

NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

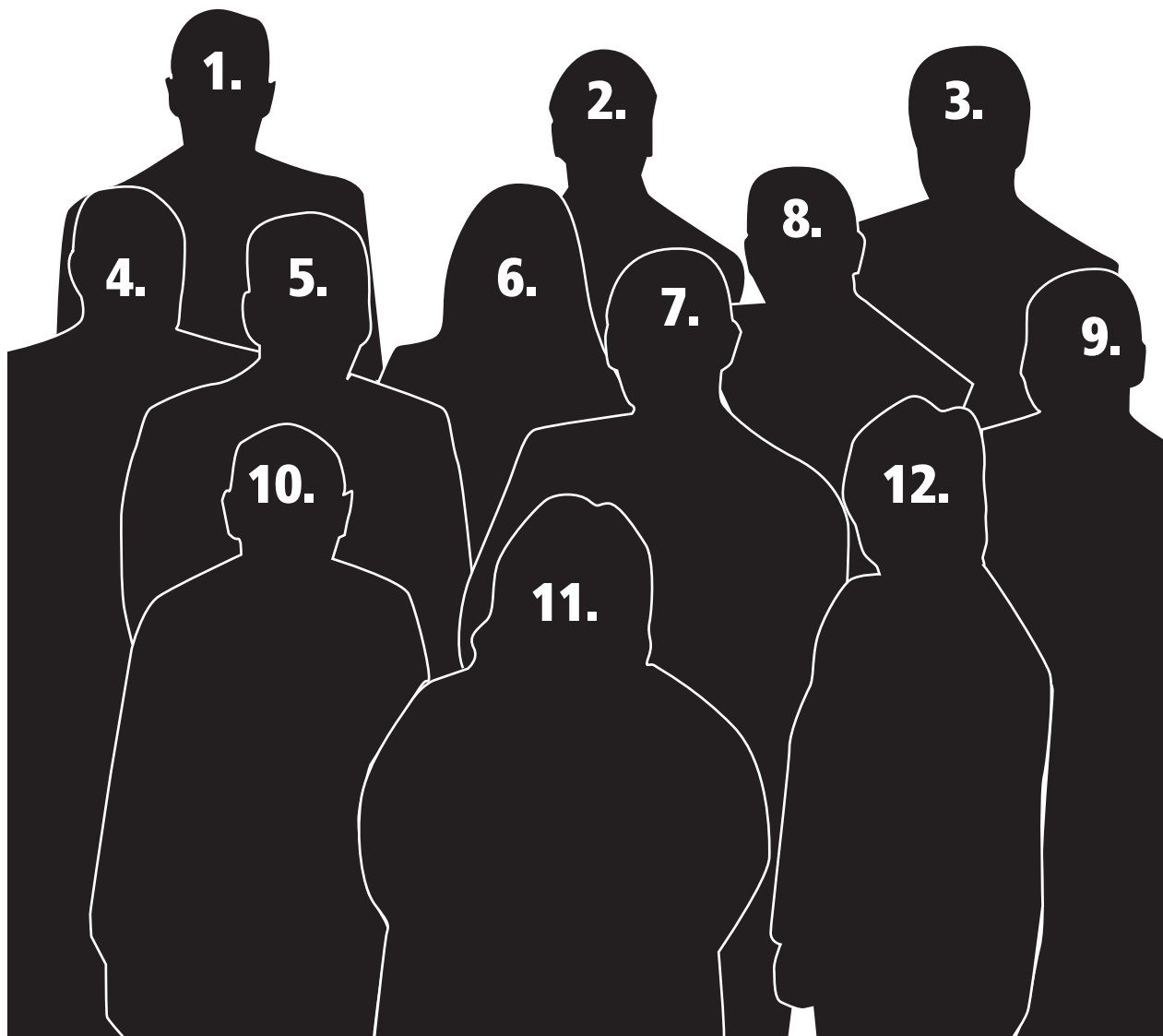
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bulletin

POST BGM 2017 ISSUE



NLTA EXECUTIVE 2017-19



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1. Joseph **Santos**

2. Chesley **West**

3. Gabriel **Ryan**

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5. Trent **Langdon**

6. Donna **Reddick**

7. Dean **Ingram**

8. Colin **Short**

9. Derek **Drover**

10. Bill **Chaisson**

11. Kelly **Loch**

12. Maureen
Doyle-Gillingham

President's BGM Address

April 19, 2017

With apologies to Hunter S. Thompson "The NLTA Presidency should not be a journey to the end of the term with the intention of arriving safely in a pretty and well preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out, and loudly proclaiming *Wow! What a Ride!*"

In my address to BGM 2015 I told you about how in my first month in office as your president I wondered how I was going to fill my calendar and justify my position as NLTA President.

Duncan Ford is a man known to dispense words of wisdom and sage advice from time to time. He once told me that if a President is doing the job right, he/she should have nothing left to give by the end of his/her term.

Now, I can't say I have nothing left to give. As a matter of fact, lately, I find myself toying with the notion of returning to the classroom in some capacity so I can serve as past-president. But I can declare my calendar rarely had empty days and I can loudly proclaim, "Wow! What a Ride!"

In a recent article in *The Bulletin*, I quoted Nelson Mandela: "After climbing a great hill, one only finds there are many more hills to climb."

Friends, we have faced challenges and climbed a great many hills in my four years as president. I am thankful you were the ones climbing with me. I am grateful we were on the ride together.

I am deeply passionate about our Association.

I've been directly involved with the Association for well over 20 years. In that time I fought for a province-wide vote for President and Vice-President, walked out on a Premier and former NLTA President because of his attitude toward teachers, have been blacklisted from serving on the marking board for seeking fair remuneration for teachers, and faced suspension by a school district for speaking to teacher issues at a Joint Council meeting. I had developed a habit of pushing boundaries – a habit developed after I became involved in the NLTA.

When I offered myself for the position of NLTA president, I made one simple commitment: to be your voice. I wanted to raise the profile of teachers, the teaching profession, and the NLTA to a level where our collective voice would be heard. I wanted an Association of which we could all be proud to be members. I would like to believe I have lived up to that commitment.

That commitment was personal to me. Often teachers or a staff would contact me first with a concern. Sometimes that meant encouraging them to make contact with one of our administrative officers. Other times it meant advocating on their behalf to the Director of Education. Teacher issues were my issues.

From the beginning of my presidency, partnerships were (and are) essential in amplifying our voice in order to achieve our goals. Some are traditional and longstanding. As members of the NLTA, we are also members of the Council of Atlantic Provinces and Territories Teacher Organizations (CAPTTO), the Canadian Teachers' Federation and Education International. These partnerships have granted us valuable insight into regional, national, and international trends influencing education.

Because I am a member of the CTF executive, I have represented NL teachers at the International Summit on the Teaching Profession as well as at the World Congress of Education International. Such conferences not only provide understanding of how the global edu-business and organizations like the OECD are shaping education reform, but how international teacher unions are resisting a business-based approach to education.

