



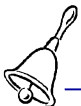
**New Teacher
Orientation
2009/2010**



**Vivian McKenzie
FTA President**

Inside this issue:

Greetings	1
Don't Get Bitten by Your Mouse	2
Code of Professional Practice	3
Contact Information	4



THE VOICE is produced 5 times during the school year and all members are invited to submit articles that are relevant to FTA members. For more information, contact the FTA president, Vivian McKenzie.

Your adventure begins! As a teacher in Frontier School Division you are now a member of the Frontier Teachers' Association (FTA) of the Manitoba Teachers' Society (MTS).

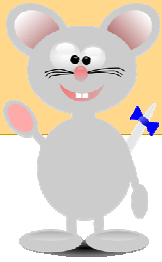
Within each school division, local teacher associations have been established. The Frontier Teachers' Association is one of the 39 local teacher associations in the province. The Manitoba Teachers' Society is the umbrella organization for all local teacher associations and represents the 14,000 public school teachers in the province.

The Manitoba Teachers' Society advocates the protection of teachers' right and working conditions and is committed to the advancement of public education. MTS provides a variety of services to individual members including seminars and workshops, advice and assistance with professional matters and assistance with contract grievances. MTS also provides a variety of services to local teacher associations, including seminars and workshops, advice and collective bargaining assistance. Check out the website for MTS at www.mbteach.org for more complete information on the society and the work it does for you.

As a professional association, one of the objectives of the FTA is to promote and advance the welfare of its members. In the province of Manitoba, Collective Agreements are negotiated locally between the association and the employer. One role of the FTA is to enter into the collective bargaining process with Frontier School Division and the Board of Trustees.

As a member of the FTA you will have the right to vote and to hold office in the association. You also have the right to ask questions of your executive. Enclosed in this new teacher edition is a list of all the contact people of the FTA. Keep that list handy and feel free to call the members that work hard on your behalf. The Executive of the association is composed of the President, President-Designate, Vice-President, Secretary, Treasurer, Past President and ten electoral district representatives who serve as chairpersons of committees. Elections are held in the spring of each year and all members are eligible for nomination.

Throughout the upcoming year you may have questions or concerns about a variety of situations or topics. For help obtaining answers to your questions, refer to your Collective Agreement or the Frontier School Division Policy Manual. If you have a question or concern not addressed by the Collective Agreement or Policy Manual, or you are not sure, I encourage you to contact an FTA representative or an MTS staff officer. I hope you will enjoy the New Teachers' Orientation and benefit from the information presented to you. On behalf of the Frontier Teachers' Association, I offer you best wishes in the 2009/2010 school year.



DON'T GET BITTEN BY YOUR MOUSE

Taken from the files of THE MANITOBA TEACHING SOCIETY, www.mbteach.org

A young teacher receives a previously used computer from his principal. When he explores some old files he discovers some erotic web sites have been bookmarked and hyper-linked to innocuous sounding file names. He fails to notify his principal or to erase them. Later he is monitored accessing this material and is disciplined for it.

Another teacher uses a school computer to access gambling sites in the evening when she is at school to do prep and mark papers. It comes to the attention of the school administration that she is accessing these sites through the division's web server, and the teacher is disciplined.

A teacher frequently uses the school's Internet service to e-mail family and friends around the world. In routine maintenance it is discovered that he has been emailing messages that are defamatory and insulting to the school administration and the division superintendent. He is disciplined.

What do the teachers in these three scenarios have in common? A lack of common sense. The Society's Ad Hoc Committee on Technology would argue that as long as a teacher does not use the school's internet connection and services in any way which is illegal, interferes with the work of the school or the division, or would tend to discredit the school or the division, he or she should be safe from disciplinary action. At the same time the Committee wants to advise teachers, "Don't be stupid!" Every teacher needs to keep in mind that Internet transactions are not private. Any journey you make to a web site may result in "footprints" indicating where you have been. Files

are cached on your computer; your actions may be logged on the internet server. Accessing Internet erotica may be neither illegal nor immoral, but don't expect your principal to be overjoyed to discover you doing it on the school's computer by means of the division's Internet connection.

E-mail may not be private either. Know that if you use the school or division's service for personal messages, someone may be listening. If you hold long exchanges with your mother about your private life, don't be surprised if the school secretary knows that your son is being dunned for his student loan or you suspect your husband is cheating on you.

The Technology Committee is working on advising teachers how to protect themselves, by creating appropriate contract language for collective agreements on privacy, academic freedom, copyright, introducing technological change, and a host of other issues related to technology in schools. In the meantime, don't be stupid! Don't sign user agreements with your division just to save a few dollars on net service at home. Find out if your division or school has any policy on Internet use. If they do, abide by it while you work towards protections for teachers in the collective agreement. If they don't, then use common sense, and ask for guidance-tell your principal you found some funny stuff on that second-hand computer he passed on to you, check if she minds if you order that sofa from Ikea online at school, and don't let your teenaged son use the school laptop at home.

When it comes to the Internet, what you don't know can hurt you!

Manitoba Teachers Society

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.
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.

(Violation of the Code shall be addressed through application of MTS bylaws.)

(revised, Annual General Meeting, 2007)

 **The MANITOBA TEACHERS SOCIETY website is a great source of information. Check it out at www.mbteach.org**

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