



ANNUAL

2014-2015

REPORT



The
Manitoba
Teachers'
Society

PROVINCIAL EXECUTIVE

2015-2016

President
Norm Gould



Vice-President
James Bedford



Members at large



Richard Alarie



Mary Chalmers



Jeff Cieszecki



Ashleigh Deeley



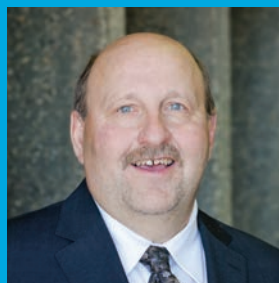
Ray Desautels



Kristin Insull



Suzanne Jolicoeur



Bob Kriski



Frank Reeves



Jonathan Waite



Beatrice Walker



The Manitoba Teachers' Society is the collective bargaining and professional development organization for all of Manitoba's 15,000 public school teachers and principals.

Founded in 1919, the Society provides a variety of assistance to local associations in areas such as collective bargaining. It also offers professional development workshops and lobbies government on legislation that affects education, students and teachers. It is a strong supporter of public education.

As well, MTS provides a range of wellness services for its members including long and short term disability and an educator assistance program.

It also provides publications for members such as Special Area Groups of Educators newsletters and journals, the annual report, brochures and handbooks and *The Manitoba Teacher* newsmagazine.

PROFESSIONAL AND FRENCH LANGUAGE SERVICES

1. Professional and French Language Services (formerly Professional Issues) designed and delivered 87 workshops, presentations and training sessions, and coordinated 12 additional workshops led by contracted facilitators. These activities were delivered in all six regions of Manitoba and involved 4158 participants.
2. The Fab Five Symposium was held in Winnipeg leading into SAGE Coordinated Conference 2014 with 130 beginning teachers in attendance at the symposium.
3. Additional workshops were also provided throughout the province by members of the Teacher Action Cohort and the Primary Prevention Team.
4. Members were provided with grants to assist in action research and collaboration through the Reflective Professional Practice Grants, Aboriginal Issues Grants and Equity and Social Justice Initiative Grants.
5. The team continues to support teacher preparation programs at Manitoba's post-secondary institutions through collaboration with Faculty Councils and the provision of workshops and presentations to Faculty of Education students.

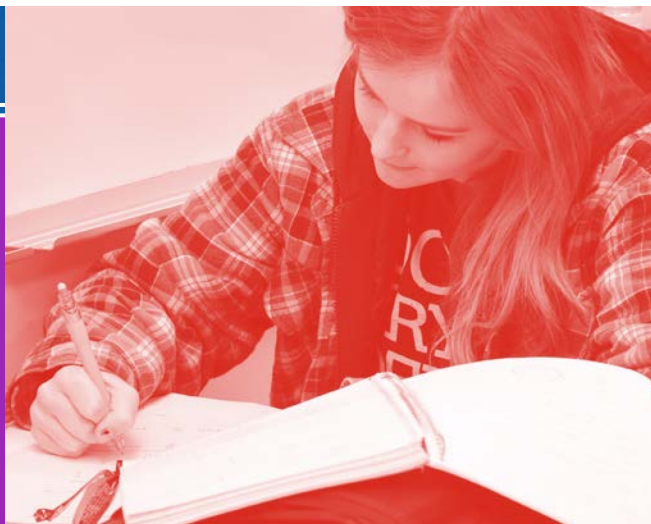


6. Support is provided to 29 SAGE groups, ÉFM and COSL who provide professional learning opportunities to members through the annual SAGE Coordinated Conference day, and additional conferences and workshops throughout the year.
7. Team members participate in numerous partnerships with educational organizations and research partners including University of Winnipeg's Every Teacher Project, Treaty Relations Commission of Manitoba (TRCM), Manitoba Education Research Network (MERN), Social Justice Coalition and the National Centre for Truth and Reconciliation.

EFM (ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA)

The Éducatrices et éducateurs francophones du Manitoba (ÉFM) is an agency of The Manitoba Teachers' Society since 1972. Its purpose is to provide services to teachers who work in the French language or teach in French Immersion programs. Among its activities, ÉFM organizes the following:

- Regional meetings across Manitoba.
- A provincial Conference on MTS PD day, 640 teachers attended.
- Beginning teachers workshops (Céleb 5)
- A mentorship program, in partnership with CAIT.
- A twinning program for teachers
- Workshops throughout the school year, such as iPartage and wellness.
- 3 Schools' Councils, in which 90 to 100 school representatives attend each meeting.
- Held the ÉFM Annual General Meeting in April 2015.
- Produced three issues of a professional journal. (Inform-Action)
- A Funspiel (curling), a Trivia night in Brandon, an ÉFM evening at the Festival du Voyageur and a float for St. John the Baptist day in La Broquerie.
- Distributed grant funding for professional development and public relations to members.



