



# RIELITY CHECK

A publication of the Louis Riel Teachers' Association ([www.lrta.ca](http://www.lrta.ca))

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SEPTEMBER 2011

## WITH THE PASSAGE OF TIME

President – Frank Restall

*“As a rule, memories fade with the passage of time” – Richard Wright*

Even though the last decade has been marked by modest salary increases and relative labour peace, LRTA members continue to actively advocate for teachers, students and public education. Advocating for education is a preeminent role for members and the most important way that this advocacy can be demonstrated is by casting a ballot on Election Day. All of us must vote in order that the voices of educators are heard. The voices of members on Election Day have indeed shaped education in the past.

Since 1999, the tone of the government's approach to education in Manitoba has changed. While there have been challenges for educators over the last decade, these challenges pale when compared to the 1990's. However, many current members were not employed during the 90's and therefore did not experience the educational turmoil of that decade. As Election Day approaches, we must not be complacent. Our collective memory can recall the times of the turbulent 90's when funding to education in this province was cut back and the public system seemed to be under constant attack.

The 90's witnessed erosion in working conditions for members. Teachers received salary roll backs through the loss of P.D. days. During the 90's, teachers lost 18% of salary to inflation. Restrictions were placed upon the collective bargaining process that undermined a free and open negotiating process (Bill 72). As funding was cut back, workloads for educators increased with the introduction of standards tests, the 200 day school year (with a pre-Labour Day start) and the ever increasing demands to do more with less. Seven hundred teaching positions were lost and class sizes increased. The government of the day seemed to be less concerned with supporting teachers and best practice and more concerned with fiscal restraint.

Being in the frontlines, members were vocal opponents to the actions of the government and the negative impact these actions were having in the classroom. MTS suspended all standing and ad hoc committees to focus efforts in opposition to Bill 72. The MTS AGM used an afternoon session to march to the legislature in order to visibly demonstrate our opposition. On a Saturday afternoon, teachers from around the province rallied at the legislative grounds to protest the cutbacks and the serious implications of these cut backs to the classroom. This rally of educators from around the province in the mid 90's was a testament to how passionately teachers support public education and each other. It also illustrated the effectiveness of collective action. Members were able to focus the public's attention upon education which became a major issue in the next election.

This period in time is part of our collective memory. “As a rule, memories fade with the passage of time”. However, as we approach October 4<sup>th</sup>, what can LRTA members do to prevent history from repeating itself?

- reflect on the impact a government can have upon education and member welfare
- research the candidates' positions and each party's platform
- be informed about the issues and, given the opportunity, ask questions of the candidates
- be a passionate professional and ensure that education is a major issue of the campaign
- be a tireless advocate of the public school system
- provide a strong voice for the concerns of teachers

On October 4 (or earlier at an advance poll) support public education and member welfare by casting your ballot alongside the 1100 members of the LRTA and the 15000 members of the Society.

Each member should keep a copy of this *Rielity Check* as it contains valuable information which can be easily referenced in the future.

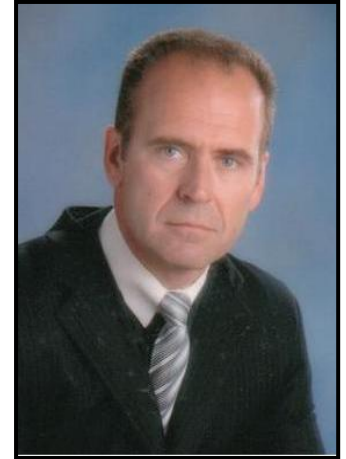


## **PRESIDENT'S MESSAGE**

President – Frank Restall

Welcome back to all new and returning members of the Louis Riel Teachers' Association! The LRTA represents over 1100 members and is the third largest teacher association in the Province of Manitoba. Our Association is dedicated to protecting and advancing the rights and well-being of our members.

As a member of LRTA, it is important to note that you can call the LRTA office (929-5782) at any time. I can be also be reached by email [preslrta@shaw.ca](mailto:preslrta@shaw.ca). For issues related to collective bargaining contact Barry Wittevrongel [cblrta@shaw.ca](mailto:cblrta@shaw.ca). For professional development concerns or questions contact Bob Gaudes [pdlrta@shaw.ca](mailto:pdlrta@shaw.ca). Ensure that any sensitive inquiries/questions are made from a personal email account on a personal computer. We shall provide member assistance with matters ranging from simple inquiries to more serious situations. All matters will be dealt with in confidence. As well, members can call the Manitoba Teachers' Society (888-7961) and request Staff Officer assistance.



For the benefit of all members, the Association places an LRTA binder in every staff room. This reference contains copies of the Collective agreement, a guide to the LRTA, copies of the LRTA Constitution, Bylaws, Policy Handbook and PPDF Guidelines. A list of the current Executive and the Association's Calendar of events are also included. As well, members should bookmark the LRTA website [www.lrta.ca](http://www.lrta.ca). All the information in the binder, updates to the calendar, Rielity Check newsletters and important links, can be found on our website.

