

SEPTEMBER 2022

# RIELITY CHECK

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



## PRESIDENT'S MESSAGE

**Marcela Cabezas**



The start of the school year is often filled with hope, curiosity, and excitement. It's a time for new beginnings and the opportunity to re-invent who we are and what we do through the knowledge gained from previous experience.

Each and everyone of our members are leaders; and we know that daring leaders must care for and be connected to the people they lead. Our first month of classroom planning reflects that need to build trust and nurture relationships with our students. We know that investment of time pays dividends when our students feel safe enough to express themselves freely and respectfully in our class. The delightful learning opportunities and meaningful collaboration that often follow are what fills our buckets with joy and makes us keep falling in love with our line of work.

The same holds true of the relationships we build and nurture with our colleagues; the folks who best understand the nature of the work we do and its inherent challenges. Our Local Association's strength lies within its membership, our unity of purpose, and our ability to stand together through the challenges that come our way be they of the everyday variety or hardships arising from the pandemic. Together, we are stronger; it's not just a catchphrase, it really is the truth. We can draw strength from each other, can support each other, and can lift each other up.

As I shared on [Twitter for my first day message](#) to members, for this new school year, remember to honour your time with others the same way you honour time with yourself. Establish clear boundaries between work and home life. Set realistic expectations for yourself. Listen carefully to each other and share what you need and how you feel. Remember the importance of patience and kindness both with others and yourself. And be sure to set aside time to do the things that keep you physically and psychologically healthy.

Remember that additional supports can be sought through [MTS' Humana Care Member and Family Assistance Program](#) and through the Canadian Mental Health Association's [Care for All in Education Initiative](#). The LRTA is eager to reconnect with members. We are looking forward to engaging with members at each of our worksites through school visits this year. Please come see us when we visit your worksite as we learn and grow as an Association when we get the chance to hear and learn from you the members.

As always, the LRTA is here to support you in anyway possible. Do not hesitate to call me at the LRTA office or contact me via email at [president@lrta.mbteach.org](mailto:president@lrta.mbteach.org).

On behalf of the LRTA Executive, we wish you an excellent start to the new school year!

Be well and take good care of yourself and each other.

Together, we are stronger!

# 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. This should take the form of a formal letter that includes a reference to Article 4.01 (C), and is addressed to the Assistant Superintendent, Staff Services.

After this documentation is submitted, the next step is to contact the Professional Certification Unit (<https://www.edu.gov.mb.ca/k12/profcert/salarycl.html>). 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.

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*The objective of the PPDF is to support autonomous personal professional growth and provide financial assistance for as many members as possible. The PPDF is committed to supporting professional growth opportunities that reflect the diverse community in which we teach.*

**Beginning on September 6, 2022, all applications for PPDF will shift to [www.ppdf.smapply.io](http://www.ppdf.smapply.io)**

### PPDF Allocations for 2022-23

- ✓ Up to \$1000\* for five (5) In-Town Events (In-Town/Online Professional Development or Tuition Fees)
- ✓ Up to \$200\* per 3-credit hour course
- ✓ Up to \$2500\* for one (1) Out-of-Town Event\*\*
- ✓ Up to \$50\* toward MTS PD Day registration (does not count toward In-Town allocation)
- ✓ Substitute cost for approved PPDF applications

\*Subject to available funds

\*\*Conditions apply, see PPDF Guidelines

### Important Reminders

- As a professional courtesy, inform your principal or supervisor before applying
- Applications need to be received at least five (5) days prior to the start of the event
- A detailed and authentic Relevance Statement is essential to support an application
- Funding is not guaranteed and is on a first-come, first-served basis
- Do not make financial commitments until your application is approved

**See the PPDF Guidelines for all terms and conditions**

### Contact Us

LRTA Vice President, Professional Development  
121 Hazelwood Crescent  
Winnipeg, MB R2M 4E4

**204-929-5782**

**[vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org)**



### Term Opening Dates

Term	Dates	Opens
1	Sep 6 – Dec 31	September 6
2	Jan 1 – Feb 28	October 15
3	Mar 1 – Apr 30	November 15
4	May 1 – Jun 30	January 15
5	Jul 1 – Aug 31	February 15

### FAQs

#### *How do I know which term to apply in?*

The application term corresponds with the opening date of your event, exclusive of travel.

