



Garden Valley Teachers' Association

The Apple Core

May 2022

Upcoming Events

- May 18– Early Dismissal
- May 23– Victoria Day (No School)
- May 24– Sub Visit @ CK's
- May 27-- Volleyball RSVP by 3:00pm
- May 31– Resignations for teachers on a Form 2 Contract
- May 31– GVTA AGM
- May 31-- Volleyball @ NPC 5:30-7pm
- June 2 – Liaison Meeting
- June 7-- GVTA Executive Meeting
- June 15– Early Dismissal
- June 21– National Indigenous Peoples Day
- June 23– GVC grad
- June 24– NPC grad
- June 29– Noon Dismissal
- June 30– Last day of school
- July 15-- New Superintendent Start Date
- August 22-24– MTS Summer Seminars
- September 6-- First day of 2022-23 School Year
- September 13-- GVTA Executive Meeting
- September 16-- CLG Deadline
- September 30-- National Day for Truth and Reconciliation

Hello GVTA Members,

Please join us on Tuesday, May 31st at 4pm over Zoom (<https://us02web.zoom.us/j/82716946521>) as we hold our Annual General Meeting. At this meeting we will set fees and pass a budget for the 2022-23 school year, distribute prizes to the first 30 attendees, and conduct votes on various motions including a bylaw regarding president release time. Please find all annual reports and documents further along in this edition of the Apple Core. Please do not hesitate to contact me (gvtapres@mbteach.org) if you have any questions at all.

In preparation for this month's GVTA AGM, I have spent some time going through my files and reports to remember what has happened this school year. This year alone we have experienced in our school division a massive exodus of students, restrictions, mandatory testing, protests, and even now we are just over 2 months since most COVID restrictions have lifted. Sometimes it's hard to believe that some of the events were from this school year. The amount of resilience that our teaching staff has shown is incredible. I wanted to bring this up to highlight a possible trajectory that you may not yet have noticed. Many leaders speak of being less polarized and divided. I wonder if you look back at any of these past moments and realize that you feel slightly less divided today than you did at that time.

Beyond this year, there have been even longer standing narratives that have dated back years. I think of the Public Services Sustainability Act (Bill-28) and K-12 Education Review. The former, a wage freeze bill that mandated maximum increases of 0%, 0%, 0.75%, and 1%, was only put to rest earlier this year since its introduction in 2018. The later, the K-12 Education Review, resulted in Bill 64 which was defeated right before the start of this school year. However, the narrative has not ended. This past month, the Provincial government created Manitoba's [K-12 Education Action Plan](#) in response to the recommendations within the K-12 Education Review. There are many great things in this plan like refining and updating curriculum every 4 years, ensuring principals remain part of the teacher bargaining unit, a commitment to no amalgamations, committing to and measuring progress on TRC Calls to Action, and updating the Provincial Code of Conduct and policies regarding the use of exclusionary practices (seclusion, suspension, and expulsion). However, there are also threads to be aware of: reference to a Manitoba College of Educators, possible increase in assessments for early years students, the conclusion of the Funding Model Review, and the increase in responsibilities without any commitment of additional funding or resources to complete them. While these are items of which to be aware, there are no alarm bells ringing currently. Right now, after a very tenuous period in the relationship with the provincial government, we are starting to come back together to address the issues

that need addressing within our profession.

While we still face illness, loss, and division, I hope that you are also noticing the trajectory of growth that we are on. Even amid reduced budgets, our enrollment is coming back up from its lowest point in years. Our communities, though fractured, are slowly healing. After months of constant barrages and burnout, we face the usual exhaustion that comes with the May/June push to the end of the school year. Take pride in knowing that through everything this year, you have been a force of good.

It has been said that teachers reflect the values of their society. You have been pillars of connection and justice through this whole saga. I continue to see teachers caring for one another, creating space for one another, valuing one another as people, and respecting boundaries all while forming inclusive and welcoming communities for all our students. Thank you for all the work that you continue to do in growing a better future each and every day.

In Solidarity,

Mike Urichuk

gvtapres@mbteach.org

Social & Teacher Wellness

By: Brenda Richer & Brandy Springer



It's the final countdown... if you read that in song, then we would for sure be friends! The Spring weather has finally found us here in Manitoba and we're on the home stretch! The days are getting longer, the flip flops are coming out of hibernation and the classrooms without A/C are getting warmer by the day.

With our slow return to normalcy we are once again permitted to host in person events! On May 31st we will be hosting a volleyball night for GVTA members – from beginner to coach to old college star, everyone is welcome! Please RSVP by May 27th so we know how many people to expect. Hope to see lots of people there after you've attended the virtual AGM!

As always if you have any ideas or suggestions, please feel free to reach out!

Occupational spring safety hazards: Do you know what they are?

What are stinging insects?

Stinging insects have a sting (or stinger) at the posterior end of their abdomen. This group of insects includes honey bees, bumble bees, wasps, hornets, yellow jackets, and ants. However, many ants do not have stings. A couple of species that do have stings are army ants, found in the southern U.S., and harvester ants, found in the southern U.S. and western Canada.

The sting (formally called an aculeus), which is connected to a venom sac, is a modified egg-laying tube (ovipositor). So if you are stung, it was a female insect that did it. In North America, yellow jacket wasps are involved in about 70% of the stings to humans. They are often mistaken for bees because of their yellow and black bodies. Most stinging insects can sting you more than once. One exception is the honey bee (worker bee) which has a barbed sting. When the worker bee escapes after stinging a person, the sting and attached venom sac are ripped out of the bee and stay in the victim's skin; the bee will die afterwards.

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.

Why worry about stinging insects?

Generally, most stings will only result in a temporary injury - pain, swelling, and skin redness around the sting. However, sometimes the effects can be more severe – even life-threatening, depending on where you are stung and what allergies you have.

What should you do if you are stung?

Wasps and hornets do not leave their sting in you, and so they can sting repeatedly. Honey bees can sting only once and will leave the sting (and venom sac plus some other parts) stuck in the skin at the sting site.

The sting, if present, should be removed right away since the venom can still be injected for up to a minute after the bee detaches from its sting.

Try removing the sting by scraping sideways with your fingernail, a credit card or other stiff card. Try **not** to squeeze the bee venom sac as that action will release more venom. However, you might have to use tweezers if the venom sac breaks off leaving the sting in the skin.

All stings hurt. A normal (or "localized") reaction to the venom from a sting is redness of the skin, swelling, severe itching (pruritis), and a burning or stabbing pain. The longer the sting is in the skin, the more will be the effect of the venom being injected. An application of ice (wrapped in a towel to prevent freezing the skin), anti-itch cream and/or an antihistamine pill can help reduce the effects of the sting.

What are the health hazards?

Regardless of the insect, most people experience local effects like pain, swelling, itching, and redness around the sting site. Painful stings in the mouth and throat can result if you unintentionally swallowed a wasp or bee (e.g., drinking a soft drink from a can that a wasp had entered).

