



NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION  
T H E

# bulletin

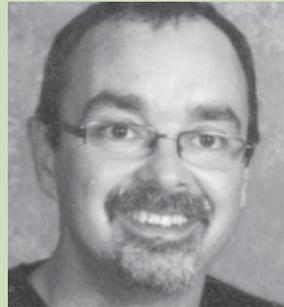
## Convention 2011



**Bill Chaisson**



**Derek Drover**



**Paul Edwards**



**Craig Hicks**



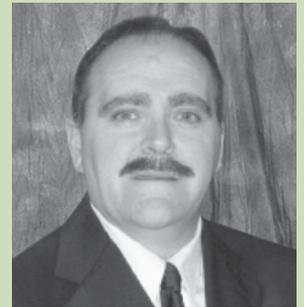
**Dean Ingram**



**Tina Matthews**



**Jean Murphy**



**Graydon Pelley**



**Sharon Penney**



**Sandra Quigley**



**Sherri Rose**



**Gabriel Ryan**



**Paul Sheppard**



**Paula Smith**



**Sean Weir**



**Jeanne Williams**

# Biennial General Meeting 2011

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2011, will take place April 27-29 at the Sheraton Hotel Newfoundland in St. John's. Approximately 96 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 2011-13 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, Barnes and Allan Bishop Awards, the Patricia Cowan Award, the President's Award, and the conferring of Honorary Membership in the Association.

Annie Kidder, Executive Director of People for Education, will also give a keynote address entitled *Public Education's Role in Our Social Ecosystem – How Our Schools Can and Should Be Shaping the Citizens of the Future*. People for Education is an independent parent-led organization dedicated to the ideal of a publicly-funded education system that guarantees every student access to the education that meets his or her needs.

#### Editor's Note:

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

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## THE bulletin

Lesley-Ann Browne  
Editor

Michelle Lamarche  
Editorial Assistant

Linda Babstock, John Bishop,  
Elliott Green, Louise King  
Design • Printing • Distribution

Linda Farrell  
Online Services

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# 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
- Chair, Committee on Early Career Teachers
- Chair, Committee on SIC Restructuring
- Member, PITCOM Committee
- Member, BES Committee
- Member, Teacher Certification Committee
- Member, CONTACT 2006 Planning Committee
- Vice President, SAC Western Region
- President's Award
- Bancroft Award
- Allan Bishop Award

Eight years ago, I was elected to Provincial Executive and over the next four years I had the privilege of working for and with the teachers of this province. During my time at the Executive table, I believe I was a strong advocate for teacher issues and that I helped create positive change for teachers. While I was Chair of Group Insurance, we introduced improved benefits without any significant increases in premiums. As the NLTA representative on Teacher Certification, we reached an agreement in principle that Professional Development credits could be used for certification purposes. I believe my efforts increased the participation of both early career teachers and our Special Interest Councils.

At BGM 2011 you will elect an Executive which will take you through the next round of collective bargaining. It is critical that the teachers of this province have strong voices

at the Executive table that will speak to the issues. Among these issues are guaranteed leaves, professional development, compensation, meaningful inclusion and teacher workload. In short, we need to address the issues important to teachers.

As a candidate for Provincial Executive, I can guarantee the teachers of this province that I will be a strong voice for their concerns. I have always been available to listen to teachers' concerns and I have worked to find solutions. As a teacher, principal and a member of this Association, I have used one question to guide my decision making: "What is in the best interest of teachers?" This is the same question I will use to guide my decisions if elected to Provincial Executive.

I believe that I have the experience and commitment necessary to make a positive contribution at the Executive table. I ask for your support and look forward to seeing you at BGM 2011.

## Derek Drover



Originally a resident of Upper Island Cove, Derek moved to the south coast community of Gaultois in 1990 to begin his teaching career. Derek became involved in the Association very early in his career serving as political action officer, vice-president, and then president of Seagaulher Branch representing the communities of Hermitage, Gaultois, Seal Cove, and McCallum from 1999 to 2007, before being elected to Provincial Executive. Derek is currently the principal of Victoria Academy teaching French (Grades 3-9) and English Language (Grades 7-12). Derek has served as a member of the EAP coordinating committee, the Finance and Property committee, the Pooled Investment Fund committee (chairperson 2010-2011), as a trustee and chairperson of Group Insurance, and as Table Officer.

"It has been an honour to represent the teachers of this province. However, with this privilege comes a tremendous responsibility as we strive continuously to improve the working conditions of teachers and, thus, the learning environments of our students. Being an executive member has provided many avenues to hear the concerns of teachers. We know workload is a relentless issue that comes in many forms impacting the professional and personal lives of teachers. The ISSP/Pathways Commission's recommendation 29 suggests the development

of 'a clear articulation of inclusive education' (p. 67). As this model continues to unfold, we must persist in being vigilant to ensure that adequate resources (human and otherwise) exist to assist teachers in meeting the needs of all students in an ever-evolving classroom environment. We must continue our efforts to improve family leave provisions, to seek alternative models of supervision, in addition to pursuing a meaningful pension indexer. As the provincial early childhood education strategic plan evolves, we must be cognizant of its potential impact on kindergarten teachers and demand the required resources for our students, as well as seeking improved teacher allocations at the high school level. These issues are but a few that reveal the many facets of workload. Colleagues, there is no downtime in advocating for teachers as we dedicate ourselves to providing the best possible education for the children of our province. We shape the present and build the future. We do make a difference!"

## Paul Edwards

Hi my name is Paul Edwards and I am offering myself as a candidate for Provincial Executive. I have had a varied teaching career over the past 25 years. I have taught elementary, junior high and high school, both English and French Immersion. I am currently in my sixth year of administration and am presently Principal of St. George's Elementary in CBS. My commitment to the teaching profession and to the NLTA over the past years has led me to offer myself to serve as part of your Provincial Executive. My involvement with the NLTA has included: school representative; Branch Executive (Rushroon-Terrenceville, Waterford Valley and CBS); Treasurer, Provincial Modern Languages Council; past executive member, Elementary Teachers Special Interest Council; as well as a member of the Provincial Education Week Committee and Communications Committee. We live and work in an ever changing world with more and more demands placed upon us in our classrooms. We are faced with many issues that need to be addressed in order for us to be the most effective educators. Some of these issues include class size, inclusionary classrooms, and teacher workload to name a few. Teachers need a voice to be heard, someone to represent and speak up for them. Let me be that voice for you!



## Craig Hicks



### NLTA Experience

- 2010-Present: Chair, SBTL
- 2009: BGM, Hamilton Sound
- 2007: BGM, Hamilton Sound
- 2006-08: Member, SBTL
- 2006-Present: President, SAC Region 6
- 2005-Present: President, Hamilton Sound
- 2003-05: MBS Committee
- 2003: BGM, Hamilton Sound
- 2001-05: Vice President, Hamilton Sound
- 2001: BGM, Hamilton Sound
- 1999-2001: MBS Committee
- 1997: AGM, Hamilton Sound
- 1992-2001: PD Officer, Hamilton Sound

### Teaching Experience

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

### Qualifications

- M.Ed.: MSVU (2001)
- Library Studies: MUN (1999)
- B.Ed.: MUN (1990)

### Statement

Newfoundlanders and Labradorians currently possess a sense of pride not experienced in recent generations. This provincial paradigm shift has provided teachers with the confidence required to obtain concessions that will enhance our lives and educational profession. I believe that teachers have the will to successfully negotiate a collective agreement that secures pension indexing and personal leave days. These two issues have been in our book bags for far too long and it's time they are resolved.

