

2007  
2008

# *Annual* Report



The  
Manitoba  
Teachers'  
Society





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**Credits**

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From top left: Pat Isaak, Paul Olson, Richard Alarie, Georgina Dyck-Hacault, John Ehinger, Adam Grabowski, Pat Hamm, Blaine Johnson, Julia McKay, Kyle McKinstry, Pam Stinson, Dan Turner, Karen Wiebe



# introduction

t

he 2007/2008 school year was a busy one for The Manitoba Teachers' Society.

After more than five years of lobbying, Bill 45 was passed by the provincial government on September 15, 2008. This key amendment to the Teachers' Pension Plan improved the Cost of Living Adjustment for retired teachers, while protecting the basic benefit for active and retired teachers. Bill 45 doubled the COLA this year without increasing pension contributions from active teachers.

The bill passed following a plebiscite of active and retired teachers, and public hearings by a legislature committee.

The year also saw the Society's Provincial Executive begin work on a comprehensive study on teachers' workloads. A taskforce was established to look at workload issues facing members. That work has continued into the current year. A report will be made at the 2010 Annual General Meeting.





# a message from the President

Teachers are held in high esteem in the eyes of Manitobans because of their role in shaping the future of our province. It is a privilege to represent them as President of The Manitoba Teachers' Society and when people ask me what I do, I am proud to say that I work for the 15,000 public school teachers of Manitoba.

Each year, the Society's efforts are dedicated to improving the welfare of our members, enhancing the status of the teaching profession and safeguarding public education in this province. This 2007–08 annual report outlines our successes on all fronts.



Pat Isaak

Protecting the long-term health of teachers' pensions has been a focus for several years. In 2008, the provincial government passed legislation to improve the Cost of Living Adjustment for retired teachers and put in place measures to ensure the sustain-

ability of our pension plan. Getting these changes took years of lobbying by MTS. We will continue to work to ensure the strength and stability of our plan today, and into the future.

The close relationship between MTS and local teachers' associations has helped us achieve significant gains at the bargaining table on issues such as substitute teachers and maternity and parental leave. MTS is working with government on a number of issues including guidelines

for educational assistants, the issue of changing demographics and the impact on rural and urban class size and composition. We have also urged government to preserve the high standards of graduates from Manitoba's faculties of education when considering the inter-provincial labour mobility agreement.

Looking forward, the Provincial Executive of the Society has established the MTS Taskforce on Teacher Workload. This is a two-year project during which the taskforce is examining the diverse workload issues facing our members. Based on our findings, we will make recommendations to the Provincial Council in 2010.

MTS also believes that it is important to profile the work of teachers to give the public a better understanding of today's classrooms. Our work in the community also enhances the profile of MTS and our members. We are pleased to host the annual Young Humanitarian Awards to recognize students with giving hearts. We encourage schools to participate in Operation Donation, a project by Winnipeg Harvest to help ensure fewer students go to school hungry. And we are happy to take part in the Teddy Bears' Picnic held each year to benefit the Children's Hospital.

*As we enter our 90<sup>th</sup> year as an organization, I stand on the shoulders of giants—the men and women who have preceded me as President and who have served on Provincial Executives of MTS in the past. We have a proud history of success on behalf of the teachers we serve. I am honoured to represent them.*







## *a message from the* **General Secretary**

**f**or 90 years, the work of the Society has been guided by its objects: to promote and advance the cause of education; to advance and safeguard the welfare of teachers; to enhance the teaching profession; to address social issues that affect the teaching profession in Manitoba; and to co-operate with other organizations in Canada or elsewhere having the same or like aims and objectives.

**8** Yet, often it isn't until teachers have a problem that they begin to realize the scope of work that The Manitoba

Teachers' Society does on behalf of its members—the 15,000 public school teachers in this province.

This work begins with teachers-in-training and ends with preparing them for retirement. Over the course of their careers, members' contact with the Society can range from intense to none at all. Most teachers attend the SAG conferences, but do not necessarily realize that these conferences are supported by MTS and are the result of the hard work of hundreds of volunteer teachers. The bargaining

support we provide to 40 local bargaining units isn't noticed by most until they are asked to ratify a new collective agreement. The Teacher Welfare team works on matters such as maternity leave, workplace safety and health, and employment issues. The Professional Issues team works with teachers on issues such as professional development, curriculum and assessment, and teacher certification.

