

May–June 2020 issue

Sunrise Horizon

A Message from the President

I will start this final message by recognizing and congratulating STA members for your outstanding efforts these past three months. With your remote teaching days spanning 8, 10, or 12 hours, computer screen burnout, maybe 10 pounds heavier, facing anguish, anger, a sense of betrayal, and frustration, you demonstrated determination and have proven your worth to all that have been watching! I have so much respect for you, Sunrise teachers!

I digress, without apology. Witnessing the profound effects that the past three months have had on Manitoba teachers, has left me somewhat shocked, disappointed, and disillusioned about our present state of labor relations.

Consequently, I have a few things to say; possibly even vent... a bit.

Remember the week of March 16th? That was the week *prior* to the week of the schools shutdown, where Sunrise teachers were working double duty to develop and assemble student learning packages for a (then) unknown duration of school closures.

The Rollercoaster Ride. This emotional ride began with the talk about teachers facing mandatory attendance at schools during the closures, exactly opposite to what experts worldwide, were saying. The challenge of procuring child care, not to mention the costs, when both daycares and schools were closed; the edict (by some) preventing teachers from taking their kids to work; underlying medical conditions, including immunocompromised and the possibility of infection, had teachers losing their minds! Teachers were stressed to the max and we had not yet even begun. Yet, no one seemed like they were willing to make a decision on the Work from Home question; neither the government, nor the divisions. At what seemed like the 11th hour, the government finally said, “Well, maybe it *would* be OK if divisions considered letting the

teachers work from home”, at which point, divisions finally fell into line. Shaken, teachers breathed a sigh of relief and set about mobilizing themselves for the remote teaching tasks that lie before them.

I feel the need to identify, from my perspective, certain errors in judgement that occurred throughout this ordeal.

The first error came when the government *advertised* that “*no student shall be held back*”, to which many students correctly interpreted as, *schoolwork was optional*. Predictably, student engagement was all over the map, ranging from reasonable, to lackluster, to nonexistent. Assessments and reporting were bound to be a nightmare.

Despite the challenges of re-inventing programs delivery with little or no training, the stresses of balancing family responsibilities (including home schooling) with work responsibilities, along with the steep learning curve required to transition to distance education, teachers put their best foot forward and responded to those challenges. Deservedly, they were highly praised by the province and public for their efforts.

As late as April 23 and teachers finding their “groove” with remote learning, the government stated, “We do not want to risk a rebound effect: Manitoba schools won't reopen before end of school year.” Fast forward to May 21st, when the Premier announced Phase 2, with Schools reopening on June 1st **and the rollercoaster ride resumed.**

Another error came when the government failed to consider consequences of reopening schools. They said to divisions, “We're reopening, *so figure it out.*” Rather than issuing consistent directions and expectations for all teachers, the government *ambiguously* stated that divisions *might want to consider provisions* for *limited* student learning, child care and medical accom-

modations. This ambiguity paved the way for an array of individual divisional interpretations of schools reopening, ranging from, *continue to work from home and come in to school whenever you can*, to *resumption of classes at schools*, and many things in between. Province wide, teachers expecting equitable treatment, instead, felt a sense of betrayal and resentment.

A further error occurred when physically and emotionally spent teachers were blindsided by the news of a possible August start up along with a proposal to re-purpose PD days to instructional days in pursuit of recovery learning.

Teachers need time to heal. What they don't need, is to be burdened by talk of an early return, as well as the loss of PD and Admin days, unconvincingly passed off as *make up* time.

Overall, I believe things could have been handled more effectively at all levels. Random and inconsistent decisions, without consideration of potential effects on people, leave us scratching our heads and do little to promote or preserve the loyalties and dedication that are essential to a healthy relationship. Teachers do not need to be coddled, however, they do deserve respect.

HR 101 - *Fair and reasonable* treatment of workers promotes loyalty, dedication, a sense of value, and a willingness to go that extra mile for your company.

Consultation and consideration are key and unfortunately, the decision makers seemed to have missed this step along the way. Maybe next time? Hopefully.

Teachers, it is time to speak up! There is strength in numbers and your voices need to be heard. Please see the letter on pg. 12 and Writing Politicians on page 13 and on the Sunrise Teachers' Website.

