

**2024**

Pembina  
Trails  
Teachers'  
Association



# **2024 ANNUAL REPORT**

**Annual General Meeting  
June 4, 2024**



# Table of Contents

---

Annual General Meeting Agenda .....	2
Attendance of June 27, 2023 Annual General Meeting .....	3
Minutes of June 27, 2023 Annual General Meeting .....	4
2023-2024 PTTA Executive .....	6
2023-2024 PTTA Council Representatives .....	7
<b>Reports:</b>	
President – Lise Legal .....	9
Vice President – Professional Development – Jennifer Paszkat .....	15
Vice President – Collective Bargaining – Sean Giesbrecht .....	20
Treasurer – Tim Dittrick .....	25
Employee Benefits – Daniel Mitchell .....	29
Equity & Social Justice – Chelsea Allen .....	32
Public Relations – Blue Jay Bridge .....	33
Wellness/Social – Alyssa Caughy .....	34
Past President – Allison Perlov .....	36
PTCEL – (not appointed) .....	37
Member-at-Large – Kelly Chin .....	38
Member-at-Large – Tim Dittrick .....	39
<b>2024-2025 Meeting Dates .....</b>	<b>40</b>
<b>2024-2025 PTTA Executive Members .....</b>	<b>41</b>
<b>Acknowledgements .....</b>	<b>42</b>
<b>Appendix .....</b>	<b>43</b>
<b>Acronyms .....</b>	<b>44</b>
<b>Contact Information .....</b>	<b>45</b>
<b>Association Information .....</b>	<b>46</b>

## 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, Inninew, Anisininew, Dakota and Dene peoples, and on the national 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 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 4, 2024 PTTA Annual General Meeting
3. Acceptance of the PTTA Annual General Meeting Minutes of June 27, 2023
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 Tim Dittrick
  - 4.5. Employee Benefits Daniel Mitchell
  - 4.6. Equity & Social Justice Chelsea Allen
  - 4.7. Wellness/Social Alyssa Caughy
  - 4.8. Member-at-Large Kelly Chin
  - 4.9. PTCEL Liaison Allison Perlov
5. New Business
  - 5.1. PTTA Meeting Dates 2024 - 2025
  - 5.2. PTTA Executive for 2024 - 2025
6. President's Closing Remarks
7. Adjournment

## Attendance at June 27, 2023 AGM

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

SCHOOL	A	COUNCIL REP.	R
Ralph Maybank		Jennifer Schraml	
RHG Bonnycastle	✓	Amber Clemons	
		Lisa Laurence	
		Ty Fillion	
River West Park		Deanna Derksen	✓
		Amber Finch	
		Sharon Mohammed	
Royal School		James MacLennan	✓
Shaftesbury	✓	Leo Harley	
		Chace Porter	
		Stacey Snyder	
South Pointe	✓	Rachelle MacNeil	
		Brittany Doerksen	
		Karyn Pich	
	✓	Tim Dittrick	
St. Avila		Cindy Westra	
Tuxedo Park	✓	Shelley Penner	
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	✓	Dave Quanbury	
Whyte Ridge	✓	Chantal Muzyka	
EXECUTIVE	✓	Lise Legal	
	✓	Jennifer Paszkat	
	✓	Sean Giesbrecht	
		Adrienne Collins	✓
	✓	Michael Pauley	
	✓	Kelly Chin	
		Michelle Barclay	✓
	✓	Daniel Mitchell	
	✓	Alyssa Caughy	
		John MacKinnon	✓
✓	Rebecca Chambers		
✓	Kathryn Slovinsky		

## Minutes of the June 27, 2023 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 for June 27, 2023

Moved: Lessard (Crane)

Second: Slovinsky (Executive)

Carried

3 **Motion:** To accept the PTTA Annual General Meeting Minutes of June 28, 2022

Moved: Dittrick (South Point)

Second: Gray (Acadia)

Carried

4 Reports:

4.1 President

Lise Legal

Report in package.

4.2 Vice President – Professional Development

Jennifer Paszkat

Report in package.

- We had over \$1,000,000 of Joint PD applications, well done everyone!

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: McKinnon (Ralph Maybank)

Second: Clemens (Bonnycastle)

Carried

4.5 Employee Benefits

Daniel Mitchell

Report in package.

4.6 Equity & Social Justice

Kelly Chin

Report in package.

4.7 Public Relations

Michelle Barclay

Report in package.

4.8 Wellness/Social  
Report in package.

Alyssa Caughy

4.9 Past President  
Report in package.

Kathryn Slovinsky

- This is Kathy's final report and meeting, as she is happily retiring to eat cake and barbecue. Kathy has worked with the PTTA for over a decade, wearing many hats, and is incredibly proud of all those who will continue this work into the future.

4.10 Member-At-Large  
Report in package.

John MacKinnon

4.11 Member-At-Large  
Report in package.

Rebecca Chambers

- A wholehearted thank you to all members for being together with me this year. I have had a wonderful time working with such fantastic educators.

**Motion:** To adopt the reports as presented.

Moved: Slovinsky (Executive)

Second: Perlov (Leech)

Carried

## 5 New Business

5.1 PTTA Council Meeting Dates 2023-2024: listed in the package.

5.2 PTTA Executive Meeting Dates 2023-2024: listed in the package.

- Correction: Page 40 – correct spelling is Blue Jay Bridge (no s).

## 6 President's Closing Remarks

- The PTTA team has accomplished much over this year, which is only possible by the hard work of Council and Executive.
- There are several individuals currently sitting on Council who are retiring; thank you so much for your contributions to the students and staff of Pembina Trails over the course of your careers.
- Gratitude to Rebecca Chambers for creating the Pembina Trails Indigenous Voice & Action Committee; we look forward to working with her more in the future!
- Don't forget to update your MyProfile e-mail (if required) to receive communication from MTS; also, please make sure that it is a non-work e-mail.
- Have a wonderful, restful summer break!

