

OCTOBER 2024

RIELITY CHECK

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



PRESIDENT'S MESSAGE

Jay McGurran



Welcome back to all new and returning members of the Louis Riel Teachers' Association! We have certainly hit the ground running. There have been plenty of developments over the past few months that deserve a bit of attention, but let's focus on the new Collective Agreement. When I read the news that a new Collective Agreement had been reached, I must admit that I was a little caught off guard. Prior to the end of the school year, it was a foregone conclusion that the Manitoba Teachers' Society and the Manitoba School Boards' Association were going to resolve the issue in binding arbitration. This process was to begin right about now and continue into November. Upon the conclusion of the proceedings, the decision would be left to a panel of lawyers and the first unified contract would be imposed on teachers across the province. However, inevitable this seemed, there was a sharp turn of events in late June.

An offer was made days prior to the end of the school year and the MTS Table Team had to acknowledge some new realities. A pattern of financial settlements across the province was emerging and it became apparent that the arbitration panel was unlikely to veer off that path. Furthermore, there was some reconciliation that what had been negotiated thus far was indeed emerging as good deal for teachers across the province. So, the MTS Table Team recalibrated and recommitted to getting an agreement in place, thus avoiding arbitration. The deal was sealed on July 10th, when MSBA agreed to the clause that there should be no restrictions associated with Personal Leave Days and Extra-Curricular Leave Days. On the afternoon of July 11th, the announcement was made, and we were off to the races!

At LRTA, we kicked into high gear to get the information out to members as quickly as possible. We met over the phone and in person to formulate a communication plan and to compare the new contract language to our previous contract language (Scott will go into greater details about the changes to the Collective Agreement in his article).

President's Message Continued...

As we are limited in our outreach capabilities, the Division assisted in pushing a notification through LRSD email. On July 25th, we hosted a TEAMS call for membership to help publicize the ratification vote taking place the following week and to answer as many questions as possible. The ratification vote was overwhelmingly positive, with approximately 95% voting in favour of the new deal. Even more impressive is that approximately 70% of members took time out of their summer break to attend to this historic agreement.

Let's fast forward to today. You should have received your retroactive pay just prior to the September pay period. I would like to thank LRSD for their swift ability to be the first Division in the province to make this payment to their teachers. I would highly recommend that you look over that pay statement to ensure that it is accurate. If you have any issues, you can reach out to me and I will direct you to the right person to assist. Another deposit should go into your account prior to the end of October. This smaller deposit reflects the interest that accrued on the retroactive pay.

Collective bargaining is mentally, physically and emotionally draining, and this negotiation was all of that, plus even more than we can imagine at times. So, a big thank you to the MTS Table Team for working tirelessly over the past two plus years to make this contract a reality. We truly are in the best hands and the big picture for all teachers in Manitoba is bright.

With that said, I hope that you all have settled into a routine nicely and are managing to keep a balance between your professional and personal life. Teaching has evolved so much over the past few years that now, more than ever, a focus on mental health is necessary to keep grounded in the work that is so very important to our community. Be sure to take moments for yourself and allow yourself to adjust to the changing landscape. If you need support, do not hesitate to reach out to us by phone at 204-929-5782 or by email at president@lrta.mbteach.org. We are always here to help.

Have a great year and take care of each other!

Jay McGurran

President, LRTA



IN THIS ISSUE

1 PRESIDENT'S MESSAGE

2 PROVINCIAL COLLECTIVE AGREEMENT

3 PROFESSIONAL DEVELOPMENT

4 BENEFITS

5 LRTA CALENDAR 2024 - 2025 / CONTACT US

Provincial Collective Agreement - What does it Mean for LRTA?

In early August, the first ever Provincial Collective Agreement was ratified by MTS members, with over 70% of eligible voters taking part in the ratification vote. As a result, the existing LRTA Collective Agreement has been replaced by one that applies to teachers across the province. This new CA does result in some changes for LRTA members. LRTA would like to draw attention to these changes in the Collective Agreement.

Changes to Salary:

1. Salary Increases: over the term of this agreement, members will receive increases of 2.5%/2.75%/3.0%/3.0%, with a further 1.0% “retention adjustment” on February 1, 2026. This works out to 12.85% compounded over 4 years. The increases apply to all rates and allowances.
2. The salary grid adjustment was in place for the September pay cheque, with retroactive pay also paid out on September 25th. Please check your pay stubs carefully.
3. There will be a shift to 24 pay periods (2X per month) beginning in the 2025 school year.

