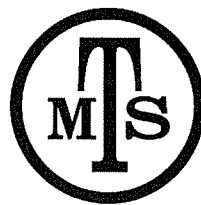


Where to teach in Manitoba

**A helpful collection of facts about
teacher salaries and benefits in
Manitoba School Divisions**



**The
Manitoba
Teachers'
Society**

**November 2011
Update**

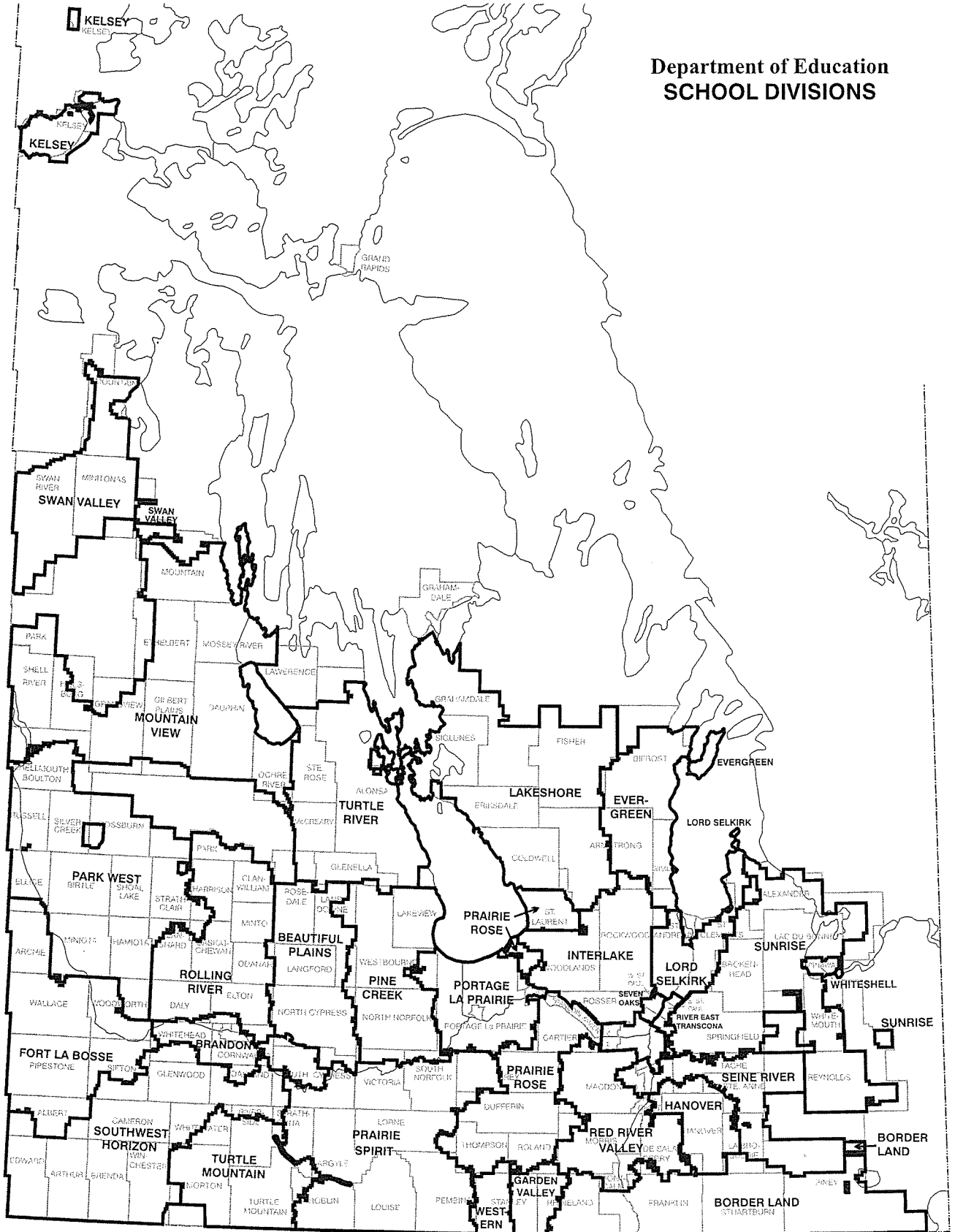
Overview of Manitoba Public School Divisions