With that, take time for yourselves. Have a great summer. See you soon.

Enjoy your Summer Break!

Rest, Relax, & Recover :)

Sunrise Teachers' Association

YOUR STA EXECUTIVE

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Sunny Side to Summers...



What Does The STA Do For You?

- ⇒ Communicate with the Division on behalf of Members
- ⇒ Present Members concerns to Administration
- ⇒ Negotiate and Monitor the Collective Agreement
- ⇒ Advocate on behalf of Members in the preservation of Rights and Work Conditions
- ⇒ Develop and Oversee Workplace Safety & Health policies
- ⇒ Administer the Professional Development Fund
- ⇒ Develop Social Activity opportunities for Members
- ⇒ Provide Members with Support, Advice and Resources
- ⇒ Represent Members in Personnel Matters
- ⇒ And More!

<http://sunriseteachers.weebly.com>

Upcoming Events



STA TRIVIA CONTEST Answers:

1. Name the teacher who met with of his colleagues to discuss forming a teachers' organization in MB. **W.E. Marsh**
2. What year did the meeting occur? **1918**
3. The organization was not always called the Manitoba Teachers' Society. What was its original name? **The Manitoba Teachers' Federation**
4. What year did its name change to the Manitoba Teachers' Society? **1942**
5. State the exact date (Month, day, year) of the Teachers' organization first General meeting. **April 22, 1919**
6. Name the first Manitoba Teachers' organization president. **Herbert W. Huntley**
7. In the 1950s, Manitoba teachers lost the right to strike. What three things did they receive in return? **binding arbitration, due process and a provincial certification board**
8. Name the current STA Bargaining Chair. **Erica Massie**
9. How long do you have to work as a in Sunrise to qualify for a Leave of Absence? **7 years**
10. The Public Services Sustainability Act is otherwise known as Bill ___? **28**
11. State the wage constraint details for years 1 - 4 of the Public Services Sustainability Act. **Year 1 - 0%; Year 2 - 0%; Year 3 - .75%; Year 4 - 1%**
12. There are two exceptions to mandatory participation in the STA Extended Health Plan. Name them. **Alternate (spousal) coverage or an FTE of less than .3**



Congratulations- Diane Drawbridge - OBE 100%

This Issue's Trivia Challenge - STA Presidents

Name (in chronological order) the 4 past presidents of the Sunrise Teachers' Association, starting with the most recent past president in 2015.

Two of STA's past presidents served on MTS Provincial Executive. Name them.

STA prize packages will be awarded to the first top three finishers!

Send Your Answers to: pr@sunriseteachers.ca by June 25th



I DUNNO... I KINDA FIGURED TEACHERS SLEPT IN COFFINS ALL SUMMER.



STA FOOD BANK DONATIONS

Sunrise Teachers Donate to Area Food Banks

With the COVID crisis at its peak, and many Sunrise families facing financial challenges, Sunrise Teachers developed a plan to help those in need.

The concept of a food bank donation originated at an STA Executive meeting, where a discussion surrounding a re-allocation of “not likely to be used” budgeted funds was taking place.

Following a brief discussion, Executive developed a motion to propose the donations and presented it to Council for consideration. Following one amendment, the motion was passed without opposition at the May 12th Annual General (Zoom) Meeting. Three donations were approved.

Karen Kozyra - Beausejour Food Bank



Beausejour and Area Food Bank, Lac du Bonnet and Area Food Bank, and Springfield and Area Food Bank, each received a cheque on behalf of Sunrise Teachers for \$1500.00.

Kim Laurans - Lac du Bonnet Food Bank



Jordan Beer - Springfield Food Bank



STA Contractual PD Fund Highlights for 2020 - 21

Funding Amounts

In Province No Sub required – up to \$650.00 / Sub required – up to \$900.00

Out of Province No Sub required – up to \$1650.00 / Sub required - Up to \$2200.00

University Credit Courses \$650.00 – Evidence of successful completion required

Vehicle Travel Expense \$0.50 / Km – for distance in excess of Daily Commute

Applicants are encouraged to visit the Professional Development page on the STA Website at: <http://sunriseteachers.weebly.com/professional-development.html>

Tips for PD Applicants

READ THE GUIDELINES

ELECTRONIC COPIES (PDF) ONLY

SCAN & EMAIL THE APPLICATION FORM TO YOURSELF.

