

NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

T H E

# bulletin

## Convention 2015



**Bill Chaisson**



**Wallace Childs**



**Maureen  
Doyle-Gillingham**



**Derek Drover**



**Kevin Flynn**



**Craig Hicks**



**Trent Langdon**



**Donna Reddick**



**Sherri Rose**



**Gabe Ryan**



**Sean Weir**



**Jeanne Williams**

# Biennial General Meeting 2015

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2015, will take place April 7-10 at the Sheraton Hotel Newfoundland in St. John's. Approximately 107 delegates from Branches and Special Interest Councils will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2015-17 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for the Provincial Executive of the Association. Candidates for Provincial Executive are indicated throughout this issue of *The Bulletin*.

Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft and Barnes Awards, the Patricia Cowan Award, the President's Award, and the conferring of Honorary Membership in the Association.

Dr. Darren E. Lund will also give a keynote address entitled *Preserving our Past, Embracing our Future: Putting Social Justice at the Heart of Education*. Dr. Lund is a professor in the Werklund School of Education at the University of Calgary where his research examines social justice activism. He was a high school teacher for 16 years, and in his rookie year, formed an award-winning student activist program, *Students and Teachers Opposing Prejudice* (STOP). Darren has published over 300 articles, books, and book chapters, and has been recognized with a number of honours, including the inaugural 2013 Alberta Hate Crimes Awareness Award, the 2012 Scholar-Activist Award from the American Educational Research Association (Critical Educators for Social Justice), being named a Reader's Digest National Leader in Education, and one of Red Deer, Alberta's Top Educators of the Century.

#### **Editor's Note:**

*Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.*

#### CONTENTS

<b>Candidates for Executive .....</b>	<b>3</b>
<b>Resolutions to Convention .....</b>	<b>10</b>
<b>Agenda for BGM 2015 .....</b>	<b>14</b>
<b>Delegates to Convention.....</b>	<b>back cover</b>

# Candidates for Executive

## Bill Chaisson

### **Education**

- Bachelor of Arts (1987)
- Bachelor of Education (1987)
- Bachelor of Special Education (1988)
- Master of Education (2002)
- Advanced Trustee Management Standards Certificate (2006)



### **NLTA Experience**

- School Representative
- Member, Humber Branch Executive
- President, Humber Branch
- Member, Joint Council
- Provincial Executive Member
- Chair, Group Insurance Committee
- Trustee, Group Insurance
- Chair, Pooled Investment Committee
- Chair, Committee on Early Career Teachers
- Chair, Communications Committee
- Member, Staff Negotiations Committee
- Member, PITCOM Committee
- Member, MBS Committee
- Member, Teacher Certification Committee
- Member, CONTACT 2006 Planning Committee
- Vice President, SAC Western Region
- President, SAC Western Region
- President's Award
- Bancroft Award
- Allan Bishop Award

Dear Colleagues,

I have had the privilege of serving on NLTA Provincial Executive for eight years and I am running once again because I want to continue to serve the teachers of this province. While we have a collective agreement signed, our next real challenge will be pensions. We all realize that a deal on pensions will mean some changes, however we need to work to insure that any arrangement is fair to all teachers.

Teacher engagement continues to be a challenge. We need to look to engage all of our teachers because by doing so we can draw on all of their talents, making us a stronger association. Our true strength comes from the individual and collective resolve of each teacher.

The district is still developing policies and as an Association, we need to be part of the process. We know that when policies are put into practice, they must be practical and manageable. Direct input from teachers is crucial if we are to develop policies which can work at the classroom level.

Teachers are feeling the stress of the occupation. The pace of the job and the demands can sometimes become overwhelming. We need to help each and every teacher understand his or her rights under the collective agreement and teachers need to establish a reasonable work life balance.

I believe that I have the experience and commitment necessary to make a positive contribution at the Executive Table. I ask for your continued support and look forward to seeing you at BGM 2015.

## Wallace Childs

### **Education**

- Bachelor of Arts (1993)
- Bachelor of Education (1993)
- Masters of Education – Administration (2007)



### **Teaching Experience**

- 2009-15: Principal – Our Lady of Mercy Elementary, St. George's
- 2008: Vice-Principal – Lourdes Elementary, Lourdes
- 2007: Vice-Principal – Our Lady of Mercy Elementary, St. George's
- 2002-06: IRT, Appalachia High School, St. George's
- 1999-2001: Junior High Math, Stephenville Middle School, Stephenville
- 1998: Junior High/High School Social Studies, EA Butler, McKay's
- 1995-97: Junior High Math, St. Michael's Elementary
- 1994: Replacement positions, Stephenville
- 1993: High School/Junior High RE, McKay's

### **NLTA Experience:**

- School Representative
- Appalachia Branch Executive – Member-at-Large
- Appalachia Branch Executive – Social Director

(cont'd)

(W. Childs cont'd)

Dear Colleagues,

It is with the greatest excitement that I accept the nomination of the Appalachia Branch of the NLTA to run for NLTA Provincial Executive for the next two years.

During my 21 years of teaching in the Bay St. George area, I have had the privilege of working with some of the best teachers and administrators in our beautiful province. I believe every interaction provided me with valuable lessons that I have used in my classroom and use daily in my office.

There are many issues that face us as a profession and an Association. I feel the greatest of these center around initiatives that provide our students with the utmost opportunity to learn – class sizes, teacher workload, school/home relations and perhaps the greatest of all, Safe and Caring Schools. We are certainly living in different times. How can we expect our students to learn, when the least of their issues is whether they complete their homework or not. We must work together as a Staff, as a District, and as an Association to ensure our students are given every chance to become the productive citizens every one of them is capable of becoming.

I am humbly seeking your support at Convention 2015, and would consider it a privilege to work on your behalf to make our Association the best it can be. I have the passion needed to get results. Please allow me the opportunity to be your voice at the executive table – a voice that will be strong, a voice that will be heard!

## **Maureen Doyle-Gillingham**

### **NLTA Involvement**

- Baccalieu Branch President
- Baccalieu Branch School Representative
- Baccalieu Branch Treasurer/Secretary
- Baccalieu Branch Member
- Bay De Verde Branch Member
- Curriculum Committee
- School Board-Teacher Liaison Committee
- BGM Delegate
- CONTACT Delegate



### **Educational Background**

- Bachelor of Education
- Bachelor of Arts
- Bachelor Special Education
- Dental Assistant Diploma

### **Teaching Experience**

- Instructional Resource Teacher, Baccalieu Collegiate
- Substitute Teacher: All grades/subject areas

Dear Colleagues in Education,

Thank you to the Baccalieu Branch of the NLTA for the nomination for Provincial Executive 2015-2017. Since commencing my teaching career I have been actively involved with the NLTA at all levels from branch member to my current position, Baccalieu Branch President. I have been involved on provincial committees and am presently a member of the School Board-Teacher Liaison Committee.