The soul of our Association is the classroom teacher who faces daily challenges and without hesitation will go that extra mile for the students. Teachers willingly work through their lunch breaks, organize and supervise weekend sporting events, attend evening meetings and even chaperone student educational trips outside the province and country. It is quite evident that teachers play a paramount role in molding productive citizens and leaders for the future. The diversity of our province is reflected within our teaching profession which is a strength

that our Association needs to embrace and promote. Albeit, the expectations of teachers that are culturally entrenched in our unique society must form the framework our Association follows when going that extra mile to provide guidance and support to our membership.

My 19 years of NLTA experience has provided me with insight regarding the integral workings of our Association and has galvanized the concept of collaboration and professional discourse to resolve issues. Whether it has been the myriad of topics that have been debated on the floors of Joint Council or the dynamics of BGMs, I now feel it is time to advocate on the behalf of our membership at the Provincial Executive level.

## Dean Ingram

### Teaching Experience

- 2010-Present: eTeacher (Biology) CDLI
- 2008-10: Science Itinerant CDLI
- 2006-07: Science Department Head, Discovery Collegiate, Bonavista
- 2005-06: Assistant Principal, Discovery Collegiate, Bonavista
- 2001-05, 2007-08: Principal, Swift Current Academy
- 1993-2001: Science Teacher, Bishop White All Grade, Port Rexton
- 1992-93: Science Teacher, Dorset Collegiate, Pilleys Island
- 1992: Science/Industrial Arts Teacher, J.M. Olds Collegiate, Twillingate



### NLTA Involvement

- 1992: Vice President, Trinity, T. Bay
- 1993-96, 1998-2000: President, Trinity, T. Bay
- 1997: Political Action Officer, Trinity, T. Bay
- 2001: Professional Development Officer, Clarenbridge Branch
- 2001-03: Vice President, Clarenbridge Branch
- 2001: Collective Bargaining Committee
- 2003-Present: Provincial Executive
  - Group Insurance Trustee (2004-05)
  - Finance and Property Member (2003-07), (Chair 2005-07)
  - Pooled Investment Fund Committee Member (2003-07)
  - Deferred Salary Leave Committee (2003-05)
  - Chair, Ad Hoc Committee on Teacher Wellness (2005-07)
  - Chair, Standing Committee for Teacher Wellness (2007-09)
  - Chair, Collective Bargaining Committee (2011)
  - Table Officer (2007-11)
  - Negotiating Team Member (2007-09)
  - CTF Diversity and Human Rights Committee (2009-11)
  - Delegate to CTF AGM (2007, 2008, 2009, 2010)

Hi! My name is Dean Ingram and I have decided to offer myself for re election to Provincial Executive. Presently I reside in Clarenville with my wife of fourteen years and 9 year old son.

My NLTA involvement has spanned my entire 19-year career. During that time I have gained an appreciation of the issues and challenges facing our members. Our members are taxed and overburdened. We are overburdened and are having to make sacrifices that affect our families. This has to change. The days of deciding whether to be a good teacher or a good husband or wife, father or mother, son or daughter must end. As a member of our last Negotiating Team I pressed for the inclusion of Family Leave Days and other issues that teachers indicated were critical. This, along with an examination of Indexing and an address of Supervision duty, has to be part of the next round of negotiations.

For eight years I have had the opportunity to act as a strong voice and advocate for the teachers of this province regardless of age or size of the school in which they find themselves. I humbly ask for your support so that I can continue to act as that voice. See you at the BGM.

## Tina Matthews

### Recent NLTA Involvement

- 2007-11: Provincial Executive
- 2009-11: Chair, Health and Wellness Awareness Committee
- 2007-11: Pensions Administration Committee
- 2007-09: Chair, Membership Benefits and Services Committee
- 2007-09: Finance and Property Committee
- 2001-06: Trustee, NLTA Group Insurance
- 2005-06: School Board-Teacher Liaison Committee
- 2003-07: President, Table Mountain Branch



I feel humbled, yet honoured to again accept Table Mountain Branch's nomination as a candidate seeking re-election on the Provincial Executive of the NLTA.

Having served on Provincial Executive during the past four years, I feel some satisfaction in reflecting on the improvements to our professional lives. The classroom milieu has become more teacher-friendly generating real success stories from committed, second to none NL teachers. Insurance costs have been stable with minimal increases to premiums. Class dynamics for many of our teachers and students have evolved along the lines the NLTA has advocated. Today's salaries finally express a general national parity and are a more accurate statement of our worth as leading edge practitioners.

Yet, once again we are nearing another round of negotiations with difficult issues on the table. As an Association, if ever we needed a stable, experienced and all-inclusive representation at

the Provincial Executive table, it is now! We must *not* allow our profession to be shuffled from government's spotlight of interest. Ongoing professional issues for an increasingly younger generation of teachers cry out for attention...not the least is the essential challenge of the NLTA in attracting a stronger province-wide participation of newer teachers in the Association's business/professional activities and governance. As our province's educational leaders we must not only *be* relevant; we must be seen as relevant! As I observed two years ago, not only must we remain on government's radar, we must continue to shine a public light on detractors that still impair our efforts "to do the job". I believe this is an even more critical assertion today.

As I have consistently promised, as long as I serve my students as teacher, administrator, as their chief advocate – I will stay closely involved with my Association. Whether chairing committees, researching and participating and taking position[s] at the Provincial table or engaging at Joint Council or at the Branch level, *always* I am keenly aware of my primary role...to represent my colleagues and ensure teachers' voices and interests are heard and are protected. I respectfully ask for your continued support and confidence.

## Jean Murphy

### Educational Background

- McGill University: Diploma in Educational Technology
- Memorial University: Diploma in School Library Services
- Memorial University: Bachelor of Arts/Education with a major in Math



### Teaching Experience

Western School District  
Long Range Academy, Cow Head  
Junior High Math/Numeracy Support K-6

### Award

- May 2008: Prime Minister's Award for Teaching Excellence

### NLTA Involvement

- 2007-Present: NLTA Executive
- 2009-11: Chair, Curriculum Committee; Teacher Certification Committee
- 2007-09: Chair, Professional Development Committee; Member, Finance Committee
- Other roles at the regional level have included Branch President, Treasurer and Communications Officer.

I believe the role of the NLTA is to protect teachers' rights and to continuously seek to improve the working conditions of

teachers. We are the NLTA and together we are a diverse group of 8,000 teachers spread over a large geographic region.

Regardless of our geographic area, our teaching area, or our teaching experience, we are faced each day with a multitude of issues. Topping the priority list is definitely workload. Family leave, pension indexing, inclusion, teacher allocation, disruptive students, professional development, new courses, inservicing, school development, running records, standardized testing, and common assessment are but a few of the issues we deal with. Add to that fewer preparation periods, more supervision time, and meetings, meetings, meetings. Amongst all this we are expected to deliver a full curriculum with differentiated instruction that meets the needs of all students. We need the time and resources to do the important job we are trained to do – teach the children of Newfoundland and Labrador.

Together we are a strong voice for all the teachers and students of this province.

I ask for your continued support at Convention 2011. I want to listen to your concerns and provide a strong voice at Executive table. A voice that will present the views of the teachers of our Association.

## Graydon Pelley

I am 47 years old, presently teaching Grade 6 at J.J. Curling Elementary in Corner Brook. I have been teaching for approximately 12 years including experience as a teaching administrator.

Previous to becoming a full time teacher I spent 14 years as a motivational speaker travelling throughout this province and across Canada. Both in my role as a teacher and motivational speaker my focus has been helping people. Continuing as a member of the Provincial Executive of the NLTA would enhance my ability to continue helping others; primarily to help improve the personal and professional lives of teachers in this province.