NAME YOUR SCANNED DOCUMENT - Your Name - PD

EMAIL APPLICATIONS TO: pd@sunriseteachers.ca

ALLOW UP TO 10 DAYS FOR PROCESSING AND APPROVAL

CANCELLATION ? APPLICANTS MUST INFORM THE COMMITTEE

YOU MUST RECEIVE APPROVAL PRIOR TO THE EVENT START DATE



Coleman B. Serofin
President

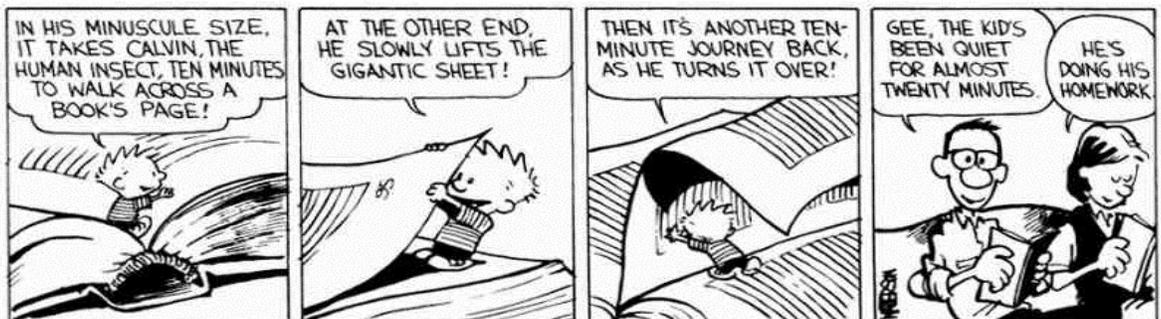
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***Need help ???**

Contact Cole directly,

Email: pd@sunriseteachers.ca

<http://sunriseteachers.weebly.com>



PD Sharing is Caring

sharing is caring



Let us help you Network!

Do you have interesting Lessons that you want to share with other teachers in the Division? Do you want a place to showcase your classroom activities and share your success stories? Do you want to let others know about the interesting PD session you attended and what you learned. Now you have a place to share your stories, your PD learning and your classroom successes! Submissions will be put shared on our STA Website for all Teachers to access!

Send your submissions to the Webmaster:

Andrea Sward

mal@sunriseteachers.ca

sunriseteachers.weebly.com

10 Reasons Why Every Teacher Needs a P.L.N.

- 1 Find great resources, lesson plans & conferences
- 2 Share your resources & ideas
- 3 Follow amazing educators and their blogs
- 4 Get support when needed
- 5 Make international connections
- 6 Flatten your classroom walls
- 7 Collaborate globally on projects
- 8 Find round-the-clock inspiration
- 9 Learn the latest trends in education
- 10 Never run out of ideas for new things to try with your students

PERSONAL OF PROFESSIONAL LEARNING NETWORK

@sylviaaduckworth

Ice Cream in a Bag - Treat Yourself!



It's a science experiment and a recipe all in one

(adapted from "Science Bob" – a regular guest on LIVE! WITH KELLY RIPA AND RYAN SEACREST)

THIS RECIPE WAS TESTED BY ONE OF MY GR. 12 FOODS 40S STUDENTS – JASMINE W. WHO CONFIRMED THAT IT WORKED WELL. SHE PASSED ON SOME ADVICE AND INFORMATION THAT I INCLUDED IN THE RECIPE

Ingredients:

½ cup milk * you can also use half & half cream, whipping cream or even 3% (whole milk)

½ cup cream

¼ teaspoon vanilla * you can use other flavorings like almond, mint etc.

