

bulletin

ELECTION ISSUE 2012

Candidate for President



Candidates for Vice-President



ELECTION DAY TUESDAY, DECEMBER 4, 2012



Election of NLTA President and Vice-President December 4, 2012

This year marks the sixth time that the NLTA President and Vice-President will be elected by province-wide vote among all NLTA members. Following a By-Law change at the 2011 BGM, the election date has been changed from the first week of February to the first Tuesday in December in the year prior to the year of the expiry of the term of office for the positions. Therefore, voting will take place in your schools on **Tuesday, December 4, 2012**. The voting process will be conducted by your school representative (or designate) and all members will have the opportunity to vote by secret ballot. All voting must be completed by 3:30 p.m. on voting day. For further details on voting arrangements, please consult with your school representative.

The vote on December 4 is extremely important, as it will determine who will lead the Association for the 2013-14 and 2014-15 school years. The remaining ten positions on the

Provincial Executive will be elected by voting delegates at the Biennial General Meeting to be held on April 2-5, 2013 in St. John's.

The purpose of the Election Issue of *The Bulletin* is to provide you with background information on, and election statements from, the candidates for President and Vice-President. Please take every opportunity to familiarize yourself with this information and make your vote on December 4 an informed vote. All NLTA members are urged to actively participate in this process by becoming as knowledgeable as possible about the candidates and by casting your ballots on **Tuesday, December 4**.

Editor's Note: *Candidates' biographies and position statements are printed as submitted and, if necessary, have been edited for length/word count only.*

Candidate for President

Jim Dinn

Two beliefs have underpinned my two terms as NLTA Vice-President and they drive me now as I seek the presidency of our Association. First it is essential to give a clear assertive voice to the issues and values that are important to us as teachers. Secondly, real change in our professional lives happens when we stand together and speak with one voice.



These are not abstract principles to me. They are living, breathing realities which compelled me to become more deeply involved in our Association. They sustain my involvement even when change seems slow in coming.

For the past three years I have served as your Vice-President and your voice on the provincial executive. I have brought to the executive table the issues you have brought to me whether they were about district evaluation policies, excessive workloads, leave to attend job interviews, or teachers being pressured into participating in school based committees.

Many times over the past few years my involvement meant listening to the frustrations of individual teachers and encouraging them to trust in the power of their own voices. In many cases their problems were solved. In others the opportunity to vent was helpful. No matter what the problems are, teacher issues are my issues.

As your Vice-President, I chair your negotiating team. It is another opportunity to speak loudly and clearly to the needs of teachers. And what exactly do we need as teachers?

We need class sizes that allow us to teach and to give each child the care and attention s/he deserves. We require resources and people to help us make inclusion work the way it is meant to work. We want a lunch time free from supervision – a lunch-time that allows us to collect our thoughts, prepare for afternoon classes, or simply enjoy our meal and the camaraderie of our colleagues.

We demand to be treated as professionals by our employers and that means choice and control over our professional development, adequate preparation time to do the job demanded of

us, and adequate leave that allows us to care for those we love. We insist on being respected as educational partners.

One look at the employers' proposals and you will see that respect is not part of their lexicon. Their proposals undermine our professionalism and attack our commitment to the students of this province.

Now more than ever we must stand together and state that what our employers offer fails teachers. Complacency and apathy must have no place in our lexicon if we are to protect ourselves, our colleagues and the profession we love.

I still love this job; I still enjoy teaching. I would venture to say that is true for many of us. There is tremendous fulfillment in the possibility of transforming the lives of those we teach, of inspiring in students a love of learning, and of sharing with a new generation the skills they will need for future success. We are, after all, people who like to help others. That is something worth fighting for.

Should I be fortunate enough to be your President I will continue to speak up and fight for our profession, for you, for me, and for our colleagues. The public will know the depth of our professional commitment to the children they entrust to our care.

