

2023

Pembina
Trails
Teachers'
Association



2023 ANNUAL REPORT

**Annual General Meeting
June 27, 2023**



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Agenda

As is customary before each of our gatherings, we must recognize our history as a settler organization to these lands in the Red River Valley.

We are located on Treaty 1 land; the original lands of the Anishinabe, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Metis nation.

PTTA respects the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and of the present, and we dedicate ourselves to move forward in partnership with the Indigenous communities in a spirit of reconciliation and collaboration.

With that...I wish everyone a good evening.

1. Call to Order
2. Adoption of the Agenda for June 27, 2023 PTТА Annual General Meeting
3. Acceptance of the PTТА Annual General Meeting Minutes of June 28, 2022
4. Reports
 - 4.1. President Lise Legal
 - 4.2. Vice President – Professional Development Jennifer Paszkat
 - 4.3. Vice President – Collective Bargaining Sean Giesbrecht
 - 4.4. Treasurer Adrienne Collins
 - 4.5. Employee Benefits Daniel Mitchell
 - 4.6. Equity & Social Justice Kelly Chin
 - 4.7. Wellness/Social Alyssa Caughy
 - 4.8. Member-at-Large Rebecca Chambers
 - 4.9. Member-at-Large John MacKinnon
 - 4.10. PTCEL Liaison No Representative
5. New Business
 - 5.1. PTТА Meeting Dates 2023 - 2024
 - 5.2. PTТА Executive for 2023 - 2024
6. President’s Closing Remarks
7. Adjournment

Attendance at June 28, 2022 AGM

SCHOOL	A	COUNCIL REP.	R
Acadia		Kelly Fuerst	
		Tony Paukovic	
Alt. High School		Chris Roe	
Arthur A. Leach	√	Allison Perlov	
	√	Natalie Isford	
Bairdmore		Kim Fitchner-Jerez	√
		Lynn Levine	√
Beaumont	√	Angela Waters	
Beaverlodge	√	Katie Strickland	
Chancellor		Linda Green	√
		Christel Steingart	
Charleswood		Jennifer Stuart	
		Kim Proutt	
		Jill Sutherland	
Crane		Carolyne Lessard	√
CSS	√	David Groff	
Dalhousie		Heather Niziol	√
Dieppe		Rachel Saltiss	√
Fort Richmond	√	Sheridan Vinci	
	√	Ian Lindal	
General Byng		Keli Holbrow	√
Henry G. Izatt		Gina Grobber	√
	√	Judy Stevens	
	√	Michael Penner	
		Marc Collier	
Laidlaw		Matthew Cameron	
Linden Meadows	√	Kendra Cleave	
Oak Park		Karen Harper	√
		Doris Nelson	√
		Gus Watanabe	√
Oakenwald		Mary-Ann Mitchler	√
		Erin Woytko	
Pacific Junction	√	Tanis Lengyel	
Program Dept.			
PTEC	√	Scott Hardman	
Ralph Maybank	√	Kristi Grunsten-Yonda	
		Jennifer Schraml	
RHG Bonnycastle	√	Heba El Gayar	
	√	Lisa Laurence	
		Ty Fillion	
River West Park	√	Deanna Derksen	
		Amber Finch	

SCHOOL	A	COUNCIL REP.	R
River West Park		Sharon Mohammed	
Royal School		James MacLennan	
		Lorraine Barton	
Ryerson	√	Wayne Scantlebury	
		Brad Ryant	√
Shaftesbury		Leo Harley	√
		Chace Porter	
		Larry Solomon	
South Pointe	√	Rachelle MacNeil	
	√	Brittany Doerksen	
		Leah Morrish	
	√	Karyn Pich	
St. Avila		Cindy Westra	
Tuxedo Park	√	Shelley Penner	
		Carol Hall	
Van Walleghem		Allison Bruckshaw	
		Derek Persad	
Vincent Massey	√	Chris Yard	
	√	Marty Balcaen	
		Ashley Bailey	
		Bill Stevenson	
	√	Carla King	
		Susanne Suffield	
Viscount Alexander	√	Megan Restall-Conan	
Westdale	√	Rob Rutledge	
Westgrove	√	Laura Steidl	
		Lisa Sykes	
Whyte Ridge	√	Chantal Muzyka	
		Cathy Page	
EXECUTIVE	√	Lise Legal	
	√	Jennifer Paszkat	
	√	Sean Giesbrecht	
	√	Adrienne Collins	
	√	Michael Pauley	
	√	Kelly Chin	
	√	Michelle Barclay	
	√	Daniel Mitchell	
	√	Alyssa Caughy	
		Michelle Russo	
	√	John MacKinnon	
	√	Kathryn Slovinsky	
		tba	

Minutes of the June 28, 2022 AGM

As is customary before each of our gatherings, we must recognize our history as an organization and as settlers to these lands in the Red River Valley. We are located on Treaty 1 land; the original lands of the Anishinaabe, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Metis nation. PTTA respects the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with the Indigenous communities in a spirit of reconciliation and collaboration.

1 **Motion:** Call to Order 4:30 pm

2 **Motion:** To adopt the Agenda

Moved: MacNeil (École South Pointe)

Second: Penner (École Tuxedo Park)

Carried

3 **Motion:** To accept the PTTA Annual General Meeting Minutes of June 22, 2021

Moved: MacKinnon (Executive)

Second: Muzyka (Whyte Ridge)

Carried

4 Reports:

4.1 President

Lise Legal

Report in package.

- A big thank you to Alyssa Caughy for knocking it out of the park with gifts for retirees and again for the wonderful items provided to delegates attending the MTS AGM

4.2 Vice President – Professional Development

Jennifer Paszkat

Report in package.

- Highlight – many categories have received increases, and a new category has been added. Be sure to check out all of your amazing options for PD.

4.3 Vice President – Collective Bargaining

Sean Giesbrecht

Report in package.

4.4 Treasurer

Adrienne Collins

Report in package.

Motion: To accept the Treasurer's reports.

Moved: Collins (Executive)

Second: Stevens (HGI)

Carried



- | | |
|---|-------------------|
| 4.5 Employee Benefits
Report in package. | Daniel Mitchell |
| 4.6 Equity & Social Justice
Report in package. <ul style="list-style-type: none">• Winnipeg Pride prizes are on their way to winners. | Kelly Chin |
| 4.7 Public Relations
Report in package | Michelle Barclay |
| 4.8 Wellness/Social
Report in package. | Alyssa Caughy |
| 4.9 Past President
Report in package | Kathryn Slovinsky |
| 4.10 Member-At-Large
No report submitted | Mishelle Russo |
| 4.11 Member-At-Large
Report in package <ul style="list-style-type: none">• Gratitude to all the work of PTTA Council and Executive over the year, especially to Lise for her guidance throughout a difficult year. Best wishes for a great summer! | John MacKinnon |

Motion: To adopt the reports as presented.

