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BIENNIAL GENERAL MEETING

2005

It's About Time - Let Teachers Teach!

Mid-Year Report to Convention

March 2005



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President's Mid-Year Update

The first six months of the 2004-05 school year have again been busy ones for the President's office at the NLTA. I will elaborate further on these activities in the NLTA Annual Report for 2004-05 that will be finalized later this year.

Since September I have continued visiting schools throughout the province and to date have met with teachers in almost 100 schools. I feel it is extremely important to get input and feedback from teachers in the field. Many issues have been identified as being of concern to teachers including workload, class size, lack of preparation time, and lack of discretionary leave. At every possible opportunity I have spoken on these issues in the media and with the Minister of Education and his officials. The new Minister of Education, Tom Hedderson, was invited to meet with Provincial Executive and these same issues were discussed at that time.

In the fall we completed another round of successful School Representative seminars. These were held in Gander, Goose Bay and St. John's and once again provided the opportunity to meet with a very important group that are a vital communications link with the Association.

Two Joint Council meetings were held since September and this leadership group provided valuable insight into the workings of the Association. One of the major decisions of Joint Council was to continue to postpone negotiations until after the Provincial Budget had been announced and once government revealed how it intended to apply funds from the Atlantic Accord. I have encouraged the Premier and the Minister of Finance to address the unfunded liability in the Public Service Pension Plans and more specifically, the Teachers' Pension Plan, with some of the funds from the Accord.

In anticipation of the Provincial Budget we presented a Brief to the Minister of Finance during the pre-budget consultations. Our focus leading up to the provincial budget was on teacher

allocations and encouraging/lobbying government to retain the teaching units currently in the system. A television commercial stressed the devastating effects the loss of more teachers would have in the system, as have letters to the editor published in local newspapers. I also sent letters to the Minister of Education and the Minister of Finance stressing the importance of keeping teachers in the system. We also asked teachers to make contact with their MHAs on the same issue.

I was pleased this year that ad hoc committees were established to deal with issues identified by several internal groups. A final report was received from the Ad Hoc Committee on Early Career Teachers that contained general information about the work of the committee and a summary of recommendations on the involvement of early career teachers within the Association. Two other ad hoc committees have also been established. The Ad Hoc Committee on Special Interest Council Restructuring has a mandate to develop new policies, procedures, by-laws and implementation strategies to change the SIC structure. The Ad Hoc Committee on School Administrators has the mandate to study and make recommendations to the Provincial Executive on the role of the School Administrators Council within the NLTA. Further updates will be contained in the Annual Report.

Colleagues, I would like to take this opportunity to thank you for your support of the NLTA and its initiatives over the past 18 months. I feel we have made significant progress in raising the profile of educational issues in the public arena. More parents and parent groups than ever are supporting our efforts and there is clearly an increased public desire for education to become a higher priority. This has come about in large part because of our willingness to move forward in solidarity. If we continue in this manner we will be successful, not only because we speak with one voice, but also because our united voice speaks for children and because we are right.

Best wishes for an enjoyable and a productive BGM.

Executive Director's Message

Each year, your Association produces an annual report to summarize and review the activity and work of the Association over the past school year. Producing such an annual report in time for BGM during a Convention year has always been problematic, as production and printing deadlines meant the report was being compiled less than six months into the school year. This year, we have taken a new step of providing this "Mid-Year Report to Convention" to report to BGM on activity up to this point in the school year. The regular annual report will then be produced in June for distribution to schools early in the new school year.

Although we have not been directly involved in contract negotiations this year, the first six months of the year have proven to be busy ones for your Association. With the decision of your Provincial Executive in June 2004, the start-up of negotiations has been placed

on hold as we closely monitor developments on the provincial scene. The report of the Teacher Workload Study, produced by Dr. David Dibbon in June 2004, has provided us with useful data and recommendations concerning the workload issues for teachers. We have continued to pursue these matters in every possible venue, including the public media. The five priorities established by your Provincial Executive in August 2003 have continued to occupy our time and attention during this school year as we work to maintain and improve our services to teachers and to address those issues that are of most significant concern to our members.

This report to BGM contains details on these and other matters. I trust you will find it useful as a mid-year update and wish you every success for a productive Biennial General Meeting.

Organizational and Governance Structure

Decisions were made and implemented at various levels within the organizational and governance structure of the NLTA. The following is an update of work performed by Provincial Executive, Joint Council, and the Executive Committees.

Provincial Executive Council

The Provincial Executive Council usually meets six to seven times during the school year to transact the business of the Association, although other meetings may be scheduled if 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 2004-05 members of the Provincial Executive Council are: Fred Douglas, President; Kevin Foley, Vice-President, Goose Bay; Dana Burridge, Table Officer, Deer Lake; Sean Noah, Table Officer, St. John's; Marilyn Bennett, St. John's; Art Callahan, St. John's; Bill Chaisson, Corner Brook; Lily Cole, Creston South; Dean Ingram, Clarenville; Ed Moore, Placentia; Elizabeth Murphy, Parker's Cove; and Fred Wood, St. John's.

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

Joint Council

The Joint Council met in November 2004 and February 2005. At these meetings Branch Presidents and Provincial Executive met to make decisions on the work of the Association. Issues discussed included collective bargaining, Group Insurance, Association priorities, the pension plan, workload study, NLTA policy changes, the Committee on Early Career Teachers, Virtual Teacher Centre, and CDLI mandate and initiatives.

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

Communications/Political Action Committee

This year's Communications/Political Action Committee is located in St. John's and is chaired by Marilyn Bennett. The committee continues to oversee the review of all the NLTA brochures and publications, the monitoring and continued development of the NLTA website, the plans for upcoming public

relations and communications strategies, and provides input into various communications issues. The Education Week Committee is a sub-committee of the Communications/Political Action Committee and recommendations concerning plans for the week were vetted through this committee. The Communications Officer serves as staff consultant to the Communications/Political Action Committee.

Curriculum Committee

The Curriculum Committee, located for the 2004-05 school year in Marystown and chaired by Elizabeth Murphy, advises Executive Council on all matters related to curriculum. As part of its mandate to coordinate and monitor Association response to curriculum initiatives, the committee has focused on such issues as Pathways implementation, graduation requirements, criterion-referenced testing, and the school development process. In October 2004, the Curriculum Committee recommended that the Pathways Working Group develop a resource that contains comprehensive examples of alternate programs, including such components as auditory processing, sight vocabulary, and phonological awareness. As well, the *Pathways Handbook for Teachers* was finalized by the Pathways Working Group and is being printed by the Department of Education.

