



Garden Valley Teachers' Association

The Apple Core

January 2021

Upcoming Events

- President Worksite Visits: Jan. 25- Feb. 26
- Liaison Meeting - Thursday Jan. 28
- Cross Country Skiing at Birch Area Ski - Saturday Feb. 13, RSVP by Jan. 29
- GVTA Executive Meeting - Tuesday Feb. 2
- CB committee Meeting - Thursday Feb. 11
- Valentine's Day - Sunday Feb. 14
- Louis Riel Day - Monday Feb. 15
- Build a Snowman Instagram contest- Monday Feb. 15
- Winter Fun at Winkler Bible Camp - Wednesday Feb. 20 (1-4pm) RSVP by Feb 10.
- Frank & Olive will host a Skincare night (7-7:30 men, 6-6:30pm women) over - Zoom, Feb. 22; RSVP by Feb. 15
- Physical and Mental health nights over Zoom- prizes for attendees
- Healthy Living with Nolan Turnbull - Feb. 23 6pm RSVP by Feb. 18
- Self-care and Nutrition with Stacey Vigier - Feb. 25 6:30pm RSVP by Feb. 18

Hello GVTA Members,

As we continue to go throughout this school year, it feels as though we are starting to hit a bit of a groove. If not a groove, we have seen some tangible steps in a positive direction. We started the new year with 2 weeks of remote learning for grade 7-12 students and saw that period end as planned which brought a sense of reliability and stability to our daily lives. We welcome those who have recently been hired to supply teacher positions in our division as they provide much-needed support and flexibility for our educational communities. Over the break, GVSD and GVTA finalized wording on three Letters of Understanding that are shown later in this edition of the Apple Core. We are also pleased with GVSD's decision to remove optional remote learning and therefore supporting the notion that one teacher = one job.

We start the new year with a new education minister who will be tasked with carrying out the recommendations of the K-12 education review. Although this impending release of the recommendations can feel daunting or create a lack of comfort, I want to thank all our members who participated in those public consultations back in 2019. I encourage you to follow [@gvteach](#) and [@mbteachers](#) on Instagram and to connect with MTS's My-Profile to stay up to date. The review's recommendations should be reflective of the public consultations and the stakeholder presentations made to the committee. As a union, it is our mission to advance and safeguard the welfare of teachers, the status of the teaching profession, and the cause of public education in Manitoba. If the recommendations are not congruent with what was brought forward at public consultations (increased mental health supports, financial literacy, funding of meal programs, retention of school boards/trustees, principals and vice-principals to remain within bargaining unit, etc.) it is our duty as citizens to hold the government to account.

I'll finish off this address with a COVID update. At the time of writing, Manitoba has administered 20 000 doses of vaccine. With nearly 33 000 vaccinations scheduled to take place in the next 4 weeks and a possible increase in shipments after this temporary delay, I certainly feel like I can look toward April/May through some rose-coloured glasses.

In the meantime, thank you for your perseverance and continued diligence in our day-to-day work of supporting students as they grow toward their own best futures. We still have a long way to go but in this pandemic journey of many ups and downs, it's nice to see the light at the end of the tunnel to continue getting brighter.

All the best,

Mike

Collective Bargaining Update

The most current Memorandums of Understanding are attached to this Apple Core. Please feel free to contact gvtapresident@gmail.com if you have any questions about them or anything else.

Pembina Trails Teachers' Association finished up their arbitration hearings and await a decision by the arbitration panel that should come out some time before the middle of March. Winnipeg Teachers' Association will have their arbitration hearings before the year ends. GVTA is currently in a holding pattern as we wait to establish bargaining dates.

Social & Teacher Wellness

By: Brenda Richer & Carmelle Gerein

“Nothing is impossible. The word itself says I’m possible.” -Audrey Hepburn

Welcome to a new year everyone! The committee is still working on monthly virtual and in-person activities. All scheduled activities will be posted on Instagram [@gvteach](https://www.instagram.com/gvteach) or the Applecore. Please keep in mind, spaces may be limited.

