



# Rielity Check

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

September 2009  
Editor : Deb Barry

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

## Odds'n'Ends

**Welcome back** to all new and returning members of the LRTA. I hope you enjoyed a restful and relaxing summer and managed to find someplace where the sun was shining!



September is already proving to be a busy month. On Friday, September 25 the LRTA will host the 26<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 over \$440 000 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 25, and run, walk, skate etc. in support of Terry Fox. Entertainment (bands, clowns, prizes, face painting, etc) will begin at 6:45 PM followed by introductions of dignitaries, greetings and the aerobic warm up at 7:30. The Torchlight Run itself occurs from 8:00 until 8:45PM.

Last year, concern around the LRTA's notification rate resulted in a partnership between the Association and the MTS Disability Benefits Plan to develop and conduct a **wellness survey** for all LRTA members. Kaplan Research Associates, Inc. was hired to collect completed surveys and analyse the data. The Wellness Committee will meet with the researcher on September 30 to review results and formulate recommendations which will be shared with Council and the Division.

As teachers we make connections with our new students and we help them to understand that what and how they learn will help them become members of a strong and supportive community. As members of the teaching profession we need to make connections with our new members, too. On **Thursday, October 15** members of the LRTA Executive and school Council reps will host a **meeting for new teachers** - teachers new to the profession and new to our Association. Please join us at the Louis Riel Arts and Technology Centre to meet colleagues, learn a little bit about the Association and enjoy some refreshments.

Each year the Association places a **LRTA binder** in every staff room. This reference contains copies of the Collective Agreement, a guide to LRTA Leaves, 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. This binder is intended as a permanent resource for teachers and it is updated annually.

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**H1N1** is on everyone's mind. The message to teachers is **"If you are sick, stay home"** and encourage your students to do the same! Be vigilant in practicing proper hygiene. Wash your hands frequently and cover your mouth when you sneeze!

It is important to remember that **you can call the LRTA office at any time**. You can be assured that comments made and questions asked will not be shared with anyone until your permission is given. You can call to ask questions, provide information or just talk if that is what you'd like to do. Section 7b) of the Code of Professional Practice ensures that an individual member can contact their local Association or MTS before speaking to a colleague about a concern. Call the office at 929 5782.

The Association is excited about the upcoming year. There is much work to be done and many activities are planned. It is vital that all teachers take an active role in their Association, our profession depends on it!

Best wishes for a rewarding and successful year!

*Madeline*

## Dates to Remember

October 15, 2009

LRTA New Teacher Induction

March 19, 2009

"Rock On" Social

March 19-21, 2009

MTS Bonspiel hosted by LRTA

April 21, 2010

LRTA Annual General Assembly

April 29, 2009

LRTA Appreciation Dinner

May 22-29, 2010

MTS AGM

June 17, 2010

LRTA Retirement Reception



## Louis Riel Teachers' Association Executive 2009-2010



President - Madeline McKenzie	
VP Collective Bargaining - Frank Restall	Glenlawn Collegiate
VP Professional Development - Bob Gaudes	Samuel Burland School
Secretary-Treasurer - Linda Connelly	Dakota Collegiate
ÉFM - Bernard Mazerolle	École Julie Riel
Employee Benefits - Carl Antymniuk	Highbury School
Equality in Education - Bill Young	Glenlawn Collegiate
Public Relations - Deb Barry	Hastings School
Social - Michelle Angst	Samuel Burland School
Members-at-Large: Catherine Strifling	Victor Mager School
Sherri McQuaker	Marion School
Lois MacKay	Dr. D.W. Penner
LRASA - Alice Young	Dr. D.W. Penner
Past President - Barry Wittevrongel	Dakota Collegiate

### 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 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.

# A GUIDE TO LEAVES AVAILABLE TO TEACHERS IN LOUIS RIEL

## 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.



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**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 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.

***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 Association at 929-5782 if you have specific questions or concerns.***



**Understanding PPDF 2009-2010.**  
**by Robert Gaudes - VP Professional Development**

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 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).

**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
2005/2006	\$800.00	\$0.00
2006/2007	\$1300.00	\$1300.00
2007/2008	\$400.00	\$0.00
2008/2009	\$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!

If you have any questions about PPDF and the funds that may be available to you please call me at the LRTA Office 929-5782. I am available in the afternoons.

# LRTA Website



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. If you have any questions or comments contact: Webmaster—Deb Barry at [dbbarry@mts.net](mailto:dbbarry@mts.net)

### Substitute Teacher Professional Development

Are you a new education graduate dreading that first day of being a sub? Are you a recent retiree wondering how subbing is different than regular teaching? Or are you a current sub trying to navigate the ups and downs of the job?

This course is for anyone interested in learning more about substitute teaching as a real profession. You will learn about such topics as pros and cons, booking and hiring, deductions and pensions, daily troubleshooting and helpful contacts. Regardless of the school division(s) that you work for, the information offered here will be practical, relevant and specific.

