

bulletin

Convention 2017



**Maureen
Doyle-Gillingham**



Derek Drover



Kevin Flynn



Craig Hicks



Jamie Jenkins



Kelly Loch



Donna Reddick



Gabriel Ryan



Joseph Santos



Colin Short



Sean Weir



Chesley West

Biennial General Meeting 2017

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2017, will take place April 18-21 at the Sheraton Hotel Newfoundland in St. John's. Approximately 109 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 2017-19 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

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

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

Dr. Eva Oberle will also give a keynote address entitled *It's all about relationships: Strategies to buffer children as well as educators from stress, and promote health, wellbeing and success in schools*. Dr. Oberle is 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. She 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).

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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Candidates for Executive

Maureen Doyle-Gillingham

NLTA

- Provincial Executive
- Member Joint Council
- BGM/CONTACT Delegate
- Educational Leave Committee/
Finance and Property Member
- Ad Hoc Committee Province-wide Voting
- Chair/Member – Curriculum Committee
- Baccalieu Branch School Member, Representative, Treasurer,
Secretary, President
- Bay de Verde Branch Member
- School Board-Teacher Liaison Committee

Education

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

Experience

- Instructional Resource/Career Development Teacher,
Baccalieu Collegiate
- Substitute Teacher

Dear Colleagues,

It is with great pride and commitment that I accept the nomination from the Baccalieu Branch of the NLTA for the upcoming Provincial Executive. I would like to extend a sincere thank you to all the BGM delegates of 2015 who supported me. I have enjoyed my term on the Provincial Executive and have worked diligently to communicate teachers' concerns at the table. I have been a strong advocate for teachers and have helped promote positive change in education. I have continued to hear that many great things are happening in our schools and teachers are at the forefront. I also listen with intent when teachers voice some of their concerns, issues and frustrations! We all need to remember that much more needs to be done and that we need to keep moving forward! As President Dinn wrote in *The Bulletin*, "Our trek never seems to come to an end." It is with this in mind that I offer myself again for the next Provincial Executive.

Throughout my entire teaching career I have taken a keen interest and an active role in the NLTA. Being involved with



the NLTA has been very rewarding and an eye-opening experience. No matter where we are located, no matter what our job description is – teachers in Newfoundland and Labrador are faced daily with a multitude of issues. Workload, inclusion, resourcing, allocation model, and mental health are but a few. Teachers need the time, resources and understanding to do what we are trained/employed to do – teach. We need to concentrate on teaching our most valuable resource, our children! With confidence and conviction we need to stand tall and collectively work together as a group for the advancement of education in Newfoundland and Labrador.

During the last BGM I asked for your support and with gratitude, was elected to the Provincial Executive. I humbly ask for your support again and pledge to continue to work diligently on your behalf. I still believe Aesop and his wise words, "In Union there is strength."

Thank You.

Derek Drover

NLTA Experience

- Member of Provincial Executive (2007-09, 2009-11, 2011-13, 2013-15, 2015-present)
- Table Officer (2010-11, 2011-13, 2013-15, 2015-present)
- Ad Hoc Committee on Policy Review (2016-present)
- Canadian Teachers' Federation AGM Delegate (2011, 2012, 2013, 2014, 2015, 2016)
- Council of Atlantic Provinces Teacher Organizations (CAPTO) AGM Delegate (2011, 2013, 2014, 2015, 2016)
- Teacher Certification Committee (2015-present)
- Participant, DEECD Graduation Requirements Focus Group (2015)
- Chairperson, Staff Negotiations Committee (2013-present)
- Education International 7th World Conference (2015)
- Membership Engagement Committee (2014-present)
- Chairperson, Pooled Investment Committee (2010-11)
- Finance & Property Committee (2009-11)
- Group Insurance: Trustee (2007-09); Chairperson (2009-11)
- International Foundation's Annual Canadian Employee Benefits Conference (2008, 2009, 2010)
- NLTA Representative, Education Forum of the Rural Secretariat (2009)



(cont'd)

(D. Drover cont'd)

- Chairperson, Employee Assistance Program Coordinating Committee (2007-09)
- International Foundation's Trustees 2 Group Benefits Course (2008)
- Seagaulher Branch: President (1999-2007), Vice-President (1997-98), Political Action Officer (1993-97), School Representative

Colleagues, it has been an honour to have served the teachers of Newfoundland and Labrador for ten years as a member of your Provincial Executive. Once again, we know that challenges lie ahead and I humbly seek your support as we move forward speaking with one clear voice of solidarity.

The 2016 provincial budget ominously pointed its callous uncompromising finger of austerity at teachers and public education. Given the conspicuous lack of political will to properly resource inclusion and with the loss of teaching units resulting in additional multi-grading, increased class sizes, and combined grades, education has reached its tipping point.

Education is an investment, and I firmly believe that we have an obligation to advocate for public education as the NLTA Act delineates and as unsustainable destructive under-resourcing dictates. As an Association, we must incessantly "promote the cause of education in the province" (NLTA Act, p. 2) by drawing upon our collective experience and expertise and by "stimulating through the media of communication an interest in education among the people generally" (p. 3).

As the collective bargaining process proceeds, we must stand strong together and not accept the scapegoating of our profession. Education is a right and our cause is just. We must continue in our efforts for a truly needs-based system and to take back the educational discourse and our classrooms by countering the neoliberal, managerial, budget-based jargon and ideology permeating public education.

Colleagues, I respectfully ask for your support and look forward to seeing you at BGM.

All the best and take care.

Kevin Flynn

Background History

- Husband and father of two boys
- Born and raised in St. John's
- Teaching and residing in Green Bay South

Academic Qualifications

- Fall 2013: M.Ed. (Leadership)
- Spring 2007: B.Sp.Ed.
- Spring 2001: B.Ed. (Elementary)

Teaching Experience

- 2006-Present: Dorset Collegiate, Pилley's Island, NL



- 2005-06: MSB Regional Academy, Middle Arm, NL
- 2003-05: Indian River Academy, Springdale, NL
- 2001-03: Henry Coaster Memorial School, Marten Falls First Nation, ON

NLTA Experience

- 2017: Participant in the CBC Broadcast, "Inside the Classroom"
- 2013-17: Alternate for Provincial Executive Council
- 2016-Present: SBTL Committee Member for Central West Region
- 2013-17: BGM Delegate
- 2012-13: Chair of SBTL Committee for the former NCSD
- 2011-17: Green Bay South Branch President
- 2009-17: School Representative for Dorset Collegiate

Dear Colleagues,

Once again, it is an honor and a privilege to accept my nomination for the NLTA Provincial Executive Council from the teachers of Green Bay South Branch. I am currently an Instructional Resource Teacher in my 15th year of teaching. For the past eight years, I have been an active member of the NLTA serving as School Representative, Branch President and a member of the School Board-Teacher Liaison Committee.

Increased workload demands, adverse working conditions, lack of proper resources, insufficient preparation time, and a sharp decrease in teacher autonomy are just a highlight of the several issues that are resulting in negativity, apathy, burnout and a decrease in teacher retention. As an association, we must collectively make strides toward creating a work environment that rejuvenates teachers. As a member of the Provincial Executive Council, I pledge to work diligently on behalf of all teachers to improve our profession.