February will have members enjoying skiing, snowman building contest, winter fun, skin care and physical/mental health nights.

Unfortunately, the regular Wellness Expo will not be done this year. On the brighter side, wellness events are still happening. Eventbrite is offering free online classes, including yoga Online Free Events | Eventbrite

LifeSpeak App addresses issues related to your mind and body wellness outside the workplace. Access through the app or MTS website <http://memberlink.mbteach.org>

March events are underway! Already scheduled Paint Night and Dance classes, details to follow!

Equity and Social Justice Committee

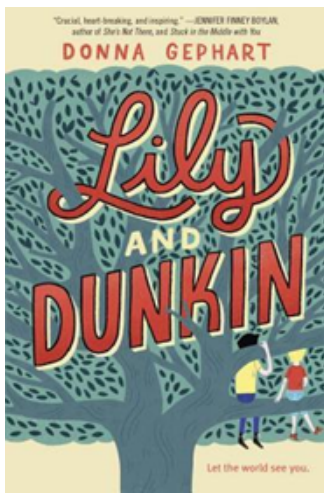
By: Donna McCausland (ESJ Chair)

Words have the power to change the world. Use them carefully.

Everyone has the need to be accepted – to belong. **Are we an obstacle or a bridge for students to feel accepted as their true selves?**

Lily and Dunkin is a book everyone should read. Gephart brings you into the world of two teens who are trying to navigate the world being true to themselves.

Garden Valley Teachers' Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.



Lily and Dunkin is a book everyone should read. Gephart brings you into the world of two teens who are trying to navigate the world being true to themselves.

Tim/Lily was born a boy but has always felt that s/he was a girl. I could feel the struggle of Tim/Lily's father to protect him while also feeling the struggle for Tim/Lily to be accepted by his father.

Dunkin is struggling to understand who he is and how to reveal, or possibly hide, that he has bipolar disorder.

Trying to pretend they are someone else to please their family or their peer group takes a toll on both characters.

After reading this book, I felt like I was given a gift of a more in-depth understanding of the struggle some of our students are experiencing. Below are questions and thoughts I believe would help us to create a stronger world.

Are we ready to open our hearts and minds to love one another?

This question may seem easy to answer, but I think it is one that the world needs to ask. We are surrounded by news of peoples' actions that are very disheartening. What can we do? I believe that we are at a tipping point. We can turn this turmoil into an awakening of our humanity.

Love conquers hate. Are we ready to love a person for who they are? Are we ready to stand up for this principle? Our daily actions and words are powerful tools. As educators, we have the responsibility to be role models.

Food Talk: Taco Pie

By: Brenda Richer & Carmelle Gerein



- 1 (8 ounce) package refrigerated crescent rolls
- 1 pound ground beef
- 1 (1 ounce) package taco seasoning mix
- 1 (16 ounce) container sour cream
- 8 ounces shredded Mexican-style cheese blend
- 1 (14 ounce) bag tortilla chips, crushed

- Preheat oven to 350 degrees F (175 degrees C).
- Lay crescent dough flat on the bottom of a square cake pan and bake according to package directions.
- Meanwhile, brown the ground beef in a large skillet over medium high heat. Add the [taco seasoning](#) and stir together well. When dough is done, remove from oven and place meat mixture on top, then layer with sour cream and cheese, and then top off with the crushed nacho chips.
- Return to oven and bake at 350 degrees F (175 degrees C) for 10 minutes, or until cheese has melted.

Indigenous Education

By: Roxanne Baraniski and Ashly Dyck

A recent news story from CBC caught our attention this month. The story about a young girl who was shamed for wearing her traditional ribbon skirt to school on formal day can be found [here](#).

