



Garden Valley Teachers' Association

# The Apple Core

April 2022

## Upcoming Events

Apr. 20– Early Dismissal  
Apr. 26– Provincial Council Binder Meeting  
Apr. 27– Early Dismissal  
Apr. 30– Resignations for teachers on a Teacher General Contract  
May 3– GVTA Executive Meeting  
May 4– Noon Dismissal (K-12)  
May 12– Advance Nominations for GVTA Executive close at 4pm  
May 18– Early Dismissal  
May 19– Liaison Meeting  
May 23– Victoria Day (No School)  
May 31– Resignations for teachers on a Form 2 Contract  
May 31– GVTA AGM  
June 15– Early Dismissal  
June 21– National Indigenous Peoples Day  
June 23– GVC grad  
June 24– NPC grad  
June 29– Noon Dismissal  
June 30– Last day of school  
August 22-24– MTS Summer Seminars

Hello GVTA Members,

This past month has seen some significant developments. Since last Apple Core nearly all COVID Public Health restrictions have shifted to Public Health recommendations, we had our final parent-teacher conferences of the year, a much-needed Spring Break, both GVSD and the Government of Manitoba have passed budgets for the upcoming year, and GVTA began its budget process.

With higher inflation, lower enrollment, and a need to replenish reserves both locally and provincially, a limited number of teaching positions have come out this year. While collective bargaining has moved to a provincial table, the province is in the middle of an Education Funding Model Review. This means that while we await the results of the funding model review, divisions are being given one-time funding allotments instead of predictable and dependable funding. This means that the government can make more announcements about funding education but less of it can be efficiently planned for and utilized within budgets unless announced early enough. A new funding model is expected to be implemented for the 2023-24 school year.

As GVTA prepares its budget, we are also noticing rising costs. In the past few years, GVTA has been running deficit budgets that were heavily subsidized by our accumulated surplus. While the GVTA budget is not finalized, I wanted to take the opportunity to let you know that we will likely need to have an increase in membership fees next school year. A fee increase would move us closer in line with other associations of similar size and services. The GVTA budget is not yet finalized and the GVTA executive is working to find where we can reduce costs to minimize a fee increase.

In the days and weeks ahead, you are likely to hear from your GVTA school reps regarding GVSD's Respect for Human Diversity policy. There have been a significant number of questions regarding this policy in 2022. As such, we are looking to gather perspectives from the general membership to ensure that the needs of our full membership are met regarding supporting our schools as safe and inclusive places that respect the diversity of our staff and students.

As always, if you have any questions, please do not hesitate to contact me.

Mike Urichuk  
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204-573-6214

# Why All the Fuss Over Bulletin Board & Garbage Can!?

By: Mary Eberling-Penner WSH rep for GVTA

## Why all the fuss over my posters and bulletin board? And where I put my garbage can!

Help me understand:

- why it matters that “all four corners are firmly fastened”,
- why I am told not to cover my bulletin board with a nice background,
- why I am told I have “too much paper on my wall”,
- why I had to take down the chart beside my door,
- why shouldn't I put my garbage can or recycling bin beside my class door.

Historically, many fire injuries and fatalities have been linked to the rapid spread of fire within a building. Fire spreads more quickly along walls where the fire can quickly grab hold of flammable materials like loose decorations, paper, posters, or plastics. Flames grab hold most quickly with loose paper (a good thing to know when building a campfire). Paper firmly fastened is not as easily ignited.

The concept behind the WSH guidelines is to limit the flammable materials in order to slow the fire spread along walls and ceilings in order to give students and staff time to evacuate the building safely. Commercially installed bulletin boards are made of less-combustible materials. The posters and paper attached are considered the “fuel”. Backdrops of corrugated cardboard or plastic tablecloths increase the flammability and that's why the fire inspector will tell you to take remove those backdrops. Lamination of paper or posters still counts as “paper” in this case.

A general guideline in North America is a limit of 20% of wall space to be covered with flammable materials, based on the idea that this will limit the travel of the flame along walls. In order to visualize this, imagine taking down all posters, papers, charts and decorations. Would these easily fit onto one class wall? As you visualize this, remember that doubled paper, (like a background and poster on top), must be separated and still fit. If the pieces do not fit easily in this visualization... there is likely more than the 20% guideline. Reduce your posted paper!

