

RIELITY CH[✓]CK



PUBLICATION OF THE LOUIS RIEL TEACHERS' ASSOCIATION (www.lrta.ca)

SEPTEMBER 2019

MEMBERS SHOULD BOOKMARK THIS COPY OF THE *RIELITY CHECK* AS IT CONTAINS VALUABLE INFORMATION WHICH CAN BE REFERENCED IN THE FUTURE.

President's Message

Marcela Cabezas

A warm welcome to all new and returning members of the Louis Riel Teachers' Association! Your Association represents nearly 1200 members and is the third largest Teacher Association in the Province of Manitoba. Our Local Association is dedicated to protecting and advancing the rights and well being of our members. We are happy to assist you in any way possible.

As a member of LRTA, it is important to note that you can call the LRTA office (204-929-5782) at any time. I can be also be reached by email preslrta@shaw.ca. For issues related to collective bargaining, contact Scott Wood cblrta@shaw.ca. For professional development concerns/questions, contact Jay McGurran pdlrta@shaw.ca. Ensure that any sensitive inquiries/questions are made from a personal email account on a personal computer. We provide member assistance with matters ranging from simple inquiries to more serious situations. **All matters will be dealt with in confidence.** As well, members may call the Manitoba Teachers' Society (204-888-7961) and request Staff Officer assistance.

August brings with it the MTS Summer Seminars. Many LRTA members invested part of their summer holiday to attend these training and information sessions in order to better serve you. Whether through attending workshops or seminars dealing with Benefits, Equity and Social Justice, Professional Development, or Presidents' Training, LRTA has been very well represented at these events by individuals giving of their own time to strengthen our Local Association and to protect your rights.

Our Local Association's strength lies within its membership, our unity of purpose and our ability to stand together. Together, we are the LRTA! 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. If any clinician, coordinator, principal teacher or teacher is ever uncertain as to how a decision may impact the collective, please call your Local Association first! This will ensure that the Collective Agreement is always honoured.



Communication is crucial during these challenging times. We are stronger when we are all informed and on the same page. To further ensure the strength of the collective, the LRTA is asking all members to register with the MTS "My Profile" site or to make any necessary updates to their profile.

Please register from home, by

visiting www.mbteach.org or click the link <https://memberlink.mbteach.org/Register.aspx>.

The Society has been making active use of this tool to keep our members up to date and informed on issues that impact them in their daily work. While most LRTA members have already registered, we need everyone registered so that your Local Association and your Society can work effectively on your behalf.

For our newest members, in the late afternoon of Wednesday, October 2nd, the LRTA Executive and LRTA Council will host a celebration to welcome you to the Association. Teachers new to our Local Association and to the profession are invited to the Louis Riel Legacy Centre to meet colleagues, to learn more about the LRTA, and to enjoy appetizers and refreshments. All "new" teachers should receive an invitation to this event and should make every effort to join colleagues at this special celebration.

The 2019-20 school year will be a very important year for teachers and for public education. Throughout the year, the LRTA will be a tireless advocate for members and constantly provide unwavering support of the entire membership.

For those who may have missed the news, Frank Restall retired at the end of June. The Association would like to thank him for his nine years of service as President of the LRTA in addition to his many years of dedicated service in a variety of different roles on our Executive, Council and on Association Committees. As I embark upon my first year as President, I will strive to ensure the continued smooth running of the Association and to deal with your concerns with the same degree of timeliness and professionalism that you have been accustomed to and are deserving of.

In closing, my best wishes to you all for a rewarding and successful year. Remember, take care of yourself and take care of each other! **TOGETHER WE ARE STRONGER.**

2019 – 2020 Louis Riel Teachers' Association Executive

President	Marcela Cabezas	LRTA Office
VP Collective Bargaining	Scott Wood	Glenlawn Collegiate
VP Professional Development	Jay McGurran	Marion School
Secretary-Treasurer	Kate Hallett	Dakota Collegiate
ÉFM	Josée Trudeau	Collège Béliveau
Employee Benefits	Jaclyn Porteous	Hastings School
Equity and Social Justice		VACANT
Public Relations	Cynthia Taylor	Glenlawn Collegiate
Social	Kris Robinson	Victor Mager School
Members-at-Large (3):	1. Sean Oliver	Glenlawn Collegiate
	2. Mike Moyes	Glenlawn Collegiate
	3.	VACANT
LRASA	Jeff Anderson	Divisional Principal-Learning Team
Resolutions/Nominations	Charmaine Rudnicki	Shamrock School



The FAB 5 Beginning Teachers' Conference October 23 & 24, 2019

Wednesday 5:30 p.m. – 9:30 p.m.