Last May I hosted the National Presidents' meeting. Teacher union leaders from across the country gathered in St. John's to discuss issues facing all of us. The Minister of Education had already been scheduled to bring greetings, but we decided to invite him to stay for a question and answer session on the cuts to education. Interestingly, the Minister was no longer available due to an unexpected clash in his schedule. Nevertheless, we persisted. For



NLTA President James Dinn addresses delegates at the First General Session of Convention 2017.

the first time National Presidents issued a statement of belief supporting the value of a publicly funded public education system and condemning austerity education budgets such as our Budget 2016.

Other partnerships were not so traditional for our Association. In my first year as president, we participated in the Canadian Labour Congress' *Together Fairness Works* campaign – an initiative about building union capacity, increasing membership engagement, and promoting the importance of unions in creating a just society. We joined with community organizations and other unions in forming the Common Front NL to oppose Budget 2016 and to offer an alternative narrative to the fear being promoted by government. Throughout my four years in office I have forged relationships with other union leaders and met regularly with them to share information and discuss strategy and issues of common concern. I have attended the NL Federation of Labour's triennial convention as a guest. I realize there are many teachers who prefer to think of themselves as members of an Association as opposed to a union. For me, it doesn't matter whether I am an Association President or a union leader. In the end it's about standing in solidarity

In addition to our partnerships, we also undertook a number of initiatives to promote the teaching profession and teacher issues. While we are most likely familiar with these initiatives, the list bears repeating if for no other reason than to remind ourselves of the tremendous strides we have achieved together. It's also necessary to quell the persistent nebulous fear of speaking out as well as the notion that we lack public support.

Our most significant financial investment was in the hugely successful *Teachers Change Lives Every Day* public awareness initiative. Launched in 2015, the campaign gave voice to the significant role teachers play in the lives of their students. It boosted teacher morale and public opinion. Actually, it was at the last BGM that delegates approved the necessary funding for this initiative.

In the fall of 2015 we launched the Panel on the Status of Public Education in partnership with the NL Federation of School Councils, and the MUN Faculty of Education as a counter to the Premier's Task Force then being proposed by Liberal leader, Dwight Ball, as part of his election platform. Based on the experience of our sister teacher unions, such government task forces do little to address the real needs of our classrooms. They were often used to satisfy a political agenda and justify education reforms based on high stakes testing and narrowly defined education outcomes.

To our dismay, we were hearing the similar rhetoric from Mr. Ball and his provincial Liberals. So, investing the time and financial resources into a panel that would travel the province to hear from the public and teachers about their vision for our public education system became a necessity.

The final report, *Better Together*, reflected the passions, the commitment to, and broad vision of education panel members heard at public sessions. And, what's more, it advocated for the financial and human resources our schools need to achieve that vision.

When the Premier's Task Force recently held its own public hearings, we made sure the concerns and recommendations of teachers were heard in our own submission and through the submissions of teachers, special interest councils, schools, and

branch executives. I even like to believe we moved government off its original mandate for the task force and away from a narrow definition of improving educational outcomes. We will know when the task force presents its report in June. Based on the public sessions I attended, it's safe to say people are hearing our message and there will have to be recommendations on resourcing inclusive education.

The Leaders' Forum on Education in November 2015 was another opportunity to influence the political leaders as they campaigned in the provincial election. Over 600 teachers attended the debate at Holy Heart Theatre and many more watched the debate on line to hear what the three party leaders were prepared to do to improve our education system. It sent a clear, strong message that education matters.

We continued our political advocacy with the school board elections held this past fall. It was the first election since before the amalgamation of four school boards into the NLESD and our first real opportunity to have influence. So, we sought out candidates and promoted the election to our members and to the public. We now have a board of trustees who are elected, some of whom are former teachers, and who are not afraid to act independently of the Department. Consider the fact that trustees publicly stated the education system could not sustain further cuts, and ask yourself, "When was the last time school board trustees took such a public stand?"

But I was also committed to teachers finding their own voices and speaking to issues with confidence. Budget 2016 put that willingness and resolve to the test. Teachers responded overwhelmingly to our request to contact government MHAs to let them know just how much their austerity budget would hurt teachers and students. The pressure on government MHAs and Cabinet Ministers was intense. Teachers also voiced their displeasure through the various public protests held throughout the province. The most significant of these was the NL Rising Rally held at the Confederation Building on May 7 in which well over 500 teachers, parents, and supporters joined almost 2000 protesters to oppose Budget 2016. It was an impressive sea of green NLTA signs.

We hadn't made it through September before the adverse effects of the Liberal austerity budget on our schools quickly became apparent. But it was also evident that the public and teachers were no longer willing to tolerate the effects. The scrounging issue was emblematic of everything that was wrong with education, and the response of teachers and the public to the issue and to Minister Kirby's comments reflected the profound dissatisfaction people were feeling. Over 1000 teachers responded to our request to urge the premier to replace Minister Kirby. While the Minister retained his portfolio, the campaign did force Mr. Kirby to meet with us on November 28. It was a very different Minister than the one who called us paddlers of ignorance.

Some events were for members only. So that teachers would have an opportunity to vent, we organized a series of town halls throughout the province. Teachers were able to speak freely about the increased workload and stress created as a result of the budget. Emotions were raw and the stories poignant, but they provided us with powerful examples to use when we met with the Minister.

The scrounging controversy also gave birth to CBC's unprecedented and groundbreaking series, *Inside the Classroom*, which raised public awareness not only in our province but also across the country. I was a guest on *Crosstalk* with Ramona Deering discussing the scrounging issue. After the show finished, I off-handedly said to Ramona if she could hear what teachers are telling me she would know I am not making up the stories. The rest, as they say, is history. Thirty teachers participated because I asked them, thirty teachers whom I knew or who had contacted me throughout the year, thirty teachers who were passionate about their profession. Some of those teachers are delegates at this convention.

I tell you this because despite the precautions and safeguards we put in place, the teachers were taking a risk. If the idea backfired, the Association would answer for it, I would answer for it. Most of all, the teachers would answer for it.

Many of you have heard me refer to a meditation by John O'Donahue, entitled *A Blessing for Leaders*. Part of it reads: "May

I have a mind that loves frontiers so that I can evoke the bright fields that lie beyond the view of the regular eye." In order to be a voice for teachers, I knew that I and teachers had to be willing to take risks and push beyond frontiers.

On more than one occasion when I brought forward an idea such as the one above, I would hear the voices of caution in my head. And by voices, I mean Lesley-Ann, or Steve, or another staff person – but mostly Lesley-Ann – who would ask me to consider how it would look if, for example, only 50 teachers joined me at the rally in May, or only 40 people showed up to the forum at Holy Heart Theatre, or what if no one showed interest in the Panel on the Status of Public Education. But I adopted a "Build it and They Will Come" approach, or if you prefer a more literary reference, then the 18th century English writer, Samuel Johnson's quote: *Nothing will ever be attempted if all possible objections must be first overcome.*

So far, the approach hasn't let me down. Whatever we have attempted, we have done so with the support of the Provincial Executive, the NLTA staff, and, most importantly, you, the teachers of NL. It's impossible not to succeed.

