

bulletin

NLTA Executive Members 2013-15



Front row (l-r): Derek Drover, Past President Lily B. Cole, President James Dinn, Vice-President Dean Ingram, Jeanne Williams
Back Row (l-r): Bill Chaisson, Sherri Rose, Trent Langdon, Gabriel Ryan, Sandra Quigley, Jean Murphy, Craig Hicks, Sean Weir

Up Front from the President



As I compose my last *Up Front from the President* I am a myriad of emotions. This was the same feeling that I had when I sat and composed my first one in September 2009. There have

been many Up Fronts composed since then and I have shared some of my triumphs and tribulations on a personal level so those who did not know me previously would have a little better sense of who I was. I also wanted to convey to the teachers of this province what an enormous responsibility you have in educating the next generation of engaged citizens. But more importantly, I wanted to help the teachers of this province realize what a fantastic and dedicated profession you belong to and to be proud of what you do. What an awesome privilege it is to be able to instill the love of learning and life's lessons to the students you teach each and every day. Even though there are often obstacles placed in your way by those in power, you always maintain the integrity of the education system. Some of these people in power have forgotten the true value of education. Many decisions for education are made by those who have never been in a classroom, have either forgotten how challenging it can be without the necessary supports, or have not been in a classroom for many years and have lost their voices.

I am sad that I will no longer be representing and working on behalf of the teachers in Newfoundland and Labrador. It will be much to my chagrin that I will not have a first-hand account of the trends that the government of the day will be bringing down on the education system. However, I will be watching with bated breath in September as the school system commences with 160 fewer teachers and a new mega

board. It will be interesting if this government can show true leadership and rescind decisions made to save money and without proper consultation, and without any dialogue with those individuals who are ultimately charged with educating students.

I have a huge knot in my stomach as I make the decision to retire from this fabulous profession. I have spent many sleepless nights trying to make up my mind. There have been many major milestones in my life that were made by design, and also factors that were out of my control that sent my life on a different path than I may have chosen. This decision to retire is mine alone and I am truly the master of my destiny this time, full stop. As I type that statement and as I read it, it makes me gasp. I am scared to death. I still have many questions: Where will I live? Will I move out of this province? What will I do? Many more questions and uncertainties are ahead of me but I have made the decision and that is my new beginning.

As I get one final chance to engage teachers by this venue I need to stress to all teachers in the province of Newfoundland and Labrador that now more than any time in the history of education we need to stand together and ensure that we establish parameters around our work life balance. This government has refused in the last four budgets to hear our cry for more resources to provide a quality education for all the students in our inclusive classrooms, no matter the challenges or geographic location. In Budget 2013 the government made the decision to cut 142 teaching positions. Even though compelling arguments were made by the NLTA and other interested stakeholders to reinstate the teaching units, it was to no avail. The Minister of Education keeps trying to tell the public that these reductions will not make any difference to the classrooms of this province. I respectfully and unequivocally say the opposite. These cuts will have drastic

negative effects on a system already crying out for more resources to meet the needs of our diverse classrooms. The Minister has said that teachers will make it work as they always do. I beg to differ. I think this is the tipping point in our education history. But the tipping point is that the plate is finally so full that items are starting to slide off the plate onto the floor. Teachers are giving 150% now and we cannot do any more. It is as simple as that.

I would like to thank you for your many years of support that have enabled me to be President of this illustrious Association. It has been an honour and privilege to serve you. As is often said, "it is the journey, not the destination, that is most important." How true that is! However, I do see the destination ahead and I also see a fabulous and talented President, Jim Dinn, and Vice-President, Dean Ingram, getting ready to start their journey.

I want to express my deepest appreciation and heartfelt thanks to all the executives I have worked with during my years with the NLTA, but especially the last four years. Your unwavering support has been tremendous and your dedication to this organization outstanding.

I would like to acknowledge and sincerely thank all of our staff at the NLTA office. It has been my privilege to have been given the honour to work with all of you. Our staff work tirelessly for the teachers of this province. I want to thank each and every one of them for the support they have given me during my terms of office.