This year the NLTA agreed to participate in the field testing and monitoring of the School Development pilot. The Professional Development officers facilitated sessions at institutes held in St. John's and Corner Brook and, through the Curriculum Committee, a teacher time log was circulated in January 2005 to all teachers participating in the field test. The purpose of this instrument is to have teachers track the number of hours devoted to various components of the model so that the NLTA can have hard data to support any workload issues that arise.

The committee continued its focus on CRTs, particularly around issues of accommodations for special needs students and implementation in multi-age classrooms. A meeting with Brenda Smith, Director of Student Support Services, and Marian Fushell, Director of Evaluation and Research, took place in March 2005 to discuss these issues.

At the committee's recommendation, NLTA President, Fred Douglas, wrote the Minister of Education to inquire about the status of the online searchable database of curriculum outcomes and to suggest that this project be reactivated as a collaborative effort between the NLTA's Virtual Teacher Centre and CDLI. A response from the Minister acknowledged the importance of completing this project and indicated agreement to proceed collaboratively.

Equity Issues in Education Committee

This committee, located for the 2004-05 school year in the St. John's region and chaired by Fred Wood, is responsible for advising and making recommendations to Executive on all issues of equity. This includes the monitoring of our own internal policies and operations and the policies and practices of the broader educational community.

One of the topics on the equity agenda for a number of years has been the under-representation of women in educational leadership

positions, both at the school and district level and within our own organization. A number of initiatives have been taken to highlight this issue and on the recommendation of this committee, Provincial Executive approved the inclusion of a special session at BGM 2005.

Upon the request of Executive, the committee is in the process of drafting a policy to address issues of homophobia and heterosexism and the rights of people of all sexual orientations. This is a work in progress.

The Committee continues to administer the equity issues grant for students and has seen considerable increase in awareness of and demand for this grant as a result of improved publicity. A number of worthwhile projects have been funded through this initiative including assistance to teachers to develop materials on freedom from gender stereotyping, to deliver anti-bullying workshops, and to assist ESL students to be better integrated into the school community.

We will be extending upon our awareness and information campaign with a new poster to be released in the spring of 2005.

Finance and Property Committee

The Finance and Property Committee meets four times a year or as required by the Provincial Executive Council. The committee is comprised of four members from the Provincial Executive Council and throughout the past year it continued to control and monitor all spending and maintain all property of the Association. Activities included monitoring the investments of the Association, making recommendations on financial issues, and preparing budgets. A major activity for the first half of this school year has been the preparation of the Association's budgets for 2005-06 and 2006-07. The committee is based in St. John's and is chaired by Edward Moore.

Group Insurance Committee

The major areas of work of the Group Insurance Committee can be found in the Group Insurance section under Benefits and Economic Services, later in this report. The committee, chaired by Bill Chaisson from Corner Brook, 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 and consultant; a staff member of the NLTA who performs the administrative duties assigned by Trustees and acts in an advisory capacity to the committee; and the NLTA Treasurer who performs the financial duties assigned by Trustees.

Membership Benefits and Services Committee

This committee remains in Gander for the second year of its mandate. However, a new chairperson, Executive Member Sean Noah, was appointed for 2004-05 when Winston Carter's one year term as Past President ended in August 2004. This committee is responsible for overseeing and making recommendations on issues related to Branch Operations and Benefits and Economic Services. In February 2005 the Committee recommended to Executive candidates for the Bancroft, Special Recognition and Allan Bishop Awards. The Committee will have

a busy year dealing with resolutions to/from the BGM and is working on a review of the NLTA branch structure with a view to presenting its findings and recommendations to Executive in the spring of 2005.

Professional Issues in Teaching Committee

The Professional Issues in Teaching Committee is located in the Deer Lake region for the 2004-05 school year and is chaired by Dana Burrige. This committee makes recommendations to Executive on professional development issues and makes decisions on the Barnes Award, the Centennial Fund awards, Project Overseas and the selection of delegates to CONTACT.

Last year the committee developed a policy on accountability and has continued to promote this policy and make it more widely known to the membership.

Administration

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

This division is also responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council, and Joint Council.

Highlights for the President's and Executive Director's Offices for the first six months of the 2004-05 school year are as follows:

- Continued a series of visitations to schools and branches throughout the province by the President.
- Continued ongoing liaisons with other educational agencies, including the Department of Education, NLSBA, MUN, NLADE, and the Federation of School Councils.
- Coordinated and participated in the three School Representative Seminars held in the fall of 2004 in St. John's, Gander and Goose Bay. Three more seminars are planned for the fall of 2005.
- Attended meetings of the Executive of the Council of Atlantic Provinces Teacher Organizations (CAPTO).
- The President attended meetings of the CTF Board of Directors in his role as a CTF Vice-President.
- The Executive Director served as a member of the CTF Committee on National Issues in Education.
- The Executive Director represented the NLTA on the provincial Pensions Investment Committee.
- Continued involvement with the development and growth of the Virtual Teacher Centre and coordinated planning for long-term funding for the VTC.
- The Executive Director, Assistant to the President and Assistant to the Executive Director served as staff consultants to the Electoral Committee and coordinated the carrying out of the province-wide vote for NLTA President and Vice-President. (See more detailed section on province-wide vote which follows.)
- Had responsibility to oversee all arrangements and planning for BGM 2005.
- Prepared agendas and oversaw details for the functioning of the Provincial Executive Council and Joint Council meetings.

- Prepared (with input from Administrative Staff) and presented NLTA's submission to the Pre-Budget Consultations for the 2005 provincial budget.
- The Executive Director is serving as Secretary/Treasurer of the Canadian Association for the Practical Study of Law in Education (CAPSLE) for 2004-05.
- Established an ad hoc committee on Special Interest Council Restructuring to develop new policies, procedures, by-laws and implementation strategy to enact the motion from Provincial Executive to change the SIC structure.
- Established an ad hoc committee on School Administrators to study and make recommendations to the Provincial Executive regarding the structure and role of a School Administrators Council within the NLTA.

Table Officers

Table Officers consist of the President, Vice-President, and two other Executive members elected by the Provincial Executive. The Executive Director serves as staff consultant to the committee.