September is already proving to be a busy month. In the late afternoon of Thursday, September 15<sup>th</sup>, members of the LRTA Executive and school Council Reps hosted a meeting for new members. Members new to the profession or new to our Association were invited to the Louis Riel Legacy Centre to meet colleagues, learn more about the Association and enjoy refreshments.

On Friday, September 30<sup>th</sup>, the LRTA will host the 28<sup>th</sup> annual Terry Fox Torchlight Run at St. Vital Park. Aside from officially 'sanctioned' Terry Fox events, the LRTA Torchlight Run is reputed to be the longest running Terry Fox fundraising activity in Canada. Over the years, students, staff and community members have raised nearly \$500 000 in support of Terry's Dream of funding research to find a cure for cancer. This year all participants will receive glow sticks and there will be a silver collection for those who wish to donate. Join us on Friday, September 30<sup>th</sup>, and run, walk, or skate in support of Terry Fox. Entertainment (bands, clowns, face painting,) will begin at 6:30 PM followed by greetings and the aerobic warm up at 7:30. The Torchlight Run itself occurs from 7:50 until 8:30 PM.

As the month of October begins, the 2011 Provincial Election will occur. October 4<sup>th</sup> is Election Day and all members are encouraged to "exercise their franchise" by casting a ballot at the polling stations. To provide members with easy access to biographies and candidate election statements as well as links to the different political parties, please go to the MTS homepage at [www.mbteach.org](http://www.mbteach.org). There, members will find a special section covering educational issues in the campaign. In addition, members will also find the MTS booklet "Working to Make a Difference in Student Lives" which outlines major issues facing students and teachers. A condensed version of the booklet appears later in this Rielity Check so members can more easily become familiar with the issues surrounding education and the MTS recommendations to address them. Election Day is October 4<sup>th</sup> and it is important that the voices of teachers be heard!

The Association is well prepared for the events of the upcoming year. Much work has been done and many activities are being planned. It is vital that all members take an active role in their Association. Remember, a chain is only as strong as the weakest link!

Best wishes for a rewarding and successful year. Remember, take care of yourself and take care of each other!

**Frank Restall**

President, Louis Riel Teachers' Association





## BOOKING OF SUBSTITUTE TEACHERS

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Collective Bargaining – Barry Wittevrongel

This is a reminder for substitutes and persons who book substitutes. If a substitute is required to cover for more than one teacher, this information has to be stated **at the time** the substitute is booked.

Article 4.07 – Substitute Teachers (N) states that, “Unless otherwise determined at the time of the assignment, or except in unforeseen circumstances, the timetable for a substitute teacher in any assignment shall normally be the same as the timetable for the teacher who is being replaced.”

## PART-TIME TEACHERS & STAFF MEETINGS

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Collective Bargaining – Barry Wittevrongel

Part-time teachers **may** attend all monthly staff meetings and a part-time teacher who is working in the afternoon when a staff meeting is scheduled is expected to attend. However, a part-time teacher who doesn't work the afternoon of a meeting is expected to attend a percentage of the meetings during the year. For example, a half time teacher working mornings would attend half of the monthly staff meetings over a year (four of eight). The decision as to which four meetings this teacher would attend is to be determined through consultation between the teacher and the school administrator.

If you require clarification or further information in regard to part-time teacher attendance at monthly staff meetings, do not hesitate to call the LRTA office at 929-5782.



### **Congratulations to New Parents!!!**

*Congratulations to two sets of parents at Darwin School!*

Monique Lysak and partner Tim are pleased to announce the birth of a son, Sloan on the 30th of June. Jennifer Kennedy and partner Christian are pleased to welcome a baby daughter, Lauren, born on the 5th of July. All are home, and all are well.



# PPDF FAQ's

Professional Development – Bob Gaudes

What does it mean when your application for an **out-of-town** event has been approved and this is what you see? According to the Personal Professional Development Fund (PPDF) Guidelines a teacher may be funded for up to three activities per school year. The maximum funding for yearly activities will be \$800.00 (excluding sub costs). If you have any questions about PPDF and the funds that may be available to you please call me (Bob Gaudes) at the LRTA Office 929-5782 (afternoons) or email, pdlrta@shaw.ca.

**User / Application Info:**

- User:** Teacher's name
  - School:** Teacher's school
  - Events approved to date:** 1
  - P.D. funds allocation:** \$800.00
  - P.D. funds spent this year:** \$1,500.00
  - P.D. funds remaining:** (\$700.00)
- Funding History:**

School Year	Funds Available	Funds Spent
2007/2008	\$800.00	\$0.00
2008/2009	\$1300.00	\$1300.00
2009/2010	\$400.00	\$0.00
2010/2011	\$800.00	\$350.00



**Events approved to date: 1**

This indicates how many PPDF events have been approved during the current school year.

**P.D. funds allocation: \$800.00**

This amount indicates how much funding you are eligible for in the current school year. This area will not indicate the \$1500 out-of-town maximum because that is special funding with specific criteria. Once every three years a teacher may access a \$1500.00 maximum (excluding sub costs) in a lump sum for an out-of-town activity. To qualify a teacher must not have accessed any PPDF (including sub costs) in the current year. If approved, no other funding will be granted in the current school year.

