



New Member Information Resource Booklet

2023-2024

www.retta.ca

(204) 661-1823

New Teacher Booklet Index

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CODE OF PROFESSIONAL PRACTICE

The Code of Professional Practice establishes the required standards of conduct 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 member's first professional responsibility is to her or his 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 characterized by consideration and good faith. She or he 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 section in the following circumstances:
 - a) consulting with the Society or the president of the member's local association;
 - 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 his or her 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 professional organization
10. A member or group of members 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.

Violations of the Code shall be addressed through application of the Bylaws (Amended at the MTS Annual General Meeting, 2012).

River East Transcona Teachers' Association (RETTA)

The River East Transcona Teachers' Association represents over 1300 teachers who are employed by the River East Transcona School Division (RETSD). We are the second largest teachers' association in the Province of Manitoba. Our Association employs both a full-time president and vice-president as well as a full-time administrative assistant. We are dedicated to protecting and advancing the rights and well-being of our members.

President: *Chris Darazsi* (president@retta.mbteach.org) advocates for, and represents, all members through communications and liaison meetings with the division. He is also the liaison between RETTA and Manitoba Teachers' Society.

Vice President: *Jeff Hoepfner* (vicepresident@retta.mbteach.org) is the teacher representative on the joint Divisional Workplace Safety & Health committee, and Personal Professional Development Fund (PPDF) committee. He is also the RETTA Local Bargaining Representative for provincial collective bargaining.

Members at Large: There are up to ten Members at Large whose portfolios vary from year to year. For the 2023-24 school year they are:

- Erin Bergeron, Ecole Regent Park
- Rachelle Dunlop, Ecole Regent Park
- Sandy Fazenda, Bernie Wolfe
- Sabrina Fernandes, College Pierre-Elliot Trudeau
- John Hatz, Maple Leaf
- A.J. Hrychuk, Springfield Heights
- Yury Kruk, Hampstead
- Derek Paul, Arthur Day
- David Savoie, Murdoch McKay Collegiate

Manitoba Teachers' Society (MTS)

Mission

The Manitoba Teachers' Society is dedicated to safeguarding the welfare of teachers, the status of the teaching profession and the cause of public education in Manitoba.

Goals

1. To provide for its members an organization that will give them an equal, effective and democratic opportunity to pursue their interests and aspirations as teachers.
2. To achieve for and utilize on behalf of its members a system of collective bargaining that will permit a fair and open negotiation of all economic benefits, professional rights and conditions of work of teachers.
3. To ensure for its members opportunities to develop their professional skills as teachers.
4. To protect and defend the individual rights of its members as teachers.
5. To positively influence educational change.
6. To be recognized as an effective agent of public education so that government will consult and maintain a continuous dialogue with teachers.

My Profile

An invaluable source of information for the Society and the Association is the "My Profile" site found on the MTS homepage www.mbteach.org . All members new to the Society must register by visiting the "My Profile" site. Please use your home computer and email address to register, not the divisional email.

Wellness

All members of MTS, as well as our family members, can access counseling services offered through the MTS Member and Family Assistance Program.

Visit www.humanacare.com/mts for more information. If you need support, don't hesitate to call them.

RETTA Benefits

As a member of the River East Transcona Teachers' Association you are entitled to a number of benefits. You can also find information specific to River East Transcona teachers at the Manitoba Public School Employee Benefit Plan website at www.mpsebp.ca as well as in the library at www.retta.ca .

Check separate handout for more detailed information.

Sick Leave- Article 10.08 of the Collective Agreement (found at www.retta.ca)

- Accumulates at the rate of 20 days per year when employment is for the full school year.
- Sick days accumulate to a maximum of 130 days.
- Part-time teachers receive a pro-rata share of sick days based on full-time equivalency.

Personal Professional Development Fund (PPDF)

What is the PPDF?

The Personal Professional Development Fund was created as a result of a Letter of Intent between the Board of Trustees and the Association. The fund is intended to stimulate and provide financial assistance for personal professional development of professional staff in the Division who are members of the Association covered by the Collective Agreement of the River East Transcona Teachers' Association.

This assistance will normally be used to fund:

- educational leave and attendance at conferences, seminars, and workshops
- Non-credit courses
- professional programs organized by outside agencies

Although the fund is intended to assist teachers in their personal professional development, it is recognized that this development will be of a kind that is beneficial to the Division.

Who is eligible to apply for PPDF?

For the purposes of Personal Professional Development all professional staff are considered to be teachers as per the Collective Agreement. All teachers, except those on leave, have equal access to funds regardless of contract time.

Where can I find the PPDF Guidelines and Application Forms?

The guidelines and application forms can be found in the library of the www.retta.ca website. Please check there for all details regarding the PPDF or call the office at 204-661-1823.

What am I eligible for?

A teacher may be funded for up to two in-town activities per school year. The maximum funding for yearly activities will be \$500.00 (excluding substitute costs).

Once every three years, a teacher may access a \$2,750.00 maximum lump sum amount for an out-of-town PD activity. Some restrictions apply, please refer to the PPDF guidelines.

Quick Reference Contacts

River East Transcona Teachers' Association

206 – 1100 Concordia Ave.

Winnipeg, MB

R2K 4B8

Ph: 204-661-1823 Fax: 204-661-0172

Email: Chris Darazsi, President – president@retta.mbteach.org

Jeff Hoepfner, Vice-President – vicepresident@retta.mbteach.org

Janice Bell, Administrative Assistant – treasurer@retta.mbteach.org

Website: www.retta.ca

Instagram: [@RETTA_Mb](https://www.instagram.com/RETTA_Mb)

Manitoba Teachers' Society

191 Harcourt Street

Ph: 204-888-7961 Fax: 204-831-0877

After hours Ph: 204-946-2725

Website: www.mbteach.org

MTS Disability Fund

101-2639 Portage Avenue

Ph: 204-957-5330 or 1-866-504-9373

Fax: 204-957-5347 or 1-866-216-9014

Email: info@mtsdbp.ca

TRAF (Teacher Pension Plan)

330-25 Forks Market Road

Winnipeg, MB

R3C 4S8

Ph: 204- 949-0048 Fax: 204-944-0361

Toll Free: 1-800-782-0714

Website: www.traf.mb.ca

Email: info@traf.mb.ca

Manitoba Education and Training

204-945-7912

Bureau de l'éducation française

204-945-6916

Curriculum Guides

1-800-305-5515

Manitoba Blue Cross

204-775-0151

Educator Assistance Program

204-837-5801

RETTA Dates To Remember (2023-24)

- October 10 New Member Welcome (@ Leopold's Henderson)
- October 17 Council Meeting (@ KEC)
- November 3 Volleyball Social (@ Valley Gardens CC)
- November 21 Council Meeting (@ KEC)
- December 12 Council Meeting (@ KEC)
- January 23 Council Meeting (@ KEC)
- February 20 Council Meeting (@ KEC)
- March 12 Council Meeting (@ KEC)
- April 16 Council Meeting (@ KEC)
- April 18 Trivia Night (@ Valley Gardens CC)
- May 21 Council Meeting (@ KEC)
- May 23-25 MTS Provincial Council (@ Delta Hotel/RBC Conv. Ctr.)
- June 11 Council Meeting (@ KEC)

Council Meetings are held at Kildonan East Collegiate (4:30 p.m.), all RETTA members are welcome, just let us know if you are coming.