vice-president in monthly meetings, as well acting "on call" for the president throughout the year.
- 8.2 In addition to serving as the Parkland School rep on the Executive and chairing the GVTA Executive Nominations Committee, I also served as a member of GVTA Scholarship Committee, the GVTA Equity Audit Ad Hoc Committee, and the Equity & Social Justice Collaborative Learning Group Book Club.
- 8.3 I continued my role on the Collective Bargaining Committee as the Parkland School rep, and served on the Negotiations Table Team, assisting in successfully negotiating our 2018-2022 GVTA-GVSD Collective Agreement.

9.0 Secretary – M. Eberling-Penner

- 9.1 It has been a pleasure to serve in the capacity of secretary, keeping a record of the reports and discussions at executive meetings throughout the year.

10.0 Treasurer – R. Peters

- 10.1 See Attachments/Appendix for annual financial report and budget proposed.
- 10.2 The role of the treasurer is to record each financial transaction. GVTA uses the program Sage accounting to accumulate all financial data, recording it in the journal and posting to the ledger. The records are then used to prepare reports for monthly executive meetings and the annual financial review. Month end work also includes completing a bank reconciliation statement. There are generally between 300 and 400 transactions each year

- that are recorded, with closer to 500 entries some years. Each payment is approved and signed by at least two of the following: president, vice-president, secretary, or treasurer.
- 10.3 The treasurer, president and vice-president prepare the budget as submitted by the various committees. The budget is then presented to the executive, and after the budget has been approved at that level it is proposed to the membership at the AGM. After the budget has been approved, it is important that funds are expended according to budget. If a budget approved expenditure is not used, those funds cannot arbitrarily be allocated to another expenditure. A shift in expenditure must be approved by the executive. All local and provincial policies, such as per diem rates for mileage and meals, must be followed by the treasurer.
- 10.4 At year-end the financial records are submitted for a financial audit or review. The completed audit or reviewed documents are then presented to the executive for approval. The approved reviewed documents are then presented to the membership at the AGM.
- 10.5 Careful record keeping starts with the requests for reimbursements that are prepared by executive members, and the executive has been a pleasure to work with. Thank you!

11.0 Collective Bargaining – M. Urichuk / J. Riddell

- 11.1 The Collective Bargaining Committee for 2020-21 was comprised of: Mike Urichuk (Chair), Jessica Riddell (Co-Chair), Joel Swaan (PLS), Jessica Askin (DO), Mary-Anna Aaldyk-Doerksen (WES), Tammy MacDonald (NPC), Anny Froese (PDS), Terri Hill (MTS), Arlyn Filewich (MTS), Jim-Parry Hill (SUB), Kirsten Carman (GVC), Joanne Litchie (PCS/EWS), Joanne Unrau (SWD/HFS), Alison Mackinnon-Seymour (PRS).
- 11.2 Thank you to each one of the members who volunteered their time on the Collective Bargaining Committee. Your service and consultation have been greatly appreciated.
- 11.3 An additional thanks to the table team members of: Mike Urichuk (Chair), Jessica Riddell (Co-Chair), Joel Swaan (PLS), Anny Froese (PDS), Kirsten Carman (GVC), Arlyn Filewich (MTS).
- 11.4 We achieved what will likely be our last locally bargained collective agreement spanning over 2018-22. This was monumental and completed while facing a lot of provincial government interference. The agreement was unanimously ratified on March 30, 2021 and renewed all current practices and clauses from the last agreement except for the following changes:
- 11.4.1 Salary & allowance increases:
 - 11.4.1.1 July 1, 2018: 1.6%
 - 11.4.1.2 July 1, 2019: 1.4%
 - 11.4.1.3 July 1, 2020: 0.5%
 - 11.4.1.4 July 1, 2021: COLA determined as Statistics Canada's 2021 inflation rate
 - 11.4.2 1 compassionate leave day per year for people not defined in past language
 - 11.4.3 Increased flexibility in determining GVTA release time
 - 11.4.4 Removal of the restriction of using personal and extra-curricular in conjunction with each other
 - 11.4.5 Substitute teachers will receive retropay back to September 1, 2020 with rates of \$158 per day for teachers with a degree and \$135 per day for teachers without a degree. COLA increase to take place for the 2021-22 school year, too.
- 11.5 Memorandums of understanding were also bargained regarding COVID:
- 11.5.1 Family Medical Leave increase

