

The Apple Core

October 2017

Upcoming Events

GVTA Executive meetings:

- December 5
- January 9
- February 6
- March 6
- April 3
- May 1
- June 5

Held at NPC and begin at 4:00.

All members are welcome

Other Events:

- October 20th—MTS PD Day, various locations
- October 23rd, 4:30—New Teacher Supper, Flavours of Mexico
- October 27—CLG Signup Deadline
- November 1st, 4:00—ESJ Bookclub, CK's in Winkler
- November 7th, 4:30— GVTA General Meeting, GVC's Zone

Welcome to Fall, GVTA Members!

I hope you all had the opportunity this past Thanksgiving to spend time with loved ones, recognizing and cherishing that for which you are thankful.

Thank you to those who honoured residential school survivors by supporting Orange Shirt Day on Friday, September 29th and/or Saturday, September 30th (the official Orange Shirt Day). As we work and live on Treaty 1 land, GVTA is committed to working towards reconciliation and collaboration with our Indigenous and Métis neighbours, colleagues, and students. Next year, September 30th is a Sunday, but we anticipate that the day will also be recognized publicly on a work day as part of our obligation as treaty people to educate the next generation about the harms and mistakes of the past so that we can build a stronger future.

Our Fall General Meeting is coming up on Tuesday, November 7th at 4:30pm in The Zone at GVC. Our guest speaker this year is **MTS President Norm Gould** who will be speaking on **Bill 28** and its potential impact on teachers. Norm will speak just after 5pm so that our colleagues in Western School Division can join us after their staff meetings that afternoon. We are excited to welcome Norm to Winkler, and I hope as many GVTA and WTA members as possible will be able to join us. In the past, we have offered a babysitting service during this time. If this would be of benefit to you please contact me so that I can make the necessary arrangements.

I am glad to have heard from more members this fall than last. I hope this means that the work GVTA is doing to build trust, be visible, and demonstrate support for each of our members is working.

Please feel free to contact me anytime as the year goes by. I can be reached through division e-mail, privately through gvtapresident@gmail.com, or by phone or text at 204-384-5635. I look forward to hearing from you.

Cheers, and I wish you a fantastic school year,
Joel

Nominations for Manitoba's Excellence in Education Awards

This year, awards will be presented in the following categories:

- teaching excellence,
- outstanding new teacher,
- outstanding team collaboration,
- outstanding school leader, and
- Premier's Award for Excellence in Education.

All nominees must be educators who hold valid, permanent Manitoba teaching certificates and work directly with kindergarten to Grade 12 students on a daily basis in a school setting. Nominees for the outstanding school leader award must be principals or vice-principals.

Nominations may be submitted by parents or legal guardians, students, school trustees, fellow teachers and school or school division administrators. Recipients for the Premier's Award for Excellence in Education, established to recognize educators who go above and beyond to benefit their students, will be chosen from the nominees in the above four categories. The deadline for nominations is Dec. 1. A reception will be held in honour of the recipients at the Legislative Building in April 2018.

More information on the nomination process, selection criteria and all necessary forms is available at www.edu.gov.mb.ca/k12/excellence.

What does the Collective Agreement say about Personal Days?

The entire article from our collective agreement is listed below. Aside from what is listed, there are no additional restrictions. Our collective agreement has no bargained restrictions surrounding long weekends, holidays, professional development days, the number of requests per building, or otherwise. *However*, in order to take a personal day, you must make "suitable arrangements with the principal and/or superintendent." The MTS Code of Professional Practice would always expect that this would be a professional, respectful conversation between members. "A Member's conduct is characterised by consideration and good faith. The Member speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights."