The result? The NLTA has become a strong voice, a respected voice, an influential voice, not only for teachers but also for education. For the first time, we actually found ourselves being approached by parent groups seeking advice on education issues. On several occasions, I was personally invited to meet with parent groups or school councils. For the first time in a very long time, as I noted above, we heard school board trustees publicly oppose further cuts to education. And when was the last time you heard a Minister of Education commit to doing himself grievous bodily harm (albeit metaphorically) to prevent further cuts to education, or a Premier promise no further cuts to the teacher allocation model. Let's be clear, Budget 2017 is not an education friendly budget, but it did not repeat the cuts of last year's budget – yet. It's a testament to the impact teachers and our Association are having.

Last week, as you may all be aware by now, Mr. Darrin Pike resigned his position

as NLESD Director of Education and joined the Programs and Services team of our Association. It was a surprise for all of us, especially Minister Kirby who was apoplectic in his reaction. The question I would have to ask is, "Why the reaction and what does the move say about Mr. Kirby's leadership as Minister of Education?"

I don't presume to speak to Mr. Pike's motives, but I can say that my relationship with Mr. Pike has always been one of open dialogue, collaboration, and collegiality, even when having hard conversations, and that is different from the relationship we have had with Minister Kirby or with other ministers for that matter. Whatever teacher issues I have brought to Mr. Pike's attention he has worked to address them.

In the end, I like to believe the hiring says much about us as a proactive organization that is deeply committed to improving education.

Friends, we now find ourselves at an important juncture with a new president and vice-president, and a new executive taking over in August. There are challenges ahead and hills to climb. Negotiations loom before us, and we'll get a sense just how big a hill it is this Friday when we see the opening proposals. But I am confident in our solidarity, our determination, and our ability to meet that challenge.

We also need to decide where we boldly go next as an Association and it will require an investment on our part. We will need to continue with our public relations initiative, and you will be asked at this BGM to support the next phase. A strong public presence is a necessity in advancing our agenda, but it does not come cheap. We know that.

Membership engagement and capacity building were always priorities for me, but they require investment, especially now when we are in a financially sound position. As welcome as a budget surplus is, it can never become the sole measurement of success. In other teacher unions across Canada, full time release is granted to local presidents to perform their duties. So, why not explore the possibility of some form of release time for our branch presidents to fulfill their obligations and promote membership engagement.

If we want rank and file teachers for

positions within our Association, we need to ask how we build the necessary expertise and experience. A while ago, I asked staff to develop a proposal for some form of internship program for teachers where we would second a teacher to the NLTA for a period of time as an Administrative Officer. These teachers would be able to replace administrative officers on leave or who have retired or resigned. The program could be open to all teachers or to those already involved in the Association at the committee, special interest council, or branch level. Anyway, it's an investment I believe we need to seriously consider if we wish to renew and strengthen our Association.

On a more personal note I want to say I will miss this job. Tennyson's *Ulysses*, has long been one of my favourite poems. The titular character states, "I am a part of all that I have met. How dull it is to pause, to make an end, To rust unburnish'd, not to shine in use!"

I will miss the visits to schools, many of them in small or isolated communities. I have had the privilege of visiting parts of this province I would not have otherwise visited. I will miss the conversations with teachers, the debate, the energy, the people, the camaraderie. I will miss all of this.

I don't know if you've seen the movie *Fury*; it tells the story of a World War II tank crew. There's a scene where the crew members are stranded in their crippled tank. As they prepare for one last battle they know they will not survive; each member of the crew reflects that being part of that tank crew was the, "Best job I ever had."

Now, I'm not suggesting we are about to face annihilation, but having had the privilege of calling you colleagues, the opportunity to know and work with you, to work on behalf of teachers, and to serve as your President is for me, "the best job I ever had".

If you support your new president and executive in the way you have supported me, our Association will be in good hands and Government won't stand a chance.

Anyway, Dean, there's a full tank of gas, a new set of tires, and the keys are in the ignition. She's just waiting for you to take her for a spin. Enjoy the ride.

Doreen Noseworthy

NLTA Honorary Member

Doreen Noseworthy was made an honorary member of the Newfoundland and Labrador Teachers' Association during the Association's Biennial General Meeting in St. John's on April 19, 2017. Doreen joins a group of 44 distinguished Newfoundlanders and Labradorians who have received this honor.

Doreen attended St. Patrick's Convent School from 1951 to 1960, graduated with honours from Holy Heart of Mary Regional High School in 1963 and attended MUN from 1963-64. Several years later she resumed her studies at Memorial University and graduated with her B.A. (B.Ed.).

Doreen began her teaching career at St. Patrick's Convent School in 1964, where she taught for 15 years. She took leave when her son was born and opened a Pre-Kindergarten Nursery School in her home in Holyrood, which she operated for five years. When her children began school, Doreen returned to teaching, substituting in schools all around Conception Bay Centre, CBS, St. Joseph's and Mount Carmel for quite a few years. She retired in 2003 from St. Catherine's Academy in Mount Carmel with a career in education that spanned 38 years.

Doreen has been an advocate for teachers/educators and students all her life, beginning with her early involvement as Newfoundland Teachers' Association (NTA) School Rep for St. Patrick's Convent School. As a pre-school teacher she joined the Early Childhood Development Association. As time went on, she became involved with the Conception Bay South Branch of the NLTA as Communications Officer, Vice-President and President. She also served on several provincial committees – Substitute Teachers' Ad Hoc Committee, Communications/Political Action Committee, and the Committee on Communications Between Branch Presidents and Provincial Executive. Doreen was elected as a member of the NLTA Provincial Executive in 1994. During

a particularly difficult round of negotiations, she wrote and delivered a speech on the steps of Confederation Building at a province-wide teachers' rally organized by the NLTA on the topic, "I Touch the Future, I Teach".

Before retiring in 2003, Doreen was elected Vice President of the Avalon East Division of the Retired Teachers' Association of Newfoundland and Labrador (RTANL). She served two years as Vice President, four years as President, and two years as Past President. She also served at the provincial level of the RTANL as a Member-at-Large and Vice President. In these positions she oversaw all activities, events and functions of the Division and as President, represented the RTANL and the Division at retirement banquets and attended and presented at many pre-retirement seminars on behalf of the RTANL. She was a member of the Finance Committee, Newsletter Committee, an observer and director at ACER-CART AGMs, Chair of the RTANL Reunion and BGM Committee for 2012, member of and currently chairperson of the RTANL Liaison Committee with the NLTA, and serves as the RTANL Rep on the Group Insurance Managers Committee, finishing her seven-year term in May 2017. She is currently serving as President of the Provincial Executive of the RTANL.

