

December 2024 Bulletin

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Lise Legal

President's Message

Great News Items!

Item #1:

Arlyn Filewich has been hired as the MTS Labour Relations Director. Arlyn's experience reaches far and wide and includes being the lead bargainer during the negotiations that just culminated to our inaugural Provincial Collective Agreement. Arlyn's previous work involved roles such as educator in Pembina Trails as well as President of PTTA. She worked as an MTS Staff Officer for many years, achieving the position of Teacher Welfare Department Head at Tom Paci's retirement. Manitoba teachers are indeed fortunate to have Arlyn at the helm of MTS Labour Relations!

Item #2:

The Manitoba Government has appointed Bobbi Taillefer as the Commissioner of the Education Administration Amendment Act (Bill 35). Bobbi brings vast experience and training, both within schools/classrooms as well as administratively as principal. She has held top roles as General Secretary of MTS as well as the Elementary Teachers' Federation of Ontario and most recently, the Saskatchewan Teachers' Federation (STF). In 2024, the STF was awarded Top Employer by the Benefits and Pensions Monitor. In addition to all of that, Bobbi comes to the commissioner role with a law degree. She has had direct experience with teacher registries in Ontario and Saskatchewan and is committed to clear and fair processes: "[It's] making sure teachers have fair systems, and that the public has confidence in the education system they are sending their children to."

MTS and Bill 35

In May 2024, MTS provided a question-and-answer document on their website. An update is expected. For now, these are the most important reminders:

- As soon as the actual procedures and rules of Bill 35 are established, MTS will provide details regarding what to do if a complaint is lodged.
- According to MTS, *"the Commissioner Designate has indicated that no complaints regarding Teaching Competence will be heard or dealt with until a subsequent 'phase' after details have been further clarified."*

Teacher Certification

Manitoba Education and Early Childhood Learning started their review of the



Arlyn Filewich Appointed MTS Labour Relations Director



Bobbi Taillefer Appointed Manitoba's Independent Education Commissioner

For more information:

<https://www.mbteach.org/mtscms/2024/09/01/bobbi-taillefer-appointed-manitobas-independent-education-commissioner/>



Teaching Certificates and Qualifications Regulation to ensure alignment with Canadian jurisdictions, to help modernization, and to reduce barriers in certifying teachers coming from outside Canada. The province’s most recent “amendments update the regulation, enhance teacher and clinician recruitment and increase teacher diversity.” What follows is an abbreviated version of the summary provided by MTS:

- Align Content Requirements with Other Canadian Jurisdictions**
 Manitoba's recent amendments have removed strict subject requirements for teacher certification, aligning it with other provinces. This change eases recruitment, especially for internationally educated teachers, and shifts focus in teacher training programs from curriculum specifics to teaching methods and pédagogie.
- Extension of Validity Period for Background Checks from Three to Six Months**
 Manitoba now allows background checks from the past six months, aligning with other provinces. This change reduces administrative load, supports rural and northern applicants, and maintains student and public safety standards.
- Training on Sexual Abuse Prevention as a Certification Requirement**
 Since May 2022, all school staff in Manitoba must complete sexual abuse prevention training.
 The amendment extends this requirement to teacher and clinician candidates, ensuring they complete this training before certification and employment in Manitoba schools.
- Authority to allow for Language Proficiency Tests**
 Manitoba, unique in Canada, lacks legislated authority for language proficiency testing in teacher certification. The province recently joined a federal initiative, "Pathways to Teach Canada," offering language assessments for internationally educated teachers (IETs).
 The amendment will require English or French proficiency, accepting Pathways test results for IETs without English/French education degrees.
- School Clinicians: Recognition of Experience prior to Certification**
 Current regulations focus on teacher qualifications, requiring separate policies to recognize clinician experience. The amendment will formalize criteria for assessing clinicians' experience, offering clarity for them on how their acquired experience applies to school clinician certification.
- School Clinicians: Salary Classification Schedule**
 The current salary classification is based on teacher education, needing separate policies for clinicians' unique education paths. The amendment will introduce a new classification schedule for each clinician type, clarifying how qualifications impact salary without reducing anyone's existing classification.
- Clarify the Limits on Recognizing Experience Between the Completion of Academic Coursework and the Certification for Teachers and Clinicians**
 Manitoba's regulations allow new graduates to gain teaching experience between completing coursework and receiving certification, initially intended for up to 60 days. However, no current time limit exists. The amendment will set a 60-day cap on experience accrual before certification, aligning with the original purpose.

