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The WTA NEWS

WELCOME BACK

by: Dave Najduch , President

I hope that September finds you well rested, recharged and ready to go! The year always starts with fresh hope and lots of energy. Remember there are only nine months until summer vacation 2009.

The WTA office is always available to respond to questions, comments and/or concerns.

If you need information about:

- the collective agreement (salary or your rights)
- benefits (health, dental, maternity, etc.)
- teacher evaluations
- other WTA services
- or just need to talk, call us!

It is important to remember your calls are **confidential** and will only be shared outside our office with your permission. To contact the WTA call 831-7104 or e-mail me at pres@wta.mb.ca. We will respond as quickly as possible.

The Winnipeg School Division (WSD) and Administrative Change

The WSD has undergone some major changes over the last year. We saw the appointment of Pauline Clarke as the new Chief Superintendent, Dushant Persaud as the North Area Superintendent, Ceclia Caetano-Gomes as Central Area Superintendent and Lori Tighe as Acting Inner City Superintendent. The Division also appointed a new Assistant Director of Human Resources, Christine Rhodes. These changes, along with the appointment of Robert Chartrand in the previous year means the WSD moves forward with a new senior administrative team.

On behalf of the membership, I would like to congratulate these individuals on their appointments. We look forward to a continued positive working relationship with all of you.

You and Your Safety

This is just a reminder to all, the current Collective Agreement is in place until the end of June 2009. As a result of previous contract talks, your salary will increase by 3% at the end of September. It is important for you to review your September salary statement to ensure the increased has been factored into your monthly pay.

Welcome Back cont'd.

Facebook and the Impersonated Teacher

At a seminar I attended summer, hosted by the Manitoba Teachers' Society, we were told the story of a Brandon teacher who was impersonated by a student on Facebook. The student used a photo of the teacher and personal information to create the space and began responding to messages sent to that teacher. Other teachers who sent information to the fake site became concerned about the responses and talked to the impersonated teacher looking for clarification. It was at this point the site was discovered and action taken. The good news is that nothing had occurred to damage the teacher or their reputation. It is my understanding that actions are pending against the student.

Remember, the information on most social networking sites can become public quickly. If you are seeing things from friends or colleagues that cause you some concern, contact them in person with those concerns and ask for clarification. The second thing to remember is what you post in the way of images and text on your site, or have shared with others on their site, has the potential to do harm to your professional reputation and may even impact your employment with a school division. If you are on these sites, keep the images and information of the type you could stand up in a crowded room and share.

Happy New Year!

By: Joan Fransen, WTA Vice-President

As I relaxed during the summer vacation it occurred to me that the beginning of the school year might have a more significant start for teachers than January 1...hence, the title.

For me, the biggest parallel has to do with making New Year's Resolutions—and I mean realistic goals that will stick! I'm sure many of us spent some time reflecting on the past year and thinking about the upcoming year, whether that was a fleeting thought or one that required serious consideration. By now we're a few weeks into the school year—the CAP grind, extra-curricular activities and committee work have started and we're wondering where the summer went.

It's not too late to make some personal resolutions.

- Making time for you is really important.
- Are you scheduling in exercise sessions during the week?
- Taking time to meet friends?
- Perhaps it's a book club or cooking class you want to join.

Whatever it is, make a plan and keep it! YOU are important and will be more effective in all that you do if you have balance in your life.

A big part of my work this year will include preparing the package for the next round of negotiations. The Negotiations Committee has begun to meet and is requesting your input in its early stages. We are reviewing a variety of data collected during the last year, as well as making comparisons with other Metro Winnipeg Teachers' Associations.

Happy New Year cont'd.

In the newsletter is a formal request by the 2008/2009 WTA Negotiations Committee. I would encourage you to hold a special staff meeting to discuss proposals that could be submitted for consideration. Whether submitted as a group or individual, all requests will be considered. Please take the time to complete the form and FAX it back as soon as possible. This is one way for you to communicate your thoughts and let us know what is of significance to you. Or, if you'd rather, send me an e-mail (vpres@wta.mb.ca) or give me a call (831-7104).