Article 11: The principal and/or the superintendent shall grant a teacher personal leave up to but not exceeding two teaching days in one school year, with the provision that the teacher taking said leave:

- Makes suitable arrangements with the principal and/or superintendent;
- Be deducted the actual cost of the substitute teacher replacing the teacher taking personal leave for the second personal leave day; the first personal leave day will be at no substitute teacher deduction. Where no substitute teacher is required the deduction for personal leave shall be at the rate specified in the current collective agreement for substitute teachers not holding a recognized university degree.
- Personal Leave cannot be used in conjunction with extra-curricular leave.

Meet your GVTA Executive



Let us introduce you to your 2017-2018 GVTA executive:

Front Row, left to right: Caitlin Parr—Social and Wellness; Mary Eberling Penner—Secretary; Sarah Coates—Collective Bargaining and Employee Benefits; Kelsey Dyck—Member at large

Middle Row, left to right: Jacquie Mitchell—Substitute rep; Debra McKinnon—Member at large; Joel Swaan—President; Raffaele Bagnulo—Professional Development; James Driedger—Indigeious Education Chair and ESJ; Gwen Heinrichs—Employee Benefits; Anny Froese—Ed. Finance

Back Row, left to right: Joanne Unrau—PR; Marty Siemens—Workplace Safety and Health; Mike Urichuk—Collective Bargaining; Joe Lindhorst—ESJ

Missing: Karla Rootsart—PR (someone has to take the picture!); Melanie Urichuk—Social and Wellness; Rick Schroeder—Ed. Finance; Rhonda Peters—Treasurer

Live 2 Lead Report—Joel Swaan

On Friday, October 6, I attended the Live2Lead tele-conference presented at the P.W. Enns Concert Hall. Live2Lead is leadership professional development from a values-based perspective. The morning seminar consisted of four presenters who each discussed the concept of serving others through leadership.

John C. Maxwell - author of *Developing the Leader Within You* and 25 other books on leadership

What is 'Vision'? The indispensable quality of a leader. Leaders are seeing a picture of the future that they're passionate about today. They see more than others see, and they see before others see. This ability is the one and only consistent characteristic that all leaders have.

If leadership is about seeing "more" than other see, "before" others see, and if leadership can be developed, then one can develop the ability to see *more* "more" and *more* "before"

Tips on seeing more "more" and more "before":

Think abundance, and not scarcity

Have Creativity: Creative people believe that there is always an answer

Have Flexibility: Flexible people believe that there is more than one answer

You have to develop a process to find more "more" and more "before"

The cycle to success is: Test Fail Learn Improve Reenter (repeat)

Many people get knocked down and get back up again; the key is to learn and improve so that you don't get knocked down the same way again

Ask questions that will help you know "more" and "before"

When you stop asking questions, you start leading by assumption

Intentionally grow every day

When you make an effort to grow, you increase your capacity to grow

Invest time with people, and going to places that will inspire you to see more "more" and more "before"

Average people want you to remain average. Big people will leave with you feeling bigger

"Best" can get better. The next day, the previous day's best is the bottom line starting point that you begin to build and improve upon.

Dave Ramsey - author of *Financial Peace*, principles of proper money management

Organizations are never limited by their opportunity; they are limited by their leader. As a leader, ask yourself "Who am I limiting and how am I limiting them?"

You can decide to have more integrity

You can decide to be more trustworthy

As a leader, you must have power but seldom use it

Positional power doesn't make you a leader, it just makes you a boss. A boss pushes, a leader pulls

Persuasive leadership is much more effective in the long run

To be a true leader, you have to be a servant and have a servant mentality

As a leader, when dealing with your employees, ask yourself "What would you want someone to do for you?" if you were in the same situation

Cheryl Bachelder – former CEO of Popeyes Louisiana Kitchen, Inc. on Servant Leadership

All leadership is influence. We can all think of positive and negative ways in which a leader influenced us
Philippians 2:3-4: Consider others better than yourselves.

As a leader, submit yourself to the “Best” Test: are the people better off because of your leadership?

Servant leadership drives performance. Having servant leadership has been proven to improve the results of the company.

