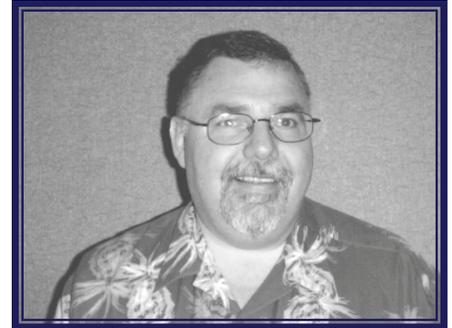


## President's Message - Dean Elliott



*Dean Elliott—FTA President*

Welcome to the 2006-2007 school year. I am sure that your year is every bit as busy as mine has been. As you know, we did not have a full slate of candidates during last year's election. As a result there were vacancies in electoral districts Number 8 and Number 10. I am happy to report that a number of people were interested in filling these vacancies. Our constitution dictates that people interested in vacancies on the executive from the actual schools represented by the vacancy have first opportunity at filling the positions. As a result Mr. Terry Stover was acclaimed in district Number 10. In District Number 8 there were two interested persons, Anne Watson and Linda Reed. In a secret ballot vote at the executive table Linda Reed was selected to represent District 8 for the remainder of the year. I would like to thank all the members that expressed an interest in serving on our executive and would remind everyone that we have elections in the Spring.

On October 23<sup>rd</sup> I sent out a letter to all members advising them that because of a switch in dental coverage providers our limit is \$500.00 until January 1<sup>st</sup> when the normal \$1000.00 ceiling will come into place. This has caused a hardship for at least one of our members and the letter describes who you should contact if you find yourself in this situation. In this edi-

tion of The Voice a copy of that letter is provided for your reference.

This is the second year of "Duty Free Meal Period". I have asked executive members to contact their representatives in each of the schools to describe what is being done in each of the schools to accommodate this right. The only way the FTA can ensure that each teacher is in fact receiving this benefit is if we hear from the membership if something is awry. At our first Liaison meeting with the Board we asked if all schools were in compliance with the contract for this clause and the information we received is that they in fact are. Should this not be the case please contact myself or your representative on the executive.

This year marks the first year of the SAG conference date being moved from October 20<sup>th</sup> to November 24<sup>th</sup>. This change in the date of SAG was an initiative of primarily northern associations because of unsafe road conditions. Hopefully the November 24<sup>th</sup> weekend will prove to be a safer traveling date. SAG booklets should already be in the schools and are available on-line at the MTS web-site. I trust that many teachers will make the trip to Winnipeg to engage in personal professional development.

For those members considering applying for Special Leave to be away from work the next school year **remember that the deadline for applications is December 15<sup>th</sup>**. In order to apply for Special Leave applications must be submitted in writing to the Chief Superintendent and copied to the appropriate Area Superintendent, the Frontier Teachers' Association President, and the local school committee.

We are in the process of setting up our own FTA web-site. It is hoped that this tool will help us stay in close communication with our members. Details on its creation will be provided to you as soon as it is ready. Should you have any questions or concerns, please contact an executive member for advice. Contact information has been provided in The Voice and on-line for your convenience. Have yourself a safe and rewarding school year as we move forward.

### In This Issue:

President's Message	1	Collective Bargaining	5
Dental Coverage	2	Negotiations Update	5
Maternity / Parental Leave	3	Q & A: Duty Free Lunch	6
We're On The Web	4	SAG - Procedures for Reimbursement	7
Housing Concerns?	4	Announcements / Other Information	8
Can We Have Fun On School Nights?	4	Executive Contact Information	8

## Important Notice Regarding Dental Coverage



October 23, 2006

Dear Colleagues:

*“If you are having major dental work done please wait until after January 1st.”*

As you know, we have changed carriers from Great West Life for our dental coverage to the MAST plan. This change took place effective September 1<sup>st</sup>. What you may not know is that the MAST carrier has considered all of us new employees and have provided a maximum of \$500.00 of coverage until January 1<sup>st</sup>. This became apparent to the FTA when a fellow member had some major dental work done on his teeth and ended up being billed for the amount in excess of \$500.00. Neither our FTA Employee Benefits Chair nor Cam Giavedoni, the Area 3 Superintendent, recall anything in the presentations about this.

This situation was brought up at our last Liaison meeting and the Division's Secretary-Treasurer, Gerald Cattani, asked that the details of any hardships of this kind be forwarded to him. He would attempt to cover the difference so that the teacher would not be out of pocket \$500.00. **So if you find yourself in a similar circumstance please forward the details to Gerald Cattani at Division office.**

Now that you have been informed of the problem, the Division will not cover these expenses from this date going forward. **If you are having major dental work done please wait until after January 1<sup>st</sup> to do so.** The \$1000.00 maximum will apply on January 1<sup>st</sup>.

