

MAY 2022

# RIELITY CHECK

A PUBLICATION OF THE LOUIS RIEL TEACHERS' ASSOCIATION [www.lrta.ca](http://www.lrta.ca)



## PRESIDENT'S MESSAGE

**Marcela Cabezas**



The May long weekend often kick starts the summer. Opening the cottage, dusting off the camping equipment, or breaking out the patio furniture are frequent activities. While this year's strange weather patterns and heightened precipitation levels may have altered outdoor plans for some folks, I hope that rest and relaxation was still part of the menu.

For me, this weekend involved sprucing up our yard and prepping our flower beds, "jogging" with my far too speedy twelve-year old son, and plenty of walks around the neighbourhood with friends and family. The daily 30-minute family walk (along with Vader, a sweet little dog we borrow from our neighbour) is amongst my favourite habits we picked up in the pandemic. So too is a restored fondness for walks through St. Vital Park, just me and my podcasts. I enjoyed the near daily walks in the park so much that I bought myself a good pair of snow pants and my first ever pair of Sorel boots so I could keep it up even at the coldest of temperatures. Suffice to say, I am glad to have recently packed up the Sorels and switched them out for my trusty Birkenstock sandals.

It turns out this extra time my family and I have been spending outside is just what the doctor ordered.

"Spending time in nature is one of the best things we can do for our health", explains Dr. Melissa Lem in an interview with the [CBC](http://www.cbc.ca). Countless medical studies have demonstrated that spending time outdoors in nature for at least two hours a week helps us improve both our mental and physical health by boosting memory, improving cardiovascular health, and by lowering levels of cortisol (the stress hormone) in our body. So as the weather gradually improves, I hope everyone heeds that call to nature and finds fun and creative ways of adding a little more of the outdoors into their days.

As we head into June, it is more important than ever to take care of ourselves. These final days of school are often very demanding and can feel like a roller coaster with much to do as we race toward the end of the academic year. Now more than ever, it is important for us to meter our expectations of ourselves and of each other to ensure that they are healthy, reasonable, and manageable. Making it to June 30th cannot be the goal in and of itself. Making it to June 30th intact and able to enjoy the summer must be part of the plan.

In these next few busy weeks, continue to take good care of yourselves and each other. Know that we at the LRTA Office are but a phone call or an email away and here to support you in whatever way we can.

Yours in solidarity,

Marcela



# PROVINCIAL BARGAINING AND THE LRTA COLLECTIVE AGREEMENT

## *Vice President Collective Bargaining—Scott Wood*

On January 31, 2022, the Manitoba government proclaimed Bill 45 (The Public Schools Amendment and Manitoba Teachers' Society Amendment Act), moving almost all Manitoba teachers to a system of provincial bargaining.

Under this system, local bargaining units will no longer meet with their school divisions to bargain local contracts. Instead teachers, except those in the Division scolaire franco-manitobaine, will become part of one collective agreement.

MTS established a Provincial Bargaining Committee early this year to begin work on provincial bargaining. The PBC worked throughout the year to develop an opening package based on the premise of asking for the best language that currently exists in collective agreements in Manitoba. In March, this opening package received approval from all 37 local bargaining units.

Recently, the Manitoba government confirmed that bargaining for their side would be handled by the Manitoba School Boards' Association (MSBA). MSBA has represented school boards across Manitoba for

many years in local bargaining and are a familiar face across the table for MTS.

Work is now underway to establish dates to begin bargaining this historic first collective agreement.

For LRTA members, nothing will change in the short term with the collective agreement. Although our current agreement is dated to June 30, 2022, it remains in effect until a new provincial agreement is reached and ratified. Members continue to receive the salaries, benefits, rights, and working conditions as stipulated in the LRTA collective agreement.

Looking to the future, LRTA members will continue to be employed by the Louis Riel School Division even in the new provincial agreement, and LRSD will continue to be bound by terms of a collective agreement. The LRTA will continue to exist to provide support to the membership and will monitor the implementation of collective agreement language locally. This will be done in the knowledge that almost all teachers in Manitoba will be working under the same contract terms for the first time since MTS was founded more than 100 years ago.



