

The Apple Core

Jan 2022

Upcoming Events

- Jan 19 - Early Dismissal
- Jan 19 - 2021 COLA known
- Jan 20 - Liaison Meeting
- Jan 20 - Superintendent Meeting
- Jan 26 - GVTA Presidents' Meeting

- Feb 1 - Executive Meeting
- Feb 2 - GVTA Executive Nominations Open (Campaign period begins)
- Feb 4 - K-8 PD Day
- Feb 4 - 9-12 Admin Day
- Feb 7 - President Learning Series
- Feb 9 - Superintendent Meeting
- Feb 11-12 - PD Seminar
- Feb 14 - Valentine's Day
- Feb 16-17 - COSL Winter Conference
- Feb 21 - Louis Riel Day
- Feb 24 - WDCC AGM
- Feb 25-26 - ESJ & IE Seminar
- Feb 25 - GVTA Presidents' Meeting
- Feb 28 - President Learning Series

- March 1 - Executive Meeting
- March 7 - President Check-in
- March 9 - Superintendent Meeting
- March 10 - Liaison Meeting
- March 11-12 Provincial Bargaining Seminar 2
- March 16 - CBSC
- March 17-18 - Mel Myers Labour Conference
- March 21 - President Learning Series
- March 25 - GVTA Presidents' Meeting

- March 28-April 1 - Spring Break

Hello GVTA members,

Welcome back from what I hope was a rejuvenating winter break and I truly hope that the first few days of full in-person learning have gone well. With the various isolation requirements with COVID and the increased transmissibility of the omicron strain, it is very likely that our schools will be short-staffed in the coming weeks. While I hope that I am wrong, I encourage you all to have patience with yourselves, those who you may need to isolate with, and your colleagues as we will all be doing our best to come together and improve the lives of our students. Above that, I want to remind you that your worth is more than your job and that your safety matters. If you need help, do not hesitate to reach out. Also note that the Humanacare program is now online and is available 24/7 to members and their families.

This week, as we return to full in-class learning, the PD sign-up form will be coming out for the upcoming K-8 PD day on Feb. 4. Thank you to our PD committee lead by our PD chair Alyssa Friesen and PD co-chair Jennifer-Laura Heide for all the work and planning that has gone into this event.

While the COLA adjustment % will be knowable on Wednesday, our backpay amount likely will not be paid out until the following months. This increase will be retroactive to the start of the school year and taxed an appropriate amount.

On February 1, nominations will open for GVTA executive positions (including GVTA President and all chairpersons). If you are interested in getting involved, running in an election, or nominating someone, we encourage you to do so. Self-nominations are certainly allowed as are nominations of others.

In solidarity,
Mike Urichuk
gvtapres@mbteach.org
204-573-6214



For immediate and confidential help, contact your
Member & Family Assistance Program
1-800-661-8193
24 HOURS A DAY ANYWHERE IN NORTH AMERICA
humanacare.com/mts • Access code: MTSMFAP

TD1 Forms— Stop Paying Additional Tax

If you submitted a TD1 tax form to have additional tax withheld from your monthly pay (to correct for the under taxation on the backpay in October), you may want to consider submitting another TD1 tax form. Unless you submit another TD1 to hr@gvsg.ca asking for \$0 additional tax to be taken off going forward, you will continue to have additional tax taken off each month. If you have any questions about this, please do not hesitate to ask.

If you're looking for a TD1 form, please find one [here](#)

If you never submitted a TD1 form asking for additional tax to be taken off, you do not need to take any particular action.

Social & Teacher Wellness

By: Brenda Richer & Brandy Springer

The fact that you worry about being a good teacher, means that you already are one. ~Jodi Picoult

Welcome back! We hope that everyone had a restful Christmas Break – filled with sleep ins, far too much good food and a general lack of all strenuous activity. Now that we're back in school we are once again faced with challenges – these include the regular challenges we all face in our day to day lives as well as the added stressors brought on by COVID-19.

