

bulletin

Convention 2013



Bill Chaisson



Derek Drover



Kevin Flynn



Craig Hicks



Trent Langdon



Jean Murphy



Sandra Quigley



Sherri Rose



Gabriel Ryan



Sean Weir



Jeanne Williams

Biennial General Meeting 2013

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2013, will take place April 2-5 at the Sheraton Hotel Newfoundland in St. John's. Approximately 108 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 2013-15 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.

Joel Westheimer, University Research Chair in Democracy and Education at the University of Ottawa, will also give a keynote address entitled *Teaching Against the Grain: Empowering Teachers in Troubled Times*. Mr. Westheimer is an education columnist for CBC Radio's Ottawa Morning show as well as the co-founder and executive director of Democratic Dialogue, a research collaborative dedicated to the critical exploration of democratic ideals in education and 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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THE
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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
- 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

Two years ago I was honored to be elected to Provincial Executive and I have enjoyed the privilege of working for and with the teachers of this province since that time. I am offering myself as a candidate for Provincial Executive at BGM 2013 because I want to continue to be a strong advocate for all teachers in this province.

Public sectors unions are increasingly under attack from both levels of government. Our government seems to be sending mixed messages depending upon the audience. While speaking to the national media, we hear that we are a "have province" with a booming economy. Yet, unions are being warned to brace for cuts because of the fiscal situation we are facing. As a union, we must not buy into this type of rhetoric and we must insist that collective agreements which were bargained in good faith be honored. We have honored our side of the agreement and we expect the employer to do the same.

This round of collective bargaining cannot become a round of contract stripping. I believe that when the employer attempts to attack pensions, group insurance and any other article of our collective agreement we must see it as an individual attack on the professional and personal lives of every teacher and an attempt to break unions in this province. Our only defense is a strong, vocal and united Association which is working to protect the rights of all teachers.

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 2013.

Derek Drover



Dear Colleagues:

Since beginning my teaching career in 1990, I have been an active member of NLTA, previously serving as political action officer, V.P., and the president of the Seagaulher Branch. As a member of Provincial Executive since 2007, I have served as a member of Finance and Property, chairperson of EAP Coordinating Committee, trustee and chairperson of Group Insurance, chairperson of the Pooled Investment Fund, Table Officer, and as a delegate to the CAPTO and CTF AGMs. Currently I am a teaching principal at Victoria Academy in Gaultois teaching French Grades 3-9 and intermediate/high school English.

Colleagues, once again I offer myself as a candidate for Provincial Executive and I humbly seek your support. As we strive everyday to deliver the best education that we can to our students, the message must be loud and clear that each and every teacher deserves the optimal support to deliver her/his best. Our working conditions are indeed students' learning conditions and my commitment is always to improving the working conditions of teachers. We must advocate for and hold fast to the core values we cherish as professional educators to protect our rights as teachers and to strengthen the services we provide to our students.

Yes, significant challenges exist and we continue to be inundated with workload issues, but our resolve must not waiver. Although the employer, through its proposals, has sent a clear message that it is intent on the stripping of our contract, we

must be adamant in defending our rights and public education. We must persist in our efforts to attain reasonable class size caps and class composition through seeking improvements to Article 30 of our Collective Agreement; and, among others which are long overdue, we must persist in seeking improvements to Article 18.03. We must remain vigilant as the quality of both our professional and personal lives is at stake through employer proposals to eliminate Schedule E, the protection of pension benefits as specified in Schedule D, severance, Article 29.03(a); and also by the employer reserving the right for further proposals on pensions ...and the list goes on. My fellow teachers, challenges lay ahead, but I am, as always, ready to work with you and for you – to firmly represent you with a strong voice as a member of our executive team. Thank you and see you at BGM.

Kevin Flynn

Educational Background

- Memorial University: Currently Pursuing a Masters Degree in Educational Leadership – Expected Graduation Date (Spring 2014)
- Memorial University: Special Education Degree (Fall 2007)
- Memorial University: Bachelor of Education in Elementary with a concentration in Science (Spring 2001)



Teaching Experience

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

NLTA Experience

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

Election Statement

My name is Kevin Flynn and I have decided to offer myself as a candidate for election to Provincial Executive. Presently, I reside in Triton with my wife and two sons. The foundation of our Association is the classroom teacher who faces significant daily challenges and without hesitation exceeds a normal workday for the sake of the students each school day, often at the sacrifice of family time. It seems that sometimes to be a good teacher, you have to be a bad parent/spouse. This is a significant

issue that is causing many teachers to leave the profession.

During the current span of my NLTA involvement within the last four years I have gained an enormous amount of respect and knowledge of the numerous challenges facing our current members. Listening to the several issues brought forth from beginning and seasoned teachers has elicited my inclination to seek election as a member of our Provincial Executive.

In times of significant uncertainty due to the horrendous cuts proposed by the current government, it is imperative that the teachers' of the province are represented with a strong voice and remain united as an Association. I am adamant that I can make a difference and I am sincerely seeking the support of the delegates at the 2013 BGM.

Craig Hicks

NLTA Experience

- 2011-Present: Provincial Executive
- 2011-Present: Chair, Communications/Political Action Committee
- 2011-Present: Deferred Salary Leave Committee
- 2011-Present: Pensions Administration Committee
- 2010-11: Chair, SBTL
- 2009: BGM, Hamilton Sound Branch
- 2007: BGM, Hamilton Sound Branch
- 2006-08: Member, SBTL
- 2006-Present: President, SAC Region 6
- 2005-11: President, Hamilton Sound Branch
- 2003-05: MBS Committee
- 2003: BGM, Hamilton Sound Branch
- 2001-05: Vice President, Hamilton Sound Branch
- 2001: BGM, Hamilton Sound Branch
- 1999-2001: MBS Committee
- 1997: AGM, Hamilton Sound Branch
- 1992-2001: PD Officer, Hamilton Sound Branch



Teaching Experience

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

Qualifications

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

Statement

I have had the privilege for the past two years of representing teachers of Newfoundland and Labrador as an executive member of the NLTA. I am again seeking your support to continue my commitment to serve and advocate on your behalf at the Provincial Executive table.

Throughout this round of negotiations I have stressed that solidarity is paramount and our membership remain unified and steadfast. With a resolve of unity we will be positioned to tackle any proposed concessions that will negatively impact teaching and teacher welfare. Our sights must remain focused on the priorities identified in the opening proposal. I firmly believe in a province that is experiencing a time of unprecedented wealth we certainly can make gains in our profession.