#### *Does LRSD still handle reimbursements?*

No. All administration of the PPDF goes through LRTA.

#### *How do I get reimbursed?*

Once the event is completed, you will be prompted to upload receipts to the new PPDF Online System. LRTA will issue all reimbursements.

#### *How do I amend or cancel an application?*

Please contact [vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org) to amend or cancel any application.

#### *Can I still appeal a denied application?*

Yes. Contact [vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org) for assistance.

#### *Can I save a draft of an application for submission at a later time?*

Not really. While the new Online System does auto-save unsubmitted applications, application forms can only be accessed once the term opens (see above dates). It is advised to have information ready to copy into the application form when the term opens.

#### *Can I attend Out-of-Town PD events in locations inside and outside of Canada in 2022-23?*

Yes! Some conditions may apply, but we are anticipating a return to pre-pandemic Out-of-Town PD.





# NATIONAL DAY FOR TRUTH AND RECONCILIATION

## SEPTEMBER 30

- LESSON PLANS
- RESOURCES
- ORDER T-SHIRTS

*"Education is our Buffalo"*



## LRSD INDIGENOUS EDUCATION PORTAL

Tansi, Aanin, Ha, Boozhoo, Bonjour, Hello!

Welcome to this collaborative space that can be used to support our journey in Indigenous Education. As you scroll below, you will find various resources to meaningfully support Indigenous education in teaching and learning and a place to share resources. To your left, you will find a link to our blog which highlights current events, challenges and successes. It is also a place to talk to each other and share ideas. This site is meant to evolve and grow over time as we deepen our learning together.

### The Indigenous Education Team

The Louis Riel School Division (LRSD) brings together a community of schools on the traditional land of the Anishinaabek, Ininewak, and Dakota Peoples. Our division is located on the homeland of the Métis. We recognize that Manitoba is also the traditional land of the Anishininwak and Dene Peoples.

We respect the treaties made on these lands and acknowledge the harms and mistakes of the past and present. We dedicate ourselves to authentic alliances with Indigenous communities in a spirit of reconciliation and cooperation.

*"Education is what has gotten us into this mess, and education will get us out."*

-Senator Murray Sinclair

## MANITOBA MMIWG AWARENESS DAY - OCTOBER 4TH

### *Honour the Living, Fight for the Dead; Honour the Dead, Fight for the Living*

This painting is about honouring the missing and murdered Indigenous women, girls and two spirited, their families, those who have survived violence and those who have taken aim to keep us safe – socially, economically, politically, physically, emotionally, mentally, and spiritually.

The three women represent those who lead us (the young woman with the feather), those who feed us (the woman holding the spoon) and those who teach us (the elder with the flower). The feather represents the hope we Indigenous women have that our lives will begin to matter on sexism and subsequent tragic violence. The spoon represents all those who have cooked and fed us, the one who have nurtured us, comforted us, and kept our bodies, minds and spirits alive.

The flower symbolizes the growth that we will endure as a nation of non-Indigenous and Indigenous people as we forge a stronger path of mutual understanding with each other. The green flower in the background symbolizes and celebrates new growth, regeneration and change.

My hope is that when people see my art they feel electricity in their spine and feel love in their heart for the strength, resilience and hope we have as Indigenous women.

Artist – Angela Sterritt  
Gitxsan artist belonging to the Gitanmaax Village

Honour the Living, Fight for the Dead;  
Honour the Dead, Fight for the Living



### RESOURCES

<https://www.mmiwg-ffada.ca/wp-content/uploads/2018/11/NIM-MIWG-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/mmiw-missing-murdered-day-honour-1.4131205>

# RE-ESTABLISHING CULTURES OF COMMUNITY AND CONNECTION

**President – Marcela Cabezas**

Teaching can sometimes feel like a very isolating job. As teachers we often work alone in our classrooms and time with colleagues at work is fleeting or transactional. The pandemic decayed and depleted cultures of connection in our workplaces. The spontaneous and important interactions we had daily between colleagues became more challenging over the past two years. Those relational positivity banks between us became overdrawn leaving many of us with nothing left to give. Culture can neither be built nor sustained through a virtual platform.