## 7. Adjournment: 4:49 PM



## 2023-2024 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	Allison Perlov
Treasurer	Adrienne Collins
Secretary	Michael Pauley
Employee Benefits	Daniel Mitchell
Equity and Social Justice	Chelsea Allen
Public Relations	Blue Jay Bridge
Wellness/Social	Alyssa Caughy
Member-at-Large	Kelly Chin
Member-at-Large	Tim Dittrick
PTCEL	



## 2023-2024 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	Cruz, Theresa	
Arthur A. Leach	Isford, Natalie	Sutherland, Jill
Bairdmore	Fitchner-Jerez, Kim	Levine, Lynn
Beaumont	Waters, Angela	
Beaverlodge	Strickland, Katie	
Bison Run	El Gayar, Heba	Theodorou, Sophie
Chancellor	Steingart, Christel	
Charleswood	Stuart, Jennifer	
Crane	Lessard, Carolyne	
CSS	Lee, Colleen	
Dalhousie	Niziol, Heather	
Dieppe	Davies, Bronwen	
Fort Richmond	Vinci, Sheridan	Lindal, Ian
General Byng	Grape, David	Reimer, Matthew
Henry G. Izatt	Grobber, Gina	Prach, Sarah
Henry G. Izatt		Penner, Michael
Laidlaw	Chin, Justen	
Linden Meadows	Cleave, Kendra	
Oak Park	Chappellaz, Guy	Villeneuve, Jean-Luc
Oakenwald	Mitchler, Mary-Ann	Woytko, Erin
Pacific Junction	Grunsten-Yonda, Kristi	
Prairie Sunrise	Scantlebury, Wayne	Macgillivray, Jock
Program Dept.		
PTC	Hardman, Scott	
Ralph Maybank	Grunsten-Yonda, Kristi	Schraml, Jennifer





## 2023-2024 PTTA Council Representatives

Schools/Sites	Head Representatives	Additional/Alternate Reps
RHG Bonnycastle	Clemons, Amber	Vinci, Tasha
River West Park	Derksen, Deanna	Finch, Amber
River West Park		Mohammed, Sharon
Royal School	MacLennan, James	
Shaftesbury	Porter, Chace	Bailey, Ainslie
Shaftesbury		Snyder, Stacey
Shaftesbury		Finlay, Stephanie
South Pointe	MacNeil, Rachelle	Doerksen, Brittany
St. Avila	Lesk, Micheline	
Tuxedo Park	Reynolds, Rochelle	Penner, Shelley
Van Wallegem	Klimack, Melissa	
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	Skyes, Lisa
Whyte Ridge	Muzyka, Chantal	

# President 2024 Annual Report

---

PTTA Members are truly the best and it has been my honour to work with Executive, Council and all PTTA. This report will highlight my activities during the year in service of Members.

## Advocacy

### Contact Time, Timetables and Workload

Throughout the year, I met with Troy Scott, Division Assistant Superintendent: Personnel and Education Services. Conversations included MTS Staff Officers where needed. Contact time protection was and is an important priority in negotiations and advocacy. The MTS Bargaining Survey took centre stage this year and as such, the PTTA contact time survey was not used. 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

As is normal practice throughout the year, grievances and alternatives to grievances were discussed and implemented as needed in response to violations of the collective agreement.

### School Visits and Gatherings

In the past, School Visits had high attendance in some buildings and very low attendance in other buildings. In order to maximize best service delivery, we again asked Council Representatives to poll their staff to see who wanted an in-person school visit. We also provided a virtual drop-in school visit. We continue to build our responses based on Member feedback and needs.

### Professional Development

The time needed to provide direct service to Members increased dramatically this year. As a result, my time was redeployed away from time otherwise dedicated to my professional development.

- MTS Women and Leadership Symposium
- ÉFM Femme en leadership scolaire

### Pembina Trails School Division Budget 2024 – 2025

The Board released their approved 2024 – 2025 Budget on March 14<sup>th</sup>, 2024 and provided the full budget via website on March 15<sup>th</sup>, 2024. Enrollment growth is projected to be 723 and the teacher FTE increase is 72.5. The Board committed to help reduce class sizes in early years and maintain Teacher Librarians in middle years schools and high schools. An important part of this year's budget is the preparation that PTTA VP, Sean Giesbrecht provided in the areas of graphs and trends. It is my view that including this in our presentation that PTTA made to the Board helped influence the Board to make improvements in their draft budget. Lastly, although I am of the view that more could have been done by this Board in this budget, it was refreshing to see noteworthy

changes from their draft to their final budget.

### **2023 - 2024 School Start and End Times**

The new bell times caused complications and stress in certain areas, including but not limited to:

- daycare for staff and for families
- bus service delivery for extracurricular competitions.
- misalignment of meeting schedules
- misaligned extracurricular scheduling.
- Professional Development times out of alignment for different schools

### **Violent Incident Reporting (VIR)**

Violent incidents are on the rise and continue to add exceptional stressors to staff wellness and workloads. Safe working conditions are the responsibility of the employer and PTTA continues to press Pembina Trails to design response mechanisms that ensure safety. Emphasis this year was placed on the following:

- Multiple incidents and critical need for employer to support local responses to mitigate risks
- Near misses – reporting and control measures
- Verbal violence (regardless of the age or ability of the person acting out violently)
- Reminders that filing a VIR is never to be discouraged.

### **Pembina Trails School Division Council of Educational Leaders (PTCEL)**

In October 2023, the Division was able to host the annual in-person training. I participated in this two-day PTCEL training at the Canadian Museum for Human Rights (CMHR).

### **PTTA Head Council Representative Training Workshop - held on October 10<sup>th</sup>, 2023**

- MTS Staff Officer, Sherry Jones provided a tremendously insightful and timely presentation on the impacts of privilege and some of our blind spots associated with class, etc.