Association / Division	Description of Location in Manitoba (representative centres)	Teacher Positions as of Sept. 2010 (FTE: full-time equivalent positions)	% Change in FTE since Sept. 2002	Number of Schools	Enrolment as of Sept. 2010
AEFM / DSFM	Metro & various Rural locations	407	26%	24	4,903
BEAUTIFUL PLAINS	Rural south central (Neepawa, Carberry)	106	-2%	14	1,498
BORDER LAND	Rural south eastern (Altona, Vita, Dominion City)	193	11%	14	2,439
BRANDON	Western (Brandon, Shilo)	535	10%	22	7,676
EVERGREEN	Rural interlake (Gimli, Arborg, Riverton)	117	11%	8	1,621
FLIN FLON	Northern	78	-14%	4	1,062
FORT LA BOSSE	Rural western (Virden, Reston)	111	-7%	11	1,378
FRONTIER	Northern (various - Norway House, Cranberry Portage, Gillam, Berens River)	543	6%	41	6,545
GARDEN VALLEY	Rural southern (Winkler)	280	49%	11	4,304
HANOVER	Rural south eastern (Steinbach, Niverville, Grunthal, Landmark)	495	41%	17	7,510
INTERLAKE	Rural interlake (Stonewall, Teulon, Stony Mountain)	224	0%	21	2,996
KELSEY	Northern (The Pas)	126	9%	5	1,660
LAKESHORE	Rural interlake (Eriksdale, Ashern, Fisher Branch)	110	19%	10	1,281
LORD SELKIRK	Rural interlake (Selkirk, Lockport, St. Andrews)	338	4%	15	4,476
LOUIS RIEL	Metro (south east Winnipeg)	991	0%	39	14,221
MOUNTAIN VIEW	Rural parkland (Dauphin, Roblin, Winnipegosis)	237	-2%	16	3,245
PARK WEST	Rural western (Birtle, Russell, Rossburn)	138	-9%	14	1,810
PEMBINA TRAILS	Metro (south west Winnipeg)	910	3%	33	12,622
PINE CREEK	Rural south central (Gladstone, Austin, MacGregor)	85	-7%	13	1,177
PORTAGE LA PRAIRIE	Rural south central (Portage la Prairie)	236	-1%	18	3,232
PRAIRIE ROSE	Rural south central (Carman, Elie, St. Laurent, St. Francois Xavier)	162	-4%	24	2,122
PRAIRIE SPIRIT	Rural south central (Pilot Mound, Glenboro, Manitou, Treherne)	159	-17%	28	2,169
RED RIVER VALLEY	Rural south central (Morris, St. Pierre-Jolys, Sanford, Oak Bluff)	149	-1%	15	2,099
RIVER EAST TRANSCONA	Metro (north east Winnipeg)	1160	-2%	42	16,350
ROLLING RIVER	Rural western (Minnedosa, Erickson, Rivers, Onanole)	136	-11%	16	1,835
SEINE RIVER	Rural south eastern (Lorette, St. Norbert, Ile des Chenes, La Salle, Ste. Anne)	269	23%	15	3,854
SEVEN OAKS	Metro (north west Winnipeg)	672	20%	21	10,107
SOUTHWEST HORIZON	Rural western (Melita, Souris, Hartney, Wawanesa)	127	-2%	12	1,676
ST. JAMES - ASSINIBOIA	Metro (west Winnipeg)	598	-1%	26	8,515
SUNRISE	Rural south eastern (Beausejour, Oakbank, Pine Falls, Lac du Bonnet)	371	0%	20	4,760
SWAN VALLEY	Rural parkland (Swan River, Benito, Bowsman)	120	-4%	9	1,640
THOMPSON/MYSTERY LAKE	Northern (Thompson)	243	0%	7	2,957
TURTLE MOUNTAIN	Rural western (Killarney, Boissevain)	78	-13%	7	1,011
TURTLE RIVER	Rural parkland (McCreary, Ste. Rose du Lac, Glenella)	63	1%	7	754
WESTERN	Rural south central (Morden)	107	18%	4	1,674
WHITESHELL	Rural south eastern (Pinawa)	22	-10%	2	191
WINNIPEG	Metro (Winnipeg)	2305	3%	79	32,705
WINNIPEG TECHNICAL COLLEGE	Metro (Winnipeg)	30	n/a	1	-
For more detail see the document <i>Schools in Manitoba 2009/10</i> located on the Manitoba Education website.		13,031	4%	685	179,975