In her retirement, and as a representative of the RTANL, Doreen was asked to serve as a member of the Provincial Aging Issues Network established by Government through the Seniors Resource Centre. The purpose of this group was to research and identify the main issues of seniors living in the province of Newfoundland and Labrador. She also served as a member of the Coalition of Public Pensioners of NL. This organization subsequently became the Coalition of Pensioners, Retirees and Seniors of NL, of which Doreen now serves as secretary.

Doreen was told she began to sing as soon as she learned to talk. In fact, her par-



Doreen Noseworthy accepts her honorary member scroll from NLTA President James Dinn at the NLTA President's Banquet during BGM 2017.

ents were never sure which came first. She used to play her dad's guitar but he would have to hold it for her since it was much too big for such a little girl. Her singing and playing as a child turned into a second career as manager and lead vocalist with "The Monterey's" dance band from 1965-75. The band played all over the Avalon region of the province performing at night clubs, private dances, garden parties, weddings, Christmas parties and the like. They were very much in demand and Doreen stayed with the band until February 1975 when, being four months pregnant with her first child, she decided it was time to quit.

Doreen continued with her playing and singing over the years at local concerts, a little pub work now and then, substitute teaching for music teachers and being involved with musical events in the Conception Bay Centre area. She was Music Minister and Leader of Song with Holy Cross Church in Holyrood for approximately 20 years and is currently a member of the Cloudberry's Community Choir and Holy Cross Church Choir. For the past number of years she fills her summers with music and song at the H.W. Duffet Shriners' Park in Eastport with two nights of music each week and a Gospel Sing every Sunday morning, as well as appearances at the Heritage Theatre in Eastport.

When her daughter was taking art lessons, Doreen was so amazed and interested by what she was doing that, when a space became available in the class, Doreen signed up. She started out working with oils and, a few years later, switched to acrylics. She is continuing with her lessons; however, has recently offered some prints for sale. While she doesn't consider herself an "artist", she feels that if people like her work, why argue with that. Her paintings can be found on Facebook as "Newfoundland Artist Doreen Noseworthy".

Doreen has served on Pastoral Council and the Executive Board with Holy Cross Church, has been a member of the Marriage Preparation Facilitators' Team, served as a member of the Parish Council, Chairperson of the Liturgical Committee, Girl Guide Leader, and has organized and participated in local events and fundraisers, including Holyhood's Annual Squid Jigging and Folk Festivals, Children's Fun Days and other community events.

Doreen was Formation President of the Conception Bay Centre Kinette Club and Zone 9 Kinette Coordinator,



Former NLTA Executive Member, Duncan Ford, provides the oration for the NLTA's newest honorary member.

Founding Member and First President of the Conception Bay Centre Kinette Club, and was awarded the District 7 Kinette Diamond Award for Outstanding Service.

Doreen and her husband Gerry have two children, Nicole and Neal, and two grandchildren.



Honorary Members in attendance at the 2017 BGM: Front Row (l-r): Dr. Len Williams, Doreen Noseworthy; Claude Robbins, Bill O'Driscoll; Back Row (l-r): John Staple, Lorne Wheeler, Eric Burry, Dr. Philip Warren

NLTA Past Honorary Members

- 2015** Brian Shortall
- 2013** Eric Burry
- 2011** John Staple
- 2009** Roger Grimes
- 2007** Dr. Myrle Vokey
- 2005** Wayne Russell
- 2003** Dr. Leslie Harris
- 2001** Heber Walters
- 1999** Dr. Otto G. Tucker
- 1997** Dr. Harry A. Cuff
- 1996** Dr. Leonard Williams
- 1995** Dr. Edwina Wetzel
- 1994** W. Claude Robbins
- 1993** Walter A. Cull
Bill O'Driscoll
- 1992** Brother A. F. Brennan
- 1991** Hudson Davis
- 1990** Lorne Wheeler
- 1989** Dr. Grace Layman
- 1988** Sister Nolasco Mulcahy
- 1987** Fred Rowe
- 1986** Cecil Roebathan
- 1985** Jesse Mifflin
- 1984** Philip J. Warren
- 1983** Edgar G. House
- 1982** Allan Bishop
- 1981** Edith Manuel
- 1980** S. J. Hefferton
- 1979** C. Lloyd Buffett
- 1978** J. Howard Sainsbury
N. Ray Wight
- 1977** William Ford
Gilbert Pike
- 1976** Walter C. Hudson
John Patrick Keane
- 1974** William Fitzgerald
- 1973** G. A. Hickman
- 1971** Clifford Andrews
Donald Evely
Sherburne McCurdy
- 1968** R. J. Connolly
Molly Dingle
P. J. Hanley
Vera Perlin

Awards for Personal and Professional Excellence Teachers Honoured at BGM 2017

A number of teachers who have made significant contributions to both their profession and their Association were recognized at the NLTA's Biennial General Meeting.

THE PRESIDENT'S AWARD

The President's Award is presented during the final year of the NLTA President's term of office to an individual who has served the Association at the provincial, branch, or executive level or within the special interest council structure. The individual is recognized amongst his/her peers as a teacher who has given of him/herself to the Association and as an exemplary educator in the profession.

Jeanne Williams of the Goulds is the recipient of the President's Award.

Jeanne has faithfully served the Association and the teachers of this province for over 25 years. As a member of the NLTA Provincial Executive she has served as a Table Officer since 2013, has been a member of the last two negotiating teams, and serves on the NLTA Group Insurance Managers. She has been a chair or member of numerous NLTA committees including the Membership Benefits and Services Committee and the Curriculum Committee. Jeanne has attended every NLTA BGM since 1991.

Through the NLTA she has been involved with the Canadian Teachers' Federation as a BGM delegate, member of the Human Rights Advisory Committee and a delegate to the Education International World Congress. Most recently she represented the Association at the Daughters of the Vote, an initiative is to ensure that emerging young women leaders, among others, become familiar with Canada's political institutions.

Jeanne is passionate about the teaching



Jeanne Williams accepts the President's Award from NLTA President James Dinn.

profession, about teachers and about students. She is an advocate for teachers and committed to making sure they have the human resources, the time, and support they need to do their job.

The President may present the award to one individual during his/her term. "I am fortunate to call Jeanne a friend; it was our involvement on the Provincial Executive that brought us together 12 years ago in 2005," said President James Dinn during his remarks at the President's Banquet on April 19. "Jeanne has been that mirror for me. For while we share similar beliefs on many issues, I can always count on Jeanne to be candidly honest. Our friendship had its genesis in our belief in the NLTA, in our belief in unionism, in our belief that our Association must represent all teachers and must be a strong, unified voice for all teachers. I am not adherent to the notion of the self-made man or woman. Our success is dependent on the support of those around us who believe in what we do and are willing to let us know when we are not living up to our best selves. John O'Donohue in his *A Blessing for Leaders* says, 'May you have good friends to mirror your blind spots.'"

