

President's Message

Frank Restall

World Teachers' Day on October 5th celebrated the crucial role that teachers play as leaders in public education and in their communities. For many in Canada, when teachers step outside the classroom, they continue to be leaders in the hearts of their communities in a variety of capacities. This is not surprising given the "people skills" that teachers possess and continuously hone over the length of their careers.

I have always referred to public education as a "People Business". I am sure that we all agree with that expression. People, in whatever stakeholder group they belong, are essential to public education. As leaders in public education, members must ensure that "people" are always the centre of our thoughts, words and deeds.

I had the opportunity of attending a P.D. session a number of years ago where the presenter began by asking the educators gathered, how they would like to be remembered by others when their careers had finished. As opposed to the day to day examination of our calling which would include planning, meetings, preparation, assessment, organization, etc., here we were being asked to reflect from a more global and long term perspective. What emerged from the sampling of those present were not tasks, but rather, descriptors of character such as caring, passionate, welcoming, understanding, empathetic, compassionate, supportive and encouraging.

I believe that all leaders in education, who are found in every classroom, gymnasium, office and the Board Office, must consider how they would like to be remembered by others when their careers finish.

With serious reflection, I would like to believe that leaders in public education would push aside the day to day tasks and duties and wish to be remembered for the characteristics they bring to this "people business". I believe a leader would want to be known as a person who uses positive influence to help others grow. A leader would want to be known as a person of character, a person who puts people first, a person who is a compassionate collaborator and a person who is a moral authority. A leader would want to be known for listening, empathy, healing, awareness, conceptualization and a commitment to the growth of others.

The Mission Statement of LRSD states that we "aspire to develop caring, literate, and capable people". I am certain that it was no accident that the word "caring" was listed first. Caring is the foremost characteristic we wish to develop in our students and in each other. Like many other aspects of public education, this will only occur with genuine modeling. As leaders, how we treat our colleagues and how we support our colleagues are paramount to the success of fulfilling the Mission Statement. We must ensure that all people receive respect and are treated with dignity. We must remember that all stakeholders are people first!

It is difficult to know what is occurring in the lives of our colleagues or the tremendous personal stressors many find themselves under. Therefore, we must put "caring" first and foremost in our dealings with one another. We must always support one another in a compassionate manner. I believe that we should be constantly striving to incorporate these characteristics into our daily dealings so that members will not just be remembered, but revered for the legacy of caring and compassion they created.

With the previous passages as a preamble, please, take care of yourself and take care of each other.



Le coin des



Le coin des ÉFM par Kevin Dilk

Le Conseil des écoles s'est tenu le 24 septembre 2016.

Les représentants ÉFM dans les écoles ont reçu une trousse avec des informations utiles et importantes pour les membres ÉFM. Vous y trouverez des informations au sujet des ateliers, des demandes d'appui financier et des activités culturelles en français.

Ateliers offerts par les ÉFM :

Céleb 5 : les 14 et 15 octobre

Conférence pédagogique annuelle : le 21 octobre 2016

Atelier : Commission des traités : les 23 et 24 janvier 2017

Équité et diversité à l'école : les approches gagnantes : le 13 février 2017

Avoir des conversations : le 6 mars 2017

UDL en français : les 17 et 18 avril 2017

Vous pouvez accéder à un appui financier pour le perfectionnement professionnel et pour la promotion du français. Il y a des programmes de Mentorat et de Jumelage.

Pour de plus amples renseignements :

La page d'accueil ÉFM : <http://www.efm-mts.org/>

Suivez les ÉFM sur Facebook et Twitter



[ÉFMdepartout](https://www.facebook.com/EFMdepartout)



[ÉFMdepartout](https://twitter.com/EFMdepartout)

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September 30, 2016

A big thank you to all colleagues and schools who participated in Orange Shirt Day.

Indigenous Contact Person LRTA

Sean Oliver Metis

- Aboriginal Education - currently at Glenlawn Collegiate
- Years previous: Grade 4/5 teacher at Frontenac.
- Worked with MTYP Aboriginal Arts Program, Aboriginal Youth Opportunities, Helen Betty Osborne Award recipient 2012
- Currently a member of the Aboriginal Voice and Action Standing Committee (AVASC) with MTS, and Council for Aboriginal Education in Manitoba (CAEM)
- Responsible for reporting to LRTA the work of AVASC, as well as the work being done in Aboriginal Education in our division.



