

Boundaries Are Not Selfish



Boundary-Setting Sentences

"I can't do that but I can help you find someone who can"

"I appreciate the gesture, but in the future, I'd prefer.."

"I can't take on additional responsibilities right now"

"I'm not comfortable discussing this topic with you"

"I'm uncomfortable with what you just said/did"

"Thanks for the concern, but I can handle this"

"I can't attend, but I appreciate the invitation"

"I don't give you permission to do (x) to me"

"I don't feel safe, so I'm going to leave"

"I won't be spoken to in that manner"

"I wish I could, but I can't"

"No, thank you"

"No"



Lise Legal

President's Message

Happy June 2024! 😊

Summer is here at last and it looks like we will be able to enjoy our normal Manitoba events. At this time of year, it is understandable to look with great anticipation to the coming holiday for rest and replenishment. I hope each of you will have time to connect with family and friends and enjoy the vast array of celebrations and festivals in and out of Winnipeg. After another year of intense work in our schools, it is fitting to prioritize how we restore and rebuild over the summer holiday.

Communicating with PTTA or MTS

I applaud all Members who have engaged with the Association to help inform us of priorities within schools and classrooms, etc. Members have also been capitalizing on local problem-solving, understanding that the best solutions are generally at the local school/worksites level and often best addressed sooner rather than later. Most often, that kind of school level collaborative problem-solving works perfectly (without need for involvement with PTTA President or MTS). On some occasions, Members might seek more clarity on their options or potential solutions and would therefore reach out to the PTTA President or to MTS. Contacting your Local President or MTS is not an indication of a complaint, it is simply a bold consult as permitted within the Code of Professional Practice. I have found PTTA Members to be exemplary in respecting and protecting anonymity and privacy. The general theme of discussions has been positive and has focussed on how to improve a situation. I am proud of PTTA Members and the enlightened ways you seek to make education and teaching the best it can be.

If any new need arises in July, August, the best sources for consult can be:

- Call MTS at 204.831.3055 and ask to speak to a Teacher Welfare Staff Officer.
- Reach out to HumanaCare to request services 24/7 any day of the year, connect by calling 1.800.661.8193 or going online at www.humanacare.com/mts
- Reach out to me at president@ptta.mbteach.org (not legal@pembinatrails.ca) and always email from a personal email address

June 2024
Special Bulletin

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Soon, it will be time to close the chapter on the 2023 – 2024 school year, time to make you the number one priority, and time to suspend the extreme drive to make magic for our students. It is a revered opportunity to say ‘yes’ to personal wellness and perhaps to say ‘no’ in other xxx. Rest, relaxation, adventuring, celebrating can now take center stage. I wish all the very best in joy and health to each of you and to your family and friends. Take care of yourself and of each other.

Yours, in solidarity

Lise Legal



George Bird is an accomplished Canadian soapstone carver based in Manitoba, Canada. A member of the Cree First Nation, George was born in northern Manitoba in 1970 and grew up in the aboriginal community of South Indian Lake. He first learned how to work with soapstone during his high school years, where he was mentored by fellow artists George Arlook, Bart Lavalee and Howard Moose. George continued to work his art in Winnipeg, Manitoba and later on Quadra Island in British Columbia before returning to his home in South Indian Lake.

George draws inspiration for his carvings from his native Cree heritage and his love of the northern wilderness. Most of his pieces are of birds and abstract human figures – figures most often from Cree legends that his grandfather told him when they were out at camp on the trap line when George was a child. George’s works have been sold in art galleries in Winnipeg, Vancouver and Los Angeles.

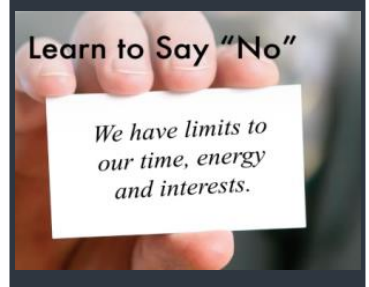
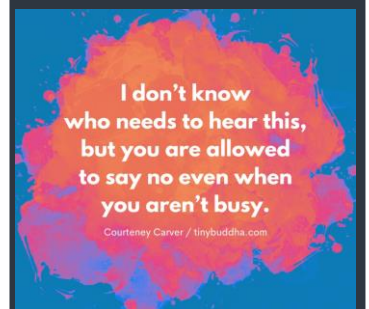
Né en 1970 dans le nord du Manitoba (Canada), le sculpteur George Bird travaille la steatite (appelée aussi pierre à savon ou craie de Briançon). Membre de la Première Nation Cree, il grandit au sein de la communauté autochtone de South Indian Lake. Sous la tutelle de maîtres sculpteurs George Arlook, Bart Lavallée et Howard Moose, il apprit les rudiments de la sculpture au fil des ans, alors qu’il poursuivait ses études secondaires. Il s’installa à Winnipeg, puis à Quadra Island (Colombie-Britannique) où il continua de perfectionner son art de avant revenir vivre à South Indian lake.

