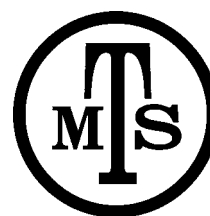


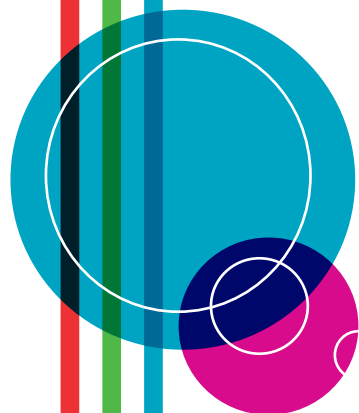


# ANNUAL REPORT

2015 - 2016 

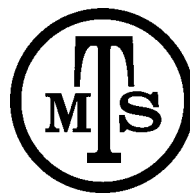


The  
Manitoba  
Teachers'  
Society



# PROVINCIAL EXECUTIVE

2016 - 2017 



The  
Manitoba  
Teachers'  
Society

## **PRESIDENT**

Norm Gould



## **VICE - PRESIDENT**

James Bedford



## **MEMBERS AT LARGE**

Richard Alarie



Mary Chalmers



Jeff Cieszecki



Ashleigh Deeley



Ray Desautels



Kristin Insull



Suzanne Jolicoeur



Frank Reeves



Jonathan Waite



Beatrice Walker





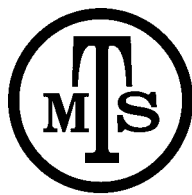
## **THE MANITOBA TEACHERS SOCIETY**

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.

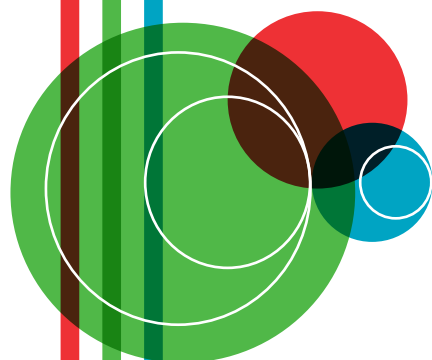
As well, MTS provides a range of wellness services for its members including long and short term disability and an educator assistance program.

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 news magazine.



**The  
Manitoba  
Teachers'  
Society**





# **PROFESSIONAL & FRENCH LANGUAGE SERVICES**





- **1** PFLS designed and delivered 77 workshops, presentations and training sessions and coordinated 16 additional workshops led by contracted facilitators. Two Field-Led Courses were also designed and delivered by PFLS staff to meet the requirements of the revised Principal's Certification. These activities were delivered in all regions of Manitoba and involved 4466 participants

- **2** The Fab Five Symposium was held in Winnipeg leading into the MTS Professional Development Day 2015 with 125 beginning teachers in attendance.

- **3** An additional 19 workshops involving 443 participants were delivered throughout the province by members of the Teacher Led Learning 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 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 throughout the year and during MTS Professional Development Day annually.

- **7** Team members participate in numerous collaborations with educational partners including the Every Teacher Project, the Safe and Inclusive Workplaces Research Project, Treaty Relations Commission of Manitoba (TRCM), National Centre for Truth and Reconciliation (NCTR), Social Justice Coalition, Newcomer Education Coalition (NEC), Manitoba Education Research Network (MERN) and MASS-MTS Educating for ACTION: Our Human Rights Journey Conference for Educators.

- **8** Team members also represent members' issues at various committees of Manitoba Education and Training including Student Services Inclusive Education Advisory Committee, Student Achievement Provincial Advisory Committee, English as an Additional Language Advisory Committee, Teacher Education and Certification Advisory Committee and Interorganizational Curriculum Advisory Committee.





# ÉFM

(ÉDUCATRICES ET ÉDUCATEURS)  
(FRANCOPHONES DU MANITOBA)





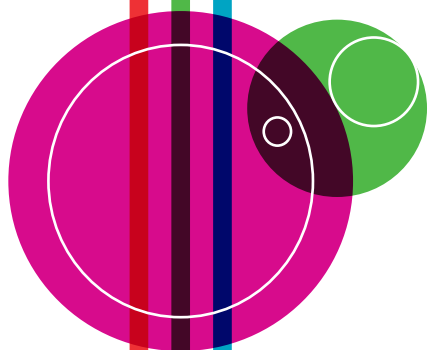


**The Éducatrices et éducateurs francophones du Manitoba (ÉFM)** are an agency of The Manitoba Teachers' Society since 1972. Its purpose is to provide services to teachers who work in the French language or teach in French Immersion programs. Its primary role is to conduct professional development activities to assist teachers working in both programs. ÉFM acts as a liaison between the Society and partner organizations working in French education.

