

The Apple Core

September 2018

Upcoming Events

GVTA Executive meetings:

- October 2
- December 4
- January 8
- February 5
- March 5
- April 2
- May 7
- June 4

Held at GVC and begin at 4:00.
All members are welcome

Other Events:

- September 27th—GVTA Fall Picnic, 5-7 pm at the Bunker. RSVP to Renae Hildebrand
- September 30th—Orange Shirt day
- October 3—ESJ Bookclub, 4:00 pm, CKs
- October 5th—World Teacher Day, social event at CKs

Welcome Back!

Welcome back, GVTA-ers!

Here we are again (except for those of you here for the first time, of course)! Welcome to the first issue of the 2018-19 *Apple Core*, the Garden Valley Teachers' Association's monthly newsletter. In it you will find reports from the various elected committees, PD information and events, social events, news from Manitoba Teachers' Society, and more.

This year, GVTA is committed to improving our level of engagement with our members. We are now on Twitter (@GardenValleyTA) and Instagram (gvteach), where I post items of interest, such as our upcoming Family BBQ and also our Poutine night. Soon, our various committee chairs will also have access to post news and information for you, hoping to always keep the information timely, relevant, and succinct.

We welcome our new GVSD Board of Trustees, with returning members Gary Bueckert, Laurie Dyck, John P. Klassen, Leah Klassen, and Tash Olfert, and new members Jake Fehr, Barb Heide, Tena Lane, and Deana Wilson. GVTA has much to be proud of, including our relationship with senior administration and our current board. We are excited to work together with our new board, always looking to improve daily the ways in which we can make a positive impact in the lives of our students.

This is a significant year for our division and for the state of education in the province. Locally, many of our schools are preparing for change as we all ready ourselves for the opening of Pine Ridge School in September 2019. Provincially, the government has announced a complete review of the education system coming up in January, and has also started conversations on amalgamations and provincial collective bargaining. Bill 28, the legislation that has been proclaimed but not passed into law that states teachers take a 0% salary increase this year and next, will be challenged in the courts in November of 2019. As GVTA learns new information about these significant topics, we will share with you what we know.

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MTS President Norm Gould will be here in Winkler on November 6th at 4:30pm to discuss these issues and more with teachers – to give information and to collect feedback. Please attend. Attendees need to register in advance on the “My Profile/Members Area” of the mbteach.org website, as MTS will also feed you at this event. It is open to all MTS members.

I will resume my school visits in October/November; the schedule is printed elsewhere in this issue. Please stop by and say “hello” if you have a moment when I’m at your school. I have appreciated the questions, comments, and advice I have received from members in the last two years. Continue to hold GVTA accountable to the best interests of its members.

As always, call, e-mail, or text me when you need me. To paraphrase a favourite tv show of my 2- and 4-year-olds sons, “no job is too big, no GVTA President is too small”. I’m glad to listen, and to look for ways to support you.

All the best in this exciting year,

Joel
204-384-5635
gvtapresident@gmail.com

Regional Meetings Set

A second series of regional meetings in locations around the province are now planned to discuss the priority issues for the Society, our Members and the current course of public education in Manitoba. The focus is to develop a sense of advocacy and informed dialogue about the potential changes and the direction that those changes may take.

Topics for the Regional Meeting Presentations include the upcoming Comprehensive Education Review; teacher pensions in Manitoba and across the country; potential school division changes (boundaries, finances, etc.); teacher collective bargaining 2018 and beyond. Plus local teacher and school issues.

We hope to see you there.

Meetings will be held in:

- Winnipeg** – Tues, Sept. 18, 2018 | McMaster House
- Thompson** – Mon, Sept. 24, 2018 | RD Parker Collegiate
- The Pas** – Tues, Sept. 25, 2018 | Wescana Inn
- Winnipeg** – Thurs, Sept. 27, 2018 | Garden City Collegiate Theatre
- Winnipeg** – Thurs, Oct. 4, 2018 | Khartum Shrine Centre
- Dauphin** – Tues, Oct. 9, 2018 | Dauphin RCSS
- Swan Valley** – Wed, Oct. 10, 2018 | Swan Valley RSS
- Beausejour** – Tues, Oct. 23, 2018 | SunGro Centre
- Gimli** – Thurs, Oct. 25, 2018 | Lakeview Gimli Resort
- Portage la Prairie** – Mon, Oct. 29, 2018 | Yellowquill School
- Brandon** – Tues, Oct. 30, 2018 | Vincent Massey H.S.
- Winkler** – Tues, Nov. 6, 2018 | Northlands Parkway Collegiate
- Steinbach** – Thurs, Nov. 8, 2018 | Steinbach RSS

Register to attend the meetings in your area by following the link:
<https://memberlink.mbteach.org/Event.axd?e=897>

Meetings will be held after school with exact times posted on mbteach.org.



