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The Voice

President's Message

One of the most frequent questions I hear is "What does the FTA do for me?" The work that the FTA Executive does on your behalf directly impacts on the work and conditions under which you work in the classroom. The FTA responds to Divisional policies, intervenes on your behalf in disputes, sits on joint committees with the Division, provides the membership with current information and advice, and a myriad of other activities, all on your behalf.



Vivian McKenzie
President, 2010

You can help us by getting involved. We are not mind-readers and we want to know what the membership needs or wants. Remember, we represent you. You can help in many ways. Become the school FTA contact person, write letters to the FTA Executive about issues you are concerned with, or stand up and allow your name to stand for one of the positions on the executive. You can even become involved by writing articles for the FTA Voice.

As some of you know, Scott Miller has gone on sick leave and has had knee surgery. Because of this, the FTA had to make some changes to the Executive. The president-designate, Dean Elliott, wanted to continue his work on the bargaining committee. However, according to our constitution, the president cannot be bargaining chair, so Dean resigned



To contact Vivian

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Want to know something? Ask any of our FTA Executive!

If you have questions, or want to know something about the FTA, your collective agreement, contract, benefits, Public Schools Act or anything else, just ask! Send your questions to any member of the FTA. All contact information is on the back page!

FTA ELECTION RESULTS ARE IN!

I am happy to report that the membership's interests will be well served by the following people on the 2010 executive:

Table Officers

President	Mrs. Vivian McKenzie
Treasurer	Mrs. Dodie Johnston
Vice-President	Mr. Dean Elliott
Secretary	Mrs. Laurie Fourre
Past President	Mr. Scott Miller
President-Designate	Mr. Michael Ferchuk

Electoral District Representatives

Area 1	Marilyn Randall Anne Watson
Area 2	Larrie Head Sean Hafenbrak
Area 3	Joanne Stover Nancy Whiteway
Area 4	Edie Turner Aaron Cable
Area 5	Mr. Byron Apetagon Ms. Heather Paul

Along with my new job as acting president, I found out, that I was also responsible for the FTA elections, (Of course, they didn't tell me until after I volunteered!). It was certainly a learning experience, but I really enjoyed the contact with different schools and teachers. I would not have been able to do the job without the help of all the FTA members who volunteered to act as Deputy Returning Officers in their schools. A BIG thanks to all of you! Running an election according to the Labour Relations Act is no small feat!

This year, we had an exciting election with 3 candidates in Area 2, 3 candidates in Area 3, and two candidates for vice-president. There were 326 voters, or 47% of our eligible members who voted. The election ran relatively smoothly and I believe that this is a testament to the good people that have become actively involved at each work site.

I am looking forward to being a part of the new Executive and working hard on your behalf.

Respectfully Yours,
Vivian J. McKenzie

(Continued from page 1)

as president designate and I was appointed to the position. Dean was appointed Vice-President, a role in which he could continue as bargaining chair until the end of the year.

So now, I am acting president for the rest of this year, and as President-Designate, I will become the President for next year. All of the changes are allowable under our constitution and it has allowed us to move forward and continue to serve our members.

I am looking forward to my role as FTA President. I hope to serve the membership well. Please feel free to contact me about any FTA issues or questions you have.

VIVIAN MCKENZIE, 2010 FTA PRESIDENT



Heather Paul
Employee Benefits

Employee Benefits

Do You Need A Massage?

Massage is one of the health benefits covered by our Blue Cross Extended Health Coverage. The coverage was just increased this year to \$700/year. No matter what your reason for getting one, we all can agree that they defiantly add to our general good health and well being!

Here are a few things to take note of if you need to book a massage. First, check to see if your massage is covered by Blue Cross. If your massage therapist is a student or does not have the proper certification, Blue Cross will not reimburse your costs. If you get a doctor's referral or prescription for a massage appointment, it can be used as sick leave, but otherwise, you will have to make your appointments outside of working hours.

What Are The Policies On Benefits?

I am often asked this question. While I am more than happy to help you in the pursuit of an answer, it is really good for every one to get to know their Collective agreement and Frontier Policy manual. Most of the answers you need are there for you.

Where can I find these documents, you ask? Well, if you don't have your collective agreement carefully filed in with your teaching contract and other important papers, you can find the current agreement on-line at <http://www.frontiersd.mb.ca/resources/hrcollagree>. As well, you will find the policy manual there and all schools should have a hard copy of the policy manual for you to check. Frontier is now in the process of a policy review and the new policy, Policy E–Personnel Leaves, is the one to check.

Policy Review Creates Problems

Aaron Cable, PD Chair

As you may all be aware, Frontier School Division is undergoing a Policy Review. In and of itself, policy review is a great idea which helps to keep our school working very smoothly, but the way in which this current policy review has been conducted was not very effective. For many of us this policy review has taken the form of a large stack of paper which was handed out to us at staff meetings throughout this year. It seemed as if the review committee was trying to overload us with paper in order to just get through the process with out much discussion.

