



Garden Valley Teachers' Association

The Apple Core

Jan 2023

Upcoming Events

Jan 18: [MTS Women in Educational Leadership Writers' Series](#) (registration closed)

Jan 18: Early Dismissal

Jan 24, 4pm: [MTS Good Grief: How to Cope and Move Forward](#) registration deadline

Jan 25, 6pm: MTS [Indigenous Education Series – Teachers Talking to Teachers](#): Getting Over Fear: Non-Indigenous Educators and Indigenous Education

Jan 26: GVSD-GVTA Liaison Meeting

Jan 27, 8:30am: [MTS FemLightenment Series](#): Part III - Standing Tall [registration deadline](#)

Jan 28, 10am: [MTS FemLightenment Series](#): Part III - Standing Tall

Jan 30: [MTS Union Learning Grants](#); First round of [applications](#) due

Jan 31: Deadline for Principals and Vice-Principals to request Leaves-of-Absence for 2023-24

Jan 31: [MTS Good Grief: How to Cope and Move Forward](#)

Feb 3: Gr. K-8 PD Day; Gr. 9-12 Admin Day

Feb 6: Gr. 9-12 Admin Day

Feb 7: GVTA Executive Mtg

Feb 8: Nominations open for GVTA President and all other portfolios for 2023-24

Feb 14: GVSD-GVTA PD Committee Mtg

Feb 14: GVSD School Board Meeting

Feb 15: Deadline for Teachers to request Leaves-of-Absence without pay for 2023-24

Feb 15: [MTS Women in Educational Leadership Writers' Series](#) (registration closed)

Feb 15: Early Dismissal

Feb 16-17: COSL Winter Conference

Feb 17, 8:30am: [MTS FemLightenment Series](#): Part IV - Do You Need an Energy Boost? [registration deadline](#)

Feb 18, 10am: [MTS FemLightenment Series](#): Part IV - Do You Need an Energy Boost?

Feb 20: Louis Riel Day: No School

Greeting, GVTA-ers!

New year, new president! As you may know, Mike Urichuk is on parental leave for the remainder of the 2022-2023 school year, so I'm diving back into the President role for the remainder of the year having previously served as GVTA President from 2016-2020. Thanks to Andrea Friesen (SUB) and Melissa Hodge (GVC) who are taking over my teaching duties at Parkland so that this transition is possible. Thanks also to Karla Rootsart (SWD) who was elected by the GVTA Executive to take over as GVTA Vice-President. We wish Mike (ECS) and Melanie (GVC) all the best as they spend time with new little ones, although they will also continue to serve on the Executive in their roles as Past-President and Education Finance Chair (Mike) and Equity & Social Justice Co-Chair (Melanie).

Mental Health Union

The last time I was president, my final year ended with the introduction of COVID, three-plus months of lockdowns, and remote teaching. It was an uncertain time, and while the uncertainty has ended, it has taken its toll on people. There are some who are invigorated by being "back to normal," and there are others who have been coping. Managing. Getting by.

In these new times, it is more important than ever that we embrace the union – not the "rah-rah-sis-boom-bah" of parading ourselves around with a banner – but the idea that together, we are more than we are alone. Small acts of collectivity are more important now than ever. Check in on a teaching partner to see how their day went. Connect with a colleague who shares a student with you, or who teaches the same course to see how a lesson went. Share a success story with another person who can celebrate with you. But also, look for signs that indicate a need for support or a helping hand. Get a temperature check on your neighbour, but also do one on yourself with regularity.

Care for All in Education

In addition to [MTS's partnership with HumanaCare](#), [Care for All in Education](#) is a website that is supported by the Canadian Mental Health Association with funding assistance by the Manitoba government, and is specifical-

ly designed to support Manitoba’s educational workforce. They have a 24-hour crisis line at 1-888-322-3019, and you don’t have to wait until you are in crisis to call. They offer online courses, such as one on Seasonal Affective Disorder coming up on January 26th. They have also compiled a list of on-line and in-person resources for a variety of issues, such as grief, anxiety, depression, healthy living, LGBTQIA2+, mindfulness, loneliness, stress, and how to support your staff’s mental health in the workplace. Of course, you are also welcome to call me, and I will work to help you find the resources you need as well.