Keeping the fire exit clear of flammable materials makes sense! Consequently, posters and bins of paper must be relocated if they are in a three-foot radius of the door. Keeping bins, trash cans or even furniture out of the exit area limits the possibility of a tripping hazard during a hasty exit from the room.

While the paper/poster rules might initially seem nitpicky or even silly, there is an answer to the “why”.

Respectfully Submitted by

Mary Eberling-Penner

WSH rep for GVTA

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.

# 2022-23 GVTA Seeking Nominations

By: Joel Swaan

GVTA is looking for nominees to fill six more vacancies on next year's executive. Please consider sending your name, or the name of a colleague (with their permission), to [joel.swaan@gvsa.ca](mailto:joel.swaan@gvsa.ca) for inclusion in the slate of candidates for the May 31<sup>st</sup> AGM. The closing date for advance nominations is Thursday, May 12<sup>th</sup> at 4pm. Nominations can be for any position on the executive (except for those that are already acclaimed or appointed), but there are specific vacancies in the following positions:

**Vice-President:** Assist the president as needed; take full charge of the affairs of the Association during the absence of the President.

**Collective Bargaining Co-Chair:** Represent GVTA at all regional and provincial bargaining meetings with The Society; survey the local members when appropriate before regional bargaining seminars; promote knowledge of the collective agreement and provincial bargaining procedures, including ratification voting procedures, amongst the Association.

**Education Finance Chair & Co-Chair:** Track trends in Education Finance; gather information to present to local Executive and General Meetings; present to the Board as a part of the GVSD budget process.

**Professional Development Co-Chair:** Initiate, organize, and implement a program of in-service training to provide opportunities for the continued improvement of GVTA membership's educational practices; inform GVTA teachers of PD opportunities; engage such resource persons as are deemed necessary for the in-service program; prepare, administer, and evaluate the GVTA PD budget; work in cooperation with senior administration in the planning and implementation of PD programs for the division.

**Social & Teacher Wellness Chair:** Promote unity and build morale; plan, budget for, and execute a minimum of three (3) events throughout the school year; plan, budget, and execute a recognition for retiring teachers as needed; purchase prizes for all social and teacher wellness events; develop awareness of wellness issues in teacher attitudes, school policies, and programs.

## Think Twice About Using Words & Phrases

By: Donna McCAusland

Words and Phrases You May Want to Think Twice about Using



CBC Ottawa compiled a small list of words, submitted by readers and some of our journalists who are Black, Indigenous and people of colour, and put them to anti-racist and language experts. (Leah Hansen/CBC)

<https://www.cbc.ca/news/canada/ottawa/words-and-phrases-commonly-used-offensive-english-language-1.6252274>

"I didn't know it was racist' does not eliminate the pain of the hearer. As language users, we have the social responsibility to monitor the impact our utterances have on others, especially when it involves a marginalized group."

Taniguchi, a linguist and an associate language studies professor with University of Toronto Mississauga Learning the history behind some of this language reminded me how much I need to learn. When I know better, I do better.

### **A few expressions with a brief explanation**

\*\*\*Follow the link to access the full article.\*\*\*

Blackmail, blacklist, black sheep

These are all negative terms that connote distrust, lack of intelligence, ignorance, a lack beauty — the absence of white and the lowering of blackness on the spectrum of value.

First-world problem

Usage of the word ‘first’ suggests that one country is ahead of or valued more than another country. It can dehumanize people in certain areas of the world.

Spirit Animal, Powwow, Tribe

“Given the history and current oppression of Indigenous communities by settlers, metaphors English speakers casually use — such as spirit animal, let's have a powwow, and tribe — can be a painful insult to Indigenous communities. [It's] a reminder that their past and culture have always been treated as insignificant by settlers.”  
- Taniguchi

I have eliminated many phrases over the years. They were phrases that I used without thinking about the meaning behind the words. Finding new words to replace the offensive expressions is my job. One example is instead of using blacklisted, I now use “a target on my back” or “on the deny list”.

