

THE
bulletin

Newfoundland and Labrador Teacher's Association

Convention 1997



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AGM 1997

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention '97, will take place April 1-4 at the Delta St. John's Hotel. Approximately 104 delegates will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention and other important business which must be carried out throughout the year.

One of the highlights of the Annual General Meeting will be the elections for President, Vice-President and the Provincial Executive of the Association.

In addition to delegates representing NLTA's 54 Branches, observers representing the Association's 23 Special Interest Councils will also be in attendance. Other highlights of the AGM include presentation of the Special Recognition Award, the Bancroft and Barnes Awards, the Roy C. Hill Award, and the conferring of Honorary Membership in the Association.

CANDIDATES FOR PRESIDENT

Brendan Doyle

Educational Background

- B.A. (St. Francis Xavier, 1972)
- B.Ed. (MUN, 1973)
- M.E. in Administration (MUN, 1979)
- M.Ed. in Guidance Counselling (University of New Brunswick, 1989)

Teaching Background

- Department Head (4 years)
- Vice-Principal (primary and elementary, 1 year)
- Principal (high, 5 years)
- Program Co-ordinator (3 years)
- Guidance Counsellor (7 years)
- Presently, Vice-Principal, Belanger Memorial

NLTA Involvement

- President, Codroy Valley Branch (5 years)
- Professional Relations Committee (3 years)
- Chairperson, Ad Hoc Committee on NLTA's Reaction to the Royal Commission (1991-92)
- Chairperson, Collective Bargaining Committee (1992-94)
- Finance and Property Committee (1991-93)
- Ad Hoc Committee on Communications between Branch Presidents and Provincial Executive (1993)
- Member, Negotiating Team (1993-94)
- Chairperson, Negotiating Team (1995-97)
- Table Officer (1994-97)
- Facilitator, NLTA Strategic Plan (1995-97)
- Chairperson, Ad Hoc Committee on Joint Council (1996)
- Chairperson, Election '96 Strategy Committee
- CTF Delegate --; Regina (1993), Halifax (1995), Calgary (1996)
- Vice-President (1995-97)

Position Statement

The operative word in education in Newfoundland and Labrador for the past ten years has been "reform". During this same period, teachers have been forced to endure unprecedented pressures and frustrations in their daily struggles to meet the many and varied needs of students. They have been told repeatedly to be patient as reforms aimed at addressing their concerns were on the way. Unfortunately, these same teachers know all too well that many previous educational reforms have failed to withstand the test of time and functionality; hence, they are forced to cope, with the only flicker of hope for many of them being retirement eligibility at the earliest possible moment. One teacher actually described his coping as anchoring one foot to the classroom floor and the other one to the window ledge!

In an attempt to explain to a non-teaching friend how classrooms and classroom teachers are under unprecedented pressures that serve as impediments to learning, I recently used the analogy of a bottle of pop. A bottle of pop, pressurized by shaking, must have the pressure released gradually before opening;

otherwise, a messy situation occurs. So, too, our classrooms -- pressurized by full integration without adequate supports, by unruly and disruptive student behaviours, by unrealistic expectations with respect to achievement levels, and the list goes on -- these classrooms need to be depressurized before a real explosion occurs. It is my contention that this will only occur through meaningful collective bargaining; by implementing the recommendations of the Classroom Issues Committee and the Special Education Report; and by closer liaison and co-operation between schools, district offices, and the Department of Education. Initiatives on these fronts must be advanced immediately.

Commentary on the state of classrooms would not be complete without reference to teacher morale. Why teacher morale is at an all-time low was accurately identified, I believe, in our Election '96 Booklet, *Take Another Look*. I do not need to site the reasons for this low morale -- you know them all too well. One has to again reference meaningful collective bargaining, including a resolution to the pensions and classroom/workload issues, as necessary prerequisites to improve teacher morale.

Meanwhile, this Association must take advantage of every opportunity to speak out loudly and often in the defense of teachers and public education. It must take the lead in empowering teachers to say "Enough is Enough". Teachers have to be re-assured that it is okay -- yes, even professional -- to say "No" to many of society's demands. Teachers need to experience the job doing fewer things -- and doing them more systematically and thoroughly.

With specific reference to NLTA, we must never lose sight of the fact that this Association exists first and foremost to contribute to the well being of teachers. These teachers now find themselves under a microscope and this, coupled with the new demographics and changing needs of teachers, will test the resolve of the NLTA for the months and years ahead. Therefore, a re-alignment of the Association, structurally and financially, in a manner proposed by the Strategic Plan, *Exploring Our Pathways*, is necessary. It will ensure that NLTA remains vibrant, relevant, and responsive to the needs of teachers.

To conclude, my teaching and NLTA backgrounds are marked by diversity -- a diversity, I believe, that will serve one well as President. This is supported, in turn, by extensive involvement in health care administration that had structural and financial reform as its major focus. If elected President, I am fully prepared to end my commitments in other areas, without guilt or apology, and channel my full energies and abilities to the cause of the NLTA.

Dennis "Doc" O'Keefe

Academic Background

- B.A. (Memorial University)
- B.Ed. (Memorial University)
- M.Phil. History (Memorial University)

Teaching Experience and Professional Involvement

- Brother Rice High School
- St. Patrick's Hall
- Department Head, Social Studies, Beaconsfield High School
- Member, Social Studies Council
- Member, Provincial World Studies Advisory Committee
- Writer/Consultant, Global Issues
- Chief Reader/Setter, World Studies Public Examinations

- Member, Provincial Curriculum Development and Validation Committees
- Member, Curriculum Development Committees, R.C. School Board, St. John's

NLTA Involvement

Waterford Valley Branch:

- Political Action and Communications Officer
- Chairperson, Scholarship Committee
- St. John's School Board -- Teacher Liaison Committee
- Branch President

Provincial:

- Provincial Executive
- Member, Finance and Property Committee
- Chairperson, Group Insurance Trustees
- Member, Equality Rights and Field Services Committee
- Member, Education Week Committee
- Chairperson, Ad Hoc Committee on Communications
- Member, Employee Assistance Program, Collective Bargaining Committee

Community and Personal Involvements

- Member, St. John's Cabot 500 Special Events Committee
- Chairperson, St. John's Cabot 500 Area Events Committee
- Vice-President, Corpus Christi Parish Council
- Chairperson, Corpus Christi Parish Hall Administration Committee
- Session Leader in Communications, Pre-Marriage Course
- Eucharistic Minister, Corpus Christi Parish
- Executive Member, Lecturer, Knights of Columbus

Position Statement

Remember:

*If your mind will Conceive it,
and your heart will Believe it,
Eventually you will Achieve it
If you have enough Faith.*

I ask you to pause a moment and consider the above lines. At this time in our profession these lines are very appropriate and extremely important. They describe what we as professional educators must feel if we expect to successfully weather the storms we face.

Hi, I'm Doc O'Keefe. I became a teacher for two reasons. First, in my heart and soul I felt it was what I wanted to do with my life and through it I would be able to work with and contribute to the development of young people. Second, but no less important in my much younger mind at the time, I felt confident I would be treated, recognized and paid as the young professional I planned to become. I chose to teach because I felt it was a "higher calling" and because of the personal and professional satisfaction it offered, as well as the suitable standard of living I felt confident would accompany it. Tragically, these rewards are slipping from our grasp. For senior teachers they are but a fading memory while our younger confreres see them almost as the impossible dream. Let's look for a moment at what is happening in our world. Daily, we face

almost impossible teaching conditions in our classrooms. Between the lack of authority, increasing discipline problems, overcrowded classrooms and scarce resources, quality instruction is becoming increasingly difficult. The fact that our students do as well as they do nationally and internationally is due to the effort and devotion of teachers rather than any initiatives undertaken by Government. To this mix, the Government is now adding the built-in chaos, at least for a few years, that it refers to as "reform and restructuring". Our salaries have so stagnated since 1989 that they bear little relationship to those of other professions and, in fact, in purchasing power have been reduced to 1960 levels. Certainly, they do not reflect the training, time, dedication and performance that society demands from us for its children. To make matters worse, our pensions are threatened by a government determined to balance its books no matter what the human cost. Yes, we face diminished professional and personal lives now and in retirement after years of serving the province and helping to develop its most precious resource, its youth.

No more!!! The erosion must stop. It cannot be allowed to continue unabated. Under my leadership the focus would be on:

1. Pensions and Incomes
2. Personal and Professional Life Enhancement
3. Viable Methods of Achieving Above Goals.

I ask for your confidence, support and vote for the position of President of the Newfoundland and Labrador Teachers' Association. I am offering myself at a time when reform, restructuring and change have become the "buzz" words of our world just as "paradigm" did a few short years ago. Over the past years I have learned much from my association with the NLTA but I am not tied to the policies and the practices which have served us well in the past. As a new leader with a new vision, I promise a new approach which will be aggressive yet contemplative, innovative yet measured, and conciliatory but balanced. Maintenance of the "status quo" is not an option for me.

Remember: *Life's battles don't always go to the stronger, or faster man. Sooner or later, the man who wins is the man who thinks he can.*

Together you and I can! Vote for us! Vote Doc!

