

MARCH 2022

RIELITY CHECK

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



PRESIDENT'S MESSAGE

Marcela Cabezas



March will have an indelible mark on many of us for a long time. Two years ago, we were thrust into a pandemic which has affected so many facets of both our personal and professional lives. Pandemics were things from history books. No one could have fully grasped the lengths we would have to go to care for each other. As teachers, clinicians, and principals, we have lived experiences unimaginable in ordinary days. *Normal*, a once definable term, is now a foreign concept.

Almost two years ago to the date at which our lives were forever changed, the government has decided to declare the crisis over despite the fact COVID-19 is still very much with us. Mandates once intended for our safety and protection of all have been replaced with recommendations.

The pandemic has opened our eyes to many things in our society. This next phase of our lives may not be easy. Certain lessons of mutual respect and caring must stay learned. We must continue to care for ourselves by applying the proverbial mask first before helping others.

In so doing, we take care of those entrusted to us during the day at work, but more importantly we are placing our wellbeing first so we can be at our best for those who are precious to us at home. Prioritizing ourselves is a key takeaway that cannot be forgotten.

Also important is continued and effective communication. We must not be afraid to share our worries and concerns with those in a position to affect positive change. So too, we must not be afraid to share statements of gratitude with others for the little things they do that often go unseen, unappreciated, or unacknowledged.

With Spring Break just on the doorstep, I wish you a week filled with rest and recuperation. None of this journey over the past couple of years has been easy. Thank you for all that you are doing and all that you have done in the service of your students, your colleagues, and your community. Your Association has been with you along this path, and as always, we are here to support in you in whatever way possible.

Together, we are stronger.

Marcela

LOUIS RIEL TEACHERS' ASSOCIATION EXECUTIVE 2022-2023

The call for nominations for a position on the Louis Riel Teachers' Association closed on March 16th, 2022 at 12:00PM. Acclaimed to the 2022-2023 LRTA Executive are:

President – Marcela Cabezas	Collège Jeanne-Sauvé
VP Collective Bargaining – Scott Wood	Glenlawn Collegiate
VP Professional Development – Jay McGurran	Marion School
Secretary-Treasurer – Cynthia Taylor	Glenlawn Collegiate
Employee Benefits – Lindsay McDonald	École St. Germain
Equity and Social Justice – Charlene Sacher	General Vanier School
Public Relations – Karen Myshkowsky	Glenlawn Collegiate
ÉFM – Sharad Srivastava	École Henri-Bergeron
Members-at-Large: Fiona Cook	École Julie-Riel
Mike Moyes	Glenlawn Collegiate
Curtis Lowton	Samuel Burland School

The positions of Social Chairperson and LRASA Representative are vacant. The positions will be filled by appointments by the LRTA Council. Interested parties are asked to contact Nominations Chairperson Charmaine Rudnicki (Charmaine.Rudnicki@lrtd.net.)

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LOUIS RIEL TEACHERS' ASSOCIATION ANNUAL GENERAL ASSEMBLY

WEDNESDAY, APRIL 20TH , 2022 AT 4:30PM

Out of an abundance of caution, the LRTA Annual General Assembly (AGA) scheduled for Wednesday, April 20th shall be held virtually via Teams.

The proposed budget and member fee, and changes to our Association Constitution, Bylaws, and Policy manual will be up for discussion. As was done last year, the LRTA will be forwarding a Microsoft Forms document link to all LRTA members to conduct a vote on these key items of business following the meeting.

Information, including the AGA booklets and related links, will be forwarded to members electronically via Council Reps prior to the meeting date to provide members with all the necessary information.

Substitute Teacher members or members who are currently on leave who wish to register for the Annual General Assembly should contact the LRTA Office no later than Monday, April 18th . Information and links will be sent directly to these members.

As always, your participation is vital. Thank you to all LRTA members who continue to support the important operations of your Association.

VICTOR AND MARIE WYATT BURSARY APPLICATION

The Victor and Marie Wyatt Bursary Committee is now accepting applications for post-secondary courses that were taken from January 2021 to December 2021. The Victor and Marie Wyatt 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.

Applications must include:

- Proof of course completion – Academic Transcript;
- Proof that the course(s) fee(s) have been paid – T2202A Certificate; and
- A university-generated account summary which indicates a separate breakdown of course (education) tuition and fees.

