

The Apple Core

December 2024

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Greetings GVTA-ers!

We're into the home stretch on Christmas Concerts & Holiday Celebrations. Thanks to all our members who invest time and energy into planning, teaching, and coordinating the concerts, as well as those who supervise students, run tech, decorate spaces, and perform all the other duties necessary to make these events happen. MTS views these concert duties that happen outside the school day to be extra to the curriculum (aka "extra-curr"). We encourage all teachers who spend hours outside the school day on concerts to claim these as extra-curricular hours.

MTS is also still working with MSBA on an "Interpretation Binder" for the new collective agreement. There continue to be some points of dispute between the two groups. One of them is on earning extra-curricular hours when accompanying students on overnight excursions. MTS is encouraging members to record their overnight hours for submission.

TL;DR: Use SK for all sick leave and medical appointments. Connected to the collective agreement, we've also been having discussions around booking codes in SmartFind Express. In SmartFind, there are sub booking codes for Medical Appointment (MA) and for Sick Leave (SK). In the collective agreement, members have access to Sick Leave (Article 7.01). Within the Sick Leave clause, there are two sub-clauses on medical appointments: 7.01.8 refers to travel time to medical/dental appointments that are 300km or further away, and 7.01.9 states that "Teachers must make every effort to schedule appointments outside the School Day or to minimize the amount of time away from the classroom". Even though there is an allowance for medical appointments, all medical appointment days come out of teachers' singular Sick Leave banks. With this, we are suggesting to members that they should be using the "SK" booking code for all sick leave and medical appointment bookings, as there is only one clause that covers both types of incidents.

We're committed to working with the division to find a clear path through this new collective agreement. Whenever the MSBA's interpretation of a clause is shared with members, we encourage members to seek out MTS's interpretation in case there are any differences that need to be worked through that could affect implementation.

Have a safe and happy holiday season,

j.

431-775-4282

president@gvta.mbteach.org

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.

Equity and Social Justice Affinity Groups -Karla Rootsaert, ESJ Co-Chair

In the last GVTA budget, funds were set aside to establish affinity groups for equity deserving members to meet together if they wish. An affinity group is a gathering of people with a shared personal identity to create a supportive space. Some examples of affinity groups could be: members who identify as women, members who self-identity as Indigenous, 2SLGBTQIA+ members, members who belong to the BIPOC community or members with disabilities, to name a few. The Equity and Social Justice committee would like to extend an invitation to any member that would like to be a part of an affinity group. We can facilitate the creation of groups and place members in contact with each other so they may plan meeting times. The type and number of meetings would be decided by the groups themselves. If you are interested, please email Val Harder (Valerie.harder@gvsd.ca), Karla Rootsaert (karla.rootstaert@gvsd.ca), or Joel Swaan (president@gvta.mbteach.org) to state your interest, or to ask any questions you may have.

Indigenous Education: Fall Seminar - Brenda Richer, Indigenous Ed. Chair

This November, Indigenous Education Co-Chair Jim Parry-Hill and I attended the Indigenous Voice and Action Chairs' Fall Seminar. Keynote speaker Tammy Wolfe spoke on the Truth and Reconciliation Commission of Canada (TRC). The final report came out in December 2015. One of her recommendations was to read the report. I agreed with her on that: how can you reconcile if you don't know the truth? Tammy Wolfe is a radio host and has a podcast. www.tammygwolfeconsulting.com

"The Truth in Truth and Reconciliation: An Educational Board Game" by James Corbiere was introduced and played in the afternoon. I found this game to be important, thought provoking, and relevant. James Corbiere is an educator and artist that originally created the game to help students study. See: [Board game educating on reconciliation](#).

On the second day of the seminar, I was able to participate in "Walking with Turtle: A Collective Journey in Art and Spirit." Annie Beach is a visual artist from Peguis First Nation that assisted our small group in collaborating on artwork on canvas that will be on display at McMaster House.

If you would like more information or have any questions, please let me know. Brenda.richer@gvsd.ca

Reader Contest

Congratulations to Caitlin Parr (GVC) who has won a \$25 gift card for entering the monthly *The Apple Core* readership contest.

To enter for this issue, please email Joel at president@gvta.mbteach.org with the name of your GVTA School/Admin Unit Representative (only correct answers will be entered into the draw).

