

The Apple Core

September 2017

Upcoming Events

GVTA Executive meetings:

- October 3
- 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:

- September 27th—ESJ Bookclub, 4:00 pm, CKs
- September 28th—GVTA Fall Picnic, 5-7 pm at Canadian Fossil Discovery Center
- September 29th—Orange Shirt day
- October 4—ESJ Bookclub, 4:00 pm, CKs
- October 5th—World Teacher Day, social event TBA

Welcome Back!

Welcome back, GVTA Members, to a brand new year!

I hope that you are still feeling the effects of a restful summer and a chance to spend time with family and loved ones. With a return to school comes the opportunity to resume friendships, connect with new and returning students, and resume the rewarding work that makes what we do every day worthwhile.

I hope you will take some time this year to participate in some of GVTA's offerings, whether that be through PD, a CLG, our social events, the ESJ Book Club, attending our General Meetings, or one of the many other opportunities that arise. We are also looking to collaborate with Western Teachers' Association on a few of these events, with the goal of increasing the number of opportunities for our members. We will also keep you updated on MTS activities, services, and benefits.

Since our June Apple Core, we have welcomed Debra McKinnon (WES) to the GVTA Executive as a Member-at-Large. **We are still looking for a Professional Development Co-Chair and a Vice-President.** If you are looking to extend yourself professionally this year, please consider serving in one of these three valuable roles. Contact me if you're interested. Every teacher is eligible to serve on the Executive and its committees, regardless of full-time, part-time, or substitute work, on a permanent, term, or substitute contract.

I will continue to make school visits, typically over the lunch hour. These visits are intended to be a chance for us to connect in a casual setting, although I'm glad to meet individually with any member should you wish. While these days are scheduled in advance, I am always willing to stop by on any additional day should you need me.

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In October, I am currently scheduled to be in the following places: Blumenfeld (Oct 5), Border Valley (Oct 25), Division Office (2pm coffee on Oct 18), Edelweiss (Oct 10), Emerado (Oct 11), Fresh Start (Oct 12), GVC (Oct 19), GVC Tec (Oct 19), Hochfeld (Oct 24), J.R. Walkof (Oct 16), NPC (Oct 26), Parkland (Oct 18), Plum Coulee (Oct 27), Prairie Dale (Oct 30), Southwood (Oct 31), and WES (Oct 23). Substitute teachers can join me at CKs for coffee at 4pm on October 26.

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. I also hope to see many of you at our "Fall Picnic" on Thursday, September 28 at the Canadian Fossil Discovery Centre in Morden from 5pm-7pm, with pizza, chips, and beverages to be served. An extra special thanks goes out to Tammy Macdonald and her staff at NPC for hosting this GVTA event this year, which is open to all GVSD employees and their families.

Cheers, and I wish you a fantastic school year,

Joel

Upcoming Professional Development on the topic of Indigenous Education

Check out mbteach.org for more information

December 8, 2017

9:00 a.m. - 4:00 p.m.

Location: McMaster House, Winnipeg

Understanding the Impact of Residential Schools: The Circle and the Box

Based on the work of Jann Derrick, The Circle and the Box is an interactive, experiential learning activity that explores the impact of residential schools on Indigenous families and communities. In addition, participants will have the opportunity to learn and talk about resources and initiatives that support the teaching of Residential schools and reconciliation in our classrooms and schools.

Topics: Residential Schools, traditional communities, colonization and oppression.

Fee: Member \$75; Non-Member \$90

March 2, 2018

9:00 a.m. - 4:00 p.m.

Location: McMaster House, Winnipeg

Indigenous Education Unconference

The unconference format provides the opportunity to initiate conversations about Indigenous Education in an Open Space Environment. The agenda is created when all participants arrive at the session. Be prepared to facilitate learning, share ideas, ask questions, and learn from your peers about how to meaningfully integrate Indigenous ways of knowing into the classroom and to engage in reconciliation work.

Fee: Member \$75; Non-Member \$90

Meet your GVTA

Employee Benefits - Gwen Heinrichs and Sarah Coates

The Role of the Benefits Committee is:

- To develop awareness and maintain files of all employee benefits
- To identify and investigate local needs for which the employee benefits committee can provide assistance
- To organize and host employee benefits seminars relative to GVTA members
- Give monthly reports at GVTA Executive and general membership meetings
- Chair and Co-chair attend regional and provincial Employee Benefits meetings and report to committee and GVTA
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Starting September 1, 2017 the Health and Dental plans monthly premiums are as follows:

Health Plan

	Under age 65	Age 65 +
Single	\$64.50	\$79.75
Family	\$134.25	\$164.75

Dental Plan

Single	\$39.75
Couple	\$79.50
Family	\$122.50

The Manitoba School Employees website is a great go to for information regarding your benefit plans and how they work. www.mpsebp.ca. If you have any questions regarding your benefits, please do not hesitate to email Gwen Heinrichs (Chair - DO) or Sarah Coates (Co Chair, GVC).

