

Newfoundland and Labrador Teachers' Association

*Annual Report 2006-07*

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**Publication and Distribution**

Newfoundland and Labrador Teachers' Association  
3 Kenmount Road  
St. John's NL  
A1B 1W1  
Tel: (709) 726-3223 or 1-800-563-3599 (toll free in province)  
mail@nlta.nl.ca

**Internet**

The Annual Report is available at:  
[www.nlta.nl.ca](http://www.nlta.nl.ca)

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# President's Message

The first year of my term as president of NLTA was extremely demanding and the second proved to be just as challenging.

Following the announcement last school year by government of the establishment of two Commissions to study both Teacher Allocations and the ISSP/Pathways Model of Education, your Provincial Executive, at the beginning of the 2006-07 school year, saw fit to establish two ad hoc committees to ensure that the views of the teachers of Newfoundland and Labrador were accurately captured. The Ad Hoc Committee on Teacher Allocations was chaired by vice-president Sean Noah and the Ad Hoc Committee on the ISSP/Pathways Model was chaired by Lily Cole. The results of both these Ad Hoc Committees and their recommendations were presented to the respective Commissions.



Kevin Foley

Given the potential that the implementation of the results of both these commissions could have on the workload of teachers and given that we still have to negotiate that part of our opening package that deals with workload, your Provincial Executive decided to postpone negotiations until after the provincial budget was brought down in the hope, of course, that the budget would address some of the recommendations in the Commission Reports. Both Joint Council meetings held this school year were informed of this decision. After the budget was brought down a decision was made to return to the negotiating table immediately following government's receipt of the Commissions' Reports.

It should be noted that based on the current allocation formula in place in Newfoundland and Labrador we were projected to lose 137 teaching units in 2006 and a further 155 in 2007. Government, however, decided in provincial budget 2006 not to remove these units and to do the same again in 2007. In addition, there were a total of 25 units put in place in an attempt to correct many of the problems that have resulted from the introduction of the present Math curriculum. There were also 13 other units made available for growth areas throughout the province.

All of these initiatives by government are more than welcome in our quest to improve the resources required to make the ever-increasing demands of teaching more manageable. Although government has not yet directly responded to the recommendations from the Teacher Allocation and ISSP/Pathway Model Reports it is our

hope that some of them will be addressed in next year's budget. The Minister of Education has said that the next year will be a transition year so we remain hopeful that better things will come our way in budget 2008.

The Report of the Substitute Teachers Ad Hoc Committee was presented to Provincial Executive Council in June of 2006 and discussed in detail at our first meeting of the 2006-07 school year in October. This Ad Hoc Committee resulted from a resolution that was presented to the Assembly at the 2005 Biennial General Meeting that a survey of substitute teachers be conducted in an attempt to determine the key issues affecting substitute teachers throughout the province. This committee was chaired by provincial executive member Jim Dinn and a total of sixteen recommendations were made.

This past year we also began again the first set of meetings in what will be a three-year rotation of school representative seminars. These seminars were held in Corner Brook, Grand Falls-Windsor and St. John's. School representatives from all schools in those branches that these areas serve come together to both better understand our Association and better understand the important role they play as individuals in the successful and smooth running of the NLTA. I personally attended two of these three seminars and, as usual, teachers found them to be very informative and if the results of the evaluations are anything to go by, they are working and I feel they should continue.

Our Professional Development Division in conjunction with the Faculty of Education at Memorial University introduced for the first time this year a series of conferences for beginning teachers. These conferences were located in Corner Brook, Gander and St. John's. I've attended two of the three conferences and from the feedback received and from the enthusiasm demonstrated by those first year teachers attending I have to proclaim them a resounding success.

The city of Corner Brook, in particular Sir Wilfred Grenfell campus, played host to the annual Conference on New Techniques and Classroom Teaching (CONTACT) in August of 2006. This conference is jointly sponsored by the teacher organizations of the Atlantic Provinces and because it was hosted in our province both our PD division and the organizing committee in the Corner Brook area went above and beyond to make this, in my opinion, one of, if not the most, successful to date.

## President's Message cont'd

As in previous years we made a presentation to the Minister of Finance in the pre-budget consultations which were held throughout the province. Our presentation in essence echoed the recommendations we had already made to both the Teacher Allocation and ISSP/Pathways Model Commissions. Those items that we felt were the most important areas requiring government's fiscal attention were in the areas of teacher allocations, the ISSP/Pathways model for student support services, the substitute teacher budget and discretionary leave, the need for technological support, increased school instructional and operational grants, and issues around student supervision.

As well, based on a motion passed by Provincial Executive late last school year, our Communications Division put together a communications strategy that included TV, radio and print ads that caught the attention of just about everybody in the province and even some people outside our province. The ads certainly generated a level of discussion that has not been seen for some time on classroom issues and the need for increased resources for education. The resulting curiosity from these ads allowed me to promote the changes that have taken place over the last several years in education. Talk show hosts, journalists, and editorialists generally began to grasp that a new model of educational delivery has been adopted and, as a result, additional resources had to be allocated to support this new model.

A survey of the people of our province related to educational spending strongly suggests that our ad campaign worked. The majority of respondents indicated that they felt more informed about issues facing teachers and school children in Newfoundland and Labrador as a result of the campaign. The poll also indicated that the people of Newfoundland and Labrador are clearly in favour of improved resources and increased educational funding.

The leadership of all teacher affiliates in Atlantic Canada meet on a regular basis to discuss items of mutual interest. These meetings are hosted on a rotational basis by a different province each year. This past year it was Newfoundland and Labrador's turn to host. Our first meeting was held in St. John's in October and, for the first time ever, a community in Labrador served as host. The Council of Atlantic Provinces Teachers' Organizations (CAPTO) met in late February for a series of very successful meetings in Happy Valley-Goose Bay. We also met for the CAPTO Annual General Meeting in St. John's in May. This meeting involved

most or all of the Table Officers from all affiliates under the CAPTO umbrella. These meetings provide important opportunities for our organizations to discuss developments and issues in education within our provinces and region, and to share ideas on our approach to same.

One of the main topics of discussion at the CAPTO AGM and one I feel is worth mentioning in this report was the concern about the escalating incidents of violence in schools. A motion was passed asking all CAPTO member organizations to call upon their respective governments and Departments of Education to a) ensure necessary legislation and regulations are in place to allow schools and school districts to deal with issues of violence; b) provide training and supports to teachers and other school-based personnel for dealing with same; and c) recognize that school safety is a shared responsibility of many agencies and departments of government, in addition to education.

There were a number of ideas that were important to me as I assumed the office of President of the Newfoundland and Labrador Teachers' Association. For example, I wanted to be able to communicate on a regular basis with the complete membership of our Association and, as a classroom teacher all through my professional career, I wanted to be able to stay in touch with those of us who labour each day in the "trenches". As a result, I asked for and was given a space in *The Bulletin* so that I could speak to teachers directly and the *Up Front from the President* column on the inside of the front cover was born. I very much enjoyed the challenge of composing this column for each edition of *The Bulletin* and the opportunity to communicate with our members in this fashion.

In addition, I wanted to visit schools and in so doing I wanted to be able to make myself directly available to the teachers of our province. During those visits, I wanted to provide some relief to those teachers who, in addition to the demands that teaching places on them daily, have to spend their lunch hours supervising students. This practice is, as Dr. David Dibbon says, a total waste of professional time. So, I continued the practice of having my lunch with teachers and freeing up at least one teacher by doing their portion of lunch hour supervision. I am also very pleased to report that the Department of Education has agreed to put in place a joint working group to examine other models for student supervision and how having others do the supervision work in place of teachers might work. The findings of this working

## *President's Message cont'd*

group could have a very positive impact on both the morale and workload of teachers.

When I began my term in August of 2005 I sensed, for a number of reasons, that there would be an array of challenges. And, of course, I was right. We have overcome some major challenges such as the stabilization of our pension fund which provides teachers with the security in their senior years that they so justifiably deserve. As well, I feel very strongly that through our ad campaign, which first aired in December of 2006, we raised the profile of some of the serious issues that we face on a daily basis in the teaching/learning environment. This initiative was appreciated especially by teachers who have been overwhelmed by the demands of the changes that have taken place in recent years and by parents who find themselves in the position of having to avail of special services.

Our Biennial General Meeting (BGM) took place from April 10 to 13, 2007. Eighty-five delegates in addition to thirty-three paid alternates met to provide direction for our Association over the next two years. It should also be noted that representatives from all ten special interest

councils attended along with, based on a recommendation from the Equity Issues in Education Committee, five female observers chosen from various locations throughout the province plus two students from the Faculty of Education at Memorial University.

At BGM 2007 delegates enacted one by-law change that allows for greater involvement of a broader cross-section of our membership. As a result, it is my personal feeling that the teachers of Newfoundland and Labrador will be served even better in the years to come. That by-law change basically states that each special interest council will now be permitted to send one delegate to Convention. This will mean, of course, that in addition to contributing to the debate, special interest council delegates will be permitted voting status as well.

At this time I would like to say what a great honour it has been to serve teachers as President of the Newfoundland and Labrador Teachers' Association. I want to thank teachers from all over the province for the support and assistance that has been provided to me. Thank you for the memories and thank you for all you do.

# Executive Director's Message

This annual report of the Newfoundland and Labrador Teachers' Association for 2006-07 is intended as a review of the activity and work of the NLTA during the 2006-07 school year as well as a summary of the Association's programs and services.

It goes without saying that every year is a busy year for teachers in our province's K-12 school system. The same is true for your Association as your Provincial Executive and Staff deal with critical issues affecting teachers and education and continue to provide the best possible programs and services for NLTA members.

The 2006-07 school year began with a determined focus on preparing and providing in-depth input from teachers to the two commissions established by the Department of Education towards the end of the 2005-06 school year. While contract negotiations remained on hold, your Provincial Executive appointed two ad hoc committees to solicit input from teachers and prepare the Association's briefs to the Commission on Teacher Allocations and the Commission to Review the ISSP/Pathways Model. Government has committed, through these two commissions, to address teacher workload concerns in the areas of the allocation of teaching units to school districts and the delivery of services to special needs students. The recommendations from these two commissions, and government's response to same, will have a major impact on teacher working conditions and student learning conditions.

This year, your Executive also decided to continue its focus on the need for government to provide sufficient resources to education which will allow for real improvement in classroom working and learning conditions. A major public relations campaign was planned and prepared and began airing in the media in December 2006. Entitled "Hands Up for Our Children's Education", the purpose of the campaign was to increase public awareness of issues impacting the classroom. The wrap-up of the campaign in February 2007 was followed by a public opinion poll to evaluate public awareness of the issues being raised by the Association. A significant majority of respondents agreed with the assertions of the Association regarding the difficult and challenging teaching and learning conditions facing teachers and students. Furthermore, an overwhelming majority (88%) expressed their support for improved resources and improved funding for education. The ad campaign clearly resonated strongly with respondents who have school-aged children and 100% of those respondents supported immediate action to increase education funding.

