

You can choose not to be interested in politics, but you can't choose to be unaffected by it.

Penny Wong

Just because you do not take an interest in politics doesn't mean politics won't take an interest in you.

Pericles

Thou shalt not be a victim, thou shalt not be a perpetrator, but, above all, thou shalt not be a bystander.

Yehuda Bauer

People often say, with pride, 'I'm not interested in politics.' They might as well say, 'I'm not interested in my standard of living, my health, my job, my rights, my freedoms, my future or any future.'

Martha Gellhorn

There is no passion to be found playing small – in settling for a life that is less than the one you are capable of living.

Nelson Mandela



Lise Legal

President's Message

Happy March, PTTA!

We are at last, close to a very important and well-deserved break to rest and recharge. Top of mind for many folks has been the ongoing discussions on class sizes, violence in schools and overall needed improvements to the system of public education. We know that in October 2023, Manitobans elected an education-friendly government. We also know that they have serious work ahead of them to restore and stabilize the public services that have been compromised by the previous provincial government's austerity measures. During that time, public health and public education took some of the biggest hits and it will take the new provincial government some time to dig us out of six years of chronic underfunding of these and other public services. All eyes are on this new government as they navigate the competing priorities that Manitobans thrust upon them in a climate that is far less than ideal as a starting point. Meanwhile, we have local news on the matter of public education funding. The Pembina Trails School Board approved their 2024 – 2025 Budget on Thursday, March 14, 2024. Highlights include.

- The Provincial Government lifted the restriction on the amount of funds raised through local taxation, allowing renewed opportunity for increased local collection of funding toward public education
- Owners of homes valued at approximately \$450,000 will see an increase of \$69 on their property taxes for the year 2024 - 2025 (\$69 before receiving the Manitoba Education Property Tax Rebate)
- Pembina Trails mill rate increased from 10.064 to 10.418 (note that a non-Pembina Trails average mill rate in metro for 2023-2024 was 12.6274)
- Property tax levy increased by 3.52%
- Projected Student enrolment growth is approximately 723
- New budget adds 72.5 Teacher FTE
- Teacher-Librarian staffing maintained at this year's level

March 2024
Special Bulletin

Contents

President's Message **P. 1**

VP – CB Message **P. 3**

VP – PD Message **P. 4**

Past President Report **P.5**

Announcements **P.6**

Job Postings:

All Members interested in making a change for 2024 - 2025:

- Check postings frequently!
- Peruse Division website and your work email regularly. Postings arrive quickly and often.
- 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).
- Note that positions get posted after School Leaders have placed their current staff. 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.
- If you have questions about the process, please do not hesitate to contact me at pttapres@mbteach.org. Use your personal email.

MTS Workload Survey:

The 2024 MTS Workload Survey was the most important avenue to express our PTTA perspective regarding public education and recommendations for bargaining priorities for MTS. PTTA completed 825 Workload Surveys, which is approximately 76% of total number of PTTA Teachers. Bravo to each PTTA who did their part to ensure PTTA needs were identified - excellent work!

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.

Note: 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

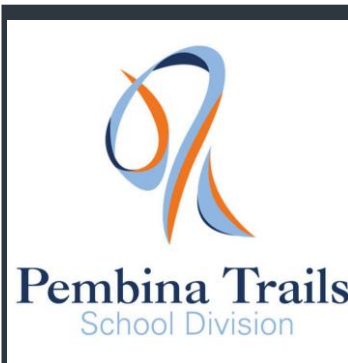
Reminder, if a Member has questions or concerns, please be sure to reach out to:

- MTS 204.831.3055 ask to speak to a Teacher Welfare Staff Officer
- HumanaCare 24/7/365 reach out using 1.800.661.8193 or www.humanacare.com/mts
- PTTA President pttapres@mbteach.org (from your private email)

As always, communication with any of these contacts is confidential.

Have a terrific break!

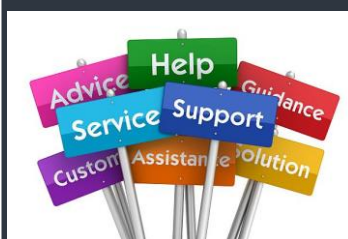
Lise Legal
Présidente / President
Pembina Trails Teachers' Association



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://peminatrails.tedk12.ca/hire/index.aspx>

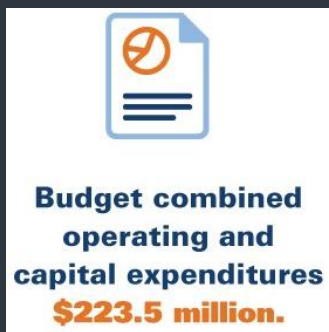


If you need to speak to someone regarding your work life, please contact your President, Lise Legal at the office, 204-896-4857 or by email at pttapresident@mymts.net

HELP
IS
HERE



2024-2025 Education Funding Announcement



EDUCATION FINANCE CORNER

On Thursday, February 1st, 2024, the Minister of Education and Early Childhood Learning, Nello Altomare, released the 2024-2025 Education Funding Announcement.