Presently I am a member of the NLTA Provincial Executive, Chairperson of the Communications/Political Action Committee, serve on the Finance and Property Committee, Pooled Investment Fund Committee, served on Benefits and Economics Services Committee, Branch President, Vice President, and Secretary/Treasurer.

I am Vice President of the Deer Lake Red Wings, Director on the Newfoundland and Labrador Optometric Board (NLOB), and an official with the Newfoundland and Labrador Basketball Association. I have served on School Committees, School Councils, and other committees.

I believe with my experience, positive attitude, enthusiasm, honesty, and collaborative approach to decision making, I



would be a great candidate to continue working as a member of the Provincial Executive of our Association.

I will work diligently to fulfill the mandate set forth by the membership of this Association. We know the mandate is to address teacher workload, family leave, supervision, inclusion, professional development, and indexing, just to name a few. I believe that it is time teachers see real action being taken on these very important issues.

If I am re-elected to the Executive table, I will continue to be a strong advocate for the teachers of Newfoundland and Labrador.

## Sharon Penney

### Educational Background

BA Ed. (1983), BA (1988), Cert. Crim. (1992), BA.Sp.Ed. (1997)

### Experience

Twenty-seven years teaching experience, the majority of that time has been with Categorical Teaching Units, at all levels.



### NLTA Involvement

- 2010: Bancroft Award winner
- 2009-11: Branch President, Carbonear Branch; School Board-Teacher Liaison Committee (Chair)
- 2008-09: Branch President, Carbonear Branch; School Board-Teacher Liaison Committee (Chair); Communications/Political Action Committee; Attended BGM as delegate
- 2007-08: Secretary, Carbonear Branch; School Board-Teacher Liaison Committee (Secretary); Communications/Political Action Committee
- 2005-07: Secretary, Carbonear Branch; School Board-Teacher Liaison Committee (Secretary); Benefits and Economic Services Committee; BGM
- 2004-05: Secretary, Carbonear Branch; Equity Committee; BGM
- 2003-04: Secretary, Bay Roberts Branch; Equity Committee; School Representative
- 1998-2003: Secretary, Bay Roberts Branch; School Representative; BGM when in session
- 1993-98: Executive, Upper Trinity South Branch
- 1983-93: School Representative

### Statement

My sincerest thanks to the Carbonear Branch for their support of me as a teacher and of my nomination as a candidate for the Provincial Executive.

During my twenty-seven plus years as a teacher I have been actively involved in the NLTA in many roles. My tenure on

various committees at both Branch and Provincial levels has given me an insight into the concerns and needs of the teachers throughout the province, as well as the NLTA's responses, protocols, and procedures for dealing with such needs. I believe that this exposure has allowed me to develop a skill set that will enable me to speak and work effectively on behalf of teachers and to ensure that teacher concerns are at the forefront of our endeavors as an association.

As we head into another round of negotiations it is of the utmost importance that we pursue a full indexing of our pension plan as an integral part of the upcoming collective agreement. It is through gains in this area and through this process that retiring teachers will be guaranteed a respectable standard of living well into their retirement.

With my many years of teaching experience I understand that the actions we take today will impact teachers as they progress through their career and into retirement. It must continue to be our mandate to advocate on their behalf.

At this point in my career, I have the time, energy and enthusiasm required to dedicate myself to the work of the Executive. I eagerly seek your support for election to the Provincial Executive.

## Sandra Quigley

### NLTA Involvement

- 2009-11: Provincial Executive; Chair, Professional Issues Committee; Finance and Property Committee
- 2006-09: Branch President, Lake Melville (Happy Valley-Goose Bay)
- 2000-06: Branch Secretary
- 2003, 2007, 2009: BGM
- 2006, 2010: CONTACT

### Employment History

- 1987- present: Core French/English teacher, Queen of Peace Middle School and Robert Leckie Intermediate
- 1984-86: MUN fieldworker, Mary's Harbour, NL
- 1981-84: Co-ordinator, Native Training and Research Project, Labrador Legal Services, HV-GB

### Education

- 1996: M.Ed. (TFSL) McGill
- 1980: B.A., B.Ed. MUN
- 1975: Stenography Diploma District Vocational School, Corner Brook

I grew up in Corner Brook and moved to Labrador in 1981 where I worked for Labrador Legal Services and Memorial University before entering the teaching profession. Teaching



Core French and English has been both rewarding and challenging. I am dedicated to my career and work hard to deliver a quality education to my students.

I also want to improve the situation of teachers. There are far too many outstanding issues. Inclusion, supervision, PLC's, policies which micro-manage or increase teacher workload are depleting the energies of teachers throughout the province. With increases in workload, we have seen the quality of our personal and professional lives diminish. Equally important is the fact that we are often deprived of our voice and hobbled in the exercise of our professionalism.

Much of this must necessarily be dealt with through collective bargaining. We must seek gains such as guaranteed preparation time, relief from supervision and assured family leave. We must provide opportunities for teachers to participate in this process and give clear and strong direction to those who negotiate on our behalf.

We also need to connect with teachers, strengthen our Association and take advantage of the knowledge, experience and skills of our members. Reaching out to them through the branches, province-wide votes and exchanges of ideas will serve us well in the long run.

Looking outward, the NLTA needs a public relations initiative designed to help the general public and policy makers understand the challenges we face and the great value of the job we perform. This will pay dividends in the end.

I am excited about the opportunities available to us in the next two years and feel confident that I can help move our agenda forward. I want to continue working on behalf of the teachers of Newfoundland and Labrador and ask for your support in April. Thank you.

## Sherri Rose

### NLTA Experience

#### Branch Level:

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

#### Provincial Level:

- 2009-present: Teacher Health and Wellness Committee
- 2007, 2009: Delegate at BGM
- 2006: CONTACT (Images) Planning Committee for Corner Brook
- 2005, 2008, 2009: Delegate at CONTACT
- 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-present: Xavier Junior High (6-9) and Elwood Regional High (10-12) in Deer Lake

### Statement

Dear Colleagues,

It is with great pleasure that I accept the Deer Lake Branch nomination for Provincial Executive. I am currently in my 12th year of teaching and have been actively involved in the NLTA since I became the school representative for Xavier in 2004. Since then, I have seized every opportunity to participate at both the branch and provincial levels. I have gained a great deal of experience in NLTA procedures and operations from Joint Council, BGM, branch and provincial meetings and from the people at 3 Kenmount Road who have listened attentively over the years to my many questions and inquiries.

I love the teaching profession but I have great concern over the many issues that we are currently faced with. To say that our profession is changing and our workloads are increasing, in my opinion, is putting it mildly. We have supervision duty, "may" clauses, leave time issues and a host of other concerns that are talked about daily in our staffrooms. We often work so tirelessly to complete our never-ending list of tasks that we tend to ignore our own health and wellness. We cannot continue to do this. Things must change. We must strive to procure a better tomorrow for ourselves.

I believe in the NLTA. I believe that collectively, we can make a difference. I believe that I can make a difference. I sincerely ask for your support in this endeavor and allow me to put my determination, ambition and passion to work for all of us. (sherrirose51@hotmail.com)

## Gabriel Ryan

### Statement

In November 2011, the NLTA can advise government that it wishes to open contract negotiations and, through Joint Council, our Association will be finalizing priorities for this bargaining session. Year after year, family leave jumps out as an area of our contract that is woefully lacking. We will endeavour once again to remedy this injustice so that teachers may avoid misrepresenting facts and using sick leave to briefly care for a family member



or to take a child to a specialist appointment. Another issue has been clearly enunciated by retired teachers and that is the almost immoral absence of a true pension indexer. Retirees have told Executive in each of my two terms of service that, if we gain nothing else, we should make this our Number One priority. As many retirees live for more than three decades after retiring, their ever-diminishing buying power renders them financially incapable of enjoying their golden years to the fullest. We are all headed there if we are fortunate enough to have good health, so who among us would disagree with protecting ourselves for life.

