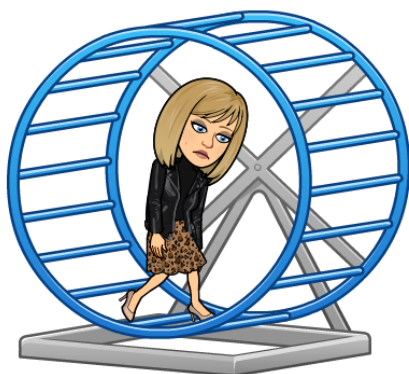




Embracing Fatigue: Why It's Okay for Teachers to Be Tired

Tammy Tutkaluk, BTA President



Teaching is undoubtedly one of the most rewarding professions, but it's also incredibly demanding. From lesson planning to managing diverse classrooms, we navigate a multitude of responsibilities daily. However, amidst the dedication to our students' success, one aspect often overlooked is the toll it takes on our own well-being. It's time to acknowledge that it's perfectly acceptable for us, as teachers, to feel tired and to advocate for practices that support our own mental and physical health.

The Reality of Teacher Fatigue:

Teaching isn't just a nine-to-five job; it's a profession that often spills over into evenings and weekends. The emotional investment in students' growth, coupled with administrative tasks, creates a perfect storm for burnout. Despite our passion for education, many of us find ourselves exhausted, both mentally and physically, by the end of the day.

Societal Expectations vs. Reality:

In a society that glorifies productivity and hustle culture, admitting fatigue can feel like a sign of weakness. Teachers, like many professionals, may feel pressured to push through our exhaustion, fearing judgment or repercussions if we dare to admit we're tired. However, it's crucial to challenge this narrative and recognize that fatigue is a natural response to the demands of teaching.

The Importance of Self-Care:

Just as we emphasize the importance of self-care to their students, we must also prioritize our own well-being. This means setting boundaries, practicing mindfulness, and seeking support when needed. Whether it's carving out time for hobbies or simply taking a moment to breathe, self-care isn't selfish—it's essential for sustaining a fulfilling career in education.

Building a Supportive Community:

We are not alone in their fatigue. By fostering a culture of support within schools and educational communities, we can create environments where we feel safe expressing our struggles without fear of judgment. Administrators can play a pivotal role by implementing policies that promote work-life balance and providing resources for mental health support.

Redefining Success:

Success in teaching shouldn't be measured solely by productivity or the number of hours worked. Instead, it should be about the quality of education provided and the well-being of both teachers and students. By shifting the focus from quantity to quality, we can create healthier, more sustainable learning environments for all.

Teaching is a noble profession that demands immense dedication, but it's essential to acknowledge that we, as teachers, are human too. It's okay for us to feel tired, overwhelmed, and in need of support. By embracing fatigue and prioritizing self-care, we can cultivate a more compassionate and sustainable approach to education - one that benefits both teachers and students alike. So, to all of you out there: it's okay to be tired. Your well-being matters just as much as your students' success.

Please use the next week to rest and take care of yourselves.



**BTA MEMBERS WHO PLAN TO RETIRE
IN JUNE 2024**

BTA COCKTAIL RECEPTION

Tuesday, June 11th, 2024 at 7:00 PM

Victoria Inn - Imperial Ballroom

If you are planning on retiring at the end of the school year, please contact Sue McNamee, Executive Assistant, as soon as possible so that you will be included in this event.

Each retiree will receive a letter enclosing 2 complimentary tickets to the reception, information on the purchase of additional reception tickets for family and friends, as well as information regarding your choice of a retirement gift.

BTA OFFICE - 204-729-3141
office@bta.mbteach.org

Changing Jobs Within the Brandon School Division

A Guide for Members of the Brandon Teachers' Association



BTA members exploring a change of assignment should be aware of the following circumstances and options.