Should you have any further questions or concerns please forward them to myself or our Employee Benefits Chair, Heather Paul in Norway House.

Sincerely Yours,  
Dean Elliott (President, FTA)

## How to Get More Information on Your Coverage

We are now insured by MPSEGLIP (Manitoba Public School Employees Life Insurance Plan) for our basic life insurance and by Blue cross for our Dental. Though our carriers have changed, the benefits provided in our plans have not. The only real change has been lower rates paid by our membership – which you should have noticed on your pay stubs. You should also have received your new Blue Net cards by now as well.

If you experience any difficulty during the transition, be sure to save all receipts and mail them to



*Manitoba Blue Cross now provides Dental Coverage to Frontier teachers.*

Blue cross for rebate. If you have questions about your coverage, you can access your account on the internet at <http://www.mb.bluecross.ca/>. Also feel free to contact **Heather Paul** (FTA), or Deb McDonald and Sue Green at the Division office in Winnipeg.

## Maternity Leave & Parental Leave - The Basics

By *Dodie Johnston*

Maternity leave has taken a turn for the better. Teachers are happy with the change to The Employment Standards Code and our collective agreement, which define our rights in regard to maternity and parental leaves. However, with these changes many questions have come up as to how these new rights work for us. First, let us look at the definitions of the two leaves. Maternity is a 17 week leave for female teachers who are pregnant or have given birth, whereas parental leave may be taken by male or female teachers if they become a parent through a birth of a child or an adoption.

Either leave must be applied for to the school board in writing at least 4 weeks prior to the start of the leave. The 17-week maternity leave must be 17 consecutive weeks and taken no earlier than 8 weeks prior to the due date and commencing no later than the actual birthing date. The 17-week maternity portion of leave can start as early as 17 weeks prior to the due date under the Employment Standards Act, but Employment Insurance benefits are paid no ear-

lier than 8 weeks prior to the due date. The Maternity Leave article of our collective agreement entitles a female teacher to receive 90% of her salary for the first 2 weeks of her maternity leave (EI does not start payment until the third week) and a 90% top up for the next 15 weeks. This top up will be the difference between the EI benefits and the employee's salary to a total of 90% of her gross salary. A teacher taking parental leave for the adoption of a child will receive 90% of their salary for the first 2 weeks of the parental leave and then a top up for the next 8 weeks.

A number of teachers have had questions as to how maternity leave works during the summer months. If a teacher's leave starts in the summer the teacher will not be topped up for the entire 17 weeks. For example, if a teacher starts a maternity leave 3 weeks before school commences at the end of August, they are only entitled to a top up for 14 weeks. The first three weeks of the leave they would receive no money from the Division since they would not have been working regardless of being on leave. Even though many teachers re-

ceive pay cheques during the summer months, this is not considered salary for that time period. Teachers are employed on a 200 day per year contract and therefore do not earn salary for those periods which fall outside of those 200 days. The money received over summer holidays was actually earned in the previous months and is only being paid out over the summer. Therefore, a teacher can receive EI benefits throughout the summer while they receive their regular cheque for monies earned in the past school year.

This is a brief summary of maternity and parental leave information. Hopefully it has provided you with some of the basic information you might need.



*Dodie Johnston - Treasurer*

### Any Other Questions About Maternity / Parental Leave?

#### Contact:

**Dodie Johnston (Treasurer - FTA):**  
[djohnston@frontierteachers.ca](mailto:djohnston@frontierteachers.ca)

**Heather Paul (Employee Benefits - FTA):**  
[hpaul@frontierteachers.ca](mailto:hpaul@frontierteachers.ca)

**Nancy Kerr (MTS Staff Officer):**  
[nkerr@mbteach.org](mailto:nkerr@mbteach.org) or call 1-800-262-8803

## We're On The Web!!!

[www.frontierteachers.ca](http://www.frontierteachers.ca)

In its efforts to provide a high quality of service to all of its members, The Frontier Teachers Association has decided to launch its own website at the internet address given above. This website is still in its infancy but will be a priority for Public Relations for the remainder of this year. The purpose of this website is to give the members of the FTA access to any information they may need



regarding the Executive, Collective Agreement, Frontier Policies, and responses to frequently asked questions (FAQ).

If you have suggestions for the website, forward them to Wendell Head at [whead@frontierteachers.ca](mailto:whead@frontierteachers.ca).