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

Some of the issues undertaken by Table Officers during the first six months of the 2004-05 school year are as follows:

- Continued liaison with the Retired Teachers' Association of Newfoundland and Labrador (RTANL) to discuss ongoing and future long-term relationships between the NLTA and the RTANL.
- Monitored and made decisions upon cases with respect to professional relations inquiries and membership discipline.
- Monitored progress and activity concerning the Association priorities for 2003-05.
- Received and responded to correspondence from CTF relative to CTF policies and activities.
- Examined resolutions from BGM 2003 falling within Table Officers' mandate and pursued action on same.
- Continued to monitor developments re school assessment, particularly re AIMS School Report and the Provincial Report on Schools.
- Reviewed proposals for amendments to the NLTA Act and By-laws and made recommendations to Executive.
- Made recommendations to Executive re nominations for CTF Awards.
- Established the Executive Meeting Schedule for 2005-06.
- Received and responded to requests from groups and organizations for NLTA involvement and/or assistance.

Branch Operations

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

Highlights for the first six months of 2004-05:

- Processed nominations for the Bancroft, Barnes, Allan Bishop, and Special Recognition Awards presented annually by the Association. The recipients of the Bancroft Awards for 2005 are Madonna Boone and Diane Curtis; the recipient of the Barnes Award is Raymond Brushett; the recipient of the Allan Bishop Award is Ted Murphy; and the recipient of the Special Recognition Award is Myrtle Guinchard. These recipients, along with the 2004 recipients, will be honored at an awards luncheon during the 2005 BGM.
- The School Board-Teacher Liaison Committees continued to operate for the 2004-05 school year. The school board-teacher liaison structure includes two committees for the Eastern School District and one for each of the other four, plus a separate committee operating under the Labrador West Collective Agreement. To date, the majority of committees had at least one meeting and positive comments have been received from both the NLTA and school board members involved in the process.

Association Priorities for 2003-05

In August 2003 the Provincial Executive identified five priorities for 2003-05. These are: negotiating a collective agreement; teacher accountability/assessment/professionalism; curriculum issues; quality of teacher work life; and membership awareness. An update on each of the priorities follows with a brief description of actions to date. More information on various details of the priorities may be found in later sections of this report and in the NLTA Annual Report to be printed in June.

Negotiating a Collective Agreement

Activity towards this priority is discussed later in this report under Collective Bargaining, but some of the objectives include the following:

- Based upon membership input, develop collective agreement articles on workload issues to be incorporated in the NLTA's opening package for the next round of collective bargaining.
- Negotiate a collective agreement.
- Communicate externally with other unions and the public through a communications strategy.
- Communicate with the membership through a communications strategy.

Teacher Accountability/Assessment/Professionalism

- Developed the NLTA policy on accountability.

- Educated our partners as to our position (especially as regards "shared responsibility" for accountability) and created greater awareness among those partners as to their responsibility.
- Continued to monitor external assessment initiatives (e.g. AIMS) in conjunction with other educational partners and took appropriate actions to expose erroneous data or inappropriate use of data.
- Responded to issues around the implementation of criterion-referenced testing and public exams.
- Reviewed the Association's professional Code of Ethics and policy on teacher evaluation.
- Started the development of the NLTA position on teacher professional growth and development.
- Continued to support and promote the activities of the Professional Development Alliance.

Curriculum Issues

- As a result of the NLTA's recommendations on the proposed graduation requirements and other input, the Department of Education decided to delay implementation for a further year and made a number of significant adjustments to the new requirements.
- The *Pathways Handbook for Teachers* was finalized by the Pathways Working Group and is being printed by the Department of Education.
- In October 2004, the Curriculum Committee recommended that the Pathways Working Group develop a resource that contains comprehensive examples of alternate programs, including such components as auditory processing, sight vocabulary, and phonological awareness.
- A Staff Officer for Professional Development was a member of the provincial Mathematics Advisory Committee established by the Department of Education. The committee reviewed issues around student performance in mathematics.
- The NLTA agreed to participate in the field testing and monitoring of the School Development pilot.
- PD Officers facilitated sessions at institutes held in St. John's and Corner Brook in the fall of 2004.
- Through the Curriculum Committee a teacher time log was circulated to all teachers participating in the field test in January 2005. The purpose of this instrument is to have teachers track the number of hours devoted to various components of the model so that the NLTA can have hard data to support any workload issues that arise.
- In the fall of 2004, a provincial ad hoc committee was established by the President. This committee is engaged in rewriting policies and procedures for SICs and in implementing a consultation process.
- In January 2005, Executive served notice of motion for by-law change to allow the new SIC structures to proceed in the 2005-06 school year.
- Through the Virtual Teacher Centre, 40 online modules, free to teachers in Newfoundland and Labrador, were launched in January 2005.

- Revised VTC website launched in December 2004.
- The External Evaluation Report on the VTC released.
- Continued growth in partnerships to provide teachers with support materials.

Quality of Teacher Work Life

- Followed up on the findings of the NLTA workload study making them widely known to the membership and using the data to direct the work of the Association.
- Continued to advocate for the resources and supports necessary for teaching and learning.
- Throughout the year there have been meetings with the Minister of Education and senior civil servants through the Department of Education/NLTA Liaison Committee as well as with NLSBA Executive Director to highlight Teacher Workload issues.
- The Pathways Working Group has continued to address matters in the Special Services area and workload issues arising from school district restructuring have been sent to policy grievance. Efforts to address this priority are discussed under the Workload Study section (page 9) in greater detail.

Membership Awareness

- Maintained and improved awareness among the membership of NLTA services, programs, initiatives and activity on educational issues.
- Continued to ensure an effective school representative system was maintained and utilized for improving membership awareness of NLTA programs, services, initiatives and emerging issues.
- Began work on the development of a systematic and coordinated mechanism of contact with beginning/early career teachers.
- Promoted and recognized membership involvement in the NLTA to a greater extent.
- Promoted and utilized special interest councils as effective mechanisms for informing the membership of the NLTA programs/services and increasing awareness of specific curriculum issues.
- Began work on a systematic and coordinated mechanism of contact with MUN Faculty of Education students and interns to create a greater awareness of the Association's programs/services and to promote involvement in the Association.

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

The winter of 2005 marked the second province-wide election of the NLTA President and Vice-President. The 2005 electoral committee consisted of Chairperson Doreen Noseworthy (past Executive member), Ken Kavanagh (past Executive member), and Debra Sparkes-Mercer (past Branch President). This committee conducted the province-wide election in accordance with the approved policies and procedures with the assistance of NLTA staff.