Enfant, George accompagnait souvent son grand-père, trappeur, lors de ses excursions. Celui-ci lui racontait alors les légendes traditionnelles de la culture Cree, don’t il s’inspire fréquemment. En effet, la plupart des oeuvres de George Bird évoquent ces légendes, où encore représentent des oiseaux. Les sculptures de George Bird ont été vendues dans différentes galeries d’art à Winnipeg, Vancouver et Los Angeles.



CFLA Position Statement on the Status of School Libraries in Canada

The Canadian Federation of Library Associations (CFLA) believes that every child in Canada deserves access to an excellent, professionally staffed, and fully-funded school library. Our school libraries are an integral part of students’ educational experience and should reflect our common values of equity, diversity, and cultural identity as well as best approaches in the education and library professions.



BARGAINING

Update







Thank You
for giving me
the opportunity
to Serve You



Collective Bargaining, Workplace Safety and Health, and Education Finance Corner

As the school year winds down, I wish to share brief updates from each of the three main portfolios I manage on your behalf.

Collective Bargaining

Despite being a member of the Provincial Bargaining Committee, the information I receive regarding negotiations at the Table is the same which is shared with all MTS Members. This information is sent to the email address on file with your MTS MyProfile. Updates can also be found on MyProfile under the Provincial Bargaining tab.

The MTS Table Team and the Employers' Organization reached an impasse on June 13, 2023. This happens when the two sides are unable to reach an agreement on some or all items and become deadlocked. In this situation, the different and firmly held position on salaries led to the impasse. Despite this, negotiations continued this year on non-salary items. These negotiations concluded in spring of 2024, giving time for both sides to prepare for the twenty-one planned arbitration dates from mid-October through early-December of this year.

We can expect a decision from the arbitration panel by Spring of 2025.

Workplace Safety and Health

In January of this year, the MTS Member Poll included a special focus on Teacher's experiences with violence in the schools. Any increase in violence is unacceptable, but the data suggests that violence has escalated at an alarming pace.

Fill out violent incident reports if you experience or witness violence in schools. Identify and express concerns when you have them. Seek support from your local Association or the Manitoba Teachers' Society staff should you have any questions or concerns as to how best to proceed.

Education Finance

In the first year of Wab Kinew's government, education, healthcare, and cost-of-living are clear budgetary priorities.

We witnessed changes to the education property tax credit and the rebates by eliminating the credit entirely and capping the rebate at \$1500. This is a progressive tax move which shifts the burden of public services from low-income individuals to those with wealth and resources to pay for the benefits their investment funds receive. Pembina Trails School Division was able to raise local property taxes, which helped support an increase of over seventy (70) new teacher FTE positions for the 2024-2025 school year. Provincially and Divisionally, politicians are choosing to invest in education.

In closing, it has been my pleasure to serve the Members of the Pembina Trails Teachers' Association these past four years as your Vice President of Collective Bargaining. Thank you for allowing me to do this work. I look forward to a return to the classroom next year. Teachers teach, and that's what I'm excited to get back to doing.

Sean Giesbrecht

**Vice-President,
Collective Bargaining**



PROFESSIONAL
LEARNING
SERVICES

SAVE THE DATES!

Joint PD Application Dates

In order to be processed in a timely manner, applications should be received by the administrator/supervisor at least two weeks before the application deadlines:

Application Cut-off Dates:

- September 26, 2024
- October 22, 2024
- December 17, 2024
- February 20, 2025
- April 22, 2025
- May 27, 2025

For more information:

<https://www.mbteach.org/mts/cms/2017/05/02/pd-workshops/>

PROFESSIONAL DEVELOPMENT PLAN



THE MANITOBA
TEACHERS'
SOCIETY



PROFESSIONAL
LEARNING
SERVICES

Request Professional Learning
At Your School Or Virtually

For more information:

https://www.mbteach.org/pdfs/pd/MTS_PLS_Catalogue_23_24.pdf



Joint Professional Development Fund

How Do I Fit In Professional Development in My Already Busy Day?