For over half of my career, I have been a passionate voice for all teachers. Should you entrust me with your support, I will be a strong voice at the Provincial Executive table to serve the members of the NLTA. I am confident that I possess the dedication, experience and passion to make a positive contribution as a member of the Provincial Executive. I respectfully ask for your support in my bid for election to the NLTA Provincial Executive at BGM 2017. See you at the convention!

Craig Hicks

NLTA Experience

- 2017: Collective Bargaining Committee
- 2015-17: Chair, Substitute Teacher Committee
- 2014-15: Substitute Teacher Ad Hoc Committee
- 2013-17: Chair, Finance and Property Committee
- 2015-17: Member, Pooled Investment Committee
- 2013-15: Chair, Pooled Investment Committee



- 2013-15: Administrative Staff Negotiations Committee
- 2013-15: Support Staff Negotiations Committee
- 2011-17: Provincial Executive
- 2011-13: Chair, Communications/Political Action Committee
- 2011-13: Deferred Salary Leave Committee
- 2011-13: Pension Administration Committee
- 2010-11: Chair, School Board-Teacher Liaison
- 2009: BGM, Hamilton Sound Branch
- 2007: BGM, Hamilton Sound Branch
- 2006-08: Member, School Board-Teacher Liaison
- 2006-15: President, School Administrator Council Region 6
- 2005-11: President, Hamilton Sound Branch
- 2003-05: Membership Benefits and Services Committee
- 2003: BGM, Hamilton Sound Branch
- 2001-05: Vice President, Hamilton Sound Branch
- 2001: BGM, Hamilton Sound Branch
- 1999-2001: Member, Benefits and Services Committee
- 1997: AGM, Hamilton Sound Branch
- 1992-2001: PD Officer, Hamilton Sound Branch

Teaching Experience

- 2005-17: Vice Principal/Librarian, Phoenix Academy, Carmanville
- 2002-05: Teacher/Librarian, Carmanville School Complex
- 2000-02: Teacher/Librarian, Gill Memorial Academy, Musgrave Harbour
- 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

My sincerest gratitude to the Hamilton Sound Branch for their continued support and nomination as I seek a fourth term on Provincial Executive.

Teachers are the stewards of education. We have been entrusted with the province's most valuable resource – students. Teachers sign on for the long haul, and many of us give a commitment of thirty years to ensure the youth of this province will be knowledgeable and productive citizens. However, we continue to struggle against political decision makers that ironically only serve four-year terms. Currently, conditions in the education system are not conducive to learning. Reduced class caps, adequate resources, respectful work environments, enhanced social supports, improved teaching conditions and attractive salaries – this is what public education should look like.

With collective bargaining beginning I believe teachers have the will to successfully negotiate an acceptable collective agreement. Teacher unity is strong, support from the public is increasing, and we have a solid negotiating team. As a member of your Collective Bargaining Team I am willing to take a

stance, and without hesitation, stand my ground to protect and grow our contract.

My 25 years of involvement with our Association has galvanized my dedication and unwavering commitment to represent the teachers of this province. I eagerly seek your continued support at BGM 2017.

Jamie Jenkins



My name is Jamie Jenkins, and I am offering myself for Provincial Executive. I believe in an Association that is strong for its members – one that will lobby on behalf of our needs as teachers. I will advocate for an Association that will continue to bring teacher and educational issues forward to the School District, Government and Public.

Our Association has faced several important challenges. It is imperative we continue to be proactive and transparent in bringing these issues forward. I believe my experience, knowledge, and voice can help strengthen our Association's position on these issues. I am committed to making sure your issues are heard by decision makers.

I have been teaching 19 years, and in that time I have worked as a substitute, replacement, and classroom teacher. I have taught in rural and urban centers with small and large school populations. I have taught in isolated and K-12 schools and currently I teach high school.

Throughout my career, I have always been interested in our Association's role in a teacher's professional life and I recognized the need for active involvement in the NLTA. It was with deep honor to receive the Bancroft Award in 2016 in recognition of my service at the branch level. It was a personal highlight in my career.

NLTA Involvement:

• **Branch Level**

- Southern Shore:
 - 2007-09: Past President
 - 2002-07: President
 - 2000-02: Treasurer
- St. John's Centre:
 - 2011-present: President
 - 2009-11: Executive Member at Large
 - Organized Teacher Curling Funspiel
 - SBTLT member

• **Provincial Level**

- 2014-present: Group Insurance
- 2015-present: Pooled Investment Committee
- 2001-17: Delegate to 7 BGMs
- 2000-present: Joint Council

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(J. Jenkins cont'd)

I consider my practical and logical approach to issues an asset as we move forward. This allows me to analyze a situation and put forward practical solutions to challenges. As an example, resolutions I put forward at BGMs with the support of delegates, secured financial stability for our Association and allowed our emergency fund to achieve its current healthy status.

Lastly, I believe my passion for the Association and our profession compels me to work harder to ensure the NLTA is strong and teachers' issues remain a top priority. Thank you for your consideration. I look forward to speaking with you and addressing your concerns.

Kelly Loch

NLTA Experience

- Branch President
- Branch School Representative
- Branch Secretary
- Branch Member
- Curriculum Committee Member
- MBS Committee Member
- School Board-Teacher Liaison Committee
- BGM Delegate



Education

- Bachelor of Education – Primary (1997)
- Concentration in Music (1997)
- Bachelor of Special Education (1998)
- Master of Education (2004)

Teaching Experience

- 2016: Instructional Resource/Vice-Principal, Persalvic School, Victoria
- 2007-16: Kindergarten, Persalvic School, Victoria
- 2005-06: Principal/Instructional Resource, Acreman Elementary, Green's Harbour
- 2002-05: Music K-9/Instructional Resource, Cabot Academy, Western Bay
- 2000-02: Instructional Resource, Carbonear Collegiate, Carbonear
- 1999-2000: Challenging Needs/Instructional Resource, North Shore Collegiate, Northern Bay
- 1998-99: Music K-12/Challenging Needs, King's Point

Dear Colleagues,

I am pleased to accept the Carbonear Branch nomination as a candidate for the NLTA Provincial Executive Council. Over the past years, I have gained knowledge and experience from Joint Councils, BGM, Branch meetings, NLTA committee meetings and from the dedicated staff at 3 Kenmount Road. The opportunity to represent the teachers of this province as an

Executive member is a privilege which requires a great deal of commitment and determination that I am willing to make.

There are many challenging issues facing our teachers on a daily basis. I feel the greatest crisis in our education system is the lack of supports and resources for the adequate implementation of the inclusive education model. We need to advocate to ensure major improvements are made to support teachers in meeting the needs of all students. Other major concerns that we face daily are increased class sizes, behavior concerns of students, school/home relations, personal well-being and teacher safety.

Teachers are united when we have to speak for what we believe in. This could be seen from the letters and phone calls to the offices of our MHAs by our teachers. We saw firsthand the strength of our Association when we feel that teachers' rights are being violated. Going into the next round of negotiations, there is much work to be done. We will need to show unity and strength like never before in order to combat the challenges that are placed on the lives of our teachers.

I look forward to meeting you at BGM 2017 and having discussions about the needs and concerns of the teachers of this province. I humbly seek your support as a voice on the Provincial Executive. I believe my experience and commitment will make a positive impact at the Provincial Executive Table. I believe in the NLTA!

