



RIELITY CHECK

A publication of the Louis Riel Teachers' Association (www.lrta.ca)

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MARCH 2012

PRESIDENT'S MESSAGE

President – Frank Restall

If you attend but one meeting this year, make it this one!

LRTA Annual General Assembly WEDNESDAY, APRIL 18th

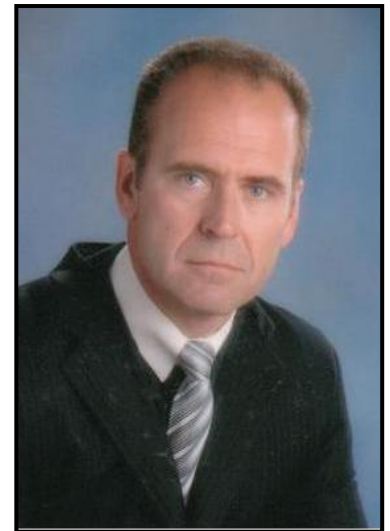
The strength of our Association continues to be the active involvement of our membership.

The active involvement of members attending the Annual General Assembly (Wednesday, April 18th) demonstrates the recognition by members of the importance of standing as a collective. Being a collective means to stand with and support your colleagues. As a member, your benefits and working conditions are in existence only because of members willing to stand as a collective and to bargain as a collective. The gains that have been made in the past can be directly attributed to the membership standing and working together.

What makes the concept of a collective truly admirable is the fact that members put the concerns of the collective ahead of their own personal situations. On a daily basis, members can demonstrate commitment to the collective by ensuring that the articles of the Collective Agreement are honoured. On a yearly basis, members can demonstrate commitment to the collective by attending the Annual General Assembly.

The LRTA AGA is just around the corner – Wednesday, April 18th, 4:30 p.m. at the Louis Riel Arts and Technology Center. Council Reps have received nomination papers for the Executive positions. Nomination forms are also available on the LRTA website. Please consider running for a position. The AGA is also your chance to vote on any proposed changes to our Constitution, Bylaws and Policies. The LRTA budget for 2012-13 will be presented, debated and voted on and the reaffirmation of the Short Term Disability Plan is also scheduled. These are very important reasons for attending the AGA as your voice and vote will determine the outcomes. The Association requests that each member highlight the AGA on his/her calendar and attend this one meeting on April 18th. The strength of our Association continues to be the active involvement of the membership!

The Association exists to serve its members and protect member rights and working conditions. In order to best represent and serve the members, all administrators, clinicians, coordinators and teachers need to attend the AGA. A chain is indeed only as strong as the weakest link! →





...PRESIDENT'S MESSAGE (continued from page 1)

I look forward to seeing you at the Louis Riel Arts and Technology Centre on Wednesday, April 18th at 4:30 PM.

Some of our members have decided that 2011-2012 will be their last year of service. These members have announced their retirement early and will take advantage of the Retirement Allowance which was negotiated into the Collective Agreement by the Association. Congratulations upon your decision and we look forward to formally recognizing your contribution to teaching at the LRTA Retirement Celebration on Thursday, June 14th, 2012 at the Legacy Centre. The Retirement Committee will soon begin planning for this gala event so be sure to mark your calendars.

The LRTA Public Relations Committee, chaired by Sean Fitzmaurice, applied for and received a grant from MTS (with funds matched by the Association) to develop a community initiative. The Committee is embarking on establishing a children's library at one of the units at the St. Boniface Hospital on behalf of the LRTA.

The LRTA Social Committee, chaired by Alison Ward, has been meeting and is planning a social evening for members on April 19th at the St. Boniface Golf and Country Club. Look for further details in the upcoming weeks for an evening that is certain to be filled with fun and fellowship!

The LRTA Resolutions Committee, chaired by James Bedford / Barry Wittevrongel, has proposed three resolutions for debate at the Annual General Meeting of the Manitoba Teachers' Society in May 2012. The committee's proposals have been presented to Council for ratification and the resolutions have been forwarded to MTS to be included in the AGM binder and debated on the floor of the Provincial Council.

Louis Riel delegates at AGM will also be working diligently for James Bedford's Provincial Executive campaign. At the last LRTA Council meeting, our Council unanimously nominated James as a candidate for Provincial Executive. The Association is honoured to have James represent and work on behalf of all teachers in Manitoba.

For all members and the Association itself, this is indeed a very busy time. Striving for personal and professional balance in your lives is a necessity.

Remember, take care of yourself and take care of each other!

