



The  
Manitoba  
Teachers'  
Society

# ANNUAL REPORT

2013

2014







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# highlights

- ① MTS increased its commitment to education development projects overseas, sponsoring five teachers (up from four) to spend a summer working in developing nations as part of the Canadian Teachers' Federation's Project Overseas.
- ② The Society began work on a longer-term project to highlight the history of MTS within its building as the 100th Anniversary approaches in 2019.
- ③ MTS created a new TV commercial aimed at encouraging parents to speak with their children's teachers about how they are doing in school.
- ④ The Disability Benefits Plan was given the go-ahead to develop and launch on Sept. 1, 2014 a new Short Term Plan.
- ⑤ The Society undertook extensive research into the implementation of the new provincial report cards and drafted a report on the findings and submitted recommendations for changes to the provincial government.
- ⑥ A massive review of the MTS bylaws and policies was conducted with numerous changes approved at the 2014 Annual General Meeting.

# provincial executive

PRESIDENT



Paul Olson

VICE-  
PRESIDENT



Norm Gould

MEMBERS  
AT LARGE



James Bedford



Mary Chalmers



Ray Desautels



Arlyn Filewich



Darren Hardy



Suzanne Jolicoeur



Sean Kemball



Bob Kriski



Michael Mann



Jason Oliver



Bea Walker

# professional issues





①

MTS hosted more than 700 educators at the MTS Conference on Technology: Awakening Possibilities.

②

Teachers in their first five years were invited to attend one of two Fab Five Symposia held in Winnipeg and Brandon. A total of 139 beginning teachers were in attendance.

③

We provided a variety of workshops for members on topics which included Supervision and Evaluation, Universal Design for Learning, Mental Health First Aid, and School Counselling among others. Each workshop was eligible for additional certification in Administration, Special Education and School Counselling.

④

Workshops were also provided to members through deployments of the Teacher Action Cohort and Primary Prevention Team and facilitated training sessions for Local Teachers' Association representatives including Professional Development Chairs and Equity and Social Justice Chairs.

⑤

Grants were distributed for active research and collaboration by members through Reflective Professional Practice, Equity and Social Justice Initiative, and Aboriginal Issues.

⑥

The department supported teacher preparation programs at Manitoba's post-secondary institutions through collaboration with Faculty Councils and through delivering presentations and workshops to Faculty of Education students.

⑦

We continue to partner with the research team of the Every Teacher Project on LGBTQ Inclusive Education spearheaded by the University of Winnipeg, and with the Social Planning Council of Winnipeg on the Equity Research Project in Manitoba School Divisions. Other partnerships included advisory and/or administrative roles within education organizations such as the Treaty Relations Commission of Manitoba (TRCM), Manitoba Education Research Network (MERN), Social Justice Coalition and Canadian Centre for Policy Alternatives – MB.





# Éducatrices et éducateurs francophones du Manitoba

This past year, Éducatrices et éducateurs francophones du Manitoba (ÉFM) has contributed the following:

- Held regional meetings across Manitoba.
- Organized beginning teachers workshops (Céleb 5) in Fall and Spring.
- Organized a workshop on stress management and teachers' well-being.
- Distributed grant funds for professional development and public relations to teachers and school.
- Held the 45th ÉFM Conference on SAGE day, which 615 teachers attended.
- Held three School's Councils
- Convened the Annual General Meeting in April 2014.
- Produced and edited three issues of a professional journal. (Inform-Action)
- Held a few social activities like a Funspiel (curling), a Bowling night in Brandon and an evening at the Auberge du violon during the Festival du voyageur.
- Established partnerships with national organisations in education like CAIT and CASLT.





# International Development

This past year, the MTS contributed \$123,200 to international educational development projects, in close co-operation with the Canadian Teachers' Federation.

As part of its commitment to international development, the Society sponsored five teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Uganda, Guyana, Trinidad and Tobago, 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 that involve union capacity building and those that support the advancement of women in teacher organizations. This past year, funds were provided in support of projects to:

- 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); and
- Sierra Leone Teachers' Union (SLTU);
- Association of South East Asian Nations (ASEAN) Women's Network;
- Education International Latin America Women's Network;
- Africa Women in Education Network (AWEN);
- Pan African Teachers' Centre of the Education International Africa Regional Office (PATC-EIRAF)
- John Thompson Fellowship Programme
- CODE Reading Tanzania program

# public relations







1

### World Teachers' Day

The Society's president spoke to Grades 10 and 11 students about "Teachers: Pillars of Democracy", the theme for this year's event—and the springboard an animated classroom discussion.