- 11.5.2 Admin leave for subs (COVID exposure)
- 11.5.3 Extracurricular carryover
- 11.6 In the agreement in committee from our bargaining round, there was a commitment to renewing Memorandums of Understanding and COVID specific MOUs as long as the pandemic continues to be relevant. With 2nd doses scheduled to take place 4 months after the first doses, we will be looking to October before we have a fully vaccinated teacher workforce. Then, we need to get enough uptake for herd immunity in our region. So, with COVID looking like it will continue to be a factor into the fall, we have submitted the necessary MOU's for renewal. All letters submitted for renewal include:
 - 11.6.1 Family Medical Leave increase (COVID specific- awaiting response)
 - 11.6.2 Sub Admin Leave Due to Workplace Exposure to COVID (COVID specific- awaiting response)
- 11.7 Our Extracurricular carryover MOU does not need to be renewed as it was initially signed to expire at the end of the next school year.
- 11.8 At the time of writing, we continue to advocate for additional sick leave for members with low sick days and the carryover of personal days.
- 11.9 At the time of writing, provincial teacher bargaining legislation (Bill 45) may come into effect as early as May 20, 2021. Once it comes into effect, any teachers without a new agreement will lose their bargaining certificates. This could leave up to 3 teachers associations that represent 25% of MTS members without an agreement since 2018. GVTA stands in solidarity with these teachers and hopes to help our fellow MTS members in other Locals.
- 11.10 The MTS provincial bargaining survey is available to members online through MTS's My Profile until June 7, 2021.

12.0 Education Finance – J. Driedger / L. Unger

- 12.1 The Ed. Finance chair attended fall and spring seminars via Zoom (Oct. 31, 2020 & Feb. 20, 2021). Chair, co-chair, and GVTA President prepared budget presentation and shared it at the board liaison meeting on Jan. 28, 2020. Presentation compared divisional spending across the province and highlighted our divisional strengths of things such as continued support of guidance/counselling and mental health & wellness, as well the autonomy of the divisional PD committee and the resulting CLG's. We requested a reduction to pupil to educator ratios by: increasing VP allocations, increasing teacher allocations in grades 4-8, increasing funding to student support services which would help decrease waitlists and high caseloads for speech and language, psychologists and social workers in the division.

13.0 Employee Benefits – K. Carman / VACANT

- 13.1 The Employee Benefits chair virtually attended the MTS Fall Seminar (Oct/20) and the MTS Spring Seminar (April/21). Topics of note were changes to the Group Life and Group Health plans. This important information was distributed to members through staff meeting announcements and submissions to the Apple Core.
- 13.2 The Chair virtually attended the MTS TRAF Seminar (Jan/21). Topics of note included the sustainability of the pension and possible changes in the future to support sustainability.

14.0 Equity & Social Justice – D. McCausland / V. Harder

- 14.1 The ESJ Chair attended the MTS summer seminar via Teams. Topics included were Authentic Equity for Manitoba Teachers, Equity Dialogue, Building Strong Teams focused on