### **Substitute Teacher Information Meeting - held via Zoom on February 14<sup>th</sup>, 2024:**

- Pembina Trails School Division staff Cheryl Horn provided another super presentation on the following topics:
  - Smart Find Express (SFE) profile
  - SFE profile maintenance
  - Intention forms for 2024 – 2025
  - Questions and answers

### **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 and Leadership (WAL)
- 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 9<sup>th</sup>, 2024 at the Qualico Centre, Assiniboine Park**

- The morning was filled with a presentation by, Manitoba Teachers' Society Staff, Tim Breen who provided a terrific presentation about MTS Resolutions and processes for Provincial Council.
- The afternoon was dedicated to the monthly Executive Meeting and discussing/finalizing the 2024 – 2025 PTTA draft budget.

### **Trail Talk Newsletter and Teacher Agenda**

- The 2023 - 2024 PTTA Teacher Agenda was printed and distributed in June 2023
- Trail Talk Newsletter links were emailed to each PTTA Member, and each Newsletter was posted on the PTTA website.

### **MTS Committee Work – PTTA Members**

- Alyssa Caughy – TEACHER EDUCATION & CERTIFICATION
- Gina Grobber – PROFESSIONAL CONDUCT COMMITTEE
- Jennifer Paszkat (Regional Facilitator, Metro) – EQUITY & SOCIAL JUSTICE
- Marnie Paterson – COLLABORATIVE LEARNING FACILITATOR TEAM
- Nicole Lavallée – INDIGENOUS VOICE & ACTION
- Sheridan Vinci – TEACHER-LED LEARNING TEAM

### **Workshops/Training:**

I participated in monthly Presidents' Check-ins and Leaders' Learning Series to ensure timely access to information to best serve Members.

### **Manitoba Teachers' Society Provincial Council May 23 to 25, 2024**

PTTA again sent 23 Delegates to the annual MTS Provincial Council. Delegates spent all day Thursday, and Friday May 23<sup>th</sup> and 24<sup>th</sup> as well as Saturday, May 25<sup>th</sup> to advocate for Members throughout Manitoba. Highlights:

- **Life Membership Award Recipients**  
Eldene Spencer  
Corinne Barrett-DeWiele

- **1922 Award Recipient**  
The MTS 1922 Award for 2024: presented in memory of Brandon Teachers' Association and MTS Member Alison Johnston.
  
- **Resolutions/highlights:**
  - **Central Registry for Teacher Record Checks**  
MTS to lobby government for central registry. This registry should help Substitute Teachers only have to provide documents one time for all employers.
  
  - **Lobby the Government for a WSH Training Day**  
The goal is to dedicate a day "in the existing school calendar for staff workplace health and safety training."
  
  - **Provincial Executive to Create a Whistleblower Protection Policy for all MTS Staff Not Under a Personal Services Agreement**  
The goal is to support all MTS employees.
  
  - **Establishing a Manitoba Association for Safety in Education**  
A priority is that safety in education should involve education stakeholders in solidarity.
  
- **New Provincial Executive Elected**  
Cathy Pleskach – Interlake Teachers' Association  
Desiree Pappel – Association des Éducatrices et Éducateurs Franco Manitobain  
Joel Swan – Garden Valley Teachers' Association  
Kristin Fallis – Winnipeg Teachers' Association  
Lilian Klausen – River East Transcona Teachers' Association  
Marcela Cabezas – Louis Riel Teachers' Association
  
- **Provincial Executive Returning for second year of two-year term**  
Lindsay Brown – Seven Oaks Teachers' Association  
Sean Giesbrecht – Pembina Trails Teachers' Association  
Serena Klos – Sunrise Teachers' Association  
Shawna Dobbelaere – Western Teachers' Association  
Sonja Blank – Mountain View Teachers' Association
  
- **2024-2025 Membership Fee**  
MTS fee for 2024-2025 will be \$1228 (an increase of \$105 above this year)

### **PTTA Retirement Reception**

The PTTA Retirement Reception will again be held in person at Piazza DeNardi. PTTA Retirees were celebrated with extraordinary food and venue and terrific company. We again invited George Bird – the Indigenous Artist who makes our retirement gifts - and

Alison Lynch to share in our celebration. Alyssa Caughy, PTTA Wellness Social Chair, pulled off another spectacular event! Brava, Alyssa!

### **To all PTTA Retirees**

The last few years have certainly tested our mettle and you have come through, as per usual, with flying colours! I trust you will be able to take a breath and dedicate time to you, your loved ones and all kinds of wondrous new projects. I send blessings to you on this new journey and thank you immensely for your extraordinary service to children, staff and families. Have a fantastic retirement!

### **Other Meetings and Events**

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

- MTS Presidents' Summer Seminars in Winnipeg, MB in August 2023
- Met with Members new to Pembina Trails Teachers' Association in August 2023
- Three MTS Presidents' Council Planning Group Meetings
- Monthly\* Presidents' check-ins (\*except when there was Presidents' Council in a given month)
- Attended 20 Pembina Trails School Division Board meetings
- Ten Executive Meetings (in-person: September, October, June and via Zoom: November, December, January, February, March, April, May)
- Eight Council Meetings (in-person: September, October, and via Zoom: November, January, February, March, April, May)
- PTTA AGM in-person at Uptown Lanes, June 2024
- Training and workshops for Executive and for Head Council Representatives
- Six Joint PD Fund Management Committee Meetings
- Five Association Council on Education (ACE) and five Board-Association Council on Education meetings (BACE)
- Four Trail Talk Newsletters articles
- Five Provincial Executive meetings via Zoom
- Provided a presentation to the Board of Trustees on Pembina Trails School Division 2024-2025 Draft Budget
- Chaired the Substitute Teachers' Meeting
- Three MTS Presidents' Council meetings
- Four Metro Presidents' Group meetings
- Two MTS Education Finance Seminars
- Two MTS Workplace, Safety & Health Seminars

### **Bereavement**

General Byng School Council Representative, David Grape left us in May at the young age of 43. There are no words for any kind of loss and certainly, none for losing an exceptional man like David at any time but in particular, so soon. Rest in peace, dear friend.

### Acknowledgements

I thank each of you for your communication and collaboration over the last year. And I applaud your dedication and wisdom as you have supported Members all year.