I would like to wish Ed Hancock the very best in his retirement and for his devotion to the NLTA for many, many years. He will truly be missed.

Bon voyage everyone, it has been my pleasure and thank you from the bottom of my heart.

Hilary B.

THE bulletin

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School Representative Seminars Coming in Fall 2013

A series of School Representative Seminars will take place as a continuation of the ongoing triennial program in October 2013. Nine groupings of branches have been arranged and three seminars are offered each fall on a rotating basis. Schools will have the opportunity for representatives to attend every three years. School Representatives will receive specific information directly from the NLTA office.

Group 1 – Goose Bay

October 4-5, 2013 – Hotel North 2, Goose Bay

Branches Attending: Churchill Falls, Coastal Labrador South, Labrador West, Lake Melville, Nutak Labradorimi

Group 2 – St. John's Avalon

October 18-19, 2013 – Comfort Inn, St. John's

Branches Attending: Baccalieu, Bay Roberts, Carbonear, Marconi, Placentia, Upper Trinity South

Group 3 – Gander

October 25-26, 2013 – Sinbad's Hotel, Gander

Branches Attending: Fogo Island, Ganova, Hamilton Sound, Notre Dame, Trinity-Deadman's Bay

PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

LABRADOR CITY

Menihek High sponsors Girls Retreat Day

On Tuesday, April 6 Menihek High School in Labrador City sponsored a Girls Retreat Day for female students in Grades 10 and 11. This is the second year for such a retreat, which was made possible as a result of the collaborative efforts of Menihek's teaching staff and administration, the Labrador School Board and members of the local business community.

"Female students were completely unaware of this day as staff managed to keep it a secret!" said Janine Johnson, a teacher at Menihek High. The girls were called to the cafeteria at 9:00 a.m., told to board a bus, and were taken to Smokey Mountain Ski Lodge to begin their day. At the venue they were treated to

lots of healthy snacks, a hearty lunch, t-shirts with the word 'empowerment' defined on the back and the universal symbol for female on the front, and presentations and activities geared to help foster a positive self-image in a time when the media exerts such power and influence in their lives. Several local women in positions of influence, (the mayor, a provincial judge, RNC officers, IOC employees), also made appearances to reinforce the message that young women can define themselves and not become "products" of media influence.

Ms. Johnson said local businesses certainly rallied to offer financial assistance and support for this retreat and should be acknowledged for their contributions. They include: IOC, Officeworks, Jubbers, IGA and Walmart.

"Perhaps the success of the day can best be measured in the words of the girls," said Ms. Johnson. *"The video was amazing and opened my eyes to how people see me as a woman and how I was beginning to*

see myself. I don't want to be an object." • *"I learned not to put myself down and to stop worrying about being perfect. I am a woman and that is good enough."* • *"I liked how we got to be with the teachers and have some time to talk. And that it was all about girls and qualities that matter."* • *"The boys should also see the video to understand where we are coming from."* • *"Get boys to watch the video so they understand women and their beauty."* Some wise words...

"Almost every feedback form contained positive comments about the food that was provided, proving what we have always known about teenagers...if you feed them, they will come," concluded Ms. Johnson.



Female students from Grades 10 and 11 at Menihek High School enjoy their Girls Retreat Day at Smokey Mountain Ski Lodge.

Menihek High sponsors Man Up Day

On the morning of Tuesday, April 30 the Grade 11 and 12 boys of Menihek High School were surprised when an announcement came over the PA explaining that they were being kidnapped for the day to participate in the first ever Man Up Day.

Organized by staff and community representatives, Man Up Day was designed to inspire students to get active in making positive decisions towards a bright future. Students were met in the gym and escorted to busses that took them to the O'Brien Hall. As students entered the hall they were greeted by the sound of live rock music supplied by local band Side Project, which includes math teacher Jamie Hunt. The sessions were opened with a keynote address from Harry Borlase, who shared the positive impact growing up in Labrador has had on him. Mr. Borlase also provided a platform for students to express their feelings on the positive and negative challenges of life in Labrador West.

