

ANNUAL REPORT 17/18



The
Manitoba
Teachers'
Society



PROVINCIAL EXECUTIVE

17/18

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PROFESSIONAL & FRENCH LANGUAGE SERVICES

The work of the Professional and French Language Services (PFLS) department includes services for members, engagement with members, and collaboration with educational partners.

SERVICES FOR MEMBERS

PFLS offered 159 events, engaging 6791 members in a variety of professional learning and development including 13 McMaster workshops, 37 customized workshops, 17 training seminars, 26 presentations, and 8 events, including FAB 5: The Beginning Teachers' Conference held in both Winnipeg and Brandon, and the inaugural Women in Educational Leadership symposium

Demand for customized workshops designed to respond to specific requests by members at the school, divisional or regional levels continued to increase. Designed and facilitated by PFLS, the range of topics included leadership, cultural proficiency, difficult conversations, the impact of Residential Schools, and collaborative cultures. PFLS staff delivered 37 customized workshops to 1325 participants in various regions of the province.

PFLS staff instructed both the MTS and the COSL Field-Led courses with a total of 50 students. Successful completion of two field-led university credit courses is required for the new School Leadership certificate. Each course is 36-40 contact hours plus readings and assignments. Two courses per year focus on practical application of current theory in education.

In its third year, the Teacher-Led Learning Team (TLTL) facilitated 56 workshops in all regions of the province with 1833 participants. The team included 25 active teachers, consultants/clinicians, and principals from various school divisions. Workshops were reviewed and revised and new workshops were added to the slate.

Services for members included coordination, facilitation and training for each ESJ Chair, PD Chair, Indigenous Chair, member of the Teacher-Led Learning Team, and Provincial Council Caucus attendees. The focus of training is to build the capacity to advocate for members and be engaged in their respective work in the Society. Training, specific to each group, occurred one to four times per year with high attendance and engagement of members. Spring regional meetings also occurred for PD and ESJ Chairs.



ENGAGEMENT WITH MEMBERS

PFLS staff responded to a wide variety of member inquiries related to professional issues, professional learning, teaching, leadership, and certification. They also provided support for five standing committees; the committees, services and events for Éducatrices et éducateurs francophones du Manitoba (EFM); and the Council of School Leaders (COSL).

Grants continued to be available for members engaging in collaborative activities related to reflective professional practice, equity and social justice, and Indigenous issues.

COLLABORATION WITH EDUCATIONAL PARTNERS

Staff in the PFLS department supported the work of 30 Special Area Groups of Educators (SAGE), culminating in the MTS PD Day in which 12,055 educators participated in conferences offered by SAGE, EFM, LIFT and COSL. With the expansion of the online registration support offered by the Society, 6384 educators registered for MTS PD Day events through My Profile using the MTS website for access.

Consultation and networking with educational partners, outside bodies, research coalitions and other groups was ongoing. These partnerships resulted in meaningful events, advocacy, and research while raising the Society profile within the professional learning community. PFLS staff were involved with Safe and Inclusive Workplaces research, Winnipeg Indigenous Accord, Interorganizational Indigenous Committee, Visions of Reconciliation, and Make Poverty History. Other partnerships included the Manitoba Education Research Network, National Centre for Truth and Reconciliation, Social Justice Coalition, and Newcomers' Education Coalition.

Team members represent members' issues at various committees of Manitoba Education and Training including Student Services Advisory Committee, English as an Additional Language Advisory Committee and Interorganizational Curriculum Advisory committee.

PFLS staff continued to engage with the Faculties of Education within Manitoba in faculty councils and advisory meetings, presentations to classes on request from instructors, and other joint initiatives.



INTERNATIONAL DEVELOPMENT



In support of international development cooperation with the Canadian Teachers' Federation (CTF-FCE) and the Canadian Organization for Development through Education (CODE), the Manitoba Teachers' Society provided \$159,600 of funding for work in the developing nations of Africa, Asia, Caribbean, and Latin America.