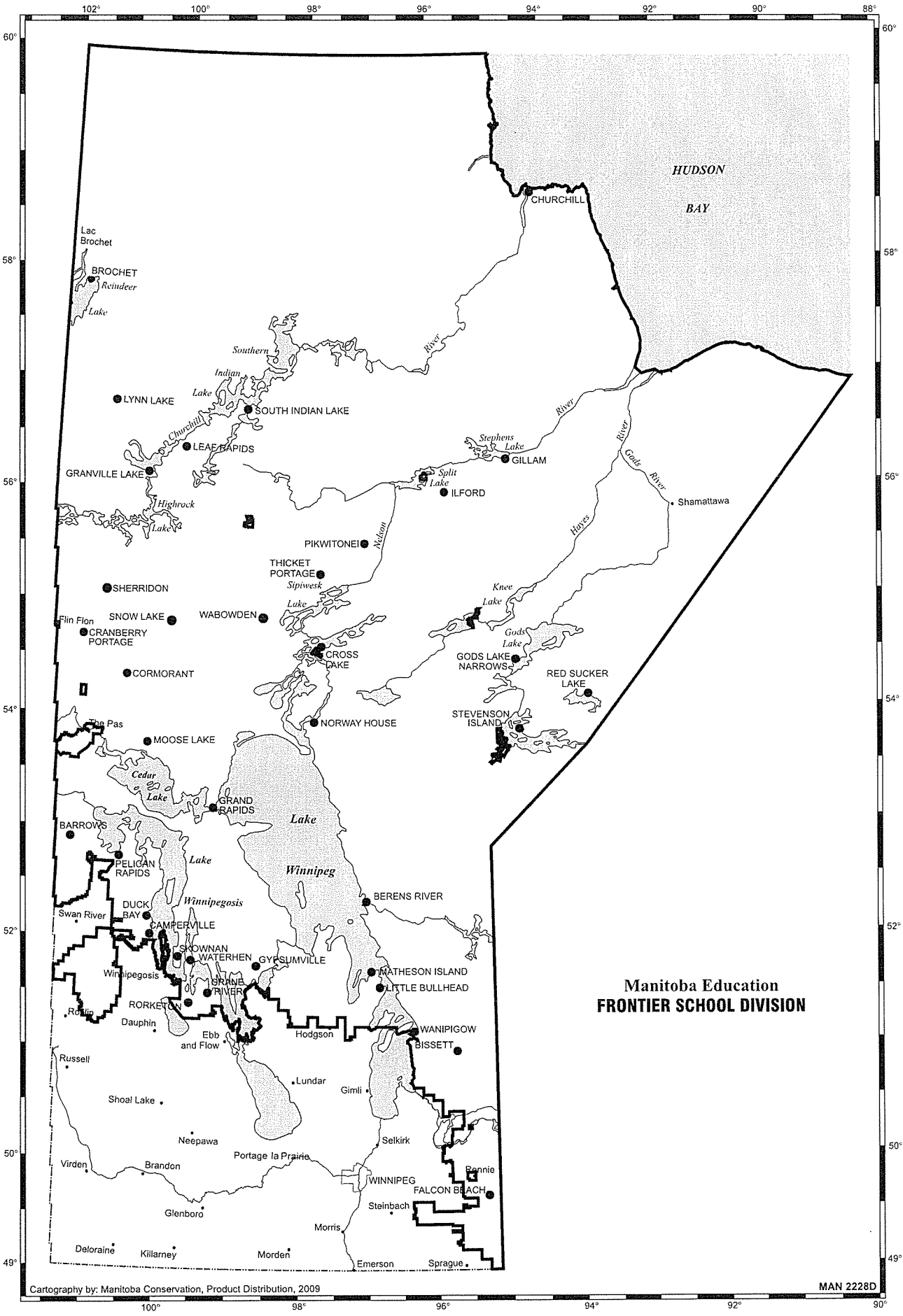
WTC figure based on latest Manitoba Education "Schools in Manitoba" document.