The Committee will be meeting twice monthly this fall and is excited to be working on your behalf. Your representatives are:

Mauricio Barra, St. John's
 Shane Fox, Stanley Knowles
 Melinda Guenther-Balodis, Lord Selkirk
 Cam Menzie, River Heights
 Dave Najduch, WTA
 Henry Shyka, MTS

Jessica Blaikie, Sacre Coeur
 Dayna Graham, Adult EAL
 Shahram Hakimelahi, Montrose/Wolseley
 Chris Pammenter, WAEC
 Joan Franssen, WTA

WTA Fees/MTS Fees

Please be advised that for the 2008/2009 school year the WTA fees will be **\$125.00 PER YEAR** and the MTS fees will be **\$876.00 PER YEAR**.

FYI - your WTA fees for the year (\$125.00) will be deducted off your September pay cheque. Fees deducted from your pay cheques for the rest of the year, October-June are MTS fees.



WSD Parking Fees for 2008/2009

\$170.00+ GST = with electrical outlet
 \$145.00 + GST = without electrical outlet

PROPOSALS FOR THE 2008/2009 WTA NEGOTIATIONS COMMITTEE

by: Joan Fransen, WTA Vice-President, Negotiations Chair

According to Council Policy C4 - Collective Agreement, the Negotiations Committee is required to annually “solicit from association members” ideas to be included at the table in the next round of collective bargaining. A draft negotiations package is then to be prepared and submitted to the Executive and Council for their approval later in the school year.

The Negotiations Committee is now looking at ideas for new clauses which might become part of a Collective Agreement. If you or others on staff have ideas, please complete the form provided below and **FAX it to the WTA office - 837-9698 ASAP**. Please note that even if you have submitted an idea last year, it needs to be sent in again to be included for consideration by this year’s Negotiations Committee.

The Idea: What is it you would like to see in the contract?

Rationale: Provide a short explanation to help us better understand your idea.

Your Name/School (Please include a telephone number) The Committee may need to contact you to get clarification or seek information.

Name: _____ School: _____

Telephone Number: _____

Thank you.



2008/2009 WTA Executive and Council Dates

Executive

September 10th & 24th
 November 5th & 19th
 January 14th & 28th
 March 11th & 25th
 May 13th

October 8th & 22nd
 December 5th & 10th
 February 11th & 25th
 April 15th & 29th
 June 3rd & 17th

All of the above meetings begin at 4:30 PM and are held in The Manitoba Teachers' Society Arnett Auditorium (with the exception of the December 2nd and second meeting in June, meetings which are held outside the building at locations TBD.)

Council:

September 22nd
 October 21st
 December 8th
 February 17th
 April 14th
 June 8th—*Note: WTA DSA Reception*

October 2nd—*Note: Council Workshop—5:00 PM*
 November 12th
 January 15th
 March 16th—*Note: Election Forum*
 May 12th —*Note: WTA AGM*

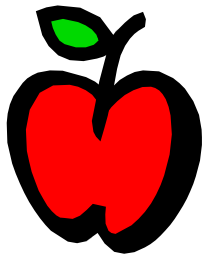
Retirement Reception—June 10th, 2009—Shaarey Zedek

All of the above meetings begin at 6:30 PM and are held in The Manitoba Teachers' Society Arnett Auditorium (unless otherwise noted.) Snack will be provided at 6:00 PM outside the Auditorium.

Reminder Re WSD Courier:

The WTA receives *courier service from the WSD once a week on Mondays*. The information sent is from the Administration Building only. **Individuals/schools should NOT** send info. to the Association through the Courier unless the Association advises otherwise i.e. during elections, negotiations. *Remember:* individuals should **NOT** send personal materials through the Division Courier.

How about serving on a WTA Committee?