Thursday 8:30 a.m. – 4:00 p.m.

Designed for teachers in their first five years of teaching

MTS OPPORTUNITIES

<https://www.mbteach.org/mtscms/2016/08/04/fab-5-programs/>

<https://efm-mts.org/celeb-5/>



18 et 19 octobre 2019

Atelier destiné aux membres ÉFM dans leurs 5 premières années d'enseignement

Château Room
Holiday Inn Winnipeg Airport West
2520, avenue Portage
Winnipeg (Manitoba)

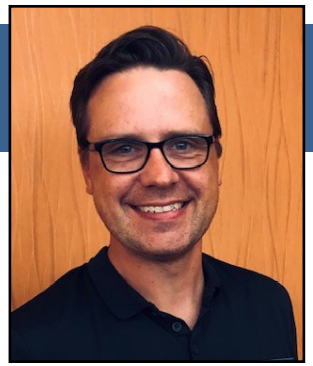
ÉDUCATRICES
ET ÉDUCATEURS
FRANCOPHONES DU MANITOBA

IN THIS ISSUE

- P.1 President's Message
- P.2 2019-2020 Executive
- P.2 MTS Opportunities
- P.3 What's your Plan?—PD
- P.3 PPDF Basics
- P.4 MTS PD Opportunities
- P.4 Orange Shirt Day/ MMIWG
- P.5 Curling Information
- P.5 New Teacher Reception
- P.6 Collective Agreement
- P.7 Collective Agreement
- P.8 Contact Information/LRTA Calendar

What's Your Plan for 2019-2020?

VP Professional Development—Jay McGurran



As we embark on the beginning of another school year, it is vitally important for members to plan for their own Professional Development (PD). In fact, it is so important the Code of Professional Practice states that members are responsible to make “an ongoing effort to improve professionally.” Even though there are times throughout the year where school-based PD is available, members should be reminded that there are multiple opportunities outside of these Divisional PD Days.

Quality PD opportunities are available both locally and out of province. For those looking for outstanding opportunities close to home, examine the 2019-2020 PD offerings list from the Manitoba Teachers' Society found at www.mbteach.org. As well, make a point of talking to your colleagues to discover what local resources they recommend for quality PD in the city.

These PD events need not come at a personal cost to you. The Louis Riel Teachers' Association (LRTA), in conjunction with the Louis Riel School Division (LRSD) established the Personal Professional Development Fund (PPDF) through collective bargaining. The PPDF exists to financially assist LRTA members in seeking out professional development opportunities that are teacher-initiated and autonomous in nature. Guidelines and information on how to complete PPDF applications can be found on the LRTA website at www.lrta.ca/professional-development/.

Please take the time to invest in yourself this year by seeking out something new and inspiring for PD, whether in Winnipeg or out-of-town. The PPDF is here to assist all members in the advancement of their professional practice. I challenge all members to make use of PPDF at least once this year and encourage you to share your PD learning experiences with others!

How do I apply for PPDF?

To submit a PPDF application, go to the LRSD “My Site Area” and within the “Applications” section select “PPDF/DPDF.” Next, under the “Application Links” area, click on “Submit an Application” to commence the application process. Refer to the “How to Complete Your PPDF Application” document found on the PPDF website for assistance in completing the application process. This page explains the online application form, line-for-line, and is intended to make filling out an application easier.

It is also critical to read the PPDF Guidelines prior to applying so that members have a basic understanding of how the Fund works. Particular emphasis should be given to Sections II-VI.

Are you thinking of heading out of town for a PD event?

It is critical that you read the PPDF Guidelines prior to travelling as they identify important funding exceptions to PPDF, explain the PPDF reimbursement process, and help you make the most of PPDF. Start by reviewing Section V of the PPDF Guidelines to ascertain what expenses are, and are not, reimbursable.

There is also important information pertaining to car rentals, baggage charges, and other additional costs, detailed in the “Out-of-Town Reimbursement Form” found on the PPDF website. This form explains how to submit your receipts correctly – especially in shared cost situations. Be sure to carefully read this form prior to your departure.

PPDF Basics

How do I get reimbursed for a PPDF event?

Reimbursement cannot take place prior to the event date. Do not submit receipts in advance as they will be returned to you. Once the event has occurred, complete the “PD Report Form” found on the PPDF website within the “My Applications” area under “Attended Events.” After submitting the PD Report Form, you may submit your receipts for reimbursement to the Division Board Office to the attention of the PPDF Secretary. Be sure to submit an “Out of Town Reimbursement Form” for out of town PD events.