Some people will experience swelling in a larger area, not just immediately around the sting site. They may develop hives but no systemic effects (effects in the body away from sting site like effects on breathing and blood flow). This is a **mild allergic reaction** and can last a few days. The area will be sore and uncomfortable but one should not give in to the temptation to scratch the stung area. Scratching may cause a break in the skin which could lead to an infection.

In rare cases, a **severe allergic reaction** can occur. This situation is serious and can cause "**anaphylaxis**" or anaphylactic shock. Symptoms of anaphylaxis can appear immediately (within minutes) or up to 30 minutes later. Symptoms to watch for include:

- Hives, itching and swelling in areas other than the sting site.
- Swollen eyes and eyelids.
- Wheezing.
- Tightness in the chest and difficulty breathing.
- Hoarse voice or swelling of the tongue.
- Dizziness or sharp drop in blood pressure.
- Shock.
- Unconsciousness or cardiac arrest.

If you have experienced a severe allergic reaction to an insect sting in the past, you will likely experience a similar or worse reaction if stung again. Doctors will prescribe a bee sting kit (eg. Epipen) to allergic people to carry with them at all times. For people who are hypersensitive to stings, wearing a medical alert bracelet will enable first aiders to respond promptly and appropriately to a sting victim who is unconscious.

People who have been stung multiple times (such as when fleeing from a swarm or nest) can sometimes suffer serious health effects. While rare, death may occur. If you have been stung many, many times at once, stung severely, or are experiencing health effects talk to your doctor. You may need to have your health monitored over the next few days or week.

What precautions can you take?

The best way to prevent stings is to avoid the insects. Note that insect repellent ("bug spray") does not affect these stinging insects. Avoidance and awareness are the keys to not being stung.

Submitted by Mary Eberling-Penner, GVTA WSH Rep.

Excerpt from an article from Government of Canada: Canadian Centre for Occupational Health and Safety.
[Working Safely around Stinging Insects : OSH Answers \(ccohs.ca\)](http://www.ccohs.ca/oshanswers/ergonomics/insects.html)

**GVTA SOCIAL & WELLNESS
EVENT FOR MEMBERS**

VOLLEYBALL

**TUESDAY MAY 31ST @ NPC GYM
5:30 TO 7:00**

**ALL ABILITIES WELCOME! PLEASE BRING CLEAN
INDOOR SHOES.**

**RSVP BY 3:30 ON FRIDAY MAY 27TH TO
BRANDY.SPRINGER@GVSD.CA**





Garden Valley Teachers' Association

AGM



**MAY
31,
2022**



**4:00
PM**

JOIN US

<https://us02web.zoom.us/j/82716946521>

- **Budget, policy & fee decisions**
- **Prizes**
- **Elections**

1.0 Call to Order @ 4:00 pm by M. Urichuk

- 1.1 *Garden Valley School Division buildings are located on Treaty 1 lands: the original lands of the Anishinaabe people, and on the homeland of the Métis nation. We recognize our history as an organization that operates on these lands here in the Red River Valley.*

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 25, 2021 Annual General Meeting Minutes:

4.1 APPROVED by GVTA Executive on June 2, 2021

4.2 **MOVED/SECONDED . CARRIED?**

5.0 Business Arising

5.1 Executive Changes since May 25, 2021 AGM:

- 5.1.1 Jim Parry Hill (SUB)—EB Co-Chair
- 5.1.2 Brandy Springer (JRW)—S&TW Co-Chair
- 5.1.3 Anny Froese (PDS)—Treasurer
- 5.1.4 Raffaele Bagnulo (NPC)-- appointed Ed Finance Chair
- 5.1.5 Dawn Dreger (BVS/BES)-- Member at Large
- 5.1.6 Shanna Potter (WES)-- Member at Large

5.2 Policy Changes over the past year:

5.2.1 **MOTION: MOVED/SECONDED Joel Swaan/Seconder Jonathan Cullen: Teachers New to GVTA:**

5.2.1.1 The President in consultation with the Social and Teacher Wellness Chairs will organize a welcome package for new teachers to the GVTA.

5.2.1.2 These packages will be distributed in person along with a lunch at each worksite with new teachers. An invitation to each lunch will include the new teachers at that school, GVTA executive members from that school, and the GVTA president.

5.2.2 **MOTION: MOVED/SECONDED Anny Froese/Donna McCausland Removal of mandatory division-wide event Policy Changes: distributed**

5.2.2.1 Kickoff Event. ~~The Social & Teacher Wellness Committee Chair may organize a kickoff event for the school year~~ The fall picnic is hosted and organized by the teaching staff at a different school each year according

to a rotational order kept by the Social & Teacher Wellness Committee Chair. The fall picnic is open to all divisional staff.

5.2.2.2 GVTA Events Open to All GVSD: If events are made available for all GVSD employees/trustees and those events that have a participant maximum or are subject to other resource limits, GVTA members will be given priority over other eligible participants (~~GVSD employees~~).

5.2.2.3 b. To plan, budget for and execute a minimum of three (3) events throughout the school year - **at least one (1) of these events will be near the start of the school year.** These events shall be relevant and serve our diverse community of needs throughout the year;

5.2.3 PAC policy: MOVED/SECONDED Kirsten Carman/Karla Rootsart

5.2.3.1 Political Action Committee

5.2.3.2 The primary function of the Political Action Committee (PAC) is to assist the GVTA Executive in determining the political priorities for the Local and to prepare for local, provincial, and federal elections. The membership of the PAC will include the President, Vice President and up to three (3) other members of the GVTA Executive. The responsibilities of the PAC shall include:

5.2.3.3 (a) reviewing and making recommendations regarding the political messaging of the Local on an ongoing basis;

5.2.3.4 (b) reviewing current provincial government policy on public education;

5.2.3.5 (c) reviewing and making recommendations on the Local's local election preparedness and planning;

5.2.3.6 (d) reviewing and making recommendations on the Local's provincial election preparedness and planning;

5.2.3.7 (e) reviewing and making recommendations on the Local's federal election preparedness and planning;

5.2.3.8 (f) reviewing and making recommendations on affiliations to support the Local's political endeavors; and,

5.2.3.9 (g) fulfilling other duties as mandated by the GVTA Executive and MTS.

5.2.3.10 **MOTION:** That suspend the policy to fund the GVTA AGM food.

MOVED/SECONDED: Kirsten Carman / James Driedger

5.2.4 **MOTION:** That we remove the policy to cover the funding of the Stanley Ag Society prizes. **MOVED/SECONDED: Anny Froese / Alyssa Friesen**

5.2.4.1 **MOTION:** That the new teacher gift package items to a maximum of \$30.