Of course, there are other issues of importance such as improved maternity benefits, better working conditions, better career advancement possibilities for substitutes and the obvious need for more human resources, more teachers to effectively educate students, especially those most at risk.

Additionally, while salary advancement does not always rank as our most important goal, we must always advocate for fair and just remuneration for the jobs we perform. As well, the whole issue of supervision has to be given due discourse. In 2004, Dr. David Dibbon, a great friend to teachers who left us all too soon, authored a research paper entitled *It's About Time*. His research validated teachers' contentions that our professional plates are overloaded. Examples are school growth and development meetings, IEP meetings, Curriculum Night gatherings, parent-teacher visitation, in-school supervision, and the list goes on. No wonder young teachers are leaving this honourable profession at such a disproportionate and alarming rate.

Friends and colleagues know that I am passionate about teaching and teachers' rights. I will continue to lend my voice to seeking improvements in our working lives. I wish teachers and administrators a wonderful and rewarding school year and I seek the support of delegates at the 2011 BGM so that I may continue to work on your behalf.

Gabriel Ryan (M.Ed.)  
Provincial Executive 2007-11

## Paul Sheppard

- B. Ed. (Elementary) (MUN) (1985)
- Diploma in Learning Resources (MUN) (1986)
- M.Ed. (Literacy) (MUN) (2001)

### NLTA Involvement

- 2002-04: Branch President, Upper Trinity South – Blaketown
- 2002-03: Collective Bargaining Committee
- 2005-11: Branch Executive, Bay Roberts
- 2009-11: School Rep., Holy Redeemer School



### Statement

I appreciate the opportunity to introduce myself as a candidate for Provincial Executive. "Management is doing things right; leadership is doing the right things." (Peter Drucker). Over the past 23 years, I have come to appreciate the many challenges facing the education system in this great province of ours. In order to confront these challenges, great leadership is needed. I strongly believe that the NLTA is confronting the many challenges within our educational system. Whether it is pathways, inclusion or teacher allocation, the NLTA has taken a strong leadership role to ensure that these challenges are for the best interests of the teachers and students involved. But, there are still many challenges facing the educational system today, such as: workload issues, teacher rights, teacher stress, curriculum resources and curriculum changes. I have had the pleasure of meeting and working with so many people who want the same end result; that is to improve the educational system in Newfoundland and Labrador. If elected to the Provincial Executive, I will be a strong advocate for these educational challenges and see that the educational system is one that will provide the best possible teaching and learning environment for our teachers and students.

With my 23 years teaching and many experiences with the NLTA, I strongly feel that I have the experience, interest and dedication to serve on the Provincial Executive. With your help and support, I know that I can be a strong voice for teachers of Newfoundland and Labrador.

## Paula Smith



### NLTA Experience

#### Local Level:

- 2009-present: Past President Landfall Branch
- 2002-09: Landfall Branch President
- 2000-02: Landfall Branch Vice President
- 2002-04/2008-09: School Board-Teacher Liaison Committee

#### Other Branch Executive Positions:

- School Representative
- Professional Development Officer
- Communications Officer

#### Provincial Level:

- 2009-present: Provincial Executive Council; Group Insurance Trustee; EAP Coordinating Committee
- 2007-09: Curriculum Committee
- 2005-07: Professional Issues in Teaching Committee
- 2003/2005/2007/2009: BGM delegate
- 2001/2006/2007: CONTACT delegate

**Qualifications**

- M.Ed. (Literacy) – MSVU (1992)
- B.Sp.Ed. – MUN (1987)
- BA.Ed. – MUN (1984)

**Teaching Experience**

- 2009-present: Numeracy-Literacy Support/Instructional Resource
- 1990-2009: Primary Teacher (Grades K-3)
- 1984-1990: Special Services (Grades 1-8)

**Colleagues,**

I appreciate the opportunity once again to offer myself as a candidate for Provincial Executive Council. Throughout my career, I have taken an active interest in our Association and have been involved in various capacities before being elected to Provincial Executive at the 2009 BGM. To say the past two years have been a learning curve would be an understatement, but one that I have thoroughly enjoyed. Listening to the multitude of issues brought forth such as workload, inclusion, supervision, pension indexing, and assessments and making informed decisions that affect teachers province wide has given me the motivation to seek re-election for another term.

During the next term of office our Provincial Executive will be heavily involved in collective bargaining, more specifically the development and presentation of opening proposals as we begin to open negotiations during the next school year. These priorities will be developed by the Collective Bargaining Committee from submissions by the membership. Personally, I feel workload will remain the top priority for our Association. For those of us who have been teaching as long as I have, teaching has not become easier, if anything, the demands and challenges on our professional and personal lives have increased with the continuous evolution of our profession. Whether it is the beginning, middle, or latter stages of our careers, we need to find that personal and professional balance for a healthy lifestyle.

With my extensive teaching experiences for the past 27 years, I feel I can continue to contribute my dedication, experience, and interest on the current issues to the Executive table. I thank you once again for your consideration and look forward to discussions at BGM 2011 as I seek your support for re-election.

pgsmith@nf.sympatico.ca

**Sean Weir**

Before I begin, I would like to take this opportunity to thank the teachers of the Coastal Labrador South Branch for my nomination for the Provincial Executive. As well, I am sending a heartfelt thanks to my partner, Mary, for her unending support in everything that I do.

I was born in 1970, and raised in Mount Pearl, NL. Much of my youth and early adulthood was spent on the rinks and fields in, and around, the metro St. John's area. Although my athletic abilities never brought me any professional contracts, they did reward me in a more profound way. Upon reflection, I think that those activities developed my leadership skills, and made me an excellent "team player."

Professionally speaking, I graduated from Memorial University in 1995 with a B. Ed. (Elementary). Having completed a concentration in French, I began the process of getting my foot in the door of the old Avalon East School Board. After four years of substituting, the door never opened. So, I took a job in Port Hope Simpson, Labrador, and have been there ever since.

After moving to Labrador, I became involved in the NLTA. I have served as a School Representative, Branch Vice-President, and Branch President for the past four years. I have sat on the Labrador Benefits Negotiating Committee and chaired the School Board-Teacher Liaison Committee for the Western School District. Also, I have attended numerous Joint Council Meetings and two BGMs. Through all of this, I have become an advocate for teacher rights, and I never miss an opportunity to push our agenda.

Regarding issues in education, I have experienced most of them personally, and certainly have heard about all the rest. These range from hiring practices to teacher leave, and from teacher workload to travel issues. Some of these affect certain individuals more than others, but I am confident that we can identify those which pertain to us all, and make those the true focus of our efforts.

Lastly, I have a vested interest in teaching/learning, and with only eleven years of experience, I will be around, God willing, for some time. Furthermore, I want to be in a profession where we can do the jobs that we were trained to do, be treated respectfully, and still have the strength, at the end of the day, to participate fully in family life. My question is... do you?

Thank-you.