## Housing Concerns?

Housing is often an issue for teachers in our Division. There are many times during the year when tenants have questions or concerns about their housing units. If an issue arises, try to get it resolved by through your principal and / or the maintenance person at the local level. Make sure that you document everything (through work orders), including dates and details.

If you have questions, or

are not having your issue dealt with in a timely manner, contact myself or another member of the Executive and we will try to help get it resolved.

Do you know your rights as a tenant? Are you aware of what your responsibilities are as a tenant? Information is available from the Manitoba government:

<http://www.gov.mb.ca/finance/cca/rtb/gbook/index.html>

## Can We Have Fun on School Nights?

*By Wendell Head*

It's Monday morning. Most teachers come in to their schools refreshed from a weekend off and ready to face the challenges of the week ahead. They've had a couple of days off and probably even had some fun over the weekend, and now willingly tackle the week with enthusiasm. As the week progresses, these teachers work incredibly hard. They stay after school to help students; they take assignments and tests home with them to mark; they make phone calls to parents on their own time, and let's not forget the hours that go into planning lessons every school night.

By Friday, these very same teachers are tired. Many are struggling to make it to dismissal time, and all of them are looking forward to finally getting some time off, catching up on some sleep, and just having a break. All week, they have worked, worked, worked. Many have taken little time for themselves, to visit

friends, to exercise, to develop a hobby, or to spend quality time with family. These things get put off until the weekend, as the teachers are praised for all the extra work and heroic efforts they make.

What's wrong with this picture? According to Dr. Dan Rosin, most teachers were brought up to believe that they "can't have fun on a school night." More importantly, he points out that many teachers have a fundamental belief that they should put their jobs and students first. Eventually, these teachers will claim that their jobs have caused them stress, resulting in poor health – maybe even disability.

But Dr. Rosin also points out that a job does not stress a person out. The personal choices we make are the real causes of stress. Schools are institutions of high expectations that are placed on both teachers and students alike. Many teachers feel driven by these expectations and fail

to make choices in their own best interests. Ultimately, well-being is a choice. Making time to exercise is a choice. Eating healthy is a choice. Being over-worked is a choice. A difficult choice sometimes, to be sure – but a choice nonetheless.

One of the most difficult things that teachers need to accomplish is the balance between work and life. They need to understand what wellness is really all about. Just because you're not sick does not mean you're well. Make choices that ensure your wellness! In the long run, it's even the best way to do the best job you possibly can. Learn the value of the "Passionate Yes" and the "Courageous No." And don't wait for the weekends and holidays to do what's best for you. Once in a while, have fun on a school night!!

Check out Dr. Rosin's website at:

[www.drcounselling.com](http://www.drcounselling.com)

## Collective Bargaining - "Please Tell Me It Is Not So"

By Scott Miller

Frontier School Division is very large and sometimes I fail to hear all the stories as they happen. Of course, on the same coin is the idea that what I am hearing are just "stories."

Duty Free Lunch seems to be one of those reoccurring issues that I had believed was not possible to reoccur. On survey after survey Frontier teachers asked for a Duty Free Lunch. We get this provision in the Collective Agreement and teachers try to break the agreement. Soldiers in the army, sailors on ship, and nurses in the hospital know the benefits of holding the line. Following the collective agreement as written is important to all union

members. If you are doing duty free lunch the division knows, and doing this makes it more difficult on me to get a good collective agreement. For they know that teachers will not stick together, they will break and run. I and your Collective Bargaining Committee are only as strong as the teachers that stand behind us. It should be no surprise that McDonald's employees received duty free lunch before Frontier Teachers. Are you telling me that you are not as good as McDonald's employees? Are you telling me that you do not need 55 minutes at mid-day to recharge batteries? Are you telling me we do not need mat leave? Are you telling me all these things are not

related? If you are then you do not know your history and more important Manitoba Labour history. United we stand, divided we fall.

If teachers are needed to supervise at lunch time for whatever reason they should receive their 55 minutes at some other time of the day. Let's say between 1:00 and 2:00 PM. I leave you with two quotes from William Shakespeare a man who knew the benefits of holding the line; "We few, we happy few, we band of brothers;" "Once more into the breach dear friends; once more!" When you go into negotiations you like to know you have the other 500 teachers watching your back..

*"When you go into negotiations, you like to know you have the other 500 teachers watching your back."*

### Article 34 - Family Medical Leave

In the event that medical services or home care are necessary for children and/or spouse of teachers not covered under 33.01 (a), a teacher may be allowed up to three (3) days special medical leave. These days are to be deducted from their cumulative sick leave and salary may be reduced by the cost of the substitute.