Reflecting on the 2023/2024 school year is one thing I like to do in June so I can prepare anything I need to change, remember to keep doing, and finally to address areas where I can target new learning.

The upcoming 2024/2025 school year will involve big changes for me. I have left the comfort of "I got this" to "OMG what was I thinking". Yes, change is always hard but I knew I needed something different so I will be teaching middle school band next year. While band was what I studied in my Bachelor of Education and I had many experiences in the music world over the years, I feel like I'm that first year teacher all over again, not the one with 23 years experience. Like any new experience, I know I am going to have to do a lot of relearning and a lot of new-to-me learning. The education world has changed and to be as effective as I know I can be, I know it will involve Professional Development. Being VP of Professional Development, I hope my role will have given me ideas or words of wisdom regarding how to go about reigniting prior knowledge. I see hundreds of PD applications, and often think to myself "this PD sounds amazing" or "I would like this". I decided to keep a list to help me be more organized. The list is long, and I know there are not enough hours in the day to attend, reflect, and implement ideas or strategies I have gathered from them. I tell Members to attend autonomous Professional Development as I think it is valuable to our role as educators. Like I said, PD is important but I'm finding myself asking this question, "How do I fit it all in?" and "Now that I attended a session, what do I do with what I learned?"

Like many of us, I feel overwhelmed on deciding what PD to choose so I created a list of questions to ask myself.

1. What is an area I feel would help my teaching practice now?
2. Can this PD be done online? Will I have access to the virtual learning sessions so I can review at a later date?
3. Are there resources, even people, I can connect with so we can learn from each other?
4. Is this topic relevant?
5. Is this a valuable use of my time?

In Pembina Trails we are very fortunate to have a robust Joint PD Fund. In addition to encouraging the use of the Joint PD Fund, I recognize that is also important to ask key questions prior to investing in any PD. Our personal time is as valuable, if not more, than our teaching and learning time. In 2024/2025, I will continue to create a learning plan, be flexible, and consider how relevant the PD is for me.

I know I will do some learning over my summer break in preparation for September, but I will also enjoy the time with family and friends as I boost my energy levels.

Yours Sincerely,

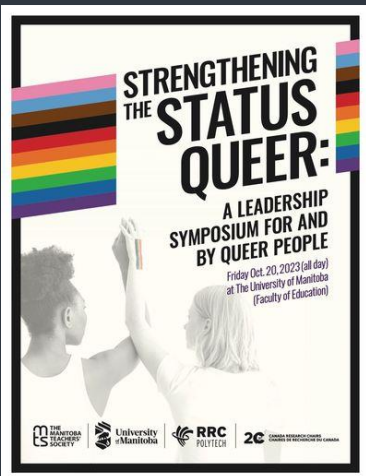
Jennifer Paszkat

**Vice-President,
Professional Development**



Education is a cornerstone of our society, a means to combat hate and foster understanding. Teachers, school trustees, and government officials bear a profound responsibility to ensure that schools remain safe and inclusive for all students.

This is particularly crucial for Indigenous Peoples, members of the LGBTQ+ community, and all marginalized individuals and groups who have historically faced systemic discrimination and prejudice.



For more information:
<https://www.mbteach.org/mts/cms/2023/09/04/strengthening-the-status-queer/>



Congratulations!

To all the PTTA Members retiring at the end of June, we wish you happiness and good health as you start your new adventure.

Allan Stacey	Joanne Goodwin	Louanne Vermette
Angela Bartley	John MacKinnon	Marlene Mutch
Boyd Blisner	Karen Brawdy	Orela Anderson
Cathey Gornik	Kathryn Whitaker	Patricia Pawluk
Cheryl McMahon	Keon Filewich	Ruthanne Dyck
Chris Roe	Kevin Vautrin	Tanis Kyle
Christina Hrousalas	Laura Peters	Tracy Taylor
Eleanor Maine	Linda Canto	Virginia (Ginny) Helmer
Janet Gilbertson		

Strengthening the Status Queer

Join MTS and the University of Manitoba Faculty of Education for this exciting event! Speakers will share their stories and empower participants to use their voice, create community, and connect with leaders.

