

School boards are stronger together.

The Manitoba School Boards Association is a voluntary membership association of Manitoba's public school boards. The annual membership fee provides access to the Association's services and programs. When all membership fees are pooled, school divisions **SAVE MONEY**.



- ✓ The MUST Fund has covered legal fees related to union grievances of approximately \$6.8 Million
 - ✓ Human Resource (HR) Services assists divisions with executive recruitment. Search firms charge up to \$30k depending on the level of position
 - ✓ HR Services offers divisional compensation reviews which can save divisions up to \$50k
 - ✓ With MSBA as the employer representative for provincial teacher bargaining, rather than third party legal counsel, the cost savings to bargain a provincial collective agreement plus potential costs of interest arbitration could save divisions up to \$500k.
 - ✓ As the employer representative for provincial teacher bargaining leading the interest arbitration process, MSBA will potentially save the education system up to \$200k
 - ✓ HR services provides research on third party vendors to achieve consortium price savings for school divisions
 - ✓ Using MSBA Governance Services for prep work and 2 days of facilitation to develop a new multi-year strategic plan can save a school board up to \$8k
 - ✓ Governance Services can oversee a transition to a new board governance model and policy manual resulting in a savings of up to \$40k in consulting fees payable to a private vendor
 - ✓ Outsourcing professional development (PD) for individual board training, workshops or seminars can cost from \$1.5k - \$2k/day. MSBA provides PD in the areas of HR, governance, labour relations, strategic planning, communications, evaluations, decision-making, effective meetings, community engagement, change management and more. All PD is customized and tailored to a board's specific needs
 - ✓ The spring convention and fall meeting PD, if outsourced can cost up to \$1k/day/person
 - ✓ Governance consultation and counsel provided on:
 - > Governance practices
 - > Code of conduct and conflict of interest issues
 - > Meeting processes, motions, resolutions
 - > Legislation (*Public Schools Act, Education Administration Act, Municipal Councils and School Boards Elections Act*)
 - > Policy development, legislative changes and trends
- A governance professional or legal counsel could cost between \$200 - \$400/hr or /inquiry
- ✓ Labour Relations (LR) Consultants each spend over 2,000 hrs/yr providing counsel on:
 - > Collective agreement interpretation and application, such as transfers, layoffs, seniority, leaves of absence, postings
 - > Individual employee discipline and/or performance management issues up to and including termination
 - > Individual employee sick leave situations, including what medical information an employer is entitled to and assisting in attendance management and/or the accommodation process
 - > Following receipt of a labour board award, amendments to legislation, legal opinions, and grievance arbitrations
 - > Individual or policy grievances, ensuring only required issues proceed to arbitration
 - > Handling unionized and non-unionized employee issues as they arise for a total of 10,400 hrs of service to school divisions. Legal counsel at this level would cost on average \$400/hr



- ✓ For the flat fee of \$2k per round / collective agreement of negotiations, MSBA provides:



- > A LR Consultant who is experienced, trained and the expert lead negotiator/ spokesperson for negotiations of collective agreements
- > A LR Consultant assigned to a specific division who works under the direction of the Board's negotiations committee and within the mandate provided by that school board
- > Collective bargaining including all negotiation services of preparation, meetings prior to the negotiation table, all meetings with the union and concurrent meetings with the board committee
- > Conciliation, mediation, arbitration and/or strike/lockout work

VERSUS other jurisdictions, using a LR professional or lawyer, who may charge approximately \$28k for each round of bargaining plus expenses

- ✓ By being part of the MSBA Non-Teaching pension, (a Defined Contribution pension plan) members have received an average annual return of 6%. Over 2,500 former employees maintain their benefit within the plan



- ✓ As part of the larger group accessing the MSI insurance program, individual school divisions have bargaining power, with premiums costing less than through individual plans

- ✓ As part of the membership fee, MSBA's Risk Manager provides the following:

- > New Driver Safety training support
- > Workplace Safety & Health (WSH) presentations to school division WSH Officers
- > Playground Equipment inspections and safety training
- > An average of 10,000 incident reports reviewed annually
- > Risk Portal - awaiting costs from HUB for this hosting
- > Insurance claim reviews
- > MB Physical Safety in Schools (MPASS) – value of over \$15k per year for IT-support and unlimited access for all school divisions

The market cost for this service is \$750-\$1,000/hr (min 3 hrs) = \$37 - \$50k/yr

- ✓ The MSI insurance program covers:



- > **Property** - MSBA group insurance provides premiums that can cost up to half those quoted for individual contracts through other insurers
- > **Liability** – premiums in MSI offered average 72% less than market comparison.
- > **Crime** – an average savings of 67% to market premiums on individual contracts
- > **Cyber** – coverage offered to school divisions belonging to MSI, at approximately ¼ of the market pricing
- > **Community Use** – MSBA provides outside-users of school division owned properties, insurance premiums at a below-industry cost
- > **Safe Grad** – MSBA provides \$40 Million liability coverage at a level that cannot be obtained elsewhere for all approved Safe Grad committees - at no cost

Annual refunds are issued to divisions for unused loss pool contributions for each year of coverage.

- ✓ MSI also funds the Safety Data Sheet (SDS) program, which is available to all divisions at a discounted cost of close to \$78k/yr. SDS programs are a requirement for all users of chemicals to ensure safety and compliance and were costing individual boards tens of thousands of dollars to maintain individually.