INTERNATIONAL DEVELOPMENT

This past year, MTS contributed \$142,400 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, Barbados, Trinidad and Tobago, St. Vincent 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. The Canadian Teachers' Federation now allocates funds to program areas rather than specific countries. The new program areas are Teachers' Action for Gender Equity, Teachers' Action for Teaching, and Teachers' Action for Teacher Organizations, all of which dovetail well with the Society's preferred project support areas. This past year, funds were allocated to the three program areas outlined by CTF, which will support a variety of activities in developing nations in the Caribbean, Africa, Latin America, and Asia, as well as to CODE in support of the Children's Book Project in Ethiopia, Ghana, Mali, and Tanzania.





PUBLIC RELATIONS

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 for an animated classroom discussion.

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.

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.

Young Humanitarian Awards: For the 18th 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 year, and media coverage was generous.

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.

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.

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.

Other: The Society 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 engage with teachers and the community on our Facebook, Twitter and Instagram accounts.

TECHNOLOGY

There were two major technology projects undertaken during the 2014–2015 school year. One project was focused on information security while the other was a system upgrade and process restructuring related to the Disability Benefits Plan.

Information Security Project

- Multi-phased project with the following objectives for each phase:
 - **Phase 1:** Implement Managed Security Services
– Completed April 20th, 2015
Objective: Have a managed security device actively protecting the Society
 - **Phase 2:** Security Policies and Procedures
– In progress
Objective: Develop security related protocols, procedures and controls.
 - **Phase 3:** Security Awareness Training
Objective: Communicate relevant protocols/ procedures to staff and increase staff security knowledge.
 - **Phase 4:** Information Security Assessment
Objective: Third party assessment of security implementation.

DBP Claims Restructuring Project

- Upgraded the entire system to the latest version of FINEOS.
- Implement restructuring and new processes to improve efficiency.
 - **Member service efficiency**
Implemented single application for both Short Term Disability and Long Term Disability.
 - **Employer efficiency**
Implemented single notification form that is used for both Short Term Disability and Long Term Disability.
 - **Internal efficiency**
Implemented single DBP claim to store all claim related documentation as well as a number of new wizard processes.

SERVICE TO TEACHERS/ 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 Supports.
- Holding regional director meetings four times on Friday evenings and Saturdays throughout the year, where directors provided input into the ongoing work of the organization and met within their Mandate Area Groups. The meetings included discussions based on current topics relevant to School Leaders. We received reports from our regions around the province as to the initiatives of the local associations and their school leadership groups.
- Held a Summer Institute which offered the first field-led study course for credit. We held a Fall and Winter conference that were both well attended, also providing certification opportunities for members to finish their Level 1 and 2 Admin Certificates.
- Conducting the COSL Annual General Meeting (AGM). The on-going strategic plan initiatives were reviewed at the October Leadership Team retreat and the October 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:

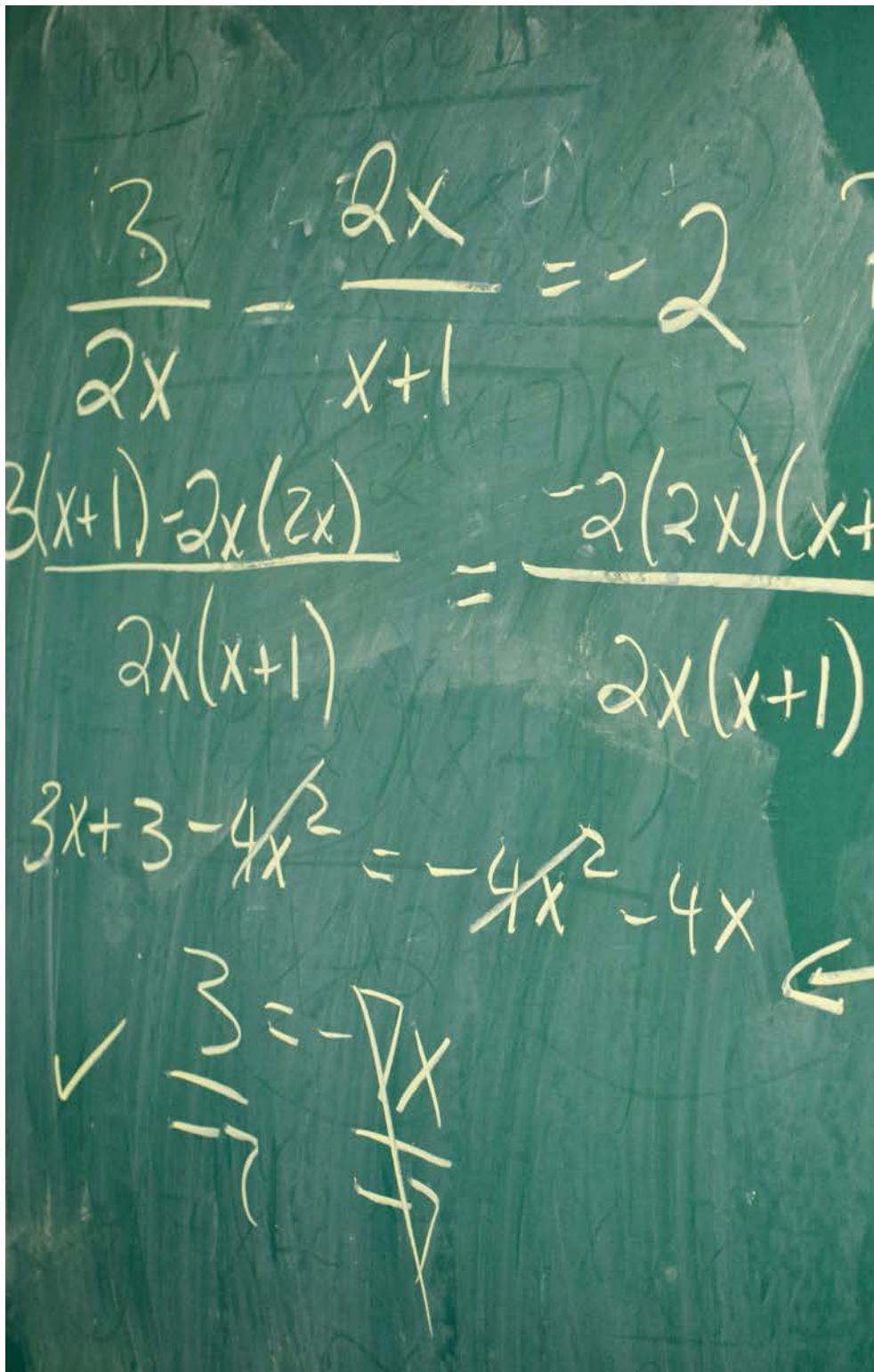
1. Strengthen relationships and engagement with:

- the members of COSL
- our local associations within the MTS
- our partner organizations and institutions by increasing communication through a redeveloped website, a Twitter presence, pertinent information through email, participating in on-going conversations, linking with educational research on leadership issues.

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 through our two conferences and Summer Institute

- supporting principals to excel in their role as school leaders by identifying needs and supports through Directors' meetings and partner meetings
 - advocating for improvements in the working and learning conditions of principals
3. Provide learning opportunities connected to the new School Leaders Certificate and the previous certificates so that principals:
 - will acquire the necessary knowledge, skills and attributes that enable them to effectively lead their schools and school communities
 - will have a pathway to these opportunities that encourages the further study of school leadership.
 4. Examine the changing workload responsibilities of our members, advocating for improvements, and supporting mentorship
 - Work with Locals to represent, develop and promote the interests of COSL, eg: Bargaining, PD, as responsibilities in schools evolve
 - Support Principal/Vice-principal mentorship
 5. Revise the Constitution, Executive Guidelines and Policy so as to align with the recommendations of

COSL members and the Society

- Review Constitution, Executive Guidelines and Policy during Strategic Planning and at the Directors' meetings for increased understanding of the work of COSL and the relationship within the Society.
- Be able to respond to requests which have not been previously experienced by our organization, eg: donation requests.



PUBLICATIONS/ COMMUNICATIONS

The department was involved in a number of outside activities, promoting the profession and the Society.