Teachers are committed to provide students with a variety of learning opportunities such as after school tutoring, weekend tournaments, chaperoning evening events and accompanying students on out of province trips. The viability of our province relies in our youth and a solid educational foundation engineered by teachers. I am committed to champion the significance that our profession can offer society so that we can remain a “have province.” No doubt, this year marks a challenge for our Association; therefore, we must relentlessly ensure our government that an investment in our profession is a sound investment in our province.

Our Association is at a critical crossroad that requires strong leadership that is knowledgeable and experienced. I offer my commitment, accompanied with years of dedication and passion for our profession, to resolve the issues with integrity which will yield results. I respectfully ask for your continued support at Convention 2013.

Trent Langdon

Teaching Experience

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

Family & History

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



Teaching/Professional Experience

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

NLTA Involvement

- 2011-13: Vice-President, Waterford Valley Branch
- 2011-13: Provincial Membership Benefits & Services Committee
- 2007, 2011, 2013: BGM Delegate
- 2011: Recipient – Barnes Award
- NL Counsellors’ & Psychologists’ Association (NLCPA) – NLTA Special Interest Council:
 - 2010-11: Past-President
 - 2006-10: President (two terms)
 - 2005-06: President-Elect
- CCPA School Counsellors Chapter President (2012-14) & Vice-President (2010-12)

Colleagues,

I ask for your vote for Provincial Executive during BGM 2013. Thank you to the Waterford Valley Branch for my nomination. My election platform (and daily practice) is rooted in the concepts of:

- i) PERSONAL WELL-BEING
- ii) PROFESSIONAL TEACHER IDENTITY

We are individuals first, with needs for ourselves and our families. We are then proud educators requiring an ever-increasing degree of time and commitment to meet the expectations of our roles. The challenge is to find balance between these two lives, maintaining personal well-being and attaining a true sense of professional teacher identity.

As a member of the Provincial Executive, I commit to:

- Effectively contribute to the TEAM decision-making of the NLTA.
- Bring a positive ENERGY & DEDICATION to the role.
- Represent you with INTEGRITY, PROFESSIONALISM and ACCOUNTABILITY.
- Utilize my EXPERIENCE in rural and urban school settings to be your voice at the table.
- Build upon my demonstrated track record of REPRESENTATION (both provincially and nationally) to work for you.
- Analyze the issues, bringing your concerns forward in a RATIONAL and PROACTIVE manner.
- Expand my CONNECTIONS with government, school districts, and community agencies in representation of our Association.

The issues are pervasive:

- Workload
- ‘Inclusion’
- Student behavior
- Teacher safety
- Leave

- Pension
- Technology integration, etc.

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

Looking forward to a cup of tea, a chat, and working on your behalf!

Email: trentlangdon17@gmail.com

Twitter: @TrentLangdonNL

Blog: <http://trentlangdon.blogspot.ca>

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
- 2011-13: Chair, Finance and Property Committee; Chair, Equity Issues Committee; Pooled Investment Committee
- 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 have had the honor and privilege of serving you on Provincial Executive for the past six years. In that time I have been a strong voice for teachers. We are facing a critical time in our Association where a strong, experienced voice is necessary. I believe I am that voice.

We benefit today from rights under our Collective Agreement that came into place because of years of hard work of all members, our union and their negotiations since the union was formed. We bargained in good faith. We have kept

our side of the bargain. We expect the employer to do the same. We already have these rights and it is unfair that the employer now wants to eliminate articles of our Agreement. That is Contract Stripping. We cannot allow this to happen.

We are not unreasonable in our request to the employer regarding what we would like to see in our new contract. Is it unreasonable to want leave to care for our families in times of illness? To want a decent standard of living in our retirement? To want all teachers of our Association to benefit from the same rights? To want support so the Inclusion Model we are to follow can work? I don't think so.

It was never more important to stay strong, be united and work together. Together we are a strong voice for all the teachers and students of this province.

I ask for your continued support at Convention 2013. 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 – a voice for you.

Sandra Quigley

Fellow teachers,

This next term will be an important one in terms of employer-employee relationships, particularly with respect to collective bargaining. We have a big challenge ahead of us. Your Provincial Executive needs strong members who will put teacher's issues front and center. We have to keep the welfare of teachers at the top of the agenda. We still need fair wages and reasonable family leave, relief from supervision duties and sensible preparation time. Meaningful input on issues and policies which affect teachers is an absolute must.

Inclusion has been with us awhile now and is still under-resourced. Classroom teachers are in the best position to know how well this model is working. In focus groups conducted all throughout the province by the NLTA, teachers said the same thing... we need more human resources to make inclusion work as it should. Hand in hand with this is the Teacher Allocation Model which also needs a second look. Hard caps, soft caps... the composition of a class... all these things affect our ability to deliver quality education to the children in our classrooms. When working conditions improve for us, learning conditions improve for our students. And after all, the children are the reason we are here in the first place.

Our Association exists for the betterment of teachers. It represents us at the bargaining table, in the public forum and in dealing with workplace issues. If elected, I will work hard to represent you. I will connect with teachers, work to give teachers the opportunity to influence how the Association



functions and how it can better respond to your needs. It would be an honor and a privilege to again serve the teachers of Newfoundland and Labrador as a member of the Provincial Executive Council and I ask that you consider me for this important role.

NLTA Involvement

- 2011-13: President, Lake Melville Branch
- 2009-11: Provincial Executive Council Member; Chair, Professional Issues Committee; Finance and Property Committee Member
- 2006-09: Branch President, Lake Melville (Happy Valley-Goose Bay)
- 2000-06: Branch Secretary
- 2003, 2007, 2009, 2011: Delegate to BGM
- 2006, 2010, 2011: Delegate to CONTACT

Employment History

- 1987- present: Core French/English teacher, Queen of Peace Middle School and Robert Leckie Intermediate School
- 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

Sherri Rose



NLTA Experience

Branch Level:

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

Provincial Level:

- 2011-13: Provincial Executive
- 2011-13: Chair of Professional Issues Committee
- 2011-13: Educational Leave Committee
- 2011-13: Finance and Property Committee
- 2011-13: Pooled Investment Committee
- 2009-11: Teacher Health and Wellness Committee

- 2007, 2009, 2011: Delegate at BGM
- 2006: CONTACT 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

- 1999-2012: Xavier Junior High (6-9) and Elwood Regional High (10-12)
- 2012-13: Xavier Junior High (6-9)

Statement

Dear Colleagues,

I humbly accept the Deer Lake Branch nomination for Provincial Executive. Over the past eight years, I have participated in our Association at both the branch and provincial levels. I have gained a great deal of experience from Joint Council, BGM, branch and provincial meetings and the dedicated staff at 3 Kenmount Road.