Pembina Trails will receive an additional \$2.9 million in provincial funding, which includes \$1.2 million in nutrition program funding. The province also lifted the restrictions on local property taxation imposed by the former government when the special levy was frozen at the 2020-2021 level. For a division like Pembina Trails with rapid expansion of residential units, the impact of the special levy freeze was as follows:

- In 2021-22, the average homeowner's Education Property Tax bill dropped by \$59.
- In 2022-23, that dropped by an additional \$24.
- In 2023-24, that dropped by an additional \$185.

(The Special Levy is the amount of tax levied by the school division on all assessed, taxable property, including farmland, within the division's boundaries. The Special Levy is the numerator and the value of all taxable property is the denominator – as new homes, townhomes, apartments, and condominiums are built, the denominator increases, effectively decreasing the property tax burden on individual homeowners.)

On March 14th, 2024, the Pembina Trails Board of Trustees approved the 2024-2025 Pembina Trails budget.

Enrolment is projected to increase by over 700 students. In order to both maintain our Pupil : Educator ratio and to decrease class sizes in early and middle years, the Board is adding 72.5 Full Time Equivalent teaching positions. The board's draft budget proposed to eliminate Middle and Senior Years Teacher-Librarians, but after an overwhelming response and three separate presentations at the February 29th, 2024 board meeting, this proposal was overturned.

While there are arguments that the board could have expanded the teaching complement further, I am glad to see the additions as proposed. Each additional support means that teacher working conditions should improve through reduced class sizes alone.

In Solidarity,

Sean Giesbrecht

Vice-President, Collective Bargaining

Waves of Feminism

1st Wave (1848 – 1920)

- Women's suffrage
- Property rights
- Political candidacy
- Introduction of voting rights and admissions to universities

2nd Wave (1963 – 1980s)

- National agenda
- Equality (equal pay)
- Reproductive freedom (Roe v. Wade)
- Peace as a woman's right

3rd Wave (1990s – 2012)

- Intersectionality
- Mainstreaming
- Gender awareness
- Participation in the workforce
- Addressing of sexual harassment and rape culture
- Improvement in marriage and divorce rights

4th Wave (2012 – present)

- Women empowerment
- Internet movements
- "#MeToo", rise of social media addressing sexual abuse & misogyny
- Terms like "Mansplaining" (Rebecca Solnit) in public perception
- Higher public awareness for global equality development & rankings

5th wave?

Gender equity?
Co-created future?
Society of the future?
Feminism as a driver for innovation?



International Women's Day 2024 Canadian Edition

On March 8th, 2024, people around the country came together to celebrate International Women's Day in Canada. It's a global day organized annually that recognizes and celebrates women's social, economic, cultural, and political achievements. International Women's Day is more important than ever before.

Last year, there were alarming assaults on the rights of women in Canada and around the world.

When I look to my daughter I wonder, what new things will that generation of women will be celebrating in 50 years? Will they be continuing to fight for the proverbial spot at the table? Will they still have to demand equal pay as their male counterparts? Will they have control of their reproductive rights? Yes, these are big questions to consider and ones we can not say with utmost certainty will be fixed anytime soon.

Looking back to the 4 waves of feminism I look to Canadian Nelly McClung. Nelly, played a prominent role in the suffrage movement in Canada. She helped with voting rights for women in Alberta and Manitoba. As a member of the "Famous Five" she fought to have women serve in the Senate of Canada. Her dedication to the involvement of women in political roles, especially securing the voting rights of Canadian women, is a step all Canadian women need to be aware of.

As teachers, we are aware of the pivotal role women played in creating and growing public education. It is interesting to note that Manitoba Teachers' Society (MTS) was instrumental in advancing women. MTS helped establish local divisions that increased society's awareness of women's educational needs. Although there were many oppressive regulations imposed on female teachers, such as having to leave to profession once married or pregnant and being paid lower wages than their male counterparts, they never flinched from trying to influence and establish positive developments in public education. Today, MTS continues to advocate and promote Women in Leadership roles. There are Committees, articles in collective agreements, ongoing professional development, and symposiums where women can gather to be with other women.

From Viola Desmond to Margaret Atwood, to Kim Campbell and Cindy Blackstock, the presence of Canadian Feminists is strong. I like to say in Canada, especially Manitoba, the weather makes us strong but in reality, it is the women, and the women before them, and before them, that motivates women to keep pressing forward

Yours in Service,

Jennifer Paszkat

Vice-President, Professional Development



PTTA 2024-2025 Nomination Results

Nominations

Nominations for PTTA Executive positions closed on March 15. At that time there was only one candidate for each Executive position, so all Executive members will be acclaimed. No election is required for any position.

