

ANNUAL REPORT



The
Manitoba
Teachers'
Society

.....
2012-2013



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Highlights

OF 2012-2013

1



The Manitoba Teachers' Society donated \$1,500,000.00 to the Canadian Museum for Human Rights.

2



Each Teachers' Association was gifted with a framed copy of the Charter at our Annual General Meeting.

3



We worked on a new commercial to promote The Manitoba Teachers' Society.

4



We stood with colleagues, students and other groups at a rally at The Manitoba Legislature to support Bill 18.

5



We sponsored a tent at The Teddy Bear's Picnic, held at the Assiniboine Park.

6



We celebrated amazing students at the Young Humanitarian Awards, held at The Fairmont Hotel.

Paul
Olson
President



Norm
Gould
Vice-President



Suzanne
Jolicoeur



Jason
Oliver



Bea
Walker



Darren
Hardy



Bob
Kriski



James
Bedford



Sean
Kemball



Ray
Desautels



Mary
Chalmers



Arlyn
Filewich



Michael
Mann



Provincial
Executive
2012-2013



**Professional
Development**

- 1 We completed needs assessments through local professional development committees, guiding development, implementation, analysis and advocacy.
- 2 We offered two Fab Five Symposia for teachers in their first five years. Sessions were held in Winnipeg and Brandon.
- 3 Provided a variety of workshops for members. Each workshop was eligible for additional certification in administration, Special Education and School Counselling on topics such as School Leadership, Treaty Education, Gender Identity and Expression, Supporting Aboriginal Learners and Human Rights.
- 4 We provided training and workshops through deployments of teacher Action Cohort and Primary Prevention Team and facilitated training workshops for local association and representatives, including Professional Development Chairs and Equity and Social Justice Chairs.
- 5 Grants were distributed for active research, collaboration and Professional Practice Grants, Equity and Social Justice Initiative Grants and Aboriginal Issues Grants.
- 6 Our department collaborated with Manitoba's post-secondary institutions, which currently provide teacher preparation programs through Faculty Councils and presentations to teacher preparations.
- 7 We partnered with The University of Winnipeg research team on the Every Teacher national project on LGBTQ-inclusive Education, and with University of Manitoba in Child and Adolescent Development. Other partnerships included advisory and administrative roles in education organizations such as Treaty Relations Commission of Manitoba (TRCM), Manitoba Education Research Network (MERN), and Social Justice Coalition.
- 8 We worked with education stakeholder groups through:
 - Inter-Organizational Curriculum Advisory Committee (ICAC) English as an
 - Additional Language Advisory Committee Child Care Regulatory Review
 - Committee, Literacy with information and Communication Technology Advisory Committee
 - Technical Vocational Education Advisory Committee
 - Student Services Advisory Committee





Éducatrices et éducateurs francophones du Manitoba

Éducatrices et éducateurs francophones du Manitoba (EFM) held regional meetings across Manitoba, as well as two School's Councils. We organized the workshop Céleb 5 for new teachers in Fall and Spring and distributed grant funds for Professional development and Public relations to teachers and schools. The 39th EFM Conference was held on the Special Area Groups of Educators Professional Development day, and there were 500 teachers in attendance.

We held a symposium on French education in partnership with the Canadian Teachers' Federation in February 2012 at Collège Pierre-Elliott-Trudeau, and there were 550 teachers in attendance. The Annual General Meeting was held in April 2013.

We were part of a national Canadian Teachers' Federation committee on francophone education. We also established partnerships with national organizations in education like CAIT and CASLT.

Our staff produced and edited three issues of Inform-Action, a professional journal and initiated a revamping of the website. We also organized social activities like Bowling night and Movie & Trivia night for our members.

Technology

Over the past year, two major projects were undertaken to replace our legacy membership system with new solutions. The first solution implemented was a claims management system called FINEOS for Disability Benefits Plan.

The second solution was a membership/event/case management system called UnionWare, for the rest of the organization. The successful implementation of both these systems impacted all staff, and required significant effort by every department to participate in requirements meetings, system testing and training on the new systems.

