

Where to Teach in Manitoba

A helpful collection of facts about teacher salaries
and benefits in Manitoba Public School Divisions



The
Manitoba
Teachers'
Society

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Manitoba Public School Divisions**



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*(information provided based on expired
collective agreements @ January 1, 2019)*

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Inside MTS

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

Bylaw I (The Manitoba Teachers' Society Handbook)

Preamble

The Manitoba Teachers' Federation was established in 1919 at the time of the Winnipeg General Strike. It was renamed The Manitoba Teachers' Society in 1942. The Society is a union that is empowered by its members to make bylaws and policies for its general organization and governance.

The Society's goals are pursued through participation in collective bargaining, the establishment of professional standards and advocacy in support of teachers' rights and public education.

Mission

The Society, as a union and professional organization, is dedicated to advancing and safeguarding the welfare of teachers, the status of the teaching profession and the cause of public education in Manitoba.

Society Goals

1. To promote the profession of teaching, high ethical standards within the profession, professional competence and the ongoing professional development of teachers.
2. To engage in collective bargaining and other relevant negotiations to improve the economic benefits, professional rights, pension benefits and working conditions of teachers.
3. To advocate for a strong, viable, and effective education system capable of accommodating the needs of Manitoba students and teachers.
4. To provide its members with an organization that will give them an equal, effective and democratic opportunity to pursue their professional aspirations.
5. To establish and administer insurance and benefit schemes and programs in accordance with the Constitution and Bylaws.
6. To address broad societal issues that promote social justice, cooperation and understanding.

Frequently Asked Questions About Teachers' Contracts

Who can offer me a job?

A legitimate offer of employment can be made only by a Superintendent on behalf of the Board of Trustees. In larger divisions, this power may be delegated to a personnel officer. Although principals, consultants and board members may take part in the interview and/or selection process, the official offer of employment must come from the Board Office.

When will I receive my contract for signing?

According to the Public Schools Act, the School Division is obligated to provide you with a contract to sign within two weeks of an offer of employment being made to you. When a verbal offer is made you should ask when you will receive your contract. You should follow up with the School Division if you do not receive your contract in a timely manner.

What is the difference between General Contract and a Limited Contract?

A General Contract is a regular contract between a teacher and a school board which offers ongoing employment. If you have no prior teaching experience in Manitoba you are protected by the provisions of Section 92 of the PSA regarding termination of employment – on the first day of your second year. A Limited Contract offers employment of a specific period of time and states the termination date on the contract. There is no guarantee of ongoing employment following the termination date.

What if I get a better offer after I have verbally accepted a job?

When you verbally accept a job offer, you have entered into a contract with the employer. A verbal acceptance of a teaching position is binding on you, just as a job offer is binding on the employer. You have the option of approaching the employer and asking to be released from your agreement, as an employer may be willing to accommodate such a request provided there is sufficient time and availability for you to be replaced.

Do I have to accept a temporary contract in my first year with an employer?

If you have had no previous teaching experience in Manitoba, there is no risk to an employer in signing you to a permanent contract, as the first year is considered probationary and you will have no due process rights until the beginning of your second year on that contract. The purpose of a temporary or term contract is to cover a specific absence for a specific period of time which is not to exceed one year. Accepting a temporary contract means that you may not be able to accumulate sick leave or seniority while on it, even if you continue with that employer for another year. When a choice is available, an employer that offers a permanent contract is preferable to one that doesn't.

Do I have to sign an oath of confidentiality?

Yes, if your employer requests. According to the Personal Health Information Act, your employer is obliged to ensure the confidentiality of information about students. The Manitoba Teachers' Society and the Manitoba School Boards Association have agreed to a confidentiality document that is appropriate for teachers to sign. A copy of this agreement can be viewed on the MTS website.

What about providing criminal record and child abuse registry checks with my application?

Criminal Records and Child Abuse Registry checks provide prospective employers with information about your gender, age and marital status to which they are not entitled in the selection process according to Manitoba Human Rights legislation. These documents should be requested from you at the time a job offer is made but not before.

Do I have to agree to do extra-curricular duties or to coach?

Many collective agreements have provisions governing extra-curricular duties, so you need to check. In any case, a teacher should be wary of unreasonable expectations for voluntary work that can interfere with a successful year in the classroom.