As a classroom teacher in Newfoundland I know that teaching extends well beyond the regular school day. Teachers are actively involved in extra-curricular activities such as tutoring, coaching, or supervising a variety of events. Teachers support these activities because they are important in the lives of students everywhere in this great province. Teaching does not stop at the last bell and we encourage the development of students in all realms.

In Newfoundland and Labrador teachers are faced with many issues on a daily basis. Classroom teachers are in daily contact with our most precious resources – our students. We strive to make the learning experience of our students the best that it can be, yet, some expectations and limitations often make this difficult. I have seen the impact of teacher cuts and inadequate resources on both students and teachers.

During the recent Collective Agreement the NLTA negotiating team persevered in securing an agreement that 94.6% of the members agreed to and secured for the first time ever, guaranteed family leave for teachers. In the coming term, Pension Reform will be at the forefront. All teachers need to be actively engaged, informed and united in this process as it will affect all present day teachers and those individuals planning on entering the educational profession. I believe in the NLTA and what it stands for!

During the upcoming BGM I will be seeking your support as a voice on the Provincial Executive. If elected, I will strive to be a strong voice at the provincial table for teachers in Newfoundland and Labrador. In the next two years we will have many challenges in education in all areas, but especially in the areas of Mental Health and Technology.

I firmly believe with my experience, determination and commitment I can make a difference and a positive contribution at the Provincial Executive table. I believe Aesop said it best that "In union there is strength." At BGM 2015 I respectfully ask for your support.

## Derek Drover

Dear Colleagues:

BGM delegates will soon choose the provincial executive to lead our Association for the next two years. Being elected to executive entails significant responsibility and my commitment to the teachers of this province has been unwavering.

Currently, I am a teaching principal at Victoria Academy in Gaultois teaching French Grades 4-9 and high school English. I have been an active member of NLTA previously serving as political action officer, V.P., and president of Seagaulher Branch. As a member of your Provincial Executive since 2007, I have served as a member of our Association's Finance and Property Committee, chairperson of the EAP Coordinating Committee, trustee and chairperson of Group Insurance, chairperson of the Pooled Investment Fund, Table Officer, and as a delegate on several occasions to CAPTO and CTF AGMs. Presently, I am a member of Table Officers, the provincial Teacher Certification Committee, NLTA's Membership Engagement Committee, and chairperson of our Association's Staff Negotiations Committee.

Once again I offer myself as a candidate for executive and I humbly seek your support as we must continue to advocate for teachers – consistently espousing that teachers are the cornerstone of quality education.

With our current collective agreement expiring August 31, 2016, the negotiating process will once again soon be upon us. While improvements were achieved in the last round of negotiations, we must continue to address ongoing workload issues and elevated expectations placed on teachers. Adequate resourcing of the inclusion model must always be a focus and we must closely monitor the application of Article 30.02 of the current agreement to ensure appropriate improvements are made to support teachers in meeting the needs of all students. While 94.6% of teachers endorsed our current agreement, we know that working on behalf of teachers continues; we must be persistent and build on our successes to ensure ample resources and supports exist within conducive learning/working environments for students and teachers as our working conditions are students' learning conditions!

Challenges still lay ahead and we must not allow the educational agenda to be driven by whimsical market fluctuations and political myopia- for that cost will be too much for society to bear.

My fellow teachers, as always, you have my unwavering commitment and trusted experience to work with you and for you – to once again be a strong voice as a member of our Provincial Executive team! Thank you and see you again at BGM.



## Kevin Flynn

### Education

- Memorial University: Master of Education – Leadership Studies (Spring 2014)
- Memorial University: Bachelor of Special Education (Fall 2007)
- Memorial University: Bachelor of Education (Spring 2001)



### Teaching Experience

- 2006-present: Dorset Collegiate, Pilley's Island
- 2005-06: MSB Academy, Middle Arm
- 2003-05: Indian River Middle School, Springdale
- 2001-03: Henry Coaster Memorial School, Marten Falls First Nation, Ontario

### NLTA Experience

- 2012-13: Chair of NCSD School Board-Teacher Liaison Committee
- 2011-present: Green Bay Branch President
- 2009-present: School Representative for Dorset Collegiate

### Election Statement

It is an honour to accept my nomination for the NLTA Provincial Executive Council from the teachers of Green Bay South Branch. I am currently in my 13th year of teaching and I have been actively involved in the NLTA since becoming a school representative in 2009. During the current span of my NLTA involvement I have gained an enormous amount of respect and knowledge for the numerous issues facing our current members.

Lack of adequate preparation time, inability to access desired professional development, workload demands, teacher safety and autonomy are just a highlight of the issues that teachers deal with each day in this province. These issues continue to unnecessarily drain energy, motivation and morale which reduce teachers' abilities to adequately meet students' diverse needs. As a member of the Provincial Executive Council, I pledge to work diligently on behalf of the teachers of this province to improve our profession for both current and future members.

Over the past six years, I have been a passionate voice for teachers at School Representative Seminars, Joint Council Meetings, School Board Liaison Committee and BGM 2013. Should you entrust me with your support, I will be a voice at the Provincial Executive Table to serve the teachers of the province. I feel that I possess the dedication, experience and interest to make a positive contribution as a member of the Provincial Executive. I am adamant that I can make a difference and I sincerely seek the support of the delegates at 2015 BGM.

## Craig Hicks

### NLTA Experience

- 2014-15: Substitute Teacher Ad Hoc Committee
- 2013-15: Chair, Finance and Property Committee
- 2013-15: Chair, Pooled Investment Committee
- 2013-15: Administrative/Support Staff Negotiation Committee
- 2011-15: Provincial Executive
- 2011-13: Chair, Communications/Political Action Committee
- 2011-13: Deferred Salary Leave Committee
- 2011-13: Pensions Administration Committee
- 2010-11: Chair, SBTL
- 2009: BGM
- 2007: BGM
- 2006-08: Member, SBTL
- 2006-15: President, SAC Region 6
- 2005-11: President, Hamilton Sound Branch
- 2003-05: MBS Committee
- 2003: BGM
- 2001-05: Vice President, Hamilton Sound Branch
- 2001: BGM
- 1999-2001: MBS Committee
- 1997: AGM
- 1992-2001: PD Officer, Hamilton Sound Branch



### Teaching Experience

- 2005-15: Vice Principal/Librarian, Phoenix Academy, Carmanville
- 2002-05: Teacher/Librarian, Carmanville School Complex, Carmanville
- 2000-02: Teacher/Librarian, Gill Memorial Academy, Musgrave Harbour
- 1999-2000: Substitute Teacher, Lewisporte/Gander School District
- 1991-99: High School Teacher, Carmanville School Complex, Carmanville
- 1990-91: Substitute Teacher, Nova Consolidated School District

### Qualifications

- M.ED: MSUV (2001)
- Library Studies: MUN (1999)
- B.ED: MUN (1990)

### Statement

I am honoured to accept the re-nomination from the Hamilton Sound Branch as a candidate seeking a third term to the Provincial Executive. My commitment to serve and advocate on

your behalf remains steadfast to ensure that your voice is heard at the Provincial Executive table.