Social and Wellness - Caitlin Parr and Melanie Urichuk

Caitlin Parr

Teacher of French and Psychology at Garden Valley Collegiate, Caitlin has a heart for people and their wellbeing. A strong, reliable friend who works hard for the inclusion and support of those around her, Caitlin is returning to the Social and Wellness Committee this year and is excited to hit the ground running. Keep your eye on the Applecore for announcements on a variety of upcoming events, including a celebration of World Teacher Day on Oct. 5th.



Melanie Urichuk

New to the Social and Wellness Committee this year, Melanie Urichuk is an outgoing and enthusiastic representative of your GVTA. Melanie teaches choir and vocal jazz at GVC and finds every opportunity to involve herself further in the school community, including coaching volleyball at the Junior Varsity level. An excellent mentor and a big believer in the importance of community, Mel will put her all into planning fun and engaging social and wellness activities.

Treasurer - Rhonda Peters

As GVTA Treasurer I am responsible for keeping an accurate record of all funds collected and to pay the bills. I prepare financial reports for the general meetings and the monthly executive meetings. In the spring the president and I prepare the budget with the input of all GVTA committees. At the end of the fiscal year I prepare the year-end reports and submit them for financial review with an accounting firm, then present the completed review at a general meeting.

Workplace Safety and Health - Marty Siemens

Marty will be joining the GVTA as the Workplace Safety and Health Liaison. The first divisional WSH meeting will be on September 28th. Throughout the year, WSH school representatives will participate in four training sessions on the same days as divisional WSH meetings.

Public Relations - Karla Rootsart and Joanne Unrau

We are responsible for both internal and external PR initiatives on behalf of GVTA. We write the monthly newsletter, buy prizes for meetings, purchase and distribute an annual gift for members and occasionally make donations to causes that pertain to education. We are also responsible for the GVTA signage at the Winkler arena and submissions to local media. Along with a selection committee, we award two scholarships to Grade 12 students entering post secondary to study education. We will be working to make the GVTA website a place for all your GVTA information and resources.

Professional Development - Raffaele Bagnulo

Welcome back to a new school year. The Professional Development Committee will meet regularly throughout the school year to help plan and support school-based committees to plan school-based PD days, October 13 for K - 8 school, November 17 and December 1 for 9 - 12 schools. In addition, the PD committee plans the divisional PD day, February 2. In addition, the Professional Development Committee will accept, review and support Collaborative Learning Groups (CLGs). If you would like to organize a CLG, the deadline for applications is October 10, 2017.

Education Finance - Rick Schroeder and Anny Froese

We typically meet a few times a year with the MTS Policy Analyst, Joseph Warbanski and/or Economic Analyst, Mike Bell; for the purpose of reviewing the funding that our School Division receives to see how we match up to other divisions across the province. Often, your GVTA will use that information to start a dialogue with our school division trustees at one of our joint GVTA/GVSD meetings. Studying the financial information allows GVTA to assist in providing a teaching and learning environment perspective to provide knowledgeable input to assist in ensuring that good financial decisions are made that benefit our students and which support positive school experiences.

Collective Bargaining – Mike Urichuk and Sarah Coates

The elephant in the room is Bill-28.

Bill-28, or the Public Services Sustainability Act, has not yet been proclaimed. However, its presence will likely play a significant role in the Collective Bargaining process this year and in the years to come. Its implementation will remove our right to bargain many items of concern in our profession, including but not limited to:

Wages

Leaves (family medical, Maternity/Paternity, personal leave, sick leave, bereavement...)

Benefits

Early Retirement Incentive Plans

Administrative Allowances

Class sizes

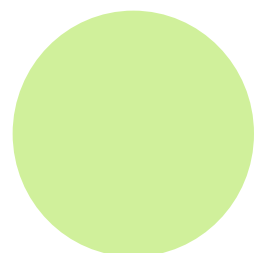
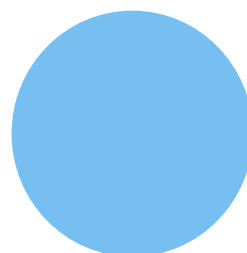
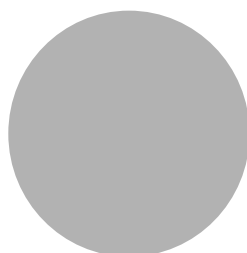
Extra-curricular Days

Multi-grade Classroom allowances

Nevertheless, we enter into the school year echoing the board's sentiment of "Choose Trust". Our school division has shown a commitment to supporting both students and teachers. Our board members are leaders in our province when it comes to filling the gap with trust. Trust, good faith, good relationships, and being a good neighbour is (and forever will be) a part of our school division, teachers' union, and bargaining process. As such, we choose to trust that our employer's commitment to teachers will be clearly present as we continue into this year's bargaining process.