Donna Reddick

NLTA

- School Representative
- Treasurer, Vice President and President, CBS Branch
- Member, Joint Council
- Provincial Executive 2015-17
- Chair, Equity Committee
- Provincial Executive Contact for COSS
- BGM Delegate 2011, 2013, 2015
- CONTACT Delegate 2006, 2015, 2016
- EAP Advisory Committee
- Executive Liaison: St. John's Centre, CBS, St. Mary's Bay, and Conception Bay Centre Branches
- 2016 CTF Women's Symposium Delegate

Education

- B. Arts (Ed.), B.Sp.Ed. MUN
- M.Ed. (Literacy) MSVU

Teaching

- Grade 4, St. George's Elementary School
- Grade 1-9; various subjects
- IRT/Challenging Needs

Dear Colleagues,

I am honored to accept the nomination from the Conception



Bay South Branch as a candidate seeking a second term on your Provincial Executive. For the past two years I have worked diligently on behalf of teachers throughout this province. During my time at that table, I have always made decisions based on one guiding principle: what is in the best interest of teachers and students of this province.

Today we continue to deal with many of the challenges we have faced for years. I am deeply concerned about those issues. As a seasoned teacher, I am acutely aware of the issues facing teachers on a daily basis including increases in class size, a reduction in the number of teachers, a rise in the number of children with mental health issues and increased violence in the classroom.

Class size remains a huge issue. When class sizes increase, the ability of the classroom teacher to provide children with individualized attention decreases. Establishing classroom caps within our collective agreement is vital in this round of negotiations.

We are also entering a significant time in our Association. Our government places fiscal austerity and efficiency above the quality and effectiveness of educational programming. Full day Kindergarten was introduced at the expense of others in the system. Inadequate resourcing has led to an increase in teacher stress. This round of Collective Bargaining will be increasingly challenging.

As a member of the executive, I have worked hard on a regular basis to improve teachers' working conditions. If elected I will continue to strive to improve the professional and personal well-being of teachers in this province. I am committed to going the distance as an advocate for teachers. I believe that I possess the drive, determination and commitment necessary to make a positive contribution as a member of the executive.

I sincerely ask for your support and look forward to seeing you at BGM 2017.

Gabriel Ryan

Dear Colleagues,

Our NLTA mission statement says, "We dedicate ourselves to the professional excellence and personal well-being of teachers, through support, advocacy, educational leadership and the development and delivery of outstanding programs and services."

I have been directly involved in NLTA for the past 16 years, having served on 14 different committees, eight of them as Chair (most recently Collective Bargaining as well as Electoral Reform). Additionally, I have been part of the Upper Trinity South Branch Executive, three years as President, and I am a 10-year member of NLTA Provincial Executive Council. I have a passion for unionism, one that becomes more profound the more our Association and its members are challenged. I am seeking the support of 2017 BGM delegates so that I may work



diligently with others to fulfill the spirit of our mission statement. The goals contained therein are truly those that align with my beliefs.

I have said many times that we live in an age where unionism is constantly under attack worldwide. The rise of populism, based on a nefariously conceived, largely misleading ideology, is used to beat back the gains that workers have attained. Under this toxic climate, it is more important than ever that we band together to protect hard-won rights and to always seek to grow our contract. Every member of NLTA needs to be well-informed and from day one of a teaching career, we all need to learn our contract, know our rights and continually exercise them so that future teachers will deliver "outstanding programs and services" in classrooms that have all the required supports to educate the entire child, every single child, bar none.

Recently, the Supreme Court of Canada mandated that British Columbia hire over 1100 teachers for 2017-18. Since 2003, a generation of kids lacked the services they needed. We know that is happening here as well. A properly designed Collective Agreement that addresses the needs of our classrooms will reverse the negative effects of an improperly resourced inclusion model. The New Brunswick Education Ministry is considering adjusting outcomes to get better results rather than addressing human resource needs. Regressive! And we all know what has been happening in Nova Scotia. We must pay attention!

I look forward to seeing delegates and alternates at BGM 2017. I ask your support so that I may continue to work for improvements to our professional lives. All the very best!

Joseph Santos



NLTA Experience

- 2015-Present: President, Waterford Valley Branch
- 2013-15: School Board-Teacher Liaison Committee Member
- 2013-15: Vice-President, Waterford Valley Branch
- 2009-13: Executive Member, Waterford Valley Branch
- 2006-09: President, St. Mary's Bay Branch
- BGM Delegate: 2007, 2009, 2011, 2013, 2015
- 2017 CBC Town Hall "Inside the Classroom" Delegate

Education

- M. Ed. – Educational Leadership Studies, MUN (2006)
- Graduate Studies in Information Technology – Honours, Lawrence College (1998)
- B. Arts, MUN (1992)
- B. Ed., MUN (1992)

(cont'd)

(J. Santos cont'd)

Teaching Experience

- 2009-Present: O'Donel High School, Mt. Pearl
- 1994-2009: Dunne Memorial Academy, St. Mary's
- 1993-94: St. Francis Xavier, Long Harbour & Laval High School, Placentia
- 1992-93: JR Smallwood Collegiate, Wabush, Labrador West
- 1991-92: Substitute Teacher, St. John's

Dear Colleagues,

I am honoured to accept the nomination from the Waterford Valley Branch as a candidate seeking a position on the Provincial Executive, 2017-2019.

Running for this position is not something that I take lightly. It is a great honour, as well as a great responsibility, to represent teachers in the many aspects of the NLTA. I feel that I am now in the position to be able to fully dedicate myself to that job. Having served as branch president at two different branches has provided me the opportunity to meet and work with some of the best teachers in the province. I would now like to have the chance to work more closely with our Association for the betterment of all teachers.

Teachers face challenges every day. Students are like our own children. We do what needs to be done for them to individually succeed. Teachers are also individuals! But, we do not have to work independently. Teachers need to recognize that we are not alone; we are in the best profession in the world, and we need to be there to help one another. The NLTA is a group that fosters the collaboration of teachers by providing support where needed and the backing when required.

Teachers are frustrated with lack of proper resourcing, lack of preparation time, oversized classes, the inability to access meaningful professional development, workload demands, and unfortunately the list continues on. I hope that when it comes time to vote, delegates at BGM will give me the opportunity to do what I can to help all teachers address these frustrations.

I BELIEVE in this profession. (josephsantos@nlesd.ca)

Colin Short

Current NLTA Involvement

- Member, Provincial Executive (2015-17)
- Chair, Professional Issues Committee
- Finance & Property Committee
- Pooled Investment Committee
- Staffing Committee
- CONTACT Delegate (2016, 2001)
- Delegate, School Rep Seminars (2016, 2015, 2013, 2010, 2007, 2004)



Past Branch Involvement – Port aux Basques Branch

- Branch President (5 terms)
- Vice President
- Secretary-Treasurer
- Political Action Officer
- Communication Officer

Friends,

Thank you for the support you gave me in BGM 2017 in electing me to Provincial Executive. In the last two years, I have done my utmost to represent the concerns of teachers from all around our province at the executive table.

I feel that I have the necessary experience to make sound decisions on your behalf. I am currently an elementary teacher at St. James' Elementary in Port aux Basques. I have also taught intermediate and senior high courses, both in larger rural areas in stand alone schools, as well as smaller rural communities in K-12 and K-9 schools in multi-graded and multi-age settings. I have been a replacement guidance counsellor, lead Phys. Ed. and Technology teacher.

During the last nine years, I have also served on the Board of Trustees of Western Health. Part of my responsibilities involved serving on their Finance & Property Committee which has provided me training and experience in making choices to balance a \$330 million budget. This has aided me tremendously in working with similar committees with NLTA.