## Jeanne Williams

B.A., B.Ed., Dip. Adult Ed, Dip. IT,  
M.Ed (IT)



### NLTA Commitment

- NLTA Provincial Executive 2005-11
- Chair – Equity Issues Committee
- Educational Leave Committee
- Chair – Curriculum Committee
- Deferred Salary Leave Committee
- Professional Issues in Teaching Committee
- Finance and Property Committee
- School Board-Teacher Liaison Committee Eastern Region
- 14 years Branch Executive Member – Conception Bay Centre and Landfall
- Attended Convention since 1991
- CONTACT Delegate – 4 years

### Teaching Experience

19 years Classroom Teacher Grades 5 to 12:

- St. Bernard's Elementary, Witless Bay
- Discovery Collegiate High School, Bonavista
- Roncalli Central High, Avondale

### Election Statement

In 1890 a small group of teachers planted the seed of an Association that would represent teachers, defend their rights and advocate for their professionalism. In the 120 years since then, and because of their foresight and determination, our Association has continued to strive to meet the evolving needs and issues facing teachers.

Challenges still face us as an association today. We face the challenge to make inclusion work. We face the challenge to meet curriculum outcomes while dealing with the myriad demands in the classroom. We face the challenge to balance work life with personal life.

Probably the greatest challenge is believing in our own professionalism and in our right to professional working conditions. Professionalism means supporting those who say NO to unreasonable demands. It means supporting colleagues (many of whom we have never met) as they face challenges. If we are to do our job as professionals; if we are to give our professional best to our students, then we must be willing to demand the professional conditions we need to do our work.

We need to continue planting the seeds of professionalism within teachers – a professionalism which not only makes speaking out for our professional needs acceptable, but a requirement. We must seek change with the conviction of the professionals we are.

We need experience on Provincial Executive to push for the resources, time and respect we deserve as professionals. I have that experience, I have the conviction and I have the determination to stand up for what you and I need. Should you entrust me with your support I will promise to do everything in my power to continue to cultivate the seed planted 120 years ago.

# Resolutions to Convention 2011

## Category A: Professional Development

### Resources for Physical Education Teachers

1. That the NLTA seek to have the government provide teachers with curriculum guides for Physical Education 3100 and 3101. **(Physical Education Council)**

**Explanatory Note:** The 3100 and 3101 courses have been two of the mandatory physical education options for graduation requirements since 2007. However, at this point teachers have only the outcomes for the courses. There has been much work completed on these courses at the Department of Education but these curriculum documents are still not available through the Department of Education's LRC or online.

### Post-Secondary Degree Classification for Physical Education Teachers

2. That the NLTA seek to have Memorial University's Faculty of Education redefine the degree classification received by Bachelor of Physical Education/Bachelor of Education graduates from a "high school" degree to a "K-12" degree. **(Physical Education Council)**

**Explanatory Note:** Compounding this issue is that B.P.E./B. Ed. graduates are classified as intermediate and secondary trained. Therefore they are not considered best "suited" to teach primary/elementary even though they have a primary/elementary methods course as well as practical teaching experience in the primary/elementary setting even before they graduate from the physical education program and move on to the Education program.

### Maintenance of Physical Education Fitness Equipment

3. That the NLTA seek to have the employer hire staff responsible for the maintenance of fitness equipment. **(Physical Education Council)**

**Explanatory Note:** Seven years ago there was an infusion of government funding for physical education equipment. The first round of money was provided for schools to purchase exercise equipment for wellness rooms to support the new junior and senior high physical education curricula. The second round provided primary and elementary programs with money to purchase equipment for their programs.

Presently the problem facing most schools is that this equipment is now in need of repair or replacement. This issue

of maintenance was foreseen but not provided for in future education budgets. Teachers are faced with trying to meet curriculum objectives without required resources. School instructional budgets are not sufficient to provide for maintenance needs, particularly in smaller schools where the budgets are already stretched thin.

Hiring staff responsible for the maintenance of fitness equipment would be similar to the reality that staff had to be hired to maintain computers in our schools. Similar to computers, the fitness equipment is used by all students of the school and is required to meet curriculum outcomes.

### Teacher Appraisal Policies

4. That teacher appraisal policies in school boards not include surveys of parents and students. **(Appalachia)**

**Explanatory Note:** Some teachers fear that in an effort to please students and parents and to receive "good" comments on such surveys, best teaching practices may be compromised.

### Professional Development Fund

5. That the NLTA's Professional Development Fund be extended to provide funding for in-province professional development. **(Music Council)**

**Explanatory Note:** Currently there is grant money for out-of-province travel. However, a number of professional development opportunities are held each year by special interest councils that members cannot attend because of the expense of travel and registration. We ask that the NLTA commit funding to assist members in attending professional development opportunities within the province. As with the current grant for out-of-province travel, we seek that the NLTA provide the same funding structure for in-province grants: travel and registration up to 75% of the total cost of the conference and no more than \$500.

## Category B: Association

### Questions for Provincial Executive Candidates

6. That as part of the electoral process for Provincial Executive, candidates for Provincial Executive state, in writing, their positions on questions developed by the Electoral Committee, such responses to be circulated to

delegates to BGM prior to the election. **(Clarenbridge)**

**Explanatory Note:** This would provide more information to delegates on the position of candidates on issues important to the members of the Association.

#### School Representative Seminars

7. That the tri-annual school representative seminars be open to school representatives and other interested members. **(Lake Melville)**

**Explanatory Note:** This seminar provides a wonderful overview of our Association and would likely increase member involvement and interest. (Those who attended this year said it was very informative and extremely enjoyable). If we want people to become involved, we should reach out and make it possible for more people to attend.

#### Group Insurance

8. That the NLTA pursue with government a provision in the health plan that the government would cover the cost of mobile laboratory services. **(Humber)**

**Explanatory Note:** This would be a cost saving measure for the government in terms of substitute time and sick leave.

## Category C: Benefits & Economic Services

#### Mid-Career Financial Planning

9. That the NLTA develop a policy which will see a one-day planning session made available for all teachers after their 14th year (similar to the current pre-retirement seminar) to provide information for financial planning, such session to occur during the regular work day and week with paid leave provided. **(Appalachia)**

**Explanatory Note:** Teachers continue to speak positively about the pre-retirement seminars, but they wish that such information was presented much earlier in their career.

#### Workload for Student Support Services Teachers

10. That the NLTA survey all teachers, prior to the end of October 2011, to determine how recent and current changes in Student Support Services have impacted on their workload with the results of this survey to be included in the consideration for the opening package for negotiations. **(Appalachia)**

**Explanatory Note:** This survey will include questions specific to Inclusion, changes in the Teacher Allocation model, changes to the IEP process, changes to Pathways 2 and 4 programming and changes to current required SSS documents at the Department and Board level. In addition, now that some schools have adopted inclusionary practices officially, there is teacher confusion around appropriate comments for student report cards as well, and these challenges need to be part of the survey.

#### Lead Teacher for Student Support Services

11. That the NLTA negotiate for the recognition of a Lead Teacher position for Student Support Services in every school, regardless of enrolment. **(Appalachia)**

**Explanatory Note:** Expectations for Lead Teachers in Student Support Services have become quite demanding with recent changes in departmental policies/procedures. The recognition of this position in each school is quite warranted.

12. That the NLTA negotiate for a bonus to be paid for the Lead Teacher for Student Support Services. **(Appalachia)**

**Explanatory Note:** Once this position is identified in each school then the appropriate bonus must be paid to that individual.

#### Paid Leaves

13. That the NLTA negotiate with government to have one "shall" leave day added to the collective agreement that will serve the same purpose as annual leave for other government employees. **(Appalachia)**

**Explanatory Note:** Many other government employees have multiple days available to them in this category.

14. That during the next round of negotiations a teacher be granted five (5) days of leave to deal with the birth or adoption of a child. **(Humber)**

**Explanatory Note:** The allocation of days for the birth or adoption of a child should be removed from 18:03 and a new article negotiated.

