

bulletin

ELECTION

ISSUE 2016

Candidates for President



Dean Ingram



Lori Jackman

Candidates for Vice-President



Derek Drover



Trent Langdon



Jeanne Williams

VOTE – ELECTION DAY
TUESDAY, DECEMBER 6, 2016



Candidate for President

Dean Ingram

Professional/Academic Experience

- B.Sc. (1991), B.Ed. (1992), M.Ed. (2001)
- Biology Teacher, CDLI (2010-Present)
- Science Itinerant, CDLI (2008-10)
- Teaching Principal, Swift Current Academy (2001-05, 2007-08)
- Department Head, Discovery Collegiate, Bonavista (2006-07)
- Assistant Principal, Discovery Collegiate, Bonavista (2005-06)
- Bishop White All Grade, Port Rexton (1993-2001)
- Dorset Collegiate, Pilley's Island (1992-93)
- J.M. Olds Collegiate, Twillingate (1992)



NLTA Involvement

- Eight Years as Branch President (Trinity, T. Bay. Clarenbridge)
- Provincial Collective Bargaining Committee (2001)
- **Member of Provincial Executive (2003-Present)**
- Group Insurance Trustee (2004-06)
- Finance and Property Committee (2003-05)
- Pooled Investment Fund Committee (2003-07)
- Chair, Finance and Property Committee (2005-07)
- Deferred Salary Leave Committee (2003-05)
- Chair, Ad Hoc Committee on Teacher Wellness (2005-07)
- Chair, Standing Committee for Teacher Wellness (2007-09)
- Chair, Staff Negotiations Committee (2008-12)
- Negotiating Team Member (2009 Round)
- **Table Officer (2007-16)**
- National Committee on Diversity and Human Rights (CTF) (2010-12)
- **Hiring Committee (2007-Present)**
- **Delegate, Council of Atlantic Provinces Teacher Organizations (CAPTO) AGMs (2008-16)**
- **Delegate, Canadian Teachers' Federation AGMs (2008-16)**
- Chair, Collective Bargaining Committee (2011-13)
- **Vice President (2012-Present)**
- **Chair, Negotiating Team (2012-Present)**
- **Member, National Committee for Teaching and the Teaching Profession (CTF) (2015-16)**
- **Canadian Teachers' Federation Board of Directors – NLTA Representative (2016-17)**
- **Teacher's Pension Plan Sponsor Body Representative (2016-Present)**

For the past four years I consider myself fortunate to have been your Vice President. I humbly ask that on December 6th you vote for me to assume our Association's Presidency.

Not long ago we fought to provide for a sustainable pension plan that provides our members with a degree of security into their retirement. We were able to accomplish this and we arrived at a solution that works for our membership. There will be another round of negotiations beginning in the not too distant future. There are a number of indications that the employer will make this a very tough round. I believe however that the employer's intent should not change our path. We approached the last round with a clear idea of what we wanted to achieve and we were patient in our approach. We insisted, with the support of the province's teachers, that negotiations were conducted in good faith. When it appeared that the employer was moving away from good faith bargaining you, our members, clearly told the employer that the Negotiating Team had your support and Government had no choice but to resume true collective bargaining. As chair of the last Negotiating Team I was able to head the team that was able to secure at long last guaranteed family leave for all of our members. I am very appreciative for the support that was shown. This attests to what we can all accomplish when we speak with one collective and strong voice.

I believe the President's role is to speak for all members regardless of region, teaching assignment, gender, or length of experience. Our Association has long stood for promotion of quality Public Education and the protection of those who are the most valuable in making the system work – teachers. I believe the pathway to the best education system runs through the working conditions of our members. If Government is serious about improving the education system, they will keep this in mind. Our Working Conditions are the Learning Conditions of our students. To fix what may be wrong – start with support for what is right! Our Membership!!

The President has to be a strong advocate and spokesperson for Teachers. To speak for you the President must be speaking to. This is something that I have always believed. It is why I have been actively visiting schools throughout my entire time as a member of Provincial Executive. Without speaking to our members directly the President cannot accurately represent them. I believe this has to continue. Our membership must have Leadership that is accessible and more importantly, will listen. I do believe that in order to lead you must listen. For me it is more than just a catch phrase or a campaign slogan. It is a principle that has to be at the heart of how NLTA functions. It is one that will be at the core of how I will function as President.