As President I will work on building an Association that is relevant to each of us. We need an Association where we each feel we are vital members. Only then will we have a truly strong Association. Only then can we start to make the necessary changes in our professional lives.

For me it's personal. So many of my friends and family are teachers.

In my school and in the schools I visit I meet teachers just beginning their careers. My oldest daughter is completing her education degree and hopes to follow in her parents' footsteps. I want her and young teachers like her to experience the joy and fulfillment of teaching that so many of us have had the privilege to live.

They deserve a career that provides them with a reasonable standard of living and with reasonable working conditions that allow them to balance their professional lives with their personal lives.

I promise to be the voice teachers deserve.

If you wish to know more about my teaching career, NLTA involvement and community involvement please visit my website at www.jimdinn.com.

Candidates for Vice-President

Derek Drover

Dear Colleagues:

It is an honour to serve the teachers of Newfoundland and Labrador as a member of provincial executive. During that time I have faithfully served the teachers of this province as Table Officer, Chairperson of Group Insurance Trustees, the Pooled Investment Fund, the EAP Coordinating Committee, a member of the Finance and Property Committee, as well as a delegate to the CTF AGM and the CAPTO AGM. Prior to being elected to provincial executive, my active involvement in the Association began quite early in my teaching career at the Branch level including serving as President and Political Action Officer of the Seagaulher Branch.

Now, I humbly ask for your support as I seek to continue my service to the teachers of Newfoundland and Labrador as Vice-President of our Association. Yes, many issues remain unresolved. There is much room for improvement, but we must not waiver in our cause. We must continue to advocate for reduced class size maximums as was recommended by the Teacher Allocation Commission including a cap on high school class sizes that respects the demands placed on teachers in our larger schools. In our smaller schools, we must emphasize the necessity of a fair and equitable teacher allocation model that respects the demands of the multi-grade environment as teachers struggle to deliver curriculum to meet the needs of all students. Furthermore, we must continue our vigilance in our monitoring of the inclusion model to ensure that teachers are provided with the optimal working conditions and resources to best serve all of our students. Also, achieving improvements to Article 18.03, changing “may” to “shall”, requires perseverance – the determination to achieve the respect that teachers and their families deserve! Indeed, given the magnitude of the responsibilities embodied in Article 18.03, are three days sufficient? The answer is obvious! It is also obvious that we need a maternity/adoption/parental leave supplement.

My fellow teachers, we know that teaching is complex and the demands placed upon us are incessant. As Leithwood



(2006) states, “It is difficult to imagine a less routine, more complex form of work.” As we move forward, other familiar and persistent issues continue to remain on the agenda – issues that directly impact the quality of our personal and professional lives. Presently, teachers are inundated with workload issues – barriers through which we have to navigate daily to get at the heart of our responsibility as professional educators, i.e. meeting the academic needs of our students. How many after school and evening meetings are reasonable? Why does our lunch time have to be our planning period or our supervision duty? Why is it acceptable for professional educators, dedicated to preparing our children for success into the future, not to be guaranteed preparation and planning time to better meet that responsibility?

In addition, many other important issues in the opening proposals exist that, if conceded, will negatively impact our personal and professional lives. Among other issues, we must not tolerate any attempt to remove the right to call in a substitute and to remove Schedule E. Remember colleagues, our working conditions are students’ learning conditions and my commitment has been and always will be to improving the working conditions of teachers. I humbly seek your support. However regardless of whom you may support for VP in this election, please vote. Let’s show our pride in being teachers.

If you would like to discuss an issue or to further inquire of my NLTA experience, please call 841-7191 or you may contact me at ddrover@nlta.nl.ca.