If you have any questions about this article please feel free to contact me (Scott Miller) at Gillam School 204-652-2193 or at home at 204-652-2316 or contact MTS at 1-800-262-8803.

Any teacher using Article 35 - Parenting Leave of the Collective Agreement should read the article and contact MTS at 1-800-262-8803. The teacher should do this before contacting the division or the administration - it is your right. However, please do so in a timely manner, and not the day before you want to use the leave. Everyone likes to have a little notice.

## Negotiations Update

Before the end of the school year in June the board and the Collective Bargaining Committee met for the first time. This meeting was held in the board office in Winnipeg, and at the meeting the Committee explained to the board the FTA's proposals for this round of negotiations. On Oct. 12<sup>th</sup>, 2006 we held another negotiations meeting, at which the board reviewed its proposals for this round of negotiations. The next step is for the Collective Bargaining Committee to review the boards and our proposals to see if there

is any room for negotiations. In December we plan to meet with the board on the first and the second and again on the 15<sup>th</sup> and 16<sup>th</sup>. Meeting dates for the New Year have been set for Jan. 12<sup>th</sup> and 13<sup>th</sup> with any further meetings dates to be set as needed.

Thank you for your concern and your support. We can hope that teachers in Frontier are treated in a fair and just manner.

## Q & A: Duty Free Lunch

By Erin Williams

Since the beginning of the school year I have had many questions from teachers and administrators concerning ARTICLE 31 – DUTY FREE MEAL PERIOD. Our Collective Agreement states that “Except in cases of emergency, or unforeseen similar circumstances, every full-time teacher shall be entitled to an uninterrupted meal period, of fifty-five (55) minutes duration, between 11:00 a.m. and 2:00 p.m. daily, unless the majority of the teachers in a particular school and the administration responsible for that school agree to a different arrangement respecting lunch periods.” Here are some answers to the most frequently asked questions concerning duty free lunch.

**Q: In the past I have had a chess club during lunch hour, can I continue to do this?**

A: Yes, a teacher can choose to conduct a co-curricular activity (e.g. art club, basketball practice) during his or her lunch hour if they so desire. The thing to remember in this situation is that the activity must be voluntary. A teacher cannot be assigned to hold a co-curricular event during his or her meal period. The time spent volunteering can be counted towards a co-curricular leave day.

**Q: I am the Phys. Ed. teacher in my school. In the past, I have been directed to develop and implement an intramural program during the lunch hour. Will I still have to do this?**

A: A Phys. Ed. Teacher may be asked to hold intramurals during the lunch hour. However, this teacher **MUST** have a 55-minute, uninterrupted meal period at some time between 11:00 a.m. and 2:00 p.m. For example, if a school normally breaks for lunch at 12:00 p.m. and class resumes at 12:55 p.m. and during this time the Phys. Ed. Teacher is expected to hold intramurals; the Phys. Ed. teacher must have an alternate lunch break, for example they could break between 11:00 a.m. and 11:55 a.m.

**Q: As a teacher, can I apply as a lunch supervisor and get paid to do duty at lunch?**

A: No, absolutely not. According to MTS, “No individual member has the right to contract himself/herself out of the Collective Agreement and the employer has no right to bargain working conditions or rates of pay with individual employees. The Association is the exclusive bargaining agent for the teachers in the Division and the employer is bound by law to deal with it. This is a principle of labour law that has been affirmed by the Supreme Court of Canada”. If a situation like this was to occur or an individual teacher or administrator was to volunteer to do duty at lunch hour they would be working outside the Collective Agreement. Should the Association become

aware of this it would have to be addressed and there could be legal implications for the individual and the Association.

**Q: Our school currently has a 45-minute lunch period. Can we have a duty free lunch period that is 45 minutes long?**

A: No, the Collective Agreement states that the lunch period is to be 55 minutes in duration. If the majority of teachers in your school wish to have a duty free meal period it will be 55 minutes long and may result in alterations to your currently existing school day.

**Q: I feel that teachers should be doing the duty at lunch hour because local people do not have enough experience working with children. If only local people supervise at lunch don't you think the teachers will be facing more behaviour problems during their afternoon classes?**

A: I don't know about you but when I was taking my Bachelor of Education there were no courses offered on “How To Supervise Duties”. Like many of my colleagues, some of whom are “local teachers”, I learned how to supervise duties in the field, literally. I don't think that my education impacted my efficacy as a duty supervisor in any significant way. It was a skill I learned through experience. Keep in mind, 80% of

## Q & A: Duty Free Lunch - Continued

the teachers in the Province of Manitoba have a “duty free meal period”, we know that in most places local community members are supervising these lunches at an average pay rate of approximately \$9.00 per hour. If a person required a university degree to do this job I would suspect that the rate of pay would be much higher. In addition to this, I would not assume that local people do not have experience working with children. After all, many local people are parents themselves and do a fine job supervising their children during Christmas, Spring, and Summer Break and during the 18 hours a day that their children are not in school.