The more I learn, the more I change. That is the goal of education, right?

~Donna McCausland (ESJ Chair)

### **Next Month**

**How many of the following words or phrases do you know?**

**Tune in next month learn or review of few of them.**

Cisgender	cis male	stereotypes	colonization
neurotypical	marginalized	structural racism	ancestral trauma
transgender	dominant culture	systemic racism	systematic
nonbinary	neurodiverse	discrimination	assimilate
Institution	Latinx	BIPoC	“stolen generation”
social identityagency	social construction	internalized racism	
heterosexual	systemic	prejudice	
intersectionality	biases	microaggression	

# Now is the Time - March

Notes on *Being the Change* cont.

## **What Can We Do?**

The following list is what Sara K. Ahmed considers her best collection of ways we can all be more compassionate observers of the world.

Making these a part of who we are makes us at least a fraction more prepared when as we face crisis together.

**Understand that Everyone's Identity is at Stake**

**Get Proximate to the Human Story**

**Be an Authentic Listener**

**Get Out of Your Echo Chamber**

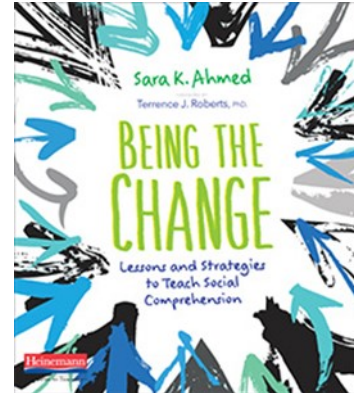
**Measure the Inclusiveness of Your Community**

**Commit to a Learning Stance**

**Shine a Spotlight on the Upstanders**

**Be Proactive with Your Privilege**

**Progress with Compassion**



## **Understand that Everyone's Identity is at Stake**

“... Consider the known and factual identities of all the people involved. How much do you know about them and their story beyond the headlines? Now, consider the identities of the kids in your class and in the adult community of your school. Hold a mirror up to yourself as well. People who are mindful of the identities within their community pause as they explain how to divulge truths or explore news, knowing that everyone's identity is at stake. They aren't afraid. They don't avoid the discussions of identity. Transformative progress is their goal, and everyone is a solution.”

## **Get Proximate to the Human Story**

Bryan Stevenson, human rights activist, founder of Equal Justice Initiative, and author of *Just Mercy*, tells people who want to help save the world to get proximate to problems. “If you are not proximate, you cannot change the world.” (Stevenson 2015). We need to work on getting close to the stories of people who don't think like us . . . .

We can absolutely use reading to get a little closer and build empathy. Be mindful of the voices and authors who are telling those stories: Are these authors describing their own experience or their direct contact with someone who has lived this experience rather than by an outsider.

**If you would like to read this timely book, let me know. [donna.mccausland@gvsvd.ca](mailto:donna.mccausland@gvsvd.ca)**

Note – For those of you who have already expressed interest, your book is on the way.

Donna McCausland (ESJ Chair)

# Social & Teacher Wellness

By: Brenda Richer & Brandy Springer



Ahhh!!!!!! Spring has finally sprung! The birds are chirping, the geese have returned and the snow is finally gone... oh wait we live in Manitoba so Mother Nature isn't quite done with us yet it seems. Only in Manitoba can you get a sunburn one day and then be hit by a massive snowstorm the next (full disclaimer – this is being written ahead of the forecasted storm so I 100% hope that I have jinxed it and it misses us completely :P).

April for most teachers signals the final push of the year – one more term to introduce and then cement learning for our students before we send them on to the next step of their journey. Be sure to keep the attached quote in mind as the stress of the end of the year looms – connection is what is key in our relationships. We strive every day to have high expectations for our students and help them achieve their goals but we also are their champions when things get tough. Working with students, parents and colleagues makes for the best learning environment and achievement for our students... which in the end is the reason that we walk into our schools each morning.

As always if you have any ideas or suggestions, please feel free to reach out!