Over the next month, we wish for everyone to take care of themselves and one another. Extend grace to those around you as well as yourself. Take the time to connect with those that are important to you – you don't need to be on call 24/7 and burn yourself out. Explore mindful moments within your day and know that you are doing your best and that is enough. If you need help please reach out, we are all here for one another.

Polenta Lasagna with Kale and Lentils

By: [forksoverknives](#)

A tasty twist on lasagna, this vegan casserole recipe swaps out noodles for comforting Italian-seasoned polenta, layered with a saucy filling of lentils, kale, and bell pepper. Every forkful delivers a mouth-watering mix of the fluffy grains, tangy marinara, and tender veggies. By Darshana Thacker



Ingredients

- 2 onions, chopped (2 cups)
- 1 red or green bell pepper, chopped (1 cup)
- 6 cloves garlic, minced 1
- teaspoon Italian seasoning
- 2 cups oil-free low-sodium marinara sauce
- 1 15-oz. can brown lentils, rinsed and drained
- 2 cups coarsely torn stemmed kale
- 2 tablespoons white wine vinegar
- 1 tablespoon tomato paste
- Freshly ground black pepper, to taste
- 2 cups dry polenta
- ¼ teaspoon baking soda
- ¼ teaspoon sea salt
- 6 to 8 fresh basil leaves, for garnish

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.

1. Heat a large skillet over medium-low. Add onion, bell pepper, garlic, and Italian seasoning. Cover and cook 10 to 15 minutes, stirring occasionally and adding water, 1 to 2 Tbsp. at a time, as needed to prevent sticking.
2. Add 1 cup of the marinara, the lentils, kale, vinegar, tomato paste, and black pepper to skillet. Mix well and taste to adjust seasoning.
3. Meanwhile, in a medium saucepan bring 8 cups water to boiling. Gradually whisk in polenta, baking soda, and salt. Reduce heat to low; cook about 20 minutes or until mixture is thick and creamy, stirring frequently.
4. Preheat oven to 350°F. Evenly spread one-third of the polenta into a 2-qt. baking dish. Cover the saucepan so the remaining polenta doesn't dry out. Spread half of the lentil mixture over the polenta in the baking dish. Top it with another one-third of the polenta. Repeat with the remaining lentil mixture and polenta, smoothing the polenta layer evenly.
5. Bake, uncovered, 20 minutes. Just before serving, warm the remaining marinara and spread it over the top of the lasagna. Garnish with fresh basil.

Makes one 11×7-inch lasagna Preparation Time: 30 minutes Ready In: 1 hour 10 minutes

Indigenous Education: What Land Acknowledgments Mean to Me

By: Ashly Dyck, Indigenous Education Chair

Organizations create and share land acknowledgments out of respect for the Indigenous Peoples who originally inhabited the land. A land acknowledgment is done in recognition of the continuing presence, of Indigenous People and to acknowledge the broken relationship between settlers and Indigenous People. I was recently asked to share with a class why land acknowledgments are important to me. Here is what I shared with them.

I grew up in Selkirk, hearing stories of Indigenous education, treaties, land claims, economics, development, employment, and culture from my dad who gives lectures on these topics. Dad's ancestors have roots in Treaty One territory, so it is no surprise that a topic near and dear to dad's heart is the 1817 Peguis-Selkirk Treaty agreed between Lord Selkirk, Chief Peguis, and four other Chiefs.

In the late 1790s. Chief Peguis led a band of Saulteaux from Sault Ste. Marie to the junction of the Red River and Netley Creek where they developed a thriving community. Between 1812 and 1816 the Selkirk Settlers immigrated into the area south of Selkirk. During Lord Selkirk's visit to Selkirk Settlement at Red River in 1817; Peguis and Selkirk along with four other Chiefs negotiated an agreement on land sharing in conformity with the conditions of the 1763 Royal Proclamation. This treaty/agreement set aside a reserve of land for the settlers and established peace and friendship between the settlers and the Indigenous Peoples in the area led by Peguis and the other four Chiefs.