Process:

Applications will be reviewed by the Victor and Marie Wyatt Bursary Committee. Approved applicants will receive a letter of confirmation from the Bursary Committee indicating the amount of bursary they will be awarded. A copy of the confirmation letter is sent to the Winnipeg Foundation which will issue a cheque directly to the recipient.

The Victor and Marie Wyatt Bursary Application form can be found [here](#). Applications must be submitted by 4:00 PM on Friday, April 22, 2022.

Send completed form and all information to:

Louis Riel Teachers' Association
Attn. Vice President of Professional Development
LRTA Office, 121 Hazelwood Crescent, Winnipeg, Manitoba, R2M 4E4

Or email applications to pdlrta@shaw.ca.



LRTA

LOUIS RIEL
TEACHERS'
ASSOCIATION

VIRTUAL TRIVIA



NIGHT 2022



ENTER YOUR TEAMS AND JOIN THE FUN!
SNACKS DELIVERED TO EACH SITE!



NO ENTRY FEE!
DONATIONS TO
ST. MARY'S ROAD
FOODBANK ACCEPTED
(BOX PROVIDED ONSITE
FOR GAME DAY)

THURSDAY APRIL 28 | 4:15

MAX 5 PLAYERS PER TEAM

(MULTIPLE TEAMS PER SCHOOL ENCOURAGED!)

SCAN QR TO REGISTER

QUESTIONS? EMAIL: [KAREN.MYSHKOWSKY@LRSD.NET](mailto:karen.myshkowsky@lrtd.net)

FINISHING YOUR POST-BACC, MASTER'S, OR DOCTORAL PROGRAM? INCREASE YOUR QUALIFICATIONS!



Vice President Collective Bargaining—Scott Wood

The Association often gets inquiries from members about Article 4.01 (C)—Increased Qualifications. This clause comes into play when a member upgrades their education, typically through the completion of a Post-Baccalaureate, Master's, or Doctoral program. Completion of upgrades will result in moving one class on the salary scale (ie from Class 5 to Class 6) according to the rules set out by the Professional Certification Unit of Manitoba Education.

It is the responsibility of the individual member to engage in correspondence with the Superintendent's Department after the completion of any increased qualifications. Typically, the first available document to members is a statement from the university/college that course work has been successfully completed and that the member is eligible for graduation. A copy of this document should be forwarded to the Division as soon as possible as the date of salary increase is tied to when the notice is first received by the Division.

After this documentation is submitted, the next step is to contact the **Professional Certification Unit**. You will need to complete a reclassification request form and provide proof of your graduation to receive the higher qualifications.

Once the Professional Certification Unit has confirmed your qualifications, you must follow up with the Division to ensure that your documents are received. The Division will not increase your class on the pay scale until the Professional Certification Unit confirms the increase in qualifications.

You will officially move up a class on the pay scale on the first of the month following the first document provided to the Division. For example, if you submit your university documentation on September 20th, the Division will recognize your increase on October 1st. However, the Division will not actually increase your pay until the final documentation from the Professional Certification Unit is received. Continuing with the above example, if the documentation from the Professional Certification Unit is received on November 25th, you will see the increase on your pay effective the December pay period, but also will get retroactive pay to October 1st.

The key point is to submit your first documentation as early as possible. If you wait for the Professional Certification Unit to send their documents to the Division, you may find that you are giving up a month or more of increased pay.

If you have any questions about the application of Article 4.01, please contact the LRTA Office at 204-929-5782.



OUT OF TOWN PPDF REQUESTS

Vice President Professional Development- Jay McGurran



The PPDF will now accept applications for in-person, Out-of-Town personal professional development opportunities. Consideration for these requests will be limited to events that occur in Term 4 (May 1st, 2022 to June 30th, 2022) and Term 5 (July 1st, 2022 to August 31st, 2022).

The **PPDF Guidelines** will continue to act as the main document to assist members in their application.