We support administrators through the Council of School Leaders and French teachers through the ÉFM. MTS sponsors programming for teachers at every stage of their career in locations throughout the province. And we work with government and the department of education, citizenship and youth to help ensure that policies and guidelines that are developed keep the workload of teachers in mind.

MTS is here for teachers in need, and unfortunately it is only then that some members discover why MTS is so important to them. We humanely deal with personnel matters and the Educator Assistance Program and Disability Benefits Plan are there to provide emotional and financial support in times of critical need.

As this is my last message as General Secretary of the Society I would like to express my thanks to the many colleagues I

have worked with over the decades. As General Secretary I wish to extend special thanks to the more than 70 highly-trained individuals, with whom I have worked, for their dedication and continued commitment to meeting the needs of our members.

*Being a member of The Manitoba Teachers' Society and serving the organization has been an honour and a pleasure and I leave it hoping that the good work that this organization has done on behalf of teachers, students and public education continues for many, many years to come.*



**Judy Bradley**





# services to teachers

## Disability Benefits Plan

The Disability Benefits Plan had a great year ending August 2008. Numbers of claims were steady, claimant satisfaction remained high and the finances of the Plan improved greatly.

The Governance Board took a resolution to the 2008 MTS Annual General Meeting to reduce the teacher premium by about 15 per cent, following elimination of the long-standing Plan deficit. As well, the Plan hired two new case managers during the year in order to maintain and expand the very popular and effective Early Intervention Program.

## EAP

The Educators' Assistance Program provided individual, couple, and family counseling services to members throughout the province in both official languages. EAP has locations in Winnipeg and Brandon, and also travelled to the Western and Northern parts of the province during the year. The service is oriented to short-term intervention, with a limit of 10 sessions per year.

As is usually the case, 2007–2008 was a busy year. The program utilized a triage system, using a telephone intake interview to identify urgency. It was generally able to offer





appointments to urgent callers within days and less urgent within weeks. Like in other years, the program responded faster in summer and early fall and as the stresses of the year built up for educators, loads became heavier. Members whose needs required more frequent, long-term, or more specialized service were referred to appropriate services.

### International Development

Through the 2007–2008 year, in close co-operation with the Canadian Teachers' Federation and the Canadian Organization for Development through Education (CODE), MTS contributed \$103,800 to international educational development projects.

As part of its commitment to international development, the Society once again sponsored three teachers who, as participants in the Canadian Teachers' Federation's Project Overseas, worked with teachers in Dominica, Sierra Leone, and Guinea.

The Society also provided grants for a variety of projects in developing nations around the world. In approving projects, one of the priorities of the Society has been to support the advancement of women in teacher organizations. This past year, funds were granted to:

- The South Asian Association for Regional Co-operation (SAARC) Women's Network in India;
- Women Network in East Africa (WNEA);
- Sierra Leone Teachers' Union (SLTU);
- Support Activities in Poverty Eradication and Health (SAIPEH) (formerly Student AIDS Intervention and Prevention Education (Kenya) HIV/AIDS Program); and
- West Africa Women in Education Network (WAWEN)

Support was also given for a seventh year to CODE to fund the Children's Book Project in Tanzania. Worthy of note is that in July 2007, the Children's Book Project received the UNESCO Literacy Prize for its contributions in the fight to expand literacy in the developing world.







The Society also participated, with the Canadian Teachers' Federation and the Caribbean Union of Teachers, in providing collective bargaining training to member organizations in the Caribbean in furtherance of an Education International resolution to share best practices in collective bargaining.

## ÉFM

The Éducatrices et éducateurs francophones du Manitoba held its annual conference in November with the theme "À travers les accents...". It included over 45 workshops and presentations.

ÉFM also offered a number of workshops throughout the 2007–2008 year for its members. These included such topics as classroom discipline, language instruction, and assistance to principals.

The Annual General Meeting was held in April 2008 and some 200 delegates and observers heard and debated a number of issues and approved the budget.

## Professional Issues

The Professional Issues department offered a variety of workshops throughout 2007–2008, including sessions for beginning teachers and administrators. Specific topic workshops, including English as an Additional Language (EAL), Aboriginal Perspectives, and various issues related to the Appropriate Education legislation, attracted teachers from across the province.