Manitoba Government Throne Speech November 19th, 2024

Highlights specific to education include:

- Current/past initiatives that support students and their learning, such as the universal school meal program and the cell phone ban.



BILL 35

**Q&A
GUIDE**



Background on Bill 35

BILL 35
**AMENDED TO INCLUDE
 RIGHT TO REPRESENTATION**

For more information:
<https://www.mbteach.org/mts/cms/2024/05/22/bill-35-mts-continues-fight-for-fairness-due-process/>



**Speech
FROM
THE
Throne**

At the Opening of the
 Second Session of the
 43rd Legislature
November 19, 2024

Delivered by:
 The Honourable Anita R. Neville, P.C., O.M.
 Lieutenant-Governor of the
 Province of Manitoba





If you need to speak to someone regarding your work life, please contact your President, Lise Legal at the office, [204-896-4857](tel:204-896-4857) or by email at president@ptta.mbteach.org



- Commitments to better access of local community centres
- Priority of building schools outside of existing P3 models
- Continued focus on smaller class sizes
- Updating the Science curriculum, creating clear literacy outcomes and adding a grade nine financial literacy unit
- Developing an anti-Islamophobia working group
- Expanding career pathways for high school students
- Capitalizing the reinstatement of the Bureau de l'éducation française
- Opening 3,500 new child-care spaces at schools, universities, and hospitals (\$10/day daycare)
- Early childhood educator recruitment and retention strategy
- Holocaust education curriculum
- Continuing the Honourable Murray Sinclair's work regarding Truth and Reconciliation Commission
- Ensuring Indigenous languages are in schools
- Ensuring First Nations people can vote in electing their local board trustees

I look forward to the government providing more information regarding strategies to actually reduce class sizes, and to increase recruitment and retention of teachers, clinicians, and all professionals within public education. And further, I am eager to see how the provincial government will address the increasing school violence and to make schools safer, as well as to help support the growing students' needs and the vast complexities that exist in today's classroom. These priorities will continue to be part of the top items brought to MTS by PTTA and other Locals to help clarify and emphasize the extreme needs within our current public education classrooms and schools.

Communication

In the coming weeks and months, more information will be made available to all Members in Manitoba regarding Bill 35 and Teaching Certification regulations, etc. Meanwhile, continue to email me as your needs and questions on Bill 35 and other matters arise.

In closing, I send each of you the best and biggest wishes for a safe, and joyful holiday season.

Yours, in service,

Lise Legal
President

UNION IS STRENGTH



Joint Professional Development Fund

Updates Within Category 4 of the Joint PD Fund

We're receiving high numbers of applications in Category 4 within the Joint PD Fund. We recognize there are certain needs when applying to Category 4 and therefore we have updated Category 4 to help highlight learning for teachers versus creating a product for students. We want applicants to have success on their first application!

To focus on the learning process:

- Teachers can let go of expectations about the specific products students should produce
- Teachers can use reflective journals and process diaries
- Teachers can use mind-maps, hexagonal planning, and story boarding to capture the process towards a solution

Some of you might be reading this and saying: this is very difficult. The Joint PD Committee hears you and because of your voices we have created various entry points to find success for Category 4.

Where do I find all the “goodies” to help me with Category 4?

I wish everything was one easy click away, but it isn't. The most up-to-date information will be found on the Pembina Trails School Division Portal. To access this, you need to:

- Log into your account with the School Division
- Go to the Divisional Portal – Scroll over to the Department Portal
- Click on the Human Resources Portal
- On the left side is the Joint PD Fund link
- When you click on the link, it will bring up the Category 4 Guidelines which gives you exemplars
- There is a NEW MS Forms document you fill out and attach to the online application form

 Human Resources Department Portal

Home A Immersive reader

About Us To access the Online Joint PD Application [click here](#). This site is best viewed in Chrome or Microsoft Edge.

Documents

Joint PD Fund S

FAQ-How do I complete a Joint PD Category 4 Application?

Joint PD Fund Documents S

| Name | Modified | Modified By |
|---------------------------------------|------------|----------------|
| Category 4 Joint PD form - HR 009.pdf | February 5 | Janice Nielson |
| Category 4 Joint PD Guidelines.pdf | March 15 | Janice Nielson |

Wishing you all the best in your PD Journey and a restful and reflective holiday season!