UnionWare

Membership solution went live on September 3, 2013 and replaced the legacy STATIS system.

System improvements

- Built-in powerful membership search tool
- Ability to load electronic documents and link to cases
- Ongoing upgrades and support

Member portal improvements

- Post documents for targeted audiences
- Members can directly update their contact information
- Online registration integrated with Paypal

FINEOS

Disability claims solution went live on August 29, 2013 and replaced legacy STATIS system.

Significant improvements

- Paperless claims files
- Invoice tracking
- Automated processes/calculations
- Ongoing upgrades and support



The team received an Innovation & Excellence Award at the FINEOS Global Claims Summit for maximizing the use of the FINEOS system. We were recognized for doing almost the entire implementation ourselves as well as completing the project ahead of schedule and under budget. Andy Beardsall accepted the award.

International Development



The Manitoba Teachers' Society contributed \$124,800 to international educational development projects, in close cooperation with the Canadian Teachers' Federation.

As part of its commitment to international development, The Society sponsored four teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Sierra Leone, Ghana, Jamaica, and St. Lucia.

The Society also provided grants for a variety of projects in developing nations around the world. In approving projects, the Society has traditionally supported those which involve union capacity building and support the advancement of women in teacher organizations. The Society also completed a three-year commitment to a project in partnership with the Caribbean Union of Teachers and the Canadian Teachers' Federation. Members of The Manitoba Teachers' Society staff co-facilitated the third and final Young Leaders' Workshop, held in Jamaica in April, 2013.

2012-2013 International Development Project Support

- **The Caribbean Union of Teachers (CUT)**
- **The South Asian Association for Regional Co-operation (SAARC)**
- **Women's Network in India**
- **Pan African Teachers' Centre of the Education**
- **International Africa Regional Office (PATC-EIRAF)**
- **Sierra Leone Teachers' Union (SLTU)**



Council of School Leaders

The Council of School Leaders took responsibility for leading/co-leading each of the COSL Mandate areas: Educational Leadership, Communication, Finance, Governance, and Professional Welfare. Held regional director meetings four times throughout the year, where directors provided input into the ongoing work of the organization, and met within their Mandate Area Groups. The meetings also included discussions on current topics relevant to The Manitoba Teachers' Society.

We received reports from our regions around the province about the initiatives of the local associations and their school leadership groups.