The highlight of my involvement has been serving on Provincial Executive for the past two years. With province-wide elections, negotiations, a variety of committee work, and the day to day workload of a classroom teacher, it has been a very busy, yet rewarding time for me. I have met many great people, visited some breathtaking new places in our province and been involved in excellent debate and discussion.

I am very concerned about the many issues that we continue to be faced with. Our workload increases every year and the contract stripping that is being attempted would only further increase the workload demands and stress that we already face on a daily basis. Leave days, seniority, sick leave and supervision continue to be priorities that we need addressed. We must stand strong and fight for ourselves and future generations of teachers.

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 and allow me to continue to put my determination, ambition and passion to work for all of us.
(srose@nlta.nl.ca)

Gabriel Ryan

Statement

Hello again friends and colleagues. Whoever first said that time speeds up as we get older had a point. It is hard to believe that two years have passed since the last lead-up to BGM. In fact, the school year will be about 60% done when teachers read from this Bulletin. Amazing!

I want to offer sincere congratulations to Jim Dinn and Dean Ingram, our respective incoming President and Vice-President. I also want to congratulate, in alphabetical order, Derek Drover, Sandra Quigley, and Jeanne Williams on stellar Vice-Presidential campaigns. As well, thank-you to all those teachers who cast their respective ballots for me and to all the teachers I met in many parts of the province who shared their time and experiences.

As we have seen over the past few years, governments and large corporations are targeting unions as scapegoats to explain an economic downturn that was borne from corporate greed and political cronyism. The problem with this orchestrated fallacy is that large swaths of the public have fallen into line to help perpetuate this myth, unaware of the companion benefits provided to all of society from the efforts of unions. The reason so many manufacturers have fled our shores is not due to unreasonable demands from unionized workers, but because of the unsustainable greed of big business as it strives to build inestimable wealth on the backs of workers. Meanwhile, governments and corporations too often work in concert to remove any semblance of fairness and future protection. There will be a significant reckoning in the foreseeable future and recent changes to pensions by the Federal government and the threat of more changes from our own Provincial government can only mean that we will be even less protected in the years to come. Teachers are in the cross-hairs. Now is the time to stand as one and refuse to have our legacies eviscerated.

I am offering myself as a candidate for Provincial Executive and seeking to serve a fourth consecutive term because, as I have said so many times, I am a passionate supporter of unionism. In fact, the older I get and the more I see of how our world is turning, I am more fiercely committed than ever in protecting what we have gained and in seeking to forge improvements for current and future teachers.

At BGM, vote RYAN. I will continue to be vocal on your behalf.



Sean Weir

It is with great pleasure that I accept my nomination for the NLTA Provincial Executive Council 2013-15 from the teachers of the Coastal Labrador South branch. I am truly honoured to be considered again for such an important role within our Association.

Along with serving on the Provincial Executive Council for the past two years, I have been a very active member of our Association. Since becoming a full-time teacher in 1999, and moving to Labrador from Mount Pearl, my activity has steadily increased. After regularly attending branch meetings and serving as a voting delegate at a BGM, I successfully ran for branch president (Coastal Labrador South) in 2007, and held this position until I was elected to the Provincial Executive Council in 2011. During my first branch meeting, I was immediately hooked. Here, teachers had the opportunity to network with their peers, discuss problems affecting the profession, and impact positive change both within the classroom and the work environment for our members. Since 2007, I have had the honour to serve the teachers of this province in various capacities; such as, Chairperson of School Board-Teacher Liaison Committee (Western District, 2010), Teacher Representative for Labrador Benefits Negotiating Committee (2009), member of Finance and Property Committee (2011-13), and as a member of the Group Insurance Trustees Committee (2011-13), all of which have had serious implications for teachers in this province.

Over the past two years, I have learned quite a lot about our Association that I must admit I did not know in my previous role as a branch president. I feel more prepared today to address teachers' concerns than I did two years ago. Teachers are often frustrated with the processes required to affect positive change, but you can rest assured that, if re-elected, I will continue to work diligently towards positive change for the benefit of all of our members. Our journey may consist of small steps, but by re-electing me, you know that our steps will be consistently towards meaningful gains in the following areas: Workload, Job Security/Hiring Practices, and Economic Benefits/Services. As an executive member, I am very much a realist in terms of how policies/procedures affect students and teachers. If policies are deemed to be ineffective, we need to change them!

I consider it a privilege to work on behalf of the teachers of Newfoundland and Labrador, and hope to receive their support again at Convention.



Jeanne Williams

NLTA Involvement:

- Provincial Executive 2005-13
- Currently – Member of Negotiating Team
- Committee Experience:
 - Membership Benefits and Services
 - Equity Issues
 - Curriculum
 - Educational Leave
 - Deferred Salary Leave
 - Professional Issues in Teaching
 - Finance and Property
- Attended Convention since 1991
- 14 years Branch involvement:
 - Conception Bay Centre
 - Landfall
 - Southern Shore
- School Board-Teacher Liaison
- CONTACT Delegate – 4 years
- 21 years Classroom Teacher Grades 5 to 12



teachers deserve as professionals. I have that experience, and I have the conviction to stand up for what we need. I am honoured to have had your support and have been working hard to be worthy of that trust.

For more details please visit my website at jeannewilliams.info.

Election Statement

As I campaigned for NLTA Vice-President this past fall I had the good fortune to visit more than 100 schools throughout the Province and speak with as many teachers as possible. I feel fortunate to have met and exchanged ideas with so many of my colleagues. The kind reception, the hospitality and warm welcome I experienced was greatly appreciated. Even more appreciated was the time teachers took to share their concerns, offer their suggestions, and discuss the issues facing them and the impact on their work and private lives.

The business world uses the term 'scope creep' to describe the expanding expectation of a project beyond the original project specifications. As teachers we are experiencing our own version of 'scope creep' as the myriad demands of the school and classroom continue to increase yearly.