Applications for Out-of-Town requests will be reviewed on a first come, first served basis and subject to budget availability. In addition to the PPDF Guidelines, the following will apply to all Out-of-Town applications;

- Canadian destinations only
- PPDF will not cover the cost of event or trip cancellations
- PPDF will not cover costs outside of the event dates in an approved application
- Members are encouraged to familiarize themselves with **LRSD Employee Leave Information**
- Members are encouraged to familiarize themselves with Government of Canada requirements for **Travel Inside of Canada** and Government of Manitoba requirements for **Travel to and from Manitoba**
- Members are obligated to comply with all **Public Health Orders** where the professional development event takes place and upon their return

The PPDF General Committee will review all Out-of-Town applications and determine whether the request is approved or denied based on the merit of the application. Prior to a formal approval, the member will be contacted by the Professional Development Chair to ensure that all supplemental conditions are satisfied. Members are reminded to wait until formal approval before making any financial commitments for Out-of-Town professional development events. Further, members will be encouraged to purchase insurance* on all costs related to their event. Finally, members who have already been approved for an In-Town PPDF event** will not qualify for an Out-of-Town PPDF event.

For more information or clarification, please contact me at pdlrta@shaw.ca or 204-929-5782.

*As per PPDF Guidelines, insurance costs are not eligible for reimbursement.

**In-town PPDF events includes in person professional development, online professional development, Tuition Fees, and MTS PD Day.

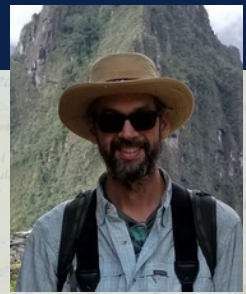
PPDF TERM OPENING DATES

Term 1 (Sep. 7, 2021 to Dec. 31, 2021)	Open for Tuition Fees Only
Term 2 (Jan. 1, 2022 to Feb. 28, 2022)	Open for Tuition Fees Only
Term 3 (March 1, 2022 to April 30, 2022)	Now Open
Term 4 (May 1, 2022 to June 30, 2022)	Now Open
Term 5 (July 1, 2022 to August 31, 2022)	Now Open

Click [here](#) to access the PPDF Guidelines for more details about how the PPDF can support your autonomous professional development needs. If you have any further questions, please do not hesitate to contact me at pdlrta@shaw.ca or 204-929-5782, and please stay connected with your Council Rep for regular updates.

DEFERRED COMPENSATION PLAN (formally Deferred Salary Leave)

Kevin Osachuk, Teacher-Librarian, Dakota Collegiate



The world is an enormous, diverse, and interesting place. Teachers are the ideal world travelers; curious, empathetic, intelligent, and often have adequate vacation time to explore.

This vacation time, unfortunately, happens to coincide with the vacation season for many others. It's disheartening (although definitely a privileged problem to have) that in vacation guides each of the periods where teachers have the freedom of mobility to travel also corresponds to "Peak Season". This means that teachers get to travel exactly when the places they wish to see are at their most crowded and expensive.

Enter the **Deferred Compensation Plan** (which I'll abbreviate as **DSL**P – Deferred Salary Leave Plan).

DSL

P is one of the leaves available to teachers as outlined in [Article 6.09 of the collective agreement](#). It is an opportunity for enrolled teachers to have a portion of their salary automatically deducted from their paycheques for a planned amount of time in anticipation of a (minimum 6 month) leave of absence. Many will use this opportunity to explore the world. Although the pre-planning may seem intimidating, my goal is to help with understanding the basics to take advantage of this amazing program and opportunity.

Briefly, here is what you need to know (details are subject to change)

- Request the DSL
- The details of the plan will explain that the minimum amount of time that can be taken for the leave is 6 consecutive months, and the maximum being one year. The timing of the beginning and end of the leave needs to be at the beginning of the year, or at some reasonable point in the school year. The leave also must begin within 6 years of the beginning of the deferment of salary.
- Another key element of the plan is deciding how much salary you want to have deferred. 10% per pay period? 20%? The maximum percentage of the current compensation amount deferred in any one calendar year may not exceed 33 - 1/3%. You will still have bills to pay (during deferment AND during your leave). How much can you afford to live without?
- As your leave approaches, you will still need to formally apply for your leave before the end of March in the year preceding. This is usually a letter to the Human Resources department of the division. You may want to also notify your administration of your plans.
- In the last stretch before your leave begins, you will also need to complete paperwork that maintains your health benefits, and will also plan with the Trustee of your funds (currently Canada Trust) for paying taxes, CPP, and how you will receive payment (monthly? lump sum?).