Jennifer Paszkat
Vice-President, Professional Development



Professional Learning Services



REQUEST PROFESSIONAL LEARNING AT YOUR SCHOOL OR VIRTUALLY
Professional and French Language Services (PFLS) is pleased to share the professional learning experiences for the 2024-2025 school year. More than a one-off workshop, the PFLS Team will work with you to deliver professional development and facilitate collaborative learning with teacher teams.



For more information:

<https://www.mbteach.org/mtscms/2024/03/02/pd-workshops/>

https://www.mbteach.org/pdfs/pd/MTS_PLS_Catalogue.pdf

How Does a Professional Learning Community Support Teachers?

| | |
|---|--|
| Allows Teachers to Innovate and Share Ideas | Builds Strong Relationships Between Teachers |
| Keeps Teachers Abreast of New Research and Technologies | |

Alludo



For more information please contact Eric Sagenes at

esagenes@mbteach.org:

https://www.mbteach.org/pdfs/pd/TLT/TLT_Workshops_22_23.pdf/





Trail Talk Bio - Nicole Lavallée, PTTA VP CB

Aniin, boozhoo, hello, and bonjour! My name is Nicole Lavallée and I am your new Vice President of Collective Bargaining with PTTA. I am ecstatic to be part of the Executive team here, and I am pleased to serve all PTTA Members.

I am Métis, Saulteaux, and of settler descent. I was born and raised in Winnipeg and have been a French Immersion Middle Years teacher since 2010. I absolutely adore working with students and find much joy in being in the classroom, in building relationship with people, and in finding engaging ways to learn and explore. Additionally, I am very passionate about languages, Mathematics and learning about the history of these lands where we reside, but from an Indigenous lens – a history I never learned in school, and a history that can be a truly motivating and awe-inspiring path towards Truth and Reconciliation.

In 2021, I became part of the Indigenous Voice and Action Standing

Committee (IVASC) with Manitoba Teachers' Society (MTS). My involvement on this committee, is what finally led me to wanting to represent you at PTTA. If you haven't already, I encourage you to learn a bit more about how your union supports you.

Currently, this is my fourth year as a member of MTS IVASC. I have now attended two Provincial Councils for MTS, and I am quickly learning all the new roles I am humbled to take on in my new position. Also, I am part of MTS' fourth Labour School cohort where over the course of this school year, I will learn more about the "ins and outs" of MTS. Already, this experience is a powerful complement to the work I am doing with PTTA.

Finally, I am a single parent to two children who are also students in our school division. When I am doing my work at PTTA, I am thinking about the educators we support and also the children who deserve to feel safe, valued, and inspired to do their work. Through the lens of Workplace, Safety and Health (part of my portfolio), I look forward to finding ways to support our Members so that they feel they can thrive in their working environment.

In closing, I am happy to serve all of you in this new position. Please reach out if you have any questions about Workplace, Safety and Health, Education Finance, and/or the Collective Agreement. I would love to hear from you.



In Solidarity,

Nicole Lavallée

Vice-President, Collective Bargaining





The Provincial Collective Agreement

Hello PTTA Members! By now, you should have received your retroactive pay and interest from the School Division. Retroactive pay was calculated based on your gross income and is based on our Collective Agreement.

2022-2023 – retroactive pay is calculated at 2.5%

2023-2024 – retroactive pay is calculated at 2.75%

For the current 2024-2025 school year, you should already be receiving your new wage based on your teaching classification and your years of experience (Step).

Taxes

Taxes were deducted based on the Canada Revenue Agency’s bonus tax method.

Deductions

Deductions include Long-Term and Short-Term Disability, as well as Health and Dental premiums.

Interest

Interest was calculated as 6% of your net pay and is calculated based on when you should have received earnings up until you received your retroactive pay.

Pay Scales

The salary scales in the new CA can help you to determine what you would have made in the 2022-2023 and 2023-2024 school years. Prior to the new Provincial Collective Agreement coming into effect, you were paid based on the 2021-2022 salary scale from the Collective Agreement between Pembina Trails School Division and PTTA of MTS (the previous CA is still available to view on both the PTTA and MTS websites).

The latest edition of the Collective Agreement includes pay scales that reflect your pay in addition to the premium listed at the top of the scale.