15. That the NLTA negotiate five personal leave days for teachers. **(Hamilton Sound)**

**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.

16. That teachers have one full school day during reporting period to complete report cards, such day to be without students present and to occur once per term. **(Marconi)**

**Explanatory Note:** During reporting period teachers are expected to continue all normal responsibilities including teaching, planning, supervision, attending meetings, etc. and do all report cards at home after hours. This is a very stressful and unreasonable situation which impacts negatively on teachers and their families.

#### Teacher Allocations for French Immersion

17. That the NLTA enter into discussions with the Department of Education to have French Immersion as a separate teaching unit allocation. **(Appalachia and School Administrators' Council)**

**Explanatory Note:** This idea is especially pertinent in schools with multiple classes at a grade level that includes French Immersion. If a small French Immersion class exists then the

remaining students at that grade could have cap sizes exceeded without the overall cap at that grade being exceeded. For example, an elementary school may have 70 students in Grade 6. This gives an average class size (for 3 classes) of 23.3 students. However, if there are only ten FI students, then the average class size in the remaining two classes would be 30. (**Appalachia**)

Previous submissions have been made to the Department of Education on this item. (**School Administrators' Council**)

### Pension Indexing

18. That all current teachers as well as those who signed the 1998 contract receive pension indexing as soon as possible.

(**Humber**)

**Explanatory Note:** The cost of living continues to increase. Pensions are fixed and retired teachers struggle financially with ordinary day-to-day expenses.

19. That NLTA negotiate improvements to Schedule D – Memorandum of Understanding re Pensions of the Collective Agreement. (**Hamilton Sound**)

**Explanatory Note:** The current formula for pension indexing is not practical or realistic. Teachers must avail of pension indexing during the year they retire. The NLTA must develop a plan to ensure that some type of pension indexing is secured during this round of negotiations.

### Teacher Preparation Time

20. That the NLTA negotiate an increase to teacher preparation time. (**Hamilton Sound**)

**Explanatory Note:** The expectations for teachers to participate in non-curricular activities are overwhelming. With a demanding workload teachers are sacrificing their personal time to prepare lessons. Teachers must be guaranteed 20% preparation time per day. This will translate to one prep period a day, thus helping to offset the workload issue.

### Administrative Allowances

21. That NLTA negotiate an increased administrative bonus package that ensures parity with counterparts in Atlantic Canada. (**School Administrators' Council**)

**Explanatory Note:** The administrative bonus applies to principals and vice-principals. An online survey of SAC members in March 2010 revealed that 75% of SAC members surveyed wanted an enhanced monetary compensation package. On September 1, 2007, a collective agreement comparison of the NLTA Provincial Collective Agreement and other Atlantic provinces collective agreements showed 28.3% to 47.9% less in the administrative allowances for Newfoundland & Labrador administrators. Some gains were garnered in the last provincial collective agreement in September 1, 2008 but a significant gap still remains.

22. That the NLTA work to lower from 35 to 25 the class size definition which is embedded in Department of Education policy. (**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 that school administrators have responsibility for, 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.

### School Administrators

23. That the NLTA negotiate days off in lieu of time worked during the summer for school administrators with up to a maximum of five days to be taken during the school year to compensate for the time worked during the summer recess. (**School Administrators' Council**)

**Explanatory Note:** Eighty-one percent of 273 administrators and program specialists surveyed March 29, 2010 indicated that they work for two or more weeks during the summer holidays, for which no compensation was received. 17% of 273 administrators surveyed work three weeks or more every summer for no financial compensation. Days off in lieu is currently in other collective agreements across Canada, specifically, the Nova Scotia Collective Agreement, Articles 25.12 & 25.13 which recognizes that school administrators may have to work additional days over and above the regular school year. Article 25.13 states, "Supervisory personnel who work more than one hundred and ninety-five (195) days pursuant to Article 25.12 shall be granted time off...to a maximum of five (5) days to compensate for time worked." Further, a 2008 SAC survey indicated that 70% of school administrators work 100-125 hours during the summer break.

24. 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 & Labrador. Currently, 1-74 pupils = 0.50 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.

25. 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 Article 50.05 stipulating mandatory coverage for a work day for the principal or vice-principal.

#### **Fitness Bonus/Incentive for NLTA Members**

26. That the NLTA negotiate a fitness bonus/incentive for all NLTA members. **(School Administrators' Council)**

**Explanatory Note:** Wellness is an issue for all NLTA members. Receipts could be forwarded to the school district for reimbursement of membership fees to fitness centres, ski passes, golf memberships, swimming lessons, etc. so that the employer promotes a balanced lifestyle for its employees.

#### **Compensation for Unused Sick Leave**

27. That NLTA members who use fewer sick days be financially compensated. **(School Administrators' Council)**

**Explanatory Note:** Wellness continues to be an issue for all NLTA members. SAC promotes healthy living for each NLTA member and as an incentive, the number of sick days remaining per individual would be calculated into a financial bonus at the end of each school year or at the end of a teacher's career.

#### **Class Size Maximums for Music and Physical Education**

28. That the NLTA seek to have government apply class size maximums to all classrooms including music, physical education, art, technology, etc. **(Music Council)**

**Explanatory Note:** Some schools in this province have combined classes for music and physical education where two or three streams are combined and, in some cases, have up to 70 Grade 3 students in classroom music. These numbers create many concerns for both teachers and students. Classroom instrumental resources do not allow all students to be on task at the same time, therefore, curriculum outcomes cannot be met, not to mention the question of how evaluation would take place. This also means the music education is not equal across the province as the quality of instruction in a 70-student classroom as opposed to a 23-student classroom is not comparable. Allowing this many students in a classroom situation shows that our government is not concerned with providing students in this province with a quality music education. The government has taken an interest in language and math class sizes; classroom music shouldn't be any different.

#### **Hiring Physical Education Specialists to Teach Physical Education**

29. That the NLTA change the suitability clause of the collective agreement to include specialists. **(Physical Education Council)**

**Explanatory Note:** Generalist teachers and teachers with a primary/elementary degree with a six course concentration in physical education have been hired for positions requiring 50% or more of the assignment in physical education. The suitability clause in the collective agreement does not provide for the

hiring of specialists. We find the lowest percentage of physical education specialists at the primary/ elementary level which is of grave concern as this is the stage at which the basis for all future movement occurs.

#### **Program Specialists for Physical Education**

30. That the NLTA seek to have the school boards hire Physical Education Program Specialists or Itinerants and that these positions be filled by physical education specialists. **(Physical Education Council)**

**Explanatory Note:** Program Specialists perform many duties on behalf of the almost 500 Physical Educators in Newfoundland and Labrador that cannot be adequately addressed in the absence of such a position, nor without the specialized knowledge required in our field:

- PE Specialists at the district level serve as the contact person for the Department of Education around curriculum development, piloting and commencement or roll out.
- They are the district's connect to all schools within their respective board.
- A PE Program Specialist can ensure informed policy and that information about best practice for safety in physical activities is available to PE teachers
- A PE specialist can help ensure adequate training for teachers and supportive policy to keep students safe when participating in outdoor activities.
- With so many non-PE specialists within our system, having a leader to teach, support and guide them is vital.
- Some of the duties of a Physical Education program specialist might include: school visits to support PE teachers around curriculum, creating initiatives to support healthy active students, professional development, supporting Quality Daily Physical Activity, everything under the umbrella of School Sports Newfoundland and Labrador – coaching conduct and a liaison for tournament information.
- In light of the evidence around childhood overweight/obesity issues, inactivity, diabetes, increased screen time, etc., there is a strong need to have leadership at the district level to initiate change, and to get the message out about the importance of leading an active, healthy lifestyle.
- A PE specialist can be an important connection for regional health authorities and provincial health authorities.
- A PE specialist is an asset when it comes to connecting various other curricula with physical activity to help reach those students who best learn through movement.