It is the tension between the *courage* and the *humility* of the leader that creates the conditions for people to do their best work

Drive Transformational Performance

Declare a “daring” destination

Set daring goals for your organization

Choose to serve

Who are the most important people in your business model?

Choose to *actually* listen to them, consider their ideas, and *decide to love them*

Deliver results – Great leaders deliver great results

Become a “Dare to Serve” leader

The first difficulty: Courage

Are you courageously leading your team to a daring destination?

The second difficulty: Humility

What is the purpose of life? It’s not about *you*.

If the purpose of your life is to serve others through leadership, you have to actually love those people

Do you know their strengths, values, and life experiences?

Have you publicly thanked and celebrated them?

Do you demonstrate your love for the people you lead? What about the people who are hard to love?

John 13:16: Now that you know these things, you will be blessed if you do them

Warrick Dunn – Former NFL running back and founder of Homes for the Holidays charity

You can never be too big or too small to find help if you need it

You can be bitter or you can be better. Choose better.

The truly great use adversity as fuel.

“In everything, accept responsibility”. If you are the leader and something goes wrong in your organization, it’s your fault. Accept responsibility.

How someone handles adversity tells you a lot about their character. Adversity reveals who you really are.

If you’re at the head of the class, you’re in the wrong class.

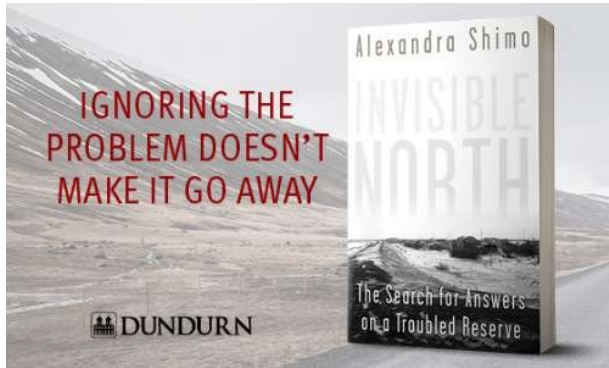
Surround yourself with people smarter than you – good leaders ask great questions.

You can’t demand respect. You earn it, and you earn it on difficult ground.

All in all, it was a fantastic and inspirational morning. There was a lot of helpful information, and I hope that I can implement what was taught in my leadership of GVTA. I welcome the members to hold me accountable to all of these principles; I trust that you will let me know if there’s an area where you think I can improve to better serve you. I would strongly recommend this professional development opportunity for the GVTA President in future years.

ESJ Book Club Report

Hello and greetings from your GVTA Equity and Social Justice Committee. Book Club is going strong at 16 participants this year for our first book “Invisible North” by Alexandra Shimo”



Globe and Mail 100: Best Books of 2016 •
The Hill Times: Best Books of 2016 •
2017 RBC Taylor Prize – Longlisted •
2017 BC National Award for Canadian Non-Fiction – Shortlisted •
2016 Speaker's Book Award – Shortlisted

When freelance journalist Alexandra Shimo arrives in Kashechewan, a fly-in, northern Ontario reserve, to investigate rumours of a fabricated water crisis and document its deplorable living conditions, she finds herself drawn into the troubles of the reserve. Unable to cope with the desperate conditions, she begins to fall apart.

A moving tribute to the power of hope and resilience, *Invisible North* is an intimate portrait of a place that pushes everyone to their limits. Part memoir, part history of the Canadian reserves, Shimo offers an expansive exploration and unorthodox take on many of the First Nation issues that dominate the news today, including the suicide crises, murdered and missing indigenous women and girls, Treaty rights, Native sovereignty, and deep poverty.

Our next book by Jennifer Abrams “ Having Hard Conversations” will delve into the area of advocacy.