Friday October 25, 2024 at the University of Manitoba (Faculty of Education).

For more information:

please contact **Terri Hill** at thill@mbteach.org or pdevents@mbteach.org



The PTTA office closes 4:30pm Friday, June 30, 2024 for the summer. The office will re-open on Wednesday September 6, 2024.

If you have an urgent matter over the summer and need to speak to someone, contact the President at pttapres@mbteach.org. If you are unable to reach the President, call The Manitoba Teachers' Society and ask to speak to a Staff Welfare Officer at 204-888-7961.

Westdale's Allison Moore Wins Prestigious Art Education Award



Pembina Trails applauds Allison Moore from Westdale for being named the recipient of the 2024 Canadian Society for Education through Art Provincial Award for Manitoba, for her contributions to the field of visual art education.

The award will be presented to Allison during the awards ceremony at the Prepositioning, Propositioning, and Positioning Art-Education conference, in Halifax from June 27 to June 30.

Congratulations Allison!

Field-Led Courses



Field-Led Course 2

For more information:

<https://www.mbteach.org/mtscms/2024/05/02/field-led-course-2/>

Field-Led Course 3

For more information:

<https://www.mbteach.org/mtscms/2024/03/19/field-led-course-3/>



PROFESSIONAL DEVELOPMENT
2024-2025

SAGE
Special Area Groups
of Educators

MTS
THE MANITOBA
TEACHERS'
SOCIETY

For more information:
https://www.mbteach.org/pdfs/broch/SAGE_PolicyHandbook.pdf

<https://www.mbteach.org/mtscms/2016/08/15/special-area-groups-of-educators/>



Dear New Member and
New Colleague

The Manitoba Teachers' Society has developed an information package that you will find valuable as you begin your exciting career.

For more information:
<https://www.mbteach.org/mtscms/2023/08/20/beginning-teachers/>

<https://www.mbteach.org/mtscms/category/beginning-teachers-handbook/>



LifeTimeMembership

Eldene Spencer

Bonjour and hello to all esteemed delegates, MTS staff and fellow members.

Huge shout out to Mishelle Russo, PT TA Member, who, in 2022, spearheaded the application for Eldene to be properly honoured through MTS. Brava also to Kelly Chin, PT TA Executive Member at Large, for taking the baton and resubmitting through the new redesigned MTS electronic format in 2024.

Mishelle followed up the 2020 and 2024 applications by providing a fitting tribute to Eldene at Provincial Council in May 2024! Her beautiful words are included below...

The Manitoba Teachers' Life Membership award recognizes an individual who has promoted the mission and goals of the Society and has made a significant contribution with distinguished service to public education throughout Manitoba.

Today, I have the honor to highlight an individual who has facilitated, bargained and safeguarded the welfare of hundreds if not thousands of teachers throughout Manitoba. It is with sincere thanks to PT TA executive that I am privileged to take this time to pay tribute and praise to this extraordinary individual, Eldene Spencer!

In highlighting just a few of the many accolades that were attained by Eldene, I ask for your undivided attention and patience in naming a few of them. Trust me when I say that this is a mere condensed version of his many achievements.

Eldene started his career as a public-school teacher for 20 years. He was at Margaret Barbour Collegiate, The Kelsey School Division for 2 years and River Heights Junior High in Winnipeg School Division for 9 years as a Department Head for Modern languages. As Department Head, he proposed and was able to adopt a core program of studies from grades 10 to 12 with the support of The Winnipeg School Division. This program was entitled The Winnipeg School Division Immersion Diploma. Eldene adopted the IB Higher level of French Program at Kelvin High School. While in the classroom, he was on the Manitoba Teachers' Society (MTS), Equity in Education (EIE) Resource Team and the EOE Standing Committee. As part of the EIE Team Eldene provided presentations on Equity Social Justice (ESJ) issues to school staff, students and local associations. Eldene was one of the first two teachers of Spanish in the public education system and was a member of the provincial Spanish Curriculum Committee which helped develop a curriculum guide for grades seven to 12 Spanish.... Spanish is now taught in several divisions throughout the province. This was all achievable thanks to Eldene's outstanding commitment to this program. He eventually taught French Immersion Methodology at the senior years level at the Faculty of Education and at l'Université de Saint Boniface. During this time, he also managed to juggle his many responsibilities with the Éducatrices et Éducateurs Franco-Manitobain (ÉFM) executive and some of their standing committees.