- Advocacy and Activism. Removing any barriers for students to ensure everyone can fully participate in their education. Computer access and WIFI availability were two topics discussed.
- 14.2 Both the ESJ Chair and Co-chair attended the MTS winter seminar and regional meeting via Teams. Seminar Information - Presenter: Sarah Gazan (MTS) Topic: Crucial Conversations,
 - 14.3 The Co-chair assumed the duties of the Chair from February 11 to May 10, attending the regional meeting in May and planning the book club meeting.
 - 14.4 The ESJ book club membership changed throughout the year due to the extra work the teachers are doing (COVID). We have 20 members who receive the monthly book choice thanks to a CLG grant through the Professional Development committee. We have meetings on the first Wednesday of each month. Two meetings were in person, all the other meetings have been via Teams. The number of members who join these meetings has varied. The discussions included many relevant classroom examples, open dialogue and reflections on how to implement what we have learned in the classroom.
 - 14.5 Books read this year were *Surviving the City* by Tasha Spillett, *The Distance between Us* by Reyna Grande, *Lily and Dunkin* by Donna Gephart, *Something Happened in Our Town* by Donald Moses and Marianne Celano *We Rise, We Resist, We Raise our Voices* and *Fresh Ink An Anthology*. We discussed a news article containing anti-racist strategies and watched an episode of “Uncomfortable Conversations with a Black Man” by Emmanuel Acho. We are hoping to provide the members with choice for summer reading.
- 15.0 MTS Provincial Executive— J. Swaan
- 15.1 Thank you to the GVTA Executive last year for nominating me to run for MTS Provincial Executive. I was one of the successful candidates in the election at last year’s MTS Provincial Council and have been lucky to serve all the MTS members province-wide in that capacity this year as the first year of a two-year term. One of the roles I fill according to GVTA Bylaws is to be a member of the local Executive.
 - 15.2 As a Provincial Executive (PX) member, this year I chaired the Disability Benefit Plan Investment Committee, which saw the provincial DBPI investment grow from \$114,463,398 (March 2020) to \$131,658,833 (March 2021). I served as a PX liaison for the South West Presidents (Beautiful Plains, Brandon, Fort La Bosse, Rolling River, Southwest Horizon, and Turtle Mountain Teachers’ Associations), and for the Manitoba Association of Teachers of French (MATF), Technology Educators’ Association of Manitoba (TEAM), and Manitoba Teachers for Students with Learning Disabilities (MTSLD) Special Area Groups of Educators (SAGEs). I also served on the Term Lengths Committee of the Provincial Executive, and as a member of the Teamsters Negotiations (Admin Staff) committee, although that committee did not meet this year.
 - 15.3 I was able to participate in several Professional Development opportunities, attending the Canadian Investment Institute, the Shareholders Association for Research and Education (SHARE) Investor Summit 2021, the SHARE 2021 Investor Bootcamp, and the Canadian Association for the Practical Study of Law in Education (CAPLSE) 2021 Conference *Rivers of Change: Trans-Canada Trends in Education Law*. I also took a course through the International Foundation of Employee Benefit Plans (IFEBP), completing Foundations of Trust Management Standards (FTMS) training.

15.4 Finally, I was also selected to represent the Manitoba Teachers' Society (MTS), Saskatchewan Teachers' Federation (STF), Alberta Teachers' Association (ATA), British Columbia Teachers' Federation (BCTF), Yukon Teachers' Association (YTA), and Northwest Territories Teachers' Association (NTTF) in a 3-year term as a Trustee-at-Large of the Canadian Teachers' Federation (CTE/FCE), supporting projects overseas with the African Women in Education Network (AWEN); the All India Primary Teachers' Federation (AIPTF), the Syndicat national de l'éducation et de la culture du Mali (SNEC-UNTM), the Syndicat national de l'éducation fondamentale de la Mauritanie (SNEF) and the Syndicat national de l'éducation secondaire de la Mauritanie (SNES); the Confédération nationale des éducateurs d'Haïti (CNEH), the Fédération nationale des travailleurs en éducation et en culture (FENATEC), the Union nationale des normaliens d'Haïti (UNNOH), and the Union nationale des normaliens/normaliennes et éducateurs/éducatrices d'Haïti (UNNOEH); the Fédération des syndicats de l'éducation nationale du Togo (FESEN); the National Teachers' Association of Liberia (NTAL); the Sierra Leone Teachers' Union (SLTU); the Syndicat national des enseignants africains du Burkina (SNEA-B) and the Syndicat national des enseignants du secondaire et du supérieur (SNESS); the Syndicat national des enseignants des écoles maternelle du Bénin (SYNAEM) and the Syndicat national de l'enseignement primaire public – Bénin (SNEP); the Uganda National Teachers' Union (UNATU); the Education International Development Cooperation Meeting; the United Nations Commission on the Status of Women (UNCOSW); and the South Asian Association for Regional Cooperation (SAARC), the Association of Southeast Asian Nations (ASEAN), the Council of Pacific Education (COPE) Women's Networks. We also manage the investment portfolio that funds these projects.