MOVED/SECONDED: Anny Froese / Kirsten Carman

5.2.4.2 **MOTION:** That the 2022-23 GVTA Budget number of new teachers be oved from 30 teachers to 15 new teachers. **MOVED/SECONDED: Val Harder/ James Driedger**

5.2.5 **MOTION:** That we suspend the executive gift policy for the 2022-2023 budget year.

MOVED/SECONDED: Donna McCausland/James Driedger

5.2.6 **MOTION:** That we remove the Principal and VP and Head Teacher gift from policy.

MOVED/SECONDED: Mary Eberling-Penner / Ashly Dyck

5.2.7 **MOTION:** That we reduce the Collective Bargaining honorarium from \$500 to \$250.

MOVED/SECONDED: Jessica Riddell/ Karla Rootsart

- 5.2.8 **MOTION:** That if the president has full time release time, there would be no honorarium of \$500. **MOVED/SECONDED: James Driedger / Mary Eberling-Penner**
- 5.2.9 **MOTION:** That we reduce the new teacher meeting with the president be changed to the president bringing a snack and not provide a meal. **MOVED/SECONDED: Raffaele Bagnulo / Jim Parry-Hill**
- 5.2.10 **MOTION:** That the PR teacher gift be given out once every two years, with the same cost annually. **MOVED/SECONDED: Kirsten Carmen / Jim Parry-Hill**
- 5.2.11 **GVTA President Release Time MOTION: MOVED/SECONDED: Anny Froese / Sarah Waldner**
- 5.2.11.1 L. GVTA President Release Policy:
1. The Association President shall have full-time release. The Association shall second the member from the Division and compensate the Division appropriately.
 2. The Association President shall experience no loss of benefits and the Association shall reimburse the Division for the President's salary, allowances when applicable, benefits and other costs related to the President's leave.

Executive Reports

6.0 President – M. Urichuk

6.1 I write this report after serving as the first GVTA president to have worked a year as president with full-time release. While this job has likely required full-time hours long before I came into the position, the full-time release provided the flexibility required to respond to the needs of GVTA members.

6.2 The GVTA membership and executive predicted an increase in member concerns this year with Bill 64 projected to pass the legislature and to have amalgamated numerous school divisions. While Bill 64 was defeated through PR campaigns of education stakeholders like MTS, there was certainly an increase in member concerns regardless. At the time of writing, I have handled 162 different members concerns this year since July 1, 2021. This is a significant increase from last year's 94 concerns.

6.3 While the concerns are varied by context, individual circumstances, and impact they can be generalized as involving the following topics: hiring procedures, PowerSchool structures, Respect for Human Diversity, mileage, eligible educator school supplies tax credit, term vs perm issues, car insurance, substitute emails, staffing, applications, mat/parental leave, carryover personal days, pay stubs, assignable tasks, provincial bargaining, sub exposure, extracurricular, sick leave, family medical leave, vaccination requirements, testing procedures and requirements, COVID harassment, censorship, workload, availability of subs, start of school day, end of school day, discipline, mental health/EAP/MFAP, member fee usage, WS&H, COVID cleanliness, PowerSchool and non-binary students/teachers, Masks in Gyms, Workload (missed preps & start of school day), Mental health, Noon Duty for part-time teachers, Workload Survey (inclusion), Travel, Sick leave requirements, EAP transition, membership mailing lists, Itinerancy, personnel, transfers, rapid tests, hostile environment for non-binary individuals, COVID restrictions, MTS remote learning press release, working over break, contract tracing, ERIP, expectations of work while on sick leave, rapid tests, improved masks, Humanacare, missed preps, personnel issue, 120 day

maximum, childcare, working from home, worksite inequalities, staffing allocations, increasing enrollment, adapted Sex Ed curriculum, inclement weather, part-time teacher entitlements, parent-teacher conferences, religious exercises, Backpay, late payments and NSF impact, violence, sexual harassment, resignation, and pay stubs.

6.4 Attended/Participated in meetings and events, including monthly Executive and Superintendent meetings, quarterly Liaison 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, 2021 is 184 events.

6.5 While COVID-19 restrictions impacted the beginning of this school year, restrictions lifted on March 15, 2022 and we entered a transition period to get to a post-COVID-19 restriction environment. This resulted in significant stress to many members. It appears most teachers have found a way to engage in a post-restriction school environment. However, COVID has continued to strain substitute lists.

6.6 For the first time in many years, GVSD is facing consecutive years of reduced enrollment. While the division has not resorted to lay-offs, they have used attrition and transfers to reduce FTE to a predicted 307FTE (24FTE lower than last year).

6.7 Thanks to Ashly Dyck (PRS) who represented GVTA on the Indigenous Voice and Action Standing Committee of MTS. Thanks to Raffaele Bagnulo (NPC) who represented GVTA on the Professional Development Standing Committee of MTS. Thanks also to members who serve on SAGE Executives.

6.8 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.

6.9 This year marks the final year that GVTA members will be covered by a non-expired, locally bargained collective agreement. There is significant means of hope for our members as we look to provincial bargaining. Historically, GVTA members have received pay that is below the vast majority of other school divisions. While we did make more gains than the bargained pattern, this past round of bargaining did not bring us up to equity with other teachers in the province. While the initial ruling on Bill 28 was successfully appealed by the MB government, the government chose not to pursue clawbacks of negotiated settlements.

6.10 GVTA delegates attended the Manitoba Federation of Labour Convention for the first time. Kirsten Carman and I attended and represented GVTA members by voting for action resolutions to lobby the government for numerous things including: increasing the minimum wage from the lowest in Canada to a liveable wage, establishing and funding school lunch programs, updating school curricula and to have any concepts in sex ed or having to do with relationships to reflect the standards set by SIECCAN, and funding initiatives committed to and called for within the 94 calls to action.

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 2021-22 school year, this included: providing accountability in the creation of monthly meeting

agendas, consulting on various LOU documents and attending GVTA-GVSD liaison meetings. I will also be attending MTS AGM in Winnipeg from May 26-28.

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.

1.1 In addition to serving as the Parkland School rep on the Executive and sitting on the GVTA Executive Nominations Committee, I also worked with the Equity & Social Justice Committee on inclusive language in GVTA documents, and was involved with the Equity & Social Justice Collaborative Learning Group Book Club.

1.1 I also continued my role on the Collective Bargaining Committee as the Parkland School rep, although the committee was largely inactive this year.

9.0 Secretary – M. Eberling-Penner

9.1 My main responsibility this year was to record the monthly minutes for our Executive meetings. At times, this was more challenging than usual, because of the virtual meetings held during the year. In these cases, I had to manage two devices simultaneously. We are currently again able to do in person meetings which are easier to follow and record. However, our experience with virtual meetings has allowed some members to attend remotely when no able to be at the in-person meeting site.