Dean Ingram

Professional/Academic Experience

- B.Sc. (1991), B.Ed. (1992), M.Ed. (2001)
- Biology Teacher, CDLI (2010-Present)
- Science Itinerant, CDLI (2008-10)
- Teaching Principal, Swift Current Academy (2001-05, 2007-08)
- Department Head, Discovery Collegiate, Bonavista (2006-07)



- Assistant Principal, Discovery Collegiate, Bonavista (2005-06)
- Bishop White All Grade, Port Rexton (1993-2001)
- Dorset Collegiate, Pilley's Island (1992-93)
- J.M. Olds Collegiate, Twillingate (1992)

NLTA Involvement

- Eight Years as Branch President (Trinity, T. Bay, Clarenbridge)
- Member, Provincial Collective Bargaining Committee (2001)
- Member, Provincial Executive (2003-Present)
- Group Insurance Trustee (2004-06)
- Member, Finance and Property Committee (2003-05)
- Member, Pooled Investment Fund Committee (2003-07)
- Chair, Finance and Property Committee (2005-07)
- Deferred Salary Leave Committee (2003-05)
- Chair, Ad Hoc Committee on Teacher Wellness (2005-07)
- Chair, Standing Committee for Teacher Wellness (2007-09)
- Chair, Staff Negotiations Committee (2008-Present)
- Member, Negotiating Team (2009 Round)
- Table Officer (2007-13)
- Member, National Committee on Diversity and Human Rights (CTF)
- Member, Hiring Committee (2007-12)
- Council of Atlantic Provinces Teacher Organizations (CAPTO) AGM (2008, 2009, 2010, 2011, 2012)
- Attendance at Canadian Teachers' Federation AGM (2008, 2009, 2010, 2011, 2012)
- Chair, Collective Bargaining Committee (Current Round of Negotiations)

During my career I have taught in a wide variety of schools both in terms of their location and their size. That exposure to such a range of professional experiences gives me a unique perspective on the issues that we face on a daily basis.

When Government initially announced the redesign of the delivery of special services in the province we all were overjoyed to hear it. When Government announced that there was going to be a cap on class sizes we were pleased. But the model on both counts has fallen short of expectations. The need for additional supports for our students with special needs remains. The model for inclusionary education has not been resourced to the extent necessary to allow it to work as intended. Our members are struggling with this and need extra human resource supports.

As for the cap on class sizes, we are still without an entrenchment of the caps as intended. There are classes that have exceeded the caps. There is still no cap in the high school. There is still no recognition of class composition in the calculation of class numbers. Again, the initial expectations were not met.

While I was chairing the Collective Bargaining Committee I was afforded the unique opportunity to hear from our members and to hear directly what the issues are. These issues are ones that the opening set of proposals seeks to address. The opening

package that I chaired the development of, reflect the needs of our members, the needs that have to be addressed during this round of negotiations.

I am offering myself for Vice-President because I believe that my knowledge of our Association that I have gained through my 19 years of direct involvement at both the Branch and Provincial Level has prepared me for the position. My teaching experience has had me teach in both small and large schools and at all levels of our system. My approach is pragmatic and grounded in what will best serve our membership. I will listen, I will understand and I will act on your behalf and I humbly ask for your support to become our next Vice-President.

Sandra Quigley



Fellow teachers,

I am asking for your vote on December 4th to become the next Vice-President of the NLTA. Living in Labrador makes it difficult for me to visit you, so I hope you can visit me at www.sandraquigley.blogspot.com, follow me on twitter or e-mail me at sandraquigley3@gmail.com. My involvement with NLTA at the Branch and Provincial level for the last twelve years has prepared me to vie for this leadership position. My efforts also earned me the **NLTA Bancroft Award for 2011-12** for outstanding service at the branch level.

My slogan for this campaign is “**Re-think Renew Respect**”.

No matter how much our workload expands or how many times the report card changes, no matter how many meetings are scheduled or how many forms must be completed, we suffer the bureaucratization of education in silence. Because we are told we have no voice we think it true, just as the elephant tethered as a baby allows itself to be restrained as an adult. We need to re-think!

