

JANUARY 2023

# RIELITY CHECK

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



## PRESIDENT'S MESSAGE

**Marcela Cabezas**



Since November, Scott, Jay, and I have been to each of our worksites. It has been wonderful to be able to get back into schools to chat in person with our members. We recognize how busy things are now for everyone, so we are grateful to those who found time to join us and understand that there are people who wished to attend but circumstances prevented them from doing so.

Our school visits have been opportunities for us to hear directly from you, our members. People have engaged in open and vulnerable dialogue with us. We are so appreciative of those conversations as they have enabled us to bring your concerns and lived realities to the attention of LRSD's Senior Leadership Team and to MTS. Sometimes there are issues that can be easily resolved, but many of the problems being shared by our members across the Division are systemic in nature and can be seen throughout the province.

Elevating the voices of our members is an important part of the work we do. It is what propelled me to write an [opinion editorial](#) that was recently published in the Winnipeg Free Press highlighting a variety of challenges. In it I discussed the lack of clinicians, the need for more language learning supports for our newcomer students, the substitute teacher shortage and its impact on teachers and students alike. I highlighted the impact of large class sizes and composition where multiple students have complex needs, the lack of one-on-one time for students, and the impact all of it is having on teacher wellness. This article was but one way to make your voices heard.

MTS is encouraging members to respond to the provincial government's budget consultation survey to voice your concerns about ensuring public education is equitably, adequately, and sustainably funded. Locally, we encourage members to respond to the LRSD's [Thought Exchange](#) as your voice is also important as the Division endeavours to set priorities for their budget for the 2023-2024 school year.

Finally, as we have now entered a provincial election year, your voice is incredibly important for all to hear. Please share your lived reality at work with voters, be they family, neighbours, or friends. Our collective voices helped educate our community once before on the perils of Bill 64. Once again, your stories can make the electorate realize the importance of ensuring the next government of Manitoba listens to educators and understands that education funding is an investment in our society's future.

As always, we here at the LRTA Office are here to support you. Please do not hesitate to contact us via phone or email with your questions or concerns.

Yours,

Marcela



# WINTER CONFERENCE

February 16 & 17, 2023



RELAX,  
REFRESH,  
**RECONNECT!**



**SAVE  
THE  
DATE!**

**MARCH 3 & 4  
2023**

Victoria Inn and  
Convention Centre

1808 Wellington  
Avenue, Winnipeg



**WOMEN  
IN EDUCATIONAL  
LEADERSHIP**

**SYMPOSIUM**

## IN THIS ISSUE

- 1 PRESIDENT'S MESSAGE
- 2 UPCOMING MTS EVENTS/ IN THIS ISSUE
- 3 LEAVES AVAILABLE TO LRTA MEMBERS
- 4 PROFESSIONAL DEVELOPMENT - ATTACHING LEAVES
- 5 MTS INDIGENOUS EDUCATION SERIES
- 6 - 7 MTS 1922 AWARD
- 8 LRTA CALENDAR 2022 - 2023 / CALENDAR

# LEAVES AVAILABLE TO LRTA MEMBERS

*Vice President Collective Bargaining—Scott Wood*

## Discretionary Leave



Article 6.10 provides full-time LRTA members with access to a maximum of two days of discretionary leave each year. Part-time and term teachers receive a pro-rata amount of leave. The leave can be taken in half-day increments and there is no cost to the member for taking this leave. This leave is intended to be used to attend to personal business of the member. This is not defined in the Collective Agreement or in Divisional policy. Members are able to determine for themselves what constitutes personal business that requires leave.

Discretionary leave comes with a few stipulations. Firstly, it cannot be taken to extend the winter break, spring break, or summer break. Secondly, there is a cap on the number of discretionary leaves allowed on any given day in the Division. Finally, this leave, as the name implies, is at the discretion of the Division, meaning the request can be denied. To request a discretionary leave day, members must record their absence in the AMS system using the code “discretionary leave”. Doing this step first will alert members if the cap has already been reached for that day. Members must also complete the Teaching Leave Request Form, indicating the leave is for “personal business”. The form must be submitted to the Superintendent of Schools (or designate) a minimum of five working days before the date of the desired leave.

Plans do have a way of changing. Should a member need to cancel their scheduled discretionary leave, they must remove the request from the AMS system. It is also recommended to contact Staff Services to confirm that the request has been cancelled to ensure the leave day is returned to the member.