CANDIDATES FOR VICE-PRESIDENT

Fred Andrews

Academic

- B.A., B.Ed. (Memorial University), M.Ed. (St. Francis Xavier)
- Department Head, Social Studies, Holy Trinity, Torbay
- 27 years teaching

NLTA Involvement

- *1995-97*: Provincial Executive - Table Officer; Parliamentarian, Chair of Administrative Staff and Support Staff Executive Negotiating Team; NLTA representative on Literacy Development Council for Province (member of grants review and table officer for this organization)
- *1994-95*: Provincial Executive - Chair of Communications Committee; Chair of Staff Negotiations; NLTA representative at Provincial Literacy Council
- *1993-94*: Provincial Executive - Chair of Field Services Committee; member of Staff Negotiating Team
- *1991-93*: Provincial Executive - Chair of Group Insurance; member of Staff Negotiating Team
- *1989-96*: Represented NLTA at annual CTF AGM's
- *1989*: Co-chair of 100th Anniversary Planning Team responsible for Day Care and Participant Activities
- Prior to 1989: President of Marconi Branch, St. John's East

Other Pertinent Involvement

- Represented Newfoundland division of Canadian Red Cross at First Donor Recruitment Campaign held in Ottawa (1996).
- Athletic coach for minor, high school and adult (teacher focused) sport teams for the past 30 years.
- Lay reader and active committee member for Parish activities.
- First Newfoundland teacher to attend Labor-Union Studies School held at Cornell University in New York State.
- Blood recruitment co-ordinator for two annual collections at Holy Trinity High for the Canadian Red Cross for the past 15 years.

Position Statement

As a candidate for Vice-President of the NLTA I feel I have the experience, the network of contacts, the expertise and appropriate skills to help lead the NLTA Team and its members now and in the future.

As professional educators in this province we are faced with a vicious game of roulette. What should be the focus of our energies? Which one challenge poses the greatest threat and to whom? Under the uncertainty of educational reform the many bullets are: layoffs; increased workload; reduced incomes; pension insecurity; erosion of existing benefits; transfers; loss of support services; inadequate funding; the absence of professional development and in-service; low self-esteem; external critics; and others, such as few job opportunities.

It is more important than ever that we, the NLTA, remain strong and united. That a Teacher is a Teacher, that our mosaic of teachers is as strong as - no, stronger than - any mono culture of teachers. It is our own diversity within the membership that is our source of strength and pride. Together we can and we will

succeed. Education must be given back to educators.

I humbly ask your support to give me the privilege and the responsibility to help lead the way.

Graham R. Butler

Prior to being elected to Provincial Executive I pledged that I would serve to the best of my ability. I am now renewing that pledge as I seek the office of Vice-President of this Association.

You don't need me to identify the issues facing us. They have received, and will continue to receive, plenty of attention in communications from 3 Kenmount Road, in talk around staff rooms and in the public media. The resolution of these issues is still in the future but we can rest assured that, when present challenges are resolved, they will be replaced by others.

As we make decisions about the future leadership of this Association, therefore, it is crucial that we have a clear vision of the characteristics which our President, Vice-President and Executive members ought to possess so that, no matter what the issue, we can feel confident that our concerns will be addressed.

One characteristic must surely be an ability to articulate the thoughts and concerns of our teachers. This must never be done in some arbitrary, dogmatic fashion. That would do an injustice to the complexity of the issues and would be an affront to the sincerity of those who find legitimate cause to question and criticize. Once some consensus has been reached, however, it must be eloquently expressed both clearly and forcefully yet in a dignified and rational manner. We can rest assured that our opponents will present their case well. We must expect nothing less from our leaders.

A second characteristic must be the possession of a clear philosophy of education which encompasses a perceptive knowledge and understanding of recent "reforms" and their ramifications for our educational system. No one disputes the fact that changes are necessary but much of what has occurred up to now has been driven far too much by budgetary rather than educational concerns. Even where the focus has been upon legitimate reforms, the vision of what our K-12 system should be has often been seriously flawed. Without this clarity of understanding, our voice will be ineffectual and our successes far too limited.

The above characteristics would be meaningless unless our leaders exhibit "integrity". The "integrity" I refer to may be demonstrated in various ways. There must be a willingness to clearly state where one stands without waiting to see if the position is the popular one. There must be a willingness to be forthright in all our dealings so that everyone, even those who may disagree with us, will acknowledge the validity of our position. There must be a fundamental respect for all members of this Association for only then can we hope to have such respect reciprocated.

What do you consider to be the essential attributes which our leadership must possess? Whatever your views, they should be communicated to AGM delegates who will have the responsibility of making a decision. If that decision is based upon thoughtful reflection and input from the membership at large, this Association will be well served.

Many of you will have heard or seen me express my views on a myriad of issues over the past few years and so have a good idea of where I stand. Those of you who have not should feel free to contact me at any time if you have any questions. My availability for such contact did not change when I became a Provincial Executive member and it will not change if I become your Vice-President.

Do I possess what it takes to be entrusted with your support? I can only humbly ask for your consideration. Keep the faith.

Winston Carter

Educational Background

- 1989: Commenced Fine Arts Degree
- 1982: Computer Institute
- 1981: Master of Education (Administration)
- 1974: Bachelor of Arts (Social Studies Major)
- 1974: Bachelor of Education (Secondary Methods)

Teaching Experience

- 1982-1997: Principal (K-12 System)
- 1982-1990: Principal (K-6 System)
- 1979-1981: Principal (7-11 System)
- 1979-1981: Vice-Principal
- 1974-1981: Classroom Teacher (7-11)

NLTA Involvement

- *1996-97*: Member, Provincial Executive; Chairperson, Finance and Property Committee; Member, Teacher Certification Committee
- *1995-96*: Member, Provincial Executive; Member, Finance and Property Committee; Member, Deferred Salary Leave Committee
- *1995*: Chairperson, Resolutions Committee (Hamilton Sound Branch)
- *1994*: Member, Professional Issues in Teaching Committee
- *1993*: Member, Attendance Committee (Department of Education)
- *1992*: Representative at CONTACT '92
- *1990-94*: President, Hamilton Sound Branch
- *1985-86*: Chairperson, Ad Hoc Collective Bargaining
- *1984-86*: Vice-President, SAC
- *1983*: Secretary, SAC Central

Position Statement

We have all spent endless hours and countless dollars to be the best that we can be in our profession. We consider ourselves the most highly trained teaching force in Canada. Yet, a great deal of our valuable time is being spent doing everything else but teaching. This expectation has got to stop.

As professionals, we must continue to not only demand that ample professional development days be reinstated, but also that Government, as our employer, take greater responsibility for funding such training. Blocks of time, early within our school year, must be set aside if such in-service is to translate into meaningful experiences for the student in the classroom.

We have welcomed many of the educational reforms with guarded optimism. The new Schools Act and Education Act will chart our course in education well into the 21st century. Many of the powers, rights and privileges once held by the Department of Education and Training have now been transferred to the school districts and their respective denominational committees. As elected members of your administrative team, the onus will be ours to ensure that these Acts are interpreted and implemented in your best interests.

One of the most highly sought after documents this year has been the seniority list. As the "bleeding"

continues, our already demoralized teaching force of 7,200 takes little comfort in knowing that their job security is still being threatened. Even more distasteful is the situation which has become the norm rather than the exception, where our younger teachers find themselves on term contracts year after year with no tenure possible and often first to go. This is an untenable position! We must continue our fight to have many of our staffing allocation formulas changed in order to provide protection for all members under the NLTA umbrella.

With all of our external demands, frustrations and frozen wages, it is of paramount importance that we are not asked to bear a greater financial burden from within our Association. Fiscal restraint and greater accountability has been and must continue to be the order of the day. As Branch President, I spoke out strongly against a fee increase. Now, as a member of your Provincial Executive and chairperson of your Finance and Property Committee, I am pleased to report that we are recommending, for your approval at this year's AGM, no fee increase in the 1997-98 and 1998-99 budgets.

Finally, I thank the Hamilton Sound Branch for their nomination, and I respectfully ask for your support at AGM '97 in my bid for Vice-President of your NLTA.

Fred Douglas

Educational Background

- Undergraduate Studies (MUN)
- Graduate Studies (Boston College)

Teaching Background

- Senior High Language and Literature teacher
- 1975-Present: Burin Peninsula School Board

NLTA Involvement

- *1975-77*: Branch President, Rushoon-Terrenceville
- *1977-79*: Past President, Rushoon-Terrenceville
- *1980-91*: Various branch committees and activities
- *1991-93*: Branch executive (Secretary)
- *1993-94*: Branch President, Burin-Marystown
- *1993*: Committee on Communications Between Branch Presidents and Provincial Executive
- *1993*: Attended CONTACT '93, Sydney, Nova Scotia
- *1994*: Co-Chair, CONTACT '94, Burin, NF
- *1994-97*: NLTA Provincial Executive
- *1994-96*: Chair, Group Insurance Trustees
- *1995-96*: Chair, Group Insurance Review Committee
- *1975-96*: Represented Branch members as delegate at various AGMs
- *1996*: Delegate to CTF
- *1996-97*: Table Officer of NLTA Provincial Executive

Community and Professional Involvement

- Coaches high school sports teams
- School leadership team
- School committees

- Board committees
- Professional Development Presentations
- Deputy Mayor, Municipal Council
- Charter Member, Fortune Lions Club
- Founding President, Bay L'Argent Lions Club
- Chair and member, local Church Board
- Currently Chair of T. J. MacDonald Achievement Home for young offenders

Position Statement

NLTA faces many challenges as it continues to advance the causes of education and teachers. These challenges can best be successfully met as past challenges have been; with solidarity and singleness of purpose. For example, teacher solidarity played a huge role recently in enabling the NLTA to persuade Government to reinstate \$400,000 (approximately 2,600 days) in teacher leaves. Whatever the challenge or issue we can only be successful in addressing it if we remain as united as we were on this issue.

Teachers will be affected by a myriad of concerns as educational reform provisions are implemented. We may have to be prepared to stand together again with one voice to ensure that teachers are justly and fairly treated, according to the provisions of our Collective Agreement. Solidarity on these issues and others will determine our degree of success for teachers.