**P.D. funds spent this year: \$1,500.00**

This indicates the amount of funding that has been allocated, not spent. Once all receipts are submitted and reimbursement has occurred then this amount will change to indicate the actual amount of money spent.

**P.D. funds remaining: (\$700.00)**

This indicates the amount of funding you have left available. The (\$700.00) means that you have accessed the once every three years out of town maximum funding. You cannot access any further funding but it does not mean that you owe money!



# LRTA DENTAL PLAN

MTS STAFF OFFICER (BENEFITS) – Glen Anderson

The Dental Plan for the Louis Riel Teachers' Association runs as part of the provincial plan under a Group Trust between the Manitoba Teachers' Society and the Manitoba School Boards Association. Under this trust, each Association determines the coverage within three categories of benefits. All premiums are determined by the claims experience in each Association and any inflation incurred on Dental costs.

Presently the LRTA plan has co-insurance at all categories. That means that LRTA members will be billed for a percentage of the costs and Blue Cross will pay the balance.

The existing benefits are:

80% co-insurance, on Basic, covering such items as; (Blue Cross pays 80%)

◆ **BASIC COVERAGE (PREVENTATIVE SERVICES)**

Examinations	Fillings	Periodontics	Cleaning	Endodontics
Consultations	Fluoride	Extractions	X-rays	Drugs
Anaesthetics	Denture repairs			

80% co-insurance, on Major and restorative, covering such items as; (Blue Cross pays 80%)

◆ **MAJOR RESTORATIVE**

Bridges and Crowns      Gold fillings (if required)      Partial and complete dentures  
Replacement of existing appliances (if 5 years old or rendered unserviceable as a result of additional work if temporary only)

50% co-insurance, on Orthodontic services, covering such items as; (Blue Cross pays 50%)

◆ **ORTHODONTICS**

Correction of malocclusion of the teeth	Observation adjustments
Repairs and alterations	Appliance service
Recementation of bands	Consultations

All three categories have a combined annual maximum of \$1500.00 per insured family member per calendar year for all services. That is to say, a member can bill for any combination of categories up to \$1500.00 per person, per year.

Present premiums are;	Single	\$31.95/month
	Couple	\$66.86/month
	Family	\$102.75/month

Premium rates are reviewed yearly and the new rates are set.



# YOUR PAYCHEQUE EXPLAINED

Employee #:	Name			Cheque #			TEACHER	
Pay Cycle: MONTHLY/yr/mo		Pay Period End Date: month/day/year		Louis Riel School Division: Bldg# - Building Name				
<u>Earnings</u>	<u>Unit</u>	<u>Rate</u>	<u>This Cheque</u>	<u>YTD Amount</u>	<u>Gross to Net Pay</u>	<u>This Cheque</u>	<u>YTD Amount</u>	<u>Balance</u>
Salary Earnings			7,027.33	14,054.66	Total Earnings	7,119.80	14,239.60	
Dental Rebate			92.47	184.94	TRAF Pension	-605.53	-1,284.42	
					MTS Dues	-87.90	-175.80	
					MTS Local Dues	-67.50	-135.00	
					GWL Life Ins	-6.59	-13.18	
					Wawanesa Disability	-12.67	-25.34	
					MTS LTD	-138.13	-276.26	
					Parking Deduction	-9.20	-18.40	
					El, Employee	-119.57	-239.14	
					CPP, Employee	-328.17	-656.34	
					Federal Income Tax	-958.74	-1,910.46	
					MB Income Tax Withheld	-673.82	-1,342.09	
<b>Total Earnings</b>			<b>7,119.80</b>	<b>14,239.60</b>	<b>Net Pay</b>	<b>4,111.98</b>	<b>8,204.66</b>	
<u>Other Information</u>	<u>This Cheque</u>	<u>YTD Amount</u>	<u>Balance</u>	<u>Net Pay Distribution</u>	<u>Amount</u>	<u>Deposit Date</u>	<u>Date</u>	
Teaching Days	19.00	39.00		Bank/Credit Union	4,111.98			
GWL Life Ins - ER	10.00	20.00						
Sick Day Balance			124.00					

## Notes

The left of centre information refers to the amount of money that an employee receives monthly (This Cheque) and year to date (YTD Amount) beginning in January and ending in December paralleling the income tax year. The sick leave total begins in September.

The right of centre information refers to the amount of deductions that are taken off of your salary; monthly (This Cheque) and year to date (YTD Amount) beginning in January and ending in December.

## Salary (left of centre)

The Salary Earnings reflects the payroll grid as per the Collective Agreement, adjusted for the dental plan benefit. The dental rebate reflects YOUR status (Family \$92.47 / Couple \$60.17 / Single \$28.76 / Opt Out \$92.47, you receive the difference between opt out and your status). If you have family dental coverage it will NOT appear. If you have opted out, it will reflect the complete value to be added onto your salary based on your FTE. If you do NOT work full time; you may have on the RIGHT side "Blue Cross Dental". This refers to the dental premium for part-time employees, which is NOT tax free.