## Recognition of Extra-Curricular Activities

Article 6.12 offers LRTA members access to leave in return for participating in eligible extra-curricular activities. An “eligible activity” is one that has received prior approval from the school principal.

Member participation in extra-curricular events is completely voluntary. This includes volunteering to supervise student-related events, including athletic, social, cultural, and recreational activities, that occur outside of the normal school day.

Members will be entitled to a paid leave of absence of one-half day for each 25 hours of eligible activities, up to a maximum of two half-days per year. Once the threshold has been met, this leave may be used up to December of the following school year to recognize that hours may be accumulated right up until the end of June.

This leave cannot be used to extend the winter break, spring break, or summer break. Hours must be accumulated in one school year as there is no provision to carry forward hours. This leave also cannot be taken with any other leave unless authorised by the Superintendent of Schools.

To request this paid leave, members will find a day that is mutually agreed upon with the principal. A Teaching Leave Request Form must be submitted to the Superintendent of Schools (or designate) a minimum of five working days prior to the desired date of leave, and the member must record the absence in the AMS system.

If you have questions about Articles 6.10, 6.12, or any other articles in the Collective Agreement, do not hesitate to contact Scott Wood at 204-929-5782 or [vicepresident-cb@lrta.mbteach.org](mailto:vicepresident-cb@lrta.mbteach.org)



*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.*

## ***Planning on Attaching Discretionary or Extra-Curricular Leave to a PPDF Event?***

I have recently been asked by many members what the parameters are when trying to attach Discretionary or Extra-Curricular Leave to a PPDF application, in an effort to extend a stay at an Out-of-Town conference. If this is on your radar, here are some things to keep in mind when requesting to attach Discretionary, Extra-Curricular or any other type of leave to your PPDF application.

- Your Proposed Travel Plans should be entered in the application with travel occurring one day prior to and one day after the PD event.
- Note in the Proposed Travel Plans that you intend to request a leave day to extend your PPDF release time.
- Requests for leaves attached to PPDF applications need to be submitted to Staff Services at the same time as the application is submitted to PPDF.
- Any leave request that extends the absence to five (5) days or beyond will result in added substitute costs. These added costs are at the member's expense.
- Should your request be granted by Staff Services, you must contact the PPDF Chair to make the necessary changes to your Proposed Travel Plans.

In these instances, members are reminded to not make any travel arrangements until the PPDF application has been approved by the Committee and the leave request has been approved by Staff Services. For more information about attaching leaves to PPDF applications, please contact Jay McGurran at the information below.

## **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

## **Term Closing Dates**

Term	Dates	Closes
1	Sep 6 – Dec 31	December 22
2	Jan 1 – Feb 28	February 28
3	Mar 1 – Apr 30	April 30
4	May 1 – Jun 30	June 25
5	Jul 1 – Aug 31	June 25

## **FAQs**

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

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

### ***I've used some In-Town funding this year. Can I use the rest for an Out-of-Town PD?***

No. You cannot use In-Town and Out-of-Town funding in the same year.

### ***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 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.

### ***I keep getting emails from the new system. What's going on?***

The new SMA PPDF system will send a reminder email when you need to do something to an application. This will most likely happen if you have an unsubmitted request in the Application Stage. To stop these reminders, delete any unwanted applications.



# INDIGENOUS EDUCATION SERIES

Teachers  
— TALKING TO —  
Teachers



## Getting Over Fear:

Non-Indigenous Educators and  
Indigenous Education

### Time:

Jan 25, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

## Leading Our Schools:

What Principals and Vice-Principals  
Need to Know

### Time:

Feb 22, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

## Indigenous Knowledge Systems:

Land-Based Learning

### Time:

Mar 22, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

**THE  
MANITOBA  
TEACHERS'  
SOCIETY**



MTS

**1922  
AWARD**

FOR SERVICE TO THE  
**TEACHING  
PROFESSION**

**NOMINATE A TEACHER TODAY!**

**THE  
MANITOBA  
TEACHERS'  
SOCIETY**

## **1922 Award for Service to the Teaching Profession**

In 1922, 87 teachers were employed by the Brandon School District. The City of Brandon was facing a shortfall in their city budget, and it was proposed that the budget would be balanced by cutting salaries of all teachers in the city.

On February 27, 1922, all teachers in Brandon were called to a meeting where the board chair addressed the group and gave them an ultimatum. The teachers could either accept a 25% reduction in salary or be given a letter of termination effective May 1 of 1922.