After confederation in 1867 the Government of Canada needed to gain sovereign title to all the lands now known as Canada. An initial and essential step was to enter a series of treaties (the Numbered Treaties) with the various First Nations occupying the lands outside of the regions of the first four provinces that initiated Confederation. The first of these treaties was Treaty Number One signed by the Canadian Crown and seven First Nations at Lower Fort Garry in 1871. One of the Treaty One First Nations located immediately North of Selkirk, was forced to illegally surrender their land in 1907. Band members lost their homes and the land they had settled and developed for over one hundred years. They were uprooted and moved to the rocky, swampy land of what is now the Peguis First Nation.

When I hear a genuine and thoughtful land acknowledgment, I am reminded of the original spirit of the Peguis-Selkirk Treaty and a bit of my hope for reconciliation is restored. It is important to me that we get back to working together in a spirit of friendship, trust and mutual respect. The land acknowledgment, to me, is an acknowledgment that mistakes were made in the past and that, when we care for each other and the land on which we live and work peacefully, we are better together.

How is MTS advocating for members at this time?

MTS is advocating—both behind the scenes with Manitoba Education and education partners and publicly through every channel available—for the safety of the membership and a sustainable return to in-class learning. We stand firm in our position that the government and employers must provide all means of securing that safety and sustainability, through measures that include access to Rapid Antigen Tests (RATs), N-95 masks, improved ventilation as well as protection from excessive and unreasonable workload.

MTS has also argued that staffing levels, already strained before the onset of the more easily transmissible Omicron variant, could reach the breaking point once in-person learning reconvenes on January 17. We continue to explore strategies to alleviate this pressure on the system.

Deep concerns remain and fuel our advocacy related to workload, management of staff shortages, duplex and blending teaching, case management and notification, and student absenteeism.

I'm worried about staying home when I am sick or needing to isolate because it puts extra work on my colleagues. What should I do?

Public Health Orders (PHOs) are clear on this—stay at home if you are sick or isolating. Your colleagues can connect with MTS regarding their workload concerns, but perceived or real pressure to work while sick is not acceptable and should not prevent you from following PHOs to stay home when you are ill or isolating.

What happens if staff members are sick, and I'm asked to cover classes or take on extra work?

You should document any extra work assigned to you outside of your usual assignment. A template form can be found [here](#). Once you have documented multiple instances of extra workload, consult with an MTS Teacher Welfare (TW) staff officer.

Are sick notes required for COVID and non-COVID illnesses?

Staff members who are away sick or who are self-isolating must follow the school's human resources policy and collective agreement provisions. During the pandemic, medical notes have not normally been required for staff who have COVID-19 or flu-related symptoms, or those who are caring for individuals in this situation. If your employer asks for a medical note, please contact a TW staff officer for assistance.

Will the number of family medical days be extended beyond the Collective Agreements (CAs)?

Many locals have sought an extension to the use of sick leave for the purpose of family medical. If you have exhausted all of your family medical leave and need more time due to illness in your household, please contact a TW staff officer for advice.

How do I know if the air quality in my classroom is at the appropriate level?

MTS has publicly advocated for enhanced air quality in schools, particularly given outbreaks of the more easily transmissible Omicron variant. This includes calls for upgrades to school ventilation. Connect with your principal to find out more about air quality assessment in your school. Your school's WS&H committee may have additional information as well.

Will divisions allow immunocompromised members to work from home?

School divisions have been dealing with these situations on a case-by-case basis. Some divisions have said "no" to working from home. Working from home is working and should be treated the same as being in person at school. An accommodation based on medical or family status may also be pursued with the assistance of a TW staff officer.

Teachers should not be working from home while accessing sick leave or any other type of leave.

Can I invoke the right to refuse dangerous work?