In order to maintain this level of solidarity leadership at all levels within the NLTA we must continue to monitor and listen carefully to the concerns and demands of teachers in the field. We must continue a team approach and be ready to lead the Association at the direction of teachers and our stated goals and objectives. It may not be possible to have total consensus in such a large and diverse group, but I believe we can meet the needs of the great majority of our members.

NLTA has been faced with difficult decisions and challenges in the past. We have found ways to solve our problems because we have had the support of the membership on important issues. Solidarity and strength of purpose have always been paramount to our degree of success and will remain so. This is the way in which we will further the cause of teachers and education in Newfoundland and Labrador. This is the spirit with which we will approach the priorities we have set for our Association.

I would like to thank Burin-Marystown Branch for nominating me. I would also like to thank delegates who have provided me with the privilege of serving on Provincial Executive Council for three years; it has indeed been a tremendous opportunity for professional and personal growth. I feel that this valuable experience has helped prepare me to competently fulfill the office of Vice-President of our Association. I respectfully ask for your support in this endeavour.

Rivlyn Galway

Background

Riv Galway is completing his second term as a member of the Provincial Executive of the NLTA. He is currently Chair of the Professional Issues in Teaching Committee, a member of the Educational Leave Committee and a member of the negotiating team in talks with both the support and administrative staffs of the NLTA.

Riv has been active at both the Branch and Council structures of the NLTA throughout his career. He has worked with the Special Interest Councils at both the provincial and regional levels and was President and Communications Officer of Ganova and assisted in the planning for several PD Days. He was also a member of the Collective Bargaining Committee as well as several ad hoc committees of the Association.

Riv has prepared and delivered submissions on behalf of teachers in Ganova Branch to the recent Ministerial Consultation on Education as well as the Williams' Royal Commission Report and the Task Force on Educational Finances. He is currently employed with the Lewisporte-Gander Education District as a Program Co-ordinator with responsibilities in the areas of English/Language Arts and Social Studies.

Position Statement

The NLTA has survived as a vibrant organization for 107 years during which the educational landscape of this Province has undergone many changes. With each change there is renewed strength, vigor and determination to confront the taxing issues of the time. One such issue for NLTA is that of pension stability. For a number of years, your Association has tried to secure a commitment from Government to deal with this complex and chronic problem. During the Fall 1996, Government showed a willingness to work towards a pension solution and our efforts have been ongoing to that end and indeed they must continue and there must be a resolution.

There will undoubtedly be other issues which will occupy the attention of your Executive during the next term of office. We must ensure that educational reform in this Province has more to do with improving the system than with political ideology. We must recapture the vibrant spirit of our profession by ensuring that our members have the opportunity to grow as professionals through worthwhile PD experiences and opportunities. We must seek a role in shaping policies of Government which will develop the resources in the minds of children as well as the resources in the ground.

As your Vice-President, I want to work with you in achieving our common goals. I want the public to know and realize that failure to reinvest educational savings into education will ultimately mean that quality education for our children will become an elusive dream. I want all of our partners in education to understand that the longer Government delays restoring adequate funding for education, the harder it will be to reverse the growing damage to our system and our children. We are all painfully aware that the fiscal capacity of this Province is troublesome; but even more troublesome is the acceptance of the fact that we can now short change our educational efforts and still expect a product with the quality necessary in order to compete on a level playing field in the 21st century.

Leadership is never an accident; it is the accumulation of one's training, experiences, and commitment to the goals and objectives of an organization. I feel that I possess these qualities and therefore place my name before you as a candidate for Vice-President of your Association. I ask for your support at AGM '97 and together we will develop a strong voice on those matters which are important to each of us.

Clement "Ted" Murphy

Background

Ted Murphy is an Instructional Resource teacher with Bishop O'Neill Collegiate in Brigus. He has been a Provincial Executive member for four years. Ted has been chairperson or member of several NLTA Committees. He is currently Chairperson of the Group Insurance Trustees Committee and a member of the Negotiating Team.

Position Statement

Henry Steele Commager, an American educator and historian once stated: "Change does not necessarily assure progress, but progress implacably requires change Education is essential to change, for education creates both new wants and the ability to satisfy them." This statement amply describes where the reform of our education system is presently. Many of us realize the wants and our ability to achieve them while wrestling with changes that may or may not assure progress. The question is where do we as an Association fit the puzzle of reform? The issues are many and varied in both scope and intensity. Our main role must be

that of watchdog. We must set our own criteria.

Our first criteria must be the teacher. We can no longer say that we are protecting working conditions but we must improve them. The committee work has been completed. The Classroom Issues Committee Report can not be placed on a shelf to collect dust. We must give the classroom teacher the power to control his/her classroom. Schools must not be a dumping ground for all society woes. Change is giving us a new start. All agencies must work together and not hide from the responsibilities. Teachers will meet the challenges as professionals but need the proper supports not roadblocks of the various agencies.

Another criteria of equal importance must be remuneration. As professionals, teachers must be compensated with adequate remuneration that reflects our competence and qualification. Teachers have constantly spent their own hard earned money to advance their knowledge and explore new concepts in education through professional development. Yet, this past year, we have been burdened with an employer that equates professional development as an unnecessary frill. How can education progress with stagnation?

The total experience of the education of the student must again be developed. The agenda of some has been to attempt to focus importance on a small sector of what is a complete education. I do not wish to diminish the importance of the technological tentacle of education. But, what about the humanities, literature, arts and drama? What about sports and physical education? These areas not only complete a person but often contribute to provincial interaction with peers and the formation of friendships that otherwise go undeveloped.

The teacher is the key to quality education. As an Association we realize this, but as an Association are we ensuring that others realize it?

The challenge we face as the Newfoundland and Labrador Teachers' Association is to build accountability and total membership participation. Our discussions must strengthen, not divide or weaken. This can only be achieved through communication, consultation and a collective effort to consider all teachers, not just one's self, in the solutions of our problems.

I feel that I have the experience and dedication necessary to offer myself as a candidate to serve as the Vice-President of the Newfoundland and Labrador Teachers' Association.

I strongly feel that the Association, through a careful analysis of our own agenda, the support of all teachers, and the commitment and leadership of the Provincial Executive, will restore the teacher as the foundation for a new system of education.

I thank you and ask for your support to be the next Vice-President of the NLTA.

Doreen Noseworthy

Doreen is completing her third year on Provincial Executive. She is currently Chair of Benefits and Economic Services, has been a member of Staff Negotiations for the past two years, has been a member of and chaired Finance and Property, and has chaired Equity Issues. She has been an educator for more than 30 years - 15 as a classroom teacher, five as the owner/operator of a pre-school, and 12 as a substitute teacher.

During her early career, Doreen was involved with the NLTA as school representative. As a pre-school teacher, she joined the Early Childhood Development Association. Upon returning to the profession, she resumed studies at Memorial University and graduated with her B.A.(B.Ed.) in 1987. She has served the Conception Bay Centre Branch of NLTA as Communications Officer, Vice-President, and President. She

has served on several provincial committees - Substitute Teachers' Ad Hoc Committee; Committee on Communications between Branch Presidents and Provincial Executive; Communications Committee; and as a member of the Arbitration Nominees' Seminar.

Doreen is also busy with community and parish life in the Holyrood area where she resides with her spouse, Gerry, and children, Nicole and Neal. Presently she is Music Minister and Leader of Song, and member of the Marriage Preparation Facilitators' Team. She has served as a member of Parish Council, Chairperson of the Liturgical Committee, Girl Guide Leader, and has organized and participated in many local events and fund-raisers, including Holyrood's Annual Squid Jigging and Folk Festivals. She was Formation President of the Conception Bay Centre Kinette Club, and Zone 9 Kinette Co-ordinator. Doreen was also Manager and lead vocalist with "The Montereys" dance band from 1965-75.

Position Statement

It is my sincere belief that we, the teachers of this province, can and will exhibit the kind of leadership and professionalism necessary to effect the changes to our profession that are facing us, as we enter the 21st century.

I fully recognize the frustrations and continuous disappointments of the past several years, particularly regarding teacher welfare issues, educational reforms and restructuring, pensions, violence in the schools, erosion of salaries and benefits, to mention but a few. However, despite all the "gloom and doom" about a demoralized teaching population, I know that at the end of the day, the teachers of this province will do as they have always done - put the children first and get on with the job at hand, that of providing quality education to our youth.

That's not to say that we should apologize for stands we have taken, and will continue to take, against governments who might be inclined to treat us in a less than professional manner. Nor should we undermine our resolve to protect that which we, as members of this proud Association, have worked so long and hard to achieve. On the contrary, we, as educators, have never needed to support one another more than we do at this particular time in our history. We must not allow ourselves to be duped into a "divide and conquer" mentality, for it is only in standing together that we find our greatest strength.

I would like to thank my home branch of Conception Bay Centre for my nomination as I offer myself as candidate for Vice-President of the NLTA. I feel that I have the leadership qualities and commitment necessary to fulfill this role. I thank you for the generous support you have given me over the past three years, and I humbly ask for your continued support so that, together, we may face the challenges that lie ahead.

CANDIDATES FOR EXECUTIVE

Art Baggs

By-Law XI. - Nominations and Election for Executive - was amended at the 1994 AGM to include a provision [under subsection A.(2)] whereby the President shall, provided he/she so desired, be an ex officio Executive member for the year following the completion of the President's term of office. President Art Baggs has elected to do so and will be a member of the Provincial Executive Council for 1997-98.