A sense of belonging and camaraderie are key to helping people feel fulfilled and connected to the people they work with. As we slowly emerge from the pandemic, we need to re-establish cultures of community and connection at work. This message was echoed by the Division through a central question examining how to prioritize belonging to help focus our collective journey this school year. Culture can be defined as when our values and beliefs are translated into our actions and practices. So, what steps can we take to help re-establish a culture of community and connection?

I was captivated by a Dare to Lead podcast between Brené Brown and Eric Mosley on Making Work Human. Many of the ideas shared in that podcast were reiterated by presenters at a conference I recently attended put on by the Canadian Mental Health Association on co-creating psychologically healthy and safer workplaces. Among the pearls of wisdom shared by Brown and Mosley was the importance of people experiencing purpose, meaning, and gratitude at work. They explained that “purpose is shared, meaning is personal, and gratitude is the great connector.”

Part of the process to achieve this is by keeping three ideas or pillars as central to that work: thank, talk, and celebrate.

The “thank” pillar acknowledges the importance of sharing expressions of gratitude and social recognition between colleagues. Mosley explained that while a thank you from a supervisor means a lot, it is more often the thanks received from our colleagues that carries more weight. Those moments of expressed gratitude help us feel seen and appreciated at work and this serves to further enrich our relationship with one another. In turn, this helps to reinforce and re-establish relationships which helps to re-fill depleted emotional positivity banks. By nurturing a culture of deep gratitude, we strengthen our collective through our shared humanity.

The “talk” pillar is important to not only connection but to the establishment of psychologically safe workplaces. Mosley posits that performance is improved by regular check-ins between colleagues, and particularly check-ins with supervisors. The check-ins do not need to be conversations about work, they simply need to build trust and connection so that people feel safe to reach out during the tough times. Lastly, the pillar entitled “celebrate” is a reminder that we need to do just that – celebrate life’s moments together. Perhaps it’s the birth of a child, or purchase of a home, completion of an after-degree, or another personal accomplishment. Whatever the reason to celebrate, building opportunities to share those moments into our routines is important as it gives us another chance to be seen and to share joy and connection with others.

The pandemic has gifted us a watershed moment to change the way we do things and the way we work together. Erecting all three pillars at once might seem daunting to accomplish, but the investment in each other is important and will pay dividends in ways both obvious and unexpected.



## *Vice President Collective Bargaining—Scott Wood*

On October 26th, voters throughout most of Manitoba will participate in the 2022 Municipal Council and School Boards Election. Although the Winnipeg mayoral and council race occupies much of the media attention, equally important is the selection of School Board Trustees.

Here are some common questions that members raise during these elections.

### **1. Where can I get information about the local Trustee candidates?**

Within the City of Winnipeg, you can visit <https://www.winnipeg.ca/clerks/election/election-2022/Candidates/> for more information about the 2022 election. This site contains the names of all official candidates in the election. Outside of Winnipeg, there is no single website that lists the candidates. Each School Division will advertise the candidates, and some Rural Municipalities do include the Trustee candidates on their websites.

### **2. Most of this information is just names. Where can I get information about what they are promising or what they plan to do for education?**

This is a bit trickier. Unlike candidates for mayor, many Trustee candidates rely on speaking within their communities to share their ideas. The link above contains information provided by the candidates within the City of Winnipeg and is the best starting point. For other candidates, try googling the name to see what you learn. Email the candidate (most list their emails on their candidate page) and ask questions about their stance on public education.