Changes to Leaves:

1. Extra-Curricular Activities (6.04): members can now earn up to 3 days of leave at a rate of 1 day for each 50 hours of extra-curricular supervision.
2. Personal Leave (7.07): Previously called Discretionary Leave, this leave has fewer restrictions on use than in previous agreements. There is also now the ability to carry over one unused day into the following year.
3. Indigenous Ceremonial, Cultural, Spiritual Observance Leave (7.09): this new clause is in addition to Religious Leave and allows members up to three days to attend to traditional ceremonies or observances.
4. Maternity and Parental Leave (7.06): A new addition to this article in the CA is the “return to work” provision regarding top-up benefits. Simply put, a member who accesses top-up benefits is required to return to work for LRSD for a period of 10 months following accessing these benefits.

Professional Development

Written by Jaclyn Porteous
VP of PD



Did you know...?

PPDF has a few New Guideline Changes that may affect you.

- ✓ 10-day Rule: It is now required for members to submit their applications 10 teaching days before the PD event.
- ✓ Appeals: If your application gets denied, you have 10 teaching days to appeal the decision.
- ✓ You are eligible for up to \$50 of funding for a SAGE group event taking place on MTS PD Day.
- ✓ It is important to get your applications in early! We vet applications on a first come, first serve basis and we don't always have enough money to fund all applications.

PPDF Terms

Term	Dates	Term Opening Dates	Term Closing Dates
1	September 3 – December 31, 2024	September 3 rd , 2024 @ 8am	December 6 th , 2024
2	January 1 – February 28 th , 2025	October 15 th , 2024 @ 8am	February 14 th , 2025
3	March 1 – April 30 th , 2025	November 15 th , 2024 @ 8am	April 16 th , 2025
4	May 1 – August 31 st , 2025	February 15 th , 2025 @ 8am	June 20 th , 2025





LRTA Personal Professional Development Fund

The LRTA PPDF is available for members on term and permanent contracts to access autonomous professional development events.

All applications must be submitted through <https://ppdf.smapply.io/>. In-town and Out-of-Town applications must be submitted a minimum of **10 teachings days prior** to the event.

All applications must have a thorough **relevancy statement** connected to your professional practice.



In-Town PD

In-town PD are events taking place in or within 75km of Winnipeg or virtual sessions. They include Workshops, Conferences, Seminars, Webinars, Non-credit courses and collaborative teacher initiated PD activities.

Maximum of 5 events or \$1000 per school year.
Once accessed, you are not eligible for Out-of-Town funding

Tuition Fees

Courses must be from an accredited post-secondary institution (university, college) toward an educated related degree (B.Ed./Post-Bac/Masters/Ph.D.).
You are eligible for a max of \$200 per 3-credit hour course or \$400 per 6-credit hour course, up to \$1000 total, for courses taken during the current school year (Sept-Aug).
This is considered part of your In-Town PD allowance.

Once accessed, you are not eligible for Out-of-Town funding



Out-of-Town PD

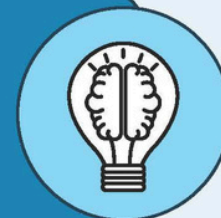
PD events taking place 75km outside of Winnipeg and beyond. Approved applications will cover registration, airfare and baggage, hotel, taxi to and from airport and event location and meal per diem. Mileage can only be claimed if driving your car to the event. Car rentals need to be expressly approved by the committee. Applications will not be considered without an event schedule/program and detailed travel plans.

A maximum of \$2500 may be granted per application (plus sub costs) every 3 years. Otherwise you are eligible for \$1000. See PPDF Guidelines for max amount of members eligible per school/site.

MTS PD Day

Members are eligible for a maximum of \$50 for a PD event from a SAGE group identified by MTS. Does not count towards other category funding.

No late applications will be accepted. See council highlights for application deadline.



Reimbursement

- Members must complete the Post-event Follow-up and upload invoices within 20 days following the PD event
- Please allow 2-3 weeks for reimbursement to be processed
- Don't forget to send your EFT Authorization form to the LRTA office
- Contact vp-pd@lrrta.mbteach.org with any questions

*****Approval is dependent on available funds*****

The Importance of a Relevancy Statement in your PPDF Application

Jaclyn Porteous

Interested in attending a professional development opportunity? The committee needs to know WHY!

Once you fill out an application form for any type of PD (In-town, Out-of-Town and Tuition), your application is reviewed by 11 committee members. The committee is responsible for making sure your application adheres to the PPDF guidelines, and a big part of vetting your request is the relevancy statement. Including a thorough description of why you want to attend the event and how it will help you reach your professional goals, is an imperative part of the approval process. Keep in mind that the committee may not know who you are, what you teach or where you work, so be sure to make that connection for them in your explanation!