I am offering myself for election because I believe that my knowledge of our Association – gained through my 23 years of direct involvement at both the Branch and Provincial Level – has prepared me for the role. My teaching experience has had me teach in both small and large schools and at all levels of our system. My approach is pragmatic and grounded in what will best serve our membership. I will listen, I will understand and I will act on your behalf and I humbly ask for your support to become NLTA President.

Candidate for President

Lori Jackman



We Are Family

We are family. If one suffers, we all suffer.

If fear is what motivates the family leader, then OUR family shrinks... fearful, distrustful.

The NLTA gave me 800 words to talk about myself. To read my 'True Story', visit: votelorijackman.com because like all members of our Association, I have professional credentials.

But let me get straight to OUR issues.

To achieve our goals we have to take a stand, eliminate crippling, fearful thoughts, and vote for what we believe and what we know to be true. That will require a change in attitude and a change in leadership.

Teaching is work of the heart. Education however, is a business controlled by politicians, public opinion and cash flow. **It is because of the business of education that the strength of our Union lies in our collective agreement and in the collective wisdom of teachers.**

We must ensure that we are united as a commanding, innovative union with the strongest leadership and legal representation in our province.

To strengthen ourselves from within, we must take responsibility for how we are perceived by the public, eliminate the sense of disillusion felt by many of our members, and conclusively address the "unfinished business" we have inherited over decades of past negotiations.

If we keep 'standing down', our children will never be able to stand tall.

We have governments who are intent on dumbing us all down and we're too tired at the end of the day to defend anything... EXCEPT, our children!

From the noblest of professions...to scroungers! What has caused the erosion of our power?

For starters...Believing the 'top' deserve more and more, not holding them accountable to us, the shareholders, and thinking that being nice will win us accolades... It isn't working and it's our fault. Unfortunately, this is what happens when we allow the erosion of our influence to continue unchecked.

We are family. A family must protect each other. A Union of Teachers must protect the most vulnerable.

- Eliminate the soul-sucking task of duty.
- Teaching assistants in each class.
- Legislate class size and composition.

Together, WE can fix this. We will protect each other and our children. On December Sixth, your vote will make it so.

If this is a position you can support, I ask for your vote on December 6, 2016.

To view my TRUE STORY go to: www.votelorijackman.com

Candidates for Vice-President

Derek Drover



NLTA Experience

- Member of Provincial Executive (2007-09, 2009-11, 2011-13, 2013-15, 2015-present)
- Table Officer (2010-11, 2011-13, 2013-15, 2015-present)
- Ad Hoc Committee on Policy Review (2016)
- Canadian Teachers' Federation AGM Delegate (2011, 2012, 2013, 2014, 2015, 2016)
- Council of Atlantic Provinces Teacher Organizations (CAPTO) AGM Delegate (2011, 2013, 2014, 2015, 2016)
- Teacher Certification Committee (2015-present)
- Chairperson, Staff Negotiations Committee (2013-present)
- Education International 7th World Conference (2015)
- Membership Engagement Committee (2014-present)
- Chairperson, Pooled Investment Committee (2010-11)
- Finance & Property Committee (2009-11)
- Group Insurance: Trustee (2007-09); Chairperson (2009-11)
- International Foundation's Annual Canadian Employee Benefits Conference (2008, 2009, 2010)
- NLTA Representative, Education Forum of the Rural Secretariat (2009)
- Chairperson, Employee Assistance Program Coordinating Committee (2007-09)
- International Foundation's Trustees 2 Group Benefits Course (2008)
- NLTA Branch President (1999-2007), Vice-President (1997-98), Political Action Officer (1993-97)

Colleagues, it has been an honour and a privilege to serve as a member of your provincial executive for the last ten years and as an advocate for teachers and public education throughout my career. My commitment to our teachers, to our Association, to public education is unwavering as I will always adamantly advocate on behalf of our membership and for the supports for the vitally important work that we do.