7.0 Treasurer – A. Froese

7.1 As a new (and inexperienced) Treasurer, I have faced a huge learning curve in 2021-22. I have really appreciated your patience and grace as I navigate a lot of new territory, especially as I dealt and continue to deal with grief due to my husband, Dwight’s passing in September 2021. COVID-19 has really impacted how we conducted our GVTA work as the Executive and within our respective schools, which changed how the budget played out different in previous years. It was good to see that more time was spent on Mental Health (PD spending), not only to help GVTA members to advocate for their students, but for their own self-awareness and care. We saw full-time release for our GVTA President, Mike Urichuk, which will continue to be a full-time need, as we look to the future. Declining enrolment results in reduced staffing allocations, which results in lower FTE member numbers. Inflation is impacting every sector of our lives, both personal and professional, which also means costs for GVTA services and supports have already increased. Each dollar spent buys less than before and we have made budget cuts in many areas. We remain committed to providing essential services to you, our members, while being fiscally responsible.

8.0 Collective Bargaining – J. Riddell / M. Urichuk

8.1 The 2021-22 school year will go down in the Collective Bargaining history books as it marks the transition from locally-bargained agreements to a single provincially-bargained agreement. In October, CB chairs and co-chairs from around the province elected a Provincial Collective Bargaining Committee (chaired by GVTA’s own Joel Swaan) and they immediately got to work on creating the first ever province-wide opening package. CB chairs and co-chairs met again in March to review that opening package and unanimously voted in favor of accepting the package. We are now prepared to begin the bargaining process with the government and look forward to presenting an agreement to membership in the (hopefully not *too* distant) future.

9.0 Education Finance – R. Bagnulo / VACANT

- 9.1 A presentation was created and shared with the board's liaison committee in January outlining GVTA's priorities regarding education finance locally.
- 9.2 The provincial Education Funding Model Review continues with a report anticipated in the 2022-23 school year and implementation of recommendations for the 2023-24 school year.

10.0 Employee Benefits – K. Carman / J. Parry-Hill

- 10.1 There were two major changes for GVTA members this year regarding Employee Benefits.

Firstly, due to a surplus in our Dental Plan, it was considered prudent to make some changes to this particular benefit; in particular, a reduction in premiums and/or increase coverage for the plan. In accordance with GVTA by-laws, an electronic vote was held on October 29, 2021, to determine the will of members. Prior to the election, members were given more detailed information via the September and October editions of the Apple Core, our social media account, and through an online event hosted by Glen Anderson, Head of Benefits, Manitoba Teachers' Society. A total of 109 members participated in the vote with 57% voting in favour of an increase in the maximum combined benefit from \$1500/year to \$1750/year, with an estimated 10% reduction in premiums. These changes came into effect in January 2022.

Secondly, the Educator Assistance Program (EAP) available to all members of the Manitoba Teachers' Society has been replaced with a new Member and Family Assistance Program facilitated by HumanaCare. Information regarding this new service, including the access code, was provided to members in the November and December additions of the Apple Core and a virtual presentation (in conjunction with the Western Teachers' Association and Prairie Rose Teachers' Association) was offered on January 27, 2022. The HumanaCare program has been available to members (and their eligible family) since January 01, 2022.

The Employee Benefits chair and co-chair attended the MTS Fall Seminar (Oct/21) and the chair virtually attended MTS Spring Seminar (April/22). Topics of note were the new HumanaCare program, a reduction in Long Term Disability premiums from 1.9% to 1.75% (effective Jan/22), and that MTS is considering increasing the maximum for clinical psychology from \$850/year to \$1500/year.

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

- 11.1 Book Club: The ESJ book club met on the first Wednesday of each month. The focus of the Book Club this year was on the concepts covered in "This Book is Anti-Racist" by Tiffany Jewell. Some of the ideas discussed were social identities, personal and institutional racism, prejudice, our history, an action plan, and working in solidarity against racism. A few books were chosen by the members to read and share at our June meeting. These books varied from books for classroom libraries to teacher resource books.
- 11.2 Policies: Joel Swaan, Val Harder, and Donna McCausland reviewed the GVTA policies to ensure inclusive language was being used throughout. Donna, Val and Mike (GVTA President) have started to review GVSD's Respect for Human Diversity policy and how the concepts within that policy are furthered and how this policy interacts with other divisional policies. Work will continue in this area.
- 11.3 Sessions: Donna attended the ESJ MTS Fall sessions and both Val and Donna attended the Winter sessions virtually. Both Donna and Val have attended different sessions

throughout the year in areas such as diverse voices in classroom libraries, Indigenous perspectives in the classroom, and how to teach with an equity lens.

12.0 MTS Provincial Executive— J. Swan

- 12.1 This year was the second of a two-year term on the MTS Provincial Executive as a Member-at-Large. One of the roles I fill according to GVTA Bylaws is to be a member of the local Executive. Thank you to the GVTA Executive who have nominated me to run again for a 2022-2024 two-year term, the outcome of which will be known by May 28th. Regardless of the outcome, it has been a privilege to Manitoba's 16,600 MTS members these past two years.
- 12.2 As a Provincial Executive (PX) member, this year I chaired the Provincial Bargaining Committee (PBC), which was tasked with the creation of an opening package for collective bargaining with the government's bargaining representatives; the opening package was approved by members from all of the affected local Teachers' Associations in March. We are now waiting for dates to be set for negotiations to begin. As the chair of the PBC, if I have been re-elected to the Provincial Executive, I will continue on with that committee, as well as serving as a member of the Table Team during negotiations.
- 12.3 I served as a PX liaison for the Metro Presidents (Louis Riel, Manitoba Institute of Trades and Technology, Pembina Trails, River East Transcona, Seven Oaks, St. James-Assiniboia, Winnipeg 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 Human Resources Committee.
- 12.4 I was able to participate in several Professional Development opportunities. I took "Preparation for Collective Bargaining" and "Costing Out a Contract" courses from Cornell University, and attended the Canadian Association for the Practical Study of Law in Education (CAPLSE) 2022 Conference *Innovation in Education: Capital Ideas*. I am also taking a course in June through the International Foundation of Employee Benefit Plans (IFEBC), completing the first half of their Advanced Trust Management Standards (ATMS) program.
- 12.5 Finally, I am in my second year of representing 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 Project Overseas alternative programs, as well as projects with the African Women in Education Network (AWEN); the Education International Asia Pacific (EIAP) Women's Network; the All India Primary Teachers' Federation (AIPTF); the Caribbean Union of Teachers (CUT); 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 éducatrices/éducatrices d'Haïti (UNNOEH); the Fédération des syndicats de l'éducation nationale du Togo (FESEN); the Grenada Union of Teachers (GUT); the Guyana Teachers' Union (GTU); the Ghana National Association of Teachers (GNAT); the National Teachers' Association of Liberia (NTAL); the Sierra Leone Teachers' Union (SLTU); the Saint Lucia 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); Le Syndicat des Professeurs du Sénégal

(SYPROS); Teachers' and Education Workers' Union in Ghana (TEWU); and the Zimbabwe Teachers' Association (ZIMTA). We also manage the investment portfolio that funds these projects.