MTS estimates that at least 15% of all teaching positions are part-time (i.e., less than 100% contract time).

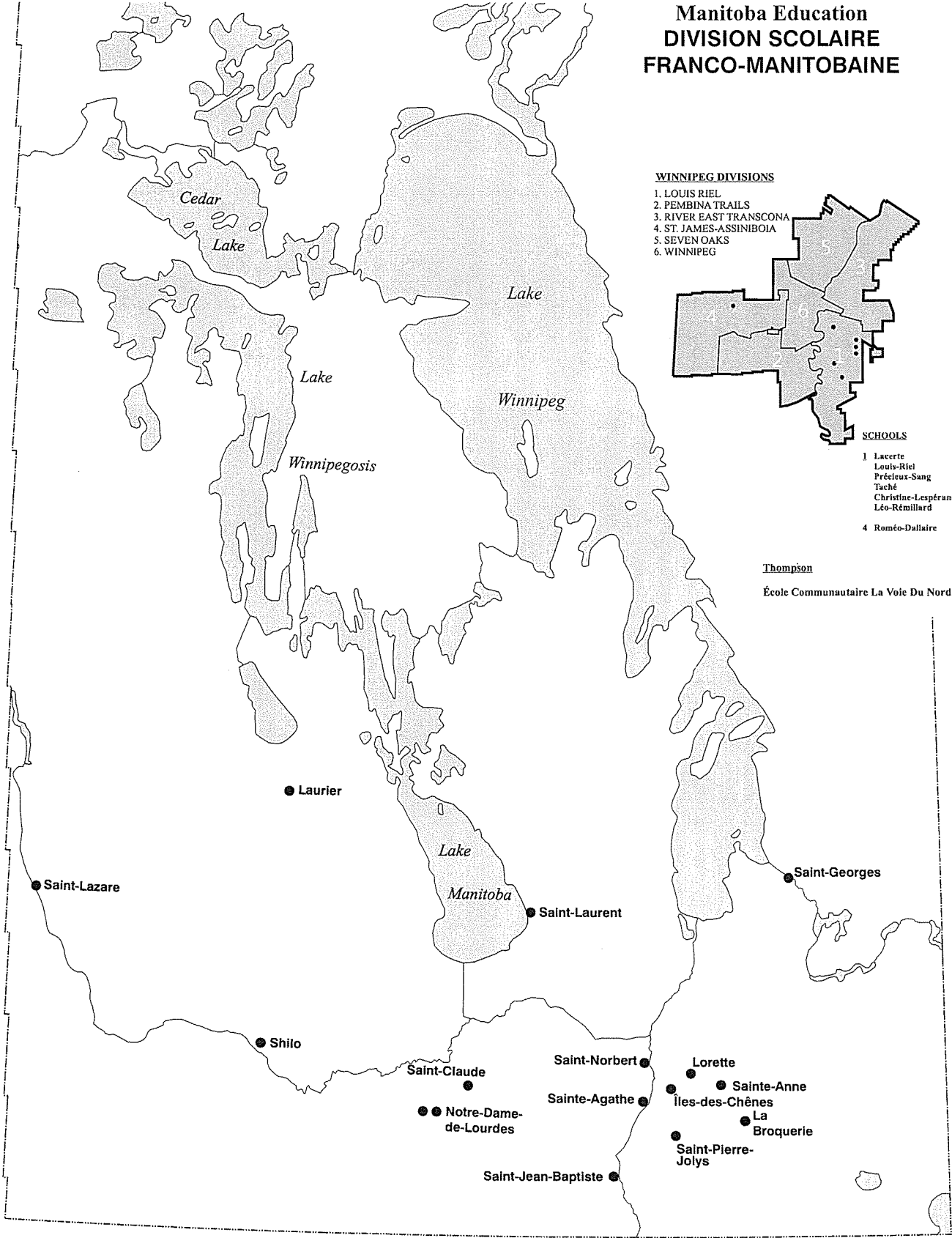
Department of Education
SCHOOL DIVISIONS



Cartography by: Manitoba Conservation,
Product Distribution, 2009.