Moved: Hardman (PTEC)

Second: Collins (Executive)

Carried

- 5 New Business
 - 5.1 PTTA Council Meeting Dates 2022-2023: listed in the package
 - 5.2 PTTA Executive Meeting Dates 2022-2023: listed in the package
- 6 President's Closing Remarks
Appreciation to Council and Executive for exceptional communication, collaboration and work. Special celebration directed at Retirees who have been Council Representatives in the past, specifically Laura Steidl, Lorraine Barton, Neta Friesen and Rachel Saltiss. Thank you to office staff here at PTTA, Jennifer, Sean, Tobi. Have a terrific summer everyone.
7. Adjournment: 4:43 PM



2022-2023 PTTA Executive

<u>Position</u>	<u>Name</u>
President	Lise Legal
Vice President, Professional Development	Jennifer Paszkat
Vice President, Collective Bargaining	Sean Giesbrecht
Past President	Kathy Slovinsky
Treasurer	Adrienne Collins
Secretary	Michael Pauley
Employee Benefits	Daniel Mitchell
Equity and Social Justice	Kelly Chin
Public Relations	Michelle Barclay
Wellness/Social	Alyssa Caughy
Member-at-Large	John MacKinnon
Member-at-Large	Rebecca Chambers
PTCEL (not elected)	



2022-2023 PTTA Council Representatives

Schools/Sites	Head Representatives	Additional/Alternate Reps
Acadia	Paukovic, Tony	Fuerst, Kelly
Acadia		Scantlebury, Leah
Acadia		MacRae, Sean
Acadia		Gray, Kelly
Alt. High School	Roe, Chris	
Arthur A. Leach	Perlov, Allison	Isford, Natalie
Bairdmore	Fitchner-Jerez, Kim	Levine, Lynn
Beaumont	Waters, Angela	Thomas, Rebecca
Beaverlodge	Strickland, Katie	
Bison Run	El Gayar, Heba	Theodorou, Sophie
Chancellor	Green, Linda	
Charleswood	Stuart, Jennifer	Proutt, Kim
Charleswood		Alexander, Sharon
Crane	Lessard, Carlyne	
CSS	Tapley, Brent	
Dalhousie	Niziol, Heather	
Dieppe	Novotny, Wendy	
Fort Richmond	Vinci, Sheridan	Lindal, Ian
General Byng	Smith, Maggie	
Henry G. Izatt	Grobber, Gina	Prach, Sarah
Henry G. Izatt		Penner, Michael
Henry G. Izatt		Collier, Marc
Laidlaw	Cameron, Matthew	
Linden Meadows	Cleave, Kendra	
Oak Park	Harper, Karen	Chappellaz, Guy
		Villeneuve, Jean-Luc
Oakenwald	Mitchler, Mary-Ann	Woytko, Erin
Pacific Junction	Lengyel, Tanis	
Prairie Sunrise	Scantlebury, Wayne	Ryant, Brad
Program Dept.		
PTEC	Hardman, Scott	

2022-2023 PTTA Council Representatives

Schools/Sites	Head Representatives	Additional/Alternate Reps
Ralph Maybank	McKinnon, Piper	Schraml, Jennifer
RHG Bonnycastle	Clemons, Amber	Laurence, Lisa
RHG Bonnycastle		Fillion, Ty
River West Park	Derksen, Deanna	Finch, Amber
River West Park		Mohammed, Sharon
Royal School	MacLennan, James	
Shaftesbury	Harley, Leo	Porter, Chace
Shaftesbury		Snyder, Stacey
South Pointe	MacNeil, Rachelle	Doerksen, Brittany
South Pointe		Morrish, Leah
South Pointe		Pich, Karyn
St. Avila	Westra, Cindy	
Tuxedo Park	Penner, Shelley	
Van Wallegghem	Bruckshaw, Allison	Persad, Derek
Vincent Massey	Yard, Chris	Bailey, Ashley
Vincent Massey		Stevenson, Bill
Vincent Massey		Balcaen, Marty
Vincent Massey		King, Carla
Vincent Massey		Suffield, Susanne
Viscount Alexander	Restall-Conan, Megan	
Westdale	Rutledge, Rob	
Westgrove	Quanbury, Dave	
Whyte Ridge	Muzyka, Chantal	

President 2022 - 2023 Annual Report

It has been enriching and inspiring to continue to work with and for you as your PTTA President. This report will highlight my activities throughout the year in service of Members.

Committee Work and Annual Meetings

- Association Council on Education (ACE)
- Board-Association Council on Education (BACE)
- Joint PD Management Committee
- PTTA Indigenous Voice and Action (IVAC) Committee
- PTTA Women in Education Leadership Committee (WEL)
- PTTA Education Finance and Workplace Safety Committees
- My role as your PTTA President includes being an ex-officio member of all PTTA committees.

PTTA Executive Training Workshop – held on April 11th, 2023 at the Leaf.

- During the morning, Manitoba Teachers' Society Staff, Sarah Gazan and Sherry Jones provided an extraordinary presentation about equity and social justice.
- The afternoon was dedicated to the monthly Executive Meeting and discussing/finalizing the PTTA 2023 – 2024 draft budget.

PTTA Head Council Representative Training Workshop - held on October 13th, 2022:

- Priorities and presentations included team building and to receive a presentation regarding the effectiveness and importance of Teacher advocacy past/present/future from Zac Saltis, MTS Staff.

Substitute Teacher Information Meeting - held via Zoom on February 15th, 2022:

- Pembina Trails School Division staff Cheryl Horn was instrumental in the success of this event. Cheryl provided a presentation and answered questions, and provided a summary of the evening's discussion.

Trail Talk Newsletter and Teacher Agenda

- As is our normal practice, the Trail Talk Newsletter links were provided to each PTTA Member via email, and each Newsletter was posted on our PTTA website.
- The 2023 - 2024 PTTA Teacher Agenda was printed and distributed in June.

Contact Time, Timetables and Workload

Throughout the year, workload continued to be sporadically intensified due to unfilled absences. Frequent communication was provided to the Division Human Resources, Troy Scott, and MTS Staff Officers regarding the workload intensification that resulted.

Contact time protection continues to be a top priority of negotiations and advocacy. As per annual priorities, Contact time information was collected in the Spring using Survey Monkey. Note that Contact Time averages for the three levels of schools are based on the schools in Fort Garry School Division in 1999-2000.

Grievances

Grievances and alternatives to grievances were discussed throughout the year in response to violations of the collective agreement.

School Visits and Gatherings

For this school year, we invited Council Representatives to poll their staff to see who wanted an in-person school visit. We also added virtual drop-in school visits and dedicated virtual school visits to the roster of communication, including three separate virtual meetings, one for each of the levels of early years, middle years, and senior years. We continue to build our responses on Member feedback and needs.

Professional Development

My professional development for 2022 - 2023 included attending Mel Myers Annual Conference. I also attended the Lancaster House Human Rights and Accommodation Conference in Toronto on April 17 and 18 (in-person) to 19 (via Zoom), 2023. Sessions attended:

- Human Rights Headlines: The latest caselaw and legislative developments
- Investigations Under the Magnifying Glass: A close look at significant developments
- Disabilities that elude Diagnosis: Accommodating employees with Long COVID, Chronic Fatigue Syndrome, and other poorly understood conditions
- Fluctuations and Flare-Ups: Practical guidance on accommodating episodic disabilities in the workplace
- Promoting Workplace Equity: Removing barriers, promoting inclusion, and identifying the promise and perils of big data
- Is Privacy a Human Right? The evolution of Code-based rights in a technological world
- Off the Clock Conduct: Balancing employee beliefs and actions with maintaining a respectful workplace
- Seeking the Antidote: Identifying and repairing poisoned workplaces
- Paving the Path to Gender Equity: Exploring recent caselaw, contract clauses, and legislation
- Lessons from the past for the post #MeToo Workplace
- One Size Does Not Fit All: Fashioning non-discriminatory dress code policies

Pembina Trails School Division Budget 2023 – 2024

The Board released highlights of their 2023 – 2024 Budget on March 23rd, 2023 and the full budget via website on March 24th, 2023. The teacher FTE increase is slightly more than 18 for 2023 – 2024 year, which is said to help maintain class sizes from this year

for K to 8.

2023 - 2024 School Start and End Times

The Division has provided their predicted 2023 - 2024 school bell times. If anyone needs to discuss this, be sure to do so as soon as possible via connecting with me or a Teacher Welfare Staff Officer.

Violent Incident Reporting (VIR)

MTS continues to explore concerns regarding violence in schools. It is critical that Members continue to file VIRs. Emphasis was placed on the following points: incidents include near misses, verbal abuse, etc regardless of the age or ability of the person who is acting out violently; and a staff member's plan to submit a VIR shall not be discouraged.

MTS Workshops/Training:

I continued take advantage of monthly Presidents' Check-ins and Leaders' Learning Series to enhance my capacity to work as your president.