Feel Free to contact at sean.oliver@lrsd.net

Terry Fox Marathon of Hope Continues

Vice President Professional Development—Marcela Cabezas

The LRTA once again marked the month of September by continuing our commitment to raising money and awareness for cancer research through the Terry Fox Foundation. The Association and the Division hosted the 2nd annual Terry Fox Community Walk and Barbecue at the LRSD Board Office on September 30th. Similar to its predecessor, the LRTA Torchlight Relay, this event afforded members of the community the chance to gather, walk or run, and the opportunity to make a donation to the Terry Fox Foundation on site.

This year's event featured musical entertainment from the Glenlawn Senior Jazz Band as well as several student volunteers from Collège Jeanne-Sauvé's "Amis de Rachel" student group who helped run games, a craft table, and painted the faces of young children in attendance. Balloon animals were a new and fun addition to this year's event. The barbecue was successfully operated by students and their teachers from ATC's Culinary Arts Program.

Thanks to teachers Jeremy Bender, Tracey Trottier, Mandy Freynet, Monique Ditter, Scott Wood, and Greg Crow; Terry Fox Committee member Pam Deverdenne, and members of the LRTA Executive and Council who volunteered their time to such a great cause. Also, thanks to the members of the Board of Trustees and Superintendents' Team and Staff who assisted in helping make the evening a memorable one.

As teachers, we feel so fortunate to serve this community and we remain committed to furthering the work of the Terry Fox Foundation within our community.



Oct.21: When the Teacher Becomes the Student

Vice President Professional Development—Marcela Cabezas

My six-year old son, who is in Grade 1, was very disappointed on our last PD day. You see, my husband and I are both teachers and he thought no school for him meant no school for mom and dad; ergo a day to spend more time with him. I explained to my son that on PD days, we teachers get to switch roles, be the students and learn all day long, just like he gets to do every day with his classmates. With that explained and his confusion alleviated, he replied, "That sounds like fun, Mom. Have a great day at school!"

While the October PD Day has undergone many name changes in recent memory, much like entertainers Puff Daddy, Snoop Dog, and the artist formerly known as Prince, the very nature of the day remains the same. The 45th Annual **MTS Professional Development Day** (formerly known as SAGE day, formerly known as SAG day) will take place on Friday, October 21st. With thirty special area groups offering over 800 workshops, there truly is something for everyone to participate in and to enjoy!

The MTS Professional Development Day is similar to any other professional development day, except that it is on a much grander scale. On this professional development day, teacher autonomy is at the forefront as we are able to select which of the many SAGE Co-ordinated Conferences or ÉFM sessions we wish to attend that day. An added bonus is that, through attending these conferences, we are provided the opportunity to meet, network, learn with, and learn from colleagues from across the province. The following Monday in our classroom could fundamentally change as a result of something we learn, someone we meet, or something we see that day. That is what I personally love about attending the MTS PD day.

In any case, I hope that your participation in the MTS Professional Development Day proves beneficial to you and what you do in the classroom. Join thousands of other teachers, including the President and Vice President of the Society, by participating in this valuable professional development opportunity. On Friday, October, 21st, "You're the student, stay the day," and on behalf of my son and me, "Have a great day at school!"



Wanting to switch up your MTS PD Day experience?

Bilingual Bonus – Why not attend a session offered by ÉFM this year to brush up on your French? *Ou pourquoi ne pas assister à une session d'un des groupes de SAG cette année?*

50/50 – Do you have more than one teachable area? Hit up two conferences; one in the morning and one in the afternoon! Some Special Area Groups offer a half day rate if contacted ahead of time.

Think Outside the Box – Just because you don't teach a certain subject area doesn't mean you can't go to that conference. Take a look at the program offerings of other SAG groups that could connect to your professional assignment and related activities or addresses needs in your school. Hearing/seeing things from a different perspective might be rather inspiring.