Teachers in Newfoundland Labrador look to our Association to defend teachers' rights, advocate for their professionalism, and stop the 'scope creep' that smothers both. Negotiating a fair Collective Agreement for all teachers will go far to stop our job from creeping further into our personal lives.

We are now negotiating to improve the working conditions for teachers. The employer is negotiating to reduce the benefits teachers receive. Therefore, we must ensure that we hold on to the benefits we have fought for in previous contracts and continue to make further improvements. I am a member of your team and I am committed to a contract that protects all of us.

For the past eight years I have been at the NLTA Provincial Executive table speaking on your behalf. We need an experienced Executive to advocate for the resources, time and respect

Resolutions to Convention 2013

Category A: Professional Development

School Development Model

1. That the NLTA survey its members as to the effectiveness of the school development model. (**Appalachia**)

Explanatory Note: Every three or four years schools review their school development model and write a new plan. However, the main topics do not change and if it is not what the board is looking for, they will insist that items are added to the plan to reflect their interests. It then becomes a school board plan and not a school plan for which the teachers take ownership.

Junior High Teacher Workload

2. That the NLTA assess, review and determine appropriate solutions to the expectation of junior high teachers during non-blocked mid-year and year-end examination periods in addition to their regular planning and teaching duties. (**Deer Lake**)

Explanatory Note: Junior high schools, at least in Western District, do not have blocked exams. Rather, teachers must administer exams and then continue teaching for the rest of the school day, unlike in high schools where blocked exams allow high school teachers some daytime correcting hours. Junior high teachers therefore have an excessively heavy workload to bear at the end of their instructional day during mid-year and year-end exams.

Teacher Responsibility in Student Credit Recovery Program

3. That the NLTA provide guidelines to teachers regarding their role and responsibility in a student credit recovery program. (**Appalachia**)

Explanatory Note: The student credit recovery program, especially in Western School District, varies from school to school. Teachers need to know what their rights and responsibilities are as this program has the potential to greatly increase teacher workload to an unmanageable level.

Inclusion Education

4. That the NLTA revisit and review its support of the Inclusion philosophy as it is now being implemented – without the necessary human resources and supports. (**Lake Melville**)

Explanatory Note: The support given to the implementation of inclusion was contingent on the provision of adequate resources to properly implement the philosophy of inclusion. These resources have not been forthcoming and teachers are struggling to meet the needs of students within a framework that is problematic and impractical without proper human resources.

Special Interest Council for Substitute Teachers

5. That the NLTA contact substitute teachers in an attempt to create a special interest council for substitute teachers. (**St. John's Centre**)

Explanatory Note: We believe a special interest council will give a stronger voice to substitute teachers in this province. Contact can be made via an article in *The Bulletin* or through and email done through substitute registration and use of school reps.

Teacher Training for New Course Implementation

6. That the NLTA contact all concerned parties and emphasize the importance of proper teacher training for any new course before it is implemented. (**St. John's Centre**)

Explanatory Note: Some courses are implemented and then teachers receive professional development. This may create an unsafe environment for the teacher and students and cause unnecessary stress for the teacher involved.

Fine Arts Graduation Requirements

7. That the Fine Arts graduation requirements be reviewed and the current courses reclassified based on their relation to the delivery of curriculum. (**Provincial Music Council**)

Explanatory Note: The "Fine Arts" category in the graduation requirements encompasses a wide variety of unrelated subjects, and we feel it would be beneficial to organize these subjects according to their rightful category or classification.

Category B: Association

Public Awareness Campaign

8. That the NLTA initiate a regular, ongoing public awareness/education initiative which promotes a positive image of teachers to the public. (**Lake Melville**)

Explanatory Note: This would be especially important during negotiations but should not be limited to times when we are negotiating. The campaign does not have to be through prime time television ads but use all media available such as radio, community channels, community newspapers, etc.

9. That the NLTA investigate the possibility of running a public relations campaign due to stalled negotiations. (**St. John's Centre**)

Explanatory Note: It may be worth the money to run a public

relations campaign to put pressure on the government to negotiate a reasonable contract.

Poll re Easter Break versus March Break

10. That the NLTA conduct a poll (not a voluntary survey) to determine the level of support among its members to change the current practice of an Easter break to a designated March break (possibly at the end of March) of each school year. **(Humber)**

Explanatory Note: A March break will consistently give members a well-deserved holiday at a more professional and instructional crucial time in the school year. A March break will eliminate scenarios in which teachers have to work from January to late April without a break and then return to work with less than two months of teaching remaining.

NLTA Member Contact Information

11. That all future forms/correspondence from the NLTA that would normally ask for a member's home school also include a place for contact information for members who do not have a home school. **(St. John's Centre)**

Explanatory Note: Not all NLTA members have a "home school".

Leave for School Reps

12. That the NLTA seek to have paid leave (one-half day) provided to school reps during NLTA elections for president and vice-president in order to facilitate elections. **(St. John's Centre)**

Explanatory Note: With the busy life of a teacher a school rep may have trouble holding the elections in their school especially if it falls on a day when they have no prep periods and have lunch duties. By giving a half day this may make it easier for all NLTA members to vote in the election.

School Representative Seminars

13. That the NLTA discontinue the practice of allowing School Representative Seminars to be used as an avenue for candidates running for the positions of president and vice-president to campaign. **(Humber)**

Explanatory Note: The Provincial Executive member assigned to schools represented at the seminar should not have to compete with candidates to have conversations/discussions with the school representatives at the seminar. The volume of campaigning material given to school representatives is an unnecessary burden to the representatives. The specific and valuable purpose of the seminars should be enabling the school representatives to professionally, effectively and efficiently fulfill their role as a school representative. School representatives are the most important grassroots link in the Association so they should not be distracted by election campaigns.

Election of President and Vice-President

14. That campaigning for the offices of President and Vice-

President cease two days prior to the day of the election at 12:00 midnight. **(Humber)**

Explanatory Note: Teachers need time to reflect on the campaign material distributed to them by school representatives and candidates. This is difficult to do when they keep receiving material right up to the day of the election. School representatives in particular also need time to arrange the vote in their schools; they do not need the added responsibility of ensuring last minute campaign material is distributed to their colleagues.