It is apparent from our last round of negotiations that a common theme of unity emerged and reverberated throughout the offices of our MHAs. We can see firsthand the strength our Association commands when we feel that the rights and dignity of teachers are jeopardized. I feel it is paramount that solidarity from our membership remains solid and committed. With a resolve of unity, we will be better positioned to tackle any challenges that may face our profession and impact the lives of teachers.

The addition of three guaranteed Family Leave Days certainly helped grow our contract and alleviate any stress associated for teachers not being able to attend to the needs of their families. Our sights are now focused on our Pension Plan. We need a predictable, equitable and sustainable Pension Plan that can weather any economic climate. The current financial issues that government is struggling with cannot influence decisions involving our retirement benefits. Furthermore, we must be relentless in lobbying government that monies spent in education are wise investments for this province.

With 22 years of experience with the NLTA, I will continue to be a strong advocate for our profession and debate the issues with integrity and a firm disposition. I respectfully seek your continued support at BGM 2015.

## Trent Langdon



- M.Ed. (Counselling Psychology)
- C.C.C. (Canadian Certified Counsellor)

### Family & History

- Husband and father of twin boys
- Born and raised in Norris Arm, Notre Dame Bay
- Teaching and residing in Mount Pearl

### Teaching / Professional Experience

- 2008-present: Guidance Counsellor – St. Peter’s Junior High, Mount Pearl
- 2005-08: Guidance Counsellor – Amalgamated Academy, Bay Roberts
- 1998-2005: Program Director – Boys & Girls Clubs of NL / Adolescent Youth Care

### NLTA Involvement

- 2013-15: Provincial Executive Member
  - Chair – Membership Engagement Committee
  - Joint Committee on Inclusive Education
  - Finance & Property Committee

- Dept. of Ed. – Student Support Services Advisory Committee
- EAP Advisory Committee
- Staff Liaison Committee
- Executive Liaison to Bay Roberts, Carbonear, St. John's Centre, & Waterford Valley Branches
- 2007-15: BGM Delegate (on 4 occasions)
- 2014: 'Developing Successful Schools' Institute – Mount Allison University
- 2011-13: Vice-President: Waterford Valley Branch & MBS Committee Member
- 2011: Recipient – Barnes Award
- 2005-11: NL Counsellors & Psychologists Association (NLCPA) Executive (NLTA – Special Interest Council) – President for two terms

Colleagues,

I respectfully ask for your support as I seek a second term on our Provincial Executive.

First of all, thanks once again to the Waterford Valley Branch for my nomination.

After serving my first term, my enthusiasm and respect for this role have only been further solidified. Having assumed leadership roles with the NLTA since the start of my career, my experience has continually shown me that as a teacher, I am a part of a larger 'presence' that is deeply-rooted in history, structure, and influence. The advancements made by the NLTA for the personal and professional lives of teachers are significant, and we cannot afford for complacency to risk or prevent our continued success.

The promotion of personal well-being and professional teacher identity are the basis of my election platform and drive my daily practice. As a member of the Provincial Executive, I commit to bringing 'active' advocacy, accountability, and 'forward-thinking' to the table. I also look to build upon a demonstrated record of representation (both provincially and nationally) as well as utilize experience in rural and urban school settings to represent you.

We must be cognizant of the immediate needs of teachers at varying stages of their careers. Connect with your Branch Executive to have a say in your representation.

I look forward to connecting with you.

Email: [tlangdon@nlta.nl.ca](mailto:tlangdon@nlta.nl.ca)

Twitter: @TrentLangdonNL

## Donna Reddick

### Educational Background

- Mount Pearl Central High (1980)
- B. Arts (Ed.) MUN (1984)
- B. Sp.Ed. MUN (1985)
- M. Ed. (Literacy) MSVU (2014)



### NLTA Involvement

- School Rep.
- Treasurer, Vice President, CBS Branch
- President, CBS Branch
- CONTACT 2006 Participant
- BGM Delegate 2013, 2011

Hello everyone. My name is Donna Reddick and I have decided to offer myself as a candidate for the Provincial Executive. I have been an active member of the NLTA for some 27 years. Throughout my career I have taken a keen interest in our Association. I have always found my work at the Branch level very rewarding. If elected, I promise to work diligently on your behalf to bring forth relevant issues to the executive table, working collaboratively with a team of individuals.

There are many areas of concern that are of importance to all teachers. First of all, I have experienced firsthand the impact of insufficient resources supporting the current Inclusion model. I believe that when assigning school allocations, the needs of the students, not just the numbers, need to be taken into consideration. There are also workload concerns around supervision, meetings, the implementation of new programs (without adequate Professional Development), expectations around extra-curricular and committee work, and the challenge of trying to keep up with the latest technological advances.

Many teachers struggle to strike a balance between work and home life. Issues regarding workload remain high on the agenda. The sustainability of our pension plan is also of vital importance not just for our veteran teachers, but also for those just entering the profession. We must ensure that our plan will carry through for our future generations of teachers. The issue of membership engagement also needs to be addressed. We need to find new and innovative ways to encourage teachers to become involved as the future of our Association involves attracting young, enthusiastic, teachers who can carry on the vital work of the Association.

In closing, I kindly ask for your support in electing me to the provincial executive. I believe that my years of teaching in both rural and urban settings have provided me with the knowledge and experience necessary for addressing many teacher concerns. I feel that I possess the determination, energy, enthusiasm and passion necessary to be an advocate for teacher rights. Moreover, I believe in the power of unions and I believe in the NLTA. Collectively we can make a difference.

