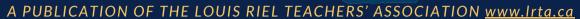
FEBRUARY 2025

## RIELITY CH CK





#### PRESIDENT'S MESSAGE

Jay McGurran





Good Day All!

As the month turns to February, I am always pleasantly reminded that the amount of daylight becomes noticeably longer. Even though colder temperatures continue, at least it's sunnier. I wanted to use this space to bring a few updates about some ongoing topics that I commonly get asked about. As always, if you have any specific questions or concerns, please make your first call to LRTA at 204-929-5782. We would like to hear from you and assist in any way possible.

#### Commission of Teacher Professional Conduct

At the most recent Presidents' Council meeting at MTS, we were given a presentation by Bobbi Taillefer, Commissioner of Teacher Professional Conduct, about the implementation and philosophical underpinnings of this new endeavour. The message delivered was loud and clear. The Commission of Teacher Professional Conduct is not an enterprise to ambush members and give voice to frivolous complaints. The main purpose is to deal with misconduct in a judicial manner, while maintaining confidence in the public education system. While this Commission will understandably cause some angst as it may appear to challenge the efficacy and authenticity of public educators, the majority of teachers will have little to no contact with the Commission and its work. MTS has been steadfast in its commitment to members to educate and inform about developments related to Bill 35 and the Commission. For continued updates, please visit <a href="https://www.mbteach.org">www.mbteach.org</a>.

#### Workplace Safety and Health

You may notice a few more people on your WSH site inspections. The province has reminded the Division that a member of the WSH Committee 1 needs to be present for all WSH site inspections. Given that there only a few of us with the flexibility in our release time to accomplish this task, expect to see me at more sites working with the local WSH team to ensure that site inspections are done as per the legislation. Please take a moment to connect with the WSH crews as we conduct these inspections. Your input is a vital part of ensuring that the workplace is free from hazards and safe for all.

#### President's Message Continued...

#### Non-Contact Time

I am frequently informed that failure to fill is having a huge impact on folks' non-contact time, as supervision of students is being asked for when classes are cancelled. It goes without saying that time is the most precious resource available and when that time is infringed upon, workload issues arise. At present, MTS and MSBA are misaligned in the interpretation of "etc." at the end of Article 6.01.07, and this is causing some friction between what should be expected when class cancellations occur.

If you find yourself in this situation, comply and record when class cancellations occur that have an impact on non-contact time. When instances amount to a prolonged loss of non-contact time, send the times and dates to <a href="mailto:president@lrta.mbteach.org">president@lrta.mbteach.org</a> so they can be documented. To give LRTA and MTS the ability to advocate effectively, members need to inform the union when these instances occur.

Equally as important, stay home if you're sick. While you may feel pressure to come to work so your colleagues do not lose out on non-contact time, this perspective is a disservice to all, especially yourself. While a resolution to these concerns may not materialize as quickly as we would like, it will happen eventually.

Thanks for taking the time to read through this issue. As we venture toward March, know that Spring Break is fast approaching. I hope that you use that time to rejuvenate for the downhill sprint to summer!

All the best,

Jay McGurran





#### IN THIS ISSUE

1 PRESIDENT'S MESSAGE
2 COLLECTIVE AGREEMENT INFORMATION
3 LRTA ELECTIONS PACKAGE
4 PROFESSIONAL DEVELOPMENT
5 BENEFITS
6 WORKPLACE SAFETY
7 COLOUR OF COURAGE LEADERSHIP SYMPOSIUM
8 LRTA COMMUNITY INVESTMENTS
9 SOCIAL COMMITTEE
10 LRTA CALENDAR 2024 - 2025 / CONTACT US

#### Finishing your Post-Bacc, Master's, or Doctoral Program?

#### **Increase your Qualifications!**



With the MTS-MSBA Provincial Collective Agreement, the process for applying for an increase in qualifications has changed. Article 2.02 (Increased Qualifications) comes into play when a member upgrades their education, typically through the completion of a Post-Baccalaureate, Master's, or Doctoral program. Completion of upgrades will result in moving one class on the salary scale (ie from Class 5 to Class 6) according to the rules set out by the Professional Certification Unit of Manitoba Education.