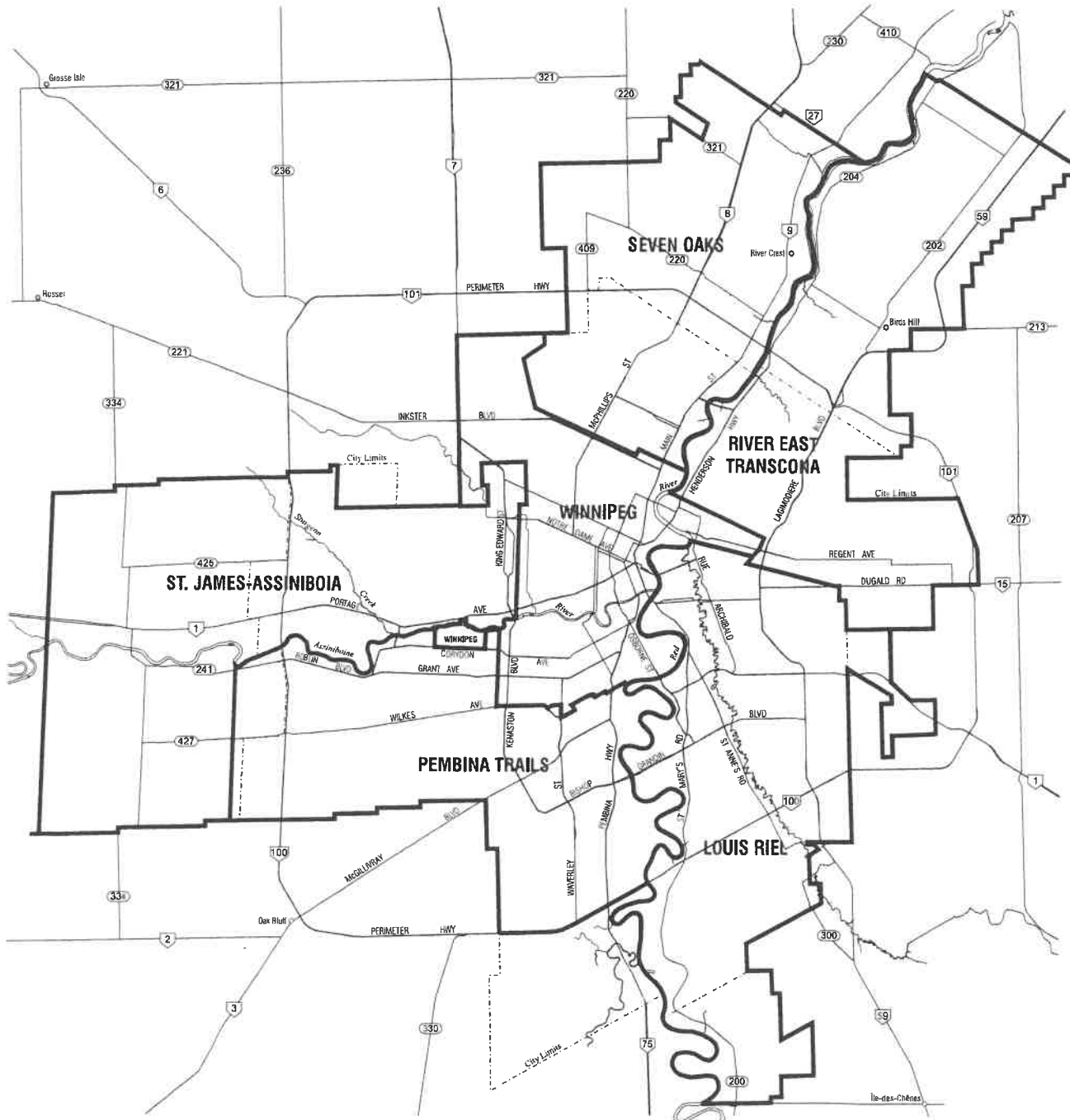
Overview of Manitoba Public School Divisions