MTS Members opposing Bill 35:

Presentations occurred between 6 pm and 12 am on Monday, April 24th and Tuesday, April 25th, 2023 - my presentation was at 11:43 pm, when I identified concerns regarding Bill 35. On April 26th, the government proposed/rejected amendments and approved the second reading of the Bill.

Amendments include:

- Consultation with relevant stakeholders regarding proposed competence regulation
- Protection of information that has not already been made public
- Member right to representation at hearing
- PHIA recognized in the case of disability affecting teaching capacity

Amendments rejected:

- Composition of panel to include more Teachers
- Right to representation during investigation

Manitoba Teachers' Society Provincial Council May 25 to 27, 2023

PTTA sent 23 Delegates to the annual MTS Provincial Council. Delegates spent all day Thursday, and Friday May 25th and 26th as well as Saturday morning, May 27th to advocate for Members throughout Manitoba. Highlights:

- MTS Provincial Executive Elections results:
President, Nathan Martindale – Winnipeg Teachers' Association
Vice President, Cynthia Taylor – Louis Riel Teachers' Association

Provincial Executive Members-at-Large

- **Sean Giesbrecht – PTTA! Bravo Sean!**
- Sonja Blank – Mountain View Teachers' Association
- Lindsay Brown – Seven Oaks Teachers' Association
- Shawna Dobbelaere – Western Teachers' Association
- Serena Klos – Sunrise Teachers' Association

Returning Provincial Executive Members at Large:

- Chris Darazsi – River East Transcona Teachers' Association
Jay Ewert – Evergreen Teachers' Association
Kristen Fallis – Winnipeg Teachers' Association
Cathy Pellizzaro – Thompson Teachers' Association
Cathy Pleskach – Interlake Teachers' Association
Joel Swaan – Garden Valley Teachers' Association
- The Inaugural MTS 1922 Award
Peter Wohlgemut, B.Ed., P.B.D.E. (they/them) was awarded the MTS 1922 Award for 2023. Congratulations Peter!
- 2023-2024 Membership Fee
MTS active Member fees for 2023-2024 will be \$1123, an increase of \$25 from the 2022-2023 fee).
- Resolutions:
In total, 38 resolutions were debated. Some of the items covered included Workplace Safety and Health and a number of resolutions targeting equity. See the full list of resolutions here:
http://www.mbteach.org/pdfs/news/ResolutionVotingResults_AGM_2023.pdf
- Resolution highlights
 - MTS to lobby government to make MTS PD Day mandatory
 - MTS to conduct an organizational equity audit
 - MTS to join the Manitoba Federation of Labour
 - Mental health workshop to be offered by MTS
 - MTS annual fee up slightly from \$1042 to \$1047.

Retirement Reception

For the first time in three years, the PTTA Retirement Reception was held in person. Our PTTA Wellness Social Chair, Alyssa Caughy masterfully organized a super evening at Piazza DeNardi to celebrate PTTA Retirees in appreciation of their long and dedicated service. For the first time ever, we invited Cree Artist, George Bird and his

partner Alison to share in our celebration. It was a truly exceptional experience. Great work, Alyssa!

To all Retirees, I send best wishes and blessings for a retirement that fills you and everyone near you with joy, love and great health. Enjoy your retirement 2023 Retirees - you have earned it!

Other Meetings and Events

In support of Members, I have also participated in the following events/meetings:

- MTS Presidents' Summer Seminars in Brandon, MB in August
- Met with Members new to Pembina Trails Teachers' Association in August
- Monthly* Presidents' check-ins (*except when there was Presidents' Council in a given month)
- Attended 19 Pembina Trails School Division Board meetings
- Ten Executive Meetings (in-person: September, October, April, May, June and via Zoom: November, December, January, February, March)
- Nine Council Meetings (in-person: September, October, April, May, June and via Zoom: November, January, February, March)
- Ten Executive meetings and nine Council meetings as well as training and workshops for Executive and for Head Council Representatives
- Six Joint PD Fund Management Committee Meetings
- Five Association Council on Education (ACE) and Six Board-Association Council on Education meetings (BACE)
- Four Trail Talk Newsletters articles
- Three Provincial Executive meetings
- Made a presentation on Pembina Trails School Division Draft Budget
- Attended the Substitute Teachers Meeting
- Three MTS Presidents' Council meetings
- Five Metro Presidents' Group meetings
- One MTS Education Finance Seminar
- Two Workplace, Safety & Health Seminars

Acknowledgements

Words cannot properly capture my appreciation to Members for electing me to serve another two-year term to serve you as PTTA President. I thank you for your communication and applaud your fortitude in adapting to another complex and challenging year.

- Celebration and awe go to Council as you were indispensable to supporting Members in a public education climate with increasing needs



- Thank you and bravo to Executive Members for your commitment to and care of each of your portfolios. It has been great working with you!
- I send applause and appreciation to the office Team of Tobi Oyeusi (Administrative Assistant), Jennifer Paszkat (VP PD) and Sean Giesbrecht (VP CB) as we adapted to hurdles in delivering service to PTTA Members
- Shout out goes to all Staff at MTS who support all Locals in our daily work
- Thank you to the MTS Staff Officers for all their work supporting all Locals and in particular to Arlyn Filewich, Terri-Lynn Hill, Zac Saltis, Darren Hardy, Réjean Laroche, Andrew Peters for serving PTTA directly.
- Thank you to the Pembina Trails School Division Board of Trustees, Board Chair, Tim Johnson, and Vice Chair, Cindy Nachtigall and the Senior Administration Team for listening to our concerns, answering our questions and working together to build a relationship.
- Thank you to Troy Scott and Lisa Boles for our open and respectful conversations as well as for our collaborative work together.

Lastly, I wish each one of you a peaceful, healthful and joyful summer.

Union is Strength.

Respectfully submitted,

Lise Legal,
PTTA President

Vice President-Professional Development 2023 Annual Report

In this report, I would like to highlight the committee work and activities that I have been involved in this past year as PTTA's Vice President of Professional Development.

MTS Seminars, Meetings and Activities

I attended/supported the following seminars, meetings and PD activities:

- Professional Development Chairs' Summer, Fall, and Spring Seminars
- Metro PD Chairs' Meetings
- Metro Presidents' Meetings
- Presidents' Zoom Meetings (non-participating)
- MTS Equity and Social Justice Standing Committee Meetings
- Equity and Social Justice Chair Meetings - Regional Facilitator for Metro Region
- Participation as member of the MTS (Equity Social Justice Standing Committee (ESJSC) in the MTS Equity Audit
- MTS *Femlightenment* Series via Zoom
- PTTA Women in Education Leadership (WEL) Chair
- MTS Women in Education Leadership (WEL) Symposium
- MTS AGM Meeting May 25-27, 2023

PTTA Executive and Council Meetings

I again attended PTTA Executive meetings, PTTA Council meetings and the Head Council Representative Workshop this year.

PTTA Women in Educational Leadership Group

- PTTA members met during the school year to discuss a variety of topic regarding women in various forms of leadership.
- PTTA Women in Educational Leadership Symposium via Zoom
- I would like to thank the Members who participated in this group and who were instrumental in creating the Symposium: Sarah Prach, Wendy Novotny and Lise Legal.
- Educational Leadership does not only mean principal or vice principal. Teachers are natural leaders. If you would like to join this group for the upcoming year, please feel free to contact me.

Professional Development

I participated in the following Professional Development activities:

- MTS PD Chairs' Seminars
- Mel Myers Annual Labour Conference
- Mobilizing Anti-Racist, Arts-Based and Land-Based Literacies: Working Together to Decolonize the English Language Arts



Substitute Teacher Information Meeting – held via Zoom

- Pembina Trails School Division staff Cheryl Horn provided a presentation and answered questions.

ACE/BACE – Association Council on Education/Board Association Council on Education

The ACE and BACE Committees met five times in 2022 - 2023. I chaired the ACE Committee that provides an opportunity for members to share thoughts regarding ways to make education and teaching the best that it can be. Items are then discussed directly with Board Chair and Vice-Chair and Superintendent and Assistant Superintendent at BACE meetings. This serves as an important and direct communication link between the Association and the Division.