**Among its activities, ÉFM organizes the following:**

- ▶ Regional meetings across Manitoba.
- ▶ A provincial Conference on MTS PD day, 620 teachers attended.
- ▶ Beginning teachers workshops (Céleb 5).
- ▶ A mentorship program, in partnership with CAIT.
- ▶ A twinning program for teachers.
- ▶ Workshops throughout the school year.
- ▶ 3 Schools' Councils, in which 90 to 100 school representatives attend each meeting.
- ▶ Held the ÉFM Annual General Meeting in April 2016.
- ▶ Produced four issues of a professional journal. (Inform-Action)
- ▶ A Funspiel (curling), a bowling night in Brandon, an ÉFM day at the Festival du Voyageur and a float for St. John the Baptist day in La Broquerie.
- ▶ Offered grants for professional development and public relations to members





# INTERNATIONAL DEVELOPMENT





**This past year**, the MTS contributed \$144,100 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 Ghana, Haiti, Dominica, Togo, and Guyana.

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. Grants were made in the areas of 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 areas, to support a variety of activities in developing nations in the Caribbean, Africa, Latin America, and Asia. The Society also contributed to CODE in support of the Children's Book Project in Ethiopia, Ghana, Mali, and Tanzania.





# TECHNOLOGY





There were three major technology projects during the 2015-2016 school year. These projects focused on information security, online registration support for SAGEs as well as implementing a new web portal to facilitate communication between the school divisions and The Manitoba Teachers' Society.

## 1 INFORMATION SECURITY PROJECT

Multi-phased project with the following objectives for each phase, Phase 2 was completed during the 2015-2016 school year:

### PHASE 1 Implement Managed Security Services

● **COMPLETED APRIL 20<sup>th</sup>, 2015**

*Objective: Have a managed security device actively protecting the Society*

### PHASE 2 Security Policies and Procedures

● **COMPLETED APRIL 14<sup>th</sup>, 2016**

*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

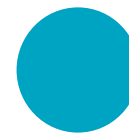
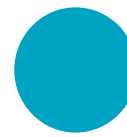
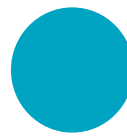
*Objective: Third party assessment of security implementation.*

## 2 SAGE ONLINE REGISTRATION

A pilot project was conducted with four SAGE groups to extend our internal online event registration system so that it could be used by external groups to process all registrations for the 2015 MTS PD Day. During this project 1,141 registrations were processed through our system.

**The purpose of this project was to:**

- ▶ Develop and test functionality that would allow SAGEs to use the MTS system
- ▶ Develop and test functionality that would allow SAGEs to use the MTS system
- ▶ Create functionality and processes that would allow more SAGEs to use our online registration system in future years



## 3 EMPLOYER PORTAL

Implemented a new employer portal and new processes to improve efficiency.

**SECURITY** Site that allows the secure exchange of information between school divisions and the Society. These exchanges include:

- ▶ Notifications related to disability benefits
- ▶ Teacher list uploads
- ▶ Premium reporting uploads

### EMPLOYER EFFICIENCY

- ▶ Functionality implemented that allows employers to submit updates to previously submitted disability notifications.
- ▶ All disability related correspondence to the employer from the Disability Benefits Plan is accessible through the portal.

### INTERNAL EFFICIENCY

- ▶ Eliminated the need to print and mail disability related correspondence to the school divisions, letters are now accessible directly through the new portal.







**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 certification and 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 by the Leadership Team in September and the October Directors' meeting as well as the annual fall meeting with 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**

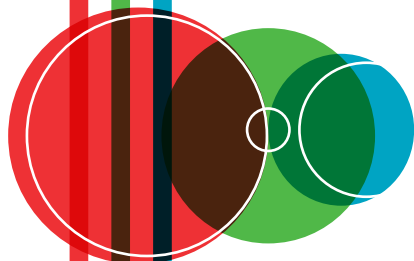
- Provide learning opportunities connected to the new School Leaders Certificate and the previous certificates so that principals:
- will acquire the necessary knowledge, skills and attributes that enable them to effectively lead their schools and school communities
  - will have a pathway to these opportunities 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 — PUBLIC RELATIONS**







The Communications and Publications department is responsible for communications with members and the public through participation in events, creation of publications and media commercials and ads and development of the MTS website.

**MBTEACH.ORG** One of the major project undertaken during the years was the complete redesign of the MTS website. The new version went online in August, 2016 after six months of work. Usage of the MTS website continued to grow with a 10% increase in users and an 11% increase in page views.