## Allowances as per Collective Agreement:

Principal	Allowance paid to Principals dependent of school class A, B, C
Vice Principal	Allowance paid to Vice Principals dependent of school class A, B, C
Department Head	Allowance paid to Department Heads
Coordinators	Allowance paid to Coordinators
Supervisors	Allowance paid to Supervisors
Designate Teacher	Allowance paid to Designated Teachers – appointed by Division



## Other Information

Teacher Days	The number of possible days worked in that month
GWL Life Ins – ER	Employer paid portion which is a taxable contribution representing ½ of the premium for the basic lump sum benefit of 200% of annual earnings.
Sick Day Balance	Days available at NO loss of pay. Maximum 124 days. Earned at 20 days per year prorated. →



...YOUR PAYCHEQUE EXPLAINED (continued from page 6)

**Deductions (right of centre)**

TRAF Pension	Teachers Pension Plan contribution (Teachers' Retirement Allowances Fund)—dependent on number of days worked per month, paid Sept – June 6.8% of salary up to \$47 200 above \$47 200—8.4%
MTS Dues	Provincial MTS dues paid monthly. Dues are set at the MTS AGM \$87.60 monthly for 10 months
MTS Local Dues	Annual LRTA dues divided into two equal payments (Oct. / Nov). Dues are set at the LRTA AGA (\$135.00)
CPP, Employee	Canada Pension Plan contribution
Federal Income Tax	Federal Income Tax contribution
MB Income Tax Withheld	Provincial Income Tax contribution
EI, Employee	Employment Insurance contribution
Parking Deduction	Paid parking with/without plug – determined by the Division
MTS LTD	Employee Paid Disability Insurance-set at the MTS AGM 1.94% of salary
Wawanesa Disability	Employee Paid Short Term Disability .178% of salary
United Way Con	Employee monthly contribution as determined by employee
Blue Cross Extended Health	Extended Health Insurance coverage (Single/Family)
GWL A D & D	Optional Accidental Death & Dismemberment Insurance – employee paid \$.75/\$15 000 Family; \$.50/\$15 000 Single; to a max of \$300 000—paid monthly
GWL Dep Life	Optional Family Life Insurance – employee paid for dependents
GWL Life Insurance	Group Life Insurance – employee paid portion Mandatory (first 200% - employer/employee cost share) & Optional (beyond the 200%, 300% – 500%)
Canada Savings Bond	Optional Canada Savings Bonds
Blue Cross Dental	Dental premiums for part-time employees (the post tax deduction)
DSLPL	Deferred Salary Leave Plan

**ARTICLE 4.06 AND THE PART-TIME TEACHER**

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Article 4.06C of the Collective Agreement says that during each school year the Division shall request each part-time teacher to participate in school activities (ie: parent-teacher conferences, in-service days, or other professional development) on a minimum of five (5) occasions. For participating in these occasions which occur outside of the teacher's regularly scheduled contract time, but during the regular school day, the teacher is to be paid a pro-rata share of his/her annual salary. The part-time teacher should meet with his/her principal early in September to decide which five (5) occasions s/he will be required to attend.

The Division calculates the amount of time each part-time teacher will be paid during the year. Any request for teacher involvement beyond the five (5) occasions must be made and approved by the school administrator and/or a member of the Superintendent's Department. Payment for this time is charged to a specific budget number.

To determine the amount of time each part-time teacher will receive remuneration each year, use the following formula.

**The difference between 1.0 FTE and the part-time teacher's contract time times (x) 5 = the total number of days the part-time teacher is eligible for remuneration.**

**Examples:**

- A part-time teacher with a 0.7 contract (doesn't matter how the time is distributed) would be remunerated for  $1.0 - 0.7 = 0.3 \times 5 = 1.5$  days.
- A part-time teacher with a 0.85 contract would be remunerated for  $1.0 - 0.85 = 0.15 \times 5 = 0.75$  days. In this case one day would be allowed.



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Need information at your fingertips?  
Want to be kept up to date with what's going on?  
Is "Staying in the Loop" important to you?  
Then visit the LRTA Website on a regular basis!!!

**What you can find at [www.lrta.ca](http://www.lrta.ca)**

- The Collective Agreement
- Information on Benefits
- Information on Leaves
- Highlights of Council Meetings
- PPDF Guidelines
- Victor and Marie Wyatt Bursary
- The Rielity Check
- Professional Development Opportunities
- Current News Items
- Dates to Remember
- Substitute Teacher Information
- MTS Membership Discounts
- Contact Information
- Links to professional websites
- Links to public documents

The LRTA website is updated on a regular basis. Don't forget to visit [www.lrta.ca](http://www.lrta.ca) often!

**Attention LRTA Members...**

If you have changed your name and/or contact information in the past twelve months, please contact the LRTA office by calling 929-5782 or emailing [seclrta@shaw.ca](mailto:seclrta@shaw.ca). **THANK YOU!**



# MEMBER BENEFITS

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Group Benefits – Carl Antymniuk

As members of the LRTA, you have several benefit plans that you must be part of, or may be part of. This information sheet is meant to be a very brief description of the plans and some basic information. If you have any questions / concerns regarding the plans please contact Carl Antymniuk - LRTA Employee Benefits Chair, Frank Restall - LRTA President or Glen Anderson - MTS Benefits Staff Officer at [ganderson@mbteach.org](mailto:ganderson@mbteach.org) or by phone at 831 3052, ext 279.