CTF-FCE's international development cooperation program, called Teachers' Action for Learning, consists of three content areas: Teachers' Action for Teaching (TAT) which focuses on professional development for teachers by teachers; Teachers' Action for Gender Equity (TAGE) which promotes gender equity and empowers girls and women; and Teachers' Action for Teacher Organizations (TATO) which supports union capacity building. As part of its commitment to Teachers' Action for Teaching, the Society also sponsored five Manitoba teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Uganda, Grenada, Guyana, and Haiti.

The Manitoba Teachers' Society has a 22-year giving history to CODE, which is an organization that supports global literacy. Specifically, the Society provides funding for reading programs that build the capacity and competencies of local teachers and librarians, publish and distribute books, and support the education of girls and women. Funding also supported CODE's Reading Liberia 20/20 Program which is designed to develop literate environments in 60 schools in the impoverished Bomi, Grand Bassa, and Margibi counties of Liberia.





During the 2017-2018 school year a number of new projects were completed. These projects focused on online event registration, system upgrades and adding features to existing systems.

SAGE ONLINE REGISTRATION

This year the number of SAGE groups using our internal online registration system for the 2017 MTS PD Day expanded to twenty-three groups from the thirteen SAGEs in the previous year. There were 5,736 registrations processed through our system for these twenty-three groups. We received excellent feedback from the groups using the system and used this feedback to identify and prioritize feature development on our system.

MY PROFILE – LOCAL DECLARATION

Added functionality related to “Declarations” to our My Profile site for members. This new functionality allows members to “declare” in a specific Local for the school year when they work in multiple Locals.

DISABILITY BENEFITS PLAN

During the 2017-2018 school year a new version of the disability claims management software (FINEOS) was released that included a significant change to the user interface (UI) and user experience (UX).

Project team completed the following work:

- Evaluating features in the new version and adapting them to our needs.
- Upgrading existing functionality to work in the new version.
- Developing and updating training materials with the new UI.
- Automating upgrade deployment and testing.
- Automating future release deployment and testing.



SERVICE TO TEACHERS/ COUNCIL OF SCHOOL LEADERS

- Held 4 Directors' meeting throughout the year, bringing together Directors from our 16 Regions from around the Province to discuss common topics, Directors' share with their peers their first-hand knowledge surrounding the discussion topics providing those in attendance real-life Manitoba solutions and answers
- Annual AGM held in the Spring with approximately 70 school leaders in attendance
- 7 Leadership Team Meetings were held throughout the year providing the Leadership team an opportunity to provide guidance to the Chairperson, along with these meetings a Strategic Planning/Transition meeting was held in June to plan for 2018-2019
- Chairperson participated in 3 CAP Board meetings representing COSL at the table as well as serving as the Central Vice-President for CAP
- Hosted a Field-Led course in July conducted by MTS staff, COSL providing 12 Learning Leaders to sit in and add an active Principal's perspective to the learning
- Held another successful Fall Conference at Tec Voc with 225 participants, Minister Wishart attended our luncheon
- Winter Conference at a new venue, The Fort Garry Hotel Conference Centre
- Chairperson visited several local principal groups providing information on COSL and listening to the locals' or regions' concerns, the goal of these meetings, both formal and informal, is to continue to strengthen the relationships between Local leaders and the leadership of COSL and to get a better understanding of the nuances of the issues in the many Locals across the Province, several of these presentations were carried out in conjunction with Andrew Peters and Darren Hardy, MTS staff officers, Chairperson also presented at the LIFT Conference in Brandon
- Chairperson continued to make connections within the Manitoba educational landscape by attending the MASS Summer institute at the Elkhorn Resort and the MTS Presidents' Training at Hecla





- 2018/2019 Strategic Plan Highlights:

- i. Communication: Updating the Website, more frequent use of Social Media, producing a COSL informational brochure
- ii. Educational Leadership: working with MTS on providing valuable PD at our Summer Field-Led courses, continued relevant offerings at our Fall and Winter conferences, collaborating with MASS and MTS on the February 2020 conference and hosting the national CAP Conference in Winnipeg in 2020
- iii. Governance: defining what a school-based principal looks like, examining our constitution and by-laws so that they align with MTS
- iv. Professional Support: beginning steps on developing a brochure/pamphlet for new principals and vice principals
- v. Finance: working closely with the finance department at MTS to ensure our organization's financial stability



PUBLICATIONS/ COMMUNICATIONS



The department continued its regular work, the content and design of The Manitoba Teacher, design of the Balance and Inform-Action magazines and creation of brochures, newsletters, posters and handbooks.