15. That the NLTA move to online voting for the provincial President and Vice-President elections. **(Landfall Branch)**

Explanatory Note: With the advances in technology and the availability of the NLTA member database, the time has come for the provincial vote for President and Vice-President to be completed online. This would cut costs and time involved in our present mailing system.

Election of the Provincial Executive

16. That the BGM Electoral Committee policy on Counting of the Ballots for Executive Council be amended so that delegates vote for exactly 10 candidates. **(Landfall Branch)**

Explanatory Note: In recent BGMs there has been a notable change in the way delegates are strategically voting for the Executive Council candidates, voting for a lot less than 10, resulting in candidates being elected with less than 50% of ballots cast. At BGM 2007 with 105 eligible voters, only 1/10 candidates received less than 50% of the vote. BGM 2009 had 103 eligible voters with 4/10 candidates polling less than 50%. The last BGM in 2011 saw 106 eligible voters with 5/10 candidates receiving less than 53 votes (50%) and another 2/10 receiving 54 votes. Therefore, we are electing candidates without a clear majority vote. If delegates voted for exactly 10, they can select a group of 10 individuals who a delegate feels is the best combination to work together, giving consideration that our province's teachers are represented geographically, as well as all teaching areas and specialities being represented (primary/elementary teachers, intermediate/high school teachers, administrators, speciality areas, large schools and smaller schools, etc.).

Branch Boundaries

17. That due to school closures and restructuring, the NLTA carry out an investigation into branch boundaries to ensure the needs of teachers are being met. **(Appalachia)**

Explanatory Note: The NLTA needs to see if changes in branch boundaries are needed to effectively meet the needs of all teachers.

18. That if the NLTA Executive determines that changes to branch boundaries may be required due to school closures and restructuring, those changes be brought to Joint Council for debate. **(Appalachia)**

Explanatory Note: If changes to branch boundaries are required, it should be debated at Joint Council before approval is given.

Category C: Benefits & Economic Services

Semesterization of Courses

19. That with the recent direction of the Department of Education to have some pilot schools completely organize their courses on a semester basis, the NLTA take the necessary steps to ensure that this pilot phase does not increase teacher workload with respect to reporting periods, parent-teacher conferences and exam creation in the pilot schools. **(Humber)**

Explanatory Note: (see comparison chart below)

20. That with the recent direction of the Department of Education to have some pilot schools completely organize their courses on a semester basis, the NLTA take the necessary steps to ensure that this pilot phase does not result in a loss of teaching units in the pilot schools. **(Humber)**

Explanatory Note: There is a concern that prep time may not be scheduled evenly over the two semesters. The elimination of prep time can result in a reduction of teachers.

Viability of School Board-Teacher Liaison Committees

21. That the NLTA investigate the viability of school board-teacher liaison committees and consider the elimination of said committees if needed. **(Appalachia)**

Explanatory Note: The effectiveness of the liaison committees needs to be examined to see if it is money well spent or if the money can be put to better use.

Role of School Administrators in the NLTA

22. That NLTA develop guidelines for administrators in dealing with their dual roles as school site managers and yet as members of the NLTA. **(Appalachia)**

Explanatory Note: Administrators are often caught between being an administrator enforcing the policies of the school board and being an NLTA member. Sometimes the two roles are in conflict. Guidelines are needed to assist administrators, especially new administrators, in this role.

Teacher Appraisal Policies

23. That the NLTA lobby Western School District to change the language in the performance status section of the professional learning plan reporting form. **(Appalachia)**

Explanatory Note: Western School District states that the performance status section will not be used against tenured teachers. More effective language is needed to improve this section and ensure tenured teachers that it will be used fairly in all schools.

First Aid Training

24. That NLTA lobby the Department of Education to provide mandatory first aid training to all skilled trades teachers, physical education teachers and administrators during the first month of each school year. **(Appalachia)**

Explanatory Note: The teachers who most often deal with student injuries are not the ones trained. While the requirements under OHS may be met, it does not meet the safety needs of the school.

Parent-Teacher Reporting Sessions

25. That the NLTA push for a common policy for all school districts in which all teachers be given a minimum of two hours during the work day to meet with parents during reporting sessions. **(Appalachia)**

Explanatory Note: Some school boards are enforcing a policy of only allowing schools with a student-teacher ratio of 15 or more to close during the school day for reporting sessions. This policy is unfair and does not treat schools equally. It fails to take into account that quite often teachers in smaller schools

**Comparison Chart of Reporting periods; Parent/teacher meetings; Exam periods
Current and Semesterized school years**

Evaluation Policy requires:	1st Reporting	2nd Reporting 20% of year/course	3rd Reporting mid-year/course	4th Reporting 80% of year/course	5th Reporting
Current:	Curriculum Night Late Sept.	mid-Nov. report cards Late Nov. P/T conference	Jan. mid-term Exams Feb. P/T Conference	April report cards	June final exams and report cards
Semesterized:	First Term Courses			Second Term Courses	
	Curriculum Night	mid-Sept.		Curriculum Night	mid-Feb.
	20% of course	early October report cards & P/T conference		20% of course	early March report cards & P/T conference
	Mid-term	mid-Nov exams & report cards late Nov. P/T conference		Mid-term	mid-April exams & report cards late April P/T conference
	80% of course	Dec. report cards		80% of course	May report cards
	Final	Jan. exams & report cards		Final	June exams & report cards

teach multiple grades and may in fact teach more students than those in a larger school population. There is no easy way to make this system fair for everyone; however, there is no need to create a two-tiered system, one that dramatically and unnecessarily places an increased burden on teachers with a student-teacher ratio of less than 15.

Teacher Responsibility for Other School Positions

26. That the NLTA investigate and propose solutions to government for instances when a teacher is required to take on the duties of a student assistant due to lack of qualified individuals available to fulfill this role. **(Appalachia)**

Explanatory Note: There are numerous instances in which a substitute has not been able to be found for a student assistant and a teacher has been required to take on this role. This has resulted in disruptions for the teacher and the students to whom they would normally be assigned. In some schools this is occurring on a very frequent basis.

27. That the NLTA investigate the use of instructional resource teachers being required to cover administrative and/or teacher duties when said person is out on school board business and no substitute has been provided. **(Appalachia)**

Explanatory Note: There have been instances where the instructional resource teacher has been required to either fill in at the office because the administrator is absent or to fill in for the teacher covering the office while the administrator is absent. IRTs have been taken away from their regularly scheduled duties because the administrator is absent and no substitute teacher has been provided. This creates disruptions in student schedules and a decrease in services to students.