THE BANCROFT AWARD

The Bancroft Award, named in honour of James Frederick Bancroft, the first President of the NLTA, was established in 1980 to mark the 90th anniversary of the Newfoundland and Labrador Teachers' Association. The award recognizes outstanding service at the branch level of the NLTA.

Jamie Jenkins of the St. John's Centre Branch is a recipient of the Bancroft Award for 2016.

Jamie's commitment to teachers and the profession are evident in his activities at the branch level of the NLTA. He has held positions of Treasurer, President and Past President at various times since 2002 with the Southern Shore Branch and Member-at-Large and President of the St. John's Centre Branch. He has chaired or been a member of the branch Social Committee, Retirement Committee, Awards Committee, Year End Social Committee, the Curling FUNspiel and Electoral Committee.

Jamie has served on various provincial committees and currently serves as a



Jamie Jenkins, Bancroft Award Winner 2016.



Peter McCormack, Bancroft Award Winner 2016.



Katherine Rowsell, Bancroft Award Winner 2016.



Christina Cox, Bancroft Award Winner 2017.

Group Insurance Manager and as a member of the Pooled Investment Committee. He has also been a member of the School Board-Teacher Liaison Committee several times throughout the years.

Jamie has always had an interest in the welfare of teachers in his branches and this concern has involved bringing teacher professional issues to Joint Council, the School Board-Teacher Liaison Committee, as well as organizing major social events to bring teachers together. He has always been an advocate for teachers and their concerns.

Jamie has been teaching for over 18 years and currently teaches at Holy Heart High School in St. John's.

Peter McCormack of Labrador West Branch is a recipient of the Bancroft Award for 2016.

Peter held several positions with the Labrador West Branch before taking over as President in 2009. He was instrumental in arranging branch closeout days on various professional development topics, served on the Labrador West Negotiating Team, chaired the Liaison Committee Team, and the Social Committee which brought back the Curling Bonspiel, Family Christmas Skate, and Welcome New Teacher Social.

Peter helped grow the branch executive and his strong leadership has unified the branch. He has boosted teacher morale and has been instrumental in promoting the NLTA. Peter is known for providing a professional and compassionate ear to those members who have questions or need assistance.

Besides being extremely approachable, Peter is well known for his great sense of humour and for putting people at ease. He has always ensured that beginning teachers are cared for and informed about their rights and benefits; that mid career teachers are on the right path and not forgotten; and that those on the cusp of retirement are prepared for what is ahead.

Besides his active teaching career and involvement at the branch level, Peter also writes, produces and directs theatre at the local and provincial level.

Peter retired from Menihek High School at the end of the 2015-16 school year.

Katherine Rowsell of Humber Branch is a recipient of the Bancroft Award for 2016.

Katherine has been involved with the Humber Branch since 1989 and has held the positions of Political Action Officer, Secretary, Professional Development Officer, Member-at-Large and Vice-President. She has been on the Social Committee, Scholarship Committee, Retirement Dinner Committee, Resolutions Committee, Elections Committee, Fundraising Committee and Awards Committee, to name a few.

Katherine is known as the “go to” person when planning branch meetings, socials and presentations. She has been involved in planning and hosting numerous professional development sessions for members of her branch including financial wellness sessions with NLTA staff and teacher wellness sessions for substitute teachers. Her commitment, dedication and

involvement has never changed over the years, not only to her branch, but also in being an advocate for the NLTA. Her focus has always been on getting new and substitute teachers involved with the branch and with the NLTA.

Katherine always takes her responsibilities very seriously and goes above and beyond, and is always ready and willing to help whenever it is necessary.

Katherine is currently a full-time Learning Resources Teacher at Corner Brook Regional High School.

Christina Cox of St. John's Centre Branch is recipient of the Bancroft Award for 2017.

Christina has been very active with the St. John's Centre Branch for many years, serving as branch communications officer, vice-president as well as a member of the branch electoral committee. She has also been a coordinator of the teachers' curling funspiel and teachers' retirement celebrations.

Christina has been a member of the Eastern School Board-Teacher Liaison Committee, attended DSS and CONTACT, has been a school representative, and assisted with the creation of the inaugural Substitute Teacher Special Interest Council. She was a member of the provincial Membership Benefits and Services Committee as well as the Communications/Political Action Committee.

In 2009 Christina received the Canadian Technology Champion Award by the Canadian Council of Technologists. In 2012 she received the Prime Minister's

(cont'd.)



Robert Matthews, Barnes Award Winner 2016.

Award for Teaching Excellence for her involvement in promoting technology education in the classroom, along with providing professional development opportunities for teachers. She received the title of Apple Distinguished Educator in 2013 for efforts of professional development for working with teachers in utilizing Apple technologies in the classroom.

Christina is currently vice-principal at Frank Roberts Junior High in Foxtrap.

THE BARNES AWARD

The Barnes Award, named in honour of Dr. Arthur Barnes, the first Minister of Education in the province who, in 1928, initiated a number of teacher conferences to promote excellence in education, was established in 1987 to recognize outstanding professional development services provided by teachers at the special interest council level.

Robert Matthews of Corner Brook is recipient of the 2016 Barnes Award.

A teacher for 26 years, Robert (Rob) is well known for his strong work ethic and his support of all children and colleagues. He has a strong desire to promote professional development and is a tireless supporter of teachers and administrators.

Rob has been a member of the School Administrators' Council (SAC) since very early in his career, serving as Provincial President from 2010-12 and is currently President of SAC Region 3. Under his leadership the Western Region planned, organized and executed three provincial SAC



Kellie Baker, Barnes Award Winner 2017.

conferences. He was instrumental in the development of the Victor May Award – Distinguished School Administrator of the Year, now in its twelfth year. He also organized smaller scale regional professional development for local administrators and served on the NLTA Provincial Negotiating Team.

Rob is well known for encouraging teachers to find ways to best reach students in all areas of the curriculum. He demonstrates a strong and unwavering commitment to administrators and has been an active member of Leadership at Work for many years, which has provided meaningful self-directed professional development for administrators.

Rob is currently school administrator at Humber Elementary in Corner Brook.

Kellie Baker of St. John's is recipient of the 2017 Barnes Award.

A physical education teacher for over 15 years, Kellie has been an advocate and strong promoter of physical education and healthy lifestyle. She was a member of the NLTA Physical Education Special Interest Council from the beginning of her career and held numerous positions including President from 2010-13. She is currently President of the newly-formed NLTA Health Education Special Interest Council.

Kellie has been a consistent contributor to *The Bulletin* and PESIC's newsletter *Let's Go!* and has also been published in the *Physical and Health Education Journal*, *Canadian Journal for New Scholars in Education*, *Teaching Education*, and *Asia-*



Robert Parsons, Special Recognition Award Winner 2016.