It is worth noting that of the 87 teachers, 73 were women. The city was proposing offsetting the entire \$41,000 shortfall in the budget on the backs of 73 women and 14 men, instead of increasing taxes for all.

The teachers, all of whom were members of the Brandon Teachers' Association, stood united and refused to take the pay cut. There were attempts made to negotiate with the board, but ultimately on May 1, 1922 all 87 teachers were terminated.

On May 19, 1922, The Manitoba Teachers' Federation held a meeting at Kelvin High School in Winnipeg with more than 1,000 teachers attending. They adopted a resolution in support of the Brandon teachers. Following suit, The Saskatchewan Teachers' Alliance and the Alberta Teachers' Federation pledged moral and financial support. The Manitoba Teachers' Federation, along with the Canadian Teachers' Federation, gathered financial support totaling \$15,000.

The events of 1922 in Brandon were a powerful force towards establishing collective bargaining for all teachers in our country. These 87 brave teachers need to be recognized and remembered.

As a nationally significant event in furthering the movement for teachers collective bargaining rights, the events in Brandon were unifying for both The Manitoba Teachers' Federation and the Canadian Teachers' Federation. This event needs to be marked, those members need to be remembered and celebrated for their commitment to the profession.



We still have members who exhibit this type of bravery in our province and across Canada who deserve to be recognized for their service to the teaching profession. Establishing an award in honour of the Brandon teachers of 1922 reminds us to remember their sacrifice as well as to recognize those who continue to advance the rights of teachers.

### Criteria

The 1922 Award for Service to the Teaching Profession recognizes a member who has demonstrated leadership, commitment, and fortitude in service of union values and priorities to achieve positive and sustained change for current and future union members.

### Nomination Guidelines

Both nominators and nominees must be a current MTS Active or Associate Member in Good Standing (per Bylaw I, 3.2-3.3).

The complete nominations package must be submitted on or before March 1, 2023 at 4:00 pm (local time). A confirmation of receipt will be sent within 2 business days.

Completed nominations packages that are received by the deadline will be forwarded to the 1922 Award Ad hoc Committee.

### Selection Process

The 1922 Committee is responsible for reviewing all nominations and forwarding a final recommendation to Provincial Executive at the April meeting.

Unsuccessful nominees in any year will be automatically re-nominated for one year following the original nomination if they continue to meet the eligibility criteria.

Successful nominees will be notified by the Executive Director immediately following the April meeting of Provincial Executive.

If you have questions or require more information, please send an email to [1922award@mbteach.org](mailto:1922award@mbteach.org)

*Nomination form available here for 2023*

MTS

**1922  
AWARD**

FOR SERVICE TO THE  
**TEACHING  
PROFESSION**

**NOMINATE A TEACHER TODAY!**

**THE  
MANITOBA  
TEACHERS'  
SOCIETY**





## LRTA Calendar 2022-2023

### February

Wednesday, 1<sup>st</sup>  
Wednesday, 15<sup>th</sup>

LRTA Executive Meeting  
LRTA Council Meeting

### March

Wednesday, 1<sup>st</sup>  
Wednesday, 15<sup>th</sup>  
Monday, 27<sup>th</sup> through  
Friday, March 31<sup>st</sup>

LRTA Executive Meeting  
LRTA Council Meeting

Spring Break

### April

Wednesday, 5<sup>th</sup>  
Wednesday, 12<sup>th</sup>  
Thursday, 13<sup>th</sup>  
Wednesday, 19<sup>th</sup>

LRTA Executive Meeting  
LRTA Council Meeting  
Maternity/Parental Leave Seminar  
LRTA Annual General Assembly

### May

Wednesday, 3<sup>rd</sup>  
Thursday, 11<sup>th</sup>  
Wednesday, 17<sup>th</sup>  
Wednesday, 17<sup>th</sup>  
Wednesday, 24<sup>th</sup> through  
Saturday, 27<sup>th</sup>

LRTA Executive Meeting  
LRTA Appreciation Dinner  
LRTA Council Meeting  
MTS AGM Binder Meeting

MTS AGM

### June

Wednesday, 7<sup>th</sup>  
Thursday, 15<sup>th</sup>  
Wednesday, 21<sup>st</sup>

LRTA Executive Meeting  
LRTA Retirement Reception  
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  
[president@lrta.mbteach.org](mailto:president@lrta.mbteach.org)

Collective Bargaining  
Scott Wood  
[vicepresident-cb@lrta.mbteach.org](mailto:vicepresident-cb@lrta.mbteach.org)

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

