



RIELITY CHECK

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

EDITOR: SEAN FITZMAURICE

SEPTEMBER 2010

PRESIDENT'S MESSAGE

President – Frank Restall

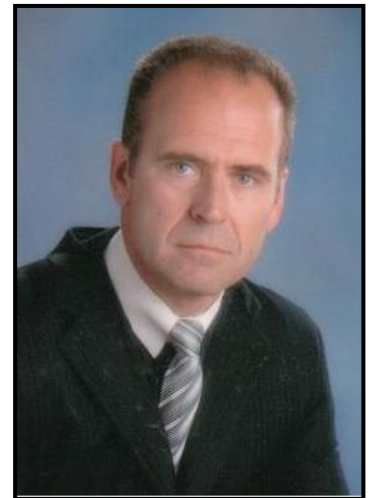
Welcome back to all new and returning members of the Louis Riel Teachers' Association! The LRTA represents over 1100 members and is the third largest teacher association in the Province of Manitoba. Our Association is dedicated to protecting and advancing the rights and well being of our members.

The Association's strength lies within its membership. As a collective, it is important to support all members. As a member, your benefits and working conditions are in existence only because of a willingness to support the collective. At all times, members must demonstrate a commitment to their colleagues by honouring the collective.

The LRTA Council and Executive are examples of members demonstrating a commitment to colleagues by volunteering countless hours in support of our Association. Council Representatives and the Executive believe in the importance of the work members do and the importance of supporting members in their work. From advocating for colleagues through assuming committee responsibilities to representing the LRTA at the provincial level, members should be very appreciative of the time and energy that Council Reps and Executive Officers invest on behalf of our Association. At the same time, Council Reps and the Executive are very appreciative of the support they receive from the membership.

As a member of LRTA, it is important to note that you can call the LRTA office (929-5782) at any time. I can also be reached by email (preslrta@mts.net). For issues related to collective bargaining contact Barry Wittevrongel (cblrta@mts.net). For professional development concerns/questions contact Bob Gaudes (pdlrta@mts.net). 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). All the information in the binder, as well as updates to the calendar, Rielity Check newsletters and important links, can be found on our website. →



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 (continued from page 1)

September is already proving to be a busy month. On Friday, September 24th the LRTA will host the 27th 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 24th, 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 an aerobic warm up at 7:30. The Torchlight Run itself occurs from 7:50 until 8:30PM.

In the late afternoon of Thursday, October 14th, members of the LRTA Executive and school Council Reps will host a meeting for new teachers. Teachers new to the profession or new to our Association are invited to the Louis Riel Legacy Centre to meet colleagues, learn more about the Association and enjoy refreshments. All "new" teachers should mark this occasion in their calendars.

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!

Frank Restall

President, Louis Riel Teachers' Association



YOUR LRTA EXECUTIVE...

President

Frank Restall (LRTA Office)

VP Collective Bargaining

Barry Wittevrongel (Dakota Collegiate)

VP Professional Development

Bob Gaudes (Samuel Burland School)

Secretary-Treasurer

Deb Barry (Hastings School)

Employee Benefits

Carl Antymniuk (Samuel Burland School)

Public Relations

Sean Fitzmaurice (Highbury School)

Past President

James Bedford (Dakota Collegiate)

Equality in Education

Bill Young (Glenlawn Collegiate)

Social

Michelle Angst (Samuel Burland School)

LRASA

Alice Young (Dr. D.W. Penner School)

ÉFM

Bernard Mazerolle (École Julie-Riel)

Members-at-Large

Marcela Cabezas (Collège Jeanne Sauvé)

Jack Fraser (Archwood School)

Ben Storie (Glenlawn Collegiate)



BOOKING OF SUBSTITUTE TEACHERS

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

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.

DATES TO REMEMBER



- | | |
|-------------------------|------------------------------|
| October 14, 2010 | LRTA New Teacher Induction |
| April 20, 2011 | LRTA Annual General Assembly |
| April 28, 2011 | LRTA Appreciation Dinner |
| May 25-28, 2011 | MTS Annual General Meeting |
| June 16, 2011 | LRTA Retirement Reception |

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



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@mts.net.

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!