Safe & Inclusive Space signs

There has been some public discussion in our community recently regarding the posting of MTS’s Safe and Inclusive Space signs ([available for download here](#)). This includes discussion at the December GVSD Board meeting. Some questions were asked by Board members around intent, and those questions were answered capably by Superintendent Dan Ward. As the questions and discussion centered around teachers and their classrooms, GVTA passed a motion at our January meeting that we would respond to their questions via a letter to the Board, sent on behalf of the entire Executive. As some of our members are very aware of the public discourse taking place, it was agreed to at the Executive meeting that our letter would be published in *The Apple Core* so that our members would know the official position of the Executive. I welcome your feedback on this issue and on our letter should you feel to share it via e-mail, call, or text.

AI Chat

To end with a little fun, and with AI Chat being the new toy (and technological difficulty) within education, I thought I’d give it a try. It wrote the following “heartfelt” words.

“As your new [local] president, I am honored to serve and represent the dedicated educators of our [division]. My priority as president will be to ensure that our voices are heard and that our rights as educators are protected.

“I understand that the past year has been incredibly challenging for all of us, but I want to assure you that I am committed to supporting you in any way that I can. We have faced many obstacles, but I believe that by working together, we can overcome them.

“I also want to take this opportunity to remind you of the importance of our union. It is through our collective bargaining agreements that we are able to secure fair wages, benefits, and working conditions. We must continue to support and strengthen our union in order to protect the rights of all educators.

“As we move forward, I want to encourage open communication and active participation from all members. I am always available to listen to your concerns and ideas, and I look forward to working together to make our [division] a better place for students and educators.”

Not bad!

I look forward to hearing from you. In solidarity,

Joel

gvtapres@mbteach.org

204-384-5635 (call or text)

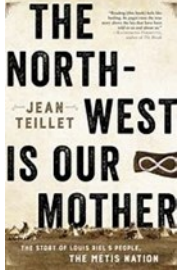
Garden Valley Teachers’ Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.

Resources for Louis Riel Day

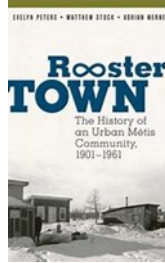
By: Karla Rootsart

This year, Louis Riel Day is observed in Manitoba on February 20th. Here are some resources to share with students and colleagues:

Non Fiction Books:



The North-West Is Our mother:
The story of Louis Riel's people,
the Metis Nation by Jean Teillet



Rooster Town The history of an
Urban Metis Community by Eve-
lyn Peters, Matthew Stock and
Adrian Werner

Classroom Resources:

Louis Riel Institute: <https://www.louisrielinstitute.com> (Manitoba)

Children's book and other resources, including a Metis Education Resource Kit
Michif language resources
Metis culture information

Gabriel Dumont Institute: <https://gdins.org> (Saskatchewan)

Virtual Museum of Metis History, including a learning resources and lesson plans
Books and other items for all grade levels

Rupertsland Institute: <https://www.rupertsland.org> (Alberta)

Digital Stories
You Tube Read alouds
Printable resources

Strong Nations Publishing: <https://www.strongnations.com>

Wide variety of Metis books

Manitoba Metis Federation: <https://www.mmf.mb.ca>

Metis Minute Videos of Metis culture
Red River Cart Adventures videos (primary)
The Beat Goes on Music videos

Social & Teacher Wellness

By: Brandy Springer



Welcome back! I hope you all had an amazing holiday season complete with good food, time with family & friends, lots of rest and relaxation. Be sure to keep an eye on our GVTA social media pages (Instagram, Facebook and Twitter) for some giveaways in the coming weeks.

Your first chance to win... like/follow our new Facebook page (Garden Valley Teachers Association). The first 20 new GVTA followers will be entered into a draw to win some prizes! The first people to read the Applecore have the first chance :P

Cauliflower Black Bean Tostadas with Queso & Pickled Onion

Ingredients

- 1 large head of cauliflower, cut into florets
- salt and olive oil
- 1 package taco seasoning
- 1 14-ounce can refried black beans
- 8–10 small corn tortillas
- 1/4 cup of vegetable or canola oil
- Cilantro
- pickled red onion
- queso



Instructions

For the pickled red onion: thinly slice one red onion and place in a jar. Fill about 1/3 of the way with white vinegar. Fill the rest of the way with water. Add a pinch of salt and a pinch of sugar. Shake to combine. Refrigerate; onions will be “pickled” and ready to eat in about 1 hour. Keeps in the fridge for 3-5 days.