Kirk Anderson

- Graduated from MUN with B.Sc. (1978), B.Ed. (1981), and M.Ed. (1997)
- President of Sandwich Bay Branch NLTA (1983-86)
- Member of Table Mountain Branch Executive (1990 to Present)
- Small Schools Special Interest Council Vice-President and President (1992 to Present)
- President SAC Western Regional (1994 to Present)

Highlights

- Collective Bargaining Team (1995 to Present)
- Presenter at Canadian Small Schools Conference, Deer Lake (1991)
- Delegate to CAP AGM (1993-95)
- Small Schools Conference, Gander (1995)
- Teacher Welfare Issues Committee (1991-93)
- Member of Grenfell Regional Health Services Board (1985-86)
- Chairman Cartwright Community Council (1984-86)

Statement

I, like you, have seen years of frustration. The sense of losing ground while being seen as having more than others. It is critical that teachers begin to make real gains with respect to workload and compensation. The trend cannot continue.

Trust must be restored in our leadership to work on our behalf, even to make gains on our behalf! We must unite as one group and not fall prey to a splitting of interests while dealing with legitimate special interests that need our attention.

Our public and our political leadership is largely unaware or unwilling to deal with our real concerns. They must be brought to realize they cannot ignore our plight as it is linked to the future of their/our children. Teachers have to stop making the sacrifices that they do make for the sake of the children. For the sake of our children, we must become more militant and hard lined in our approach to our adversaries while maintaining enough flexibility to seize realistic opportunities.

I feel strongly the Association is up to the challenges, if we give it the leadership that will act in a focused manner to gain realistic and achievable goals. Help me be part of that team. Join me in this process and give me your support as I strive to do what we need to see done!

Don Ash

Education

- MBA (York, 1982); B.Sc./B.Ed. (MUN, 1980)
- 14 years teaching

Work Experience

- 1991-97: Holy Spirit (Mathematics Teacher/ Department Head)
- 1988-91: Holy Heart
- 1987-88: St. Kevin's
- 1986-87: Gonzaga
- 1984-86: Enright Memorial
- 1983-84: Laval
- 1982-83: Amoco Canada Petroleum Co.

NLTA Involvement

- 1995-97: President, C.B.S. Branch
- 1993-95: Vice-President, C.B.S. Branch
- 1996-97: Member, Provincial Benefits & Economic Services (Teacher Welfare) Committee
- 1994-95: Member, Provincial Communications Committee; Public Relations Committee, AGM '95
- 1991-93: NLTA School Representative, Holy Spirit
- 1988-90: Vice-President, Avalon Region Math Council

Statement

The strength of the NLTA lies in the support of the 8,000 individual teachers in the schools of this province. A strong and effective Provincial Executive must listen to what their fellow teachers are saying, and act accordingly in their best interest. Representing, and developing policies which serve the diverse interests and needs of teachers is indeed a daunting task, which requires common sense, commitment, perseverance, and a willingness to listen. These are characteristics that, with your support, Don Ash will bring to the Executive table.

There are many challenges for our Association. First, and foremost, we must be responsive to the concerns of teachers. We must ensure the membership has input, and just as important, a sense of input, in the decision-making process of the NLTA. We must fulfill the dual roles of an association committed to professional ideals, while maintaining a strong union voice which protects the rights, and improves the working conditions of our members. More effective collective bargaining must be a priority. We must be, and be seen to be, proactive, and not reactive, to both contract and educational issues. Our Association must be strong.

I am committed to working diligently on your behalf to meet these challenges. I offer myself for the position of Executive in the hope that you will find my experience and background suitable to represent you at the Provincial Executive table. I ask for your support.

Cyril Boone

I have been a teacher for 26 years and I am presently a Teacher-Librarian at Leo Burke Academy in Bishop's Falls. My involvement in the NLTA has spanned most of my career and I have served in various positions at the branch level including being Member-at-Large, Professional Development Officer, Vice-President, two years as President, and presently as Past-President.

On the provincial level, I have served on the Field Services Committee (two different occasions), the Communications Committee and the Teacher Welfare Committee. While on Field Services, I chaired a Provincial Sub-Committee to recommend winners for the NLTA awards. I have represented my branch at four CONTACT/SWAP Conferences and have attended a large number of NLTA Annual Conventions. I was a member of the Resolutions from the Floor Committee at AGM in 1995. Last year I won the NLTA's Bancroft Award for service to the branches.

I have been deeply involved with professional development within our Association. I was Treasurer of the Social Studies Council for five years and a member of the Canadian Association of Social Studies planning committee for its National conference in 1986. I have been an active member of both RESIC and the Learning Resources Council.

The education scene in Newfoundland and Labrador is changing very fast. The next few years are going to be filled with both challenges and opportunities as we struggle with Government's reforms in education. I believe the NLTA has to stay on top of the situation and continue to play a leading role in the development of educational change. To keep abreast of these changes, the NLTA must continue to have good leadership. I can bring to the Provincial Executive a desire to work hard, and most important, a willingness to listen to the input from teachers. Please write, call or e-mail me with your concerns. I will bring them to the floor of Convention and, if elected, to the Executive table. I ask for your confidence and support to be a part of the leadership team that has to be ready to face the new challenges that are quickly arising.

Beverley Butler

Beverley is married to Jaye, a Social Studies teacher at Windsor Collegiate, and they have two children - Jared, aged 20, and Bethany, aged 14. Beve is currently Principal of Grand Falls Academy Elementary. She holds two Bachelor's degrees and a Master's degree in Education from Memorial University. She has also studied at l'Ecole Internationale de Francais, l'Universite de Quebec, Trois-Rivieres. Her teaching career has been varied as she has taught at the primary, elementary, junior and senior high levels, and has been an instructor in Adult Education. Her career has also included a five year stint as Language Arts Consultant and a year as Vice-Principal with the Exploits Valley Integrated School Board.

In addition to her teaching duties, Beve has been involved in a variety of community activities. These include time served on the Central Region Libraries' Board; Chairperson, Zone Captain and volunteer with the Canadian Heart Fund Campaign; member of Beta Sigma Phi; member of the University Women's Club; member of the Children's Liturgy and Church Nursery programs; member of the Rotary Singers; member of the Grand Falls-Windsor Concert Band; volunteer worker for the Canadian Red Cross, Canadian Cancer Society and other charitable organizations. Currently, Beve is sponsor/co-ordinator of the HRD-funded project, "The Enterprise Club" which meets weekly at GFA Elementary.

Beve has been involved directly with NLTA since 1966 when she first became a member of MUN-NTA. She has served in virtually every branch capacity from school representative to Branch President. For her service at the branch level, Beve became the first female recipient of the Bancroft Award in 1985. She has attended over 20 AGMs as a delegate and served on numerous Convention Committees. At the provincial level, Beve has been a member of the Professional Relations Committee, the Negotiating Team, and the Finance and Property Committee of Executive. She has also been Chair of PITCOM (Professional Issues in Teaching Committee), Chair of the Equality Rights Committee, Chair of the Finance and Property Committee, Chair of Field Services, Chair of Teacher Welfare and member of the Pensions Administration and NLTA-PTF Agreement. Currently, she is Chair of the Communications Committee and is also serving as Vice-President of the Central Region of SAC. In 1992, she was chosen as the NLTA representative at the Institute for Senior Educators, Harlow, England, and as the NLTA representative at the CTF Conference on

Racism held in Ottawa.

Winston Carter

Please see Candidates for [Vice-President](#).

Aubrey Dawe

I am presently completing my second term on the Provincial Executive Council of NLTA and am now seeking your support in becoming elected for a third term.

In my seventh year of teaching, I consider my NLTA involvement to be among the many highlights of my professional career. I have served in many capacities including that of Branch President; member of the Ad Hoc Committee on Generational Equity and the Ad Hoc Committee on Joint Council; member of the Association's Finance and Property Committee; member of the STEM~Net Advisory Committee; and a member of the Group Insurance Trustees that administers group insurance programs for teachers.

I subscribe to the school of thought that espouses open communication and honest opportunities for member contribution as they are pillars to any organization's success. The heart of the NLTA beats in every classroom across Newfoundland and Labrador. It is the thousands of teachers on the front line of education that have contributed to the growth and development of our professional Association. All programs and policies of our organization must be designed and implemented while bearing in mind the teachers at the grassroots level who have, in their own way, shaped and molded the NLTA to what it is today.

I need not remind you of the many issues facing us as teachers each and every day. We know them very well. As in the past, we will work our way through them with open and honest debate and input from all who make up the NLTA.

I will not try to impress you with promises that you and I know that I cannot keep. I will say, however, that I have a strong desire to work hard to contribute to our collective effort to protect and enhance the status of teachers and teaching. We share a history that is now in its second century, a history of work by and for the teachers of Newfoundland and Labrador. I am genuinely proud to be a member of the NLTA and I am grateful to have had the rich experience in serving as part of its elected leadership for the past two years. I look forward, with your support, to a continuation of this experience.

Aubrey is currently a Special Needs teacher at Matthew Elementary in Bonavista. He lives with his family in Port Union, and he welcomes you to contact him by e-mail at adawe@calvin.stemnet.nf.ca.

Fred Douglas

Please see Candidates for [Vice-President](#).

Cynthia Downey

Cynthia taught at Assumption High in Stephenville Crossing for 13 years. She graduated from Memorial University in 1979 with a conjoint BA.Sc. and BA.Ed. degree. She completed her BA.Sp.Ed. in 1986 from MUN.

Cynthia's involvement with the NLTA began as a teacher representative for Assumption High. During the last four years she served in the positions of Vice-President and she is the current President of Appalachia Branch. Cynthia has attended the last three AGMs.

Her community involvement includes being a councillor in Stephenville Crossing; Chair, Stephenville Crossing Public Library Board; Secretary, Western and Northern Division, Public Library Board; member of Bay St. George Crime Stoppers; and Teacher Representative of Assumption School Council.