It is the responsibility of the individual member to engage in correspondence with the Superintendent's Department after the completion of any increased qualifications. A member must provide proof that the increased qualification has been registered with the Department of Education (<u>Professional Certification Unit</u>). The Division will not increase your class on the pay scale until the Professional Certification Unit confirms the increase in qualifications.

You will officially move up a class on the pay scale on the first of the month following this documentation being provided to the Division by the Certification Unit. For example, if the documentation is provided September 20th, the Division will recognize your increase on October 1st.

Information regarding qualifications, and the forms required for reclassification, can be found on the <u>Professional Certification Unit</u> website.



Louis Riel Teachers' Association Executive Elections Guide Booklet 2025



#### Call for Nominations for the 2025-2026 Louis Riel Teachers' Association Executive

The Nominations Chair is calling for nominations to the Louis Riel Teachers' Association Executive for 2025-2026. Nominations will be accepted beginning February 1, 2025. Nomination papers must be accompanied by the signatures of two members and forwarded to Lindsay McDonald care of the LRTA Office by 12:00 noon, March 19, 2025.

#### What positions are open for election?

There are two sets of positions: Table Officers and Committee Chairs. Table Officers include the President (full time release); Vice President-Professional Development (full time release); Vice President-Collective Bargaining; and Secretary Treasurer.

Committee Chairs include Employee Benefits; Public Relations, Indigenous Education; Equity and Social Justice; Social; LRASA, ÉFM, and Member at Large.

Descriptions of the positions can be found on the LRTA website.

#### What is the LRTA?

The Louis Riel Teachers' Association represents all clinicians, coordinators, principals, vice-principals, substitutes and teachers of the Louis Riel School Division. The LRTA actively supports the wellbeing of its members through various committees such as Collective Bargaining, Professional Development, Social, Equity and Social Justice, and Public Relations. In addition, the LRTA provides assistance and guidance to individual members upon request.

#### Who can be an Executive member?

Any member in good standing with MTS who indicates their willingness to run for election to the Executive can be elected. Uncontested positions shall be acclaimed. Candidates for contested position shall be asked to make a speech. Voting occurs the day of the LRTA Annual General Assembly (AGA). The Executive assumes office on August 1st .

#### What will I do if elected?

All Executive members attend monthly Executive and Council meetings. A one-day planning workshop is typically held in October. All Executive members must familiarize themselves with current issues and be willing to serve on committees.

#### What is the time commitment for an Executive member?

The Executive and Council meetings last from one to two hours and supper is provided. Committees meet according to their mandate and therefore the number of meetings varies from committee to committee. Some Executive positions require less of a time commitment than others and may be ideal entry points. Additional details are available upon request.

#### Will I find the experience rewarding?

You will find the experience to be very rewarding, both extrinsically and intrinsically. Members of the Executive are reimbursed for dependent care for meetings and the opportunities for professional learning and networking are many. Also, members of the Executive play a pivotal role in achieving improved working conditions for their colleagues and gain an insider's view of the political arena. Executive members know they have helped all their colleagues by serving their Professional Association.

#### And there is more!

You will get to work with a group of dedicated, supportive, and industrious leaders who will also become trusted friends.



#### LOUIS RIEL TEACHERS' ASSOCIATION Executive Nomination Form for 2025-2026

#### TABLE OFFICER POSITIONS OPEN FOR NOMINATIONS:

#### **PRESIDENT**

VICE PRESIDENT: PROFESSIONAL DEVELOPMENT
VICE PRESIDENT: COLLECTIVE BARGAINING
SECRETARY-TREASURER

We nominate of							
Print Name		Worksite					
for the office of							
Printed Name of Endorser	Signature of Endorser	 Date					
Printed Name of Endorser	Signature of Endorser	 Date					
Signature of Nominee	Date						
COMMITT	EE CHAIR POSITIONS OPEN FO	OR NOMINATIONS:					
EMPLOYEE BENEFI	TS EQUITY	EQUITY & SOCIAL JUSTICE					
PUBLIC RELATIONS	SOCIAL	_					
INDIGENOUS EDUC	ATION LRASA	LRASA REPRESENTATIVE					
MEMBER AT LARGE	(3)						
ÉDUCATRICES ET ÉI	DUCATEURS FRANCOPHON	NES DU MANITOBA					
We nominate	of						
Print Name		Worksite					
for the office of							
Printed Name of Endorser	Signature of Endorser	 Date					
Printed Name of Endorser	Signature of Endorser	 					
Signature of Nominee	Date	•					