Preheat the oven to 425. Arrange the cauliflower florets on a baking sheet; drizzle with olive oil and sprinkle with salt. Roast for 25-30 minutes until browned and tender. Add taco seasoning directly to the pan; toss with the cauliflower using tongs until it's well coated. (You might not need a full taco seasoning packet for this.) Return to the oven for 5-10 minutes to get it nice, soft, and roasty-delicious.

Heat 1/4 cup of oil in a large skillet. You want the oil to be hot enough so that a speck of water dropped in will sizzle across the top. Add your tortillas to the oil, a few at a time depending on size, and fry for a few minutes on each side until golden brown and crispy. Place on a paper towel lined plate to remove excess oil, and repeat with remaining tortillas.

Top tortillas with warmed black beans, roasted cauliflower, cilantro, pickled onion, and warmed queso. Sprinkle with salt and lime juice as needed / wanted.

Introducing the MTS Union Learning Grant

If you'd like to build your understanding and skills in the areas of labour relations and unionism, the MTS Union Learning Grant is for you! The grant is intended to support mentorship and professional learning and is applicable to costs related to registration fees, travel and accommodations—if required. There are three rounds of grants planned for 2023, with applications for the first round due by January 30. Click [here](#) to apply today!

A Taxing Read: CPP & EI

By: Mike Urichuk

Hello GVTA Members,

The message below is a reminder that CPP and EI premiums will be deducted from your January 2023 pay and explaining how this may result in less take-home pay compared to your December 2022 pay.

Teachers pay premiums for their Canada Pension Plan (CPP) and Employment Insurance (EI) every calendar year. As you may be aware, CPP and EI premiums are monthly payroll deductions made until the annual maximum premium is deducted. The majority of our full-time members contribute the maximum annual amount to both CPP and EI before the end of the calendar year. This means that many members stop paying CPP and EI premiums once that maximum is paid and therefore have a higher take-home pay in the later months in the calendar year. This message is to remind members that with the start of the new year that these contribution amounts are reset and that these premiums will be deducted from your take-home pay in January.

- The EI premium rate for 2023 is \$1.63 per \$100 up to an annual maximum premium of \$1 002.45

For context, other EI rates can be found here: [EI premium rates and maximums - Canada.ca](#)

- The CPP rate for 2023 is \$5.95 per \$100 up to an annual maximum premium of \$3 754.45

For context, other CPP rates can be found here: [CPP contribution rates, maximums and exemptions - Canada.ca](#)

While the increases to both the premium rate and annual maximum premium are not substantially out of the ordinary, the difference between not paying EI and CPP premiums in December 2022 and paying them in January 2023 can result in a reduction of take-home pay between December 2022 and January 2023 of over \$600 for some members. If you earned less than the maximum pensionable earnings in 2022 (\$64 900), it is likely you will not notice a change beyond the regular monthly variation in take-home pay between December 2022 and January 2023. Teachers making more than \$64 900 will experience a difference in take-home pay between December 2022 and January 2023 with those earning higher salaries experiencing a larger difference in take-home pay.

While this change in take-home pay between December 2022 and January 2023 is an annual and regular occurrence, it seemed like a change to remind folks of as we experience sustained inflation. Although this change is both an annual and regular occurrence for many members, please note that it is not experienced by all members because individual circumstances can vary significantly.

Please do not hesitate to reach out if you have any further questions.

All the best folks,

Mike

GVSD K-8 PDD DAY FEB 3, 2023

Pine Ridge Elementary School
1655 Roblin Blvd., Winkler

Keynote Speaker: Kevin Chief

Breakout Session Topics:

- Rethinking the Inclusive Classroom: Working with EA's to support diversity
- Opening the Door to Reconciliation Through Story Telling and Fact
- Mamahtawaisiwin - An Introduction to the New Indigenous Inclusion Directorate from MB Education
- Self-Care for Teachers
- Classroom Conversations
- Central Station and Regional Connections - Moving Forward with Community Connections
- Box-Circle Experience - Addressing cultural sensitivity and the history of colonization.
- Oral Language Teaching: Facilitating Language Learning in French and German Classrooms

Watch your email for additional Info and sign up information!