This year, the collective bargaining committee will be gathering issue-specific data from you in order to have an opening package drafted for April of this school year. If you have any questions about the implementation of our current contract, preparations for the next round of bargaining, or how you can get involved please contact your school's committee member, Mike Urichuk (Chair/ECS), or Sarah Coates (Co-Chair/GVC).

We are still in need of a Border Valley/Blumenfeld representative on the bargaining committee. Other members are Joel Swaan (President), TBA (BVS/BFD), Jessica Askin (DO), Val Van Der Vlugt (JRW), Dale Martens (NPC), Curtis Harms (PCS/EWS), Janice Krahn (PKS), Anny Froese (PDS), Jim Perry Hill (SUB), Joanne Unrau (SWD/HFS), Maryanna Aaldyk-Doerksen (WES).



Equity and Social Justice - Joe Lindhorst and James Driedger

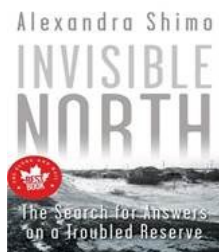
Equity and Social Justice Chair Joe Lindhorst Northlands Parkway Collegiate And Co-Chair James Driedger
Fresh Start

Please refer to the following link for the ESJ committee mission and area topics to serve the GVTA membership in English here : http://www.mbteach.org/pdfs/hb/HB-ESJ_ENG.pdf and in French here: http://www.mbteach.org/pdfs/hb/HB-ESJ_FRE.pdf

Attended the ESJ summer seminar at Hecla in August with numerous presentations ranging from our MTS president Norm Gould detailing our current stance and situation with the current government and provincial legislation nullifying all the hard work we had to do to bargain for our collective agreements, essentially removing our right to bargain. Our MTS will be taking this to the Supreme Court. In addition to other presentations from the our MTS President Norm Gould, the VP of the American Teachers Federation and Lynn Fernandez from the CCPA gave a comprehensive insight to the current political climate in relation to public education. More can be found from Lynn at <https://www.policyalternatives.ca/authors/lynne-fernandez>

The main part of the seminar focused on having crucial conversations at the workplace which was well presented by Dr. Danielle Fullan Kolton. This full day seminar was a great resource and engaging learning experience on having results producing tough conversations when the stakes are high for you in the workplace. We all know that advocacy for our students and support we need as educators starts with us. Learning the art of successful hard conversations is very important in our workplaces whether they be with students, parents, administrators and/or colleagues. I would strongly encourage you to check out and sign up for any of her PD seminars on the MTS website this upcoming season.

Finally this years ESJ book club is off to a great start with an avid group of readers starting off with a Indigenous affairs theme titled:



It looks like it will be a very revealing read about current Northern Ontario reservation conditions. A reminder that invitation is open to all GVTA members to join anytime throughout the school year with plans to read a book every 2 months with a bonus one in the summer. That's 6 books? When is the last time you read a book let alone 6 in a school year for your own personal PD and enjoyment? And they are yours to keep courtesy of the ESJ committee! It truly will be an enriching part of your school year.

That being said I look forward to being your Equity and Social Justice representative and resource contact for this school year. Don't hesitate to contact any of your executive chair persons from your GVTA Executive Committee! Have a super smooth start and a successful 2017/18 school year!

Respectfully,

Joe Lindhorst (NPC) Chair and James Driedger NPC Fresh Start) Co-Chair

Indigenous Education Chair - James Driedger

Hello, my name is James Driedger and I am the Indigenous Education chair as well as the co-chair of the Equity and Social Justice committee. This is my second year serving on this committee. I currently teach at Fresh Start, which is an off-campus classroom run by Northlands Parkway Collegiate for students who have not been finding success in the regular classroom.

I am quite passionate about Indigenous education and feel that there are still many commonly held misconceptions about Canada's Indigenous population. This can only be changed by ensuring our students have the whole picture of Canada's history and current state, presented through the lenses of a variety of ethnic groups.

