

March 2023
Special Bulletin

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Advocating for

SELF CARE

*Self-Care
Is not
Selfish*



Lise Legal

President's Message

It is definitely great to see the month of March as it tends to bring promise of spring and renewed life! All Members will soon be heading into a well-deserved Spring Break. As Members complete the tasks remaining until then, it is again time to remember how truly exceptional Educators are! Teaching has always been a very complex and challenging profession, one which demands a chameleon-like transformative ability to respond to the increasingly diverse and fluctuating needs in classrooms and schools. In the last decade alone, new educational, political, environmental and social factors have intensified the needs in classrooms and schools. Most recently, schools have been identified as high-risk worksites. On occasion, difficult situations may arise requiring important problem-solving. Usually, the best solutions tend to be found locally and early. In some cases, situations can require an outside perspective from your PTTA President or from MTS. In those times, I have noticed that when Members reach out, they are always interested in solutions. In my view, this is the mark of a wise and gracious group of people. And, I have the honour to work with you PTTA, thank you for the privilege!

At this time of year, a few other important events begin to unfold: the Division's budget and school staffing.

Divisional Budget Information:

- Budget combined operating and capital expenditures at \$206 million
- Increase in combined operating and capital expenditures \$10,740,726 or 5.5%
- Property tax levy frozen at 2020 levels as directed by the province. Draft budget proposes decrease of \$5 in school taxes for the average homeowner
- Proposed addition of 28.7 FTE teaching positions (in addition to the new teaching positions for Pembina Trails Collegiate)



WATCH YOUR **THOUGHTS**,
FOR THEY BECOME **WORDS**.
WATCH YOUR **WORDS**,
FOR THEY BECOME **ACTIONS**.
WATCH YOUR **ACTIONS**,
FOR THEY BECOME **HABITS**.
WATCH YOUR **HABITS**,
FOR THEY BECOME **CHARACTER**.
WATCH YOUR **CHARACTER**,
FOR IT BECOMES YOUR **DESTINY**.

Divisional Budget Information (contd):

- Proposed return to half-day kindergarten for Westgrove School
- Division suggests they maintain K to 8 class sizes
- Division to provide full budget at the March 23rd, 2023 Board meeting

Job Postings:

Please note the following if you are contemplating expressing interest in a particular job posting:

- Be diligent - check the employment page and your work email frequently. Postings change quickly and often.
- Please note that positions get posted after School Leaders have placed their current staff in the positions they want. When a math teacher retires, the position that gets posted may be a science/social studies position due to internal changes the School Leader makes.
- Prepare to be interviewed. In most cases, job postings involve multiple candidates.
- Both a verbal offer and a verbal acceptance of the offer are binding. If you are unsure if you want the position, or you may have had another interview, it is okay to ask for some time to think about it (understanding that this may or may not be granted).
- If you have questions about the process, please do not hesitate to contact me from your personal email to pttapres@mbteach.org.

Retirement Dates:

- If hired before 2004, resignation/retirement date deadline is by end of May 31 of that school year.
- If hired AFTER 2004, resignation/retirement date deadline is by end of April 30 of that school year.

Using the dates above for your timeline, please email Troy Scott, Pembina Trails Human Resources Assistant Superintendent, to advise of your desire to retire or resign.

Taking care

Reminder, if a Member has questions or concerns, please be sure to reach out to:

- PTTA President pttapres@mbteach.org (from your private email)
- MTS 204.888.7961
- HumanaCare 1.800.661.8193 or www.humanacare.com/mts

As always, communication with these contacts is confidential.

Have a well-deserved restful break!

Yours in service,

Lise Legal

President

Pembina Trails Teachers' Association



Postings for positions around the Division appear on their website and are emailed directly to Member emails.

For current job postings please click on link below :

<https://pembinatrails.tedk12.ca/hire/index.aspx>



If you need to speak to someone regarding your work life, please contact your President, Lise Legal at the office, 204-896-4857 or by email at pttapres@mbteach.org





Professional Learning Services

The Manitoba Teachers' Society offers Professional Development through workshops and events.

http://www.mbteach.org/pdfs/pd/MTS_PLS_Catalogue_22-23.pdf



Collective Bargaining Corner

I will begin by encouraging all Members to ensure they have signed up for MTS MyProfile. In addition to reading bargaining updates in the Manitoba Teacher, all shareable news from the Provincial Bargaining Table Team will be disseminated directly to Members through the email address listed on MyProfile on the www.mbteach.org website. Please provide a personal, non-Division-based, email for MyProfile.