- **World Teachers' Day:** The Society's President spoke to middle-years students about "Why every girl around the world deserves an education". The theme for this year's event was "Unite for Education" and it served as the springboard for a lively classroom discussion.
- **Media Literacy Week:** Over 100 students from three schools presented and participated in "How to use social media for social good", the theme of this year's Media Literacy Week in Manitoba. Together with our partners Manitoba Education and Advanced Learning and the Manitoba Association for Computing Educators, the Society brought students and teachers together to share with and learn from each other.
- **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.
- **Young Humanitarian Awards:** For the 18th year, the Society recognized young humanitarians from Manitoba public schools at a major awards show and at local school assemblies. The eight students that received the awards represented kind, courageous, and social conscious students across the province.



- **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.
- **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 crayons for kids in a tent at the Pride Festival located at the Forks.
- **Aboriginal Day Live:** For the first year, the Society participated in Aboriginal Day Live, a summer celebration of Indigenous culture and song.
- The graphic arts arm of the department is now doing the design work on three magazines being produced by MTS. Along with *The Teacher*, it is also producing the *Balance* magazine for the wellness program and *Inform-Action*, the magazine for francophone teachers.



www.mbteach.org

Usage of the mbteach.org website continues to grow.

The number of sessions conducted on the site increased just over eight per cent, to 147,723 sessions last year compared with 136,638 in the previous year.

Other changes:

- Users: up 5.3 per cent to 81,483 from 77,368
- Page views: up 3.7 per cent to 294,391 from 283,843
- Pages per session: down 4 per cent to 1.99 from 2.08
- Mobile sessions: up 39.5 per cent to 26,554 from 19,023 (18 per cent of total)
- Tablet sessions: up 13.6 per cent to 16,727 from 14,715 (11.3 per cent of total)
- Desktop sessions: up 1.5 per cent to 104,442 from 102,900 (70.7 per cent of total)

Other web statistics:

Top three devices used to access site:

- Iphone (42.5 per cent)
- Ipad (35.4 per cent)
- Galaxy S5 (2.04 per cent)

Top 10 accessed pages:

1. SAGE program
2. Discounts
3. MTS Seminars
4. Contacts
5. Collective Agreements
6. Collective Bargaining Contract comparisons
7. Main SAGE page
8. MTS job openings
9. Group Benefits
10. Manitoba Teacher

The department continued its work polling teachers and organizing focus groups to determine the main issues facing public school educators in Manitoba.