Please review Section III of the PPDF Guidelines to ensure a timely reimbursement of your travel expenses.

How much funding am I eligible for this year?

The “PPDF Status” area within the PPDF area will indicate your use of the fund this year. Contingent upon available funds, a member may be funded for up to three activities per school at a maximum eligibility of \$1000. Once every three years, a member may apply for up to \$2000 to attend an out of town PD event. To qualify, a member cannot request any other PPDF funding (including sub costs) in that school year. See Section IV of the PPDF Guidelines for further details.



MTS PD Opportunities

For more information
visit:

<http://www.mbteach.org/mtscms/2017/05/02/pd-workshops/>

**ORANGE SHIRT DAY
SEPTEMBER 30**

- LESSON PLANS
- RESOURCES
- ORDER T-SHIRTS

ORANGE SHIRT DAY RESOURCES

<http://www.mbteach.org/mtscms/2016/09/10/lesson-plans-and-resources-for-orange-shirt-day/>

<http://www.orangeshirtday.org/>

<http://guides.wpl.winnipeg.ca/c.php?g=600038&p=4154455>

MANITOBA MMIWG AWARENESS DAY

<https://www.mmiwg-ffada.ca/wp-content/uploads/2018/11/NIMMIWG-THEIR-VOICES-WILL-GUIDE-US.pdf>

<https://www.mmiwg-ffada.ca/>

<https://web2.gov.mb.ca/bills/41-2/b221e.php>

<https://www.cbc.ca/news/canada/manitoba/mmiwg-missing-murdered-day-honour-1.4131205>

MANITOBA MMIWG AWARENESS DAY OCTOBER 4



LRTA UPCOMING EVENTS



Louis Riel Staff Monday Night Curling

- ★ **4:30 pm Monday Night;**
- ★ **St. Vital Curling Club**
- ★ **19 games (8 ends each) October 21 — March 23**
- ★ All levels accepted. Sign up individually or as a team!
- ★ **Cost- \$155.00**

Plus!

- ★ Christmas Dinner
- ★ Skins Game & 2 Fun-spiels
- ★ End of Year Banquet



Beginners welcome!
No experience necessary...
although we have been known to
turn out world champion curlers!

Interested? Please contact Elsie Yip- elsie.yip@lrsd.net
or Heather Winser- winserheather@gmail.com



NEW MEMBER CELEBRATION

Wednesday, Oct.2

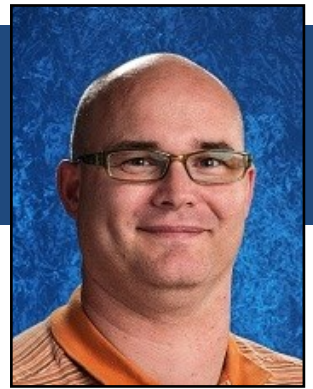
4:30 pm at the Legacy Centre
900 St. Mary's Rd.

Short formal program followed by refreshments
Invitations have been sent out to all new members.

Please RSVP by Tuesday Sept 24th.

OUR COLLECTIVE AGREEMENT: HIGHLIGHTS

VP Collective Bargaining – Scott Wood



ARTICLE 4.06 AND THE PART-TIME TEACHER

Article 4.06 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. At the Division's discretion, time in lieu of salary may be given.

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. 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.

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.

PART-TIME TEACHERS AND MONTHLY STAFF MEETING ATTENDANCE

Part-time teachers **may** attend all monthly staff meetings. 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 four of the eight monthly staff meetings over a year. The decision as to which four meetings this teacher would attend is to be determined through consultation between the teacher and the principal teacher. 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 204-929-5782.

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 twenty (20) days each year to a maximum of 130 days. A member's regular salary is paid until the number of sick days is exhausted. See Article 6.00 for details.

Maternity and Parental Leave – Maternity Leave for female members provides up to 85 teaching days of top-up to 90% of salary. Parental Leave is available to any member and provides up to 50 teaching days of top-up to 90% of salary. See Article 6.01 (amended language on the LRTA website) for eligibility, terms and conditions. If you are pregnant or planning an adoption, contact the Louis Riel Teachers' Association at 204-929-5782 for more information regarding this leave.

Religious Leave – This leave provides up to three (3) days per school year without loss of pay for a member to attend to religious holy days. The Human Resources Form must be submitted no later than September 30th. See Article 6.02 for details regarding notification.

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 member to fulfill their civic responsibilities as a juror or witness without loss of pay. See Article 6.04 for details.