Pacific Journal of Health, Sport and Physical Education. She has made numerous presentations across Canada on physical education and has been involved in creating and delivering professional development in the areas of physical and health education.

Kellie has received the St. John's Women's Senior Basketball League Most Dedicated to the League Award; the Canadian Association for Health, Physical Education, Recreation and Dance/Wintergreen – National Physical Education Teacher of the Year as well as Provincial/Territorial Physical Education Teacher of the Year; Physical Education Special Interest Council Award of Merit; and the Fellow of the School of Graduate Studies (MUN) in recognition of outstanding academic achievement throughout a graduate program.

Kellie is currently a Grade 5 teacher at St. Matthew's School in St. John's.

SPECIAL RECOGNITION AWARD

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

Robert Parsons of GranForLine Branch is the recipient of the 2016 Special Recognition Award.

Robert's involvement in the province's heritage preservation and celebration has



Deborah Green, Special Recognition Award Winner 2017.

been immense. He has published over 21 non-fiction books on Newfoundland and Labrador's marine and cultural history, six books on the Maritime Provinces' marine history, as well as an audio book, children's book and shipwreck maps. His personal archives contain hundreds of historical photos, audio interviews and files on ships and wrecks.

Robert has been chair of the Heritage Foundation of Newfoundland and Labrador, a Tidy Towns judge, a national judge for the Communities in Bloom competition, on the Board of Directors for Heritage Run, the NL Library Board Eastern Division, the Grand Bank Development Corporation, a lifetime member of the Newfoundland Historical Society, board member of the Writers' Alliance of Newfoundland and Labrador, past president of Royal Canadian Legion Branch #24, and past member of the Grand Bank Library Board, to name just a few.

In 2009 Robert received the Polaris Award in recognition of outstanding contribution to the preservation and public awareness of the marine heritage and history in the Province of Newfoundland and Labrador. He is also the creator of www.atlanticwrecks.com, containing archival material and listing victims of the sea for the province.

Robert retired from teaching in 1998 and currently resides in Grand Bank.

Deborah Green of Humber Branch is the recipient of the 2017 Special Recognition Award.

Deborah's involvement in her community has been one of consistency, dedication and service. She has been team captain for Templeton Academy's Team who organized numerous fundraising events throughout the year for the Canadian Breast Cancer Foundation Run for the Cure. She has been team captain and teacher advisor for Relay for Life for the Canadian Cancer Society; coordinator for the student volunteer program at Templeton Academy; advisor, trainer and consultant for the Duke of Edinburgh's Award; leader with Girl Guides of Canada; and has organized activities around the student knitting club, Operation Christmas Child, Celebrating Seniors Project, Transition House Collection Project, and school recycling, to name a few.

Deborah has received several awards for her contributions including the Templeton Academy Outstanding Volunteer Award, Volunteer Long Service Award for the Duke of Edinburgh's Award Program, Breast Cancer Foundation Run for the Cure School Team Challenge Award, Long and Dedicated Service Awards for Girl Guides of Canada, National and International Trainer Recognition with Girl Guides, and the 125th Anniversary of Confederation of Canada Medal.

Deborah is currently a teacher at Templeton Academy in Corner Brook.

THE PATRICIA COWAN AWARD

The Patricia Cowan Award for Support and Promotion of Education was established in 2007 to recognize outstanding contributions and/or support for education by groups or individuals outside the K-12 school system. The award was named in honour of Patricia Cowan, the first female president of the Newfoundland and Labrador Teachers' Association.

Geralyn Costello was awarded the Patricia Cowan Award at the NLTA Biennial Convention on Thursday, April 20, by NLTA President James Dinn.

Geralyn has worked with the NLTA for almost 42 years and has a wealth of knowledge about the history and operations of the NLTA including by-laws, policy and procedures. She has been and continues to



Geralyn Costello, Patricia Cowan Award Winner 2017.

be a vital asset to the Association.

Geralyn graduated in 1973 as an honours matriculation student from Roncalli Central High School in Avondale. She attended the College of Trades and Technology and graduated in 1975 from a two-year Secretarial Science course with a Diploma of Applied Arts. In 1990 Geralyn received her Diploma in Vocational Education from Memorial University and in 1995, her Bachelor of Vocational Education.

Geralyn starting working with the NLTA on September 15, 1975 as Stenographer – Secretary for the then Director of Teacher Welfare (now Programs and Services). In April 1980, after over four years in Teacher Welfare, she was promoted to the position of Assistant to the President. The job title has since changed to Executive Assistant, Governance, and many of the job responsibilities have changed and expanded to reflect the demands of the position.

As Assistant to the President, Geralyn has worked directly with 17 NLTA presidents, including NLTA President Patricia Cowan whom this prestigious award is named for. In her current position, Geralyn works with the Provincial Executive Council organizing meetings, maintaining minutes and advising the President on the procedures of Executive meetings. She is responsible for all matters relating to branch operations including the Branch Operations Manual, Branch Updates, and is the go to person for branch presidents regarding any questions concerning branch

(cont'd.)

funding and procedures. She is fundamental to coordinating activities relating to the Association's Biennial General Meeting, seminars, province-wide elections, Association awards and the maintenance of the Association's Policy Handbook, which contains policies and procedures for all aspects of the NLTA operations.

Geralyn's dedication to the NLTA has been second to none. She is always one of the first to offer assistance with any project and has always been a creative thinker in getting the job done.

Geralyn's ability to accommodate, even when it wasn't easy or convenient, assures others of a continuing, enjoyable, successful relationship in getting the task completed. Her "whatever it takes" attitude has made all the difference to the NLTA since her first days on the job. She has probably forgotten more about the NLTA than any of us will ever know.

Geralyn has been a volunteer with the Canadian Cancer Foundation and the Heart and Stroke Foundation. She was a member of the organizing committee for the first Ovarian Cancer Walk held in St. John's a number of years ago and volunteered with the Newfoundland Summer Games that were held in Mount Pearl. She was on the Executive of the Newfoundland and Labrador Chapter – Canadian Celiac Association and a member of the organizing committee for its national conference in June 2015. Geralyn currently resides in Mount Pearl.

Dr. Eva Oberle

BGM KEYNOTE ADDRESS

Dr. Eva Oberle, an Assistant Professor with the Human Early Learning Partnership (HELP; <http://earlylearning.ubc.ca>) in the School of Population and Public Health at the University of British Columbia, gave the keynote address at the NLTA's Biennial General Meeting. The title of Dr. Oberle's address was *It's all about relationships: Strategies to buffer children as well as educators from stress, and promote health, wellbeing and success in schools.*

The school is arguably one of the most important ecological contexts that shape children's health, wellbeing, and success in school and life. Research has shown that the experiences students encounter in school are important predictors for their resilience and growth in- and outside of school. Two core predictors have been identified for students' wellbeing and success in school: a) the relationships children form with each other; and b) the relationships children form with their teachers and other adults in the school. Both are embedded into the broader social and emotional climate in schools and classrooms.