The right to refuse dangerous work depends on specific circumstances and it is closely linked to whether mandated protocols and reasonable controls are being implemented to mitigate potential dangers. Being in a pandemic does not automatically mean work is dangerous and the threshold to invoke this right is very high.

Teacher welfare staff officers are well versed on the legislation governing this process, legal advice on if/when a teacher would be justified in invoking their right to refuse dangerous work, and nuances of the language (for example, the difference between 'danger' and 'risk').

When teachers contact MTS about this type of concern, they are provided with the information on the work refusal process. We do not advise them to proceed or not proceed with a work refusal, as it is an individual decision. Staff officers may also suggest other steps that can be taken.

If you have questions about the right to refuse, connect with the MTS Teacher Welfare Department, and a staff officer will advise on your specific circumstances. To reach an MTS staff officer, call 204-831-3055, or toll free: 1-800-262-8803.

I am reading about teachers who want to stage a collective work refusal.

Can I participate?

A collective response (for example, walk out or mass work refusal) is not an option as it would be considered job action and could subject the local association and/or Society to legal action by the employer/province. We have different levers and mechanisms to respond including grievance action.

There's a lot of confusion about mask safety. What do I need to know?

Effective January 4, 2022, all teachers and staff, including substitute staff, are required to wear medical-grade masks while indoors. Medical-grade disposable masks have been issued to all schools. While staff may choose to bring their own KN95 or N95 mask and are permitted to use these as an alternative, staff must be aware that the quality of the mask cannot be assured as they have not been assessed. This is in contrast to the medical masks that are being supplied by the province. Eye protection may also be used in those situations where staff determine they are at higher risk for COVID-19 or when physical distancing is difficult to achieve.

Masks and personal protective equipment will be available to schools for use. More information is available [here](#).

MTS continues to advocate specifically for N95 masks for teachers out of an abundance of caution, in recognition of the difficulty maintaining physical distancing and the nature of the confined and congregate spaces in which educators work.

The provincial government claims it has spent \$63 million on making schools safe during the pandemic. Where did the money go, and what was it spent on?

MTS has made a request under The Freedom of Information and Protection of Privacy Act (FIPPA) asking the government to release a full accounting of the \$63 million, including who received funds and the purpose for which the funds were provided. We await a response and will report on the findings.

I've been under prolonged stress and my mental health is suffering.

How can MTS help?

The Member & Family Assistance Program (MFAP) offered through HumanaCare includes 24/7 access to counselling and a variety of other supportive services and resources.

Please click [here](#), or call 1-800 661-8193 at any time to access counselling support and to set up an account to access a portal of resources.

Remember, MTS is here for you and ready to advise if you have any questions about working conditions, safety, mental health and more.

If you have questions, connect with your local association president.

You can also contact the MTS Teacher Welfare Department, and a staff officer will advise on your circumstances. **To reach an MTS staff officer, call 204-831-3055, or toll free: 1-800-262-8803.**

Where can I find new and important information?

COVID-19 Education Plan (all topics) (communication, public health measures, school operations, case management, mental health and well-being, student learning and achievement)

Public Health Measures for K to 12 Schools (guidelines for staying home, physical distancing, masks, bus transportation, extra measures, extra-curricular activities, improved ventilation, vaccinations, expanded testing, case management and notification)

School Measures for Restricted and Critical Levels – Manitoba Pandemic Response System (distancing/cohorts, masks, sports/extracurricular activities)

Toolkit for Notification in Schools (isolation and testing requirements, notification, cases in schools process steps, resources for parents and caregivers, community notification letter, RAT test program, moving to remote learning)

Masks and Personal Protective Equipment (requirements and guidelines)

Standards for Remote Learning (scenarios, standards, and expectations)

January 14, 2022

Le 14 janvier 2022

NOTICE OF CALL

This notice is given in compliance with Bylaw II of The Manitoba Teachers' Society.

The 103RD Annual General Meeting of the Provincial Council of The Manitoba Teachers' Society will be held on May 26 (beginning at 1 p.m.), 27 and 28, 2022.