On occasion, the Association is contacted by Members seeking information about Article 2.5 – Increased Qualifications. The article applies when a Member pursues and earns an upgrade to their education, examples of which are the successful completion of a Post Baccalaureate, Master's, or Doctoral program. This often results in an advancement on the salary scale (for example, moving from Class 5 to 6). As Teacher Classification is set and governed by the Professional Certification Unit of Manitoba Education, I would encourage you to first reach out to this Unit to confirm that your advancement plan will be supported. The Professional Certification Unit's email address is certification@gov.mb.ca and their phone number is 1-800-667-2378 (Toll Free within Manitoba).

Our Collective Agreement does require Members to give written notice to the Division prior to commencing a program leading to increased qualifications. This is accomplished by sending an email to Troy Scott, Assistant Superintendent Personnel and Education Services. If the Division does not, within sixty days of receipt of such notice, advise the teacher, in writing, that in its considered opinion such improved qualifications would not be of benefit to the educational needs of the Division, then the Teacher will be placed at a higher classification (and at the same step) once the qualifications have been recognized by the Teacher Certification Unit. The onus to file evidence to Manitoba Education is exclusively the obligation of the Teacher. There are additional details outlined in Article 2.5, and I encourage you to read those at your leisure. If you have any questions or need for clarification, reach out to me at pttabc@mymts.net. I would be happy to support you through this process.

Of course, the Joint Professional Development Fund has multiple options available to Members wishing to increase their qualifications. I encourage you to explore those options and to reach out to Jennifer Paszkat, your Vice President, Professional Development, at pttapd@mymts.net with any Joint PD Fund questions.

In Solidarity,

Sean Giesbrecht
Vice-President, Collective Bargaining



Professional Development Leads to Professional Growth

The Manitoba Teachers' Society offers Professional Development opportunities through workshops and events organized by the Professional and French Language Services Department.

Whether in person or online, participants will have the opportunity to explore and collaborate.

Our goal is to provide greater access to learning and to support the professional development of all MTS Members.

For more information:

<https://www.mbteach.org/mtscms/professional-development-2/>



Evolution of the Joint PD Online Portal: Where We Started and Where We Are Now

The use of the Joint PD Fund has increased over the years. When I look back over time, there were paper applications that members needed to complete. Sadly, this used more than one piece of paper and was not environmentally friendly.

Members had to fill out the application and attach the brochure. Only a few Categories, like one and two, existed, which limited the number of options for members. The Joint PD Committee Meetings had volumes of applications, which needed to be copied and passed along to different departments and finally to members.

Just like in my teaching practises, the Joint PD application process evolved. This evolution led to the development of the Joint PD Online Application. With all new technologies, the learning process was challenging. Not only did I have to remember to save any changes, I had to make sure I didn't leave it open too long before I saved it or what I typed would be deleted. Yes, I did this too many times to count and it lead to a lot of frustration. Common questions like which Category do I apply to? Where do I send my Claim Form? How much am I able to claim and where is my approval number? These types of questions ran though my mind every single time. Wow, talk about stress level increases! But I persevered and am now able to complete my application with less stress.

The last few years have led to even more changes in the online application process with the addition of MTS PD Day, Category 6, and the slowly evolving Category 7. Every time the Joint PD Committee adds a new Category or changes the parameters for existing categories, and use of the Joint PD Fund increases. As a result, members are accessing a diverse range of PD opportunities which benefits their growth as a teacher and as a learner.

The Joint PD online portal is not without flaws. There will be hiccups as we navigate greater growth within the system, but the end results have shown that the online process and the expansion of the Joint PD Categories are beneficial to all.

Yours in Service,

Jennifer Paszkat
Vice-President, Professional Development

Provincial Executive 2023-25 ELECTIONS

President, Vice-President & Member-at-Large Election

Election Date & Time: 9:00 a.m. May 27, 2023

Elections will take place at the 104th Annual General Meeting of the Provincial Council of The Manitoba Teachers' Society, at the Fairmont Hotel, Winnipeg.