Major Topics that PTTA brought forward to BACE for 2022 – 2023 included:

- Class size
- Violent Incident Reporting
- Impacts and concerns regarding chronic unfilled absences
- School-Based Budget timelines
- Contact Time/Workload
- Data Collection
- Cyber Security
- Multi-Factor Authentication

ACE Committee Members:

Jennifer Paszkat (Chair), Sean Giesbrecht (Secretary), Rob Rutledge, Haley Garson, Lise Legal

BACE Committee Members:

Senior Administration Pembina Trails: Lisa Boles, Colleen Roberts

School Board: Tim Johnson, Cindy Nachtigall

PTTA: Lise Legal, Sean Giesbrecht, Jennifer Paszkat and Rob Rutledge

I want to thank the members of the ACE and BACE Committees for their commitment and dedication to working together to achieve goals.

PTTA/Pembina Trails Joint Professional Development Fund Management Committee

The Committee met six times this school year and my role is to take the minutes for each meeting. The Committee is comprised of four members of the Senior Administration team and four members of PTTA. During our meetings the Committee reviewed the applications submitted by members to receive support for various PD local and non-local opportunities. All applications that met the required criteria were approved for funding.

As per our Collective Agreement the Fund allocation for 2022 - 2023 was \$530,415.



Professional Development Fund Summary

For the 2022/2023 Fiscal Year

As at June 6, 2023

PD Category	2022/23 Fund Allocation Per Collective Agreement *	Prior Year Carryover	Total Fund 2022/23	Less		Total YTD Cost	Total Funds Still Available
				Encumbered Funds (approved applications but not spent)	Current Year PD & Sub Costs Spent		
1				53,512	66,906	120,418	
2				22,906	134,449	157,355	
3				153,244	440,323	593,567	
4				82,183	50,701	132,884	
5				1,600	3,200	4,800	
6				5,728	30,753	36,481	
7				-	-	-	
Adjustment						-	
Total	530,415	1,095,215	1,625,629	319,172	726,333	1,045,505	580,124

* No current agreement in place 22/23.

I am proud to announce that **members have accessed over a million dollars** through the Joint PD Fund in 2022/23.

There were a total of 1300 applications in 2022 - 2023 in the following categories:

- 954 in Category 1 (including MTS PD Day)
- 203 in Category 2
- 195 in Category 3
- 46 in Category 4
- 16 in Category 5
- 246 in Category 6
- 2 In Category 7

Guidelines for the PD Fund are reviewed annually.

The Joint Professional Development Fund remains robust and while we are steadily utilizing the funds some members may not yet be accessing the funds to maximum capacity for various reasons such as the complexity of the application and PD sessions costing more than what the Joint PD fund covers.

On behalf of PTTA Joint PD Committee, I provide the following summary:

- Category 1 Local PD, including MTS PD Day
- Category 2 Master’s Program

University Coursework

- Category 3 Non-Local PD
- Category 4 Professional Learning Team
- Category 5 Additional University Coursework
- Category 6 PD Learning Resources
- Category 7 Reconciliation

I have continually updated and edited the Joint PD Frequently As ked Questions document. Much of work I did was working with the Joint PD Committee, including Theresa Flynn Patton, who is the first step in the online system, and Jon Cipriano, divisional IT of the online portal system. I also provided edits for the 2022/23 Brochure as well as the Joint PD Fund Claim Form.

I am very pleased with the progress on having ALL categories included in the online portal as well as the changes being made to the Joint PD Claim Form. It took almost the entire school year, but I have never been so excited to tell members when Category 6 and finally Category 7 launched live on the portal. The online system we currently use was created many years ago and we are having to find ways to expand its capabilities.

No additional categories will be added at this time. I encourage all members to utilize the Fund in the coming year. The Joint PD Fund is designed so that all members can benefit from autonomous PD opportunities.

2022-2023 Joint PD Fund Committee Members:

Superintendent, Lisa Boles, Assistant Superintendent, Troy Scott (Chair), Accounting Manager, Tamara Hart, Jennifer Paszkat (Minutes/PTTA Chair), Lise Legal, Sean Giesbrecht and Gina Grobber.

I would like to thank the members of the Committee for the time and effort required to review applications that provide financial assistance for members to participate in PD opportunities.

School Visits

Virtual School Visits, and In-Person School Visits took place during the 2022-2023 School Year. Members asked important questions regarding PD and I was able to give updates or discuss ongoing changes to the Joint PD application process. The questions members asked were valuable for me as VP of PD. I want to thank all members who reached out during the meetings to ask questions or relay information to their colleagues who were not present.

Social Media

A Twitter account for PTTA: pteachersassoc continued to be used this year. Tweets have been made from this account celebrating the work of the PTTA, highlighting various PD opportunities, notifying followers of events in Pembina Trails, MTS, and Manitoba's Department of Education, and informing followers about current educational issues and trends.

Thank you to those members who follow us on Twitter and those who forward me information and pictures to be shared on our account.

Head Council Representative Training

I was part of the Executive team for the head representative training for PTTA's Head Council Representatives in October.



Grade 12 Graduation Ceremony

I will be attending Fort Richmond Collegiate Convocation on behalf of PTTA.

Acknowledgements

It is hard to believe I am concluding my second year as Vice President of Professional Development. This year was almost like my first year since we were able to return, with restrictions, to pre-covid in-person meetings. Yes, we still had Zoom or Teams meetings, but we found a way that worked. Some in person, some virtual, and even some hybrid, the work we accomplished was meaningful. I would like to thank all our Executive and Council members who have been so patient and flexible as we navigate this new landscape.

I would also like to thank PTTA President Lise Legal and PTTA Vice President Sean Giesbrecht for their ongoing collaboration and willingness to answer questions, or just provide an ear.

Thanks to PTTA's Administrative Assistant, Tobi Oyeusi who patiently answered my questions about deadlines, putting our Trail Talk submissions into a very readable document, and always offering a smile or encouraging word.

As we finish the 2022-23 school year, I hope you all take a moment to recharge your batteries, that you take some time for self-care, and connect or reconnect with others.

Respectfully submitted,

Jennifer Paszkat
PTTA Vice President
Professional Development

Vice President-Collective Bargaining 2023 Annual Report

It has been a privilege to serve as your Pembina Trails Teachers' Association Vice President Collective Bargaining this year. My main portfolios included Chair of Collective Bargaining, Chair of Workplace Safety and Health, and Chair of Education Finance.

Further, I am honoured and humbled to serve all MTS Members for the next two years as a newly elected Member-At-Large of the MTS Provincial Executive.

Collective Bargaining:

Discussions with the Division pertaining to the operationalization of contractual language have been ongoing. Negotiations at the English-language provincial table are ongoing. Any shareable information is found in MyProfile on the www.mbteach.org website under "Provincial Bargaining."

On June 8th, 2023, I was appointed Chair of the MTS Collective Bargaining Standing Committee (CBSC). With my election to Provincial Executive, I had to vacate my elected position on the Provincial Bargaining Committee (PBC). This CBSC appointment allows me to continue serving on the PBC.

Education Finance:

This year, I attended one MTS Education Finance Seminar in the winter. MTS Economist Zac Saltis used this seminar to provide detailed information about the budget cycle provincial funding processes. Further, attendees were provided with updated economic metrics to demonstrate the state of our local, provincial, and national economies.

Education Finance Standing Committee (EFSC):

Since 2017, I have been a member of the MTS Education Finance Standing Committee. This was my sixth and final year on this committee (per MTS Bylaw I 6.10a).

Our work looked at local economic conditions, government taxation and rebate programs, staffing, class size and compositional impacts of funding, and the recovery from the COVID-19 pandemic. The Minister of Education touted this year's funding announcement as astronomical, but a small hand out following six years of underfunding is insufficient. Divisions have had to cut positions, increase the average number of pupils per educator, and have cut programming to support staff and students. Our committee completed a book study on Dianne Ravitch's *Slaying Goliath*.