Through the year, the department was responsible for a great deal of the advance work for the 100th Anniversary in 2019, from design of the logo to design of a special t-shirt.

The department continued to build up an inventory of stories from notable Manitobans about the teachers who had the most influence on their lives. The stories are posted in the video section of the Society's website.

The Society website showed a decline in users, dropping eight per cent to 123,855. While the number of users declined, those that used the site were frequent users. The number of sessions per user increased nine per cent. As well, the time spent on the site per user increased 2.3 per cent.

Engagement with the Society social media platforms showed an increase over previous years and was well-used around certain events such as the Society's rally in support of public education.

The communications department was heavily involved in the planning and execution of the rally, held at the Manitoba Legislature during the MTS annual general meeting in May. The rally, which attracted about 1,000 teachers and supporters, focused on government cuts to education funding.



COLLECTIVE BARGAINING



LOCALS UNDER PROVINCIAL JURISDICTION:

The collective agreements of all thirty-eight (38) teachers' Locals under provincial jurisdiction in Manitoba expired as of June 30, 2018. All Locals under provincial jurisdiction have opened bargaining to renew their collective agreements.

Two (2) Locals (Pembina Trails and Louis Riel) have applied for interest arbitration.

Two (2) Locals (Seine River & Winnipeg) to commence bargaining

PROVINCIAL BARGAINING

In February 2018, the former Minister of Education announced his government's intention to move to a provincial collective bargaining model for teachers. The announcement had the effect of freezing teacher bargaining virtually everywhere. However, in June 2018 without any proposed provincial bargaining legislation on the horizon, the Minister advised teachers and trustees in the meantime to pursue local bargaining under current legislation.

LOCALS UNDER FEDERAL JURISDICTION:

Sandy Bay bargained a three (3) year agreement that expired August 31, 2017 and Nelson House reached a five (5) year deal which expires on July 31, 2018. Currently, both Locals are not actively bargaining.



BENEFIT PLANS



DISABILITY PLANS

- The Plans kept up the pace of updates and enhancements of the FINEOS administrative software
- The Short Term Plan participation rate was stable with 34 Local Associations participating in the Plan
- Both the Short Term and Long Term Disability Plans experienced an increase in members approaching the Plans for services
- The Case Managers were working with 1300 members throughout the course of the year
- The Long Term Plan offered the Retirement Incentive Option to individuals who met the criteria

BALANCE WELLNESS PROGRAM

- The Balance program experienced a steady pace of requests for assistance with speakers throughout the province
- The Wellness Forum took place in November
- Four issues of the Balance magazine were produced over the course of the year

EDUCATOR ASSISTANCE PROGRAM

- The Counsellors provided a full schedule of counselling sessions throughout the year both in office as well as through a regular travel rotation
- The Winnipeg office hosted a practicum student during the course of the year



The Éducatrices et éducateurs francophones du Manitoba (ÉFM), part of The Manitoba Teachers' Society since 1972. Its purpose is to provide services to teachers who teach in the Français or 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
- Provincial Conference on MTS PD day, 720 teachers attended
- Beginning teachers workshops (Céleb 5)
- Mentorship program
- Twinning program for teachers
- Workshops throughout the school year
- 3 Schools' Council meetings, in which 90 to 100 school representatives attend each meeting
- ÉFM Annual General Meeting
- 4 editions of the Professional journal Inform-Action
- Funspiel (curling), a Trivia night in Brandon, an ÉFM day at the Festival du Voyageur
- Grants for professional development, public relations to members and equity and social justice projects.