My role as the Indigenous Education chair involves familiarizing myself with current topics in this field, attending PD where possible, and then ensuring that these resources are available to you as classroom teachers. My goal is to keep teachers posted through the AppleCore for upcoming PD, as well as resources and presenters that are available.

Orange Shirt Day – Every Child Matters

What is Orange Shirt Day?

Read about Phyllis, a 6 year-old girl attending a residential school in 1973 proudly wore her new orange shirt on her first day of school, only to have it taken away by the school staff
<http://www.orangeshirtday.org/>

This story and the orange shirt has become an opportunity to keep the discussion on all aspects of residential schools happening annually. It also provides an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come.

When is it?

As Orange Shirt Day falls on a Saturday this year, we encourage GVSD teachers to show their support by wearing an orange shirt on Friday, September 29th.

What can I do in my classroom?

Looking for ways to incorporate Orange Shirt Day in your classroom? The Manitoba Teachers' Society website, mbteach.org, has lessons categorized for K-3, 4-8, and 9-12, including books to read as a class and detailed lesson plans.

We'd love to hear from you and share what you've done in a future AppleCore

Send pictures of your school team wearing orange shirts or of your class doing an Orange Shirt Day lesson to: james.driedger@gvsd.ca



EDUCATION AND TRAINING MINISTER ANNOUNCES NEW RESOURCES FOR MANITOBA SCHOOLS

As thousands of students head back to school this week, the Manitoba government continues to encourage safe and respectful learning environments with the introduction of several new resources, Education and Training Minister Ian Wishart announced today, in addition to plans to expand digital learning opportunities.

“Parents, students and educators know how important it is to live and learn in a world that is healthy and safe,” said Wishart. “The resources we’re announcing today will help to ensure schools in Manitoba are respectful and caring places to learn.”

The minister announced three new resources to encourage supportive and racism-free schools, which are available online:

- *Creating Racism-Free Schools through Critical/Courageous Conversations on Race* encourages school divisions, teachers, parents and students to have conversations about racism to raise awareness and ensure inclusive and equitable schools and classrooms for students of all backgrounds. The document acknowledges history, describes the effects of racism, promotes dialogue and supports the calls to action of the Truth and Reconciliation Commission.
- *Supporting Transgender and Gender Diverse Students in Manitoba Schools* is a new booklet that supports schools and school divisions in fulfilling a shared responsibility to promote the dignity, respect and equity of transgender and gender diverse students in safe and inclusive learning environments. It supports transgender and gender diverse students by providing:
 - guiding principles,
 - an overview of legal and policy developments in Manitoba,
 - information about trans and gender diverse identities,
 - guidelines for working with trans and gender diverse students and their families including supporting the transition process, and
 - information about trans and gender diverse support services in Manitoba and Canada.
- *Safe and Caring Schools: A WholeSchool Approach to Planning for Safety and Belonging* supports school communities in providing safe learning environments for all children and youth. Using an approach to planning for student safety and belonging that includes all aspects of school life, this updated resource encourages educators, students and parents to work together to address serious issues and prevent bullying, harassment and school violence.

In addition to these resources, the minister noted the province is looking to enhance digital learning opportunities in Manitoba public schools. This fall, the province will explore ways to build and expand on successful trials of the Learning Partnership’s Coding Quest program at the Pembina Trails and Western school divisions, in which students in grades 4, 5 and 6 learned fundamental coding skills and created a video game.

“Skills learned through coding have become an important part of the new economy and we believe students in Manitoba should have greater opportunities to build these skills,” said Wishart. “We will continue to study the approaches taken in other provinces with the goal of engaging more students in this kind of learning.”

Throughout the fall, Manitoba Education and Training will continue to work with communities, school divisions and other partners in the development of a comprehensive long-term plan to improve literacy and numeracy outcomes. The plan will include new curricula in both English and French language arts and a new network of numeracy expertise across the province to support quality instruction and improved learning opportunities for all students.

“A quality education is a fundamental building block for growth and success in life,” said the minister. “We are working together with our partners in Manitoba’s education system to innovate and improve student achievement.”

Wishart also noted that Mamatowisiwin, which means creative centre-learning together in Cree, a professional development series for teachers on supporting the achievement of Indigenous students in literacy and numeracy, will continue this school year.

The new resources can be found at:

- *Creating Racism-Free Schools through Critical/Courageous Conversations on Race:* www.edu.gov.mb.ca/k12/docs/support/racism_free/index.html.
- *Supporting Transgender and Gender Diverse Students in Manitoba Schools:* www.edu.gov.mb.ca/k12/docs/support/transgender/index.html.
- *Safe and Caring Schools: A Whole-School Approach to Planning for Safety and Belonging:* www.edu.gov.mb.ca/k12/docs/support/whole_school/index.html

GVTA Annual Fall Picnic

When: September 28th from 5-7

Where: Canadian Fossil Discovery Center, Morden

What: Come for Supper—pizza, drinks and chips

Who: All GVSD employees are invited to attend

Benefits Info For New Teachers

Welcome to the Profession and the Society!