### **3. What kinds of questions should I ask of candidates?**

Remember, you are the expert about what the needs are in your classroom and in your school. Don't be afraid to ask specific questions about how the candidate plans on supporting public education, and share the stories of the challenges you face in the classroom. As always, speak passionately about public education while maintaining the confidentiality of students in your classes. As a starting point, you may want to engage candidates in their views on: the impacts of poverty on schools; the changing school funding model proposed by the government; how to advance Reconciliation, specifically the TRC Calls to Action 62 and 62; systemic racism and bias in our school institutions.

### **4. Can I publicly support one of the candidates? Am I allowed to help someone I like campaign?**

Yes, you are allowed to be public in your support of a candidate. This includes volunteering on someone's campaign. However, please ensure that your support is not critical of your employer in any way. As long as you speak positively for a person, and not negatively about how other people did the job, you will be able to keep in line with the Code of Professional Practice.

### **5. Is there a way to learn more about the Trustee candidates in Louis Riel?**

The LRTA is hosting a public election forum for Trustee candidates on Monday, October 17th at the Southdale Community Centre. Please see the poster in this newsletter for more information. Please try to attend if you are available.

# LRSD School Trustee Candidate Forum

HOSTED BY



**LRTA**  
LOUIS RIEL  
TEACHERS'  
ASSOCIATION

**PUBLIC EVENT  
ALL ARE WELCOME!**

COFFEE AND REFRESHMENTS TO BE SERVED



**MONDAY  
OCTOBER 17TH**

**7:00 - 9:00 PM**

**Southdale Community  
Center 254 Lakewood  
Boulevard**



**HEAR WHAT YOUR LOCAL TRUSTEE  
CANDIDATES HAVE TO SAY ON THEIR  
IDEAS FOR THE FUTURE OF THE LOUIS  
RIEL SCHOOL DIVISION!**

CANDIDATE  
INFO AND  
BIOGRAPHIES



For more details, contact the LRTA office at:  
204-929-5782  
[office@lrta.mbteach.org](mailto:office@lrta.mbteach.org)

# LOUIS RIEL TEACHERS' ASSOCIATION EXECUTIVE 2022-2023

President – Marcela Cabezas  
VP Collective Bargaining – Scott Wood  
VP Professional Development – Jay McGurran  
Secretary-Treasurer – Cynthia Taylor  
Employee Benefits – Lindsay McDonald  
Equity and Social Justice – Charlene Sacher  
Public Relations – Karen Myshkowsky  
ÉFM – Sharad Srivastava  
Social – Laurie Tyndall  
Indigenous Education – Billie Cross  
Members-at-Large: Fiona Cook  
Becky Lauzé  
Curtis Lowton  
LRASA – Angela Power  
Resolutions/Nominations – Charmaine Rudnicki

Collège Jeanne-Sauvé  
Glenlawn Collegiate  
Marion School  
Hastings School  
École St. Germain  
General Vanier School  
Glenlawn Collegiate  
École Henri-Bergeron  
École St. Germain  
Indigenous Education Support Team  
École Julie-Riel  
Nordale School  
Samuel Burland School  
Niakwa Place School  
Shamrock School

## #MTSLobbyDay2022



**October 5th is World Teachers' Day!**

**It's also #MTSLobbyDay2022**

**Who:** YOU!

**What:** The Provincial Executive will be meeting with elected representatives at the Manitoba Legislature. They will be speaking about the need for the adequate funding of public education. Add your voice to the call for adequate funding.

**Where:** Twitter

**How:** Post a tweet about how your school or division has been affected by underfunding. Is it larger class sizes? Is it cuts to programs? Or something else?

- Step 1: Share a story or example.
- Step 2: Tag the education minister [@minewasko](#) in your post.
- Step 3: Use the hashtag **#MTSLobbyDay22**
- Step 4: Encourage a colleague to participate.

**When:** Wednesday, October 5, 2022 (World Teachers' Day)

**Why:** Because teachers are the strongest advocates for public education and every student deserves the opportunity to succeed.





**CONFERENCE  
PROGRAM**

**WINNIPEG**

**OCTOBER 19-20, 2022**

# **THE FAB 5 BEGINNING TEACHERS' CONFERENCE**

**Wednesday: 5:30 pm – 10:00 pm**

**Thursday: 8:20 am – 3:30 pm**

Fab 5 sessions are balanced with a selection of breakout workshops intended to build capacity, confidence, and practical strategies in the areas of classroom management, student engagement, teamwork, and parent partnerships.