A through-line of the work of this committee was also examining the development of a new Provincial Education Funding Model. From the leaked documents, the new funding

model, should the ruling Conservatives retain control of the Legislative Assembly after the October 3, 2023 election, will have a significant impact on the operations of schools and divisions within the province.

Workplace Safety and Health:

I attended the Manitoba Federation of Labour Workplace Safety and Health conference on February 2nd and 3rd of 2023. I devoted my two days at the conference to learning about Psychological Safety in the Workplace: how can the CSA standard be implemented, which supports do our local WSH committees need to effectively monitor all aspects of work-related health and safety concerns, and which viable solutions are available to solve the problems with psychologically unsafe worksites.

I attended one MTS Workplace Safety and Health Seminar this year which focussed on improving teacher wellbeing.

Thank you to Members who have reached out with concerns about safety and health in their buildings. The work as Chair of Workplace Safety and Health is not possible without open communication of concerns and our shared commitment to improving upon our working conditions.

Connecting with Schools:

I valued the opportunity to meet with Members in those schools which requested in-person visits from the PTTA Executive. The ability to update Members and to respond to questions in the moment is both beneficial to those Members and valuable to our work. I also appreciated the email, phone, and social media communications. Please do not hesitate to reach out should you have any question, concern, or comment.

Committee Work:

- Chair PTTA Collective Bargaining Committee
- MTS Provincial Bargaining Committee, Member
- MTS Education Finance Standing Committee, Member
- Chair PTTA Workplace Safety and Health
- Chair PTTA Education Finance
- ACE (Association Council on Education), Member
- BACE (Board-Association Council on Education), Member
- Joint PD Management Committee, Member

Professional Development:

- I attended the Manitoba Federation of Labour Workplace Safety and Health Conference.
- I attended the Mel Myers Labour Law Conference.
- I completed “Diversity, Equity, and Inclusion for Unions” from Cornell University’s Industrial and Labor Relations Program.



PTTA Meetings and Events:

- Monthly Executive Meetings
- Monthly Council Meetings
- Trail Talk Newsletters
- Pembina Trails Board Meetings
- 25th Anniversary celebrations for PTTA Members
- MTS Provincial Council

Annual Meetings and Presentations:

- Pembina Trails New Teacher Orientation in August 2022
- PTTA Executive and Head Council Representative Training Workshop October 2022
- PTTA Retirement Celebration June 2023

Manitoba Teachers' Society. I attended the following MTS seminars and events:

- Summer Seminars August 2022
- MTS Virtual Learning Sessions (Ongoing)
- Workplace Safety and Health Winter Seminar
- Education Finance Winter Seminar
- Presidents' Council (Non-participating observer)

MTS – Provincial Council:

Delegates/Alternates who communicated throughout the entire process of planning and preparation for the event. We are fortunate to have many PTTA Members give of their time, concentration, and patience to carry out the important work of the Society.

A special note of thanks to Alyssa Caughy, PTTA Wellness/Social Chair, who organized much of my campaign for Provincial Executive Member-at-Large. She coordinated multiple volunteers, communicated with vendors, dealt with the needs of the hotel, and was an excellent support throughout the process. On that note, every delegate and alternate who volunteered their time and helped share my message are similarly deserving of my utmost appreciation and thanks.

PTTA 2022-23 Executive:

PTTA Executive communications continues to be one of the best things we offer to PTTA. I am always thankful that I have the privilege of working with such forward-thinking and diverse people. It has been my sincere pleasure sharing vision and action with all of you - thank you for your special insight and wise collaboration.

PTTA Office:

Thank you to Lise, Jennifer, and Tobi for all their work this year.



To all PTTA Members:

I appreciate the support received from Members, Council Representatives, and Executive. I feel encouraged, valued, and humbled to serve you all. The privilege and responsibility to advocate on your behalf is not lost on me. I look forward to continued service.

Please enjoy your summer,

Respectfully submitted,

Sean Giesbrecht
PTTA Vice President
Collective Bargaining



Approved 2023-24 Budget

Pembina Trails Teachers Association		
Approved Budget 2023-2024		
Budget Line	Details	Approved Budget 2023-24
EXPENSES		
Office & Administrative		
5014	Audit	\$ 3,991.51
5020	Office Supplies/Expenses	\$ 2,500.00
5025	Printing/Copier Lease/Service	\$ 3,200.00
5030	Telephone/Internet	\$ 3,400.00
5035	Insurance - P & C	\$ 650.00
5036	Rent - Office Space	\$ 1,000.00
5040	Bank Charges	\$ 200.00
PTTA AGM		
5050	AGM - PTTA	\$ 650.00
5055	AGM Nominating Comm.	\$ 50.00
Central/Metro Presidents		
5105	Metro Presidents Meetings	\$ 350.00
Capital Assets		
5150	Capital Assets for Office	\$ 2,200.00
Collective Bargaining		
5200	CB VP Supplies & Expenses	\$ 300.00
5210	CB VP Meetings	\$ 150.00
5215	CB VP Mileage	\$ 1,000.00
5216	CB VP Table Team	\$ 0.00



Council & Executive		
5300	Council Meetings	\$ 3,000.00
5310	Council Recognition	\$ 1,750.00
5315	Executive Meetings	\$ 1,000.00
5320	Executive Recognition	\$ 850.00
5325	Exec. Release Time (sub cost)	\$ 3,500.00
5330	PTLC Retreat	\$ 400.00
5335	Executive Travel/Dependent Care	\$ 250.00
5340	Substitute Info Meeting	\$ 50.00
President		
5380	President's Expenses	\$ 400.00
5400	President's Meetings	\$ 900.00
5405	President's Mileage	\$ 2,200.00
Professional Development		
5510	PD VP Supplies & Expenses	\$ 300.00
5520	PD VP Meetings	\$ 150.00
5525	PD VP Mileage	\$ 1,000.00
Provincial AGM		
5550	Provincial AGM Elections	\$ 1,200.00
5555	Provincial AGM Resolutions	\$ 50.00
5560	Provincial AGM Expenses	\$ 3,000.00
Public Relations		
5600	PR Activities & Projects	\$ 2,500.00
5615	PR - Newsletter	\$ 150.00
5620	PR Web Page	\$ 100.00
5625	PR Meetings	\$ 50.00



Salaries/Benefits and Release Time		
5635	SB - VP CB Release Time	\$ 53,013.00
5640	SB - President Release Time	\$ 106,026.00
5645	SB - VP PD Release Time	\$ 56,039.00
5650	Administrative Assistant Salary	\$ 26,682.39
5655	EI-Employer cost	\$ 590.88
5660	CPP-Employer cost	\$ 1,244.77
5665	EHB-cost for Admin. Assistant	\$ 1,549.50
5670	GLI-Employer cost	\$ 41.32
5672	PST-Employer portion of Group Life	\$ 3.10
Scholarships & Awards		
5680	H.S. Scholarships/McNally G.C.	\$ 5,500.00
Social & Wellness		
5700	SW - Events & Projects	\$ 2,000.00
5710	SW - Meetings	\$ 50.00
5715	SW - Retirement Reception	\$ 7,250.00
5725	SW - Retirement Gifts	\$ 7,500.00
5730	SW – Wellness Projects	\$ 3,000.00
Committees		
5800	Employee Benefits Comm. Meeting	\$ 400.00
5802	Equity & Social Justice Comm. Meeting	\$ 50.00
5810	STC-ACE/BACE	\$ 600.00
5815	Education Finance Comm. Meeting	\$ 0.00
5825	Indigenous in Voice in Action	\$ 200.00
Training & Development		
5860	TD - Council	\$ 4,200.00
5865	TD - Executive	\$ 2,000.00
5870	TD - Executive Orientation	\$ 1,600.00