As members of the Society, you have several benefit plans that you must be part of, or may be part of. In all Divisions/Associations, except Seven Oaks, Thompson/Mystery Lake, and Winnipeg, the school division is the **administrator, not the policy holder** of the plan.

At the outset, there are a few items about the plans that you should be aware of. This information sheet is meant to be a very brief description of the plans and some basic information. **If you have any questions or concerns regarding the plans** please contact your local Association President or Glen Anderson, MTS Staff Officer Benefits, at ganderson@mbteach.org, or by phone at (204)831-3052, or toll free within Manitoba, at 1-866-494-5747 ext 279.

Teachers Retirement Allowances Fund (TRAF)

TRAF is **your Defined Benefit pension**. Upon retirement, or access, it will pay a defined pension, until your death, based on a formula that includes your years of pensionable service, and the average salary, at your class and step, over the best 5 years out of the last 12. It is not directly dependent on market returns.

Contributions are; 8.8% up to the 2017 YMPE (\$55,300) and 10.4% on earnings above that amount. These contributions are made, on your behalf, by the School Division and that value is matched by the Province of Manitoba.

Additional Voluntary Contributions - Through your employer, and your regular pay, you can make additional voluntary contributions to the TRAF plan and they will count in your allowable pension contribution room under the Income Tax Act.

These contributions **do not receive the government contribution** but are comingled with all of the investments in TRAF. As result they are charged the same Investment Management Fees that the plan is charged, (in 2016 - \$0.33/\$100.00 invested as opposed to the retail Mutual Fund investment market which can be as high as \$2.00 to \$2.50/\$100.00 invested) and the funds receive the same investment return and are invested under the same strategy as your TRAF pension.

At pension access they are paid out as a lump sum or as an annuity, by TRAF, in addition to your pension.

TRAF is Separate Corporation and more information can be accessed on the TRAF website, www.traf.mb.ca, or by calling 204 949 0048, or toll free at 800 782 0714.

Manitoba Public School Employees (MPSE) - Group Life Insurance

Applicable to all Associations except Thompson. Under this plan, as public school employees you **must** have life insurance to 200% of your salary. The premium for this is cost shared, 50/50 by the division and you. You can also elect to have the insurance extended to 300, 400, 500, 600, and 700% of salary. The premiums for all elected amounts are paid by you, the employee. Premiums are not age banded and are \$0.11 per thousand of insurance. The amount of insurance, above 200%, is decided **by you** upon commencement of employment/enrollment or can be increased or decreased **either 90 days before or after a 'Life event'** (marriage, common law after one year, or birth of first child) **without providing medical evidence of insurability**. It can also be increased or decreased **at any time by providing medical evidence of insurability**.

More information on the insurance can be found on the MTS website; www.mbteach.org - **click on Health and Benefits**, a drop down will appear, **click on MTS Group Benefits**, then **click on Group Life Insurance which will link you to the plan website, www.mpsebp.ca, or go directly to that website.**

MPSE - Extended Health

All Associations except for the Winnipeg Teachers' Association, Seven Oaks Teachers' Association, and Thompson Teachers' Association have an Extended Health plan that is governed by the MPSE trust, which is between MSBA, the Manitoba School Boards Association, and MTS. Enrollment and coverage, in participating Associations, is compulsory for all new teachers who sign a limited or general contract over 60 days in length and over 0.3 FTE. *If you have access to an employer or employment administered group plan through your spouse or you are eligible for the NIHB plan then you may opt out of the Extended Health plan.*

The plan is paid out of pre-tax income and as result reduces the premium costs for the member. Premiums are taken off of gross or pre-tax income and the individual is then paid salary, net of the premium, and those monies are paid to the plan, by the employer, for services covered by the plan. As result the individual is not paying the tax on that income and the whole value goes to paying the costs of the coverage.

The easiest way to determine how the plan applies to you is to go the MTS website at www.mbteach.org - - **click on Health and Benefits**, a drop down will appear, **click on MTS Group Benefits**, - **then click on Group Life, Extended Health and Dental**, which will link you to the plan website, www.mpsebp.ca, or go **directly to that website**. Once there, find the Association that you belong to and **click on that Association** to find the plan booklet for your Association. The booklet also gives a **description of what is covered by the plan**. Like the group life plan, changes to dependants, additions or deletions can be done within **90 days before or after a 'Life event'**.