A. Internal Placements:

If a school is in a position of having to reassign teachers, members working at that school may ask the Principal of the school to declare them for reassignment. Should it be possible, members declared for reassignment will be competing for available positions with members unassigned for the upcoming school year. All such members will go through the reassignment process as follows:

- All known vacancies will be posted in April.
- Teachers designated for reassignment can then apply to vacancies in positions of interest.
- Applications are followed up with an email from the Teacher to HR indicating the competition numbers they have applied for and their preference for each. (i.e. 1st, 2nd, 3rd)
- HR will ensure these preferences are provided to the Assistant Superintendent when making the placement decision.
- Placements are then decided by the Office of the Superintendent, based on seniority, skills, prior experience and context.

Once a reassigned member accepts a position, they can still apply through the open competition for a different position.

Deadline for Internal Placement Completion: April 11, 2024

B. NEW: Teacher-Initiated Reassignment Process:

This year, the Division is implementing a **new pilot** teacher-initiated transfer process. In this process, a teacher will request of HR a transfer from the school that they are currently working in.

Members choosing this transfer route must meet the following criteria:

- The teacher is required to have worked at the same school for a minimum of five (5) years. They could apply during their fifth year of teaching at that school for placement the following school year.
- Teacher applicants must understand that they will be placed by Senior Administration in consultation with School Leaders for a position in which they are suitability qualified for based on acknowledging seniority, skills, prior experience, and context. If no suitable position is deemed available, they would remain in their current role at their current school.
- Teacher applicants **may or may not** be given multiple choices for reassignment options if suitable comparable positions exist based on the division needs.
- Teacher applicants must understand that they **will not** be able to decline a transfer position once they are placed in the new position.

- Teacher applicants must understand that they will only be placed in **classroom positions** in the teacher-initiated reassignment process. Specialty positions **will not** be considered for placement by the division.
- Teachers applying to this process will be placed after any unassigned permanent teachers requiring placement are completed.
- Teachers reassigned through the teacher-initiated reassignment process will continue to have the opportunity to post out and if offered, accept one new position should a vacancy become available in which they are interested in.

Deadline for Application: **April 1, 2024**

C. Open Competition for Positions

Following the completion of internal placements, and teacher-initiated transfers, members can apply for any available posted positions. A member who interviews for and accepts a new teaching position **may not** make any further attempt within the current year for a change of assignment.

Under this option, member's current positions are not declared vacant until the member has accepted the new position.

Members should be aware that they will be competing against a full pool of candidates for positions.

Deadline for Open Competitions for Permanent Staff: **June 7 to June 12, 2024 @ 12:00 noon**

Points to Note:

- Members signed to Teacher-General contracts of Form 2 contracts (aka "Permanent Contracts") can apply for temporary ("term") positions. However, the Division will not assign a teacher with a permanent contract to a temporary position that is less than a full school year's duration.
- If a Member with a permanent contract accepts a term position for the school year, the Member may require yet another change of assignment the following school year if the school cannot hold them within the staffing allocation.
- A Member holding a permanent contract, who accepts a term assignment, does not affect the status of their contract; or change whether the Member's status is full-time or part-time. Members are encouraged to clarify this matter when accepting a change of placement.



Important Dates

April 1, 2024	All Classes Resume
April 1, 2024	Deadline for applications for President of BTA
April 1, 2024	Deadline for application for Leave of Absence from BSD
April 1, 2024	Deadline for application for Teacher Initiated Reassignment
April 1 / May 1	Deadline for Retirements (Dependent on Contract)
April 3, 2024	Joint PD Fund Deadline for applications - 4:00 p.m.
April 11, 2024	Deadline for Internal Placement Competition
April 19, 2024	Parent Teacher Conferences (9-12) / PD Day (K-8)
April 25, 2024	BTA Council Meeting - 4:00 p.m. - Hybrid
May 2, 2024	BTA Quiz Night - Doors open at 6:00 p.m. - Grand Salon - Victoria Inn
May 20, 2024	Victoria Day Holiday
May 23 - 25, 2024	MTS Annual General Meeting
May 28, 2024	BTA Annual General Meeting - 4:00 p.m. - Hybrid
June 7 - 12, 2024	Deadline for Open Competition for Permanent Staff - 12:00 p.m.
June 11, 2024	Retirement Event - 7:00 p.m. - Victoria Inn