Kevin Foley

Kevin graduated from Memorial University of Newfoundland with a B.Sc. and B.Ed. and has completed graduate work in education at both MUN and Fordham University in New York City.

He has taught high school in St. Vincent's, St. Mary's Bay, and for the past 18 years has taught Junior High Science at St. Michael's School in Goose Bay, Labrador.

Kevin began his NLTA involvement in Goose Bay and has served as Secretary, Vice-President, Political Action Officer and Branch President for three years.

Kevin has represented branch members at a number of AGMs and more recently has served on the Ad Hoc Committee on Communications between Branch Presidents and the Provincial Executive.

Throughout his career, Kevin has been involved in a number of professional and community activities. He participated in National competition in provincial fastball teams and coached wrestling at both the provincial and national levels. He has also served as church representative on the Board of Directors of the Paddon Memorial Senior Citizens Home. He is also a member of the Mokami Players Amateur Theatre Company.

He is presently completing his first year as a member of Provincial Executive where he served as Chairperson of the Equity Issues in Education Committee.

Kevin is a solid supporter of the NLTA and believes he has the experience and understanding required to make objective and just decisions on behalf of our membership.

Rivlyn Galway

Please see Candidates for Vice-President.

Lloyd Harnum

A graduate of Memorial with a Bachelor of Arts in Education and a Bachelor of Special Education, I have more than 20 years of teaching special and challenging needs students at the junior and senior high level. After teaching in a self-contained special education classroom for two years at St. Alban's Elementary School in Windsor, I accepted a position at E.A. Butler in Robinsons in 1976. From that time I have worked as a special education and challenging needs teacher at E.A. Butler High School. In 1993 I filled a one year challenging needs position at Stephenville Integrated High School and then returned to my present position at E.A. Butler.

Since 1976 I have served on the executive of the former Robinsons Branch of NLTA in various positions: treasurer, vice-president, secretary, communications officer, and a member of teacher/school board liaison

committee. I am presently the vice-president of the newly consolidated Appalachia Branch of the NLTA.

As a long time resident of the Robinsons area, I have been active in the volunteer life of the community. I have served in an executive and leadership role in the local Fire Department, Recreation Association, Army Cadets, Duke of Edinburgh Awards Program, Lions Club, Youth Advisory Council and St. George's Church, Robinsons. Presently I am an executive member of the Local Service District and the Bay St. George South Area Development Association.

The Newfoundland and Labrador Teachers' Association is facing real challenges as we move closer to the next century. The pension plan, the new Schools Act, violence and poverty in our schools are just a few of these challenges. My professional and community life have provided me with the necessary understanding and skills to be an effective team member. I believe in the team approach to meeting the challenges faced by our membership. I believe it is vital that the lead members of our Association have qualities in consensus building based on effective communication with its membership.

I offer my energy, skills, and commitment to the membership as a candidate for Provincial Executive.

Michael Luedee

This year at AGM '97 I have decided to seek re-election to the Executive Council of the Newfoundland and Labrador Teachers' Association. I was first elected at AGM '96.

During the past year I have served on the Finance and Property Committee and the Ad Hoc Committee on Joint Council. Being on these committees provided valuable experience in working with other Executive members and teachers in serving the members of the NLTA.

With the many changes coming in reforming and reorganizing the school system and the issues facing members in professional development and teacher welfare, our Association needs an executive that is dedicated, open-minded and committed to the interests of teachers. During the past year I have attempted to exhibit these characteristics when making decisions at the Executive table.

This year, I ask delegates to consider my candidacy and ask for their support in my bid for re-election to the Executive.

Clement "Ted" Murphy

Please see Candidates for Vice-President.

Academic:

- B.A. (MUN, 1982)
- B.Ed. (MUN, 1982)
- M.Ed., Teaching (MUN, 1986)
- Areas of concentration: English/Social Studies

Teaching/Administrative Experience

- 1982-1989: Junior-High, St. Michael's, Goose Bay
- 1989: Vice-Principal, St. Michael's
- 1989-91: English/Social Studies Co-ordinator, Grand Falls-Windsor

- 1991-97: Principal, Avoca Collegiate, Badger (K-12), Junior/Senior Teaching

NLTA Involvement:

- 1982-83: School Representative, Labrador North
- 1984: Communications, Labrador North
- 1985: Vice-President, Labrador North
- 1987-89: President, Labrador North
- 1990: Board Office Representative, Exploits
- 1994-96: Vice-President, Exploits
- 1996-97: President, Exploits

Sean has been a teacher for the past 15 years. He is currently teacher/principal of Avoca Collegiate in Badger. He resides in Grand Falls-Windsor with his wife Carol-Ann and their three children: Tom, 12; Ben, 9; and Heather, 6.

Statement

We are experiencing a great deal of change during the present time and need to promote the profession, protect current rights and secure new benefits for the future. Issues related to our pension plan, board restructuring, release time, classroom issues and others are presented now, as great challenges for us; but challenges we can and will overcome. We need new protections in our contract as we are entering new times in education.

Going through the process of restructuring compels us to protect our membership at every step along the way. We must be aggressive during these times and not allow a deficit-possessed government to cut and slash their way to "prosperity" at our expense. The Government must fulfill its commitment to reinvest the savings realized through restructuring, back into our school system. New resources were expected because they were promised, as part of the reinvestment pledge. Our students and all teachers deserve nothing less. Let us be especially vigilant today and speak out when the Government attempts to dance its way around commitments made for education, or whenever teachers' rights are imperiled. Let's build on our strengths and forge an even stronger collective agreement.

I believe I have the energy and experience necessary to be a strong voice for teachers on our Provincial Executive team.

Doreen Noseworthy

Please see Candidates for Vice-President.

Cecil Penney

Educational Background

- B.A., B.Ed., M.Ed. in educational administration with a concentration in educational law; thesis entitled "Principals' Knowledge of their Legal Rights and Responsibilities in Newfoundland and Labrador" (MUN)
- Course in Educational Leadership (MUN)

Teaching Experience

- Enterprise Education Pilot Teachers' Group

- School Board Social Studies Steering Committee
- 19 years teaching Social Studies, Mathematics and Enterprise Education
- Principal of W.M. Gillett and R.W. Parson's Academy
- Currently Social Studies Department Head at R.W. Parson's Complex

NLTA Involvement

- 19 years School Representative
- Various positions on local Branch Executive, including three years as President
- Representative at CONTACT '92
- Provincial Teacher Welfare Issues Committee (1993-94)
- Provincial Negotiating Team (1994)
- Finance and Property Committee (1994-95)
- Deferred Salary Leave Committee (1994-95)
- Chair of Equity Issues Committee (1995-96)
- Teacher Certification (1995-96)
- Provincial Executive for two years

Statement

Restructuring; unidenominational; interdenominational; job losses (4-500 each year for the next three years); currently modern standards; contract negotiations and pensions. Any one of these terms is enough to make a teacher's heart skip several beats. I thought, several years ago, under the Wells' regime, that teacher morale could not drop lower, nor could stress rise higher. However, I was wrong dead wrong. Most teachers just want to bury their heads in the sand and wait until this storm passes. They feel they are in the midst of a hurricane, clinging to something and hoping it will hold until things settle down. That "something" should be our NLTA. However, many teachers have lost their confidence in this Association.

This is evident in their conversation, their attendance at meetings, and their participation at the branch level. Why has this happened? What has caused this great falling away, right at the time when there should be a mass rallying of our troops to fight for survival?

The next several years are crucial to our very existence. At AGM, you will elect an executive that will either make or break our Association, one that will carry us beyond the current storm or lose us to it. Executive members are supposed to be the movers and shakers of our profession; let's elect an executive that has the qualifications necessary to pull us through the hurricane. If entrusted with your confidence, I will commit myself to re-establishing a sense of security, trust, and assurance, that your NLTA is there for you in this time of need.

I look forward to meeting you and discussing the issues and their solutions at AGM.

George Tucker

Educational Background

- B.A., B.Ed. (MUN, 1978)
- M.Ed. in Educational Administration (MUN, 1980)

Teaching Background

- Classroom Teacher (5 years)
- Vice-Principal (1 year)

- Principal (11 years)

NLTA Involvement

- School Representative (10 years)
- Founding Executive Member of Provincial Elementary Teachers' Council
- St. John's Branch Executive Elementary Representative (2 years)
- Provincial Elementary Teachers' Council Vice-Principal (2 years)
- Delegate to NLTA AGM (3 years)
- Provincial Education Week Co-Chair (1 year)
- Provincial Education Week Committee Member (2 years)
- Chairperson Retirement Banquet Committees for St. John's Branch and Waterford Valley Branch
- Communications Officer, SAC Avalon (2 years)
- Treasurer, SAC Provincial (2 years)
- Treasurer, SAC Avalon (2 years)
- Current President of SAC Avalon
- Current Planning Team Member of CAP '99

Statement

Our daily lives are so hectic that we are often in a "reactive", rather than in a "proactive" mode. We are so busy simply surviving that we have become complacent and, as a result, we have seen the quality of our work experience and our lives deteriorate. As teachers and administrators, we have a duty to become more involved in the evolution of our profession so that we may help influence the quality and effectiveness of our chosen career, and thus, our lives. Equally important, we must become proactive in helping to shape education in Newfoundland and Labrador. Surely, many of us are concerned with recent trends of downsizing and the proposed eradication of programs and personnel. Although educational reform is taking place in this province, educators have had little input in the decision-making process. Our NLTA Executive must strive to ensure that we are represented at every table where decisions impacting on our education system and profession are being made. Times have changed! Confrontation simply closes doors and we can't afford to be on the outside looking in any longer. I would sincerely appreciate the opportunity to be part of a Provincial NLTA Executive that will work to build bridges with the other stakeholders in education. We have to demonstrate that we can make a valuable contribution to reforming and maintaining an education system and profession that we can all be proud of. I look forward to your support at Convention '97. If you have any questions or concerns, please contact me at St. Andrew's Elementary; Tel: 709-726-3682; Fax: 709-726-1012; e-mail: gtucker@calvin.stemnet.nf.ca.