For example:

A Class 5 teacher who has worked for 9+ years would have a gross salary of \$102,335. On the scale attached, it looks as though this teacher only has a gross salary of \$99,581. This is the gross pay minus the premium of \$2754.

| STEP | EFFECTIVE SEPTEMBER 2022 | | | Premium: \$2754 | | CLASS 6 | CLASS 7 |
|------|--------------------------|-----------|-----------|-----------------|-----------|------------|------------|
| | CLASS 1 | CLASS 2 | CLASS 3 | CLASS 4 | CLASS 5 | | |
| 0 | \$ 40,643 | \$ 45,170 | \$ 49,339 | \$ 59,382 | \$ 63,175 | \$ 67,759 | \$ 71,676 |
| 1 | \$ 42,704 | \$ 47,213 | \$ 52,023 | \$ 62,798 | \$ 66,860 | \$ 71,341 | \$ 75,718 |
| 2 | \$ 44,767 | \$ 49,932 | \$ 55,459 | \$ 66,208 | \$ 70,523 | \$ 75,186 | \$ 79,816 |
| 3 | \$ 46,831 | \$ 52,660 | \$ 58,884 | \$ 69,632 | \$ 74,211 | \$ 79,075 | \$ 83,893 |
| 4 | \$ 48,897 | \$ 55,381 | \$ 62,319 | \$ 73,162 | \$ 77,888 | \$ 82,965 | \$ 87,999 |
| 5 | \$ 50,956 | \$ 58,113 | \$ 65,750 | \$ 76,712 | \$ 81,570 | \$ 86,857 | \$ 92,078 |
| 6 | \$ 53,338 | \$ 62,095 | \$ 70,587 | \$ 80,264 | \$ 85,261 | \$ 90,747 | \$ 96,168 |
| 7 | | | | \$ 83,807 | \$ 89,000 | \$ 94,644 | \$ 100,255 |
| 8 | | | | \$ 87,368 | \$ 92,912 | \$ 98,546 | \$ 104,342 |
| 9 | | | | \$ 94,081 | \$ 99,581 | \$ 105,923 | \$ 112,127 |

Note:

The most up-to-date version of the Collective Agreement can be found on the PTTA website at https://www.ptta.ca/documents/ProvincialCollectiveAgreement_2022-2026%20updated%20Oct%202024.pdf. It is also available on the MTS website under ‘Labour Relations’.

Do you need help navigating any of this? If so, reach out to me via email at vicepresident-cb@ptta.mbteach.org and please use your personal email address.

Nicole Lavallée

Vice-President, Collective Bargaining



For more information:
<https://www.mbteach.org/mtscms/2024/08/28/provincial-agreement/>





Pre-Retirement Seminars

If you are age 48 or older, you will receive an invitation from either The Manitoba Teachers' Society or your local association to attend a pre-retirement seminar.

If you would like to discuss your pension with a TRAF Member Service Specialist, you may book an appointment in conjunction with certain pre-retirement seminars.



PTTA Retirees, please always ensure that PTTA has a current email address for future communication regarding **Retirement Celebration** updates.



COSL Calendar 2024-2025:
https://www.mbteach.org/mtscms/wp-content/uploads/2016/05/COSL_Meetings_2024_2025.pdf

For more information:
<https://www.mbteach.org/mtscms/2022/07/07/council-of-school-leaders/>

PTTA Substitute Information Meeting

To All Substitute Teachers of Pembina Trails School Division

You are invited to attend our annual information meeting for all substitute teachers of the Pembina Trails School Division.

DATE: Wednesday, February 12th, 2025
TIME: 4:30 p.m.
LOCATION: Virtual
RSVP: ptta@mymts.net

We look forward to presenting updated information and hearing your questions or ideas. If you need more information, feel free to reach out at the PTTA Office - ptta@mymts.net.

Local Equity and Social Justice Grant

At the 2023 MTS Provincial Council, a resolution was passed to make available a grant to local associations to a maximum of \$1,000 to support initiatives led by and resources to support Equity and Social Justice Chairs.

Applications will be reviewed and approved as they are received.

Each local association may submit one application up to **May 30, 2025** with the intent to use funds within the school year and submit receipts by **June 30, 2025**.