Deadline for Nominations is Wednesday, March 19, 2025, at 12:00 p.m. (noon). This is to allow for distribution of electoral statements. By Constitution, nominations may also be made at the Annual General Assembly, Wednesday, April 23, 2025. Completed nomination forms can be sent through the divisional courier to: LRTA Office – Attention: Lindsay McDonald, Dr. D.W. Penner School. Scanned copies of completed nomination forms may be sent to lindsay.mcdonald@lrsd.net.

#### LOUIS RIEL TEACHERS' ASSOCIATION

Memo to: Louis Riel Teachers' Association Council Representatives

From: Nominations Committee Chair: Lindsay McDonald

Re: Nominations for Executive and Committee Chair positions of the Louis Riel Teachers' Association

Nominations for the Table Officer positions of the Louis Riel Teachers' Association (LRTA)

#### **PRESIDENT**

VICE PRESIDENT – PROFESSIONAL DEVELOPMENT
VICE PRESIDENT - COLLECTIVE BARGAINING
SECRETARY-TREASURER

Nominations for the Committee Chair positions of the LRTA

EMPLOYEE BENEFITS EQUITY & SOCIAL JUSTICE

PUBLIC RELATIONS SOCIAL

INDIGENOUS EDUCATION LRASA REPRESENTATIVE

MEMBER AT LARGE (3)

ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA

Nominations are to be completed on the Executive Nomination Form for 2025-2026 and will be accepted until Wednesday, March 19, 2025, at 12:00p.m. (noon).

Forward completed forms to: LRTA Office – Attention: Lindsay McDonald

(Scanned copies of completed nomination forms may be sent to lindsay.mcdonald@lrsd.net)

The following procedures for the election are as per LRTA Policy D-3.

- Candidates will be entitled to the following: an election statement (one 8 1/2 X 11 sheet)
  - translation of the election statement
  - distribution of the election statement
  - an opportunity to address AGA
- The expenses for the above will be borne by the Association.
- Materials to be distributed must be submitted to the Chair of the Nomination Committee by noon on Wednesday, March 19, 2025.
  - It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing. <u>Materials arriving after Wednesday, March 19, 2025, will be translated and published if time allows.</u>
- No other campaign materials are allowed.
- No campaign materials may be distributed at the Annual General Assembly.



#### LOUIS RIEL TEACHERS' ASSOCIATION

#### Formulaire de nomination de l'Exécutif 2025-2026

#### LES POSTES DE MEMBRES DU BUREAU OUVERTS AUX NOMINATIONS

#### PRÉSIDENCE

VICE-PRÉSIDENCE - PERFECTIONNEMENT PROFESSIONNEL
VICE-PRÉSIDENCE - NÉGOCIATIONS COLLECTIVES
SECRÉTAIRE-TRÉSORIER.E

Nous nommons		de				
	Nom imprimé		Site de travail			
pour le poste de						
Nom imprimé de l'appuyeur				Date		
Nom imprimé de l'appuyeur		Signature de l'appuyeur		 Date		
Signature de la pers		Date				
		NCE DE COMITÉS OUV				
PRESTATIONS DE		DES EMPLOYÉS	ÉGALITÉ EN EDUCATION			
RELATIONS AVE		C LE PUBLIC SOCIAL				
ÉDUCATION AUTO		OCHTONE MEMBRE LRASA		ASA		
	MEMBRES DÉS	GNÉS (3)				
	ÉDUCATRICES (	ET ÉDUCATEURS FR	ANCOPHONES DU	J MANITOBA		
Nous nommons			_de			
		d Nom imprimé				
pour le poste de						
Nom imprimé de l'appuyeur		Signature de l'appuyeur		Date		
Nom imprimé de l'appuyeur		Signature de l'appuyeur		 Date		
Signature de la personne nommée		Date				

La date limite pour les nominations est le mercredi 19 mars 2025 à 12h00 (midi). Ceci permettra de distribuer les énoncés électoraux. Selon la Constitution, les nominations peuvent aussi être faites lors de l'Assemblée annuelle générale le 23 avril 2025. Les nominations complétées peuvent être envoyées par courrier divisionnaire à : Bureau LRTA – Attention: Lindsay McDonald, Dr. D.W. Penner School. Des copies numérisées des formulaires de mise en candidature remplis peuvent être envoyées à lindsay.mcdonald@lrsd.net.