The Provincial Council consists of representatives named by Locals, Council of School Leaders and the Éducatrices et éducateurs francophones du Manitoba plus the members of the current Provincial Executive. The number of delegates representing each Local depends on the number of members in that Local.

AVIS DE CONVOCATION

L'avis de convocation a été envoyé en conformité avec le Règlement II de la Manitoba Teachers' Society.

La 103^e Assemblée générale annuelle du Conseil provincial de la Manitoba Teachers' Society aura lieu les 26 (débutant à 13 h), 27 et 28 mai 2022.

Le Conseil provincial est formé des personnes représentantes nommées par les associations locales d'enseignantes et d'enseignants, le Conseil des chefs d'école et par les Éducatrices et éducateurs francophones du Manitoba ainsi que des membres du Bureau provincial. Le nombre de personnes déléguées nommées pour représenter chacune des associations locales est basé sur le nombre de membres actifs de cette association.



Danielle Fullan Kolton, PhD
General Secretary



Danielle Fullan Kolton, PhD
Secrétaire générale

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 2022 - 2024.

Six (6) 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. 76-82) in The Manitoba Teachers' Society Handbook

Nomination Instructions

Nomination Deadline: Tuesday, March 1, 2022

- the Chief Returning Officer shall accept nominations up to 4:00 PM 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.
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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 7 and February 21.
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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 2022 for guidelines and procedures for PX candidates.

Important Dates

Tuesday, March 1, 2022

Nomination Deadline

Friday, April 1, 2022

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

Friday, May 27, 2022 (6:30 PM)

Candidate Election Forum

Saturday, May 28, 2022 (9 AM)

Provincial Executive Election

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



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  /mbteachers

mbteach.org

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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. 76-82) in The Manitoba Teachers' Society Handbook

Important Dates

Candidate Materials Submission Deadline: Thursday, April 1, 2022

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)
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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.
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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.

Election Forum: Friday, May 27, 2022 (6:30 PM)

The Electoral Forum will be conducted as follows:

- 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.
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Election Date: Saturday, May 28, 2022 (9 AM)

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.



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MANITOBA PANDEMIC RESPONSE SYSTEM

Last update: January 2022

Staff and students are encouraged to continue to follow the fundamentals to offer protection against COVID-19. Stay home when unwell, clean hands often, cover your cough, physical distance and wear a mask. For additional information on safe schools, visit www.edu.gov.mb.ca/k12/covid/index.html.



Measures for Kindergarten to Grade 12 schools at the Restricted level

Distancing/Cohorts

- All students are in class learning unless otherwise directed by public health officials (i.e., a class or cohort may be directed by public health officials to isolate because of an outbreak within that class or cohort).
- Schools must ensure two metres of physical distancing to the greatest extent possible and adjust classroom space as necessary; excess furniture must be removed from classrooms to create additional space; other spaces within schools must be repurposed to accommodate more distancing (e.g., multipurpose rooms, shared spaces, common areas, and libraries).
- Students in K to 6 must remain within cohorts, at all times. Keep the cohort size as small as feasible to avoid large group disruptions to in-person learning. Ensure that cohorts are separated during the lunch hour/eating time.
- Use of wind instruments and singing are only permitted if all applicable public health measures are followed and two metres (six feet) distancing can be maintained.
- Minimize congestion in the school and shift assemblies to virtual delivery.
- In K to 6, limit the use of sharing toys, play stations and manipulatives. Ensure hand hygiene before and after use.

Masks

- Non-medical masks are required indoors for all K to 12 students. For information on masks, visit <https://www.gov.mb.ca/covid19/fundamentals/masks.html#choose>. This requirement includes wearing masks in the classroom and while riding the bus. Masks should continue to be worn properly when seated, even when two metres (six feet) of distancing is achieved. Masks may be removed indoors for the purpose of eating, drinking and short, infrequent mask breaks where there is physical distancing of two metres (six feet). Where possible, focus should be on wearing a mask that fits the face well and has at least three layers (either cloth or disposable). Masks can be provided by schools to students if forgotten/needed.
- Masks are to be worn properly in music class, including while singing, and removed only to play wind instruments.
- Students must also wear a mask while in the gym during the school day, even while participating in an athletic activity.