Lunch Time Supervision

28. That the NLTA continue to work for the abolition of lunch time supervision by teachers. **(Lake Melville)**

Explanatory Note: This is a huge drain on the energy of teachers. Teachers need a break in their day, time to nourish themselves and re-energize for the rest of the day. Other arrangements should be made to provide student supervision at lunchtime.

Professional Development During the Summer

29. That the NLTA cease participating in district sponsored professional development that occurs during the summer holidays. **(Hamilton Sound)**

Issues Relating to the New Student Assessment and Evaluation Policy

30. That the NLTA seek feedback from its members regarding the additional workload on teachers due to the “new” student evaluation policy. **(St. John’s Centre)**

Explanatory Note: It seems with the new student evaluation policy the teacher is doing much more work than the student. It also seems the student has less responsibility and the teacher has more responsibility. We would like for the NLTA to poll/question/

survey (whatever is best) its members regarding the issue.

31. That if concerns are expressed by teachers surrounding the “new” student evaluation policy then the NLTA should contact the parties involved to discuss possible solutions for the members concerns. **(St. John’s Centre)**

Explanatory Note: If the NLTA does receive feedback concerning the student evaluation policy then the NLTA should seek a meeting to let the concerns of its members be known and to seek possible solutions to issues raised.

Clarification of Schools Act Statement re Assigned Duties

32. That the NLTA clarify to its members what the statement “carrying out those duties that are assigned by the principal or the board” means for teachers and administrators. **(St. John’s Centre)**

Explanatory Note: We are seeking clarification of the statement in the Schools Act as it pertains to NLTA members’ rights and responsibilities (teachers and administrators). We would want teachers to know what duties can be assigned by a school administrator without violating the collective agreement, the Schools Act or the Code of Ethics and what teachers can do if they feel anything assigned to them violates their rights.

Mistreatment of Teachers

33. That the NLTA, through province-wide focus groups, investigate the forms, frequency and severity of the mistreatment of teachers by students and parents both in the workplace and community at large and report these findings to the membership as the data is compiled and assessed for trends and areas of concern. **(Marconi)**

Explanatory Note: Over the past number of years there has been a firm/clear stance on bullying/violence among students. At the same time, little focus has been placed on the incidents of students/parents victimizing teachers verbally, emotionally and, in some cases, physically.

Family Leave

34. That the NLTA seek to have “parents” added to the list of family members for which teachers may be granted family leave. **(Marconi)**

Explanatory Note: With our progressively aging population, the need for teachers to take time to attend to the needs of elderly parents is greatly increasing. To ensure they are taken care of with the greatest of dignity, we need time.

Attendance Requirements During Weather Shutdowns

35. That the NLTA seek to ensure that teachers who are doing similar jobs not be subject to differing attendance requirements during weather shutdowns relative to their work address. **(Marconi)**

Explanatory Note: Teachers who are in itinerant roles based out of schools will be off during storm days while those based out of district offices are required to be present.

Proposed NLTA By-Law Changes

Seven proposed amendments to the NLTA By-Laws from Provincial Executive and branches meet the voting requirements for the 2013 BGM.

[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.

Proposed By-Law Changes from Provincial Executive

1. LEVELS BASED SPECIAL INTEREST COUNCILS

Motion from Provincial Executive:

That the levels based special interest council structure be eliminated.

Wording of the Appropriate By-Law Changes:

That Section E.(1) – Special Interest Councils of By-Law IX. – Local or Regional Branches and Special Interest Councils be repealed. It reads:

- “(1) There shall be three Special Interest Councils organized along a levels basis as follows:
- (a) Primary/Elementary;
 - (b) Intermediate;
 - (c) Senior High;”

And that Sections E.(2) and (3) be renumbered and amended to read:

- “(2) ~~Other specialized~~ **Special interest** councils may be established by the Provincial Executive Council in accordance with NLTA policy.
- (3) ~~May Each Council may~~ send one delegate from ~~each Council~~ to the Provincial Association’s Convention, the cost of which is to be covered by the Association’s Convention Budget.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: Levels Councils, since their inception, have struggled to remain viable as per the Special Interest Council Viability Profile which establishes criteria for membership, programming and communications. The Executives of these councils have not been successful in creating “provincial” bodies or hosting provincial events. The Levels Councils were established when five professional development days were added to the provincial collective agreement, and it was hoped that there would be a common professional development day which the SICs would be instrumental in organizing. This common PD day did not occur and this, among other factors, has meant that the Levels Councils have not been effective.

2. SUCCESSIVE TERMS OF OFFICE FOR THE VICE-PRESIDENT

Motion from Provincial Executive:

That a by-law change be prepared for the 2013 BGM to remove the provision limiting consecutive terms of office for the Vice-President.

Wording of the Appropriate By-Law Change:

That Section C. (2) – Office of the Vice-President of By-Law XIII. – Duties of Officers, be repealed and the subsequent subsections renumbered. Subsection C. (2) reads:

“The office shall not be held for more than two successive terms by the same person. A portion of a term shall be considered a full term.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: At the 2009 BGM by-law changes were accepted to permit the President to hold office for two consecutive terms, and the same change was included in the by-law referencing the term of office for the Vice-President. This change limits a person who is Vice-President to two consecutive terms of office, even though prior to the 2009 by-law change there had been no limit on the terms of office which a Vice-President could hold. Provincial

Executive reviewed information received from teacher affiliates across Canada regarding the length of the term of office for vice-president in their organizations and noted that only one of the organizations had a limit on consecutive terms of office for the vice-president. Executive is therefore recommending that this restriction be removed from NLTA By-Laws.

3. TECHNICAL AMENDMENT RE TERM OF OFFICE OF THE PRESIDENT

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

“That 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.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: At the 2011 BGM a by-law change was accepted to change the timing of the province-wide election for President and Vice-President from February to December. When this change was made, a corresponding change to By-Law XIII.A.(1) – Duties of Officers should have been made to have the term of office of the President be the two-year period from August 1 in the year following the year the President was elected, since the election now takes place in the calendar year preceding the start of the new president’s term. Therefore, Executive is recommending this change to make the by-law consistent with the timing of the election.

Proposed By-Law Changes from Branches

4. NUMBER OF TEACHERS REQUIRED TO FORM A BRANCH (APPALACHIA BRANCH)

Motion from the Branch:

That the number of teachers required to form a branch under By-Law IX.A (2) be increased to 20 teachers.