The format will be a combination of lecture, group-work and discussion. Feel free to ask your most stressful questions, chat with new-found sub colleagues and revel in the fact that subs are real teachers too. This is currently the only training session offered in the province that is taught by, for and about all subs.

The instructor has over five years of subbing experience in all grades and subjects. She is interested in eventually creating several sub supports such as a website, handbook and special area group.

**Prerequisite:** some experience in classroom as teacher candidate or certified teacher

**Date:** Wednesday, September 30

**Time:** 6:30 - 8:30 p.m.

**Location:** Library, Arts & Technology Centre

**Fee:** \$20

**Instructor:** Heather Arklie



**Attention: All LRTA Members**

**If you have changed your name and/or contact information in the past 12 months, please contact the LRTA office, 929-5782 or [seclrta@mts.net](mailto:seclrta@mts.net).**





## Louis Riel Teachers' Association

### Scholarship Winners



At June convocations each year, the LRTA presents a \$500 scholarship to a student from each of the eight high schools who plans to pursue education at university. This year's winners were:

Windsor Park Collegiate - **Janine Iskiliski**

Glenlawn Collegiate - **Carly Lewadniuk**

Collège Jeanne Sauvé - **Katie Donnelly**

Collège Beliveau - **Kira Matthes**

Nelson McIntyre Collegiate - **Sarah Baillie**

J.H. Bruns Collegiate - **Scott Tkachuk**

Louis Riel Arts & Technology Centre - **Michelle Sankar**

Dakota Collegiate - **Angela Kuhnle**

Congratulations to these students and we wish them well in their studies at University.

## Birth Announcements



### Collège Jeanne Sauvé

Marcela Cabezas and Brendan McManus are happy to announce the birth of Nathan Benjamin McManus on August 15th, 2009.

### Rene Deleurme Centre

Tricia Bailey-Suave and Chris welcomed Madelyn Joann who was born on August 12, 2009.

### General Vanier School

Carla Reilly Grose and husband welcomed a summer birth, a little boy, Tanner.

# Congratulations!



September 11, 2009

Dear Madeline McKenzie,

As per our conversation here is the update on the purchase of computers made possible by the LRTA's generous donation.

We were able to purchase a total of 9 systems with 3 GB Ram 320 GB hard Drive and one Wireless Printer fax copier. We are so very grateful for the donation and so are the multitudes of community members that access our programs in a day.

We are now in the midst of new season and it looks like the numbers are going through the roof. As an example, the drop-in centre normally starts out slow with approximately 30 youth stopping by for programming. Since the first day of school we have averaged almost 39. These kinds of numbers are normally unheard of this early in the season. Our adult education centre is past capacity and we have had to refer some of our potential students to other programs. Remember that we do not do any advertising for this program. On average in the past two weeks our centre has had approximately 250 people accessing our day programs within this facility each day.

I also wanted to let you know that one of our community members who is quite computer literate has taken the computers that are no longer usable in our application and is attempting to get them to work and then will in conjunction with us donate them to families that can not afford one. This info is just to let know the impact that your generous donation is making not only to Teen Stop Jeunesse but to the community, perhaps more than LRTA ever expected.

Once again we thank you and your membership for the wonderful donation. Should you require any further information let me know?

Yours Truly,

Patrick LeBlanc  
Executive Director

## Manitoba Teachers' Society Workshops for 2009-2010

### **Surviving and Flourishing as a Substitute Teacher:**

Winnipeg: September 12, 2009

### **Beginning Teacher Symposium**

October 2-3, 2009

### **Regional Beginning Teacher Workshop**

Winnipeg: February 12, 2010



### **Keeping Your Foot Out of Your Mouth: Legislation Every Principal Needs to Know.**

October 8-9, 2009

Administrators' Certificate - Management and Special Education Certificate

### **EAL Learners in Manitoba Classrooms**

November 2, 2009

### **Making it Work! Services for English as an Additional Language (EAL) Students in Manitoba Schools - Part I**

November 5-6, 2009

Administrators' Certificate - Instruction and Special Education Certificate

### **Naming and Engaging with Difference: Learning about Cultural Issues**

November 12-13, 2009

### **The Seven Sacred Teachings: Aboriginal Ways of Knowing - Part I**

November 19-20, 2009

Administrators' Certificate - Personnel

### **The Class Review Process**

December 3-4, 2009

Administrators' Certificate - Instruction and Special Education Certificate

### **Social Exclusion, Poverty and the Determinants of Learning**

January 18, 2010

### **Appropriate Education Programming**

January 21-22, 2010

Administrators' Certificate - Management and Special Education Certificate

### **The 3Rs of a Successful School Counselling Program - Part I**

February 18-19, 2010

School Counsellors' Certificate

### **The Seven Sacred Teachings: Aboriginal Ways of Knowing - Part II**

March 4-5, 2010

Administrators' Certificate - Personnel

### **Strategies for Exceptional Teachers**

March 19, 2010

### **Making it Work! Services for English as an Additional Language (EAL) Students in Manitoba Schools - Part II**

April 29-30, 2010

Administrators' Certificate - Instruction and Special Education Certificate