FINANCIAL HIGHLIGHTS FOR THE YEAR ENDED AUGUST 31, 2018

SUMMARY OF FINANCIAL POSITION

| | General Funds | Reserve Fund | Disability Benefits Plan | 2018 Total | 2017 Total |
|---|---------------|--------------|--------------------------|----------------|----------------|
| ASSETS | | | | | |
| Current Assets | \$ 1,143,642 | \$ — | \$ 3,756,746 | \$ 4,900,388 | \$ 5,556,898 |
| Investments | 3,280,250 | 1,022,840 | 111,100,417 | 115,403,507 | 109,121,854 |
| Capital Assets | 4,517,057 | — | 248,357 | 4,765,414 | 4,773,271 |
| | \$ 8,940,949 | \$ 1,022,840 | \$ 115,105,520 | \$ 125,069,309 | \$ 119,452,023 |
| LIABILITIES AND NET ASSETS | | | | | |
| Current Liabilities | \$ 2,076,241 | \$ — | \$ 2,540,070 | \$ 4,616,311 | \$ 4,465,012 |
| Accumulated Benefit Plans | — | — | 91,728,000 | 91,728,000 | 88,710,000 |
| Total Liabilities | 2,076,241 | — | 94,268,070 | 96,344,311 | 93,175,012 |
| Net Assets | 6,864,708 | 1,022,840 | 248,357 | 8,135,905 | 8,056,175 |
| Excess of Net Assets to Accumulated Plan Benefits | — | — | 20,589,093 | 20,589,093 | 18,220,836 |
| Total Net Assets | 6,864,708 | 1,022,840 | 20,837,450 | 28,724,998 | 26,277,011 |
| | \$ 8,940,949 | \$ 1,022,840 | \$ 115,105,520 | \$ 125,069,309 | \$ 119,452,023 |

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



FINANCIAL HIGHLIGHTS FOR THE YEAR ENDED AUGUST 31, 2018

SUMMARY OF GENERAL AND RESERVE FUND OPERATIONS

| | MTS Programs and Operations | Reserve Fund | Disability Benefits Plan | 2018 Total | 2017 Total |
|---|--------------------------------|-----------------|-----------------------------|---------------|-----------------|
| REVENUE | | | | | |
| Membership Fees and Premiums | \$ 15,178,756 | \$ — | \$ 23,767,430 | \$ 38,946,186 | \$ 34,442,743 |
| Investment Income | 80,654 | 24,919 | 8,963,846 | 9,069,419 | 4,835,371 |
| Other Revenue | 220,853 | — | — | 220,853 | 223,460 |
| | \$ 15,480,263 | \$ 24,919 | \$ 32,731,276 | \$ 48,236,458 | \$ 39,501,574 |
| EXPENDITURES | | | | | |
| Governance | \$ 2,324,400 | \$ — | \$ 64,521 | \$ 2,388,921 | \$ 2,313,112 |
| Programs | 2,664,173 | — | 3,219,542 | 5,883,715 | 6,232,982 |
| Income Replacement | — | — | 21,433,921 | 21,433,921 | 19,142,831 |
| Personnel | 8,206,648 | — | 2,265,847 | 10,472,495 | 10,198,589 |
| General Operating | 2,204,835 | — | 420,219 | 2,625,054 | 2,669,693 |
| | \$ 15,400,056 | \$ — | \$ 27,404,050 | \$ 42,804,106 | \$ 40,557,207 |
| RELATED ACTIVITIES | | | | | |
| COSL, net | \$ (44,851) | \$ — | \$ — | \$ (44,851) | \$ (23,633) |
| EFM, net | 19,321 | — | — | 19,321 | (5,841) |
| Bradley Square, net | 59,165 | — | — | 59,165 | 57,791 |
| | \$ 33,635 | \$ — | \$ — | \$ 33,635 | \$ 28,317 |
| Excess (deficiency) of revenue over expenditures for the year before increase in accumulated plan benefits | 113,842 | 24,919 | 5,327,226 | 5,465,987 | (1,027,316) |
| Increase in accumulated plan benefits | — | — | (3,018,000) | (3,018,000) | (9,566,000) |
| Excess (deficiency) of revenue over expenditures for the year | \$ 113,842 | \$ 24,919 | \$ 2,309,226 | \$ 2,447,987 | \$ (10,593,316) |

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



**The
Manitoba
Teachers'
Society**

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