13.0 Nominations Committee— J.-L. Heide

13.1 At the close of nominations on March 10th, Mike Urichuk (ECS) was acclaimed as GVTA President for the 2022-23 academic year.

13.2 As of the May 13th Nomination Deadline for the remaining positions, there are candidates running for 19 positions, with two vacant positions yet to be filled: Education Finance Chair & Co-Chair. Nominations for any position can be made from the floor of the AGM, where there could be an election for any position with more than one candidate. Please look for the complete full-page list later in this document of the 2022-23 slate of officers as of the close of nominations.

14.0 Indigenous Education – A. Dyck / J. Dreidger

14.1 This year, Ashly Dyck and James Driedger were the Indigenous Education chair and co-chair. Over the course of the year we were able to engage in conversations about different issues through training sessions, share some of the information and ideas around these issues with our membership, and we were able to continue the work done in past years.

14.2 Chair and co-chair attended the fall training session in November. The session was a hybrid session of online and in-person because Manitoba was still responding to the COVID-19 pandemic. The presenters at the session focused on sharing their knowledge on different teachings. There was a progression from Wilfred Buck's sharing about star teachings and traditional knowledge to learning about treaty making with Dawnis Kennedy, the impact of colonization on Indigenous Peoples from Joel Tétrault, and a discussion about land acknowledgements and where we should go next lead by Dr. Alex Wilson. Many questions about the genuineness of our treaty acknowledgement arose from the conversations around the tables at this session. Sarah Gazan, staff officer, shared briefing notes from this chairs meeting with the provincial executive. Indigenous Education chairs and Equity and Social Justice chairs had their winter training session together. Current topics were discussed. Bobbi-Jo Leclair shared what staff in Louis Riel School Division is doing to create an anti-racist and anti-oppressive approach to Indigenous education. Dr. Alex Wilson shared about land acknowledgements with this larger audience. The conversation was once again around making better connection between acknowledgement, reconciliation and action.

14.3 The focus of the chairs' efforts this year have been to work towards improved connection between acknowledgment, reconciliation and action in GVSD. Ashly Dyck shared what land acknowledgments mean to her in an Apple Core article. Ashly Dyck and Ashley Martin presented to the GVSD-GVTA liaison committee in April. Ashly Dyck shared a brief history of how land ownership has changed from the old world to the new world. Ashley Martin shared how she worked to create a land acknowledgement at GVC. The conversation ended with encouragement to review our practices with respect to land acknowledgements in GVSD. A final Apple Core article for teachers wanting to make land acknowledgements with their class, or in their school, will be shared next month.

14.4 We continue to encourage participation in acknowledging "Orange Shirt Day". Increased participation and engagement across the division was noted. Many staff and students ordered orange shirts from MTS in September. Many schools engaged in important

conversations. Manitoba Education recognized September 30 as “National Day for Truth and Reconciliation”. Treaty training is an ongoing option for schools. Some GVSD staff took this opportunity this year. Next year there will be a new chair and co-chair. We hope they continue the work that has been started in this GVTA executive portfolio.

15.0 Professional Development – A. Friesen / J.-L. Heide

15.1 GVTA PD committee has worked this year on promoting and providing quality PD in the midst of pandemic restrictions. We’ve worked with senior administration and divisional coordinators to deliver PD relevant to current educational topics and research and divisional goals. Some committee members work closely with their administrators on a school PD committee to plan school based PD days and consider how to integrate learning with school goals and student and teacher needs.

15.2 The committee worked together to provide funding and support for the October and April school based PD days, and planned the February PD opportunities which included the following topics and speakers:

- Powerful Writing Structures – Adrienne Gear
- Numeracy and Good Math Questions – Carole Fullerton
- Autism Awareness – Brendan Boehr (St. Amant)
- Teacher Wellness – Sascha Epp (MTS)
- Dynamics of Abuse – Genesis House
- The Rainbow Connection – Ryan Schroeder

15.3 Six CLG’s were applied for this year. Funds will be carried forward to next year and an increased amount of CLG’s will be encouraged, along with more quality, in-person PD for our February PD Day.

15.4 Going forward, the committee is working on revising the Policy and Procedure of the committee and updating CLG application process and forms.

16.0 Public Relations – J. Cullen / S. Waldner

16.1 This year, PR has provided gifts to members to show appreciation. A book will also be given to the incoming kindergarten students on behalf of GVTA. Due to growing costs and inflation, we are planning on cutting the number of times we hand out gifts. We will rotate between the kindergarten gift and teacher gifts, so we are only handing out one gift each year.

17.0 Social & Teacher Wellness – B. Richer / B. Springer

17.1 The year started off with the first in-person gathering at Winkler Bible Camp, where participants were treated to various activities and fun. At Christmas, GVTA members were able to attend 2 different at-home events, WA&C Paint Night or New Leaf DIY Christmas Wreath. As of this print date, we will say farewell to 4 long term teachers. There is one event left to plan and details will be out shortly.

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

18.1 GVSD experienced a gap of regular inspections and meeting related to COVID-19 taking priority and added time, limiting visits to locations, and staffing changes on the WSH committee. A divisional variance asking for a divisional committee and high school

subcommittee was granted. The WSH committee has regained momentum and has held two in-person meetings. Inspections have been shared with the committee and training needs for committee members have been noted. Plans for next year likely will include a component of training for those on the committee.

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

20.0 Proposed Bylaw Changes:

20.1 **Local President release bylaw change**

MOVED/SECONDED: Joel Swaan/Val Harder CARRIED?

PROPOSED:	CURRENT:
<p>5.6 The Members shall determine the release time of the President of the Local and any other Members of the Executive, subject to the terms of the Collective Agreement, Bylaw 5.7, and the Budget of the Local.</p>	<p>5.6 The Members shall determine the release time of the President of the Local and any other Members of the Executive, subject to the terms of the Collective Agreement and the Budget of the Local.</p>
<p>5.7 The President of the Local shall have full-time release. The Local shall second the member from the Division and compensate the Division appropriately.</p>	<p>5.7 Subject to the approved Budget of the Local, the Local shall endeavor to provide compensation for release time to the Member, as though the Member of the Executive teaches or works for the equivalent of the release time, and no Member of the Executive shall suffer a reduction in salary that would be earned pursuant to the Collective Agreement as a result of occupying a position on the Executive with release time.</p>
<p>5.8 Subject to the approved Budget of the Local, the Local shall endeavor to provide compensation for release time to the Member, as though the Member of the Executive teaches or works for the equivalent of the release time, and no Member of the Executive shall suffer a reduction in salary or benefits that would be earned pursuant to the Collective Agreement as a result of occupying a position on the Executive with release time.</p>	
<p>Rationale: The Local President position has been a full-time position for years. The president is always on-call and the meetings require many evenings and weekends in addition to the typical workday. However, due to past collective agreement language, we had no choice but to offer only 50% release. With that restriction now removed,</p>	

<p>it is important for us to decide on this in an ongoing fashion.</p> <p>While enshrining this release time in the Bylaws does have other benefits such as stability in staffing and budgeting decisions, the adoption of this motion boils down to ensuring that the President of the Local is compensated for the work that they do. It is a general principle of the labour movement that we compensate Members appropriately for the work that they do. Making this change in our bylaws will allow us to be in line with this core value.</p>	
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21.0 Acceptance of financial statements

21.1 That the financial statements ending August 31, 2021 be accepted **MOVED/SECONDED: / : CARRIED?**

22.0 2021-22 Budget and Membership Fees.