Annual General Meeting – June 27, 2023

5875	TD - President	\$ 2,000.00
5880	TD - VP - Collective Bargaining	\$ 1,000.00
5885	TD - VP - Professional Development	\$ 1,000.00
5890	TD - MFL - Convention	\$ 1,000.00
TOTAL PROJECTED EXPENDITURES		\$ 325,481.00
REVENUE		
4020	Members Fees	\$ 197,200.00
4025	Substitute Fees	\$ 11,475.00
4050	EI Rebate	\$ 84,000.00
4060	Public Relations Grant	\$ 0.00
4070	Bank Interest	\$ 900.00
4080	Term Deposit Interest	\$ 0.00
4090	Reserve Fund Interest	\$ 900.00
TOTAL PROJECTED REVENUE		\$ 294,475.00
	Surplus / (Shortfall)	\$ (31,006.00)
	Yearly Fees per Member	\$ 170.00
	Fee Increase/(Decrease)	\$ 20.00

Respectfully submitted,

Adrienne Collins
PTTA Treasurer



Employee Benefits Annual Report 2023

Employee Benefits Fall Seminar

The Employee Benefits Fall Seminar occurred on October 15th, 2022. The focus of the seminar was:

- Pension Sustainability
- Financial status of the Group and Disability plans
- Group Life Amendments

Dental/Extended Health Plans

The Preferred Pharmacy Network was implemented effective January 1st, 2017, with Costco and Express Scripts as the preferred pharmacies with a 90% co-pay. Express Scripts provides home delivery, pharmaceutical counselling, and monitoring of prescription adherence. The number of people using Express Scripts remains low, but many members are accessing the Costco Pharmacy.

The monthly fees for Dental and Extended Health this year were as follows:

Dental Effective January 1st, 2023

- Family Rate: \$88.50 per month
- Couple Rate: \$60.00 per month
- Single Rate: \$39.50 per month

Extended Health Effective January 1st, 2023

- Family Rate: \$136.00 per month (under 65)
- Family Rate: \$180.20 per month (over 65)
- Single Rate: \$68.00 per month (under 65)
- Single Rate: \$90.10 per month (over 65)

Long- and Short- Term Disability Benefit Premiums

The Disability Benefits Plan Committee and the Provincial Executive approved a 0% increase for the Long Term Disability Plan and a 0.04% increase for the Short Term Disability Plan. effective March 1st, 2023.

Mental Health Practitioners

HumanaCare continues to provide services for short term Mental Health practitioners.

The coverage for Mental Health practitioners will increase from \$850 coverage per calendar year up to \$1500 per calendar year.

Glucose Monitoring Systems

Glucose Monitoring Systems coverage became effective January 1st, 2022. The following is covered:



Flash Glucose Monitoring Machines

- Reader- one every 6 months
- Sensors- to a maximum of \$2000 per calendar year
- Insulin use is the eligibility requirement

Continuous Glucose Monitoring Machines

- Receiver – one every 60 months
- Sensors and transmitters – to a combined maximum of \$3000 per calendar year
- Type 1 Diabetes is eligibility requirement

Continuous Positive Airway Pressure (CPAP) Equipment

The MPSE Benefits Trust improved the coverage for CPAP and Insulin Pumps which started January 1st, 2023 - both are covered for a maximum \$1000 every 5 years.

Provincial Dental Plan

Pembina Trails Teacher Association joined the Provincial Dental Plan. The changes to the plan were as follows:

Previous coverage is:

- 80% level one – Basic category - (majority of services)
- 50% level two – Major and Restorative – major dental services like implants/inlays/onlays/crowns/bridges
- 50% level three – Orthodontics – for eligible dependent children
- To a maximum of \$1500 per year.

Provincial Dental Plan

- 80% level one – Basic category - (majority of services)
- 50% level two – Major and Restorative – major dental services like implants/inlays/onlays/crowns/bridges
- 50% level three – Orthodontics – for eligible dependent children
- To a maximum of \$1750 per year.

Pre-Retirement Seminars

Pembina Trails Teachers Association did not host a live Pre-Retirement Seminar this year. However, there were a number of Pre-Retirement Seminars that were made available to Pembina Trails staff via MTS.

Pension Sustainability Seminar

Pembina Trails Teachers Association did not host a Pension Sustainability Seminar this year. However, there were a number of Pension Sustainability Seminars that made available to Pembina Trails staff via MTS.



The focus was to enhance understanding of pension and benefit plans including the sustainability of the defined pension plan going out 20-30 years. Discussions occurred regarding how our pension will change over the next number of years, impact of Bill and what decisions that will need to be made. These sessions will continue for the foreseeable future.

Metro Employee Benefits Spring Seminar

A regional meeting was held to discuss Extended Health, Dental, Group Life, Optional Life Plan, Short Term/Long Term Disability, TRAF.

Respectfully submitted,

Daniel Mitchell

PTTA Employee Benefits Chair

Equity & Social Justice Annual Report 2023

MTS Seminars

Summer Seminar – August 24th & 25th, 2022:

- Plenary Sessions: Union Hope in Action, Dr. Danielle Fullan Kolton (MTS Executive Director); Sharing Stories of Resiliency and Hope, Kevin Chief (Principal of Chief Partnerships Manitoba Incorporated); Raising Awareness and Taking Action as a Union of Teaching and Learning, Dan Turner and Cheryl Chuckry (MTS Assistant Executive Directors).
- Choice Sessions: Provincial Bargaining, Arlyn Filewich and Brahim Ould Baba; Common FAQs and Facts About Labour Relations in Education, Andrew Peters and Sascha Epp; The History of MTS, Zac Saltis and Michelle Wolfe.
- Metro Regional Discussions

Fall ESJ Seminar – November 25th & 26th, 2022:

- Unfortunately, due to illness I was not able to attend.

Winter ESJ Seminar – February 25th, 2023:

- Recovering Your Mental Health in the Wake of the Pandemic: Creating a Personalized Mental Health Plan – Angela Haig, MTS Staff Officer.
- Guided Tour of the Canadian Museum for Human Rights

ESJ Metro Regional Sessions

August 25th, 2022

February 25th, 2023

MTS AGM

May 24th - 27th, 2023

Respectfully submitted,

Kelly Chin
PTTA ESJ Chair



Public Relations Annual Report 2023

I Love To Read Month

To supplement February's "*I Love To Read Month*" initiatives across the Division, gift certificates of \$50.00 were sent to each school in the Division. These gift cards are designated toward purchasing library books.

School Awards

In support for graduation students in Pembina Trails, PTTA offers one \$600 scholarship to each of the high schools in the Division. These awards are for students who intend to enter the teaching profession. Congratulations to all of the winners and I wish them luck in their future endeavours.

Public Relations Grant Initiative

The MTS Public Relations Grant was applied for this year in partnership with PTTA Wellness Social Chair, Alyssa Caughy. The project was a social event followed up by a google survey. This event was in June and was very successful.

Respectfully submitted,

Michelle Barclay

PTTA Public Relations Chair

Wellness/Social Annual Report 2023

Socials Events

- Social events returned from hiatus for 2022-2023 due to Public Health restrictions lifting and the opening of venues to large group bookings.
- September Welcome Council Meeting
 - In lieu of the usual seated catered meal for the first Council meeting of the year PT TA invited the Famous Dave's BBQ food truck to provide the meal. Members were invited via email and encouraged to bring outdoor lawn chairs to take advantage of the weather and fresh air.
- December Social
 - Though canceled, this event provided insight into the challenges and perceptions towards larger PT TA events. Data collected would later help address these for the fall event.
- MTS PR Grant
 - In collaboration with PT TA Public Relations Chair, Michelle Barclay, PT TA submitted and was awarded a \$2000 grant to use towards an event to engage members with the local union.
- Goodies, Games and Grub and PT TA June Executive Meeting
 - Using the MTS PR Grant, PT TA hosted a members' event on June 6th, 2023 at Uptown Alley. Members partook in a shared meal, bowling, laser tag and arcade games.
 - Event allowed for members, council and executive to partake in thought exchanges and to engage with their executive team. Consideration to make this an annual event is being explored.