Indigenous Education Committee

This year our committee is chaired by Roxanne Baraniski (WES) and co-chaired by Ashly Dyck (JR). Our goal is to build awareness of Indigenous issues and background and help bring information and insight to our educators in GVSD.

Orange Shirt Day

This year Orange Shirt Day falls on Sunday, October 30. Schools may decide to honour this day on the previous Friday. Below is a link to a website where you will find some information and resources you may choose to use in your classroom.

<http://www.orangeshirtday.org/resources-ideas.html>

Residential School Presentation
By Wab Kinew
Tuesday, October 30 7:00 p.m.
Canadian Fossil Discovery Center
Morden, MB.

A presentation on the Residential School system in Canada by Wab Kinew. Wab Kinew (pron: WOB ka-NOO) was named by the National Post as “an aboriginal leader seeking to engage with Canadians at large”. He is the MLA for Fort Rouge in Manitoba and the author of the award-winning Number 1 national bestseller “The Reason You Walk: A Memoir.” Wab is a former, host of the documentary series “8th Fire” and past host CBC’s Canada Reads literary competition. Wab is also an Honorary Witness for the Truth and Reconciliation Commission of Canada. first Director of Indigenous Inclusion. He has been the Associate Vice-President for Indigenous Relations at The University of Winnipeg since 2014.



TUE, OCT 30 AT 7 PM

Wab Kinew on Residential Schools

Canadian Fossil Discovery Centre · Morden, MB

MTS PD Day Satellite Session

October 19, 2018

Manitoba Council of Exceptional Children (MCEC) presents

Mental Health and Well-being and Self-Regulation Strategies with Dr. Susan Hopkins



A passionate advocate for children, families, schools and communities, Dr. Susan Hopkins has been leading Dr. Stuart Shanker's organization, The MEHRIT Centre (TMC) as Executive Director, since 2014. As a one-time at-risk youth who quit high school twice, Susan went on to complete four degrees. Over the course of Susan's career, she has worked in every area of education from the early years to post-secondary and across contexts from Italy to the Northwest Territories. Susan led the territorial implementation of the Early Development Instrument (EDI), co-authored the Government's Early Childhood Framework and developed the NWT play and culture-based kindergarten curriculum. She went on to lead the Planning, Research, and Evaluation division for the Department of Education before relocating to Edmonton to head up the Society of Safe and Caring Schools and Communities. Under Susan's leadership, The MEHRIT Centre has grown and developed into a highly respected, accessible, and successful centre of teaching and learning. In addition, Susan brings her skills to Stuart's self-regulation research centre (SRI) as the lead researcher for SRI's fourth area of focus: The Practice of Self-Reg.

MCEC is pleased to be able to provide a livestream satellite of this session in Winkler, MB for MTS PD Day conference this year with permission from Dr. Susan Hopkins.

Location: Northlands Parkway Collegiate

Time: 8:30-8:55am - Registration

9:00am 11:00am- Session Begins

11:30-1:00pm - Lunch Break (subject to change)

3:30pm -End of Session

*Lunch is not included

Register through Manitoba Council of Exceptional Children

<http://www.mbteach.org/mtscms/2017/01/16/mcec-pd-day-2018/>

Contact information for the satellite session only: Raffaele Bagnulo - Raffaele.Bagnulo@gvsd.ca

Wellness — Back to Balance

It's that time of year again. Summer is over and teachers are back in classrooms helping to shape the minds of future generations. While we might be coming back refreshed and full of new energy, it's important to make sure we are still taking the time to look after ourselves; being careful not to give so much of ourselves at the start that we burn-out our energy reserves before we are even halfway through the school year. Here are a couple things to try to help you stay balanced as you transition back into full-time-teacher mode:

Get Moving

While it might not be possible for you to hit the gym daily, attend fitness classes, or even workout in your basement on a regular basis, make sure you take the time every day to move. This might be going for a walk over your lunch break. It might be doing 10 minutes of yoga first thing in the morning, or in the evening just before bed. Find an activity that you enjoy that gets you moving. Just 10 minutes of moving every day will make a big difference.