Dr. Oberle highlighted the role that pro-social and caring relationships with peers and teachers play in students' lives. Using a social-emotional learning framework, she discussed strategies for how educators can create a positive climate in their classrooms and in schools to create an environment for developing healthy relationships. She also discussed significant stressors and challenges that many educators experience in their profession, and the risk that occupational burnout presents to educators' as well as students' wellbeing and success. Dr. Oberle argues for a systemic shift in education that provides teachers with the necessary resources to ensure their wellbeing and "fitness" in order to enhance the wellbeing and fitness of students.

Biography

Dr. Oberle completed her undergraduate and Masters studies in psychology at the University of Heidelberg, Germany, holds a Ph.D. in Educational Psychology from the University of British Columbia, and completed postdoctoral research at the Collaborative for Academic, Social and Emotional Learning (CASEL) in Chicago. Dr. Oberle investigates predictors of positive child development that promote mental health and wellbeing in all children. Her research examines the role of school and community assets in children's lives, including peer relationships, relationships with adults (e.g., family members, teachers, mentors), and school-characteristics (e.g., social and emotional learning (SEL) in the classroom). Specifically, she has conducted population-based research with the Middle Years Development Instrument, evaluated SEL interventions, and conducted large-scale cross sectional and longitudinal studies on positive youth development. Dr. Oberle takes a whole-child approach, understanding child development within the ecological contexts in which they grow (i.e., home, school, neighborhood, society.)



Dr. Eva Oberle

Resolutions from BGM 2017

Category A: Association

Electronic Voting for Provincial Executive Election at BGM

- That the NLTA investigate the feasibility of electronic voting at BGM with the possibility of having this system ready for the 2021 BGM. **(CARRIED AS AMENDED)**

Expenses for Pre-Retirement Seminars

- That the NLTA pay the travel expenses of teachers attending the pre-retirement seminar at the full rate of kilometres. **(CARRIED AS AMENDED)**

Maximum Funds for Branches

- That the Association establish a maximum amount of funds which branches are permitted to accumulate in their account, such amount to be determined by Provincial Executive in consultation with branch presidents at the Fall 2017 Joint Council meeting. **(REFERRED TO EXECUTIVE)**

Category B: Programs and Services

Survey re Parent-Teacher Interviews

- That the NLTA survey its members to determine how parent-teacher interviews are conducted across the province with the goal of working with the school district to have common parent-teacher interview times based on similar school configurations and teacher workload, such findings to be presented at a Joint Council meeting during 2017-18. **(CARRIED AS AMENDED)**

IEP Meetings

- That the NLTA lobby school boards to ensure, to the extent possible, that student Individual Education Plan meetings occur during school hours. **(CARRIED AS AMENDED)**

Team Teaching in Kindergarten

- That the NLTA lobby school boards to split Kindergarten classes whenever class size exceeds the cap of 20 students. **(CARRIED AS AMENDED)**

Physical Space for Teachers

- That the NLTA lobby the Department of Education and school boards to ensure each teacher who is responsible for students has adequate physical space in which to teach those students. **(CARRIED)**

Teacher Allocations

- That the NLTA lobby the Department of Education and school boards to move to a true needs based teacher allocation model as opposed to a budget based model. **(CARRIED AS AMENDED)**

- That the NLTA lobby the government to apply the same classroom caps in French Immersion as in English. **(CARRIED AS AMENDED)**

- That the NLTA enter into discussions with the Department of Education and school boards to come up with a fair, responsible and ethically sound allocation formula for speech-language pathologists taking into consideration workload and geographical responsibility. **(CARRIED AS AMENDED)**

Non-Teaching Day for Report Preparation

- That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal for one non-teaching day during each reporting period for the purpose of report preparation. **(CARRIED AS AMENDED)**

Cap on Multi-Grade Classrooms

- That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal to place a cap on multi-grade classrooms of a maximum of two grades per class. **(CARRIED AS AMENDED)**

Speech-Language Pathologist Issues

17. That the NLTA enter into discussions with the Department of Education and school boards to address the issue of recruitment and retention of school based speech-language pathologists in this province. **(CARRIED AS AMENDED)**
18. That the NLTA enter into discussions with the Department of Education and school boards regarding the specific professional development (PD) needs of speech-language pathologists. **(CARRIED AS AMENDED)**

Dedicated Space for Online PD

19. That the NLTA lobby the school boards to ensure an appropriate dedicated space is provided to teachers who are required to complete online PD within their schools. **(CARRIED)**

Course Percentages

20. That the NLTA discuss with officials at the Department of Education and Early Childhood Development the need to review, and possibly change, the current "Recommended Time Allotments" for each subject area. **(CARRIED)**

Resolutions from the Floor

- FL1 That the NLTA establish an Ad Hoc Committee of NLTA members to review the policy, procedures and regulations for the province-wide vote for Vice-President and President. **(CARRIED)**
- FL2 That the NLTA enter into discussions with districts to take a stronger approach in imposing and enforcing consequences for students who exhibit extreme and/or chronic misbehavior. **(CARRIED)**
- FL3 That the NLTA Collective Bargaining Committee consider for inclusion in the next round of negotiations, a proposal to reinstate sick leave provisions to those that were in place prior to 2006 and that this be done for all teachers. **(CARRIED)**
- FL4 That the NLTA lobby school districts to ensure that if students require the use of technology to meet outcomes, the school district must provide the necessary devices. **(CARRIED)**
- FL5 That the NLTA lobby school districts to institute and enforce a ban on students having/using their own personal electronic devices in school. **(REFERRED TO EXECUTIVE)**
- FL6 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal that would require school
- FL7 That the NLTA investigate the feasibility and desirability of holding BGM during August instead of the Easter break. **(REFERRED TO EXECUTIVE)**
- FL8 That the NLTA report back on the feasibility of electronic voting at future BGMs at a 2017-18 Joint Council meeting. **(CARRIED)**
- FL9 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal that the first week of school be for teachers only to prepare their classes. **(CARRIED)**
- FL10 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal to provide teachers with three days of annual leave to be used at teachers' discretion for promotion of teacher wellness/health. **(CARRIED)**
- FL11 That the NLTA enter into discussions with districts and the Department of Education to include teaching methods for multiage/grade and combined grades in the program of study documents and curriculum guides provided by the Department of Education. **(CARRIED AS EDITED)**
- FL12 That the NLTA enter into discussions with districts and/or the Department of Education to provide a clear definition of what constitutes a small school. **(CARRIED)**
- FL13 That the NLTA policy re Negotiating Team for Provincial Negotiations be amended to include a specialist teacher (e.g. music, physical education or fine arts teacher). **(REFERRED TO EXECUTIVE)**
- FL14 That the NLTA consider reserving a pool of surplus funds that branches can apply for to fund alternates to BGM and Joint Council to improve member engagement, such to be discussed at a future Joint Council meeting. **(CARRIED)**
- FL15 That the NLTA lobby the Department of Education and school districts to have limits placed on the amount of supervision time teachers can be required to do in a given day/cycle. **(CARRIED AS EDITED)**