**NEW PUBLICATIONS** The department continued to be responsible for the content and design of the The Manitoba Teacher magazine and took on the design work for two other publications: Balance, the Society's wellness publication and Inform-Action, the publication for francophone teachers.

**MTS COMMERCIALS** The department commissioned another TV commercial during the year with the message that Manitoba schools need more resources, not less. The department also developed a number of radio ads to highlight the work of teachers and the Society.

**WORLD TEACHERS DAY** The Society's President and the Minister of Education spoke to high school students on the Canadian Theme for this year's event - "I Teach, I Vote". The animated classroom discussion that followed was shared on our social media channels.

**MEDIA LITERACY WEEK NATIONAL LAUNCH** Together with our partners - The Canadian Teachers' Federation, Media Smarts, the Manitoba government

and the Manitoba Association for Computing Educators - the Society hosted the 2015 Media Literacy Week National Launch at the Canadian Museum for Human Rights. Manitoba students gave superb multimedia presentations, workshops and insider tips on Internet safety and etiquette to an audience of their peers from three schools.

**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.

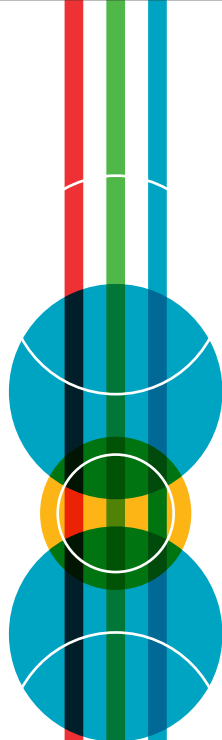
**YOUNG HUMANITARIAN AWARDS** For the 19th year, the Society recognized young humanitarians from schools across the province at a major award show and at local school assemblies. Media coverage highlighted the exceptional community involvement, social justice and humanitarian efforts of Manitoba students.

**TEDDY BEARS PICNIC** Teacher entertainers delighted little people and parents at the MTS Teach Your Bear Tent. Twenty-five volunteers distributed free books and stickers to kids, and thousands of positive impressions were made with picnic visitors.

**PRIDE PARADE** The Society marched in and supported five high-energy Pride parades - the first ever parades in Steinbach and Portage la Prairie, plus Winnipeg, Brandon and Thompson. The Society also provided face decorating for kids 12 at The Pride Festival located at the Forks, Winnipeg. MTS graphic designers created the banners and flags used by teachers in the parades.

**LABOR DAY PARADE-PICNIC** Teachers and teacher leaders participated in the 2016 Labour Day Picnic. Parade participants marched from Memorial Park to Central Park in solidarity with Manitoba's labour organizations. The picnic drew hundreds of local families throughout the afternoon.

**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, gave support to various media events and continued to engage with teachers and the community on our Facebook, Twitter and Instagram accounts.



# COLLECTIVE BARGAINING





The collective agreements of all thirty-eight (38) teachers' locals under provincial jurisdiction in Manitoba expired as of June 30, 2014.

**AT THE END OF 2015/16, ALL 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 SCALE INCREASES:**

**FALL TERM — 2%  
FALL TERM — 2%  
FALL TERM — 2%  
FALL TERM — 1.5%  
JANUARY — 1.5%**

The above pattern of salary adjustments yields a total compounded increase of 9.3% over the four year period. In addition to the above noted salary increases, all thirty-eight settlements achieved significant improvements to collective agreement language in the areas of benefits, working conditions and rights.

Furthermore, both of our teachers' locals under Federal jurisdiction (Nelson House and Sandy Bay) also successfully renewed their collective agreements.

**NELSON HOUSE REACHED A FIVE (5) YEAR DEAL FROM AUGUST 1, 2013 TO JULY 31, 2018 WITH FOLLOWING PATTERN OF SALARY INCREASES:**

**AUGUST 2013 — 3%  
AUGUST 2014 — 3%  
AUGUST 2015 — 3%  
AUGUST 2016 — 3%  
AUGUST 2017 — 3%**

**SANDY BAY REACHED A THREE (3) YEAR DEAL FROM SEPTEMBER 1, 2014 TO AUGUST 31, 2017 WITH THE FOLLOWING PATTERN OF SALARY INCREASES:**

**SEPTEMBER 2014 - 3%  
SEPTEMBER 2015 - 3%  
SEPTEMBER 2016 - 3%**

Both Nelson House and Sandy Bay also achieved significant improvements to collective agreement language in the areas of benefits, working conditions and rights.