Dental

Most of the Associations have a Dental plan that is governed by the MPSE trust. Enrollment and coverage, in participating Associations, is compulsory for all new teachers who sign a limited or general contract over 60 days in length and over 0.3 FTE. *If you have access to an employer or employment administered group plan through your spouse or you are eligible for the NIHB plan then you may opt out of the Extended Health plan.*

The plan is paid out of pre-tax income and as result reduces the premium costs for the member. Premiums are taken off of gross or pre tax income and the individual is then paid salary, net of the premium, and those monies are paid to the plan, by the employer, for dental costs. As result the individual is not paying the tax on that income and the whole value goes to paying the costs of the coverage. Each Association can determine the level of coverage within a framework offered by the trust.

To find out the level of and extent of the coverage in your Association, you can again go to the MTS website at www.mbteach.org - **click on Health and Benefits**, a drop down will appear, **click on MTS Group Benefits**, - **click on Group Life, Extended Health and Dental**, which will link you to the plan website, www.mpsebp.ca, or go **directly to that website**. Once there, find the Association that you belong to and **click on that Association**. The booklet will describe the Dental coverage available in that Association. Like the other plans you can add dependents **90 days before or after a life event**.

MTS Long Term Disability Insurance

Disability insurance provides income replacement when one becomes disabled from employment. All MTS members working over a 0.3 full time equivalent and who have a contract over 40 days participate in the plan, (MTS Long Term DBP). The plan is self insured which means that the Society determines all parameters of the plan. Benefit level is approximately 80% of one's pre-disability net income, is not taxable and is pensionable. The benefit will start after 80 days of date of disability, (the waiting period), or in the event the member's sick time exceeds 80 days then benefit will commence when sick time runs out. Medical evidence of disability will be required to make a claim.

A more detailed description of the plan, claims process and notification is available on the MTS website at www.mbteach.org - **click on Health and Benefits**, **click on MTS Group Benefits**, and then **click on MTS Disability Plans – Long Term**.

MTS Short Term Disability insurance

All Associations except Interlake, Ft. La Bosse, Whiteshell, and Thompson participate in the MTS Short Term Disability Plan. The plan pays a benefit, if disabled, where one does not have enough sick time to cover the of 80 day waiting period for MTS Long term DBP. The benefit is the same as the MTS Long term DBP and also requires medical evidence of disability. One exhausts their sick time first, then the benefit commences and runs to 80 days. If there is no Short Term Disability Insurance, in that Association, then one can access Employment insurance which has a lesser benefit, is a taxable benefit, and is non-pensionable.

A more detailed description of the plan, claims process and notification is available on the MTS website at www.mbteach.org - **click on Health and Benefits**, **click on MTS Group Benefits**, and then **click on MTS Disability Plans – Short Term**.

Optional Life

The Society also sponsors an *Optional Life Plan* insured by Sun Life that is **available to all MTS members, including substitutes**. It is life insurance that can continue to age 70 and is not tied to employment as a teacher. If enrolled into, **this plan can continue when any term contract, or general contract, ends**. It can be entered while one is an active or former MTS member. For more information, you can again go to the MTS website at www.mbteach.org - **click on Health and Benefits**, a drop down will appear, **click on MTS Group Benefits**, and then **click on the words 'Optional Life Insurance'**.

This may all seem quite confusing to a new member especially when you are also starting a new career as a teacher, but if you have any questions you can always contact;

Your local association president or; Glen Anderson, Staff Officer - Benefits, Manitoba Teachers' Society at; (204) 831-3052; or toll free in Manitoba at 1-866-494-5747 ext. 279 or by e-mail at ganderson@mbteach.org

GVTA Scholarship Recipients

This past June, the GVTA Scholarship selection committee awarded two scholarships to Garden Valley students who will be pursuing degrees in Education. The successful candidates were Dylan Peters from GVC and Nicole Dyck from NPC. We wish them all the best in their studies this year and in the future!



Dylan Peters



Nicole Dyck

GVTA would like to congratulate the following members on their retirements this past school year. We wish you all the best!

Barb Froese

Mary Elias



PD Summer Seminar Report

PD Chairs' Summer Seminar 2017

From August 21 to August 23, all of the MTS local PD chairs attend the PD Chairs Summer Seminar at Lakeview Hecla Resort and Conference Center for PD chair training. The PD chairs attended various sessions about various topics. One of the main highlights for me was an all-day session on having difficult conversations led by Dr. Danielle Fullan Kolton, an MTS staff officer. The session was excellent with well-structured guidance and strategies provided at this session. In addition, the summer seminar provided opportunities for interacting with other local association PD chairs.

