

The Apple Core

October 2013

Upcoming Events

GVTA Exec meetings for the year at NPC. All meetings start at 4:15pm.

All are welcome:

- October 29 (AGM)
- November 5
- December 3
- January 7
- February 4
- March 4
- April 1
- May 6
- June 3

Welcome back!

Who is your GVTA?



Back Row: Dale Martens (NPC-President), Tanya Legal (PC-Social/PD), Rick Schroeder (NPC-Vice-Pres), Sarah Quickfall (GVC-Benefits), Susana Hawryshko (NPC-Treasurer), Sarah Stepler (DO-Benefits), Karla Rootsart (SW-PD), Warren Klassen (ECS-rep), Carla van Lankvelt (PDS-rep), Esther Klassen (WES-rep), Rhonda Friesen (Pkld-ESJ/Wellness).

Front Row: Erica Kotschorek (PC-Health & Safety), Tammy Macdonald (NPC- Secretary), Sarah Buhler (NPC-Social), Bud Kehler (BV-rep), Mike Toews (GVC-Collective Bargaining).

Missing: Joel Swaan (Pkld-Collective Bargaining), Walter Giesbrecht (GVC-Ed Finance), Scott Hiebert (JRW-Ed Finance).

★★★★★★★★★★★★★★★★★★
 ★ GVTA members have the
 ★ RIGHT to representation
 ★ at any time. It is your
 ★ RIGHT to call your Union
 ★ President or a Staff Officer
 ★ at MTS for representation
 ★ at any time.
 ★★★★★★★★★★★★★★★★★★

Social Committee

Welcome back! A new school year has begun and the Social Committee would like to wish all the teachers a fantastic year ahead full of professional growth and learning. We look forward to planning events for teachers throughout the upcoming school year. We also need school representatives from ALL schools. If you have any questions or suggestions, feel free to email us;

tanya.legal@gvzd.ca or

sarah.buhler@gvzd.ca

We hope to see you at our GVTA events this school year.

Workplace Health and Safety

If you have any questions or concerns about the safety of your work environment, please contact your school representative:

Border Valley Unit—Wes Reimer

Division Office—Shayne Thomson

Prairie Dale School—David Hoepfner

Emerado—Erich Hirschfeld

J.R.Walkof—Brian Dyck

Plum Coulee Unit—Erica Kotschorek

Southwood Unit—Matt Scholz/Robert Fehr

Winkler Elementary—Wes Neufeld

GVC Tec—Merle Giesbrecht

Parkland—Jason Shepherd/Monica Ginter

GVC—Jon Funk

NPC—Rick Schroeder

Bus Driver—Jason Groening

WELCOME BACK!

by Dale Martens (GVTA President)

The school year ahead holds a lot of promise and a lot of challenge. (As usual!)

PLC's, the divisional literacy goals, and the provincial report card are likely on the minds of many teachers. As I've said before, offering *feedback* to the appropriate people can often be instrumental in shaping any new initiative.

Feel free to send me your comments; such information will be held in the strictest confidence and is incredibly valuable in discussions with senior admin.

The new Blue Cross structure is in place. Remember that the gross pay on your pay stub is your gross pay according to the collective agreement salary grid MINUS your Blue Cross premium.

TRAF contributions have also changed. They are now proportional to the days worked in a month. The biggest impact of this is that in July and August of 2014, there will be no TRAF contributions and the September to June contributions will be higher to make up for this.

(For more detail regarding gross pay calculations and TRAF contributions, consult a previous email that was sent to you.)

In order for TRAF to continue to meet its financial obligations to retired teachers, contribution rates are scheduled to increase slightly over the next few years.

Lastly, don't forget that we will be voting on amendments to our constitution at the fall general meeting on October 29. (Spine tingling stuff, right?)

If you have any questions, concerns or comments with respect to professional issues, please contact me at gvtapresident@hotmail.com or 204-362-0826. Also, you can find a bunch of MTS/GVTA info on the GVTA wiki: gardenvalleysteachers.pbworks.com.

Public Relations

Jenn is responsible for the creating and distribution of the newsletter for GVTA, "The Apple Core", choosing and buying the annual GVTA freebie, and purchasing the prizes and food for the general meetings.



CONTACT US

email: gvtapresident@hotmail.com

wiki: gvta.pbworks.com

Rick Schroeder has returned this year as Vice-President. He will be assisting Dale in various capacities.

What does your GVTA do for you?