Over the years we have fought many battles together, and many of those battles have been arduous and turbulent – and the battle continues. Currently, rather than effectively addressing the complexities of the 21st century classroom, the net negative impact of government's most recent budget places yet

more and more stress and demands on the backs of teachers and administrators as we strive to meet the needs of our students while being subjected to callous austerity measures.

Colleagues, as professional educators, we have always embraced professionally the responsibilities with which we are entrusted. However, we must not allow ourselves to be placed in untenable positions as education budgets are slashed and we are expected to do more and more with less and less. Yes, there has been an increase in teaching units for the implementation of full-day Kindergarten. However, the system is currently feeling the stress of an overall net reduction in teaching units as class size caps have been increased, additional multi-grading/combined classes have been imposed, issues around inclusion persist, and there is a pressing need to address the growing demands placed on our Classroom Teachers, Administrators, Guidance Counsellors, IRT's, SLP's, Educational Psychologists, and Itinerants.

Our children are our greatest resource and education is the most important investment our province can make. Thus, we must continue to fervently oppose the continuous removal of teachers from an ever increasing complex teaching and learning environment where more and more is demanded of us. As the systemic and work-related stressors placed on teachers escalate, I believe the system has now reached its tipping point.

My fellow teachers, you do change lives every day, you do matter, education matters! You – the teachers who give so much to the children of this province – must also be supported in the work that you do. So let our voice of solidarity be heard as the battle continues.

We are a profession of integrity; we are the education experts who can speak from experience; and we shall persevere.

As Vice-President, I will represent the teachers of this province with the integrity, experience, perseverance, and fervour expected. As candidate for NLTA Vice-President, I humbly and respectfully ask for your support.

Trent Langdon

“A FRESH vision for change...”

Colleagues,

I am asking for your trust and support to become the next Vice-President of the NLTA.

We all have a story...

We have personal lives that are primary to our overall well-being and contentment.

Never forget, this is why we work; to create a healthy and happy existence. If we prioritize this, we will keep our professional goals and objectives clear.

Our Association needs critical thinking and decisive leadership. Throughout my life and career, I have been clear on what I stand for:

INTEGRITY, EQUITY, & FIGHTING FOR WHAT IS RIGHT!

I encourage you to strongly consider my biography, priorities, and commitments to you below. I have invested in the NLTA and the Newfoundland & Labrador education system. I feel that I have earned the opportunity to play this significant role within our leadership team.

It is time for revitalization and an infusion of energy into our association. We need to re-gain our decision-making powers within our classrooms and to celebrate our expertise.

I dare to believe.

I ask for your vote on December 6th.

All the best in your daily journey.

Biography

- I am currently raising twin 9-year-old boys with my wife and living in Mount Pearl.
- I was born and raised in Norris Arm South (Notre Dame Bay) and I have held teaching positions in Bay Roberts and Mount Pearl.
- I am a Guidance Counsellor at St. Peter's Junior High (Mount Pearl) with a population of 650+ students.
- I have held leadership roles in the NLTA (for 12 years), currently serving my second term of office on the Provincial Executive Council.
- I have served two terms as President of the NL Counsellors & Psychologists Association (NLCPA) from 2006-2010.
- 2012 NLTA Barnes Award Recipient for contribution to Professional Development of Teachers in Newfoundland & Labrador.
- I have served as President of the School Counsellors Chapter of the Canadian Counselling & Psychotherapy Association (CCPA) from 2012-2014 and I am currently serving on the CCPA's Ethics Committee (Complaints Division). I also have held certification as a Canadian Certified Counsellor (C.C.C.) since 2005.



My Priorities

- **Student Support Services:** I experience first-hand, the needs and major resourcing gaps in our inclusive classrooms. I have been at the table since the days of the ISSP Commission and most recently as a member of the Joint Review Committee on Inclusive Education. I will continue to fight for equitable teaching environments and the needs of teachers & students within those classrooms.
- **Teacher Identity:** As chair of the NLTA's Membership Engagement Committee, I have witnessed that our Association needs you and we need each other. We will build our branches and ensure the necessary representation in all regions & specialty areas.
- **Protection of Roles & Workplace Health:** The battle will continue at the negotiating table as we protect our professional workspaces/workloads and strive to lead healthy personal lives.