The Professional Issues team facilitated three training workshops for Professional Development Chairs and Equity and Social Justice Chairs, in addition to their liaison roles for the regions. Needs assessments were completed with staff meeting local committees to discuss the results and assist with planning.

The Professional Issues team carried out their various roles on department committees such as Inter-organizational Curriculum Advisory Committee (ICAC) and the Minister's Teacher Education and Certification Committee (TECC) as well as other curriculum sub-committees and MERN. Professional Issues team members continue to liaise with Manitoba's six post secondary institutions that currently provide teacher training programs. Research on a number of topics was undertaken.

## Council of School Leaders

COSL has taken full responsibility for the Summer Leadership Institute and saw a record number of participants at "Creating Reflective Learning Communities" in July of 2008. In addition, the fall conference "Leadership for School and Student Success" saw an increase in registrants, especially for the certificate programs; service to teachers who are interested in leadership roles in schools made up fully half of the registrants. COSL also worked in conjunction with Society staff to deliver an additional series of school leadership certificate sessions during the 2007–2008 year.

On the organizational side, one of the advantages of the secondment for the chairperson has been the ability to represent school leaders, on behalf of the Society, at a growing number of Manitoba Education, Citizenship and Youth committees and other outside bodies. The continued growth of COSL within the Society has strengthened the concept of collaborative inclusiveness in school leadership and is seen by many Canadian Association of Principals affiliates as a definite strength.

## Bursaries

The Manitoba Teachers' Society provided five bursaries of \$2,400 each to undergraduate students enrolled at the faculties of education at the University of Winnipeg,





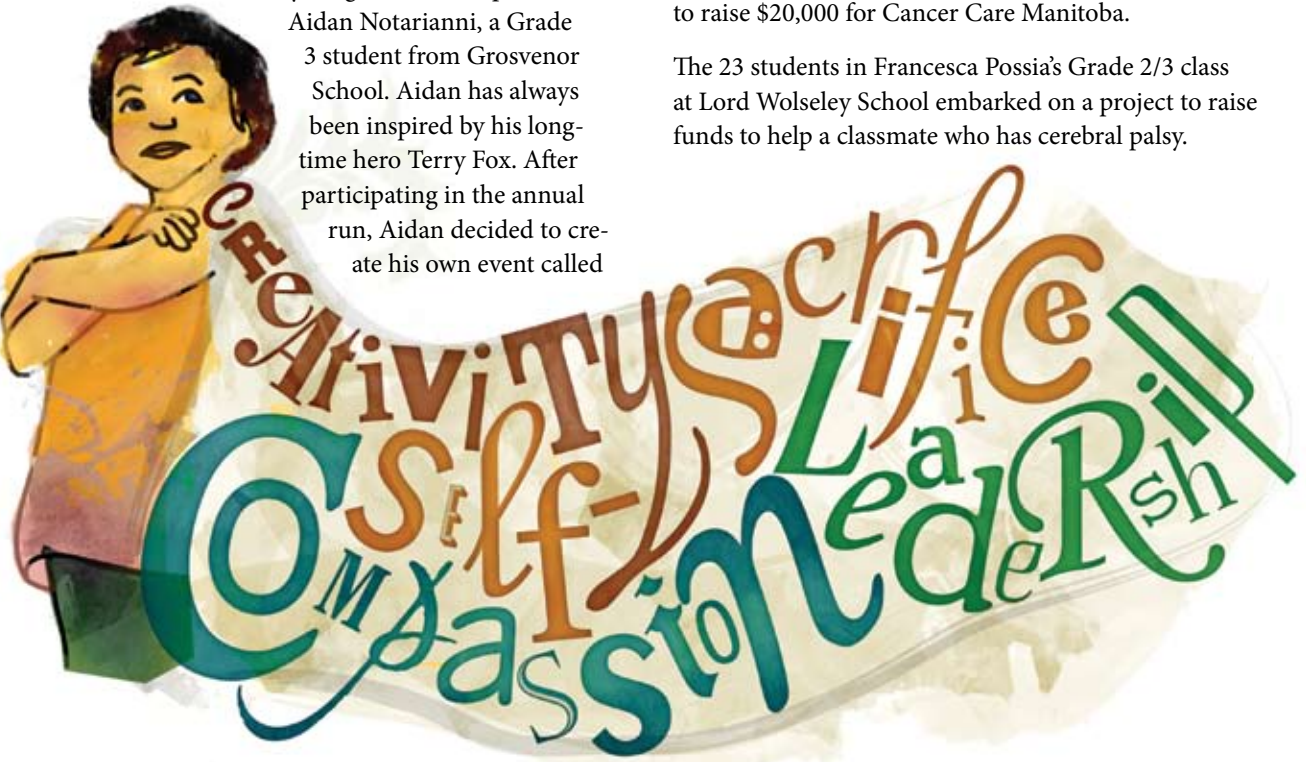
University of Manitoba, Brandon University, Collège universitaire de Saint-Boniface and Red River College.