## Sherri Rose

### NLTA Experience

#### Branch Level:

- 2006-11: Deer Lake Branch President
- 2006-08: School Board-Teacher Liaison Committee
- 2005-06: Deer Lake Branch Executive, Member at Large
- 2005-07: School Rep, Elwood Regional High
- 2004-07: School Rep, Xavier Junior High



#### Provincial Level:

- 2011-15: Provincial Executive
- 2014-15: Chair of Staff Liaison Committee
- 2013-14: Staff Liaison Committee
- 2013-15: Chair of Equity Issues Committee
- 2011-13: Chair of Professional Issues Committee
- 2011-13: Educational Leave Committee
- 2011-13: Finance and Property Committee
- 2011-13: Pooled Investment Committee
- 2009-11: Teacher Health and Wellness Committee
- 2007, 2009, 2011, 2013: BGM Delegate
- 2006: CONTACT Planning Committee for Corner Brook
- 2005, 2008, 2009, 2012-14: CONTACT Delegate
- 2004-05, 2007-09: Professional Issues Committee

### Qualifications

- M. Ed (Curriculum, Teaching and Learning Studies with a specialization in music) – MUN (2006)
- B. Mus – MUN (1999)
- B. Mus.Ed – MUN (1999)

### Teaching Experience

- 1999-2012: Xavier Junior High (6-9) and Elwood Regional High (10-12)
- 2012-present: Xavier Junior High (6-9)

### Statement

Dear Colleagues,

I am pleased to accept the Deer Lake Branch nomination for Provincial Executive. Over the years, I have gained a great deal of knowledge and experience from Joint Council, BGM, branch and provincial meetings and the dedicated staff at 3 Kenmount Road. The highlight of my NLTA involvement has been serving on Provincial Executive for the past two terms. With province-wide elections, negotiations, various committee work, and the daily life of a classroom teacher, it has been a busy, yet rewarding time. I have had the privilege of meeting many exceptional teachers and have been involved in excellent debate and discussion.

Although we made many positive gains in our last round of Collective Bargaining, there is still work to be done and progress to be made. Our workload continues to increase and is a major contributing factor to teacher stress, both professionally and personally. There continues to be issues with the resourcing of inclusion and pension reform is necessary. With regards to our pension plan, we need to ensure that we procure a fair, equitable and sustainable solution for ourselves and for future generations of teachers.

I believe in the NLTA. I believe I have contributed a great deal at the Executive table and still have much more to give. I sincerely ask for your support and allow me to continue to put my determination, ambition and passion to work for all of us. See you at BGM! (srose@nlta.nl.ca)

## Gabriel Ryan



Dear Colleagues,

Two years ago, in the 2013 edition of the Convention Bulletin, I discussed my views on why our Association, and unionism in general, is so important to the teaching membership of this province. As we prepare for BGM 2015, I feel even more strongly that this is the case and

I expect that my zest for the collective good will grow further as I progress through my teaching career. Further, I believe it is incumbent on the leadership of NLTA to encourage and recruit young teachers into participating, thereby keeping our Association strong.

There is no doubt that the last two years have tested our resolve as we faced doom and gloom scenarios from entities who had little idea about our working conditions or from others who are simply anti-union for their own self-serving reasons. Well, we stood tall. Our President and our Negotiating Team asked for teacher input by promoting a campaign to let our MHAs and government know that we would never accept contract stripping, nor would we relent on those articles, such as Family Leave provisions, that had been withheld from us for far too long. We spoke with one voice. We stood side by side, for each other, and we achieved success together. That is solidarity and that is what we need to promote every day to the teachers of this province.

In the coming weeks and months, NLTA will continue discussions with government on the Teachers' Pension Plan. No matter the outcome, our entire teaching membership needs to be engaged, to be informed and above all, to be involved. During this BGM, I will be seeking a fifth term on Provincial Executive and I can confidently assert that your Provincial Executive, through your Branch Presidents and Joint Council,

takes its marching orders from you and from every contributing member of our collective bargaining unit. The issues we discuss, the policies we review, the priorities and strategies we develop, are all gleaned from information we receive from our entire membership. Together with our professional NLTA staff, we all work collectively to provide the best representation and services possible. And one of the most satisfying parts of this entire process is that we encourage each other to challenge, to suggest a better way and yes, to disagree. Think about it. Where else is that promoted?

I look forward to meeting BGM delegates in April 2015.

## Sean Weir

### Professional Experience

Originally from Mount Pearl, I began substituting in St. John's (1996), after which I moved to Port Hope Simpson, Labrador (1999), to pursue a permanent teaching position at D.C. Young School (now Bayside Academy). In this K-12 school, I have had teaching assignments ranging from grades 4-10 in the core subject areas (but also including French, Music, Art, Physical Education, and literacy/numeracy support). In May (2014), I completed my M.Ed. (Educational Leadership Studies) on-line from Memorial, where I had also attained my first degree (B.Ed. {Elementary with French}). I am currently the Assistant Principal (with elementary teaching duties) at Bayside Academy.



### NLTA Experience

- 2007-11: Branch President, Coastal Labrador South
- 2011-15: Member of Provincial Executive Council
- 2011-15: NLTA Group Insurance Trustee
- 2013-15: Chairperson, NLTA Group Insurance Trustees
- 2009-10: Member of Labrador Benefits Negotiating Team
- 2009-10: Chairperson, School Board-Teacher Liaison Committee for WNLSD
- 2011-13: Member of Finance and Property Committee
- 2013-15: Member of Pooled Investment Committee
- 2009: Participated in successful NLTA policy grievance hearing with WNLSD on carpooling/sharing accommodations
- 2012: Foundation of Trustee Management Standards Certification
- 2013: Advanced Trustee Management Standards (Part A) Certification
- 2014: Candidate for NLTA Vice-President

### Election Statement

Before I begin, I would like to once again sincerely thank

the members of the Coastal Labrador South branch for this nomination as a candidate for the NLTA Provincial Executive Council and their continued trust in my abilities as a leader within our Association. It's a job that I take very seriously, but it is a job that I truly enjoy.

For the third time, I am asking for your support and your vote as I seek re-election to the NLTA Executive Council. I am committed to being a vocal advocate for all of our members as we work diligently to provide a quality education for this province's students. With the underperformance of oil in the global marketplace, the attacks on teachers and other public employees will undoubtedly continue to escalate. However, our employer must realize that the desire to have a quality education system for all students does come with a cost. In reality, this cost includes, among other things, ensuring that workload expectations for teachers are reasonable, salaries remain competitive, and pension benefits are maintained. "In an education system already pushed to the brink, it is impossible to obtain more for students by contributing less to teachers." This mantra remains as my focus. Thank you for your consideration.

## Jeanne Williams

### NLTA Involvement

- 2005-15: Provincial Executive
- 2013-15: Table Officer
- 2012-16: Negotiating Team Member for Current Collective Agreement
- Delegate to CTF 2014
- Committee Experience:
  - Chair, Ad Hoc Committee on Integration of Technology in Education
  - Member, Group Insurance Committee
  - Trustee, Group Insurance
  - Chair, Membership Benefits and Services
  - Chair, Equity Issues
  - Chair, Curriculum
  - Finance and Property
  - Professional Issues in Teaching
  - Educational Leave
  - Deferred Salary Leave
- Attended Convention since 1991
- 14 years Branch involvement:
  - Southern Shore
  - Landfall
  - Conception Bay Centre
- School Board-Teacher Liaison
- CONTACT Delegate – 4 years



(cont'd)

(J. Williams cont'd)

#### **Teaching Experience – 22 years**

- 2009-Present: Grade 5, Teacher Librarian and Technology, St. Bernard's Elementary, Witless Bay
- 1998-2008: Technology Teacher Grade 8 – Level III, Teacher Librarian, Discovery Collegiate High School, Bonavista
- 1991-97: Technology Teacher Grade 8 – Level III, Roncalli Central High, Avondale

#### **Election Statement**

In the past two years we have experienced much change in Education; not the least of which has been the re-organization of School Boards. Our Association has been on the front line to protect and promote the welfare of teachers and students.