Local / Division	Description of Location in Manitoba (representative centres)	Total Number of Schools Administered (2017-18)	Total Number of Elementary Schools (2017-18)	Total Number of Francais / French Immersion Schools (2017-18)	Total Number of International Languages Schools (2017-18)	Total Number of Indigenous Languages Schools (2017-18)	Instructional Teacher Positions (FTE: full-time equivalent positions as of Sept. 2018)	K-12 Student FTE Enrolment (estimate for Sept. 2018)	Ratio of Students to Instructional Teacher Positions (FTE basis)
AEFM / DSFM	Metro & various rural locations	23	22	23	0	0	434	5,790	13.3
BEAUTIFUL PLAINS	Rural south central (Neepawa, Carberry)	14	14	0	0	0	122	1,804	14.8
BORDER LAND	Rural south eastern (Altona, Vita, Dominion City)	16	15	4	0	0	178	2,131	12.0
BRANDON	Western (Brandon, Shilo)	22	19	4	0	0	631	8,594	13.6
EVERGREEN	Rural interlake (Gimli, Arborg, Riverton)	8	6	0	0	0	101	1,349	13.4
FLIN FLON	Northern	4	2	2	0	0	71	923	13.0
FORT LA BOSSE	Rural western (Virden, Reston)	10	9	0	0	0	103	1,394	13.5
FRONTIER	Northern (various - Norway House, Cranberry Portage, Gillam, Berens River)	40	39	0	0	0	465	6,135	13.2
GARDEN VALLEY	Rural southern (Winkler)	13	11	0	0	0	285	4,362	15.3
HANOVER	Rural south eastern (Steinbach, Niverville, Grunthal, Kleeferld, Landmark, Mitchell)	18	17	0	0	0	517	7,864	15.2
INTERLAKE	Rural interlake (Stonewall, Teulon, Stony Mountain, Rosser, Warren)	22	20	3	0	0	216	2,806	13.0
KELSEY	Northern (The Pas)	5	4	3	0	0	120	1,457	12.2
LAKESHORE	Rural interlake (Eriksdale, Ashern, Fisher Branch, Lundar)	10	10	0	0	0	83	1,040	12.5
LORD SELKIRK	Rural interlake (Selkirk, Lockport, St. Andrews, Candeboye, Grand Marais)	15	14	3	2	0	295	3,776	12.8
LOUIS RIEL	Metro (south east Winnipeg)	40	33	13	0	0	1,022	14,885	14.6
MB Inst. of Trades & Tech.	Metro (south west Winnipeg)	1	0	0	0	0	47	1,370	29.1
MOUNTAIN VIEW	Rural parkland (Dauphin, Roblin, Winnipegosis, Gilbert Plains, Ethelbert)	16	12	3	2	0	209	2,839	13.6
PARK WEST	Rural western (Birtle, Russell, Rossburn, Hamiota, Shoal Lake)	15	14	0	0	0	160	1,957	12.2
PEMBINA TRAILS	Metro (south west Winnipeg)	34	29	11	0	0	911	13,511	14.8
PINE CREEK	Rural south central (Gladstone, Austin, MacGregor)	14	12	0	0	0	81	1,010	12.5
PORTAGE LA PRAIRIE	Rural south central (Portage la Prairie, Oakville)	18	17	3	0	0	238	3,247	13.6
PRAIRIE ROSE	Rural south central (Carman, Elle, St. Laurent, St. Francois Xavier, Roland, Elm Creek)	26	26	2	0	0	175	2,264	12.9
PRAIRIE SPIRIT	Rural south central (Pilot Mound, Glenboro, Manitou, Treherne, Holland, Crystal City)	29	26	3	0	0	150	2,053	13.7
RED RIVER VALLEY	Rural south central (Morris, St. Pierre-Jolys, Sanford, Oak Bluff, Starbuck)	15	13	3	0	0	163	2,169	13.3
RIVER EAST TRANSCONA	Metro (north east Winnipeg)	42	36	11	6	0	1,077	16,144	15.0
ROLLING RIVER	Rural western (Minnedosa, Erickson, Rivers, Onanole, Forrest, Oak River)	17	15	0	0	0	126	1,703	13.5
SEINE RIVER	Rural south eastern (Lorette, St. Norbert, Ile des Chenes, La Salle, Ste. Anne)	15	12	7	0	0	291	4,265	14.7
SEVEN OAKS	Metro (north west Winnipeg)	25	20	7	1	1	766	11,233	14.7
SOUTHWEST HORIZON	Rural western (Melita, Souris, Hartney, Wawanesa, Deloraine, Waskada)	13	13	0	0	0	123	1,513	12.3
ST. JAMES - ASSINIBOIA	Metro (west Winnipeg)	26	21	6	0	0	572	8,352	14.6
SUNRISE	Rural south eastern (Beausejour, Oakbank, Pine Falls, Lac du Bonnet, Anola, Powerview)	19	18	4	2	0	328	4,359	13.3
SWAN VALLEY	Rural parkland (Swan River, Benito, Bowsman, Minitonas)	9	8	2	0	0	103	1,406	13.7
THOMPSON/MYSTERY LAKE	Northern (Thompson)	7	6	2	0	1	232	3,047	13.1
TURTLE MOUNTAIN	Rural western (Killarney, Boissevain)	7	7	0	0	0	73	950	13.0
TURTLE RIVER	Rural parkland (McCreary, Ste. Rose du Lac, Glenella, Alonsa, Laurier)	7	7	1	0	0	61	695	11.4
WESTERN	Rural south central (Morden)	4	3	3	0	0	124	1,798	14.5
WHITESHELL	Rural south eastern (Pinawa)	2	2	0	0	0	18	168	9.3
WINNIPEG	Metro (Winnipeg)	80	72	17	3	1	2,137	30,255	14.2
		701	624	140	16	3	12,807	180,618	14.1

