



November 2025

President's Message

I would like to acknowledge that the recent professional development session on wellness and self-care, held on October 24th, did not meet expectations for many attendees. While the session was planned with the best intentions—to support staff well-being—we recognize that the experience may not have resonated as hoped.

The speaker came highly recommended and has successfully led sessions across the St. James-Assiniboia School Division. Feedback from those smaller groups has been positive. However, the transition to a larger format did not translate as effectively.

I recognize that some participants felt that the information shared was either too general or not directly applicable to the realities of their day-to-day work. Others noted that the format felt more prescriptive than supportive, which was certainly not the intention. The session was meant to be uplifting and restorative, but I understand that it may have had the opposite effect for some.

I sincerely apologize for any frustration or disappointment this caused. The intent was to create space for encouragement and reflection, not to add to anyone's sense of stress or anxiety.

I'd like to thank everyone who completed the survey. Your feedback is valued and appreciated. Many of you gave great recommendations for future professional development sessions. The sessions scheduled for Friday November 14th have come directly from previous PD survey suggestions. Please know that MANTE takes your comments and opinions seriously and we will work to improve PD going forward.

Jennifer Monaster

Personal Leave

As per article 22.08 of the collective agreement, *an employee shall be granted 2 days of personal leave per school year. Personal leave cannot be used to extend spring, summer or winter breaks. The number of employees granted personal leave on any one day within a school shall be no more than 10% of the bargaining unit employees in a school, or 1 employee where there are less than 10 bargaining unit employees in a school. In the event the number of leave requests exceeds this amount, leaves shall be granted in order of the date received.*

What does that mean? Every member of MANTE, including those doing a term position, are entitled to request 2 days off per year for personal reasons. The earlier you request it, the better chance you will receive it. The division does not have the right to ask you why you are taking a personal day nor can they deny you your personal day except for the reasons mentioned above. If you have applied to use your personal day and were denied or if you were questioned as to what the day was being used for, please contact me.

Seniority Report

The seniority report has been distributed to all schools, and a copy should have been placed in your staff room. Reminder to check the report and, as per the collective agreement, you have 15 working days after the publication of the report to protest in writing any alleged omission or incorrect listing to the Manager of Human resources.



Keep in Touch

If a member at your work location is off for an extended illness or bereavement, or if a member has a reason to celebrate, please advise Maggi Sawchuk at maggi.sawchuk@sjasd.ca. MANTE will send out an appropriate card. Be advised we will continue to send out cards during the rotating postal strike.

Executive Members

President – Jennifer Monaster

Vice President – **Open**

Treasurer and Pension rep – Cerys Hooper

Secretary – Kerry Fraser

Board Office Rep – Rosemary Koltalo

EA Rep, Health and Welfare and PD Rep –

Maggi Sawchuk

EA Rep – Sheri Aussant

Library Tech Rep and PD Rep – Jocelyn Oliver

Secretary Rep – **Open**

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Professional Development

Reminder. When applying for PD funding, fill out the PD application form available through the portal and scan the application to Connie Lowe at Crestview School.

MANTE Professional Development Committee

EA Rep – Maggi Sawchuk

Admin Asst. Rep – Rachel Novakowski

Library Tech Rep – Jocelyn Oliver

MANTE President – Jennifer Monaster

Human Resources – Joanne Johnston

Administrator – Connie Lowe

Financial – Monika Kananowicz

November Retirees

NIL



Kii Program

The Kii program is open to all MANTE members. It is free to use and is 100% confidential. Here are a few highlights of the program.

Work Life Support - Speak to an advisor for work-related issues, legal or financial help and support with home and family matters.

Mental Health & Wellness - Access to licensed therapists, no matter the intensity of your challenges. From prevention of to treatment for conditions such as depression, anxiety, stress, grief, trauma and more.

Reference Library - Access credible health information to learn more about your conditions and treatment plans. Featuring over 90+ health associations and the Mayo Clinic.

Health & Wellness eNewsletters and Webinars - All members who sign up for Kii online will receive monthly articles, videos and invites to live webinars

We can support you in a variety of areas:

- Addiction and substance use
- ADHD • Anger management
- Anxiety and depression
- Body image
- Setting Boundaries
- Caregiver stress and support
- Chronic pain and illness
- Financial stress • Grief and loss • Gender and sexuality
- LGBTQIA+
- Life transitions
- Men's issues and masculinity
- Parenting and family issues
- Perfectionism
- Personal development
- Relationship issues
- Self-esteem
- Social anxiety
- Work stress
- And More

If you would like the full brochure, let me know and I will email it to you right away.

Holiday Contest

The Association invites all MANTE employees to enter our 12 Days of Christmas holiday contest. We will be drawing 12 names, from those that enter, to receive a \$25 PC gift card. To enter, email Jennifer.monaster@sjasd.ca with Contest in the subject line, and answer this question (hint: the answer can be found in every newsletter) You have until December 8th to enter. Good Luck!!!!

Who, on the Executive committee, do you contact if a card should be sent to a fellow MANTE member?