The WTA Committee Chairs are always looking for members to serve on various committees. Your Council Rep. has all the committee reports for 2007/2008. In your review of last year's committee reports you may find something of interest to which you could devote some time and energy. New ideas and creative thinking are required in all aspects of the work of the Association. This is a rewarding way to "give back" to your profession. If you would like to serve on a committee please fill in the form below and FAX it to the WTA office - 837-9698.

Committee:

AGM

Public Relations

Finance

Reception

Teacher Welfare

Group Benefits

Distinguished Service Award

Executive Nominating & Elections

Monitoring (School Board Meetings)

Workplace Safety & Health

Substitutes

Credentials

Chair: Jennie Matteis, Grant Park High School

Chair: Dave Najduch, WTA Office

Chair: Richelle Desrosiers, St. John's High School

Chair: Tina Garton, Tec Voc

Chair: Mauricio Barra, St. John's High School

Chair: Shane Fox, Stanley Knowles School

Chair: Dave Najduch, WTA Office

Chair: Dee Smith, Principal Sparling School

Chair: Tracy Fyfe, Tec Voc

Chair: Melinda Guenther-Balodis, Lord Selkirk School

Chair: TBD

Chair: Terry Willerton, Tec Voc



SERVING ON WTA COMMITTEE(S)

FAX: To the WTA Office - 837-9698

Name: _____ Home Phone: _____

Address: _____ School Phone: _____

School: _____

I would like to serve on the following committees: _____

Signature

REMEMBER

When you up-grade your classification you **must** inform Manitoba Education & Certification in Russell (1-800-667-2378) as soon as you have your documentation from the University. Manitoba Ed. & Cert. will process the documentation and forward information to the Division so that you may be paid at your up-graded classification.

Please make sure when you receive any information from Manitoba Ed. & Cert. that they have your correct classification. The onus is upon you to make sure your classification (and therefore your pay scale) is correct.

Counselling Services

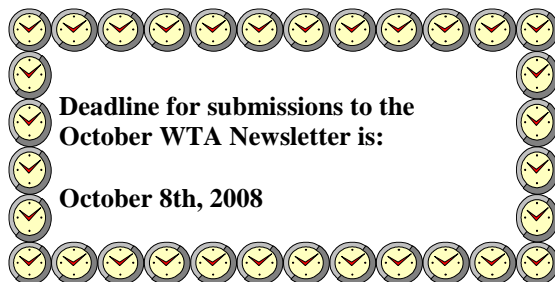
Counselling services are available to ALL WTA members. Keystone Counselling Associates are the Association's counsellors. They can be reached at 338-3339.

Contracted teachers within the WTA may also access The Manitoba Teachers' Society's Educators' Assistance Program (EAP) at 888-7961 or 837-5801.

Electoral Units not represented at the June 2008 WTA Council meeting:

No quorum was reached for the June 2008 meeting.

The views expressed in all articles in this newsletter are not necessarily those of the Association.



THE MANITOBA TEACHERS' SOCIETY

CODE OF PROFESSIONAL PRACTICE

The Code of Professional Practice establishes the required standards of conduct for all members of The Manitoba Teachers' Society. A teacher's professional behaviour must reflect the spirit as well as the letter of the Code. (Violations of the Code shall be addressed through application of the Bylaws. Revised 2007)

1. A teacher's first professional responsibility is to her or his students.
2. A teacher acts with integrity and diligence in carrying out professional responsibilities.
3. A teacher avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage.
4. A teacher speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights.
5. A teacher respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the student's welfare.
6. A teacher's conduct toward colleagues is characterized by consideration and good faith.
7. A teacher first directs any criticism of the professional activity of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication.
8. A teacher shall not be considered in contravention of the Code in:
 - a) consulting with the Society or the president of the member's local association;
 - b) reporting reasonable grounds for suspected child abuse according to legal requirements.
9. A teacher does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
10. A teacher makes an ongoing effort to improve professionally.
11. A teacher adheres to collective agreements negotiated by the professional organization.
12. A teacher neither applies for nor accepts a position which is included in a Society in-dispute declaration.
13. A teacher or group of teachers makes only authorized representations to outside bodies on behalf of the Society or its local associations. Without the express permission of the Society, no member(s) conferring with outside bodies may explicitly or implicitly claim that they represent the Society or its local associations.