Manitoba Education DIVISION SCOLAIRE FRANCO-MANITOBAINE



WINNIPEG DIVISIONS

- 1. LOUIS RIEL
- 2. PEMBINA TRAILS
- 3. RIVER EAST TRANSCONA
- 4. ST. JAMES-ASSINIBOIA
- 5. SEVEN OAKS
- 6. WINNIPEG

SCHOOLS

- 1. Lacerte
Louis-Riel
Prêcleux-Sang
Taché
Christine-Lespérance
Léo-Rémillard
- 4. Roméo-Dallaire

Thompson

École Communautaire La Voie Du Nord

Manitoba Teacher Salary Comparisons

2011-12 Class 5 Salaries

Based on the Current Pattern of Settlements (shaded = projections)

Updated Nov. 17, 2011

MAXIMUM

Association	Gross \$	Rank
Thompson	87,417	1
Frontier	84,362	2
Flin Flon	83,940	3
Kelsey	83,218	4
Evergreen	82,234	5
WTC	82,165	6
Louis Riel	82,066	7
Pembina Trails	82,065	8
Seine River	81,981	9
Prairie Rose	81,701	10
River East Transcona	81,639	11
Hanover	81,628	12
Red River Valley	81,442	13
AEFM	81,391	14
Winnipeg	81,391	15
St. James Assiniboia	81,302	16
Sunrise	81,185	17
Border Land	80,918	18
Lord Selkirk	80,901	19
Seven Oaks	80,882	20
Interlake	80,856	21
Pine Creek	80,813	22
Turtle Mountain	80,730	23
Brandon	80,708	24
Prairie Spirit	80,692	25
Park West	80,669	26
Garden Valley	80,550	27
Southwest Horizon	80,469	28
Mountain View	80,469	29
Fort la Bosse	80,459	30
Lakeshore	80,431	31
Whiteshell	80,424	32
Portage la Prairie	80,354	33
Beautiful Plains	80,244	34
Western	80,242	35
Turtle River	80,199	36
Rolling River	80,021	37
Swan Valley	79,890	38

Mean 81,370
Median 80,892

MINIMUM

Association	Gross \$	Rank
Thompson	56,295	1
Flin Flon	56,200	2
Frontier	56,006	3
Kelsey	55,598	4
Sunrise	54,717	5
Seine River	53,941	6
River East Transcona	53,846	7
Louis Riel	53,844	8
Border Land	53,546	9
AEFM	53,525	10
Winnipeg	53,525	11
Whiteshell	53,368	12
Prairie Spirit	53,315	13
Hanover	53,291	14
St. James	52,989	15
Red River Valley	52,983	16
Portage la Prairie	52,973	17
Pembina Trails	52,869	18
Evergreen	52,866	19
Swan Valley	52,715	20
Brandon	52,677	21
Turtle Mountain	52,548	22
Seven Oaks	52,470	23
Lakeshore	52,465	24
Turtle River	52,461	25
Pine Creek	52,420	26
Western	52,369	27
Prairie Rose	52,333	28
Interlake	52,309	29
Fort la Bosse	52,304	30
Beautiful Plains	52,283	31
Park West	52,213	32
Mountain View	52,204	33
WTC	52,025	34
Lord Selkirk	52,008	35
Southwest Horizon	51,945	36
Garden Valley	51,727	37
Rolling River	51,570	38

Mean 53,125
Median 52,791

Note: shaded areas denotes new collective agreement salary settlement for that year not yet determined.

All associations with settlements in 2010-11 had a 1.5% increase at September 1, 2010 and 1.5% at March 1, 2011.

All associations with settlements in 2011-12 had a 2.0% increase at September 1, 2011.