Four candidates were nominated for the office of President. These were: Kevin Foley (Goose Bay), Bobby Hancott (Torbay),

Elizabeth A. Murphy (Parker's Cove), and Fred Wood (St. John's). In addition, two candidates were nominated for the office of Vice-President: Edward Moore (Placentia), and Sean Noah (St. John's). The first vote, carried out on February 8, 2005, resulted in the election of Sean Noah as NLTA Vice-President for 2005-07. Neither of the four candidates for President received a clear majority of the votes cast on February 8, so a deciding ballot was held among the two leading candidates (Kevin Foley and Fred Wood) on February 22, 2005. In that run-off election, Kevin Foley was elected as NLTA President for 2005-07.

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

The Electoral Committee will now be conducting an analysis of the 2005 Election and will be making a full report to Provincial Executive.

Benefits and Economic Services

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

Collective Bargaining

Provincial Collective Agreement

While an opening package for negotiations was approved in the Fall of 2003 and notice to begin bargaining was served on government in November 2003, following the Premier's State of the Province Address in January 2004, and the outcome of the April 2004 NAPE/CUPE strike, it was a decision of the Provincial Executive Council to move forward slowly with the collective bargaining process. As a result, bargaining sessions have not yet started.

In light of the economic picture of the province and the restructuring of school districts, the NLTA's opening package is being reviewed to see if teacher priorities have remained consistent or if changes need to be made.

Labrador West Collective Agreement

As with the Provincial Collective Agreement, the term of the Labrador West Collective Agreement also ended on August 31, 2004. The Labrador West Executive Committee decided that it would not serve notice with Government to negotiate a new contract, but were satisfied to continue working for another school year under the provisions of the old contract. However, in August Treasury Board officials notified the NLTA of its intent to open negotiations. As a result, the Collective Bargaining Committee appointed in Labrador West has been busy throughout the fall gathering information from the membership as it prepares to develop an opening package for the next round of negotiations.

Labrador Benefits Package

The multi-union negotiating team consisting of NAPE, CUPE, RNCA, NLNU, and NLTA negotiated a public employee benefits package for employees in Labrador which expires on March 31, 2005. A number of meetings have been held to discuss strategy for the next round of negotiations.

Pensions

Administrative Staff in the Benefits and Economic Services Division continue to be directly involved in representing teachers' interests on pensions and the general administration of the Teachers' Pension Plan (TPP). This includes communicating information to the membership on the pension plan, presentations at the Pre-Retirement Seminars, working through the Pensions Administration Committee to ensure consistent management and administration of the plan, and interceding on teachers' behalf with Pensions officials 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 TPP. These issues include inter-provincial reciprocal transfer agreements, direct plan to plan transfer of service into the TPP and the substitute teacher pension plan, removal of the mandatory retirement age, purchase of past teaching service in private schools for pensionable service, and allowing retired teachers to teach beyond 65 substitute days when non-retired teachers are unavailable.

A detailed actuarial valuation of the Teachers' Pension Plan as at August 31, 2003, indicated a funded ratio on a going-concern basis of 26.4% at August 31, 2003, with a \$2.2B unfunded liability. This compares with a funded ratio of 30.8% as at August 31, 2000.

Group Insurance

The Annual Group Insurance renewal was conducted in February 2005 with renewal decisions effective for May 2005 (April deduction month). Details on the renewal were conveyed to the membership in March 2005.

This year's renewal was relatively stable, with no premium change in Basic Life, Dependent Life, Basic and Voluntary Accidental Death and Dismemberment, Health Insurance, and Long Term Disability Insurance. The basis for the payment of dental claims was upgraded from the 2002 to the 2003 Newfoundland and Labrador suggested Dental Fee Guide. Dental premiums were increased by 4.4%, largely to pay for increased claims resulting from the upgrade. A premium increase was also necessary in the Voluntary Life plan. The Post 65 Retiree Life premium was reduced by 12.5%.

Effective September 1, 2004, the Post 65 Paid Up Life Program was eliminated. The result was a reduction in the Basic Life premium for teachers under age 65; a subsidy of \$4.40 per month in the Post 65 Retiree Life premium for teachers who turn 65 after August 31, 2004, and the elimination of the Paid Up Life benefit for teachers who turn 65 after August 31, 2004.

A Long Term Care option was made available to teachers, their spouses and parents in September 2004. This option is by application and proof of good health. It provides insurance coverage when assistance with activities of daily living is required due to medical reasons.

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 for dealing with disputes related to the application or interpretation of the provisions of the Collective Agreement. Most teachers go through their careers, carrying out the day-to-day duties and responsibilities of teaching, without needing to access this process.

During the 2003-04 school year, a total of 31 grievances were initiated by teachers, which is a significant increase from the previous year. Disciplinary action taken against teachers gave rise to the highest number of new grievances (16), while three grievances

were filed in each of the areas of employment, redundancy provisions and sick leave. Four grievances were moved to arbitration during the past school year, three are awaiting hearings, and one was resolved to the teachers' satisfaction prior to a hearing.

Employee Assistance Program for Teachers

The Employee Assistance Program (EAP) for Teachers continues to benefit teachers and staff groups throughout the province.

For non-contractual concerns, there are many professional and personal challenges that teachers face daily. The two main components of the program are: 1) the counselling referral, used to assist teachers in receiving the supports to deal with circumstances in their lives; and 2) the wellness program, a proactive approach to promote healthy and balanced living.

During the period September 2004 - February 2005, the EAP has been very active with 313 cases managed to date. Individual teachers benefit from the EAP for professional and personal supports. Requests for assistance include such issues as emotional and mental health, stress, financial counselling and marital/family relations. The EAP Coordinators have visited and had workshops in four of the school districts, for a total of 22 workshops offered to staff groups, reaching 737 teachers. There have been a number of new workshops developed this year including Building a Healthy Workplace, Stay Fit – Keep Well, Developing a School Wellness Strategy and New Teacher Orientations for District 1 and some schools in District 2. With the reorganization of school district boundaries, staff-based workshops have been very much in demand.

Other workshops scheduled for schools, regions and districts will run to the end of this school year. The EAP is addressing financial and time implications in planning and holding workshops for the same geographic areas. The coordinators are now considering a wellness promotion strategy to be developed and administered in collaboration with district offices. This will ensure the most efficient use of the limited time and resources available within the Employee Assistance Program.

Legal Assistance

All NLTA members have access to free legal assistance under the Association's Legal Aid Policy providing the case arises from a situation that is contingent upon the member's role as a teacher. Legal representation is also available to teachers for hearings and appeals at various levels with other agencies, such as the Employment Insurance Commission, the Workplace Health, Safety and Compensation Commission, and the Teacher Certification Review Panel. 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 providing police statements. During the past school year, 22 requests for legal assistance were approved and referred to legal counsel, which is a decrease from the previous year. The largest number of these (11) were matters of general legal advice, while seven cases were related to child protection complaints and investigations by Social Services. None of these cases resulted in charges being laid against a teacher.