Groups then boarded busses and were dropped off at eight businesses/organizations where they were given a tour of the facility and a workshop on how to successfully acquire employment and take advantage of the opportunities available in the business sector. After lunch, students experienced insightful and educational presentations by four community leaders: Gary Furlong, Toby Leon, Jim Dobbin, and Keith Connolly. "The presentations engaged students in discussions about the real life choices facing them, why it's important to make positive decisions early, and the potential repercussions of making negative choices," said Darrel Brenton, Man Up Day Coordinator.

Food and door prizes were made available through the generous donations from community sponsors. One major sponsor, CRRS, having seen the value in such an event, has committed an annual donation of \$5,000 to Man Up Day. "This is what this organization was built on, showing support for our community," said manager, Sonya Kennedy. Response from students was overwhelmingly positive. "Overall, the entire day was enjoyable. I felt that it was a great motivator and leads you in the right direction... gets you thinking on the numerous opportunities the twenty-first century has to offer."; "We had the chance to learn some valuable lessons."; "It's never too late to start a new life."

Mr. Brenton said the Menihek Man Up Day Committee is excited to begin preparations for next year.

TORBAY

Holy Trinity Elementary school community sets provincial Terry Fox fundraiser record

As was the case for many schools across Newfoundland and Labrador, the students, staff, and even parents of Holy Trinity Elementary in Torbay enjoyed a wonderful walk in support of the Terry Fox Walk Fundraiser. "Special thanks to the Torbay Fire Department for keeping us safe and making the walk exciting for our students," said Paul House, Principal of Holy Trinity Elementary. While they have already celebrated the success of this event earlier this year, Holy Trinity Elementary has recently been informed that they have set a record for being the only school in Newfoundland and Labrador to raise more than \$10,000. "We actually raised \$12,638.24! Quite an accomplishment!" concluded Mr. House.



Students at Holy Trinity Elementary walk in support of the Terry Fox Fundraiser.

Holy Trinity Elementary celebrate art and our environment

Students and staff at Holy Trinity Elementary in Torbay have been busy preparing for the 12th annual arts exhibit held from May 14-16 with projects on display throughout the school. Three grades (K, 3, and 4) participated in the National ArtsSmarts Program, working with a professional artist creating cross-curricular projects centered on the Torbay Gully.

The Town of Torbay and the Torbay Environment and Trails Committee partnered with Holy Trinity Elementary to provide funding for interpreter Rebecca Smyth to lead guided tours of The Gully so that students could become familiar with the local flora and fauna in their backyard. Kindergarten students,

with Isabella St. John, designed clay tiles based on plant life in The Gully. Grade 3 students, with Nancy Squires, painted 12 murals depicting plant life above and below the ground. Grade 4 students, with Marlene Creates, photographed, recorded and responded through poetry to create books documenting seasonal changes in The Gully. Grades 1, 2, 5, and 6 participated in Absolutely Art projects which were school-funded. Printmaking projects took place in grades 1, 2 and 5 with visual artist Janet Peters and Grade 6 students explored and painted in water colour with visual artist Elayne Greeley.



Holy Trinity Elementary students learn about the flora and fauna in their community.

The staff at Holy Trinity Elementary would like to recognize the tremendous support received from the Newfoundland and Labrador Arts Council, the local artists, the Town of Torbay, the Torbay Environment and Trails Committee, Holy Trinity Elementary School Council, parent contribution and volunteer support. "It is evident the arts play a significant role at Holy Trinity," said Jeanette Laaning, Kindergarten French Immersion Teacher at Holy Trinity Elementary. "The long-term partnerships developed with professional artists during these projects has undoubtedly enriched the art education program at this school."

POUCH COVE

Cape St. Francis Elementary Grade 4 fish friends

The Grade 4 students at Cape St. Francis Elementary in Pouch Cove have been excellent fish friends! Working together with Suncor Energy Fluvarium, the students have been great environmentalists. The students received 100 salmon eggs in mid March and have been very responsible in helping the eggs develop to salmon fry. Each and every day the students have been recording the temperature of the

water, caring for the tank and feeding the fry. “We are learning so much in such a fun way!” said Rose Kelly, a teacher at Cape St. Francis Elementary.