**Q: What does “Except in cases of emergency, or unforeseen similar circumstances” refer to?**

A: There may be occasions that arise throughout the year (e.g.

fires, bomb threats) when it will be impossible for you to be released from your teaching post to have a lunch break for obvious reasons. During these extreme situations your priority will be the protection of the students in your care. More detailed information regarding the procedures that must be followed during such incidents will likely be outlined in your school’s Emergency Response Plan.

**Q: Can we as teachers vote to do the lunch duty in our schools?**

A: Yes, if the **MAJORITY** of the teachers in your school vote **NOT** to have a duty free meal period then none of the teachers in your school will be entitled to have one. I, however, would strongly discourage this. I cannot speak for you but throughout my years as a teacher I have experienced

days during which I have not had an opportunity to eat during the lunch hour or use the bathroom because incidents arose during my lunch duty that needed immediate attention. Perhaps you yourself have experienced a similar situation. Duty free lunch is a right that most teachers in this province and in this country have. Teachers in Frontier Division have been requesting that the FTA Executive pursue the provision for a duty free meal period through the Collective Bargaining process for many years. Personally, I feel that the teachers in this Division deserve a Duty Free Meal Period and I encourage you not to give up this right. I am aware that some teachers may have a different opinion regarding this issue than I do and I certainly respect the fact that they too have the right to exercise their voice.

## SAG - Procedures for Getting MTS Reimbursement

*“It is critical that your FTA Contact Person or your FTA Rep be informed that you participated in SAG this year.”*

Professional Development has always been an important priority for the FTA. Presently, the FTA is focusing on Special Area Groups (SAG) Professional Development sessions. It is especially important that the FTA members select their sessions as early as possible to secure the sessions they see most beneficial to their careers. Early registration saves the individual time and money. It also assists the FTA in the disbursing of monies allocated to FTA members that attend SAG. The names of those FTA members attending SAG sessions should be forwarded to your FTA district representative. When all eligible member information has been received the FTA can begin the process of distributing funds allocated by MTS. This process is done using a preset formula and takes place after the SAG sessions. When you return from SAG, it is critical that your FTA Contact Person, or your FTA Rep be informed that you participated in SAG this year. If this information is not provided to the FTA, you cannot receive any monies from MTS.

If you have any questions about SAG, please contact Larrie Head (Chair of the FTA’s Professional Development Committee), or your FTA representative.

## Let YOUR Voice be Heard!

**The Voice**

c/o Wendell Head  
 P.O. Box 1032  
 Norway House, MB R0B 1B0  
 Phone: 204-359-8037  
 Email: [whead@frontierteachers.ca](mailto:whead@frontierteachers.ca)

## FTA LOGO CONTEST!!

The Frontier Teachers Association wishes to create a logo that symbolizes its role of representing the many teachers of Frontier School Division. We invite you to submit a logo that you think captures the purpose and spirit of the FTA with a brief explanation of your design. The Deadline for this Contest is December 8th, 2006. Submissions are to be sent to Wendell Head. The designer of the winning logo will receive \$100.

## Teacher Spotlight Coming Soon

In our upcoming issues, The Voice will be featuring teachers across the Division in a "Teacher Spotlight." The purpose of this new section of our publication is to highlight the great things our teachers are doing in the classroom and to share the successes and positive stories with all the teachers in our Association.

Any teacher nominated and selected for this "Teacher Spotlight" will receive a \$50 gift certificate from a business or store that offers educational products. The first teacher to be "spotlighted" has already been selected, and will appear in the next Voice.

If a teacher you know is a success story that should be shared, please send your nomination by email to Wendell Head (contact information on the left). Your nomination should include: the teacher's name, school, home number, grade/subjects taught; and a very brief explanation of why you feel this teacher should be "spotlighted" in our newsletter. The selected teacher will then be contacted for any further information required to write the article.

## FTA Executive - Contact Information

**Dean Elliott – President**

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 Snow Lake  
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**Wendell Head – Vice-President / Public Relations**

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**Erin Williams – Past-President / Grievances & Disputes**

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**Scott Miller – Collective Bargaining**

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