2

### Media Literacy Week

Together with our partners Manitoba Education and Advanced Learning and the Manitoba Association for Computing Educators, the Society held a media event called "What's Being Sold: Helping Kids Make Sense of Marketing Messages". Students gave multi-media presentations to an audience from two schools. Both the Society president and the minister of education spoke.

3

### Operation Donation

Students and teachers from public schools across the province collected canned food and dry goods during Operation Donation drive week, of which MTS is a sponsor.

4

### Young Humanitarian Awards

For the 17th year, the Society recognized young humanitarians from schools across the province at a major awards show and at local school assemblies. More AGM delegates were able to attend this event, this year, and media coverage was generous.

5

### Teddy Bears' Picnic

Teacher entertainers delighted kids and parents at the MTS Teach Your Bear tent. Dozens of volunteers distributed stickers and free books to the kids and thousands of positive impressions were made on picnic visitors.

6

### Pride Parade

Teachers joined the MTS walking group, once again, to march in this year's Pride Parade. The Society also provided face-decorating and free books for kids in a tent at the Pride Festival located at the Forks.

7

### Labour Day Parade/Picnic

Teachers and teacher leaders participated in the 2014 Labour Day Picnic and Parade. Participants marched from Memorial Park to Vimy Ridge Park in solidarity with Manitoba's labour organizations.





# Technology

Over the past year two main projects were undertaken. One project was to extend our claims management solution for the Disability Benefits Plan to support the new Short Term Disability Benefit Plan. An archiving project was also initiated that involved a process to select an archiving software vendor as well as implementing the selected software. The successful completion of both these projects required significant effort by staff across multiple departments to participate in requirements meetings, system testing and training.

## **Short Term Disability Benefit Plan (STDBP) – FINEOS**

STDBP functionality went live August 25th, 2014 within the FINEOS system.

- Extended the claim types to allow creation and administration of short term claims within the FINEOS framework.

- Upgraded the entire system to the latest version of FINEOS.
- Implemented new functionality that benefited all claims in the system.

## **Archiving Software Implementation Project**

- Created vendor review group with representation from all departments that generate or utilize archive materials.
- Implemented recommended software that will allow The Manitoba Teachers' Society's archive materials to be:
  - Reviewed and organized into a logical digital framework that is searchable by staff.
  - Digitized where appropriate.



# Public Affairs

This past year, Public Affairs has contributed the following:

- MTS conducted a telephone survey of its members to gather information on the working life of teachers and evaluate MTS services.
- The Society also conducted focus groups with teachers to further explore their concerns and discuss potential solutions.
- Advanced the view that report cards should only be part of the communication that occurs between parents and teachers. The Society created and aired a TV ad that encourages parents to talk with their child's teachers if questions arise that parents can't answer: "For a better idea of how your kids are doing in the classroom and the hallways, ask us."







# Publications/Communications

We completed the first full year publishing The Manitoba Teacher in its magazine-style format. Reviews by members have been positive and we set a record in terms of advertising. Going into 2014, the department was set to also design the magazine produced for francophone teachers.

While the Society decided to end publication of an annual handbook, the publications department expanded the work it does in other areas from design of posters and brochures to various workshop programs and materials.

The department also began work on highlighting the history of MTS within the Society building with creation of a mural focused on teachers' activism and historic photos of teachers and teaching. Work continues into 2014.

The website saw an increase in usage as more material was added to our online presence.

## Highlights:

- There was a six per cent increase in the number of different people accessing the MTS website.
- There were 77,639 individual users last year compared with 73,224 the previous year.
- The number of sessions those users started remained virtually unchanged: 136,638 vs 136,572
- The number of page views declined by 3.35 per cent, from 294,841 to 284,970
- 63 per cent of visitors were from Winnipeg, followed by Brandon (5 per cent), Steinbach, Winkler, Vancouver, Thompson, Toronto, Portage la Prairie
- The use of mobile devices to access the website continues to increase, with a decline in desktop usage of 10.76 per cent. Desktop usage still represents 75 per cent of all sessions.
- The use of mobile devices to access the website increased by 61 per cent. The number of sessions on mobile devices is now 14 per cent of the total. Tablet usage increased 53 per cent and now represents 11 per cent of the total number of sessions.
- Of sessions conducted on devices, the iPad accounted for 40.35 per cent, a 48 per cent increase from the previous year.
- The iPhone was second with 40.2 per cent, an increase of 43 per cent.
- All Samsung phones and tablets accounted for another six per cent and Blackberries (phones and tablet) about 1.5 per cent.
- Top pages accessed through the year were:
  - SAGE program
  - Discounts
  - Contacts
  - Collective Agreements
  - MTS Seminars
  - Job Openings
  - Group Benefits
  - The Manitoba Teacher
  - EAP
  - Code of Professional Conduct