2022-2023 GVTA EXECUTIVE



Joel Swaan (PLS)
President; Prov. Exec



Karla Rootsart (SWD/HES)
Vice-President
Indigenous Ed. Chair



Mary Eberling-Penner
(PCS/EDW)
Secretary; WSH



Amy Froese (PDS)
Treasurer



Mike Urichuck
Past-President
Ed. Finance Chair



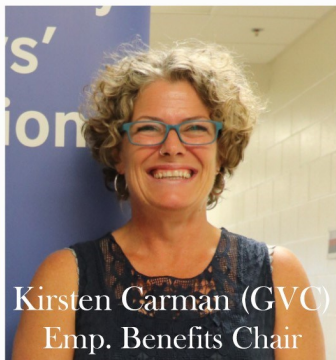
Moyra Vallely (COSL/JRW)
COSL Rep



Jonathan Cullen (NPC)
PR Chair



Sarah Waldner (NPC)
PR Co-Chair



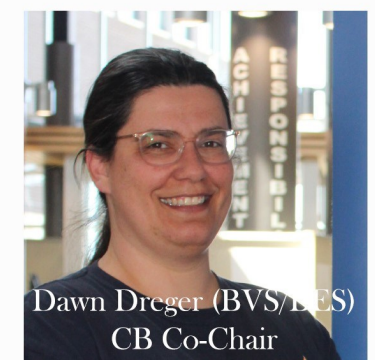
Kirsten Carman (GVC)
Emp. Benefits Chair



James Driedger (NPC)
Emp. Benefits Co-Chair



Jessie Riddell (ECS)
CB Chair



Dawn Dreger (BVS/DES)
CB Co-Chair



Alyssa Friesen (PRS)
PD Chair



Mikaela Martens (PRS)
PD Co-Chair



Val Harder (DO)
ESJ Chair



Melanie Urichuk (GVC)
ESJ Co-Chair



Brandy Springer (JRW)
Social & TW Chair

Please feel free to contact local executive members
using their divisional email address
<firstname.lastname@gvtd.ca>
or contact the GVTA President
at gvtdpres@mbteach.org

VACANCIES:
Ed. Finance Co-Chair
Indigenous Ed. Co-Chair
Social & Teacher Wellness Co-Chair
Parkland, WES & Sub Reps





Box 579, Winkler, MB, R6W 4A7
gvtapres@mbteach.org
204-384-5635
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@gvteach @gardenvalleya

January 16, 2023

To the Trustees of the Garden Valley School Division,

At the public GVSD Board meeting on December 13, 2022, the MTS Safe and Inclusive sign was discussed at length. Several questions were asked which we, as the Garden Valley Teachers' Association Executive, would like to address.

The first two questions that we would like to address are:

- "Is there a reason why MTS is promoting this sign?"
- "Are they feeling that schools are unsafe?"

The Manitoba Teachers' Society recognizes that there are students who do not feel safe in Manitoba schools. We as teachers recognize that, even with our best efforts, there are members of the student population that feel unsafe attending schools in Garden Valley School Division. At the recent Board meeting, it was clearly stated that the Board is committed to all students feeling safe, and we agree that having students feel safe in our schools is a shared priority. The MTS sign states, "Welcome to a Safe & Inclusive Space." Where these signs are posted, it is because staff are making a visible commitment to everyone that their's is a safe and inclusive space.

We would also like to address the question, "Is anything different happening in the classrooms where the signs are hanging?" Whether safe and inclusive signs are posted or not, teachers base their teaching on the same provincial curriculum. The curriculum, which all Manitoba teachers are obligated to adhere to, connects with GVSD's Mission Statement and Beliefs, including citizenship, collaboration, and critical thinking. We are committed to our shared belief that "trusting relationships are key to creating a safe, caring, and engaging learning environment" for all learners.

We appreciate how Superintendent Dan Ward spoke to the issue. We value his ongoing support for teachers as we strive to build relationships built on trust with everyone that shares our spaces.

We support students, staff, and families from equity-seeking groups within our population and acknowledge that there can be additional challenges faced by some as they navigate diverse school experiences. The GVTA appreciates the discussion regarding these signs and will continue to work together with the GVSD Board to ensure all students feel safe in our classrooms. We are proud of the strong relationship that we have had with the Board in the past, built through on-going dialogue, and we look forward to further discussions.

Respectfully,

Joel Swaan, on behalf of the GVTA Executive
GVTA President

cc: D. Ward

January 13, 2023

NOTICE OF CALL

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

The 104th Annual General Meeting of the Provincial Council of The Manitoba Teachers' Society will be held beginning at 8:30 AM on May 25, 26 and 27, 2023.