The message contained in the ad campaign has been a focus for your Association, not only in the public arena, but also in our input to and discussions with government. As is our usual practice, a pre-budget brief was presented to the Minister of Finance in December 2006. Its focus was the key areas of teacher allocations, Pathways/ISSPs, substitute teacher budget, discretionary leaves, technological support, school instructional grants, and supervision of students.

This past year has also been a very active one in our two primary areas of services for teachers – Benefits and Economic Services and Professional Development. This report highlights major developments and activities in both those areas. Of particular note on the pensions front, the TPP is now a participant in a multilateral reciprocal pension transfer agreement among teacher pension plans in all provinces in Canada. Meanwhile, in our Professional Development Division, George Tucker was hired as a PD Officer replacing René Wicks who retired as of September 30, 2006. Our Special Interest Councils have been completely restructured and our PD staff are looking forward to greater cooperative ventures between our councils and the school districts in delivering current and relevant teacher PD. Also, the NLTA is becoming more involved in programs for beginning teachers such as a series of conferences for new teachers.

Throughout the past year, the three priority areas established by your Provincial Executive in September 2005 have continued to occupy our time and attention as we work to address those issues of most significant concern to our members.

This annual report provides the details on these and many other areas of the Association's activity over the past year. I trust you will find the report informative and extend to you best wishes from all your Administrative and Support Staff as you begin a new school year.



Edward Hancock



# Organizational Governance and Administration

Throughout the 2006-07 school year decisions were made and implemented at various levels within the organizational and governance structure of the NLTA. The following is an update of work performed at the organizational governance and administration levels of the Association.

## Provincial Executive Council

The Provincial Executive Council usually meets four to five times during the school year to transact the business of the Association, although other special meetings are scheduled as required. The Constitution and By-laws place full and complete authority for the direction of the Association between Conventions with the Provincial Executive Council.

The 2005-07 members of the Provincial Executive Council were: Kevin Foley, President; Sean Noah, Vice-President, St. John's; Dana BurrIDGE, Table Officer, Deer Lake; Lily Cole, Table Officer, Creston South; Bill Chaisson, Corner Brook; Jim Dinn, St. John's; Dean Ingram, Clarenville; Jackie Maloney, Marystown; Ed Moore, Placentia; Wayne Park, Salmon Rock; Paul Pinsent, Stephenville; and Jeanne Williams, Bonavista.

The decisions and recommendations from Executive and ad hoc committees and other business of Provincial Executive are reflected throughout this report.

## Table Officers

Table Officers consist of the President, Vice-President, and two other Executive members elected by the Provincial Executive. Members of Table Officers for 2005-07 were President Kevin Foley, Vice-President Sean Noah, and Executive Members Dana BurrIDGE and Lily Cole. The Executive Director serves as staff consultant to the committee.

The mandate of Table Officers includes making recommendations to Executive on issues such as: appointment of NLTA representatives to various committees and groups; establishment and composition of committees; and revisions to policy and programs. The committee also approves agendas for Provincial Executive, Joint Council and Biennial General Meetings, and handles routine business between Executive meetings. Table Officers is also the committee responsible for interviewing candidates and making recommendations to Executive on staffing matters.

Some of the items handled by Table Officers during the 2006-07 school year are as follows:

- Appointed the Electoral Committee for 2006-07.
- Made a recommendation to Executive re the appointment of an ad hoc committee on Health and Wellness Promotion.
- Considered applications, conducted interviews and brought a recommendation to Executive re the filling of the position of Administrative Officer in Professional Development.
- Made recommendations to Executive re: the granting of Honorary Membership at BGM 2007; the theme for BGM 2007; and resolutions to BGM 2007 falling within Table Officers' mandate.
- Monitored and made decisions on staff recommendations regarding cases with respect to professional relations inquiries and membership discipline.
- Monitored progress and activity concerning the Association priorities for 2005-07.
- Received and responded to correspondence from CTF relative to CTF policies and activities.
- Examined resolutions from BGM 2005 falling within Table Officers' mandate and pursued action on same.
- Reviewed proposals for amendments to the NLTA Act and By-laws and made recommendations to Executive.
- Established the Executive Meeting Schedule for 2007-08.
- Received and responded to requests from groups and organizations for NLTA involvement and/or assistance.
- Monitored progress re the reports of the two Departmental Commissions (Teacher Allocations and ISSPs/Pathways).

## Joint Council

The Joint Council is the composite body of Branch Presidents and Provincial Executive, empowered by NLTA policy to carry out certain responsibilities between Biennial General Meetings. The Joint Council held two regular meetings during 2006-07, the first in November 2006 and the second in late February 2007. At these two meetings, members made decisions and brought recommendations to provide advice to the Provincial Executive on many issues of importance to teachers. Issues discussed included Association priorities, contract negotiations, branch structure, professional development for teachers, group insurance, teacher wellness and changes to NLTA policies. In addition, the Joint Council



## Organizational Governance and Administration cont'd

meetings provided a forum for discussion of many issues of direct concern to teachers in carrying out their day-to-day responsibilities.

### Executive Committees

The Provincial Executive operates through a series of standing and ad hoc committees. Teachers from across the province serve as members of these committees, with each committee usually centralized in one particular area of the province. These committees are responsible to the Provincial Executive Council unless there is specific direction to the contrary from the Biennial Convention. The work of the committees is reported upon throughout this report. The Executive committees are: Communications/Political Action; Curriculum; Equity Issues in Education; Finance and Property; Group Insurance; Membership Benefits and Services; and Professional Issues. Other ad hoc committees are set up on an as needs basis to deal with specific issues.

#### Communications/Political Action Committee

This year the Communications/Political Action Committee was located in Marystown was chaired by Jackie Maloney. The committee oversaw the review of the NLTA website, the review of all the NLTA brochures, pamphlets and publications, *The Bulletin* and any other communications issues as required such as media campaigns or strategies. For 2007 the Committee oversaw the coordination of Education Week and the Education Week Opening Ceremonies. This change was to take place on a trial basis for Education Week 2007 and an evaluation was carried out by the provincial committee after Education Week 2007. The NLTA Communications Officer serves as staff consultant to the Communications/Political Action Committee.

#### Curriculum Committee

During the 2006-07 school year, the Curriculum Committee continued to be located in Deer Lake and chaired by Executive member, Wayne Park. The Committee advised Executive Council on all matters related to curriculum. As part of its mandate to coordinate and monitor the Association response to curriculum initiatives, the Committee focused on such issues as Pathways implementation, criterion-referenced testing, primary assessments and the school development process.

#### Equity Issues in Education Committee

Again in 2006-07, this Committee was chaired by Paul Pinsent with teacher members from the Corner Brook/

Stephenville area. The mandate of the Committee is to monitor policies and practices both internally and in the educational community and to advise and make recommendations to Executive.

Following up from a resolution from the floor of BGM 2005, the Committee proposed and received the endorsement for a number of actions which will help to address the continuing concern of the under-representation of women in leadership of our organization. Among these initiatives was the involvement of five women observers at BGM 2007.

The Committee monitored issues which were brought to the committee, and this year dealt with censorship of student work and the inclusion of fertility drugs in the Association's medical insurance plan.

The application/procedures for accessing the Equity Issues Project Grants were revised last year. This year grants have been awarded to Harbour Grace Primary for its *Circle of Understanding* project and to Stephenville Elementary School for *Exploring Gender Diversities*.

#### Finance and Property Committee

The Finance and Property Committee meets four times a year or as required by the Provincial Executive Council. The committee is comprised of four members from the Provincial Executive Council and throughout the past year it continued to control and monitor all spending and maintain all property of the Association. Activities included monitoring the investments of the Association, making recommendations on financial issues and preparing budgets. A major activity for the first half of this school year was the preparation of the Association's budgets for 2007-08 and 2008-09. The committee was based in St. John's and was chaired by Dean Ingram.

#### Group Insurance Committee

The major areas of work of the Group Insurance Committee can be found in the Group Insurance section under Benefits and Economic Services, later in this report. The committee, chaired by Bill Chaisson from Corner Brook, consisted of: a seven person board of Trustees from around the province who had been appointed by Provincial Executive; representatives from Johnson Inc. as Plan Administrator and consultant; a staff member of the NLTA who performs the administrative duties assigned by Trustees and acts in an advisory capacity to the committee; and the NLTA Treasurer who performs the financial duties assigned by Trustees.

## Organizational Governance and Administration cont'd

### Membership Benefits and Services Committee

The Membership Benefits and Services Committee was based in Whitbourne during its two-year mandate with Executive member Edward Moore as chairperson. This committee is responsible for overseeing and making recommendations on issues related to Branch Operations and Benefits and Economic Services. In February 2007, the Committee made recommendations to Executive regarding candidates for the Allan Bishop, Bancroft and Special Recognition Awards. In response to feedback from Joint Council in November 2006, the Committee made revisions to the proposed Branch Viability Guidelines, which were adopted by Provincial Executive in February. Other items on the agenda included taxation issues and an exploration of hiring practices across the country. Committee meetings in the winter and spring were quite busy dealing with resolutions to and from BGM 2007.

### Professional Issues Committee

The Professional Issues Committee had membership from the Bonavista/Marystown and Clarenville region and met in Clarenville. The Committee was chaired by Lily Cole.

This year, the Committee reviewed a number of ongoing professional issues including teacher access to professional development and the impact of the school development model on personal choice for PD.

This committee is also responsible for the adjudication of Association awards, including the Barnes Award and Centennial Fund Awards. The 2007 Barnes Award was awarded to Christopher Cooper of the Newfoundland and Labrador Counsellors' and Psychologists' Association (SIC). The Committee also makes decisions on the selection of the Project Overseas participant and has selected Daryl Rideout of Vanier Elementary to be our 2007 delegate. He has been assigned to Uganda.

### Ad Hoc Committee on Teacher Health and Wellness

An Ad Hoc Committee on Teacher Health and Wellness, chaired by Provincial Executive member Dean Ingram and based in Blaketown, was established this past fall to bring recommendations to Provincial Executive regarding the development of a health and wellness promotion program for teachers. The committee met four times throughout the year and brought recommendations to the June meeting of Provincial Executive.

### Ad Hoc Committee on ISSP/Pathways

Following the establishment of the ISSP/Pathways Commission by the Minister of Education, Provincial

Executive Council established the ISSP/Pathways Ad Hoc Committee with the mandate to review past NLTA positions, submissions and briefs on ISSP/Pathways, to solicit input from the membership, to prepare, for Executive, NLTA's submission to the Commission and to promote input to the Commission from members, branches and special interest councils.

Chaired by Provincial Executive member Lily Cole, the committee consisted of a representative group of teachers from the Eastern Region. It met with the Commissioners, conducted a survey of the membership, encouraged membership involvement through participation in Commission Focus Groups and individual/group submissions, and prepared a submission for Provincial Executive's approval. The submission was presented to the Ministerial Commission on December 7, 2006. Entitled *Supporting Services, Supporting Learning*, the submission contained 22 recommendations related to the delivery of special services in our schools; recommendations which, if implemented, can have the effect of significantly reducing the workload that teachers are presently experiencing due to the ISSP/Pathways model.