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.

As reported in past years, a Federal Court of Appeal decision from June 2002 and a similar case from Alberta for which leave to appeal to the Supreme Court of Canada was denied, have significantly limited replacement teachers' access to EI benefits during the non-teaching periods, particularly July and August. However, the Association continues to provide legal assistance to teachers whose circumstances can be distinguished from the facts in these recent cases. In addition, the NLTA, in co-operation with the Canadian Teachers' Federation and other provincial teacher organizations, participated in a focus group sponsored by HRDC to provide input on the on-line fact-finding system which came into use with the EI Web Application system in June 2004. HRDC did make changes to the fact-finding system in response to concerns raised by the NLTA and other provincial teacher organizations.

As of January 2004, changes to the Employment Insurance Act now provide for a compassionate care benefit. Claimants who meet the eligibility requirements are entitled to six weeks of benefits (plus the two-week waiting period) for the purposes of taking leave from employment to care for a gravely ill or dying family member.

Workers' Compensation

The NLTA continues to provide assistance to teachers who are injured while performing their work responsibilities. Assistance with reporting workplace injuries; general inquiries with School Boards, the Workers' Compensation office and Teacher Payroll; as well as providing legal assistance with External Appeals, has been ongoing throughout the year.

Teacher Health Assistance Program (THAP)

The NLTA continues 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. Over 1,200 packages have been mailed to teachers since the inception of this program in February 1999. The purpose of the mailout is to attempt to alert teachers, while they are still in receipt of salary, about the options available to them should they run out of paid sick leave.

Workload Study

It's About Time!! – A Report on the Impact of Workload on Teachers and Students was completed by Dr. David Dibbon of Memorial University of Newfoundland and released to the public in June 2004. After many attempts to have a workload study completed, as referenced in Schedule M of the current Collective Agreement and Schedule P in the previous agreement, the NLTA proceeded alone in contracting Dr. Dibbon's services.

This report concludes that teachers work on average 52.32 hours per week, both inside and outside the instructional day. It further highlights the invisible work of teachers, the intensity of work during certain periods of the year and the impact that increased non-instructional duties have on a teacher's teaching and classroom interactions.

The NLTA has publicized these findings through a news conference that included a news release and summary documents posted on-line, meetings with other educational agencies, media interviews with President Fred Douglas, and through articles in *The Bulletin*. These findings will also be used during our collective agreement negotiations.

Deferred Salary Leave Plan

The Benefits and Economic Services Division liaises with school district officials and Department of Education officials with respect to the Deferred Salary Leave Plan and assists members where problems exist.

Occupational Health and Safety

Training sessions for Worker Health & Safety Representatives and Occupational Health & Safety Committees have continued throughout the Province during the fall of 2004, with a goal of having all school representatives trained in OH&S legislation and regulations. Most schools have reported having an active and functioning OH&S Committee or Worker Representative in place with most OH&S issues now being addressed at the school level.

Professional Development

The Professional Development Division of the NLTA is responsible for designing and delivering professional programs for members of the Association. The following summarizes some of the initiatives of the Professional Development Division for the first six months of the 2004-05 school year.

Special Interest Councils

In May 2004, a Discussion Paper on Special Interest Councils was presented and discussed by the Professional Issues in Teaching Committee (PITCOM). At the June 2004 Executive meeting a recommendation was passed to restructure SICs to create three levels-based councils – primary/elementary, intermediate, and senior high – while allowing for the continued existence of certain specialized councils.

In the fall of 2004, a provincial ad hoc committee was established by the President. This committee is engaged in rewriting policies and procedures for SICs and in implementing a consultation process. In January 2005, Executive served notice of motion for by-law change to allow the new SIC structures to proceed in the 2005-06 school year.

Joint Ventures – DSS and CONTACT

Summer 2004 saw another successful year of joint ventures with our partners in Atlantic Canada – the Nova Scotia Teachers Union, the Prince Edward Island Teachers' Federation and the New Brunswick Teachers' Association. Our participants at the Developing Successful Schools (DSS) Institute had the opportunity to interact with and learn from Dr. Todd Whitaker as he workshopped one of his many books on how to deal with difficult people, *What Effective Principals Do Differently*. The CONTACT (Conference on New Techniques and Classroom Teaching) delegates were hosted in 2004 by the NSTU at St. Francis Xavier University and enjoyed an exceptionally good programme delivered by colleagues covering a range of topics from authentic assessment to integrating the arts. It continues to be one of the highlights of our professional development programming and we look forward to sending another delegation to Charlottetown to the University of Prince Edward Island in the summer of 2005.

The Teacher Induction Program & Leadership at Work

The restructuring of school districts in the fall of 2004 had a significant impact on two programs which were initiated by the Association's Professional Development Division and implemented and delivered through school districts – the Teacher Induction Program, which supports beginning teachers in their first challenging months and years in their career and Leadership at Work, a collegial program for school leaders which is based on research and “at work” application and problem solving. The NLTA continued to provide support and, to varying degrees, districts have re-instated both programs or have plans to do so.

Workshop Delivery and Expanded Options

The PD staff continues to offer workshops to school staffs, at district close-outs, and, upon invitation, to other groups such as the Department of Education or Memorial University.

While there are a number of topics which we have been offering over a number of years and which we continuously update, this year we have expanded our repertoire to include a series of modules on authentic assessment. These modules were developed following training with our Atlantic Canada colleagues. This CAPTO initiative will continue with further training and program development, all meant to advance our position on the whole issue of accountability which is permeating the educational landscape. Furthermore, we are presently translating these face-to-face modules into online offerings.

Publications

A new pamphlet to address the many issues and concerns of students graduating from faculties of education and preparing to enter the teaching profession is now ready for print. This “FAQ” brochure was a combined effort of Memorial University's Faculty of Education, the Department of Education and the entire staff of the NLTA as we each lent our expertise to answering the critical questions these students have at this pivotal time in their education.

The *Handbook for New Teachers* continues to be one of the most popular of the NLTA's publications and is used by teacher interns, new teachers and also many experienced teachers as a guide to good teaching practice. Having been reprinted several times in its original form, work is now underway to revise it. The second edition will be available for distribution in the fall of 2005.

In response to the demands from the field, particularly those who are working with new teachers through the teacher induction program, preliminary work is underway toward the publication of a new guide for mentors.