We both read this story and had a good conversation about racism in school and what we can do as Indigenous co-chairs to help educators, leaders, support team members, parents and the community to better understand the racism experienced by Indigenous students.

We talked about some of the topics we have learned about in our training sessions. We shared some of our personal experiences. We reflected on some of the materials and books we've read.

Our conversation led us to talking about the document *Creating Racism-Free Schools Through Critical/Courageous Conversations on Race* published by Manitoba Education and Training in 2017. This document talks about the diverse nature of today's classroom and the growing need for educators to nurture global citizenship. It provides a vision for how we can better prepare our students to grow into contributing members of our diverse local and global community. It holds a wealth of knowledge through timelines, stories, strategies, resources, studies and tools. It's free to access [here](#)

The CBC story we read had us examining our own biases. One tool that we thought would be a helpful starting place for personal reflection is the "Teaching from a Social Justice Stance: Questions for Self-Reflection".

We invite you to read the CBC article, check out the provincial document and/or engage with the self-reflection tool provided [here](#). Share your "aha"s or a personal reflection with us for your chance to win a \$25 gift card! Enter by following [@gvteach](#) on Instagram AND emailing your response to ashly.dyck@gvsd.ca and roxanne.baraniski@gvsd.ca by February 12, 2021 at noon. Submissions will not be shared but the winner's picture will be shared on the GVTA Instagram feed on February 12, 2021.



Teaching from a Social Justice Stance: Questions for Self-Reflection

	Yes	No
Teacher awareness and commitment. Is this what's happening in your classroom?	<input type="checkbox"/>	<input type="checkbox"/>
I expect that each FNMI student will succeed, I seek the strengths of each student, and I build success through nurturing those strengths.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize that there are many forms of success, and that they include, but are not limited to, academic success.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize that FNMI communities and families have the key role in defining what constitutes success for their children, and that success includes recognition of their identity and pride in their culture.	<input type="checkbox"/>	<input type="checkbox"/>
I create a welcoming atmosphere in the classroom and school for FNMI parents.	<input type="checkbox"/>	<input type="checkbox"/>
I acknowledge and respect different world views and the implications for what is valued knowledge and what are ways of knowing.		
I incorporate FNMI history and culture into the curriculum and my teaching practices on an ongoing basis.	<input type="checkbox"/>	<input type="checkbox"/>
I am respectful of protocols about specific cultures and recognize the situations in which it is appropriate or inappropriate for the sharing of stories, dances, and other forms of cultural representation.	<input type="checkbox"/>	<input type="checkbox"/>
I acknowledge the importance of First Nations languages to both individual development and maintaining cultures, and I recognize the expertise of First Nations language teachers.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize the Métis and different First Nations have many different cultures and languages, and I avoid presenting curriculum on a pan-Indian basis.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize the positive contributions that Elders and role models from FNMI communities can make to the content of education, to creating pride among FNMI students, and to building respect for FNMI culture among all students.	<input type="checkbox"/>	<input type="checkbox"/>
I contribute to a welcoming atmosphere in the school and classroom for FNMI teachers and FNMI support workers.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize that treating all students just the same is not a form of social justice, but is a form of submerging the FNMI student in a culture that is based on European patterns.	<input type="checkbox"/>	<input type="checkbox"/>
I am aware that any single particular FNMI student or adult should not be expected to be an expert on all FNMI cultures or peoples.		
I recognize that the development of the whole child includes physical, intellectual, social, emotional, and spiritual development.	<input type="checkbox"/>	<input type="checkbox"/>
I recognize the negative impact that the residential school experience had on many individuals and the ongoing impact on the relationship of many First Nations people to the schools.	<input type="checkbox"/>	<input type="checkbox"/>
I use culturally proficient teaching strategies.	<input type="checkbox"/>	<input type="checkbox"/>

(BCTF, 2002, pp. 26-27)