Many school boards do have a program specialist with responsibility for PE, but this is one of the many hats that they must wear and often they may not have a background in Physical Education. Therefore, the program specialist should be a person trained in Physical Education so that they may bring their expertise to the position. This would then translate into a Program Specialist who is able to provide professional development rather than act as a facilitator to PD in an area with which they are unfamiliar.

# Proposed NLTA By-Law Changes

Three proposed changes to the NLTA By-Laws from branches meet the voting requirements for the 2011 BGM. One change results from a Notice of Motion for By-Law Change submitted by the Appalachia Branch to the 2009 BGM and the remaining two were changes submitted by the Lake Melville Branch prior to the deadline for receipt of by-law changes. In addition, there is one by-law change being recommended by the Provincial Executive.

[Note: Throughout this memo additions appear in **bold** print and deletions in ~~strikeout~~.]

**In considering these proposed by-law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.**

## 1. RESOLUTION 29 FROM THE 2009 BGM RE ASSOCIATION FEES (APPALACHIA BRANCH)

### Motion from the Branch:

That the NLTA charge a flat union fee instead of it being on a percentage basis of salary.

### Wording of Appropriate By-Law Changes:

That, effective September 1, 2011, By-Law III. – Active Membership be amended as follows:

“C. Dues

- (1) For teachers who hold active membership under By-Law III.A.(1), (2), (3), (6) and (7), the annual dues for each member shall be ~~1.25 percent of his/her salary including bonuses;~~ **\$841.00** with ~~0.1~~ **eight (8)** percent placed directly into the emergency fund.
- (2) **Notwithstanding C.(1),**
  - (a) **Teachers employed on a part-time basis shall pay that portion of the annual dues which is in proportion to the part of salary received, and**
  - (b) **Teachers who hold active membership under By-Law III.A.(7) and who are not in receipt of salary shall have their fees waived.**

(23) Teachers on Leave of Absence or Pursuing Studies as

per By-Law III.A.(4) shall pay the following dues:

(a) Teachers on sabbatical/educational leave and receiving salary shall pay the **regular proportional part of NLTA dues** on the ~~proportional part of~~ salary received.

(e) Teachers on Sick Leave and receiving regular sick leave benefits ~~from the Department~~ shall pay the regular NLTA dues ~~on the proportional part of salary~~ received.

- (34) Substitute teachers shall pay ~~1.25 percent on annual salary earned~~ **1/195 of the annual dues per day of substitute teaching**, with ~~0.1~~ **eight (8)** percent placed directly into the emergency fund.”

### Rationale from the Branch:

We, as an Association, are all receiving the same services, so we should all pay the same flat rate.

### Recommendation from Provincial Executive: DEFEAT

**Rationale for Executive’s Recommendation:** A percentage fee is a fairer method of collecting fee income from members. It is based on income, i.e. ability to pay, and fits under the general descriptor of a “progressive tax” as it represents equity based on that ability to pay. This is as opposed to a fee for services provided which charges the same for all regardless of income level.

Other reasons why Executive recommends defeat of this proposal, and supports the current percentage fee structure, include:

- A change to a flat fee would mean a significant fee increase for new teachers at the lower end of the salary scale and a significant savings for those at the upper end. This is unfair based on the “ability to pay” principle.
- Those organizations which have a flat fee have a significant difficulty in adjusting the fee at their AGMs when an increase is needed to meet rising costs, as a vote is required to increase the fee each time.
- With a percentage fee, the Association’s financial situation is a reflection of that of its members, i.e. an increase in teacher salaries means an increase in Association revenues.
- With the change in the percentage fee in 2005, the

Association's Emergency Fund has seen significant improvement with the principal having nearly doubled in that time.

- A percentage fee provides equity over a teacher's career, as every teacher starts with the lower dollar fees based on the lower salary and finishes their career at higher salaries and thus higher fees paid.
- When the Association bargains for salary increases, these are not sought in dollar amounts, but are a percentage of income. Thus, those at the higher end of the salary scale receive a greater dollar increase than those at the lower ends. These percentage increases are seen as equitable and the same principle should be applied to the fees which a member would pay to the Association.

**2. DATE OF PROVINCE-WIDE ELECTION FOR NLTA PRESIDENT AND VICE-PRESIDENT (PROVINCIAL EXECUTIVE)**

**Motion from Provincial Executive:**

That the NLTA By-Laws be amended to have the province-wide election for President and Vice-President held on the first Tuesday in December in the year prior to the year of the expiry of the term of office for that position.

**Wording of Appropriate By-Law Change:**

That By-Law XV.A. – Elections be amended to read as follows:

“Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under section B. of this By-Law, ~~in the first week of February~~ **on the first Tuesday in December** in the year **prior to the year** of the expiry of the term of office for that position. Election information will be published in ~~a~~ **The Bulletin** at least one month prior to the date of the elections.”

**Recommendation from Provincial Executive: CARRY**

**Rationale for Executive's Recommendation:** When the province-wide election for NLTA President and Vice-President took place for the first time in 2003, the election was held in May. However, concerns were expressed that the BGM would be ending without delegates and teachers knowing who would be President for the next two-year term, so a further by-law amendment was made at BGM 2003 to move the date of the election to February. However, candidates have consistently expressed concerns about the difficulty of campaigning, traveling and visiting schools during January and early February, the busiest part of the campaign. Moving the election date to early December will give candidates over two months to campaign during the Fall when the weather is more conducive to travel. It will also provide for a shorter campaign period as the campaign will naturally not start until a few weeks after teachers are in their schools following school opening in September and would

still provide ample opportunity for the membership to become familiar with the candidates.

**3. NOMINATION DEADLINE FOR PRESIDENT AND VICE-PRESIDENT TO COINCIDE WITH THE DEADLINE FOR PUBLICATION OF CANDIDATE INFORMATION IN THE BULLETIN (LAKE MELVILLE BRANCH)**

**Motion from the Branch:**

That nominations for the positions of President and Vice-President of the NLTA precede the deadline for publication of candidate information in the Election edition of *The Bulletin*.

**Rationale from the Branch:**

The election edition of *The Bulletin* is the main source of election information for teachers. If the purpose of publishing a Bulletin is to inform the membership of the candidates who are seeking election, then all the candidates should be represented in that publication. Teachers read *The Bulletin!* They rely on this professional journal to inform them of pertinent information about the election. Those who wish to hold the top positions in our organization should be required to submit their election statements in time to be published. Because we have a province-wide election, all members may not get the chance to meet the candidates in person. We owe it to them to supply as much information as possible in a timely fashion and that means in *The Bulletin*.

**Wording of the Appropriate By-Law Changes:**

That By-Law XII.A. (3) and (4) and B. – Nominating and Election Procedures for Officers be amended to read as follows:

- “A. Any member of the NLTA in good standing, is eligible for nominations and election to the office of President or Vice-President providing:
- (3) That the Electoral Committee, as appointed under By-Law XV.B., receive nominations for the office of President and Vice-President up to ~~thirty (30) days~~ **two months** before the date of the election. Such nominations must be accompanied by **a short biographical sketch, a photograph, an election statement** and a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.
- (4) Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee, as appointed under By-Law XV.B., within two weeks of receipt of

each nomination. For publication in *The Bulletin*, a nomination, a short biographical sketch and an election statement must be postmarked not later than the date which is two months prior to the date of the election:

- B. Photographs and information on candidates referred to in XII.A.(4) (3) must be published in *The Bulletin* at least one month prior to the date of the election.”