Professional Development Alliance

When the PD Alliance was formed all the partners agreed that it had the potential to be a positive and powerful force in redefining the way professional development was conceived and delivered. In the past six months it is fair to say that that potential has not been realized. We continue to support the principles upon which the Alliance was founded and we have continued to advocate for its re-instatement. This may occur over the next six months, however, if there is no progress in that time period we may have to concede that as a body, or indeed a concept, it will cease to exist.

International Programs

Through the Canadian Teachers' Federation teachers participate in Project Overseas, a summer program which sees teachers travel to selected countries to assist in program or professional development. Last summer, Annette Dunn of Holy Trinity Elementary School in Torbay went to Uganda to work with teachers in a primary teachers' college in Kampala. Anne Marie Singleton of O'Donel High School in Mount Pearl went to

Ghana as project leader to work with colleagues there on the promotion of women. Both women spoke of the experience as enriching and challenging, where one is there to teach and to give, but ends up learning and receiving so much more.

PD Staff Officer, Beverley Park, is also involved in the delivery of international programming and in the fall of 2004, as a representative of the Canadian Teachers' Federation, led a team of partners from national teacher unions of France, the USA and Australia in delivering the John M. Thompson Programme, a leadership development programme to teachers and union leaders in the Southeast Asia region. Following that she travelled to Uganda to work with their national teachers' union, UNATU, to continue the TAG (Teachers' Action for Girls) Project in the west Nile region of that country and to evaluate the activities in the other regions. The purpose of the TAG project is to improve educational conditions for girls through sensitizing teachers as to the role they play in remediating the situation.

Gros Morne Teacher Institute

From August 22- 28, Onsite 2004, the fourth annual teacher institute on the Great Northern Peninsula was co-sponsored by the NLTA, Parks Canada and the Department of Education, along with other community and economic development groups. This year, 23 participants, mostly teachers in Newfoundland and Labrador schools, focused on the theme "A Week of Water and Wonder" and explored the geology, culture and history of Gros Morne National Park. As part of the week's activity, lesson plans were developed for various grade levels and are now part of the Virtual Teacher Centre's lesson plan database.

Virtual Teacher Centre

For the first six months of the 2004-05 school year the Virtual Teacher Centre has continued growth in partnership to provide teachers with support materials.

A revised VTC website was launched in December 2004 and 40 online modules, free to teachers in Newfoundland and Labrador, were launched in January 2005.

The VTC released the results of an extensive external evaluation which revealed sound endorsement from all levels of the education system. The review process engaged representatives of the classroom, school districts, the Department of Education, the NLTA and the Faculty of Education at MUN.

Collaboration continues among internal NLTA divisions to create online content and work is taking place on the design and development of an interactive workshop for teachers on Assessment and Reading.

Teacher participation in the VTC continues to grow. The level of participation and rate of growth is being addressed through a new communications and promotion strategy currently under development. The staff of the VTC look forward to a productive and sustained future in the delivery of professional development opportunities to educators.

Communications

The Communications Division is responsible for managing all aspects of the NLTA's internal and external communications, public relations and advertising programs. The division is responsible for *The Bulletin* as well as other communications to teachers, media relations, coordinating member and public attitude research, developing and implementing communications strategies/plans, and for the Association's Internet communications. The following summarizes some of the initiatives of the Communications Division for the first six months of the 2004-05 school year.

Provincial Budget

In early 2005 the NLTA prepared a submission to the government's Pre-Budget Consultations. The focus of the NLTA submission was the need for improved resourcing of education in the province. The NLTA firmly believes that education must be seen as an investment – not an expenditure. The submission was clear in its recommendation and that any further cuts to teachers will be devastating to an already overloaded system.

The provincial budget was brought down on March 21. The NLTA was once again quick in its response to the budget. The President was on hand immediately after the budget was announced to speak to representatives of the local media. The budget removed 145 teaching units which will have a very negative impact on our schools as teachers and administrators attempt to deliver quality education to the children of Newfoundland and Labrador. It is a positive step that we are losing 75 fewer teachers, but the budget does not address the many concerns that teachers have been expressing. While the increased funding for buildings and infrastructure is good news, it is equally important that money find its way directly to the classroom to ensure that sufficient teachers are present with adequate resources to meet the needs of all children.

Teacher Discount Program

The list of businesses that provide discounts and special services for teachers was continued during the year. The list was placed on the NLTA website for easier access by teachers. The Communications Division continues to monitor this program and other businesses and companies will be added as they become available. The QSP Magazine Discount Program was again offered to teachers in the fall where they could take advantage of hundreds of magazines at enormous discounts.

Education Week 2005

The Education Week Committee, made up of teacher volunteers, began their planning for Education Week 2005 activities soon after last year's event was over. The theme for 2005 was *Food for Thought • Tout sain-plement*. The committee prepared resource materials for the week including a resource booklet, proclamation and poster. The Opening Ceremonies were held at Crescent Collegiate in Blaketown on March 7, 2005. The President of the NLTA, Fred Douglas, Minister of Education, Tom Hedderson, and Honorary Chairperson, Dr. Alice Collins, were in attendance at the event.

Computers for Schools

The NLTA continues its involvement with the Computers for Schools (CFS) program. To date, CFS has shipped over 10,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador.

The NLTA is represented on the CFS Board of Directors by the Communications Officer who also is a member of the CFS Finance Committee. The CFS program was co-founded in 1993 by Industry Canada and the Telephone Pioneers. It is a national volunteer-based initiative that collects, repairs and delivers computers to schools and public libraries. The program was established in this province in 1994.

Political Action

In the winter of 2005 a political action campaign was launched to focus on the provincial budget and the potential loss of teachers in the provincial budget. A television commercial was aired on NTV stressing the effects the loss of teachers would have on the education system. The commercial was in partnership with the Newfoundland and Labrador Federation of School Councils. As well, letters to the editor were printed in provincial newspapers. Our Branch Presidents and school representatives were asked to make contact with their local MHAs concerning the loss of teachers and the effects on the classroom and students.

Another campaign has been prepared and will be aired as soon as possible. The "Let Teachers Teach" campaign will focus on the issues that teachers face on a regular basis in their classrooms and that they must be allowed to fulfill their primary role – to teach.

NLTA Publications

Since September 2004 the Communications Division has prepared six issues of *The Bulletin*. Plans are currently underway to review the numbers of copies printed, the expansion of the online version, and an increase in the cost of advertising in the publication. The Communications/Political Action Committee is reviewing these recommendations.