ASSOCIATION (collective agreement status as of Nov. 9, 2011)	Preparation Time or * Non-Contact Time Clause (Minimum guaranteed as of Nov. 9, 2011)	Extra-Curricular Activity Clause	Maximum ** Sick Leave Accumulation (days)	Per Diem Substitute Rate (as of Nov. 9, 2011)	Personal Leave Days Per Year (leaves are generally subject to conditions; see collective agreements for detail @ www.mbteach.org)
AEFM (2007-10)	Min. of 180 minutes per 5 day cycle	Not voluntary 1 day for 50 hours 1 day max. with carry-over	125	\$150.00 2011-12 TBD	2 days without loss of pay
Beautiful Plains (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 3 day max. with 2 yr. carry-over	115	\$122.43 2011-12 TBD	1 day without loss of pay Up to 2 days at sub. rate deduction
Border Land (2010-14)	Not greater than 5% above avg. student contact time	Not voluntary 1 day for 50 hours 2 day max. with carry-over or pymt. at sub. rate	125	\$147.00	2 days without loss of pay
Brandon (2010-14)	K-6: 180 min. / 6 day cycle 7-8: 240 min. / 6 day cycle 9-12: 390 min./ 6 day cycle	Voluntary participation	124	\$135.00	1 day without loss of pay
Evergreen (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max. with carry-over	120	\$133.67 2011-12 TBD	1 day without loss of pay
Flin Flon (2010-14)	One preparation period per day equal to a teaching time table slot	Not voluntary 1 day for 50 hours, then half day for every 25 hrs. Carry-over & payout terms	123	\$167.92	1 day without loss of pay Up to 2 days at sub. rate deduction
Fort la Bosse (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max. with carry-over	122	\$124.57 2011-12 TBD	1 day without loss of pay (first yr. teacher at sub. rate) Up to 2 days at teacher per diem rate deduction
Frontier (2009-10)	No guaranteed prep time in CA	No article in the collective agreement	124	\$135.00 2011-12 TBD	2 days without loss of pay
Garden Valley (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hrs, 2 nd day next 100 hours; 1 day carry-over	115	\$124.00 2011-12 TBD	No personal leave day
Hanover (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max. with carry-over	120	\$148.27 2011-12 TBD	1 day without loss of pay
Interlake (2009-10)	No less than 94/95 avg. prep time for particular school	Not voluntary 1 day for 50 hours; 2 day max. accum. with carry-over	125	\$137.00 2011-12 TBD	1 day without loss of pay 1 day at sub. rate deduction
Kelsey (2010-14)	K-5: 180 min. / 6 day cycle 6-8: 240 min. / 6 day cycle 9-12: 300 min./ 6 day cycle	Not voluntary 1 day for 50 hours 2 day max., with carry-over	124	\$145.00	2 days without loss of pay
Lakeshore (2007-10)	130 min. per 5 day cycle (150 min. at June 30, 2010)	Not voluntary 1 day for 50 hours 1 day max., no carry-over	115	\$122.00 2011-12 TBD	1 day without loss of pay 1 day at sub. rate deduction
Lord Selkirk (2010-14)	Contact time provision – methodology based on 1994 averages	Not voluntary 1 day for 50 hours 2 day max., with carry-over	125	\$162.88	2 days without loss of pay
Louis Riel (2011-14)	Non-contact of 216 min. per cycle, exclusive of recess	Voluntary participation 1 day for 50 hours	124	\$164.00	1 day without loss of pay 1 day at sub. rate deduction
Mountain View (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., with carry-over or pymt. at sub. rate	120	\$123.70 2011-12 TBD	1 day without loss of pay
Park West (2007-10)	Contact time – Division avg. for appropriate level, subject to 'soft' ceiling	Not voluntary 1 day for 50 hours 2 day max., partial carry-over	120	\$129.17 2011-12 TBD	2 days without loss of pay
Pembina Trails (2010-14)	Contact time – not exceed 5% of 1999-2000 averages	Voluntary participation	125	\$165.00	2 days without loss of pay
Pine Creek (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 45 hours 2 day max., carry-over of hours and days permitted	120	\$127.00 2011-12 TBD	1 day without loss of pay Up to 2 days at sub. rate deduction
Portage la Prairie (2010-14)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., 1 day carry-over	125	\$137.00	2 days without loss of pay
Prairie Rose (2008-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max., 1 day carry-over	120	\$132.26 2011-12 TBD	1 day without loss of pay
Prairie Spirit (2007-10)	240 minutes prep time per 6 day cycle guaranteed	Not voluntary 1 day per 50 hours 2 day max., no carry-over	110	\$123.00 2011-12 TBD	1 day without loss of pay