# BENEFIT PLANS





## DISABILITY BENEFIT PLANS

- ▶ The Short term plan started 2016 with coverage extended to virtually all the MTS members. As at September 2016, there were over 13,500 covered lives working in 34 Divisions which represents about 90% of the total MTS membership.
- ▶ The experience of the claims Short term plan continues to be spread quite evenly across all the age 5 year age cohorts of teachers. Also the nature of the claims occurs across a very broad range of disabling conditions.
- ▶ The Employer Portal was launched in September 2016 resulting in the enhancement of the efficiency and user experience of FINEOS, the administrative software program used by the Disability Plans
- ▶ Work has started on the Employee Portal with an anticipated launch date of September 2017. It is anticipated that this portal will enhance the member experience with the Plans.
- ▶ The Long Term Disability Plan continued to work with over 1,000 members at any given time, in various stages of the case management process.
- ▶ The Long Term Disability Plan sent out the annual anonymous survey to members whose claims had closed during the previous year, to seek feedback on the services provided by the Plan.
- ▶ The Early Intervention Program continues to experience growth in numbers as does the Relapse Prevention Program. Both of these programs have had a positive impact in moderating the number of claims in payment.
- ▶ Balance participated in hundreds of events and sessions for Teachers over the course of the year.
- ▶ The 4th annual Wellness Forum was held on November 19, with a full day of wellness presenters and programming.
- ▶ Balance received the 2016 Goodlife Fitness Health and Wellness Leadership Award in November. This is a national award recognizing the Manitoba Teachers' Society work in promoting health and wellness amongst our members.



## WELLNESS

- ▶ Balance, the Manitoba Teachers' Society Wellness Program, came off a highly successful inaugural year and started this year with new presenters and writers and a revamped Balance magazine.
- ▶ There are 5 editions of the Balance magazine this year in a larger format and with a greater diversity of articles and writers.







## MANITOBA PUBLIC SCHOOL EMPLOYEES BENEFITS PLANS

On December 31st 2016, the two trusts were merged into one trust overseeing all of the three Insurance plans; Group Life, Dental and Extended Health.

### 1 DENTAL

- ▶ In 2016, one Association/Division joined the plan bringing the total of participating Associations to 31 with all having coverage at all three levels.
- ▶ Each Association decides its own level of benefits consequently the premium for that Association reflects the claims experience and assets of that Association.
- ▶ A few Associations continue to run down surplus though a decrease to premiums or increase to benefits.

### 2 EXTENDED HEALTH

- ▶ Coverage under the plan exists in 35 Associations
- ▶ In September 2016, the plan added coverage for the vaccinations for Shingles and Hepatitis A + B, along with adding Acupuncturists, who are members of their Association, and are insured with that Association to be covered practitioners under the plan.
- ▶ As at January 1st 2017, the plan added the option of two Preferred Pharmacy Networks, Express Scripts and Costco. Use of these pharmacies is more meant for maintenance pharmaceuticals although prescriptions for emergent pharmaceuticals can also be filled. Where a plan participant uses either of these pharmacies the plan participant will receive a 90% co-pay as opposed to the regular 80% co-pay. Express Scripts will also use home delivery. The costs of the increased co-pay, and delivery will be paid out of increased pharmaceutical savings with these providers.

### 3 GROUP LIFE

- ▶ All but one Association continue to participate in the plan. No changes to the coverage were made in 2016/17 and premiums continue to be subsidised by the plan to the value of \$0.124/thousands of insurance however, at the time of writing, and unless markets return, the trust decided to decrease the subsidy to \$0.114/thousand effective September 1st 2017. This is a result of decreasing market returns on the investment portfolio.

### 4 PENSIONS

- ▶ In the December 31st 2015 TRAF Pension Valuation, conducted by the Actuary, AON, they indicated, to TRAF, the Society and the Province, that Account A in the pension, the teacher contributions, was in good shape but that in order to keep the plan sustainable the plan may have to be amended, in the future, either by increased contributions or changing some of the benefits. As result, MTS and TRAF conducted Pension Sustainability seminars throughout the Province in 2016/17. The purpose of these seminars was twofold. Firstly to describe the present conditions of the Pension and secondly to describe the context of the issue, the context of other Teacher Pension plans in Canada, how any potential changes could be made, and also to ask the participants for their opinion on potential changes. The intent is to continue these seminars over the next two years to hopefully allow as many plan participants to understand the context of Pension Sustainability and indirectly provide input into the discussion.