- Council continues to be the critical interface between our PTTA Members and the work we do as an Association. You are indispensable to supporting Members.
- I applaud all Executive Members for their commitment to careful care of their portfolios and I thank all outgoing Executive Members, Kelly Chin, Chelsea Allen and Sean Giesbrecht as they open another chapter in their career and work. Huge celebration also goes to Allison Perlov for doing a stellar job in her year as Past President. Each of you has taught me a great deal. Thank you!
- I send applause and appreciation to the office Team of Tobi Oyeusi (Administrative Assistant), Jennifer Paszkat (VP PD) and Sean Giesbrecht (VP CB)!
- Shout out to all MTS Staff for all their work supporting all Locals and in particular to Teacher Welfare Staff Officers, Arlyn Filewich, Terri-Lynn Hill, Darren Hardy, Réjean Laroche, Tim Breen, Kelli Wiebe, Andrea Zaroda, Ashleigh Deeley-Michaluk, Sherry Jones, Sasha Epp, Michelle Wolfe, Andrew Peters, MTS economist, Zac Saltis and MTS Analyst, Nadine Pinette, COSL Chair, Rob Fisher and Disability Benefits Case Manager, Esther Penner for serving PTTA directly. Thank you to Professional French Language Services Staff, governance, finance and MTS Communications for all their work as well.
- Thank you to the Pembina Trails School Division Board of Trustees, Board Chair, Tim Johnson, and Vice Chair, Cindy Nachtigall.
- Thank you to Troy Scott, Colleen Roberts and Lisa Boles for continued dialogue, open and respectful conversations as well as for our collaborative work together.

### WELCOME

Welcome to all our new Executive Members:

- Amber Clemons, Equity Social Justice Chair
- Sarah Prach, Treasurer
- Sheridan Vinci, Member at Large
- Nicole Lavallee, Vice President, Collective Bargaining

In closing, I offer best wishes and blessings to each of you for a restorative and joyful summer.

Union is Strength.

Respectfully submitted,

*Lise Legal,*  
PTTA President



## Vice President-Professional Development 2023/2024 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 this year:**

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

- Professional Development Chair's Summer, Fall, and Spring Seminars
- Metro PD Chair's Meetings
- Metro Presidents' Meetings
- Presidents' Zoom Meetings (observer)
- MTS Equity and Social Justice Standing Committee Meetings
- Equity and Social Justice Chair Meetings - Regional Facilitator for Metro Region
- Chair of the Safer Spaces Committee in the MTS ESJSC
- MTS Femlightenment Series via Zoom
- MTS Women and Leadership (WAL) Symposium
- MTS AGM Meeting May 22-25

### **PTTA Executive and Council Meetings**

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

### **PTTA Women and Leadership Group**

- PTTA Members met during the school year to discuss a variety of topics 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: Lise Legal, Sarah Prach and Holly Hladun.
- If you would like to join this group for the upcoming year, please feel free to contact me.

### **Substitute Teacher Information Meeting – held via Zoom**

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

### **Professional Development**

I participated in the following Professional Development activities:

- MTS PD Chair's Seminars
- MTS ESJ Chair's Seminars
- Labour Studies Certificate Courses from McMaster University via Zoom





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

The ACE and BACE Committees met five times in 2023 - 2024. I chaired the ACE Committee that provides an opportunity for members to express issues, concerns and policies that will be directly addressed with Trustees and Superintendents at BACE. This serves as an important and direct communication link between the Association and the Division.

Major Topics that PT TA brought forward to BACE for 2023 – 2024 included:

- Class size and Composition/Complexity
- Violent Incident Reporting
- Negative impacts of chronic unfilled absences
- School-Based Budget timelines
- Contact Time/Workload
- Cyber Security
- Multi-Factor Authentication
- Tri-Conferences
- Report Card Writing
- Planning for heat and/or smokey days

#### ACE Committee Members:

Jennifer Paszkat (Chair), Sean Giesbrecht (Secretary), Lise Legal, Rob Rutledge.  
If you are interested in joining the ACE Committee, please contact me.

#### BACE Committee Members:

Senior Administration: Lisa Boles, Lorraine Farmer

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**

This 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 PT TA. 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 2023 - 2024 was \$530,415.



**Professional Development Fund Summary**

For the 2023/2024 Fiscal Year  
As at May 9, 2024

PD Category	2023/24 Fund Allocation Per Collective Agreement *	Prior Year Carryover	Total Fund 2023/24	Less		Total YTD Cost	Total Funds Still Available
				Encumbered Funds (approved applications but not spent)	Current Year PD & Sub Costs Spent		
1				1,444	137,654	139,098	
2				4,568	127,635	132,203	
3				21,059	430,969	452,028	
4				5,603	43,954	49,557	
5				-	4,173	4,173	
6				-	153,634	153,634	
7				-	4,337	4,337	
Adjustment						-	
<b>Total</b>	<b>530,415</b>	<b>673,922</b>	<b>1,204,336</b>	<b>32,673</b>	<b>902,358</b>	<b>935,031</b>	<b>269,305</b>

\* No current agreement in place 22/23.

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 be accessing them 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, there will be no additional categories for 2023/24

- Category 1 Local PD, including MTS PD Day
- Category 2 Masters 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 Asked Questions document. Much of the work I did was working with the Joint PD Committee, including Jackie Scott, who is the first step in the online system, and Jon Cipriano, Division IT of the online portal system. I also provided edits for the 2023/24 Brochure.

The online system we currently use was created many years ago and we are having to find ways to expand its capabilities. We are looking into alternative platforms in the hopes of making the process easier and more user friendly.

While there will be no additional categories being added at this time, I encourage all Members to utilize the Fund in the coming year. Please check the Brochure as amounts available in the categories may change. 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), Jackie Scott (Administrative Assistant), 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 provides financial assistance for Members to participate in PD opportunities.

### **School Visits**

I attended Virtual School Visits, alongside In-Person School Visits that took place during the 2023-2024 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, now known as X, 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.

### **Head Rep Training**

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

### **Grade 12 Graduation Ceremony**

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

### **Acknowledgements**

I would like to thank all our Executive and Council members who have been so patient and flexible as we adapt to the changing educational landscape, including changes to start and end times in the division which has required us to remain online to accommodate members.