It's a Date! – Attending sessions with a friend is sometimes easier than going alone. Chat with friends to find out where they are going in order to see if you'd be interested in tagging along.

Book Club

Equity and Social Justice—Lacey Butler

lacey.butler@lrsd.net

**Interested in Social Justice Learning and Discussion?
Other LRTA members are meeting!**

1st Session

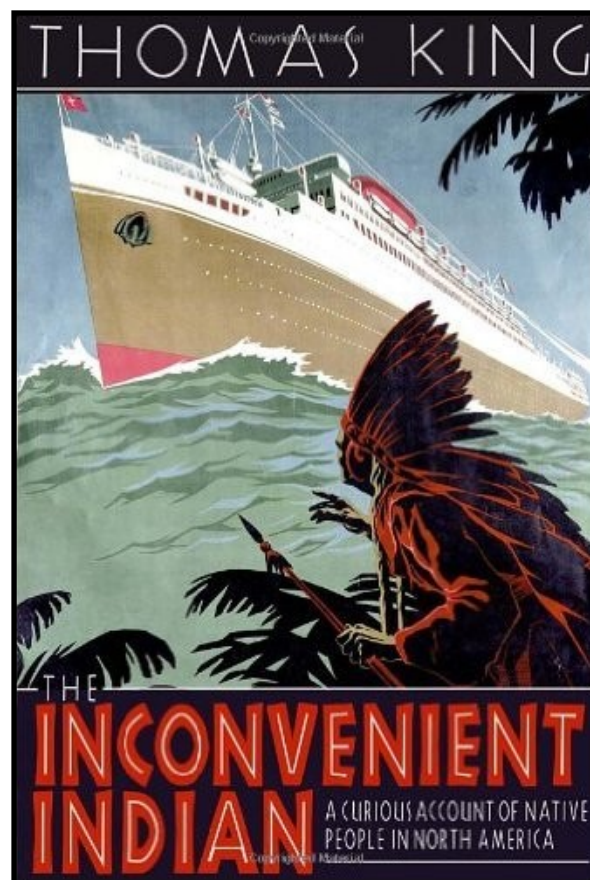
November 28 Archwood School 4:15 pm

The Inconvenient Indian Thomas King

<http://www.theglobeandmail.com/arts/books-and-media/book-reviews/the-inconvenient-indian-the-true-story-of-native-north-americans---whites-want-land/article5841075/>

The story of Canada is the story of her relationship with native people. Despite the clamouring of history to pull us into the full sweep of accepted history – the one that starts with “discovery” segues into brave “explorers” and into the notion of “two founding nations” – the real history of Canada begins with native people. Similarly, the story of North America. In 1492, native people discovered Columbus. That’s the plain truth of it. Ever since that moment, the history of the continent has been interpreted and articulated through settler eyes. That there are gross inaccuracies and outright omissions is all too evident in the relative mainstream ignorance of all things indigenous circa 2012.

The truth, as it were, lies somewhere between what is taught and what is endured by indigenous people themselves. So it is that Cherokee/Greek author Thomas King offers us *The Inconvenient Indian: A Curious Account of Native People In North America*. Though it is built on a foundation of historical fact, King insists that the book is an “account,” resting more on storytelling technique than a true historian’s acumen.



**April 20 & 21, 2017
Victoria Inn, Winnipeg**

MTS and MASS are joining forces to bring you ***Educating for ACTION: Our Human Rights Journey***. School Divisions are invited to send teams of trustees, senior administrators, principals, teachers, parents and students to join numerous community groups on this timely journey. Keynote speakers will challenge all participants to reflect upon their lens on the society around them. Participants will be able to select from more than sixty workshops designed to build skills and understanding necessary to affect change for the society around us.

Registration will be available for all other interested MTS members on **November 1st, 2016**.
Conference Registration: \$350

MTS PD Opportunity

Keynote Speakers

- John Ralston Saul
- Raheel Raza
- Chief Wilton Littlechild
- Dr. Cindy Blackstock

Benefits Update

Scott Wood—Benefits Chair

As the new school year is firmly up and running (whether we like it or not), it is a good time for a brief overview of the Employee Benefits plan for the Louis Riel Teachers Association.