When something seems unfair, we must assert ourselves in order to gain respect for ourselves as professionals. I am an outspoken person. I state my views and have influenced decisions at the school level and within the NLTA. I like to write and have made presentations to the Royal Commissions on Teacher Allocation and on Pathways. I also write to promote teachers and the work they do in articles for *The Bulletin* and for newspapers. As Vice-President, I would support a media campaign to raise the profile of teachers in our province.

(cont'd. on page 6)

Teaching practices which help children build good character and become good citizens are impeded by policies which make students less accountable for their learning and less prepared for the real world. When it comes to assessment and evaluation, teachers are tied in knots, with short time frames for us to correct and return work and no real deadlines for students to submit it! We need to lobby School Boards to devise more practical and meaningful policies – particularly in the area of assessment and evaluation.

We need to re-think the model of inclusion we are now using. Classroom teachers are in the best position to know how well this model is working. We should listen to them and insist that the department listen as well. In focus groups conducted all throughout the province by the NLTA, teachers said the same thing... we need more **human resources** to make inclusion work as it should.

Our Association, too, needs to re-think how we relate to teachers. With current technology, we have the opportunity to poll teacher opinion and gather input in a timely fashion. I will work hard to connect with teachers, to give teachers the opportunity to influence how the Association functions, and how it can better respond to their needs. From the grassroots we can begin the process of renewal.

Let's re-think, so we can renew our energy and build more respect for teachers as professionals! On December 4th, vote for Sandra Quigley.

NLTA Involvement

- President Lake Melville Branch (2011-12)
- Provincial Executive Council Member; Chair, Professional Issues Committee; Finance and Property Committee Member (2009-11)
- Branch President Lake Melville (Happy Valley-Goose Bay) (2006-09)
- Branch Secretary (2000-06)
- Delegate to BGM (2003, 2007, 2009, 2011)
- Delegate to CONTACT (2006, 2010, 2011)

Employment History

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

Education

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

Gabriel Ryan

Information unavailable by October 4, 2012 deadline.

Contact Information

- gjryan60@yahoo.ca
- gabrielryan.weebly.com
- www.facebook.com/gabriel.ryan.104@GabeRyan
- 709-631-4669



Jeanne Williams

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



Challenges still face our Association today. We face the challenges to:

- negotiate a Collective Agreement that is fair to all teachers;
- meet curriculum outcomes while dealing with the myriad demands in the classroom;
- balance work life with personal life;
- many other daily challenges.

Probably the greatest challenge is – belief in our own professionalism and in our right to professional working conditions. Professionalism means supporting those who say “NO” to what they see as wrong. It means supporting colleagues (many of whom we have never met) as they face challenges. If we are to give our professional best to our students, then we need to stick together and to continue to demand professional working conditions so we can carry out our work as professionals.

Over the past number of years we have seen the activity level and level of teacher involvement in many Branches seriously decline. This must change and the change must happen teacher by teacher, school by school in all Branches in this Province. I believe we must change our approach to Branch meetings and meet Branch members within their schools and at staff meetings.

We are now at the negotiation table looking to improve the working conditions for teachers. The employer is there to reduce the benefits teachers receive. Therefore, we must ensure

that we hold on to the benefits we have fought for in our contract and continue to make further improvements where we can. I am at that table as a member of your negotiating team. We can no longer allow the employer to set one group of teachers against another, as happened six years ago with the new sick leave clause. What is wrong for one is wrong for all. We cannot sell out one group of teachers in order to protect the benefits of another. We are a family of teachers. Some of you are children of teachers, some of you are the parents of teachers, and some of you are brothers and sisters of teachers. Do we want to protect ourselves and the benefits in our collective agreement? If the answer is yes then we must stand strong and stand together.

For the past eight years I have been at the NLTA Provincial Executive table speaking on your behalf. I will continue to work to seek the improvements we need while protecting what we already have. I am honoured to have had your support and have been working hard to be worthy of that trust.

You need an experienced leader to be your Vice-President, to push for the resources, time and respect you deserve as professionals. I have that experience, and I have the conviction to stand up for what you need. You give me your support and I will do everything in my power as your Vice-President to continue to cultivate the seeds planted more than 120 years ago.