During the last two years, I have gained valuable experience serving on Provincial Executive. I have travelled to different communities in various regions of the province and have been able to discuss the concerns of teachers and share and debate them with my colleagues. While there remains much to learn, I feel that I am in a good position to represent you.

We are continuing to work in a period of uncertainty as we continue to fight for resources, material and human, for our students. We will need strong, committed and experienced teachers at our executive table to lead this charge. Once again, I respectfully ask for your support.

Sean Weir

NLTA Involvement

- Branch President (2015-present, 2007-11), Coastal Labrador South
- Group Insurance Trustee (2011-present)
- School Board-Teacher Liaison Chairperson, Labrador Region (2016-18)
- Member of Provincial Executive (2011-15)
- Group Insurance Chairperson (2013-15)
- Candidate for NLTA Vice-President (2014)
- Member, Finance and Property Committee (2013-15)



- Member, Pooled Investment Committee (2013-15)
- School Board-Teacher Liaison Chairperson, Western School District (2009-11)
- Member of Labrador Benefits Negotiating Team (2009-10)

Professional Experience

Originally from Mount Pearl, I began substituting in St. John's (1996), after which I moved to Port Hope Simpson, Labrador, in 1999 to pursue a permanent teaching position at D.C. Young School (now Bayside Academy). In this K-12 school, I have had teaching assignments ranging from grades 4-12 in the core subject areas but also including French, Music, Art, Physical Education, Environmental Science, and literacy/numeracy support. I am currently the Assistant Principal and M-team member for CDLI in our school. In 2014, I completed my M.Ed. (Educational Leadership Studies) on-line from Memorial, where I had also attained my B.Ed. (Elementary with French). Presently, I am completing on-line courses from Memorial towards obtaining my 7th Grade Teaching Certificate.

Election Statement

Before I begin, I would like to sincerely thank the Coastal Labrador South Branch of the NLTA for this nomination. This is the fourth time that our branch has nominated me for a position on the Provincial Executive Council, and, with each nomination, I sense a greater connection to our members and feel as though I have earned their trust and respect.

There are many challenges facing teachers in Newfoundland and Labrador today that have eroded our confidence as professionals and have resulted in unprecedented levels of job dissatisfaction among our members. Teachers are resilient, dedicated, and have the creativity to always do more with less. Historically, this has been used against us.

Our system is broken, but teachers enable it to function. We allow inclusive education, new programs, and multi-graded classrooms to be utilized without adequate training and supports. We have even learned how to run our schools and offer similar programming year after year with fewer teachers. To top it all off, teachers have been asked to scrounge for resources due to a lack of government funding. Unfortunately, the time spent retraining ourselves and preparing our classes for improperly implemented initiatives has reduced our personal time, negatively affected our health, and caused teaching to become a job. Together, let's make teaching a profession once again.

Chesley West

Education

- MUN 1996: B.A. (Double Major French and English)
- MUN 1998: B.Ed. (French Immersion)
- MUN 2004: M.Ed (Leadership Studies)



Teaching Experience

- 1998-99: Mountain Field Academy, French Grades 3 - 11 including multi-graded classes
- 1999-2000: Mount Pearl Intermediate, Immersion 7-9
- 2000-present: Macdonald Drive Junior High, Immersion 7-9

NLTA Involvement

- Branch
 - Marconi Branch President (2011-present)
 - Marconi VP (2005-10)
 - Marconi Political Action Officer (2003-04)
 - Marconi Member at Large (2002-03)
- Other Involvement
 - School Board-Teacher Liaison Committee (three terms member; twice chair)
 - Communications/Political Action Committee (three time member)
 - Membership Engagement Committee
 - Chair of Junior High SIC
- BGM Attendance (2007-Present)
- Joint Council (2009-Present)

Colleagues,

I want to express my sincerest gratitude for my nomination from the Marconi Branch. They are a fantastic team that are consistently engaged in improving both the professional and personal lives of their colleagues.

As an educator, I can say that up to now, I have been blessed with a career and life that has not been without challenges but, nevertheless, has certainly been a positive and rewarding one. To be sure, however, my acknowledgement of a net positive career up to this point, has in no way clouded my outlook for the many challenges that lie ahead.

Whether a seasoned veteran who is daring to sneak their first peek at future retirement or a new educator looking to get enough sub days to make EI and get into a pool interview, all teachers are feeling the real and often overwhelming pressure of having to do more with less. More students, with more needs requiring more support, more paperwork, more data to be analyzed, more emails, and more phone calls all leading to less time for curriculum development, for working with individual students, for personal growth, and for colleagues. There is less time for friends and family. There is less time for ourselves.

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(C. West cont'd)

Despite these challenges in our “more and less” environment, however, I am certain that we can effect positive change for our students and for ourselves. To do this, we must speak up more, share our stories more, support our colleagues more, and stand together more. As a member of your NLTA Provincial Executive I will do as I have always done: I will stand with you and stand for you as we tell our stories, support each other, and work to reduce the ever-growing burden of working and living with less. Our students deserve more, we deserve more.

Resolutions to Convention 2017

Category A: Association

Additional Members at Joint Council

1. That, commencing in 2017, an additional branch executive member (other than the branch president or his/her designate) be permitted to attend one regularly scheduled Joint Council meeting per year; that such additional delegates be divided as equally as possible between the two yearly meetings with the method of division determined by Provincial Executive; that all costs associated with this arrangement be borne by the Association; and that this arrangement continue unless a job action or other event significantly affects the availability of funds. **(Appalachia)**

Explanatory Note: Having an additional branch executive member attend Joint Council, will increase the knowledge and involvement of branch members.

Term of Office for President and Vice-President

2. That the NLTA investigate the viability and desirability of a three-year term of office for President and Vice-President, such findings to be presented at the second Joint Council meeting for 2017-18. **(Appalachia)**

Explanatory Note: Would this change better serve the Association than the current two-year term? How much money would be saved?

Change to Timing of Convention

3. That the NLTA investigate the viability and desirability of changing to a triennial Convention rather than a biennial Convention, such findings to be presented at the second Joint Council meeting for 2017-18. **(Appalachia)**

Explanatory Note: Would holding a Convention every three years serve the needs of the Association just as well as a Convention every two years? How much money would be saved?

Electronic Voting for Provincial Executive Election at BGM

4. That the NLTA move to electronic voting for Provincial Executive with the goal of having this system ready for the 2021 BGM. **(Appalachia)**

Explanatory Note: This would speed up the process and make better use of time at BGM.

Expenses for Pre-Retirement Seminars

5. That the NLTA pay the travel expenses of teachers attending

the pre-retirement seminar at the full rate of mileage, meals and accommodations. **(Clarenbridge)**

Explanatory Note: It is felt that teachers attend this session only once in his/her career and that all travel expenses should be paid for in full.

Maximum Funds for Branches

6. 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. **(Appalachia)**

Explanatory Note: If branches are not spending their funds year after year, that money should be returned to the Association for better usage rather than remain unused in a branch bank account.

Category B: Programs and Services

Survey re Parent-Teacher Interviews

7. 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 the first Joint Council meeting for 2017-18. **(Appalachia)**

Explanatory Note: Schools with similar configurations should have similar parent-teacher interview times. It should be as consistent as possible, taking into account teacher workload.