#### LOUIS RIEL TEACHERS' ASSOCIATION

Destinateur: Représentant.e.s du Conseil de la Louis Riel Teachers' Association

Exp: Présidente du comité de nominations: Lindsay McDonald

Re: Nominations pour l'Exécutif et les Postes de Présidence de comités de la Louis Riel Teachers'

Association

Nominations pour les postes de membres du bureau de la Louis Riel Teachers' Association (LRTA)

## PRÉSIDENCE VICE PRÉSIDENCE – PERFECTIONNEMENT PROFESSIONNEL VICE PRÉSIDENCE- NÉGOTIATIONS COLLECTIVES SECRÉTAIRE-TRÉSORIER.E

Nominations pour les postes de présidence de comités de la LRTA

PRESTATIONS DES EMPLOYÉS ÉGALITÉ EN EDUCATION

RELATIONS AVEC LE PUBLIC SOCIAL

ÉDUCATION AUTOCHTONE MEMBRE LRASA

MEMBRES DÉSIGNÉS (3)

ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA

Les nominations doivent être complétées sur les formulaires de Nominations de l'exécutif 2025-2026 et seront acceptées jusqu'à 12h00 (midi), le mercredi 19 mars 2025.

Envoyez le formulaire complété à: Bureau LRTA - Attention: Lindsay McDonald

(Des copies numérisées des formulaires de mise en candidature remplis peuvent être envoyées à lindsay.mcdonald@lrsd.net)

Les procédures suivantes sont d'après la politique D-3 de la LRTA.

- Chaque candidat(e) aura droit à ce qui suit: un énoncé d'élection (un feuillet 8,5 par 11)
  - une traduction de cet énoncé
  - la distribution de cet énoncé
  - l'occasion de s'adresser à l'AGA
- Les dépenses pour ceci seront aux frais de l'Association.
- Les matériaux devant être distribués devront être soumis à la Présidente du comité des nominations au plus tard le midi, le mercredi 19 mars 2025.
- Il est fortement recommandé que vous fassiez parvenir votre déclaration électorale le plus tôt possible afin de faciliter la traduction et l'impression. Tout matériel qui arrive après 12h00 (midi), le mercredi 19 mars 2025, sera traduit et publié si le temps le permet.
- Aucun autre document pour la campagne électorale n'est permis.
- Aucun document pour la campagne électorale ne peut être distribué lors de l'Assemblée générale annuelle.



The LRTA PPDF is available for members on term and permanent contracts to access autonomous professional development events.

All applications must be submitted through **https://ppdf.smapply.io/**. In-town and Out-of-Town applications must be submitted a minimum of **10 teachings days prior** to the event.

All applications must have a thorough **relevancy statement** connected to your professional practice.



#### In-Town PD

In-town PD are events taking place in or within 75km of Winnipeg or virtual sessions. They include Workshops, Conferences, Seminars, Webinars, Non-credit courses and collaborative teacher initiated PD activities.

Maximum of 5 events or \$1000 per school year.

Once accessed, you are not eligible for Out-of-Town funding

#### **Tuition Fees**

Courses must be from an accredited post-secondary institution (university, college) toward an educated related degree (B.Ed./Post-Bac/Masters/Ph.D.).

You are eligible for a max of \$200 per 3-credit hour course or \$400 per 6-credit hour course, up to \$1000 total, for courses taken during the current school year (Sept-Aug). This is considered part of your In-Town PD allowance.



Once accessed, you are not eligible for Out-of-Town funding



#### Out-of-Town PD

PD events taking place 75km outside of Winnipeg and beyond. Approved applications will cover registration, airfare and baggage, hotel, taxi to and from airport and event location and meal per diem. Mileage can only be claimed if driving your car to the event. Car rentals need to be expressly approved by the committee. Applications will not be considered without an event schedule/program and detailed travel plans.