Now, more than ever, we need an experienced Executive to advocate for the resources, time and respect teachers deserve as professionals. Challenges ahead will require careful planning, dedicated work ethic and constant communication among the membership. Some challenges include secured long term pension plan, manageable teacher workload, Inclusion, new curriculum, full-day Kindergarten and negotiating a new Collective Agreement.

There is much work to be done in the next two years as we once again find ourselves negotiating a Collective Agreement. Our employer will attempt to remove and/or drastically change our benefits, working conditions and the protection we currently have. As a member of the most recent Negotiating Team I have heard the arguments and the determination of the employer. It is because of this experience I feel I can be a strong representative for teachers.

As the 2015 BGM delegates you will be asked to select the leadership team for the next two-year term. I ask you to consider giving me support so I can continue to work on your behalf. For the past ten years I have been a member of the NLTA Provincial Executive. I have the experience, and I have the conviction to stand up for the needs of teachers.

# Resolutions to Convention 2015

## Category A: Association

### **Branch Retirement Event Rebate**

1. That the NLTA rebate branches for the meal cost of a maximum of two branch executive members to attend branch retirement banquets. (**St. John's Centre**)

**Explanatory Note:** *The cost of operating the branch is increasing every year and one of the largest expenses is the retirement dinner. An additional rebate for two branch executive members to attend the function would offset the cost to the branch of holding an annual retirement dinner.*

### **Branch Membership Rebate**

2. That the branch membership rebate be increased to \$8 per eligible member. (**St. John's Centre**)

**Explanatory Note:** *The cost of operating the branch is increasing every year. An increase in the membership rebate would offset the increase in operating costs.*

## Category B: Programs and Services

### **French Workbooks**

3. That the Department of Education supply all applicable schools with the Grade 7-9 Core French workbooks. (**Deer Lake**)

**Explanatory Note:** *Junior High French Teachers are now spending considerable time at the photocopier which is also expensive for the school. This may also be a copyright issue.*

### **Appraisal of Learning Resource Teachers or Teacher-Librarians**

4. That NLTA work with the NLES to define the role of Learning Resource Teachers or Teacher-Librarians, as per NLTA policy on clearly defining the role of teachers who are being evaluated prior to teacher appraisals of LRTs/TLS as part of NLES policy. (**Teacher-Librarian Council**)

**Explanatory Note:** *The Department of Education policy document, "Learning to Learn", was adopted in 1991, and has not been followed in the last decade. There is no current intention to update that policy and define the role of the Teacher-Librarian at that level.*

*The creation of the new NLES has meant that a province-*

wide Teacher-Appraisal policy is to go into effect. All teachers are to be appraised every five years. With a diverse range of roles assigned to TLs across the province from the different school districts previous to the NLES, as well as the varying interpretations of the role applied at the school level, there is no consistent definition by which TLs are to be evaluated. Without any sort of guide, appraisals run the risk of being subjective and inconsistent. Often TLs are not evaluated at all, or only evaluated in their role as subject teacher. NLTA is asked to ensure Teacher-Librarian appraisals are based on clear, consistent, and valid assessment criteria.

### New Approach to Professional Development

5. That the NLTA lobby the Department of Education to immediately change its new approach to professional development as it is lacking in instruction and support. (**Appalachia**)

**Explanatory Note:** While it may be cost effective, teachers do not find this method of giving them a half day to watch videos or read a manual very effective.

### Assessment, Evaluation and Reporting Policy

6. That the NLES resolve to address the contradictions in the evaluation policy relating to due dates for assignments and no zeros. (**Deer Lake**)

**Explanatory Note:** There is a discrepancy over student due dates for assignments. There is some talk that assignments cannot be submitted after a reporting period (these reporting periods become the absolute deadline). Also, do we have a no zero's policy or not? Some regions seem to award zeros while others do not. Teachers are also ordered to give "accurate grades", but cannot give zeros. This is a contradiction.

7. That a child who moves to a new school be provided with the same level of academic or behavioural supports that were provided at the former school. (**Exploits Valley and Conception Bay South**)

**Explanatory Note:** Past practice has shown that if a student who was previously receiving special services due to an exceptionality is absent from school for an extended period of time and then returns to continue his/her schooling in another system (i.e. moving from junior high to high school), they are not guaranteed assistance. (**Exploits Valley**)

"Needs" supports are allocated at the beginning of the year based on numbers. When these numbers change during the academic year, the allocations must also change. (**Conception Bay South**)

8. That the NLTA survey teachers to gather data on the unequal workload caused by the various assessment policies in the province. (**Appalachia**)

**Explanatory Note:** While the new assessment policy is being worked on, we are still under the old policy from each former district. The old policies are causing workload issues from school to school and region to region.

9. That the NLTA meet with the NLES to discuss and address those issues arising from an assessment policy workload survey. (**Appalachia**)

**Explanatory Note:** With sufficient data discussions can be held to address issues.

### Teacher Allocations

10. That schools with 50-174 pupils be entitled to one administrative unit. (**School Administrators' Council**)

**Explanatory Note:** Specifically, the School Administrators' Council is advocating that the 75-174 pupil increment, be expanded by government to a 50-174. This proposed change in administrative time allocation would affect 28 schools in Newfoundland and Labrador. Currently, 1-74 pupils=.50 units of administration; 75-174=1.0 unit of administration as per News Release, March 12, 2008, "Allocating Teaching Resources Goes Back to Basics." In 2006-07, the Ontario Government, under the School Foundation Grant, allocated a full-time principal and a full-time secretary regardless of the school's student enrolment.

11. That the NLTA lobby the Department of Education to reinstate the previous administrator allocation for schools. (**Appalachia**)

**Explanatory Note:** Cutting the administrator allocation and then telling principals over the summer that they must share their unit with the vice-principal has placed even more work on an already overburdened position.

12. That the Instructional Resource Teacher allocation be increased. (**Appalachia**)

**Explanatory Note:** This resource is in such demand that these teachers cannot meet the needs placed upon them. We are doing a fantastic job of diagnosing student exceptionalities but we are challenged to provide the needed supports due to a lack of teacher resources.

13. That the NLTA lobby the Department of Education to ensure that when itinerant positions in Math, Science, English, etc. are created, they are filled on a permanent basis. (**Appalachia**)

**Explanatory Note:** Currently, itinerants maintain their permanent positions in schools. These positions are filled on a replacement basis. This reduces consistency at the school level.