Be Conscious About What You Eat

What you eat fuels you for the day. If you are eating healthy food, your body burns it efficiently and effectively to give you energy. If you are living on coffee and staff room snacks, your body isn't getting the nutrients it needs to convert the food into energy. This leads to you starting to feel sluggish and thinking less clearly. This does not mean you should not indulge in less than healthy snacks from time to time. After all, balance is key. But be mindful about what you are eating and how it makes you feel.

Take Time for Yourself

Even extroverts need time to themselves from time to time to rest and recharge their batteries. Finding activities that fuel your soul are important and keep us constantly learning and growing. This will be different for everyone. It might be a bath and a book in the evening. It might be writing. It might be watching something new on Netflix. Whatever it is that fires your soul, do that. Taking time to do things we love is a way of hitting reset on our positivity and happiness.

Be Conscious of Your Mental Load

Are you overloading your circuits? Trying to think about, and balance, too many thoughts at one time? Are you worrying about something? Do you have an impending decision that you're not sure what to do about? Is there an upcoming due date that has you stressed out? All this mental confusion is just as bad for your wellbeing as eating a bunch of junk food. Be careful about your thoughts. Is worrying about a situation going to change anything? If you find yourself thinking negatively or feeling mentally exhausted, take notice and work at trying to see things in a more positive light.

Optimize Your Output

Too many irons in the fire is an idiom that is all too true for teachers at times. Trying to balance work, home and personal lives can get a bit hectic. While we get down to work on one project, our brain is also spinning on a different topic. Make sure that when you sit down to one thing, you are not multitasking and trying to accomplish other tasks at the same time. This might even include being ok with saying "No" when people ask for your time. Too much time wasted going between tasks, and we end up accomplishing nothing.

Enjoy being back in your classrooms, but make sure to be careful that while our careers are essentially in the service of others, it's important not to lose balance within ourselves.

MPSE Blue Cross EHB Plan Amendments and Premium

Effective September 1st 2018

Effective September 1st 2018, coverage under the MPSE Blue Cross Extended Health plan will be amended to add better coverage for Insulin Pumps and Continuous Positive Airway Pressure machines, (C-PAP). These machines will be moved to the grouping of listed Medical Appliances under the Medical Appliances category. This portion of the service category has a benefit of \$1000.00 / 5 year period. Previously these appliances could have been claimed under the other miscellaneous medical equipment' portion which has a benefit of \$500.00 lifetime cap.

This change was made in response to the increasing use of these machines and the offloading of some of the costs from Provincial Health to the insurer and/or individuals. This arose in mid-April 2018, when Provincial Health, which used to pay the whole cost of C-PAP machines, changed to, having costs up to \$500.00, going to individuals, or, where they have an Extended Health plan, to the plan.

Hearing Aid coverage was also amended to go from a benefit of \$2000.00 every 6 year period to the same dollar value, (\$2000.00), but over a 5 year period. This more adequately reflects developments in the Hearing Aid industry and the apparatus itself.

As result of the aforementioned amendments and medical inflation, the MPSE Extended Health Premiums will be increased 1.75% effective September 1st 2018.

MPSE Great West Life Group Life Insurance Premiums

Effective September 1st 2018

The Group Life Insurance, which, is mandatory for all teachers at a minimum of 200% of salary, will have a premium increase effective September 1st 2018.

In 2017 the premium charged by the insurer, Great West Life, was \$0.124 per thousand of insurance. Effective September 1st 2018, the premium charge will increase to \$0.129 per thousand of insurance. (A four percent increase) All the premiums are based on claims over premium ratio for the previous 5 year rolling average. In 2017 the plan experienced a very high claims over premiums ratio.

While Life Insurance claims tend to follow the actuarial Canadian Mortality tables, on an individual plan basis, experience can be very unpredictable dependent on the number of deaths and the value of the insurance claim of the deceased. As a result, the MPSE Benefits Trust accepted the 4% increase.

Another factor that will change is the premium subsidy for the Group Life plan.

Insurance companies can be either structured as a Mutual company or publicly traded on a stock exchange. The difference is who actually owns the company. An Insurance company that is a mutual company is owned by the plan policy holders. An Insurance company that is publicly traded is owned by the shareholders, and shares can be purchased by anyone.

In November 1999, the insurer, for the Group Life plan, Canada Life, changed its status from a Mutual company to a publicly traded company and issued an initial price offering for stocks in the company. At that point, the various policy holders could either obtain stock or be paid out the value of their policy.