16.0 Nominations Committee—J. Swaan

16.1 As chair of the Nominations Committee, I can report that as of the May 14th Nomination Deadline, there are 14 officers elected by acclamation to the 2021-2022 GVTA Executive, with several appointed positions including Members-at-Large representing Council of School Leaders (COSL) members and Administrative Units not otherwise represented. There remain 4 vacant positions yet to be filled: Treasurer, Education Finance Chair, Employee Benefits Co-Chair, and Social & Teacher Wellness Co-Chair; these positions may be filled by Executive appointment. Please look for the complete full-page list later in this document of the 2021-22 slate of officers as it stands at the time of writing.

17.0 Indigenous Education – R. Baraniski / A. Dyck

17.1 Orange Shirt Day- purchased 14 shirts for Sr. Admin and Amin to promote Orange Shirt Day awareness and participation

17.2 Nov. 13- attended IE training: Take-away: Dr. Curtis Acosta talked about the concept of In Lak Ech. This is grounded in the belief that equality, trust, empathy and love are essential in classrooms for education to be used as a means toward liberation and a disrupt in the system hierarchy. Before students can be empowered to find their voice there needs to be a foundation of trust. How can we build this in our schools during a time of Covid challenges and restrictions?

17.3 Feb. 26- virtual IE training: Confronting Racism in Schools and Unions, Karen Ebanks- No Justice, No Peace

17.4 This year we worked to increase member engagement through the Applecore articles. Each month a question was posted that related to the article. Members were asked to

respond with thoughts or examples of things they have done or could do to connect to Indigenous considerations. Prizes were awarded for participation.

17.5 Ad-Hoc committee Equity Audit: Involved in discussions, exploration and information gathering at this point

17.6 Next year's committee: Ashly Dyck and James Driedger

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

18.1 The GVTA/GVSD Joint PD Committee had three Teams meetings for 2020-2021 in order to support a school-based PD for K-8 schools and two school-based PD for both high schools. The committee reviewed and approve collaborative learning groups (CLG) applications. The committee is made up of one or two school representatives from each school, the principal representative, Garth Doerksen, and the assistant superintendent, Janice Krahn. This year, the PD committee approved and supported nineteen CLG's. The PD committee will meet to review and approve new CLG applications for the 2020-2021 school year.

18.2 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. I appreciate everyone's assistance and contributions to the PD Committee.

18.3 As co-chair, I would like to thank Raff for the dedication he put towards the PD Chair role throughout his 5 years leading the committee, on top of his years as a school representative.

18.4 We thank Alyssa Friesen for her committing to the PD Chair role in 2021-2022.

19.0 Public Relations – J. Cullen / K. Letkeman

19.1 This year, PR has provided gifts to members to show appreciation. The masks were given out in the fall. A book will also be given to the incoming kindergarten students on behalf of GVTA. Clothing orders were available twice throughout the year for members to purchase. The Apple core release date was changed to Tuesday. The people who were given the PD scholarship last year got an extension due to covid.

20.0 Social & Teacher Wellness – B. Richer / VACANT

20.1 Social and Wellness has been busy trying to get more members interested in the events. From the New Teachers Dinner, Skin Care Night, Paint Night, Cross Country Skiing, Rumours Comedy Night, Winter Fun, Build a Snowman, Chicken Kits, Succulent Garden. The year will finish with retirement gifts, Bowling and Golf cards to end the year.