The Society also provided five bursaries of \$2,400 each to undergraduate Aboriginal students of education enrolled at these same faculties.

### Community Relations

Kind hearts and good works took centre stage as the MTS Young Humanitarian Awards celebrated 11 years of recognizing public school students for caring and courage. Three individual recipients and an early years class of 23 students were honoured.

The youngest YHA recipient was Aidan Notarianni, a Grade 3 student from Grosvenor School. Aidan has always been inspired by his long-time hero Terry Fox. After participating in the annual run, Aidan decided to create his own event called



Bikes in Motion, so he and others could bike from Winnipeg to Lockport to raise funds for The Cancer Research Society.

Stephanie Melsted, a Grade 7 student from Riverton Early Middle School was honoured for her kind heart and her eagerness to roll up her sleeves for charities such as World Vision and the Rainbow Society. Many times, Stephanie also supervised early years classrooms at her school.

The Society also honoured École Secondaire Oak Park High School's Breanna Wiebe. Breanna balanced her school work with a heavy humanitarian agenda. She took a hands-on leadership role in every cause she championed—whether it was attending the Landmines Campaign conference, taking part in the 30-hour Famine, or helping to raise \$20,000 for Cancer Care Manitoba.

The 23 students in Francesca Possia's Grade 2/3 class at Lord Wolseley School embarked on a project to raise funds to help a classmate who has cerebral palsy.



YHA recipients, from bottom right: Aidan Notarianni; Francesca Possia's Grade 2/3 class; Breanna Wiebe; and Stephanie Melsted.







Teddy Bears' Picnic



The Society once again participated in the Teddy Bears' Picnic. Thousands of little visitors and their parents flocked to the MTS Teach Your Bear tent.

The Society also supported a range of organizations through its grants and donations program—among them, the Canadian Museum for Human Rights, the Canadian Centre for Policy Alternatives, the Manitoba Theatre for Young People and the Prairie Theatre Exchange.

### **Publications and [www.mbteach.org](http://www.mbteach.org)**

The Manitoba Teachers' Society website, **[www.mbteach.org](http://www.mbteach.org)**, underwent major changes in the 2007/08 year.

The site, which registered more than 300,000 visitors during the year, was totally redesigned with more content added, including an online library of all MTS publications from brochures to handbooks to back issues of *The Manitoba Teacher*.

A separate, temporary website was also created last year to carry information on the proposed changes to the teachers' pension plan. The separate site was necessary to handle the increased traffic that the issue generated. The campaign was instructive in terms of how MTS's online presence can be used for time-limited campaigns.

*The Manitoba Teacher* again set records for advertising revenue while publishing more pages than the year before.

For the first time, the Society also published greeting cards using artwork submitted by members. Up until then, it had used generic cards.





# protecting teachers

## Collective Bargaining

Going into 2008/09, teacher collective agreements expiry dates by number of bargaining units were as follows:

- All units settled to at least the end of 2005/06
- 37 out of 38 units settled to the end of 2006/07
- 31 out of 38 units settled to the end of 2007/08
- 29 out of 38 units settled to the end of 2009/09
- 19 out of 38 units settled to the end of 2009/10

All local teachers associations achieved an annual salary scale increase (at end-rates), or in the case of those associations where the salary scale has been restructured an annual total salary payroll increase, of at least three percent for each year between 2000/01 and 2009/10.