**Every member has a representative on the Executive. If you're not sure who it is, you can ask around or ask Joel!*

December Executive Meeting Update

- Ashly Dyck (PRS) has joined the executive as the Pine Ridge Member-at-Large. Brenda Richer (NPC) was appointed as the Workplace Safety & Health Liaison.
- We have begun using a Respectful Meeting Statement, modeled on the one used by MTS
- GVTA discussed the proposed Pet Care Policy, including the suggestions sent in by members. The motion to adopt it was defeated.
- MTS' Code of Professional Practice was updated in May, with an 11th item added. The full Code can be found [here](#). The newest addition states: "A Member upholds the principles and protections outlined in the Manitoba Human Rights Code, and develops an environment that is free from all forms of discrimination, hate, and oppression." For reference, the Manitoba Human Rights Code can be found here. <https://web2.gov.mb.ca/laws/statutes/ccsm/pdf.php?cap=h175>
- SmartFind has been adjusted to call certified substitute teachers first before non-certified substitute teachers. Substitute teachers who open their availability to more sites will continue to be requested more often.
- Ad Hoc Policy committees were struck to examine the GVTA Internet Policy for the President and Treasurer, GVTA Scholarships for members' children, School Rep replacements at Executive meetings, GVTA PD Book Clubs, and Women and Leadership.

Budget 2025 Survey - Caleb Reimer, Education Finance Chair

The Manitoba Government is seeking input for the upcoming budget through a brief survey available at engagemb.ca. After clicking on the link (and registering if you have not already done so), “Budget 2025” seeks to ascertain your priorities on key issues such as healthcare, education, childcare, cost of living, and more. Let’s let our teacher voices be heard!

Important Dates

December 23: Exemption Application Deadline for consideration to have previous names omitted from the Manitoba Education Teacher Registry before the initial publication date of January 6, 2025. The registry will list the full current and previous names of all teachers certified since 1960.

Form is at <<https://www.edu.gov.mb.ca/k12/profcert/resource.html>>. Cases will be considered if:

- Such a disclosure does not align with another enactment in Manitoba or Canada
- An order is issued by a court not to make information public
- Such a disclosure could cause injury or hardship to a person
- The former name is inconsistent with the gender identity of the member

December 30: Monthly cut off for orders at the **GVTA Clothing Store** <<https://stores.inksoft.com/GVTA/shop/home>>

January 1: HumanaCare rebranding to Kii, some services expanding.

January 6: Manitoba Education Teacher Registry publication date

January 7: GVTA Executive Meeting. Please let Joel know if you’d like to attend.

January 11 (10-11am): MTS Leadership Learning Series: FemLightenment: Transforming the Landscape Leadership – Sometimes you just need to be the change factor. Join Stacey Soldier and Melissa Serbin as they share why it is important to stand and lead for change. They’ve learned the importance of leveraging opportunities to enact change, some subtle and some seismic. Both will share their leadership journey that has been shaped by the twin forces of teaching and the law and extend an invitation to share your story during this session. [Registration link](#).

January 13 (5-6pm): Teacher Wellness Yoga Sessions begin. \$90 for 10 weeks with a \$10 rebate if you attend more than half the sessions, including the last one. All teachers who attend the first session will be entered in a draw to win the whole session free. See the poster for registration information.

January 14 (4:15-5:45pm): COSL Virtual Learning Series: A Small Peak at Big Ideas! – Join us for an insightful session where school leaders will delve into the latest and most influential educational concepts shaping schools today. Participants will explore key trends in education. This session offers a chance to reflect on how these big ideas can be adapted to meet the needs of your school community. [Registration deadline](#) is Jan 12 @ 1:30pm.

January 24: Registration deadline for the Fiesta-themed **MTS Curling Bonspiel** on February 7-8, 2025, taking place at the Morden Curling Club. GVTA will cover the entrance fee for Members. Please contact Joel if you are interested in entering a team.

HumanaCare Rebranding - Kirsten Carman, Employee Benefits Chair

On January 1, 2025, HumanaCare, the MTS counselling and support services provider, is rebranding under the name Kii (pronounced "Key").

While the name and the look will change, all current features offered under HumanaCare will continue with some positive additions:

- o The number of counselling sessions available to members and eligible family is increased from up to six (6) sessions to up to 14.
- o Kii offers a new service called MindBeacon (iCBT), an additional therapeutic option that can be helpful for conditions such as depression, anxiety, and PTSD.

If a member has been working with a trusted HumanaCare counsellor or therapist, and wishes to continue on with them, they can do so.

Like HumanaCare, Kii offers additional services such as newsletters and webinars. Registration with an access code assigned to MTS is required in order to sign up for those services, and will be provided in the new year.

Religious & Indigenous Leaves - Jessica Riddell, Collective Bargaining Chair

One of the clauses in the new Collective Agreement that was not previously in our local agreement deals with **Religious Holy Leave**. Teachers are now entitled to three days of leave for religious reasons per school year. Religious Holy Leave is defined as "major religious holy days observed by the Teacher and designated as a day of obligation by the Teacher's religion and where observance requires an absence from work for all or part of the day. These days are for days not covered by Manitoba statutory holidays."