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

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



As we finish the 2023/24 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.

Union is Strength.

Respectfully submitted,

*Jennifer Paszkat*  
PTTA Vice President Professional Development

## Vice President-Collective Bargaining 2024 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 this past year and for the next year as a newly elected Member-At-Large of the MTS Provincial Executive.

### **Collective Bargaining:**

Provincial Bargaining has been slow, but productive in many respects. There have been five all-Member updates this school year: September 11<sup>th</sup>, November 2<sup>nd</sup>, January 19<sup>th</sup>, March 19<sup>th</sup>, and May 15<sup>th</sup>. The latest update provides brief information on each article's status: "Agreement", "In dispute", "Withdrawn", or "Employer rejects."

At the time of this report's writing, only two days of bargaining remain before the sides break to prepare for arbitration of the unsettled articles. There are twenty-one (21) days of arbitration scheduled between October 15<sup>th</sup>, 2024 and December 6<sup>th</sup>, 2024. Per the *Public Schools Act* "An arbitration board shall make an award within 60 days after concluding the proceedings, *or within any longer period that the parties agree to.*" With an arbitration as extensive as this, and with the weight of this board's decision on the Members and Divisions, I would suspect that both sides would agree to extend the time limits in order to receive as fair and reasonable award as possible, should the arbitration board so request. All told, I would further suspect that we receive an arbitration award sometime in Spring of 2025 – but this is based on observations of similar arbitration proceedings elsewhere in the country and has not been communicated as fact to myself as this Association's bargainer or as a Member-At-Large of the MTS Provincial Executive.

Discussion with the Division pertaining to the operationalization of the 2021-awarded Article 4.6 "Teachers on Limited Term Teacher-General Contracts" continued. It is not uncommon for new language to require negotiations and discussions in support of both the Association and the Division to reach mutual agreement as to the interpretation of said new language. Further, as this Article may either be borrowed from or copied in its entirety at the Provincial Bargaining Table, these discussions are entered into with the awareness that we continue to represent and advance the interests of all Manitoba Teachers' Society Members.

I have had the privilege of serving Manitoba Teachers as Chair of the MTS Collective Bargaining Standing Committee (CBSC). I have continued to serve Members as a member of the Provincial Bargaining Committee. But it has been truly the greatest privilege serving PTTA as your Chair of Collective Bargaining for the past four years. I am proud of the work I have done and look forward to the gifts and talents that Nicole Lavallee brings to our Association as she takes over on July 1<sup>st</sup>, 2024.

### **Education Finance:**

This year, I attended two MTS Education Finance Seminars. MTS Analyst Nadine Pinette used these seminars to provide detailed information about the state of the Manitoba economy, the budget cycle, and associated provincial funding processes. I have joined, and will remain an active member, of an internal group of MTS education finance representatives, though I will be a contributing observer going forward.

The new Education Funding Model's development and implementation was delayed with a change in government after the October 3<sup>rd</sup>, 2023 Provincial election. All signs indicate that a new model will be shared and implemented for the 2025-2026 school year. If the delivery of the arbitration award is delayed beyond the time at which school divisions are required to submit their budgets, we could be entering unprecedented territory. Given all of the moving pieces and unknowns, this next year is going to require close observation and scrutiny of education finance in Pembina Trails as well as across Manitoba. I am thankful that we have a government which is more committed to supporting and funding public education.

Each year, the Education Finance Chair attends the Pembina Trails budget meetings and supports the Association's response to the Draft Budget as well as helps to analyze the impact of the final budgets. For the first three years of my holding that position, the Pembina Trails board of Trustees had little flexibility to respond to the needs of the community and to take action in response to the Association's Draft budget response. This year, with a new government in place, the Pembina Trails Board was given increased freedom of taxation to respond to the very real needs of our students and staff. Therefore, the Association's response needed to be at a high level in service of our membership.

I am most proud of the work I performed on this portfolio in responding to the draft budget. The data and analysis I provided, in both written and in graphical form, aided Lise Legal's delegation to the board – which ultimately saved middle and high school Teacher-Librarians, increased Teacher FTE to over 70 new positions, and helped convince the board of their power and responsibility. This data and analysis has been

shared with all Local Associations across Manitoba. I have received thanks for this work from other Associations, and I pass that along to the PTTA Membership for allowing me to do this work for us and to also share it for the benefit of all.

### **Workplace Safety and Health:**

I attended the Manitoba Federation of Labour Workplace Safety and Health conference on February 1<sup>st</sup> and 2<sup>nd</sup> of 2024. I devoted my two days at the conference to learning about Workplace Violence and Harassment Strategies for Prevention and Response.

I attended two MTS Workplace Safety and Health Seminars this year: October 28<sup>th</sup>, 2023 and February 10<sup>th</sup>, 2024. Topics covered in both seminars include: parental harassment, violence prevention, psychological safety in the workplace, and a comprehensive review of the Audit Tool for Workplace Psychological Health and Safety in Schools developed by Care For All in Education.

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, CBSC Liaison/PX 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
- Metro Presidents' Meetings

### **Professional Development:**

- I attended the Manitoba Federation of Labour Workplace Safety and Health Conference.
- I am completing the Fundamentals in Group Benefits online certificate offered by the International Foundation of Employee Benefit Plans.

### **PTTA Meetings and Events:**

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

### **Annual Meetings and Presentations:**

- Pembina Trails New Teacher Orientation in August 2023
- PTTA Retirement Celebration June 2024
- Shaftesbury Convocation: PTTA Award Delivery June 2024

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

- Summer Seminars August 2023
- MTS Virtual Learning Sessions (Ongoing)
- Workplace Safety and Health Fall & Winter Seminars
- Education Finance Fall & Winter Seminars
- Presidents' Council (Non participating observer)

### **MTS – Provincial Council:**

I attended the 2024 MTS Provincial Council May 23-25, 2024. Thank you to all PTTA 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.