**Recommendation from Provincial Executive:**

*Please note that since the Provincial Executive will not meet until March 9-10 to discuss recommendations on these proposed by-law changes, the Executive recommendation and rationale on these proposals will be forwarded to branches following the meeting.*

**4. CHANGE OF DATE FOR PROVINCE-WIDE ELECTION AND LIMITATION ON CAMPAIGN PERIOD (LAKE MELVILLE BRANCH)**

**Motion from the Branch:**

That the province-wide vote for President and Vice-President be held in the month of May, with the campaign period for these positions to begin two months prior to the election date as chosen by the Electoral Committee.

**Rationale from the Branch:**

For the past several years the province-wide vote has been held in the month of February. Some candidates find the length of time on the campaign trail to be taxing. Therefore, limiting the formal campaign period to two months should lessen the strain on candidates while also giving time for *The Bulletin* to be published and teachers to focus on the election for a concise period of time. Many members find that the present system with campaigning from September to February rather long and drawn out.

Also, given the by-law change passed at last Convention, wherein the President and Vice-President may opt to run for a second term, consideration should be given to the timing of the election. In particular, should the incumbent not be re-elected, there will be a period of 6-7 months when s/he would be in the office without the confidence of the membership. This could adversely affect our position with government especially when contract negotiations are ongoing. Having the election later in the year would be the better option in terms of the time span between the election and installation of the President.

**Wording of the Appropriate By-Law Changes:**

- a) **Change of Date for Province-Wide Election**

- i) That By-Law XV. – Elections, Section A., be amended by replacing the word “February” with the word “May” and by replacing the word “a” before the word “Bulletin” with the word “The” and read as follows:

“Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under section B. of this By-Law, in the first week of ~~February~~ **May** in the year of the expiry of the term of office for that position. Election information will be published in a **The Bulletin** at least one month prior to the date of the elections.” and

- ii) That By-Law XII. – Nominating and Election Procedures for Officers, Section D.(6) – Balloting, be amended by adding the words “newly elected” before the word “Executive” and read as follows:

“In the event of a tie on a ballot with only two candidates, a vote of the **newly elected** Executive Council will decide the issue.”

**Recommendation from Provincial Executive:**

*Please note that since the Provincial Executive will not meet until March 9-10 to discuss recommendations on these proposed by-law changes, the Executive recommendation and rationale on these proposals will be forwarded to branches following the meeting.*

- b) **Limitation on Campaign Period**

That By-Law XII. – Nominating and Election Procedures for Officers be amended by adding a new Section C. to read as follows:

**“Candidates shall not undertake any campaign activities before the date which is two months prior to the date of the election.”**

with the remaining sections of the by-law to be re-lettered.

**Recommendation from Provincial Executive:**

*Please note that since the Provincial Executive will not meet until March 9-10 to discuss a recommendation on this proposed by-law change, the Executive recommendation and rationale on this proposal will be forwarded to branches following the meeting.*

## Delegates and Funded Alternates to the 2011 BGM

Branch/Council	Delegate Name(s)	Funded Alternate
Appalachia	Truman Greenham, Terry Ball, Reg Thorne	
Aurora	Tom O'Rielly	Charmayne Rumbolt
Baccalieu	Maureen Doyle-Gillingham	David Penney
Baie Verte Peninsula	Roxie Snow	Phyllis Martin
Bay d'Espoir	Connie Willcott	Jerry Smith
Bay Roberts	Clarence Mercer, Paul Sheppard, Kevin Mercer	
Bell Mer	Paul May	Dan Smith
Belleoram-Wreck Cove	Derrick Baker	Grace Sheppard
Bremco	Hollis Cull	Mary Foley
Burgeo	Wayne Vivian	Chris Byrne
Burin-Marystown	Michael Vivian, Allison Murley	
Carbonear	Sharon Penney, Kelly Loch	
Churchill Falls	<i>(delegate name unavailable at time of printing)</i>	<i>(unavailable at time of printing)</i>
Clarenbridge	Art Winsor, Carol Budgell, Cheryl Barrett	
Coastal Labrador South	Sean Weir	Bonita Rumbolt
Conception Bay Centre	Peggy Dunphy	<i>(unavailable at time of printing)</i>
Conception Bay South	Kim Bourgeois, Verna Hancock, Paul Edwards, Donna Reddick, Joanne Vaters	
Deer Lake	Sherri Rose, Cheyanne Biggin	
Exploits Valley	Rick Duffy, Paul Moore <i>(remaining delegate name unavailable at time of printing)</i>	
Fogo Island	Dawn Payne	Jane March
Ganova	John Goobie, Alice McCarthy, Lana MacLellan	
Granforline	Glenn Rogers	Dale Parsons
Green Bay	Keith Russell	Jerry Weir
Hamilton Sound	Craig Hicks	Darren Goodyear
Harton	Bill Snook	Dominic Ricketts
Humber	Bill Chaisson, Linda Chaisson, Darren Hutchings, Glenn MacArthur	
Ingornachoix	<i>(delegate name unavailable at time of printing)</i>	<i>(unavailable at time of printing)</i>
Labrador West	Sandy Crowley, Ruth Follett	
Lake Melville	Janet Byrne-Turpin, Kerry Matthews	

Branch/Council	Delegate Name(s)	Funded Alternate
Landfall	Heather Rice	Maria Penney
Long Range	Marie Vaters	Clement Reid
Marconi	Brenda Beresford, Wayne Barry, Mary Jane Maloney, Brian Whitty, Chesley West <i>(remaining delegate names unavailable at time of printing)</i>	
Northern Light	Elaine Halbot	Maurice Smith
Notre Dame	Craig Tucker, Peter Bursej	
Nutak Labradorimi	Paul Dawe	<i>(unavailable at time of printing)</i>
Placentia	Melvin Critch	William Sellars
Port aux Basques	Colin Short	Tuesday Seymour
Rameaux	Lisa Hare-Walsh	Verna Hatcher
Rushoon-Terrenceville	Patrick Whiffen	Lee Masters
St. John's Centre	Colleen Martin-Ward, Christina Cox, Jamie Jenkins, Keith Hollahan	
St. Mary's Bay	Patti Corcoran	<i>(unavailable at time of printing)</i>
Seagaulher	Jonathan Skinner	Derek Hunt
Southern Shore	Mike Schulz	<i>(unavailable at time of printing)</i>
Table Mountain	Sara Crocker	Heather Brake
Taylor's Brook	Natalie Jackson	James Davis
Trinity-Deadman's Bay	<i>(delegate name unavailable at time of printing)</i>	<i>(unavailable at time of printing)</i>
Trinity, T. Bay	Earle Pike	Neal Tremblett
Upper Trinity South	Kim Siegfriedt	<i>(unavailable at time of printing)</i>
Waterford Valley	Kimberly Fifield, Karen Doyle, Kelly Lucas, Marnie Sinnott, Debra Sparkes-Mercer, Joe Santos	
Primary/Elementary SIC	<i>(delegate name unavailable at time of printing)</i>	
Intermediate SIC	<i>(delegate name unavailable at time of printing)</i>	
Modern Languages SIC	Gennita Bartlett	
Music SIC	Sarah Smith	
Counsellors & Psych. SIC	<i>(delegate name unavailable at time of printing)</i>	
Physical Education SIC	Kellie Baker	
Special Services SIC	Keith Adey	
School Administrators SIC	Robert Matthews	
Technology Education SIC	Thomas Sheppard	



**Newfoundland and Labrador Teachers' Association**