

**SPECIAL
POINTS OF
INTEREST:**

**Code of Professional
Practice**



FALL 2016

President's Message

Submitted by Melissa Benner



Artwork by WTA member:
Dawn Rigoux

**INSIDE
THIS
ISSUE:**

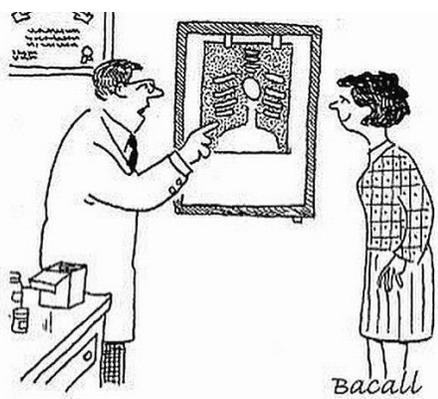
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Wow, is it just me or is the time flying by faster than usual? Report cards have made their first appearance this year and student conferences are just around the corner. Schools are in Christmas concert mode and in all the hustle and bustle, learning is happening everywhere. As you plan for your students, while engaging and sharing your knowledge, please remember to take care of yourselves. You can't fill anyone's bucket when yours is running on empty.

I look forward to making it out to schools and having conversations with our members. If you have any items to share with the membership send an email and PRTA will get the message out there via Twitter, Facebook or our association website. Speaking of website, a new look for the PRTA.ca is coming to a screen near you...keep on the lookout for the launch of the new website, hopefully in the New Year!

Be sure to check out the newly launched Manitoba Teachers' Society website and all it has to offer. There are several PD opportunities that can be found on the links. There are several links to articles and even some wellness opportunities. Find these and many more resources and supports at [www. mbteach.org](http://www.mbteach.org)

Yours in solidarity,
Melissa



"Your heart is slightly larger than the average human heart, but that's because you're a teacher."

Upcoming PRTA Meeting Dates:
 Monday December 19th at St. Paul's
 Tuesday January 7th at St. Francois Xavier

ESJ—Deanne Foster

My name is Deanne Foster. I teach kindergarten to grade 4 at Barrickman Colony School and I am the ESJ Chairperson this year. My role as ESJ Chairperson includes:

- Provide people with resources to teach a minority.
- help teachers resolve equity issues
- encourage everyone to be nice and to “pay it forward”
- advertise that I am the person to go to if you have an equity or social justice issue
- access to a lending library. If anyone is looking for a specific book, I could look into the titles of the lending library

I have many resources and if anyone has a need they can get in touch with me and if I can't help, I should be able to get in contact with someone that can help.

“We all want to work towards our schools being safe inclusive learning environments”

Members are bound by the following principles and each Member's professional behaviour must reflect the spirit as well as the letter of these principles:

1. A Member's first professional responsibility is to the Member's students;
2. A Member acts with integrity and diligence in carrying out professional responsibilities;
3. A Member 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 Member's conduct is characterised by consideration and good faith. The Member speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights;
5. A Member 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 Member first directs any criticism of the professional activity and related work 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. A Member shall not be considered in contravention of this Article in the following circumstances:
 - a) consulting with the Society or the Member's Local president;
 - b) taking any action that is allowed or mandated by legislation;
 - c) where the Member is acting in good faith and without malice in the discharge of the legitimate duties of the Member's appointed or elected position;
7. A Member does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication;
8. A Member makes an ongoing effort to improve professionally;
9. A Member adheres to collective agreements negotiated by the Society and its Local; and
10. A Member or group of Members makes only authorized representations to Outside Bodies on behalf of the Society or its Locals. Without the express permission of the Society, no Members conferring with Outside Bodies may explicitly or implicitly claim that they represent the Society or its Locals.

(The Society approved new Bylaws at its 2014 AGM. Bylaw IV includes the Code of Professional Practice that applies to all teachers who are members of the Society. Bylaw IV also outlines what constitutes *professional misconduct* and how the Code is enforced. The Society's Constitution and Bylaws outline the remedies or sanctions that can be imposed against any teacher who violates the Code of Professional Practice.)

Code of Professional Practice



MTS SPORTS EVENTS

MARK YOUR CALENDARS

Brandon Teachers' Association hosts MTS Curling Bonspiel **March 3-5**

Western Teachers' Association hosts MTS Golf Tournament **June 10**

Benefits Reminders

MTS EVENTS

Manitoba Teachers' Society Sporting
Events! Contact your school rep or
President to see how PRTA can help offset
your costs!

Prairie Rose Teachers are joining the MTS Short Term Disability Plan, both premiums and coverage become effective Sept 1st 2016.

What does that mean?

Coverage is for teachers who have medical evidence of a disabling condition for at least three days and are unable to go to work

Short term disability comes into play after the expiration of sick days and before long term disability (DBP) can be accessed.

Income replacement is approximately 80% of net income and starts when sick leave ends and stops when Long Term DBP benefits commence. This insures that there is no gap in benefits and subsequent reduction in income prior to Long Term DBP benefits commencing. (currently gap between exhaustion of sick days and access to DBP benefits can be up to 80 unpaid working days) Without Short term Disability the only alternative is EI, which is substantially less income, is not pensionable, and is taxable.

Who needs it?

Those who are chronically ill, with a disabling condition, and regularly access sick leave

Those who have used their sick time, in prior years, for unrelated or related conditions

Those who change divisions

New teachers, especially those who will not qualify for EI (650 hours of work needed prior to qualifying)

Cost?

0.17% of pay (based on a salary of \$80,000.00 = \$11.33/month)

If you have any questions you may contact;

Glen Anderson, MTS Staff officer Benefits or
ganderson@mbteach.org or 204 831 3052

or Melissa Benner, PRTA President

Ralph Ramore, STD plan administrator,
ramore@mbteach.org or 204 934 0386