

## Professional Conduct: The rights and responsibilities of teachers

Andrea Zaroda and Sherry Jones were asked by MTS to come and speak with us

- Ask Sherry questions for support → MTS, we can call them and we'll be redirected to her as students
1. Role of MTS in public ed
  2. Prof. conduct and the MTS code of prof. Practice
  3. Prof. communication and conversations

MTS role - protect the welfare of teachers, uphold the status of the profession, cause of public education

- The staff is about 80 people, building down Portage
- 16k teachers working in the province

Protecting the welfare of teachers

- Benefits and helping them to maintain health, union stuff, paid leave, sick days, working conditions = learning conditions
- The rights we have now haven't always existed

Things they do

- Look at collective agreements, every school has its own collective agreement (37 right now, moving towards prov. bargaining, eventually all teachers will have the same collective agreement → will heavily impact us
  - 37 divisions, different conditions and salaries in different divisions
  - Important to know that teachers are in demand
  - You do not need to take the first offer
- Governed by prov. policies and collective agreements → entitlements
- Look at benefits → disability, pension
- Working conditions → concerns include an application for a personal day, too many kids in the classroom, they try to solve the problem at the lowest level
- Equity issues →

C.A's

- Bill 45 was passed recently, a move to prov bargaining, MB is the only prov with so many divisions, moving toward a model where everyone is governed by the same agreement
- 37 with becoming one agreement, same salaries and working conditions and rights, but different
  - Negotiation happening this month
- Allowance and exceptions of course
- No teacher can lose out →take the best out of each agreement and figure out how to harmonize all of that to see what MB teachers deserve
  - We will not get everything we ask for, but the best of each agreement
  - PTSD currently has the highest salary → they are not likely to gain
  - Could be teachers who aren't gaining, but that does not mean they would be losing out though
- Important to know what is in the collective agreement
- There are a lot of unique situations. Knowledge of the document will help

Short-term disability - allows for pay until you can access long-term disability.

- Used to be that you needed 80 sick days in case if you needed to use short term
- Sick → we see more mistakes being made

Advise members - Andrea

- Ability to access a staff officer
  - If there is an issue with a colleague they are often redirected to said colleague
  - They try to provide a lot of options
  - Confidential - no action taken unless asked for
- Knowledge of legislation
  - Many factors for issues
  - Workplace safety and health - covid and violent students

As students, we are Student Members of MTS, we can reach out to them as well. If further support is needed they can get to an advisory.

1. Talk to CT
2. Reach out to Sherry (for things related to practicum)
  - They always get calls from someone who accepted an offer, then something better suited comes along → do not accept anything verbally because it is binding on both sides
  - They look for what's fair and reasonable
  - The recruitment window is pretty small → ask during the interview when they will be letting successful candidates know
  - If we are feeling pressured, think, "is this an environment I want to work in?"

Humanacare - the new version of their educator assistance program

Counselling service

Available to members and immediate (nuclear) family members

Based on the idea that teachers need to be well in all their areas of life

PD's -

- MTS PD day → October
- Offer sessions through Sage groups
- Fab 5 conference → first 5 years of teaching, minimal cost, sub-coverage is provided, good for networking

“To teach is to influence the present and the future.”

- What it means to be a professional
  - As educators, there is a statement about conduct. In exchange, the public trusts their children with us. We are held to a higher standard.
  - A prestigious place that comes along with responsibility
  - Legal precedent → upheld the responsibility

Professional Conduct

- Link → code is on website
- <https://www.mbteach.org/mtscms/2016/05/06/code-of-professional-practice-english/>

- Dictated by these codes of conduct → everyone employed, acting, appointed, or elected
- 10 clauses
- Important to circle back to the code to help maintain a level of professional conduct and protect us
- A lot of Andrea's work is in 6 or 7
- Teaches us and explains the process that needs to be followed
  - If you bypass the proper authority, the issue will get kicked back down
  - Bound by expectations as MTS members even when acting as parents
  - Need to notify them of the next steps you're taking
- Themes
  - Practices - what it looks like in practice to be a teacher, expectations of competency, work doesn't end when we leave the university, communication and confidentiality, responsibility to students
  - Values - soft skills that are more ambiguous, our integrity and diligence, consideration, good faith and respect, dignity, judiciousness and responsibility
  - Workplace guidelines - collective agreements, communication, interpersonal conduct, social media, boundaries between personal and professional life
- We do not need to have all the answers, but a lot extends past our work day
  - Be watchful of our online presence
  - Everything online that is private, assume that one day it'll be public → if not comfortable showing everyone, then make it private
- When you go for an interview, they will likely know what you look like first

They have a half-day workshop about contentious topics → it's not very hard to find these topics, important to know that whatever we put out there, you can never guarantee it'll never get out there

Can reach out to them if we like or need