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# LRTA RETIREMENT RECEPTION

LRTA members are invited to celebrate the retiring classes of 2020, 2021, and 2022 at a reception on June 16th, 2022, at Canad Inns Fort Garry. The reception will run from 4:30 pm to 8:30 pm, with a brief program at 6:00 pm. Appetizers and dessert will be served and a cash bar will be available.

The following retirees have confirmed their attendance at this year's event (as of May 24, 2022):

## Class of 2020

Faye Barsy  
Monique Bourrier  
Jacqueline Cuthbert  
Karen Desrochers  
Cindy Ediger  
Valerie Froese  
Reid Hartry  
Lori Miller  
Christine Peers  
Susan Rinn  
Hélène Savard

## Class of 2021

Karen Burkett  
Gisèle DesAutels  
Jennifer Giesbrecht  
Warren Hart  
Darlene Karalash  
Hannes Kivilaht  
Julie Labossière  
Joyce Leganchuk  
Roxanne McComber  
Lesley Meunier  
Diane Nicholls  
Lois Orten  
Katherine Payne  
Randal Payne  
Bruce Peto  
Suzanne Smalley  
Paul Venton  
Ralph Wagner  
Cindy Walker  
Janice Wautier

## Class of 2022

Connie Bagrie  
Theresa Baril-Bissett  
Nadine Courcelles  
Tannis Esquivel  
Nanette Godbout  
Philippe Habeck  
Colleen Hill  
April Letwin  
Linda Mandziuk  
Laura Molgat  
Claude Mousseau  
Gilles Mousseau  
Maureen Nash  
Claire Normandeau  
Michèle Olson  
Ginette Paillé  
Cynthia van Driel  
Douglas Vince  
Sandi Wagner  
Susan Wilton

LRTA members: to RSVP your attendance, please complete this form by no later than noon on Thursday, June 2nd. <https://forms.office.com/r/U0r2JDzFDD>

# Retirement

## — PARTY —







# LOUIS RIEL TEACHERS' ASSOCIATION 2022 RETIREES

CONNIE BAGRIE  
THERESA BARIL-BISSETT  
NADINE COURCELLES  
LYNNE DAUMLER  
TANNIS ESQUIVEL  
MARY EVERETTE  
DAVID EVERLEY  
ALISON FARROW  
NANETTE GODBOUT  
PHILIPPE HABECK  
COLLEEN HILL  
APRIL LETWIN  
LINDA MANDZIUK  
LAURA MOLGAT  
CLAUDE MOUSSEAU  
GILLES MOUSSEAU  
MAUREEN NASH  
CLAIRE NORMANDEAU  
MICHÈLE OLSON  
GINETTE PAILLÉ  
MICHELLE PHANEUF  
ERICA STECHESSEN  
KIM THORDARSON  
CYNTHIA VAN DRIEL  
DOUGLAS VINCE  
SANDI WAGNER  
ANITA WALKER  
SUSAN WILTON

\* LIST INCLUDES MEMBERS WHO HAVE GIVEN PERMISSION TO  
PRINT NAME AS OF MAY 24, 2022





# PROPOSED PPDF GUIDELINE CHANGES

*Vice President Professional Development- Jay McGurran*



There are plenty of developments regarding the PPDF for the upcoming school year. We are currently working through the final phases of developing our new software system, which should be ready to serve the 1200 LRTA members in the fall. Further, we are anticipating a return to offering full In-Town and Out-of-Town allocations for the coming year. Finally, we are fortunate to have a surplus budget which will be useful in assisting members in their personal professional development.

Below are the recommended changes to the PPDF Guidelines for the 2022/23 Association year. The recommendations were developed by the PPDF Guideline Review Committee and have been approved by the PPDF Committee.

## **Recommendation 1**

Set the total budget for the 2022/23 school year at \$600,000 and allocate as follows:

- |                    |           |
|--------------------|-----------|
| 1. Out-of-Town     | \$300,000 |
| 2. In-Town         | \$100,000 |
| 3. Substitute Fees | \$140,000 |
| 4. Tuition Fees    | \$ 40,000 |
| 5. MTS PD Day      | \$ 20,000 |

**Rational:** By setting the budget at \$600,000, we will be able to spend down some of the surplus in a fiscally responsible manner. This suggested amount is approximately \$170,000 more than the average yearly allocation and will assist in supporting the anticipated increase in demand for in-person, Out-of-Town events.