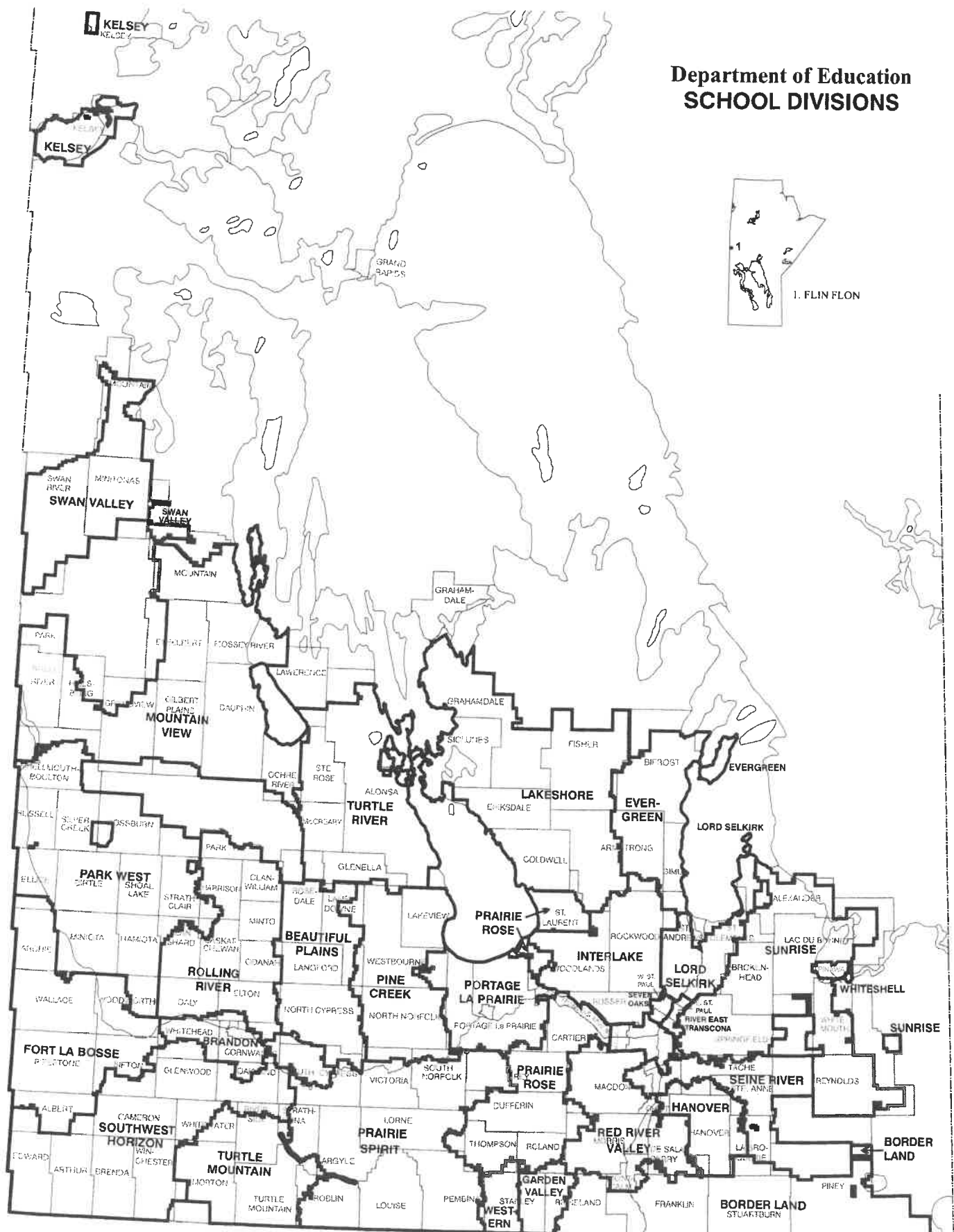
Data sources are Manitoba Education 2018/19 FRAME budget report and 2017/18 Schools in Manitoba report