Manitoba Teachers' Society Professional Development Workshops 2010-2011

"The Fab Five": Beginning Teachers Workshop • September 30, October 1-2, 2010

EAL Learners in Senior Years' Classrooms • October 4, 2010

Supervision and Evaluation; From Theory to Practice • October 7-8, 2010

Teaching to Diversity: Universal Design for Learning (UDL) • November 1-2, 2010

Working with EAs for Teachers • November 12, 2010

Working with EAs for Principals and Resource Teachers • November 25-26, 2010

ABCs of Aboriginal Education: Part I • December 2-3, 2010

Making it Work! Services for EAL Students in Manitoba Schools: Part I • December 9-10, 2010

Appropriate Educational Programming in a High School Setting • January 13-14, 2011

Building 21st Century Schools • January 17-18, 2011

EAL Learners in Early and Middle Years Manitoba Classrooms • February 4, 2011

The 3Rs of a Successful Counselling Program: Part II • February 17-18, 2011

The Changing Role of the Resource Teacher • February 24-25, 2011

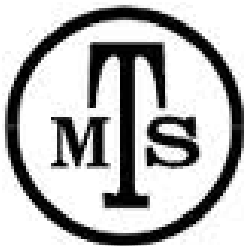
The Ten Common Faux Pas of Principals • March 3-4, 2011

ABCs of Aboriginal Education • March 10-11, 2011

Student Assessment and Evaluation • March 14, 2011

Student Assessment and Evaluation II • March 14-15, 2011

Making it Work! Successful Leadership for EAL Students: Part II • April 7-8, 2011





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			6,808.67	13,617.34	Total Earnings	6,911.42	13,822.84	
Dental Rebate			102.75	205.50	TRAF Pension	-605.53	-1,242.93	
					MTS Dues	-87.90	-181.00	
					MTS Local Dues	-80.00	-160.00	
					GWL Life Ins	-6.59	-13.18	
					Wawanesa Disability	-12.09	-24.18	
					MTS LTD	-150.67	-301.34	
					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	
Total Earnings			6,911.42	13,822.84	Net Pay	3,879.14	7,733.78	
<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	3,879.14			
GWL Life Ins - ER	10.00	20.00						
Sick Day Balance			123.00					

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 / Couple \$66.86 / Single \$31.95 / Opt Out \$102.75). 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 (\$160.00)
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 2.18% of salary
Wawanesa Disability	Employee Paid Short Term Disability .17% 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

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.



L R T A W E B S I T E

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

- 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. If you have any questions or comments, please contact our webmaster – Deb Barry at dbarry@mts.net. Don't forget to visit www.lrta.ca!

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@mts.net. **THANK YOU!**



MEMBER BENEFITS

Group Benefits – Carl Antymniuk

Welcome back!

As a member of both the LRTA & MTS, you are eligible to participate in a number of Benefit plans that your unions have secured on your behalf. Some of these plans are mandatory; others are not. Circumstances change; please take the time to review your plans to ensure that you are properly covered.

When you were first hired, you were enrolled in a Group Life Insurance Plan*. This plan is commonly referred to as MPSEGLIP (Manitoba Public School Employee Group Life Insurance Plan). At the time you were hired, you selected a benefit level (200% to 500%). You also selected a beneficiary. Do you still wish to have the same beneficiary? Your benefit level may be changed within 90 days of certain "Life Events" (marriage, birth of first child); otherwise, you are subject to a questionnaire to ensure medical evidence of insurability.

* Former St. Vital teachers are members of a special hybrid plan within the MPSEGLIP umbrella.

LRTA members are part of the provincial mandatory MTS Blue Cross Extended Health Care Plan. Membership is compulsory. Members must be enrolled in their true family status. The plan has two premium levels/costs (Single, Couple/Family – spouse/dependant[s]). Upon proof of spousal coverage, a member may opt out. If spousal coverage is lost; the member must enroll. Members may be enrolled in both the MTS plan and a spousal plan.

LRTA members are also part of the provincial MTS Blue Cross Dental Health Care Plan. Membership is compulsory. Members must be enrolled in their true family status. The plan has three premium levels/costs (Single, Couple – spouse/dependant and Family). Upon proof of spousal coverage, a member may opt out. If spousal coverage is lost; the member must enroll. Members may be enrolled in both the MTS plan and a spousal plan.

LRTA members are encouraged to sign up for (Blue Cross) "e-service". E-service allows for quick access to your plans (including the details of your specific plan). Subscribers receive direct payment. An emergency card can be printed directly from your account.

USEFUL LINKS:

LRTA
<http://www.lrta.ca/>

MTS
<http://www.mbteach.org/>

Blue Cross e-service
<https://eservice.mb.bluecross.ca/sos/login.htm>

MTS – Benefits – MPSEGLIP
https://www.mbteach.org/health-benefits/group-benefits_GroupLifeInsurance.html





A GUIDE TO LEAVES FOR TEACHERS IN LRSD

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 ¹/₃%) 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.

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



...A GUIDE TO LEAVES FOR TEACHERS IN LRSD (continued from page 10)

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.

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

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