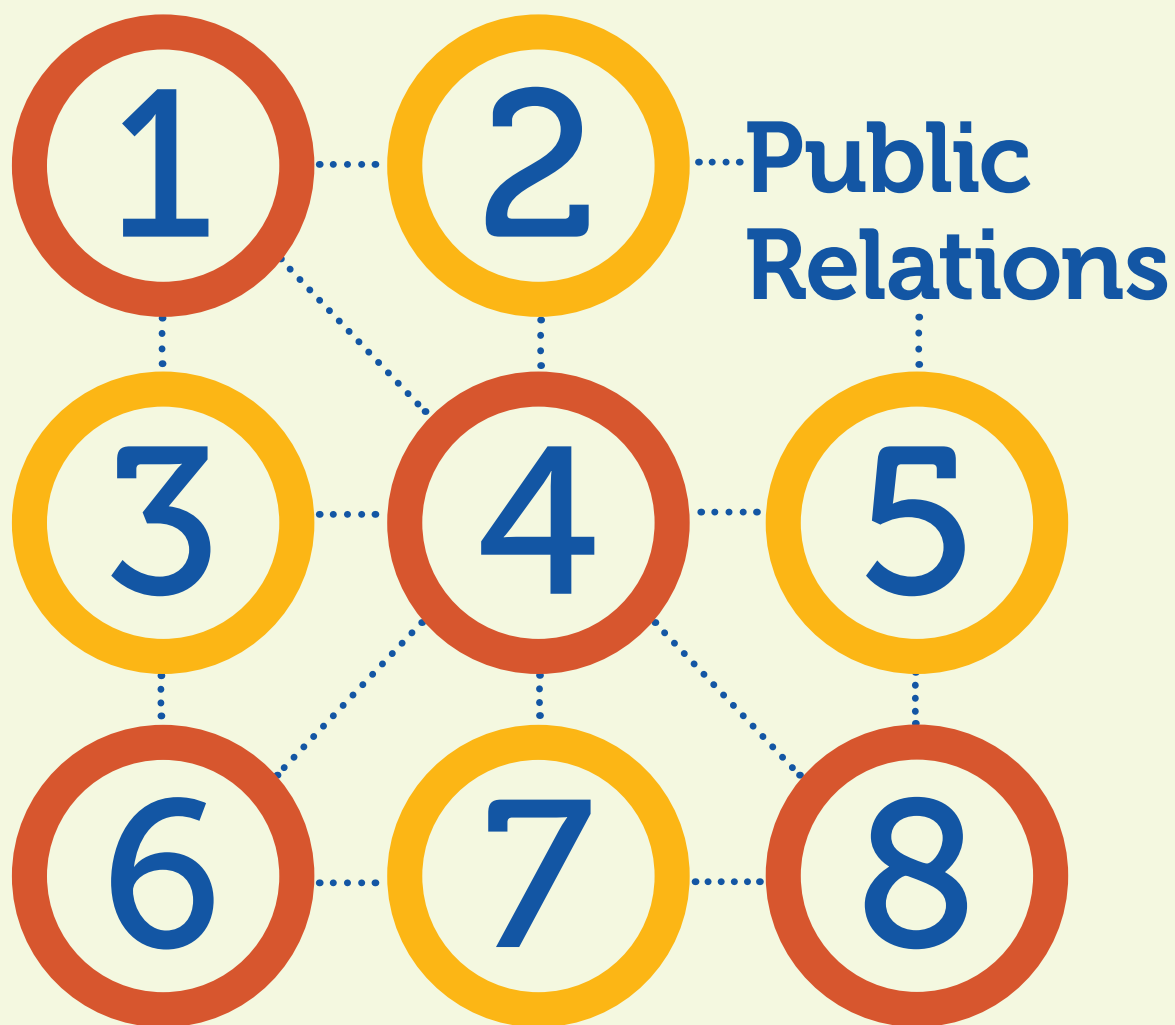
The COSL Annual General Meeting was held and we reviewed the on-going strategic plan initiatives at the November Leadership Team retreat, the December director's meeting, and the annual fall meeting with Manitoba Teachers' Society Table Officers.

Strategic Plan Initiatives

The strategic plan outlined that in the context of supporting successful learning experiences for Manitoban students, the Council of School Leaders will:

- **Strengthen relationships and engagement with the members of COSL, our local associations within The Manitoba Teachers' Society, and our partner organizations and institutions**
- **Engage in promoting the importance of the principal's role in educational leadership by providing on-going professional**





- 1 Education Week:** This years theme “A Challenge for All Ages” was promoted through a partnership with Manitoba School Boards Association and Manitoba Education at a school launch event and on radio throughout the week.
- 2 Young Humanitarian Awards:** The Society recognized young humanitarians from schools across Manitoba at a major awards show and at local school assemblies. This was the first time the event had changed venues to allow delegated to the society’s Annual General Meeting to attend.
- 3 Operation Donation:** Students and teachers from Public schools across Manitoba collected canned food and dry goods during the Operation Donation drive week. Together they raised tonnes of food to combat hunger around the province.
- 4 I Love to Read Month:** The MTS president and Manitoba’s Minister of Education joined together at a school media event in February to speak to students about the importance of literacy. The Minister read to an appreciative class of early years children.
- 5 Teddy Bears’ Picnic:** The MTS Teach Your Bear tent, once again, a big hit with kids and parents. Our entertainers were first class, our volunteers invaluable – and thousands of books and stickers were given to children.
- 6 Media Literacy Week:** Along with our partners Manitoba Education and the Manitoba Association for Computing Educators, the Society held “Private Matters”, a media event highlighting presentations on both Internet safety and the many ways students are using online resources to learn and connect.
- 7 World Teachers’ Day:** The Society’s president spoke to Grades 10 and 12 students to launch their animated discussion about human rights and social justice issues in honour of World Teachers’ Day.
- 8 Other:** The Society also distributed grants and donations to charitable organizations, administered Society bursaries, sponsored MTS sporting events, empowered students at career fairs, sponsored the reading tent at the Winnipeg Folk Festival, and continued to grow its Facebook and twitter accounts.