### Ad Hoc Committee on Teacher Allocation

In April 2006, the Minister of Education announced the establishment of a Teacher Allocation Commission to consider issues and concerns regarding the current practice of allocating teachers throughout the province. In July 2006, the Minister followed up her April announcement with the appointment of the Commission.

In response to the announcement, the NLTA appointed its own Teacher Allocation Ad Hoc Committee in the fall of 2006, chaired by the Vice-President of the NLTA, Sean Noah. The Committee consisted of ten members: four school administrators representing primary/elementary, intermediate/junior high, senior high and K-12; a program specialist; a classroom/specialist teacher; a specialist teacher; and two NLTA Staff Officers.

The Committee's mandate was to review past NLTA positions, submissions and briefs on teacher allocations; to solicit input from the membership; to prepare, for recommendation to Executive, the NLTA submission to the Commission; and to promote and support input to the Commission by NLTA members, branches and special interest councils.

During the process, the Ad Hoc Committee held two full days of consultation and discussions, including an information session with the Commissioners. The Committee also put in place a consultation process which

## Organizational Governance and Administration cont'd

allowed for extensive input from teachers throughout the province.

At the end of the consultation process, the Committee developed a submission entitled *Teaching and Learning – The Essence of Education* which was presented to the Provincial Executive, and a formal presentation was made to the Commission on November 28, 2006. The report included 37 recommendations on a new approach to the allocation of teachers to school districts; recommendations which would have a significant positive impact on teacher workload and in turn, on the professional and personal lives of teachers.

### Administration

The Administration Division has responsibility for coordinating the work of all divisions within the NLTA and ensures that the organization is responsive to the needs of its members. The President and the Executive Director represent the Association on various boards and liaison groups – regionally with the Council of Atlantic Provinces Teacher Organizations (CAPTO), nationally, with the Canadian Teachers' Federation (CTF) and internationally, through Education International (EI). Provincially, the President and Executive Director represent the NLTA in liaison with the Department of Education and other government departments and agencies, the Newfoundland and Labrador School Boards Association (NLSBA), the Newfoundland and Labrador Association of Directors of Education (NLADE), the Faculty of Education at Memorial University, the Newfoundland and Labrador Federation of School Councils and the other public sector unions.

This division is also responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council and Joint Council. It also oversees all operations of the NLTA office and administers staff collective agreements on behalf of Executive.

#### Highlights for the President's and Executive Director's Offices for 2006-07:

- Continued a series of visitations to schools and branches throughout the province by the President.
- Continued ongoing liaisons with other educational agencies, including the Department of Education, NLSBA, the Faculty of Education, NLADE, and the Federation of School Councils.
- Coordinated and participated in the three School Representative Seminars held in the fall of 2006 in St. John's, Grand Falls-Windsor and Corner Brook. Three more seminars are planned for the fall of 2007.
- Attended two meetings of the Executive of the Council of Atlantic Provinces Teacher Organizations (CAPTO).
- The President and Executive Director attended meetings of the CTF Board of Directors and the CTF AGM in their roles as CTF Directors.
- The Executive Director represented the NLTA on the provincial Pensions Investment Committee.
- Continued involvement with the development and growth of the Virtual Teacher Centre and planning for long-term funding for the VTC through an agreement with CDLI.
- The Executive Director, Assistant to the President and Assistant to the Executive Director served as staff consultants to the Electoral Committee and coordinated the carrying out of the province-wide vote for NLTA President and Vice- President. (See more detailed section on the election on page 15.)
- Had responsibility to oversee all arrangements and planning for BGM 2007.
- Prepared agendas and oversaw details for the functioning of the Provincial Executive Council and Joint Council meetings.
- The President was involved in numerous media interviews and public appearances as part of our public awareness campaign.
- Participated in initial meetings with the Commission to Review the Teacher Allocation Model and the Commission to Review ISSP/Pathways.
- Held meetings with the Skills Task Force and the Economic Recovery Commission to discuss educational implications.
- The President and Executive Director both participated in regional conferences for new teachers organized cooperatively by the NLTA Professional Development Division, School Districts, and the Faculty of Education.
- In conjunction with the NLTA Professional Development Division and the MUN Faculty of Education, organized and participated in the Induction Ceremony for New Teacher Graduates in Fall 2006 and Spring 2007.
- Prepared and presented NLTA's submission to the Pre-Budget Consultations for the 2007 provincial budget.
- The Executive Director served as President of the Canadian Association for the Practical Study of Law in Education (CAPSLE) for 2006-07.

## *Branch Operations*

The branch operations program is responsible for providing services to teachers through the Association's local branch structure. This involves all aspects of branch organization, including official registration of the 51 local branches and allocation of funds as per Association policy, review of yearly branch audits, registration of substitute teachers, processing requests regarding the Association's membership categories, and the operations of school board-teacher liaison committees. Responsibility for branch operations is assigned to the Assistant to the President.

### **Highlights for 2006-07:**

- Processed nominations for the Bancroft, Barnes, Allan Bishop, and Special Recognition Awards presented annually by the Association. The recipients of the Bancroft Award for 2007 were Frank Crews and Douglas Parsons; the recipient of the Barnes Award was Christopher Cooper; the recipient of the Allan Bishop Award was E. Winston Carter; and the recipient of the Special Recognition Award was S. Nicole Burt. These recipients, along with the 2006 recipients, were honored at an awards luncheon during the 2007 BGM.
- The School Board-Teacher Liaison Committees continued to operate for the 2006-07 school year. The school board-teacher liaison structure includes four committees for the Eastern School District and one for each of the other four districts, plus a separate committee operating under the Labrador West Collective Agreement. To date, the majority of committees have at least one meeting and positive comments have been received from both the NLTA and school board members involved in the process.
- Following a review of the structure of NLTA branches over the past two years, the Provincial Executive approved the implementation of a Branch Viability Profile which branches will complete every second year. This process will involve each branch reporting on its performance in a number of areas which describe the range of services that a branch should provide for its members, i.e. completion of branch registration and audit, holding branch meetings, etc. If a branch does not meet the viability criteria, the committee responsible for branch operations will initiate a consultative process with the branch to determine the branch's continued viability. During the consultation the committee will take into consideration a number of issues depending

on the unique circumstances within a branch, since programs or services provided in one branch may not be possible in another branch, and will offer supports and assistance from the Association to help the branch meet the viability guidelines.

- Prepared over 250 retirement scrolls and pins for retiring teachers during the 2006-07 school year.

## *Association Priorities for 2005-07*

At its first meeting in September 2005, your 2005-07 Provincial Executive established three priorities for 2005-07. These are: quality of teacher work life/contract negotiations; membership awareness; and professionalism/accountability. An update on each of the priorities follows with a brief description of actions to date. More information on various details of the priorities may be found in later sections of this report.

### **Quality of Teacher Work Life/ Contract Negotiations**

- Throughout this past fall your Executive has been monitoring contract negotiations on a regular basis and at each Executive Meeting, including a special meeting at the end of January 2007, has revisited the decision to keep negotiations on hold. It was decided to keep negotiations on hold pending the outcome of the two Commissions and government's response to the recommendations of the Commissions, such decision to be further reviewed following the release of the provincial budget.
- Provincial Executive Council decided to serve notice to reconvene negotiations once government is in receipt of the reports of the Ministerial Commissions on ISSP/ Pathways and Teacher Allocations. As of early June 2007, the Minister of Education was still awaiting these reports.
- Your President and senior staff have availed of every opportunity to inform the Premier, the Minister of Education, and Department of Education staff, as well as NLSBA representatives, of the concerns of teachers relating to resources and supports. There have been meetings with the current Minister and the past two Ministers of Education as well as their officials and these Ministers have come to the NLTA to meet and speak with your Provincial Executive. These have been excellent opportunities to highlight our workload concerns.
- The fall of 2006 saw the establishment of two NLTA Ad Hoc Committees to prepare briefs to the



## Organizational Governance and Administration cont'd

Ministerial Commissions on ISSP/Pathways and Teacher Allocations. These committees each met several times throughout the fall and both conducted surveys with the membership, accepted submissions, and encouraged teachers to participate in the consultation process with the Commissioners. By December NLTA's submissions were completed and presented to the two Commissions. The NLTA also has representation on the Advisory Committees for both Commissions. Your Provincial Executive is optimistic that some of our workload and resourcing concerns will be positively addressed in the recommendations of the Commissions.

- Through the Pensions Administration Committee, the NLTA has been pursuing participation of the Newfoundland and Labrador Teachers' Pension Plan in the multilateral reciprocal pension transfer agreement. This agreement has been in place among all other provinces, except Newfoundland and Labrador, since 2001. Government agreement has been obtained and effective March 1, 2007, the Newfoundland and Labrador Teachers' Pension Plan became a participant in the multilateral reciprocal transfer agreement. This agreement allows transfer of teacher pension service from one province to another. This is a significant step in enabling teacher mobility across Canada.
- To address the quality of teacher work life and lack of resources in education, a communication strategy was developed. It began with a survey of public opinion and an analysis of the Dr. Lynda Younghusband research into teacher stress. With this information, a public awareness campaign was developed. Starting in December 2006, our campaign "Hands Up for Our Children's Education" was launched with three commercials that aired on radio and television and print advertisements which appeared in various print media throughout the province. The President appeared in the media frequently through interviews, letters to the editor and call-in shows. It is felt our campaign to highlight the learning conditions of students and thus the working conditions of teachers had an impact on public opinion for better funding of education. It is hoped that this campaign will see government's commitment to education continue, with even greater improvement in its support for the K-12 education system, so the major issues as identified by teachers can be significantly addressed.

### Member Awareness

- Sessions have been provided at Executive and Joint Council meetings on specific NLTA programs and services and emerging/ongoing issues. A presentation was made to Joint Council regarding the public awareness campaign.
- *The NLTA and You* video was updated with program and staff changes. The video was shown at the school representative seminars and was distributed to schools as needed and/or requested.
- Information was collected from teachers for the purposes of setting up an internal membership database.
- *The Bulletin*, the NLTA website, emails, the President's visitation program, brochures and memos to teachers, were utilized to provide information directly to schools and teachers.
- An up-to-date school representatives list including mail list, e-mail groups, website listing, etc. has been maintained. The school representative information is collected at the beginning of each school year and updated as necessary. School representatives are provided with updated NLTA materials as soon as they become available either by e-mail, fax, regular mail or through the NLTA website.
- The teacher discount list was updated and school reps were notified that it can be accessed on the NLTA website.
- The school representatives seminars have continued to take place and have been evaluated annually with modifications made as necessary. For 2006-07 they were held in Grand Falls-Windsor, Corner Brook and St. John's. Summaries and evaluations from the school representatives seminars have been compiled into a final report. The report and suggestions will be used in planning the next series of seminars.
- School representatives and Branch Presidents have been provided with Christmas cards and a small gift from the Association in appreciation of their support and work.
- All Francophone teachers on the island portion of the province were offered a session to highlight, among other agenda items, the services offered to this group by the Association.
- A poster was distributed to school representatives that they could post in their staff rooms explaining the role of the school representative.
- Information, updates and all items printed by the Association are added to the NLTA website. The website is reviewed regularly and changes and updates are made as necessary.
- As part of the Teacher Induction sessions held late summer/early fall by each of the school districts, the

## Organizational Governance and Administration cont'd

Benefits and Economic Services Division conducts a presentation on items of interest to beginning teachers. The presentation includes a viewing of *The NLTA and You* video, an examination of gross salary, deductions and net salary, group insurance, pension issues, sick leave, probationary period and financial matters of relevance to beginning teachers.