22.1 **MOTION:** That the 2022-23 Budget and Membership Fees be accepted as presented. **MOVED/SECONDED: / : CARRIED?**

23.0 GVTA 2022-23 Executive Elections

23.1 The following members are acclaimed as of noon on May 13

Position		Nominee (administrative unit)		
Nominees by: 12:00pm, Friday May 13, 2021	Acclaimed 4:00pm, Thursday, March 11 th at 4pm	President	Mike Urichuk (ECS)	
	Vice-President	Joel Swaan (PLS)		
	Treasurer	Anny Froese (PDS)		
	Secretary	Mary Eberling-Penner (PCS/EDW)		
	Collective Bargaining	Chair	Jessica Riddell (ECS)	
		Co-Chair		
	Education Finance	Chair		
		Co-Chair		
	Employee Benefits	Chair	Kirsten Carman (GVC)	
		Co-Chair	James Driedger (NPC)	
	Chair	Val Harder (DO)		

	Equity & Social Justice	Co-Chair	
	Indigenous Education	Chair	Karla Rootsaert (SWD)
		Co-Chair	Jim Parry-Hill (SUB)
	Professional Development	Chair	Alyssa Friesen (PRS)
		Co-Chair	Mikaela Martens (PRS)
	Public Relations	Chair	Jonathan Cullen (NPC)
		Co-Chair	Sarah Waldner (NPC)
	Social & Teacher Wellness	Chair	Brenda Richer (NPC)
		Co-Chair	Brandy Springer (JRW)
	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, WES		

23.2 ACCLAIMED

23.3 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.

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

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

23.3.2.1 BVS/BES

23.3.2.2 WES

23.4 Executive Concluding Terms: With gratitude, we thank those who have served on the executive in 2021-22 who did not run for Executive positions for the 2022-23 year:

23.4.1 Shanna Potter (WES)

23.4.2 Jennifer-Laura Heide (DO)

23.4.3 Raffaele Bagnulo (NPC)

23.4.4 Ashly Dyck (PRS)

23.4.5 Donna McCausland (NPC)

24.0 Next Annual General Meeting – Tuesday, May 30, 2023 @ 4:00pm.

25.0 Adjournment: 4: pm.

Appendix A:

GVTA BUDGET NOTES 2022-2023

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 331 Full Time Equivalent
307 FTE's x \$25.00/month x 12 months = \$92 100.00
Plus fees from subs:
Average of \$300.00 per month x 8 months roughly = \$2 400.00
Total Fees of \$94 500.00

2. EI Rebate (Revenue)

\$28 877.65 (estimate)

3. Bank Interest (Revenue)

\$300

4. President's Release Time Subsidy (Revenue)

\$26 250 (estimate)

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

\$300 Prizes for AGM (arranged by PR)

8. Fall GM

\$0

9. AGM-MTS Expense

Subs
Binder meeting (6 half days= 3*164= \$492)
AGM (2 full days= 2*164= \$328)
Total: \$820

Mileage
1 vehicle to AGM \$195

Hotel Rooms
\$932.94 (previous year)

Hospitality (\$1/FTE= \$331)

Snacks \$150

Alternate meals (\$210)
Wed- supper
Thurs- all
Fri- all
Sat- Brkfst&Lunch
Supper- \$35; Lunch- \$20; Bkfst- \$15

10. Accountant Review Expense

\$2650 Estimated cost based on previous year

11. Benevolence and Gifts Expense

\$300 Benevolence & gifts as need arises
\$90 (\$15/outgoing executive x estimated 6 people)
\$450 New teacher gift packages (estimated 15 teachers x \$30 each)

12. Collective Bargaining Expense

\$300.12 MTS Seminars (2 Winnipeg return trips for co-chair)
\$1600 committee meetings (16 members x \$20 per diem x 5 meetings-- once every other month as needed)

13. Dependent Care

\$100

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

\$100 chair/co-chair meeting

16. Employee Benefits Expense

\$480 GVTA liaison meetings
\$80 Committee meetings meals
\$100 regional meeting mileage chair
\$100 regional meeting mileage co-chair
\$200 MTS seminars for co-chair expenses

17. Executive Honorarium Expense

23 executive positions= \$6750
\$250 per portfolio holder (20 positions)
\$500 each President, PD chair, and treasurer (3 positions) -- remove president if president is full time

Unrepresented administrative units are entitled to have a MAL:
\$100 per MAL (3 eligible currently) = \$300
\$6500 + \$300= \$6800 Honorariums

18. Executive Meetings Expense

\$3150 Monthly meetings 26 people x \$15 per diem x 9 meetings (one of the meetings meals is in the retreat budget)

19. Executive Retreat Expense

\$560 Lunch November meeting \$20 x 28 (executive plus 2 presenters)
\$150 Meeting room rental
\$150 Snacks
\$500 Speaker fee
\$500 Team building
\$3772 Sub fee \$164/day x 23 attendees (some attendees will not need a sub)

20. Liaison Meetings Expense

\$260 Meals for meetings (4 meetings x \$65)— based on pre-covid spending

21. A) Professional Development Expense - GVTA

\$1 000 PD Budget subsidization (lower than usual due to anticipated carryover of provincial dollars)

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

\$360 Cell phone for President
\$888 internet for president (74*12)
\$810 internet for treasurer (67.20*12)
\$255 mailbox rental
\$130 Website
\$26 website domain registration

23. President's Meetings / Sub Expense

\$336 Start of year orientation/planning meetings
\$400 GVTA president meetings
\$1000 School visits
\$300 New teacher meetings (snack visit with new teachers-- estimated 15 new teachers)

24. President's Release Expense

\$102 000 full salary, benefits, etc. (salary grid position x 1.06 for CPP and other employer paid expenses rounded up to the next thousand)

25. Public Relations Expense

\$ 5300 PR campaigns
(Alternate internal and external each year)

26. Social / Wellness Expense

\$1500 GVTA picnic
\$3000 mid and year-end events
\$1000 Retirement gifts \$100 x 10

27. Supplies Expense

\$300 Paper, tape, stamps, ink cartridges, miscellaneous office supplies

28. Equity & Social Justice Expense

\$1400 snack and beverages for book club meetings (\$140 x 10)
\$1200 MTS Seminars
\$100 MTS regional meeting and Pride Parade mileage