OUR COLLECTIVE AGREEMENT—HIGHLIGHTS

(Continued)

Leave of Absence – This provision allows for an extended leave without pay (usually one school year). There is a requirement to have worked for four (4) years in the Division and there is a limit of three (3) such leaves in a career. 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 one (1) to five (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 the cost of a substitute. See Article 6.07 for details.

Compassionate Leave – This provides up to two (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) – Members employed for a minimum of two (2) years may apply to the Division on or before March 31 to have a percentage (may not exceed one third) of salary deferred. Salary may be deferred for a maximum of six (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 two (2) days per school year for a teacher to attend to personal business. Both discretionary days are at no cost to the member. Discretionary days can be taken in half-day increments. Members must book a sub through Absence Management AND submit the HR leave form request to the Board Office a minimum of 5 working days in advance. See Article 6.10 for details.

Early Notice of Retirement Leave – This leave provides for five (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.

Recognition of Extra-Curricular Activities – A member may access one day of paid leave absence per school year for performing fifty (50) hours of eligible extra-curricular duties. Members can accumulate paid leave in half-day increments for performing twenty-five (25) hours of eligible extra-curricular duties. See Article 6.12 for details.

Family Medical Leave – A member shall be entitled to use up to four (4) days of sick leave per year to attend to illness, injury, or medical appointment to that member’s partner, parent, child or grandchild. Such leave is non-cumulative from one school year to the next school year. See Article 6.13 for details.

LEAVES IN DIVISIONAL POLICIES AND PRACTICES

(The Division Policies and Practices can be found on the Louis Riel School Division website.)

Educational Leave – Policy GCCAF/GCCBF. This leave provides a teacher who has worked five (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 twenty (20) such leaves may be allocated in a year. See the policy for details.

Graduation Leave – Policy GCCAB. This leave provides members half (½) day at no cost to attend the secondary or post-secondary graduation of their children or their own post-secondary graduation ceremonies. Other types of graduation ceremonies may be considered. See the policy for details.

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 member to attend the funeral of a close friend will continue.

Paternity Leave – Upon the birth of a child, a member can request up to three (3) days leave.

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

This summary is meant as an overview. You may wish to keep it for quick reference in the future. Please contact the LRTA at 204-929-5782 with specific questions or concerns.





For more information visit:

<http://www.mbteach.org/mtscms/2019/09/03/mts-pd-day-oct-25-2019/>

Reminder: If you have recently changed your name, please contact the LRTA office at 204-929-5782 or seclrta@shaw.ca and have your file updated.

Contact Us

LRTA office
204-929-5782

President
Marcela Cabezas
preslrta@shaw.ca

Collective Bargaining
Scott Wood
cblrta@shaw.ca

Professional Development
Jay McGurran
pdlrta@shaw.ca

All matters will be dealt with in confidence.

Manitoba Teachers' Society
Call 204-888-7961
For Staff Officer Assistance

Calendar of Events



LRTA Calendar 2019-2020

September

Tuesday, 3rd Opening Day
Wednesday, 11th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting

October

Wednesday, 2nd LRTA New Member Celebration
Friday, 4th LRTA Executive Retreat
Wednesday, 16th LRTA Council Meeting
Thursday, 17th Maternity/Parental Leave Seminar
Friday, 25th MTS PD Day

November

Wednesday, 6th LRTA Executive Meeting
Thursday, 7th Pension Sustainability Seminar
Wednesday, 13th LRTA Council Meeting

December

Wednesday, 4th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting
Monday, 23rd through Friday, Jan. 3rd Winter Break

January

Wednesday, 8th LRTA Executive Meeting
Wednesday, 22nd LRTA Council Meeting
Wednesday, 29th LRTA Volunteer Night

February

Wednesday, 5th LRTA Executive Meeting
Thursday, 6th Pre-Retirement Seminar – ATC
Wednesday, 19th LRTA Council Meeting

March

Wednesday, 4th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting
Monday, 30th through Friday, April 3rd Spring Break

April

Wednesday, 8th LRTA Executive Meeting
Wednesday, 15th LRTA Council Meeting
Thursday, 16th Maternity/Parental Leave Seminar
Wednesday, 22nd LRTA Annual General Assembly – ATC

May

Wednesday, 6th LRTA Executive Meeting
Thursday, 7th LRTA Appreciation Dinner
Wednesday, 13th AGM Binder Meeting
Wednesday, 20th LRTA Council Meeting
Wednesday, 20th through Saturday, 23rd MTS Provincial Council

June

Wednesday, 3rd LRTA Executive Meeting
Wednesday, 10th LRTA Retirement Reception
Wednesday, 17th LRTA Council Meeting

Subject to change. Current as of September 11, 2019.