Karen Warr

Karen started her teaching career in La Scie as a high school Science teacher. She has taught at the primary, secondary, and post-secondary levels in a number of other Newfoundland communities: Wesleyville, Lumsden, Corner Brook, Carbonear, and St. John's. Karen is currently a teacher with the Avalon East School Board at the Alexander Street School in St. John's.

In 1979 Karen graduated from Herdman Collegiate, Corner Brook, and continued her studies at Memorial University of Newfoundland. She received a B.Sc. and a B.Ed. in 1985 and completed a Masters in Education in 1994.

NLTA Involvement

- 1995-present: Member, Provincial Negotiating Team
- 1995-present: Branch President, St. John's Centre Branch

- 1994: Vice-President, St. John's Centre Branch
- 1993-94: School Representative, St. John's Centre Branch
- 1992: Recipient, NLTA Centennial Study Award
- 1990: Delegate, CONTACT '90
- 1988-90: Vice-President, Trinity-Deadman's Bay Branch
- 1986-88: School Representative, Trinity-Deadman's Bay Branch

Statement

Educators are currently in the midst of a quagmire of change. They find themselves in an atmosphere of fiscal restraint and uncertainty, yet they continue to remain committed to improving the quality of education for their students. Teachers, now and in the future, will need to exhibit a great deal of flexibility. Karen would like the opportunity to work at the provincial level to help the NLTA become more flexible, while at the same time remaining firm and unified in its campaign to protect and enhance the quality of education and the rights of teachers.

RESOLUTIONS TO CONVENTION

Category A: Professional Development

Curriculum Materials

1. That NLTA lobby the Department of Education to provide curriculum materials and guidelines for non-categorical and Criteria C special needs students. **(Conception Bay Centre)**

Explanatory Note: At the present time, there are no curriculum materials, i.e. alternate textbooks and programming guidelines, provided for special education teachers.

Special Needs Policy

2. That NLTA put pressure on government to implement the special needs policy to provide sufficient human resources in the form of qualified teachers to meet the needs of learning disabled students in our schools. **(St. John's Centre)**

Professional Development for Special Needs Teachers

3. That NLTA pressure government to provide funding that would enable school boards to provide adequate inservice and professional development for all teachers to ensure that the needs of learning disabled students are appropriately addressed. **(St. John's Centre)**

Special Interest Councils

4. That a special interest council be formed to address issues of common concern to the diverse cultures and regions in Labrador. **(Coastal Labrador North)**

Explanatory Note: Proper representations of distinct regions of Labrador is needed.

Teacher Certification

5. That the NLTA actively work to have the following included for teacher credit and certification: a) professional development done privately and/or at other sites than university; b) the possibility of the seventh grade not being contingent upon a masters degree; c) and the possibility of including an eighth grade for certification, etc. **(Waterford Valley)**

Category B: Association

Association Response to Government Actions

6. That the President of the NLTA respond publicly and quickly to any negative comments made by government concerning education, e.g. pupil/teacher ratio. **(Appalachia)**

Association Membership Fee

7. That a study be undertaken to investigate the feasibility and fairness of changing the membership fee structure from the present 1% of gross pay to a flat fee. **(Marconi)**

Explanatory Note: The present fee is discriminatory towards teachers who are earning a higher salary. Same service same fee.

Branch Structure

8. That the NLTA examine the present branch structure with a view to assessing the present role and activities, identifying strengths and weaknesses and revising roles and activities in accordance with the needs and challenges facing the teachers at the branch level over the next five-to-ten years. **(St. John's Centre)**

Branch Registration of Substitute Teachers

9. That the NLTA investigate ways and means of more effectively registering substitute teachers within branches. **(Waterford Valley)**

Honouring of Retiring Substitute Teachers

10. That the NLTA investigate ways and means of more effectively honouring retiring substitute teachers with a view to implementing new policy and providing more branch support for same. **(Waterford Valley)**

Annual General Meeting

11. That branches be asked to scrutinize their resolutions to AGM for practicality, viability, and reality before submission to AGM. **(Waterford Valley)**

12. That the Awards Banquet during the AGM be returned to replace the present practice of placing awards presentations within the agenda. **(Waterford Valley)**

13. That AGM sessions begin at 8:30 a.m. and finish at 5:00 p.m. **(Waterford Valley)**

14. That debate on resolutions at the AGM be limited to three minutes per speaker. **(Waterford Valley)**

15. That the rules of order and debate at AGM be properly and strictly enforced. **(Waterford Valley)**

16. That, at the AGM, when three speakers have spoken in succession on one side of a motion, a call be made for a speaker on the other side and if there are none, then the vote would take place immediately. **(Waterford Valley)**

17. That the Chairperson for AGM sessions be a neutral person. **(Waterford Valley)**

Explanatory Note: Such an individual could be an outsider familiar with the issues and knowledgeable about the Rules of Order.

Association Staffing

18. That, in order to cut expenses and save teachers from having a fee increase, the NLTA downsize in terms of staff and salary benefits, starting at the top. **(Bay d'Espoir)** **Explanatory Note:** The number of teachers is declining and expenses are increasing. Provincial NLTA has the same number of employees with ever increasing monetary demands. This puts a heavy burden on the teachers remaining who have faced financial restraint for a number of years.

Incentives for Branch/Executive Involvement

19. That the Association explore the possibility of providing some non-monetary incentive for members serving as school representatives and branch/ provincial executive members. **(St. John's Centre)**

Explanatory Note: This would possibly encourage more active participation among the membership.

NLTA Committee Structure

20. That the guideline that committee members be chosen from within a 90 km radius of the school where the committee chairperson is employed be changed in order to meet the needs of diversified regions.

(Coastal Labrador North)

Explanatory Note: Complete communities are ineligible under the present system.

Review of NLTA Structure and Operations

21. That the NLTA enlist the services of a professional agency to examine the structure, operation, and effectiveness of the NLTA as it presently exists and operates. **(St. John's Centre)**

Explanatory Note: The past ten years has produced massive changes in communications, structure of

school systems, expectations of teachers and needs of our teachers as dictated by the age differential. These changes and others make some of our present structures and practices redundant and ineffective. The present apathy and lack of trust that exists among many of our teachers may well be a response to the Association's failure to remain proactive and to change. Our present structure and practices have not undergone fundamental revisions to respond to the above mentioned changes. A study conducted by an outside agency who can conduct an independent review can make recommendations that could assist the organization in becoming more proactive and responsive to teachers' needs and thus strengthen the grassroots organization.

Support for Newfoundland Labour Movement/Public Service Sector

22. That the NLTA become active in promoting the importance of the public service sector of society in light of increasing privatization and corporate domination. **(St. John's Centre)**

23. That the NLTA take immediate measures to bring unity to the labour movement in Newfoundland and Labrador. **(Appalachia)**

Explanatory Note: Our province is the most highly unionized in Canada. However, it appears that the union movement is fragmented and lacking cohesion. Considering the concerted attack on unions which began in 1989 and is continuing without an end in sight, it would be advantageous to engender unity within the labour movement. The NLTA has always assumed a leadership role in our province's labour movement. We feel it is time to reactivate this role for the stated purpose of unifying the labour movement.

24. That NLTA coordinate and sponsor a public symposium on the future of public services in Newfoundland and Labrador, such symposium to be held during the 1997-98 NLTA year. **(Appalachia)**

Explanatory Note: Public services are eroding rapidly in this province. It is time for a well respected organization like NLTA to step forward to provide a well organized forum for the discussion of this issue. An event of this nature will attract a great deal of media attention and, therefore, public attention. This is much needed in our province. It is essential for government to know that the citizens of our province are greatly concerned about the future of our valuable public services.

Student Internship at MUN

25. That NLTA request the Faculty of Education at Memorial University to a) reduce tuition for internships, and b) provide one free course tuition for the cooperating teacher. **(Waterford Valley)**

Explanatory Note: A monetary amount should be put in place to compensate a teacher for the time spent working with younger teachers. At present, personnel from Memorial are assigned to interns and receive compensation for it. Yet, the regular classroom teacher has most, if not all, the responsibility associated with working with the interns and receives zero dollars.

Category C:

Benefits and Economic Services

Professional Negotiator

26. That the NLTA hire a professional negotiator(s) to assist the NLTA's bargaining team in collective bargaining with the government. **(St. John's Centre)**

Labrador West Contract

27. That negotiating a separate contract for the teachers of Labrador West be discontinued and that their concerns be addressed when negotiations for the rest of the province are carried on. **(Marconi)**

Explanatory Note: This would create savings and time for the Association.

Collective Bargaining Information

28. That members be informed about negotiations and pensions as soon as information becomes available. **(Placentia)**

Pensions Negotiations

29. That if negotiations break down on the pensions issue before the end of the present school year, that the NLTA negotiating team set a date for legal actions to commence. **(Marconi)**

Pensionable Service

30. That maternity leave taken while a teacher was teaching in another province be recognized as worked service in this province and be eligible for purchase. **(Waterford Valley)**

31. That teachers be able to retire with 25 years of service. **(Placentia)**

School Viability

32. That no teacher lose his/her job when a school closes due to being deemed non-viable. **(Placentia)**

Length of the School Day/Definition of Workday

33. That in the current round of negotiations NLTA look at redefining the length of the school day for teachers. **(Deer Lake)**

Explanatory Note: Teachers are in school on the average of eight hours every day and should be recognized for this amount. Teachers are perceived, by the public, as working between 9 AM and 3 PM. They are not recognized for the extra time before and after classes. Redefining the day as an eight-hour day would benefit not only substitutes (new EI program) but all teachers.