Rationale from the Branch:

In order to effectively represent the views of a branch, there must be a sufficient number of teachers. This by-law change will assist this representation.

Wording of Appropriate By-Law Change:

That Section A.(2) of By-Law IX. – Local or Regional Branches and Special Interest Councils be amended as follows:

“A. Formation of a Branch

- (2) A local branch may be set up in any locality where there is an effective membership of at least ~~10~~ **20** teachers and where communication prevents the functioning of a larger branch within that area. In any area where a local or regional branch is functioning, no other branch may be formed unless approval is given by the Executive. Such approval may be given only after the Executive has consulted with the local or regional branch already functioning in that area.”

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: This proposed by-law change would cause the forced dissolution of any branch with between 10 and 20 members. It would have a negative impact on rural branches. As well, some of the smaller branches can sometimes be the most active.

5. FEES FOR TEACHERS ON LEAVE OF ABSENCE OR PURSUING STUDIES (APPALACHIA BRANCH)

Motion from the Branch:

That NLTA increase the monthly and semester dues required under By-law III.C (2) from \$2 to \$5.

Rationale from the Branch:

As the fees for active teachers have increased over the past few years, the fees for all other teachers wishing to remain members of NLTA should also be increased.

Wording of Appropriate By-Law Changes:

That Sections C. (2) (b), (c), (d) and (f) of By-Law III. – Active Membership be amended as follows:

“C. Dues

- (2) Teachers on Leave of Absence or Pursuing Studies as per By-Law III.A.(4) shall pay the following dues:
 - (b) Teachers on leave for study purposes, and not receiving salary, the dues shall be ~~\$2.00~~ **\$5.00** per semester and the deadline for receipt of such dues shall be two months after the commencement for either of the semesters.
 - (c) Teachers on leave as per By-Law III.A.(4)(c) shall pay ~~\$2.00~~ **\$5.00** per month for each completed month of leave.
 - (d) Teachers who have resigned, were terminated or laid off, and pursuing studies shall pay dues of

~~\$2.00~~ **\$5.00** per semester and the deadline for receipt of such dues shall be two months after the commencement for either of the semesters.

- (f) Teachers on Parenthood Leave shall pay ~~\$2.00~~ **\$5.00** per month for each complete month of such leave.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: Although these are nominal fees, they have not been increased in more than 30 years.

6. FEES FOR RETIRED TEACHERS AND TEACHERS ON LONG TERM DISABILITY (APPALACHIA BRANCH)

Motion from the Branch:

That NLTA increase the yearly dues under By-law IV.C. (2 & 3) from \$5 to \$10.

Rationale from the Branch:

As the fees for active teachers have increased over the past few years, the fees for all other teachers wishing to remain members of NLTA should also be increased.

Wording of the Appropriate By-Law Changes:

That Sections C. (2) (and (3) of By-Law IV. – Associate Membership be amended as follows:

“C. Dues

- (2) Retired Teachers – Dues of ~~\$5.00~~ **\$10.00** per year shall be charged. For those with extenuating circumstances, the fee may be waived upon application to the Executive. Retired teachers who substitute shall, however, on days substituting, pay an amount equivalent to the dues required for substitute teachers.
- (3) Teachers on Long Term Disability shall pay ~~\$5.00~~ **\$10.00** per year. For those with extenuating circumstances, the fee may be waived upon application to Executive.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: Although these are nominal fees, they have not been increased in more than 30 years.

7. INDEBTEDNESS OF BRANCH AND SPECIAL INTEREST COUNCILS (APPALACHIA BRANCH)

Motion from the Branch:

That By-law XX regarding branch and special interest council funds be amended to delete “without prior approval of Executive” from the last sentence of the paragraph.

Rationale from the Branch:

No branch or special interest council should be permitted to borrow money, and therefore be in debt, or have a credit card at any time. If additional funds are required, those funds should come directly from NLTA to the branch or council.

Wording of the Appropriate By-Law Change:

That By-Law XX. – Branch and Special Interest Council Funds be amended to read:

“The financial arrangements for NLTA branches and special interest councils shall be determined by the Executive and approved by the Convention in its budget. Such arrangements will not be altered to a greater amount during the period for which such arrangements have been made and approved. Other resources may be sought and expended without reference to the Executive, except that no branch or special interest council may incur any indebtedness through such things as borrowing or use of credit cards ~~without prior approval of Executive.~~”

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive’s Recommendation: This is in the control of Provincial Executive Council at present and this added restriction is unnecessary. If such a request was ever received, Executive would determine if such indebtedness is warranted.

Tuesday, April 2

- 2:00 p.m.
- 7:00 p.m. **REGISTRATION** (*Lobby outside Salons*)
- 3:00 p.m. **ORIENTATION SESSION**
For new delegates, alternates and observers
(*Salons A & B*)
- 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 3

- 8:00 a.m. **REGISTRATION** (*cont'd*)
- 8:30 a.m. **FIRST GENERAL SESSION** (*Salons A & B*)
Chairperson: James Dinn, Vice-President
A. Chairperson's Remarks
B. Greetings from Department of Education
C. President's Address – Lily B. Cole, President
- 10:15 a.m. **BREAK**
- 10:30 a.m. **SECOND GENERAL SESSION**
Chairperson: Lily B. Cole, President
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 2011 BGM
1. Adoption
2. Business Arising from 2011 Convention
a) Report on Resolutions from BGM 2011
b) _____
c) _____

- E. Proposed By-Law Changes
1. From Provincial Executive

Special Interest Council Structure

By-Law IX.E. (1) - (3) – Local or Regional Branches and Special Interest Councils (Special Interest Councils)

Term of Office of the Vice-President

By-Law XIII.C.2. – Duties of Officers (Office of the Vice-President)

Term of Office of the President

By-Law XIII.A.1. – Duties of Officers (Office of the President)

2. From Branches

Number of Teachers Required to Form a Branch (Appalachia Branch)

By-Law IX.A.(2) – Local or Regional Branches and Special Interest Councils

Fees for Teachers on Leave of Absence or Pursuing Studies (Appalachia Branch)

By-Law III. C. (2) (b), (c), (d) and (f) – Active Membership (Dues)

Fees for Retired Teachers and Teachers on Long Term Disability (Appalachia Branch)