AGM

- I attended the MTS AGM on May 25-27, 2023 as the event returned to full delegation capacity.
- Gift bags were prepared for the various PT TA delegates and alternates who volunteered their time.
- Gift bags included items to help support the long days such as vegetable packages, beef jerky, cookie assortment, and cell phone stands. As much as possible, items were sourced from local or locally-owned businesses such as Red River Co-Op, Millers Meats, Purdy's Chocolates and High Tea Bakery.
- A survey was created and completed by attending delegates to gauge their wants and needs for the AGM. In total twenty-six gift bags were prepared and packed into personalized eco-friendly tote bags.
- Gifts were also distributed to the AGM student pages as a thank you for their hard work and volunteering.
- In support of PT TA VP, Sean Giesbrecht's campaign for MTS Provincial Executive, I prepared items for distribution, organized the hospitality suite and managed many campaign aspects.

- PTTA hosted a hospitality suite in support of PTTA VP, Sean Giesbrecht's campaign for MTS Provincial Executive with the theme of *Books and Baseball*.
- A big thank you to the PTTA Delegation for their unwavering support and energy.

PTTA Retirement Dinner

- Early in the school year PTTA was informed that our normal Retirement dinner partner, De Luca's, would not be hosting in person events until at least 2024.
- With the return of in person events, a new location, De Nardis, was selected to host the Retirement Dinner for 2023.
 - This venue addresses many concerns such as accessibility, parking and table décor/service.
- Retiring members were treated to a welcome beverage, three course meal with live chef demonstration, and an accompanying wine pairing with a guest sommelière.
- Artist George Bird and partner, Alison Lynch, were invited and attended as a PTTA honoured guests for George's work in designing the special retiree gift.
- Retirees were each presented with the PTTA Manitoba Indigenous Artist gift carved by George Bird and presented by Lise Legal, Sean Giesbrecht and Jennifer Paszkat.

It has been an amazing year to serve as your Wellness/Social Chair. We launched new events and adapted old ones to better meet our member needs. I hope to continue bringing new events and opportunities for gatherings in the coming year as I continue to serve as your Wellness/Social Chair.

Respectfully submitted,

Alyssa Caughy
PTTA Wellness/Social Chair



Past President Annual Report 2023

This year I continued to focus on providing a thoughtful sounding board to the President and Executive as required. I have appreciated and been honoured by the trust shown to me in this capacity.

Nominations Officer

In my role as the Nominations Officer, I was very pleased to put forward Sean Giesbrecht as a candidate for Provincial Council.

Local Returning Officer

This year I was pleased once again to see that there were people who put their names forward for every position on the Executive. As there were no contested seats, the entire Executive (not including the President whose role was not up for election, nor the Past President whose role is appointed) was acclaimed. The Executive for the 2023-24 school year will be as follows:

- | | |
|-----------------------------------|--------------------------|
| • President | Lise Legal |
| • Vice President CB | Sean Giesbrecht |
| • Vice President PD | Jennifer Paszkat |
| • Secretary | Michael Pauley |
| • Treasurer | Adrienne Collins |
| • Employee Benefits Chair | Dan Mitchell |
| • Public Relations Chair | Blue Jay Bridge |
| • Wellness/Social Chair | Alyssa Caughy |
| • Equity and Social Justice Chair | Chelsea Allen |
| • Member at Large (2 positions) | Kelly Chin; Tim Dittrick |

Final Thoughts

I am always impressed by the dedication and energy with which the Executive and Council approach the support and protection of our teachers. You should all be very proud of your work and know that your efforts have been seen and are very much appreciated. I wish everyone a wonderful summer holiday. Stay safe, be well, and enjoy your much-earned rest.

Respectfully submitted,

Kathy Slovinsky
PTTA Past President



Pembina Trails Council of Education Leaders Annual Report 2023

Nil Report

Member-at-Large Annual Report 2023

I am pleased to have served as a Member at Large for PTТА Executive for this year. I have found it to be a productive and informative experience. So much has happened and so much change, yet we have all found a way to stay on an even keel.

The return to in-person Executive and PTТА Council meetings has made for a more personable and collegial interface, much preferred, at least some of the time, while weighing the time considerations due to our ever-busy lives. Council is very dedicated and supportive and new directions are being taken with a reinvigorated emphasis on providing opportunities to become involved and to meet in person to experience and enhance wellness. Themes of equity and social justice were given a much-deserved forum at MTS AGM and a highlight will be the 2023 Pride Festival March.

So too has much happened in a Collective Bargaining, well monitored and reported by our newly elected and much deserved MTS Member-at-Large, VP of Collective Bargaining, the one and only Sean Giesbrecht.

I have noted the tireless efforts of our Executive Members and Council Reps, and wanted to commend Lise Legal your PTТА President for her exemplary leadership and communication. It is comforting to know that the Association is in good hands on-going.

After 3 years of involvement, I step aside to allow for further growth and change, but will always have fond memories of the people and the work being done on our collective behalf.

Respectfully submitted,

John MacKinnon
PTТА Member-at-Large



Member-at-Large Annual Report 2023

It has been a pleasure and an honour to serve as Member-At-Large and Chair of the Indigenous Voice and Action Committee of Pembina Trails Teachers Association during the 2022-2023 school year.

Our Association is impressive. The Executive is efficient, caring, and collaborative. The Council is attentive and effective. We are all truly fortunate to work together with such strong coordination and solidarity. We are on the front lines of the challenges and successes of broader society, and the complexities in our communities inform our workspace. Our Association is essential to our success and well-being.

I was honoured to accept appointment as Chair of the Indigenous Voice and Action Committee. This is a new committee, and important as we work to better understand our role and responsibilities as Treaty people. The work of this committee to ensure community and solidarity among Indigenous teachers and the full teaching staff of Pembina Trails School Division will continue to strengthen our organization in future.

Under the leadership of our President, Lise Legal, the early meetings of the IVAC committee have resulted in solidifying the purpose and mandate of the committee, as well as establishing the terms of membership and operation. Many ideas have been enacted to further the voice and responsibilities of this committee, and I look forward to its continued momentum next year.

I send a big thank you to committee members Nicole Lavalley, Chelsea Allen, Megan Restall-Conan and Lise Legal.

Unfortunately, I will be away on sabbatical for the 2023-2024 school year, to complete my Master of Education degree. Because of this I will have to step away from my role with PTTA, however I have every confidence in our President, Executive and Council to continue the extraordinary work and communication with members.

I wish each member a well-deserved restful and restorative Summer Break.

Union gives strength.

Respectfully submitted,

Rebecca Chambers
PTTA Member-at-Large



Meeting Dates for 2023-2024

Executive Meetings

4:30 pm - if virtual, via zoom
if in-person @ 105 Westdale School

Council Meetings

4:30 pm - if virtual, via zoom
* in-person venue TBA

Meeting Date

September 12, 2023
(Full day workshop)

October 10, 2023

November 14, 2023

December 12, 2023

January 16, 2024

February 13, 2024

March 5, 2024

April 9, 2024
(full day workshop)

May 14, 2024

June 4, 2024

Meeting Date

* September 26, 2023
TBA

* October 10, 2023
Head Council Rep. Training (afternoon)

* October 24, 2023

November 28, 2023 via Zoom

No meeting

January 30, 2024 via Zoom

February 27, 2024 via Zoom

March 19, 2024 via Zoom

* April 23, 2024

* May 28, 2024

AGM June 4, 2024

Dates of Note:

Wellness/Social Event – June 4, 2024 approximately 6 PM

PTTA Retirement Celebration – Tuesday, June 18, 2024 approximately 5 PM

MTS AGM – May 23, 24, & 25, 2023

Head Council Representative Training, October 10th, 2023 PM – Executive attends.