Annual Leave Days for Principals

8. That the NLTA lobby the Department of Education to provide principals with three days of annual leave to be used at principals' discretion in recognition of the additional time spent at school before classes begin in September and after school closes in June. **(Appalachia)**

Explanatory Note: Practically speaking, principals are needed to be in many schools in advance of the official start date to have the site ready for students and teachers for the first day of school. Principals often conduct interviews after school hours and when school is closed for vacant positions. Principals also take several days to clue up once school is closed in June.

IEP Meetings

9. That the NLTA lobby the NLESD to ensure student IEP meetings occur during school hours. **(Conception Bay South)**

Explanatory Note: Often times, IEP teams schedule meetings for before school begins in the morning, as well as after school. This is an unfair extension to a teacher's day, especially when the teacher is simply told about the meeting instead of consenting to the meeting ahead of time.

Team Teaching in Kindergarten

10. That the NLTA lobby the Department of Education to ensure that team teaching not be allowed at the Kindergarten level, especially in French Immersion classes. **(Conception Bay South)**

Explanatory Note: Children who are 4-5 years old who are just being introduced to the school setting are not able to handle such a large group, especially during unstructured time.

Physical Space for Teachers

11. 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. **(Conception Bay South)**

Explanatory Note: For example, Instructional Resource teachers often have no physical space in which to teach. As a result, they are required to provide instruction to students in hallways, small storage rooms with no windows, etc.

Teacher Allocations

12. That the NLTA lobby the Department of Education and NLESD to move to a needs-based teacher allocation model. **(Green Bay)**

Explanatory Note: With the current allocation model, safety of teachers is being compromised, to satisfy minimal program requirements, and to help aid the requirements of inclusion.

13. That the NLTA lobby the government during negotiations to have a separate teaching unit allocation for French Immersion. **(Labrador West)**

14. That the NLTA enter into discussions with the Department of Education and the NLTA Speech-Language Pathologists (S-LP) Special Interest Council to come up with a fair, responsible and ethically sound allocation formula for S-LPs taking into consideration workload and geographical responsibility. **(Speech-Language Pathologists Council and Labrador West)**

Explanatory Note: NLESD and the Department of Education's 2014-2017 Strategic Plan includes the following goal under student success: "Goal #1: By June 30, 2017, the NLESD will have enhanced supports for student success in literacy and numeracy."

S-LPs play a vital role in literacy development and are not currently able to provide this service adequately because of intervention caseload numbers and assessments. Often times speech-language disorders are the root of why students may be experiencing difficulty both academically and socially in the classroom. S-LPs are trained to assess and provide early identification in reading, writing and spelling, intervention and in the development of literacy programs: <http://www.asha.org/Topics/Literacy-Speech-Language-Pathologists-Play-a-Pivotal-Role>.

S-LPs currently have no allocation formula. There was a document published by the Division of Special Education Services in 1986 entitled "Guidelines for the Provision of

Speech-Language Pathology Services in Newfoundland and Labrador School Districts”. In this document it states that “the number of children that a S-LP can be expected to see on a yearly basis for direct therapy is recommended to be 45” (p.5). This is not the case across the province and in fact the reality of what is happening are caseloads that are triple or quadruple to that. Taking into consideration that 10% of the population has a communication disorder, we are definitely short-staffed.

We also feel that all students across the province, no matter where they live, should have the same access to speech-language pathology services. Children with communication disorders are at risk for bullying and mental health issues. S-LPs can often alleviate or fix these problems while the child is still young before they become bigger issues.

Non-Teaching Day for Report Preparation

15. That the NLTA lobby the government during negotiations for one non-teaching day during each reporting period for the purpose of report preparation. **(Labrador West)**

Cap on Multi-Grade Classrooms

16. That the NLTA lobby the government during negotiations to place a cap on multi-grade classrooms of a maximum two grades per class. **(Labrador West)**

Speech-Language Pathologist Issues

17. That the NLTA enter into discussion with the Department of Education and the NLTA Speech-Language Pathologists (S-LP) Special Interest Council to address the issue of recruitment and retention of school-based S-LPs in this province. **(Speech-Language Pathologists Council)**

Explanatory Note: There are currently S-LP vacancies across the province. For example, the current vacancy in Labrador is a cyclic and chronic issue. There are currently students in Labrador who have not received speech-language services (assessment and intervention) since June of last year.

Autism Spectrum Disorder (ASD) is on the rise. The current ratio is now 1 in every 68 births. ASD is a disorder based in communication deficits and anxiety. S-LPs are trained in the identification and treatment of communication disorders. If there were more S-LPs in the system we could provide this much needed service in a more efficient and effective way that would benefit not only the student in all areas of the curriculum but also the teachers and parents.

Collectively, as a whole, we are struggling to keep up with the demand of providing assessment and effective intervention.

18. That the NLTA enter into discussions with the Department of Education and the NLTA Speech-Language Pathologists (S-LP) Special Interest Council regarding the specific professional development (PD) needs of S-LPs. **(Speech-Language Pathologists Council)**

Explanatory Note: It is a condition of our employment as of 2013 that we have to maintain licensure in order to work in

the province of NL and for the NLESD.

As part of our licensure, we are required to have at least 10 hours of professional development per year that is approved by our licensure board. This regulation is enforced through a random audit process every year where if audited we have to provide proof of attendance and relevance to the profession. Often, the PD being offered by NLESD does not meet the criteria for our licensure board which results in S-LPs having to seek out and fund their own PD.

According to the Strategic Plan 2014-17, NLESD has the following key lines of business: “Services to Students: The NLESD has responsibility for curriculum implementation; student assessment and evaluation; student placement; and teacher professional development.”

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. **(Conception Bay South)**

Explanatory Note: Some teachers are permitted to complete the PD at home, while other teachers are left trying to find space/resources where there are none available.

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. **(St. John’s Centre)**

Explanatory Note: Since the current time allotments are simply “recommended” rather than “required”, there is considerable variance regarding the number of periods that individual schools allocate to the different subject areas. This variance results in students and teachers having different amounts of time to complete course outcomes. Greater consistency is needed to help ensure that all students and teachers are treated equitably.

Current Policy Resolution

Composition of the Negotiating Team

22. That the NLTA review, and make changes, if deemed necessary, to the composition of the Negotiating Team to ensure the make-up of the team reflects the makeup of the teaching population. **(St. John’s Centre)**

Explanatory Note: With the ever-changing demographics of teachers throughout the province over the past few years, we feel it would be prudent to have a look at the make-up of the negotiating committee to ensure it reflects the composition of teachers in the province.

Proposed NLTA By-Law Changes

Seven proposed amendments to the NLTA By-Laws from Provincial Executive and branches meet the voting requirements for the 2017 BGM.

[Note: 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.

Proposed By-Law Changes from Provincial Executive

I. NOMINATION FOR EXECUTIVE BY SIGNATURES OF MEMBERS

Motion from Provincial Executive:

That the nomination procedure for the Provincial Executive reflect the nomination procedure currently in place for the election of the President and Vice-President, i.e. nomination papers to be signed by ten members in good standing rather than nominations from branches.

Wording of the Appropriate By-Law Changes:

XIV. ~~XI~~ – NOMINATIONS AND ELECTION FOR EXECUTIVE

A. Any member of the NLTA in good standing* is eligible for nomination and election to the Executive, providing:

(1) Nomination papers are signed by at least 10 members in good standing*, each signature being witnessed by

- (a) an officer of a branch; or**
- (b) a member of the NLTA Executive; or**
- (c) a Commissioner for Oaths.**

and submitted to the Electoral Committee, appointed by the NLTA Executive.