Fab 5 offers new teachers an opportunity to network with other beginning teachers and strengthen skills to support their day-to-day classroom practices. The registration fee is minimal, and it includes a light supper, wine and cheese reception, breakfast, and lunch.



**Designed for  
teachers in their  
first five years of  
teaching**

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**Keynote & various  
breakout sessions**

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**Location:  
Victoria Inn Hotel  
& Convention  
Centre  
(Winnipeg)**

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**Registration fee:  
Only \$50**

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**Register online:**

[https://memberlink.mbt  
each.org/Event.axd?e=2](https://memberlink.mbt<br/>each.org/Event.axd?e=2)

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## September

Wednesday, 14<sup>th</sup> LRTA Executive Meeting  
 Wednesday, 21<sup>st</sup> LRTA Council Meeting  
 Monday, 26<sup>th</sup> LRTA New Rep Orientation

## October

Wednesday, 5<sup>th</sup> LRTA Executive Meeting  
 Thursday, 6<sup>th</sup> & Friday, 7<sup>th</sup> LRTA Executive Retreat  
 Wednesday, 12<sup>th</sup> LRTA New Member Celebration  
 Thursday, 13<sup>th</sup> Maternity/Parental Leave Seminar  
 Monday, 17<sup>th</sup> LRTA School Trustee Candidate Forum  
 Wednesday, 19<sup>th</sup> LRTA Council Meeting  
 Friday, 21<sup>st</sup> MTS PD Day

## November

Wednesday, 2<sup>nd</sup> LRTA Executive Meeting  
 Wednesday, 16<sup>th</sup> LRTA Council Meeting

## December

Wednesday, 7<sup>th</sup> LRTA Executive Meeting  
 Wednesday, 14<sup>th</sup> LRTA Council Meeting  
 Thursday, 22<sup>nd</sup> through Wednesday, Jan. 4<sup>th</sup> Winter Break

## January

Wednesday, 11<sup>th</sup> LRTA Executive Meeting  
 Wednesday, 18<sup>th</sup> LRTA Council Meeting

## February

Wednesday, 1<sup>st</sup> LRTA Executive Meeting  
 Wednesday, 15<sup>th</sup> LRTA Council Meeting

## March

Wednesday, 1<sup>st</sup> LRTA Executive Meeting  
 Wednesday, 15<sup>th</sup> LRTA Council Meeting  
 Monday, 27<sup>th</sup> through Friday, March 31<sup>st</sup> Spring Break

## April

Wednesday, 5<sup>th</sup> LRTA Executive Meeting  
 Wednesday, 12<sup>th</sup> LRTA Council Meeting  
 Thursday, 13<sup>th</sup> Maternity/Parental Leave Seminar  
 Wednesday, 19<sup>th</sup> LRTA Annual General Assembly

## May

Wednesday, 3<sup>rd</sup> LRTA Executive Meeting  
 Thursday, 11<sup>th</sup> LRTA Appreciation Dinner  
 Wednesday, 17<sup>th</sup> LRTA Council Meeting  
 Wednesday, 17<sup>th</sup> MTS AGM Binder Meeting  
 Wednesday, 24<sup>th</sup> through Saturday, 27<sup>th</sup> MTS AGM

## June

Wednesday, 7<sup>th</sup> LRTA Executive Meeting  
 Thursday, 15<sup>th</sup> LRTA Retirement Reception  
 Wednesday, 21<sup>st</sup> LRTA Council Meeting

Updated June 2, 2022

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

## CONTACT US

LRTA Office  
 204-929-5782

President  
 Marcela Cabezas  
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 Scott Wood  
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Professional Development  
 Jay McGurran  
[vicepresident-pd@lrta.mbteach.org](mailto:vicepresident-pd@lrta.mbteach.org)

All matters will be dealt with in confidence.

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

@preslrta 