34. That NLTA negotiate a definition of "workday" and that all school business occur within the school day time frame determined in this workday. **(Conception Bay South)**

School Closures for Weather, Etc.

35. That the words "in the system" be deleted from Article 28:03(b). **(Ganovna)**

Explanatory Note: As more schools close, more teachers will be travelling to new reassignments. The deletion of these words would provide greater protection for teachers.

Tenure for Teachers on Term Contracts

36. That teachers who have worked for two or more years in the same position under term contracts be granted tenure with the same school district. **(Hamilton Sound)**

Explanatory Note: At present, teachers may remain in the same position indefinitely without being granted tenure and all of the rights, privileges and security that it warrants.

Labrador Benefits Package

37. That the Labrador Benefits Package be opened for re-negotiation. **(Coastal Labrador North)**

Explanatory Note: The present package does not meet needs of distinct regions in Labrador.

Teacher Compensation

38. That teachers who have been assigned interns be given a training allowance or honorarium. **(Hamilton Sound)**

39. That a new salary scale (step) system be investigated for teacher remuneration as a response to multi-year provincial budgeting. **(Waterford Valley)**

40. That a remuneration system be established for teachers elected to serve on school councils. **(Waterford Valley)**

41. That the NLTA undertake negotiations with government to increase the number of paid statutory holidays from the current three to a maximum of ten. **(Fogo Island)**

Explanatory Note: This would bring our contract in line with those of NAPE and CUPE members. Current legislation requires all employers to pay a minimum of five paid public holidays.

42. That the NLTA undertake negotiations with government to include the payment of vacation pay within our contract. **(Fogo Island)**

Explanatory Note: Current legislation requires all employers to pay a minimum of 4% of gross income as vacation pay.

Teacher Hiring/Reassignment/Dismissal

43. That NLTA strongly support the position that hiring/reassignment/dismissal be based on seniority and capability only. **(GranForLine)**

Explanatory Note: Concerns have been expressed by teachers that religious affiliation could play a major role in determining the hiring, dismissal, and reassignment of teachers. This could be a regressive step for teachers.

Teacher Leaves

44. That sick days taken by teachers to visit specialists out of town or to obtain tests available only at out-of-town hospitals not be included in the seven sick days currently available to teachers for which no medical certificate is required. **(Port aux Basques)**

Explanatory Note: A teacher may lose several days to go out of town for medical reasons, thus reducing his/her sick days for which no medical certificate is required. A teacher may not be well enough to attend school, but a visit to the doctor may not be necessary. Documentation should be provided for out-of-town visits.

45. That women who are on maternity leave receive the same benefits as any member of our Association who is on sick leave. **(Labrador North)**

Reinstatement of Leaves for Professional Development

46. That NLTA seek from government a commitment for the reinstatement of professional development for teachers as soon as possible. **(Burin-Marystown and Waterford Valley)**

Explanatory Note: Since the cancellation of a professional development centre and the shelving of the draft certification document, professional development for teachers seems to be in abeyance.

47. That NLTA lobby government to ensure that sufficient funding is made available for substitute teachers so that classroom teachers can take part in professional development. **(GranForLine and Placentia)**

Explanatory Note: Currently, teachers are expected to teach courses for which they have had no inservice training. This is unfair to both teachers and students.

Teacher Allocations

48. That additional staff outside the regular teacher allocation be allocated for oral and other alternate testing required by students with specific learning disabilities. **(Waterford Valley)**

Provision of Substitute Teachers

49. That when any teacher is away from his/her regular place of employment for any period of one-half day or more, a substitute shall be provided for the school. **(Waterford Valley)**

Supervision of Students

50. That the NLTA negotiate with government and school boards ways to provide paid supervisors for students on school lunch periods so that teachers are not responsible for lunch hour supervision. **(Fogo**

Island and Labrador North)

Explanatory Note: The amount of supervision currently being performed before school, on recess breaks, on lunch breaks, and after school by teachers leads to an accumulation of undue stress. Lunch periods should be uninterrupted, and teachers should not have to rush their lunch meal to perform student supervision.

Holdback Pay

51. That NLTA actively pursue the goal of obtaining the amount of money known as the summer holdback pay; that NLTA put in place a plan that would expedite the management and disbursement of those monies; that income earned from investing this money be used to pay any costs incurred; and that surplus earned income from these investments be annually deposited in the Emergency Fund. **(Southern Shore)**

Explanatory Note: This resolution was carried by AGM in 1995 but Executive did not pursue it for reasons provided in the Report on Resolutions at AGM 1996. Regardless of NLTA's objections, it is better and more proactive to pursue the holdback pay. Let's worry about the objections and obstacles when we meet them. If they prove insurmountable, so be it. At least we can say we tried. But to refuse to proceed because of potential problems is cowardly.

Teachers' Rights

52. That teachers who are parents be permitted to speak as a parent on educational changes affecting their children without jeopardizing their relationship to their employment. **(St. John's Centre)**

Explanatory Note: The Association should investigate the need for protection of teachers who act in their role as parents.

Comparisons of Changes Resulting from Educational Reform

53. That NLTA Executive develop and present to the general membership two separate comparison charts as follows: (a) a chart comparing the "old" collective agreement and the "revised" changes that have occurred as a result of either "memoranda of agreement" and/or educational restructuring; and (b) one chart identifying the changes in the different policies that have occurred as a result of school board restructuring. **(Conception Bay South)**

Group Insurance

54. That NLTA immediately investigate insurance rates for health and dental coverage with other companies to determine if better rates are available and report to teachers as soon as possible. **(Bay d'Espoir)**

Explanatory Note: Other groups in the province seem to have better health and dental coverage than we do, yet they also pay less money for the coverage. We should be able to do the same.

55. That priority be given to the adjustment of NLTA health travel benefits to be more equitable to teachers in all parts of the province. **(Labrador North)**

Explanatory Note: Teachers in some areas of this province are incurring extremely high travel costs. Our current plan does not address these costs adequately.

56. That NLTA review the salary continuation insurance program and better inform the membership of the requirements/conditions under which salary continuation can be received, giving clarification of benefits and the number of teachers who have utilized the program. **(Conception Bay South)**

Current Policy Resolutions

Pensionable/Worked Service for Unpaid Educational Leave

57. That educational leave without pay be credited as pensionable/worked service under the Teachers' Pension Plan. **(Conception Bay Centre, Port aux Basques, Appalachia)**

Explanatory Note: Teachers granted educational leave with pay are accorded the corresponding time for

worked service.

Kindergarten Age Limit

58. That any child entering school be five years of age as of August 31st and not December 31st as is current provincial policy. **(Waterford Valley)**

Explanatory Note: Kindergarten teachers and specialist teachers continually notice vast child development differences between children four years of age entering school as compared with those who are five years of age. The difference between a four-year old and a five-year old is that a five-year old has twenty percent more life experiences and time to develop. This results in noticed differences in social, academic, emotional and physical development.

59. That NLTA enter into negotiations with government to have service time accrued with the Canadian Armed Forces transferred to our NTLA pension plan and credited as time taught. **(Humber)**

Explanatory Note: Certain provincial teachers' pension plans allow Canadian Forces pension to be transferred as long as the ex-member is not currently receiving pension as a result of that service.

Seniority Credit for Unpaid Educational Leave

60. That retroactive seniority be granted to those teachers who have attended university/college without educational leave prior to the signing of our last collective agreement(s). **(Hamilton Sound)**

Explanatory Note: At present, a teacher who takes the initiative to return to university is being penalized for their efforts. **Note:** This issue stated in this resolution is contained within Article 19:03 of the current Collective Agreement.

Notice of Motion for By-Law Change for the Next Convention

61. That there be a provincial vote for President, Vice-President, and Provincial Executive of NLTA. **(Placentia)**

PROPOSED NLTA ACT & BY-LAW CHANGES

Seventeen proposed changes to the NLTA Act and By-Laws meet the voting requirements for the 1997 AGM. Two of these proposals were submitted as resolutions from branches to the 1996 AGM but did not satisfy the required notice of three months for by-law changes in order to be voted on at that AGM. These proposed changes will appear on the AGM agenda as **Business Arising from the 1996 AGM** and will be voted upon at that session. The resolutions were studied by Executive and a recommendation and rationale for each is provided. Additionally, there are six proposed changes to the NLTA Act and nine proposed changes to NLTA By-Laws being presented by the Provincial Executive. These changes result from the goals contained within the Strategic Plan which was accepted at the 1996 AGM.

In considering these proposed Act and By-Law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried. A motion to table these changes would require a simple majority.

Notice of Motion for By-Law Changes from the 1996 AGM

72. That the position of President of the NLTA be an open-ended position. (**Northern Light**)

Recommended Wording:

That By-Law XIII.A.(3) be rescinded. (By-Law XIII.A.(3) limits the president to two successive terms of office.)

Recommendation from Provincial Executive:

DEFEAT

Rationale for Executive's Recommendation:

Limitations for the office of President exist for most teacher organizations in Canada. The limitations have served NLTA well. They have removed the necessity for the creation of a network to maintain a person in office and have provided the opportunity of matching leadership talents to Association requirements. The Strategic Plan suggests that the term of office for the position of President correspond to the time span between Conventions, which if accepted as a by-law change being presented at the 1997 AGM, would see the term of office be for one two-year period.