Excluding the blending of salary scales due to amalgamation, at least 28 local teacher associations across the province achieved annual salary scale (at end-rates) or payroll increases above three percent in some of the years between 2002/03 and 2009/10. The vast majority of these units achieved a three percent increase plus a flat dollar amount (ranging from \$125 to \$500) added to every step of the scale.







During 2007/08, in addition to salary increases, local associations across the province continued to make significant gains at the bargaining table in the areas of rights, equity issues, working conditions, and benefits.

For example, in January 2008, the Seine River Teachers' Association reached a three-year deal with the school board calling for salary scale increases of \$500 + three per cent in 2007/08, three per cent in 2008/09, and \$500 + three per cent in 2009/10, along with significant increases and improvements in sick leave, family medical leave, compassionate leave, and personal leave. Furthermore, a new article dealing with substitute teachers was inserted into the collective agreement along with a provision guaranteeing every teacher a minimum of 40 minutes per day of preparation time as well as an association-controlled professional development fund of \$50,000. Finally, a brand new article stating that every teacher is entitled to a fair and reasonable evaluation was also agreed to by the parties in Seine River, which is the first evaluation clause to find its way into a teachers' collective agreement anywhere in Manitoba.

### Workplace Safety and Health

New Workplace Safety and Health legislation was enacted on February 1, 2007. This legislation covers a wide range of topics and codifies certain expected practices. Workshops have been ongoing since that time to inform the membership of their rights and responsibilities under this legislation. Six workshops were done around the province along with numerous presentations to locals. The main impact of this legislation for teachers has been the formation of local committees in schools of 20 or more employees and the requirement to create safe work procedures for all activities conducted in a school. New protections enjoyed by teachers include the requirement that every school have a posted violence prevention policy, posted harassment policy, and a posted working alone policy.





# activity based costing

## 2007/08



### Governance

A provincial council of about 300 teachers representing our local associations meets at our three-day Annual General Meeting to make decisions on policies and budget. A provincial executive of 13 elected teachers sets directions for the Society. A President and Vice-President, who in addition to performing the duties of the Provincial Executive, deal with the government, media, and other parties in working towards advancing the teaching profession. A three-member management team is responsible for implementing decisions of the Provincial Council and Provincial Executive.

### CTF, international assistance

The Canadian Teachers' Federation is a national federation of teacher organizations in Canada that operates internationally, providing services, research, and networking opportunities for teacher organizations across the country.

The Society provides grants and assistance for projects overseas. Grants are provided primarily through CTF to assist teachers in developing countries.

### Local associations, COSL, ÉFM

The Society provides grants and financial assistance to associations for counseling programs, presidents' release-time, executive meetings, wellness projects, and hosting provincial sporting events.

The Council of School Leaders addresses issues of interest and concern to school administrators. The COSL operates from a fee collected by the Society from school administrators. The Society also maintains a membership database for COSL and provides an annual grant to COSL.

The ÉFM is an agency of the Society that acts on all matters related to education in the French language. An executive of seven elected teachers deals with issues of interest and concern to French-speaking members.







### Collective bargaining

A team of staff assists local associations requesting services and/or advice in preparing bargaining packages, bargaining meetings, mediation, arbitration and legal matters.

### Personnel cases

A team of staff addresses personnel issues or problems that teachers face in their workplace. This includes meeting with teachers, representatives from local associations, representatives from school divisions, and other relevant parties. The Society provides legal representation to members as required.

### Professional Issues

A team of staff provides training to Professional Development and Equity and Social Justice Chairs of local associations and delivers workshops for administrators, beginning teachers, and first-year teachers. This team of staff also

works with the Teacher Action Cohorts that delivers workshops to various local associations.

### Special Area Groups

The Society processes membership fees on behalf of Special Area Groups, maintains a membership database and provides printing and mailing services. In addition, Publications staff prepare, print, and mail many journals and newsletters and publish and distribute the SAG conference brochure.

### French Language Services

Services in the French language are provided to teachers and associations with the assistance of Les Éducatrices et éducateurs francophones du Manitoba, an agency of The Manitoba Teachers' Society, and by bilingual MTS staff.

### Educators' Assistance Program

A team of counselors provides individual and family counseling, group therapy, and support group sessions. Over a three-year period, the program is being used by approximately 10 per cent of the membership resulting in an average of 2,700 visits per year.