- Regional conferences for beginning teachers took place from January to March 2007 in response to information from the field, focus groups with beginning teachers and meetings with district representatives responsible for teacher induction. The conferences were carried out in partnership with school districts and with the Faculty of Education, Memorial University.
- A new position was created at Memorial University to coordinate the transition of B.Ed. students into the system. The Association continues to work closely with that person and has cooperated with him in offering a series of seminars involving NLTA personnel and the President.
- The “Ceremony of Induction into the Teaching Profession” has continued and has taken place at the St. John’s campus fall and spring convocations.
- NLTA staff have given presentations at several MUN Faculty of Education classes on requested topics.
- Articles have been solicited for *The Bulletin*, written by and for beginning teachers.
- Meetings were held throughout the province with representatives from all current special interest councils and transition plans have been formulated. Criteria and application forms for continued operation of specialized councils were circulated to existing SICs.
- Provincial Executive Council approved the continued operation of seven SICs in addition to the three levels councils – Primary/Elementary, Intermediate and Senior High. The seven SICs include Council of Special Services (COSS), Modern Languages Council (MLC), Music Council, Newfoundland and Labrador Counsellors’ and Psychologists’ Association (NLCPA), Physical Education Council (PESIC), School Administrators Council (SAC), and Technology Education Council (TESIC).
- A leadership seminar for leaders of the new Councils was scheduled for January 26 and 27 but was cancelled due to inclement weather. In lieu of the cancelled seminar, regional meetings were organized.
- A proposed by-law change from the Provincial Executive was brought forward at BGM 2007 to give voting status to SICs at the Biennial General Meeting.

### Professionalism/Accountability

- The NLTA works collaboratively with various partners and stakeholder groups in support of teaching and learning. Some of these are ongoing partnerships which have a long historical link with the Association while others are new and even temporary, related to a particular project or activity. Whatever the nature of the partnership, it is a fact that NLTA involvement is widely sought and well respected. We are seen to be a significant player and a valuable contributor to any professional endeavor in education in this province, in the region and in the country.
- The NLTA is engaged in ongoing liaison and activities with the major education stakeholders in the province including the Department of Education, the NLSBA, the NLADE, the MUN Faculty of Education and the Federation of School Councils. Some of the other major activities we have undertaken to renew and build our partnerships have been:
  - Fall 2005 and ongoing – Serving on Board of the Atlantic Canada Connected Community and partnering on a number of professional development activities;
  - March 2006 and March 2007 – Sharing Our Cultures Multicultural Fair with Canadian Heritage, CBC, the Department of Education and the Eastern School District;
  - May 2007 (Corner Brook) – The ArtsWork Conference in partnership with Department of Education, Newfoundland and Labrador Arts Council and School Districts;
  - Spring/Fall 2006 – Consultations with School Districts and the Department of Education re: Collaboration on PD efforts aligned with the new Special Interest Council model;
  - Fall/Winter 2006-07 – Participation in a series of lunchtime seminars for students in the Faculty of Education in partnership with Memorial University;
  - Winter 2007 – Beginning Teacher Conferences in partnership with Memorial University and School Districts;
  - Winter 2007 – NLTA partners with the Killick Centre, Memorial University’s e-learning research centre.

These examples do not include the many groups with which we regularly liaise and consult, and/or our various and numerous interagency committees.

## *Organizational Governance and Administration cont'd*

- The NLTA developed a position paper in the context of a review of the regulations governing teacher certification. The position has undergone a number of revisions, with the endorsement of the Provincial Executive, and this input has been brought forward by your representatives on the Provincial Teacher Certification Committee. We have been successful in having a number of our positions accepted at that level. A major item, on which we now have agreement in principle, is the awarding of credit for professional development activities which are not formal university courses.

### *Election of NLTA President and Vice-President by Province-wide Vote*

The winter of 2007 saw the third province-wide election of the NLTA President and Vice-President. The 2007 electoral committee consisted of Chairperson Clem (Ted) Murphy (past Executive member), Keith Hollahan (past Branch President), and Carmelita Traverse (past Branch President). This committee conducted the province-wide election in accordance with the approved policies and procedures with the assistance of NLTA staff.

Two candidates were nominated for the office of President. These were: Edward Moore (Placentia) and Sean Noah (St. John's). In addition, two candidates were

nominated for the office of Vice-President: Lily Cole (Creston South), and James Dinn (St. John's). The vote, carried out on February 6, 2007, resulted in the election of Sean Noah as the NLTA President and Lily Cole as the NLTA Vice-President for 2007-09.

Under the direction of the Electoral Committee, the myriad of duties required to conduct such an election were carried out from the NLTA office. Specific voting instructions and procedures were issued to branches and schools, decisions of the Electoral Committee were disseminated, membership lists were provided to candidates, on-line website links for candidates were established, election newsletters were circulated to schools, ballots were prepared, counted and packaged for branches/schools, and packages of all voting materials and instructions were disseminated. As per the by-laws and policy governing the election and the voting instructions issued, all votes were collected from schools and counted at the branch level by a committee of the branch executive. Voting results were telephoned or faxed to the NLTA office where a vote count was compiled.

The Electoral Committee will now be conducting an analysis of the 2007 Election and will be making a full report to Provincial Executive. A note of appreciation is extended to school representatives and branch presidents from the Electoral Committee for their time and attention in ensuring the voting process ran smoothly and efficiently.



# Benefits and Economic Services

Collective Agreement administration and teacher benefits and welfare are key to the efforts of the Benefits and Economic Services Division which oversees collective bargaining, pensions, group insurance, grievance and arbitration, the Employee Assistance Program, legal assistance and other economic services to the membership.

## Collective Bargaining

### Provincial Collective Agreement

As all members are aware, a Memorandum of Agreement was reached on pensions, sick leave, salaries, group insurance and the term of the agreement in February 2006, but negotiations were to continue on all outstanding issues, especially workload – the NLTA's number one priority in this round of negotiations.

Upon resumption of negotiations in late March 2006, the Minister of Education announced the establishment of the ISSP/Pathways and Teacher Allocations Commissions to address teacher workload concerns and to complement the initiative of leaving 151 teaching units in the system for the 2006-07 school year. The NLTA's negotiating team felt the employer team did not have a mandate to discuss workload issues until the completion of the Ministerial Commissions' work. Thus negotiations were placed on hold and this decision has been monitored by Provincial Executive through the fall and winter of 2006-07 to determine the optimal time for re-opening this process. Following the provincial budget and government's response to the two Commissions, it is anticipated that negotiations will resume on the remaining issues. At present we are awaiting the Minister of Education's receipt of the Commission's Reports and following that the NLTA will be serving notice to resume negotiations.

### Labrador West Collective Agreement

Little has changed with respect to negotiations on a new Labrador West Collective Agreement. The delay in this process for Labrador West has resulted from the current situation surrounding the Provincial round of bargaining.

As with the Provincial negotiations, Labrador West did agree to the Memorandum of Agreement (MOA) in the spring of 2006.

Even though the Labrador West Collective Bargaining Committee has completed its work in preparing a set of opening proposals, and the proposals have been approved by both the Labrador West Executive Council and the Provincial Executive Council, negotiations on a new Labrador West Collective Agreement are not scheduled to

begin until a new Provincial Collective Agreement has been negotiated in its entirety.

### Labrador Benefits Package

The multi-union Negotiating Team has met on a number of occasions during the past year to plan a strategy as it begins the process of negotiating a new Labrador Benefits Agreement. All unions have requested and received submissions from their respective individual memberships and have proceeded to develop a set of opening proposals. Meetings were scheduled for early March 2007 in Happy Valley-Goose Bay for the multi-union team and their Labrador representatives to meet and exchange their opening proposals with the Government's Negotiating Team. High on the priority list for this round of bargaining are travel benefits, Labrador Allowance, and the recruitment and retention issues pertinent to Labrador.

## Pensions

As part of the Memorandum of Agreement signed in March 2006, \$1.953 B was placed in the Teachers' Pension Plan Fund. This improved the funding of the pension plan to approximately 90%. A detailed actuarial valuation of the Teachers' Pension Plan as at August 31, 2006 is currently being prepared by the plan's actuaries.

As a by-product of the improved funding level, effective March 1, 2007 the Newfoundland and Labrador Teachers' Pension Plan will be a participant in a multilateral reciprocal pension transfer agreement among teacher pension plans in all provinces of Canada. This agreement allows the transfer of teacher pension service from one province to another, thus facilitating the mobility of teachers across Canada.

In May 2007, pension legislation was enacted removing the age 60 mandatory retirement age for teachers and removing restrictions on accrual of pension for teachers beyond age 60. Such legislation has been pursued for a number of years by the NLTA through the Pensions Administration Committee..

Administrative Staff in the Benefits and Economic Services Division continue to be directly involved in representing teachers' interests on pensions and the general administration of the Teachers' Pension Plan (TPP). This includes communicating information to the membership on the pension plan, presentations at the Pre-Retirement Seminars, working through the Pensions Administration Committee to ensure consistent management and administration of the plan, and interceding on teachers' behalf with Pensions officials

## *Benefits and Economic Services cont'd*

when difficulties arise. The NLTA is also represented on the Pensions Investment Committee, which oversees the investment of the province's pooled pension fund.

### *Group Insurance*

The entire NLTA Group Insurance Program was put to market tender beginning August 2006 culminating with decisions made by Trustees on February 3, 2007, to be effective May 1, 2007 (April deduction month). Details of these decisions were conveyed to the membership via a memorandum mailed in late March to the homes of all insured members.

A significant number of changes to underwriters have occurred. Desjardins Financial Security has been awarded the Basic and Dependent Life policy, the Post 65 Retiree Life Policy, the Health policy, and the Dental policy. AXA Assurance Inc has been awarded the Basic and Voluntary Accidental Death and Dismemberment policies; Manulife Financial has been awarded the Voluntary Life policies and maintained the Long Term Disability policy and the Long Term Care policy. Royal and SunAlliance has maintained the Medical Out of Country (MEDOC) policy.

Premiums have been reduced for Basic Life, Post 65 Retiree Life, Basic AD&D, Voluntary AD&D and Voluntary Life. Premium rates have been unchanged in the Dental plan, the Long Term Disability plan, the Long Term Care plan, and the MEDOC plan. Benefits have been improved and premium rates increased accordingly in the Dependent Life plan and the Health Plan.

The following benefits were improved:

- **Dependent Life:** coverage increased to \$10,000 for Spouse and \$5,000 for Dependent Children.
- **Health Plan:** under Paramedical benefits, the inner limits for initial assessment and per visit limits are removed and the maximum payment per each participating practitioner is increased to \$400 per insured member per calendar year; under Prescription Drug coverage fertility drugs are added to a lifetime maximum payment of \$15,000 per insured, prescription-by-law smoking cessation drugs are included with a maximum payment per insured of \$500 lifetime; under the transportation benefit, payment for eligible ground transportation is increased to 80% of \$0.15 per km; and Registered Social Workers are included as counsellors under the paramedical category of psychologists.