73. That the NLTA implement constitutional changes so that the President of the Association is elected by a province-wide vote of the active membership. (**Burin-Marystown and Northern Light**)

Recommendation from Provincial Executive:

DEFEAT

Rationale for the Executive's Recommendation:

The goal contained within the Strategic Plan, which was accepted at the 1996 AGM, was the continuation of the election of the President at the Convention. In keeping with this decision, Executive is recommending defeat of this proposed by-law change.

Proposed NLTA Act and By-Law Changes from Provincial Executive

The following proposed NLTA Act and By-Law changes are in accordance with the direction accepted in the Strategic Plan and include:

- i) Changing to a biennial Convention (every second year);
- ii) Changing the term of office of the President and Vice-President to one two-year term; iii) Reducing the number of Executive members; and
- iv) Accepting the Association's budget for a two-year period at each biennial Convention.

1. CHANGES TO THE NLTA ACT

- a) That Section 5.(2) (b) of the NLTA Act be amended by replacing the words "an annual" with the words "a biennial".
- b) That Section 5.(3) of the NLTA Act be amended by replacing the words "an annual" with the words "a biennial".
- c) That Section 5.(4) of the NLTA Act be amended by replacing the words "the annual" with the words "the biennial" wherever it appears in the section.
- d) That Section 5.(9) of the NLTA Act be amended by replacing the words "an annual" with the words "a biennial" and by deleting the words "in each calendar year".
- e) That Section 13 of the NLTA Act be amended by replacing the number "15" with the number "12".
- f) That Section 14 of the NLTA Act be amended by replacing the words "annual meeting" with the word "Convention".

2. CHANGES TO THE NLTA BY-LAWS

- a) That By-Law II --; Notices, be amended by replacing the words "annual meetings" with the word "Conventions".
- b) That By-Law IX --; Local or Regional Branches and Special Interest Councils, be amended in Subsection E.(3) --; Special Interest Councils, by replacing the words "annual general meeting" with the word "Convention" and by replacing the word "AGM" with the word "Convention".
- c) That By-Law X --; Convention, be amended by replacing the word "an annual" with the words "a biennial" and by deleting the word "annual" in the second sentence of the by-law.
- d) That By-Law XI --; Nominations and Election for Executive, be amended in Subsection D by replacing the word "twenty" with the word "seventeen"; by replacing the word "annually" with the word "biennially"; by replacing the number "12" with the number "10"; by adding the words "where applicable" before the words "form the Executive Council"; and by deleting the following sentence: "When no person shall hold office under XI.A.(2), the 13 who have the greatest number of votes shall, with the President and the Vice-President, form the Executive Council."
- e) That By-Law XII --; Nominating and Election Procedures for Officers, be amended by replacing the word "AGM" with the word "Convention" wherever it appears in the by-law, and by replacing the word "annually" with the word "biennially" in Subsection F.
- f) That By-Law XIII --; Duties of Officers, be amended by replacing the word "AGM" with the word "Convention" wherever it appears in the by-law; by rewording Subsection A.(1) --; Office of the President, to read: "The term of office shall be for a two-year period from August 1 in the year the President is elected to July 31 of the second year following."; and by deleting the words "more than" in Subsection A.(3).

- g) That By-Law XIV --; Duties of Executive Council, be amended by replacing the words "Annual General Meeting" with the word "Convention" wherever it appears in the by-law.
- h) That By-Law XVII --; Finance and Property Committee, be amended by replacing the words "an annual" with the word "a"; by adding the words "next two" before the word "succeeding" in the last sentence; and by replacing the word "year" with the word "years" in the last sentence of the by-law.
- i) That By-Law XIX --; Branch and Special Interest Council Funds, be amended by replacing the word "AGM" with the word "Convention"; by deleting the word "annual" in the first sentence; and by replacing the word "year" with the word "period".

Executive Recommendation on All Proposed Changes: CARRY

Rationale for Executive's Recommendation:

All proposed changes are in accordance with the direction for the Association as outlined in the Strategic Plan.

DELEGATES TO AGM 1997

Appalachia: (326/4)	Cynthia Downey, Tina Martin, Lloyd Harnum, Lynn Froude; Wayne Lee, Joe Hearn (aa)
Aurora: (91/1/1)	Thomas O'Rielly; Ernest Simms (alternate); Edgar Pittman (aa) Deborah Howlett, Marilyn Cardwell
Baie Verte Peninsula: (131/2)	Pat Pittman; Roy Simms (alternate)
Bay d'Espoir: (54/1/1)	
Bay de Verde: (/1/1)	
Bay Roberts: (239/3)	Clarence Mercer, Florence Hurley, Tom Hedderson; Tony Connolly (aa)
Bell Island: (/1/1)	
Belle Mer: (32/1/1)	
Belleoram-Wreck Cove: (34/1/1)	George Sutton; Randy Penny (alternate)
Bonavista-Port Union-King's Cove: (115/2)	Gary Marsden, Jane Bishop Rudy Porter
Bremco: (55/1/1)	
Burgeo: (24/1/1)	
Burin-Marystown: (241/3)	Gordon Brockerville, Terry Keating, Stephen King; Ken Penney (aa)
Carbonear: (158/2)	Robert G. Clarke, Philip Wood; Graham Hanley (aa)
Churchill Falls: (18/1/1)	Gloria Clarke; Mark Bonnell (alternate)
Clarenbridge: (244/3)	Bill Wheaton; Sandra Broomfield (alternate)
Coastal Labrador North: (86/1/1)	David Gatehouse; Denise Lalonde (alternate)
Coastal Labrador South: (62/1/1)	Phylis Flynn; Gloria MacDonald (alternate); Jeanne Williams (aa)
Conception Bay Centre: (80/1/1)	
Conception Bay South: (308/4)	Don Ash, Fred Wood, Phyllis Molloy, Joe Pumphrey; Bob Kelsey; Mary Holloway (aa)
Deer Lake: (174/2)	Dana Burridge, Gary Wilcott; Callista Burridge (aa)
Exploits Valley: (401/5)	, Cyril Boone, Lorne Goudie, David Milley, Harry J. Parsons; Edward Cole (aa)
Fogo Island: (47/1/1)	
Ganova: (290/3)	Clem Dwyer; Stella Shea (alternate)

GranForLine: (85/1/1)	David Wicks, Jim Eastman, R. Wayne Sparkes
Green Bay: (153/2)	Frank Crews; David Babb (alternate)
Gros Morne: (28/1/1)	Cecil Penney, Paul Bursey; Christopher Amos (aa)
Hamilton Sound: (81/1/1)	Eugene Stagg; Bill Taylor (alternate)
Harton: (37/1/1)	André Richard
Humber: (384/4)	Bill Snook; Viola Short (alternate); Sharon Snook (aa)
Ingornachoix: (42/1/1)	Bernadette Meiwald, Glenda Belbin, John Fisher, Vaughn Granter; Trudy Hutchings, Duncan Granter; Lisa Kenny (aa)
Labrador North: (191/2)	Jim Moore; Glenn MacArthur (alternate)
Labrador West: (181/2)	Paulette Wiseman, Diane Sansford; Bridget Murphy (alternate)
Lower Trinity South: (67/1/1)	Allan MacKinnon, Jo Keating; Donna Janes (aa)
Marconi: (545/6)	
Mount St. Margaret: (35/1/1)	Cynthia Hartery, Jeff Babstock, Robert Eddy, Daisy Ellsworth, George Tucker, Brendan Walsh; Kevin Doyle, Ron Pellerin (aa)
Northern Light: (38/1/1)	
Placentia: (120/2)	Nathaniel Moores; Terry Casey (alternate); Hubert Fillier (aa)
Port aux Basques: (151/2)	Carmelita Traverse, Kevin Yetman
Rameaux: (28/1/1)	Noreen Saunders, Dan Rixon
Rushoon-Terrenceville: (88/1/1)	Leo Freeborn
St. Barbe South: (61/1/1)	Elizabeth Murphy; Jacqueline Maloney (alternate)
St. Brendan's: (11/1/1)	Jean Murphy; Sybil Payne (alternate)
St. John's Centre: (519/6)	
St. Mary's Bay: (62/1/1)	Karen Warr, Joan O'Reilly, Lynda Younghusband
Seagaulher: (38/1/1)	Charlie Dillon; William Breen (alternate)
Southern Shore: (121/2)	Glenn Rogers; Derek Drover (alternate)
Table Mountain: (24/1/1)	Jim Dinn, Shawn Doyle
Taylor's Brook: (26/1/1)	Eldon King; Wayne Pye (alternate); Wayne Park (aa)

Trinity-Deadman's Bay: (87/1/1)

John Ralph; Diane Curtis (alternate)

Trinity, T. Bay: (21/1/1)

Phyllis Dyke; Vince Farr (alternate); Janice Stokes, Lloyd Matthews (aa)

Twillingate-Notre Dame: (237/3)

Upper Trinity South: (136/2)

Jim Small, Steve Clarke, David Warr; Joanne Best (aa)

Waterford Valley: (674/7)

COUNCILS

Art

Arthur Callahan, Ethel Barfitt, Duncan Ford, Ian Graham, Jack Jardine, Veronica Mahoney, Rosemary Webb; Florence

Conseil des enseignant(e)s francophones Samson, Loretta Warren (aa)

Council of Special Services

Educational Partnerships Council

Educators of the Deaf

Elementary Teachers'

Home Economics

Learning Resources

Math/Science

Modern Languages

Music

Physical Education

Primary Teachers'

Program Coordinators'

REaD

Religious Education

Retired Teachers' Assoc.

School Administrators

School Counsellors (SCAN)

Small Schools

Social Studies

Substitute Teachers'

Technology Education

Ross Ricketts