### Benefits

The Society facilitates the implementation of employee benefit plans enjoyed under collective agreements negotiated under the auspices of MTS. With some differences between local associations, these benefits include a dental plan, deferred salary leave, health insurance and life insurance.

### Disability Benefits Plan

The Plan assists members through periods of disability to assure maximum rehabilitation both medically and vocationally. It assists members, when possible, to return to work, while providing the disabled member with financial security at a reasonable cost to the premium-paying member.

### Communications/Publications

A team of staff annually publishes the handbook and seven editions of *The Manitoba Teacher*, maintains the Society's website, responds to members' queries, and develops and implements advertising campaigns, radio announcements, billboards, and posters. This staff also represents the Society at events such as the Summer Fair and the Teddy Bears' Picnic, assists the Young Humanitarian Awards Committee, administers the grants, donations, and bursary programs, prepares news releases, writes speeches, and takes media calls.

### Education finance

Staff and the Education Finance Committee develop reports and positions on the funding of public schools in Manitoba and work with other groups, including the provincial government, to change funding policies.

### Political action

Staff assist the Society in dealing with government issues, responding to correspondence, preparing presentations and speeches, and developing and implementing strategies for the Society.

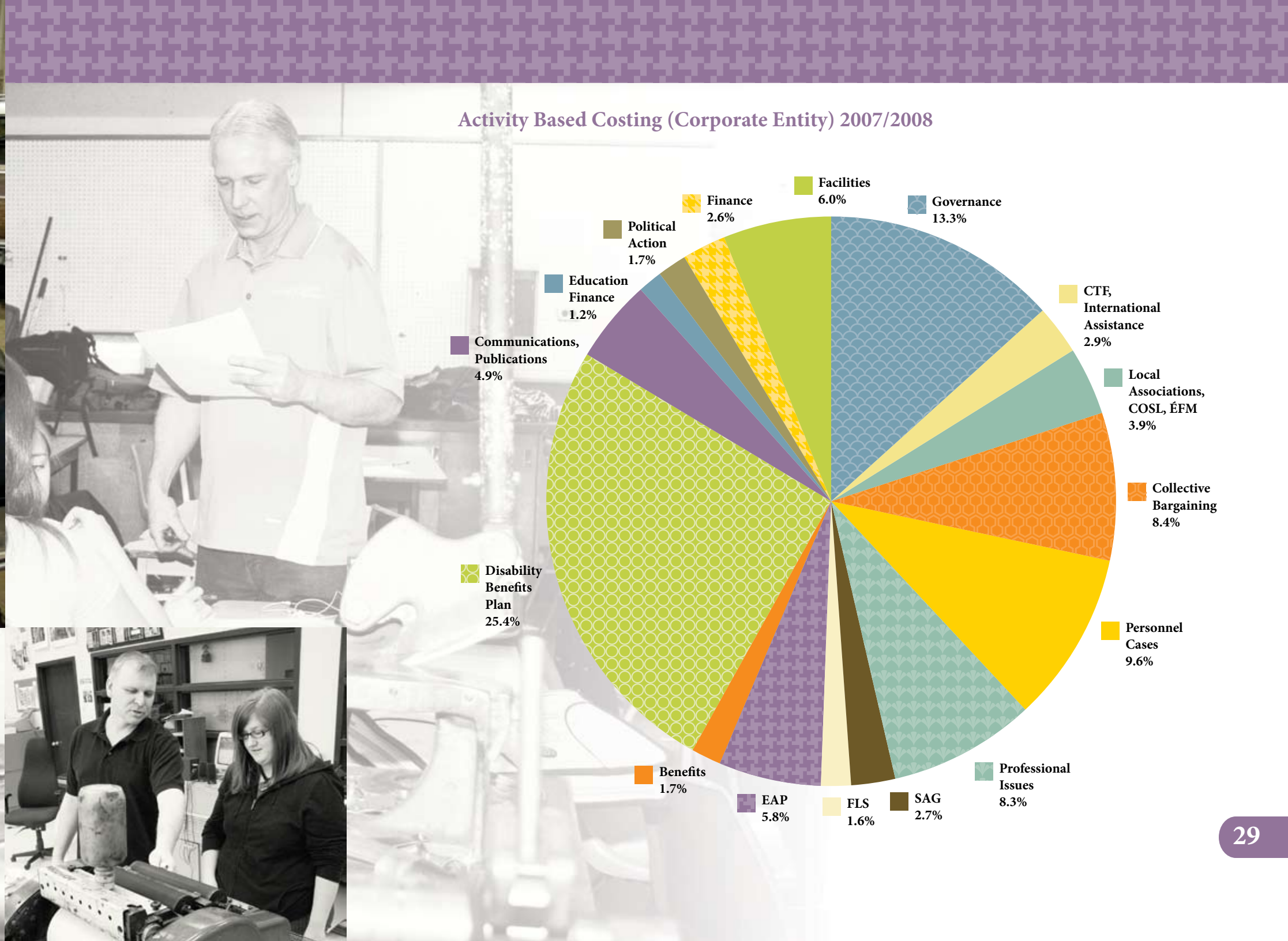
### Finance

A team of staff processes payments, deposits, and other financial transactions, performs bank reconciliations, prepares various reports, responds to queries, and assists with the audit of the financial affairs of the Society.

### Facilities

A team of staff is responsible to clean, repair and maintain the facilities and grounds for McMaster House and McMaster Square; ensure security of both buildings and its occupants, prepare rooms for meetings and events, and provide hospitality services.







Summary of financial position