(For chocolate ice cream try adding 1-2 Tablespoons chocolate syrup

and then add or subtract amounts to suit your personal taste)

4 teaspoons sugar (1 Tablespoon +1 teaspoon)

A few drops of food coloring – optional (if you want a colorful ice cream)

2 trays of ice cubes (approx. 24 cubes)

½ cup coarse (pickling) salt * regular salt will also work

1 small Ziploc bag (1 quart size)

1 large Ziploc bag (1 gallon size)

Directions:

Pour milk, cream, vanilla, sugar (food coloring – optional) into small Ziploc bag. Be sure it is zipped tight and sealed. Into the large Ziploc bag, add half the ice cubes and half the salt. Place the small Ziploc bag into the large Ziploc bag and add the rest of the ice cubes and salt. Zip and seal the large bag. The bag will be really cold, so you may want to put on a pair of oven mitts or use as towel to cover the large bag. Shake the bag for 5-8 min. Open up large bag and take out the small bag. You should have ice cream. Rinse off the small Ziploc bag under cold water to remove any leftover salt. Enjoy!

Submitted by: Julie Radchuk

Human Ecology Educator, Springfield Middle School and Springfield Collegiate

MTS Online Opportunities

The Manitoba Teachers' Society is now offering online professional learning opportunities to Members for free. This new service is intended to complement the regular program of PD events and activities offered by the Professional and French Language Services Department each year. The purpose is to also provide greater access to professional learning to support the learning and development of Members.

Contact the Society at:

<http://www.mbteach.org/mtscms/2020/05/29/mts-online-opportunities/>

UNANIMOUS AWARD ISSUED BY THE LOUIS RIEL ARBITRATION BOARD

ON TUESDAY, APRIL 14, 2020

Currently, MTS and LRTA are reviewing this decision with a view to determining its implications for the next round of bargaining between the parties. The outcomes of the Award are as follows:

- Effective period: 2 years, July 1, 2018, through to June 30, 2020.
- Salaries and allowances: 1.6% effective July 1, 2018, and 1.4% effective July 1, 2019.
- Restrictions on the use of term contracts inserted into the Collective Agreement; can only be used to (1) replace teachers on approved leave or (2) to replace teachers who terminate employment during the school year due to unforeseen circumstances or (3) to supplement classroom resources for a period of less than three (3) months.
- Administration of the PPDF transferred from LRSD to LRTA effective June 30, 2020.
- Minor change to sick leave article; specifically, if possible, teachers are now expected to make reasonable efforts to schedule medical appointments outside school hours. If not possible, they will still be able to access sick leave to attend the medical appointment, but should make reasonable efforts to minimize their time away from school.

MTS RESPONSE/POSITION ON PHASE 2 SCHOOL REOPENING

- The Society's priority is the safety and well being of our members and the students they teach.
- Teachers should have the opportunity to continue to work remotely when their physical presence is not required in the building because there is no directive from the Manitoba Government that all staff must return to schools.
- School divisions must comply with the government directives on Restoring Services: Phase 2 - DRAFT PLAN and continue to comply with all relevant Workplace Safety and Health legislation.
- Appropriate hygiene protocols and safety procedures must be in place and communicated at school locations prior to teachers being required to be in attendance. Sanitation resources must be available.
- Teachers should follow the direction from their school division regarding the return to school sites. • Teachers should not be required to conduct remote teaching while also being required to attend to in-school duties. 1 of 2 MTS RESPONSE AND POSITION PHASE 2 Draft 2020-2021 School Year
- School divisions need to account for the unique circumstances that surround child care for teachers. Until a full reopening of schools and daycares occurs, accommodations may be necessary.
- School divisions need to accommodate teachers with medical conditions that prevent them from returning to their school work site.
- Members requiring advice or assistance on specific concerns should contact MTS to speak with a Teacher Welfare Staff Officer 204-888-7961 or 1-800-262-8803.

Summer Bucket List Ideas



SUMMER BUCKET LIST. ♥

100 fun things to do before summer kicks the bucket!