Finding a Balance

By: Tracy Fyfe, WTA Secretary

I am sure everyone is back in the swing of things as this first month is passing by quickly...it seems like we never left. Schools are bustling with activity and plans for the new school year. In each building it seems that the duties and responsibilities grow with each and every passing year. Committees that didn't exist in the past have surfaced in full force. There are teams to coach, musicals to produce, committees to be engaged in, activities to plan and be involved with and, of course, classes to teach.

I know in our building we look at the list of committees to volunteer for and the activities we can put some time into planning. The list seems endless. What I have learned over the years is to find a balance between our involvement at school and our lives outside. We all love the students or we wouldn't be in the profession but we must remember to love ourselves as well. Take a look at what you want to be involved in and then think for a minute of the time commitment that you can make and then rethink for a moment of all the other activities that are happening in your life. Choose your level of involvement based on your life and interests.

New teachers to the profession, my advice to you would be to take the time to just be in the school. I heard a wise administrator tell the new teachers this year that they have permission not to do any of the 'extras'. This was the best piece of advice I heard for them. There are many new things to learn in your school, take the time to enjoy your classroom and teaching. All the extras will come in time...believe me they do not go away.

If you are choosing to volunteer your time this year with students outside of the work day, the division has prepared a sheet to help you record your 'volunteer hours.' Take advantage of the sheet, it makes it easier to tally you 50 hours...or 200 hours which some might have.

Remember WTA is there if you have any questions. Become involved at some level, even if it is asking your representative a question. Look at your collective agreement (there is one in every school) and know what your rights and responsibilities are for the year. Take care of yourself and each other and have a great year...welcome back!

CREDENTIALS COMMITTEE

By: Terry Willerton, WTA Credentials Committee Chair

Well here we are a new school year and a new year of WTA meetings are upon us. Your Credentials Committee, consisting of myself, Paulette Krovats and Ana Dias will be very diligent in checking in every rep at our Council meetings. It is very important that all reps from every electoral unit are present at all meetings. If a regular rep is not able to attend a meeting an alternate rep should be present. Alternates must be registered with the WTA to ensure they are eligible to vote on Council business.

Council meetings begin at 6:30 PM and usually last 1-2 hours. There are refreshments provided prior to the meeting commencing. All reps must register at the Credentials Desk prior to the meeting in order to ensure that we have quorum to begin the meeting.

There will be an update each month in the newsletter to inform you about upcoming meetings and attendance of prior meetings.

We encourage you to have the WTA on your monthly staff meeting Agendas and that all electoral units select reps and alternates to attend WTA Council meetings.

**RELIGIOUS HOLY LEAVES FOR
MEMBERS OF
THE WINNIPEG TEACHERS' ASSOCIATION**
(excerpt from July 1, 2008-June 30, 2009 WTA Collective Agreement)

“19.09 Religious Holy Leave

Teachers shall not absent themselves from duty for reasons of religious holy days without first securing permission from the Superintendent. All requests for such approval shall be made through the principal on the form prescribed.

- (a) No deduction from salary shall be made when teachers are absent for observance of religious holy days, up to a maximum of three (3) days per school year.
- (b) When teachers are absent for observance of religious holy days in excess of three (3) days per school year a teacher may receive regular salary less the rate for a substitute in the teacher's salary classification
- (c) The following notification period will apply:
 - (i) for teachers requiring religious holy leaves prior to October 15th, ten (10) working days notice in writing shall be given to the Division, for teachers requiring religious holy days October 15th or later, notice in writing of leave required for that school year shall be given by September 30th.
 - (ii) for those teachers commencing employment with the Division at a time other than the start of the school year and who require religious holy leave, notice in writing, shall be given to the Division within ten (10) working days of active employment.
- (d) Where the appropriate notice has not been given to the Division, the Division shall provide religious holy days and that leave, at the Division's discretion, may be with pay or at regular salary less the the rate for a substitute in the teacher's salary classification, or with one two-hundredths (1/200) salary deduction per day. The Division shall act reasonably and fairly having regard to all circumstances.
- (e) Religious Holy Leave shall be extended to include individuals in the Adult EAL Program.