### **PTTA 2023-24 Executive:**

PTTA Executive communication and meetings continue 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 have served you all. The privilege and responsibility to advocate on your behalf is not lost on me. As I step back from my time on Executive, I will still offer my support, advice, and time in service of the Association, albeit in a less formal way. I am committed to the MTS motto of *quisque pro omnibus*, or “Each for All,” as are you all.

Please enjoy your summer,

Respectfully submitted,

*Sean Giesbrecht*

PTTA Vice President Collective Bargaining



## Approved 2024-25 Budget

<b>Pembina Trails Teachers Association</b>		
<b>Approved Budget 2024-2025</b>		
<b>Budget Line</b>	<b>Details</b>	<b>Approved Budget 2024-25</b>
<b>EXPENSES</b>		
<b>Office &amp; Administrative</b>		
5014	Audit	\$ 4,859.23
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	\$ 700.00
5036	Rent - Office Space	\$ 1,000.00
5040	Bank Charges	\$ 200.00
<b>PTTA AGM</b>		
5050	AGM - PTTA	\$ 650.00
5055	AGM Nominating Comm.	\$ 50.00
<b>Central/Metro Presidents</b>		
5105	Metro Presidents Meetings	\$ 350.00
<b>Capital Assets</b>		
5150	Capital Assets for Office	\$ 2,200.00
<b>Collective Bargaining</b>		
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



<b>Council &amp; Executive</b>		
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
<b>President</b>		
5380	President's Expenses	\$ 400.00
5400	President's Meetings	\$ 900.00
5405	President's Mileage	\$ 2,200.00
<b>Professional Development</b>		
5510	PD VP Supplies & Expenses	\$ 300.00
5520	PD VP Meetings	\$ 150.00
5525	PD VP Mileage	\$ 1,000.00
<b>Provincial AGM</b>		
5550	Provincial AGM Elections	\$ 1,200.00
5555	Provincial AGM Resolutions	\$ 50.00
5560	Provincial AGM Expenses	\$ 2,250.00
5565	Provincial AGM Expenses W/S	\$ 2,250.00
<b>Public Relations</b>		
5600	PR Activities & Projects	\$ 2,500.00
5615	PR - Newsletter	\$ 150.00
5620	PR Web Page	\$ 100.00
5625	PR Meetings	\$ 50.00



<b>Salaries/Benefits and Release Time</b>		
5635	SB - VP CB Release Time	\$ 55,680.31
5640	SB - President Release Time	\$ 115,319.52
5645	SB - VP PD Release Time	\$ 62,174.96
5650	Administrative Assistant Salary	\$ 27,482.86
5655	EI-Employer cost	\$ 650.35
5660	CPP-Employer cost	\$ 1,499.20
5665	EHB-cost for Admin. Assistant	\$ 1,899.76
5670	GLI-Employer cost	\$ 64.68
5672	PST-Employer portion of Group Life	\$ 6.25
<b>Scholarships &amp; Awards</b>		
5680	H.S. Scholarships/McNally G.C.	\$ 5,500.00
<b>Social &amp; Wellness</b>		
5700	SW - Events & Projects	\$ 3,500.00
5710	SW - Meetings	\$ 250.00
5715	SW - Retirement Reception	\$ 7,250.00
5725	SW - Retirement Gifts	\$ 7,500.00
<b>Committees</b>		
5800	Employee Benefits Comm. Meeting	\$ 50.00
5802	Equity & Social Justice Comm. Meeting	\$ 50.00
5810	STC-ACE/BACE	\$ 600.00
5825	Indigenous in Voice in Action	\$ 200.00
<b>Training &amp; Development</b>		
5860	TD - Council	\$ 4,200.00
5865	TD - Executive	\$ 2,000.00
5870	TD - Executive Orientation	\$ 1,600.00
5875	TD - President	\$ 2,000.00
5880	TD - VP - Collective Bargaining	\$ 1,000.00



## Annual General Meeting – June 4, 2024

5885	TD - VP - Professional Development	\$ 1,000.00
5890	TD - MFL - Convention	\$ 1,000.00
<b>TOTAL PROJECTED EXPENDITURES</b>		<b>\$ 347,337.12</b>
<b>REVENUE</b>		
4020	Members Fees	\$ 220,500.00
4025	Substitute Fees	\$ 13,162.50
4050	EI Rebate	\$ 75,097.00
4060	Public Relations Grant	\$ 0.00
4070	Bank Interest	\$ 1,000.00
4080	Term Deposit Interest	\$ 0.00
4090	Reserve Fund Interest	\$ 1,000.00
<b>TOTAL PROJECTED REVENUE</b>		<b>\$ 310,759.50</b>
	Surplus / (Shortfall)	\$ (36,577.62)
	Yearly Fees per Member	\$ 180.00
	Fee Increase/(Decrease)	\$ 10.00

Respectfully submitted,

*Tim Dittrick*  
PTTA Treasurer

## Employee Benefits Annual Report 2023/2024

### **Employee Benefits Fall Seminar**

The employee Benefits Fall Seminar occurred on October 15th, 2023. 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 1<sup>st</sup>, 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 September 1<sup>st</sup>, 2023

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

Extended Health Effective September 1<sup>st</sup>, 2023

- Family Rate: \$142.00 per month (under 65)
- Family Rate: \$186.20 per month (over 65)
- Single Rate: \$71.00 per month (under 65)
- Single Rate: \$93.10 per month (over 65)

### **Long and Short Term Disability Benefit Premiums**

The Disability Benefits Plan Committee and the Provincial Executive approved a 0.25% decrease for the Long Term Disability plan which is now 1.5% and a 0% increase for the Short Term Disability Plan which remains at 0.25%. These rates came into effect March 1<sup>st</sup>, 2024.

### **Mental Health Practitioners**

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

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

### **Glucose Monitoring Systems**

Glucose Monitoring Systems coverage continued this school year which covers the following:

#### Flash Glucose Monitoring Machines

- Reader- one every 6 months
- Sensors- to a maximum of \$2000 per calendar year
- Insulin use is the legibility 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 1<sup>st</sup>, 2023 both are covered for a maximum \$1000 every 5 years.