For more details about my NLTA and teaching experience, please visit my website at jeannewilliams.info.

2013 Biennial General Meeting and Province-Wide Vote Deadlines

November 4, 2012

Final deadline for receipt of nominations for Offices of President and Vice-President.

December 4, 2012

Province-wide vote for the election of President and Vice-President.

December 18, 2012

Run-off ballot for the election of President and Vice-President (if required).

January 3, 2013

Proposed change, amendment or repeal of NLTA By-Laws to be actioned by Convention must be presented in writing to the NLTA.

February 3, 2013

- All nominations for Provincial Executive for publication in Convention issue of *The Bulletin* must be postmarked or hand delivered to NLTA Office.
- Names of elected delegates and alternates to Convention should be forwarded to NLTA Office for printing in Convention issue of *The Bulletin*.
- Resolutions to Convention must be received at the NLTA Office.

March 3, 2013

Mailing of Convention issue of *The Bulletin*.

April 3-5, 2013

Biennial General Meeting

April 4, 2013

Final deadline for receipt of nominations for Provincial Executive.



Important Election Information for Teachers

Ballots will be distributed by the NLTA Office to school representatives in each school and board office in numbers sufficient for each teacher in that school and allowing extra ballots for substitute teachers, teachers on leave and teachers from other schools or branches.

Voting **MUST** take place on **December 4, 2012** unless special circumstances at a school require the vote being conducted at another time. With the approval of the Electoral Committee, a vote may be conducted on a date other than the designated date only if required by conditions of geography, weather, school closure, etc.

Members will be notified of the time and place for conducting the vote in your school by your school representative. All voting **MUST** be completed by 3:30 p.m. on the day of the election. Detailed voting guidelines will be supplied to your school representative early in November.

Substitute teachers who have taught on at least one occasion during this school year and teachers on leave will be provided an opportunity to vote. Please contact any teacher on leave or substitute about the date and time for the vote.

Teachers can vote by secret ballot and each teacher must sign the “Registration of Voters” (Form B) at the time of casting their ballot. Proxy voting is not permitted. This includes voting by telephone and voting by one member who holds a written proxy on behalf of another.

A faxed ballot is permissible, if it is impossible for a member to be physically present in any Branch on voting day, provided that the completed ballot which is returned by facsimile is accompanied by a signed statement from the member in question, stating that the ballot was indeed cast personally by him/her. Such a vote would have to be administered by the Electoral Committee and the completed ballot received only at the NLTA Head Office.

All ballots from each school will be forwarded to the Branch Executive for counting. Ballots will not be counted in the schools, with the exception of the following isolated branches/schools:

Coastal Labrador South Branch:

Bayside Academy	Port Hope Simpson
Henry Gordon Academy	Cartwright
Raymond Ward School	Norman Bay
St. Mary's All-Grade	Mary's Harbour
St. Lewis Academy	St. Lewis
St. Peter's All-Grade	Black Tickle
William Gillett Academy	Charlottetown

Nutak Labradorimi Branch:

Amos Comenius Memorial	Hopedale
B. L. Morrison	Postville
J. C. Erhardt Memorial & Primary	Makkovik
Jens Haven Memorial	Nain
Northern Lights Academy	Rigolet

Isolated Schools:

Appalachia Branch	École Sainte-Anne	La Grand'Terre
Belleoram-Wreck Cove Branch	St. Stephen's All-Grade	Rencontre East
Burgeo Branch	St. Simon & St. Jude	Francois
Exploits Valley Branch	Cottrell's Cove Academy	Cottrell's Cove
	Leading Ticks Primary	Leading Ticks
	Lakeside Academy	Buchans
Ganova Branch	Charlottetown Primary	Charlottetown
	St. Gabriel's All-Grade	St. Brendan's
	Holy Cross School Complex	Eastport
Green Bay Branch	Long Island Academy	Beaumont
	H. L. Strong Academy	Little Bay Islands
Lake Melville Branch	Mud Lake School	Mud Lake
Long Range Branch	Long Range Academy	Cow Head
	Holy Cross All-Grade School	Daniel's Harbour
Marconi Branch	St. Augustine's Elementary	Bell Island
	St. Michael's High	Bell Island
Notre Dame Branch	A. R. Scammell Academy	Change Islands
Port aux Basques Branch	Douglas Academy	LaPoile
Rameaux Branch	All Saints All-Grade	Grey River
Rushoon-Terrenceville Branch	St. Anne's School	South East Bight
Seagaulher Branch	St. Peter's All-Grade	McCallum

Special instructions for voting will be sent to the above branches/schools.

The branch executive may release the voting results of the branch to the members of the branch, only after the Electoral Committee has officially declared the name of the incumbent for that office. All results of the vote which are released to the public will be released by the Electoral Committee.

An "Election Info" section has been set up on the NLTA website (www.nlta.nl.ca) with pertinent information on the candidates (with links to the candidates' websites) and the voting process.

An online question/answer forum is available on the NLTA website. Members are invited to send questions to mail@nlta.nl.ca. These questions will be forwarded to all candidates each Friday and answers will be posted as they are received. Please include your name and school with your question; however, only your name will be posted with your question.



A Candidates Forum will take place on November 3, 2012. The Forum will be available on DVD by request and also on the NLTA website, www.nlta.nl.ca.



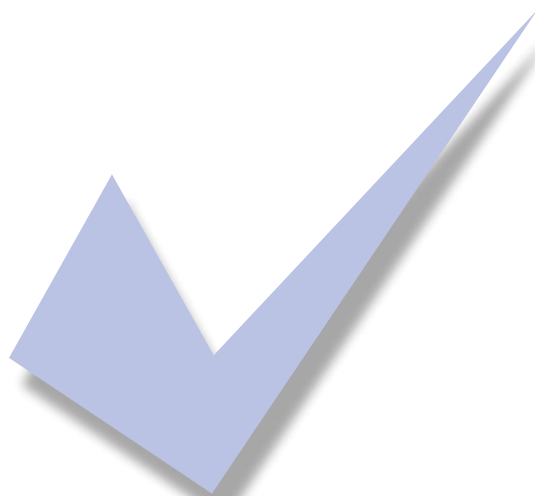
The **deadline for nominations** for the positions of NLTA President and Vice-President is **Sunday, November 4, 2012.**



A section has been set up on the main page of the **NLTA website (www.nlta.nl.ca)** called “NLTA Election Information” with pertinent information on the candidates and the voting process.



An online question and answer forum is available. Members are invited to send questions to mail@nlta.nl.ca. These questions will be forwarded to all candidates each Friday and answers will be posted as they are received. Please include your name and school with your question(s); however, only your name will be posted with your question(s).



Be Informed! Be part of the process! Cast your vote on December 4, 2012.

Visit www.nlta.nl.ca for more election information or you can contact the candidates directly as follows:

Candidate for President:

Jim Dinn

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709-745-1864 or 682-3053



Electoral Committee

Kevin Foley (Chair), Past President, NLTA
Alice Bridgeman, Treasurer, Bay Roberts Branch
Joseph Santos, Political Action Officer, Waterford Valley Branch

Any questions you have on the province-wide voting procedures should be directed
to the NLTA at 709-726-3223 or 1-800-563-3599 (toll free):

Edward Hancock, Executive Director [ext. 224 or ehancock@nlta.nl.ca]

Geralyn Costello, Executive Assistant, Governance [ext. 222 or gcostello@nlta.nl.ca] or

Colleen Wade, Senior Assistant, Benefits and Economic Services [ext. 234 or cwade@nlta.nl.ca]



Designed and printed by NLTA Printing Services

12-031 October 2012