

APRIL 2023

RIELITY CHECK

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



PRESIDENT'S MESSAGE

Marcela Cabezas



April has been a busy one for us at the LRTA. On the 19th, nearly 150 members joined us for our first in-person Annual General Assembly (AGA) since 2019. This is significant in that as members you form the LRTA and your attendance and participation in the democratic process are what makes our Association continue to flourish. In addition, the opportunity to visit and reconnect with members from across the Division was incredibly special. The AGA accomplished its main objectives: to approve a budget, set a membership fee, and elect a new Executive for 2023-2024. More information about the AGA can be found later in this edition.

As well, between April 24-26, LRTA members joined colleagues from across the province to share their concerns regarding Bill 35: The Education Administration Amendment Act. Some members sent in written submissions while other spoke directly to the Standing Committee on Social and Economic Development to voice their concerns about this new piece of proposed legislation. Three nights of presentations were held, with the first two going from 6:00PM to midnight. So many brave and vulnerable stories shared, so many valid concerns. In the end, we were able to successfully convince government to include an expressed right to representation. MTS will be sending out additional information to members in the days to come. This chance to speak to government and their disinterest in taking the concerns of educators seriously is something we as members must ensure is shared with the electorate come October for the next provincial election.

Finally, on April 27, the LRTA held its first Women in Educational Leadership Speaker Series event. It was well attended and well received by members. We are incredibly grateful to our presenters Sascha Epp, a Staff Officer in both the Professional French Language Services Department and the Teacher Welfare Department at The Manitoba Teachers' Society, and Irene Nordheim, former LRTA member and LRSD Assistant Superintendent and current LRSD School Trustee and Project Manager for Care for All in Education. Our event attendees had great takeaways from both presenters thanks to their incredibly varied educational leadership experiences. The evening was filled with lots of learning and lots of laughter. A recording of the evening will be posted to the LRTA YouTube Channel in the coming days. We hope to host more events like this in the future! Members who are interested in joining the LRTA WEL Ad-hoc Committee to help with event planning next year can reach out to us at the LRTA Office.

As always, your Association is here to support you in any way possible. Do not hesitate to reach out to us with any questions or concerns you may have. Please continue to take good care of yourself and each other.

Yours in solidarity,

Marcela





Louis Riel Teachers' Association Annual General Assembly Highlights

The Louis Riel Teachers' Association AGA was held April 19th, 2023.

The 2023-2024 LRTA Executive will be comprised of:

President – Jay McGurran	LRTA Office
VP Collective Bargaining – Scott Wood	Glenlawn Collegiate
VP Professional Development – Jaclyn Porteous	Hastings School
Secretary-Treasurer – Charmaine Rudnicki	Shamrock School
Employee Benefits – Becky Lauzé	Nordale School
Equity and Social Justice – Charlene Sacher	General Vanier School
Public Relations – VACANT	
ÉFM – Paulette Sabourin	École St. Germain
Social – Laurie Tyndall	École St. Germain
Indigenous Education – Rose Bird	Indigenous Education Team
Members-at-Large: Curtis Lowton	Samuel Burland School
Kim Melvin	Samuel Burland School
VACANT	
LRASA Rep – Lyette Carriere	École Julie-Riel
Resolutions/Nominations – Marcela Cabezas	Collège Jeanne-Sauvé

Your LRTA fees for 2023-2024 will be \$100. Fees are deducted from your October and November pay cheques.

Thank you to Gisèle Fontaine Lehmann and Stephanie Timmerman, AGA recording secretaries, and to scrutineers Elsie Yip, Nissa Chmilowski, Camille Porter, Eve Cory, Derek Acorn, Leah Dilworth, and Fiona Cook. Also, thank you to Scott Wood for ensuring an effective screen presentation.

And finally, most importantly, thank you to all the LRTA members who came out to the AGA to take care of LRTA business! As an Association is only as strong as its membership, your participation and support are greatly needed and appreciated!

Vacancies remain for Public Relations Chair and one Member-at-Large position. Interested members can reach out to Marcela at president@lrta.mbteach.org.

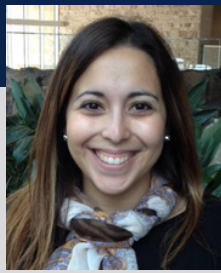
Reminder! Next year's LRTA AGA – Wednesday, April 17th, 2024

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LRTA WEL SPEAKERS SERIES HIGHLIGHTS

President – Marcela Cabezas



A recent survey by the LRTA's Women in Educational Leadership Ad-hoc Committee highlighted the importance of reframing leadership for our members as well as the need to bring women who are current and aspiring leaders together.

To this end, the first LRTA Women in Educational Leadership Speaker Series was held on the April 27. The Association was incredibly pleased with the turn out for this inaugural event as we had teachers from early and senior years, English and French Immersion streams, teachers, and principals.

We are incredibly grateful to our presenters Sascha Epp and Irene Nordheim for agreeing to share their experiences as women in educational leadership roles.