Publications/Communications

The Manitoba Teacher underwent a complete makeover early in 2013. The tabloid format was replaced with a magazine-style format after study by an ad-hoc committee that examined everything from content to format of the publication.



AGM Recommendations

The committee's report, adopted at The Manitoba Teachers' Society Annual General Meeting in May, made several recommendations for The Manitoba Teacher.

- **The Teacher continue and expand publishing items on MTS history and other pro-union items in order to educate as well as enhance solidarity among members.**
- **The Teacher continue with the magazine format.**
- **That over two years The Teacher roll out an online version while reducing the numbers of print copies sent to schools and that the digital version include a tablet-device app available for free download to members.**
- **That The Teacher be a subject to review every three to five years.**
- **After the AGM, MTS began developing the magazine app for iPad and Android tablet devices for launch early 2014.**
- **The Teacher have a strong focus on stories that pertain directly to, or are about, our members.**

MTS Website

The MTS website again recorded growth through the year, both in the amount of material available on the site, as well as in use by members. Also of significance was that the number of visits to the website originating from desktop computers, while still the majority, declined by more than five per cent while visits from tablet devices such as iPads increased more than 200 per cent. There were just under 10,000 visits by iPads alone. The only major addition to the main website during the year was creation of a section called UnionWatch which tracked news about government and union activities regarding issues around organized labour.

There were enhancements to the website's library section—which contains all MTS brochures, handbooks and public documents—and to the member's-only area.

Final figures for 2012-2013 showed:



Most Page Views:



Protecting TEACHERS

Educator's Assistance Plan

As in other years, we 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. The program responded faster in summer and early fall to requests for service. As the stresses of the year built up for educators, the demand for our services became heavier. Members whose needs required more frequent, long-term, or more specialized service were referred to appropriate services.

Staff provided individual and couple counselling services to members throughout the province in both official languages. We have offices in Winnipeg and Brandon, and travelled to the Southern, Western and Northern parts of the province during the year.

We provided talks in French, on wellbeing to les conseils des écoles, and to new French teachers.

We assisted in training the Primary Prevention Team.

Our team provided supplementary support to the staff of two schools who experienced a tragic loss, as well as group and individual support to staff in Berens River during a stressful period. We also provided extra service during an overly busy period in March to prevent long waits.

We worked with all professional staff in McMaster House to identify problems affecting our members and how The Manitoba Teachers' Society can address them. We worked closely with Disability Benefits Plan, Staff Officers, and Teacher Association Presidents to serve members.

Collective Bargaining

At the end of 2012/13, 37 of 38 local teachers' associations under provincial jurisdiction had collective agreements settled until June 30, 2014. All of these settlements achieved increases to the teachers' salary scale of:

Fall Term 2010: 1.5%
March 1, 2011: 1.5%

Fall Term 2011: 2%
Fall Term 2012: 2%

Fall Term 2013: 2%

In addition to those increases, local associations across the province continued to make significant improvements at the bargaining table in the areas of benefits, rights and working conditions. During



the current round of bargaining, many local associations were able to enshrine preparation time into their collective agreements. There were a number of local associations which made significant gains in regards to personal leave, as well as other leave provisions.

Two local associations (Seven Oaks and Rolling River) reached an impasse at the bargaining table. The parties in Seven Oaks went to arbitration in June, 2012 and the Arbitration Board issued an award in December, 2012. At the end of 2012/13, Rolling River was proceeding to arbitration with hearing dates scheduled for November and December, 2013.

Disability Benefits Plan

The Disability Benefits Plan implemented a Pilot Wellness program aimed at disability prevention and establishing proactive life-management skills in Pembina Trails and Brandon Teachers' Association, and the respective School Divisions. Analysis of participant pre- and post-evaluations along with six month evaluations showed very positive results.