GVTA FREE EVENT FOR TEACHERS

***FRANK AND OLIVE
PRESENT***

**SKIN CARE RITUALS
WITH
COMFORT ZONE SKIN PRODUCTS
PARTICIPANTS WILL RECEIVE A FREE
LIFT KIT AND ZOOM LINK
PRIOR TO THE EVENT**

**OWNER MEGAN WILL HELP GUIDE YOU
IN THE BASICS OF EFFECTIVELY
TREATING YOUR SKIN**

**MONDAY, FEBRUARY 22
6:00-6:30PM LADIES
7:00-7:30 MENS**

**PLEASE EMAIL BRENDA.RICHER@GVSD.CA
BY FEB.15
LIMITED SPACES**

GVTA FREE EVENT
FOR MEMBERS AND THEIR FAMILIES

Healthy Living at Work

Presenters:

Feb.23, 6:00pm

C. Nolan Turnbull, MSc(c); BKin; CEP; HPS

Nolan will discuss correct ergonomics and strategies of staying active while working from home and being a busy. He will also demonstrate some basic exercises you can do at your desk.

Feb.25, 6:30

Stacey Vigier, BSc, RD

Stacey will discuss the benefits of nutrition and self-care.

PARTICIPANTS TO BOTH
ZOOM MEETING EVENTS
WILL BE ENTERED INTO
RANDOM WELLNESS DRAWS

PLEASE EMAIL BRENDA.RICHER@GVSD.CA
BY FEB. 18th

GVTA FREE EVENT
FOR MEMBERS AND THEIR FAMILY

WINTER FUN AT WINKLER BIBLE CAMP FEB 20, 1-4PM

WHILE THIS EVENT IS STILL SCHEDULED, IT MAY BE
POSTPONED DUE TO PUBLIC HEALTH ORDERS

HORSES & PETTING ZOO, HOT CHOCOLATE, FIREPITS, SNOW
SHOEING AND TOBOGGANING

Parents rejoice! This event is for the whole family or
children 12+ may be dropped off

RSVP by Feb.10th

brenda.richer@gvsd.ca

spaces may be limited due to Public Health

**GVTA FREE EVENT
FOR MEMBERS AND THEIR FAMILY**

Cross Country Skiing at Birch Area

DAY PASS, BONFIRES AND HOT CHOCOLATE
*BYOS (bring your own skis)

Birch Ski Area is located 35 km south-west of Carman Manitoba. The area is situated at the foot of the Herman beaches situated along the Darlingford Moraine which offers a wide range of gully and valley terrain that provide exceptional outdoor scenery.

SATURDAY, FEBRUARY 13

1PM TO 4 PM

EMAIL BRENDA.RICHER@GVSD.CA BY JAN.29TH

GVTA EVENT FOR MEMBERS AND THEIR FAMILY

Do You Wanna Build A Snowman? **CONTEST!**

*take a picture of your family
with your snowman to win
submit pictures by Feb. 15th*

Prizes awarded for 1st, 2nd & 3rd place
winners will be notified Feb. 18th

POST ON INSTAGRAM @GVteach



MEMORANDUM

TO: Local Presidents

FROM: Danielle Fullan Kolton, General Secretary

DATE: January 8, 2021

RE: **CALL FOR NOMINATIONS – PROVINCIAL EXECUTIVE FOR 2021 - 2023**

The following are the positions for the Provincial Executive to be filled for 2021 - 2023.

- President
- Vice President
- Five (5) positions for Members-at-Large

Nominations for Provincial Executive are governed by Bylaw III, Elections of the Provincial Executive.

Nominations must be forwarded to the attention of the General Secretary by email at governance@mbteach.org, **no later than 4:00 p.m. on March 1, 2021**. As stated in the Bylaws, the deadline is March 1, regardless if that day falls on a Sunday.

For your ease of reference, please find attached the 2021 Nominations and Candidates Guides.