14. That the NLTA lobby the Department of Education for Literacy/Numeracy support teachers for the K-3 program, such teachers to be based in the schools (i.e. not teaching as itinerants). (**Appalachia**)

**Explanatory Note:** More supports are needed in the primary system. If we are able to provide more Math and Reading support in the earlier grades, the students will have a much better chance of success in later grades.

15. That allowances for specialist teachers in the area of technology be revisited to include primary/elementary teachers. (**Conception Bay South**)

**Explanatory Note:** At the primary/elementary level, technology teachers are not recognized (financially) for their specialized skills or extra time required to perform those related duties.

16. That the NLTA urge the Department of Education to create an educational technology department head position for schools based on a similar student-to-teacher formula that is in use for other department head positions and specialist teachers. (**Technology Education Council**)

**Explanatory Note:** This position would formalize and recognize the ongoing integration of technology, including the managerial and administrative work that has been common practice of teachers in this unrecognized position for at least the last two decades. The creation of this position would also give administrators more flexibility in staff scheduling and is supported by the proposed NLTA Technology in Education Policy.

17. That the NLTA explore with the employer, an increase in the resourcing of guidance counsellors to a standard of one counsellor per approximately 250 students (1:250). (**NL Counsellors' and Psychologists' Association**)

**Explanatory Note:** The inadequacy of the ratio of guidance counsellors to schools (i.e. one per approximately 500 students) has been highlighted for at least 20 years (i.e. Special Matters: The Report and Review of Special Education, 1995). Compounding the ineffectiveness of the ratio has been the increase in needs presented by the student body and the increase in duties/responsibilities required by the employer.

There has been a significant increase in assessment/intervention caseloads (i.e. learning disorders, anxiety disorders, behaviour disorders, Autism, addictions, depression, self-harm, etc.). Counsellors and psychologists report spending more time with complex cases and responding to an ever-increasing number of crises. Consequently, very little time remains for prevention and psycho-education for the general student body. In a recent survey, members reported the need for more time and resources in the areas of individual counselling (79%) and classroom guidance/psycho-education (70%) for these to be deemed effective components of the Comprehensive Guidance Program.

The employer also recently highlighted assessment as a priority role for guidance counsellors (i.e. increased minimum number of assessments, requirement to diagnose exceptionalities), despite the fact that this is not an expected role/responsibility of school counsellors in other provinces across the country. In a recent survey, 77% of counsellors reported that they are currently spending the greatest amount of their time on Comprehensive Assessments.

In addition, our vast geography and dispersed rural population results in counsellors being responsible for guidance programming across multiple schools and/or having teaching duties to make up the population of 500 students.

The Canadian Counselling and Psychotherapy Association (CCPA) and the American School Counseling Association (ASCA) currently recommend a ratio of 1:250.

#### Department Head for Primary/Elementary and IRT

18. That the NLTA lobby the Department of Education to change the definition of department head to include primary/elementary teachers and instructional resource teachers who perform similar duties as high school and intermediate department heads. (**Humber**)

**Explanatory Note:** Primary/elementary teachers and IRTs have taken on a similar role as department heads and have become lead teachers. These lead teachers have taken on an administrative role within the system and should be recognized as department heads.

#### Paid Leaves

19. That the NLTA negotiate five personal leave days for teachers. (**School Administrators' Council**)

**Explanatory Note:** Teachers must have the option of using personal leave days to deal with situations or issues that arise in their busy lives. This is a realistic concession that can be negotiated in our next collective agreement.

#### Administrator Workload

20. That the NLTA document the impact on the workload of administrators with respect to the requirement to do five-year rotational teacher evaluations, investigate the inequalities this may cause for some administrators (in schools with a population of more than 549), and lobby the Department of Education to change the allocation formula to eliminate these inequalities. (**Humber**)

**Explanatory Note:** Because the allocation for administrative units has declined and the NL English School District is implementing a new growth and appraisal policy that requires all teachers on staff to be appraised every five years, this is a vast amount of work for administrators.

#### Class Size Definition for Administrative Bonus

21. That the NLTA work to lower, from 35 to 25, the class size definition which is embedded in Department of Education policy for the purpose of determining administrative allowances. (**School Administrators' Council**)

**Explanatory Note:** A class is noted to be 35 students when calculating the administrative bonuses for school administrators in accordance with Schedule C in the Collective Agreement. SAC would strongly suggest that a realistic class size number would be 25 students which, per class, would more accurately calculate the number of homerooms or class groups in a school and the number of teachers in the school for whom school administrators have responsibility to supervise and monitor. At the same time, this change in the definition of students in a class can provide an increased financial remuneration for school administrators.

**Replacement of Administrators Away on Employer Business**

22. That the NLTA negotiate a mandatory full-time replacement for principals and vice-principals when out of the building on employer business. (**School Administrators' Council**)

**Explanatory Note:** Currently, principals and vice-principals have been required to attend meetings with school district personnel with a partial substitute or no substitute approved for that day. This practice creates security and workload issues for administrative teams in schools. A language change is required in Clause 50.05 of the Provincial Collective Agreement stipulating a mandatory coverage for a work day for the principal or vice-principal.

**School Construction Issues**

23. That the NLTA lobby the Department of Education to ensure that construction crews working in school buildings on school nights and on weekends properly clean the rooms before leaving that day. (**Exploits Valley**)

**Explanatory Note:** Teachers find themselves cleaning their desktops prior to the beginning of class each day because of the construction dust left from an evening of construction.

24. That the NLTA lobby the Department of Education to ensure that adequate time is given to move school supplies from one school location to the other when renovations on buildings are completed. (**Exploits Valley**)

**Explanatory Note:** Two days to move boxes of books, bookcases, posters, etc. is not enough time to put things back to normal. Four days would be more adequate.

25. That the NLTA lobby the Department of Education requesting that schools not be open while major construction is taking place. (**Exploits Valley**)

**Explanatory Note:** Construction on Exploits Valley High was ongoing at the beginning of the 2014-15 school year. Students and staff were in the building without an operating fire alarm system, a PA system, operating clocks/bell system, ceiling tiles and heat.

**Access to Background Information on Students**

26. That teachers be given the right to know the background information of students who exhibit aggressive behaviours. (**Appalachia**)

**Explanatory Note:** Many times we have students in our classrooms with minor to major issues that we are not always aware of until something happens. Teachers need to know what issues students are dealing with in order to protect all students and themselves.

**First Aid for Administrators**

27. That administrators in each school be trained in first aid, such cost to be covered by the NLESD. (**Appalachia**)

**Explanatory Note:** Most times, the administrator is the first responder and, therefore, should have first aid training.