A full review of all the brochures and pamphlets available to teachers took place in the fall. Several of them were rewritten and reprinted, while others will remain as online resources and will not be reprinted.

Printing Services

The Printing Services Division is responsible for all matters related to the design, printing and distribution of support materials and information to teachers. Projects completed during the first half of 2004-05 are outlined here.

Province-Wide Vote/Elections

Four issues of the Election Newsletter and a special Election issue of *The Bulletin* were completed and circulated to schools, along with posters for candidates and ballots.

The Bulletin

To date, five issues of *The Bulletin* have been printed and mailed; two more issues are to be completed before the end of the current school year.

Biennial General Meeting

Several items for BGM 2005 were completed and mailed with the Convention kits. Other items, such as the Convention issue of *The Bulletin* were completed one month prior to Convention.

NLTA Divisions

Benefits and Economic Services

The Group Insurance Overview for 2004, a flyer re the Long Term Care Plan and a Notice to Post-65 Retirees have been printed and mailed to teachers. A revised brochure and letterhead for the Employee Assistance Plan have been reprinted and support materials for EAP workshops have been designed and printed.

Professional Development

We have designed, printed and circulated posters and application forms for the Equity Issues Program for Students; reprinted a Pathways brochure due to a high demand for its use; completed support materials for the Uganda Teachers' Union; and designed and printed a new "Teacher Induction" booklet (for graduating Education students entering the teaching profession). Work is in progress on a revised "New Teachers' Handbook", a poster for "Women in Leadership" (a project of the Equity Issues in Education Committee), and a reprinting of the PD brochure. There have also been flyers circulated on behalf of the PD Division to teachers re district seminars, workshops and other learning sessions.

Virtual Teacher Centre

We have completed the design of new website logos for the VTC, and printed and circulated an External Evaluation Report, pamphlets and posters promoting online modules, certificates for development sessions, and a brochure for Interactive Modules.

Branches

The majority of work for branches is usually completed during the spring as retirement dinners are hosted for newly retiring teachers, but we have already completed some projects for the Waterford Valley and Northern Light branches.

Special Interest Councils

The Newfoundland and Labrador Counsellors and Psychologists' Association (NLCPA) is co-hosting the Canadian Counselling Association (CCA) National Conference to take place May 24-27, 2005. The following materials have been printed and circulated: Call for Presentations; workshop brochures; registration book; posters; and conference letterhead. Design and formatting for a Conference Program book, to be printed and distributed ahead of the conference, and other promotional materials are in progress. The NLCPA has also circulated its newsletter to Council members.

For COSS (Council of Special Services), we have completed and circulated one newsletter, with a second one in progress.

Membership cards for the Modern Languages Council and its first newsletter for the year have been completed.

A program and other materials were completed for the Music Council's Christmas Music Suite.

On SAC's (School Administrators Council) behalf a Call for Presenters for a provincial conference was circulated to schools.

Member Support Materials

Many of the NLTA's pamphlets have been redesigned and reprinted. These are available to teachers, at no cost, and can be ordered online or through Printing Services.

Kits containing support and promotional materials were printed and circulated for: New Teachers, Janeway Day in the Schools and Education Week.

Promotional posters, note pads and other materials were printed for our School Representative Seminars which were held in the fall and for our Pre-retirement Seminars, also held in the fall.

Other member support materials sent to teachers include: Dates/Observances posters; the NLTA & You booklet (giving a brief history of the NLTA, its structure and services available to teachers); Wall Calendar 2004-05; and the NLTA Awards Poster.

General Membership

For several schools we have printed business cards, stationery (letterhead and envelopes), note cards, thank-you cards and certificates. These items are completed on a cost-recovery basis and only when time permits (all NLTA work takes precedence over such projects).

RTANL

Numerous projects have been printed and circulated for the Retired Teachers' Association, including: BGM (October 2004) materials; a provincial newsletter; divisional/regional newsletters, flyers and other informational items. These items are completed on a cost-recovery basis.

Finance

The Finance Division of the NLTA is responsible for ensuring that all revenues and expenditures are accounted for in accordance with the By-laws and Policies of the Association and for the maintenance and upkeep of the NLTA property. The primary source of revenue (approximately 96%) comes from the membership in the form of fees, which are currently set at 1% 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 job action, as well as collective bargaining and grievance/arbitration costs.

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

Spending from this fund 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

It is imperative that a close watch be kept on all Association monies to see that they are appropriately invested and are achieving the highest possible interest rates with minimum risk. 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 NLTA building and property at 3 Kenmount Road, St. John's. The usual care has been provided to the grounds and building.

President's House

In May 2001, a property was purchased at 44 Rumboldt Place in St. John's for the use of the President during his/her term of office.

Financial Statements

Newfoundland and Labrador Teachers' Association Statement of Financial Position*

August 31			2004	2003
	General Fund	Restricted Funds	Total	Total
ASSETS				
Current				
Cash and cash equivalents	\$ 43,083	-	\$ 43,083	\$ 185,969
Receivables	17,847	\$ 104,121	121,968	76,139
Receivable from				
General fund	-	119,245	119,245	-
Restricted funds	132,211	-	132,211	123,360
Prepays	65,383	-	65,383	30,730
	<u>258,524</u>	<u>223,366</u>	<u>481,890</u>	<u>416,198</u>
Investments	1,064,110	6,257,870	7,321,980	7,305,496
Property and equipment	1,004,021	-	1,004,021	1,073,641
Deferred pension costs	109,145	-	109,145	112,502
	<u>\$2,435,800</u>	<u>\$6,481,236</u>	<u>\$8,917,036</u>	<u>\$8,907,837</u>
LIABILITIES				
Current				
Payables and accruals	\$335,742	\$ 7,785	\$343,527	370,303
Payable to general fund	-	132,211	132,211	123,360
Payable to insurance fund	-	-	-	43,775
Payable to restricted funds	119,245	-	119,245	-
Deferred revenue	20,003	10,976	30,979	50,000
	<u>474,990</u>	<u>150,972</u>	<u>625,962</u>	<u>587,438</u>
Accrued severance pay	314,655	-	314,655	282,671
Accrued benefit liability	64,581	-	64,581	42,521
	<u>854,226</u>	<u>150,972</u>	<u>1,005,198</u>	<u>912,630</u>
MEMBERS' EQUITY	<u>1,581,574</u>	<u>6,330,264</u>	<u>7,911,838</u>	<u>7,995,207</u>
	<u>\$2,435,800</u>	<u>\$6,481,236</u>	<u>\$8,917,036</u>	<u>\$8,907,837</u>