Regulation Change

Affecting Salary Classification for Vocational Teachers

In July 2015, the *Teaching Certificates and Qualifications Regulation* was revised. Along with routine updates, a significant change was made to the Salary Classification Schedule for Technical Vocational Teachers. However, educational partners were not alerted to that specific change.

The change affects teachers with a Vocational Certificate who are at Class 6 and working towards Class 7. The previous regulation allowed for Class 6 Vocational teachers to complete a 30 credit hour Post-Baccalaureate Diploma in Education (PBDE) and move to Class 7. The new wording effectively removes that option. Under the new regulation the qualifications for Vocational Teachers for Class 7 are

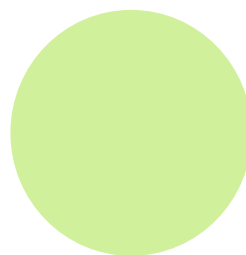
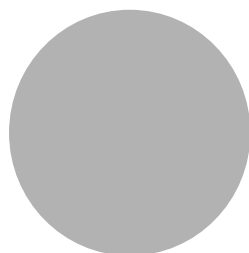
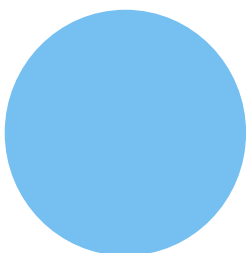
The qualifications for Class 6 combined with

*an approved program of at least 30 credit hours of post-secondary study related to the vocational area, including at least 12 credit hours of professional coursework; or
a graduate level degree or other approved program*

The Society became aware of the change in regulation in Spring 2017 when a vocational teacher who submitted a completed PBDE to the Department was refused the move to Class 7 because the PBDE course work was not related to their vocational teaching area. This decision was successfully overturned in an Appeal.

An agreement has now been reached with the Department that specifies a *transition period* for teachers caught by this change. Specifically, Vocational Teachers who began PBDE coursework prior to the 2015 regulation change, and who complete that Diploma prior to September 2018, can be considered for Class 7. Vocational teachers who started a PBDE in the Fall term of 2015 or later, will need to meet the criteria in the revised regulation, i.e. their course work needs to be specifically related to their vocational teaching area or they need to complete a full Master's degree.

If this change affects you or you would like further information, please contact Linda Thorlakson at MTS lthorlakson@mbteach.org



Fair Dealing



The fair dealing provision in the *Copyright Act* permits use of a copyright-protected work without permission from the copyright owner or the payment of copyright royalties. To qualify for fair dealing, two tests must be passed.

First, the “dealing” must be for a purpose stated in the *Copyright Act*: research, private study, criticism, review, news reporting, education, satire, and parody. Educational use of a copyright-protected work passes the first test.

The second test is that the dealing must be “fair.” In landmark decisions in 2004 and 2012, the Supreme Court of Canada provided guidance as to what this test means in schools and postsecondary educational institutions.

These guidelines apply to fair dealing in non-profit K–12 schools and postsecondary educational institutions and provide reasonable safeguards for the owners of copyright-protected works in accordance with the *Copyright Act* and the Supreme Court decisions.

Guidelines

1. Teachers, instructors, professors, and staff members in non-profit educational institutions may communicate and reproduce, in paper or electronic form, short excerpts from a copyright-protected work for the purposes of research, private study, criticism, review, news reporting, education, satire, and parody.
2. Copying or communicating short excerpts from a copyright-protected work under these *Fair Dealing Guidelines* for the purpose of news reporting, criticism, or review should mention the source and, if given in the source, the name of the author or creator of the work.
3. A single copy of a short excerpt from a copyright-protected work may be provided or communicated to each student enrolled in a class or course
 - a) as a class handout;
 - b) as a posting to a learning or course-management system that is password protected or otherwise restricted to students of a school or postsecondary educational institution;
 - c) as part of a course pack.
4. A short excerpt means:
 - a) up to 10 per cent of a copyright-protected work (including a literary work, musical score, sound recording, and an audiovisual work);
 - b) one chapter from a book;
 - c) a single article from a periodical;
 - d) an entire artistic work (including a painting, print, photograph, diagram, drawing, map, chart, and plan) from a copyright-protected work containing other artistic works;
 - e) an entire newspaper article or page;
 - f) an entire single poem or musical score from a copyright-protected work containing other poems or musical scores;
 - g) an entire entry from an encyclopedia, annotated bibliography, dictionary, or similar reference work.
5. Copying or communicating multiple short excerpts from the same copyright-protected work with the intention of copying or communicating substantially the entire work is prohibited.
6. Copying or communicating that exceeds the limits in these *Fair Dealing Guidelines* may be referred to a supervisor or other person designated by the educational institution for evaluation. An evaluation of whether the proposed copying or communication is permitted under fair dealing will be made based on all relevant circumstances.
7. Any fee charged by the educational institution for communicating or copying a short excerpt from a copyright-protected work must be intended to cover only the costs of the institution, including overhead costs.