The policy holder, for the teacher's Group Life plan was the MPSE Group Life Insurance Trust and they decided to take the value and invest it to subsidize premiums going forward. At point in time the projected life of the subsidy was 3 to 5 years. (Given the unpredictability of investment markets no projection was ever given over a 5 year length – however, the subsidy has actually lasted for 17 years) From 2001 until 2017 this subsidy was equivalent to \$0.024 per thousand of insurance, making the charge to the plan participants \$0.10 per thousand of insurance. (The plan's investments paid the balance \$0.024 per thousand) In 2017, the subsidy was reduced to \$0.014 making the actual cost, to plan participants, \$0.11 per thousand. Given the negative effect on the plan assets due to the poor experience for 2017, the subsidy draw on the assets over the 17 years, along with poor investment markets in 2017, the MPSE Benefits Trust decided to discontinue the premium subsidy effective September 1st 2018 thereby making the plan participants pay the actual cost of the insurance, the \$0.129 per thousand.

Therefore, effective September 1st 2018, the premium will be \$0.129 per thousand of insurance.

If you have any questions or concerns please contact;

Your Association President: Joel Swaan – gvtapresident@gmail.com

or Association Employee Benefits Chair: Gwen Heinrichs – gwendolyn.heinrichs@gvsc.ca

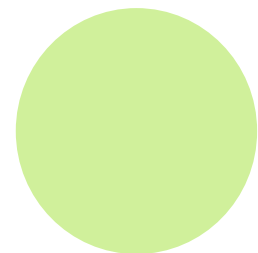
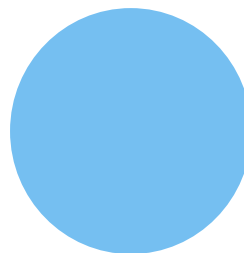
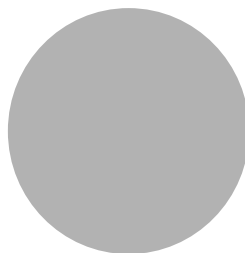
or Glen Anderson MTS Staff Officer Benefits at 204 831 3052 or toll free at 1 866 494 5747 ext 279, or at gander-son@mbteach.org

Education Finance Report

Anny Froese (Chair) and Kirsten Carman (Co-Chair) met with Joel Swaan on Mon, September 17/18 to discuss the role of the Education Finance committee and contacts at MTS. As GVTA members become aware of new issues which have financial implications, please feel free to connect with Anny (PDS) or Kirsten (GVC). The Education Finance committee will seek to find the information members might be looking for.

Regards,

Anny Froese (Education Finance Chair)



Garden Valley Teachers' Association

Invites you to Join us in celebration of

World Teachers' Day

Friday, October 5 from 4:00—6:30 pm

At CK's Lounge (attached to the Quality Inn)

There is limited space at this event.

The **FIRST 45** teachers to R.S.V.P will be treated to a

free POUTINE BAR!

(Teachers are of course responsible for their own liquid refreshments).

Please R.S.V.P to Caitlin Parr at caitlin.parr@gvsd.ca



**SAVE
- THE -
DATE**



**PROFESSIONAL
DEVELOPMENT
2018/2019**

SEPTEMBER	Workshop on Workshops September 22, 2018 The Role of the School Guidance Counsellor September 24-25, 2018
OCTOBER	FAB 5 Beginning Teacher Conference - Winnipeg October 17-18, 2018 FAB 5 Beginning Teacher Conference - Brandon October 18, 2018 Supervision & Evaluation: A Toolbox for Principals October 18-19, 2018
NOVEMBER	Crucial Conversations® November 26-27, 2018
DECEMBER	Managing Conflict with Clarity, Confidence, and Courage December 10-11, 2018
JANUARY	Mental Health First Aid for Adults who Interact with Youth January 21-22, 2019
FEBRUARY	Collective Efficacy: The Power of Working Together February 1-2, 2019
MARCH	Women in Educational Leadership Symposium LEAN IN/LEAD ON: Building Capacity, Confidence, and Voice March 8-9, 2019 Authentic Equity: Moving Beyond Celebrating Diversity March 11-12, 2019 Mental Health First Aid for Adults who Interact with Youth March 25 & 27, 2019
APRIL	Crucial Conversations® 2.0: Reflection & Follow Up April 6, 2019

For details about workshop times, fees, locations, topics, certification, and facilitators:

www.mbteach.org/mtscms/professional-development-2/

For information about our Field-Led Course:

www.mbteach.org/pdfs/pd/PD_fieldledcourses_new.pdf

To register through MyProfile Member link:

<https://memberlink.mbteach.org/>

To access information about other workshops offered by MTS:

www.mbteach.org/mtscms/2016/08/14/teacher-led-learning-team/

www.mbteach.org/mtscms/2016/05/22/balance-wellness-program/

Plus d'ateliers sont disponibles en français sur le site des ÉFM : <http://efm-mts.org/>

More PD for Principals can be found at <http://cosl.mb.ca>



A workshop on...