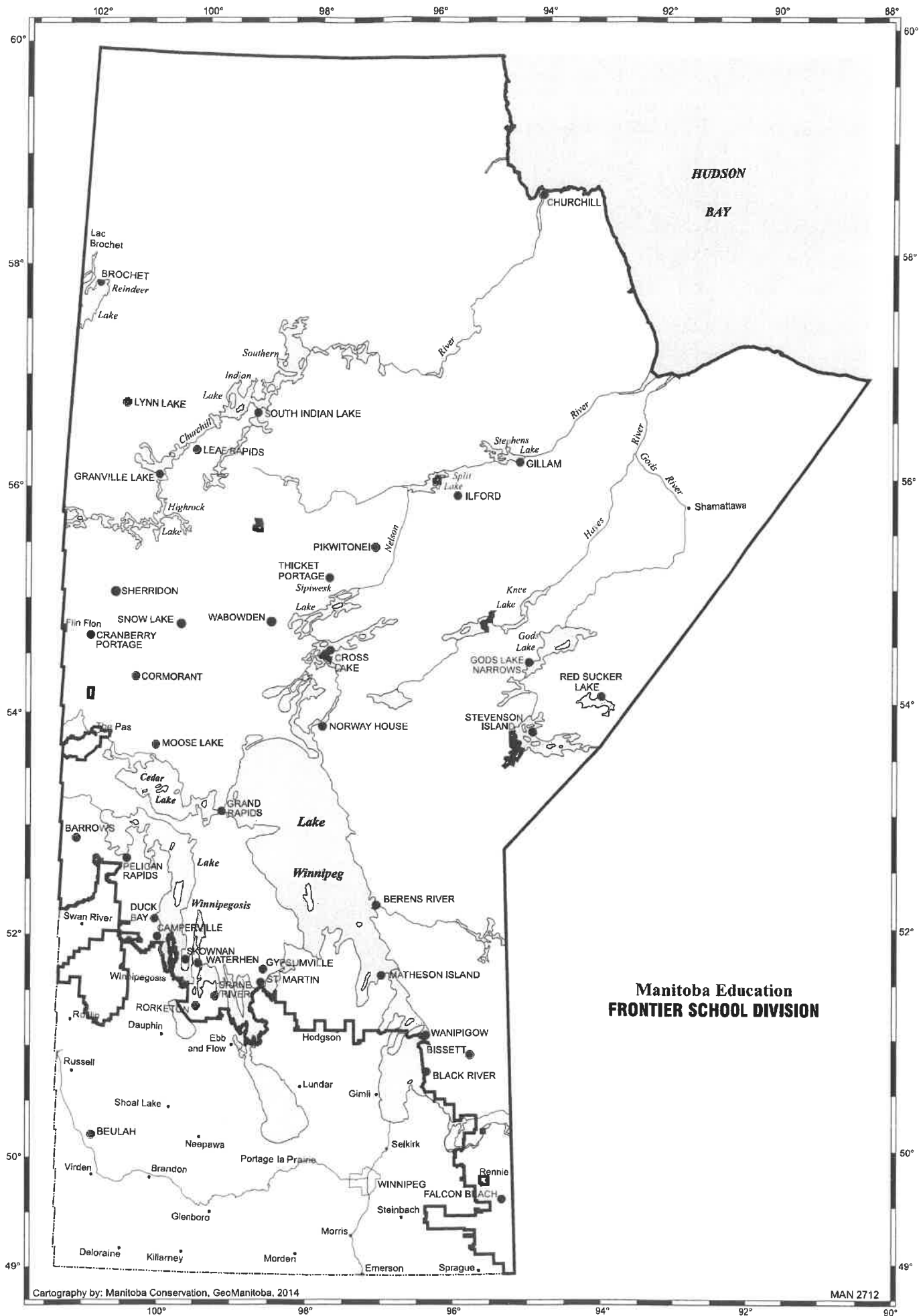
MTS estimates that approximately 15% of all teaching positions are part-time (i.e., less than 100% contract time). Clinician and administrator positions are not included in the above counts.