Should you have any questions or concerns, please do not hesitate to contact me directly, either by telephone at (204) 831- 3064 or via email at dfullankolton@mbteach.org



Danielle Fullan Kolton, PhD
General Secretary

Since the first meeting of the Manitoba Teachers' Federation in 1919, hundreds of teacher leaders have worked as part of the Society's Provincial Executive to improve the lives of teachers, their students and public education.

From pay to pensions, from class size to curriculum, Provincial Executive members have had a profound influence on the welfare of teachers, status of the teaching profession and creation of the public education system.

But the work continues and so does the need for more teacher leaders to bring their energy and ideas to the table. The following information is intended to help you determine whether you or a colleague want to become a part of history. MTS needs you.

The following are the positions for the Provincial Executive to be filled for 2021 - 2023.

President

Vice President

Five (5) positions for Members-at-Large

Duties, Time Commitments and Responsibilities

Provincial Executive members have up to 20% release time from their teaching duties as a Member-at-Large. The Society pays directly to the school division for that release time so that your pay cheque remains the same. Members-at-Large perform a variety of duties including:

- attending Provincial Executive daytime meetings approximately eight (8) times per year for two to three days in September, October, December, January, March, April, May, and June;
- attending four (4) daytime Presidents' Council meetings;
- attending the MTS Provincial Council Meeting (AGM);
- chairing a committee(s) (Ad hoc or Standing) or being a member of a committee(s) of Provincial Executive;
- selecting members for committees, chairing meetings, submitting reports to Provincial Executive and to Provincial Council (with staff support);
- liaising with a region of the province and the Local Presidents; attending the Pre-AGM binder meeting for the region; and
- engaging in dialogue, discussion and interactions with various stakeholders regarding MTS interests.

Professional Development and Board/Governance Training

Provincial Executive members receive funds and training to support them in their role as follows:

- Professional development for Board/Governance responsibilities; and
- Professional development for Committee and Chair responsibilities

GENERAL INFORMATION REGARDING PROVINCIAL EXECUTIVE NOMINATIONS

Pursuant to MTS Bylaw III (pp. 75-81) in The Manitoba Teachers' Society Handbook

Nomination Instructions

Nomination Deadline: Monday, March 1, 2021

- the Chief Returning Officer shall accept nominations up to 4:00 p.m. on March 1 in the year which a Provincial Council Meeting is to be held if the nomination is supported by the signatures of at least twenty-five (25) other Members;
 - the Chief Returning Officer shall verify that all endorsees are eligible Members pursuant to Article 3.1, and that the candidate accepts the nomination in writing;
 - any listing of candidates for election at the Provincial Council Meeting shall include the nominee's Local membership;
 - if following the vote for President a defeated nominee is re-nominated for Vice President or Member-at-Large no further endorsement is required; and
 - if following the vote for Vice President, a defeated nominee is re-nominated for Member-at-Large no further endorsement is required.
-

Nomination Procedures

1. Potential candidates must submit their intent to run for a position by emailing governance@mbteach.org with the following information:
 - Name
 - Local
 - Position they are running for
 2. Each potential candidate will receive a unique link to provide to members who wish to endorse them.
 3. It is the responsibility of the potential candidate to provide the link to endorsers.
 4. Members will register through the online portal MyProfile to confirm their endorsement of potential candidates.
 5. Potential candidates will be notified when they have been endorsed by 25 members and will receive their nomination form with endorsements listed. Potential candidates will receive two updates on their current nomination numbers registered in MyProfile on February 8 and February 22.
-

Campaigning

Campaigning may commence after completion of the verification process outlined in Bylaw III, Part IV, Article 4.2 and 4.3 whereby the nomination is declared bona fide by the Chief Returning Officer (General Secretary).

See Candidates Guide 2021 for guidelines and procedures for PX candidates.