- | | | |
|---|---------------------------------|--|
| Meet a new person | Run through a sprinkle | Go to Library |
| Overcome a fear | Play frisbee | Go on date with mom or dad |
| Read at least 10 books | Have a water gun fight | Wash a car |
| Have a water balloon fight | Drink a slurpee | Bake cupcakes |
| Go to the beach | See a magic show | Play in a puddle |
| Go to the park | Watch a sunrise | Ice cream for dinner |
| Ride on a carousel | Watch a sunset | Movie night with snacks |
| Fly a kite | Plant flowers | Take a picture of a butterfly |
| Collect seashells | Bake cupcakes | Pajama Day |
| Watch fireworks | Feed ducks | Make lemonade |
| Make S'mores | Paint rocks | Breakfast in bed |
| Roast marshmallows | Scavenger Hunt | Skip rocks |
| Stay up super late | Climb a tree | Hula Hoop |
| Go to a fair | Go to a farmers market | Make handprint art |
| Have a pillow fight | Go on a hike | Go on a nature walk |
| Play mini golf | Visit a toy store | Make popsicles |
| Make homemade pizza | Have family game night | Have a relay race |
| Make an outdoor fort | Visit a relative | Have breakfast for dinner |
| Catch a lightening bug | Help cook dinner | Treasure Hunt |
| Go swimming | Picnic in a park | Play hide and seek |
| Slide down a water slide | Visit mom or dad at work | Visit a local farm or petting zoo |
| Go to a BBQ | Make homemade jam | Star Gaze |
| Go to the movies | Go to the zoo | Jump on a trampoline |
| Eat a snow cone | Family bike ride | Make a fruit salad |
| Play flashlight tag | Play catch | Dinner at the beach or lake |
| Take a mini road trip | Make root beer floats | Play in kiddie pool |
| Blow bubbles | Make a journal | Play jump rope or hopscotch |
| Make lemonade | Go bowling | Watch a thunderstorm |
| Pick wildflowers | Watch a movie outdoors | Go to a new park |
| Play in the rain | Have a cousin sleepover | Go to Amusement or water park |
| Camp indoors | Play on monkey bars | Do a fun summer craft |
| Play with sidewalk chalk | Build a sandcastle | Unplug for one full day (no TV, computer, tablet, or cell phone). |
| Potato sack race | Eat watermelon | |
| Donate food to animal shelter | | |
| Get ice cream from ice cream man | | |

STA Member Speaks Out

Dear Minister of Education, Premier Pallister and MLA Ron Schuler,

I am very disappointed with some of the decisions that have been made regarding the 2020/2021 school year. I am at a loss as to why you have proposed to eliminate our administrative and professional development days. Those days are very important to teachers. The Administrative days are crucial to our school year. The amount of administrative work teachers have to do has increased dramatically over the twenty years that I have been teaching. As teachers we use those days to work on report cards, prepare for semester changes, mark exams, meet with administration and collaborate with other grade level teachers to plan for the many challenges our students face.

Teaching in a high school can be very isolating. I rarely see my colleagues during the day. I spend my preparation time setting up labs, marking, contacting parents and obviously preparing for classes. My lunch hours are spent helping students with material or conducting make-up labs for students who have missed classes (the number of students who miss classes has also dramatically increased in the past 20 years).

Professional Development days therefore, provide a rare opportunity to collaborate with other teachers to learn and develop new teaching methods, problem solve and share ideas. These are critical things for teachers to do. There is simply not enough time during the normal class day to find time to work and share with others.

When school closed down at the end of March, we had no time to prepare for online classes. The first few weeks were very stressful trying to figure out a new platform (TEAMS) and a new way of teaching all on our own. The transition would have been better for teacher and students if we would have had some time to learn together and have a unified approach to online teaching. Considering the uncertain future that we will be facing come September, you are taking away our opportunity to problem solve together and learn from each other in order to make online teaching a success for everyone.

I hope that you hear me. As I have said, I've been teaching for over 20 years and have 3 academic degrees. I am a professional teacher, but I don't feel that I have been treated like one. We deserve to have a say in what is happening in our work place, since we are the ones who understand what students need.

Please see Letter Writing Tips to Politicians on the STA Website

<http://sunriseteachers.weebly.com/>

TIPS FOR WRITING TO POLITICIANS

GUIDELINES FOR YOUR DRAFTED LETTER

Use this simple structure.

Introduce yourself. A simple phrase such as “I have spent the last 20 years teaching at Gillis School” creates a mental image which brings you and your point alive.

Or / And

Establish yourself as a constituent when writing to your MLA or MP. “I have lived in your constituency for X number of years.