A five-month LTD premium holiday will take place covering April 1, 2007 to August 31, 2007. During this

period, LTD premiums will be paid from the NLTA Group Insurance Trust Fund.

NLTA Group Insurance Trustees have added a supplement to the LTD policy entitled *LTD – Worker's Compensation Top-Up Program*. For those NLTA members insured under the LTD policy who experience injury on the job necessitating lost time from work and are in receipt of Workers' Compensation benefits, this program will top up the Workers' Compensation benefit to bring the teacher to 85% of net salary as defined by Workers' Compensation (Gross bi-weekly salary minus income tax minus EI premium minus CPP premium). The benefit will be paid for a lifetime maximum of 195 teaching days. The program will help relieve some of the economic hardship experienced when a teacher is injured on the job and receives a significantly lower income from workers' compensation benefits compared to the regular net income from pay. (It is important to note that this benefit is only available to teachers covered under the NLTA Long Term Disability Plan and is another good reason to maintain long term disability insurance.

### *Grievance and Arbitration*

The grievance and arbitration process is the manner in which disputes related to the application, interpretation or alleged violation of provisions of the Collective Agreement are dealt with. Articles 31 and 32 of the Provincial Collective Agreement (Articles 50 and 51 in the Labrador West Collective Agreement) outline the requirements, timelines, etc. for this process. Teachers should always seek advice and assistance from the staff of the BES Division when resolving disputes through these methods.

Grievance/arbitration statistics are compiled annually at the end of August each year. During the 2005-06 school year, a total of 36 new grievances were initiated by teachers, which is a slight decrease from the number of cases opened in the previous year. Employment issues gave rise to the highest number of new grievances (11), while seven dealt with layoffs and another seven related to disciplinary action taken against teachers. Three grievances were filed in relation to sick leave and two were filed in each of the areas of discrimination/intimidation, harassment, severance pay and workload. Seven grievances were moved to arbitration. Seven cases are awaiting hearings, two were resolved prior to a hearing, one is awaiting the decision of the arbitration board, two resulted in an arbitration ruling in favour of the school board, and an application for judicial review has been filed with respect to one case.

## *Employee Assistance Program for Teachers*

The Employee Assistance Program (EAP) for teachers continues to support teachers throughout the province. Currently the program provides this support through a two-fold mandate:

- 1) Assistance provided to individual teachers who are experiencing personal and/or professional challenges that have the potential to negatively impact job performance; and
- 2) Teacher Wellness, which is a proactive aspect of the program that aims to promote teacher health and wellness.

The counselling assistance aspect of the program has been well established over the years, hence much of the energies and program development activities this year have been geared towards the teacher health and wellness promotion aspect of the program. The EAP coordinators are part of the Ad Hoc Committee established by the NLTA Provincial Executive to examine teacher health and wellness. This committee has been tasked to develop a proposal for the establishment of teacher wellness initiatives directly within the schools across our province. The EAP coordinators developed and distributed a survey to obtain feedback from teachers within the province to assist the committee in the support and development of this proposal. The program recognizes that any Teacher Wellness Program established must be rooted in what teachers see as their needs in the area of teacher health and wellness. It also recognizes that the program developed will have to take into account the unique needs within the different regions of our province. In order to achieve a balanced view of the needs of teachers, 20 schools representing nearly 500 teachers agreed to participate in the survey. The teachers surveyed represented all districts and included rural and urban schools and thus we believe the results are representative of the larger teacher population.

Teacher assistance for personal and professional supports continues to be well utilized. The Employee Assistance Program has handled a total of approximately 360 cases during the 2006-07 school year. Approximately 90 of these cases have been newly opened for counselling supports since September 2006. In the first five months of that year, there were 13 wellness workshops for 16 staff groups which saw more than 275 teachers participate. The feedback from teachers was very positive, the

workshops are supportive of both teachers and staff groups, and motivate teachers to enact positive changes toward living a healthier lifestyle.

## *Legal Assistance*

The NLTA Legal Aid Policy provides free legal assistance to members for cases that arise from situations that are contingent upon the member's role as a teacher. Any teachers who feel they may need assistance in this regard should contact the BES Division. Requests for legal assistance must be submitted to an administrative officer in the BES Division for approval, which will be decided in consultation with the Association's legal advisors. The Association has provided legal assistance to its members in relation to many different issues, including questions related to defamation, parental complaints, child protection matters, allegations of abuse, harassment and police statements. During the 2005-06 school year, 24 requests for legal assistance were approved and referred to legal counsel, which is only one less than in the previous year. The largest number of these, ten, related to allegations of physical assault or sexual assault/impropriety against teachers, nine of which were concluded with no charges being laid. Five cases were matters of general legal advice, while another five were related to police investigations/statements.

## *Employment Insurance*

The September 2006 revised edition of the Association's publication "Teachers' Guide to Employment Insurance" was made available to all members and provides up to date practical information to assist teachers with employment insurance matters. This publication is reviewed annually to ensure consistency with current EI regulations and procedures.

Any teacher who has questions or concerns related to an application for EI benefits should contact an administrative officer in the BES Division for information and assistance. Legal assistance is available for EI appeals in cases which are approved through the NLTA Legal Aid Policy. Some of the most frequent inquiries from teachers relate to claims for maternity/parental benefits, substitute teacher claims and sickness benefits.

In co-operation with the Canadian Teachers' Federation and other provincial teacher organizations, NLTA has successfully lobbied the federal government to expand the eligibility criteria for EI compassionate care benefits. In response to teacher concerns, NLTA has also been in contact with regional EI officials to advocate for

## *Benefits and Economic Services cont'd*

enforcement of the legislated timelines for employers to provide employees with their Record of Employment. Based on anecdotal information from members, it appears that the situation in June 2006 was much better than in previous years, and it is hoped that this trend will continue with improvements to the EI Commission's on-line application system.

### *Workers' Compensation*

The NLTA continues to provide assistance and support to teachers who are injured while performing their work responsibilities. Over the past two years, NLTA has actively participated in a number of Round-Table discussions hosted by Workplace Health, Safety and Compensation Commission's Board of Directors.

To partially address the issue of a substantial reduction to teacher's take-home pay while on a Workers' Compensation claim, the NLTA's Group Insurance Trustees announced in May 2007 a Long-Term Disability "Top-Up" Benefit for teachers who are paying LTD premiums and who find themselves in a Lost-Time Accident situation. The Group Insurance Trustees have approved an additional insurance benefit that would pay an injured teacher 85% of their regular net income, (Gross Salary - [Income Tax + EI + CPP]) as determined by the LTD Policy, less any Workers' Compensation benefits they would be entitled to receive under the WHSCC Act. As with Workers' Compensation benefits, the LTD Top-Up benefit will be a non-taxable benefit and thus will assist teachers financially while they remain off work as a result of a Lost-Time Accident. This benefit has been made retroactive to September 1, 2006. Terms of the Master LTD Policy apply to this benefit.

In addition to the LTD benefit, the Provincial Executive has also made amendments to NLTA Policy for teachers who are injured on the job. Effective February 26, 2007, a teacher who is injured on the job and required to be off work on a Workers' Compensation claim for a period of time in excess of two weeks will not have to pay regular NLTA fees on their regular salary, in order to maintain their membership in the Association. Teachers who are injured on the job and placed on a Workers' Compensation Claim for periods in excess of two weeks will be considered to be on Injury on Duty leave and will only have to pay \$2.00 per month to the NLTA to maintain their membership. Consultation on the logistics of how this will be administered is currently being worked out with officials at Teacher Payroll.

Also available from the NLTA Office are two brochures entitled "What To Do If You Are Injured at Work" and "Benefits Available to an Injured Worker" which have been developed by the NLTA, in consultation with the Workplace Health, Safety and Compensation Commission. The brochures are available in print and on the NLTA website, [www.nlta.nl.ca](http://www.nlta.nl.ca).

### *Teacher Health Assistance Program*

The Teacher Health Assistance Program (THAP) is designed to make contact with teachers who are in danger of running out of paid sick leave, in order to provide whatever support is possible and to make these teachers aware of benefits which may be available should their paid sick leave expire. In addition to daily contact, 94 THAP information packages have been sent from September 2006 to March 2007 to teachers identified as running low on sick leave. Over 1,400 packages have been mailed out since the inception of this program in 1999. While this program attempts to reach all teachers running low on sick leave, it is not always possible to do so. Teachers in this situation are encouraged to contact the NLTA.

### *Deferred Salary Leave Plan*

The Benefits and Economic Services Division continues to liaise with school district officials and Department of Education officials with respect to the Deferred Salary Leave Plan (DSLPL) and assists members where problems exist. As of March 1, 2007 there are 254 teachers enrolled in the Deferred Salary Leave Plan, of whom 183 teachers are paying in, 24 teachers have deferred taking their year of leave, and 47 teachers are currently in their year of leave.

### *Occupational Health & Safety*

Because of the legislative obligations placed on school boards throughout the province, active Occupational Health and Safety Committees have been established in the majority of schools. As a result, many teachers are becoming more aware of their rights and responsibilities, as well as the rights and responsibilities of their employers.

During the past two years, many active Occupational Health and Safety Committees, in consultation with Occupational Health and Safety inspectors from the Department of Labour and officials from their School District offices, have played significant roles in having occupational health and safety issues addressed in their

## *Benefits and Economic Services cont'd*

schools. Over time, as more and more Occupational Health and Safety Committees become familiar with their roles and responsibilities and become active in their schools, many other such issues will be identified and addressed.

The provincial government Department of Government Services is currently in the process of reviewing and updating the Occupational Health and Safety Regulations. The NLTA has been asked to provide input into this process. The involvement of the NLTA will provide an opportunity to address concerns and issues that have been raised by teachers over the past number of years.

### *Safe and Caring Schools*

The Department of Education introduced its provincial Safe and Caring Schools Policy in May 2006. In response to concerns raised by NLTA regarding school safety, the Provincial Advisory Committee for Safe and Caring Schools was formed in the fall of 2006. The Committee is government funded and co-chaired by the Department of Education and NLTA. All Committee members are also members of NLTA and come from across the province. The Committee's mandate is to support

the implementation, promotion and sustainability of the provincial policy through efforts in areas such as: increasing stakeholder and public awareness; ensuring necessary supports for schools and Districts; maximizing resources to support Safe and Caring Schools initiatives; etc. The Committee has approved an information pamphlet for parents/guardians that will be available for distribution in the fall of 2007 and is developing a poster for use in schools to increase student awareness. Other initiatives, such as special project funding and student awards are also being pursued – more information on these initiatives will be available early in the 2007-08 school year.

BES staff have given presentations to school staffs over the past year on topics related to teacher/school safety. There was a panel presentation on this issue at BGM 2007 – panelists included representatives from the Department of Education, the Royal Newfoundland Constabulary, O'Dea Earle law firm and the School Administrators' Council.