Frank Restall

President, Louis Riel Teachers' Association



CALL FOR NOMINATIONS FOR THE 2012-2013 LRTA EXECUTIVE



The Past President is calling for nominations to the Louis Riel Teachers' Association Executive for 2012-2013. Nominations will be accepted beginning March 1, 2012. Nomination papers must be accompanied by the signatures of two members and forwarded to Past President James Bedford at the LRTA Office at École Varennes.

What is the LRTA? The Louis Riel Teachers' Association represents all administrators, clinicians, coordinators, substitutes and teachers in the Louis Riel School Division. The LRTA actively supports the well-being of its members through various committees such as Collective Bargaining, Professional Development, Social and Public Relations. In addition, the LRTA provides assistance and guidance to individual members upon request.

Who can be an Executive member? Any member who indicates their willingness to run for election to the Executive (when the call for nominations goes out) can be elected. Candidates may be asked to speak at the Annual General Assembly on April 18th where the election takes place. The Executive for 2012-2013 assumes office on August 1, 2012.

What will I do if elected? All Executive members attend monthly Executive and Council meetings. A one day planning workshop is held in October. All Executive members must familiarize themselves with current issues and be willing to serve on committees. Some Executive positions require less of a time commitment than others and may be ideal entry points.

What is the time commitment for an Executive member? The Executive and Council meet monthly. Meetings last from one to two hours and supper is served. Committees meet according to their mandate and therefore the number of meetings varies from committee to committee.

Will I find the experience rewarding? You will find the experience to be very rewarding! Rewards are both extrinsic and intrinsic. Members of the Executive are reimbursed for dependent care, and the opportunities for Professional Development 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 of 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.



It is time to commence the building of the LRTA 2012 - 2013 Executive. All positions are one year terms so every position is vacant. Elections will take place at the AGA on Wednesday, April 18, 2012 at The Louis Riel Arts and Technology Centre (5 de bourmont ave).

The Table Officer positions are:

**PRESIDENT,
VICE PRESIDENT – COLLECTIVE BARGAINING,
VICE PRESIDENT – PROFESSIONAL DEVELOPMENT, and
SECRETARY-TREASURER**

The Committee Chair positions are:

**ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA
EMPLOYEE BENEFITS EQUITY AND SOCIAL JUSTICE
PUBLIC RELATIONS SOCIAL
MEMBER AT LARGE (3) LRASA REPRESENTATIVE**

Nominations will be accepted until Wednesday, March 21, 2012, 12:00 noon. Nomination forms are available through your Council Rep or the LRTA website and once completed, forms are to be sent to James Bedford – LRTA Office – 929 5780 (fax)

Here are the procedures for the election:

- 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
- 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, James Bedford, by noon (12:00 p.m.), Wednesday, March 21, 2012. **It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing.** Materials arriving after March 21, 2012 will be translated and copied if time allows.
- No other campaign materials are allowed.
- **No campaign materials may be distributed at the Annual General Assembly.**

A written report on nominations will be distributed to each school in the Association by April 4.



A SIMPLE GESTURE OF THANKS

LRTA Member at Large – Marcela Cabezas
(Reprinted, almost in its entirety, from the Rielity Check of March 2010)

Becoming a parent ushers in a time of endless thanks. You are tremendously thankful when the little bundle of joy arrives into the world happy and healthy. You give thanks to family and friends for the little things they do to make your life easier. And boy, are you ever thankful when your baby starts sleeping through the night!

Significant changes in our lives often make us sit back and take stock of people and things we used to take for granted. As I look back upon the months that I have spent at home with my baby, I am astonished at how far he has come along since day one. I am truly grateful for the opportunity to stay at home with my son for a full year and I have to thank the LRTA for bargaining for this gift on my behalf. Before this recent life change, I paid little attention to certain articles in our Collective Agreement. Sadly, it isn't until you need something that you start to care about it, and Article 6.01 is incredibly important to me now. If you don't know what Article 6.01 is, perhaps it's time to blow the dust off of your copy of the Collective Agreement and take a peek. You might be surprised to find something inside it that directly affects you as you transition into a new stage of your career or life.

There are many articles in our Collective Agreement that we take for granted in our busy lives as teachers. Regrettably, many teachers just care about Article 4.00, the salary schedule. A paycheque is deposited into our bank account at month's end, but rarely do we ever take the time to ponder the time and effort it took to reach that sum on our behalf. We seldom stop to give thanks to the few who gladly volunteer their time seeking out the best for us all. Our Collective Agreement is filled with evidence as to how the LRTA works tirelessly on our behalf considering things we need before we even realize we need them.