2024 – 25 Executive

Here is list of the Executive for the 2024 – 25 school year. All candidates have been sent an email indicating that they will be acclaimed.

| POSITION | CANDIDATES |
|---|-------------------|
| President | Lise Legal |
| Vice President, Collective Bargaining | Nicole Lavalee |
| Vice President, Professional Development | Jennifer Paszkat |
| Employee Benefits | Dan Mitchell |
| Equity and Social Justice | Amber Clemons |
| Public Relations | Blue Jay Bridge |
| Secretary | Michael Pauley |
| Treasurer | Sarah Prach |
| Wellness/Social | Alyssa Caughy |
| Member-at-Large | Tim Dittrick |
| Member-at-Large | Sheridan Vinci |

I would like to add my thanks to those who have allowed their name to stand. The work you do to represent the teachers of this division is important and valued.

Yours in Service,

Allison Perlov

PTTA Past President

Maternity/Parental Leave Seminar

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

Tuesday, April 16, 2024

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:

Phone: 204-831-3059/1-866-494-5747 (ext 223)
Fax: 204-831-3077/1-866-799-5784
Email: azaroda@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/>

Retirement/Resignation Dates

Here are some retirement process details for your convenience:

- Contact the Teachers' Retirement Allowance Fund (TRAF) as soon as possible. They will give information about options and timelines, etc.
- The deadlines to submit your resignation or retirement notice are:
 - ❖ April 30, 2024 if you were hired after December 2004.
 - ❖ May 31, 2024 if you were hired before December 2004

Kindly submit your resignation to Troy Scott, Pembina Trails Human Resources Assistant Superintendent.

- Your letter of resignation can be as simple as a few lines stating your intent to leave your position at the end of the day on June 30th is all that is required

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.



Happy Retirement

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

MTS Labour School Application Process

Participants will explore a range of labour relations topics while developing leadership and facilitation skills. Each session will provide offerings on behalf of the Teacher Welfare and Professional and French Language Services departments. Participants will examine current initiatives developed by unions to engage the 21st century member and address working conditions for the current labour force.

Advise your principal and/or superintendent and your Local President that you are applying to MTS Labour School

Submit your application by Thursday May 17, 2024 @ 2:00 p.m.

Successful candidates will be notified by June 2024

WAL Book Study

Are you interested in exploring trends and issues in leadership with your colleagues?

The Manitoba Teachers' Society has made available six books complete with discussion guides and prompts.

For more information:

<https://www.mbteach.org/mtscms/wp-content/uploads/2023/09/WAL-BookClub-Poster-2024-1.pdf>

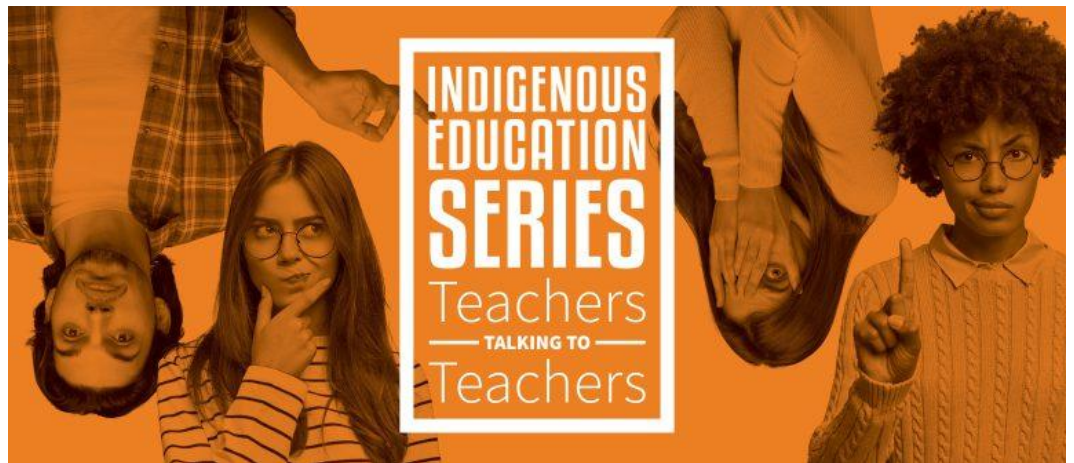
<https://www.mbteach.org/mtscms/2023/12/21/wal-book-study/>

MTS Labour School



For more information: <https://www.mbteach.org/mtscms/2024/03/07/mts-labour-school/>.