Employee Benefits	Treasurer	Benefits info for new teachers
<p>Sarah Quickfall, together with Sarah Stepler are co-chairs of the Benefits Committee for the GVTA. If you have any questions about your benefits, we will do our best to answer them or connect you with someone who can!</p>	<p>Susana is responsible for handling the finances of GVTA, paying bills, depositing incoming funds, managing GVTA books and bank accounts, initiating budget process, presenting the financial report at executive meetings and AGM's.</p>	<p>Welcome to the profession and the Society! As members of the Society, you have several benefit plans that you must be part of, or may be part of. For most of the plans the school division is the administrator of the plan and in some cases the division is a partner in the trust overseeing the plan.</p> <p>At the outset, there are a few items about the plans that you should be aware of. This information sheet is meant to be a very brief description of the plans and some basic information. If you have any questions or concerns regarding the plans please contact your local Association President or myself at ganderson@mbteach.org, or by phone at 831 3052, or toll free within Manitoba, at 1 866 494 5747 ext 279.</p> <p><u>Group Life Insurance</u></p> <p>As public school employees you must have life insurance to 200% of your salary. The premium for this is cost shared, 50/50 by the division and you. You can also elect to have the insurance extended to 300, 400, 500, 600, and 700% of salary. The premiums for all elected amounts are paid by you, the employee. Premiums are not age banded and are \$0.10 per thousand of insurance. The amount of insurance is decided upon commencement of employment or can be increased or decreased either 90 days before or after a 'Life event' (marriage, common law after one year, or birth of first child) without providing medical evidence of insurability. It can also be increased or decreased at any time by providing medical evidence of insurability. More information on the insurance can be found on the MTS website; www.mbteach.org -, click on Health and Benefits, a drop down will appear, click on Group Benefits.</p>
 <p>SAGE 2013...</p> <p>has already taken place. Hopefully you enjoyed your day at the various sessions offered and came away with new and exciting ideas in which to incorporate into your classrooms!</p>	<p>Welcome Back BBQ</p> <p><i>On Monday, October 10, Prairie Dale School hosted this year's welcome back BBQ at Meadows Amusement Park. Attendance was not as high as last year but everyone appeared to have a great time. The weather was a little chilly but many were spotted enjoying the free access to go-karts, mini-golf, and the bungee trampoline, in addition to the food that was supplied. Thanks to all of those who helped, organized and supervised the evening's activities. We hope to see you out again next year!</i></p> 	<p><u>Extended Health</u></p> <p>Most of the Associations have an Extended Health plan that is governed by a trust between MSBA, the Manitoba School Boards Association, and MTS. Enrollment and coverage, in participating Associations, is compulsory for all new teachers on a limited or general contract over 60 days in length and over 0.3 FTE. <i>If you have access to an employer or employment administered group plan through your spouse or you are eligible for the NHIB plan then you may opt out of the Extended Health plan.</i></p> <p>The plan is paid out of pre-tax income and as result reduces the premium costs for the member. Premiums are taken off of gross or pre-tax income and the individual is then paid net of the premium and those monies are paid to the plan, by the employer, for services covered by the plan. As result the individual is not paying the tax on that income and the whole value goes to paying the costs of the coverage.</p> <p>The easiest way to determine if the plan applies to you is to go the MTS website at www.mbteach.org - click on Health and Benefits, a drop down will appear, click on Group Benefits, then click on the words Association Plan Booklets, find the Association that you belong to and click on that Association to find the plan booklet for your Association. The booklet also gives a description of what is covered by the plan. Like the group life plan, changes to dependants, additions or deletions can be done within 90 days before or after a 'Life event'.</p> <p>This may all seem quite confusing to a new member especially when you are also starting a new career as a teacher, but if you have any questions you can always contact;</p> <p>Your local Association President or Benefits Chairperson(s) or;</p> <p>Glen Anderson, Staff Officer Benefits, Manitoba Teachers Society</p>

