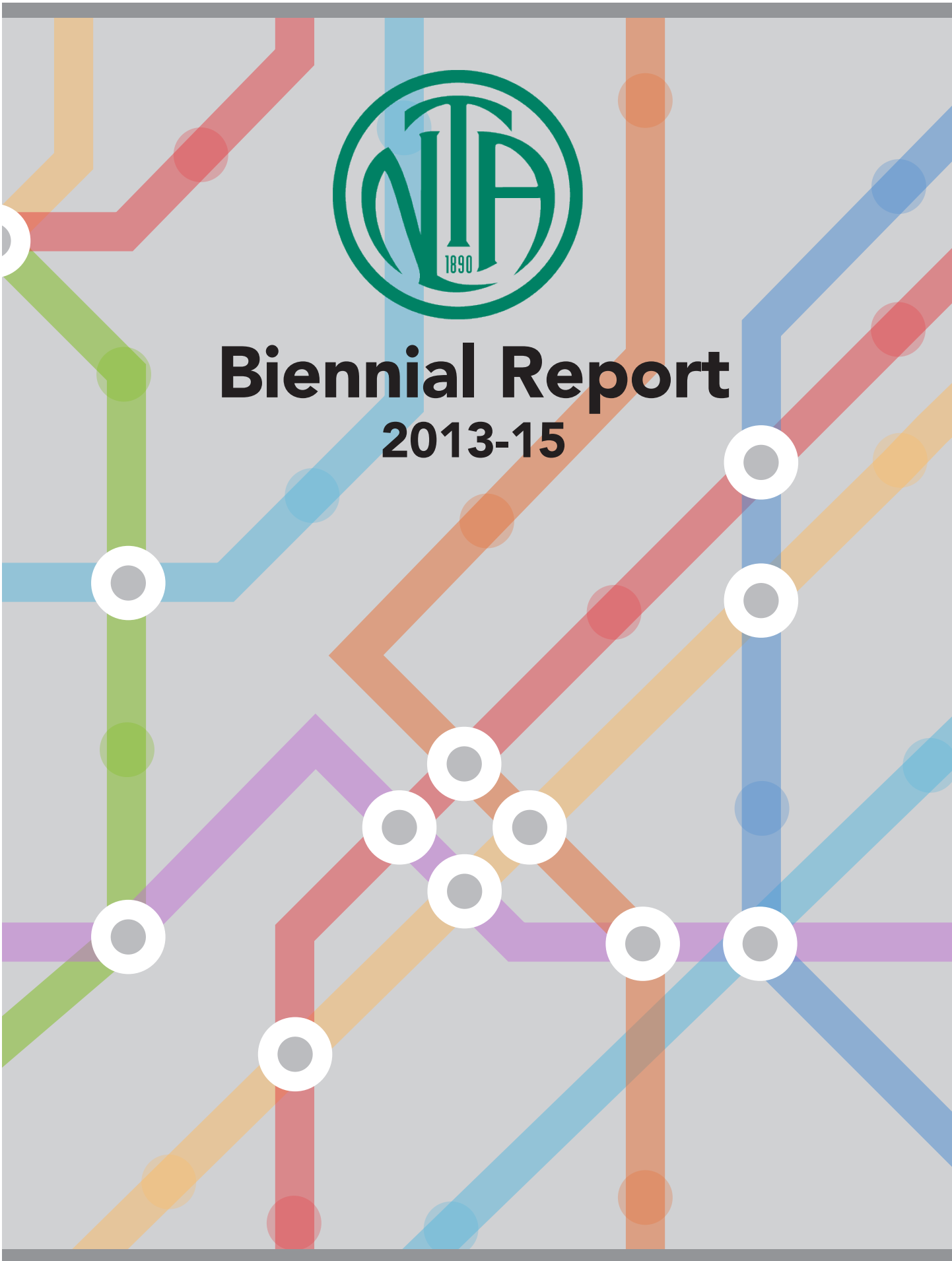




# Biennial Report

## 2013-15



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# PRESIDENT'S REPORT

James Dinn

When I took office in August 2013, my calendar was fairly open and I remember thinking, "What am I going to do to fill my time?" It didn't take long for that question to be answered. In the time since I took office, we have faced some major challenges and changes. The past two years have tested us as an Association and required us to stand together. The fact we pulled together at key moments gives me the greatest hope for ourselves and our Association as we turn to face the challenges ahead of us.

If I had to choose one word to describe my time in office it would be change. My term in office coincided with the amalgamation of four English school districts to one provincial English school district (the NLESD). By my count, since I took office as NLTA President, the province has had four Ministers of Finance, four Ministers of Education and three Premiers. We went from a stalemate in collective bargaining to signing a new contract with major gains. We entered into discussions with government on pensions and finalized an agreement. All this, and I still hadn't finished my first term.

Of course I was fortunate to have had an experienced and diverse Executive which was truly representative of the province. Your current executive for 2015-17 is no different. The 2015 BGM saw the election of three new executive members. While the experienced members will bring stability in tough times ahead, our new members will bring new ideas to the table and encourage positive change.



**President James Dinn speaks to the media in August 2014.**

Since taking office I emphasized the importance of our union, your NLTA. For some of us, the NLTA plays an important role in our lives and we are vividly aware of its importance. Other members are critical and question the value of the NLTA. And for others, the NLTA operates quietly in the background and they are oblivious to its operations. Some of us engage in the NLTA through its labour relations and political side, while others involve

themselves in the professional development activities of the Association. Some teachers have come to know the NLTA through the support of the Employee Assistance Program, while others have never engaged with the Association. Your Association works and advocates on your behalf to improve your teaching conditions and the learning environment of our students. If you take the time to read this report, I think you will be amazed by what your Association does on your behalf and on behalf of your colleagues.

You, through your Association, are members of several provincial, national and international organisations. We are members of the Council of Atlantic Provinces Teachers' Organisation (CAPTO), the Canadian Teachers' Federation (CTF) and Education International (EI). There are significant benefits to the NLTA since whatever regional, national and international education currents are out there, they eventually wash up on our shores. We are able to discuss these trends, share common concerns and collaborate on solutions. The opportunity to network with my counterparts from across the country is essential, considering the fact that political leaders and ministers of education regularly meet to share ideas and policies themselves.



**NLTA delegation at CAPTO 2015 meetings.**

The CTF Annual General Meeting was held in Ottawa this summer and saw the election of four new executive members: Gayla Meredith (NWTTA), Carol Jolin (AEFO), Norm Gould (MTS) and Mark Ramsanker (ATA). Delegates also had the opportunity to see the launch of Speak Truth to Power, a CTF sponsored teacher resource highlighting 12 defenders of human rights. One of the defenders who addressed delegates was Remzi Cej of Newfoundland and Labrador.

It wasn't all positive, however. Bill 377, the Harper Government's attack on unions and the response of unions to the legislation was on the agenda. Outgoing CTF President Dianne Woloschuk addressed delegates on the topic of "austeria". It's the chronic underfunding of public institutions thereby undermining public confidence in those institutions and opening them up to privatization, commercialization and corporatization.



**President James Dinn at the 7th World Congress of Education International in Ottawa in 2015.**

Privatization was also one of the main issues discussed at the 7th World Congress of Education International also held in Ottawa following the CTF AGM. Angelo Gavrielatos, El Senior Consultant to the General Secretary, and other speakers addressed the approximately 1900 delegates from around the world on the serious threat privatization poses to our publicly funded public education system. One of the corporate giants leading this trend is Pearson. You may know them as the authors of Power School. Whether they are establishing low fee schools in developing nations or using big data to influence education policy in developed nations, their motivation is the same – profit. While we have not seen any serious attempt to privatize education in NL, we must be aware of this global trend and defend against it. Angelo Gavrielatos made it clear: The profit motive has no place in what is taught in our schools. The first casualties are students, educational staff and public education.

The desire to create partnerships to strengthen the relationship of teachers with their NLTA was part of my

motivation in visiting schools throughout the province. I started this process as Vice-President and committed to continuing it as President. So far I have visited just about every school at least once and plan to visit the remaining 30 within a year. I believe it is crucial for teachers to have access to and be able to address their concerns directly to the President of their Association. It is essential that I meet teachers in the schools where they teach, to hear their issues, and listen to their criticisms. It strengthens us as an Association, and it makes me a better President. It is at the heart of what it means to be a union.

I know our Association is a strong union. I believe it can be a stronger union. While some of the major challenges are behind us, others are appearing on the horizon to face us. I am committed to working with teachers to strengthen our Association to meet these challenges. While I cannot predict where the next two years will take us, I know I will not be wondering how to fill my time.



**President James Dinn participates in the Kids Eat Smart breakfast program at St. Matthew's Elementary in March 2015.**

# EXECUTIVE DIRECTOR'S MESSAGE

Don Ash

We dedicate ourselves to the professional excellence and personal well-being of teachers, through support, advocacy, educational leadership and the development and delivery of outstanding programs and services. That is the NLTA's mission statement. It is based on the dual role of the Association laid out in the NLTA Act governing the establishment of the NLTA as a corporation, namely to promote and protect the welfare of teachers in the province and to promote professional development and the cause of education. This mission statement provides direction and guides the activities of the Association as your Provincial Executive and NLTA staff strive to realize these goals.

This Biennial Report is intended to describe the organizational and operational framework of the NLTA and provide a summary of the work and activity of the Association performed during the term of the 2013-15 Provincial Executive, which took office on August 1, 2013. This Executive Director's message is a summary of the highlights and events of the last two years involving the Association from my perspective.

First, I must acknowledge the July 31, 2013 retirement of Edward Hancock, who retired as Executive Director of the NLTA after a 40-year career in the education sector – 13 years as a classroom teacher and school administrator, 27 years as a staff person with the NLTA, including 12 years as Executive Director. Ed's vision, knowledge and experience is missed by the Association and teachers of this province, and left a huge set of shoes that I have been trying to diligently fill since becoming Executive Director on August 1, 2013.

On the governance side, our year began in mid-August 2013 when the new Provincial Executive, led by President James Dinn, held a summer planning meeting to name the Association's committees and Executive chairpersons that provide policy action and recommendations to Executive throughout their term. At this meeting Executive also established the Association Priorities which provide focus for the efforts of staff for the following two years. These priorities are described later in this report.

On the operational side, we took the opportunity of a change in Executive Director and Assistant Executive Director to review our operational structure and do HR consultation with staff to discuss and seek suggestions which might assist achieving our mission statement. There was an expressed desire of staff to operate more collaboratively and consultatively and less in divisional silos. The end result was a revision of our operational

framework which recognizes a dual operational role of developing and delivering programs and services for teachers and fulfilling the 'business' function of the NLTA, i.e. corporate services. Integral to all operations is effective communications.

While the old operational framework involved four divisions: Benefits and Economic Services, Professional Development, Communications, and Finance and Administration – reporting to the Executive Director, the new framework reflects a more modern approach to our operations with an emphasis on teamwork and collaboration.

So, we have combined our former Professional Development Division and Benefits and Economic Services Division under our Programs and Services Team, led by the Assistant Executive Director, and placed Finance and Administration, Human Resources, IT, and building management under the Corporate Services Team, led by the Executive Director, with the former Treasurer position now as Manager of Corporate Services. The Communications Team, led by the Communications Officer, is core to all that we do and integrated in the work of both teams. To ensure collaboration and teamwork throughout the operations, the Executive Director leads the Administrative Leadership Team consisting of the Assistant Executive Director, the Senior Administrative Officer in Programs and Services, the Manager of Corporate Services, and the Communications Officer.

The NLTA staff report to the Provincial Executive and are responsible for ensuring the policies and governance decisions of the President and Provincial Executive are carried out and fulfilled in the best interest of teachers. The revision to the operational framework has been seamless and has not caused any disruption to services





for teachers. Rather, we believe increased teamwork and collaboration has improved effectiveness and services for teachers.

As for teachers beginning the school year 2013-14, most returned to school in September facing significant change to their employment structure – that of a single English school district for the province of Newfoundland and Labrador. No doubt teachers and the Association faced and continue to face challenges ensuring that a larger school district does not result in a lessening of resources and supports for schools and teachers at the local and regional levels. There are challenges and opportunities for teachers and the Association to have input in policy development as province-wide policies are developed. Your Provincial Executive and NLTA staff have been working diligently on your behalf with the provincial school district to ensure consultation and input from teachers is heard, and that concerns are addressed.

The NLTA Provincial Executive commissioned and endorsed an IT Strategic Plan that defined the Association's IT future, and developed a set of plans to support and enhance the Association's ability to deliver programs and services to the teachers of Newfoundland and Labrador. We are ending year two involving 30 projects that have been identified for implementation over five years which should result in the utilization of technology in an effective and secure manner capable of addressing the needs of teachers.



**Delegates at BGM 2015.**

It has been a very busy couple of years and we have accomplished much. The following highlights some of the major activities of the last two years involving NLTA staff:

- Negotiation and ratification of a new Provincial Collective Agreement;
- Negotiation and ratification of a new Labrador West Collective Agreement;
- Negotiation and ratification of both NLTA administrative and support staff collective agreements;

- Negotiation and ratification of a pension agreement which ensures the sustainability of the TPP for past, current and future generations of teachers and establishes joint trusteeship of the TPP by Government and the NLTA;
- In process of negotiating a new Labrador Benefits Agreement;
- Pension Forum for teachers in 24 locations throughout the province plus distance presentations;
- Province-wide vote for the election of NLTA President and Vice-President;
- The Biennial General Meeting.

These events are in addition to the usual myriad of programs and services provided to teachers from professional development, pre-retirement and financial planning seminars to EAP counselling, grievance representation, and lobbying efforts aimed at meeting the needs and interests of teachers.

In August 2013 we welcomed Miriam Sheppard to the NLTA staff as an Administrative Officer in Programs and Services, as a result of backfilling the various positions created in filling Ed Hancock's position. Laura Silva also joined the NLTA as IT Administrator in July 2014. Both individuals have already made significant contributions to our team.

The staff of the NLTA, both support and administrative, are second to none, and are dedicated to serving the best interests and well-being of teachers through support, advocacy, educational leadership and the development and delivery of outstanding programs and services.

## **ORGANIZATIONAL GOVERNANCE AND ADMINISTRATION**

### **Provincial Executive Council**

The Provincial Executive Council meets 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 2013-15 members of the Provincial Executive Council were: James Dinn, President, St. John's; Dean Ingram, Vice-President, Clarenville; Derek Drover, Gaultois; Bill Chaisson, Corner Brook; Craig Hicks, Carmanville; Trent Langdon, Mount Pearl; Jean Murphy, Cow Head; Sandra Quigley, Happy Valley-Goose Bay; Sherri Rose, Deer Lake; Gabriel Ryan, Blaketown; Sean Weir, Port Hope Simpson; and Jeanne Williams, Witless Bay.



**2013-15 NLTA Provincial Executive Council.**

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. The members of Table Officers for 2013-15 were President James Dinn, Vice-President Dean Ingram, and Executive members Derek Drover and Jeanne Williams elected by the Provincial Executive. 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 hiring of administrative staff.

## 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 2013-14 – the first in October 2013 and the second in March 2014. Four meetings were held for the 2014-15 school year – two regular meetings in October 2014 and in February 2015 and two special meetings in September to deal with the proposed collective agreement and one meeting to deal with the proposed pension agreement. 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, 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.

A further special meeting occurred at the conclusion of BGM 2015 on April 10, 2015 to review the tentative agreement and to approve the wording of the ballot used to vote on the tentative pension agreement.



**NLTA members convene at Joint Council.**

## 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. The specific committees and a summary of their activity is described below.

### Communications/Political Action Committee

For 2013-15 the Communications/Political Action Committee was located in St. John's and chaired by Executive Member Bill Chaisson. 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 2013 and 2014.

### **Curriculum Committee**

The Curriculum Committee for 2013-15 was located in Happy Valley-Goose Bay and was chaired by NLTA Executive Member Sandra Quigley. 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: NLESD Assessment/Evaluation Policy; Criterion Referenced Tests (CRTs); Learning Resource Centres/Teacher-Librarians; Language Arts Assessment – Grades 1 and 2; Mathematics Curriculum K-12; NLTA Policy Review; Resolutions for BGM 2013; Report Cards K-6; and Running Records K-6.

### **Equity Issues in Education Committee**

For 2013-15, the Equity Issues in Education Committee met in Corner Brook with committee members from Stephenville, Corner Brook and Deer Lake. The committee, chaired by Executive Member Sherri Rose, met four times in 2013-14 and four times in 2014-15. Highlights of the committee work include: recommendations regarding equity articles to be published in *The Bulletin*; a review and revision of NLTA's policy on Gender Identity and Sexual Orientation adding Sexual Expression to make it more inclusive; a review of articles and other publications which were made available to teachers via a special LGBTQ section on the NLTA website. The chairperson of the committee represented the NLTA at the first provincial high school gay-straight alliance conference at Corner Brook High and at the CTF Women's Symposium. The chairperson was appointed as a member of the CTF Committee which organizes this forum. The committee carried out a contest to create awareness that "words hurt" and in the spring of 2015 hosted an informal session in the western region of the province to explore the potential for supporting a Gay-Straight Alliance for teachers.

### **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 for 2013-15 included 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 2015-16 and 2016-17. The committee was chaired by Executive Member Craig Hicks.

### **Group Insurance Committee**

The major areas of work of the Group Insurance Committee can be found in the Group Insurance section under Programs and Services, later in this report. The committee, chaired by Executive Member Sean Weir from Port Hope Simpson, consists 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 Corporate Services who performs the financial duties assigned by Trustees.

### **Membership Benefits and Services Committee**

The Membership Benefits and Services Committee was based in Grand Falls-Windsor for 2013-15, with Executive Member Jean Murphy as Chair. This committee was 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 2014 Special Recognition and Bancroft Awards and the 2015 Special Recognition, Bancroft and Allan Bishop Awards. Over the course of its two-year mandate, the committee reviewed and made recommendations for revisions to a number of NLTA policies, and dealt with the actioning of a number of resolutions that came from the 2013 BGM. Two meetings in February 2015 considered resolutions from branches to BGM 2015. Issues on the committee agenda for this term included administrators and their role as site supervisors and NLTA members, violence against teachers, promotion of the EAP program, school design, reimbursement of branches for retirement banquets, and branch rebates. The committee also approved the composition of the school board-teacher liaison committees.

### **Professional Issues Committee**

For 2013-15, the Professional Issues Committee met in Marystown with members from that region. The committee was chaired by Executive Member, Gabriel Ryan. As per its mandate the committee adjudicated a number of Association awards including the Centennial Awards, the Barnes Award, and the Johnson Bursary program. It also made recommendations to Executive on the Association's delegations to CONTACT and DSS and selected our summer 2014 and 2015 Project Overseas participants.

In addition to this work the committee did a full review of all Association policy in the area of professional development.

The committee also provided recommendations to Executive on a number of resolutions to BGM 2015



and provided guidance to the actioning of resolutions from BGM 2013.

The committee met four times in 2013-14 and in the 2014-15 school year had only two face-to-face meetings. During three other meetings the business of the committee was conducted via teleconference and, most recently, using LYNC and Skype for Business technology.

## Ad Hoc Committees

### Membership Engagement Committee

The Membership Engagement Committee was established to develop a means of obtaining input and suggestions regarding membership engagement, to coordinate the gathering of this input, and to develop a multi-year plan of action based on that input.

Consultation took place with numerous groups regarding membership engagement and a survey of all teachers took place in early 2015 to gather information around what it means to be engaged, the knowledge of programs and services offered through the NLTA and whether teachers feel they have a sense of belonging to the NLTA. A plan of action was developed based on the results of the survey and discussions are ongoing regarding the implementation of the plan.

The committee was based in St. John's and was chaired by Executive Member Trent Langdon.

### Substitute Teacher Committee

A Substitute Teacher Ad Hoc Committee based in St. John's was formed in 2014-15, with Executive Member Jean Murphy as chairperson. This committee, which had representation from all regions of the province, was struck to consider issues of importance to substitute and replacement teachers, including their professional development needs, contractual employment issues and concerns, and the scope of services that substitute teachers can avail of from the NLTA. The committee also reviewed the benefits and services that are provided to substitute teachers in other Canadian jurisdictions, in specified areas determined by the committee.

The committee made recommendations to Provincial Executive in May 2015. Recommendations addressed increasing substitute teachers' access to professional development sessions, proposed inclusions for collective bargaining, NLTA provision of services to substitute teachers, ways to highlight the role and benefits of the NLTA, establishment of a standing committee, and ways to improve the substitute teaching experience at the Board level. A standing committee for substitute teachers has been established as recommended by the ad hoc committee. It is based in Gander for 2015-17.

### Advisory Committee on the Integration of Education Technology

The Advisory Committee on the Integration of Education Technology was established to action Resolution NB.4 and Resolution NB.5 from the 2013 BGM. The Committee Chair was Table Officer, Jeanne Williams.

The mandate of the committee was to: review, update and develop NLTA policy for recommendation to Provincial Executive regarding the Integration of Education Technology used in the classroom; identify teacher issues around implementation, deployment and purchase of technology for use in the classroom; and make recommendations to Provincial Executive regarding pursuit of a formal technology integration plan for the Department of Education and the District.

The committee fulfilled its mandate. The NLTA Technology Policy has been rewritten and ratified by the Provincial Executive and Joint Council. Fourteen recommendations were drafted and ratified by the Provincial Executive and Joint Council. These recommendations were subsequently communicated, as applicable, to officials at both the Department of Education as well as the District.

The committee met for the last time on June 8, 2015 to conclude its mandate. Future action regarding the 14 recommendations will be assigned to the Curriculum Committee, the Technology Education Special Interest Council or other applicable NLTA lobby groups.

## Governance and Administration



**President James Dinn and the NLTA Contingent at CTF AGM in Winnipeg, July 2014.**

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



**NLTA President James Dinn appears on Rogers TV.**

(NLSBA), the Newfoundland and Labrador Association of School System Administrators (NLASSA), the Faculty of Education at Memorial University, the Newfoundland and Labrador Federation of School Councils and the other public sector unions. Governance and Administration 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 Corporate Services later in this report.)

Some noteworthy activities that occurred in 2013-15 include:

- The President continued visitations to schools and branches throughout the province and was involved in numerous media interviews and public appearances as the Association's official spokesperson.
- The Executive Director represented the NLTA on the provincial Pensions Investment Committee. The Executive Director served as chief negotiator for the NLTA in the discussions which resulted in the pension reform agreement reached in April 2015. The Executive Director leads the NLTA team in discussions to establish the terms of the Joint Sponsorship Agreement and resulting pension corporation which will be created to manage and administer the TPP.
- The President presented NLTA's submission to government's Pre-Budget Consultations for the 2014 and 2015 provincial budgets.
- The President and Executive Director participated in regional conferences for new teachers organized cooperatively by NLTA Programs and Services, school districts, and the Faculty of Education.
- In collaboration with MUN's Faculty of Education, the NLTA organized and chaired the Induction Ceremony for New Teacher Graduates during the spring and fall (2014 and 2015) convocations at MUN, in St. John's and Corner Brook.

## 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 2013-15:

- The School Board-Teacher Liaison Committees continued to operate during the 2013-15 school years. For 2013-14, five committees operated within the regions of the NL English School District (Avalon East-West; Burin-Bonavista; Central; Western; and Labrador). In addition, one committee operated provincially within the Conseil Scolaire Francophone and a separate committee operated under the Labrador West Collective Agreement.

The new Provincial Collective Agreement came into effect for the 2014-15 school year and brought about changes to the school board-teacher liaison committee process. Four committees are established within the NL English School District, one in each of the St. John's area, Gander area, Corner Brook area and Happy Valley-Goose Bay area. In addition, a committee continues to operate provincially within the Conseil Scolaire Francophone and a separate committee operates under the Labrador West Collective Agreement. The committees consist of representatives of teachers, school district trustees, school district staff members and provincial staff members of the Association. Committees meet twice 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 400 retirement scrolls and pins were prepared for teachers retiring during the 2013-14 and 2014-15 school years.
- The Executive Assistant – Governance 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 2013-15

At its first meeting in August 2013, the 2013-15 Provincial Executive established six priorities for 2013-15. Contained within each of these priorities were goals, as follows:

### Negotiating a Collective Agreement

**Objectives:** to negotiate a new Provincial Collective Agreement; to negotiate a new Labrador West Collective Agreement; to negotiate a new Labrador Benefits Agreement.

### Support for Beginning Teachers

**Objectives:** to ensure beginning teachers are informed of the programs and services of the Association; to provide professional development and other supports specific to teachers in their first five years; to ensure that teachers in the early stages of their career have an opportunity within the Association to address issues.

### Strategic Plan for Membership Engagement

**Objectives:** to develop and implement a strategic plan for membership engagement; to provide opportunity and initiatives for membership engagement.

### Implementation of NLTA IT Strategic Plan

**Objectives:** to implement years one and two of the IT Strategic Plan.

### School Board Amalgamation

**Objectives:** to monitor the process of amalgamation of school boards to a single provincial English school district and to lobby the new provincial school district to ensure teacher concerns are addressed.

### Non-Collective Agreement Issues that Impact on Teacher Work Life

**Objectives:** to lobby the Department of Education, the school districts, and other stakeholders regarding non-collective agreement issues that impact teacher work life. These issues include, but are not limited to, Power School, inclusion, wellness, workload, work life, full day Kindergarten, DSM-5, etc.

The summary report of the activities on each of these priorities and goals from September 2013 to March 2015 was provided in a separate document to BGM 2015.

## 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 2014. The 2013-14 electoral committee consisted of Chairperson Edward Moore (Past Provincial Executive Member), Kimberly Leonard (Marconi Branch), and Darrell Sneyd (Conception Bay South 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 2015-17 on November 3, 2014. In addition, two candidates were nominated for the office of Vice-President: Dean Ingram (Clareville) and Sean Weir (Port Hope Simpson).

The vote, carried out on December 2, 2014, resulted in Dean Ingram being 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.

A Candidates Forum was once again held in an attempt to provide greater information on the candidates to teachers. It was held in St. John's on October 25, 2014 and disseminated live via the NLTA website.

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 conducted an analysis of the 2014 election and provided 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.



**Candidates speak at the Candidates Forum for Election of NLTA President and Vice-President in October 2014.**



## PROGRAMS AND SERVICES

The Programs and Services Team provides services to teachers related to professional development, benefits and economic matters, and the employee assistance program. The following summarizes some of the initiatives of the Programs and Services Team for the 2013-14 and 2014-15 school years.

### Collective Bargaining

#### Provincial Collective Agreement

The Provincial Collective Agreement expired on August 31, 2012. Formal notice to government to open negotiations was served on March 22, 2012 and opening proposals were exchanged with the Employer on September 12, 2012. Following a series of unsuccessful negotiation sessions, it was determined that there was no basis for further talks and the NLTA Negotiating Team discontinued negotiations.

Changes to the NLTA's Negotiating Team were necessary because of changing roles at the Association. Jim Dinn had become President and Don Ash, Executive Director. Dean Ingram replaced Jim Dinn as Chair of the Team and Steve Brooks, Assistant Executive Director, replaced Don Ash as Chief Negotiator. Johanne Fortier was added as a substitute teacher representative. On September 3, 2013 the NLTA President, Executive Director and Assistant Executive Director met with the Minister of Finance and Department of Finance officials. Following this meeting, it was decided that the time was now right for the NLTA to re-engage in contract negotiations. In October 2013, the NLTA Negotiating Team met with the Employer's team to respond to the Employer's last set of proposals. Further negotiation sessions were held and during the January session, the Employer began expressing concerns over contract language that the two sides had previously agreed upon. The NLTA Negotiating Team responded by taking the position that the Employer was not bargaining in good faith and withdrew its last set of proposals. Following the NLTA President contacting both the Ministers of Finance and Education, a meeting was held with key representatives and it appeared that government was prepared to provide its negotiating team a full mandate to negotiate a tentative agreement.

At the February 17, 2014 meeting the NLTA directly asked if the Employer's negotiator had a full mandate to negotiate an agreement. The response to this direct question was that she did not have such a mandate.

It had become obvious to the NLTA Negotiating Team that the government was not serious about negotiating

a fair and reasonable tentative agreement. It was at this point teachers were encouraged to contact their MHAs notifying them that the NLTA speaks for teachers and that teachers wanted a fair and reasonable contract settlement. The NLTA and the Employer met again from March 31 to April 4 to no avail. On April 7, the NLTA Chief Negotiator submitted the outstanding issues to the Labour Relations Board and requested the assistance of a conciliation officer. The government appointed conciliator met with the NLTA and Employer's teams from May 12-16. Unfortunately the conciliation officer was unsuccessful in assisting the two sides in reaching an agreement. The Association informed the Department that failing to reach an agreement, the NLTA had no choice but to inform its members of the outstanding issues and to seek that a conciliation board be appointed. On May 21, 2014, teachers were informed through an NLTA Bargaining Brief of the outstanding issues, including government's desire not to have to hire substitute teachers.

The NLTA Negotiating Team and the Employer Team met with the conciliation board from July 7-11. On July 11 a tentative agreement was reached including the provision of three non-discretionary family leave days for teachers, and other monetary and non-monetary benefits without any substantial changes in existing benefits for teachers.

The 2012-2016 Collective Agreement was ratified on September 26, 2014 with a 94.6% approval. The Agreement was signed and came into effect on November 3, 2014.



**Collective Agreement signing on November 3, 2014.**

#### Labrador West Collective Agreement

Negotiations on the new Labrador West Collective Agreement commenced following the ratification of the Provincial Collective Agreement. The members of the Labrador West negotiating team were: Arlene Johnson (chair), junior/senior high teacher at Menihek High School; Sandy Crowley, speech-language pathologist based at A.P. Low Primary School; Darryn Cramm, vice-principal at J.R. Smallwood Middle School; Jamie Hunt, math department head at Menihek High School; and



Stefanie Tuff (chief spokesperson), NLTA Administrative Officer.

Following an intense week of negotiations in Labrador City, a tentative agreement for a new Labrador West Collective Agreement was reached on October 17, 2014. Provisions related to local benefits were maintained, and similar gains to those made in the new provincial contract (including family leave, salaries, signing bonus) were achieved. Provincial Executive approved the holding of a ratification vote, which took place on November 13, 2014. Teachers in Labrador West voted 96% in favour of the tentative agreement and the new Labrador West Collective Agreement was signed on January 27, 2015.



A meeting was held on May 13, 2015 with the Labrador West Branch to discuss potential options regarding the future of the Labrador West Collective Agreement and bargaining unit. A motion passed at the meeting led to a vote, which took place on June 11, 2015. Members of the Labrador West Branch of "NLTA" voted on whether they agreed or disagreed with the following position: *"That the NLTA enter into discussions with the provincial government for the purpose of negotiating the combining of the Labrador West bargaining unit with the Provincial bargaining unit. Any agreement in principle to this end shall be subject to a ratification vote of the Labrador West Branch."*

A total of 98 ballots were cast, 51 agreed and 47 disagreed, for a final result of 52% in favour of the position posed on the ballot.

Provincial Executive considered the vote results at its June 12, 2015 meeting and a motion was carried to proceed with the action set out on the ballot. The NLTA is moving forward in keeping with this direction from the Labrador West Branch and Provincial Executive and will keep members informed as this matter proceeds.

### Labrador Benefits Agreement

The current Labrador Benefits Agreement expired on March 31, 2013. Notice to open negotiations on a new Labrador Benefits Agreement was served on February 18, 2013 by the chief negotiator for the multi-union employee group. Peter McCormack, President of the

Labrador West Branch, was appointed as the NLTA member representative on the Labrador Benefits negotiating team. A call for membership submissions for opening proposals was sent to all teachers in Labrador, with a return deadline of April 17, 2013. The proposed NLTA submissions for inclusion in the multi-union opening package were considered by Provincial Executive at its May 2, 2013 meeting.

Negotiations on a new Labrador Benefits Agreement commenced on June 4-5, 2014, including the exchange of opening proposals. Further negotiating sessions took place from January 19-21, 2015. The Employer team was not prepared to put a financial offer on the table at that time but indicated that they were working on their position in this regard. The Chief Negotiator for the union team made numerous attempts to confirm dates for further talks with government; however, while no official table talks have occurred since January 2015, the union team has had teleconference calls, and discussions have occurred between the chief negotiators for both parties trying to narrow the gap on respective positions. No further official dates are currently scheduled.

### Pensions

The Government of Newfoundland and Labrador identified the unfunded liability in the teachers' and public sector pension plans as a major priority to be addressed. In December 2012, NLTA officials, along with representatives of all the other public sector unions, met with the Minister of Finance and his officials to receive presentations and information about the status of funding of the plans and to hear government's concerns. Government clearly stated its intention to engage in consultation with the various unions aimed at making changes that would ensure the sustainability of the plans.

To ensure teachers were informed about their pension plan and issues, a *Special Edition Pensions Bulletin* was published by the NLTA and sent to teachers in June 2014. In the fall of 2014, a Pension Forum was held in 24 locations across the province and the Forum posted on-line.



**Pension Deal signing on June 15, 2015.**

Pension discussions between the NLTA and Government continued in the winter and spring of 2015, culminating in a pension agreement reached on April 9, 2015. The Agreement ensures the sustainability of the TPP as a defined benefit plan which provides retirement security for past, current, and future generations of teachers. The TPP will become a pension plan joint trustee by Government and the NLTA. The details of the joint plan are expected to be finalized in the fall of 2015.

The pension agreement was ratified by teachers by a 91% vote of acceptance on April 23, 2015 and changes to the plan and relevant terms of the agreement passed in legislation in late June 2015 and were proclaimed on August 31, 2015.

## Group Insurance



The annual renewals of the group insurance plan options occurred in February 2014 and February 2015, 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 2014 and 2015. 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 continued for the 2014-15 renewal year with Single coverage increasing by 4 percent and Family coverage decreasing by 8 percent for 2014-15.

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

Option	2014	2015
Basic Life	13.1% decrease	unchanged
Health	4% increase (Single) 8% decrease (Family)	10% increase (Single) 4.6% increase (Family)
Dental	8% increase	8.25% increase
Basic AD & D	unchanged	42% increase
Voluntary Life	unchanged	12% increase
Post 65 Retiree Life	8.4% decrease	3.6% decrease
LTD	12.5% increase	unchanged
Basic Critical Illness	unchanged	unchanged
Voluntary Critical Illness	unchanged	unchanged

## 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 addressed. Advice and assistance from Programs and Services staff is 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 2013-14 reporting period, a total of 18 new grievances were initiated by teachers with some of those grievances representing multiple issues; in some cases the grievances involved groups of teachers and/or policy matters. Alleged violations of the management rights clause of the Collective Agreements gave rise to the highest number of new grievances, with violations of those clauses cited in seven grievances. In addition, three grievances were filed relating to the employment of teachers, and workload, two grievances were filed under the discipline, discrimination and intimidation, harassment, layoff, leave without pay, positions of administrative responsibility, and termination of contracts clauses of the agreement, and one grievance each was filed alleging violations of the clauses addressing distribution of work, leave, probationary period and tenure, class size and workload, sick leave, term contracts and transfer.

Of the grievances addressed in 2013-14, 12 were resolved through the grievance and arbitration process. One grievance proceeded through stage one and two of the grievance process, but did not proceed to arbitration based on legal advice. Nine cases were ongoing at the end of the 2013-14 reporting period. While there were arbitration hearing dates in 2013-14, there were no decisions rendered in this reporting period.

During the 2014-15 reporting period, there were 21 new grievances initiated. Some of those grievances pertained to multiple issues, and five of the grievances were policy and/or involved groups of teachers. Alleged violations of the management rights clause of the Collective Agreements gave rise to the highest number of new grievances with violations of management rights cited in seven grievances. In addition, six grievances were filed relating to the layoff provisions and five grievances challenged employer discipline. Four grievances pertained to the allowances articles of the agreements and four grievances alleged discrimination and harassment. Three grievances were filed as a result of alleged breaches of the provisions around length of the school year, and three as a result of alleged workload violations. Finally, two grievances related to the employment of

teachers article of the Collective Agreements and one grievance each was filed alleging breach of the evaluation article, Schedule B and Schedule C.

Of the grievances addressed in the 2014-15 reporting period, 12 were settled at Stage 1 of the grievance process. Three were withdrawn by the teacher at Stage 1, and two grievances were withdrawn by the teacher at Stage 2. Three grievances went through both Stage 1 and Stage 2 of the grievance process but did not proceed to arbitration based on legal advice to the Association. Four grievances proceeded to arbitration. The grievance was denied in one case, allowed in part in one case, and allowed in two cases. Six grievances were ongoing at the end of the 2014-15 reporting period.

## Employee Assistance Program (EAP) 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.



### EAP Coordinators make a presentation during an NLTA Joint Council meeting.

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.

## Legal Assistance

Members of the NLTA have access to free legal assistance under the Association's Legal Assistance policy, providing the case arises as a result of their role as a teacher. Any teacher who feels that they may need legal assistance in such circumstances must submit their request to Programs and Services for approval. The request will be considered in accordance with the policy and with input from the Association's legal counsel as required. 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 2013-14 reporting period, 14 requests for legal assistance were approved and referred to legal counsel. All of these were referred for legal advice (investigations, insurance matters, defamation, court appearances, and peace bonds). One case remained outstanding at the end of the reporting period, with attempts to resolve the issue ongoing.

During the 2014-15 reporting period, 9 requests for legal assistance were approved and referred to legal counsel. Eight requests pertain to the provision of legal advice. Teachers received advice pertaining to defamation (two teachers), disciplinary matters, harassment, the peace bond process, and termination of probationary contracts. One teacher continues to be represented by external counsel as the result of a work-related legal issue. Legal counsel provided legal support to the Association during this period in two arbitration hearings; one hearing related to a teacher's dismissal, the other related to allegations of privacy breaches, harassment and discrimination. Three teachers received advice as the result of physical assault allegations against them. Three legal files opened in this reporting period are still open, as the matters are still ongoing. There are also four "historical" legal files still ongoing, i.e. legal files opened some years ago as a result of civil or criminal actions in which teachers were named.

## Employment Insurance

The Association's publication *Teachers' Guide to Employment Insurance* 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 Spring 2015. The majority of inquiries and request for assistance come from substitute/replacement teachers and teachers applying for special benefits (e.g. maternity/parental, sickness, or compassionate care benefits.) Teachers' access to





Employment Insurance benefits during the non-teaching periods 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. There were no requests for legal assistance relating to Employment Insurance matters in the 2013-14 and 2014-15 reporting periods. Recent changes to Employment Insurance include changes to the process for appealing Employment Insurance decisions, as well as the addition of up to 35 weeks of EI benefits for parents who have to be away from work to provide care or support to a critically ill or injured child.

### **Workers' Compensation**

The NLTA continues to provide assistance and support to teachers who are injured in the course of their employment. During the 2013-14 and 2014-15 school years, seven new files were opened in relation to teachers seeking advice regarding work related accidents/injuries and claims for workers' compensation benefits. The negative financial impact for teachers who miss work due to a job-related injury and are in receipt of workers' compensation benefits remains 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 Programs and Services.

### **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. Programs and Services staff regularly provide advice and assistance to members in relation to the Deferred Salary Leave Plan. 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 March 3, 2015, there were 184 teachers enrolled in the DSLP, 108 of whom are paying in, 55 of whom are on leave, and 21 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. NLTA Programs and Services staff provide advice and assistance to teachers in relation to Occupational Health and Safety issues and inquiries, including concerns related to school construction, air quality in schools, and workplace violence. 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.

## Pre-Retirement Seminars

An important element of our pension program is pre-retirement counselling for teachers who are less than two years from retirement. Pre-Retirement Seminars are held annually in major centres across the province. The sessions provide counselling on such things as teachers' pensions, Association benefits to retired teachers, Group Insurance, Employment Insurance, Canada Pension Plan and financial planning. Paid leave for these seminars is provided under the collective agreements. During the 2013-14 and 2014-15 school years, the NLTA held Pre-Retirement Seminars in Corner Brook, Grand Falls-Windsor, Stephenville and St. John's.



**NLTA Administrative Officer Perry Downey presents at a Pre-Retirement Seminar.**

## Financial Information Seminars

The interest from teachers throughout the province to hold Financial Information Seminars continues to increase. During the 2013-14 school year, the NLTA held Financial Information Seminars in Grand Falls, Corner Brook and St. John's. During the 2014-15 school year, seminars have been held in Corner Brook 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 fall of 2015.

## School Representative Seminars

The role of the NLTA School Representative is an essential one within the NLTA organization. Through an effective school representative system a channel of communication opens between every teacher and the branch president, the branch executive, the Provincial Executive and the provincial president of our Association. It is this important linkage that gives our Association its strength.

Every school and school district office in the province has an NLTA school representative who is elected or appointed at the school level to assist branches with the operation of branch functions. The NLTA maintains

contact with school representatives through on-line communications, direct mail to schools, the NLTA website, and as needed through a series of rotating seminars. These seminars assist school representatives in their roles and help ensure that each school is represented and well informed on NLTA matters.

A series of school representative seminars was held in the fall of 2013 in Goose Bay, St. John's and Gander. A series of seminars is scheduled for the fall of 2015 in Clarenville, Deer Lake and Plum Point.



**Members compete in School Rep Feud at the NLTA School Rep Seminars.**

## Special Interest Councils

Special Interest Councils (SICs) are professional learning communities dedicated to lifelong learning and the ongoing professional growth of 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 (2013-15) the NLTA Special Interest Councils have been very active fulfilling their mandates. Professional development opportunities are listed on the NLTA website at the link, Professional Development Opportunities ([www.nlta.nl.ca/pd\\_opportunities](http://www.nlta.nl.ca/pd_opportunities)). In any given year, some 2,500 NLTA members attend SIC conferences and workshops.

While some of the SICs host annual conferences, several SICs are now choosing to host biennial conferences and general meetings that coincide with the year that the NLTA holds its Biennial General Meeting. In doing so, the term of office of the Executives of the SICs is contiguous with the two-year term of office of the NLTA Executive Council. Further rationale for biennial vs. annual conferences include the limited number of leave days that are available to NLTA members, the restricted supply of substitutes, the cost of travel, meals, hotel accommodations and services, demands of extremely busy and challenged volunteer members, the availability and cost of presenters, etc.

Since the formation of the NL English School District (NLESD) in September 2013, there has been a con-

certed effort to collaborate and cooperate with District personnel re SIC PD initiatives. As a consequence, the District has been most supportive of SIC initiatives. SIC Executives are also very much aware that it is imperative that PD workshops are scheduled to take place throughout the province, on some sort of rotational basis, so that all interested NLTA members can avail of PD opportunities with limited cost and time when they are held locally. In honouring this principle, the PD needs of all NLESD employees (i.e., NLTA members) should be addressed over time. The next SIC Leadership Forum (i.e., planning session) was scheduled for September 24-25, 2015 at the Holiday Inn in St. John's.

Special Interest Councils represent an opportunity for members to make a contribution at the "grassroots" level of the Association. The success of the SICs is dependent on the dedication of a relatively small group of SIC executive members and teacher volunteers who work diligently to organize and promote PD opportunities for their colleagues.



**NLTA President James Dinn engages with members during an SIC Planning Session.**

## Programs and Services Workshops and Seminars

Programs and Services staff design and deliver sessions on a variety of identified needs at the school, district and branch level. These may include current and emerging trends in education, classroom strategies, financial wellness, retirement planning or any topic identified by teachers or the district.

## Response to Membership

### Beginning Teachers

In recognition of the need for support for teachers new to the profession, the Association provides information particularly relevant to this group.

For the winter of 2015, the Conference for Beginning Teachers was reinstated with a different model to respond to the new realities of there being much fewer numbers and their being geographically dispersed. On February 6-7, 2015, twenty-nine teachers from around

the province – all parts of the island and coastal, central and eastern Labrador – met in St. John's for an agenda which was designed specifically for them and focused on instructional strategies, personal and professional balance, and classroom organization and management. The NLTA did this in partnership with Memorial University's Faculty of Education and both the English and French school districts.

Two sessions for substitute teachers were held to respond specifically to their needs. Agenda items included collective agreement articles specific to substitutes. Representatives of the district outlined hiring procedures and two principals spoke on how to have a positive substitute experience.



**Conference for Beginning Teachers, February 2015.**

## Joint Ventures

### CONTACT

The Conference on New Techniques and Classroom Teaching (CONTACT) is a conference hosted in rotation by the four teacher organizations in Atlantic Canada. In the summer of 2014 it was hosted by the NLTA at the Grenfell Campus of Memorial University. Our theme "Telling our Stories" resonated with the approximately 100 delegates who attended, including our professional development staff, members of the Professional Issues Committee and more than 20 teachers from all areas of the province.



**NLTA Delegates at CONTACT 2014.**



In 2015 CONTACT was held at the University of New Brunswick campus in Saint John, New Brunswick. The theme was “Waves of Change; Oceans of Opportunity”. Our small delegation of 23 included NLTA President James Dinn and presenter Dana Pittman along with teachers from throughout the province.

### **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.

DSS 2014 took place at Mount Allison University in Sackville, New Brunswick on July 7-10, 2014 and some sixty participants were in attendance. The NLTA was represented by a delegation of 14 educators. The focus for the institute was “Cognitive Coaching© for Educational Leaders”.

DSS 2015 took place at Mount Allison University during July 6-9, 2015. John Clarke, the facilitator from last year, was back by popular demand. The NLTA once again funded 12 delegates.



**NLTA Delegates at DSS 2015.**

### **Newfoundland and Labrador Connected Community (NLCC)**

The former Atlantic Canada Connected Community (ACCC) has been rebranded as the Newfoundland and Labrador Connected Community (NLCC) to align it with its principle goal which is to provide meaningful professional learning opportunities to the education community of NL. NLCC is well established as the first ever “Connected Community” of ASCD, the Association for Supervision and Curriculum Development. NLCC has developed a constitution, gained a solid membership base, and published several volumes of a PD journal called Connections. Equally important, the NLCC 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, Sue Beers

and Bob Sullo). The NLCC 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 is represented on the NLCC Board of Directors and our NLCC members are, for the most part, NLTA members who recognize the importance and value of partnerships and of professional development.

### **International Programs**

The NLTA continues to contribute to international educational programs in the developing world through the Canadian Teachers’ Federation. Each year the NLTA sponsors a participant in Project Overseas. In the summer of 2014 Ms. Lisa Thistle, an intermediate school teacher in Corner Brook, worked with teachers in Haiti. Her article in *The Bulletin* spoke of her participation being “life-changing”. In the summer of 2015 the Professional Issues Committee selected Ms. Diana Durdle, a primary teacher from Bell Island, to be our Project Overseas participant. Ms. Durdle travelled to St. Lucia to work with teachers there.



**Project Overseas 2015 participant Diana Durdle in St. Lucia.**

In addition, as a contribution to assisting teacher organizations in the developing world, a member of our staff travelled to Togo, West Africa to represent CTF and to facilitate a strategic planning session for FESEN (la Fédération des Syndicats de L’Éducation Nationale).

### **CTF Imagineaction Initiative**

Imagineaction is a program designed to facilitate teacher-student-community interaction in social action. UNESCO describes the role of education for sustainable development (ESD) as helping people “develop the attitudes, skills, and knowledge to make informed decisions for the benefit of themselves and others, now and for the future, and to act upon those decisions.” This is the very core of the Imagineaction movement. Imagineaction builds on the successful Green Street program by enhancing the strictly environmental focus to include a focus on six themes – Connect (relationships), Engage (participatory citizenship), Thrive (health and wellness), Lead (leadership), Live (environmental sustainability), and Care (poverty). Each of these themes

is intertwined in a program geared to facilitate action after teachers and students have engaged in a critical thinking exercise about the issue that they want to take on. Imagineaction will assist teachers in four ways. A series of web-based professional resources are available to assist teachers in the initiation of social action projects tied to both curricular and co-curricular activities. Teachers may also apply for funding subsidies to assist them in initiating their projects. Project teams will also have access to an electronic showcase of projects to enable them to tell others of the good work being accomplished and to let them search for new and innovative ideas related to sustainable development.



Finally, teachers and their students will have access to a database of community experts related to each of the Imagineaction themes. These resources, available to teachers and students on a trusted platform, will provide a key piece in any provincial or territorial strategy for the promotion and support of ESD in the school system.

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## **NLTA Awards/Programs/Funds**

Several awards, funds and programs were made available to members through the NLTA during the 2013-15 school years.

### **Bancroft Award**

The Bancroft Award was established in 1980 to mark the 90th anniversary of the NLTA. The award recognizes outstanding service to the NLTA by members at the branch level. A maximum of three awards may be presented each year and any active member of the Association is eligible.

The recipients of the Bancroft Award for 2014 were Alice Bridgeman, nominated by the Bay Roberts Branch, Linda Chaisson, nominated by the Humber Branch, and Tina Matthews, nominated by Table Mountain Branch. The recipients for 2015 were Rick Duffy, nominated by Exploits Valley Branch and Jean Murphy, nominated by Long Range Branch.

Recipients were honoured at an awards luncheon during the Association's 2015 Biennial General Meeting.

### **Barnes Award**

The Barnes Award was established in 1987 to recognize outstanding service to the NLTA in the field of professional development by teachers involved in special interest councils. A maximum of one award may be presented each year, and this award is open to any active member of the Association.

The recipients of the Barnes Award for 2014 and 2015 respectively were Bruce King, nominated by Deer Lake Branch and David Gill, nominated by the Technology Education Special Interest Council.

Recipients were honoured at an awards luncheon during the Association's 2015 Biennial General Meeting.

### **Special Recognition Award**

The Special Recognition Award was instituted in 1990 by Johnson Inc. to recognize the 100th anniversary of the NLTA. A maximum of one award is presented annually to an active NLTA member who, while a teacher in the province, made a major contribution to the cultural, social and/or the community life of Newfoundland and Labrador.

The recipients of the Special Recognition Award for 2014 and 2015 respectively were John Adams, nominated by Landfall Branch and Jordan Stringer, nominated by the Deer Lake Branch.

Recipients were honoured at an awards luncheon during the Association's 2015 Biennial General Meeting.

### **Patricia Cowan Award for Support and Promotion of Education**

The Patricia Cowan Award was established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding support and promotion of education. This support was either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning.

The winner of the Patricia Cowan Award for 2015 was Kathy LeGrow.

### **Other NLTA Awards, Programs and Funds**

Other NLTA awards, programs and funds available through the NLTA include: the Allan Bishop Award; the NLTA Scholarship and the NLTA Medal (both awarded to a MUN Faculty of Education student); six secondary student scholarships awarded to dependents of active, retired, disabled or deceased members of the NLTA; the Centennial Fund Programs (Centennial Study Awards, International Conference Presenter, Educational Research Program, International Programs); the Professional Development Fund; the Ella Manuel Award; and Johnson Bursaries.



# COMMUNICATIONS

The Communications Team is responsible for managing all aspects of the NLTA's internal and external communications, public relations and advertising programs.

Communications staff is responsible for all communications to teachers, media relations, public relations, donation requests, coordinating member and public attitude research, developing and implementing communications strategies/plans, and for the Association's internet and social media communications.

The following summarizes some of the initiatives of the Communications Team for the 2013-14 and 2014-15 school years.

## Provincial Budget

The Newfoundland and Labrador Teachers' Association utilized the opportunity to present a submission to government as part of the pre-budget consultation process for the 2014 and 2015 Provincial Budgets.



In the 2014 pre-budget brief, we identified five areas which we feel are critical areas for education in this province. These were teacher allocation cuts made in 2013, support for the implementation of inclusion, teacher allocations, teacher leaves and the provision of substitute teacher days, and human resources support for technology.

In 2015 we recognized that the current low price of oil significantly reduced the province's revenue, and that government may have been tempted to react with deficit cutting measures. We asked government not to take a short-term approach that treats education as an expense to be controlled or cut, rather to take a long-term approach by continuing to invest in education. Recognizing the current fiscal pressures on government, we limited our specific monetary requests to key areas of child poverty and mental health, teacher allocations and technology integration.

## Education Week

Education Week has been sponsored by the NLTA since 1936. The theme for Education Week 2013 was *Rooted in Education, Growing for the Future/Enracine dans l'éducation, Se développer pour l'avenir*. The theme

was selected through a teacher contest and the winning entry was submitted by Megan Wamboldt with the then Labrador School Board. The event was launched on the NLTA website on Sunday, October 6 with messages from the President of the NLTA, the Minister of Education and submissions from schools across the province.



**NLTA President James Dinn and then Education Minister Clyde Jackman sign the Education Week Proclamation in October 2013.**

The theme for Education Week 2014 was *I Remember! I Learn! Je me souviens! J'apprends!* and it was selected to celebrate education and the importance of learning. We were pleased to partner with several organizations for Education Week. October 5th was World Teachers' Day and the week was also Fire Prevention Week and Kids Eat Smart Week. We would like to thank the Fire Commissioner's Office and the Kids Eat Smart Foundation for partnering with teachers and students to acknowledge the importance of remembering and learning. The Opening Ceremonies for Education Week 2014 were unfortunately cancelled due to unforeseen circumstances.

There was a recommendation from Joint Council to again review the timing of Education Week for 2015 and beyond. It was decided that a full review take place of Education Week to determine its future and focus with the intent to revamp and rebrand the event.

## 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.

The NLTA is represented on the CFS Board of Directors by a staff member from Programs and Services and the NLTA Communications Officer. Both staff are also members of the CFS Finance Committee and the Communications Officer is also Vice-President of the Board of Directors.

To date, CFS has shipped over 40,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador and over one million computers have been shipped on a national level.

**Statistics:**

April 2014 - March 2015:  
 Computer Deliveries: 601  
 E-Waste: Not available  
 Youth Employment: 1,702.5 hours (4 individuals)

**Grand Total (1993-2015):**

Computer Deliveries: 41,645  
 E-Waste: 1,823,316 pounds (827 tonnes or 827,000 kilograms) Youth Employment: 141,990 hours (189 individuals)

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.

**Publications**

The Communications Team 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 as required and many of the printed materials are now available only on the NLTA website.



**NLTA Website, Facebook and Twitter**

The NLTA website continues to provide up-to-date information for the membership including various links to relevant information. 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. As part of the NLTA's IT Strategy, the website will be revamped with an updated software platform to allow for a more current look and regular upgrades.

We have been using Facebook and Twitter to communicate with the membership, followers and the public.

There is an official NLTA Twitter account which links to the NLTA Facebook page. All posts are monitored by the Communications Officer.



[www.facebook.com/nlta.nl.ca](http://www.facebook.com/nlta.nl.ca)  
[twitter.com/NLTeachersAssoc](https://twitter.com/NLTeachersAssoc)

**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 Department of Education and Early Childhood Development and the Newfoundland and Labrador school districts. In 2014 the Fair took place on May 12 in Corner Brook and May 14 in St. John's. In 2015 the event took place on May 25 in Corner Brook and May 27 in St. John's.

**Teacher Discount Program**

The list of businesses that provide discounts and special services for teachers has been continuing.

The Communications Team 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 joint projects and partnerships including 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 Team also has responsibility for organizing Janeway Day in the Schools which is 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. Other initiatives include the Partners for Life Program with Canadian Blood Services, World Teachers' Day, Media Literacy Week, NLTA promotional items, and liaising with the Retired Teachers' Association for their printing/communications requirements.

## **Polling/Surveys**

The Communications Team is responsible for coordinating member and public attitude research.

In the fall of 2013 a public opinion poll was commissioned to investigate public perception of the quality of education in the province, the importance of teachers, support for teachers, teacher workload and stress, perception of government in relationship to teachers and the education system, level of trust and confidence in the NLTA versus government with respect to what is best for the education system, and media habits of the public. There were internal surveys conducted with the membership on Education Week during the fall of 2013, the integration of educational technology in January 2014, school administrators in February 2014, and a member-

ship engagement survey in January 2015. The results of these surveys assist staff and Provincial Executive in formulating policy, in making decisions, and developing and delivering programs and services to teachers.

## **Printing Services**

As part of the Communications Team, staff in Printing Services are responsible for all matters related to the design, printing and distribution of information to teachers. Projects completed for 2013-15 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.

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# **CORPORATE SERVICES**

Corporate Services 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 2012-13 (\$382,056) and 2013-14 (\$419,010) surpluses from operations were transferred to the Emergency Fund.

All responsibilities for human resources, administration of staff collective agreements, information technology and office operations fall within the area of Corporate Services.

## **Funds of the Association**

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

### **General Fund**

The General Fund accounts for the Association's program delivery and administrative activities.

### **Group Insurance Trust Fund**

The Group Insurance Trust Fund is governed by the Group Insurance Trustees in accordance with a trust agreement between the Association and the Trustees on behalf of the members.

### **Emergency Fund**

The Emergency Fund is responsible for any matters related to arbitration, negotiations, lock-outs or job actions.

### **Centennial Fund**

The Centennial Fund is a means of distribution of funds

to members through grants and scholarships designated to further professional development. Funding available is limited to the annual interest earned.

### **Reserve Fund**

The Reserve Fund is to be utilized solely to cover deficits from annual operations of the Association. The Reserve Fund is to contain an amount no less than 10% of total annual revenues.

### **Professional Development Fund**

The Professional Development Fund is used to support professional development initiatives and is administered by the Professional Issues Committee.

### **Support Staff Pension Fund**

The Support Staff Pension Fund is a registered, contributory, defined benefit pension plan providing benefits to eligible employees of the 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 several times a year to receive professional development, review policy, receive formal updates, and make recommendations to Provincial Executive and Group Insurance Trustees, as appropriate.

## **Property**

Corporate Services is also responsible for the maintenance and upkeep of the NLTA building and property at 3 Kenmount Road, St. John's.



## Human Resources

The human resource component of the NLTA is made up of the President, Executive Director, 10 Administrative Staff and 15 Support Staff.

In October 2013, Corporate Services was asked to meet with all staff to discuss existing job descriptions; obtain feedback on any areas of perceived under/over-utilization; identify potential realignment of duties, employee needs and training requirements, and any gaps that might exist to meet the organizational needs. The goal was to ensure the Association is prepared to meet the human resource requirements necessary to fulfill the NLTA mission statement, now and in the future.

Meetings were held with 24 staff to solicit feedback on a list of pre-circulated questions. The results were compiled and a meeting to review feedback was held with the Executive Director and Assistant Executive Director. A summary of the feedback was presented to all staff.

A session was held with the full staff to get input and engage in discussions regarding potential plans and actions with a focus on addressing the themes identified by staff. Specifically:

- to better ensure a team approach
- to better enable opportunity for input and contribution
- to increase the sense of staff contribution as being valued and respected

Based on feedback from staff and operational considerations, the physical location of staff within the building was also reviewed to assign employees to work spaces which would create the greatest level of collaboration and best achieve our mission, given structural and budgetary limitations with the existing layout of the building.

This resulted in switching the locations of the Employee Assistance Program and Professional Development. The relocation of EAP downstairs provides clients availing of EAP services a greater level of confidentiality than there was in the prior location while also increasing the personal well-being of teachers. It also provides additional space for confidential EAP files and space for EAP materials. By moving PD upstairs, members of the Programs and Services Team are situated in the same area and allow for greater opportunity for collaboration and information sharing between BES and PD staff. Having this Team in the same area also allows for greater cross-training and knowledge retention.

As well, a wall was removed to create an enlarged and more functional meeting space on the ground floor.

The overall goal of implementing these changes is to enable us to provide better programs and services to teachers.

In 2014-15 new collective agreements were negotiated and ratified by both Support Staff and Administrative Staff.

## Information Technology

The NLTA commissioned Bell to develop a three to five year IT Strategy Plan for the Association. The five-year plan and its recommendations was received and endorsed by the Provincial Executive and funding was approved for the implementation of years one and two. The plan identified 24 Quick Hits (can be conducted in a relatively short time with minimal cost) and 31 Projects. The Information Technology Strategy is aligned with the Association business goals to use IT to better deliver services, reduce risks, improve internal process, improve access to the information necessary to make decisions, and provide benefits to stakeholders.

An IT Steering Committee consisting of the NLTA President, Executive Director, Assistant Executive Director, Communications Officer, Senior Administrative Officer, Manager of Corporate Services, and Graphic Designer was established to oversee implementation of the plan and an IT Administrator was hired as part of the recommendations. The majority of the quick hits have been completed. The Association is currently working through the projects identified in years one and two of the plan.

## NLTA Membership Cards

The NLTA membership cards continue to be updated as requested. Teachers can 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).

## NLTA Database

The NLTA continues to collect and update 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 to the membership as needed.

## Newfoundland and Labrador Teachers' Association Statement of Operations

Year Ended August 31	2014		2013	
	General Fund	Restricted Funds	Total	Total
<b>Revenue</b>				
Membership fees	\$ 5,367,321	\$ 464,291	\$ 5,831,612	\$ 5,959,131
Contributions	263,237	490,841	754,078	433,633
Government grants	235,452	-	235,452	314,776
Interest on investments	23,560	767,729	791,289	396,857
Miscellaneous	96,904	22,655	119,559	125,768
	<u>5,986,474</u>	<u>1,745,516</u>	<u>7,731,990</u>	<u>7,230,165</u>
<b>Expenses</b>				
Administration	2,252,041	22,024	2,274,065	2,283,138
Benefits and economic services	1,231,610	-	1,231,610	1,275,273
Communications	873,805	-	873,805	1,100,879
Employee assistance program	-	73,196	73,196	62,368
Branch operations	257,458	-	257,458	289,908
Investment fees	-	68,689	68,689	41,557
Professional development	533,541	39,906	573,447	627,258
Grievances and arbitration	-	177,244	177,244	213,633
Negotiations and other lock-out	-	203,019	203,019	129,419
	<u>5,148,455</u>	<u>584,078</u>	<u>5,732,533</u>	<u>6,023,433</u>
Excess of revenue over expenses before other items	<u>838,019</u>	<u>1,161,438</u>	<u>1,999,457</u>	<u>1,206,732</u>
Other items				
Gain on sale of property	205,530	-	205,530	-
Increase in fair value of investments	-	1,850,600	1,850,600	867,834
	<u>205,530</u>	<u>1,850,600</u>	<u>2,056,130</u>	<u>867,834</u>
Excess of revenue over expenses	<u>\$ 1,043,549</u>	<u>\$ 3,012,038</u>	<u>\$ 4,055,587</u>	<u>\$ 2,074,566</u>

\* For more information or details about the Financial Statements please contact Corporate Services at the NLTA.

# Financial Statements

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

August 31	2014			2013
	<u>General Fund</u>	<u>Restricted Funds</u>	<u>Total</u>	<u>Total</u>
<b>Assets</b>				
Current				
Cash and cash equivalents	\$ 2,944,728	\$ -	\$ 2,944,728	\$ 1,495,702
Receivables	50,212	-	50,212	2,481
Receivable from				
General fund	-	833,829	833,829	141,197
Insurance fund	27,652	-	27,652	38,730
Restricted funds	136,854	1,537	138,391	220,825
Prepays	<u>24,656</u>	<u>-</u>	<u>24,656</u>	<u>22,167</u>
	3,184,102	835,366	4,019,468	1,921,102
Investments (Note 4)	1,303,667	17,243,951	18,547,618	15,632,060
Property and equipment (Note 5)	2,243,010	-	2,243,010	2,504,597
Deferred pension costs (Note 9)	<u>251,644</u>	<u>-</u>	<u>251,644</u>	<u>337,260</u>
	<u>\$ 6,982,423</u>	<u>\$ 18,079,317</u>	<u>\$ 25,061,740</u>	<u>\$ 20,395,019</u>
<b>Liabilities</b>				
Current				
Payables and accruals	\$ 481,167	\$ 11,151	\$ 492,318	\$ 593,912
Payable to				
General fund	-	136,854	136,854	131,572
Restricted funds	<u>833,829</u>	<u>1,537</u>	<u>835,366</u>	<u>178,953</u>
	1,314,996	149,542	1,464,538	904,437
Accrued severance pay	493,081	-	493,081	524,874
Accrued benefit liability (Note 9)	<u>628,977</u>	<u>-</u>	<u>628,977</u>	<u>546,151</u>
	2,437,054	149,542	2,586,533	1,975,462
<b>Members' Equity</b>	<u>4,545,369</u>	<u>17,929,775</u>	<u>22,475,144</u>	<u>18,419,557</u>
	<u>\$ 6,982,423</u>	<u>\$ 18,079,317</u>	<u>\$ 25,061,677</u>	<u>\$ 20,395,019</u>

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# Financial Statements

## Newfoundland and Labrador Teachers' Association Restricted Funds' Statement of Operations

Year Ended August 31 2014 2013 2012

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	IT Strategy Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Presidential Housing Fund	Total
<b>Revenue</b>										
Membership fees	\$ 464,291	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 464,291
Contributions	-	143,367	-	-	-	347,474	-	-	-	490,841
Interest on investments	537,172	46,872	42,492	140,709	-	-	38	446	-	767,729
Miscellaneous	-	-	-	-	-	-	-	22,655	-	22,655
	1,001,463	46,872	185,859	140,709	-	347,474	38	23,101	-	1,745,516
<b>Expenses</b>										
Administration	6,000	-	-	-	-	-	-	16,024	-	22,024
Employee assistance program	-	-	73,196	-	-	-	-	-	-	73,196
Investment fees	39,529	7,635	7,295	14,230	-	-	-	-	-	68,689
Professional development	-	20,708	19,198	-	-	-	-	-	-	39,906
Grievance and arbitrations	177,244	-	-	-	-	-	-	-	-	177,244
Negotiations and other lock-out	203,019	-	-	-	-	-	-	-	-	203,019
	425,792	28,343	99,689	14,230	-	-	-	16,025	-	584,078
Excess of revenue over expenses before other item	575,671	18,529	86,170	126,479	-	-	38	7,077	-	1,161,438
Other item	-	-	-	-	-	-	-	-	-	-
Increase in fair value of investments	1,271,759	116,260	103,791	358,791	-	-	-	-	-	1,850,600
Excess of revenue over expenses	\$ 1,847,430	\$ 134,789	\$ 189,960	\$ 485,270	\$ -	\$ 347,474	\$ 38	\$ 7,077	\$ -	\$ 3,012,038

\* For more information or details about the Financial Statements please contact Corporate Services at the NLTA.

# Financial Statements

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

August 31

2014 2013

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	IT Strategy Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Presidential Housing Fund	Total	Total
<b>Assets</b>											
Current Receivables	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Receivable from general fund	51,911	-	-	176	-	576,212	-	-	205,530	833,829	141,197
Receivable from restricted funds	-	-	-	-	-	1,537	-	-	-	1,537	89,253
Investments (Note 4)	51,911	-	-	176	-	230,275	-	-	205,530	835,366	230,450
	12,006,456	1,045,019	1,061,691	3,055,515	7	5,744	69,519	17,243,951	-	14,331,600	-
	\$ 12,058,367	\$ 1,045,019	\$ 1,061,691	\$ 3,055,691	\$ 7	\$ 577,749	\$ 69,519	\$ 18,079,317	\$ 205,530	\$ 14,562,050	\$ -
<b>Liabilities</b>											
Current Payables and accruals	\$ 6,057	\$ 2,334	\$ 1,379	\$ 1,381	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,151	\$ 11,074
Payable to general fund	118,245	4,203	10,203	4,203	-	-	-	-	-	136,854	131,572
Payable to restricted fund	1,537	-	-	-	-	-	-	-	-	1,537	89,253
	125,839	6,537	11,582	5,584	-	-	-	-	-	149,542	231,899
<b>Members' Equity</b>	11,932,528	1,038,482	1,050,109	3,050,107	7	577,749	5,744	17,929,775	17,929,775	14,330,151	-
	\$ 12,058,367	\$ 1,045,019	\$ 1,061,691	\$ 3,055,691	\$ 7	\$ 577,749	\$ 5,744	\$ 18,079,317	\$ 205,530	\$ 14,562,050	\$ -

\* For more information or details about the Financial Statements please contact Corporate Services at the NLTA.









### **NLTA MISSION STATEMENT**

We dedicate ourselves to the professional excellence and personal well-being of teachers, through support, advocacy, educational leadership and the development and delivery of outstanding programs and services.



November 2015