So as my baby begins to stir from his afternoon nap and that moment of quiet reflection is overtaken by his cries for food and snuggles, my final thought for you is this; what have you done lately to give thanks for the work done on your behalf? Are you a council representative for your school? If your answer is yes, my thanks go to you. Are you an LRTA committee member? If so, thanks again. Now more than ever, I understand that time is a luxury. Giving thanks doesn't require a grand gesture or huge time commitment; it can be something as simple as attending one meeting per year. The LRTA's Annual General Assembly is coming up on April 18th. It may not seem like a lot, but a simple gesture of thanks goes a long way. Your attendance at that one meeting speaks volumes to the few who work diligently on your behalf to make your job and workplace the best it can be. I'll be at the meeting, will you?



DISCRETIONARY LEAVE

Collective Bargaining – Barry Wittevrongel

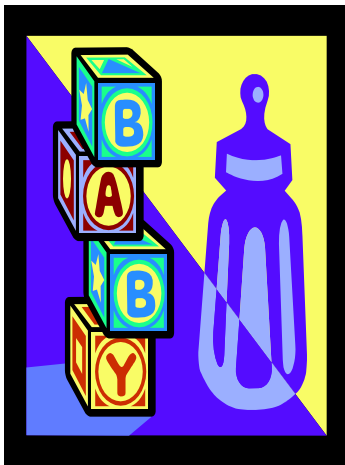
Please refer to Article 6.10 of the Collective Agreement

The LRTA office has been receiving calls regarding 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. This leave is not to be used to extend winter holidays, spring break or summer vacation.

To apply for the leave one must complete an HR form including the booking of a substitute. This form has to be signed by your school administrator before it can be submitted to the Superintendent of Schools. Timelines are important, so make the application well in advance of the intended leave.

The leave does not require the permission of your school administrator as the contract language clearly states that the request be sent to the Superintendent of Schools. Therefore, only the Superintendent of Schools can deny a request.

Remember that the HR form must be filled out in its entirety. If you have any questions, please call us at the Association Office: 929-5782.



Congratulations to Nikki (Shamrock School) and Bruce Naherniak on the birth of their fourth daughter, Danika Chloe, who arrived on January 29th. Congrats!

Christa (St. George) and Jason Conrad are pleased to announce and welcome the birth of their son, Romeo Darryl. He was born on January 14th and weighed 8.8 lbs. and 20 in. long. Romeo has been a terrific baby and his big sister, Adriana, has been really good settling in with him as well. Congratulations!

DATES TO REMEMBER



April 18, 2012 LRTA Annual General Assembly

May 3, 2012 LRTA Appreciation Dinner

May 24-26, 2012 MTS Annual General Meeting

June 14, 2012 LRTA Retirement Reception

LRTA Council meetings are held the third Wednesday of every month at 4:30pm at the Arts and Technology Centre.



***Victor and Marie Wyatt Bursary Application
for courses taken between January 2011-December 2011
by Robert Gaudes VP Professional Development***

The Victor and Marie Wyatt Bursary Committee is accepting applications for bursaries from teachers and administrators to pursue studies related to public school education.

The Bursary is available to:

Educators who are *currently* employed in the Louis Riel School Division,
Educators who are *currently* on leave from the Louis Riel School Division.
And Educators who have requested a leave from the Louis Riel School Division for educational purposes and who will be *returning to the division*.

Bursary Criteria:

- Tuition at registered universities or colleges (not including such things as parking, dental or medical insurance, or cost of books and supplies) will be considered.
- Payment is made directly to the individual,
 - After completion of the course(s), and only
 - After funding is approved by the Bursary Committee upon submission of all required information.
 - Bursary applications will not be accepted in two consecutive years. (e.g. 2011 applicants may apply again in 2013)
 - Maximum eligible tuition: \$1500.00

Applications must include:

- Proof of course completion – Academic Transcript
- Proof that the course(s) fee(s) have been paid – T2202A Certificate

Application form can be found at www.lrta.ca under 'Bursaries'.

Deadline for submission: Friday, April 20, 2012.

Send completed form and all information to:

Louis Riel Teachers' Association
Attn. Vice President of Professional Development
L.R.T.A. Office, 22 Varennes Ave
Winnipeg, Manitoba, R2M 0N1

Process:

- Applicants will receive their letter of confirmation from the Bursary Committee. It will indicate the amount of bursary awarded by the committee.
- A copy of the confirmation letter is sent to the Winnipeg Foundation.
- A cheque from the Winnipeg Foundation will be mailed directly to the recipient.
- In February, each applicant will be issued a tax receipt from the Winnipeg Foundation indicating the amount of their award.