### **Provincial Dental Plan**

Pembina Trails Teacher Association joined the Provincial Dental Plan which has the following coverage:

#### 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.

### **Pension Sustainability Seminar**

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

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 of 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**

Multiple regional meetings were 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 2023/2024

### **MTS Seminars**

#### **Summer Seminar – August 24<sup>th</sup> & 25<sup>th</sup>, 2022:**

- Election Debate
- Well Behaved Women Rarely Make History

### **MTS Rally for Teachers**

August 24<sup>th</sup>, 2023

### **PTTA Head Council Representative Training**

October 10<sup>th</sup>, 2023

### **IVAC/ESJ**

April 17<sup>th</sup>, 2024

Respectfully submitted,

Chelsea Allen  
PTTA ESJ Chair

## Public Relations Annual Report 2023-2024

---

### **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 for purchasing library books.

### **School Awards**

In support for graduation students in Pembina Trails, PTTA offers \$600 scholarships 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, and granted by MTS, in partnership with the Wellness chair. The project was a social event in December which saw many members re-connecting with each other and the PTTA board.

Respectfully submitted,

*Blue Jay Bridge*

PTTA Public Relations Chair

## Wellness/Social Annual Report 2023

---

### Social Events

- MTS PR Grant
  - In collaboration with PTТА Public Relations Chair Blue Jay Bridge, PTТА submitted and was awarded a 1000\$ grant to use towards an event to engage members with the local union.
- December Trivia Night
  - Using funds from the MTS PR Grant a Dinner and Trivia Night were hosted for PTТА Members.
  - The event was held at Royal Pizza. Members partook in a shared meal, desserts and trivia competition.
  - Prizes were sourced from local artisans in addition to prizes provided by the trivia company.
  - Many members commented that this should be a yearly event and we will examine how to grow trivia nights.
- Year End Celebration/PTТА June Executive Meeting/PTТА AGM
  - PTТА hosted a member's event on June 4<sup>th</sup>, 2024 at Uptown Alley. Members partook in a shared meal, bowling, laser tag and arcade games.
  - Registration and attendance for the event was lower than previous year even with the PTТА AGM scheduled for before the event.
  - Event allowed for members, council and executive to partake in thought exchanges and to engage with their executive team. Consideration on why the event attendance decreased from last year will be explored.

### AGM

- I attended the MTS AGM on May 22-25 at the new venue; Delta Hotel and RBC Convention Center.
- Gift bags were prepared for the various PTТА delegates and alternates that volunteered their time.
- Gift bags included items to help support the long days such as vegetable packages, cookie assortment, locally made marshmallows and flat water bottles. As much as possible items were sourced from local or locally owned businesses such as Red River Co-Op and The Marshmallow Factory.
- 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 ecofriendly cooler bags.

- Gifts were also distributed to the AGM student pages as a thank you for their hard work and volunteering.

### **PTTA Retirement Dinner**

- As per the recommendation last year the Retirement Dinner and Celebration were moved to the third week of June to reflect teacher schedules and order processing of the venue.
- Retirement Dinner and celebration were held at Piazza De Nardi
- Retiring members were treated to a welcome beverage, three course meal with live chef demonstration, and an accompanying wine pairing with a guest sommelier.
- Coffee and dainties were provided to allow for social time after the meal and gifts were distributed.
- Artist George Bird was invited and attend as a PTTA Honoured guest for his work in designing the special retiree gift.
- Retirees were each presented with the PTTA Manitoba Indigenous Artist Owl Carvings carved by George Bird and presented by Lise Legal, Sean Giesbrecht and Jennifer Paszkat.

I would like to thank our membership again this year for supporting the initiatives of the Social/Wellness Chair. We have had many successes this year and are seeing more membership engagement through our various events. I hope to continue bringing new events and opportunities for gatherings in the coming year as I continue to serve as your Social/Wellness Chair.

Respectfully submitted,

*Alyssa Caughy*  
PTTA Wellness/Social Chair



## Past President Annual Report 2024

---

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.

### Resolution Submission

In my role as the Nominations Officer, I was very pleased to put forward a resolution to honour the extraordinary work that past MTS Staff Officer Tom Paci did for all Manitoba teachers. Unfortunately, the resolution did not get passed at MTS Provincial Council.

### Local Returning Officer

This year I was pleased to see that there were people who put their names forward for every position on the Executive. This year's upcoming executive includes a balance of new and returning members. As there were no contested seats, the entire Executive was acclaimed. The Executive for the 2024-25 school year will be as follows:

- |                                   |                              |
|-----------------------------------|------------------------------|
| • President                       | Lise Legal                   |
| • Vice President CB               | Nicole Lavalee               |
| • Vice President PD               | Jennifer Paszkat             |
| • Secretary                       | Michael Pauley               |
| • Treasurer                       | Sarah Prach                  |
| • Employee Benefits Chair         | Dan Mitchell                 |
| • Public Relations Chair          | Blue Jay Bridge              |
| • Wellness/Social Chair           | Alyssa Caughy                |
| • Equity and Social Justice Chair | Amber Clemons                |
| • Member at Large (2 positions)   | Tim Dittrick; Sheridan Vinci |

### Final Thoughts

I am blown away by the time and effort put in by every member of Executive and Council on behalf of the educators they represent. The energy and commitment exhibited by the members of this association is nothing short of remarkable. Your work is appreciated, and I wish everyone a great summer holiday.

Respectfully submitted,

*Allison Perlov*  
PTTA Past President



# Pembina Trails Council of Education Leaders Annual Report 2024

---

Nil Report

## Member-at-Large Annual Report 2024

---

It's hard to believe we are preparing to wrap up another school year! I'm sure for many this has been a very busy year with many celebrations and challenges. Through it all, you have shown your dedication to your students, your school community, and your colleagues through your work with PTTA.

It has been a privilege to serve another year on PTTA Executive, this time returning to the position of Member-At-Large. I have enjoyed the opportunity to meet new people and reconnect with others. In my seventh, and final, year on Executive I have continued to learn and grow within the association.