Additionally, there is new language granting **Indigenous Ceremonial, Cultural, Spiritual Observance Leave**. Indigenous teachers are now entitled to three days per school year to engage in traditional Indigenous ceremonies, cultural, or spiritual observances. Events for which leave would be granted are defined as those being significant to an Indigenous employee's traditional cultural practices or heritage.

For further information on when to book these days and other stipulations, please refer to sections 7.08 and 7.09 of the Provincial Collective Agreement which is available to you on the [MTS website](#).



A New Year to **DISCOVER** A New You

LEARN TO LISTEN TO YOUR BODY
ONLINE YOGA CLASSES SPECIFICALLY CURATED FOR TEACHERS

MONDAYS, JANUARY 13 TO MARCH 17, 2025 (10 WEEKS)
5:00 TO 6:00PM (\$90 PER PERSON)

GVTA is covering the cost of the First Session.

***One GVTA member at the first session will win the entire 10 weeks free!**

***Attend 5+ sessions plus the last session and receive a \$10 rebate!**

yoga

Focus on moving your body in ways that encourage the releasing of tension and bring about full body rest. Combined with purposeful breathwork, learn movements to assist you in being preemptive in combating stress. Equip yourself with practices to employ during difficult times to sooth your nervous system and help you let go of things that can contribute to fatigue and burnout.

breathwork

These yoga classes are not just about putting your body into twisty flexy poses; it's about creating a union between all of the different parts of self. The purposeful use of breath both on and off the mat can help you take control of your day and help you create the best version of yourself. Intentional breathwork can help you lessen stress and anxiety, develop better focus, boost your creativity and improve your overall performance.

mindfulness

Use the mindfulness practices taught in this class to help you navigate and create new day-to-day habits that will assist you in handling the stresses that come along with choosing a career in teaching.



REGISTER NOW:



amanda@pvwellnessstudio.com



(204) 823-0700



www.pvwellnessstudio.com



Workplace Safety & Health Training

For Principals, Vice-Principals and Other School/Divisional Supervisors



Guest Speaker: Jack Slessor

IN-PERSON SESSIONS:

January 17, 2025 (am) – Session #1
January 17, 2025 (pm) – Session #2
January 24, 2025 (am) – Session #1
January 24, 2025 (pm) – Session #2
February 14, 2025 (am) – Session #1
February 14, 2025 (pm) – Session #2

VIRTUAL SESSIONS:

December 11, 2024 (am) – Session #1
December 12, 2024 (am) – Session #1
February 11, 2025 (am) – Session #2
February 19, 2025 (am) – Session #2

Contact Terri Hill with questions or for more info at thill@mbteach.org



REGISTRATION:

<https://memberlink.mbteach.org/Login.aspx?ReturnURL=/EventDetails.aspx?EventID=2877>



Fiesta-themed

Bonspiel 2025

Friday, February 7th (Appetizer Evening)

Saturday, February 8th & Sunday, February 9th

Presented by

WESTTA (Western Teachers' Association)

at the Morden Curling Club, Morden, MB

\$200 per rink – 3 event bonspiel with 3 game guarantee,
includes appetizer evening (Fri), supper and games (Sat)

Cash payouts, draw to the button competition, shooter specials,
piñatas and more!

Entry deadline is January 24th, 2025

Make cheques payable to Western Teachers' Association

For more information, email dawnrigaux@hotmail.com or call 204-823-1175

**NAVIGATING
SUPPORT,
INNOVATION,
AND TEAM
SUCCESS**

VIRTUAL

LEADERSHIP LEARNING SERIES

November 26, 2024

You are Not Alone!

In this session, participants will explore supports available to school leaders as they navigate the complexities of their roles. Whether you are a new principal or an experienced leader, you'll learn about resources that will bolster your professional growth, foster your well-being, and enhance your leadership capacity.

January 14, 2025

A Small Peak at Big Ideas!

Join us for an insightful session where school leaders will delve into the latest and most influential educational concepts shaping schools today. Participants will explore key trends in education. This session offers a chance to reflect on how these big ideas can be adapted to meet the needs of your school community.

March 18, 2025

Leading the Team!

In this virtual session, aspiring and current school principals will explore essential strategies for effectively leading and motivating school teams. Participants will learn how to build a collaborative culture, foster trust, and guide their staff toward shared goals.

**For more details and to register, see the link below:
<https://memberlink.mbteach.org/Event.axd?e=2873>**

COSL
COUNCIL OF SCHOOL LEADERS
of The Manitoba Teachers' Society