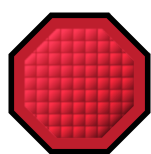
- All teachers and staff, including substitute staff, are required to wear medical-grade masks while indoors. Medical-grade disposable masks have been issued to all schools. N95 masks are not required as these masks are to be reserved for medical personnel and KN95 masks are not medical-grade masks. While staff may choose to bring their own KN95 or N95 mask and are permitted to use these as an alternative, staff must be aware that the quality of the mask cannot be assured as they have not been assessed. This is in contrast to the medical masks that are being supplied by the province. Eye protection may also be used in those situations where staff determine they are at higher risk for COVID-19 or when physical distancing is difficult to achieve.

Sports and Extracurricular Activities

- Activities outside of school hours will continue to follow applicable public health orders and guidance.
- School sports may be offered provided all applicable public health measures are followed. Effective December 6, 2021, proof of at least one dose of vaccination, or a recent (within 72 hours) negative rapid test result will be required for 12 to 17 year olds for indoor extracurricular sports.
- Overnight camps are only permitted if allowed by current public health orders. Field trips and overnight trips are permitted as long as all applicable public health orders are followed.
- For children in K to 6, extracurricular activities, including intramurals, are permitted if distancing requirements are met. Activities should not proceed if they involve more than one cohort.
- When a class, cohort, or school has shifted to remote learning, it is expected that members of this group also do not participate in extracurricular activities.

Please note:

- All other public health measures are still in effect.
- Manitoba Education and public health officials continue to monitor the situation closely and will continue to advise if additional measures are warranted.



Measures for Kindergarten to Grade 12 schools at the Critical Level

Distancing/Cohorts

- Schools must ensure two metres of physical distancing.
- If two metres or six feet of physical distancing can be consistently achieved, schools may continue with in-class learning.
- If two metres or six feet of physical distancing cannot be achieved, blended learning for K to 12 can be implemented.
- Schools will accommodate K to 6 children of critical service workers who cannot make alternative care arrangements if they are not required to self-isolate. In addition, schools will also accommodate K to 12 high-risk students and those with special needs. Manitoba Education considers the following to be critical services workers:
 - Health/health services workers
 - K to 12 education providers (all teachers, administrators, and support staff)

- Child care workers
- Law enforcement
- Corrections workers
- Fire and paramedic first responders
- Direct social services and child protection workers

Additional critical services workers may include people who provide critical services to Manitobans, such as front-line natural resource workers, essential supply chain staff (e.g., truck drivers delivering food, medications and other essential goods; food industry staff working in food processing plants, etc.) gas station attendants, and grocery store staff.

- Students must remain within cohorts for K to 6.
- Only essential visitors are allowed. Community use of schools is prohibited.
- Busing will be based on divisions' discretion. Urban, rural and northern school divisions will continue to transport children of critical service workers, students with special needs and students at risk who do not have other means of transportation.

Masks

- Mask guidance remains the same as in Restricted level (Orange).

Physical Education, Music, and Extracurricular Activities

- Schools may also continue to offer physical education, provided all public health measures are followed, including physical distancing.
- All field trips must be postponed or cancelled. Overnight trips and camps are suspended.
- Extracurricular school sports, intramurals, and clubs are suspended.
- Playing wind instruments and singing are suspended.
- Only virtual assemblies are allowed.

Please Note:

- All other public health measures are still in effect.
- School-wide remote learning is a measure of last resort and will be directed by public health officials.
- Manitoba Education and public health officials will continue to monitor the situation closely and will advise if additional measures are warranted.