- Be respectful. They are more likely to listen to your point if it is not accompanied by abuse.
- Be concise. Best to write about only one issue at a time. HOWEVER, since all of these issues affect the sustainability and quality of public education, you can write about more than one issue, but keep each issue to one paragraph.
- Clearly state your point/concern early in the letter. “I am concerned about the government’s plan to start school in August Teaching is a profession that is intense and requires a 24 / 7 commitment during the school year. Teachers need the summer “down time” to recover and plan for the upcoming year.” OR
“The proposal to re-purpose Professional Development days for the 2020 – 21 school year is a poorly thought out plan. Teachers rely on these day to collaborate with their peers to discuss professional issues; for administrative tasks; or to learn new instruction techniques.”
- Try to keep the letter to one page.
- Request that a particular action be taken. When writing to a politician, always have a solution to the problem. In this case, “I urge you to rescind your proposal to start school in August.”
- Aim for the public interest. Explain why you think your request will benefit the public as a whole, not simply you and your friends. “The majority of Manitoban families are used to a two month break and forcing them to interrupt their plans will not be popular.”
- Get the facts right. You do not have to have all of the facts (much less recite them all), but the ones you put in your letter must be correct. Do not let the fact that you are not an expert prevent you from voicing your opinion.
- Express yourself naturally. Remember that this is your expressing what is on your mind. You do not have to sound like Lincoln or Churchill.
- Ask for a reply. The best closing sentence is “I look forward to receiving your response”. As a rule, letters sent via the mail will receive a response within 30 days.

Consider if you should send a copy of the letter to anyone else. If writing to your MLA, consider sending a copy to the **Minister of Education**, or the **Premier**.

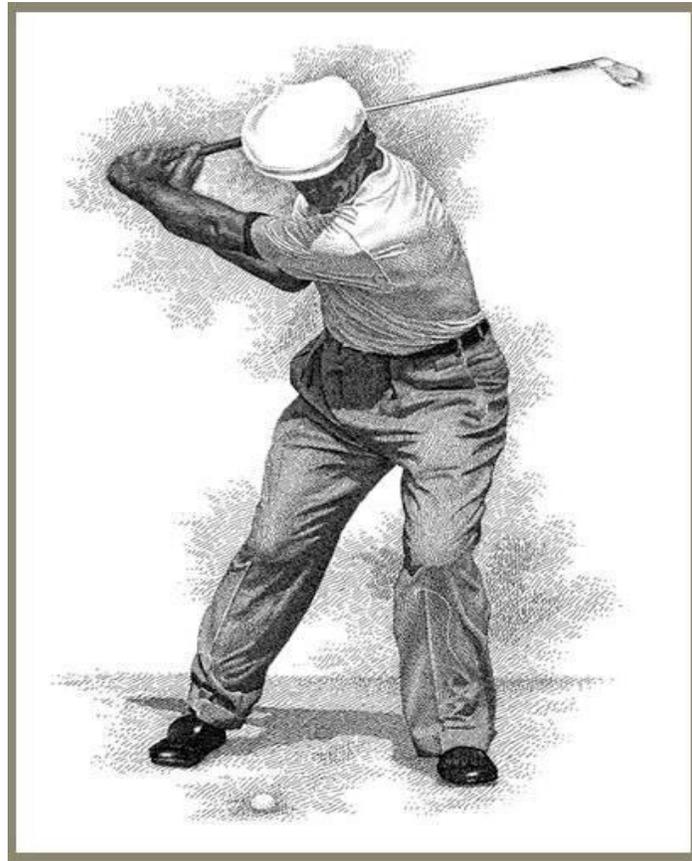
Please see more Letter Writing Tips to Politicians on the STA Website

<http://sunriseteachers.weebly.com/>

Friday September 11, 2020

STA ANNUAL GOLF TOURNAMENT

4:30 pm River's Edge Golf Course BEAUSEJOUR



9 HOLES

STA MEMBERS - \$10 WALKING

NONMEMBERS - \$15 WALKING

Limited Spots Available

Entry Deadline September 8th, 2020

TO ENTER CONTACT COLE SEROFIN

president@sunriseteachers.ca