For more information:

- Local Equity and Social Justice Grant Application Form:
https://www.mbteach.org/mtscms/wp-content/uploads/2024/06/MTS_ESJ_Local_Grant_Application_Form_2024_fillable-1.pdf
- Local Equity and Social Justice Grant Report Form:
https://www.mbteach.org/mtscms/wp-content/uploads/2024/06/MTS_ESJ_Local_Grant_Report_Form_2024_fillable.pdf
- please contact Sherry Jones, Staff Officer, PFLS Department at mts-esj@mbteach.org
- <https://www.mbteach.org/mtscms/2023/09/05/indigenous-education-series/>

CAP 2025 Conference



For more information:
<https://www.mbteach.org/mtscms/2024/10/22/cap-2025-conference/>

Secret Path Lessons Plans



In October 2016, Gord Downie and Jeff Lemire formally launched the Secret Path, a book and CD which chronicles the story of Chanie Wenjack, a 12-year-old boy who died after running away from Residential school in the 1960s. For more information: <https://www.mbteach.org/mtscms/2017/04/26/secret-path-lesson-plans/>

2STLGBQIA+ Lesson Plans



If you are interested in submitting lesson plans and materials to be considered for the MTS website, please contact governance@mbteach.org
For more information:
<https://www.mbteach.org/mtscms/2018/04/17/lgbtq-lesson-plans/>

The ArQuives Lesson Plans



For more information: You can

- contact the ArQuives at queries@arquives.ca
- research related queries or visit www.arquives.ca.
- check MTS website using the link:

<https://www.mbteach.org/mtscms/2022/04/25/the-arquives-lesson-plans/>

HOLOCAUST EDUCATION MONTH

November is Holocaust Education Month. It is a time to reflect on the state-sponsored persecution and murder of six million Jewish men, women, and children, homosexuals, persons with disabilities, political dissidents, prisoners of war and others from 1933-1945.

It is also a time to reflect on what history teaches us when we lose our way.

If you're looking for resources for Holocaust Education Month, the Canadian Museum for Human Rights offers some excellent choices, including [Canada, antisemitism and the Holocaust](#).

Know that MTS will not stand by when any member is targeted based on their race, religion or identity.

During Holocaust Education Month, we must honour this commitment and remember what has happened when we don't.

If you are the target of hate or discrimination at work, an MTS Teacher Welfare Department staff officer is only a phone call away. You can reach the Teacher Welfare Department by phone: 204-888-7961 and Toll Free: 1-866-494-5747.

Always remember, you are not alone.

In solidarity,

PROFESSIONAL DEVELOPMENT
2024-2025



For more information:

https://www.mbteach.org/pdfs/broch/SAGE_PolicyHandbook.pdf/

FemLightenment
SERIES | 2024/2025
REGISTER TODAY!

Transforming the Landscape Leadership – Melissa Serbin and Stacey Soldier

Sometimes, you just need to be the change factor. Join Stacey and Melissa as they share why it is important to stand and lead for change. They've learned the importance of leveraging opportunities to enact change, some subtle and others seismic. Both will share their leadership journey that has been shaped by the twin forces of teaching and the law and extend an invitation to share your story during this session.

Date: Saturday, January 11, 2025

For more information:

<https://www.mbteach.org/mtscms/2024/07/06/femlightenment-series/>

**FLC 2:
PERSONNEL
LEADERSHIP**
REGISTER TODAY!

Workplace Safety and Health Training

Workplace Safety & Health Training

For Principals, Vice-Principals and Other School/Divisional Supervisors



Guest Speaker: Jack Slessor

IN-PERSON SESSIONS:

January 17, 2025 (am) – Session #1
January 17, 2025 (pm) – Session #2
January 24, 2025 (am) – Session #1
January 24, 2025 (pm) – Session #2
February 14, 2025 (am) – Session #1
February 14, 2025 (pm) – Session #2

VIRTUAL SESSIONS:

December 11, 2024 (am) – Session #1
December 12, 2024 (am) – Session #1
February 11, 2025 (am) – Session #2
February 19, 2025 (am) – Session #2

Contact Terri Hill with questions or for more info at thill@mbteach.org



REGISTRATION:

<https://memberlink.mbteach.org/Login.aspx?ReturnURL=/EventDetails.aspx?EventID=2877>

The Manitoba Teachers' Society and the Manitoba School Boards Association, in conjunction with guest speaker Jack Slessor (Certified Safety and Health Consultant), have developed a one-day workshop for training Principals, Vice-Principals, and other school or divisional supervisors in their Workplace Safety and Health responsibilities. The one-day workshop will cover the following two topics:

- Introduction to Supervisors in Schools

Objective: Participants will leave with an understanding of who is recognized as a supervisor under the Manitoba WSH legislation, the role and obligations of supervisors when it comes to safety and health, and how they can influence safety culture in the workplace.