## **Recommendation 2**

Set the In-Town allocation to \$1,000, per member.

**Rationale:** By bringing the In-Town allocation to \$1,000, we will be better in line with other associations' PD funding and allocate more funding to Out-of-Town PD.

## **Recommendation 3**

Set the Tuition Fee reimbursement to \$200 per 3-credit hours; \$400 per 6-credit hours.

**Rationale:** This will align the maximum number of applications (5), with the new In-Town allocation.

## **Recommendation 4**

Fund MTS PD Day to a maximum of \$50 per member. Requests for MTS PD Day funding would not impact In-Town allocations. Access to MTS PD Day funding would not exclude a member from being able to utilize their Out-of-Town allocation.

**Rationale:** 350 members submitted a request for MTS PD Day funding in 2021/22, however some expressed concern that accessing the reimbursement would make them ineligible for the Out-of-Town allocation in future years. The new PPDF system will allow us to create a separate process with which to access these funds, thus allowing members to bypass Committee and directly submit their receipts.

# PROPOSED PPDF GUIDELINE CHANGES CONT'D

## Recommendation 5

Rewording of the Overview to clearly establish philosophy/principles of PPDF.

**Rationale:** *The Overview of the PPDF needs to be updated to include a clear and concise vision and mission statements that encapsulate how the fund should be used and where monies should be directed. At present, there is no mention of how this fund should operate in a time where diversity, equity and inclusion are of paramount importance. Further, we have the opportunity to express our collective commitment to reconciliation through education.*

## Recommendation 6

Minor edits.

**Rationale:** *Renumbering and rewording as required.*

LRTA Council will meet on June 15, 2022 to approve the proposed guideline changes. All approved changes will take effect on September 6, 2022. Members with any questions can contact Jay McGurran at [vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org) or 204-929-5782.

## 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)	Open for Tuition Fees Only
Term 4 (May 1, 2022 to June 30, 2022)	Now Open – Closes June 24, 2022
Term 5 (July 1, 2022 to August 31, 2022)	Now Open – Closes June 24, 2022

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 [vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org) or 204-929-5782, and please stay connected with your Council Rep for regular updates.