## Group Life Insurance

An LRTA member must have life insurance to 200% of his/her salary. The premium for this is cost shared, 50/50 by the division and the member. Members can also elect to have the insurance extended to 300, 400, and 500% of salary and as of Jan 1<sup>st</sup> 2012, the maximum insurance can be extended to 600 or 700%. The premiums for all elected amounts are paid by the member. Premiums are not age banded and are \$0.10 per thousand of insurance. The amount of insurance is decided upon commencement of employment or can be increased or decreased **within 90 days of a 'Life event'** (marriage, common law after one year, or birth of first child) without providing medical evidence of insurability. It can also be increased or decreased at any time by providing medical evidence of insurability. More information on the insurance can be found on the MTS website; [www.mbteach.org](http://www.mbteach.org), (**click on Health and Benefit**, a drop down will appear, **click on Group Benefits**).

## Extended Health

All LRTA members are participants in the Blue Cross Extended Health plan with the exception of members who have access to an employer or employment linked group plan through their spouse or are eligible for the NHIB plan. Go to the MTS website at [www.mbteach.org](http://www.mbteach.org) (**click on Health and Benefits**, a drop down will appear, **click on Group Benefits**, then **click on the words Extended Health**, and **click on the word booklet**) to find a description of what is covered by the LRTA plan. Like the group life plan, changes to dependents, additions or deletions can be done within **90 days of 'Life events'**. (See also Blue Cross Customer E-Service at [www.mb.bluecross.ca](http://www.mb.bluecross.ca))

## Dental

LRTA has a Dental plan that is governed by a trust between MSBA, the Manitoba School Boards Association, and MTS. The plan is paid out of pre-tax income and as result creates an advantageous tax dental benefit. Participation is compulsory unless the member has a spousal plan that is employer or employment linked group plan, with like benefits or are eligible for the NHIB plan. If this is the case, members can waive coverage and premiums if they so choose. Premiums are taken off of gross or pre-tax income and the individual is then paid net of the dental premium and those monies are paid to the plan, by the employer, for dental costs. As result, the individual is not paying the tax on that income and the whole value goes to paying the costs of the plan. To find out the LRTA level of coverage, go to the MTS website at [www.mbteach.org](http://www.mbteach.org) (**click on Health and Benefits**, a drop down will appear, **click on Group Benefits**, then **click on the words Dental booklets**, and **click on the word booklet**) to find the booklet. Like the other plans you can add dependents at **life events within 90 days**.

## MTS Disability Insurance

Disability insurance provides income replacement when one becomes disabled from employment. All MTS members working over 0.3 full time equivalent and who have a contract over 40 days participate in the plan, (MTS DBP). The plan is self-insured which means that the Society determines all parameters of the plan. Benefit level is 80% of one's pre-disability income and is not taxable. The benefit will start after 80 days of disability (the waiting period). In the event a member's sick time exceeds 80 days then the benefit will commence when the sick time runs out. Medical evidence of disability will be required to make a claim. A more detailed description of the plan, claims process and notification is available on the MTS website at [www.mbteach.org](http://www.mbteach.org) (**click on Health and Benefits** and **click on MTS Disability Plan**).

## Short Term Disability Insurance

The LRTA participates in a Short Term Disability Plan. The plan pays a benefit if a member is disabled and the member does not have enough sick time to cover the waiting period of 80 days for MTS DBP. The benefit is the same as the MTS DBP and also requires medical evidence of disability. One exhausts their sick time first then the benefit commences and runs to 80 days.

This may all seem quite confusing to a new member especially when you are also starting a new career as a teacher, but if you have any questions you can always contact Carl Antymniuk - LRTA Employee Benefits Chair, Frank Restall - LRTA President or Glen Anderson - MTS Benefits Staff Officer at 831 3052, ext 279 or by e-mail at [ganderson@mbteach.org](mailto:ganderson@mbteach.org).



# MANITOBA BLUE CROSS BENEFITS

Group Benefits – Carl Antymniuk

GROUP #: 7133 • BENEFIT YEAR: January-December • COVERAGE LEVEL: 80%

The following provides a general outline of the Blue Cross Extended Health Benefits provided to all LRTA members. This list is *current as of time of printing*, but for the most up-to-date information, members are strongly encouraged to sign-up for and consult the e-service feature of the Blue Cross website. E-service allows for quick access to the details of your specific plan. Subscribers receive direct payment and an emergency card can also be printed directly from your account. Please see <https://eservice.mb.bluecross.ca/sos/login.htm> for full details.