~~(1) Nominations for the Executive shall be provided by the branches and by groups of 10 or more teachers where no branch exists. Any number of nominees may be submitted by each regional and unattached local branch providing that the consent of each nominee is obtained by the branch, and the nomination is~~

~~approved by a motion at a duly constituted general branch meeting.~~

(3) The Electoral Committee shall receive nominations for the Executive up to the commencement of the second day of Convention sessions in accordance with By-Law **XIV. XI.A.(1)**. Such nominations must be accompanied by a short biographical sketch 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 **XIV. XI.A.(1)**, for publication in the Convention *Bulletin* nominations must be post-marked or hand delivered to the NLTA Head Office not later than the date which is two months prior to the opening date of Convention.

B. Photographs and information on candidates referred to in **XIV. XI.A.(4)** must be published in the Convention *Bulletin* at least one month prior to the Convention.

C. Nominees are free to contact branches and special interest councils in any way they see fit keeping in mind the professional Code of Ethics. ~~and B~~branches and special interest councils may or may not instruct delegates to the Convention as they see fit, with the understanding that after the first ballot is cast at the Convention, delegates are released from their instructions and may vote at their discretion.

D. Seventeen Executive members shall be elected biennially, and the 10 who have the greatest number of votes shall, with the President, the Vice-President and a person holding office under **XII. XI.A.(2)**, where applicable, form the Executive Council. The remaining Executive members shall be classified as alternate members.

G. No member shall be eligible to be a member of the Executive unless such person is residing in, or actively teaching in, the province of Newfoundland **Labrador** during the term of office.

* A member who has the proper proportion of his/her dues paid.

And that this by-law change take effect following BGM 2017.

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: The existing by-law requires that nominations for Provincial Executive must be approved by motion at a general branch meeting. This requirement is not consistent with the nomination procedures for either the office of President or Vice-President. The requirement for a branch meeting in the Provincial Executive nomination process also creates the potential that an interested candidate might not be able to file completed nomination documents if a branch meeting is not called or is cancelled for reasons such as weather. The proposed by-law language is consistent with the current nomination requirements for President and Vice-President.

2. ELECTION OF THE VICE-PRESIDENT AT BGM

Motion from Provincial Executive:

That the election of NLTA Vice-President occur at BGM.

Wording of Appropriate By-Law Changes:

NEW XIII. – NOMINATING AND ELECTION PROCEDURES FOR VICE-PRESIDENT

A. Any member of the NLTA in good standing is eligible for nomination and election to the office of Vice-President, providing:

- (1) Nomination papers are signed by at least 10 members in good standing*, each signature being witnessed by
 - (a) an officer of a branch, or
 - (b) a member of the NLTA Executive, or
 - (c) a Commissioner for Oaths
 and submitted to the Electoral Committee, appointed by the NLTA Executive.
- (2) The Electoral Committee shall receive nominations for the office of Vice-President up to the commencement of the opening day of Convention sessions in accordance with By-Law XIII.A.(1). Such nominations must be accompanied by a short biographical sketch, 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.
- (3) Subject to XIII.A.(1), for publication in the Convention *Bulletin* nominations must be post-marked or hand delivered to the NLTA Head

Office not later than the date which is two months prior to the opening date of Convention.

B. Photographs and information on candidates referred to in XIII.A.(3) must be published in *The Bulletin* at least one month prior to the opening date of Convention.

C. Nominees are free to contact branches and special interests councils in any way they see fit, keeping in mind the professional Code of Ethics. Branches and special interest councils may or may not instruct delegates to the Convention as they see fit, with the understanding that after the first ballot is cast at the Convention, delegates are released from their instructions and may vote at their discretion.

D. Balloting

The Vice-President shall be elected by ballot on the first day of Convention, as per the following:

- (1) Voting shall be by written secret ballots issued to voting delegates to Convention as defined by Section 10 of the NLTA Act;
- (2) Ballots shall be collected and counted by the official scrutineers appointed by the Convention, in the presence of the Electoral Committee, and one representative for each candidate, if s/he so desires;
- (3) The results of each ballot shall be announced by the Chairperson of the Electoral Committee;
- (4) In the event that the names of more than two candidates appear on a ballot, the candidate receiving the most votes must have a majority of the registered delegates to be declared elected;
- (5) If no majority of votes is registered on the initial or succeeding ballots, where more than two candidates are involved, the candidate receiving the least number of votes shall be dropped and balloting will continue;
- (6) On a ballot containing the names of two candidates, the candidate receiving most votes shall be declared elected;
- (7) In the event of a tie on a ballot with only two candidates, a further ballot shall be held after each candidate has been given the opportunity

* A member who has the proper proportion of his/her dues paid.

to address the Convention. If another tie then results, each member of the Electoral Committee shall cast a secret ballot to break the tie before the results of the ballot are released. Such a ballot shall be conducted by the Chairperson of the Scrutineers Committee.

E. Anyone alleging irregularities in nomination or election procedures must make such allegations known in writing to the Chairperson of the Electoral Committee at the Convention not later than 30 minutes after the announcement of the results of the election. Upon receiving such allegation, the Chairperson of the Electoral Committee must appoint a committee of three registered delegates, excluding nominees, who will investigate the allegation and report their findings and recommendations to the Chairperson of the Electoral Committee before 10:00 a.m. of the session of the following day of the Convention. In the event that the allegation of irregularities is accepted as proved, by a majority of the committee appointed to investigate the matter, the matter and conclusions must be reported to the Convention by the Chairperson of the Electoral Committee. After receiving the report of the Electoral Committee the Convention shall, by a 2/3 vote of registered delegates, allow the election to stand or otherwise a new election shall be held in respect of the Executive positions affected by the irregularity.

XI. XV – ELECTIONS

A.B: There will be appointed by the Executive an Electoral Committee who shall conduct the election of President and Vice-President and recommend policies governing the conduct of elections to the Executive. Such policies shall include all matters relative to the holding of elections. The rules for the conduct of elections shall be published not later than thirty (30) days prior to the date of the elections.

B.A: The 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, 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 Bulletin at least one month prior to the date of the elections.

XII. – NOMINATING AND ELECTION PROCEDURES FOR PRESIDENT OFFICERS

A. Any member of the NLTA in good standing, is eligible

for nominations and election to the office of President or Vice-President providing:

(1) Nomination papers are signed by at least 10 members in good standing*, each signature being witnessed by
 (a) an officer of a branch, or
 (b) a member of the NLTA Executive, or
 (c) a Commissioner for Oaths,
 and submitted to the Electoral Committee, appointed by the NLTA Executive under By-Law XV.B.

(2) The member shall not have been found by the Electoral Committee to have failed to comply with the financial guidelines contained in the Association's election procedures established by the NLTA for the election of **President** officers in a prior election.

(3) ~~The That~~ the Electoral Committee, as appointed under By-Law XV.B., shall receive nominations for the office of President and Vice-President up to thirty (30) days before the date of the election. Such nominations must be accompanied by 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) must be published in *The Bulletin* at least one month prior to the date of the election.

D. BALLOTING

The President and Vice-President shall be elected by ballot on election day as per the following:

(3) The results of each ballot shall be announced by the Chairperson of the Electoral Committee, as appointed under By-Law XV.B.