Staff wrote an Administrators Wellness program which was delivered to Administrative members of the Brandon Teachers' Association with the support of the Brandon School Division. The final evaluations showed very positive results.

Staff, under the leadership of Andy Beardsall, developed and released the FINEOS administrative software to be used in the administration and payment of claims within the department. This project was completed under budget and launched a couple of days sooner than anticipated.

With passage of Resolution B22 at the 2013 Annual General Meeting, staff started work on the development of a Short Term Disability Plan which will become effective September 1, 2014.

Our team sent out the annual claimant survey which is sent to all claimants whose claims closed in the prior year.

The department noted an increase in the number of Notifications of Disability received as well as the number of Early Intervention claims receiving services.

Financial Highlights

Summary of Financial Position

	General Funds	Restricted Funds	Disability Benefits Plan	2013 Total	2012 Total
Assets					
Current Assets	\$1,475,831	\$-	\$692,545	\$2,168,376	\$4,038,104
Investments	1,887,876	1,000,000	92,645,273	95,632,095	95,632,095
Capital Assets	5,207,366	-	21,407	5,674,912	5,061,827
	\$8,571,073	\$1,000,000	\$101,085,031	\$110,656,104	\$104,732,026
Liabilities and Net Assets					
Current Liabilities	\$1,548,586	\$-	\$951,955	\$2,500,541	\$2,253,735
Accumulated Plan Benefits	-	-	68,094,000	68,094,000	67,821,000
	1,548,586	-	69,045,955	70,594,541	70,074,735
Net Assets	7,022,487	1,000,000	467,546	8,490,033	8,909,830
Excess of Net Assets to Accumulated Plan Benefits	-	-	31,571,530	31,571,530	25,747,461
	7,022,487	1,000,000	32,039,076	40,061,563	34,657,291
	\$8,57,073	\$1,000,000	\$101,085,031	\$110,656,104	\$104,732,026

For the year ended August 31, 2012

Financial Highlights

Summary of General & Reserve Fund Operations

	MTS Programs and Operations	Reserve Fund	Disability Benefits Plan	2013 Total	2012 Total
Revenue					
Membership Fees and Premiums	\$11,634,464	-	\$18,316,309	\$33,166,112	\$33,166,112
Investment Income	18,948	(8,574)	8,200,279	8,210,653	5,873,542
Other Revenue	171,059	-	-	171,059	108,207
	11,824,471	(8,574)	26,516,588	38,332,485	39,147,861
Expenditures					
Governance	1,889,070	-	774,032	1,963,102	1,938,465
Programs	2,116,258	-	2,005,818	4,122,076	3,776,180
Income Replacement	-	-	15,933,863	15,933,863	15,771,221
Services	723,751	-	62,777	786,528	714,685
Personnel	6,828,527	-	1,620,069	8,448,596	8,476,061
General Operating	1,173,570	-	276,821	1,450,391	1,420,544
	12,731,176	-	19,973,380	32,704,556	32,097,156
Related Activities					
COSL, net (deficiency)	13,575	-	-	13,575	13,575
EFM, net	(23,565)	-	-	(23,565)	21,063
Bradley Square, net	59,333	-	-	59,333	63,984
	49,343	-	-	49,343	37,461
Excess of revenue over expenditures for the year before (increase) decrease in accumulated plan benefits	(857,362)	(8,574)	6,543,208	5,677,272	7,088,166
(Increase) Decrease in accumulated plan benefits	-	-	(273,000)	(273,000)	(1,301,000)
Excess of revenue over expenditures for the year	3857,362	8,574	6,270,208	5,404,272	5,787,166

For the year ended August 31, 2012

ANNUAL REPORT

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2012-2013

Credits

Contributors: George Stephenson, Matea Tuhtar

Photography: Matea Tuhtar

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Our thanks to St. John's High School where
all in-school photographs were taken.

Published by the Publications Department
of The Manitoba Teachers' Society.