Eligible Benefit	Benefit Maximum	Prescription Required By
Accidental dental	no maximum	
Artificial eyes	no maximum	physician
Artificial limbs	no maximum	physician
Assisted care	\$30 per visit to a maximum of 14 visits per person per illness	physician
Audiologist services	\$500 per person per year	
Blood and plasma	no maximum	
Cardiac rehabilitation	\$300 per person per lifetime	physician
Casts	no maximum	
Clinical psychology	\$500 per person per year	
Compression garment	6 pair per person per year	physician
Crutches/canes	no maximum	
Hospital bed	\$1000 per person every 5 consecutive years to the day	physician or occupational therapist
Iron lung	\$1000 per person every 5 consecutive years to the day	Physician
Massage therapy	\$700 per person per year	
Medical braces	no maximum	physician, physiotherapist, occupational or athletic therapist
Naturopath services	\$500 per person per year	
Nutritional counselling	\$350 per person per year	
Osteopathy	\$500 per person per year	
Oxygen equipment	\$1000 per person every 5 consecutive years to the day	physician or occupational therapist
Physiotherapy	\$700 per person per year	
Private duty nursing	\$3000 per person per year	physician
Respirator and equipment	\$1000 per person every 5 consecutive years to the day	physician
Special medical equipment	\$300 per person per lifetime	physician, physiotherapist, occupational or athletic therapist
Speech therapy	\$500 per person per year	
Splints	no maximum	physician, physiotherapist, occupational or athletic therapist
Traction equipment	no maximum	physician, physiotherapist, occupational or athletic therapist
Travel health – hospital, medical & surgical	no maximum	
Trusses	no maximum	physician, physiotherapist, occupational or athletic therapist
Tutor	\$15 per visit to a maximum of \$1500 per person per year	
Walkers	no maximum	physician or occupational therapist
Wheelchair	\$1000 per person every 5 consecutive years to the day	physician or occupational therapist
Wigs	\$1000 per person per lifetime	physician



...MANITOBA BLUE CROSS BENEFITS(continued from page 10)

**The following benefits are combined:**

<b>Eligible Benefit</b>	<b>Benefit Maximum</b>	<b>Prescription Required By</b>
Foot care nurse and/or podiatry	\$500 per person per year	
Athletic therapy and/or occupational therapy	\$150 per person per year	
Chiropractor services and/or X-rays	\$700 per person per year	
Hearing aid repairs and/or hearing aids	\$500 per person every 3 consecutive years to the day	audiologist
Orthotics and/or custom molded orthotics	\$300 per person per year	physician, podiatrist, physiotherapist, occupational therapist or chiropractor
Breast prosthesis (single) and/or mastectomy bra single	\$400 per person per year	physician
Breast prosthesis (double) and/or mastectomy bra double	\$800 per person per year	physician
Modification to orthopedic shoes and /or orthopedic shoes	\$500 per person per year	physician or podiatrist

## **EQUITY AND SOCIAL JUSTICE**

Equity and Social Justice – Dallas Crawford

During the second last week of August, I attended the Professional Labour Conference at the Radisson Hotel. I wasn't sure what type of training I would receive as a new Equity and Social Justice Chair but I assumed that I would be sitting at a table, learning about policies and taking notes. Was I ever wrong!

I entered an empty room with only a few chairs along the wall and for the duration of the day, was intensely engaged in various theatre activities. The group of diverse teachers acted out experiences as social justice educators within our school communities.

Alysha Sloane (from The Peaceful Village) is an amazing facilitator and is available to run active and engaging workshops for staff or students in schools.

To book a workshop:  
Alysha Sloane  
(The Peaceful Village)  
Manitoba School Improvement Program  
1005-401 York Avenue  
Winnipeg, Manitoba  
R3C 0P8  
[alysahasloane@shaw.ca](mailto:alysahasloane@shaw.ca)

I look forward to creating some committees on various equity and social justice issues in this new school year. Hope to see you or hear from you.

All the best to a great start of a new school year!



# **A GUIDE TO LEAVES FOR TEACHERS IN LRSD**

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## **Leaves in the Collective Agreement**

**Sick Leave** – This leave is used for both short and longer term illnesses. This leave accumulates at the rate of 20 days each year to a maximum of 124 days. A teacher's regular salary is paid until the number of sick days is exhausted. See Article 6.00 for details.

**Maternity, Adoptive and Parental Leave** – Maternity Leave for female teachers provides up to 17 weeks of top-up to 90% of salary. Adoptive Leave and Parental Leave (Parental Leave is effective January 1, 2007) is available to any teacher and provides up to 10 weeks of top-up to 90% of salary. See Article 6.01 for eligibility, terms and conditions. If you are pregnant or planning an adoption, contact the Louis Riel Teachers' Association at 929 5782.

**Religious Leave** – This leave provides up to 3 days per school year without loss of pay for a teacher to attend to religious holy days. See Article 6.02 for details.

**Release Time for MTS Business** – This leave is used by LRTA Executive members, AGM delegates, and MTS provincial committee members to attend to business of the Association and the Society. It also provides release time for the LRTA President and Vice Presidents. See Article 6.03 for details.

**Jury and Witness Duty** – This leave allows a teacher to fulfill his/her civic responsibilities as a juror or witness. There is no loss of salary. See Article 6.05 for details.