## Rainbow Chicken Salad with Almond Honey Mustard Dressing

This Rainbow Chicken Salad is topped with tender chicken, plump grapes and berries, crisp lettuce, tangy feta cheese, crunchy almonds, and the real star – almond honey mustard dressing! Perfect for lunch or dinner!



### For the Salad:

- 2 tsp olive oil
- 8 ounces boneless, skinless chicken breasts
- ½ tsp both salt & pepper
- 1 tsp chili powder
- 2 cups grapes, halved
- 1 cup fresh blueberries
- 3 cups curly lettuce, chopped
- ½ cup feta cheese
- ½ cup almonds, chopped or crushed

### For the Dressing:

- 3 tbsp almond butter
- 1 tbsp olive oil
- 2 tbsp freshly squeezed orange juice
- 3 tbsp water
- 1 tbsp stoneground mustard
- ½ tbsp raw honey
- ¼ tsp salt, more to taste
- ½ tsp garlic

1. Heat the oil in a large skillet over medium high heat. Sprinkle the chicken with the salt, pepper, and chili powder. Saute in the oil for a few minutes, flipping the chicken now and then to cook through and get a nice golden color on both sides. When the chicken is cooked, remove from heat and set aside.
2. Cut and prep all the vegetables and fruits. When the chicken is cool enough to handle, cut into bite sized pieces. Place the salad ingredients in a large bowl – you can either arrange the bowl by ingredient, like pictured, or toss everything together. Refrigerate to chill.
3. For the dressing, puree all the dressing ingredients in a food processor until smooth. Taste and adjust to your preferences. Pour dressing over salad and serve.

## 2022-2023 GVTA EXECUTIVE NOMINATIONS

GVTA positions do not have term limits so, while some persons will be letting their names stand, all positions are annually open for nominees (including self-nominations) and subject to any subsequent election:

Position		Confirmed Nominations as of April 15 <sup>th</sup> @ 4pm		
<b>Acclaimed</b>	President	Mike Urichuk (ECS/GVTA)		
<p><b>Advance Nomination Deadline:</b> 4:00pm, Thursday, May 12<sup>th</sup>, 2022</p> <p><b>Nominations can also be made at the GVTA AGM on Tuesday, May 31<sup>st</sup>, 2022</b></p>	Vice-President	<i>Incumbent not returning</i>		
	Treasurer	Anny Froese (PDS)		
	Secretary	Mary Eberling-Penner (PCS/EDW)		
	Collective Bargaining	Chair	Jessica Riddell (ECS)	
		Co-Chair		
	Education Finance	Chair	<i>Incumbent not returning</i>	
		Co-Chair	<i>Vacant 2021-22</i>	
	Employee Benefits	Chair	Kirsten Carman (GVC)	
		Co-Chair	James Driedger (NPC)	
	Equity & Social Justice	Chair	Donna McCausland (NPC)	
		Co-Chair	Val Harder (DO)	
	Indigenous Education	Chair	Karla Rootsart (SWD/HES)	
		Co-Chair	Jim Parry-Hill (SUB)	
	Professional Development	Chair	Alyssa Friesen (PRS)	
		Co-Chair	<i>Incumbent not returning</i>	
	Public Relations	Chair	Jonathan Cullen (NPC)	
		Co-Chair	Sarah Waldner (NPC)	
Social & Teacher Wellness	Chair			
	Co-Chair	Brandy Springer (JRW)		
Workplace Safety & Health Liaison	Mary Eberling-Penner (PCS/EDW)			
<b>Appointed in accordance with GVTA Bylaws</b>	Past-President	Joel Swaan (PLS)		
	MTS Provincial Executive	Joel Swaan (PLS)		
<b>Members-at-Large</b> elected by the members they represent	COSL MAL	<i>To be elected by COSL Members</i>		
	Administrative units qualifying for representation by Members-at-Large to be determined after GVTA Elections at the Tuesday, May 31 <sup>st</sup> AGM. Any Administrative unit not otherwise represented by an elected or appointed executive member will be eligible to elect their own Member-at-Large. Currently, BVS/BES & WES would be eligible.			

Please send all nominations, including self-nominations, to [joel.swaan@gvsa.ca](mailto:joel.swaan@gvsa.ca), chair of the GVTA Nominating Committee.