There are three good resources for learning more about benefits.

The first is our own website: www.lrta.ca.

On the benefits tab you will find a summary of all of the general benefits available to LRTA members. Highlights of these plans are below for your convenience; however for more detail please consult the website.

The second area for learning about benefits is through the new Manitoba Public School Employees website: www.mpsebp.ca.

Here you will find information about the major plans and be able to access most of the forms necessary to make claims and changes to your plans. Also on this site is the MPSE Benefits Plan newsletter that outlines changes happening in the plans. If you used to go to the MTS website (www.mbteach.org) for this information, you should now go to MPSE as they are “rebranding” the plans.

A third option to best manage your own benefits is to register with Blue Cross at www.mb.bluecross.ca and go to “mybluecross”.

By signing up, you receive personalized information about your benefits including coverage limits, status of claims, eligibility rules (very useful for drug prescriptions as not all are covered). As Blue Cross is the carrier for our major plans, what this site says supersedes any other information available.

(As a side note: make sure you do any sign ups from your personal computer, not from work. Any information placed on the work computers may be visible to others on the system and no one really needs to know about how many massages you use each year!)



New Benefits available to Members:

Preferred Pharmacy Network

Effective January 1st, MTS members will be eligible for increased drug plan coverage if they use one of two Preferred Pharmacies. By shopping at Costco or through Express Scripts Canada members will receive 90% drug coverage, up from the standard 80% available at other pharmacies.

Costco: anyone can use Costco, even if you are not a member. Just tell them at the door that you are going to the Pharmacy and you will be allowed entrance. Fill your prescription as with any other pharmacy. The advantage: the lowest dispensing fees in Manitoba.

Express Scripts Canada: a new mail-order pharmacy system. You can register through their website (member.express-scripts.ca) to have your maintenance prescriptions (ie for chronic conditions) delivered directly to your home. They offer free home delivery, on call pharmacists 24/7, and automatic refills for ongoing medications.

You do not need to do anything special to receive the 90% coverage. Blue Cross will automatically recognize prescriptions filled at either of these suppliers as eligible for the higher co-pay.

PLEASE REMEMBER: This does not prevent you from using other pharmacies. You can fill prescriptions anywhere you would like. However, only Costco and Express Scripts Canada offer the higher co-pay amount.

Acupuncture

Blue Cross will now accept acupuncture therapies offered by licensed acupuncturist in addition to services from physiotherapist or chiropractor. Be sure to ask prior to receiving treatment!

Vaccines

Two vaccines have been added to Blue Cross coverage: Hepatitis A & B, and Shingles vaccinations. Hepatitis A & B vaccines are recommended for Teachers, especially those working in Early Years, due to our exposure to a wide variety of bugs every year. This vaccine is not only for travel to those oh so wonderful sun destinations!

Benefits Update

Continued

Highlights of the Benefit Plans:

Blue Cross Dental Benefits

- Compulsory for all contract teachers working at least 30% contract time. Term teachers are eligible if term is more than 60 consecutive days.
- Monthly premium is in pre-tax dollars.
- Opt out provisions apply if you already have Spousal coverage.
- Benefits are maximum of \$1500 per person per calendar year. 80% coverage for Basic and Major, 50% coverage for Ortho.

Blue Cross Extended Health Benefits

- Compulsory for all contract teachers working 30% or more. Optional for less than 30% time.
- Opt out provisions apply.
- Coverage is 80% of eligible expenses not covered by provincial health plan.

Prescription Drugs

- Must register with Pharmacare when incurred costs reach \$1000 per contract per year.
- Benefits will be suspended if Pharmacare application not completed.
- Dependent children subject to same rule with \$100 maximum.

Unlimited Travel Health Benefits

- Coverage is provided while traveling providing the trip is less than 90 days.

Ambulance Service

- Full coverage is provided within the province.

Sick Leave- Article 6.00 of the Collective Agreement

- Accumulate 20 days per year for full time employees.
- Maximum of 130 days accumulated
- Part-time teachers receive a pro-rated share of sick days.