**Substitute Time for Pilot Programs**

28. That the NLTA create guidelines that allow for an increased completion time frame and/or guaranteed substitute time to be granted to teachers who are involved in Department of Education based assessments or curriculum pilot programs and are required to spend time critiquing, editing, or providing feedback on programs as they are developed. (**Conception Bay South**)

**Explanatory Note:** A large portion of instructional time is lost in the administration of the observational survey. There is disparity between schools in the amount of time granted to complete the surveys.

**School Technology and Computer Technicians**

29. That the NLTA lobby the Department of Education to provide additional specific funding for each school to replace/repair aging technology. (**Appalachia**)

**Explanatory Note:** Schools cannot afford to keep replacing aging technology. Teachers are encouraged to use technology. However, a replacement SmartBoard arm/projector costs over \$1000 and the total cost has to be paid by the school.

30. That the NLTA lobby to have the number of support staff computer technicians be reinstated to what was available in the previous four districts. (**Appalachia**)

**Explanatory Note:** The number of technicians was reduced but the amount of work was not. We now have fewer technicians covering a larger number of schools and it is taking a long time to have technical issues resolved.

**Elementary Reading Records**

31. That the number of times the completion of elementary reading records is required be reduced from three to two. (**Appalachia**)

**Explanatory Note:** The district requires three reading records to be completed each year. This takes a great deal of time and there is a loss of valuable instructional time.

**Parent-Teacher Meetings**

32. That all parent-teacher meetings take place during the regular school day. (**Deer Lake**)

**Explanatory Note:** Given that teachers have PowerSchool and parent emails and phone numbers, a parent wishing to meet with a teacher face-to-face can still arrange a meeting at their mutual convenience.

**Policy on Selection, Acquisition and Implementation of Educational Technology**

33. That the NLTA urge the Department of Education to mandate that school boards establish policy, in consultation with teachers, for the selection, acquisition, and implementation of educational technology including all necessary professional development. (**Technology Education Council**)

### Title Change for Guidance Counsellors and Educational Psychologists

34. That the NLTA explore with the employer, title changes for guidance counsellors (from guidance counsellor to 'school' counsellor) and educational psychologists (from educational psychologists to 'school' psychologists). (**NL Counsellors' and Psychologists' Association**)

**Explanatory Note:** The new titles better define the roles and are in line with Canadian, US, and international affiliates. The title 'guidance counsellor' is a dated term that is not commonly used in the literature or current practice. All states in the US have adopted the "school counsellor" title and both the American Counselling Association (ACA) and the Canadian Counselling and Psychotherapy Association (CCPA) have national chapters with this title. In the US, all states have legislation to provide for statutory regulation of school counsellors.

The title 'educational psychologist' is a much broader term and can refer to the field of study or to those psychologists who work at universities or hospitals. Consequently, when the term 'educational psychologist' is used, the reference is unclear, whereas the title 'school psychologist' clearly refers to a psychologist working within the (K-12) school system. There is a National Association of School Psychologists (NASP) both in Canada and the US. A change in these titles will bring Newfoundland and Labrador in line with practices in the rest of North America. A recent survey of members presented a majority of members (87%) voted for a change in titles.

### Role of Counsellors and Psychologists

35. That the NLTA explore with the employer, further clarification and protection of the roles of counsellors and psychologists. (**NL Counsellors' and Psychologists' Association**)

**Explanatory Note:** Despite ineffective ratios and broad/vague Standards of Practice, our members continue to receive extra duties that restrict them from the completion of unique roles/responsibilities outlined specifically for counsellors and psychologists. In a recent survey of members (January 2015) only 15% of respondents reported being responsible only for duties as outlined in the Standards of Practice and 91% of respondents indicated that they would like to spend more time on mental health education in order to effectively address student needs in their schools.

### Replacement of Student Assistants

36. That the NLTA address the problems created when student assistants are absent or a student assistant position has not been filled, resulting in instructional resource teachers and/or classroom teachers being required to cover for this staffing insufficiency. (**Conception Bay South**)

**Explanatory Note:** Student assistants need to be hired to match the needs of the students. These duties are not part of a teacher's role. Positions are vacant due to the inadequate time given to student assistant offerings, i.e. two-hour shifts are virtually impossible to fill in many schools.

## Tuesday, April 7

- 2:00 p.m.
- 7:00 p.m. **REGISTRATION** (Lobby outside Salons)
- 3:00 p.m. **ORIENTATION SESSION** (Salons A & B)  
For new delegates, alternates and observers
- 4:00 p.m. **PENSION & GROUP INSURANCE BENEFIT STATEMENT INFO SESSION** (Salons A & B)
- 6:00 p.m. **BUDGET BRIEFING SESSION** (Salons A & B)
- 7:00 p.m. **OPENING SESSION** (Salons A & B)
  - A. O Canada/Ode to Newfoundland
  - B. Election Statements by Provincial Executive Candidates
- 9:00 p.m. **RECEPTION** (Court Garden)
- 10:30 p.m.  
- 1:00 a.m. **HOSPITALITY SUITE** (Plymouth Room)

## Wednesday, April 8

- 8:00 a.m. **REGISTRATION** (cont'd)
- 8:30 a.m. **FIRST GENERAL SESSION** (Salons A & B)  
Chairperson for Convention: Edward Hancock
  - A. Chairperson's Remarks
  - B. Greetings from Department of Education and Early Childhood Development
  - C. President's Address – James Dinn, President
- 10:15 a.m. **BREAK**
- 10:30 a.m. **SECOND GENERAL SESSION**
  - A. Adoption of Agenda
  - B. Appointment of Convention Committees
  - C. Convention Policies
    - 1. Rules of Procedure
    - 2. Convention Expenses
    - 3. Processing of Resolutions
  - D. Minutes of 2013 BGM
    - 1. Adoption
    - 2. Business Arising from 2013 Convention
      - a) Report on Resolutions from BGM 2013
      - b) \_\_\_\_\_
      - c) \_\_\_\_\_
    - E. Discussion of Resolutions
  - 12:30 p.m. **LUNCH BREAK** (Court Garden)

1:30 p.m. **THIRD GENERAL SESSION**  
 A. Minute of Silence in Memory of Deceased NLTA Members  
 B. Keynote Address  
*Preserving Our Past, Embracing Our Future: Putting Social Justice at the Heart of Education*  
 Dr. Darren Lund, Professor, Werklund School of Education, University of Calgary

**Closed Session – Delegates/Teachers**

C. Group Insurance Auditors' Report & Budgets  
 D. Financial Reports  
   1. Auditors' Report  
   2. Financial Statement  
 E. Tabling of 2015-16 and 2016-17 Budgets  
 F. Report to BGM  
 G. Discussion on Resolutions

4:00 p.m. **RECESS**

6:00 p.m. **RECEPTION** (*Court Garden*)