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

Financial Statements

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

August 31								2004	2003
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Total	Total
ASSETS									
Current									
Receivables	-	\$162	-	-	-	\$103,959	-	\$104,121	\$47,747
Receivables from general fund	-	-	-	\$119,245	-	-	-	119,245	-
		162		119,245		103,959		223,366	47,747
Investments	\$3,410,560	\$779,843	\$849,573	\$1,143,877	\$60,449	1,763	\$11,805	6,257,870	6,511,117
	<u>\$3,410,560</u>	<u>\$780,005</u>	<u>\$849,573</u>	<u>\$1,263,122</u>	<u>\$60,449</u>	<u>\$105,722</u>	<u>\$11,805</u>	\$6,481,236	<u>\$6,558,864</u>
LIABILITIES									
Current									
Bank Indebtedness	-	-	-	-	-	-	-	-	-
Payables and accruals	\$4,992	\$932	\$930	\$931	-	-	-	\$7,785	\$22,526
Payable to general fund	43,989	15,530	7,140	-	-	\$65,552	-	132,211	123,360
Deferred revenue	-	-	-	-	-	-	\$10,976	10,976	50,000
	<u>48,981</u>	<u>16,462</u>	<u>8,070</u>	<u>931</u>	<u>-</u>	<u>65,552</u>	<u>10,976</u>	150,972	<u>195,886</u>
MEMBERS' EQUITY									
	<u>3,361,579</u>	<u>763,543</u>	<u>841,503</u>	<u>1,262,191</u>	<u>\$60,449</u>	<u>40,170</u>	<u>829</u>	6,330,264	<u>6,362,978</u>
	<u>\$3,410,560</u>	<u>\$ 780,005</u>	<u>\$ 849,573</u>	<u>\$1,263,122</u>	<u>\$60,449</u>	<u>\$105,722</u>	<u>\$11,805</u>	\$6,481,236	<u>\$6,558,864</u>

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

Financial Statements

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

Year Ended August 31			2004	2003
	General Fund	Restricted Funds	Total	Total
Revenue				
Membership fees	\$3,550,870	\$186,686	\$3,737,556	\$3,633,365
Contributions	211,771	567,472	779,243	542,847
Government grants	170,508	-	170,508	177,892
Interest on investments	16,426	204,477	220,903	326,231
Miscellaneous	11,177	13,500	24,677	21,385
	<u>3,960,752</u>	<u>972,135</u>	<u>4,932,887</u>	<u>4,701,720</u>
Expenses				
Administration	1,462,516	535,603	1,998,119	1,950,910
Benefits and Economic Services	1,001,218	425	1,001,643	945,000
Communications	718,545	-	718,545	727,329
Employee Assistance Program	-	53,512	53,512	53,329
Workload Study	-	15,000	15,000	15,000
Branch Operations	255,069	-	255,069	242,369
Investment fees	-	29,344	29,344	30,983
Professional Development	444,059	44,896	488,955	491,780
Grievances and Arbitrations	-	190,621	190,621	161,244
Negotiations and Other Lock-out	-	265,448	265,448	34,015
	<u>3,881,407</u>	<u>1,134,849</u>	<u>5,016,256</u>	<u>4,651,959</u>
Excess of (expenses over revenue) revenue over expenses	<u>\$79,345</u>	<u>\$(162,714)</u>	<u>\$ (83,369)</u>	<u>\$49,761</u>
Fund balances, beginning of year	\$1,632,229	\$6,362,978	\$7,995,207	\$7,945,446
Excess of (expenses over revenue) revenue over expenses	79,345	(162,714)	(83,369)	49,761
Interfund transfers	(130,000)	130,000	-	-
Fund balances, end of year	<u>\$1,581,574</u>	<u>\$6,330,264</u>	<u>\$7,911,838</u>	<u>\$7,995,207</u>

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

Financial Statements

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

August 31								2004	2003
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Total	Total
REVENUE									
Membership Fees	\$186,686	-	-	-	-	-	-	\$186,686	\$182,325
Contributions	-	-	\$74,484	-	\$15,000	\$438,963	\$39,025	\$567,472	342,067
Interest on Investments	131,361	\$25,389	25,347	\$19,602	1,442	689	647	204,477	304,220
Miscellaneous	-	-	-	-	-	13,500	-	13,500	2,000
	<u>318,047</u>	<u>25,389</u>	<u>99,831</u>	<u>19,602</u>	<u>16,442</u>	<u>453,152</u>	<u>39,672</u>	<u>972,135</u>	<u>830,612</u>
EXPENSES									
Administration	9,508	985	932	932	-	484,221	39,025	535,603	197,049
Benefits and Economic Services	425	-	-	-	-	-	-	425	501
Employee Assistance Program	-	-	53,512	-	-	-	-	53,512	53,329
Workload Study	15,000	-	-	-	-	-	-	15,000	15,000
Investment Fees	17,257	6,146	5,941	-	-	-	-	29,344	30,983
Professional Development	-	27,521	17,375	-	-	-	-	44,896	50,010
Grievances and Arbitrations	190,621	-	-	-	-	-	-	190,621	161,244
Negotiations and Other Lock-out	265,448	-	-	-	-	-	-	265,448	34,015
	<u>498,259</u>	<u>34,652</u>	<u>77,760</u>	<u>932</u>	<u>-</u>	<u>484,221</u>	<u>39,025</u>	<u>1,134,849</u>	<u>542,131</u>
Excess of (expenses over revenue) revenue over expenses	\$ (180,212)	\$ (9,263)	\$22,071	\$18,670	\$16,442	\$ (31,069)	\$647	\$ (162,714)	\$288,481
Fund balances, beginning of year	\$3,541,791	\$772,806	\$819,432	\$1,123,521	\$51,507	\$53,739	\$182	\$6,362,978	\$5,888,497
Excess of (expenses over revenue) revenue over expenses	(180,212)	(9,263)	22,071	18,670	16,442	(31,069)	647	(162,714)	288,481
Interfund transfers	-	-	-	120,000	(7,500)	17,500	-	130,000	186,000
Fund balances, end of year	<u>\$3,361,579</u>	<u>\$763,543</u>	<u>\$841,503</u>	<u>\$1,262,191</u>	<u>\$60,449</u>	<u>\$40,170</u>	<u>\$829</u>	<u>\$6,330,264</u>	<u>\$6,362,978</u>
	\$3,410,560	\$ 780,005	\$ 849,573	\$1,263,122	\$60,449	\$105,722	\$11,805	\$6,481,236	\$6,558,864

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

Notes

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