PTTA Executive Effective July 1, 2023

President	Lise Legal
Vice President, Professional Development	Jennifer Paszkat
Vice President, Collective Bargaining	Sean Giesbrecht
Treasurer	Adrienne Collins
Secretary	Michael Pauley
Employee Benefits	Dan Mitchell
Equity and Social Justice	Chelsea Allen
Public Relations	Blue Jay Bridges
Wellness/Social	Alyssa Caughy
Member-at-Large	Kelly Chin
Member-at-Large	Tim Dittrick
PTCEL (not elected)	To be appointed by PTCEL
Past President (not elected-to be appointed)	

Acknowledgements

Thank you to Michelle Barclay, John MacKinnon and Kathryn Slovinsky who are leaving the Executive. Michelle, Kathryn and John all worked diligently and insightfully on behalf of Members. Their contributions have been nothing short of heroic!

Thank you to the following PTTA Members for their involvement on MTS

Committees:

Alyssa Caughy	Teacher Education and Certification Standing Committee
Kim Corneillie	Teacher-Led Learning Team
Sean Giesbrecht	Education finance Standing Committee
	Provincial Bargaining Committee
Heather Knight Wells	Teacher-Led Learning Team
Nicole Lavallee	Indigenous Voice and Action Standing Committee
Dan Mitchell	Group Benefits Standing Committee
	MB Public School Employees Benefits Trust Committee
Jennifer Paszkat	Equity and Social Justice Standing Committee
Marnie Paterson	Teacher-Led Learning Team
Sheridan Vinci	Teacher-Led Learning Team

A note of appreciation to:

MTS Staff Officers:

Arlyn Filewich, Darren Hardy, Rejean LaRoche, Terri-Lynn Hill, Glen Anderson, Lia Gervino, Sarah Gazan, Andrew Peters, Ashley Deeley Michaluk, Brahim Ould Baba, Andrea Zaroda, Sherry Jones, Sasha Epp, Eric Sagenes, Michelle Wolfe

Danielle Fullan-Kolton	MTS Executive Director
Cheryl Chuckry	MTS Assistant Executive Director
Dan Turner	MTS Assistant Executive Director
Zac Saltis	MTS Analyst
Sam Turenne	MTS Public Affairs Facilitator
Ramon Job	MTS Public Relations Facilitator
Esther Penner, Karen Wurr & Ralph Ramore	MTS Disability Benefits Plan
Nathan Martindale and James Bedford	MTS President
Chris Daraszi and Nathan Martindale	MTS Vice-President
Tobi Oyeusi	PTTA Administrative Assistant
Michel Baril	Pembina Trails S.D. Courier
All staff at Westdale School	
Eric Robert	Auditor
Doreen Miller & staff	Khartum Shrine Centre
Taylor Dowhan & Gina Tavares	Assiniboine Park Conservancy
All Staff	Uptown Alley
Piazza De Nardi & staff	DeNardi's Catering



Appendix




PTTA Delegates to the 2023 MTS Annual General Meeting

1. Lise Legal	PTTA Executive
2. Sean Giesbrecht	PTTA Executive
3. Jennifer Paszkat	PTTA Executive
4. Alyssa Caughy	PTTA Executive
5. Kelly Chin	PTTA Executive
6. Dan Mitchell	PTTA Executive
7. Michael Pauley	PTTA Executive
8. John MacKinnon	PTTA Executive
9. Adrienne Collins	PTTA Executive
10. Gina Grobber	PTTA Executive
11. Amber Clemons	PTTA Executive
12. Kim Fitchner-Jerez	PTTA Executive
13. Alli Perlov	PTTA Executive
14. Chris Yard	PTTA Executive
15. Sheridan Vinci	PTTA Executive
16. Chantal Muzyka	PTTA Executive
17. Angela Waters	PTTA Executive
18. Sarah Prach	PTTA Executive
19. Mary-Ann Mitchler	PTTA Executive
20. James Maclennan	PTTA Executive
21. Megan Restall-Conan	PTTA Executive
22. Heba El Gayer	PTTA Executive
23. Nicole Lavalley	PTTA Executive
24. Lynn Levine	Alternate
25. Blue Jay Bridge	Alternate
26. Tim Dittrick	Alternate

Acronyms used in this package:

- 2SLGBTQ+ 2 Spirit, Lesbian, Gay, Bi, Transgender, Queer
- ACE Association Council on Education
- AGM Annual General Meeting
- ASCD Association for Supervision & Curriculum Development
- BACE Board & Association Council on Education
- CB Collective Bargaining
- CBSC Collective Bargaining Standing Committee
- CUPE Canadian Union of Public Employees
- EAL English as an Additional Language
- EAP Education Assistance Program
- ESJ Equity and Social Justice
- ESJSC Equity and Social Justice Steering Committee
- LGBTQ+ Lesbian, Gay, Bi, Transgender, Queer
- MASS Manitoba Association of School Superintendents
- MFL Manitoba Federation of Labour
- MITT Manitoba Institute of Trades and Technology
- MGEU Manitoba Government Employees Union
- MTS Manitoba Teachers' Society
- PD Professional Development
- PTCEL Pembina Trails Council of Educational Leaders
- PTTA Pembina Trails Teachers' Association
- SAGE Special Area Groups of Educators
- SDC Staff Development Centre
- SFE Smart Find Express
- SRO School Resource Officer
- STJATA St. James Teachers' Association
- STAM Science Teachers' Association of Manitoba
- TRAF Teachers' Retirement Allowance Fund
- WSH Workplace Safety & Health

2023-2024 Contact Information

LISE LEGAL PTTA PRESIDENT	SEAN GIESBRECHT PTTA VICE PRESIDENT - COLLECTIVE BARGAINING	JENNIFER PASZKAT PTTA VICE PRESIDENT - PROFESSIONAL DEVELOPMENT
 A portrait of Lise Legal, a woman with short grey hair and red-rimmed glasses, wearing a dark blue sleeveless top and a necklace. She is smiling and looking slightly to the right.	 A portrait of Sean Giesbrecht, a man with short reddish hair and glasses, wearing a light-colored blazer over a blue shirt and a dark tie. He is gesturing with his right hand.	 A portrait of Jennifer Paszkat, a woman with long dark hair, wearing a black blazer over a blue top and a black necklace. She is smiling and looking directly at the camera.
pttapres@mbteach.org	pttacb@mymst.net	pttapd@mymts.net

Association Information

Pembina Trails Teachers' Association
105 – 6720 Betsworth Ave.
Winnipeg, Manitoba
R3R 1W3
Telephone: 204-8964857
Email: ptta@mymts.net
Website: ptta.ca



Follow us on Twitter [@ptteachersassoc](https://twitter.com/ptteachersassoc)



Association Information

Pembina Trails Teachers' Association is a member of the Manitoba Teachers' Society representing approximately 1,160 professional staff who are employed in the Pembina Trails School Division.

The Association exists to support you, to offer advice, provide information and safeguard your rights under the Collective Agreement. Do not hesitate to contact the President with any concerns or questions. Contacting the President is your right and is confidential. It is not considered a breach of the Code of Professional Practice to consult with the President. When contacting the President, please use your personal email or home/cell phone if possible.

Here are a few of the things your Association does for its members:

- Provides advice and advocates for all members
- Bargains your Collective Agreement
- Provides information sessions on topics of concern such as maternity leave and retirement planning
- Holds monthly Executive & Council meetings
- Publishes five Trail Talk Newsletters per year
- Leads sub-committees on Professional Development, Collective Bargaining, Education Finance, Equity and Social Justice and ACE/BACE
- Provides financial support to the Staff Development Centre
- Co-manages the Joint PD Fund
- Provides information on Workplace Safety and Health
- Presents at the Pembina Trails' New Teacher Orientation
- Hosts a Substitute Teacher Information session
- Hosts social events
- Hosts the annual Retirement Dinner
- Facilitates the City of Winnipeg Fitness Passes
- Hosts and attends MTS seminars and workshops
- Participates in the MTS AGM
- Meets with Metro Presidents and Metro Bargainers
- Provides funding and leadership for the Staff Development Centre
- Provides information for PD opportunities and networking
- Visits every school to talk about issues and acts on YOUR behalf on topics that concern YOU!

Union Gives Strength