A maximum of \$2500 may be granted per application (plus sub costs) every 3 years. Otherwise you are eligible for \$1000. See PPDF Guidelines for max amount of members eligible per school/site.

#### MTS PD Dau

Members are eligible for a maximum of \$50 for a PD event from a SAGE group identified by MTS. Does not count towards other category funding.



No late applications will be accepted. See council highlights for application dealine.



#### Reimbursement

- Members must complete the Post-event Follow-up and upload invoices within 20 days following the PD event
- Please allow 2-3 weeks for reimbursement to be processed
- Don't forget to send your EFT Authorization form to the LRTA office
- Contact vp-pd@lrta.mbteach.org with any questions



#### CARE FOR ALL INEDUCATION

## SAVE THE DATE! CARE FOR ALL IN EDUCATION PRESENTS:

## CONNECTING PASSION

TO THE

## PROFESSION PROFESSION

WHEN **April 17, 2025** 

8:30 a.m. - 4 p.m.

### **WHERE Caboto Centre**

1055 Wilkes Avenue, Winnipeg

REGISTRATION: To be Announced Only 400 spots available! \$100 PER REGISTRANT

(LUNCH INCLUDED)

SPONSOR:





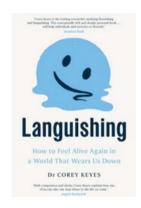


#### **FEATURING:**

#### DR. COREY KEYES

#### **AM Keynote**

Dr. Keyes is Professor Emeritus of Sociology at Emory University in Atlanta, GA. He is the author of several books including the latest, Languishing: How to Feel Alive Again in a World That Wears Us Down.



#### **PM Sessions**

- University of Winnipeg research team, led by Dr. Laura Sokal and Dr. Lesley Eblie Trudel, presenting on their work with educators in Manitoba
- Care for All in Education presentations



Welcome to Kii, a program designed to empower you to live your best life.

We are here to provide you with confidential, immediate support for any health, work or life challenges you may be facing.

#### Your membership includes:



Member Assistance Program (MAP)

Speak to an advisor for work-related issues, legal or financial help and support with home and family matters.



Mental Health & Wellness

Access to licensed therapists, no matter the intensity of your challenges. From prevention of to treatment for conditions such as depression, anxiety, stress, grief, trauma and more.



Reference Library

Access credible health information to learn more about your conditions and treatment plans. Featuring over 90+ health associations and Mayo Clinic.





Health & Wellness eNewsletters and Webinars

All members who sign up for Kii online will receive monthly articles, videos and invites to live webinars.



Kiihealth.ca | Access Code: TMTS0125

Group Life, Extended Health, and Dental Plan Coverage Information <a href="https://mpsebp.ca/">https://mpsebp.ca/</a>

TRAF <a href="https://www.traf.mb.ca/">https://www.traf.mb.ca/</a>

# Workplace Safety & Health Training For Principals, Vice-Principals and Other School/Divisional Supervisors

Workplace Safety and Health Training for Principals, Vice-Principals, and Other Supervisors
The Manitoba Teachers' Society and the Manitoba School Boards Association, in conjunction with guest speaker
Jack Slessor (Certified Safety and Health Consultant), have developed a one-day workshop for training Principals,
Vice-Principals, and other school or divisional supervisors in their Workplace Safety and Health responsibilities.



Colour of Courage Leadership Symposium—April 11-12, 2025

This leadership seminar is for racialized members, MTS members who self-identify as Indigenous, Black or people of colour.

Sessions will support racialized members to explore a variety of leadership topics both at an individual and at a systemic level, such as the causes and impacts of marginalization in public education. Participants will have the opportunity to network and learn from racialized presenters on how to address such issues as they embark on their (formal and informal) leadership journey. Recognizing that compassion fatigue is an organic result of equity work, there will be opportunities to gain awareness of wellness approaches for sustained engagement in leadership roles.

For more information, visit the MTS Website.



LRTA's Equity and Social Justice Committee challenges members to donate menstrual hygiene products during the month of March.