COLLECTIVE BARGAINING

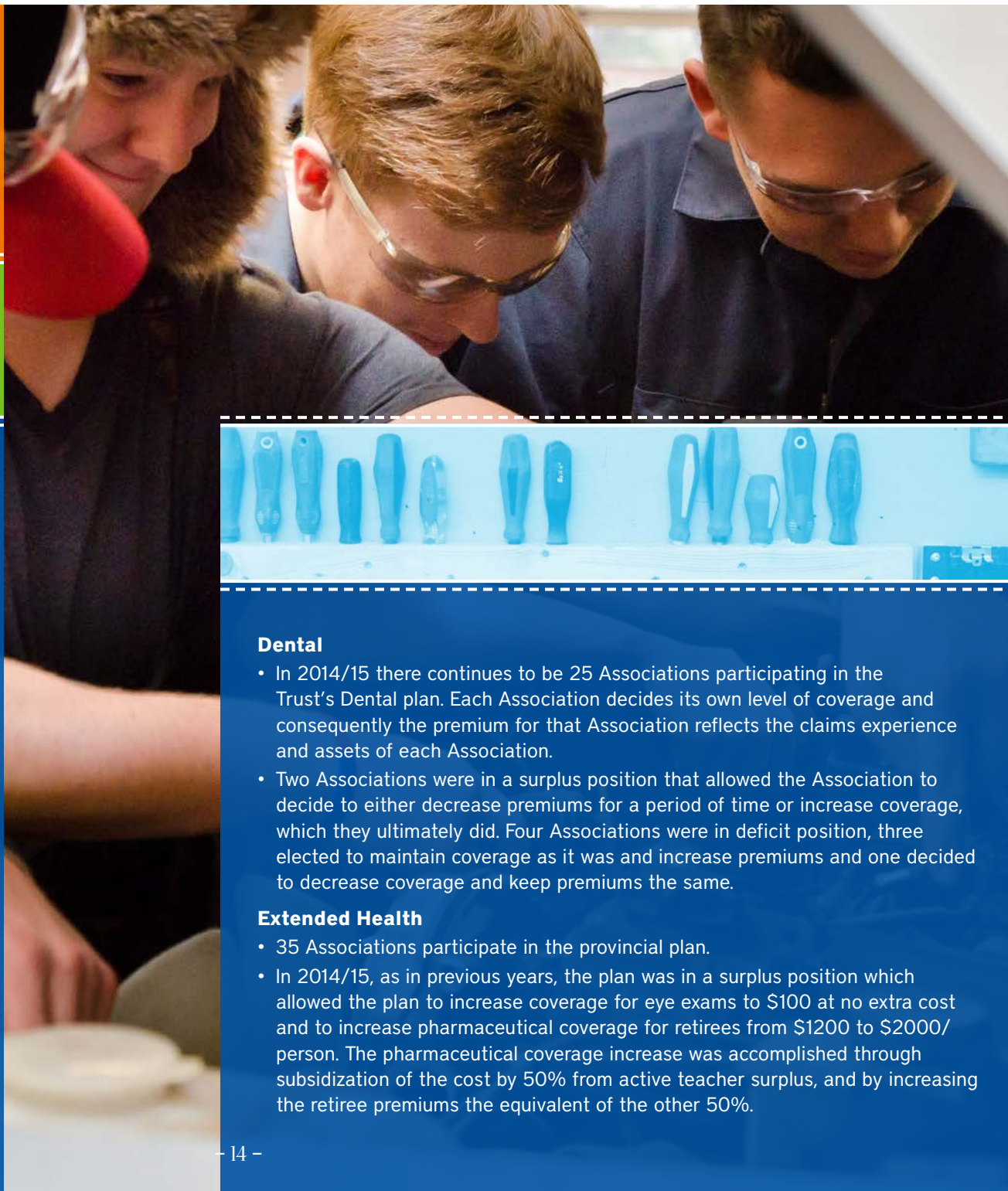
- The collective agreements of all 38 teachers' locals under provincial jurisdiction in Manitoba expired as of June 30, 2014.
- At the end of 2014/15, twenty-two (22) of these locals had reached agreements for renewed collective agreements effective July 1, 2014.
- The first settlement occurred in Flin 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, three (3) other teachers' locals reached agreements 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; eighteen (18) other teachers' locals reached agreements for four (4) years from July 1, 2014 to June 30, 2018 and replicated the pattern of salary increases achieved in the Flin Flon settlement.
- In addition to the above noted salary increases, all twenty-two (22) settlements achieved significant improvements to collective agreement language in the areas of benefits, working conditions and rights.
- Two (2) local associations reached an impasse in bargaining during 2014/15 (Pine Creek and Mountain View);
- One (1) unit under Federal jurisdiction (Nelson House) commenced bargaining during 2014/15.

DISABILITY BENEFITS PLAN

Disability Benefits Plans

- The Short Term Plan started the year with an additional 2,500 covered members. The Plan now covers 9500 members and 23 School Divisions. With the settlement of further collective agreements, these numbers will increase.
- The experience of the Short Term Plan continues to show that members at any age might require this coverage. We are finding consistent use of the Plan by all age bands.
- There was an upgrade to the administrative software of both the Short Term and Long Term Plans at the start of the school year, which enhanced the efficiency of FINEOS.
- Andy Beardsall and staff worked on the Employer portal to enhance the efficiency and user experience of FINEOS. This is the first of three portals that will be developed.
- The Long Term Plan sent out an anonymous survey to members whose claim had closed in the prior year, to seek feedback on the services provided by the Plan.
- The Plan continues to work with in excess of 1,000 members at any point in time.
- The Early Intervention Program continues to experience growth in numbers as does the Relapse Prevention Program.



Dental

- In 2014/15 there continues to be 25 Associations participating in the Trust's Dental plan. Each Association decides its own level of coverage and consequently the premium for that Association reflects the claims experience and assets of each Association.
- Two Associations were in a surplus position that allowed the Association to decide to either decrease premiums for a period of time or increase coverage, which they ultimately did. Four Associations were in deficit position, three elected to maintain coverage as it was and increase premiums and one decided to decrease coverage and keep premiums the same.

Extended Health

- 35 Associations participate in the provincial plan.
- In 2014/15, as in previous years, the plan was in a surplus position which allowed the plan to increase coverage for eye exams to \$100 at no extra cost and to increase pharmaceutical coverage for retirees from \$1200 to \$2000/ person. The pharmaceutical coverage increase was accomplished through subsidization of the cost by 50% from active teacher surplus, and by increasing the retiree premiums the equivalent of the other 50%.