Important Dates

Monday, March 1, 2021

Nomination Deadline

Thursday, April 1, 2021

Submission of candidate materials (photo, biography, election statement)

Friday, May 14, 2021 (afternoon session)

Candidate Election Forum

Saturday, May 15, 2021 (morning session)

Provincial Executive Election

**Please contact the Chief Returning Officer (General Secretary)
for clarification regarding nomination procedures.**



f /manitobateachers

@ /mbteachers

mbteach.org

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Phone: (204) 957-5330
Toll Free: 1-866-504-9373
Fax: (204) 957-5347
Toll Free: 1-866-216-9014

GENERAL INFORMATION REGARDING PROVINCIAL EXECUTIVE CANDIDATES

Pursuant to MTS Bylaw III (pp. 75-81) in The Manitoba Teachers' Society Handbook

Important Dates

Candidate Materials Submission Deadline: Thursday, April 1, 2021

The following candidate materials should be submitted to the Chief Returning Officer (General Secretary) on or before the deadline:

- Photo: Submit a high resolution 'head and shoulders' colour photo, suitable for reproduction. If you do not have such a photo, please have one taken professionally and submit the cost to the Society for reimbursement. An electronic photo would be acceptable as well.
 - Biography and Election Statement: Submit a biography and election statement (both of which shall not exceed two hundred fifty (250) words in total)
-

Guidelines for Campaigning

Campaigning may commence after completion of the verification process outlined in Bylaw III, Part IV, Article 4.2 and 4.3 whereby the nomination is declared bona fide by the General Secretary (Chief Returning Officer).

- All campaign activities and information must be consistent with The MTS Code of Professional Practice.
 - Promotional materials, campaign literature and hospitality events must be available at no cost to delegates of the Provincial Council (AGM).
 - Election campaigns must follow a high standard of inclusive and respectful themes, content and behavior.
 - All campaign activities must be conducted in a friendly, collegial and non-intrusive manner.
 - Candidates may not approach MTS Staff for campaign assistance of any kind.
 - The Society will arrange for candidates to host a Hospitality Zoom Session on Friday, March 14, 2021 for one (1) hour.
-

Reporting and Introductions of Nominees at the Provincial Council

The Chief Returning Officer (General Secretary) will report on all valid nominations and all nominees in attendance at the Provincial Council Meeting (AGM) and they will be introduced to the delegates.

The Society will arrange for candidates to host a Hospitality Zoom Session on Friday, May 14, 2021 for one (1) hour following the Electoral Forum.

Election Forum: Friday, May 14, 2021 (afternoon session)

The Electoral Forum will be conducted as follows:

- Each candidate for President will be given five (5) minutes to speak to the assembly.
- Each candidate for Vice President will be given five (5) minutes to speak to the assembly.
- Each candidate for Member-at-Large will be given two (2) minutes to speak to the assembly.
- Following the speeches, questions will be directed to candidates for Provincial Executive; names will be drawn to determine the order of responding. The Chief Returning Officer (General Secretary) shall solicit questions prior to the Election Forum. Details to follow.
- Each candidate will be given one (1) minute to respond to the question.
- Question period continues until all candidates have answered two questions.

Election Date: Saturday, May 15, 2021

The following election procedures shall apply to all elections held at Provincial Council Meetings:

- Each delegate voting may vote for the number of candidates the Delegate supports but any ballot cast for more than the total number of candidates to be elected shall be considered spoiled.
- If the number of candidates nominated is the same as the number of positions to be filled, no vote shall be conducted and the Chief Returning Officer shall declare the candidates elected.

Please contact the Chief Returning Officer (General Secretary) with any questions about campaign or election procedures.



 /manitobateachers

 @ /mbteachers

mbteach.org

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Fax: (204) 957-5347
Toll Free: 1-866-216-9014

Memorandum of Understanding

Re: Extra Curricular Hours achieved during 2019-2020 school year to be carried over by additional year.

THIS AGREEMENT made this 29 day of December, 2020 (the "Agreement").