**Leave of Absence** – This allows for an extended leave without pay (usually one school year). There is a requirement to have worked for 4 years in the Division and there is a limit of 3 such leaves in a career (effective 2004-05). See Article 6.05 for details.

**Temporary Reduction in Contract Time** – This leave without pay is used in "exceptional circumstances" and requires mutual agreement between the teacher and the Division. See Article 6.06 for details.

**Bereavement Leave** – This provides leave with no loss of pay from 1 to 5 days in the event of the death of a relative. Additional leave may be granted where travel is necessary. Where circumstances warrant, additional leave may be granted at no more than cost of a substitute. See article 6.07 for details.

**Compassionate Leave** – This provides up to 2 days leave with pay in the event of a serious illness of a family member. See Article 6.08 for details.

**Deferred Compensation Plan (formerly Deferred Salary Leave Provision)** – Teachers employed for a minimum of 2 years may apply to the division on or before March 31 to have a percentage (may not exceed 33 <sup>1/3</sup>%) of salary deferred. Salary may be deferred for a maximum of 6 years prior to the leave of absence. Money deferred is paid to the participant during the leave of absence. See Article 6.09 for details.

**Discretionary Leave** – This leave provides up to 2 days per school year for a teacher to attend to personal business. The first day of the leave is at no cost to the teacher. The second day of the leave is at cost of substitute per diem. See Article 6.10 for details. In Division policy, there is also an additional 1/2 day leave at no cost to attend your child's high school or post-secondary graduation or to attend the teacher's own post-secondary graduation. See the policy for details (Policy GCCABB).



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**Retirement Leave** – This leave provides for 5 days paid leave upon submission of written early notice of retirement. Deadlines for giving notice are February 1<sup>st</sup> for a June retirement and September 30<sup>th</sup> for a December retirement. See Article 6.11 for details.

**Recognition of Extra-curricular Activities** – A teacher may access a one day paid leave of absence per school year for performing 50 hours of eligible extra-curricular duties. See Article 6.12 for details.

### **Leaves in Divisional Policy**

*(The Division Policy Manual can be found on the Louis Riel School Division website)*

**Family Leave** – Policy GCCAB/GDCB. A teacher may use up to 3 days of accumulated sick leave each year for each emergency involving a family member. There is no deduction of salary – the cost to the teacher is the loss of sick days. See the policy for details.

**Educational Leave** – Policy GCCAF/GCCBF. This leave provides a teacher who has worked 5 years in the Division partial payment while attending to full-time studies. The teacher receives the net difference between his/her salary and the salary of a first-year teacher in the same salary classification. A maximum of 20 such leaves may be allocated in a year. See the policy for details.

**Graduation Leave** – Policy GCCAB-I. This leave provides teachers ½ day at no cost to attend the secondary or post-secondary graduation of their children or their own post-secondary graduation ceremonies. See the policy for more detail.

### **Leaves in Practice**

**Funeral of a Close Friend** – The Superintendent has given assurances to the Association that the practice of giving release time with pay to a teacher to attend the funeral of a close friend will continue.

**Paternity Leave** – A father can request up to 3 days leave for his child's arrival. The first day is Compassionate Leave, the second and third day are Family Leave. The Family Leave portion is at the cost of sick days.

**A Human Resources form must be completed for all leaves excluding sick leave.**

***This summary is meant as an overview and a guide only. You may wish to keep it for quick reference in the future. Please contact the Louis Riel Teachers' Association at 929-5782 if you have specific questions or concerns.***

## **Important Contact Information**

**Louis Riel School Division**  
900 St. Mary's Road  
Winnipeg, MB R2M 3R3  
Phone: (204) 257-7827  
Fax: (204) 256-8553  
www.lrsd.net

**Louis Riel Teachers' Association**  
22 Varennes Avenue  
Winnipeg, MB R2M 0N1  
Phone: (204) 929-LRTA (5782)  
Fax: (204) 929-5780  
www.lrta.ca

**Manitoba Teachers' Society**  
191 Harcourt Street  
Winnipeg, MB R3J 3H2  
Phone: (204) 888-7961  
Fax: (204) 831-0877  
www.mbteach.org



## **Working to Make a Difference in Student Lives**

The October 4<sup>th</sup> provincial election is an opportunity for The Manitoba Teachers' Society to advance four issues that our members say are important to them:

### **1. Smaller classes**

Smaller classes mean more time to:

- Work one-on-one with each student
- Identify every child's learning needs
- Adapt to students' learning styles
- Give children with special needs the attention they require
- Plan individual programs for students
- Communicate and work with parents to create a successful learning environment

#### **MTS Recommendations:**

- **As a first step, reduce class sizes in Kindergarten to Grade 3 to a maximum of 20 students.**
- **Develop a process to reduce class sizes that takes into account the special learning needs of all students.**

### **2. Communicating with parents**

- Ongoing communication between teachers and parents is important to student success.
- The best way for a parent to get information about how their child is doing in school is to ask their child's teacher.
- Standardized testing does not improve student achievement.
- The millions of dollars needed to implement a standardized testing regime would be much better invested in providing resources and supports directly to classrooms and students.