E. Election of President and Vice-President shall be held biennially.

* A member who has the proper proportion of his/her dues paid.

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: Executive considered different models that would provide unsuccessful presidential candidates the opportunity to run for Vice-President. It was determined that the only way to provide this opportunity would be to separate the province-wide vote for President and Vice-President with the presidential vote occurring prior to the vice-president election, or to have the vice-presidential election occur during the Biennial General Meeting (BGM). Executive considered the possibility of holding separate votes and concluded that the “two province-wide elections” model would increase costs to both the Association and to candidates. It would also require significant increase in workload for branches, school representatives and staff, especially when the potential for run-off elections is considered. The other disadvantage considered was the difficulty in timing the separate votes so as not to disadvantage anyone running for President and Vice-President.

Executive determined that the best way to provide opportunity for unsuccessful presidential candidates to run for Vice-President would be to have the Vice-President elected at BGM. This option would also reduce the cost to candidates running for what is a voluntary position and possibly increasing delegate interest in attending BGM.

Proposed By-Law Changes from Branches

3. NUMBER OF DELEGATES PER BRANCH TO ATTEND BGM (APPALACHIA BRANCH)

Motion from the Branch:

That beginning with the 2019 BGM, branch delegates be elected in the ratio of one to every 85 members instead of the current 100 members, or fraction thereof.

Wording of the Appropriate By-Law Change:

That By-Law X – Convention be amended in part to read: “Delegates shall be elected from the legally constituted local and regional branches in the ratio of one to every **85** ~~100~~ members, or fraction thereof, in the branch.”

Rationale from the Branch:

Branches are getting smaller and the delegates’ ratio should reflect that change if we want to maintain teacher involvement.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: A review of branch membership indicates that only three branches have between 85 and 100 members. There are thirty branches with less than

85 members and, as such, would not see any benefit. Sixteen branches have in excess of 100 members of which 10 branches would benefit with more delegates. The intent of the motion is to provide more delegates to smaller branches, and the result would be more delegates for the largest branches.

4. TIMING OF ELECTION FOR NLTA PRESIDENT AND VICE-PRESIDENT (APPALACHIA BRANCH)

Motion from the Branch:

That the election for NLTA President and Vice-President be moved to within three weeks after Convention.

Wording of the Appropriate By-Law Changes:

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 the By-Law, **within three weeks of the Convention referred to in By-Law X** ~~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 shall be published in *The Bulletin* at least one month prior to the date of the elections.”

That By-Law XIII.A.(1) – Duties of Officers (Office of the President) be amended to read as follows:

“The term of office shall be for a two-year period from August 1 in the year ~~following the year~~ the President was elected to July 31 of the second year following.”

Rationale from the Branch:

This would give all candidates an equal opportunity to speak with Convention delegates from across the province without incurring a loss of pay. This would also provide candidates more time to prepare for the election.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: This proposed by-law change would create a period of considerable overlap of deadlines for BGM and the province-wide election. It is also in conflict with the by-law change being recommended by Executive regarding the election of the Vice-President.

5. ELECTRONIC VOTING FOR PRESIDENT AND VICE-PRESIDENT (APPALACHIA BRANCH)

Motion from the Branch:

That the NLTA move to electronic voting for President and Vice-President with the goal of having this system ready for the 2020 fall election.

Wording of the Appropriate By-Law Changes:

That By-Law XII.D.(1) and (2) – Nominating and Election Procedures for Officers (Balloting) be amended as follows:
 “The President and Vice-President shall be elected by ballot on election day as per the following:

- (1) Voting shall be by written secret ballots issued to active members as defined by By-Law III.
- (2) ~~Ballots shall be collected and counted by the Branch Executive, in the presence of one representative for each candidate, if s/he so desires.”~~

That By-Law XV – Elections be amended by adding a new Section C to read:

“Notwithstanding any other provisions in these by-laws with respect to ballots and voting procedures for President and Vice-President elections, the Provincial Executive Council may determine that voting may be done by electronic means, in whole or in part, in accordance with procedures in NLTA policy approved by the Provincial Executive Council.”

Rationale from the Branch:

This would make the voting process more effective for all teachers.

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: The NLTA does have the capacity to conduct a province-wide vote electronically, and the proposed language would allow for such a vote to be conducted.

NOTE: If the Executive by-law change regarding the election of the Vice-President is approved, an amendment to this by-law change will be needed to strike references to the Vice-President.

6. TERM OF OFFICE OF THE PRESIDENT (HUMBER BRANCH)

Motion from the Branch:

That, re By-Law XIII.A.(3) – Duties of Officers, that the office (of President) shall not be held for more than three consecutive terms.

Wording of the Appropriate By-Law Change:

That By-Law XIII.A.(3) – Duties of Officers (Office of the President) be amended to read:
 “The office shall not be held for more than **three two** successive terms by the same person. A portion of a term shall be considered as a full term.”\

Rationale from the Branch:

Two consecutive terms (four years) does not often give the president sufficient time to promote change/fulfill duties as prescribed by members.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: The Association has been served well by the opportunity for continuous renewal of leadership.

7. PRIVILEGES OF ASSOCIATE AND LIFE MEMBERS (ST. JOHN’S CENTRE BRANCH)

Motion from the Branch:

That the privileges of Associate and Life members be amended to include privileges for a retiring NLTA President to serve on Executive.

Wording of the Appropriate By-Law Changes:

That By-Law IV.B. – Associate Membership (Privileges) be amended to read:

- “(1) General – Associate Members in this category may attend and speak at meetings of the Association, but not at meetings or portions of meetings relative to collective bargaining. They shall not be entitled to hold office in the Association, nor vote, nor be members of the Executive, **except in the case of a retiring President who shall be eligible to serve fully on the Executive in the position of Past-President as an Associate Member for the year immediately following his or her term of office as President.**
- (2) Retired Teachers – Retired teachers in this category may attend and speak at meetings of the Association, but not at meetings or portions of meetings relative to collective bargaining. They shall not be entitled to hold office in the Association, nor vote, nor be members of the Executive, **except in the case of a retiring President who shall be eligible to serve fully on the Executive in the position of Past-President as an Associate Member for the year immediately following his or her term of office as President.** Other privileges may be granted as per Association Policy.”

That By-Law V.B. – Life Membership (Privileges) be amended to read:

“Life Members may attend and speak at meetings of the Association, but not at meetings or portions of meetings relative to collective bargaining. They shall not be entitled to hold office in the Association, nor vote, nor be members of the Executive, **except in the case of a retiring President**

who shall be eligible to serve fully on the Executive in the position of Past-President as a Life Member for the year immediately following his or her term of office as President. Other privileges may be granted as per Association policy.”

Rationale from the Branch:

At this time, any NLTA member is entitled to run for President and Vice-President. It may occur that both newly elected President and Vice-President may have little to no experience with the NLTA. By changing these by-laws we can ensure that any retiring President can still be the Past-President and will be on Executive for one year to help with the transitioning of the new President and Vice-President. Likewise, the knowledge of an outgoing President is invaluable and it is our belief that they should be kept on as Past-President regardless if they choose to retire.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: There are concerns with a retired teacher having voting rights as a member of Provincial Executive, particularly surrounding decisions related to collective bargaining or teacher benefits. Also, there are a number of other resources provided by the Association to incoming Presidents to assist with the transition into the position.