As your Vice-President, I commit to:

- Effectively contributing to the TEAM decision-making of the NLTA.
- Bringing a positive ENERGY & PASSION to the role of Vice-President.
- Representing you with INTEGRITY, PROFESSIONALISM and ACCOUNTABILITY.
- Utilizing my EXPERIENCE in rural & urban school settings to be your voice at the table.
- Building upon my demonstrated track record of REPRESENTATION (both provincially & nationally) to work on our behalf.

There is strength in numbers; be a part of something bigger...

Cell: 709-691-6671

Email: trentlangdon17@gmail.com

Twitter: @TrentLangdonNL

Check out my resume and platform on my website:

<http://trentlangdon.blogspot.ca>

Jeanne Williams

“Proven **leadership**, strong **advocate**, and **passionate** voice for the teaching profession.”



NLTA Involvement

- Provincial Executive (2005-Present)
- Table Officer (2013-Present)
- Negotiating Team Current Agreement
- Canadian Teachers' Federation – Delegate
- Canadian Teachers' Federation – 2016 Diversity & Human Rights Committee
- Education International – Delegate (2015)
- Group Insurance Trustee (2013-Present)
- Ad Hoc Policy Review Committee (2016)
- Benefits Services Committee – Chair
- International Foundation's Trustee Training Completed
- Curriculum Committee – Chair
- Educational Leave Committee
- Deferred Salary Leave Committee
- Professional Issues Committee
- Finance and Property Committee
- School Board-Teacher Liaison Committee, Eastern Region
- CONTACT Delegate – 5 years
- Attended BGM/AGM (1991-Present)
- Branch Executive/Involvement:
 - Southern Shore (2008-Present)
 - Landfall (1998-2008)
 - Conception Bay Centre (1990-96)

Teaching Experience

24 years Classroom Teacher

- 2008 to Present
Grade 5, Teacher Librarian & Technology
St. Bernard's Elementary, Witless Bay
- 1997 to 2008
Grade 9 to Level III, Technology Admin, Teacher Librarian
Discovery Collegiate, Bonavista
- 1990 to 1996
Grade 8 to Level III,
Roncalli Central High, Avondale

During my term on Provincial Executive we have achieved:

- ✓ Guaranteed Family Leave
- ✓ Secured Pension Plan
- ✓ Workers Compensation top-up
- ✓ Improved Group Insurance benefits
- ✓ Teacher choice in Professional Development

I am committed to work to achieve:

Manageable Workload for teachers

- Less Supervision
- Guaranteed preparation time
- Class size
- Increased support in the classroom

Improved Leave for teachers

- Establishment of leave days for expecting mothers
- Establish maternity leave top-up
- Secure personal leave days

One of the greatest challenge we often face is the belief in our own professionalism and in our right to fight for professional working conditions. Professionalism means supporting those of our members who say “**NO**” to what they see as wrong. It means supporting colleagues (many of whom we have never met) as they face challenges. If we are to give our professional best to our students, then we need to stick together and to continue to demand professional working conditions so we can carry out our work as professionals.

In future negotiations we must ensure that we hold on to the benefits we have fought for in previous contracts and continue to make further improvements where we can. I hope to be a member of your next negotiating team, and when elected I will chair the team.

We can no longer allow the employer to set one group of teachers against another, as happened some years ago with the new sick leave clause. What is wrong for one is wrong for all. We cannot sell out one group of teachers in order to protect the benefits of another. We are a family of teachers. Some of you are children of teachers, some of you are the parents of teachers, and some of you are brothers and sisters of teachers. Do we want to protect ourselves and the benefits in our collective agreement? If the answer is yes, then we must stand strong and stand together.

You need an experienced leader to be your Vice-President, to push for the resources, time and respect we deserve as professionals. I have that experience, and I have the conviction to stand up for what we need. With your support I will do everything in my power as your Vice-President to continue the good work we have been doing.

To learn more about me, my NLTA experience and my teaching career please visit my website or follow me on Twitter and Facebook.