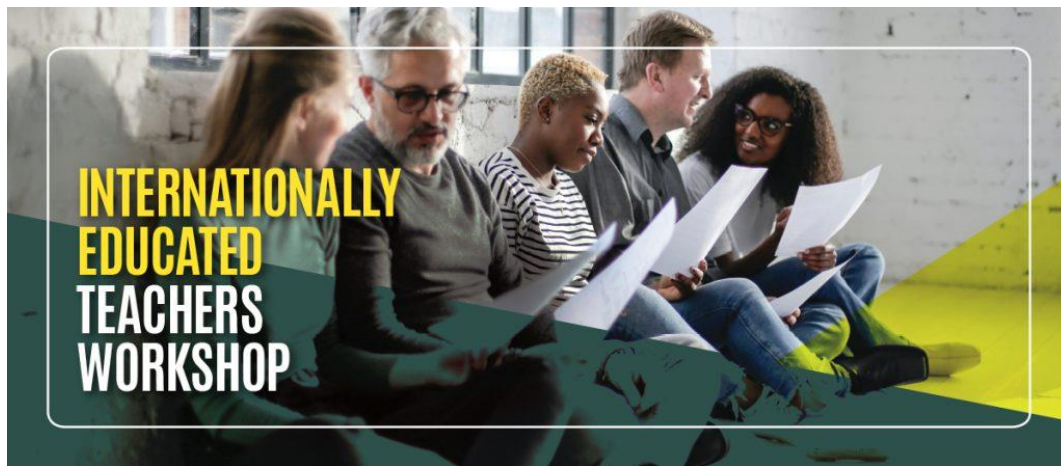
- Introduction to Investigating Workplace Incidents in Schools

Objective: Participants will learn the seven steps of conducting a workplace safety and health investigation and how to avoid common mistakes.

For more information:

https://www.mbteach.org/mtscms/wp-content/uploads/2024/06/MTS_WSH_PrincipalsTraining_2024-1.pdf

Internationally Educated Teachers' Workshop



Are you a teacher who did not attend elementary or secondary school in Canada as a student? This session aims to support internationally educated teachers working in Manitoba public schools in their socio-professional integration.

Access to funding is available for MTS Members from equity-deserving groups to attend this event.

Date: Saturday, January 6, 2025

Time: 9:00 am – 3:30 pm.

Location: Arnett Auditorium at McMaster House, 191 Harcourt Street, Winnipeg MB

For registration and more information:

<https://www.mbteach.org/mtscms/2024/10/21/internationally-educated-teachers-workshop/>

MTS Awards



The highest honours The Manitoba Teachers' Society confers are the 1922 Award for Service to the Teaching Profession, Life Membership in the Society and Honourary Membership in the Society.

These awards are presented annually, pending receipt of eligible nominees, at The Manitoba Teachers' Society Provincial Council Annual General Meeting, held each May. The deadline for receipt of all award nominations is **February 1, 2025, at 4:00 p.m.** These must be submitted via email at awards@mbteach.org. A confirmation of receipt will be sent within two business days. Successful nominees will be notified by the Executive Director or designate immediately following the April meeting of MTS Provincial Executive.

For more information:

<https://www.mbteach.org/mtscms/2023/01/24/mts-awards/>



The PTTA Office will be closed from December 21st, 2024 to January 6th, 2025. If you have an immediate concern, please contact the Manitoba Teachers' Society at 204-831-3055. And ask to speak to a Staff Welfare Officer.



The Pembina Trails Teachers' Association represents approximately 1400 professionals who are employed in the Pembina Trail School Division

Trail Talk is published under the auspices of the Pembina Trails Teachers' Association.

PTTA is a member of the Manitoba Teachers' Society

Members who are interested in making a submission to a future newsletter should email ptta@mymts.net

Happy Holidays

MAY ALL YOUR DREAMS AND WISHES COME TRUE



2024/2025 EXECUTIVE

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Office Phone: (204) 896-4857
Email: ptta@mymts.net

| | |
|---------------------|-----------------------|
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