Be grateful

AS HUMANS, WE HAVE A TENDENCY TO REMEMBER THE NEGATIVE. YOU KNOW HOW IT IS: SOMETHING IRKSOME HAPPENS AND SUDDENLY EVERYTHING SNOWBALLS: THE COMMUTE IS TERRIBLE, AND WE TELL OURSELVES WE'RE ANGRY PARENTS, AWFUL COOKS, WORSE TEACHERS, AND ABOMINABLE HUMAN BEINGS. WE CAN NEUTRALIZE THIS BY REGULARLY NAMING (EVEN WRITING IF YOU PREFER) THE THINGS IN OUR LIVES THAT WE ARE GRATEFUL FOR. START SMALL IF YOU'RE HAVING A PARTICULARLY TOUGH DAY ("I'M GRATEFUL FOR HAVING A PLACE TO LIVE, THAT THIS MORNING'S CUP OF TEA WAS PERFECT, THAT THE SKY IS CLEAR TODAY,"), THEN BUILD UP TO OTHERS AS YOUR MINDSET CHANGES ("I'M GRATEFUL FOR WHAT MY COLLEAGUES ARE TEACHING ME, FOR THIS EXCELLENT NEW COURSEBOOK, THAT CATHERINE IS REALLY UNDERSTANDING THAT DIFFICULT GRAMMAR POINT, AND THAT I'M PROUD OF MY TEACHING THIS WEEK").

MINDFULNESS IS NOT SOMETHING WE LEARN IN A DAY. BUT OVER TIME, WITH REGULAR INPUT AND CONSCIOUS PRACTICE, YOU'LL DEFINITELY NOTICE A POSITIVE CHANGE IN YOUR MOOD AND IN YOUR ABILITY TO DEAL WITH SETBACKS AT WORK AND IN THE CLASSROOM.

BY ERIN WALTON
IN LIFE AS A TEACHER





The BTA

Proudly presents the:

WIZARDING WORLD QUIZ QUEST

THURSDAY MAY 2 2024

Doors open at 6:00 p.m.

Quizzing Commences at 6:30 p.m.

Nacho Bar / Cash Bar / \$10 pp

Registration & payment to the BTA Office.

Deadline to register Friday, April 26th

3 - 10 Members per team

Grand Salon - Victoria Inn

Email: office@bta.mbteach.org Phone: 204-729-3141

Registration forms are available on the BTA website - btateach.com/documents - Docs - Forms -
"Quiz Quest Registration form"



Brandon and Area Retired Teachers' Association

A chapter of Retired Teachers' Association of Manitoba

Retiring this school year? Consider becoming a member of

BARTA. Here's what we do:

- ☐ Meet for breakfast at Chicken Chef on the 1st Wednesday of the month
- ☐ Hold lunch socials four times per year, with a presentation or program
- ☐ Host wellness events of an educational and/or active nature, such as book sharing, walking, attending theatre events, and museum/art gallery tours
 - ☐ Support BTA's efforts to raise awareness of proposed government actions in education
 - ☐ Assist at BTA's annual LIFT in-service day
 - ☐ Support RTAM initiatives (rtam.mb.ca)
- ☐ Provide information to members about issues relevant to retired teachers
- ☐ Offer care and concern to members in times of illness and bereavement or in celebration of special occasions.

We welcome you to the next phase of your life: RETIREMENT!

We invite you to join our Association and reconnect with colleagues at BARTA events.

Our annual membership fee is only \$7.00.

For more information, contact

Catherine McLaren, BARTA President

barta2022.3@gmail.com

204-724-6090



We look forward to meeting you!