That is the broad overview. I would encourage anyone who has specific questions to do their due diligence and make inquiries to the division for clarification.

However, once you are enrolled, your imagination can run wild.

Before you go:

Downsides:

- Does not count as a year towards experience.
- How much are you comfortable being automatically deducted from your pay? Can you make lifestyle adjustments to make do with less?
- While traveling you will still have bills to pay at home; can you budget to be able to pay for your home AND your time away?

DEFERRED COMPENSATION PLAN (formally Deferred Salary Leave) continued

Kevin Osachuk, Teacher-Librarian, Dakota Collegiate

Begin with the end in mind

What would you do with time off in low season? Travel? Relax? Read? Knowing what you want to do is a great place to start. Dream big. When I enrolled, my spouse and I had travel in mind. Although the locations changed over the years, we never stopped considering wanting to get away to see more of the world.

General Timelines

- **5+ years before your anticipated leave** – Request, complete, and submit your DSLP paperwork to the division.
- **1 year before leave** – Submit formal request for leave to the division with specific details of the dates for your absence.
- **6 months before leave** – Consider flights and accommodations for travel, arrange pet sitting, talk with your financial institution to arrange automation of bills. Take lessons in a local language.
- **3 months before leave** – Complete paperwork with the trustee to cover plans for taxes, CPP, and how you'll receive your deferred salary. Complete paperwork with Human Resources of the school division to ensure continuation of benefits.
- **For every waking minute from conception to execution of your DSLP** – Dream big. Borrow travel books. Look at maps. Consider your luggage. Join a housesitting network (free accommodations!). Dream some more.

For myself, the time from conceptualization to the first day of our leave was about 6 years. We had vague notions of where we wanted to go (South America is VERY budget friendly. The Southwest National Parks in March are empty AND in the low-20's.) and did not confirm locations until the last 4 months before we left. Although Covid interrupted our plans (where were you on Friday the 13th, 2020? I was in LA!), our love of travel and our appreciation for DSLP were not diminished. As for the difficulty of adjusting to a lowered income, we found that we quickly made changes to our month-to-month spending and soon learned to live within our lowered means. Yes, it was difficult, but even our truncated experience was life-changing and worth the effort.

We are fortunate to have such an amazing opportunity in our collective agreement.





Empowering Students to Make Change!

Want to do more for the people in your community? Could you and your students create something unique that would make a real difference for those affected by poverty, racism or one of countless other social justice issues?

Yes, you can make that difference with a \$1,000 Manitoba Teachers' Society Community Service Grant (CSG). It's our way to help you empower students to make change.

Each grant is approved funded by the Society and can be focused on racism, poverty, the environment, 2SLGBTQIA issues or a social justice issue of your choice. It can dovetail perfectly with your youth in philanthropy, community and social activism student groups.

You can keep us – and your colleagues across the province – updated by social media posts along the way. And when you complete your project within 90 days, we'll have a virtual sharing event with all the project groups across Manitoba.

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
lrtapres@mbteach.org

Collective Bargaining
Scott Wood
cbllrta@shaw.ca

Professional Development
Jay McGurran
pdllrta@shaw.ca

All matters will be dealt with in confidence.

Call MTS at 204-888-7961 to request assistance from a Staff Officer

@preslrta 



LRTA CALENDAR 2021-2022

APRIL

WEDNESDAY, 6TH LRTA EXECUTIVE MEETING
WEDNESDAY, 13TH LRTA COUNCIL MEETING
THURSDAY, 14TH MATERNITY/PARENTAL LEAVE SEMINAR
WEDNESDAY, 20TH LRTA ANNUAL GENERAL ASSEMBLY

MAY

WEDNESDAY, 4TH LRTA EXECUTIVE MEETING
WEDNESDAY, 18TH LRTA COUNCIL MEETING
WEDNESDAY, 18TH MTS AGM BINDER MEETING
WEDNESDAY, 25TH -
SATURDAY, 28TH MTS AGM

JUNE

WEDNESDAY, 1ST LRTA EXECUTIVE MEETING
WEDNESDAY, 15TH LRTA COUNCIL MEETING
THURSDAY, 16TH LRTA RETIREMENT RECEPTION