The Provincial Council consists of members of the current Provincial Executive and representatives named by Locals, the Council of School Leaders and the Éducatrices et éducateurs francophones du Manitoba. The number of delegates per Local entitled to attend Provincial Council is determined by the rules outlined in Bylaw II, Part I (1.7).



Danielle Fullan Kolton, Ph.D.
Executive Director

Le 13 janvier 2023

AVIS DE CONVOCATION

L'avis de convocation est diffusé en conformité avec le Règlement II de la Manitoba Teachers' Society.

La 104^e Assemblée générale annuelle du Conseil provincial de la Manitoba Teachers' Society aura lieu à 8 h 30 les 25, 26 et 27 mai 2023.

Le Conseil provincial est formé de membres du Bureau provincial actuel et des personnes représentantes nommées par les associations locales d'enseignantes et d'enseignants, le Conseil des chefs d'école et par les Éducatrices et éducateurs francophones du Manitoba. Le nombre de personnes déléguées par association locale d'enseignantes et d'enseignants ayant droit de participer au Conseil provincial est déterminé en conformité avec les règlements énoncés dans le Règlement II, Partie I, 1,7.



Danielle Fullan Kolton, Ph.D.
Directrice exécutive

MEMORANDUM

TO: Local presidents

FROM: Danielle Fullan Kolton, Executive Director

DATE: January 13, 2023

RE: **CALL FOR NOMINATIONS – PROVINCIAL EXECUTIVE POSITIONS 2023 - 2025**

The following Provincial Executive positions for the term of 2023 - 2025 will be elected, in accordance with Bylaw III, *Elections of the Provincial Executive*, at the Annual General Meeting of Provincial Council 2023:

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

Nominations must be forwarded to the attention of the Executive Director by email at governance@mbteach.org, **no later than 4:00 PM on March 1, 2023**. As stated in the Bylaws, the deadline is March 1, regardless of if that day falls on a Sunday. Campaigning may only commence once the nomination is verified as bona fide in accordance with the procedures in Bylaw III.

For your ease of reference, please find attached the Provincial Executive Election Guide.

Should you have any questions or concerns, please do not hesitate to contact me directly, either by telephone at 204-831-3064 or via email at dfullankolton@mbteach.org.

Sincerely,



Danielle Fullan Kolton, Ph.D.
Executive Director

PROVINCIAL EXECUTIVE ELECTION GUIDE



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MTS NEEDS YOU

Since the first meeting of The Manitoba Teachers' Federation in 1919, hundreds of teacher leaders have worked as part of the Society's Provincial Executive (PX) to improve the lives of teachers, their students and public education.

From pay to pensions, from class size to curriculum, PX members have had a profound influence on the welfare of teachers, status of the teaching profession and cause and creation of the public education system.

But the work continues and so does the need for more teacher leaders to bring their energy and ideas to the table.

This guide is intended to help you make an informed decision about running for a position on the PX by understanding the commitment and scope of the role and feeling prepared to participate fully in the nomination, campaign, and election process as a candidate.

What is the Provincial Executive?

The Provincial Executive is the 13-member executive committee responsible for directing the business of The Manitoba Teachers' Society, implementing decisions of the Provincial Council, and overseeing the day-to-day affairs of the Society (Bylaw I, 5.1).

Its membership includes one full-time release president, one full-time release vice president, and 11 members-at-large with partial release time. All positions are elected, and elections are conducted at each Annual General Meeting of Provincial Council by The Manitoba Teachers' Society and governed by [Bylaw III – Elections of the Provincial Executive](#).

Who do I contact for more information?

Election Administration

Responsible for coordinating the registration and endorsement process and receiving and processing candidate materials. Provide administrative support to the Chief Returning Officer.

Danielle Dorge & Christen Winning
Toll free: 1.800.262.8803
E-mail: governance@mbteach.org

Chief Returning Officer

Responsible for the application, operation, and monitoring of the nomination, campaign, and election of Provincial Executive.

Danielle Fullan Kolton
Direct: 204.831.3064
E-mail: dfullankolton@mbteach.org

UNDERSTANDING THE COMMITMENT

Term of Office

In accordance with Bylaw I, the president and vice president shall be elected for a two-year (2) term and shall be eligible for re-election for one additional term. Members-at-large shall be elected for two-year (2) terms and shall be eligible for a maximum of three (3) consecutive terms.