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

21.1 As the GVTA representative to the division's WSH committee, I am part of an eighteen-member group which 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. Because of COVID safety concerns, these inspections have generally included only staff members of the unit. In the past, the inspection team would have included staff members from other divisional sites as well as a school/site committee member. A very thorough inspection was done by a member of Safety Services Manitoba, whose expertise

was contracted by GVSD to provide support and guidance to our GVSD WHS teams. 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 evidence needed to note unsafe situations and make changes to prevent future incidents.

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

23.0 Proposed Bylaw Changes:

23.1 **COSL rep bylaw change**

MOVED/SECONDED: M Penner / J. Swaan CARRIED?

PROPOSED:	CURRENT:
<p>5.1 The Members of the Executive shall consist of the following:</p> <ul style="list-style-type: none"> a) President; b) Vice-President; c) Past-President, subject to article 5.4; d) Secretary; e) Treasurer; f) Workplace Safety and Health Liaison; g) Committee Chairpersons of the Standing Committees set out in these Bylaws; h) COSL Representative, appointed by the Local’s COSL members i) h) Members-at-large, subject to article 5.8; and j) i) Any Member of the Local who serves on the Provincial Executive not otherwise sitting on the Executive. <p>Rationale: Adding the COSL Representative allows for better two-way communication and strengthens this relationship. MTS Policy I.V.7 Liaison with Principals/Vice-Principals: The Society encourages Locals to ensure that there is a means of liaison between the Local executive and Members who are principals and vice-principals in the Local.</p>	<p>5.1 The Members of the Executive shall consist of the following:</p> <ul style="list-style-type: none"> a) President; b) Vice-President; c) Past-President, subject to article 5.4; d) Secretary; e) Treasurer; f) Workplace Safety and Health Liaison; g) Committee Chairpersons of the Standing Committees set out in these Bylaws; h) Members-at-large, subject to article 5.8; and i) Any Member of the Local who serves on the Provincial Executive not otherwise sitting on the Executive.

24.0 Acceptance of financial statements

24.1 That the financial statements ending August 1, 2020 be accepted **MOVED/SECONDED:**
R. Peters / S. Waldner: CARRIED?

25.0 2021-22 Budget and Membership Fees.

25.1 **MOTION:** That the 2021-22 Budget and Membership Fees be accepted as presented.
MOVED/SECONDED: R. Peters / S. Waldner: CARRIED?

25.2 After a one-year reduction of \$5/month, we are returning to the normal fee of \$15/month with an increase of \$2/month to account for some increased budget lines. Fees are proposed to be set at \$204/year (\$17/month).

26.0 GVTA 2021-22 Executive Elections

26.1 The following members are acclaimed as of noon on May 14

Position		Nominee & School		
Acclaimed 4:00pm, Thursday, March 11 th at 4pm	President	Mike Urichuk (ECS)		
	Vice-President	James Driedger (NPC)		
	Treasurer	<i>Nominations needed - Incumbent not returning</i>		
	Secretary	Mary Eberling-Penner (PCS/EDW)		
	Collective Bargaining	Chair	Jessica Riddell (ECS)	
		Co-Chair	Mike Urichuk (ECS)	
	Education Finance	Chair	<i>Nominations needed - Incumbent not returning</i>	
		Co-Chair	Raffaele Bagnulo (NPC)	
	Employee Benefits	Chair	Kirsten Carman (GVC)	
		Co-Chair	<i>Nominations needed - No current incumbent</i>	
	Equity & Social Justice	Chair	Donna McCausland (NPC)	
		Co-Chair	Val Harder (DO)	
	Indigenous Education	Chair	Ashly Dyck (PRS)	
		Co-Chair	James Driedger (NPC)	
	Professional Development	Chair	Alyssa Friesen (PRS)	
		Co-Chair	Jennifer-Laura Heide (DO)	
	Public Relations	Chair	Jonathan Cullen (NPC)	
		Co-Chair	Sarah Waldner (NPC)	
	Social & Teacher Wellness	Chair	Brenda Richer (NPC)	
		Co-Chair	<i>Nominations needed - No current incumbent</i>	
Social Media Coordinator	Sarah Waldner (NPC)			