Wellness Books

1. A Fearful Freedom
2. Beyond Equality and Difference
- 3) Crazy Busy, Overstretched, Overbooked, and About to Snap
- 4.Chicken Soup for the Teacher’s Soul
5. Creative Conflict Resolution
6. Dick and Jane as Victime (sex stereotyping in Children’s Reader)
7. Diverse Voices
8. Don’t Sweat the Small Stuff About Money
- 9.Dr. Susan Love’s Menopause & Hormone Book
10. Fat is a Feminist Issue
11. How to Sleep Like A Bear
- 12.Just a Bunch of Girls
13. Kiss Sleeping Beauty Goodbye
14. Last Watch of the Night
15. Living the Changes
16. Mankiller: A Chief and Her People
17. No More HRT Menopause Treat the Cause
18. Racism in Canada
19. Responding to Anger Workbook
20. Secret Survivors Uncovering Incest and its Aftereffects
21. Sexual Harassment—High School Girls Speak Out
22. Sexual Harassment-Women Speak Out
23. Stiffed: The Betrayal of the American Man
24. The Eldercare Handbook
25. The Fall of Freddie the Leaf
26. The First Days of School
27. The Gay and Lesbian Self-Esteem Book: A Guide to Loving Ourselves
28. The Secret
29. The Wisdom of Menopause
30. Who’s Calling the Shots?
31. Wild Geese
32. Women of Science
33. Women Teachers Issues & Experiences

Secretary

Tammy types, edits and emails.

Education Finance

Walter Giesbrecht is the new GVTA Education Finance chairperson this year, working together co-chair Scott Hiebert. This position stays informed about the public money given to our school division. It is hoped that in this way, we can influence our division’s budget, and that our board’s decisions about finance spending will be positively influenced by our involvement.

Teacher Wellness

My name is Rhonda Friesen and I am chair of the Health and Wellness Committee this year. The BBQ for staff new to the division was a lot of fun and it was great to get to know those who came out that evening. Thanks for taking the time out of your busy schedule to attend and get to know your GVTA representatives.

Our health is very important and I would like to remind you all to take care of yourself, both physically and mentally. To the left of this column, you will see a list of books that are available to all teachers. These topics may be of interest to you or you may possibly have an issue that you may be facing and would find them helpful. Simply sign them out and read at your leisure.

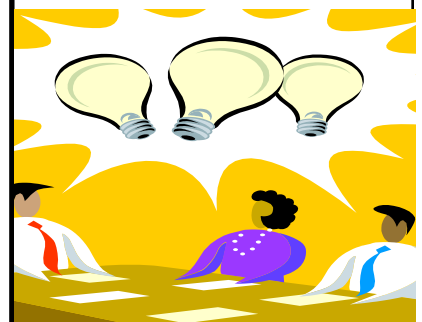
Should you have any suggestions or questions for me, please contact me at Rhonda.friesen@gvsa.ca.

Looking forward to great year promoting the health and wellness of our membership!

Professional Development

Greetings from the Professional Development Committee! We are a divisional committee made up of representatives from each school unit. The committee organizes the PD opportunities available on divisional days as well as funding in - school PD days. We are also responsible for considering and approving Collaborative Learning Group (CLG) applications. If you are new to the division, CLG’s are your self-directed option for PD on divisional PD days. As CLG’s are received and approved, they will be posted on the divisional website so that other people may join the group. Got a PD suggestion? We’d love to hear from you!

Co-chairs: Karla Rootsart/
Tanya Legal



GVTA General Meeting

October 29
4:30pm
GVC
Band Room
Prizes and Refreshments

Code of professional practice

What is expected of you as a professional? This is a question which is not only asked by beginning teachers, but also reflects the ethical dilemmas even more experienced teachers face. As a profession, we have made a public statement about the conduct of our members which the public can expect in return for trusting us with the education of their children.

The Code of Professional Practice establishes the required standards of conducts 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.

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 individual 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.

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.

Collective Bargaining

This year's Collective Bargaining Committee has been hard at work already. They have created a VERY IMPORTANT Survey to be used as an aide for when the Opening Package will be developed later this year. Please complete the survey online at <https://www.surveymonkey.com/s/HWG3KSF> or you can see your school's Bargaining Rep for a paper copy. Please leave this information available for your subs as well. The deadline is November 30th, but you may want to consider doing it ASAP before report cards. Thanks for your time!

The Committee is: Joel Swaan (Chair, PKLD), Michael Toews (Co-Chair, GVC), Dale Martens (Ex-Officio, NPC), Rick Schroeder (NPC), Sarah Stepler (DO), Donna McLeod (SWD), Carolyn Schellenberg (Subs), Mary-Anna Aaldyck-Doerksen (WES), Pam Klassen-Dueck (BV), DeeAnne Reimer (PD), Janice Krahn (ECS), Curtis Harms (PC), Warren Wall (JRW), Mike Friesen (GVC), & Andrew Peters (MTS)