Throughout the 2023-2024 school year I have attended MTS Summer Seminars, council meetings, executive meetings, and MTS AGM. On August 23<sup>rd</sup> and 24<sup>th</sup> I attended MTS Summer Seminars where I engaged in a variety of sessions and joined the rally for public education at The Manitoba Legislature Building. From May 23<sup>rd</sup> to 25<sup>th</sup>, I served as a PTTA Delegate at the 105<sup>th</sup> MTS AGM. Here we got to witness Eldene Spencer receive an MTS Life Membership award; thank you to Mishelle Russo for your incredible work with his nomination.

The past seven years serving on Executive have been an amazing learning experience. I am so grateful to have had the opportunity to support members and for the relationships I have developed along the way. Thank you to all our reps for your time and efforts, your dedication is greatly appreciated.

Wishing you a well-deserved summer break!

Respectfully submitted,

*Kelly Chin*  
PTTA Member-at-Large



## Member-at-Large Annual Report 2024

---

It has been a great pleasure and a privilege to be part of the PTTA Executive team as Member-At-Large. This being my first year on the Executive Council presented itself with both a learning curve and many enjoyable opportunities to serve PTTA members. I have appreciated the increased capacity and participation on our council and in our local.

During this past year, I have been encouraged in gaining a deeper appreciation of the work our PTTA council does as well as to learn about the democratic process we employ to represent the needs and aspirations of our members. I would like to especially thank Lise Legal and Sean Giesbrecht for their encouragement, support, and trust in undertaking this task. My interest in serving our PTTA members has only increased.

During the year an opportunity and need arose to shift from Member-At-Large to Treasurer. So, while my role as Member-At-Large this year was curtailed by a few months, I am thankful that I will be returning to the position of Member-At-Large next year.

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

Union gives strength.

Respectfully submitted,

*Tim Dittrick*  
PTTA Member-at-Large (Interim Treasurer)





## Meeting Dates for 2024-2025

---

### Executive Meetings

4:30pm @ 105 Westdale School

### Meeting Date

September 10, 2024

October 8, 2024

November 12, 2024

December 10, 2024

January 14, 2025

February 11, 2025

March 11, 2025

April 15, 2025  
(Full day workshop)

May 13, 2025

June 10, 2025

### Council Meetings

4:30 pm - if virtual, via zoom

\* in-person venue TBA

### Meeting Date

\* September 24, 2024  
TBA

\* October 8, 2024  
Head Council Rep. Training (afternoon)

\* October 22, 2024

November 26, 2024 via Zoom

No meeting

January 28, 2025 via Zoom

February 25, 2025 via Zoom

March 25, 2025 via Zoom

\* April 22, 2025

\* May 27, 2025

**AGM** June 10, 2025

### **Dates of Note:**

Wellness/Social Event – June 10, 2025 approximately 6 PM

PTTA Retirement Celebration – Tuesday, June 17, 2025 approximately 5 PM

MTS AGM – May 22, 23 & 24, 2025

Head Council Representative Training, October 8<sup>th</sup>, 2024 PM – Executive attends.



## PTTA Executive Effective July 1, 2024

President	Lise Legal
Vice President, Professional Development	Jennifer Paszkat
Vice President, Collective Bargaining	Nicole Lavallee
Treasurer	Sarah Prach
Secretary	Michael Pauley
Employee Benefits	Dan Mitchell
Equity and Social Justice	Amber Clemons
Public Relations	Blue Jay Bridge
Wellness/Social	Alyssa Caughy
Member-at-Large	Tim Dittrick
Member-at-Large	Sheridan Vinci
Past President (not elected-to be appointed)	
PTCEL	To be appointed by PTCEL



## Acknowledgements

---

**Thank you to** Sean Giesbrecht, Kelly Chin, Chelsea Allen and Adrienne Collins for all their work! Sean, Kelly, Chelsea and Adrienne all worked diligently and insightfully on behalf of Members. Their contributions have been nothing short of spectacular!

**A note of appreciation to:**

Tobi Oyeusi  
Michel Baril  
All staff at  
Eric Robert  
Taylor Dowhan & Gina Tavares  
All Staff  
Piazza De Nardi & staff

PTTA Administrative Assistant  
Pembina Trails S.D. Courier  
Westdale School  
Auditor  
Assiniboine Park Conservancy  
Uptown Alley  
DeNardi's Catering



## Appendix

---

### **PTTA Delegates to the 2024 MTS Annual General Meeting**

1. Alyssa Caughy
2. Amber Clemons
3. Angela Waters
4. Blue Jay Bridge
5. Chantal Muzyka
6. Chris Yard
7. Dan Mitchell
8. Gina Grobber
9. Heba El Gayer
10. Jennifer Paszkat
11. Kelly Chin
12. Kim Fitchner-Jerez
13. Lise Legal
14. Lynn Levine
15. Mary-Ann Mitchler
16. Megan Restall-Conan
17. Michael Pauley
18. Nicole Bureau
19. Nicole Lavallee
20. Sarah Prach
21. Sheridan Vinci
22. Tim Dittrick
23. Wendy Novotny

## **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

## 2024-2025 Contact Information

LISE LEGAL  
PTTA PRESIDENT



[pttapres@mbteach.org](mailto:pttapres@mbteach.org)

NICOLE LAVALLEE  
PTTA VICE  
PRESIDENT -  
COLLECTIVE  
BARGAINING



[vicepresident-cb@ptta.mbteach.org](mailto:vicepresident-cb@ptta.mbteach.org)

JENNIFER PASZKAT  
PTTA VICE PRESIDENT -  
PROFESSIONAL  
DEVELOPMENT



[vicepresident-pd@ptta.mbteach.org](mailto:vicepresident-pd@ptta.mbteach.org)

## Association Information

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



Follow us on Twitter @ptteachersassoc

### Association Information

---

Pembina Trails Teachers' Association is a member of the Manitoba Teachers' Society representing approximately 1,200 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
- Communicates with every school to talk about issues and acts on YOUR behalf on topics that concern YOU!

**Union Gives Strength**