# protecting teachers

## Collective Bargaining

- The collective agreements of all 38 teachers' locals under provincial jurisdiction in Manitoba expired as of June 30, 2014.
- At the end of 2013/14, three (3) of these locals had reached agreements for renewed collective agreements effective July 1, 2014.
- The first settlement occurred in Flin Flon at the end of June, 2014 with the parties agreeing to a four (4) year deal from July 1, 2014 to June 30, 2018 along with the following pattern of salary increases:

Fall Term 2014: 2%

Fall Term 2015: 2%

Fall Term 2016: 2%

Fall Term 2017: 1.5%

January, 2018: 1.5%

- The above pattern of salary adjustments yields a total compounded increase of 9.3% over the four year period.
- Subsequent to the Flin Flon settlement, two other teachers' locals reached agreements by the end of 2013/14 (Seven Oaks and St. James-Assiniboia); these agreements were for three (3) years from July 1, 2014 to June 30, 2017 and replicated the pattern of 2% annual salary increase achieved in the first three years of the Flin Flon settlement.

- In addition to the noted salary increases, the settlements in Flin Flon, Seven Oaks and St. James-Assiniboia also achieved significant gains in regards to other benefits, rights and working conditions.
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# Disability Benefits Plan

The Disability Benefit Plans department launched a Short Term Disability Plan as of September 1, 2014. The successful launch of the Short Term Plan was as a result of the hard work of all the staff of the Plan as well as the significant contribution made by Andrew Beardsall. As of December, 2014, there were 17 Divisions participating in the Plan representing approximately 7,500 Teachers. It is anticipated that these numbers will grow to 24 Divisions representing approximately 10,000 Teachers by the end of the 2015.

We started the process of hiring a Wellness Facilitator in late November with the goal of a start date of the two year project for early in the new year. The intent of this position is to research, develop, implement and evaluate a wellness initiative designed to promote optimum social, occupational, physical, intellectual and emotional health of the teachers of Manitoba.

As we have done in prior years, we sent out a survey

to claimants whose claims closed in the prior year. This is an anonymous survey which allows claimants to provide feedback on the services provided by the Plan.

As has been noted in recent years, the department is providing services to approximately 1,000 members at any one time. This continues to be the case in the current year. The number of Long Term claims is moderating; however we noted an increase in the number of Early Intervention claims as well as the addition of the new Short Term claims.

Staff and the Disability Benefits Plans Investment Committee have continued to monitor and develop the increasing value of the Investment portfolio in spite of redemptions from the total assets, which occur as a result of the funding policy requirements. At the same time they continue to diversify the asset classes in order to immunize the assets from the inevitable market volatility.

## EAP

### Counselling members:

- We provided individual and couple counselling in English and French throughout the Province
- By utilizing a triage system in our intake process, we addressed urgent needs more quickly
- We ran two stress reduction groups, partly in order to deal with the larger numbers. In some cases, it gave members tools that will enable them to realize their goals with fewer individual sessions; in other cases, it was an alternative to individual sessions.
- As usual, we collaborated with staff officers and disability personnel in providing service to members
- Skype/Facetime and telephone became an increasingly popular modality to connect with clients.

### EAP conducted a number of presentations including:

- “The Trap of Perfectionism” as part of Fab Five in Brandon, and in Winnipeg.

- A presentation to 160 attendees at the South East Interlake Principals Conference on December 6, on the topic of promoting mental health of both staff and administrators.
- A 45 minute talk on What Resource Teachers have Taught Me for The Changing Role of the Resource Teacher workshop put on by Professional Issues.
- A workshop on Services and Roles of EAP to a Local Association
- A workshop on Laughter for No Reason in conjunction with the Primary Prevention Team
- A wellness session for staff on the topic of Brain Health at McMaster House

### Wellness promotion through Social Media:

- EAP co-moderated Manitoba Ed Chat on December 11 on the topic of Teacher Wellness and Balance
- The EAP twitter feed changed its handle to an official MTS account (@MTSwellness). The number of followers continues to build, as does the number of times the material is retweeted.