*A Union of Teaching & Learning*



### 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 and 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.



# LRTA MEMBER WELLNESS EVENTS



LRTA MEMBER WELLNESS  
GRANT 2021-2022



Dr DW Penner School  
Wellness Event March 2022



Dr DW Penner School  
Wellness Event March 2022



Dr DW Penner School  
Wellness Event March 2022



Victor Mager School  
Wellness Event March 2022

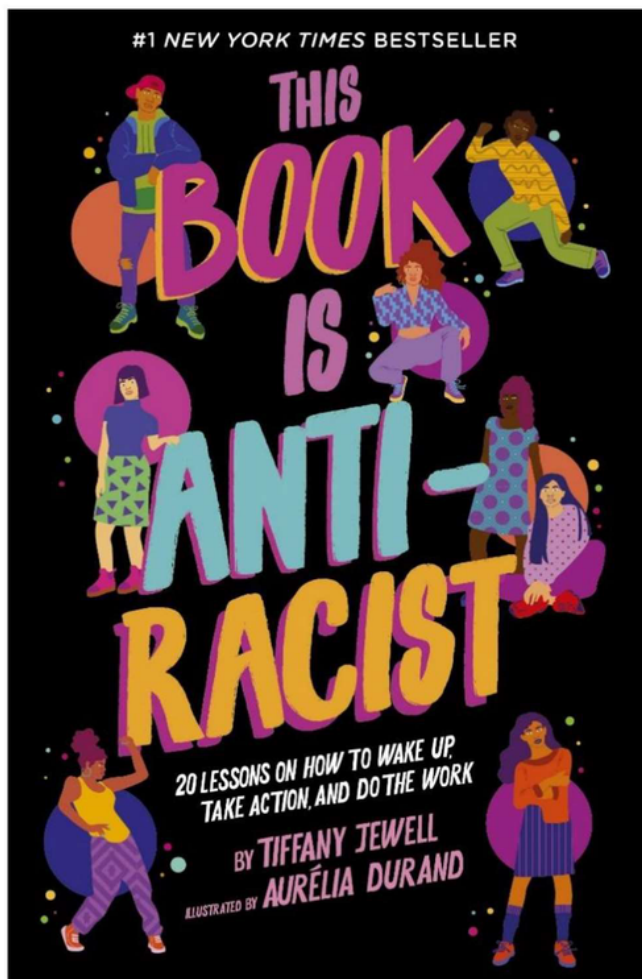


Victor Mager School  
Wellness Event March 2022



Victor Mager School  
Wellness Event March 2022





## LRTA Equity and Social Justice (ESJ) Committee Book Club

Join the LRTA's ESJ Committee as we dive into the book *This Book is Anti-Racist: 20 Lessons on How to Wake Up, Take Action, and Do the Work*.

Books provided by the LRTA will be handed out this school year to registrants.

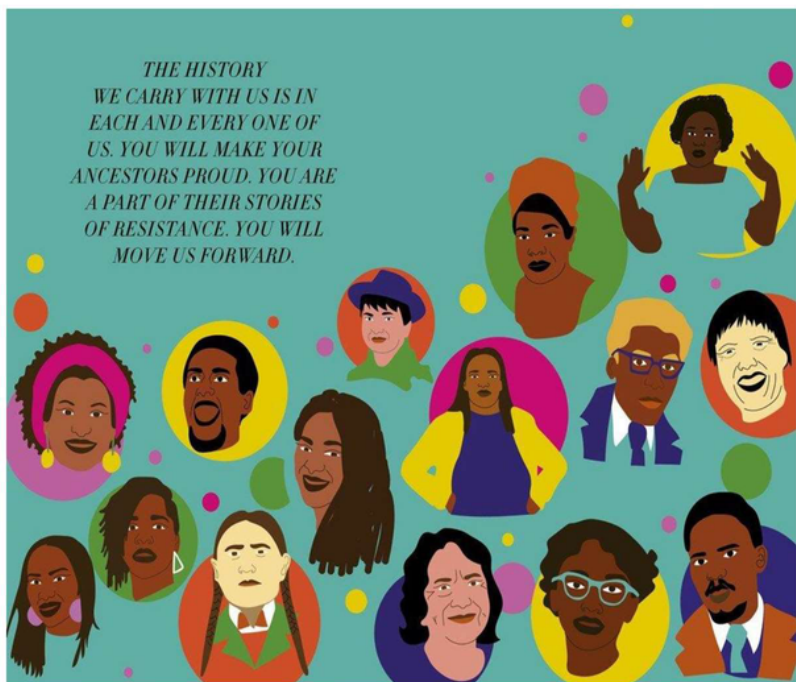
Take time to read over the next couple of months.

We will meet as a book club in early October 2022.

Together, we will share ways that we can all create more inclusive and anti-racist classrooms.

Opportunity for more people to also sign up in September 2022.

Email [charlene.sacher@gmail.com](mailto:charlene.sacher@gmail.com) to register and request your book.





# THE ARQUIVES

Canada's LGBTQ2+ Archives

## THE ARQUIVES LESSON PLANS



*A Union of Teaching & Learning*

Most educators receive little formal education about queerness, transness, and gender fluidity. Most students do not learn about gender and sexuality in K-12 schools outside of health lessons or anti-homophobia campaigns. Teacher education programs do not require that teachers learn about gender and sexuality. This means you have been systematically denied education about queerness and transness, so if you are worried that you do not know enough and will make mistakes, there is a chance this is true.

That being said, it's okay if you don't know everything! It's okay if you are a novice. Would you get upset at a student for not understanding something they were never taught? Would you tell them to stop trying if they made a mistake? Making mistakes are part of learning, some mistakes can be more harmful than others and it is important to learn how to respond with care when we blunder. Learning about 2SLGBTQIA+ people is a literacy that requires practice.

Mini Unit Lesson Plans

[Become 2SLGBTQIA+ Literate – Everyday Strategies](#)

[2SLGBTQIA+ Stories Matter](#)

You can contact the ArQuives at [queries@arquives.ca](mailto:queries@arquives.ca) for any research related queries or visit [www.arquives.ca](http://www.arquives.ca).

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

## CONTACT US

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204-929-5782

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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

MAY

WEDNESDAY, 25TH  
- SATURDAY, 28TH MTS AGM

JUNE

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