BETWEEN:

The Garden Valley Teachers' Association (hereinafter called "The Union")

-and-

The Garden Valley School Division (hereinafter called "The Employer")

(collectively "the Parties")

WHEREAS:

- A. As a result of the COVID-19 global pandemic ("COVID-19 pandemic"), the parties recognize that there exists the possibility of exposure to COVID-19 in the workplace and that finding substitute teachers is a challenge.
- B. The Collective Agreement provides the ability to staff who have earned Extra Curricular hours during a given school year to be carried over to the following school year. Due to a lack of substitute teachers, it may be difficult to secure a replacement for the employee who is accessing one of these days.
- C. The parties have reached a resolution concerning this matter on the terms and conditions contained herein.


THEREFORE, the parties hereby agree to the following temporary process for the 2020-2021 school year:

1. If a teaching staff member achieved Extra Curricular hours during the 2019-2020 school year and those hours were not used, the following process shall apply:
 - a. Teaching staff that achieved 50 hours of service (1 day), shall be entitled to carry the day earned over by one additional year to the 2021-2022 school year.
 - b. Teaching staff that achieved 100 hours of service (2 days), shall be entitled to carry both days earned over by one additional year to the 2021-2022 school year.
 - c. Teaching staff that achieved extra-curricular hours that were less than their first 50 hours during the 2019-2020 school year, are entitled to carry these hours over to the 2021-2022 school year. These hours can be combined with hours that would be achieved in the subsequent school year in order to reach one day of extra-curricular leave. However, the carried over hours shall expire at the end of the 2021-2022 school year.


- d. Leave days that are carried over shall not be taken on parent teacher days, professional development days, or administrative days unless the Division has expressly given consent to do so by the Superintendent.
 - e. These leave days are contingent on the Division finding a replacement teacher. Prior notification must be submitted in writing to the teacher's principal for extra-curricular leave.
2. This Agreement forms a temporary addendum to the Collective Agreement. In the event that any term of this Agreement is in conflict with the terms of the Collective Agreement, this Agreement shall prevail, but only to the extent of the conflict, and only within the terms of this Agreement.
 3. The parties make this Agreement on a without precedent or prejudice basis.
 4. Unless it is ended or extended by mutual agreement, this Agreement expires on the final day of the 2021-2022 school year.

IN WITNESS WHEREOF the Employer has caused this Agreement to be executed as duly attested by the signatures of its proper officers of the Employer.

THE GARDEN VALLEY SCHOOL DIVISION



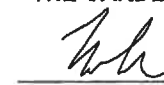
Chairperson



Secretary – Treasurer

IN WITNESS WHEREOF the Union has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Union.

THE GARDEN VALLEY TEACHERS' ASSOCIATION



President



MTS Staff Officer

Memorandum of Understanding
Re: Sick Leave Usage – Family Medical Leave

THIS AGREEMENT made this 29 day of December, 2020 (the "Agreement").

BETWEEN:

The Garden Valley Teachers' Association (hereinafter called "The Union")

-and-

The Garden Valley School Division (hereinafter called "The Employer")

(collectively "the Parties")

WHEREAS The purpose of this Memorandum of Understanding is to confirm the intent of the Parties with respect to Article 7.07 Sick Leave Usage – Family Medical Leave of the Collective Agreement between The Garden Valley School Division and The Garden Valley Teachers' Association.

AND WHEREAS Article 7.07 Sick Leave Usage – Family Medical Leave states: "Each teacher is permitted to use up to 3 days of accumulated sick leave per year to attend to family related medical issues. This leave is for serious medical issues for members of the teacher's immediate family which includes the teacher's parents, teachers' spouse's parents, spouse / common law partner, or child/step child. Staff should use local services where possible and arrangement of appointment times that would minimize their absence. This leave is non-cumulative from one school year to the next school year. This leave is prorated for part-time teachers. A doctor's certificate may be requested.