Indigenous Education Series

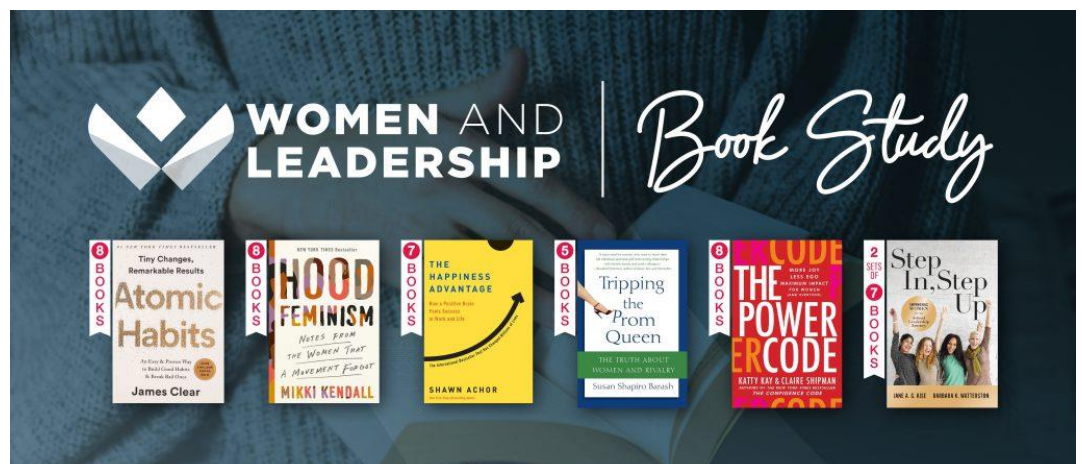


Stop the Violence:

Missing and Murdered Indigenous Women and Girls and Two Spirit

Time: Apr 10, 2024 | 6:00 – 7:30 pm.

For more information: <https://www.mbteach.org/mtscms/2024/01/15/indigenous-education-series/>.





Union Gives Strength

WOMEN AND LEADERSHIP SYMPOSIUM

“Leading with Influence”



GUEST SPEAKERS INCLUDE

- **ARLYN FILEWICH** MTS Department Head, Teacher Welfare, Lead Bargainer
- **NADINE PINETTE** MTS Education Finance and Research Analyst
- **JENNIFER CHEN** MLA Fort Richmond

THURSDAY APRIL 11th 6:00-7:00PM VIA ZOOM

TO REGISTER EMAIL ptta@mymts.net

CL Facilitator Application Process

Please send your cover letter
of interest, resume, and
letters of recommendation

to:

Sascha Epp

Staff Officer

Professional and French
Language Services

The Manitoba Teachers'
Society

191 Harcourt Street,
Winnipeg, MB, R3J 3H2
204-831-3089 or Toll free: 1-
800-262-8803 (ext. 258)

sepp@mbteach.org

For more information:

http://www.mbteach.org/pdfs/pdf/CLFT_RecruitmentProcess.pdf

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 Deadlines:

Friday, April 26, 2024

Friday, May 31, 2024

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

<https://youtu.be/QhcNbQDUV1E>



Collaborative Learning (CL) Facilitators



**Member & Family
Assistance Program
(MFAP)**

We can help.



MTS HumanaCare

On January 1, 2022, MTS launched its Member and Family Assistance Program, featuring counselling services offered through HumanaCare. This program replaces MTS' long-standing Educator Assistance Program (EAP).

HumanaCare Services: Supporting MTS Members and Their Families

Through HumanaCare, MTS members and eligible family can receive one-on-one counselling, as well as an array of other wholistic support services. These include family, relationship, grief and bereavement counselling, as well as support for substance use, depression, work related stress, diet and nutrition, even legal and financial counselling.

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

In addition, check your email for an access code for MTS members and family. Use it to create your own private HumanaCare profile for access to helpful information on a wide range of topics.

Can't find the information in your MTS email?
Call MTS Member Benefits: 204-957-5330.

Note: The access code is NOT required to request counselling services. It only applies to creating an online profile, which you can do now or at any time in the future. You can use the telephone number or web address above to connect with HumanaCare and book services right away.



The PTTA Office will be closed from March 25th, 2024 to March 31st, 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



2023/2024 EXECUTIVE

105-6720 Betsworth Avenue Winnipeg, MB R3R 1W3.
Office Phone: (204) 896-4857
Email: ptta@mymts.net

| | |
|------------------|-------------------------|
| Lise Legal | President |
| Sean Giesbrecht | Vice President CB |
| Jennifer Paszkat | Vice President PD |
| Michael Pauley | Secretary |
| Tim Dittrick | Treasurer |
| Daniel Mitchell | Employee Benefits |
| Chelsea Allen | Equity & Social Justice |
| Blue Jay Bridge | Public Relations |
| Alyssa Caughy | Wellness/Social |
| Kelly Chin | Member-at-Large |
| Allison Perlov | Past President |