



April 2026

President's Message

CHANGE OF DATE!!!

Due to a scheduling conflict at Sturgeon Heights, our **Annual General Meeting** will be held on **May 21st, 2026, 5pm at STURGEON HEIGHTS COLLEGIATE, 2665 Ness Avenue**. Refreshments will be provided. Without the interest of the membership, MANTE ceases to exist. The association executives play a crucial role in representing members, negotiating better conditions, and ensuring everyone's voice is heard. By joining, you'll gain valuable experience, build strong connections, and help create positive change. Please consider putting your name forward and joining an executive that is commitment to fairness, teamwork, and making a difference!

The following positions will be open for election this year. For more information on any of these positions or to put your name forward, please email me at Jennifer.monaster@siasd.ca prior to **May 6th, 2026**

Vice President (2-year term) – Assume duties and powers of the President in their absence, signing authority, Chair the Grievance Committee, Attend all Executive and general meetings, Advocate for the rights of the membership as outlined in the Collective Agreement by informing the President of any situations that arise.

Educational Assistant Representative (2 positions) and Secretary Representative (2 positions) – Attend all Executive and general meetings, Advocate for the rights of the membership as outlined in the Collective Agreement by informing the President of any situations that arise.

As per our constitution: *With the exception of the founding officers of the Association, each officer shall be elected individually at the annual meeting of the Association and shall hold office for two (2) years until the first annual meeting after they have been elected.*

It also states: *Elections will become staggered for one (1) Secretary representative and one (1) Educational Assistant representative. Thereby having these two positions voted on at every other general meeting.*

Due to the time in which the EA rep and Secretary rep positions have been open, it has caused the staggering of elected officials to become grouped together. For the Association to maintain the constitution, the open positions will have different term lengths. The rep positions will have one at a 2-year term and the other will be a 1-year term to complete the positions term length that would have been voted on at last year's AGM. If you are interested in these positions, please indicate which term length you would be wishing to fill. If all successful candidates wish to fill the same term length, we will draw names to see who will fill each seat.

Reminder, if any member wishes to put forth an amendment to the MANTE Constitution, this must be made in writing and delivered to the President of the Association at least thirty, (30) days prior to the general meeting. Amendments must first be approved by the Executive committee before being presented at the AGM.

Prior to the AGM, I will send out information regarding all nominees as well as any motions requiring a vote at this year's AGM.

Jennifer Monaster



Keep in Touch

If a member at your work location is off for an extended illness or bereavement, or if a member has a reason to celebrate, please advise Maggi Sawchuk at maggi.sawchuk@siasd.ca MANTE will send out an appropriate card.

Professional Development

Reminder. When applying for PD funding, fill out the PD application form available through the portal and scan the application or send through division mail to Connie Lowe at Crestview School.

MANTE Professional Development Committee

EA Rep – Maggi Sawchuk
Admin Asst. Rep – Rachel Novakowski
Library Tech Rep – Jocelyn Oliver
MANTE President – Jennifer Monaster
Human Resources – Joanne Johnston
Administrator – Connie Lowe
Financial – Monika Kananowicz

April Retirees

NIL

Executive Members

President – Jennifer Monaster
Vice President – **Open**
Treasurer and Pension Rep – Cerys Hooper
Secretary – Kerry Fraser
Board Office Rep – Rosemary Koltalo
EA Rep, Health and Welfare Rep – Maggi Sawchuk
EA Rep – **Open**
Library Tech Rep – Jocelyn Oliver
Secretary Rep – **Open**
Secretary Rep – **Open**



Surplus Staff

Every year in May the schools receive their numbers for next year. This can often result in employees being told that their position is no longer available. This is an unfortunate aspect of our careers. In this case, your seniority is looked at within your building. They do not base these decisions on division wide seniority. If you are being surplus from your school, it is because you have the lowest seniority amongst the EA's of your class in your school. You may have three years seniority and are being redeployed while an EA at another school with one year seniority does not have to move. All term positions will end, and if the school is required to reduce their staffing further, they will look at the permanent employees. Once all the schools have been notified, HR will compile a list of available positions and you will be able to bid on a mass posting list. These positions are awarded based on division wide seniority.

Question

Do Educational Assistants have to communicate with parents and caregivers?

No. Educational Assistants should not be speaking with or communicating with parents of caregivers. Often, EA's will write entries in a communication book, but those entries should be signed off on by your resource teacher. At times of drop-off or pick-ups, parents/guardians will often ask questions of the EA's that are present. You should try and refrain from openly sharing information. If a parent/guardian tries to reach out to you through social media, again refrain from engaging and make your admin aware of the situation. If you are included in a meeting where parents/guardians will be attending along with other members of the students' team, it is your choice if you wish to attend that meeting. You are under no obligation to do so. Interactions with parents/guardians can be a difficult situation to be in. If you are ever feeling uncomfortable or unsafe with interactions with parents/guardians, please let your administration know immediately.

Question

Do I have the right to refuse a work assignment?

Refusing a work assignment is a last resort course of action. If you have a concern with your assignment, your first step is to speak with your resource team or administration. If your concerns have not been addressed, then you can reach out to myself, and we can have a discussion. Refusing an assignment can only be done if all attempts to mitigate risk have been tried and have not been successful or if the accommodation that has been put in place is not being respected.

Question

Do I have to report my respite job to the Division?

Yes. You need to disclose this information to the division if the respite work is with a student still within the school system. Policies GBEA-R (Conflict of Interest) and GBEB (Code of Conduct for Child Protection) govern activities that involve students outside of the school day. In policy GBEB it states: Sometimes the above starred items might not be considered misconduct if such activity results from a Division or parent/guardian initiated request and the activity has been disclosed to and approved by the Division in advance. Sometimes this might also be the case, where an emergent one-off situation presents itself and the employee/volunteer makes a decision they believe.... If you are presently doing respite or are considering doing respite with students within our buildings, you must disclose that information to the division by sending an email to korede.adeleye@sjasd.ca indicating the name of student, service to be rendered, start date, end date, location etc.