6:45 p.m. **PRESIDENT'S BANQUET** (*Ball Room*)

10:00 p.m.  
 - 12:00 a.m. **HOSPITALITY SUITE** (*Plymouth Room*)

**Thursday, April 9**

8:30 a.m. **FOURTH GENERAL SESSION**  
 A. Report of Electoral Committee  
 B. Election of 2015-17 NLTA Executive  
 C. Report on 2013-15 NLTA Priorities  
   1. Negotiating a Collective Agreement  
   2. Support for Beginning Teachers  
   3. Strategic Plan for Membership Engagement  
   4. Implementation of NLTA IT Strategic Plan  
   5. School Board Amalgamation  
   6. Non-Collective Agreement Issues that Impact on Teacher Work Life  
 D. Discussion on Resolutions

10:30 a.m. **BREAK**

10:45 a.m. E. Canadian Teachers' Federation  
*Dianne Woloschuk, President*  
 F. Retired Teachers' Association of NL  
*Tom Kendell, President*  
 G. Address by NLTA Vice-President-Elect  
*Dean Ingram*  
 H. Report of Electoral Committee (*cont'd*)  
 I. Discussion on Resolutions

12:30 p.m. **AWARDS LUNCHEON** (*Court Garden*)

2:30 p.m. **FIFTH GENERAL SESSION**  
 A. Address – Premier of Newfoundland and Labrador – Honourable Paul Davis  
*(not confirmed at time of printing)*

**Closed Session – Delegates/Teachers**

B. 2015-16 and 2016-17 Budgets

4:15 p.m. **BREAK**

**Open Session**

4:30 p.m. C. Discussion on Resolutions

6:00 p.m. **RECESS**

7:30 p.m. **SIXTH GENERAL SESSION** (*if required*)

**Open Session**

A. Discussion on Resolutions

9:00 p.m. **FUN NIGHT – DANCE** (*Salons A & B*)

**Friday, April 10**

8:30 a.m. **SEVENTH GENERAL SESSION**  
 A. Policy Changes from Executive/Joint Council and Reconfirmation of NLTA Policy Handbook  
 B. Discussion on Resolutions  
 C. Resolutions from the Floor

10:30 a.m. **BREAK**

10:45 a.m. **FINAL SESSION**  
 A. President's Closing Remarks  
 B. Installation of 2015-17 President  
 C. Discussion on Resolutions  
 D. Reports  
   1. Scrutineers Committee  
   2. Publicity Committee  
   3. Resolutions Committee  
   4. Steering Committee  
 E. New Business  
   1. \_\_\_\_\_  
   2. \_\_\_\_\_  
   3. \_\_\_\_\_  
 F. Date of Next Convention  
 G. Closing of Convention

## DELEGATES AND FUNDED ALTERNATES TO THE 2015 BGM

<b>Branch/ Council</b>	<b>Delegate Name(s)</b>	<b>Funded Alternate</b>	<b>Branch/ Council</b>	<b>Delegate Name(s)</b>	<b>Funded Alternate</b>
Appalachia	Jeff Blunden, Wally Childs, Shana Bentley		Long Range	Tara Tobin	Vanessa Terry
Aurora	Sharon Young	Stephanie Bishop	Marconi	Chesley West, Krista Wells, Brandon Field, Valerie Ryan, Annette Dunne, Alison Green	
Bacalieu	Maureen Doyle-Gillingham	Wendy Clarke-Tizzard	Northern Light	<i>unavailable at time of printing</i>	
Baie Verte Peninsula	Ryan White	Amanda Ryan	Notre Dame	Craig Tucker, Dean Catling	
Bay d'Espoir	<i>unavailable at time of printing</i>		Nutak Labradorimi	<i>unavailable at time of printing</i>	
Bay Roberts	Kevin Mercer, David Gill		Placentia	Sheldon Slaney	
Bell Mer	Della Way	Perfie Jenneaux	Port aux Basques	Colin Short	
Belleoram-Wreck Cove	Derrick Baker	Andrea Bartlett	Rameaux	<i>unavailable at time of printing</i>	
Bremco	Mary Foley		Rushoon-Terrenceville	Patrick Whiffen	
Burgeo	Wayne Vivian	John Barter	St. John's Centre	Jamie Jenkins, Christina Cox, Colleen Martin-Ward, Jason Aue	
Burin-Marystown	<i>unavailable at time of printing</i>		St. Mary's Bay	Patti Corcoran	
Carbonear	Kelly Loch, Danielle Doyle		Seagaulher	Guy Nash	Derek Hunt
Churchill Falls	Cathy Flynn	Saralynn Power	Southern Shore	Erin Lake	
Clarenbridge	Heather Wells, Colette Oldford-Short		Table Mountain	David Baines	
Coastal Labrador South	Britanny Antle	Mary Ward	Taylor's Brook	Janice House	Natalie Jackson
Conception Bay Centre	<i>unavailable at time of printing</i>		Trinity-Deadman's Bay	<i>unavailable at time of printing</i>	
Conception Bay South	Donna Reddick, Daniel Stanley-Genge, JoAnne Taylor, Deborah Ash, Scott Fifield		Trinity, Trinity Bay	Earle Pike	Vicki Hodder
Deer Lake	<i>unavailable at time of printing</i>		Upper Trinity South	Kim Siegfriedt	Katrina Vanta
Exploits Valley	Rick Duffy, Paul Moore, Cameron Snow		Waterford Valley	Marnie Sinnott, Joseph Santos, Kimberly Fifield, Debra Sparkes-Mercer, Neal Tremblett	
Fogo Island	Dawn Payne	Susan Crawford	Council of Special Services	<i>unavailable at time of printing</i>	
Ganova	Chad Horne, Lee Anne Johnson, Clifford Budgell		Math/Science SIC	Yvonne Dawe	
GranForLine	Glenn Rogers		Music SIC	Bethany Saunders	
Green Bay	Kevin Flynn	Michael Barrett	NL Counsellors' and Psychologists' Association	Angela Wilmott	
Hamilton Sound	Darren Goodyear	Andrew Hicks	Physical Education SIC	Zoë Hamilton	
Harton	Bernetta Delaney	Dominic Ricketts	School Administrators Council	Kyran Dwyer	
Humber	Linda Chaisson, Glenn MacArthur, Katherine Rowsell, Darren Hutchings		Second Languages SIC	<i>unavailable at time of printing</i>	
Ingornachoix	Connie Myers	Tammy Young	Teacher-Librarians NL SIC	Heather Godden	
Labrador West	Peter McCormack, Arlene Johnson		Technology Education SIC	Thomas Kennedy	
Lake Melville	Jennifer White, Vicki Urquhart		MUN Observers	<i>unavailable at time of printing</i>	
Landfall	Paula Smith	Joette Wells			



**Newfoundland and Labrador  
Teachers' Association**