By-Law IV. C. (2) and (3) – Associate Membership (Dues)

Indebtedness of Branch and Special Interest Councils (Appalachia Branch)

By-Law XX. – Branch and Special Interest Council Funds

- 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

Teaching Against the Grain: Empowering Teachers in Troubled Times

Dr. Joel Westheimer

University Research Chair & Professor
University of Ottawa

Closed Session – Delegates / Teachers

- C. Group Insurance Auditors' Report & Budgets
- D. Financial Reports
 - 1. Auditors' Report
 - 2. Financial Statement
- E. Tabling of 2013-14 and 2014-15 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 4

8:30 a.m. **FOURTH GENERAL SESSION**

- A. Report of Electoral Committee
- B. Election of 2013-15 NLTA Executive
- C. Report on 2011-13 NLTA Priorities
 - 1. Quality of Teacher Work Life / Collective Bargaining
 - 2. Membership Awareness and Engagement
 - 3. Inclusion
 - 4. Technology in Education
- D. Discussion on Resolutions

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

- E. Canadian Teachers' Federation
Paul Taillefer, President
- F. Retired Teachers' Association of NL
Tom Kendell, President
- G. Address by NLTA President-Elect
James Dinn
- H. Address by NLTA Vice-President-Elect
Dean Ingram
- I. Report of Electoral Committee (*cont'd*)
- J. Discussion on Resolutions

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

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

- A. Address – Premier of Newfoundland and Labrador – *Honourable Kathy Dunderdale*
(*not confirmed at time of printing*)

Closed Session – Delegates / Teachers

- B. 2013-14 and 2014-15 Budgets

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

Open Session

- C. Discussion on Resolutions

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

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

Open Session

- A. Discussion on Resolutions

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

Friday, April 5

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 2013-15 President
- C. Discussion on Resolutions
- D. Reports
 - 1. Scrutineers Committee
 - 2. Publicity Committee
 - 3. Resolutions Committee
 - 4. Steering Committee
- E. New Business
 - 1. _____
 - 2. _____
 - 3. _____
- F. Date of Next Convention
- G. Closing of Convention

DELEGATES AND FUNDED ALTERNATES TO THE 2013 BGM

Branch/ Council	Delegate Name(s)	Funded Alternate
Appalachia	Jeffrey Blundon, Terry Ball, Wally Childs	
Aurora	Tom O'Rielly	
Baccalieu	Stella Johnson	Joan Kelly
Baie Verte Peninsula	Roxie Snow	Amanda Ryan
Bay d'Espoir	Connie Willcott, Jerry Smith	
Bay Roberts	Clarence Mercer, Nicole Curlew, Stewart Ralph	
Bell Mer	Paul May	Dan Smith
Belleoram-Wreck Cove	Derrick Baker	
Bremco	Mary Foley	Hollis Cull
Burgeo	<i>unavailable at time of printing</i>	
Burin-Marystown	Stephen King, Allison Parsons	
Carbonear	Kelly Loch, Gordon King	
Churchill Falls	Barry Noble	
Clarenbridge	<i>unavailable at time of printing</i>	
Coastal Labrador South	Bonnie Rumbolt	Mary Ward
Conception Bay Centre	<i>unavailable at time of printing</i>	
Conception Bay South	Donna Reddick, Danielle Stanley- Genge, Kim Bourgeois, Christan Murphy, Melanie Batten	
Deer Lake	Trevor Lodge, Dionne Snow	
Exploits Valley	Paul Moore, Cameron Snow, Rick Duffy	
Fogo Island	Dawn Payne	Susan Crawford
Ganov	Chad Horne, Diane Davis, Clifford Budgell	
GranForLine	Glenn Rogers	Dale Parsons
Green Bay	Kevin Flynn	Conway Roberts
Hamilton Sound	Darren Goodyear	Trina Whitt
Harton	Dominic Ricketts	Bernetta Delaney
Humber	Glenn MacArthur, Kathy Rowsell, Tracey Payne, Linda Chaisson	
Ingornachoix	<i>unavailable at time of printing</i>	
Labrador West	Arlene Johnson, Mairin Saville	
Lake Melville	Sharon Mugford, Sandra Quigley	
Landfall	Paula Smith	Joette Wells
Long Range	Marie Vaters	Shane Payne

Branch/ Council	Delegate Name(s)	Funded Alternate
Marconi	Ches West, Brenda Beresford, Mary Jane Maloney, Wayne Barry, Caleb Thorne	
Northern Light	Maurice Smith	Maisie Groves
Notre Dame	Craig Tucker, Dean Catling	
Nutak Labradorimi	<i>unavailable at time of printing</i>	
Placentia	Melvin Critch	William Sellars
Port aux Basques	Colin Short	Tuesday Seymour
Rameaux	<i>unavailable at time of printing</i>	
Rushoon-Terrenceville	Patrick Whiffen	Sandra Harnum
St. John's Centre	Christina Cox, Ed Buckingham, Jason Aue, Janette Kelly	
St. Mary's Bay	Patti Corcoran	Heather Hanlon
Seagaulher	Jonathan Skinner	Guy Nash
Southern Shore	<i>unavailable at time of printing</i>	
Table Mountain	Kelly Pevie	Heather Brake
Taylor's Brook	Janice House	Natalie Jackson
Trinity-Deadman's Bay	Thomas Barbour	Yvonne Perry
Trinity, T. Bay	Earle Pike	
Upper Trinity South	Kim Siegfriedt	Todd Philpott
Waterford Valley	Debra Sparkes-Mercer, Kimberly Fifield, Trent Langdon, Marnie Sinnott, Clarence Button, Hugh Keenan	
Council of Special Services	<i>unavailable at time of printing</i>	
Modern Languages SIC	Jim Murphy	(Sherry Potter, Alt.)
Music SIC	Kathy Conway-Ward	
NL Counsellors' and Psychologists' Association	Peggy Hann	
Physical Education SIC	Zoe Hamilton	(Luke Neville, Alt.)
Primary/Elementary SIC	<i>unavailable at time of printing</i>	
School Administrators Council	Kevin Giles	(David Penney, Alt.)
Teacher-Librarians NL	Heather Godden	(Alison Edwards, Alt.)
Technology Education SIC	Thomas Sheppard	(Neal Tremblett, Alt.)
MUN Observers	Erin Maxwell, Carla Melendy, Heather Noah	