Website: www.electjeannewilliams.com

Twitter: @williams_jeanne

Facebook: Jeanne.williams.311

jwilliams@nlta.nl.ca

On December 6th vote Jeanne Williams



Election of NLTA President and Vice-President December 6, 2016

Voting for the election of NLTA President and Vice-President will take place in your schools on **Tuesday, December 6, 2016**. The voting process will be conducted by your school representative (or designate) and all members will have the opportunity to vote by secret ballot. All voting must be completed by 3:30 p.m. on voting day. For further details on voting arrangements, please consult with your school representative.

The vote on December 6 is extremely important, as it will determine who will lead the Association for the 2017-18 and 2018-19 school years. The remaining ten positions on the Provincial Executive will be elected by voting delegates at the Biennial General Meeting to be held on April 18-21, 2017 in St. John's.

The purpose of the Election Issue of *The Bulletin* is to provide you with background information on, and election statements from, the candidates for President and Vice-President. Please take every opportunity to familiarize yourself with this information and make your vote on December 6 an informed vote. All NLTA members are urged to actively participate in this process by becoming as knowledgeable as possible about the candidates and by casting your ballots on **Tuesday, December 6**.

Electoral Committee

Tina Matthews (Chair), Past Provincial Executive Member
Debra Sparkes-Mercer, Past Branch President
Ed Buckingham, Member, St. John's Centre Branch

Any questions you have on the province-wide voting procedures should be directed to the NLTA at 709-726-3223 or 1-800-563-3599 (toll free):

Steve Brooks, Executive Director [ext. 224 or sbrooks@nlta.nl.ca]

Geralyn Costello, Executive Assistant, Governance [ext. 222 or gcostello@nlta.nl.ca]

Susan Cardoulis, Assistant to Senior Management [ext. 246 or scardoulis@nlta.nl.ca]



Important Election Information for Teachers



Ballots will be distributed by the NLTA Office to school representatives in each school and board office in numbers sufficient for each teacher in that school and allowing extra ballots for substitute teachers, teachers on leave and teachers from other schools or branches.

Voting MUST take place on December 6, 2016 unless special circumstances at a school require the vote be conducted at another time. With the approval of the Electoral Committee, a vote may be conducted on a date other than the designated date only if required by conditions of geography, weather, school closure, etc.

Members will be notified of the time and place for conducting the vote in your school by your school representative. **All voting MUST be completed by 3:30 p.m. on the day of the election.** Detailed voting guidelines will be supplied to your school representative early in November.

Substitute teachers who have taught on at least one occasion during this school year and **teachers on leave** will be provided an opportunity to vote. Please contact any teacher on leave or substitute about the date and time for the vote.

Teachers can vote by secret ballot and each teacher must sign the “Registration of Voters” (Form B) at the time of casting their ballot. Proxy voting is not permitted. This includes voting by telephone and voting by one member who holds a written proxy on behalf of another.

A faxed ballot is permissible, if it is impossible for a member to be physically present in any Branch on voting day, provided that the completed ballot which is returned by facsimile is accompanied by a signed statement from the member in question, stating that the ballot was indeed cast personally by him/her. Such a vote would have to be administered by the Electoral Committee and the completed ballot received only at the NLTA Head Office.

All ballots from each school will be forwarded to the Branch Executive for counting. Ballots will not be counted in the schools, with the exception of isolated branches/schools. Special instructions for voting will be sent to these branches/schools.

The branch executive may release the voting results of the branch to the members of the branch, only after the Electoral Committee has officially declared the name of the incumbent for that office. All results of the vote which are released to the public will be released by the Electoral Committee.

An “**Election Info**” section has been set up on the NLTA website (www.nlta.nl.ca) with pertinent information on the candidates (with links to the candidates’ websites) and the voting process.

An **online question/answer forum is available on the NLTA website.** Members are invited to send questions to mail@nlta.nl.ca. These questions will be forwarded to all candidates each Friday and answers will be posted as they are received. Please include your name and school with your question; however, only your name will be posted with your question.

Be Informed! Be part of the process! Cast your vote on December 6, 2016.