During his 19 years as a Staff Officer with MTS, Eldene presented to the student body at the Faculty of Education on legal issues in education, structure and services available with the Manitoba Teachers' Society. He was as also an advocate for the importance of the Code of Professional Practice.

His unwaivered dedication continued when working with not just one or two bargaining units but seven collective bargaining units including: AÉFM, SRTA, RETA, LTS, WTA, Whitesell, NHTA and SBTA.

During his tenure and while working with bargaining committees, Eldene successfully helped local committees reach agreements at the table. He was particularly successful in working with the AÉFM Collective Bargaining Committee to achieve its very first negotiated settlement, removing the need to go to arbitration. This then occurred a second time in the last round of bargaining.

Quite the accomplishments in Collective Bargaining!

In addition to Eldene's bargaining responsibilities with local committees, he represented teachers in personnel cases with employers. One significant grievance that Eldene filed early in his career was a result of the termination of a contract. This grievance reached arbitration and in large part due to Eldene's advocacy, the decision then favored the member. Despite this decision, the employer continued to challenge this arbitration decision and the final result needed to reach the Appeals Court of Manitoba which then reinstated the member and also requested the division to pay three years' salary to the member!

NOTE: Although I love the \$\$\$ amount, I wonder if it is safest to not put the extra detail here to help protect some measure of anonymity for the member? in the amount of \$240 000.

Eldene is and will always continue to be an advocate for all. He was responsible for planning and organizing the Fall and Spring First Year Teachers' workshops for Winnipeg, Brandon and Thompson. He proposed meetings outside these main thoroughfares and ensured that a session was offered to support northern needs. Upon approval and under the Executive Chair Leadership of Peter Wohlgemuth, sessions were held twice a year in Southwest Manitoba and in The Pas. The impetus behind this was not only to make the committee visible, but also to offer more sessions beyond the Winnipeg perimeter.

Continuing on the professional development front, Eldene successfully implemented the First Provincial French Immersion Teachers Conference in February, 1996. This was a great gain for all immersion educators!

During this time, Eldene continued his valiant work as a bilingual Staff Officer in both the Professional Learning and Teacher Welfare departments. He researched and developed a paper outlining the historical collaboration between the MTS and its partners in education such as Manitoba Association of School Trustees (MAST), now Manitoba School Boards Association (MSBA) and the Department of Education. His work involved interviewing current and past General Secretaries, Staff Officers of the day as well as doing literary research. Elements of Eldene's work subsequently were used in the MTS response to the Dyck/Render Report. His work also extended beyond Manitoba on an international level with providing training and giving presentations to the Caribbean Teachers Unions in Jamaica on behalf of MTS and CTF.

On a personal note, Eldene is a distinguished gentleman whose love for his family is palpable each and every day. This is especially evident when he speaks of his walking-heart of a grand-daughter, Sophie! Eldene is an avid cyclist, tennis player and recently joined the pickleball craze – Eldene is often found socializing with many retired members on and off the court.

His passion for a good aria often includes works such as Carmen, Cosi fan Tutti et La Boeime. His adoration for the arts continues today in his undertakings as a member of the board and as a volunteer for events with The Little Opera Company as well as being a member of the board at the Manitoba Chamber Orchestra.

When he is not rallying the ball on the court, he continues to be a Practicum Advisor for students from the University of Manitoba and from the University of Winnipeg. He valiantly tutors over 30 international students with English language acquisition at L'universite de St. Boniface.

He is also a member of the board of The Community Legal Education Association (CLEA) where he offers his savvy bargaining skills and many years of negotiations in education.

All this being said, it doesn't seem that this man knows how to slow down! So I am proud to stand with all MTS members and all Manitobans to honour a true icon in our pursuit towards a better education for all.

Félicitations and congratulations, Eldene Spencer!

Respectfully submitted,
Mishelle Russo, PTTA Member

LEARN TO SAY
"NO"

and put yourself first!

The PTTA Office will be closed from June 29th, 2024 to September 3rd, 2024.

If you have an immediate concern, please contact the Manitoba Teachers' Society at 204-888-7961. 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



2024/2025 PTTA EXECUTIVE

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