# COSL (Council of School Leaders)

Activities through the year included:

- Taking responsibility for leading/co-leading each of the COSL Mandate areas: Educational Leadership, Communication, Finance, Governance, and Professional Welfare.
- Attending various meeting with outside bodies to provide the school leaders voice
- Working with the National Canadian Association of Principals
- Holding regional director meetings four times on Friday evenings and Saturdays throughout the year. The meetings also included discussions based on current topics relevant to The Society. We also received reports from our regions around the province as to the initiatives of the local associations and their school leadership groups.
- Conducting the COSL Annual General Meeting (AGM). The on-going strategic plan initiatives were reviewed at the November leadership team retreat and the December director's meeting as well as the annual fall meeting with the MTS table officers. The strategic plan outlined that in the context of supporting successful learning experiences for students in Manitoba, the Council of School Leaders will:

1. Strengthen relationships and engagement with the members of COSL, our local associations within the MTS and our partner organizations and institutions
2. Engage in the promotion of the importance of the role of the principal in educational leadership by:
  - providing on-going professional learning opportunities for aspiring and current school leaders
  - supporting principals to excel in their role as school leaders
  - advocating for improvements in the working and learning conditions of principals
  - working to advance the professional standards of principals through the Restructuring the Administrator Certificate Subcommittee of TECC so that principals will acquire the necessary knowledge, skills and attributes that enable them effectively lead their schools and school communities.



# financial highlights





# SUMMARY OF GENERAL & RESERVE FUND OPERATIONS

	MTS Programs and Operations	Reserve Fund	Disability Benefits Plan	2014 Total	2013 Total
<b>Revenue</b>					
Membership Fees and Premiums	\$12,635,016	-	\$15,377,187	\$28,012,203	\$29,950,773
Investment Income	108,997	74,820	12,816,719	13,000,536	8,210,653
Other Revenue	158,841	-	-	158,841	171,059
	12,902,854	74,820	28,193,906	41,171,580	38,332,485
<b>Expenditures</b>					
Governance	1,917,674	-	76,523	1,994,197	1,963,102
Programs	2,359,318	-	2,311,106	4,670,424	4,122,076
Income Replacement	-	-	16,803,962	16,803,962	15,933,863
Services	752,546	-	88,989	841,535	786,528
Personnel	7,064,089	-	1,775,554	8,839,643	8,448,596
General Operating	1,369,076	-	386,466	1,755,542	1,450,391
	13,462,703	-	21,442,600	34,905,303	32,704,556
<b>Related Activities</b>					
COSL, net	23,039	-	-	23,039	13,575
EFM, net (deficiency)	(13,263)	-	-	(13,263)	(23,565)
Bradley Square, net	59,478	-	-	59,478	59,333
	69,254	-	-	69,254	49,343
Excess of revenue over expenditures for the year before (increase) decrease in accumulated plan benefits	(490,595)	74,820	6,751,306	6,335,531	5,677,272
(Increase) Decrease in accumulated plan benefits	-	-	(8,935,000)	(8,935,000)	(273,000)
Excess of revenue over expenditures for the year	(490,595)	74,820	(2,183,694)	(2,599,469)	5,404,272

These highlights are a summary of the audited financial statements of the Society.  
For the year ended August 31, 2014

# SUMMARY OF FINANCIAL POSITION

	General Funds	Restricted Funds	Disability Benefits Plan	2014 Total	2013 Total
<b>Assets</b>					
Current Assets	\$1,219,972	\$ -	\$672,512	\$1,892,484	\$2,168,376
Investments	1,554,104	1,000,000	106,873,225	109,427,329	102,812,816
Capital Assets	5,151,155	-	442,381	5,593,536	5,674,912
	\$7,925,231	\$1,000,000	\$107,988,118	\$116,913,349	\$110,656,104
<b>Liabilities and Net Assets</b>					
Current Liabilities	\$1,318,518	\$ -	\$1,103,737	\$2,422,255	\$2,500,541
Accumulated Plan Benefits	-	-	77,029,000	77,029,000	68,094,000
	1,318,518	-	78,132,737	79,451,255	70,594,541
Net Assets	6,606,713	1,000,000	442,381	8,049,094	8,490,033
Excess of Net Assets to Accumulated Plan Benefits	-	-	29,413,000	29,413,000	31,571,530
	6,606,713	1,000,000	29,855,381	37,462,094	40,061,563
	\$7,925,231	\$1,000,000	\$107,988,118	\$116,913,349	\$110,656,104

These highlights are a summary of the audited financial statements of the Society.  
For the year ended August 31, 2014

# credits

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**The  
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