<http://jenniferabrams.com/>

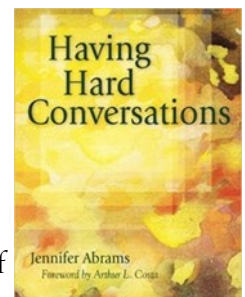
Equity and Social Justice issues depend on good advocacy to be brought to light. Within the realms of education, a good awareness and skill set of advocacy can help an educator get issues resolved a lot more smoother and complete. You could almost call it a capacity of “Advocacy Literacy”. I look forward to hearing from the membership, that means all

GVTA members, if you are interested in joining for the reading of this book. Please let me know *by Monday Oct 16 by days end*, if you are interested for the reading during months of November and December!

joe.lindhorst@gvsd.ca

Thanks and with respect,

Joe Lindhorst ESJ Chair



What does the Education Act say about when my work day begins?

The Education Administration Act (C.C.S.M. c. E10) Education Administration Miscellaneous Provisions Regulation 468/88R Article 40 contains the responsibilities of teachers in this regard:

When duties begin on school day

40 A teacher must be on duty in the school at least 10 minutes before the morning session begins and at least five minutes before the afternoon session begins, unless prevented from doing so by exceptional circumstances.

Different schools label this time period when the school day begins differently. At the **high schools**, the morning session generally begins with “Period 1”. At the **elementary and middle schools**, the morning session begins with “Opening Exercises”, “Homeroom”, or “Announcements & O Canada,” to use common examples. To clarify for grades K-8, the morning session begins at such time as Religious Exercises ends, as religious exercises must take place outside of the school day:

Administrative Handbook for Schools, Topic R5 <http://www.edu.gov.mb.ca/k12/docs/policy/admin/school_admin.pdf>:

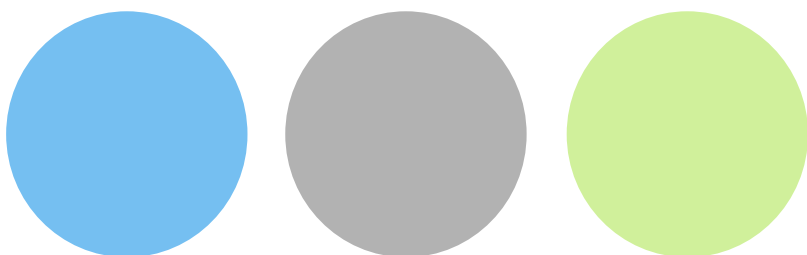
“7. [...] The exercises are not to be held during regular instructional time. Instructional time is to be preserved and religious exercises held either prior to the start of the school day or during noon recess.”

To be clear with regards to reporting to work, GVTA is not advising teachers to only meet the bare minimum of expectations of duties; the regulation wording is “at least” and not “only.” The MTS Code of Professional Practice states:

- “1. A Member’s first professional responsibility is to the Member’s students;
2. A Member acts with integrity and diligence in carrying out professional responsibilities; [...]
4. A Member’s conduct is characterised by consideration and good faith. The Member speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights;”

Legislatively, there is no “end of day” length of time that requires teachers to remain in their buildings after students have been dismissed. Again, we expect teachers to use their professional judgement with regard to the MTS Code of Professional Practice.

Knowing all of these components, we ask and expect teachers to fulfil their professional obligations to their students to the best of their abilities. We also ask that GVTA members “Choose Trust” with our colleagues with regards to this legislation.



Maintenance Drugs Delivered Right to Your Door!

Manitoba Public Schools Employee Trust launched a Preferred Pharmacy network on January 1, 2017.

What is a Preferred Pharmacy Network?

A preferred pharmacy network is a group of pharmacies which involves a prescription drug plan that selects a group of preferred pharmacies (in this case Costco), who are willing to give the plans a larger discount than other pharmacies.

The name of the preferred pharmacy network that we will use is Express Scripts Canada

How Does It Work?

Express Scripts Canada (through Costco) can deliver your medications by mail!

If you register with this **optional** service, 90% of your medication cost is covered, instead of the usual 80%.