Sascha is a Staff Officer in both the Professional French Language Services Department and the Teacher Welfare Department at The Manitoba Teachers' Society. Her current portfolio includes instructing the field-led courses for current or aspiring school leaders and assisting teachers and school leaders across the province. Prior to working at MTS, she had experience in education over a 20-year period including teaching from K-12, divisional lead teacher, vice principal, principal, and school board trustee.

Irene Nordheim presently works as Project Manager for Care for All in Education with the Canadian Mental Health Association. She was recently elected to serve as a trustee on the LRSD Board of Trustees. Prior to her recent retirement, Irene was the Assistant Superintendent with the Division. During her time as a member of LRTA, Irene was the Principal at Glenlawn Collegiate, Windsor Park Collegiate and Vice-Principal at J.H. Bruns Collegiate, Samuel Burland School, and St. George School.

Attendees had good takeaways from both presenters thanks to their varied and diverse experiences in educational leadership. Here is a sampling of the insight shared by Sascha and Irene:

- Remember to be present in the moment.
- Ensure clarity of communication and comprehension.
- Leadership mindset is key – being kind to yourself knowing you are not a finished product, staying eager to learn more, and don't copy someone else's leadership style – instead be your authentic self.
- Don't be afraid to use your voice. Saying what you think and believe is important. Take risks.
- Learn how to accept praise and to take credit for your hard work.
- People need to feel like they matter. The more you can show your appreciation for others, the more they feel valued and the more they want to contribute.
- Delegate – you can't take on everything.
- Nothing ever goes perfect on a leadership journey. Hurdles can be overcome.
- You don't need to have a title to be a leader. Sometimes you have more influence without one.
- Never underestimate the power of relationships.
- A title doesn't matter. You are only a true leader if people are following you.
- Follow your moral compass as a leader. If you are asked to do things that violate your personal integrity, it's time to move on.
- Enjoy your cheerleaders, but also embrace your naysayers. They too are a gift as they will challenge you to listen to differing views and to get better.
- Fill up with joy and model it to others.
- Meanness, bullying, and intimidation have no place in leadership. It is an outdated leadership style that shows a lack of control and a lack of knowledge of people. When faced with this situation, follow the advice we give to kids: stand up, say it is unacceptable, and report it.

We hope to host more events like this in the future and encourage women to join the WEL Ad-hoc Committee next year. Members can view the WEL Speakers Series Event recording on our [LRTA YouTube Channel](#).

DISCRETIONARY LEAVE

Vice President, Collective Bargaining – Scott Wood



Article 6.10 of the Collective Agreement gives access to a maximum of two Discretionary leave days perschool year for a full-time teacher. This leave can not be used to extend the winter break, spring break, or summer break.

To access this leave, a member must submit their request a minimum of five working days before the date of the desired leave by completing the Teaching Leave Request Form (better known as “the blue HR form”).

Members should be aware that there are operational limits on the number of people that can request discretionary leave on any one day. An agreement was reached with the Division in 2016 that such leave will be granted on a daily basis to “no less than 5% of the membership” and the AMS system will be set to block any requests for days that exceed this limit. Because of this, members are advised to check in AMS first to see if they are able to book their chosen day for Discretionary Leave prior to submitting the blue HR form.

If any members have questions regarding the application of this leave, please contact the LRTA Office for more information.

Let's hear some #RealTeacherTalkMB



EDUCATIONMATTERSMB.ORG

Tell Us What You're Seeing and Feeling in Your Classroom

The time has come to share your story: reflections that underscore the real challenges you experience in your classrooms and the need for stable, effective, and equitable education funding—this election year, and every year.

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



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 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.



LRTA Calendar 2022-2023

May

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

June

Wednesday, 7 th	LRTA Executive Meeting
Thursday, 15 th	LRTA Retirement Reception
Wednesday, 21 st	LRTA Council Meeting

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

CONTACT US

LRTA Office
204-929-5782

President
Marcela Cabezas
president@lrta.mbteach.org

Collective Bargaining
Scott Wood
vicepresident-cb@lrta.mbteach.org

Professional Development
Jay McGurran
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 

**The Cost
of Caring:**
Compassion fatigue,
vicarious trauma
and burnout.



Compassion Fatigue, Vicarious Trauma and Burnout

This workshop is specifically tailored to school counsellors, social workers and psychologists.

What are the warning signs and symptoms of compassion fatigue, vicarious trauma, and burnout? How do our jobs as mental health professionals make us vulnerable, and what else in our environment makes us resilient? Learn strategies you can use to prevent or cope with these challenges.

Offered by Angela Haig, Ph.D., C. Psych., MTS Staff Officer.

Date/Time: May 15, 2023 6:00 – 7:30 pm
Location: On Zoom

Zoom link: <https://us02web.zoom.us/j/88173909837?pwd=QzVQdko1ZG1FTlU1TTFjZEs0emZuUT09>