Tuesday, April 18

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

Wednesday, April 19

- 8:00 a.m. **REGISTRATION** (*cont’d*)
- 8:30 a.m. **FIRST GENERAL SESSION** (*Salons A & B*)
Chairperson for Convention: Don Ash
A. Chairperson’s Remarks
B. Greetings from Department of Education and Early Childhood Development
C. President’s Address – James Dinn, President
- 10:15 a.m. **BREAK**
- 10:30 a.m. **SECOND GENERAL SESSION**
A. Adoption of Agenda
B. Appointment of Convention Committees
C. Convention Policies
 1. Rules of Procedure
 2. Convention Expenses
 3. Processing of Resolutions
D. Minutes of 2015 BGM
 1. Adoption
 2. Business Arising from 2015 Convention
 a) Report on Resolutions from BGM 2015
 b) _____
 c) _____
E. Proposed By-Law Changes
F. Discussion of Resolutions
- 12:30 p.m. **LUNCH BREAK** (*Court Garden*)

- 1:30 p.m. **THIRD GENERAL SESSION**
 A. Minute of Silence in Memory of Deceased NLTA Members
 B. Keynote Address
It's all about relationships: Strategies to buffer children as well as educators from stress, and promote health, wellbeing and success in schools
 Dr. Eva Oberle, Assistant Professor, School of Population and Public Health, The Human Early Learning Partnership, Faculty of Medicine, University of British Columbia

Closed Session – Delegates/Teachers

- C. Group Insurance Auditors' Report & Budgets
 D. Financial Reports
 1. Auditors' Report
 2. Financial Statement
 E. Tabling of 2017-18 and 2018-19 Budgets
 F. Report to BGM
 G. Discussion on Resolutions

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

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

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

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

Thursday, April 20

- 8:30 a.m. **FOURTH GENERAL SESSION**
 A. Report of Electoral Committee
 B. Election of 2017-19 NLTA Executive
 C. Report on 2015-17 NLTA Priorities
 1. Teacher Health
 2. Workload
 3. Inclusive Education
 4. Membership Engagement and Awareness
 5. Fostering and Maintaining Relationships With External Agencies
 D. Discussion on Resolutions

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

- 10:45 a.m. E. Canadian Teachers' Federation
Heather Smith, President
 F. Presentation of 2017 CTF Volunteer Recognition Award
 G. Retired Teachers' Association of NL
Doreen Noseworthy, President

- H. Address by NLTA President-Elect
Dean Ingram
 I. Address by NLTA Vice-President-Elect,
Trent Langdon
 J. Report of Electoral Committee (*cont'd*)
 K. Discussion on Resolutions

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

2:30 p.m. **FIFTH GENERAL SESSION**

Closed Session – Delegates/Teachers

- A. 2017-18 and 2018-19 Budgets

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

Open Session

- 4:30 p.m. B. Discussion on Resolutions

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

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

Open Session

- A. Discussion on Resolutions

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

Friday, April 21

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

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

10:45 a.m. **FINAL SESSION**

- A. President's Closing Remarks
 B. Installation of 2017-19 President
 C. Discussion on Resolutions
 D. Reports
 1. Scrutineers Committee
 2. Resolutions Committee
 3. Steering Committee
 E. New Business
 F. Date of Next Convention
 G. Closing of Convention

DELEGATES AND FUNDED ALTERNATES TO THE 2017 BGM

Branch/ Council	Delegate Name(s)	Funded Alternate
Appalachia	Jeff Blundon, Wally Childs, Shana Bentley	
Aurora	Sharon Young	Stephanie Hedderson
Baccalieu	<i>unavailable at time of printing</i>	
Baie Verte Peninsula	Ryan White	Amanda Ryan
Bay d'Espoir	<i>unavailable at time of printing</i>	
Bay Roberts	Paul Sheppard, Terri Lee Bishop	
Bell Mer	Della Way	
Belleoram-Wreck Cove	Derrick Baker	Andrea Penny
Bremco	Hollis Cull	Ray Byrne
Burgeo	Wayne Vivian	
Burin-Marystown	<i>unavailable at time of printing</i>	
Carbonear	Kelly Loch, Gord King	
Churchill Falls	Deana Rose	Danielle Reardon
Clarenbridge	Heather Wells, Suzanne Hawkins	
Coastal Labrador South	Sean Weir	Mary Ward
Conception Bay Centre	<i>unavailable at time of printing</i>	
Conception Bay South	Danielle Stanley-Genge, Scott Fifield, JoAnne Taylor, Laura Winnett, Greg Oliver	
Deer Lake	Jim Davis, Brian Leslie	
Exploits Valley	Paulette Colbourne, Paul Moore, Cameron Snow	
Fogo Island	Susan Crawford	Trevor Taylor
Ganova	Clifford Budgell, Tim Goodyear, Russell Stockley	
GranForLine	Dale Parsons	Allison Parsons
Green Bay	Kevin Flynn	Alex Hutchings
Hamilton Sound	Darren Goodyear	Kieran Smith
Harton	Bernetta Delaney	Sandra Hynes
Humber	Tracey Payne, Paul May, Darren Hutchings, Ian Adey	
Ingornachoix	<i>unavailable at time of printing</i>	
Labrador West	Arlene Johnson, Sandy Crowley	Amanda Downey
Lake Melville	Sharon Mugford, Sandra Quigley	
Landfall	Heather Rice	Yvonne Pevie
Long Range	Sonya Lewis	Tara Tobin

Branch/ Council	Delegate Name(s)	Funded Alternate
Marconi	Krista Houlihan, Chesley West, Valerie Ryan, Wade Lambert, Christine Tessier, Robert Johnson, John Veitch, Annette Dunn	
Northern Light	Maurice Smith	
Notre Dame	Craig Tucker, Kristin White	
Nutak Labradorimi	Tony Tibbo	Heather Denine
Placentia	<i>unavailable at time of printing</i>	
Port aux Basques	Steve Drover	
Rameaux	Catherine Poole	Verna Hatcher
Rushoon-Terrenceville	Patrick Whiffen	Dolorosa Murphy
St. John's Centre	Jamie Jenkins, Angela Dawe, Corrina Fahey	
St. Mary's Bay	Patti Corcoran	Jennifer Pilgrim
Seagaulher	Wade Tibbo	
Southern Shore	Tuesday Seymour	
Table Mountain	Heather Brake	
Taylor's Brook	Janice House	Donna Fudge
Trinity-Deadman's Bay	<i>unavailable at time of printing</i>	
Trinity, Trinity Bay	Earle Pike	Peggy Sacrey
Upper Trinity South	Kim Siegfriedt	Robyn Norman
Waterford Valley	Joseph Santos, Kimberly Fifield, Jeff Ivany, Stuart MacGillivray, Leona Lundrigan, Catherine Best, Brandon Field	
Council of Special Services	Sonya Lee	
Health SIC	Kellie Baker	
Math/Science SIC	Yvonne Dawe	
Music SIC	Michelle Collins	
NL Counsellors' and Psychologists' Association	Boyd Perry	
Physical Education SIC	<i>unavailable at time of printing</i>	
School Administrators Council	Kyran Dwyer	
Second Languages SIC	<i>unavailable at time of printing</i>	
Small Schools SIC	Natasha Aylward	
Speech-Language Pathologists SIC	Amanda Matthews	
Teacher-Librarians NL SIC	Heather Godden	
Technology Education SIC	Tom Kennedy	
MUN Observers	<i>unavailable at time of printing</i>	