You will have access to on call pharmacists 24/7

Express Scripts Canada provides:

- free home delivery in Canada

- Shipped Monday through Wednesday
- no monthly fees

- auto refills and renewal reminders

- online transfer and refill requests

- note; Express Scripts will not fill prescriptions that contain narcotics

- Signing up for Express Scripts Canada is easy and you do not need to be a Costco member

Why?

- To help you save money on prescriptions**

- Convenience of free home delivery for maintenance medications**

- No change in premiums**

- Use is optional**

How do you save?

- You pay 10% of the cost, instead of the usual 20%

- Lower dispensing fees

- ESC fills 90 day supplies where appropriate, so you pay for only 1 dispensing fee

- Substitute lower cost alternatives if you and your doctor approve

For more information or if you have questions, please contact GVTA Gwen Heinrichs - Gwendolyn.heinrichs@gvsd.ca, Sarah Coates - sarah.coates@gvsd.ca - MTS Benefits Staff Officer - gander-son@mbteach.org

GVTA General Meeting

Special Guest Speaker: MTS President Norm Gould will speak shortly after 5pm on Bill 28 and it's effect on teachers.

**November 7th, 4:30
The Zone at GVC**

**Reports and updates from committees and executive
Snacks will be provided
Chance to win great door prizes!**



1. **GVTA Fall "Picnic":** Many thanks to the members at NPC, led by principal Tammy MacDonald, for hosting the GVTA Fall "Picnic" at the Canadian Fossil Discovery Centre on September 28. What a fantastic event!
2. **Blue Cross phone app:** Blue Cross has a free mobile app where members can submit claims for vision, prescription drugs, and health services; check the status of their claims; and view and search for past claims. Members need to register for a 'mybluecross' account to log into the app.
3. **MTS Standing Committees:** Thank-you to members Sarah Coates (GVC), Raffaele Bagnulo (NPC), and Joel Swaan (PKD) who are serving teachers across the province as members of the Manitoba Teachers' Society's Group Benefits, Professional Development, and Collective Bargaining Standing Committees, respectively. Sarah also serves on the Manitoba Public School Employees Benefits Trust Committee. Thanks for your service!
4. **Winkler Chamber of Commerce:** GVTA has recently become a member of the Winkler Chamber of Commerce.
5. **School Visits:** Joel continues to make his school visits. Upcoming visits this month will take place at:

JRW (Oct 16)	GVCTec (Oct 19)	Plum Coulee (Oct 27)
GVC (Oct 17)	WES (Oct 23)	Prairie Dale (Oct 30)
Parkland (Oct 18)	Hochfeld (Oct 24)	Southwood (Oct 31)
DO (Oct 18)	Border Valley (Oct 25)	Fresh Start (Nov 6)
	NPC (Oct 26)	
6. **Policy Committee:** Rick Schroeder (NPC) will be chairing a committee that will review the GVTA Policy document, looking at policies that were not updated as part of last year's meaningful work in this area.
7. **Collective Bargaining Committee:** Is still looking for a member representative from the Border Valley/ Blumenfeld Unit. Contact Mike Urichuk if you're interested.
8. **Workplace Safety & Health:** The divisional GVSD WS&H team received PD on Thursday, September 28th from Darren Thomas of the Manitoba School Boards Association.
 - a. If you have a personal heater in your space, please make sure it has been approved by your building custodian. This ensures that they know that it is there, passes code, and gets turned off/unplugged at the end of the day.
 - b. MSBA strongly recommends that staff do not have a personal microwave, coffee machine, toaster, Keurig, or other appliance in your space. Staff are encouraged to use the staff room in their building.
9. **New Teachers' Appreciation Night:** On Monday, October 23, GVTA Executive will host an appreciation supper for the division's new teachers at Flavours of Mexico from 4:30-6:30.

10. **GVTA Executive Openings:** There are vacancies on the GVTA Executive for Professional Development Co-Chair and Vice-President. If you are interested in either of these positions, contact Joel.