Time Commitment

Members-at-large perform a variety of duties including:

- attending PX daytime meetings.
- attending four daytime Presidents' Council meetings.
- attending the MTS Provincial Council Meeting (AGM).
- chairing a committee(s) (Ad hoc or Standing) or being a member of a PX committee(s).
- selecting members for committees, chairing meetings, submitting reports.
- liaising with a region of the province and the Local presidents for the region.
- engaging in dialogue, discussion, and interactions with various stakeholders regarding MTS interests.

Readiness for meetings is a time consuming and critical responsibility of PX members and this requires reading materials, submitting reports within deadlines, and communicating with Society staff.

Meeting Schedule

PX convenes for two- or three-day meetings eight months out of each school year (October, December, January, March, April, May, and June). Additional meetings may be called to address emergent issues or to conduct training or planning sessions as agreed upon by the Executive members. PX members also attend and/or chair a variety of other meetings held both during and outside of school hours.

Meeting Location

PX meetings take place in the Marshall Boardroom at McMaster House, the Society's building, in Winnipeg. Committee meetings may take place in locations other than McMaster House.

Release Time

Per Bylaw I, 5.5, Provincial Executive (PX) members-at-large have up to 20% release time from their teaching duties. The Society pays directly to the school division for that release time so that there is no change to their pay cheque. Members-at-large are responsible for budgeting and scheduling their release time appropriately and reporting monthly release time usage through submission of their expense claims. There should be no expectation that additional release time will be possible.

Training

Both personal professional development funds and governance and fiduciary training are provided to support PX members both collectively and individually in their general duties. The PX is consulted annually to identify educational needs and specific training and education priorities.

UNDERSTANDING THE SCOPE OF THE ROLE

Bylaw Duties

Subject to Bylaw I, the Provincial Executive shall be responsible for carrying out its fiduciary obligations and overseeing the affairs of the Society between Provincial Council Meetings by:

- a. carrying out ongoing strategic planning, and ensuring implementation of such plans, including political action and reviewing such plans and actions on a regular basis to determine their effectiveness;
- b. implementing decisions of Provincial Council, including applicable Policies;
- c. developing interim Policies between Provincial Council Meetings and reporting the development of same to Presidents' Council and Provincial Council;
- d. ensuring Policy interpretation or application is communicated to Locals and advise Presidents' Council about any changes in the way Policies are being interpreted or applied;
- e. making appointments to the Life and Honorary Membership Committee, Professional Conduct Committee, Review Committee, standing committees, commissions, task forces, and external organizations, including the Canadian Teachers' Federation board and other labour organizations, and other committees as required, including appointing the chairperson of the committee, commission or task force;
- f. appointing a member of the Provincial Executive as the chairperson of each standing committee, ad hoc committee or task force;
- g. appointing the Executive Director and other staff on personal services contracts, determining their remuneration, benefits and how they will be evaluated and their performance reported upon; negotiating with unionized and non-unionized staff regarding their remuneration and benefits; approving all personal services agreements, staff collective agreements, and memorandums of agreement or letters of understanding or any other such amendments negotiated during the term of an agreement, with all in scope and out of scope staff; and providing Members with access to information about the duties and responsibilities of all officers and staff, as well as their remuneration and benefits;
- h. assigning duties to officers of the Society and mechanisms for ensuring such duties are being carried out as directed;
- i. subject to article 8.3 of Bylaw I, approving, issuing, suspending or revoking Local Charters, Local Constitutions, Bylaws and Policies;
- j. approving mergers or amalgamations of Locals;
- k. approving, issuing, suspending or revoking COSL, EFM and SAGE Constitutions, Bylaws and Policies;
- l. holding, or directing the Executive Director to hold, membership meetings with Local members to discuss strategic plans or issues of concern;
- m. in the event a Local's election is declared void, directing the Executive Director to supervise the holding of new elections within sixty (60) Days of the decision being made by the Provincial Executive;
- n. suspending the Local, the Local executive or Members, if there is prima facie evidence that a Local executive or Members have violated the Constitution or Bylaws, or have engaged in actions that are detrimental to the Collective Interests of Teachers, the Society, its Locals or Members;
- o. appointing an administrator, trustee or provisional executive to exercise the authority of the Local until the investigation is completed and the matter determined or new Local elections are held;
- p. reporting actions taken to the next Provincial Council Meeting;

- q. responding to concerns raised by Members, Locals or other groups within the Society;
- r. liaising with relevant Outside Bodies;
- s. deciding whether to allow a Local or Member to withdraw from or opt out of any scheme or program of insurance undertaken or operated by the Society as an insurer or where the Society enters into a contract of insurance with an insurer, and the terms or conditions upon which such opting out will be allowed;
- t. ensuring Locals comply with the Society's financial and operational policy guidelines;
- u. appointing signing authorities for all Society accounts and funds; and
- v. approving any budget expenditures it is anticipated will be over those approved by Provincial Council prior to the expenditure being incurred;
- w. conducting appeals of decisions of the Executive Director about the information maintained in the Register or not to provide or continue providing services to Members;
- x. approving premiums for schemes or programs of insurance maintained by the Society; and
- y. approving additional release time for a member of the Provincial Executive for exceptional circumstances or travel time.