#### **MTS Recommendations:**

- **Ensure teachers have adequate time to prepare reports to parents and adequate time for parent-teacher communication.**
- **Ensure teachers have ongoing support for training and professional development to implement strategies for differentiated instruction and assessment.**
- **Ensure that the provincial report card balances the needs of parents for clear and comprehensive information with the workload demands on teachers.**



### **3. Safe and inclusive schools**

- Provincial money designated for special needs must reach these students.
- Waiting lists for specialized assessments and clinical supports such as psychologists are too long, especially in rural Manitoba.
- Teachers require access to inter-departmental services teachers to develop programs that will best help students succeed.
- Whether it's bullying or cyber bullying, teachers working directly with parents is the best way to address these issues.
- Nutrition programs for students from low income families are essential to the health, well-being and learning needs of children, but they do not replace the need for stronger social programs, stable housing and income support for families.
- Family centres in schools encourage home and school communication for some parents who are unfamiliar or uncomfortable with school.

#### **MTS Recommendations:**

- **Ensure that funding for special needs actually reaches the classroom.**
- **Shorten waiting lists for specialized assessments.**
- **Make Manitoba schools centres for integrated services for children provided by the provincial government.**
- **Educate the public regarding the impact of bullying.**

### **4. Growing expectations**

- Services should be in place for new Canadians to ensure their children get the best start possible.
- Students who do not speak English or French, who have never been to school, or who have medical or behavioural challenges need supports and resources so that they can be successful.
- Issues such as childhood obesity, the environment, citizenship and new technology are among the many topics that teachers are required to integrate into their lessons. Teachers need the time, training and professional development to implement new curricula and initiatives.
- Transportation and resources are needed to enable rural and northern students to participate in extra-curricular activities.

#### **MTS Recommendations:**

- **Provide resources and supports for newcomer students and families to help them successfully establish themselves in Manitoba.**
- **Ensure teachers have time and training to incorporate new programs in the classroom.**
- **Provide funding so all Manitoba students have access to extra-curricular activities.**



## Calendar of Events 2011 – 2012

### February

- 1<sup>st</sup> LRTA Executive Meeting
- 3<sup>rd</sup> Divisional PD Day
- 8<sup>th</sup> Pre-Retirement Seminar
- 15<sup>th</sup> LRTA Council Meeting
- 20<sup>th</sup> Louis Riel Day
- 27<sup>th</sup> – March 2<sup>nd</sup> Operation Donation

### March

- 7<sup>th</sup> LRTA Executive Meeting
- 14<sup>th</sup> LRTA Council Meeting
- 16<sup>th</sup> Divisional PD Day
- 26<sup>th</sup> – 30<sup>th</sup> Spring Break

### April

- 4<sup>th</sup> LRTA Executive Meeting
- 6<sup>th</sup> Good Friday
- 11<sup>th</sup> LRTA Council Meeting
- 12<sup>th</sup> Maternity/Parental Leave Seminar
- 18<sup>th</sup> LRTA Annual General Assembly - ATC
- 20<sup>th</sup> Divisional PD Day

### May

- 2<sup>nd</sup> LRTA Executive Meeting
- 3<sup>rd</sup> LRTA Appreciation Dinner - ATC
- 10<sup>th</sup> LRTA AGM Binder Meeting
- 16<sup>th</sup> LRTA Council Meeting
- 18<sup>th</sup> Divisional PD Day
- 21<sup>st</sup> Victoria Day
- 24<sup>th</sup> – 26<sup>th</sup> MTS AGM

### June

- 6<sup>th</sup> LRTA Executive Meeting
- 14<sup>th</sup> LRTA Retirement Reception
- 20<sup>th</sup> LRTA Council Meeting
- 29<sup>th</sup> Last Day of Classes

Board meetings are held on the 1<sup>st</sup> and 3<sup>rd</sup> Tuesday of the month except September and January.

### September

- 6<sup>th</sup> School Opening Admin Day
- 7<sup>th</sup> Opening Day Conferences
- 14<sup>th</sup> LRTA Executive Meeting
- 15<sup>th</sup> LRTA New Member Celebration
- 21<sup>st</sup> LRTA Council Meeting
- 26<sup>th</sup> Divisional PD Day
- 30<sup>th</sup> LRTA Terry Fox Torchlight Run

### October

- 7<sup>th</sup> LRTA Executive Retreat
- 10<sup>th</sup> Thanksgiving
- 19<sup>th</sup> LRTA Council Meeting
- 20<sup>th</sup> Maternity/Parental Leave Seminar
- 21<sup>st</sup> SAGE (formerly SAG)

### November

- 2<sup>nd</sup> LRTA Executive Meeting
- 11<sup>th</sup> Remembrance Day
- 16<sup>th</sup> LRTA Council Meeting
- 25<sup>th</sup> Divisional PD Day

### December

- 7<sup>th</sup> LRTA Executive Meeting
- 21<sup>st</sup> LRTA Council Meeting
- 23<sup>rd</sup> – January 8<sup>th</sup> Winter Break

### January

- 11<sup>th</sup> LRTA Executive Meeting
- 18<sup>th</sup> LRTA Council Meeting