	General funds		Restricted funds		Disability Benefits Plan		2008 total		2007 total	
Assets										
Current assets	\$	1,102,874	\$	19,293	\$	1,450,948	\$	2,573,115	\$	1,981,838
Investments		1,100,263		1,000,000		79,959,909		82,060,172		77,164,114
Capital assets		5,038,668		—		92,554		5,131,222		5,313,429
	\$	7,241,805	\$	1,019,293	\$	81,503,411	\$	89,764,509	\$	84,459,381
Liabilities and net assets										
Current liabilities	\$	1,357,368	\$	19,293	\$	707,386	\$	2,084,047	\$	2,383,150
Accumulated plan benefits		—		—		70,837,000		70,837,000		68,538,451
		1,357,368		19,293		71,544,386		72,921,047		70,921,601
Net assets		5,884,437		1,000,000		92,554		6,976,991		6,492,092
Excess of net assets to accumulated plan benefits		—		—		9,866,471		9,866,471		7,045,688
		5,884,437		1,000,000		9,959,025		16,843,462		13,537,780
	\$	7,241,805	\$	1,019,293	\$	81,503,411	\$	89,764,509	\$	84,459,381

Summary of general and reserve fund operations

	MTS programs & operations		Reserve fund	Disability Benefits Plan	2008 total	2007 total
Revenue						
Membership fees and premiums	\$	11,280,817	—	\$ 20,621,222	\$ 31,902,039	\$ 31,472,210
Investment income		83,140	78,089	4,314,271	4,475,500	5,564,045
ÉFM—Excess revenue over expenditures		—	—	—	—	30,020
Other revenue		(26,254)	—	(35,489)	(61,743)	736,728
		11,337,703	78,089	24,900,004	36,315,796	37,803,003
Expenditures						
Governance		1,548,704	—	78,436	1,627,140	1,626,338
Programs		1,275,405	—	1,904,317	3,179,722	3,422,847
Income replacement		—	—	15,867,727	15,867,727	16,088,585
Service		720,561	—	101,288	821,849	990,825
Personnel		6,061,302	—	1,395,846	7,457,148	7,258,353
General operating		1,267,798	—	435,729	1,703,527	1,864,968
ÉFM—		13,440	—	—	13,440	—
Deficiency of revenue over expenditures		41,012	—	—	41,012	61,282
CoSL—		41,012	—	—	41,012	61,282
Deficiency of revenue over expenditures		10,928,222	—	19,783,343	30,711,565	31,313,198
Excess of revenue over expenditures for the year before (increase) decrease in accumulated plan benefits		409,481	78,089	5,116,661	5,604,231	6,489,805
(Increase) decrease in accumulated plan benefits		—	—	(2,298,549)	(2,298,549)	(2,463,772)
Excess of revenue over expenditures for the year	\$	409,481	\$ 78,089	\$ 2,818,112	\$ 3,305,682	\$ 8,953,577