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)
\$300 Giveaways (Prizes for responding to Apple Core questions/requests)
\$100 Orange shirt gifts for new sr admin & admin

30. Vice-President

\$500 Professional Development
\$387 President's Council

31. Nominations Committee

\$100 Meals for meetings

32. Mileage

\$500 Approximate mileage for executive meetings and board meetings

33. Summer Leadership Training (Brandon)

Hotels
3 nights x 4 people x ½ subsidized by MTS (\$150/night x 3 nights x 4 x 0.5 = \$900)

Mileage
MTS covers

Meals
MTS covers

Total: \$900

34. Memberships

Garden Valley Teachers' Association
Budget 2022-2023

	Actual 2021-22	Budget 2021-22	Difference in Budgets Actual to-date & Budget	Projected Actual for 2022 2021-22	Budget 2022-23	Difference in Budgets 2021-22 & 2022-23
Revenues:	<i>as of April 30</i>					
1 GVTA Fees	36,379.56	68,724.00	32,344.44	72,759.12	94,500.00	25,776.00
2 EI Rebate	30,604.00	26,000.00	-4,604.00	30,604.27	28,877.65	2,877.65
3 Bank Interest	221.06	300.00	78.94	400.00	300.00	-
4 President's Release Time Subsidy	0.00	-	0.00	2,000.00	26,250.00	26,250.00
5 GVSD/Provincial PD Funds	0.00	32,000.00	32,000.00	32,000.00	32,000.00	-
6 Grant Revenue	1,500.00	1,500.00	0.00	1,500.00	1,500.00	-
Total Revenue	68,704.62	128,524.00	59,819.38	128,524.00	183,427.65	54,903.65
Expenses:						
7 AGM-GVTA Expense	0.00	500.00	500.00	300.00	300.00	200.00
8 GM (possibly ratification meeting)	0.00	-	0.00	0.00	-	-
9 AGM-MTS Expense	0.00	2,604.00	2,604.00	2,558.00	2,638.94	- 34.94
10 Accountant Review Expense	0.00	2,650.00	2,650.00	2,650.00	2,650.00	-
11 Benevolence and Gifts Expense	250.00	3,700.00	3,450.00	3,500.00	840.00	2,860.00
12 Collective Bargaining Expense	77.72	1,753.00	1,675.28	77.72	-	1,753.00
13 Dependent Care	0.00	100.00	100.00	0.00	100.00	-
14 Education Awards Expense	0.00	3,170.00	3,170.00	3,170.00	3,170.00	-
15 Education Finance Expense	0.00	715.00	715.00	0.00	100.00	615.00
16 Employee Benefits Expense	236.63	960.00	723.37	360.00	960.00	-
17 Executive Honorarium Expense	250.00	7,000.00	6,750.00	6,800.00	6,300.00	700.00
18 Executive Meetings Expense	425.91	4,680.00	4,254.09	1,200.00	3,150.00	1,530.00
19 Executive Retreat Expense	2,662.54	4,580.00	1,917.46	2,662.54	5,632.00	- 1,052.00
20 Liaison Meetings Expense	0.00	260.00	260.00	0.00	260.00	-
21 A) Professional Development Expense	0.00	3,000.00	3,000.00	0.00	1,000.00	2,000.00
21 B) Professional Development Expense	18,778.29	32,000.00	13,221.71	32,000.00	32,000.00	-
22 Portable Office Expense	877.82	5,003.00	4,125.18	2,469.00	2,469.00	2,534.00
23 President's Meetings / Sub Expense	532.70	3,800.00	3,267.30	2,100.00	2,036.00	1,764.00
24 President's Release Expense	0.00	96,000.00	96,000.00	96,000.00	102,000.00	- 6,000.00
25 Public Relations Expense	2,565.62	4,000.00	1,434.38	4,500.00	5,300.00	- 1,300.00
26 Social / Wellness Expense	2,871.42	8,042.00	5,170.58	4,271.42	5,500.00	2,542.00
27 Supplies Expense	0.00	165.00	165.00	0.00	300.00	- 135.00
28 Equity & Social Justice	297.25	3,730.00	3,432.75	1,000.00	2,700.00	1,030.00
29 Indigenous Education	0.00	2,000.00	2,000.00	0.00	1,400.00	600.00
30 Vice-President	0.00	1,395.00	1,395.00	0.00	887.00	508.00
31 Nominations Committee	0.00	100.00	100.00	0.00	100.00	-
32 Executive Meetings Mileage	0.00	500.00	500.00	300.00	500.00	-
33 Summer Leadership Training (Brandon)					900.00	
34 Memberships					-	-
Total Expenses	29,825.90	192,407.00	162,581.10	165,918.68	183,192.94	9,214.06
Net Income	38,878.72 -	63,883.00	-102,761.72	-37,394.68	234.71 -	64,117.71

**GARDEN VALLEY TEACHERS'
ASSOCIATION**

UNAUDITED FINANCIAL STATEMENTS

August 31, 2021

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the members of
Garden Valley Teachers' Association

We have reviewed the accompanying financial statements of Garden Valley Teachers' Association that comprise the statement of financial position as at August 31, 2021, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Garden Valley Teachers' Association as at August 31, 2021, and results of its operations and its cash flows for the period ended in accordance with Canadian accounting standards for not-for-profit organizations.

Gislason Targownik Peters

CHARTERED PROFESSIONAL ACCOUNTANTS

Winkler, Manitoba
February 8, 2022

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Operations
For the year ended August 31, 2021

	2021	2020
REVENUE		
Garden Valley Teachers' Association fees	\$ 37,013	\$ 44,641
Professional development income	31,360	32,000
Employment Insurance rebate	27,473	26,776
Grant revenue	1,471	-
Interest income	273	94
Miscellaneous income	108	933
	97,698	104,444
OPERATING EXPENSES		
Board expense	4,331	4,619
Collective bargaining committee	997	418
Committee costs and miscellaneous	2,401	1,346
Education awards	3,000	3,000
Equity social justice committee	141	1,279
Executive honorariums	5,996	6,400
General meetings	300	11
Indigenous education committee	328	862
Office expense	5,603	3,866
President expenses	5,720	1,548
President's release time	42,481	47,870
Professional development	22,697	22,634
Professional fees	2,703	2,380
Public relations committee	6,659	3,605
Special events committee	7,614	7,620
	110,971	107,458
DEFICIENCY OF REVENUE OVER EXPENSES	\$ (13,273)	\$ (3,014)

See accompanying Notes to Financial Statements and Review Engagement Report

2

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Changes in Net Assets
For the year ended August 31, 2021

	General Fund	Reserve Fund	2021	2020
NET ASSETS - Beginning	\$ 95,838	\$ 20,000	\$ 115,838	\$ 118,852
Deficiency of revenue over expenses	(14,531)	-	(13,273)	(3,014)
NET ASSETS - Ending	\$ 81,307	\$ 20,000	\$ 102,565	\$ 115,838