# Professional Development

The Professional Development Division of the NLTA is responsible for designing and delivering professional programs for members of the Association. The following summarizes some of the initiatives of the Professional Development Division for the 2006-07 school year.

## *Workshop Delivery*

The staff in the Professional Development Division are continuously revising and re-designing workshop offerings to keep pace with current educational trends and updated research and to respond to the demands of schools and school districts. Workshop delivery to our members is a significant part of our work and is well received in the field. Furthermore, we are frequently called upon by our educational partners to act as resource persons and facilitators.

## *Special Interest Councils*

At the Association's 2005 BGM, a bylaw was passed allowing for the establishment of three Levels-based Councils – Primary/Elementary, Intermediate and High School – as well as the continued operations of Specialized Councils. These are: Modern Languages, Music, Newfoundland and Labrador Counsellors' and Psychologists' Association, Physical Education, School Administrators, Special Services and Technology Education. During the 2005-06 school year, the Ad Hoc Committee on Special Interest Council Restructuring continued to develop a new model for Special Interest Council operations.

Effective 2006, all teachers in the province became members of one of the Levels-based Councils, with options to join other councils if they wish. The intent of this new structure is to enhance participation in SICs and to substantially raise the profile of our Councils.

During the spring of 2007, discussions were held with officials at the Department of Education and school districts to explore a more collaborative model to the provision of PD opportunities for all members of the NLTA. At this stage, the Ad Hoc Committee on Special Interest Council Restructuring has completed its mandate.

## *Support for Beginning Teachers*

The Teacher Induction Program, initiated by the NLTA, began as a partnership model and was (and is) intended to be delivered at the district level. The program continues to be supported by the NLTA through a Steering Committee and PD staff which attempts to keep districts connected to

share concerns and ideas. Districts continue to adapt and implement the program to varying degrees according to their need and their capacity to deliver.

Based on feedback from districts and input from beginning teachers, the Association, in partnership with Memorial University and school districts, hosted a series of conferences for beginning teachers in four sites: Corner Brook, Gander, Clenville and St. John's. These conferences were extremely successful. The Planning Committee examined the feedback and made recommendations for further initiatives, including a longitudinal study with both qualitative and quantitative data documenting the experiences of early career teachers. The purpose of the study would be to identify areas of support to assist the Association in developing programs to best meet the needs of our members.

## *Conference on New Techniques and Classroom Teaching*

The NLTA was the host for CONTACT 2006, held at the Sir Wilfred Grenfell College in Corner Brook with delegates from PEITE, NBTA, AEFNB and NSTU. The theme, *IMAGES*, explored many images of the profession – our own view of ourselves as professional teachers, the student perspective and the view of the profession from the public point of view. Evaluations indicated that the conference was a great success and a great personal and professional experience to bridge the holiday and back to school. The NLTA was represented by the NLTA President, the Planning Committee, including PD staff, representatives of the Professional Issues Committee and a delegation of approximately 25 teachers from Branches all across the province.

## *Developing Successful Schools*

DSS is an annual leadership institute held in Sackville, New Brunswick and co-sponsored by the Nova Scotia Teachers Union, the Prince Edward Island Teachers' Federation, the Newfoundland and Labrador Teachers' Association, the New Brunswick Teachers' Association and the New Brunswick Department of Education. From July 4-7, 2006, participants from Newfoundland and Labrador had the opportunity to interact with and learn from Ruth Sutton, an internationally renowned expert in the area of assessment. Her session was titled *Leading Sustainable Assessment for Learning in Your School*.

## *Professional Development cont'd*

### *Leadership at Work*

This program of leadership development is operating in some form in all districts in the province. With the adoption and funding by the Department of Education, we have less direct input. However, PD staff continue to be consulted on a regular basis and frequently participate in initiatives in the districts. With one group in the Gander area, there is a project underway to develop a handbook for school leaders to assist them in hosting school-based PD sessions.

### *CTF Committees/Workgroups*

Staff in the PD Division have been a part of a number of initiatives led by CTF, including participating in a workgroup on social justice which also assisted CTF staff in organizing a national conference, *From the Margins to the Mainstream*, which took place in May 2007.

Staff are also part of a CTF national workgroup on Assessment which had an initial meeting in March 2007 and will continue meeting through the spring and possibly Fall 2007.

As part of CAPTO, the Council of Atlantic Provinces' Teacher Organizations, we co-hosted with CTF a Women's Forum in Halifax in April. This was attended by the President, the Vice-President Elect, the Chair of the Equity Issues Committee and staff from both the Benefits and Economic Services and Professional Development Divisions.

### *International Programs*

The NLTA continues to support the millennium goals of "Education for All," and through its collaborations with the Canadian Teachers' Federation, participates in a number of programs and projects in the developing world.

The NLTA sponsored Mr. Fred Wood on a Project Overseas' Summer 2006 mission to Malawi. Mr. Wood and his Project Overseas' Team worked with teachers in Malawi on curriculum development, teaching strategies, AIDS/HIV awareness and life skills.

Beverly Park, Staff Officer in Professional Development, continued her involvement with the John M. Thompson Programme, and in the summer of 2006, led a team of facilitators offering a session in Kuala Lumpur to teacher union leaders from India, Sri Lanka and Indonesia. In November 2006, she, with colleagues from the CSQ (Quebec) and the SNES (France), went to West Africa

to deliver a leadership program for teacher unions in Burkina Faso and Mali which she helped design.

The hugely successful Teachers' Actions for Girls (TAG) project in Uganda has truly become part of the educational culture of that country. The CTF continues to monitor the project and had hoped to plan an evaluation mission in the spring of 2007; however, this has been put on hold temporarily.

### *Gros Morne Teacher Institute*

From August 10-16, ONSITE 2006, the sixth annual teacher institute on the Northern Peninsula, was co-sponsored by the NLTA, Parks Canada, and the Department of Education, along with other community and economic development groups. Teachers from Newfoundland and Labrador were joined by colleagues from New Brunswick and Ontario as they explored the geology and culture of the Northern Peninsula and the Southern Labrador Coast.

### *Atlantic Canada Connected Community*

The Atlantic Canada Connected Community (ACCC) is now well established as the first ever "Connected Community" to ASCD, the Association for Supervision and Curriculum Development. This prestigious international parent organization has acclaimed our local efforts after only two years in existence. ACCC has developed a constitution, gained a solid membership base, developed and mounted a website – [www.atlanticcanada.ascd.org](http://www.atlanticcanada.ascd.org), published Volumes 2 and 3 of a PD journal and offered several professional development sessions. The NLTA's Professional Development Division is represented on the ACCC Board of Directors, and our ACCC members are, for the most part, NLTA members who recognize the importance and value of partnerships and professional development.

### *Sharing Our Cultures*

The NLTA has taken a lead role in getting government funding for the eighth "Sharing our Cultures" event which took place March 25-27. The theme of this year's event was "Fair Play" and featured exhibits by students from our immigrant community of the games and activities which are a part of their culture. More than 2,000 students and teachers visited the exhibits and shared the learning experience.



## *Professional Development cont'd*

Special recognition must be given to the teachers of English as a Second Language who sit on the interagency committee which hosts the event and who work with the students to create the exhibits. The committee is led by Ms. Lloydetta Quaico.

## *Publications*

The PD Division continues to contribute to *The Bulletin* and to solicit articles on topics of interest to the field.

A handbook for teachers in the role of mentors to beginning teachers as part of the Beginning Teacher Induction Program was published in the fall of 2006. This publication came about largely in response to a demand from the field following the success of our Handbook for Beginning Teachers.

# Virtual Teacher Centre

The VTC has been successful in registering almost two-thirds of the province's teachers to its site. Participation in online professional development varies with the individual needs of members with some being regular users while others are sporadic users. This is what we expect. Through its practice of working with partners to achieve its goals, the VTC again this year made significant headway. The following initiatives illustrate this.

## *Community University Research Alliance*

The VTC is a partner and co-investigator in a five-year research initiative looking at e-learning and e-teaching initiatives throughout the province. The role of informal learning in a teacher's professional development is of particular interest to the VTC, as are the views and attitudes of administrators towards online learning as legitimate professional development for teachers. This five-year undertaking is expected to produce a significant body of work that will inform all education partners throughout the province. The CURA project is led by Memorial University and is supported by all K-12 and post-secondary public education entities in the province, including the Newfoundland and Labrador Federation of School Councils.

## *Grading and Reporting Online Workshop*

This is an interactive workshop designed to examine the research, explore the issues and reflect upon personal practices of assessment. A distinction is made between "assessment of learning" and "assessment for learning." The activity is a combination of interactive tasks, personal reflection, writing and examination of other people's views.

## *Canadian Association of Media Education Organizations*

CAMEO has partnered with the VTC to design and deliver a series of modules for media educators throughout the country. These are currently being formatted and have been field tested by four groups of media educators in Vancouver, London, Toronto and St. John's during Summer 2007.

## *Professional Development Knowledge Exchange Network*

Through funding from the Canadian Council on Learning (CCL), the VTC is undertaking a year-long research effort to examine models of professional development currently in practice by education institutions, agencies and organizations throughout Newfoundland and Labrador. A web-based distribution and sharing network will also be developed to enable education partners to maintain ongoing communications around professional development practices. The research is being undertaken with Memorial University's Faculty of Education, the NLTA and school districts.

## *Book Blog*

Ten teachers had an opportunity to take part in the VTC's first ever online Book Blog. The Professional Development Division of the NLTA worked with the VTC to launch this initiative during the winter months. The event was quite successful with participants reading and blogging about Robert Marzano's *What Works in Schools: Translating Research into Action*. This will become a regular feature of the VTC during upcoming school years.

# Communications

The Communications Division is responsible for managing all aspects of the NLTA's internal and external communications, public relations and advertising programs. The division is responsible for *The Bulletin* as well as other communications to teachers, media relations, coordinating member and public attitude research, developing and implementing communications strategies/plans, and for the Association's Internet communications. The following summarizes the initiatives of the Communications Division for the 2006-07 school year.

## Provincial Budget

In late 2006 the NLTA prepared a submission to the government's Pre-Budget Consultations. The focus of the NLTA submission was that education must be a priority area. Government was urged to make every effort possible to ensure that its approach to the 2007 budget will result in improvements in educational services to our students.

The provincial budget was delivered on April 26, 2007. The NLTA expressed disappointment that the provincial budget did not place more emphasis on classroom teaching and learning conditions. The budget announced improvements in funding for textbooks, new and renovated school buildings, technology support specialists, computer software, laboratory safety equipment, physical education equipment, funding for aboriginal student issues, and curriculum enhancements. These things, however, will not alleviate the difficult circumstances which any of our children are facing. The only money in the 2007 Budget that was actually allocated to the classroom, to the most important part of the whole process of education, was the money saved from not removing teachers that could have been taken away based on a formula that is already acknowledged as no longer effective.

The NLTA will continue to lobby for quality education and for improvements in the learning conditions for students and the working conditions of teachers.

## Education Week 2007

The theme for Education Week 2007 was *Live Healthy! Learn Well! Bien Être Pour Mieux Apprendre!* The Opening Ceremonies were held at St. Thomas Aquinas School in Port-au-Port on March 5, 2007. The President of the NLTA, Kevin Foley; the Minister of Education, Joan Burke; and Dr. Ross Elliott, Director of the Western School District were on hand at the Opening Ceremonies

and each had the opportunity to bring greetings from their individual organizations.

This year the resource materials for Education Week were made available through the Virtual Teacher Centre (VTC) for easy access by teachers. As well as resources the site contained contest information, the Education Week poster, proclamation, song, certificate of appreciation, information on the Education Week logo, and archived Education Week resources from previous years.

## Computers for Schools

The NLTA continues its involvement with the Computers for Schools (CFS) program. There have been some financial challenges and considerations for the program over the past few months. A strategic planning session was held recently with the provincial Board of Directors to help determine the future of CFS. The program is a national volunteer-based initiative that collects, repairs and delivers surplus computers – donated by governments, private corporations and individuals – to schools, public libraries and non-profit organizations across the country. The program was established in Newfoundland and Labrador in 1994. To date, CFS has shipped over 24,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador. The NLTA is represented on the CFS Board of Directors by the NLTA Communications Officer who also is a member of the CFS Finance Committee and Vice-President of the Board of Directors.

## Teacher Resources

The Communications Division has responsibility for all publications of the NLTA that are available to teachers and various publics. A more detailed report on the printed publications of the NLTA can be found under the Printing Services section.

The NLTA website is updated on a regular basis and all information available to teachers is posted on the website often before it is in print. New sections are added to the website as needed or as requested. A revamping of the website will take place once the private members section is organized.

The NLTA display was utilized throughout the first half of the year to promote the work of the Association on behalf of teachers. As well, *The NLTA and You* video was updated to include changes to programming and staff.

The NLTA membership cards were updated as requested and we are currently reviewing the most cost effective

## *Communications cont'd*

means to get these cards to new teachers and teachers who have misplaced their cards. As well, we will be providing life membership cards to members of the Retired Teachers Association who are life members in the NLTA (20 or more years of service).

### *Teacher Recruitment Fair*

The 7th Annual Provincial Teacher Recruitment Fair took place in two locations this year. The first Fair took place on May 9 at the Sir Wilfred Grenfell College in Corner Brook. The second Fair occurred on May 10 at the Inco Innovation Centre, St. John's campus of Memorial University.

Both Fairs profiled job opportunities and related information for students, teachers or other individuals interested in entry into the profession. Information booths were set up by school districts, the Department of Education, the Faculty of Education, the NLTA and other educational partners.

The Provincial Teacher Recruitment Fair is organized in partnership with Memorial University, the Department of Education, the Newfoundland and Labrador School Districts and the NLTA.

### *Membership Cards*

The Communications Division continued to provide all active and substitute teachers in the province with an NLTA membership card. New cards were issued in the 2005-06 school year and this card expires in June 2010. Efforts continue to provide membership cards to new and replacement teachers throughout this timeframe whenever possible.

### *Database*

The NLTA has initiated the setting up of an internal database of members. Information forms were sent to teachers asking for information on the areas of specialization, years of teaching, education, etc. This information will be compiled into the internal database for NLTA use only and will allow us to communicate with teachers in a more efficient and effective manner. Once this database is established we will continue with the private members section of the NLTA website and establishing emails for all teachers. At the present time we have email groups for substitute teachers, school representatives, branch presidents, and Provincial Executive. Through the internal database we will be able to set up individual emails for all teachers.

### *Public Awareness Campaign*

In early December 2006 we started airing a media campaign called "Hands Up for Our Children's Education". The campaign was extensive and wide reaching with commercials airing on television, radio and in print. The purpose of the campaign was to create a comprehensive public awareness campaign to create a public environment in support of the issues as identified by teachers such as lack of resources, large class size, excessive paperwork and meetings due to the ISSP/Pathways program, stress and workload. Most of the fall of 2006 was spent finalizing the scripts for the commercials, on location at various schools to obtain the necessary footage, and then editing and revising the final product. The campaign aired in late November, was held over the Christmas break and re-aired in January until the end of February. A public opinion poll was completed in early March on the effects of the message contained within the campaign. There was and continues to be overwhelming support for teachers and the message in support of quality education.

### *Teacher Discount Program*

The list of businesses that provide discounts and special services for teachers was continued during the year. The list was placed on the NLTA website for easier access by teachers. The Communications Division continues to monitor this program and other businesses and companies will be added as they become available. The QSP Magazine Discount Program was again offered to teachers in the fall where they could take advantage of hundreds of magazines at enormous discounts. Notification has been given, however, by QSP, that this program will not continue, as is, into the future.

### *School Representative Seminars*

Three School Representative Seminars were held in the fall of 2006 as part of the NLTA's initiative to keep the membership informed of the programs and services available to teachers. The School Representatives are a vital part of the communications network with teachers and it is important that regular contact and feedback occur between those in the field and those who perform the work on their behalf.

Staff from the Benefits and Economic Services Division, the Communications Division, and the Professional Development Division coordinated their efforts to present information on the numerous services available

## *Communications cont'd*

to teachers. The school representatives were also provided with information about their roles within the structure of the Association through case studies and role activities. The seminars were held in Grand Falls-Windsor, Corner Brook and St. John's. The summaries and evaluations from these seminars have been compiled into a final report and suggestions will be utilized for the planning and organization of future seminars.

## *Other Projects*

The NLTA Communications Officer also represents the NLTA on various other joint projects and/partnerships including the Alliance for the Control of Tobacco (ACT), the Coalition for School Nutrition, and the Atlantic Communicators in Education (ACE). The ACE group consists of communications officers and directors from the other Atlantic provinces. They meet 3-4 times a year to share ideas, discuss Atlantic teacher issues, and to cost share projects if and when possible.

This past October the NLTA Communications Officer co-chaired and hosted the national conference of the Canadian Association of Communicators in Education. Approximately 125 communications professionals from across Canada representing teacher organizations, school boards, colleges and Ministries of Education attended the conference in St. John's on communications and education issues.

The Communications Division also has responsibility for organizing Janeway Day in the Schools which was held on February 14, and for the organizing and judging of the NLTA Christmas card contest. The winning entry was judged in early March and the card will be used as the 2007 NLTA Christmas Card.

# Printing Services

The Printing Services Division is responsible for all matters related to the design, printing, and distribution of support materials and information to teachers. Projects completed during the 2006-07 school year are outlined here.

## Divisional Support

### Administration

Copies of the Ad Hoc Committee submissions to the Commissions on Teacher Allocation and ISSP/Pathways were printed and mailed to schools. A memo from the President to teachers re Article 29 and Workload Issues was printed and circulated to all teachers. The Act, Bylaws and Code of Ethics (ABC) booklet was also updated and printed, and will be circulated to schools early in the fall.

The Convention issue of *The Bulletin* was completed and mailed one month prior to Convention. Additional items for BGM 2007 were completed and mailed with the Convention kits. Other support materials (such as ballots, luncheon programs/menus, honorary member card, displays passport card, etc.) were printed, and a cover for the Convention kit was designed. The Mid-Year Report to Convention was also printed and circulated to delegates.

A survey re Province-Wide Vote for President and Vice-President was printed and circulated. An Election Newsletter and a special Election issue of *The Bulletin* were completed and circulated to teachers, along with posters for candidates and ballots. Province-wide voting materials (ballots and instructions) were also printed and mailed.

### Accounting

A number of internal documents were copied/printed for our Accounting division, including NLTA Expense Claim forms, Child/Dependent Care Expense Claim forms, draft budget, financial statements, envelopes and other items.

### Benefits and Economic Services

A *BES News Bulletin* was printed and mailed to teachers in June 2007. A registration form for the 2007-08 Pre-retirement Seminars was also printed and mailed. The Teachers' Guide to Employment Insurance is being updated and will be available early in the fall. The Supplement to the Provincial Collective Agreement (March 2006) was reprinted due to the large number of requests received. A poster listing the BES Infosheets available was printed and will be circulated to schools in the fall.

The EAP brochure was updated and reprinted. Wellness notecards, "Things To Do" notepads, and staff business cards were also printed. A "Wellness Log" is in the process of being designed/printed. In addition, conference and workshop support materials were provided.

A memo re the Group Insurance Renewal and Changes in Premiums was printed and mailed to all Plan members. The Group Insurance Overview was updated and printed in May 2007, along with other forms for internal use. The Group Insurance Booklet is in the process of being updated and will be reprinted in the fall 2007.

### Communications

Seven regular issues of *The Bulletin* were printed and sent to the membership, as well as special Convention and Election issues.

Kits containing promotional materials for Education Week and Janeway Day in the Schools were packaged and circulated, to support these NLTA-sponsored events. Education Week certificates were provided to schools on request. Promotional materials for our School Rep Seminars and our Pre-retirement Seminars, both being held in the fall, are being copied/printed. Projects scheduled for completion during the summer months include: the printing and distribution of this Annual Report, *The NLTA and You* handbook for 2007-09, observances posters 2007-08, and the *School Representatives Handbook*. NLTA staff extension numbers stickers and the Wall Calendar 2007-08 have been printed and will be mailed to all teachers prior to school opening in September.

The "Items Available for Teachers" order form has been updated and will be circulated to schools in September. Many of the NLTA's pamphlets have been redesigned and reprinted throughout the year. These items are available to teachers at no cost and can be ordered online or through Printing Services.

### Professional Development

A new handbook, *Mentoring Beginning Teachers*, was designed and printed. Copies are available through the Printing Services or Professional Development divisions. Materials were printed for the Ceremony of Induction into the Teaching Profession, a ceremony held (in October and May) for graduating education students at Memorial University. CONTACT 2007 materials were printed and mailed, as well as other flyers for the PD division.



## *Printing Services cont'd*

The ArtsWork II Conference was supported by the printing and distribution of programs, posters, and award nomination guidelines. The Killick Centre, Memorial University, was supported by the printing of handouts and brochures for the official launch, and also by printing and distributing project surveys. "Sharing Our Cultures" passports were printed and provided in support of the Eastern School District's Multi-cultural Fair. The Learning Disabilities Association of NL was supported by the printing and distribution of a flyer advertising their National Conference in September 2007 and their Conference programs will be printed in the fall.

The VTC brochure was updated and reprinted, and is now available on request.

A sample price list has been provided to Special Interest Councils for services available to them. These are now provided on a cost-recovery basis. A number of newsletters were printed for various councils throughout the year, as well as at least one newsletter being designed/laid out and provided only in electronic format. A new logo was designed for the Music Council's 40th anniversary, and programs and ticket vouchers were printed for their Christmas Suite. Stationery and notepaper has also been printed for the Physical Education Council and is available to other councils on request (on a cost-recovery basis).

Forms for special interest councils were revised and reprinted: (a) annual provincial registration and budget request; (b) affiliate registration; (c) special project application; and (d) viability profile.

## *Branches*

As retirement dinners were hosted, a number of branches requested invitations, tickets, posters and dinner programs. These services are regularly provided to branches on request.

## *General Membership*

For schools we have printed note cards and certificates. These items are completed on a cost-recovery basis and only when time permits. (All NLTA work takes precedence over such projects.)

## *Retired Teachers' Association*

Numerous projects have been printed and circulated for the Retired Teachers' Association, including: BGM (October 2006) materials; two provincial newsletters; divisional/regional newsletters, flyers, greeting cards, and other informational items. These items are completed on a cost-recovery basis.

## *Newfoundland and Labrador Federation of School Councils*

The NLTA has also assisted the NLFSC by printing business cards and five issues of its newsletter, *The Cuffer*, this year.



# Finance

The Finance Division of the NLTA is responsible for ensuring that all revenues and expenditures are accounted for in accordance with the By-laws and Policies of the Association and for the maintenance and upkeep of the NLTA property. The primary source of revenue (approximately 96%) comes from the membership in the form of fees, which are currently set at 1.25% of salary and bonuses. In accordance with the resolution from the last Biennial General Meeting, 20% of the 2005-06 financial surplus was transferred to the Emergency Fund. This amount totaled \$127,859.40.

## *Funds of the Association*

There are seven funds operated by the Association, which are:

### **General Fund**

This is the daily operating account of the Association.

### **Group Insurance Fund**

This fund is operated by the Group Insurance Trustees and is reported on under the Benefits and Economic Services Division.

### **Emergency Fund**

Pays for all expenses related to job action, as well as collective bargaining and grievance/arbitration costs.

### **Centennial Fund**

Spending from this fund is controlled by the Professional Issues Committee and is limited to the annual interest earned.

### **Reserve Fund**

Used to cover any annual deficits that might occur in the General Fund.

### **Professional Development Fund**

Spending from this fund is limited to the annual interest earned on the fund and is controlled by the Professional Issues Committee.

### **Support Staff Pension Fund**

This is the pension fund for the Support Staff of the Newfoundland and Labrador Teachers' Association.

## *Pooled Investment Committee*

It is imperative that a close watch be kept on all Association monies to see that they are appropriately invested and are achieving the highest possible interest rates with minimum risk. The Pooled Investment Committee meets periodically with the NLTA's financial consultants and Fund Managers to ensure the maximum return on NLTA investments and to update the Investment Policy as necessary. The most recent updates were mainly related to the Group Insurance Fund. As well, the Reserve Fund is now being invested with our Fund Managers to achieve a higher rate of return on investment.

## *Property*

The Finance Division is also responsible for the maintenance and upkeep of the NLTA building and property at 3 Kenmount Road, St. John's. The usual care has been provided to the grounds and building.

# Financial Statements

## Newfoundland and Labrador Teachers' Association Statement of Financial Position\*

August 31			2006	2005
	General Fund	Restricted Funds	Total	Total
<b>ASSETS</b>				
Current				
Cash and cash equivalents	\$ 901,039	-	\$ 901,039	\$ 120,207
Receivables	36,276	\$ 162	36,438	6,849
Receivable from				
General fund	-	176	176	176
Insurance fund	-	-	-	11,198
Restricted funds	69,223	-	69,223	62,768
Prepays	<u>52,056</u>	<u>-</u>	<u>52,056</u>	<u>39,557</u>
	1,058,594	338	1,058,932	240,755
Investments	1,030,427	6,481,745	7,512,172	7,438,576
Property and equipment	902,392	-	902,392	948,050
Deferred pension costs	<u>19,606</u>	<u>-</u>	<u>19,606</u>	<u>68,746</u>
	<u>\$3,011,019</u>	<u>\$6,482,083</u>	<u>\$9,493,102</u>	<u>\$8,696,127</u>
<b>LIABILITIES</b>				
Current				
Payables and accruals	\$390,384	\$ 9,218	\$399,602	\$388,683
Payable to general fund	-	69,223	69,223	62,768
Payable to insurance fund	2,916	-	2,916	-
Payable to restricted funds	176	-	176	176
Deferred revenue	<u>-</u>	<u>-</u>	<u>-</u>	<u>33,069</u>
	393,476	78,441	471,917	484,696
Accrued severance pay	371,404	-	371,404	340,147
Accrued benefit liability	<u>127,995</u>	<u>-</u>	<u>127,995</u>	<u>92,299</u>
	892,875	78,441	971,316	917,142
<b>MEMBERS' EQUITY</b>	<u>2,118,144</u>	<u>6,403,642</u>	<u>8,521,786</u>	<u>7,778,985</u>
	<u>\$3,011,019</u>	<u>\$6,482,083</u>	<u>\$9,493,102</u>	<u>\$8,696,127</u>

\* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

*Financial Statements cont'd*

**Newfoundland and Labrador Teachers' Association  
Restricted Funds' Statement of Financial Position\***

August 31

								2006	2005
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Total	Total
<b>ASSETS</b>									
Current									
Receivables	-	\$162	-	-	-	-	-	\$162	\$162
Receivables from general fund	-	-	-	\$176	-	-	-	176	176
		162		176				338	338
Investments	\$3,511,109	790,300	\$869,892	1,196,957	\$60,144	\$47,110	\$6,233	6,481,745	6,368,422
	\$3,511,109	\$790,462	\$869,892	\$1,197,133	\$60,144	\$47,110	\$6,233	\$6,482,083	\$6,368,760
<b>LIABILITIES</b>									
Current									
Payables and accruals	\$5,846	\$1,116	\$1,128	\$1,128	-	-	-	\$9,218	\$7,764
Payable to general fund	36,099	20,442	9,035	3,002	-	\$645	-	69,223	62,768
Deferred revenue	-	-	-	-	-	-	-	-	5,090
	41,945	21,558	10,163	4,130	-	645	-	78,441	75,622
<b>MEMBERS' EQUITY</b>									
	3,469,164	768,904	859,729	1,193,003	\$60,144	46,465	6,233	6,403,642	6,293,138
	\$3,511,109	\$790,462	\$869,892	\$1,197,133	\$60,144	\$47,110	\$6,233	\$6,482,083	\$6,368,760

\* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

*Financial Statements cont'd*

**Newfoundland and Labrador Teachers' Association  
Statement of Operations and Changes in Fund Balances\***

Year Ended August 31			2006	2005
	General Fund	Restricted Funds	Total	Total
<b>Revenue</b>				
Membership fees	\$4,113,994	\$357,961	<b>\$4,471,955</b>	\$3,631,761
Contributions	215,660	189,570	<b>405,230</b>	413,015
Government grants	188,904	-	<b>188,904</b>	173,779
Interest on investments	52,094	234,369	<b>286,463</b>	205,054
Miscellaneous	48,656	23,734	<b>72,390</b>	17,472
	<u>4,619,308</u>	<u>805,634</u>	<u><b>5,424,942</b></u>	<u>4,441,081</u>
<b>Expenses</b>				
Administration	1,525,371	173,255	<b>1,698,626</b>	1,828,320
Benefits and Economic Services	1,018,686	306	<b>1,018,992</b>	1,005,329
Communications	712,508	-	<b>712,508</b>	685,258
Contributions	-	25,000	<b>25,000</b>	-
Employee Assistance Program	-	43,351	<b>43,351</b>	40,753
Branch Operations	224,613	-	<b>224,613</b>	250,728
Investment fees	-	36,161	<b>36,161</b>	26,012
Professional Development	498,833	34,636	<b>533,469</b>	502,458
Grievances and Arbitrations	-	172,402	<b>172,402</b>	213,450
Negotiations and Other Lock-out	-	217,019	<b>217,019</b>	21,626
	<u>3,980,011</u>	<u>702,130</u>	<u><b>4,682,141</b></u>	<u>4,573,934</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$639,297</u>	<u>\$103,504</u>	<u><b>\$742,801</b></u>	<u>\$(132,853)</u>
Fund balances, beginning of year	\$1,485,847	\$6,293,138	<b>\$7,778,985</b>	\$7,911,838
Excess of revenue over expenses (expenses over revenue)	639,297	103,504	<b>742,801</b>	(132,853)
Interfund transfers	(7,000)	7,000	-	-
Fund balances, end of year	<u>\$2,118,144</u>	<u>\$6,403,642</u>	<u><b>\$8,521,786</b></u>	<u>\$7,778,985</u>

\* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

**Newfoundland and Labrador Teachers' Association  
Restricted Funds' Statement of Operations and Changes in Fund Balances\***

August 31								2006	2005
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Total	Total
<b>REVENUE</b>									
Membership Fees	\$357,961	-	-	-	-	-	-	<b>\$357,961</b>	\$181,627
Contributions	-	-	\$100,230	-	\$15,000	\$69,250	\$5,090	<b>189,570</b>	200,752
Interest on Investments	134,000	\$27,469	27,918	\$40,269	2,634	1,908	171	<b>234,369</b>	186,539
Miscellaneous	-	-	-	-	-	23,734	-	<b>23,734</b>	-
	<u>491,961</u>	<u>27,469</u>	<u>128,148</u>	<u>40,269</u>	<u>17,634</u>	<u>94,892</u>	<u>5,261</u>	<b>805,634</b>	<u>568,918</u>
<b>EXPENSES</b>									
Administration	5,690	1,301	1,301	1,301	1,844	161,818	-	<b>173,255</b>	167,080
Benefits and Economic Services	306	-	-	-	-	-	-	<b>306</b>	522
Contributions	15,000	-	-	-	10,000	-	-	<b>25,000</b>	-
Employee Assistance Program	-	-	43,351	-	-	-	-	<b>43,351</b>	40,753
Investment Fees	17,693	6,886	6,657	4,925	-	-	-	<b>36,161</b>	26,012
Professional Development	-	19,447	15,189	-	-	-	-	<b>34,636</b>	26,601
Grievances and Arbitrations	172,402	-	-	-	-	-	-	<b>172,402</b>	213,450
Negotiations and Other Lock-out	217,019	-	-	-	-	-	-	<b>217,019</b>	21,626
	<u>428,110</u>	<u>27,634</u>	<u>66,498</u>	<u>6,226</u>	<u>11,844</u>	<u>161,818</u>	<u>-</u>	<b>702,130</b>	<u>496,044</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$63,851</u>	<u>\$ (165)</u>	<u>\$61,650</u>	<u>\$34,043</u>	<u>\$5,790</u>	<u>\$ (66,926)</u>	<u>\$5,261</u>	<b>\$103,504</b>	<u>\$72,874</u>
Fund balances, beginning of year	\$3,405,313	\$769,069	\$886,079	\$1,158,960	\$54,354	\$18,391	\$972	<b>\$6,293,138</b>	\$6,330,264
Excess of revenue over expenses (expenses over revenue)	63,851	(165)	61,650	34,043	5,790	(66,926)	5,261	<b>103,504</b>	72,874
Interfund transfers	-	-	(88,000)	-	-	95,000	-	<b>7,000</b>	(110,000)
Fund balances, end of year	<u>\$3,469,164</u>	<u>\$768,904</u>	<u>\$859,729</u>	<u>\$1,193,003</u>	<u>\$60,144</u>	<u>\$46,465</u>	<u>\$6,233</u>	<b>\$6,403,642</b>	<u>\$6,293,138</u>

\* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