WORKSHOPS!

Teachers will see how to develop presentations and facilitate professional learning for adults.

Recommended for teachers and leaders who develop and present at PD days and other professional learning events.

Topics: Conditions and practices for effective adult learning, brain-friendly teaching; 4C's of workshop design; and facilitation skills for high participation and engagement.

Fee: Member \$75: Non-Member \$100

September 22, 2018 | 9:00 am - 4:00 pm

LOCATION: Centro Caboto Centre



Facilitators

Lia Gervino is a Staff Officer in the Professional and French Language Services Department whose work focuses on supporting new teachers, Professional Development Chairs and Special Area Groups of Educators.

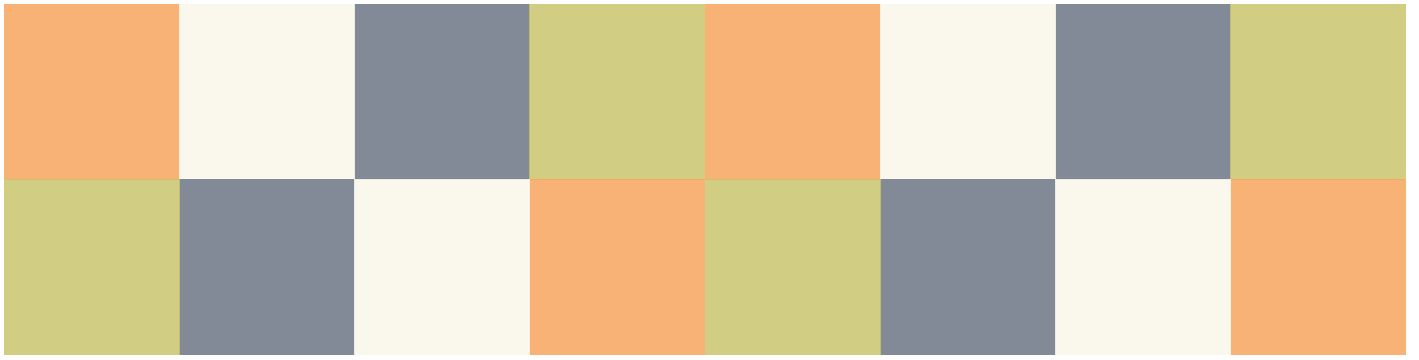
Sarah Gazan is a Staff Officer and licensed Crucial Conversations facilitator in the Professional and French Language Services Department at The Manitoba Teachers' Society.



A CENTURY OF SOLIDARITY



The
Manitoba
Teachers'
Society



AUTHENTIC EQUITY:

MOVING BEYOND CELEBRATING DIVERSITY



AUTHENTIC EQUITY: MOVING BEYOND CELEBRATING DIVERSITY

Supporting teachers and leaders to create equitable classrooms and schools and to avoid common pitfalls that create the illusion of equity while maintaining inequity. Using the equity literacy framework, participants will learn content, practical strategies, and facilitation skills to strengthen equity efforts and intervene with bias and inequity.

TOPICS: Creating safe and inclusive classroom environments where students can express themselves; recognizing and responding to bias; facilitating age-appropriate strategies for teaching about equity issues such as sexism and poverty; and supporting students to develop critical thinking and analytical skills to recognize bias in resources, interactions and policies.

DATE: March 11 & 12, 2019

SPEAKER PAUL GORSKI

Paul Gorski is the founder of EdChange and the Equity Literacy Institute. He has spent more than 20 years working with educators around the world on strengthening their commitments to educational equity and justice. He has written more than 50 articles and written, co-written, or co-edited 10 books including *Reaching and Teaching Students in Poverty*, *Strategies for Erasing the Opportunity Gap*, *Case Studies on Diversity and Social Justice Education*, and *Voices for Diversity and Social Justice*.