Roles and Responsibilities

ROLE / RESPONSIBILITY (derived from Constitutional authority)	PROVINCIAL EXECUTIVE (PX)
Strategic Directions	<ul style="list-style-type: none"> • In the context of Society objects, and an environmental scan, determine the strategic direction for the Society • Ongoing planning and review
Policy	<ul style="list-style-type: none"> • Develop policy • Establish interim policy • Provide leadership in determining direction of policy development • Approve policy implementation
Staff	<ul style="list-style-type: none"> • Establish the staff complement • Negotiate staff collective agreements
Operational Plans	<ul style="list-style-type: none"> • Receive committee and program operational plans and budgets • Subsequent to the approval of the budget in March, review the operational plans
Operational Policies and Procedures	<ul style="list-style-type: none"> • Receive reports from the SLT on operational policies and procedures on an as-needed basis
Budget/Fees	<ul style="list-style-type: none"> • Approve Society budget for submission to Provincial Council • Recommend membership fee based on budget • Monitor the budget throughout the year • Amend the budget as required
Assets	<ul style="list-style-type: none"> • Be aware of Society assets and approve any substantive changes to the assets
Committees	<ul style="list-style-type: none"> • Establish committees as required by bylaw, Provincial Council directive or as determined by the PX • Name chairs and membership of committees • Chair committees • Ensure that committees have appropriate terms of reference • Address committee recommendations and reports • Monitor committee budgets and deal with potential over-expenditures

NOMINATION, CAMPAIGN, AND ELECTION TIMELINE

January 15	Notice of/Call for Nominations
March 1 @ 4 pm	Deadline for Nominations
TBD Annually	Candidate Meeting
April 1	Deadline for Submission of Candidate Materials
April President' Council Meeting, April	President and Vice President speeches
Provincial Council Meeting, Thursday Afternoon	Deadline for Delegate Nominations from the Floor Deadline for Receipt of Materials for Candidates Running from the Floor
Provincial Council Meeting, Friday Evening	Election Forum
Provincial Council Meeting, Saturday Morning	Election and Results Announcement

NOMINATION

Eligibility

Active members in good standing are eligible to run in PX elections.

An Active Member in Good Standing shall include every person who holds a legal certificate of qualification, or a limited teaching permit to teach in Manitoba, whose membership has not been suspended or revoked by the Society, who has not voluntarily terminated their membership in the Society, and who:

- a. is employed as a Regular Teacher or a Substitute Teacher and has paid the Required Membership Fees;
- b. is a Plan Teacher Recipient who continues to pay Required Membership Fees; or
- c. is a Regular Teacher or Substitute Teacher on an authorized leave of absence, who continues to receive remuneration or salary or benefit payments from their employer during all or a portion of the leave of absence, and who continues to pay Required Membership Fees.

Procedures

Potential candidates must register for nomination. Registration involves the email submission of information including name, Local, and the position they are seeking candidacy for to the Chief Returning Officer via governance@mbteach.org.

Following registration, the potential candidate will receive a link to provide to members who wish to endorse them. It is the responsibility of the potential candidate to provide the link to endorsers.

Members who are endorsing a candidate will register through the online portal MyProfile to confirm their endorsement.

Potential candidates will be notified when they have been endorsed by 25 members and will receive their nomination form with endorsements listed. Potential candidates will receive two updates on their current nomination numbers registered in MyProfile prior to the nomination deadline date.

Nominations from delegates at the Provincial Council Meeting with the endorsement of at least twenty-five (25) other registered delegates will be accepted as a "Candidate Running from the Floor" and announced as part of the slate of candidates for election. Their election materials must be submitted no later than 4pm on the first day of the Provincial Council Meeting.

