



Biennial Report

2011-13

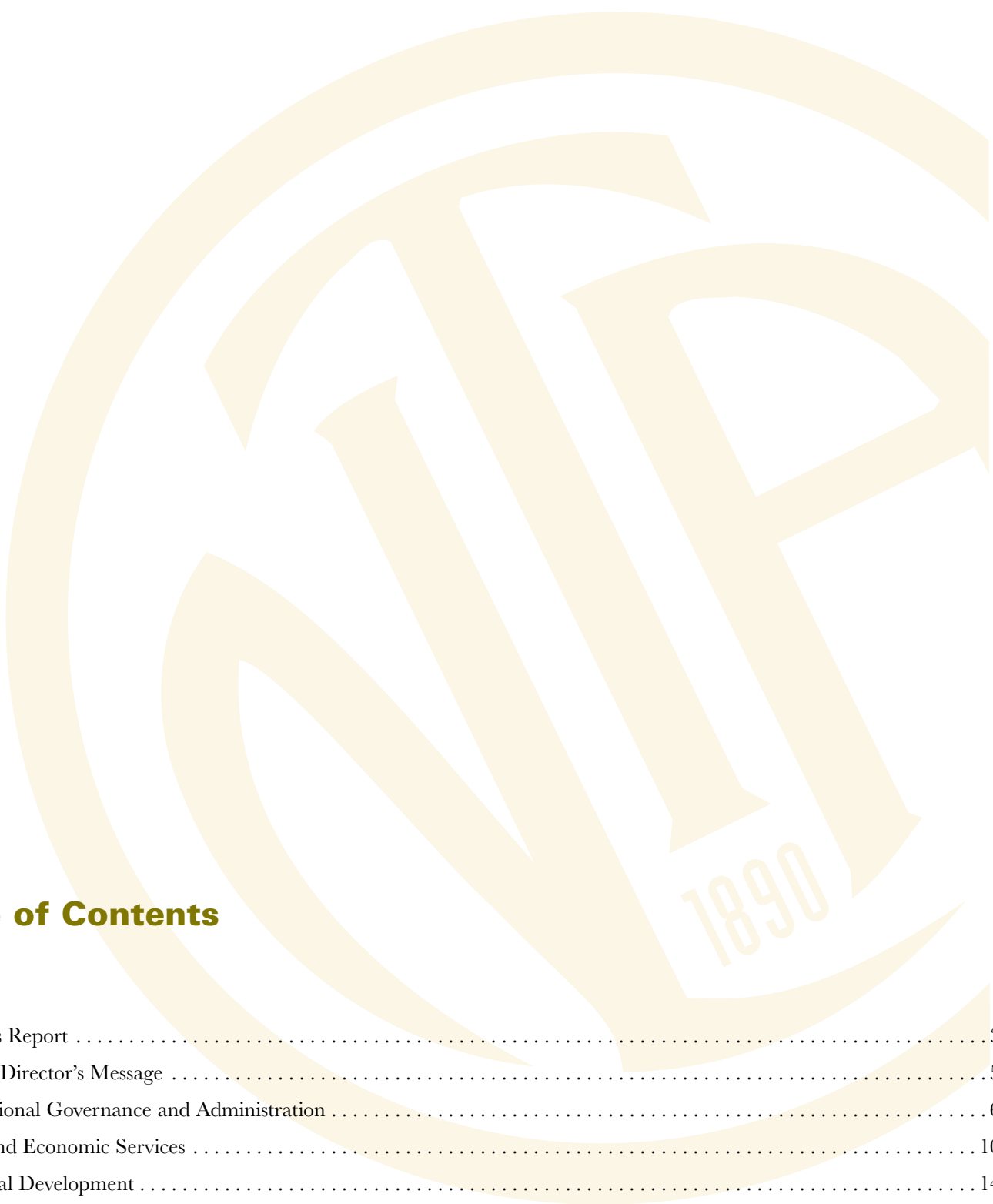


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President's Report

Lily B. Cole

It seems like only yesterday that I took office for my second consecutive term as President of the NLTA. The years have flown by but unfortunately, with many important educational issues, time seems to have stood still. Even with continued lobbying and diligent work from all the staff at the NLTA, your Provincial Executive and myself, some of the outstanding concerns have remained unchanged. We must remain vigilant and use each and every opportunity to move the cause of education forward to ensure that our province has well rounded, active, responsible, and engaged citizens. In this report I will highlight the major activities that have transpired over the last two years.

The Department of Education has continued with its implementation of the inclusionary model of Special Services delivery. The Association was hearing various messages from teachers regarding the implementation of the Department of Education's new philosophy of inclusion. When we expressed these concerns to the officials at the Department of Education they voiced that they were not hearing the same issues. As a result, it was deemed necessary to document teachers' concerns. Government stated that schools that were experiencing difficulties were those that had proceeded with the implementation without the support of the Department. The NLTA decided to do two series of focus groups involving teachers in phase-in schools and the other involving teachers in non-phase-in schools. The final report from the focus groups was the repeated message that in order for the new service delivery model designed by the Department to work, that proper resources and professional development were paramount. These findings were of no surprise from all the comments we had received prior to the establishment of the focus groups. However, it did give us the opportunity to document the successes and challenges teachers were experiencing with the implementation of the new model and focus our advocacy work with the government for additional supports.

In the fall of 2011 the NLTA was invited to meet with the Department of Education to participate in a professional development inservice on the *Inclusion and Service Delivery for Students with Exceptionalities, Professional Learning* package. The binder and CD that was introduced in this inservice were to be distributed to all schools in the province. During the course of the fall and early winter of 2011, district leadership developed professional learning for principals related to the learning needs of teaching staff and to the role of the principal in supporting those learning needs. It was the Department's goal to work systematically with all districts to ensure that each board would develop a plan to deliver this information to all teachers through their respective districts. The Department faced many challenges in providing adequate professional development and inservice on inclusion, adequate time for collaboration between instructional support, pervasive needs, and classroom teachers, and ongoing communication with teachers on changes that are occurring.

Since the release of the ISSP/Pathways report the NLTA has seen very little, if any, movement in some of the areas that were

addressed in the report such as department heads for special services in all schools and reductions in the allocation for guidance counsellors. We continue to work with the Department of Education to ensure that the new model of service delivery is adequately resourced and the proper inservice is being provided to all teachers.

The issue of teacher allocations has received attention in recent years with the introduction of the new Teacher Allocation Model. It is widely known that allocating a sufficient number of teachers is critical to ensuring student success and smaller class sizes allow teachers to give necessary attention to the needs of those students who are in most need of additional support. In the NLTA's view, there are still critical areas that need further attention. These have been presented in the last three pre-budget submissions to the Minister of Finance, but have not been addressed. Those areas are: application of the "needs-based" portion of the model; very small rural schools; improved class size maximums for Kindergarten; improved specialist allocations; allocations for high school grades and French Immersion. We will continue to lobby government in ascertaining these necessary improvements for education.

In January of 2012 I and several NLTA staff attended a Department of Education initiative, "Creating Safe Spaces: Affirming Lesbian, Gay and Bisexual Youth and Adults". It was the beginning of a much larger project to build awareness of LGBTQ concerns and to prevent bullying and harassment in the school environment. Minister Jackman informed everyone that MyGSA.ca resources would be provided to junior and senior high schools across the province and he also encouraged schools in their districts to examine their codes of conduct and change them to ensure they make specific reference to protecting and supporting sexual minority students. He stressed that we must make our students and staff hear the message that "we will not tolerate harassment or bullying of any kind in our schools." It was important to note that he commented on the support to districts in providing professional learning for all teachers on this important matter. In light of these changes and the Minister's commitment to anti-bullying issues, we were asked to participate in meetings with deputy ministers and other directors in the Department of Education for our input into possible changes to legislation, regulation and/or policy in relation to bullying. Again, we advocated that the necessary resources be in place prior to any introduction of these new initiatives, especially when there are no reductions in any other areas of responsibility for teachers.

In the last couple of years the opening ceremonies for Education Week have been held via live video conferencing from various venues in St. John's. Although the video conferencing of the opening ceremonies in March 2012 was excellent and everyone who chose to could participate, it occurred while most schools across Newfoundland and Labrador were closed due to weather. We were also receiving some comments around the entire Education Week programming and timing. Therefore, the Communications/Political Action Committee brought a motion to Executive, which was accepted, to move Education Week in

2013 from March to October with an entirely new look. A contest to select the theme for Education Week 2013 was sent out to teachers. The theme for Education Week, October 5-11 2013, is *Rooted in Education, Growing for the Future • Enraciné dans l'éducation, Se développer pour l'avenir*, entered by Megan Wamboldt with the Labrador School Board. We are all looking forward to the launch of Education Week in October 2013.

The government continues to develop and implement its Early Childhood Learning strategy. There has been much talk and discussion around full day Kindergarten. We are the only Atlantic province without full day Kindergarten. We will continue to advocate for fully funded and resourced full day Kindergarten for our children. However, its implementation without the adequate number of teaching units to facilitate the program will be unacceptable to the NLTA.

Our current Collective Agreement expired in August 2012. The Collective Bargaining Committee developed and Provincial Executive approved the opening proposals on November 25, 2011. On March 22, 2012 notice was served to the Employer to open negotiations on the Provincial Collective Agreement. The negotiating team was established and began its training and planning sessions in April of 2012. The NLTA provincial negotiating team met on September 10 and exchanged opening proposals with the Employer. Both sides explained their respective proposals. Following the exchange of opening packages, as per policy all teachers were provided with a copy of both proposals and a series of branch meetings to discuss the proposals ensued. Negotiating sessions with the Employer took place on October 10, 11, 12, and 31 and November 1. The NLTA identified a number of proposals put forth by the Employer which would increase management rights, stripping out contract provisions affecting working conditions which have existed for years. The negotiating team characterized these as poisonous proposals which inhibit meaningful discussion at the bargaining table and prohibit successful negotiations of a collective agreement. A request was made to the Employer to provide a response at the next bargaining session which addresses the Association's serious concerns with these identified issues. On November 1, 2012 the Employer provided a response to address the Association's serious concerns with the many items in the original proposals by keeping the identified items and went on to propose further contract stripping. At this time the negotiating team informed the Employer that there was no basis for further talks at this time and that the Association would await an Employer response that addresses the contract stripping concerns identified. To date we are still waiting.

Due to the government talks in the media about cuts in the upcoming provincial budget, your Executive made a motion to start a media campaign, *Now is Not the Time for Cuts to Education*. The campaign was launched and the response from the Minister of Education was that "no department is immune when it comes to the tough decisions that lie ahead in order to deal with a ballooning deficit". When we questioned candidates before the last provincial election on "If elected, what other initiative does your party plan to implement in the K-12 education system in our province?", Premier Dunderdale responded, "We will collaborate

with teachers to give the young people of Newfoundland and Labrador incredible new educational opportunities so they can attain the full measure of their individual potential and compete successfully with the best in the world...". If what the Premier said is true, then we cannot afford any cuts to education that would negatively affect the system over the long term, based on what is projected to be a temporary deficit situation. Our children's futures depend on it.

The province-wide vote for President and Vice-President was held in December 2012. Jim Dinn was the only candidate for the office of President and he was acclaimed in November. There were several candidates for the position of Vice-President, which speaks well for the democratic system in which we function. Dean Ingram was successful in obtaining the position of Vice-President.

This is the end of my term as President of the NLTA and it has certainly been a journey. I am humbled and honoured to have been given the privilege to have served the teachers of this province for the last four years. I have done my best to represent the teachers with pride and with the utmost respect for this profession. As the Honourable David Johnson stated, "We must cherish our teachers". Be proud of what you do and as Haim Ginott said, "We expect teachers to reach unattainable goals with inadequate resources. The miracle is this: they often do."

Executive Director's Message

Edward Hancock

This Biennial Report is intended as a summary of the Association's activity over the previous two school years, 2011-12 and 2012-13. The activities summarized in this report reflect the NLTA's dual role of promoting and protecting the welfare of teachers in the province and promoting the cause of education; the two main "objects" of the Association as expressed in the NLTA Act.

As a perusal of this report will demonstrate, the past two years have once again been busy and involved ones for your Association. In 2011, for the first time, as a result of by-law amendments approved at BGM 2009, the sitting President and Vice-President were re-elected for a second two-year term of office. In August 2011, the new Provincial Executive met in their inaugural planning and priorities sessions and established four priority areas for their 2011-13 term of office. These priorities have provided a focal point for the Association's time and attention over the past two school years while Association staff continue to deliver the breadth of ongoing programs and services provided to the membership. A summary report of activity on each of the main priority areas is provided in this report.

On the collective bargaining front, the four-year provincial collective agreement expired on August 31, 2012. Activity on this front is summarized in detail elsewhere in this report.

One item that will not receive a lot of attention in this report, but on which all Association staff need to be highly commended, is that of the renovations to the NLTA building which began in the spring of 2011 and occupied most of the 2011-12 school year. The NLTA building was opened in 1967, and in 2010 an investigation into water intrusion in the building led to a recommendation for, and approval of, major renovations to the exterior of the building (brick, windows, doors and moisture barrier) and removal and replacement of gyproc, flooring and baseboard heaters on the first floor. The renovation process proved to be much more complex and drawn out than had been anticipated, with the first floor of the building having to be vacated for more than six months and the resulting relocation of a number of staff to temporary work spaces. All NLTA staff are to be commended for the patience, understanding, professionalism and flexibility they demonstrated during the renovation process. It is a tribute to the staff that, for most of the membership, the programs and services of the NLTA continued in a seamless manner during this disruption to such an extent that the majority of the membership would have been unaware that the renovations were even taking place.

In May 2012, as a result of Government's decision not to renew its share of funding for the Virtual Teacher Centre, the Provincial Executive made a decision to terminate the operations of the VTC effective August 31, 2012. Concurrent with that decision, Executive also decided to put in place a process for the development of an Information Technology Strategic Plan for the Association. A request for proposals was made public in the fall of 2012 and Executive selected the successful proponent to carry out the development of the IT Strategic Plan. Work on the devel-

opment of the Plan has been ongoing as of this past spring and the IT Strategic Plan will be presented to the 2013-15 Provincial Executive at its Planning and Priorities meeting in August 2013.

There have been a number of staff changes at the NLTA office in the past two years. Mary Ann Grimes, Executive Assistant (Administration) retired effective December 31, 2011. This position was not refilled and duties were reassigned to other members of support staff. NLTA Treasurer Jim Fox retired in July 2012 and that position was realigned with the hiring of Wade Rogers as Manager of Finance and Administration. Claudette Coombs, one of two Coordinators in the Employee Assistance Program retired at the end of October 2012 and Gail Carroll was hired to fill that position. We wish these retiring staff well as they leave their employment with the NLTA and welcome the new staff members to the NLTA family.

This Biennial Report contains detailed information on these and other matters that have been the focus of your Association's activity over the past two years. I trust you will find it a useful and informative update and I wish you every success for the 2013-14 school year.

On a personal note, this will be my final message as Executive Director of the NLTA in a Biennial Report, as this past spring I submitted to the Executive notice of my intention to retire from the position of Executive Director, and that retirement became effective July 31, 2013. I would like to express my deepest appreciation to the NLTA for what has been a wonderful career of 27 years on the Association's Administrative Staff, and particularly for the past nearly 12 years as Executive Director. The cumulative experience has been far beyond anything I could have dreamed or imagined when I applied for the position of Field Services Officer with the NLTA in the spring of 1986, as a teacher with 13 years experience and a past branch president and Provincial Executive member. The 2013 BGM marked exactly 40 years since I began my teaching career in April 1973 and it has indeed been a wonderful journey as a teacher and administrator, branch president, Provincial Executive member, NLTA Administrative Staff Officer, Assistant Executive Director and Executive Director. Thank you to all the NLTA staff members with whom I have worked and to the NLTA Presidents and Provincial Executives with whom I had the opportunity to serve. The most special thank you is reserved for my wife, Carol, who has been my life's partner, soul-mate and unflagging supporter for 35 years. We are looking forward to enjoying retirement together.

I want to offer my very best wishes to the incoming Executive Director, Don Ash, and the new Assistant Executive Director, Steve Brooks. These two individuals bring with them a wealth of knowledge and experience to the two top staff positions at the NLTA and I know they will continue to serve teachers well in those positions.

Here's to a productive and prosperous future for the Newfoundland and Labrador Teachers' Association, its members, its leaders and its staff. Good luck to you all!

Organizational Governance and Administration

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 2011-13 members of the Provincial Executive Council were: Lily B. Cole, President; Jim Dinn, Vice-President, St. John's; Derek Drover, Gaultois; Dean Ingram, Clarenville; Bill Chaisson, Corner Brook; Craig Hicks, Carmanville; Jean Murphy, Cow Head; Sharon Penney, Victoria; Sherri Rose, Deer Lake; Gabriel Ryan, Holyrood; Sean Weir, Port Hope Simpson; and Jeanne Williams, Goulds.

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. The Past-President remains a member of Executive, and one of the Executive members on Table Officers, for the first year following his/her term as President. Thus, the members of Table Officers for 2011-13 were President Lily B. Cole, Vice-President Jim Dinn, and Executive members Dean Ingram and Derek Drover. The Executive Director serves as staff consultant to the Table Officers committee and the Assistant Executive Director also attends most Table Officers' meetings.

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, and acts on behalf of Executive in the administration of the staff collective agreements.

Some of the activities of Table Officers for 2011-13 were as follows:

- Recommended names for appointment to the Electoral Committee for 2011-12;
- Considered applications, conducted interviews and brought recommendations to Executive regarding the filling of the permanent positions of Manager of Finance and Administration, and EAP Coordinator;
- Made recommendations to Executive regarding: the granting of Honorary Membership at BGM 2013; the theme for BGM 2013; and resolutions to BGM 2013 falling within Table

Officers' mandate;

- Monitored progress and activity concerning the Association priorities for 2011-13;
- Received and responded to correspondence from CTF relative to CTF policies and activities;
- Examined resolutions from BGM 2011 falling within Table Officers' mandate and pursued action on same;
- Reviewed proposals for amendments to the NLTA By-Laws and made recommendations to Executive;
- Established the Executive Meeting Schedules for 2012-13 and 2013-14 and the Joint Council Meeting Schedules for 2013-14, 2014-15 and 2015-16;
- Received and responded to requests from groups and organizations for NLTA involvement and/or assistance;
- Brought recommendations to Executive re the closure of the Virtual Teacher Centre and the establishment of an NLTA IT Strategic Plan;
- Monitored the renovations to the NLTA building throughout the 2011-12 school year;
- Previewed agendas for all meetings of Executive and Joint Council, and approved the agenda for BGM 2013;
- Brought recommendations to Executive for new policies, and/or revisions to policies, that fall within Table Officers' mandate;
- Brought recommendations to Executive re the actioning of advisory motions from Joint Council meetings;
- Nominated three people for the Queen's Diamond Jubilee Medal, whose nominations were accepted.

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 2011-12, the first in November 2011 and the second in March 2012. Two meetings were held for the 2012-13 school year; the first in November 2012, and the second in February 2013. At these meetings, members made decisions and brought recommendations to provide advice to the Provincial Executive on many issues of importance to teachers.

Agenda topics included Association priorities, contract negotiations, NLTA budgets, professional development for teachers, CTF programs and services, group insurance, pension funding updates, and changes to NLTA policies. In addition, the Joint Council meetings provided a forum for discussions of many issues of direct concern to teachers.

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; Professional Issues; and Teacher Health and Wellness Advisory. Other ad hoc committees are set up as needed to deal with specific issues.

Communications/Political Action Committee

For 2011-13 the Communications/Political Action Committee was located in Gander and Chaired by Executive member Craig Hicks. 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. The Committee oversaw the coordination of Education Week for 2011, 2012 and 2013. The NLTA Communications Officer serves as staff consultant.

Curriculum Committee

The Curriculum Committee for 2011-13 was located in the Spaniard's Bay area. The committee was chaired by NLTA Executive Member Gabriel Ryan. The committee advised Executive Council on all matters related to curriculum. During its tenure, the committee had been actively engaged with a number of important curriculum issues. These include: Early Childhood Development Initiative; Technology: *The Challenges of Teaching and Learning in the 21st Century*; Assessment/Evaluation Policies; Criterion Referenced Tests (CRTs); Department of Education's Curriculum Map; Learning Resource Centers/Teacher Librarians; Recommended Time Allocations at the Intermediate Level; Language Arts Assessment – Grades 1 and 2; Semesterization of Courses in High School; PASS Program and Student Credit Recovery Program; and Resolutions for BGM 2013.

Equity Issues in Education Committee

For 2011-13, the Equity Issues in Education Committee met in Plum Point with members from as far north as St. Anthony and south to Cow Head. The chair was Executive member Jean Murphy. Geography, weather and other factors presented some challenges causing one meeting's business to be carried forward to the next and one to be replaced by a teleconference. The committee maintained its focus on dealing with LBGTQ issues as they relate to Safe and Caring Schools' initiatives. They monitored the NLTA's participation in the "Every Teacher Project," a national research study on Canadian teachers' perceptions and experiences of gender and sexual diversity. They also gave direction on the desire to plan some new programming for beginning teachers to assist them in engaging and benefitting more fully from their membership in the Association.

The committee made recommendations to Executive on the Association's affiliation with the Ella Manuel Award. More recently, it considered the participation of funded observers to BGM 2013.

The committee chair, along with the staff consultant for Equity

Issues, represented the Association at CTF's Annual Women's Symposium held in Winnipeg in February 2012.

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 controls and monitors all spending and maintains all property of the Association.

Activities include monitoring the investments of the Association, making recommendations on financial issues and preparing budgets. A major activity for the committee was the preparation of the Association's budgets for 2013-14 and 2014-15. The committee is chaired by Jean Murphy; the NLTA Manager of Finance and Administration is staff consultant to the committee.

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 have been appointed by Provincial Executive; representatives from Johnson Inc. as plan administrator, claims 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 Manager of Finance and Administration who performs the financial duties assigned by Trustees.

Membership Benefits and Services Committee

The Membership Benefits and Services Committee was based in St. John's for 2011-13, with Executive member Jeanne Williams as chairperson. This committee is responsible for overseeing and making recommendations on issues related to branch operations and benefits and economic services. The committee made recommendations to Executive regarding candidates for the 2012 and 2013 Allan Bishop, Bancroft and Special Recognition Awards. Over the course of its two-year mandate, the committee reviewed and made recommendations for revisions to a number of areas of NLTA Policy and dealt with the actioning of a number of resolutions that came from the 2011 BGM. The February 2013 meeting considered resolutions from branches to BGM 2013. Issues on the committee agenda during this term have included consideration of branch viability and teacher involvement, teacher membership in the branches in which they live rather than work, policies involving financial planning, new school construction issues, and teacher evaluation policies. The committee also reviewed the activities of School Board-Teacher Liaison Committees.

Staff in both the Benefits and Economic Services Division and Administration Division support this committee in its work.

Professional Issues Committee

For 2011-13, the Professional Issues Committee met in Deer Lake with members from the Corner Brook, Deer Lake and Bonne Bay regions. The committee was chaired by Sherri Rose.

As per its mandate, the committee adjudicated a number of Association awards including Centennial Awards, the Barnes Award and the Johnson Bursary. It is also the selection committee for NLTA's participant in Project Overseas and our delegations to CONTACT and DSS.

In addition to this work, the committee undertook regular review of policy and protocols and made recommendations to Executive resulting in changes in policies on: the deadline date for the Centennial Fund Conference Presenter Award; procedures for payment of the Centennial Study Award and the Johnson Bursary; and the selection of CONTACT delegates.

The committee provided recommendations to Executive on resolutions related to professional development to BGM 2013 and provided guidance on the actions of resolutions carried at BGM 2011.

Teacher Health and Wellness Advisory Committee

A Teacher Health and Wellness Advisory Committee was established in September 2010 as a result of a recommendation from the previous Teacher Health and Wellness Promotion Committee that was accepted by Provincial Executive. The mandate of the committee was: (i) to promote and sustain a focus on teacher wellness and active living; and (ii) to advise and provide guidance to the Provincial Executive and NLTA staff on priorities, development, implementation, and evaluation of strategic health and wellness programming for teachers. The committee was chaired by Provincial Executive member Sharon Penney and was based in Carbonear. Due to the lack of funding available for teacher health and wellness promotion, and subsequent inability to meet the mandate, the Provincial Executive, in its February 13-14 meeting, passed a motion to discontinue this committee.

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. (See the section on Finance and Administration on page 18.)

Highlights of the President's and Executive Director's Offices for 2011-13 are as follows:

- The President continued a series of visitations to schools and branches throughout the province.
- Continued ongoing liaisons with other educational agencies, including the Department of Education, NLSBA, the Faculty of Education, NLADE, the Federation of School Councils, and the Retired Teachers' Association.
- Oversaw the development of a totally revised program and agenda for a new three-year series of School Representative Seminars in the spring of 2012. Coordinated and participated in the three seminars held in the fall of 2011 in Plum Point, Clarenville and Deer Lake, and in 2012 in St. John's, Grand Falls-Windsor and Corner Brook.
- Attended meetings of the Executive of the Council of Atlantic Provinces Teacher Organizations (CAPTO) in 2011-12 and 2012-13, and the CAPTO AGMs in May 2012 and May 2013.
- The President served on the Executive of the Canadian Teachers' Federation as a vice-president for 2012-13.
- The President, Vice-President and Executive Director attended all meetings of the Canadian Teachers' Federation Board of Directors and the CTF AGM in their roles as CTF Directors.
- Maintained ongoing liaison and communications with CTF and the provincial and territorial teacher organizations throughout the country.
- The Executive Director represented the NLTA on the provincial Pensions Investment Committee.
- The Executive Director, the Executive Assistant (Governance) and the Senior Assistant in Benefits and Economic Services 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 9.)
- Had responsibility to oversee all arrangements and planning for BGM 2013.
- Prepared agendas and oversaw all details for the functioning of Provincial Executive and Joint Council meetings.
- The President was involved in numerous media interviews and public appearances as the Association's public spokesperson.
- 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 chaired the Induction Ceremony for New Teacher Graduates during the spring and fall (2011 and 2012) convocations at MUN, in St. John's and Corner Brook.
- Oversaw the preparation of the NLTA's submission to government's Pre-Budget Consultations for the 2012 and 2013 provincial budgets.

- The Executive Director coordinated the Association's initiation of the development of an IT Strategic Plan through initial investigation and liaison with Grant Thornton in the development of a Request for Proposals and evaluation of the proposals received.

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 49 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, preparation of scrolls and pins for retiring teachers and the operations of School Board-Teacher Liaison Committees. Responsibility for branch operations is assigned to the Executive Assistant, Governance.

Highlights for 2011-13:

- Nominations were processed for the Allan Bishop, Bancroft, Barnes and Special Recognition Awards presented annually by the Association. There were no recipients of the Allan Bishop Award for 2012 or 2013. The recipient of the Bancroft Award for 2012 was Sandra Quigley, nominated by the Lake Melville Branch. The recipients for 2013 were Brenda Beresford, nominated by the Marconi Branch, Callista Burrige, nominated by the Deer Lake Branch, and Glenn MacArthur, nominated by the Humber Branch. The recipients of the Barnes Award for 2012 and 2013 respectively were Trent Langdon, nominated by the NL Counsellors' and Psychologists' Association Special Interest Council and Bill Tucker, nominated by the School Administrators' Council. The recipients of the Special Recognition Award for 2012 and 2013 respectively were Derrick Sheppard, nominated by the Churchill Falls Branch and Clarence White, nominated by the Deer Lake Branch. All recipients will be honoured at an awards luncheon during the 2013 BGM.
- The School Board-Teacher Liaison Committees continued to operate during the 2011-13 school years with four committees operating within the Eastern School District (one for each region within the district) and one for each of the Labrador, Western and Nova Central Districts. In addition, one committee operated provincially within the Conseil Scolaire Francophone and a separate committee operated under the Labrador West Collective Agreement. The committees consist of representatives of teachers, school district trustees, and school district staff members. Committees meet up to three times per year and deal with matters designed to improve the teaching and learning situation along with other matters of mutual interest and concern at the school level.
- Over 260 retirement scrolls and pins were prepared for teachers retiring during the 2011-12 school year and over 230 for 2012-13.
- Oversaw the branch viability process which involves each branch reporting biennially on its performance in a number of areas that describe the range of services a branch should

provide for its members, i.e., completion of branch registration and audit, holding branch meetings, etc.

Association Priorities for 2011-13

At its first meeting in August 2011, the 2011-13 Provincial Executive established four priorities for 2011-13. Contained within each of these priorities were goals, as follows:

Priority #1: Quality of Teacher Work Life/ Collective Bargaining

Goal A: To negotiate improvements and maintain existing rights under the collective agreements.

Goal B: To improve working conditions and quality of teacher work life through NLTA initiatives beyond the collective agreement.

Goal C: To ensure that teachers have professional development and wellness opportunities, resources and supports necessary for teaching and learning.

Priority #2: Membership Awareness and Engagement

Goal A: To maintain and enhance awareness of NLTA services, programs, initiatives and activity on educational issues.

Goal B: To continue to enhance existing programs for specific audiences and promote new programs as necessary.

Priority #3: Inclusion

Goal A: To monitor the implementation of the new model and to document successes/concerns of teachers.

Goal B: To maintain communication between the Department of Education and the NLTA so that teacher concerns are known and initiatives are shared.

Goal C: To keep teachers informed on the new inclusionary model and its implementation.

Goal D: To obtain adequate human and material resources and inservice/professional development to support teachers in implementing the new model of inclusion.

Priority #4: Technology in Education

Goal A: To ensure teachers have the necessary technical resources, e.g. hardware/software etc. and supports, e.g. technical assistance, PD for teaching and learning.

Goal B: To address teacher concerns re technology-related issues, e.g. cyberconduct, hand-held devices, cyberbullying, privacy concerns, etc.

Goal C: To evolve collaborative learning communities in which teachers will be able to share and learn using synchronous and asynchronous technologies.

The summary report of the activities on each of these priorities and goals from September 2011 to March 2013 was provided in a separate document to BGM.

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

The province-wide election of the NLTA President and Vice-President was held in December 2012. The 2011-12 electoral

committee consisted of Chairperson Kevin Foley (retired teacher and past NLTA President), Joseph Santos (Waterford Valley Branch), and Alice Bridgeman (Bay Roberts Branch).

This committee conducted the province-wide election in accordance with the approved by-laws, policies and procedures with the assistance of NLTA staff. One candidate was nominated for the office of President. James Dinn (St. John's) was acclaimed President for 2013-15 on November 5, 2012. In addition, five candidates were nominated for the office of Vice-President: Derek Drover (Gaultois), Dean Ingram (Clareville), Sandra Quigley (Happy Valley-Goose Bay), Gabriel Ryan (Holyrood), and Jeanne Williams (Goulds).

The vote, carried out on December 4, 2012, resulted in no clear majority for the position of Vice-President. Another ballot took place on December 18, 2012. The two remaining candidates were Dean Ingram and Jeanne Williams. On December 18, Dean Ingram was elected as Vice-President of the NLTA.

Under the direction of the Electoral Committee, the wide range 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.

Again this year, a Candidates Forum was held in an attempt to provide greater information on the candidates to teachers. It was held in St. John's on November 13, 2012 and disseminated via the web and DVD.

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 2012 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 work 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

The Provincial Collective Agreement expired on August 31, 2012. The Collective Bargaining Committee, which was located in Gander and chaired by Dean Ingram, developed the NLTA's opening proposals for the 2012 round of bargaining. These proposals were approved by Provincial Executive on November 25, 2011 and were based on membership input through individual submissions, group submissions, special interest councils, branches, Joint Council and Provincial Executive, as well as information and reports from past rounds of bargaining and reports from previous negotiating teams and collective agreements throughout Canada. Formal notice to Government to open negotiations was served on March 22, 2012. The NLTA Provincial Negotiating Team was appointed by Provincial Executive and training and planning sessions took place on April 22, 2012.

Opening proposals were exchanged with the Employer on September 12, 2012. Negotiating sessions with the Employer took place on October 10, 11, 12, 31 and November 1. The NLTA negotiating team identified a number of proposals put forth by the Employer that would decrease employee rights and strip out contract provisions affecting working conditions that have existed for decades. The Employer presented a response to our proposal that not only maintained the original contract stripping proposals but proposed further contract stripping. The NLTA negotiating team characterized these as poisonous proposals which inhibit meaningful discussions and prohibit successful negotiation of a Collective Agreement. The Employer was informed that there was no basis for further talks at this time and that the Association will await a further response that addresses the contract stripping concerns identified by the Association. No further negotiating sessions have occurred since then up to the time of the writing of this report.

An information meeting was held with the now former Minister of Finance, Tom Marshall, and the major public sector unions on December 21, 2012 regarding pensions and post-retirement benefits, but no specific proposals were received or discussed. Attempts are being made to obtain a meeting with the current Minister of Finance, Jerome Kennedy, to discuss the status of collective bargaining and other concerns of the NLTA. It remains to be seen whether this meeting will have a positive impact on the progress of negotiations.

Labrador West Collective Agreement

The Labrador West Collective Agreement also expired on August 31, 2012. Formal notice to Government to open negotiations was served on March 22, 2012. On November 12, 2012

the Labrador West Collective Bargaining Committee, chaired by Arlene Johnson, Junior/Senior High School Teacher at Menihek High School, developed a set of opening proposals for the 2012 round of bargaining. These proposals were approved by Provincial Executive on February 13, 2013 and were based on membership input through individual submissions, group submissions, and the Labrador West Branch, as well as information and reports from past rounds of bargaining and the 2012 opening proposals for the Provincial Collective Agreement. As of August 5, 2013 no dates for negotiating sessions on the Labrador West contract have yet been set.

Labrador Benefits Agreement

The current Labrador Benefits Agreement, which was ratified in the fall of 2011, expired on March 31, 2013. This Agreement saw an overall increase of 14 percent in the Labrador Allowance for all communities, and a total increase of \$125 annually in the Travel Allowance for employees and dependents. The chief negotiator for the multi-union employee group served notice to the employer to open negotiations on February 18, 2013. It is anticipated that the process of gathering membership input and preparing opening proposals for bargaining will commence once negotiations on the main collective agreements for the various groups have concluded.

Group Insurance

The annual renewals of the group insurance plan options occurred in February 2012 and February 2013, with corresponding changes in premium and benefits effective May 1 of each year respectively (April premium deduction). While the premiums in most plan options have remained relatively stable, annual premium increases were necessary in 2012. However, no increases are required for the 2013 renewal. During the 2011-12 renewal, Group Insurance Trustees began to implement a rate adjustment process on the premium structure for Single and Family coverage that will more accurately reflect the claims experience for each group. This rate adjustment will continue for the 2013-14 renewal with Single coverage increasing by 15 percent and Family coverage decreasing by 4 percent.

The following is a summary of changes in premiums over the last two years:

Option	2012	2013
Basic Life	unchanged	unchanged
Health	4.5% increase	15% increase (Single coverage) 4% decrease (Family coverage)
Dental	14.2% increase	unchanged
Basic AD & D	24.1% increase	unchanged
Voluntary Life	16% decrease	unchanged
Post 65 Retiree Life	3.4% increase	unchanged
LTD	unchanged	unchanged
Basic Critical Illness	8.3% decrease	unchanged
Voluntary Critical Illness	unchanged	unchanged

Pensions

An actuarial valuation of the Teachers' Pension Plan (TPP) occurs every three years. The NLTA is awaiting the results of the official valuation as at August 31, 2012. The most recent unofficial update reported to Joint Council in November 2012 showed a funding level as at December 31, 2011 at 58.7 percent as compared to 64.3 percent in the official valuation at August 31, 2009, and 82.2 percent at August 2006. The valuation is based on the assumption of 7.25 percent annual return on investment. If this return is not achieved, the funded ratio will be negatively impacted. The downturn in equity markets during 2008 and 2009 significantly impacted returns on all public sector pension funds including the funding level of the Teachers' Pension Plan. Equity markets have been volatile throughout 2010-13, with some rebounding in recent months.

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 TPP. This includes communicating information to the membership on the pension plan, presentations at the Pre-Retirement Seminars and Financial Information Seminars and sessions, working through the Pensions Administration Committee to ensure consistent management and administration of the plan, and interceding on teachers' behalf with Pensions officials when difficulties arise. The NLTA is also represented on the Pensions Investment Committee, which oversees the investment of the province's Pooled Pension Fund.

Grievance and Arbitration

Articles 31 and 32 of the Provincial Collective Agreement (Articles 50 and 51 of the Labrador West Collective Agreement) outline the grievance and arbitration process, which is the manner in which disputes related to the application or interpretation of the provisions of the Collective Agreement are dealt with. Advice and assistance from the staff of the BES Division are available and essential when resolving disputes through these methods. In some cases, a grievance by a teacher will actually represent more than one alleged violation of the collective agreement.

During the 2010-11 reporting period, a total of 17 new grievances were initiated by teachers with some of these grievances representing multiple issues and in some cases the grievances involved groups of teachers. There were also 24 grievance cases that were still ongoing from the previous period. Of these 24 cases, 17 involved grievances held in abeyance pending the outcome of an arbitration board ruling on mandatory car-pooling and shared accommodations. Disciplinary action, management rights and workload gave rise to the highest number of new grievances, with three each respectively. Two grievances each were filed related to layoffs, terminations of contracts and travel allowances, and one grievance was initiated in relation with each of the following: deferred salary leave, employment of teachers, harassment, class size, recognition and severance pay.

Fourteen grievances were resolved through the grievance process. The Association was successful through an arbitration on district travel policy affecting 17 outstanding grievances. Six cases were

ongoing at the end of the 2010-11 reporting period. One case was decided in the employer's favor through the arbitration process. Three cases were withdrawn by the teacher. One case went through Stage I and II of the grievance process, but based on legal advice, was not moved to arbitration.

During the 2011-12 reporting period, a total of 26 new grievances were initiated by teachers with some of these grievances representing multiple issues. There were also six grievance cases that were still open from the previous reporting period. Disciplinary action, teacher attendance during storm days, and violations of management rights gave rise to the highest number of new grievances with five each totalling fifteen, while four dealt with term contracts. Three grievances each were opened on discrimination/intimidation, employment of teacher, harassment and leave without pay issues. There were two cases each that dealt with layoffs, sick leave, termination of contracts and the transfer of teachers. One grievance each was initiated in relation to each of the issues of group insurance, redundancy provisions, salaries, workload and the premium rate setting process.

Sixteen grievances were either upheld or resolved through the grievance/arbitration process. Seven cases were ongoing at the end of the 2011-12 reporting period. Five grievances were not upheld, not pursued further or withdrawn by the teacher.

Employee Assistance Program for Teachers

The Employee Assistance Program for Teachers provides multiple services and links to support teachers in their quest for optimal health. This multi-dimensional strategy uses personal and group contact and available technology to reach teachers with knowledge and skills to enhance their capacity for personal and workplace well-being. EAP Coordinators use existing school structures to set a foundation which supports a healthy workplace and healthy employees. Teachers are encouraged to include specific Teacher Wellness components in their School Development Plan. In so doing, they are offered support in building a teacher wellness focus into their agendas for: Safe and Caring Schools; Climate and Culture; Healthy Students, Healthy Schools; Joint Consortium on School Health; Comprehensive School Health; Occupational Health and Safety; and other school committees.

The Health Promotion Strategy for teachers involves:

- establishing a supportive foundation at the Department, Board, Branch and school levels as well as ensuring availability of, and access to community resources in health; and,
- providing direct services through information and skills development sessions; resource development and distribution; and individual counselling, mediation, conflict coaching, and referral.

The Employee Assistance Program has been growing each year. From September 2011 to August 2012, the program reached 2,525 individuals encompassing 228 schools. This is a notable increase in the number of schools along with an increase in the number of rural schools accessing EAP. The program has been growing on an average of 20 percent each year for the past three

years. The program is reaching more schools and smaller schools as well as delivering more district level workshops.

Legal Assistance

Members of the NLTA have access to free legal assistance under the Association's Legal Aid Policy providing the case arises from a situation that is contingent upon the member's role as a teacher. Any teachers who feel they may need legal assistance in this type of situation must submit their requests 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 2010-11 reporting period, 24 requests for legal assistance were approved and referred to legal counsel. The largest number of these, six, related to allegations of physical assault; five cases related to allegations of harassment; three each dealt with allegations of inappropriate conduct and request for legal representation at meetings; and two each dealt with threats against teachers and social media concerns. Individual cases dealt with defamation, personal injury, and theft. In the majority of cases legal assistance was provided and the issue resolved. One case was unresolved and the subject of a criminal proceeding and one case was still in arbitration.

During the 2011-12 reporting period, 14 requests for legal assistance were approved and referred to legal counsel. The largest number of these, five, related to allegations of physical assault; two cases related to allegations of sexual assault/misconduct; and two cases each involved allegations of inappropriate conduct and harassment. Individual cases dealt with benefits, EI inquiry and social media concerns. In the majority of cases, legal assistance was provided and the issue resolved with only two cases still open waiting the findings of criminal proceedings.

Employment Insurance

The Association's publication *Teachers' Guide to Employment Insurance*, which is revised annually, is available to all members and provides up to date, practical information to assist teachers with employment insurance matters. The Guide was most recently updated in January 2013 incorporating changes to the Employment Insurance Regulations that were made that same month. The majority of inquiries and requests for assistance come from substitute/replacement teachers and teachers applying for maternity/parental benefits. Teachers' access to EI benefits during the non-teaching periods, particularly July and August, has been significantly limited based on the decisions in a number of Federal Court of Appeal decisions in 2002 and 2003. The Association continues to provide legal assistance for EI appeals to teachers whose circumstances can be distinguished from the facts in these cases. During the 2010-11 reporting period only one request was made for legal assistance. This request was supported by the Association. During the 2011-12 reporting period one request was made for assistance, after reviewing the facts of the appeal, legal assistance was not provided.

The regulations governing the definition of suitable employment has been significantly changed in the most recent revision of the Employment Insurance regulations. These changes may have an impact on the eligibility of some teachers for EI benefits. The Federal Government has also indicated a desire to change the EI appeal process in the upcoming fiscal year, both of which may impact on the number of requests for assistance received by the Association.

Workers' Compensation

The NLTA continues to provide assistance and support to teachers who are injured in the course of their employment. During the 2010-11 and 2011-12 school years, 14 new files were opened in relation to teachers seeking advice regarding work related accidents/injuries and claims for workers' compensation benefits, which represents a significant increase over the previous two school years. The negative financial impact for teachers who miss work due to a job related injury and are in receipt of workers' compensation benefits remain an important issue for the NLTA. However, while provincial legislation prohibits an employer top-up of these benefits, the NLTA has established, since September 2006, a supplement through the Group Insurance Long Term Disability Plan (LTD). This benefit provides any teacher who has LTD coverage through the NLTA Group Insurance program and has lost time due to an injury at work with a LTD "top-up" once the teacher is in receipt of workers' compensation earnings loss benefits. The LTD "top-up" is non-taxable and will pay an injured teacher the difference between 85 percent of regular net income and the workers' compensation benefit received. Information and applications for the LTD "top-up" are available through the Benefits and Economic Services Division.

Teacher Health Assistance Program (THAP)

The Teacher Health Assistance Program 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, THAP information packages are mailed to teachers identified as running low on sick leave. Over 2,300 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 Deferred Salary Leave Plan (DSLP) is available to any tenured teacher in a permanent position covered by the NLTA collective agreements. Many teachers find the DSLP an excellent means of financing a year of leave to pursue travel, family time, other professional opportunities, further studies, or any interest that an individual might have. Leave under the DSLP is fully credited for purposes of pension, seniority, severance pay, salary increments, and sick leave. The plan is registered

with the Canada Revenue Agency (CRA), which does not allow the year of leave to be taken as the last year before retirement. Benefits and Economic Services staff regularly provides advice and assistance to members in relation to the Deferred Salary Leave Plan (DSLP). This includes liaising with school district and Department of Education officials, providing current information in *The Bulletin*, and working with the Deferred Salary Leave Committee. A detailed information and application package, updated annually, is available from the NLTA office. As of February 5, 2013, there are 200 teachers enrolled in the DSLP, 143 of whom are paying in, 57 of whom are on leave, and 16 of whom have deferred their year of leave.

Occupational Health & Safety (OH&S)

The health and safety of teachers as workers and the responsibilities of both school districts and their employees in this regard are governed by the provisions of the Occupational Health and Safety Act and regulations. The NLTA Benefits and Economic Services staff provide advice and assistance to teachers in relation to Occupational Health and Safety issues and inquiries. OH&S Committees (or representatives, depending on the number of employees in a school) play an important role in overseeing and ensuring workplace safety. Specific workplace safety concerns should be brought to the attention of school administrators and school OH&S Committees or Representatives.

Financial Information Seminars

The interest from teachers throughout the province to hold Financial Information Seminars continues to increase. During the 2011-12 school year, the NLTA held Financial Information Seminars in Clarendville, Corner Brook, St. John's, and Labrador West. During the 2012-13 school year, seminars have been held in Corner Brook, Harbour Breton, and St. John's. A maximum of 30 participants are pre-registered at each seminar. Plans are now being completed to host additional regional seminars during the spring and fall of 2013.

Financial Wellness Presentations

Financial information sessions with information for teachers on salaries, pensions, group insurance, and other benefits, with an emphasis on the importance of obtaining financial advice from certified financial planners, have been provided in a number of formats to teachers. In particular, the presentation is provided to new teachers at the district teacher orientation sessions in late August/early September, branch meetings and staff meetings upon request, and school closeouts when permitted to do so. These one/two hour sessions have been successful and very well received.

Professional Development

The Professional Development Division of the NLTA designs and delivers professional development programs in response to the demands from the field – individuals, schools, districts and other groups. It is also an advocate for teachers in areas of professional issues such as leave for professional development. The division administers numerous funds and awards and, through the various standing committees, the division represents the concerns of the field to Provincial Executive and develops policy for the Association.

The following is a report on the activities of the Professional Development Division for 2011-13.

Special Interest Councils

Special Interest Councils (SICs) are professional learning communities dedicated to lifelong learning and the ongoing professional growth of its members. Their mandate includes offering a range of PD programs including conferences, institutes, focus groups, teleconferences and e-learning initiatives.

During the last two years (2011-13), SICs have offered an impressive listing of professional learning opportunities. In any given year, some 2,000 NLTA members attend SIC conferences and workshops.

The remarkable thing to note about our SICs is that their success is ultimately dependent on the dedication of a relatively small group of SIC executive members and volunteers who work diligently to organize and promote PD opportunities for their members.

Effective September 2006, three levels-based Special Interest Councils – Primary/Elementary, Intermediate and Senior High were introduced. Unfortunately, in spite of a considerable amount of effort, the levels-based SICs have struggled. The Senior High and Intermediate Councils never did gain a foothold. The Primary/Elementary or K-6 Council has experienced moderate success in the vicinity where its executive is located.

As a consequence, delegates voted on a By-Law change at the 2013 Biennial General Meeting (BGM). The By-Law change saw the dissolution of the current levels-based Special Interest Councils. Our goal is to build on the success of the current “specialist” SICs. Interested, energetic, focused, like-minded educators with common interests will have an opportunity to establish new SICs to meet their unique professional learning needs.

The future of the NLTA Special Interest Councils looks promising as members of the Association continue to offer themselves in the service of their colleagues. Special Interest Councils represent an opportunity for members to make a contribution at the “grassroots” level of the Association. While there will be challenges ahead as we attempt to grapple with a plethora of factors, including a significant turnover in teachers, the impact of technology, members’ quest to find a work/home balance, etc., the NLTA Special Interest Councils will continue to do their part in helping to ensure that NLTA members are afforded opportunities to network, learn and grow as educators.

Response to Membership

Beginning Teachers

For a number of years, the NLTA led a Teacher Induction Program in collaboration with school districts. This program has changed over time as the restructuring of districts and the changes in personnel at district offices has presented major challenges to implementing the model as it was designed.

However, in recognition of the need for support for this group, the Association continues to be a part of the orientation sessions held in late summer or early fall and by providing a “new teacher orientation kit.” As well, 2013 marked the seventh year of offering conferences with an agenda designed specifically for beginning teachers. Two conferences were held, one in the Eastern School District and the other in the Western School District. A conference was planned for Nova Central but was later cancelled.

Staff in the PD Division regularly respond to requests from the Faculty of Education and Memorial’s Education Society to present seminars and classes on a variety of topics (financial matters, classroom management, interviewing techniques, professionalism, etc.).

In 2007, the Association initiated what was to be a five-year study of the experiences of beginning teachers in this province. To date, the participants have completed two questionnaires, selected teachers were interviewed and all study participants were part of a phone survey. Plans were in place to conduct a final questionnaire. This was done in 2011-12, delayed by one year as a result of the death of chief investigator Dr. David Dibbon. In 2012-13, the new Dean of the Faculty of Education, Dr. Kirk Anderson, has taken on the role of chief investigator and although delayed, it is hoped that the research will be completed and reported in Fall 2013.

Late-Career Teachers

In the Fall of 2011 and 2012, the Association continued to offer a series of pre-retirement seminars. Teachers continue to give strong endorsement for these seminars, and it is expected that they will continue to be held. These are carried out by staff in the Benefits and Economic Services Division and are reported on under that section.

Leadership Initiatives

Leadership at Work

This program, which was originally developed and piloted by the NLTA in collaboration with the former Avalon West School District, continues to be the premiere leadership development and support program for our school administrators. While it has taken on various models, it is operating in most districts with several cohorts in the Western School District. Staff in the PD Division continue to provide support and are often consulted to provide input into the agendas for these groups and assist with facilitation as they meet on a regular basis throughout the school year.

Developing Successful Schools (DSS)

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 9-12, 2012, approximately 60 school administrators and teachers from the four Atlantic provinces, including a delegation of 12 representing the Newfoundland and Labrador Teachers' Association, participated in a wonderful learning experience with three professors from Queen's University in Kingston, Ontario. The focus for the institute was "Strategic Approaches to Negotiations and Conflict Management."

DSS 2013 took place July 9-12. The Association was once again represented by 12 delegates. Ms. Sandra Herbst facilitated the session using as a primary source two books which she co-authored: *Transforming Schools and Systems Using Assessment* and *Leading the Way to Assessment for Learning*.

Joint Ventures

CONTACT

The Conference on New Techniques and Classroom Teaching (CONTACT) is a summer conference, hosted in rotation by the four teacher organizations in the Atlantic region. In 2012, the NLTA was represented by the chair and two members of our Professional Issues Committee, the Administrative Officers in the PD Division and a delegation of 20 teachers from all regions of the province.

In 2013, CONTACT was hosted by the Prince Edward Island Teachers' Federation. Our delegation included the President, the chair and two other members of the Professional Issues Committee, staff in the Professional Development Division and teachers from around the province. A change in policy this year allows for teachers to apply directly to the NLTA without going through the branch.

Atlantic Canada Connected Community (ACCC)

The Atlantic Canada Connected Community (ACCC) is well established as the first ever "Connected Community" to ASCD, the Association for Supervision and Curriculum Development. ACCC has developed a constitution, gained a solid membership base and published several volumes of a PD journal called *Connections*. Equally important, ACCC has offered a large number of professional learning sessions featuring world-renown ASCD authors and presenters (e.g., Andy Hargreaves, Heidi-Hayes Jacobs, Jay McTighe, Carol Ann Tomlinson, Carolyn Coil and Bob Sullo). ACCC Executive members have been afforded the opportunity to participate in ASCD summer leadership training which is held in Lansdowne, Virginia. All expenses have been borne by ASCD. 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 of professional development. Conferences hosted by ACCC are listed on the NLTA website at the link, Professional Development Opportunities: www.nlta.nl.ca/pd_opportunities.

ONSITE

To celebrate their centennial, Parks Canada, in partnership with the Department of Education, the Newfoundland and Labrador Teachers' Association and the Nunatsiavut Government offered a professional learning institute, Ten Teachers in the Torngats, from August 6-13, 2011. It provided the teachers with an opportunity to experience and to connect with the story of the Inuit and their Torngat Mountains home.

Since 2007, the Department of Education has partnered with Parks Canada and provided \$30,000 annually to support summer institutes. The Ten Teachers in the Torngats Institute was supported through an investment of \$15,000 from the Department of Education, \$25,000 from Parks Canada, \$5,000 from the NLTA and \$6,000 from the Torngat Mountains National Park.

A video of the trip, created by teacher participant, Darla O'Reilly, can be viewed on YouTube at www.youtube.com/watch?v=sGnQ8Nif_Qs. To learn more about the base camp used as part of the Ten Teachers in the Torngats initiative, go to www.torngatbasecamp.com/home/.

Note: The ONSITE program was discontinued as of the summer of 2011. There was no program in 2012 or 2013.

Sharing Our Cultures

Sharing Our Cultures continues to showcase the many diverse cultures represented in our school communities. The Rooms has become a partner, and the event was hosted there again in 2013. Sharing Our Cultures has grown from a small multicultural fair to a major event which hosts school groups for two full days following an official ceremony.

In 2010, Sharing Our Cultures became incorporated and is now governed by a Board of Directors chaired by the NLTA Communications Officer. Ms. Lloydetta Quaicoe continues to provide leadership for the organization. PD staff continue to serve on the advisory and event planning committees.

International Programs

The NLTA continues to contribute to international educational programs in the developing world through the Canadian Teachers' Federation. Each year the NLTA has sponsored one participant in Project Overseas. In the summer of 2012, Donna Gibbons, a high school teacher from St. John's, worked as a tutor to teachers in Uganda. The Professional Issues Committee selected Dana Pittman as our 2013 participant. Dana spent three weeks of the summer of 2013 working with teachers in St. Lucia. Beverley Park, Senior Administrative Officer, continued to act as a resource person in Sierra Leone, Togo and Uganda to work on providing greater access to education and assist in union development. Her participation is funded by CTF with grants from the Canadian International Development Agency (CIDA).

The winter of 2011 saw a major setback for international programs as the Canadian International Development Agency ended a 50-year partnership agreement with the Canadian Teachers' Federation and withdrew all funding. Efforts have resulted in some short-term funding, but no long-term agreement is in place.

Workshop Delivery

Design and delivery of workshops, keynotes and conference sessions are a major part of the work of the Professional Development Division. This work puts staff in direct contact with teachers and with school districts and helps us remain current on issues, ideas and topics of concern to teachers.

CTF Imagineaction Initiative

The Canadian Teachers' Federation (CTF) has expanded its Imagineaction Program. It has partnered with the Canadian Museum for Human Rights (CMHR), the Assembly of First Nations (AFN), the Inuit Tapiriit Kanatami (ITK) and the Robert F. Kennedy Center for Justice and Human Rights on a national initiative called "Canadian Defenders for Human Rights."

Canadian Defenders for Human Rights is a curriculum tool designed to raise awareness of human rights issues with Canadian high school students. It is also a national mobilizing activity for students from coast to coast to coast, building solidarity, recognition and support for human rights globally and locally.

As the project develops, teachers will have access to:

- a rich selection of K-4, 5-8 and 9-12 lesson plans, links and background information to teach human rights within a contemporary context;
- a Canadian adaptation of *Speak Truth to Power*, a highly acclaimed international resource developed by the Robert F. Kennedy Center for Justice and Human Rights;
- a variety of learning resources, tools and prescribed curriculum on Indigenous peoples to inform non-Indigenous students; and
- a digital platform to celebrate student social action at the community level in the pursuit of human rights.

NLTA Administrative Staff Officer, George Tucker, is a member of the Canadian Teachers' Federation Imagineaction Working Committee.

Virtual Teacher Centre (VTC)

The Provincial Government terminated its funding for the VTC in its March 2012 budget. Consequently, the Provincial Executive made a decision in late May 2012 to terminate the operations of the VTC. The VTC ceased operations on August 31, 2012.

Communications/ Printing Services

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 some of the initiatives of the Communications Division for the 2011-12 and 2012-13 school years.

Provincial Budget

In 2012 and 2013 the NLTA prepared submissions to Government's Pre-Budget Consultations. The focus of the 2012 submission included student support services/inclusion; teacher allocations; teacher leaves and the provision of substitute teacher days; student supervision; and human resources support for technology. Government essentially maintained spending levels for education from the previous year. The substitute teacher budget was still a major concern for teachers and the NLTA.

The NLTA's submission to the 2013 pre-budget consultations focused on the same areas. We reiterated our message from last year's submission that improvements are needed in all of these areas and that now is not the time for reducing the province's investment in education. A media/public awareness campaign was launched to reiterate the message that now is not the time for cuts to education.

Education Week

The planning of the resources and activities for Education Week is the responsibility of the staff in the Communications Division in consultation with the provincial Communications/Political Action Committee. The theme for Education Week 2012 was *techKNOWLEDGEy • technoSAVOIR*. The opening ceremonies for Education Week 2012 took place on Monday, March 5 via webcast.

Due to feedback from teachers and numerous comments and concerns through a survey and focus groups, the decision was made to change the date and timing of Education Week. There have been concerns from teachers with regards to weather, reporting, curriculum and exams. The change will give the planning committee time to review the activities associated with Education Week, make changes to enhance the week, and provide a new focus. The next NLTA Education Week will take place October 6-12, 2013 and is being planned by the provincial Communications/Political Action Committee.

Education Week has been sponsored by the NLTA since 1936.

Computers for Schools

The NLTA continues its involvement with the Computers for Schools (CFS) program. 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 35,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador and over one million computers have been shipped on a national level. The provincial statistics for 2012-13 reveal that over 1,042 refurbished computers have been delivered and 187,753 pounds (85 tonnes) of computer E-waste recycled.

The NLTA is represented on the CFS Board of Directors by the NLTA Communications Officer who is also a member of the CFS Finance Committee and Vice-President of the Board of Directors.

Publications

The Communications Division has responsibility for all publications of the NLTA that are available to teachers and various publics. Many of the NLTA publications continue to be reviewed and updated and many of the printed materials are now available only on the NLTA website.

NLTA Website

The NLTA website was revamped in 2008-09 and redesigned to accommodate a public section and a members only section. Teachers were provided with a user name and password to access the members only 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.

The members only section provides the opportunity for teachers to update their personal information and request an NLTA membership card if needed.

NLTA Membership Cards

The NLTA membership cards continue to be updated as requested. Teachers can now complete a form on the NLTA website to request an NLTA membership card. As well, we continue to provide 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 Annual Teacher Recruitment Fair is intended to provide job opportunities and information for students, teachers, and others interested in entry into the profession. The Provincial Recruitment Fair is organized in partnership with Memorial University, the NLTA, the Department of Education and the Newfoundland and Labrador School Districts. In 2012 the Fair took place on May 7 in Corner Brook and May 9 in St. John's. For 2013 the event took place May 13 in Corner Brook and May 15 in St. John's.

NLTA Database

The NLTA continues to collect information for the internal database of members. In September 2010 an NLTA staff member was assigned sole responsibility for updating and maintaining

the database. The database continues to be reorganized and revamped to allow easy access to member information for polling, email, and communicating quickly when needed.

Communication to Teachers

We continue to print many publications for teachers, but an effort has been made to communicate electronically if and when possible. All information is posted on the NLTA website, regular emails are sent to school reps, branch presidents and members of Provincial Executive. The NLTA now uses Twitter to get information/updates to the public and teachers along with regular news releases.

Teacher Discount Program

The list of businesses that provide discounts and special services for teachers has been continued. The list is available on the NLTA website in the members only section 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 is still offered to teachers where they can take advantage of hundreds of magazines at enormous discounts, and discounts have been added on hotels, car rentals and various businesses.

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), Sharing Our Cultures, 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.

The Communications Division also has responsibility for organizing Janeway Day in the Schools which was held on or near February 14 of each year and for the organizing and judging of the NLTA Christmas card contest. The winning entries are usually judged in early March and the card is used for that year's NLTA Christmas Card.

Printing Services

In conjunction with staff in the Communication Division, Printing Services is responsible for all matters related to the design, printing and distribution of information to teachers. Projects completed for 2011-13 are referenced throughout this report. We occasionally assist other affiliated groups with their printing requirements. Those requests are considered on an individual basis and are vetted through the Communications Officer and/or Executive Director.

Finance and Administration

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 90%) comes from the membership in the form of fees, which are currently set at 1.25% of salary and bonuses. In accordance with Resolution FL17 from BGM 2007, 50% of the 2010-11 (\$347,697) and 2011-12 (\$600,750) financial surpluses were transferred to the Emergency Fund.

With the personnel changes in the Finance and Administration Divisions over the past 2½ years, a realignment of responsibilities has now taken place. All responsibilities for human resources, administration of staff collective agreements and office operations have now been placed fully within the area of Finance and Administration and no longer fall within the Executive Director's office. The titles of the two staff in this area have been changed to reflect the new responsibilities: Manager of Finance and Administration, and Accountant/Assistant (Finance and Human Resources).

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

The Pooled Investment Committee monitors the investment performance of the fund manager using an investment scorecard which compares our investment returns with the appropriate benchmark and the fund manager's performance in comparison

to other fund managers in Canada. Members of the Pooled Investment Committee meet at least annually to review policy, to receive formal updates, and to make recommendations to Provincial Executive and Group Insurance Trustees, as appropriate.

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 and the President's house at 44 Rumboldt Place, St. John's.

Newfoundland and Labrador Teachers' Association Statement of Operations

Year Ended August 31	2012		2011	
	General Fund	Restricted Funds	Total	Total
Revenue				
Membership fees	\$ 5,485,793	\$ 477,023	\$ 5,962,816	\$ 5,673,353
Contributions	285,081	220,819	505,900	455,030
Government grants	229,805	-	229,805	222,735
Interest on investments	15,883	727,582	743,465	347,994
Miscellaneous	84,075	24,648	108,723	57,110
	<u>6,100,637</u>	<u>1,450,072</u>	<u>7,550,709</u>	<u>6,756,222</u>
Expenses				
Administration	1,886,074	226,039	2,112,113	2,391,429
Benefits and economic services	1,282,665	-	1,282,665	1,246,882
Communications	911,499	-	911,499	798,116
Employee assistance program	-	60,415	60,415	49,965
Branch operations	245,298	-	245,298	259,767
Investment fees	-	58,538	58,538	38,900
Professional development	573,602	76,721	650,323	618,010
Grievances and arbitration	-	184,674	184,674	194,061
Negotiations and other lock-out	-	109,473	109,473	28,290
	<u>4,899,138</u>	<u>715,860</u>	<u>5,614,998</u>	<u>5,625,420</u>
Excess of revenue over expenses before other item	1,201,499	734,212	1,935,711	1,130,802
Other item (Decrease) increase in fair value of investments	-	(265,612)	(265,612)	109,273
Excess of revenue over expenses	<u>\$ 1,201,499</u>	<u>\$ 468,600</u>	<u>\$ 1,670,099</u>	<u>\$ 1,240,075</u>

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

Newfoundland and Labrador Teachers' Association Statement of Financial Position

August 31			2012	2011
	General Fund	Restricted Funds	Total	Total
Assets				
Current				
Cash and cash equivalents	\$ 1,013,100	\$ -	\$ 1,013,100	\$ 1,508,538
Receivables	9,156	-	9,156	152,607
Receivable from				
General fund	-	175	175	175
Insurance fund	19,083	-	19,083	25,000
Restricted funds	50,036	73,467	123,503	113,205
Prepays	<u>51,362</u>	<u>-</u>	<u>51,362</u>	<u>42,313</u>
	1,142,737	73,642	1,216,379	1,841,838
Investments (Note 5)	1,357,367	12,390,925	13,748,292	12,809,793
Property and equipment (Note 6)	2,653,479	-	2,653,479	1,609,944
Deferred pension costs (Note 10)	<u>349,834</u>	<u>-</u>	<u>349,834</u>	<u>328,036</u>
	<u>\$ 5,503,417</u>	<u>\$ 12,464,567</u>	<u>\$ 17,967,984</u>	<u>\$ 16,589,611</u>
Liabilities				
Current				
Payables and accruals	\$ 564,198	\$ 11,642	\$ 575,840	\$ 921,483
Payable to				
General fund	-	50,036	50,036	39,914
Restricted funds	<u>175</u>	<u>73,467</u>	<u>73,642</u>	<u>73,467</u>
	564,373	135,145	699,518	1,034,864
Accrued severance pay	506,466	-	506,466	525,913
Accrued benefit liability (Note 10)	<u>422,529</u>	<u>-</u>	<u>422,529</u>	<u>359,462</u>
	1,493,368	135,145	1,628,513	1,920,239
Members' Equity	<u>4,010,049</u>	<u>12,329,422</u>	<u>16,339,471</u>	<u>14,669,372</u>
	<u>\$ 5,503,417</u>	<u>\$ 12,464,567</u>	<u>\$ 17,967,984</u>	<u>\$ 16,589,611</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

Year Ended August 31

2012

2011

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Total	Total
Revenue										
Membership fees	\$ 477,023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 477,023	\$ 453,868
Contributions	-	-	131,432	-	-	89,387	-	-	220,819	208,256
Interest on investments	468,859	57,335	52,358	147,928	105	667	36	294	727,582	329,283
Miscellaneous	-	-	-	-	-	-	-	24,648	24,648	23,824
	<u>945,882</u>	<u>57,335</u>	<u>183,790</u>	<u>147,928</u>	<u>105</u>	<u>90,054</u>	<u>36</u>	<u>24,942</u>	<u>1,450,072</u>	<u>1,015,231</u>
Expenses										
Administration	5,726	1,317	1,317	1,317	7,165	200,697	-	8,500	226,039	214,053
Employee assistance program	-	-	60,415	-	-	-	-	-	60,415	49,965
Investment fees	32,089	6,906	6,595	12,948	-	-	-	-	58,538	38,900
Professional development	-	33,523	32,000	-	10,000	1,198	-	-	76,721	54,553
Grievances and arbitrations	184,674	-	-	-	-	-	-	-	184,674	194,061
Negotiations and other lock-out	109,473	-	-	-	-	-	-	-	109,473	28,290
	<u>331,962</u>	<u>41,746</u>	<u>100,327</u>	<u>14,265</u>	<u>17,165</u>	<u>201,895</u>	<u>-</u>	<u>8,500</u>	<u>715,860</u>	<u>579,822</u>
Excess of revenue over expenses (expenses over revenue) before other item	613,920	15,589	83,463	133,663	(17,060)	(111,841)	36	16,442	734,212	435,409
Other item										
Increase (decrease) in fair value of investments	(165,296)	(25,126)	(23,257)	(51,933)	-	-	-	-	(265,612)	109,273
Excess of revenue over expenses (expenses over revenue)	<u>\$ 448,624</u>	<u>\$ (9,537)</u>	<u>\$ 60,206</u>	<u>\$ 81,730</u>	<u>\$ (17,060)</u>	<u>\$ (111,841)</u>	<u>\$ 36</u>	<u>\$ 16,442</u>	<u>\$ 468,600</u>	<u>\$ 544,682</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 Financial Position

August 31

2012

2011

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Total	Total
Assets										
Current										
Receivables	\$ -	-	-	-	-	-	-	-	-	-
Receivable from general fund	-	-	-	175	-	-	-	-	175	175
Receivable from restricted funds	-	-	-	-	-	73,467	-	-	73,467	73,467
	-	-	-	175	-	73,467	-	-	73,462	195,949
Investments (Note 5)	8,192,470	862,176	895,655	2,329,828	11,134	48,005	5,701	45,956	12,390,925	11,432,628
	<u>\$ 8,192,470</u>	<u>\$ 862,176</u>	<u>\$ 895,655</u>	<u>\$ 2,330,003</u>	<u>\$ 11,134</u>	<u>\$ 121,472</u>	<u>\$ 5,701</u>	<u>\$ 45,956</u>	<u>\$ 12,464,567</u>	<u>\$ 11,628,577</u>
Liabilities										
Current										
Payables and accruals	\$ 6,548	\$ 2,334	\$ 1,380	\$ 1,380	-	-	-	-	11,642	12,071
Payable to general fund	38,483	2,823	2,823	2,823	-	3,084	-	-	50,036	39,914
Payable to restricted fund	-	-	73,467	-	-	-	-	-	73,467	73,467
	45,031	5,157	77,670	4,203	-	3,084	-	-	135,145	125,452
Members' Equity	8,147,439	857,019	817,985	2,325,800	11,134	118,388	5,701	45,956	12,329,422	11,503,125
	<u>\$ 8,192,470</u>	<u>\$ 862,176</u>	<u>\$ 895,655</u>	<u>\$ 2,330,003</u>	<u>\$ 11,134</u>	<u>\$ 121,472</u>	<u>\$ 5,701</u>	<u>\$ 45,956</u>	<u>\$ 12,464,567</u>	<u>\$ 11,628,577</u>

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