Effective September 1, 2016: Maximum annual Family Medical Leave days — 4 days

Effective September 1, 2017: Maximum annual Family Medical Leave days — 5 days


NOW THEREFORE the Parties hereby agree to the following temporary process for the 2020/2021 school year:

1. Effective September 1, 2020: Maximum annual Family Medical Leave is equivalent to accumulated sick leave.
2. This Agreement forms a temporary addendum to the Collective Agreement. In the event that any term of this Agreement is in conflict with the terms of the Collective Agreement, this Agreement shall prevail, but only to the extent of the conflict, and only within the terms of this Agreement.
3. The parties make this Agreement on a without precedent or prejudice basis.


4. Unless it is ended or extended by mutual agreement, this Agreement expires on the final day of the 2020-2021 school year.

IN WITNESS WHEREOF the Employer has caused this Agreement to be executed as duly attested by the signatures of its proper officers of the Employer.

THE GARDEN VALLEY SCHOOL DIVISION




Chairperson



Secretary - Treasurer

IN WITNESS WHEREOF the Union has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Union.

THE GARDEN VALLEY TEACHERS' ASSOCIATION



President



MTS Staff Officer

Memorandum of Understanding

Re: Paid Administrative Leave for Self-Isolation Period After Work Related Exposure for Substitute Teachers

THIS AGREEMENT made this 5 day of December, 2021 (the "Agreement").

BETWEEN:

The Garden Valley Teachers' Association (hereinafter called "The Union")

-and-

The Garden Valley School Division (hereinafter called "The Employer")

(collectively "the Parties")

Recitals:

WHEREAS:

- A. As a result of the COVID-19 global pandemic ("COVID-19 pandemic"), the parties recognize that there exists the possibility of exposure to COVID-19 in the workplace, including for substitute teachers;
- B. The Collective Agreement provides limited paid sick leave or other paid leaves for substitute teachers, which may create hardship for substitute teachers who are required to self-isolate following a possible exposure to COVID-19 in the workplace; and
- C. The parties have reached a resolution concerning this matter on the terms and conditions contained herein.

THEREFORE, the parties hereby agree to the following temporary process for the 2020/2021 school year:

- 1. In the event that Manitoba Public Health or the Employer informs a substitute teacher that the substitute was possibly exposed to COVID-19 in the workplace and must self-isolate as a result, the following process shall apply:
 - a. The Employer will assess whether the substitute can be assigned to work from home, and may, in its sole discretion, assign the substitute to work from home. Where this occurs, the substitute will be paid for work performed pursuant to the Collective Agreement.
 - b. If the Employer determines not to assign the substitute to work from home, the substitute shall be entitled up to 10 teaching days of paid administrative leave, for the 14 calendar days since the possible exposure, so long as the substitute continues to self-isolate during that period. The administrative leave shall be paid at the rate the substitute was earning on the substitute's last day of work for the employer prior to being directed to self-isolate.

2. This paid administrative leave is not applicable to periods of required self-isolation due to personal travel, community exposure, being symptomatic and not being able to attend work, or becoming symptomatic while at work.
3. This Agreement forms a temporary addendum to the Collective Agreement. In the event that any term of this Agreement is in conflict with the terms of the Collective Agreement, this Agreement shall prevail, but only to the extent of the conflict, and only within the terms of this Agreement.
4. The parties make this Agreement on a without precedent or prejudice basis.
5. Unless it is ended or extended by mutual agreement, this Agreement expires on the final day of the 2020-2021 school year.

IN WITNESS WHEREOF the Employer has caused this Agreement to be executed as duly attested by the signatures of its proper officers of the Employer.

THE GARDEN VALLEY SCHOOL DIVISION




Chairperson



Secretary – Treasurer

IN WITNESS WHEREOF the Union has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Union.

THE GARDEN VALLEY TEACHERS' ASSOCIATION



President



MTS Staff Officer