Manitoba Teachers Society Disability Benefits Plan (LTD)

- Compulsory for all contract teachers hired for more than 40 days working at least 30% time.
- Premium is 1.88% of gross salary.
- Benefits are paid at 80% of pre-disability net income.

Group Short Term Disability Plan (STD)

- Compulsory for all contract teachers hired for more than 40 days working at least 30% time.
- Premium is 0.17% of gross salary.
- Benefits cover time after all sick leave has been used up to qualifying period of LTD (80 days).

(If you have more than 80 sick days accumulated, then STD does not come into play)

Group Life Insurance Plan

- Basic coverage is compulsory for all teachers.
- Minimum coverage is 200% of annual earnings. This premium is employee-employer shared.
- Additional coverage available up to 700% of annual earnings at teacher's expense.
- Other optional elements available.
- For term teachers, please note: your coverage ends when your term ends.
- You must designate your beneficiary. Please check who your beneficiary is if your life circumstances have changed.

Teachers' Retirement Allowances Fund (TRAF)

- Compulsory for all teachers.
- Premium is 8.8% of gross salary up to Yearly Maximum Pensionable Earnings. (\$54 900).
- Additional Premium of 10.4% on earnings above YMPE.





In Winnipeg for MTS PD Day?

Please join your “Gay, Lesbian, Or Whatever” colleagues for an enjoyable and informative opportunity to network. You’ll hear from us about our plans and we want to hear from you about your needs.

FRIDAY, OCTOBER 21, 2016
4:30 PM TO 6:30 PM

Wine & Cheese reception will be held at: The Manitoba Teachers’ Society, 191 Harcourt Street, McMaster House Auditorium.

Register at www.mbteach.org through [My Profile](#).

Contact Us

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All matters will be dealt with in confidence.

Manitoba Teachers’ Society
Can request Staff Officer assistance
204-888-7961

Calendar of Events



LRTA Calendar 2016 – 2017

September

Tuesday, 6 th	Opening Day
Wednesday, 14 th	LRTA Executive Meeting
Wednesday, 21 st	LRTA Council Meeting
Wednesday, 28 th	LRTA New Member Celebration
Friday, 30 th	Terry Fox Community Event

October

Friday, 7 th am	LRTA Executive Retreat
Friday, 7 th pm	New Council Rep Orientation
Wednesday, 19 th	LRTA Council Meeting
Friday, 21 st	SAGE
Wednesday, 26 th	Maternity/Parental Leave Seminar

November

Wednesday, 2 nd	LRTA Executive Meeting
Wednesday, 9 th	Early Mid-Career Pension Seminar
Wednesday, 16 th	LRTA Council Meeting

December

Wednesday, 7 th	LRTA Executive Meeting
Wednesday, 21 st	LRTA Council Meeting
Friday, 23 rd through Friday, Jan. 6 th	Winter Break

January

Wednesday, 11 th	LRTA Executive Meeting
Wednesday, 18 th	LRTA Council Meeting
Wednesday, 25 th	LRTA Benefits Seminar

February

Wednesday, 1 st	LRTA Executive Meeting
Wednesday, 8 th	Pre-Retirement Seminar – ATC
Wednesday, 15 th	LRTA Council Meeting

March

Monday, Feb 27 th through Friday, March 3 rd	Operation Donation
Wednesday, 1 st	LRTA Executive Meeting
Wednesday, 15 th	LRTA Council Meeting
Monday, 27 th through Friday, March 31 st	Spring Break

April

Wednesday, 5 th	LRTA Executive Meeting
Wednesday, 12 th	LRTA Council Meeting
Thursday, 13 th	Maternity/Parental Leave Seminar
Wednesday, 19 th	LRTA Annual General Assembly – ATC
Thursday, 27 th	LRTA Appreciation Dinner

May

Wednesday, 3 rd	LRTA Executive Meeting
Wednesday, 10 th	LRTA AGM Binder Meeting
Wednesday, 17 th	LRTA Council Meeting
Wednesday, 24 th through Saturday, 27 th	MTS AGM

June

Wednesday, 7 th	LRTA Executive Meeting
Wednesday, 14 th	LRTA Retirement Reception
Wednesday, 21 st	LRTA Council Meeting

Subject to change.