I do understand that the Board of Trustees' most effective governance tool is the development of policies. I also applaud the fact that the Board was seeking input from teachers on the direction of the policies. These policies are intended to outline a course of action which reflects the values and viewpoints of the parents and residents of the Division. However, some of the new policies that have been put in place have created some problems.

It is up to the Board to develop policy and the responsibility of staff to implement it. The policy

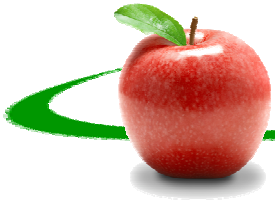
should also reflect the viewpoints of the members of our communities. With certain policies, such as, Policy IQ – Educational Trips, the new revisions have created a major headache, not just for teachers but also for parents. At our little school, we had one family that received twenty-four sheets of paper, asking for the same medical information eight times in one particular week. This has led our school to try to find ways to lessen the burden for parents, without much success.

We need to let the Board know that a policy doesn't work, so that it can be changed. The educational trips form is only one example, I am sure there will be many more, such as the Informed Consent forms, which will likely cause chaos at Frontier Games.

I would urge anyone, teachers or parents, who have a problem with policy to pick up a pen and to send a letter to the FTA, to your local school committee and to Gordon Shead. This information needs to be heard.

BEYOND THE 3 R'S

Edie Turner- ESJ



Manitoba Teachers' Society held their conference "Beyond the Three "R's" on April 8 & 9, 2009. The conference focus was "Growing Minds".

We had the privilege of hearing three excellent keynote speakers. Dr. Avis Glaze, the first keynote speaker, opened the conference Thursday morning. She is an exceptional teacher and administrator. Dr. Glaze is one of the most powerful voices in character education. Thursday afternoon Dr. Larry Brendtro inspired us with his knowledge and experience working with troubled children and youth. He is currently the president of Reclaiming Youth International. Dr. Brendtro worked with children for four decades. Thursday morning keynote speaker Michelle Dagnino who is a leading expert on youth engagement, organizational health and genera-

tional change. She is currently the Executive Director of Youth Action Network (YAN).

All three keynote speakers shared their vast knowledge in working with and for the youth to provide caring and togetherness so that all youth are given attention and education to become productive members of our global society.

Many breakout sessions were held over the two days which provided valuable information related to the many challenges and issues for the youth in today's society.

Manitoba Teachers' Society conference is an excellent opportunity for its' members to explore other educational avenues and networking with other fine professionals in our province. The next Manitoba Teachers' Society conference is 2011! PLAN AHEAD.

MTS Annual General Meeting Highlights



On May 27-29, nine FTA executive members attended the MTS Annual General Meeting in Winnipeg. Along with myself, Vivian McKenzie, the delegates were Michael Ferchuk, Dean Elliott, Dodie Johnston, Ethel Straker, Edie Turner, Marilyn Randall, Aaron Cable, Larrie Head and Anne Watson. For those of use who had never attended before, it was a real learning experience and a good opportunity to speak to other associations, discuss issues and exchange information.

As this is the 90th year for MTS, there was some looking back at the history of MTS and the strides that have been made for Manitoba teachers. For a complete report on the AGM and the business that was conducted, check out the MTS website at www.mbteach.org. Some of the highlights include:

- Delegates approve MTS fee increase of 3.3 per cent
- MTS president urges delegates to work on issues relevant to members
- Education minister committed to continued support
- Delegates approve equity measures
- Province should provide more funding for immigrant students
- MTS to ask provincial government to increase

maternity leave experience limits

- Society to look at regional representation for provincial executive
- Number of teachers retiring declines along with pension plan investments
- Committee to examine issues around student promotion and credit
- Support for province-wide bargaining upheld
- Premiums for Disability Benefits Plan to increase

Delegates to the Annual General Meeting re-elected Paul Olson as vice-president of the Society. Olson beat out three other contenders in the elections that also seated six people on the provincial executive.

Elected to the executive were newly-elected Norm Gould, St. James-Assiniboia and re-elected: Pat Hamm, Prairie Rose; Pam Stinson, Portage la Prairie; Karen Wiebe, Pembina Trails; Blaine Johnson, Mountain View and Kyle McKinstry, Pine Creek.

Two long-time members of The Manitoba Teachers' Society were honoured at the 90th Annual General Meeting. Former General Secretary Judy Bradley and former member of the provincial executive, Bob Land, were given life memberships in the society.

<http://www.mbteach.org/AGM2009/agmnews.html>

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.
10. A teacher does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
11. A teacher makes an ongoing effort to improve professionally.
12. A teacher adheres to collective agreements negotiated by the professional organization.
13. A teacher neither applies for nor accepts a position which is included in a Society in-dispute declaration.
14. 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)



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Let Us Hear YOUR Voice!

The FTA Voice is a publication
by Association members
For Association members.
The goal is to keep FTA members
informed of the business that the
Executive is undertaking on their
behalf. Let us hear what you have
to say. Questions, comments, or
concerns, can be sent to:

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