- One of the two remaining Associations that did not participate in the Group Life plan joined that plan in 2014/15. No changes to the coverage were made in 2014/15 but surpluses continue to subsidize the actual premium cost of \$0.124 per thousand down to \$0.10 per thousand.

- Taking responsibility for leading/co-leading each of the COSL Mandate areas: Educational Leadership, Communication, Finance and Governance.
- Attending various meetings 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 of the Administrator Certificate Subcommittee of TECC so that principals will acquire the necessary knowledge, skills and attributes that enable them to effectively lead their schools and school communities.



EAP AND WELLNESS



EAP

- The Counsellors provided counselling services in English and French throughout the Province.
- By utilizing a triage system in the intake process, the team was able to address urgent needs more quickly.
- Skype/Facetime and telephone continue to be a popular modality to connect with members.
- The Counsellors conducted a number of presentations in English and French throughout the province to local associations as well as to larger gatherings such as Fab 5 and Celeb 5.
- The Counsellors also provided school visits on both a planned basis and in response to emergent issues.
- The program is moving to an electronic file system this year.

Wellness

- *Balance*—The Manitoba Teachers' Society Wellness Program was launched at the beginning of September, 2015.
- Over the course of the year, seven *Balance* magazines will be published and distributed provincially.
- In October, the Balance website was launched, making all event coordination material available online.
- On November 7, the Wellness Forum was presented for the third year, with a full day of wellness presenters and programming.
- In the first 4 months of the program, over 20,000 member connections were made throughout the province and the program contributed to or held over 70 events.



FINANCIAL HIGHLIGHTS

For the year ended August 31, 2015 Summary of Financial Position

	General Funds	Reserve Fund	Disability Benefits Plan	2015 Total	2014 Total
Assets					
Current Assets	\$ 2,195,059	\$ –	\$ 2,137,424	\$ 4,332,483	\$ 1,892,484
Investments	1,572,222	1,000,000	105,542,648	108,114,870	109,427,329
Capital Assets	4,916,123	–	392,180	5,308,303	5,593,536
	\$ 8,683,404	\$ 1,000,000	\$ 108,072,252	\$ 117,755,656	\$ 116,913,349
Liabilities and Net Assets					
Current Liabilities	\$ 1,455,050	\$ –	\$ 2,146,751	\$ 3,601,801	\$ 2,422,255
Accumulated Benefit Plans	–	–	77,593,000	77,593,000	77,029,000
	1,455,050	–	79,739,751	81,194,801	79,451,255
Net Assets	7,228,354	1,000,000	392,180	8,620,534	8,049,094
Excess of Net Assets to Accumulated Plan Benefits	–	–	27,940,321	27,940,321	29,413,000
			28,332,501	36,560,855	37,462,094
	\$ 8,683,404	\$ 1,000,000	\$ 108,072,252	\$ 117,755,656	\$ 116,913,349

These highlights are a summary of the audited financial statements of the Society.

For the year ended August 31, 2015
Summary of General and Reserve Fund Operations

	MTS Programs and Operations	Reserve Fund	Disability Benefits Plan	2015 Total	2014 Total
Revenue					
Membership Fees and Premiums	\$ 13,750,021	\$ —	\$ 16,022,514	\$ 29,772,535	\$ 28,012,203
Investment Income	77,634	38,893	5,979,132	5,913,659	13,000,536
Other Revenue	157,766	—	—	157,766	158,841
	\$ 13,985,421	\$ 38,893	\$ 21,819,646	\$ 35,843,960	\$ 41,171,580

Expenditures

Governance	\$ 2,018,352	\$ —	\$ 77,282	\$ 2,095,634	\$ 1,994,197
Programs	2,133,259	—	2,486,782	4,620,041	4,670,424
Income Replacement	—	—	17,849,307	17,849,307	16,803,962
Personnel	7,446,791	—	1,923,799	9,370,570	8,839,643
General Operating	1,913,587	—	441,376	2,354,963	1,755,542
	\$ 13,511,989	\$ —	\$ 22,778,526	\$ 36,290,515	\$ 34,063,768

Related Activities

COSL, net	51,768	—	—	51,768	23,039
EFM, net (deficiency)	6,091	—	(958,880)	(337,239)	6,335,531
Bradley Square, net	51,457	—	(564,000)	(564,000)	(8,935,000)
	109,316	—	(1,522,889)	(901,239)	(2,599,469)

These highlights are a summary of the audited financial statements of the Society.