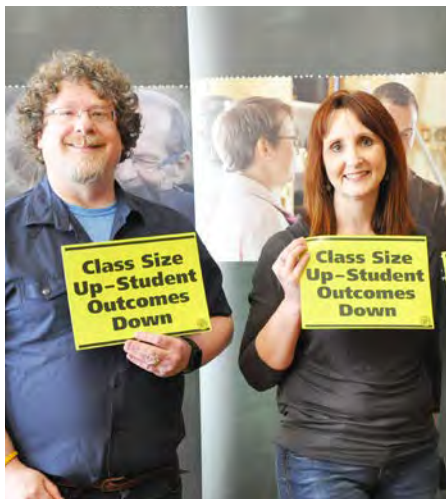
New Business Resolutions

NB1 That the NLTA establish an Ad Hoc Committee to investigate the feasibility of remuneration for the Vice-President and NLTA Executive. **(CARRIED)**



New By-Law Changes

1. The proposed amendments to By-Law XI. – Nominations and Election for Executive to change the nomination procedure for the Provincial Executive to reflect the nomination procedure currently in place for the election of the President and Vice-President were accepted.
2. The proposed new by-law to have the election of Vice-President occur at BGM rather than by province-wide vote was defeated.
3. The proposed amendment to By-Law X. – Convention to change the ratio of branch members elected to attend BGM from “100 members or fraction thereof” to “75 members or fraction thereof” was referred to Executive.
4. The proposed amendment to By-Law XV. – Elections to move the election of President and Vice-President to occur within three weeks after Convention was defeated.
5. The proposed amendments to By-Law XII.D. (1) and (2) – Nominating and Election Procedures for Officers (Balloting) and By-Law XV. – Elections to move to electronic voting for the province-wide election of President and Vice-President were carried.
6. The proposed amendment to By-Law XIII.A.(3) Duties of Officers (Office of the President) to increase the consecutive terms of office that can be held by a President was defeated.
7. The proposed amendments to By-Law IV.B. – Associate Membership (Privileges) and By-Law VB. – Life Membership (Privileges) to enable a retiring President to serve on the Executive in the position of Past-President as an Associate Member or a Life Member for the year immediately following his or her term of office as President, were defeated.



IN MEMORIAM

The following teachers, who passed away since the last BGM, were remembered during a minute of silence at the 2017 Convention.

Maxwell Adams	Jose Dalisay	Millicent Harris	Graham Mercer	Jessie Rothman
Caroline Andrew	Sadie Davis	Sr. M. Columba Hartery	James Mercer	Martin Rowe
Doris Andrews	Frank Denney	Mary Haynes	Keith Mercer	James Ryan
Luz Aramil	Desiree Dichmont	Paul Hepditch	Sr. Amelia Mooney	Audrey Sceviour
Eldon Baker	Patricia Doody	Margaret Hewitt-Barney	Donald Morris	Wanda Skinner
Roy Baker	Joseph Downey	Sr. Anne Hickey	Henry Morris	Gordon Smith
Catherine Bartlett	Teresita Doyle	Pleman Hicks	Sr. Rosalie Morrissey	Benjamin Snook
Margaret Bennett	William Doyle	Audrey Hiscock	Mary Moss	Dorothy Snow
Sarah Beresford	Emma Drodge	Clarissa Hiscock	Bramwell Moulard	Lorraine Steeves
Elizabeth Best	Aloysius Drover	Bernice Hogan	David Murphy	Austin Stewart
Mabel Bickford	Catherine Dunne	Elizabeth Hollett	Donald Murphy	Hector Swain
Betty Bissell	Edna Earle	Philip Hu	Sr. Marie Murphy	Brother Leo Taylor
David Blagdon	Catherine Elliott	Leander Hussey	Anna Myers	Brahma Tewari
Linda Blagdon	Kay Elliott	Bernard Hynes	Edward Neil	Jacob Thomas
Goldie Bradbury	Margaret Elms	Patricia Hynes	Harris Nofle	Ida Tilley
Ronald Brewer	Alphonse Farrell	Linda Janes	Peter Nofle	Elizabeth Toms
Bertram Brown	Samuel Fiander	Albert Jenkins	Esperanza Noseworthy	Robert Toms
Agnes Bruce	Harold Fillier	William Jones	Lawrence O'Leary	Mary Tremblett
William Burry	Noreen Fitzpatrick	Debra Ann Kearney	Bernadette O'Neil	Brenda Tricco
Gerald Burton	Glenys Fleming	Archibald Keeping	Kathleen O'Quinn	Olive Troake
Douglas Bussey	Dorothy Ford	Paul Kelly	David Organ	Roy Trowbridge
Beverly Butler	Rayfield Fowlow	Sr. Mary Kelly	Selma Payne	Raymond Tucker
Leonard Button	Bertram Freake	Ann Kennedy	Evelyn Pelley	Dr. Otto Tucker
Milagros Cadorna	Freda French	Sr. Mary Mark Kennedy	Carrie Penney	Ruby Tucker
Isaac Caravan	Angela Furey-Demas	John Keough	George Penney	Linda Vatcher
Clara Case	Loretta Gardiner	Daniel King	Benjamin Perry	Lester Vey
Eileen Churchill	Carl George	Gordon King	Patricia Piercey	Sr. L. Mary Wakeham
Edward Clarke	Viola Gillingham	James King	Shirley Pinksen	Andrew Walach
Gordon Clarke	Archelaus Goodland	Sharon King	Elizabeth Piper	Nathan Walters
Linda Coates	Ruby Gough	Jocelyn Lane	Shannon Pittman	Joyce Warren
Leveson Cocarell	Elsie Goulding	Madonna Lee	Sr. Margaret Pittman	Rose Warren
Kimberley Cole	Lester Goulding	Annie Leyte	Douglas Power	Lloyd Webber
Clide Collins	William Greeley	Roseanne Linehan	Jerry Pryor	Dellena Wells
Daphne Collins	Jane Green	Daisy Littlejohn	Darrell Pye	Gilbert Wells
Maude Collins	Charles Gregory	John Lynch	Marcella Quinlan	Lorna Whalen
Dana Cox	Dave Hackett	Irene MacPherson	Randolph Ralph	Sandra Whiffen
Melvin Critch	Michael Haley	Lloyd Martin	Anna Regula Schule	Lewis Williams
Selby Critch	Barbara Hall	Marguerite Martin	B. Joan Rideout	Douglas Woolgar
Jacqueline Cumby	Gerald Hall	Bernadette McCormack	Raymond Riggs	
Anne Curtis	Susanna Hannam	Allan Mercer	Eli Rogers	
Lloyd Curtis	Stella Hapgood		Thomas Rossiter	

MAY THEY REST IN PEACE