See accompanying Notes to Financial Statements and Review Engagement Report

3

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Financial Position
As at August 31, 2021

	2021	2020
ASSETS		
CURRENT ASSETS		
Cash	\$ 94,561	\$ 107,633
Current portion of investments	10,000	10,000
	104,561	117,633
INVESTMENTS (Note 3)	5	5
	\$ 104,566	\$ 117,638
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 2,000	\$ 1,800
NET ASSETS		
General fund	81,307	95,838
Reserve fund (Note 4)	20,000	20,000
	101,307	115,838
	\$ 103,307	\$ 117,638

APPROVED ON BEHALF OF THE BOARD:

_____ Trustee

_____ Trustee

GARDEN VALLEY TEACHERS' ASSOCIATION
Unaudited Statement of Cash Flow
For the year ended August 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Deficiency of revenue over expenses	\$ (13,273)	\$ (3,014)
Net change in non-cash working capital balances	200	5,800
	(13,073)	2,786
INVESTING ACTIVITIES		
Investments	-	11,765
(DECREASE) INCREASE IN CASH AND EQUIVALENTS	(13,073)	14,551
CASH AND EQUIVALENTS - Beginning	107,633	93,082
CASH AND EQUIVALENTS - Ending	\$ 94,560	\$ 107,633

See accompanying Notes to Financial Statements and Review Engagement Report

5

GARDEN VALLEY TEACHERS' ASSOCIATION
Notes to the Unaudited Financial Statements
For the year ended August 31, 2021

1. PURPOSE OF THE ORGANIZATION

Garden Valley Teachers' Association is an unincorporated not-for-profit organization. Its purpose is to further the aims and objectives of The Manitoba Teachers' Society, to improve and maintain working conditions for Association members and to promote and advance education in the Association's educational community. It is a not-for-profit organization under Section 149 of the Income Tax Act (Canada) and is therefore exempt from income tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements of the organization have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Financial instruments

Financial assets and liabilities are initially measured at fair value. Subsequent measurement of financial assets and liabilities are at amortized cost unless otherwise noted. Financial assets and liabilities measured at amortized cost consist of cash, investments and payables.

It is management's opinion that the organization is not exposed to significant credit, currency, interest rate, liquidity or market risks arising from these financial instruments, unless otherwise noted.

Capital assets

Capital assets are recorded as an expense in the year of acquisition. Capital assets of \$1,447 (2020 - \$NIL) were recorded as an expense during the year. The sole category of capital assets held by the organization is computer equipment.

Revenue recognition

The organization follows the deferral method of accounting for contributions. Unrestricted contributions are recognized as revenue in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted contributions are recognized as revenue in the year in which the related expenses are recognized.

Association fees, professional development income, grants, rebates, miscellaneous and interest income are recognized as revenue when earned.

GARDEN VALLEY TEACHERS' ASSOCIATION
Notes to the Unaudited Financial Statements
For the year ended August 31, 2021

Contributed services and materials

A substantial number of volunteers contribute a significant amount of their time each year. Due to the difficulty of determining the fair market value, contributed services are not recognized in the financial statements.

Contributed materials which are used in the normal course of the organization's operations and would otherwise have been purchased are recorded at their fair value at the date of contribution if fair value can be reasonably estimated.

3. INVESTMENTS

	2021	2020
Access Credit Union Ltd. share	\$ 5	\$ 5
Access Credit Union Ltd. GIC	10,000	10,000
	10,005	10,005
Less: Current portion of investments	10,000	10,000
	\$ 5	\$ 5

The guaranteed investment certificate earns interest at the rate of 1.9% and matures in November, 2021.

4. RESERVES

The reserve fund was established by the board as an internal allocation to provide funds to the general fund when required for special projects, emergencies and to cover operating deficits.



Executive Members Present:

*Roxanne Baraniski (PRS) – Indigenous Ed. Chair	*Raffaele Bagnulo (NPC) – PD Chair
*Jonathan Cullen (NPC) – PR Chair	*Jessica Riddell (ECS) – CB Co-Chair
*James Driedger (NPC) – Ed finance Chair; VP	*Brenda Richer (NPC) – Social/Teacher Well. Chair
*Ashly Dyck (PRS) – Indigenous Ed Co-Chair	*Karla Rootsart (SWD/HES) –MAL
*Mary Eberling-Penner (PCS/EDW)-Secretary; WSH	*Rhonda Peters (NPC) – Treasurer
	*Shanna Potter (WES) – Member-at-Large
*Val Harder (DO) – ESJ Co-Chair	*Joel Swaan (PLS) – Past-President; Provincial Exec.
*Jennifer-Laura Heide (DO) – PD Co-Chair	
*Kirsten Carman (GVC) – Emp. Benefits Chair	*Mike Urichuk (ECS) –President; CB Chair
*Kayly Letkeman (DO) – PR Co-Chair	*Moyra Vallelly (COSL) – MAL
* Donna McCausland -ESJ	*Sarah Waldner (NPC) – Social Media Coordinator

Zoom Link: <https://us02web.zoom.us/j/89400142707>

Members Present:

*Allison McKinnon-Seymour	*Ginette Wilkins
*Amanda Hildebrand	*Gwen Heinrichs
*Ana LaPeare	*Ian Hart
*Angi Wieler	*Jacqui Kusnick
*Anne Weaver	*Jordan Peters
*Anny Froese	*Kath Penner
*Ashley Martin	*Kailey Peters
*Bernie Janzen	*Kelsey Dyck
*Brandy Springer	*Kim Apperley
*Bud Kehler	*Laura Kalyta
*Candace Funk	*Laura Penner
*Claire Goertzen	*Rick Schroeder
*Crystal Gavigan	*Tana Friesen
*Crystal Hildebrand	*Warren Wall
*Donovan Giesbrecht	

Regrets:

Laura Unger (DO) –Ed Finance Co-Chair	
Walter Fehr (BVS)- MAL	

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 Forty-nine members present. Quorum reached.

2.0 Additions to the Agenda:

- 2.1 No addition

3.0 Acceptance of the Agenda: **MOVED: James Driedger/SECONDED Kirsten Carmen 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 Karla Rootsart/SECONDED Allison McKinnon-Seymour. 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 #slamthedoorn64. 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 retro pay 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 Moyra Vallelly/SECONDED Anny Froese. 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)		
Nominees by: 12:00pm, Friday May 14, 2021	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>	
	Workplace Safety & Health Liaison	Mary Eberling-Penner (PCS/EDW)		
	Appointed	Past-President	Joel Swaan (PLS)	
MTS Provincial Executive				
	COSL Representative	Moyra Vallely (JRW)		

To be elected by the members they represent:	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
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26.2 **ACCLAIMED—new roles start on July 1st, 2021. All new representatives are invited to attend the June GVTA meeting.**

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: 4:30 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

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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