Metro Winnipeg Public School Divisions



Department of Education
SCHOOL DIVISIONS





**Manitoba Education
FRONTIER SCHOOL DIVISION**

Manitoba Education DIVISION SCOLAIRE FRANCO-MANITOBAINE

WINNIPEG DIVISIONS

1. LOUIS RIEL
2. PEMBINA TRAILS
3. RIVER EAST TRANSCONA
4. ST. JAMES-ASSINIBOIA
5. SEVEN OAKS
6. WINNIPEG

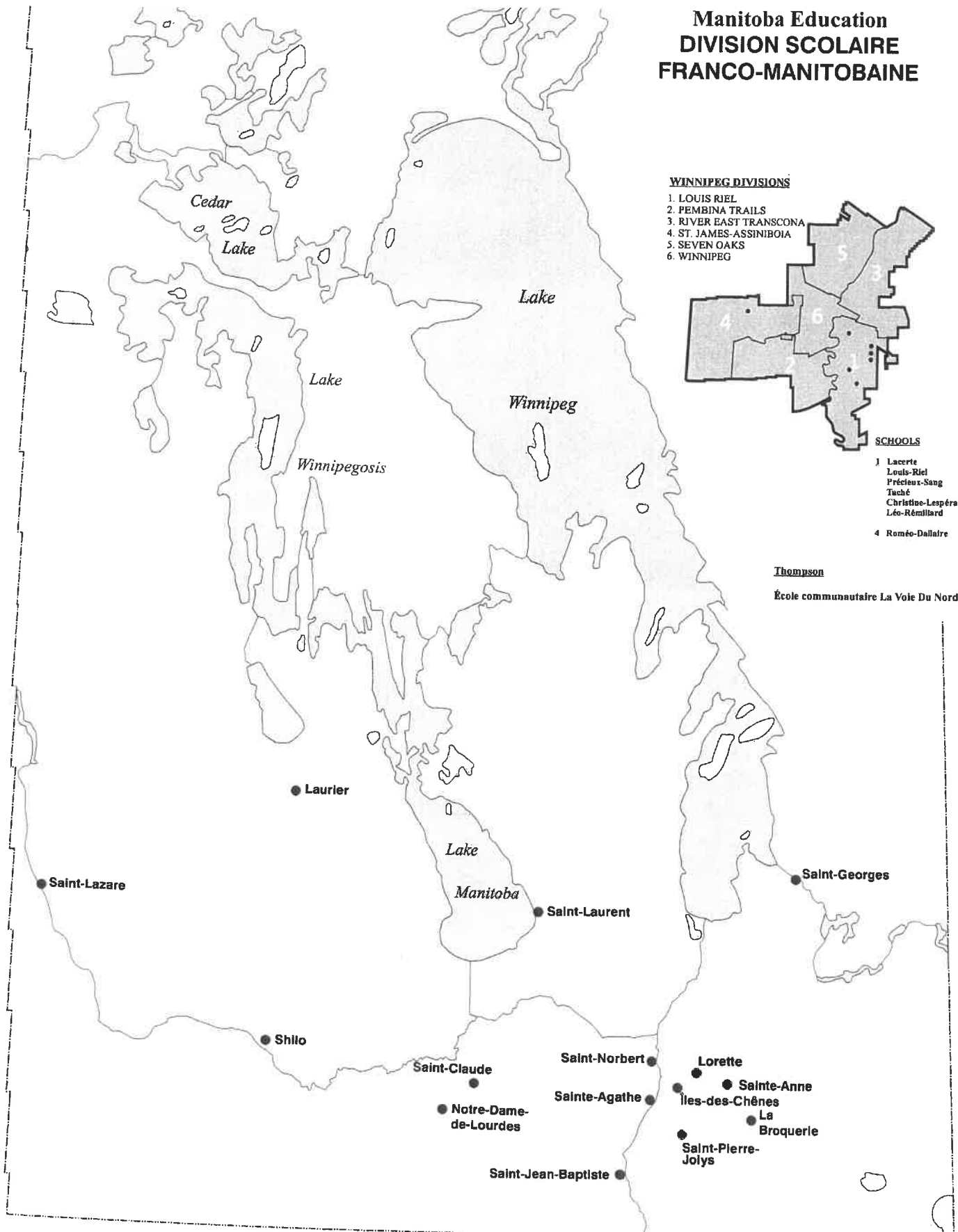


SCHOOLS

- 1 Lacerte
Louis-Riel
Prédeux-Sang
Taché
Christine-Lespérance
Léo-Rémillard
- 4 Roméo-Dallaire

Thompson

École communautaire La Voie Du Nord



Class 5 Teacher (January-June 2018)

(gross salaries; prior to deductions)

RANK	Minimum		Maximum	
		2017-18		2017-18
1	Thompson (Mystery Lake SD)	64,033	Thompson (Mystery Lake SD)	99,435
2	Flin Flon	63,926	Frontier	95,960
3	Frontier	63,706	Flin Flon	95,480
4	Kelsey	63,243	Kelsey	94,659
5	Sunrise	62,239	MB Inst. of Trades & Tech.	93,620
6	Selne River	61,357	Evergreen	93,539
7	River East Transcona	61,248	Hanover	93,375
8	Louis Riel	61,247	Louis Riel	93,347
9	Hanover	61,143	Pembina Trails	93,347
10	Border Land	60,908	Seine River	93,252
11	Winnipeg	60,885	Prairie Rose	92,933
12	AEFM	60,885	River East Transcona	92,863
13	Whiteshell	60,705	Red River Valley	92,639
14	Prairie Spirit	60,644	AEFM	92,581
15	St. James Assiniboia	60,275	Winnipeg	92,581
16	Red River Valley	60,266	St. James Assiniboia	92,481
17	Portage la Prairie	60,256	Sunrise	92,347
18	Pembina Trails	60,139	Border Land	92,042
19	Evergreen	60,136	Lord Selkirk	92,023
20	Swan Valley	59,961	Seven Oaks	92,003
21	Brandon	59,918	Interlake	91,972
22	Turtle Mountain	59,772	Pine Creek	91,923
23	Seven Oaks	59,683	Turtle Mountain	91,829
24	Lakeshore	59,678	Brandon	91,802
25	Turtle River	59,673	Prairie Spirit	91,785
26	Pine Creek	59,625	Park West	91,759
27	Fort la Bosse	59,598	Western	91,674
28	Western	59,569	Fort la Bosse	91,626
29	Prairie Rose	59,529	Garden Valley	91,625
30	Interlake	59,499	Southwest Horizon	91,533
31	Beautiful Plains	59,479	Mountain View	91,532
32	Rolling River	59,475	Swan Valley	91,503
33	Park West	59,390	Lakeshore	91,488
34	Mountain View	59,381	Whiteshell	91,482
35	MB Inst. of Trades & Tech.	59,278	Portage la Prairie	91,401
36	Lord Selkirk	59,157	Rolling River	91,399
37	Southwest Horizon	59,088	Beautiful Plains	91,279
38	Garden Valley	58,839	Turtle River	91,224
Median		60,049	Median	92,013
Mean		60,469	Mean	92,614

WORKING CONDITIONS & PAY WORTH NOTING FOR 2017-18

Last update: November 2017

See www.mbteach.org/mtscms/category/bargaining/ for details contained within collective agreements.