1. **GVTA Executive:**

- a. **Debra McKinnon** (WES; Member-at-Large) is added to the GVTA Executive
- b. **Sarah Coates** (GVC; Collective Bargaining Co-Chair) added the Employee Benefits Co-Chair duties to her portfolio. They join:
- c. **Joel Swaan** (PKD; President),
- d. **Rick Schroeder** (NPC; Past-President, Education Finance Co-Chair),
- e. **Mary Eberling-Penner** (PCS; Secretary),
- f. **Rhonda Peters** (NPC; Treasurer),
- g. **Mike Urichuk** (ECS; Collective Bargaining Chair),
- h. **Anny Froese** (PDS; Education Finance Chair),
- i. **Gwen Heinrichs** (DO; Employee Benefits Chair),
- j. **Joe Lindhorst** (NPC; Equity & Social Justice Chair),
- k. **James Driedger** (NPC/FreshStart; Equity & Social Justice Co-Chair, Indigenous Education Chair),
- l. **Raffaele Bagnulo** (NPC, Professional Development Chair),
- m. **Karla Rootsaert** (SWD; Public Relations Chair),
- n. **Joanne Unrau** (HFS; Public Relations Co-Chair),
- o. **Caitlin Parr** (GVC; Social & Teacher Wellness Chair),
- p. **Melanie Urichuk** (GVC; Social & Teacher Wellness Co-Chair);
- q. **Marty Siemens** (BES; Workplace Safety & Health Representative),
- r. **Kelsey Dyck** (JRW, Member-at-Large), and
- s. **Jacque Mitchell** (SUB; Member-at-Large)

2. **Executive Vacancies:** The GVTA Executive is still looking for members to fill the roles of **Professional Development Co-Chair** and **Vice-President**. Every member (full-time, part-time, substitute; permanent, term, or substitute contract) is eligible for consideration. Please contact Joel if either of these might interest you.
3. **Equity & Social Justice Book Club:** will begin on Wednesday, May 27th @ 4pm at CK's Lounge. The first book of the year will be "Invisible North" by Alexandra Shimo. Contact Joe Lindhorst if you are interested in attending so that books can be ordered in advance.
4. **ESJ Resources:**
 - a. Creating Racism-Free Schools through Critical/Courageous Conversations on Race: www.edu.gov.mb.ca/k12/docs/support/racism_free/index.html
 - b. Supporting Transgender and Gender Diverse Students in Manitoba Schools: www.edu.gov.mb.ca/k12/docs/support/transgender/index.html
 - c. Safe and Caring Schools: A Whole-School Approach to Planning for Safety and Belonging: www.edu.gov.mb.ca/k12/docs/support/whole_school/index.html
5. **Collaborative Learning Groups (CLGs):** The CLG deadline is October 10th. Forms are available from the Divisional PD Resources shared folder or from the gvteach.org website under 'Forms' (<https://gvteachdotorg.files.wordpress.com/2017/03/clg-application-2017-2018.docx>)
6. **GVTA Education Scholarships:** Congratulations to Grade 12 graduating students Nicole Dyck (GVC) and Dylan Peters (NPC) who each received a \$1,500 Education Scholarship from GVTA in June 2017.
7. **Winkler Chamber of Commerce:** GVTA will be purchasing a chamber membership.
8. **Orange Shirt Day:** 37 MTS Orange Shirts were purchased by members, bringing the number of shirts in the division up to 61. While Orange Shirt Day is a Saturday this year (September 30), members will be wearing orange shirts on Friday, September 29th. Resources can be found here: <http://www.orangeshirtday.org/> and <http://www.mbteach.org/mtscms/2017/08/30/orange-shirt-day-2/>
9. **GVSD Board Meetings:** GVTA will continue to have representation as observers at the GVSD Board Meetings on behalf of members and the executive.
10. **GVTA Clothing Line:** Our Public Relations Committee will be exploring a GVTA-logged clothing option in January-February
11. **Next GVTA Executive Meeting:** Tuesday, October 3, 2017 – NPC Room #103 @ 4:15pm; all members welcome.