**EAP**







- ▶ The Counsellors provided counselling services in English and French throughout the Province.
- ▶ By utilizing a triage system in the process, the team was able to address urgent needs more quickly
- ▶ The team assisted in referring members to specialized services where appropriate.
- ▶ Skype/Facetime and telephone continue to be a well-used 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 larger gatherings such as Fab 5.
- ▶ The Counsellors provided school visits on both a planned basis and in response to emergent issues.
- ▶ The program prepared to move to an electronic file system over the course of the year in preparation for a launch in September 2016.



## NIJI MAHKWA SCHOOL



A CHILD IS A SACRED BEING



# FINANCIAL HIGHLIGHTS



## FOR THE YEAR ENDED AUGUST 31, 2016

### SUMMARY OF FINANCIAL POSITION

	GENERAL FUNDS	RESERVE FUND	DISABILITY BENEFITS PLAN	2016 TOTAL	2015 TOTAL
<b>ASSETS</b>					
Current Assets	\$ 2,739,340	\$ —	\$ 2,561,382	\$ 5,300,722	\$ 4,332,843
Investments	1,663,779	1,000,000	107,315,072	109,978,851	108,114,870
Capital Assets	4,664,304	—	358,366	5,022,670	5,308,303
	\$ 9,067,423	\$ 1,000,000	\$ 110,234,820	\$ 120,302,243	\$ 117,755,656
<b>LIABILITIES AND NET ASSETS</b>					
Current Liabilities	\$ 2,202,354	\$ —	\$ 2,085,562	\$ 4,287,916	\$ 3,601,801
Accumulated Benefit Plans	—	—	79,144,000	79,144,000	77,593,000
	2,202,354	—	81,229,562	8,3431,916	81,194,801
Net Assets	6,865,069	1,000,000	358,366	8,223,435	8,620,534
Excess of Net Assets to Accumulated Plan Benefits	—	—	28,646,892	28,646,892	27,940,321
	6,865,069	1,000,000	29,005,258	36,870,327	36,560,855
	\$ 9,067,423	\$ 1,000,000	\$ 110,234,820	\$ 120,302,243	\$ 117,755,656

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

# Today's Schedule

8:55 AM



Smudge

: AM PM



Power Word  
PUP

: AM PM



Reading

10:40 AM



Recess

: AM PM



Gym

: AM PM



Social  
Studies

11:55 AM



Lunch

12:50 AM



Smudge

: AM PM



Math

2:05 AM



Recess

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Grade: 2  
WHOLE CLASS INSTRUCTION  
GROUP WORKING

# FOR THE YEAR ENDED AUGUST 31, 2016

## SUMMARY OF GENERAL AND RESERVE FUND OPERATIONS

	MTS PROGRAMS AND OPERATIONS	RESERVE FUND	DISABILITY BENEFITS PLAN	2016 TOTAL	2015 TOTAL
<b>REVENUE</b>					
Membership Fees and Premiums	\$ 14,320,329	\$ —	\$ 17,998,804	\$ 32,319,133	\$ 29,772,535
Investment Income	82,527	53,341	7,414,738	7,550,606	5,913,659
Other Revenue	219,475	—	—	219,475	157,766
	\$ 14,622,331	\$ 53,341	\$ 25,413,542	\$ 40,089,214	\$ 35,843,960
<b>EXPENDITURES</b>					
Governance	\$ 2,189,106	\$ —	\$ 69,349	\$ 2,258,455	\$ 2,095,634
Programs	2,781,046	—	3,009,119	5,790,165	4,620,041
Income Replacement	—	—	17,567,885	17,567,885	17,849,307
Personnel	8,316,012	—	2,133,884	10,449,896	9,370,570
General Operating	1,859,944	—	409,548	2,269,492	2,354,963
	\$ 15,146,108	\$ —	\$ 23,189,785	\$ 38,335,893	\$ 36,290,515
<b>RELATED ACTIVITIES</b>					
COSL, net	\$ 38,302	\$ —	\$ —	\$ 38,302	\$ 51,768
EFM, net	4,537	—	—	4,537	6,091
Bradley Square, net	64,312	—	—	64,312	51,457
	\$ 107,151	\$ —	\$ —	\$ 107,151	\$ 109,316
Excess (deficiency) of revenue over expenditures for the year before increase in accumulated plan benefits	(416,626)	53,341	2,223,757	1,860,472	(337,239)
Increase in accumulated plan benefits	—	—	(1,551,000)	(1,551,000)	(564,000)
Excess (deficiency) of revenue over expenditures for the year	\$ (416,626)	\$ 53,341	\$ 672,757	\$ 309,472	\$ (901,239)

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





## CREDITS

**Contributors:**

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Matea Tuhtar

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Matea Tuhtar

**Design:**

Matt Kehler

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