**** payout of maternity/parental leave for full 135 days not yet resolved**

LOCAL (term of current agreement)	Preparation Time Minimums or Non-Contact Time Clause (generally stated as a <i>min. guarantee</i> & pro-rated for part-time teachers)	Extra-Curricular Clause (see individual CAs for detail regarding carry-over of hours)	Maximum Sick Leave Accumulation	Annual Family Medical Leave Days	Per Diem Sub. Rate (Certified; 2018)	Personal Leave Days Per Yr. (may be subject to conditions)
AEFM (2014-18)	210 minutes per 5 day cycle	Voluntary 1 day per 50 hours 2 day max. accumulation/yr.	130 days	5	\$192.93	2 days without loss of pay
Beautiful Plains (2014-18)	Equivalent of 30 minutes per day for K-8 & colony schools and 35 minutes per day for Gr. 9-12	Not voluntary 0.5 day per 25 hours 2 day max. accumulation/yr.	130 days	5	\$154.56	2 days without loss of pay; 1 day at sub. rate deduction
Border Land (2014-18)	Not greater than 5% above avg. student contact time	Not voluntary 1 day per 50 hours 2 day max. accumulation/yr.	130 days	5	\$171.00	2 days without loss of pay
Brandon (2014-18)	K-8: 240 min. / 6 day cycle 9-12: 390 min. / 6 day cycle	Voluntary participation	130 days	5	\$160.00	2 days without loss of pay
Evergreen (2014-18)	Equivalent of 30 minutes per day over the course of the school yr.	Not voluntary 0.5 day per 25 hours 1 day max. accumulation/yr.	130 days	5	\$159.78	2 days without loss of pay
Flin Flon (2014-18)	Equivalent of 6 periods per 6 day cycle	Not voluntary 0.5 days per 25 hours 2 day max. accumulation/yr.	123 days	5	\$191.01	2 days without loss of pay; 1 day at sub. rate deduction
Fort la Bosse (2014-18)	180 minutes per 6 day cycle	Voluntary 0.5 day per 25 hours 2 day max. accumulation/yr.	130 days	5	\$153.40	2 days without loss of pay
Frontier (2014-18)	Schools with 1-19 teachers, 35 min. / day; Schools with 20+ teachers, 40 min. / day	Not voluntary ('Co-curricular' stated in S.D. policy, not CA) 0.5 day per 25 hours	130 days	5	\$164.93	2 days without loss of pay
Garden Valley (2014-18)	Classroom teachers will receive equivalent of 6 periods per 6 day cycle	Not voluntary 1 day per 50 hours 2 day max. accumulation/yr.	130 days	5	\$152.00	1 day without loss of pay; 1 day at sub. rate deduction
Hanover (2014-18)	Over the course of the school year, each teacher is entitled to an equivalent of 6 regular teaching periods per 6 day cycle	Not voluntary 1 day per 50 hours 1 day max. accumulation/yr.	130 days	4	\$177.21	2 days without loss of pay; 1 day at sub. rate deduction
Interlake (2014-18)	No less than 1994/95 avg. prep time for a particular school	Voluntary participation 1 day per 50 hours 2 day max. accumulation/yr.	130 days	3	\$170.00	2 days without loss of pay
Kelsey (2014-18)	K-5: 180 min. / 6 day cycle 6-8: 240 min. / 6 day cycle 9-12: 300 min. / 6 day cycle	Not voluntary 1 day per 50 hours 2 day max. accumulation/yr.	130 days	None	\$167.00	2 days without loss of pay
Lakeshore (2014-18)	150 minutes per 5 day	Not voluntary 0.5 day per 25 hours 2 day max. accumulation/yr.	130 days	5	\$147.12	2 days without loss of pay
Lord Selkirk (2014-18)	Contact time guarantee provision – methodology based on 1994 averages	Voluntary 1 day per 50 hours 2 day max. accumulation/yr.	130 days	None	\$186.00	2 days without loss of pay
Louis Riel (2014-18)	Minimum non-contact time of 216 minutes per cycle, exclusive of recess	Voluntary participation 0.5 day for 25 hours 1 day max. accumulation/yr.	130 days	4	\$187.00	2 days without loss of pay
MB Inst. of Trades & Technology (2014-18)	No guaranteed prep time in CA	No article in the collective agreement	130 days	5	\$188.00	2 days without loss of pay
Mountain View (2014-18)	Minimum equivalent per 6 day cycle: K-8: 180 minutes 9-12: 210 minutes	Not voluntary 1 day for 50 hours 2 day max.	130 days	5	\$157.00	2 days without loss of pay
Park West (2014-18)	Equivalent to 30 minutes prep time per day for full time teachers	Not voluntary 0.5 day for 25 hours 2 day max. accumulation/yr.	130 days	5	\$154.39	2 days without loss of pay