The
Manitoba
Teachers'
Society



mbteach.org

THE ROLE OF THE SCHOOL GUIDANCE COUNSELLOR



SEPTEMBER 24 & 25
9:00 AM to 4:00 PM
MTS McMASTER HOUSE



ARE YOU LOOKING FOR OPPORTUNITIES TO:

- Deepen your understanding of the multifaceted role you can play in your school community?
- Explore strategies and practical ideas to support you in your work?

If so, register for a highly interactive and information packed two-day workshop focused on providing practical strategies and content to support you in your work:

<https://memberlink.mbteach.org/Event.axd?e=871>

WORKSHOP TOPICS

Skill Development and Program Management

Trauma Sensitive Schools and Supportive Classrooms

Effective Communication = Effective Counselling

Harassment, Discrimination and On-Line Bullying

Groups in Guidance

Study Strategies that Make a Difference

Two optional lunch hour sessions available: Monday - Easy to Learn 30 Minute Yoga Session with Tally Young and Tuesday - Tried and True Strategies to Help Manage Your Time and Resources with Susan Macaulay.



1. **GVTA Executive:** Welcome to Jennifer-Laura Heide (DO), who joins the executive as our Professional Development Co-Chair.
2. **Social Media:** We are working to increase our utilization of our Twitter (@GardenValleyTA) and Instagram (gvteach) accounts. Subscribe, and keep informed.
3. **Fall Picnic:** Thanks in advance to Renae Hildebrand (BVS) and the teachers of Border Valley and Blumenfeld Schools for hosting the GVTA Fall BBQ at The Bunker on Thursday, September 27th at 5pm.
4. **GVTA Scholarships:** Congratulations to Damaris Guenther (NPC) and Reghyn Wall (GVC), both of whom graduated in June and were both recipients of \$1,500 GVSD Bursaries.
5. **ESJ Book Club:** The Equity & Social Justice Committee's Book Club CLG will resume on Wednesday, October 3rd at 4pm. We will be discussing our summer reading, and receiving our next book, *Indian Horse* by Richard Wagamese.
6. **Residential School Presentation:** Wab Kinew will be presenting on the Residential School System in Canada on Tuesday, October 30th at 7pm, as part of the Diversitas presentation series. This is a free event, and will take place at the Canadian Fossil Discovery Centre's Aquasaur Theatre.
7. **World Teachers' Day:** Friday, October 5th is World Teachers' Day. Thanks to our Social and Teacher Wellness Chairs for hosting a Poutine Bar for the first 45 members who register with [Caitlin Parr](#) (GVC).
8. **Orange Shirt Day:** Held each year on September 30th, Orange Shirt Day has come to be as a part of the reconciliation and restitution process with regards to the residential school system. More information can be found at www.orangeshirtday.org. GVTA once again coordinated an order of Orange Shirts on behalf of members. Many teachers may choose to address the topic with their students on Friday, September 28th due to the fact that Orange Shirt Day is a Sunday this year.
9. **School Visits:** Joel will be performing his first set of school visits between the October and November Executive meetings. Substitute Teachers can meet me at 4pm at CKs on Thursday, Oct 25th, and DO is still TBA. Most of the remaining meetings are at lunch in staff rooms. Dates are set for:
 - a. BES – Nov 1
 - b. BVS – Oct 29
 - c. DO – TBA
 - d. EDW – Oct 26
 - e. ECS – Oct 25
 - f. Fresh Start – Oct 24
 - g. GVC – Oct 23
 - h. GVCTec – Oct 18
 - i. HES – Oct 22
 - j. JRW – Oct 16
 - k. NPC – Oct 15
 - l. PLS – Nov 2
 - m. PCS – Oct 11
 - n. PDS – Oct 10
 - o. SWD – Oct 9
 - p. WES – Oct 4
10. **MTS Fall Regional Meeting:** MTS President Norm Gould will be in Winkler on Tuesday, November 6th at 4:30pm at NPC in Room 113. Supper is provided, but it is necessary to register at MyProfile on the mbteach.org website. Topics include:
 - a. The upcoming Manitoba Comprehensive Education Review
 - b. Teacher Pensions in Manitoba and across the country
 - c. Potential school division changes (boundaries, finances, etc.)
 - d. Collective Bargaining 2018 and beyond
 - e. Local teacher and school issues
 - f. Speak out! Guide for Writing Letters to Politicians
11. **Next Executive Meeting:** The next GVTA Executive Meeting will be at GVC on October 2nd at 4:15pm. All members are invited. If you are planning on attending, please contact Joel so that he can make sure there's enough food for supper.