On June 7 the students will make the journey to the Suncor Energy Fluvarium to release their salmon fry into the Rennies River system. “It is an excellent hands on learning experience of the life cycle of our fish friends,” said Ms. Kelly.

Cape St. Francis would like to thank their corporate sponsor, Newfoundland Power, whose financial support is vital to the success of this program. Another group that has been instrumental in resurrecting the Fish Friends program is the Salmon Association of Eastern Newfoundland. A big thank you is also extended to the Fluvarium, who have given Cape St. Francis Elementary the opportunity to be involved in such a wonderful experience. The Grade 4 students are looking forward to their Release Day on June 7.



Grade 4 students at Cape St. Francis Elementary care for salmon fry in anticipation of their release into the Rennies River system.

BELL ISLAND

Another busy year at St. Augustine's Elementary

This has been another busy year at St. Augustine's Elementary on Bell Island. “Students have taken part in a variety of initiatives which broadened their understanding of both local and global issues,” said Principal Reginald Durdle. Two separate penny drives raised approximately \$1,300 to support their local Breast Cancer Awareness Group and the Canadian Childhood Leukemia and Lymphoma Society. Again this year the school community supported the VOCM Cares Coats for Kids Campaign and the Janeway Day. Each class also filled shoe boxes for Operation Christmas Child. This is a yearly project for students at St. Augustine's Elementary, one in which they eagerly look forward to.

On a trip to Rwanda, the school's guidance counselor, Mrs. Tina Ford, visited local schools and saw firsthand the need for desperate educational resources and that children have to pay to attend school. Students at St. Augustine's collected almost \$800, which was enough to send two children to school for a full year.

St. Augustine's Elementary offers many programs which promote understanding and respect such as Lions Quest and Social Skills. Making its return to the school this year was the Roots of Empathy Program. “We now have a trained facilitator on staff who led our Grade 2 class through the program. It was a way to bring the program full circle as two children in the class were themselves Roots of Empathy babies,” explained Principal Durdle.

Throughout the year each class also participated in various anti-bullying presentations which was topped off by two Stand-Up-To Bullying days where the majority of staff and students wore pink shirts. The staff would like to extend a big thank you to all students, parents, guardians and the broader school community for supporting these initiatives.



Students at St. Augustine's Elementary wear pink t-shirts during Stand Up to Bullying Day.



NLTA Scholarships

To obtain an application form visit the NLTA website at www.nlta.nl.ca and click “Online Forms” or contact the NLTA Professional Development Division, Tel: 726-3223 or toll free at 1-800-563-3599 or mail@nlta.nl.ca

Application Deadline: July 31, 2013

HARBOUR GRACE

WAAD at Harbour Grace Primary

Harbour Grace Primary celebrated World Autism Awareness Day (WAAD) on Tuesday, April 23. In 2007, the United Nations General Assembly declared April 2 as World Autism Awareness Day (WAAD) with the goal of bringing the world's attention to autism, a pervasive disorder that affects tens of millions globally.

In 2010, Autism Speaks launched Light It Up Blue, a unique global initiative to help raise awareness about the growing public health concern that is autism. Iconic landmarks around the world Light It Up Blue in celebration of World Autism Awareness Day to show their support. Harbour Grace Primary was alive in a sea of blue during their celebration of World Autism Awareness Day with all students and staff members wearing blue to support autism awareness. Students were treated to blue ice cream and blue Jell-o served by the Grade 5 students. During the day, Mr. Christopher Deddee, Provincial Outreach Coordinator of the Autism Society of Newfoundland and Labrador, visited Harbour Grace Primary and gave a very informative presentation to all students. Thank you so much Mr. Deddee!



Students at Harbour Grace Primary are treated to blue ice cream during their celebration of World Autism Awareness Day.