\*Cups \*Pads \*Tampons \*Liners

Donations can be sent to the LRTA office at Dr. D.W. Penner School during February and March

End Period Poverty
Support Teen Stop Jeunesse and St.
Mary's Food Bank



of mentstating Canadian have had to regularly or occasionally sacrifice something else within their budget to afford menstrual product



2 in 3

menstruating Canadians regularly or occasionally missed an activity because of their period or concerns about not being able to access menstrual hygiene products or proper facilities.

Send donations to the LRTA office at Dr. D.W. Penner School

## What we can do at we can solve the control of the c

**LRTA Community Investments** 

For the 24/25 school year, LRTA would like to spend \$1000 on charitable donations, but who or what should we give to?



Organizations or groups should fall under either of the 4 following pillars:





Reconciliation



**Poverty Reduction** 



Anti-Racism/ Anti-Oppression



Safeguarding the Welfare of Teachers and the Status of the Teaching Profession

# LRTA social event



sign up with a group of 4!

(maximum of 10 groups)

## TRIVIA NIGHT

MARCH 13TH

7:00PM

Bring a tin for the bin!

Donations will be given to Harvest Manitoba!

Trans Canada Brewing 1-1290 Kenaston Boulevard

Watch your school division email for the Registration Form



#### 2024-2025

September

Wednesday, 11<sup>th</sup> LRTA Executive Meeting Wednesday, 18<sup>th</sup> LRTA Council Meeting

**October** 

Wednesday, 2<sup>nd</sup> Monday, 7<sup>th</sup> LRTA Executive Meeting LRTA New Rep Orientation

(virtual)

Wednesday, 9<sup>th</sup> Friday, 11<sup>th</sup> Wednesday, 16<sup>th</sup> Thursday, 17<sup>th</sup> LRTA New Member Celebration LRTA Executive Retreat/Training LRTA Council Meeting

Maternity/Parental Leave

Seminar

Friday, 25<sup>th</sup> MTS PD Day

November

Wednesday, 6<sup>th</sup> Wednesday, 20<sup>th</sup> LRTA Executive Meeting LRTA Council Meeting

December

Wednesday, 4<sup>th</sup> Wednesday, 18<sup>th</sup> LRTA Executive Meeting LRTA Council Meeting

Monday, 23rd through

Friday, Jan. 3<sup>rd</sup>

Winter Break

**January** 

Wednesday, 8<sup>th</sup> Wednesday, 22<sup>nd</sup> LRTA Executive Meeting LRTA Council Meeting February

Wednesday, 5<sup>th</sup> LRTA Executive Meeting Wednesday, 19<sup>th</sup> LRTA Council Meeting

**March** 

Wednesday, 5<sup>th</sup>
Wednesday, 19<sup>th</sup>

LRTA Executive Meeting LRTA Council Meeting

Monday, 31st through

Friday, April 4th

1th Spring Break

**April** 

Wednesday, 9<sup>th</sup> LRTA Executive Meeting
Wednesday, 16<sup>th</sup> LRTA Council Meeting
Wednesday, 23<sup>rd</sup> LRTA Annual General Assembly

Thursday, 24th Maternity/Parental Leave

Seminar

May

Monday, 5<sup>th</sup> LRTA Appreciation Event
Wednesday, 7<sup>th</sup> LRTA Executive Meeting
Wednesday, 14<sup>th</sup> LRTA Council Meeting
Wednesday, 14<sup>th</sup> MTS AGM Binder Meeting

Thursday, 22<sup>nd</sup> through

Saturday, 24th MTS AGM

<u>June</u>

Wednesday, 4<sup>th</sup> LRTA Executive Meeting
Wednesday, 11<sup>th</sup> LRTA Council Meeting
Wednesday, 18<sup>th</sup> LRTA Retirement Reception

\*LRTA Social Events will be added to the calendar throughout the year

#### **CONTACT US**

LRTA Office 204-929-5782

President Jay McGurran president@Irta.mbteach.org

Collective Bargaining
Scott Wood
vicepresident-cb@lrta.mbteach.org

Professional Development
Jaclyn Porteous
vicepresident-pd@lrta.mbteach.org

All matters will be dealt with in confidence.

Call MTS at 204-888-7961 to request assistance from a Staff Officer