Nominees by:
 12:00pm, Friday
 May 14, 2021

	Workplace Safety & Health Liaison	Mary Eberling-Penner (PCS/EDW)
Appointed	Past-President	Joel Swaan (PLS)
	MTS Provincial Executive	
To be elected by the members they represent:	COSL Representative	Moyra Vallely (JRW)
	School Reps for any Administrative Units that are not represented after a successful election. Currently, there are no nominees from BVS/BES, PDS, SUB, SWD/HES, or WES	

26.2 **ACCLAIMED**

26.3 **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.

26.3.1 Schools/Administrative Units should seek to elect their representative at the June staff meeting, if possible

26.3.2 Schools/Administrative Units requiring a Member-at-Large:

26.3.2.1 BVS/BES

26.3.2.2 PDS

26.3.2.3 SUB

26.3.2.4 SWD/HES

26.3.2.5 WES

26.4 **Executive Concluding Terms:** With gratitude, we thank those who have served on the executive in 2020-21 who did not run for Executive positions for the 2021-22 year:

26.4.1 Roxanne Baraniski

26.4.2 Walter Fehr (eligible to return as MAL)

26.4.3 Gerald Letkeman (eligible to return as MAL)

26.4.4 Kayly Letkeman

26.4.5 Rhonda Peters

26.4.6 Laura Unger

26.4.7 Shanna Potter (eligible to return as MAL)

27.0 **Next Annual General Meeting – Tuesday, May 24, 2022 @ 4:00pm.**

28.0 Adjournment: 4: pm.

Appendix A:

GVTA BUDGET NOTES 2021-2022

1. GVTA Membership Fees (Revenue)

GVTA dues will continue to be pro-rated according to the fraction of employment.
2021 - 2022 rate based on Estimated 325 Full Time Equivalent
331 FTE's x \$17.00/month x 12 months = \$67 524.00
Plus fees from subs:
Average of \$150.00 per month x 8 months = 1 200.00
Total Fees of \$68 724.00

2. EI Rebate (Revenue)

\$26 000

3. Bank Interest (Revenue)

\$300

4. President's Release Time Subsidy (Revenue)

\$0

5. GVSD/Provincial PD Funds (Revenue)

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

6. Grant Revenue

\$500 Executive Training
\$500 PR Grant – Internal
\$500 PR Grant - External

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

\$0 No meeting expected

9. AGM-MTS Expense

\$2604 See Appendix A

10. Accountant Review Expense

\$2650 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 26 Executive gift
\$40 x 23 Principal and vice-principal gifts
\$1400 Supper with the board

12. Collective Bargaining Expense

\$1300 Committee meetings
\$453 MTS seminars (including provincial bargaining seminar)

13. Dependent Care

\$100 Estimate

14. Education Awards Expense

\$3000 Two scholarships will be awarded in June of 2022 for \$1500.00 each
\$100 Meals for interviewers (5 x \$20)
\$70 Students (7 x \$10 gift card)

15. Education Finance Expense

\$635 Fall and Winter MTS seminars for co-chair
\$80 Committee meeting meals

16. Employee Benefits Expense

\$480 GVTA liaison meetings
\$60 Committee meetings
\$100 MTS regional meetings
\$320 MTS seminars for co-chair expenses

17. Executive Honorarium Expense

\$7000 Honorariums

18. Executive Meetings Expense

\$5200 Monthly meetings 26 people x \$20 per diem x 9 meetings

19. Executive Retreat Expense

\$560 Lunch November meeting \$20 x 28
\$150 Meeting room rental
\$150 Snacks
\$500 Speaker
\$500 Team building
\$2720 Sub fee \$160/day x 17 attendees