Harbour Grace Primary teacher, Brenda Singleton, also gave presentations to students about autism and how anyone can be a friend to someone with autism. "A display of individual puzzle pieces of red, blue and yellow was a wonderful welcome to those entering the building," said Ms. Singleton. "The school's art gallery also came alive with a display of family puzzle pieces by students in the shape of the autism ribbon." The symbol of autism is the puzzle piece. On a nationwide level, the puzzle piece symbol reflects the mystery and complexity of Autism Spectrum Disorder (ASD). Also, since every puzzle piece is different in

some way, a puzzle piece accurately represents the diversity of the individuals affected.

Harbour Grace Primary's message is *kindness, patience and understanding* because Awareness Matters!

ST. JOHN'S

Wellness Coalition grant enhances Leary's Brook inclusion

The Wellness Coalition (Avalon East) supported school inclusion endeavours with a grant for the Leary's Brook Junior High Physical Education program. The \$1,000 grant ensured specific inclusion strategies that started at the beginning of the 2012-13 school year and were implemented throughout the year. "Inclusion was not an idea on a well meaning list of school policies, but rather practical and engaging for Leary's Brook students because of the support from this grant," said Colleen Hogan, Physical Education Teacher at Leary's Brook. It was possible to borrow sleds from Easter Seals and be at a local rink learning and practicing an inclusive sport: sledge hockey. Approximately 100 students and several staff members were introduced to the sport. "Students with physical disabilities obviously benefitted from this activity, but so did students who for a variety of reasons find skating skills challenging. The proficient skaters were quite happy to learn another skill and learn how to appropriately make use of this equipment with physically disabled peers."



Students at Leary's Brook Junior High are introduced to the sport of sledge hockey.

Leary's Brook students had also started Wheelchair Sports at the beginning of the school year with help from a grant of \$500 from School Sports NL. HH Movers donated one delivery trip of the wheelchairs borrowed from the Easter Seals Foundation. After that, the wheelchairs were transported thanks to the Wellness Coalition grant money at periodic times

throughout the year. “Able-bodied students, as well as our students with physical disabilities, learned how to safely and proficiently use these special wheelchairs,” said Ms. Hogan. NTV televised the use of the wheelchairs and the positive impact on one disabled student (visit <http://ntv.ca/teacher-goes-extra-mile-to-help-student-feel-included/>) and her classmates. Physical Education teachers Colleen Hogan and Verle Johnson used the wheelchairs with every class several times throughout the school year. Ms. Hogan said this initiative not only provided a supportive atmosphere for students with physical challenges, but also taught all students the particular skills necessary to properly use a Sports Wheelchair. Special thanks are extended to Eileen Bartlett, Director of Programs, Easter Seals Newfoundland and Labrador, who provided the initial essential partnering and invaluable advice to make these Leary’s Brook learning experiences quality experiences.

MEADOWS

Templeton Academy helping Janeway in a big way

Students and staff at Templeton Academy are helping out the Janeway in a big way. Newfoundland and Labrador’s largest K-12 school located in Meadows has donated close to \$7,000 over the past three years, thanks to monthly spirit days held at the school with donations going towards the Janeway Telethon. “So far this year students have raised \$3,200 with one more Janeway Spirit Day to go before the telethon airs on CBC,” said Glenn MacArthur, Principal at Templeton Academy. Spirit Day themes include Pajama Day, Crazy Hair Day, Book Character/Superhero Day, Garbage Bag/Camouflage Day, Jersey Day, and Salad Dressing Day, just to name a few.



Students and staff at Templeton Academy help raise funds for The Janeway during one of their monthly spirit days.

SPANIARD'S BAY

Holy Redeemer participates in Remembrance Day celebrations

As part of Holy Redeemer School's Remembrance Day celebrations, the students participate in a poster, poem and essay contest sponsored by the Royal Canadian Legion, Branch 9 in Spaniard's Bay. A winner from each category is selected from each grade level (K-9) and displayed at the annual Remembrance Day dinner held at the Royal Canadian Legion, Branch 9. Winners of the essay, poem and poster contest are then sent to Provincial Command to be judged on a provincial basis.

Holy Redeemer School is very pleased to announce that Caroline Peddle (Grade 9) won the Provincial Poster Contest. Caroline received a cheque for \$100 and a certificate from Provincial Command. Congratulations Caroline.



Pictured (l-r): