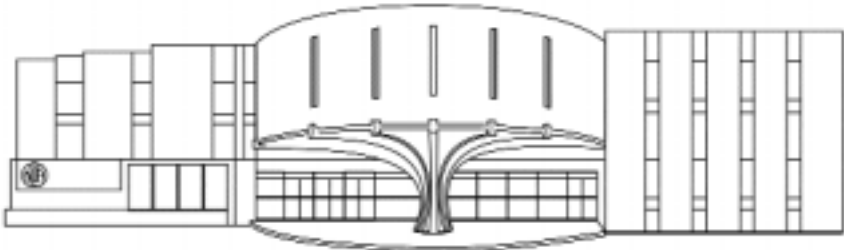


ANNUAL
REPORT
2000-2001

Newfoundland and Labrador Teachers' Association

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Fred Andrews
President

This Annual Report is an ongoing account of the internal structure of the Newfoundland and Labrador Teachers' Association. The report covers two major areas: the organizational structure of the Association and significant changes that have occurred since the last report; and the major goals and objectives that were set and the degree to which these goals and objectives have been met.

Since the last Annual Report many changes have occurred. In 2000-01 the *Ministerial Panel Report on the Delivery of Education in the Classroom* became a reality in which many of the recommendations put forward by the Association were either actioned or placed into the opening package for negotiations. The Pathways Working Group has identified many of the workload issues of Pathways and implemented various ways to simplify the process and in some ways slightly reduce the workload of teachers. Also, a Virtual Teacher Centre has been established by the Association that will give teachers access to professional development on-line from their schools and homes.

As I prepare my message for this year's Annual Report the current round of negotiations has begun. The input of teachers into the collective bargaining process surpassed anything of the past. The NLTA's opening package clearly represents the stated goals that were identified by the membership.

There are many factors that will be of great help to the negotiating team.

These include the following: reclassification of nurses, social workers, etc. (as their starting salaries are now significantly higher than those of a starting teacher); predicted teacher shortages in geographic areas; subject disciplines; administration and substitute supply; Newfoundland and Labrador teachers are held in such respect for their competence and dedication that the demand for their services is extremely high both nationally and internationally; and finally, the salaries of our teachers are not at all competitive with our counterparts across the nation. These issues, as well as others, will be used by the Provincial Negotiating Team to build a new contract for teachers.

My term of office will be over at the end of July of this year and it has been a privilege to serve as your President for the past two years. To be recognized nationally and internationally as the leader of teachers who are highly qualified and extremely competent professionals, is an honor in itself.

I am confident that teachers are in solidarity with their elected leaders and that those whom you elect will continue, along with the professional staff of the NLTA, to strive for better working and teaching conditions for our membership.

Executive Director's Message

Our Annual Report is a vehicle for summarizing and reviewing the work of your Association during the 2000-01 operating year.

The past year has again been a demanding one for teachers as we attempt to deal with issues such as collective bargaining, workload, limited resources and downloading on the classroom teacher.

Negotiations for a new Collective Agreement commenced in November 2000. The Provincial Negotiating Team has been actively pursuing all the issues brought forward in the NLTA opening proposals, with the hope that a new Collective Agreement will be in place prior to the end of this school year.

It is a new time, a crucial juncture that we enter and our commitment is to strive to provide the type of leadership and support that teachers, and our education system, truly deserve.

As teachers, one of our obligations is to speak for the interests of all children and to find an understanding of how a particular trend or reform enhances or diminishes our shared goal of equitable, universal, accountable education. We carry out this responsibility as individuals and as members of the teaching profession. It is through the NLTA that we are best able to advance the collective judgement of teachers, championing welcome changes and opposing those that threaten the capacity of schools to serve children and communities.

Some demand that our schools ensure that students merely adapt to the changing realities within society. But we are teachers. We are not content to teach our students to comply and adapt to the future; we want to teach them how to create a future of greater possibilities, more justice, more equality, more humanity. We believe this is an entitlement of all children, despite their need or their advantage, and that it is the first obligation of our education system to provide equality of educational opportunity.

The Newfoundland and Labrador Teachers' Association is committed to ensuring that our programs and services are the equal of any organization within the country. Only in that way can we ensure that our members are equipped to provide the best they can give to our students.



Wayne Noseworthy
Executive Director

Organizational Structure

Decisions are made and implemented at various levels within the organizational structure of the NLTA – from elected office at the Provincial Executive Council to Branch Presidents in the field. The following provides an update of work performed this year by Provincial Executive, Joint Council and the NLTA Standing Committees.



Communications/Political Action
The Communications/Political Action Committee is responsible for making recommendations to the Provincial Executive Council on all issues relating to communications and political action. This year's committee dealt with several motions referred from the previous year, oversaw the radio, newspaper and television advertising, and made recommendations concerning NLTA brochures and the Christmas Card Contest. They were charged with the responsibility of monitoring the development of the NLTA web site with the intent for growth and improvement in response to teacher needs. This year the Education Week Committee was a sub-committee of the Communications/Political Action Committee and the chair of Education Week was a member of this Committee.

Curriculum

The Curriculum Committee maintains responsibility for the Association's involvement in all matters related to curriculum and programming. A major ongoing issue over the last two years has continued to be Pathways, the provincial policy on the delivery of special education services. The committee has continued to coordinate a lobby for adequate resourcing for this framework and committee members have been involved in several forums and working groups with Department of Education personnel and school district program specialists. In Fall 2000, the Pathways Working Group developed a streamlined set of reporting procedures which were circulated to all schools.

The committee has also coordinated the NLTA's response to a number of issues, including the APEF Language Arts questionnaire and the Department of Education's proposed time allocations for Primary grades. During the past two years the committee has developed policies on enriched learning experiences, corporate/school partnerships, programs and curricula from corporate sources, and assessment/criterion-referenced testing.



Equity Issues in Education

Located in Hopedale, Labrador, the Equity Issues in Education Committee carried out much of its business via teleconference. This committee deals with issues of equity and inequity in all its forms. A new program to fund student projects was a large part of the focus this year as well as the ongoing concern about the number of women in administrative positions relative to their representation in the profession.

Finance and Property

The Finance and Property Committee is comprised of Executive members only. Its purpose is to control and monitor all spending of the Association and to maintain all properties of the Association. Activities of the committee for the past year included the monitoring of the investments of the Association and preparing draft budgets for 2001-02 and 2002-03 for approval at the 2001 Biennial General Convention.



Group Insurance

The Group Insurance Committee consists of: a seven person Board of Trustees, appointed and answerable to the Provincial Executive of the Association; representatives from Johnson Incorporated as Plan

Administrator and consultant; and a staff member of the NLTA who performs the administrative and financial duties assigned by Trustees, and acts in an advisory capacity to the Committee.

For the major areas of the Committee's activities over the past year, see the section on Group Insurance, under Benefits and Economic Services, later in this report.

Membership Benefits and Services

Located in the Happy Valley-Goose Bay area, the Membership Benefits and Services Committee is in the second year of its two year term. This committee oversees issues related to Branch Operations and Benefits and Economic Services. Again this year it recommended, to Executive, candidates for the Bancroft and Special Recognition Awards. As well, it has recommended changes to Association Policy in areas related to Legal Aid, Pre-Retirement and School Board Liaison Committees.

Professional Issues in Teaching

The Professional Issues in Teaching Committee makes recommendations to Provincial Executive on professional development issues. The committee makes decisions respecting the Barnes Award, the Centennial Fund projects and Project Overseas. It also develops guidelines for any new programs to be administered through the Professional Development Division and oversees the work of the PD Division and its programs.

The Administration Division oversees the operation of all programs of the Newfoundland and Labrador Teachers' Association. Administration has responsibility to coordinate the work of all divisions within the NLTA and to ensure that the organization is responsive to the needs of its members.



The President and the Executive Director represent the Association on various boards and liaison groups – nationally, with the Canadian Teachers' Federation (CTF) and the Conference of Atlantic Provinces Teacher Organizations (CAPTO) and, internationally, through Education International (EI). Provincially, the President and Executive Director represent the NLTA in liaison meetings with organizations such as the Department of Education and other government departments and agencies, the Newfoundland and Labrador School Boards Association, the Newfoundland and Labrador Association of Directors of Education, Memorial University of Newfoundland, the Newfoundland and Labrador Federation of School Councils and public sector unions.

The members of the division are responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council, and Joint Council.

Highlights for the President's and Executive Director's Offices for 2000-01:

- Initiated a series of visitations to schools and branches throughout the province by the President, at times accompanied by the Executive Director and other administrative staff members.
- Initiated a NLTA presentation to the Task Force on Workers' Compensation system.
- Established the Virtual Teacher Centre.
- Initiated budget planning sessions for presentation to Convention 2001. These budgets were for a two year financial program.
- Attended meetings of the CAPTO Executive and the CAPTO Annual Meeting in Nova Scotia and New Brunswick.
- Established priorities for the Association for the 2000-01 school year.
- The President was elected as CTF Vice-President for 2000-01 and the Vice-President was appointed as the NLTA Director to the CTF Board for this year.
- Actively pursued the completion of the workload study proposed under Schedule P of the Collective Agreement.
- Assisted with the planning of deadlines and strategies for the upcoming round of negotiations.
- As part of the Association priorities for this year, initiated bridging to other educational agencies. This included Department of Education liaison meetings.
- Supported the efforts of CTF to ensure that education does not come under the umbrella of a future General Agreement on Trade in Services (GATS).

- Actively brought the issue of teaching conditions in Coastal Labrador to public attention.

Table Officers

Table Officers consist of the President, Vice-President, a member at large and one other member appointed by the colleagues within Provincial Executive.

The mandate of Table Officers includes making recommendations to Executive on issues such as: appointment of NLTA representatives; establishment and composition of committees; and revisions to policy and programs. The committee also prepares agendas for Provincial Executive, Joint Council and Biennial General Meetings.



Some of the issues undertaken by Table Officers during the 2000-01 year included the following:

- Continued liaison with the Retired Teachers' Association of Newfoundland and Labrador (RTANL) to discuss future long-term relationships between the NLTA and the RTANL.
- Examined new and different approaches with respect to the operation of professional relations inquiries and membership discipline.
- Reviewed all policies relating to the operations of the Association.
- Completed the development of

policies re private/public partnerships in education.

- Completed the examination of issues and established policies regarding school construction guidelines.
- Continued formal liaison with Johnson Incorporated leading to the development of special funding arrangements for Association programs.
- Selected a representative to sit on the Advisory Board of the Regional Economic Development and Schools Project.

Branch Operations

The main focus of the branch operations program is the providing of services to teachers through the Association's local branch structure. This involves all aspects of branch organization as well as membership services not directly related to the branch structure, including official registration of the 52 local branches and allocation of funds as per Association policy, review of yearly branch audits, registration of substitute teachers, processing requests regarding the Association membership categories, and the operations of school board-teacher liaison committees. Responsibility for branch operations is assigned to the Assistant to the President.

Highlights for 2000-01:

- Prepared to date, over 100 retirement scrolls and pins for teachers retiring during the 2000-01 school year.
- Processed nominations for the Bancroft and Special Recognition Awards presented annually by the Association. This year's recipient of

the Bancroft Award is Charles Dillon; the recipient of the Barnes Award is Brian Vardy; and the recipient of the Special Recognition Award is Nelson Larson. These recipients, along with the 2000 recipients, will be honored at an awards luncheon during the 2001 BGM.

- Received nominations from branches for School Board-Teacher Liaison Committees for 2000-01 and, in consultation with the Membership Benefits and Services Committee, appointed committees. The school board-teacher liaison structure includes one committee for each of the 11 school districts in the province plus a separate committee operating under the Labrador West Collective Agreement. To date, the majority of committees have met at least twice and positive comments have been received from both NLTA and school board members involved in the process.

Association Priorities for 2000-01 Provincial Executive identified four main priorities for the Association for the 2000-01 school year. After extensive discussion and planning at a meeting in the summer of 2000, Executive decided that the priorities for the year would be: concluding a collective agreement; quality of work-life: classroom issues – workload; membership involvement/identification with NLTA; and communications: internal/external relations – building partnerships. An update on each of the items follows with a brief description of the plans of action to date. More information on various details of the priorities may be found in later sections of this report.

Concluding A Collective Agreement

Actions to date include:

- Appointment and inservice of the Provincial Negotiating Team;

- The Collective Bargaining Committee provided a final draft of opening proposals to

Provincial Executive during the October 20-21 meeting;

- The Collective Bargaining Committee provided an overview of



the proposed opening package as well as the priorities and objectives for the upcoming round to members of Joint Council during the October 20-21 meeting. Discussion occurred and feedback was received;

- Provincial Executive ratified the opening proposals following the October 20-21 meeting of Joint Council;

- Opening proposals were finalized and notice was served to Government on November 2, 2000. Exchange of opening proposals occurred in January 2001;

- Membership communications re negotiations has included branch meetings, ongoing updates in the form of *Bargaining Briefs*, and articles in *The Bulletin* in September/October and December 2000;

- Contact/consultation was held with other public service unions. Regular ongoing meetings are scheduled.

**Quality of Work Life:
Classroom Issues - Workload**

Actions to date include:

- Issues regarding inservice, resources, release time for new curriculum implementation, class size, supervision, preparation time, and administrative days have been included in the opening proposals;
- Discussions are ongoing with the Department of Education and the NLSBA re the workload study;
- Streamlined/standardized Pathways recording forms were developed and circulated, and a parent brochure was finalized in September 2000;
- The Pathways Working Group continues to meet re monitoring of the implementation of Pathways;
- NLTA has appointed representatives to the Special Education Advisory Committee;
- Eight workshops have been delivered through the Employee Assistance Program re teacher wellness, with others scheduled for coming months;
- Individual assessments, referrals and interventions continue to be ongoing within the Employee Assistance Program. The program coordinators are continuing to explore avenues to make teachers aware of the program and what it offers.

**Membership Involvement /
Identification with NLTA**

Actions to date include:

- "The NLTA and You" Presentation (visuals and print) were developed and made available to branches, schools, etc. in September 2000;
- The "Handbook for New Teachers in Newfoundland and Labrador", developed in conjunction with the Teacher Induction Steering Committee, was

distributed to all school districts;

- As of this school year, nine of the 11 school districts have offered Teacher Induction Programs;
- School Representative binders have been sent to all school representatives;
- Districts who requested new teacher kits were surveyed as to their distribution/use;
- Information for new teachers was and will continue to be included in *The Bulletin*;
- Individual letters of welcome from the President were sent to new teachers;
- A seminar with students from the Faculty of Education ("NLTA Day at MUN") took place to discuss NLTA programs and services. Feedback from students was positive and it is anticipated that this will become an annual/semi-annual event;



- Branches were encouraged to hold new teacher seminars/receptions. School representatives were asked to assist new teachers in becoming involved in branch/Association activities.
- The President's visitation program included visits to the following branches: Bay de Verde; Marconi; Upper Trinity South; Churchill Falls; Labrador West branches; St. Mary's Bay; and Carbonear. Schools visits included: Newfoundland and

Labrador Youth Centre, Whitbourne; Holy Trinity High School, Torbay; Beaconsfield Junior High School, St. John's; St. Thomas of Villa Nova, Manuels; and schools in the Bay Roberts area.

Communications: Internal/ External Relations – Building Partnerships

Actions to date include:

- Suggestions from the school representatives seminars are being implemented where practical and where funding is available. For example, all school representatives received a “School Rep Binder” this school year containing a variety of information on the Association. Updates for this binder are sent as needed to schools;
- School representatives received notepads with their binders. A small gift of an NLTA Christmas ornament was purchased and sent to school representatives and branch presidents with their Association Christmas cards;



- A short survey was completed by branch presidents at the Fall Joint Council meeting to ascertain how branches include school representatives within the branch structure;
- Newspaper advertisements were prepared re “Let’s Talk About Education” and issues as identified by

teachers. The ads are tagged with NLTA and the Newfoundland and Labrador Federation of School Councils. Five series of ads have been placed, to date, in the Robinson-Blackmore newspapers, *The Telegram* and *The Western Star*;

- A radio campaign promoting teachers ran in the Fall of 2000 and Winter 2001;
- Four television commercials were aired on both local networks. As budget permits, these commercials will continue to air until the end of the school year.

Activities within the Benefits and Economic Services Division of the NLTA are designed to: promote and enhance the welfare of Newfoundland and Labrador teachers through the establishment and administration of specified services; provide advice, assistance and legal protection in matters relating to teachers' duties, responsibilities and professional relationships; and negotiate collective agreements which regulate salaries, working conditions and other terms and conditions of employment.

A large part of this work is undertaken through daily contact and consultation with teachers to provide advice and information on the various benefits and services available to them.

The Benefits and Economic Services Division has available a selection of InfoSheets and other brochures and pamphlets designed to enhance teachers' understanding of Collective Agreement provisions and other benefits. The Division also publishes the *BES Bulletin* (on an as-needed basis) and provides a variety of articles in *The Bulletin* on various topics.

Collective Bargaining

Contract negotiations are a key component of the Association's responsibilities as bargaining agent for teachers and, while they are ongoing, demand a significant proportion of time and resources in the Benefits and Economic Services Division.

Provincial Collective Agreement

The current Provincial Collective Agreement expires on August 31, 2001. From the late Fall of 1999 to

September 2000, the Collective Bargaining Committee was extremely busy obtaining input from the membership and developing the opening proposals for collective bargaining towards a new Collective Agreement. Through the analysis of this input, resolutions from previous conventions, relevant articles from other collective agreements, etc., the Committee developed a draft opening package for the upcoming round of bargaining.

The Provincial Executive considered the draft opening proposals at two meetings in late September and mid-October 2000. In addition, the major focus of the Joint Council meeting held in October 2000 was a review of the priorities and objectives established for this round of bargaining. Following the Joint Council meeting, Executive gave approval to the opening proposals. In early November 2000, the NLTA served notice to the President of Treasury Board of its desire to begin negotiations on a new Collective Agreement. Following receipt of the response from Treasury Board, the dates for the opening of negotiations were established for mid-January 2001.

Opening packages were exchanged between the two negotiating teams on January 17, 2001. Starting on January 22, further negotiating sessions have been devoted to detailed negotiations on the issues included in the opening proposals. Both sets of opening proposals were printed and circulated to all members in late January, with a series of branch meetings then being held for discussion of same.



The Association's proposals have concentrated on the five major areas of concern as identified in the input from the membership. These are: salaries and allowances; workload; class size; pensions and pension indexing; and employment of teachers (including hiring, redundancy, and lay-off issues). The NLTA negotiating team has emphasized to the employer the necessity of realizing improvements in these areas if a collective agreement is to be reached. Negotiations are expected to continue through the remainder of this school year.

Labrador West Collective Agreement

As with the Provincial Collective Agreement, the Labrador West Collective Agreement expires on August 31, 2001. As a result, the local executive have begun the process of consulting with the teachers in the local area in preparation for the development of a set of opening proposals for the upcoming round of negotiations. It is conceivable, however, that local contract talks will not begin with the Provincial Government and the Labrador School Board until late spring or early fall due to the ongoing negotiations surrounding the Provincial Collective Agreement.

Labrador Benefits Package (Schedule J)

Labrador Benefits are negotiated with Treasury Board jointly by six unions representing public service employees in Labrador (NLTA, NAPE, CUPE, NLNU, RNCA, and AAHP). Through negotiations between January and December 1999, agreement was

reached on the Labrador Benefits Package containing significant improvements in the Labrador Allowance and Travel Allowance. That agreement now forms a part of each of the relevant collective agreements. It expires on March 31, 2002.

Because of major concerns from NLTA members employed in Labrador, additional proposals related to Labrador Benefits have also been included in the opening proposals for the current round of negotiations on the Provincial Collective Agreement.

Collective Agreement Administration

One of the main functions of the staff of the Benefits and Economic Services Division is in the area of assisting members with issues related to interpretation of the collective agreement. This occurs through in-office visits, letters, and telephone or fax messages. Increasingly members are relying on e-mail as a method of gaining quick responses to collective agreement concerns.

In response to these types of inquiries, administrative officers explain the intent and expectations of clauses of the agreement, intercede on behalf of members with the employer or other agencies, provide legal assistance and, where necessary, assist members through the grievance and arbitration processes.

Pensions

Over the past year, the Association has continued to be directly involved in representing teachers' interests on pensions and the general administration of the plan. This

includes communicating information to the membership on the pension plan (e.g. the *BES Bulletin* in the Spring of 2000), working through the Pensions Administration Committee to ensure consistent management and administration of the plan, and interceding on teachers' behalf with Department officials when difficulties arise. The NLTA is also represented on the Pensions Investment Committee which oversees the investment of the province's pooled pension fund.

During the past year, the NLTA/Government Pensions Administration Committee has continued to examine and discuss a number of ongoing issues related to the administration of the Teachers' Pension Plan. These issues include interprovincial reciprocal transfer agreements, substitute service and the substitute teacher pension plan, processing of disability pension applications, integration of the TPP with the CPP, indexing of pension benefits, etc. A detailed actuarial valuation of the Teachers' Pension Plan has been undertaken to provide information on the funding of the plan as of August 2000. The actuarial report was expected to be released early in 2001. As part of that valuation, the NLTA has requested financial information regarding the costing of an indexing provision within the TPP for all plan members whose benefits have been integrated with the CPP (i.e. retirees since August 31, 1998). This information will be forthcoming with the actuarial report. While awaiting a costing valuation on an indexing provision, the Association has reserved the right to present a pro-

posal on indexing in the current round of contract negotiations.

Group Insurance

All options of the NLTA Group Insurance Plan were renewed in June 2000 for the 2000-01 school year with the various insurance underwriters. Partial payment from the NLTA Group Insurance Fund of \$393,836 on past deficits was required, still leaving a total outstanding deficit on all options of the NLTA insurance plan of approximately \$1.5M. The Trustees are struggling to maintain financial stability in the various plan options; however, this is becoming more and more difficult based on the rising costs of health care in particular, and a rising number of deaths in the teaching force, both active and retired.

Premium increases were required in Health and Long-Term Disability to offset the buildup of further significant deficits during the 2000-01 school year. The government, however, refused to fund its share of the increase in the Health premiums until



the matter of the insurance trust fund is dealt with. Therefore, the Association filed for arbitration under Article 26. At the time of writing this report, this hearing is still pending.

The following changes were made in the June 2000 policy renewals:

- Increase premium rates, effective September deduction month in the Health (18%) and Long-Term Disability (17%) plan options for the 2000-01 school year. Renew Health plan and Long-Term Disability plan with ManuLife at the new premium rate.
- Eliminate the subsidy of Voluntary Life premiums from the Trust Fund and increase premiums to teachers effective September deduction month. The premiums to teachers to be increased to the actual level paid to Clarica Life Insurance Company (formally Mutual Life Insurance) and the policy renewed for the 2000-01 school year.
- Renew Dental plan with ManuLife Financial at the current premium rate.
- Renew Basic Accidental Death and Dismemberment plan with American Home at the current premium rate.
- Renew Voluntary Accidental Death and Dismemberment plan with UNUM Canada at the current premium rate.
- Renew Basic Life, Dependent Life and Post 65 Life plans with ManuLife Financial at the current premium rate.
- Effective January 1, 2001 the ground transportation benefit of the Health Insurance plan to have a deductible of 500 kilometers per calendar year for ground transportation.
- Effective January 1, 2001 the Health Insurance plan to include Viagra in the coverage of erectile dysfunction drugs to a combined benefit maximum payment of \$500 per calendar year for this category.
- Effective January 1, 2001 the vision care benefit of the Health Insurance

plan to be changed to provide coverage for glasses for eligible dependent children under age 18 every calendar year with a change in prescription.

- Dental claims to be continued to be paid based on the 1998 Newfoundland Fee Guide for Dental Services.
- In addition, the MEDOC® plan was moved to Royal and Sun Alliance Insurance as Maritime Life was no longer willing to continue insuring travel coverage. Some design changes were introduced and new benefits added as well as a necessary premium increase.

Other actions:

- The eligibility guidelines for substitute and retired substitute teachers were reviewed and changed.
- Trustees hosted the conference of the Atlantic Group Insurance Trustees in June 2000. This hosting rotates so that the conference is held in Newfoundland every eight years.
- In the spring 2000 there was a Voluntary Accidental Death and Dismemberment enrolment. Six hundred and fifty new insureds entered this program.

The financial stability of the Group Insurance plan will continue to be a concern into the future due to increased cost trends in Health and Dental insurance, increasing stress-related disability claims, and the demographics of the Newfoundland and Labrador teaching population. There is a high probability of future premium rate increases in the foreseeable future. As part of its proposals in the current round of contract negotiations, the Association is seeking greater

financial contribution from government to the Group Insurance Plan.

Grievance and Arbitration

The grievance and arbitration processes outlined in articles 31 and 32 of the collective agreement are unfamiliar to the vast majority of teachers in their daily activities of teaching. Therefore, members rely on the staff of the BES Division when resolving disputes through these methods. During the past 12 months, there were 57 grievances of which the largest number (19) were on class size and workload, while nine dealt with layoffs and eight dealt with discipline. This is a slight increase in overall numbers from last year. Eight grievances were moved to arbitration during the year, four are awaiting hearings, two were resolved in favour of teachers during the arbitration process, one was ruled in the teacher's favour by arbitration and one ruled against the grievers. Anyone considering filing a grievance should review articles 31 and 32 of the agreement and contact an administrative officer in the BES Division for assistance within the timelines given.

Employee Assistance Program for Teachers

Teachers within the education system continue to face many ongoing challenges and stressors both personally and professionally. The Employee Assistance Program (EAP) is available to teachers to assist in maintaining health and well-being. Providing assistance to teachers experiencing personal or work related problems

that could affect work performance is of utmost importance. The service offered through the program includes several aspects: assessment and referral; funding support toward private counselling services; crisis intervention; and Wellness materials and workshops. The Wellness Program is integral to the EAP, offering staff workshops, activities, and materials (such as flyers and workbooks) promoting positive health to enhance teacher well-being.

During the 12 month period from September 1, 1999 to August 31, 2000 the EAP managed a total of 387 cases, as compared to 336 cases during the previous reporting period. Teachers entering the EAP reported personal stress being the most significant issue requiring intervention. Marital issues and family concerns rated the next highest concern for teachers. Work stress/burnout was another very significant area of concern.



There have been some temporary changes at the EAP for teachers. The two Employee Assistance Coordinators, Claudette Coombs and Kathy Burford, have been granted leave until July 1, 2001. During the 2000-01 school year, Kathy Taylor-Rogers and Marie Wall are fulfilling the duties and continuing the high quality of care for our teachers.

The EAP Coordinators continue to offer Wellness Workshops to school staff groups, NLTA branches and school boards. There were 20

workshops delivered during this reporting period and these involved approximately 450 NLTA members. Topics include: Stress/Resilience; Reflection/Positivism; Time Management; Communication; Assertiveness; Wellness Planning; and Meeting the Transitions of Change: Personal and Professional. Wellness Workshops are available to all members of the NLTA and can be designed to meet whatever needs are identified.

Originally implemented in 1989, the Employee Assistance Program for teachers has now been in existence for more than a decade. The program has seen a great deal of growth and a great number of changes over the past ten years and its goal is to continue to grow and change to meet the needs of the teachers of the province. The program requires teacher input and feedback so that it can set goals and implement changes that will meet the changing needs of the teachers that it is designed to serve. Teachers are invited to contact the EAP coordinators at any time to offer suggestions for improvement to the delivery of the program.

Legal Assistance

The Association provides free legal assistance to any member when the request arises from a situation that is contingent on the person's role as a teacher and prior approval is given. During the past year, 53 requests for legal assistance were referred to legal counsel. A significant portion of these (19) involved complaints of physical assault and three more involved complaints of sexual assault. In addition to these types of issues, the Association

has also responded to questions related to defamation, liability, harassment/discrimination, teacher rights and other similar concerns.

The Association's solicitors also represent teachers at various levels of appeal with other agencies. During the past year there were two legal issues with CPP disability applications. A major area of appeal has been with respect to Employment Insurance rulings. There were 12 EI appeals and the majority of these are awaiting rulings in other jurisdictions before proceeding.

Any teacher who faces a situation contingent on his/her role as a teacher which requires legal assistance, should immediately contact the Association for help. A copy of the Legal Aid Policy is provided to members whenever assistance is requested and is also available on the NLTA web site.

Professional Relations/Disciplinary Procedures

The Professional Relations/Disciplinary Procedures are currently under review. Assistance and advice is regularly provided to members who experience difficulties in their professional relationships with colleagues. Presentations have been made to school staffs on the Code of Ethics and professional relations. Two discipline hearings were held in Spring 2000 as a result of complaints made in 1998-99. Six requests for assistance in professional relations have been dealt with this past year up to the time of writing this report.

Employment Insurance

The 1998 publication "Teachers' Guide to Employment Insurance" continues to be available to members but is currently being revised to reflect changes in EI regulations and rulings.

Effective for 2001, there are major changes to the maternity and parenthood leaves which now allow a parent up to one year of EI benefits. As well, the qualifying period has been reduced to 600 insurable working hours and only one two-week waiting period applies, even if both parents split the leave.

While the maternity/parenthood benefit changes are seen as improvements, we have had increasing trouble in obtaining summer EI benefits for term contract teachers who gain employment for the following September. The majority of legal assistance provided to teachers relating to Employment Insurance issues has been on this single issue. We are presently awaiting the outcome of appeals in other jurisdictions before proceeding with our cases.

Any member having a problem with an EI ruling is advised to notify HRDC of a desire to appeal the ruling within the timelines given and then contact the Benefits and Economic Services Division of the NLTA for assistance.

Workers' Compensation

Over the past year, the number of teachers who have required the assistance of the Association in the processing of their Workers' Compensation claims has remained constant when compared to previous years. However, during the past year, there has been an increase in the number of inquiries

from the workplace as a result of slips and falls.



These types of accidents often result in soft tissue injuries or broken bones which require medical attention and therapy.

As with previous years, the Association has provided legal advice and assistance to teachers who have been involved in external appeals to the Chief Review Commissioner of the Workplace, Health, Safety and Compensation Commission (WHSCC). Such appeals often focus around the level of medical assistance and/or monetary benefits the Commission had previously adjudicated.

During January and February of this year, the Association was invited to make a submission and presentation to a government appointed Task Force, constituted to review the current financial circumstances associated with the Workers' Compensation system in the province. This five member panel held seven days of meetings at selected locations throughout the province and planned to submit its report to the Minister of Labour during February 2001. A representative from the Benefits and Economic Services Division prepared and presented a brief outlining the Association's perspective on the many areas of the system which directly affect teachers.

The Benefits and Economic Services Division continues to provide the following assistance to teachers involved in WHSCC claims:

- Assist teachers with applications and

appropriate medical documentation;

- Intercede on teachers' behalf where problems or delays exist;
- Arrange appeal hearings and necessary legal assistance;
- Liaise with the WHSCC on interpretation of policy and procedures.

Teacher Health Assistance Program (THAP)

The NLTA has continued its program of making contact with teachers who have only a few months of sick leave remaining. These teachers are provided with information packages which contain an outline of the benefits and services available to them as NLTA members after the expiry of sick leave. The purpose of the mailout is to alert such teachers well in advance that they should look at all the options available to them while still in receipt of salary. In the past year, 165 teachers were sent such a package of information. Follow-up with many of these teachers provided them with valuable assistance at a difficult time.

Workload Committee

The Workload Committee established from the Collective Agreement of 1998 - Memorandum of Understanding re Workload (Schedule P) devised terms of reference agreeable to the representatives of all three parties to the collective agreement for the conducting of a workload study. These terms of reference were then shared with the three parties and further discussions then occurred towards the implementation of such a study. While discussions have continued related to the costing and sharing of expenses for a study, at

the time of writing this report we are still awaiting its implementation.

School Administrators' Issues

During the past year, a Committee of representatives from the NLTA, SAC, NLSBA and Government developed a job description for school administrators which has been accepted by all parties. Many of the work-related concerns of school administrators were prevented from being resolved during the past year because they were perceived as being "collective bargaining" items.

During the collective bargaining preparation conducted by the NLTA, a considerable number of issues specific to administrators were brought to the Collective Bargaining Committee through the submission forms, the focus groups and other channels. Many of these have been incorporated into the opening package for collective bargaining.

Deferred Salary Leave Plan

The Benefits and Economic Services Division liaises with school board officials and Department of Education officials with respect to the Deferred Salary Leave Plan and assists members where problems exist. As of December 2000, there were 156 teachers enrolled in the DSLP. Sixty-five teachers are currently on leave and 22 teachers cancelled their plan in 2000.

Publications

The Communications Division has direct responsibility for editing and publishing eight issues of *The Bulletin* each year. Other publications originating from the Communications Division include the *NLTA Annual Report*, *Executive Notes*, *The NLTA and You*, *Guide to Reading and Language Difficulties*, *Home Reading Guide*, *School Activities Handbook*, *Public Relations Handbook*, wall and pocket calendars, as well as a series of pamphlets and brochures on various topics.

Internal/External Imaging

The Communications Division has completed the production of five new television commercials which aired in October 2000 and February 2001. Radio advertisements were also aired in the fall and winter which promoted individual teachers and the work performed on behalf of students in this province. Newspaper advertisements were run in various newspapers throughout the province to focus on issues in education. These "Let's Talk About Education" advertisements were in partnership with the Newfoundland and Labrador Federation of School Councils. New and up-to-date advertisements will



continue to be forthcoming, within budget limitations, and will provide the public a better

understanding of what goes on in our classrooms and the work carried out by the teachers of Newfoundland and Labrador.

All internal/external imaging is designed to promote the teaching profession – to teachers and to various publics. All public relations campaigns, including advertising, radio and television commercials, have the dual purpose of boosting teacher morale and informing the public of the great work performed by teachers.

On-line Services

The NLTA continues to provide its services and resources on-line. The web site is updated regularly by the Communications Division and contains in-depth information about the Association, its divisions, staff, the services available to teachers, and various links to other sites that may be of interest to teachers and visitors to the site.

As new publications are prepared, the information is posted on the NLTA web site often before it is in print. Other documents such as the Group Insurance Booklets, the Policy and Procedures Handbook of the NLTA, and the Collective Agreement, are accessible on the web site and only need to be reprinted when absolutely necessary. These, and other documents, can be accessed, downloaded, or printed from our web site. Other on-line services for Branch Presidents, School Representatives, and Executive members have proven to be efficient and cost effective.

Atlantic Communicators in Education (ACE)

The Atlantic Communicators in Education (ACE) Committee, made up of communications officers from the five Atlantic teacher associations meet at a minimum of three times a year to work together and to cost-share programs and resources. Plans are presently underway to design, produce and implement a long range, pro-education, public relations project. This should be completed and ready for Fall 2001.

Education Week

The Communications Division staff have direct responsibility for Education Week and work directly with a provincial committee to prepare materials and plan the Opening Ceremonies. The theme for Education Week 2001 was "Ready! Set! Grow!". Resource materials included an activity booklet, poster, proclamation, stickers, bookmarks, and promotional materials for schools to order.

The 2001 Opening Ceremonies were held at Gander Collegiate and it was the second time the event was held outside the greater St. John's area. The event was again web-cast for the third year in a row and all schools who wished could view the Opening Ceremonies.



Computers for Schools

Computers for Schools (CFS), co-founded in 1993 by Industry Canada and the Telephone Pioneers, is a national volunteer-based initiative that collects, repairs and delivers surplus computers to schools and public libraries across Canada.



CFS was established in Newfoundland and Labrador in 1994 and operates depots in St. John's, Labrador, Corner Brook and Spaniard's Bay. The Communications Officer represents the NLTA on the local CFS Board of Directors.

To date, CFS has shipped over 5,000 refurbished computers to schools and libraries in Newfoundland and Labrador.

Printing Services

Printing Services continues to provide the following products and services to the membership:

Provincial Executive and Head Office – *The President's Digest* and items required by Executive are given top priority for printing, followed by *The Bulletin* and work for the Communications Division, then work for various divisions at Head Office.

Branches – Letterhead and envelopes, agendas and programs for professional development and retirement functions, are printed for branches.

Special Interest Councils – Letterhead and envelopes, agendas and programs for special functions and annual general meetings, membership cards and newsletters (limited to two per year) are printed for councils. Special Interest Councils are charged for the cost of materials used in printing and for postage.

General Membership – Printing services are provided to teachers on a cost-recovery basis, provided the workload allows for same.

In addition, we offer creative/design and consultation services, scanning, image setting/film processing, photocopying, mailing/distribution, and database maintenance.

Member Support Materials – We have on hand various support materials which are provided to teachers free of charge, when requested. A complete list of items available can be obtained from Printing Services.



The Professional Development Division of the NLTA provides professional programs for members of the Association and supports them in meeting the challenges of teaching in times of change. The following summarizes some of the initiatives in which the Professional Development Division has been involved during the current school year.

On March 5, 2000, the Minister of Education released the final report of the Ministerial Panel on the Delivery of Education in the Classroom. Many of the recommendations contained in the NLTA submission were incorporated in the Panel's report.

The NLTA developed a detailed response to the Panel's report which has been circulated widely. This document formed a major basis for response by all stakeholders at meetings of the Ministerial Panel Implementation Committee.

The NLTA's professional development staff represents the Association on a number of Advisory committees which have been struck in response to recommendations in the Ministerial Panel report. Among them are: the Implementation Committee; the Newfoundland and Labrador History Curriculum Committee; and



the Committee on Teacher Supply and Demand.

Teacher Certification

The Provincial Teacher Certification Committee is continuing its work to carry out an extensive review of regulations. Our NLTA position on the permanent issue of certificates and the committee's responsibility to uphold standards at a time of challenge for teacher recruitment are among the issues which are figuring prominently in our discussions.

Internships in Rural and Remote Areas

With the support of the Johnson Foundation, the NLTA, in conjunction with Memorial University's Faculty of Education, continues the sponsorship of three student interns in rural and remote areas of the province. The sponsorship pays for travel, accommodation and meals during the intern's 13 week placement. In the past there have been internship placements in Mary's Harbour, Cartwright and Ramea. During the winter 2001 semester an intern worked in Gaultois.

Pathways Working Group

As part of its continuing efforts to respond to issues around the delivery of services to Special Education students, the NLTA and the Department of Education agreed to the establishment of a Pathways Working Group. This committee developed and circulated more streamlined reporting forms and procedures and designed a concise brochure for parents on Pathways and the ISSP process.

Virtual Teacher Centre

Recognizing the geography of this province and the very unique needs of our many teachers in small, isolated communities, the Association has developed a proposal for the establishment of a web-based Virtual Teacher Centre. This Centre will provide professional development experiences to teachers throughout Newfoundland and Labrador and will be developed in collaboration with school districts, Memorial University of Newfoundland, the Department of Education, and STEM-Net.

The long-term goal is to provide ongoing professional development, as well as inservicing of new programs. A major objective is to link some of the offerings of the Virtual Teacher Centre to credit from Memorial University and to teacher certification.

In November 2000, funding was received from the Office of Learning Technologies in Ottawa for a three year project. This funding allowed for the hiring of a Coordinator for the Virtual Teacher Centre, and implementation is currently under way.

Leadership At Work

This program was initiated by the NLTA and developed in conjunction with School District 9, Avalon West, in 1999-2000. This year Avalon East is piloting the program and response has been equally positive. Some ongoing research is being conducted to determine revisions to the model and to explore possible avenues of making it available throughout the province.

The Teacher Induction Program

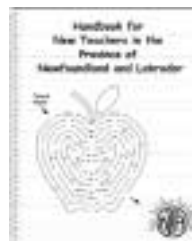
This program is now in place in some form in nine of 11 school districts. As more new teachers enter the profession and as greater demands are placed on school principals, the mentoring support of beginning teachers is becoming even more important.



Over the three years since its implementation the program has seen very positive results. A spring 2000 seminar involving expanded district teams including Directors and trustees was a big boost to the initiative. A Spring 2001 session on building leadership capacity at the district level is being developed and will be proposed.

New Teacher Handbook

The NLTA has published a provincial handbook for teachers entering the profession. Drawing largely from materials prepared for our Teacher Induction institutes as well as handbooks from other provinces, this book is a practical guide with suggestions and reminders for beginning teachers to help them get started on the right foot. Feedback



from the field has been overwhelming and the handbook is already in second printing. These are available at no cost from the Professional Development Division.

Special Interest Councils

Within the Professional Development Division itself, a significant portion of activity and funding is directed towards the establishment and ongoing operations of the 21 Special Interest Councils. Since the early 1960s the NLTA has funded the operation of Special Interest Councils and these have remained some of the cornerstones of the Association's professional service. Through the Council system the many disciplines and interests of education are represented and for thousands of teachers throughout Newfoundland and Labrador an avenue is provided for an active participation in the professional activities of their Association.

SIC Coordinating Committee

At BGM 1999 a motion was passed to allow the continuance of an ad-hoc Special Interest Council Coordinating Committee. This committee has developed guidelines for the operation of Special Interest Committees and has proposed a collaborative model for the delivery of SIC Provincial Conferences.

Professional Development Facilitation

In addition to programs initiated at the NLTA, our PD staff responds to requests from the field for professional development programs designed and

facilitated to match the needs of a particular school, group of schools, or District. This is a part of our ongoing work and is carried out as availability permits. Some of the recent demands for sessions have been focused on introducing brain-based learning.



The Finance Division of the NLTA is responsible for ensuring that all revenues and expenditures are accounted for in accordance with the By-Laws and Policies of the Association as well as the maintenance and upkeep of the NLTA property. The primary source of revenue (approximately 96%) comes from the membership in the form of fees, which is set at 1% of salary and bonuses.

Funds of the Association

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

General Fund

This is the daily operating account of the Association.

Group Insurance Fund

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

Emergency Fund

Pays for all expenses related to collective bargaining, grievance/arbitrations and job action related activities.

Centennial Fund

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

Reserve Fund

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

Professional Development Fund

This fund came into being as a result of the 1994 Job Action whereby Pentecostal and 7th Day Adventist teachers contributed salaries less an amount equal to strike pay. Spending

is limited to the annual interest earned on the fund and is controlled by the Professional Issues in Teaching Committee.

Support Staff Pension Fund

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

Academic Loan Fund

Provides loans to teachers who are in full time attendance at university.

Investments

Since the Association has in excess of \$9,000,000, it is imperative that a close watch be kept on these monies to see that they are achieving the highest possible interest rates with minimum risk. These funds are presently under the care of a fund manager, who was hired by the Association in October 1997.

Property

The Finance Division is also responsible for the maintenance and upkeep of the Newfoundland and Labrador Teachers' Association building and property at 3 Kenmount Road. This past year the usual care was provided to the grounds and building.

Financial Statements

Newfoundland and Labrador Teachers' Association Statement of Financial Position

August 31			2000	1999
	General Fund	Restricted Funds	Total	Total
ASSETS				
Current				
Cash and cash equivalents	\$ 376,636		\$ 376,636	\$ 218,041
Receivables	32,881	\$ 10,461	43,342	53,746
Receivable from				
General fund	-	113,191	113,191	-
Restricted funds	67,547	-	67,547	45,072
Insurance fund	22,326	-	22,326	64,372
Support staff pension fund	-	-	-	3,197
Prepays	166,762	-	166,762	166,336
	666,152	123,652	789,804	550,764
Investments	1,189,538	5,527,271	6,716,809	6,331,606
Academic loans	19,402	-	19,402	22,639
Property and equipment	1,052,767	-	1,052,767	1,202,516
	<u>\$2,927,859</u>	<u>\$5,650,923</u>	<u>\$8,578,782</u>	<u>\$8,107,525</u>
LIABILITIES				
Current				
Payables and accruals	\$ 271,297	\$ 5,024	\$ 276,321	\$ 266,214
Payable to general fund	-	67,547	67,547	45,072
Payable to restricted funds	113,191	-	113,191	-
	384,488	72,571	457,059	311,286
Deferred severance pay	238,983	-	238,983	213,982
	623,471	72,571	696,042	525,268
MEMBERS' EQUITY	<u>2,304,388</u>	<u>5,578,352</u>	<u>7,882,740</u>	<u>7,582,257</u>
	<u>\$2,927,859</u>	<u>\$5,650,923</u>	<u>\$8,578,782</u>	<u>\$8,107,525</u>

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

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

August 31						2000	1999	
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Global Education Fund	Outreach Program	Total	Total
ASSETS								
Current								
Receivables	\$ 10,461						\$ 10,461	\$ 11,541
Receivable from general fund	-		\$ 13,191	\$100,000			113,191	-
	10,461		13,191	100,000			123,652	11,541
Investments	3,594,320	\$745,382	821,913	342,309		\$23,347	5,527,271	5,686,454
	<u>\$3,604,781</u>	<u>\$745,382</u>	<u>\$835,104</u>	<u>\$442,309</u>	<u>\$ Nil</u>	<u>\$23,347</u>	<u>\$5,650,923</u>	<u>\$5,697,995</u>
LIABILITIES								
Current								
Payables and accruals	\$ 3,924	\$ 195		\$ 905			\$ 5,024	\$ 40,793
Payable to general fund	51,767	14,917		863			67,547	45,072
	55,691	15,112		1,768			72,571	85,865
MEMBERS' EQUITY	<u>3,549,090</u>	<u>730,270</u>	<u>\$835,104</u>	<u>440,541</u>		<u>\$23,347</u>	<u>5,578,352</u>	<u>5,612,130</u>
	<u>\$3,604,781</u>	<u>\$745,382</u>	<u>\$835,104</u>	<u>\$442,309</u>	<u>\$ Nil</u>	<u>\$23,347</u>	<u>\$5,650,923</u>	<u>\$5,697,995</u>

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Financial Statements

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

Year Ended August 31			2000	1999
	General Fund	Restricted Funds	Total	Total
REVENUE				
Membership fees	\$3,106,898	\$164,043	\$3,270,941	\$3,277,663
Contributions	175,397	30,000	205,397	459,140
Gain on disposal of fixed asset	10,010	-	10,010	-
Government grants	132,972	-	132,972	142,868
Interest on investments	60,518	257,365	317,883	294,281
Other income	-	35,798	35,798	-
Miscellaneous	17,561	-	17,561	18,324
	<u>3,503,356</u>	<u>487,206</u>	<u>3,990,562</u>	<u>4,192,276</u>
EXPENSES				
Administration	1,244,136	4,982	1,249,118	1,466,290
Benefits and Economic Services	815,013	858	815,871	843,478
Communications	539,146	-	539,146	576,789
Donations	-	20,000	20,000	20,000
Branch Operations	189,706	-	189,706	225,534
Investment fees	-	34,312	34,312	23,608
Professional Development	362,783	139,937	502,720	537,032
Grievances and Arbitrations	-	154,456	154,456	174,170
Negotiations and Other Lock-out	-	184,750	184,750	97,559
	<u>3,150,784</u>	<u>539,295</u>	<u>3,690,079</u>	<u>3,964,460</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$ 352,572</u>	<u>\$ (52,089)</u>	<u>\$ 300,483</u>	<u>\$ 227,816</u>
Fund balances, beginning of year	\$1,970,127	\$5,612,130	\$7,582,257	\$7,354,441
Excess of revenue over expenses (expenses over revenue)	352,572	(52,089)	300,483	227,816
Interfund transfers	(18,311)	18,311	-	-
Fund balances, end of year	<u>\$2,304,388</u>	<u>\$5,578,352</u>	<u>\$7,882,740</u>	<u>\$7,582,257</u>

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

Year Ended August 31							2000	1999
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Global Education Fund	Outreach Program	Total	Total
REVENUE								
Membership fees	\$ 164,043						\$ 164,043	\$ 164,450
Contributions	-					\$30,000	30,000	287,943
Other Income	-				\$35,798	-	35,798	-
Interest on investments	167,239	\$ 35,130	\$ 37,580	\$ 15,781	925	710	257,365	241,001
	<u>331,282</u>	<u>35,130</u>	<u>37,580</u>	<u>15,781</u>	<u>36,723</u>	<u>30,710</u>	<u>487,206</u>	<u>693,394</u>
EXPENSES								
Administration	4,005			905		72	4,982	5,233
Benefits and Economic Services	858			-		-	858	858
Donations	-	20,000		-		-	20,000	20,000
Investment fees	21,148	6,914	6,250	-		-	34,312	23,608
Professional Development	-	86,205	46,441	-		7,291	139,937	138,923
Grievances and Arbitrations	154,456	-	-	-		-	154,456	174,170
Negotiations and Other Lock-out	184,750	-	-	-		-	184,750	97,559
	<u>365,217</u>	<u>113,119</u>	<u>52,691</u>	<u>905</u>	<u>-</u>	<u>7,363</u>	<u>539,295</u>	<u>460,351</u>
Excess of (expenses over revenue) revenue over expenses	<u>\$ (33,935)</u>	<u>\$ (77,989)</u>	<u>\$ (15,111)</u>	<u>\$ 14,876</u>	<u>\$36,723</u>	<u>\$23,347</u>	<u>\$ (52,089)</u>	<u>\$ 233,043</u>
Fund balances, beginning of year	\$3,583,025	\$ 808,259	\$ 864,725	\$341,237	\$14,884		\$5,612,130	\$5,498,415
Excess of (expenses over revenue) revenue over expenses	(33,935)	(77,989)	(15,111)	14,876	36,723	\$23,347	(52,089)	233,043
Interfund transfers	-	-	(14,510)	84,428	(51,607)	-	18,311	(119,328)
Fund balances, end of year	<u>\$ 3,549,090</u>	<u>\$ 730,270</u>	<u>\$ 835,104</u>	<u>\$440,541</u>	<u>\$ Nil</u>	<u>\$23,347</u>	<u>\$5,578,352</u>	<u>\$5,612,130</u>

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

NLTA Mission Statement

**Through educational leadership and service, we
dedicate ourselves to the promotion of the
professional excellence and personal well-being of
teachers, through support, advocacy and the
development and delivery of outstanding programming.**