PPDF DEFINED

Professional Development – Bob Gaudes

Personal Professional Development Fund Defined

According to the Education Administration Act, section 39 (f), ongoing professional development is the responsibility of the teacher. Also, the commitment of the Louis Riel Division to the Supervision of Growth model further highlights the need to access PD to support the individual's plans. The Personal Professional Development Fund (Article 9.00 of the Collective Agreement) was a result of bargaining in the 2002-2003 school year and was established to assist LRTA members financially in meeting their personal professional development needs. It is also recognized that this personal professional development will be of the kind that is beneficial to the Division. Examples of these benefits include the sharing of information with other staff members and the development of expertise in areas deemed to be priorities in the Division.

Most importantly, PPDF is considered to be "personal" and as such is to be used at your discretion in accordance with the PPDF Guidelines. In contrast, Divisional PD initiatives are funded by DPDF (Divisional Professional Development Fund) although teachers may choose to use PPDF to attend divisional offerings. However, where your attendance at a Divisional PD initiative is deemed to be compulsory, the costs are to be covered by the Division.

Finally, before applying for PPDF a teacher is required to have a conversation with one's administration notifying him/her of his/her intent to attend a PD event. The act of notification is a professional courtesy and does not imply that permission is being sought to attend. All members must respect the spirit and intent of the PPDF Guidelines.

APPLICATIONS FOR PPDF COMMITTEE MEMBERSHIP

The Vice President of Professional Development is now accepting the names of LRTA members who would like to be considered for a position on the PPDF Committee. All interested members should email Bob Gaudes at pdlrta@shaw.ca to receive a candidate form. This year's application deadline is Friday, April 13, 2012.

It is the mandate of the PPDF Committee to allocate PPDF funds. Committee members are required to process applications daily online throughout the school year. All committee positions are for two year terms unless you are filling in for a committee member on leave.



Where Will You Be on April 18th at 4:30 P.M.?

Once a year, in April, the Louis Riel Teachers' Association requires your attendance at its Annual General Meeting. This is a **MUST ATTEND** for all LRTA members! At this meeting the Executive for the following year is elected and any motions regarding changes to our Constitution, Bylaws and Policies are debated. Also, the budget that determines Association expenditures and members' fees is passed. Your attendance ensures input into important decisions such as these that affect your work experience.

Copies of the proposed Constitutional, Bylaw and Policy changes will be found on the website at 'lrta.ca' and in your staffroom. A copy of the proposed budget will be in every school and online and the Committee Reports from 2011-12 Executive will also be online. As well, every staffroom will receive the election statements of nominated candidates for Executive. These will also be found on our website. Please take time to look at these documents so you can make informed choices on April 18 at the AGA. We will have several new members who put their names forward and we have members of our current Executive who are leaving.

The nominations for the 2012-2013 Executive are almost complete. This is a wonderful opportunity to get involved in your Association and for your commitment, you are guaranteed a couple of meetings each month, some great food, and the satisfaction of knowing that you have been a part of improving the professional lives of your colleagues.

**So mark April 18th, 4:30 PM at the
Louis Riel Arts and Technology Centre
on your calendars and come out to the AGA!**

Soyez des nôtres à l'AGA!

*The LRTA is
here for you*

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

Please don't hesitate to contact us!



Louis Riel Teachers' Association

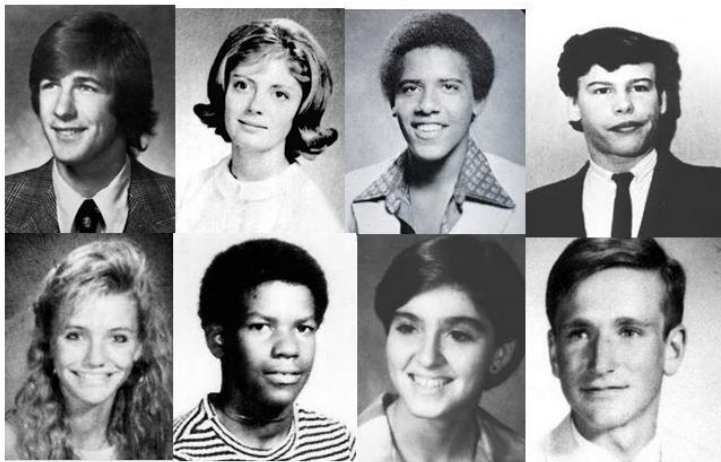
Kickin' It ~~Old School~~ School

Social

April 19th, 2012
St. Boniface Country Club
7:30 pm—11:00 pm
Cash Bar, DJ, and Prizes!



See Your LRTA Rep. for Tickets! Only \$5 (admission & appetizer included)



Win A Half-Day Release!!
(LRTA members only)