ASSOCIATION (collective agreement status as of Nov. 9, 2011)	Preparation Time or * Non-Contact Time Clause (Minimum guaranteed as of Nov. 9, 2011)	Extra-Curricular Activity Clause	Maximum ** Sick Leave Accumulation (days)	Per Diem Substitute Rate (as of Nov. 9, 2011)	Personal Leave Days Per Year (leaves are generally subject to conditions; see collective agreements for detail @ www.mbteach.org)
Red River Valley (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours / 2 for 100 2 day max., 1 day carry-over	125	\$145.67 2011-12 TBD	1 day without loss of pay Up to 2 days at sub. rate deduction
River East Transcona (2010-14)	Contact time no greater than prior year divisional average for appropriate level	Not voluntary 1 day for 50 hours with carry-over	124	\$155.52	2 days without loss of pay
Rolling River (2005-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., 2 day carry-over	125	\$125.19 2011-12 TBD	2 days without loss of pay
Seine River (2010-14)	Minimum avg. of 40 min./ day per instructional cycle	Voluntary participation	125	\$153.38	2 days without loss of pay
Seven Oaks (2007-10)	K-5: 180 min. / 6 day cycle 6-8: 240 min. / 6 day cycle 9-12: 300 min./ 6 day cycle	Voluntary participation	125	\$160.00 2011-12 TBD	1 day at sub. rate deduction (no reason required); 1 day without loss of pay dependent upon discretion of Supt.
Southwest Horizon (2007-10)	No guaranteed prep time in CA	Voluntary participation 1 day for 50 hours for first 50 hrs., 2 nd day earned at 150 hrs. or pymt at sub. rate; 2 day max. & carry-over	124	\$117.00 2011-12 TBD	2 days without loss of pay
St. James- Assiniboia (2010-14)	Equivalent to 6 regular teaching periods per 6 day (no less than 30 min./period)	Not voluntary One-half day for 25 hours; 1 day max., 1 day carry-over	124	\$162.88	1 day without loss of pay
Sunrise (2007-10)	Contact time not more than yr. prior based on divisional averages for appropriate levels	Not voluntary 1 day for 50 hours	125	\$146.81 2011-12 TBD	2 days without loss of pay
Swan Valley (2006-10)	No guaranteed prep time in CA	Not voluntary 1 day for every 50 hours; 2 day max., carry-over	115	\$124.93 2011-12 TBD	1 day without loss of pay
Thompson (2010-14)	K-6: 240 min./ 6 day cycle 7-12: 300 min./ 6 day cycle	Voluntary participation	200	\$162.13	3 days without loss of pay
Turtle Mountain (2010-14)	Equivalent of 30 min. per day starting Sept. 2012	Not voluntary 1 day for 50 hours 2 day max., carry-over	125	\$130.00	2 days without loss of pay
Turtle River (2010-14)	Minimum prep time of 150 minutes per 5 day cycle	Not voluntary 1 day for 50 hours 2 day max., 1 day carry-over	115	\$121.00	2 days without loss of pay
Western (2008-10)	Contact time not to vary more than 5% of avg. assigned time based on 94/95 yr.	Not voluntary 2 days for 100 hours Carry-over	120	\$124.57 2011-12 TBD	1 day without loss of pay
Whiteshell (2010-14)	Minimum prep time of 180 minutes per 6 day cycle	No article in the collective agreement	125	\$138.00	1 day without loss of pay (called 'Special Leave Day')
Winnipeg (2010-14)	Elementary: 180 min./ 6 day cycle Secondary: 240 min./ 6 day cycle	Voluntary participation (board policy)	145	\$172.88	1 day without loss of pay
Winnipeg Technical College (2007-10)	No guaranteed prep time in CA	No article in the collective agreement	125	\$157.00 2011-12 TBD	1 day without loss of pay

* Teachers may have preparation time by practice or Board policy though guaranteed minimums may not be stated in the collective agreement.

** Teachers generally accumulate sick leave credits at a rate of 20 days per year throughout Manitoba.