One of the principles listed in the MTS Code of Professional Practice states that a member makes an ongoing effort to improve professionally. LRTA is one of a growing number of associations who have an independent PD fund, and it is important that we use these funds in an ethical and responsible manner. In the LRTA PPDF guidelines, Section II (Funding Criteria and Allotments) says the criteria used for reviewing an application includes, 'The relevance to the member's professional assignment and related activities or needs'.

This means the next time you apply for funding, tell us why that particular PD event will help you be a better teacher, clinician, vice-principal or principal. A strong relevance statement will help the committee examine the merits of your application.

Benefits - Important Links

Humanacare 1-800 -661-8193 or <https://humanacare.com/mts/>

Group Life, Extended Health, and Dental Plan Coverage Information <https://mpsebp.ca/>

TRAF <https://www.traf.mb.ca/>

Manitoba Blue Cross <https://bluecross.ca>



LRTA SOCIAL EVENT

JOIN US IN A GUIDED BEADED POPPY WORKSHOP WITH



November 8th

6:30–8:00

CCFM 340 Provencher Blvd

Room 142

**\$10 – includes guided instruction
and material**

[Click here to register](#)

Louis Riel Staff Monday Night Curling



2024-2025

*Open to **any** LRSD employee & friends

* 4:30-6:00 p.m. (6 end games) Mondays @ St. Vital Curling Club

* 20 games beginning October 7, 2024 — March 31, 2025

*Funspiel, Skins game, 2 supper get-togethers

*Lots of fun and camaraderie

* Sign up individually or as a team!

* **Cost- \$140.00 (must be paid with registration)**

*Come to **St. Vital Curling Rink on October 1, 2024 (4:00-5:00 p.m.) to register!**

Name: _____
School (if applicable): _____
Home or Cell #: _____ E-mail: _____
Preferred curling position: _____
Names of other team members (if applicable): _____

**Please contact Elsie Yip- elsie.yip@lrzd.net, Joe Laxdal-
josephlaxdal@gmail.com, Linda Mandziuk-
lindamandziuk@gmail.com**



2024-2025

September

Wednesday, 11th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting

October

Wednesday, 2nd LRTA Executive Meeting
Monday, 7th LRTA New Rep Orientation (virtual)
Wednesday, 9th LRTA New Member Celebration
Friday, 11th LRTA Executive Retreat/Training
Wednesday, 16th LRTA Council Meeting
Thursday, 17th Maternity/Parental Leave Seminar
Friday, 25th MTS PD Day

November

Wednesday, 6th LRTA Executive Meeting
Wednesday, 20th LRTA Council Meeting

December

Wednesday, 4th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting
Monday, 23rd through Friday, Jan. 3rd Winter Break

January

Wednesday, 8th LRTA Executive Meeting
Wednesday, 22nd LRTA Council Meeting

February

Wednesday, 5th LRTA Executive Meeting
Wednesday, 19th LRTA Council Meeting

March

Wednesday, 5th LRTA Executive Meeting
Wednesday, 19th LRTA Council Meeting
Monday, 31st through Friday, April 4th Spring Break

April

Wednesday, 9th LRTA Executive Meeting
Wednesday, 16th LRTA Council Meeting
Wednesday, 23rd LRTA Annual General Assembly
Thursday, 24th Maternity/Parental Leave Seminar

May

Monday, 5th LRTA Appreciation Event
Wednesday, 7th LRTA Executive Meeting
Wednesday, 14th LRTA Council Meeting
Wednesday, 14th MTS AGM Binder Meeting
Thursday, 22nd through Saturday, 24th MTS AGM

June

Wednesday, 4th LRTA Executive Meeting
Wednesday, 11th LRTA Council Meeting
Wednesday, 18th LRTA Retirement Reception

*LRTA Social Events will be added to the calendar throughout the year

November Council Meeting has been moved to November 13th

CONTACT US

LRTA Office
204-929-5782

President
Jay McGurran
president@lrta.mbteach.org

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

Professional Development
Jaclyn Porteous
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

@louisrielta

Beaded Poppy Workshop

Featuring Prairie Owl Beads

Friday, November 8th

6:30-8:30

Room 142, CCFM

340 Provencher Blvd.

**Guided Instruction and all material included for
only \$10.00**

Limited to 50 participants

Contact Laurie Tyndall for information

laurie.tyndall@lrsd.net