Candidate Meeting

All bona fide candidates in contested races (with two or more candidates running) are required to attend a virtual meeting from 4:00-5:00 pm hosted by the Chief Returning Officer, date to be determined annually. The meeting will focus on establishing a common understanding of the election rules and answering any questions candidates may have.

CAMPAIGN

Campaign Period

The campaign period for any candidate may not commence until their nomination is verified by the Chief Returning Officer and notification of bona fide candidacy is provided to the candidate, Local presidents, and the Provincial Executive.

Promotion

The Society promotes awareness of the election through its traditional and social media channels (publications, website, social media, and all-member email SUB).

Candidates are presented with a variety of opportunities to support the promotion of the PX election in which they are running and are required to respond in a timely manner to requests from the Society for various items, information, and participation.

Upon the close of nominations, all candidates will be announced on the MTS website including the Local in which they are a member.

Candidate Materials

The following candidate materials must be submitted to the Chief Returning Officer via governance@mbteach.org on or before the deadline:

Photo: A high resolution digital 'head and shoulders' colour photo, suitable for reproduction (JPEG or TIF). If you do not have such a photo, please have one taken professionally and submit the cost to the Society for reimbursement.

Biography and Election Statement: A biography and election statement in a single MS Word file not exceeding 250 words. Word count includes all text in the bio and election statement excluding the title and years (i.e. 2023) and is determined by word count function available in MS Word. No exceptions will be made. Submissions that do not meet the word count limit will be returned to the candidate for resubmission and will not be accepted if re-submitted after the deadline.

Submissions will *not* be edited by the Society for spelling and grammar. Candidates are strongly encouraged to enlist the help of an editor before submitting materials as their materials will be posted publicly.

Decorum

- Candidates shall conduct themselves at all times and in all platforms in a manner consistent with the [Code of Professional Practice](#).
- All campaign activities must be conducted in a friendly, collegial, and non-intrusive manner.
- Election campaigns must follow a high standard of safety, inclusion, professionalism, and respect in themes, content, and behaviour.
- A Local inviting a candidate to any type of event it sponsors during the campaign period is required to extend the same invitation to all candidates running for the same position.

Guidelines and Limitations

- Incumbent members of Provincial Executive are not to use Society email or status in any way to promote their campaign.
- Use of Society logos on campaign materials is strictly prohibited.
- Candidates shall have their campaign materials vetted by the Chief Returning Officer before they are produced.
- Promotional materials, campaign literature and hospitality events must be available at no cost to delegates of the Provincial Council Meeting (AGM).
- Candidates may not approach MTS Staff for campaign assistance.
- Candidates may not offer campaign materials to staff.
- One poster, to a maximum of 5,400 square cm (80 cm x 67.5 cm) will be permitted for the period of the Provincial Council Meeting. Posters that exceed the size limit will not be posted.

Election Forum

The Election Forum will be conducted as follows:

- Each candidate for president will be given five (5) minutes to speak to the assembly.
- Each candidate for vice president will be given five (5) minutes to speak to the assembly.
- Each candidate for member-at-large will be given two (2) minutes to speak to the assembly.

Following the speeches, questions will be directed to candidates for Provincial Executive; names will be drawn to determine the order of responding. The Chief Returning Officer (Executive Director) shall solicit questions prior to the Election Forum. Details to follow.

Each candidate will be given one (1) minute to respond to the question, and question period continues until all candidates have answered two questions.

ELECTION

Procedures

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

- The doors to the ballroom will be locked promptly at the start of the session and no late delegate entries will be permitted.
- Delegates eligible to vote shall mark their ballots, fold them, and submit the folded ballots to the deputy returning officers who shall collect the ballots.
- Regular business shall proceed while the votes are being counted.
- Each delegate voting may vote for the number of candidates the delegate supports but any ballot cast for more than the total number of candidates to be elected shall be considered spoiled.
- If the number of candidates nominated is the same as the number of positions to be filled, no vote shall be conducted and the Chief Returning Officer shall declare the candidates elected.
- If following the vote for president a defeated candidate is re-nominated for vice president or member-at-large, no further endorsement is required.
- If following the vote for vice president, a defeated nominee is re-nominated for member-at-large no further endorsement is required.
- Appointment as a deputy returning officer shall not deprive a delegate of the right to vote, but that delegate may not actively campaign for any of the candidates in order to maintain the impartiality of the vote.
- Where the margin between the elected candidate and the defeated candidate is not more than five percent (5%) of the total ballots cast, the Chief Returning Officer shall conduct a recount.



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