20. Liaison Meetings Expense

\$260 Meals for meetings

21. A) Professional Development Expense - GVTA

\$3 000 PD Chair/co-chair meeting/MTS seminars

21. B) Professional Development Expense - GVSD

\$2 500 PD joint committee meeting/planning meeting
\$12 000 GVSD/GVTA PD
\$12 000 CLG

\$4 700 Refreshment PD days
\$800 Supplies, photocopying

22. Portable Office Expense

\$720 Cell phone for president
\$888 Internet access for president (\$74 x 12)
\$1102 Internet access for treasurer (\$91.78 x 12)
\$255 Mailbox rental
\$408 Survey Monkey
\$130 Website
\$1500 Laptop and accounting software for treasurer

23. President's Meetings / Sub Expense

\$519 Meetings with executive and committees
\$450 President meetings
\$1048 School visits
\$200 WTA/PRTA president meetings
\$300 Brandon (summer training)
\$1000 PD and Mel Myers
\$283 Chamber of Commerce

24. President's Release Expense

\$96 000 Full time president release

25. Public Relations Expense

\$2600 Member gift
\$1400 Kindergarten entry gift

26. Social / Wellness Expense

\$600 1st year teacher event
\$1500 GVTA picnic
\$292 MTS seminars co-chair
\$4500 Monthly events x 9
\$1000 Retirement gifts \$100 x 10
\$150 Snacks for AGM

27. Supplies Expense

\$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 spring seminar (sub, hotel, mileage & meals for co-chair)
\$400 Books and resources
\$200 Food for meetings (10 meetings x \$20)
\$300 Giveaways (Prizes for responding to Applecore questions/requests)
\$100 Orange shirt gifts for new sr admin & admin

30. Vice-President

\$1008 PD and summer training
\$387 President's Council

31. Nominations Committee

\$100 Meals for meetings

32. Mileage

\$500 Approximate mileage for executive meetings and board meetings

Appendix B:

AGM - MTS Expenses	
Binder Meeting subs (half days)	6
AGM Subs (2 full days)	<u>1</u>
2019-2020	5
8 subs x \$160/sub	800.00
(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	411.51
Hotel rooms 3 nights @ dif btwn Blue Form & 1/2 Fairmont	<u>521.43</u>
Total Hotel rooms	932.94
Hospitality (\$1/member)	331.00
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	<u><u>2,603.98</u></u>

Appendix C:

Garden Valley Teachers' Association Budget 2021-2022

	Budget 2020-2021	Actual as at April 30, 2021 2020-2021	Budget 2021-2022	Difference in Budgets 2020-2021 & 2021-2022
Revenues:				
1 GVTA Fees	40,500.00	23,702.53	68,724.00 -	28,224.00
2 EI Rebate	26,000.00	27,473.36	26,000.00	-
3 Bank Interest	200.00	257.73	300.00 -	100.00
4 President's Release Time Subsidy	0.00	0.00	-	-
5 GVSD/Provincial PD Funds	32,000.00	31,360.00	32,000.00	-
6 Grant Revenue	1,000.00	1,471.00	1,500.00 -	500.00
Total Revenue	99,700.00	84,264.62	128,524.00 -	28,824.00
Expenses:				
7 AGM-GVTA Expense	500.00	0.00	500.00	-
8 GM (possibly ratification meeting)	12.00	0.00	-	12.00
9 AGM-MTS Expense	2,558.00	0.00	2,604.00 -	46.00
10 Accountant Review Expense	2,500.00	2,503.20	2,650.00 -	150.00
11 Benevolence and Gifts Expense	3,500.00	1,090.62	3,700.00 -	200.00
12 Collective Bargaining Expense	4,258.00	240.00	1,753.00	2,505.00
13 Dependent Care	250.00	0.00	100.00	150.00
14 Education Awards Expense	3,170.00	1,500.00	3,170.00	-
15 Education Finance Expense	150.00	23.80	715.00 -	565.00
16 Employee Benefits Expense	508.00	0.00	960.00 -	452.00
17 Executive Honorarium Expense	6,800.00	0.00	7,000.00 -	200.00
18 Executive Meetings Expense	2,320.00	471.79	4,680.00 -	2,360.00
19 Executive Retreat Expense	4,264.00	2,607.00	4,580.00 -	316.00
20 Liaison Meetings Expense	240.00	102.14	260.00 -	20.00
21 A) Professional Development Expens	35,000.00	19,354.60	3,000.00	32,000.00
21 B) Professional Development Expens	-	0.00	32,000.00 -	32,000.00
22 Portable Office Expense	5,795.00	2,212.73	5,003.00	792.00
23 President's Meetings / Sub Expense	3,808.00	546.36	3,800.00	8.00
24 President's Release Expense	32,528.00	0.00	96,000.00 -	63,472.00
25 Public Relations Expense	4,000.00	3,298.40	4,000.00	-
26 Social / Wellness Expense	8,292.00	5,459.08	8,042.00	250.00
27 Supplies Expense	165.00	0.00	165.00	-
28 Equity & Social Justice	3,730.00	224.96	3,730.00	-
29 Indigenous Education	2,000.00	283.40	2,000.00	-
30 Vice-President	1,786.30	0.00	1,395.00	391.30
31 Nominations Committee	100.00	0.00	100.00	-
32 Executive Meetings Mileage	500.00	16.64	500.00	-
Total Expenses	128,734.30	39,934.72	192,407.00 -	63,672.70
Net Income	-29,034.30	44,329.90 -	63,883.00	34,848.70

Appendix D:

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Operations
For the year ended August 31, 2020

	2020	2019
REVENUE		
Garden Valley Teachers' Association fees	\$ 44,641	\$ 60,038
Professional development income	32,000	32,000
Employment Insurance rebate	26,776	25,942
Miscellaneous income	933	3,531
Interest income	94	600
Grant revenue	-	500
	104,444	122,611
OPERATING EXPENSES		
Board expense	4,619	4,901
Collective bargaining committee	418	262
Committee costs and miscellaneous	1,346	1,630
Education awards	3,000	1,500
Equity social justice committee	1,279	1,527
Executive honorariums	6,400	6,141
General meetings	11	2,095
Indigenous education committee	862	356
Office expense	3,866	3,949
President expenses	1,548	3,075
President's release time	47,870	47,788
Professional development	22,634	34,478
Professional fees	2,380	2,288
Public relations committee	3,605	4,784
Special events committee	7,620	6,599
	107,458	121,373
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ (3,014)	\$ 1,238

See accompanying Notes to Financial Statements and Review Engagement Report

2



GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Financial Position
As at August 31, 2020

	2020	2019
ASSETS		
CURRENT ASSETS		
Cash	\$ 107,633	\$ 93,082
Accounts receivable	-	5,216
Prepaid expenses	-	638
Current portion of investments	10,000	21,765
	117,633	120,701
INVESTMENTS (Note 3)	5	5
	\$ 117,638	\$ 120,706
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 1,800	\$ 1,854
NET ASSETS		
General fund	95,838	98,852
Reserve fund (Note 4)	20,000	20,000
	115,838	118,852
	\$ 117,638	\$ 120,706

APPROVED ON BEHALF OF THE BOARD:

_____ Trustee

_____ Trustee

See accompanying Notes to Financial Statements and Review Engagement Report

4

The first 30 people to request access to the Zoom Meeting will receive a \$10 gift card to a local business.

GVTA AGM

Tuesday, May 25, 2021
4:15-4:45 on Zoom

ZOOM INVITE SENT MAY 18

Due to the online meeting format, 2021-22 GVTA Executive nominations have closed. We will not be taking nominations “from the floor”.

We need to approve the 2021-22 Budget & Set the Annual Fees. The current proposal is to set the fee at \$17/month to budget for full-time president release.

Questions? Contact Mike.urichuk@gvvsd.ca