As per MTS Bylaw III, bona fide candidates for positions on MTS Provincial Executive are as follows:

PRESIDENT

Member	Local	Position Seeking	Candidate Status
Sonja Blank	Mountain View Teachers' Association	President	Bona Fide
Nathan Martindale	Winnipeg Teachers' Association	President	Bona Fide

VICE PRESIDENT

Member	Local	Position Seeking	Candidate Status
Chris Darazsi	River East Transcona Teachers' Association	Vice President	Bona Fide
Cynthia Taylor	Louis Riel Teachers' Association	Vice President	Bona Fide

MEMBER-AT-LARGE

Member	Local	Position Seeking	Candidate Status
Lindsay Brown	Seven Oaks Teachers' Association	Member-at-Large	Bona Fide
Shawna Dobbelaere	Western Teachers' Association	Member-at-Large	Bona Fide
Sean Giesbrecht	Pembina Trails Teachers' Association	Member-at-Large	Bona Fide
Serena Klos	Sunrise Teachers' Association	Member-at-Large	Bona Fide
Andrew McPherson	Lakeshore Teachers' Association	Member-at-Large	Bona Fide
Sandy Rodrigues	Seine River Teachers' Association	Member-at-Large	Bona Fide



Joint PD Application Dates

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

Application Deadlines:

Monday, April 10, 2023

Monday, May 31, 2023

All you need to know about Joint PD Category 1 in 90 seconds:

<https://youtu.be/QhcNbQDUV1E>

Watch the Provincial Forum on Education

The Provincial Forum on Education was held on March 17, 2023 and was co-hosted by Manitoba's five public education partners.

For more information:

<https://www.mbteach.org/mtscms/2023/03/21/watch-the-provincial-forum-on-education/>

Watch the Provincial Forum on Education video:

<https://www.youtube.com/watch?v=AfC4XujwhZI>





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.

Maternity/Parental Leave Seminar

Join us for virtual Maternity and Parental Leave Seminars from 4:30 PM to 5:30 PM on:

Tuesday, April 26, 2023

Please email jalderson@mbteach.org to register.

Watch the MTS Maternity & Parental Leave information video
https://www.youtube.com/watch?v=euVEOX_jqPQ

View the MTS Maternity & Parental Leave booklet
http://www.mbteach.org/pdfs/hb/HB-MatPatLeave_2021.pdf

Are you planning to take maternity and/or parental leave? There are two sources that define a teacher's right to maternity and/or parental leave – the Employment Standards Code and the collective agreement. The Code provides for minimum standards applicable to all employees, while the collective agreement may provide for enhanced rights.

If you have questions regarding any provisions of maternity and/or parental leave please contact your local Association or MTS Staff Officer **Andrea Zaroda** at: mat-leave-questions@mbteach.org

Pension and Retirement Information

The Teachers' Retirement Allowances Fund (TRAF) is the pension plan for all public school teachers in Manitoba.

TRAF is governed by a seven-person board of directors, on which The Manitoba Teachers' Society has three representatives. Other board members are appointed by the provincial government.

For more information:
<https://www.mbteach.org/mtscms/2016/05/05/pension-information/>



The Manitoba Teachers' Society Opposes Bill 35

The Manitoba Teachers' Society Opposes Bill 35. The Society does not oppose regulation, but Bill 35 does not protect teachers' due process, follow the rules of natural justice and ensure absolute fairness.

Teachers are the strongest advocates for keeping students safe. In fact, student safety is the first point in our Code of Professional Practice. Bill 35 exposes teachers to frivolous and malicious complaints because of its overly broad definition of "misconduct."

For more information:
<https://www.mbteach.org/mtscms/2023/03/15/mts-opposes-bill-35/>



The PTTA Office will be closed from March 27th, 2023 to March 31st, 2023. 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



2022/2023 EXECUTIVE

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Lise Legal	President
Sean Giesbrecht	Vice President CB
Jennifer Paszkat	Vice President PD
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Adrienne Collins	Treasurer
Daniel Mitchell	Employee Benefits
Kelly Chin	Equity & Social Justice
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Alyssa Caughy	Wellness/Social
John MacKinnon	Member-at-Large
Rebecca Chambers	Member-at-Large
Kathryn Slovinsky	Past President
TBA	PTCEL Liason