LOCAL (term of current agreement)	Preparation Time Minimums or Non-Contact Time Clause (generally stated as a <i>min. guarantee</i> & pro-rated for part-time teachers)	Extra-Curricular Clause (see individual CAs for detail regarding carry-over of hours)	Maximum Sick Leave Accumulation	Annual Family Medical Leave Days	Per Diem Sub. Rate (Certified; 2018)	Personal Leave Days Per Yr. (may be subject to conditions)
Pembina Trails (2014-18)	Contact time – not exceed 5% of 1999-2000 average at each level	Voluntary participation	130 days	5	\$186.00	2 days without loss of pay
Pine Creek ** (2014-18)	Equivalent of 210 minutes per 6 day cycle	Not voluntary 1 day for 45 hours 3 day max. accumulation/yr.	120 days	5	\$153.00	1 day without loss of pay; up to 2 days at sub. rate deduction
Portage la ** Prairie (2014-18)	Minimum of 30 minutes per day	Not voluntary 0.5 days for every 25 hours 2 day max. accumulation/yr.	130 days	5	\$156.00	2 days without loss of pay
Prairie ** Rose (2014-18)	Equivalent of 180 minutes per 6 day cycle	Not voluntary 0.5 days for every 25 hours 2 day max. accumulation/yr.	130 days	4	\$158.06	2 days without loss of pay
Prairie ** Spirit (2014-18)	240 minutes prep time per 6 day cycle	Voluntary 0.5 day for every 25 hours 2 day max. accumulation/yr.	130 days	5	\$155.00	2 days without loss of pay
Red River ** Valley (2014-18)	Over the course of the school year, an equivalent of 30 minutes per day	Not voluntary 1 day for 45 hours 3 day max. accumulation/yr.	125 days	5	\$174.12	2 days without loss of pay; 1 day at sub. rate deduction
River East Transcona (2014-18)	Contact time no greater than prior year divisional average for appropriate level	Not voluntary 0.5 day for every 25 hours 1 day max. accumulation/yr.	130 days	4	\$188.00	2 days without loss of pay
Rolling River (2014-18)	Over the course of the school year, an equivalent of 30 minutes per day	Not voluntary 0.5 day for every 25 hours 2 day max. accumulation/yr.	130 days	5	\$155.00	2 days without loss of pay
Seine River (2014-18)	Equivalent of 40 minutes per day over the course of the instructional cycle	Voluntary participation 1 day for 50 hours	130 days	5	\$187.00	2 days without loss of pay
Seven Oaks (2014-18)	K-5/6 schools: 210 min. / 6 day cycle Middle, K-8 & 6-8 schools: 240 min. / 6 day cycle High schools: 300 min./ 6 day cycle	Voluntary participation 0.5 days for every 25 hours up to a max. of 2 half days/yr.	125 days	4	\$188.42	2 days without loss of pay
Southwest Horizon (2014-18)	Over the course of the school year, an equivalent of 210 minutes per 6 day cycle	Voluntary participation 0.5 day for every 25 hours 2 day max. accumulation/yr.	130 days	5	\$151.00	2 days without loss of pay
St. James- Assiniboia (2014-18)	Equivalent to 6 regular teaching periods per 6 day cycle	Voluntary participation 0.5 days for every 25 hours 100 hr. max. accumul'tn/yr.	130 days	4	\$185.28	2 days without loss of pay
Sunrise (2014-18)	Contact time not more than prior year based on divisional averages for appropriate levels	Not voluntary 0.5 days for every 25 hours 2 days max. accumulation/yr.	130 days	5	\$175.47	2 days without loss of pay
Swan Valley (2014-18)	Equivalent of 180 min. per 6 day cycle with exception of Regional Secondary School (200 min. / 6 day cycle)	Not voluntary 0.5 days for every 25 hours 2 day max. accumulation/yr.	130 days	4	\$155.00	2 days without loss of pay
Thompson (2014-18)	K-6: 240 min./ 6 day cycle 7-12: 300 min./ 6 day cycle	Voluntary participation 1 day per every 50 hours 2 day max. accumulation/yr.	200 days	15	\$205.07	3 days without loss of pay
Turtle Mountain (2014-18)	Equivalent of 35 minutes per day	Not voluntary 1 day for 50 hours 3 day max. accumulation/yr.	130 days	7	\$150.00	2 days without loss of pay
Turtle River (2014-18)	150 minutes per 5 day cycle	Not voluntary 0.5 days for every 25 hours 2 day max. accumulation/yr.	125 days	4	\$143.00	2 days without loss of pay
Western (2014-18)	K-8: 180 min. per 6 day cycle Morden Coll.: equiv. of 2 out of 10 courses on a 5 period semester basis	Not voluntary 1 day for 50 hours 2 day max. accumulation/yr.	130 days	5	\$148.91	1 day without loss of pay; 1 day at sub. rate deduction
Whiteshell (2014-18)	Equivalent of 210 minutes per 6 day cycle	Not voluntary 1 day for each 50 hours	130 days	5	\$152.00	2 days without loss of pay ('Special Leave')
Winnipeg (2014-18)	Elementary: 180 min./ 6 day cycle Secondary: 240 min./ 6 day cycle	Voluntary participation 1 day per 50 hours 1 day max. accumulation/yr. (above found in board policy)	145 days	3	\$196.65	2 days without loss of pay