It is agreed for the purposes of this Article, Religious Holy Days shall be defined as “major religious holy days observed by the teacher and designated as a day of obligation by the teacher's religion.”

- 19.10 In the event that an employee is requesting a short term leave of absence which is not otherwise set forth in this Agreement, the Division may grant such leave with or without pay in accordance with its policy, a copy of which is attached hereto as Appendix “A” to this Agreement. This clause is only for the information of the Association membership and an employee should see the Division policy manual for details.”

WTA 2008/2009 Pre-Retirement Seminars

Applicant Data

First Name	Initial	Last Name
Social Insurance Number: _____ <i>(required to obtain data for you from TRAF)</i>		
Home Address: _____		Postal Code: _____
Home Phone: _____	Work Phone: _____	
Spouse or Partner (Full Name) _____		
His/Her date of birth - Note: this information is required.		_____
		Month - Date - Year
Will your spouse/partner be attending? Yes [<input type="checkbox"/>] No [<input type="checkbox"/>]		
There is a charge of \$15.00 <i>per attendee</i> for materials, coffee, dinner, etc.		
<i>Please indicate below if you have any dietary restrictions or allergies:</i>		
Specify type of dietary restriction/allergy: _____		

Retirement Seminar Data

The seminars will take place on (please check ONE):

January 20, 2009 [] March 17, 2009 []

at McMaster House Arnett Auditorium, 191 Harcourt Street commencing at 5:00 PM

T.R.A.F. will provide you with a maximum of TWO printouts of retirement information based on possible retirement dates that you designate. Retirement dates may be milestones (e.g. age 65), or specific dates (e.g. June 2011). **PLEASE NOTE: estimates will not be provided to anyone but the pension plan member.**

Retirement Date #1	Retirement Date #2

Confirmations will be sent to applicants *approx. 3 weeks prior to the seminar*. Please note that enrollment is limited (maximum of 80). Please apply early.

Cheques are payable to **The Winnipeg Teachers' Association**, payment (\$15.00 per attendee) is due with the application. Mail the application and cheques to the WTA office, 202-2639 Portage Avenue R3J 0P7. **Deadline for applications is ONE MONTH prior to the seminar date.** If you have any questions please contact Glenda Shepherd, 831-7104.



The Winnipeg Teachers' Association

2008/2009 Telephone List

Winnipeg Teachers' Association Office.....	831-7104/FAX: 837-9698
Glenda Shepherd, WTA Administrative Assistant (e-mail: wta@wta.mb.ca)	
Dave Najduch, WTA President (e-mail: pres@wta.mb.ca)	
Joan Fransen, WTA Vice-President (e-mail: vpres@wta.mb.ca)	
WTA Counselling Service.....	338-3339
Keystone Counselling Associates	
Manitoba Teachers' Society.....	888-7961/FAX: 831-0877
Henry Shyka, WTA Business Agent, MTS Staff Officer	
Nancy Kerr, MTS Staff Officer	
Legal Assistance Programme (Myers Weinberg LLP).....	942-0501
Winnipeg School Division Administration Building.....	775-0231
Substitute Request Line.....	772-0691
Substitute Help Line.....	789-0475*
*between the hours of 6:45 AM and 2:45 PM	
ManuLife (Extended Health Benefit Carrier)	
Information Service Centre.....	1-800-268-6195
Web Site	<i>www.manulife.ca</i>
Teachers' Retirement Allowance Fund (TRAF).....	949-0048
Teacher Certification Branch (Russell, MB).....	1-800-667-2378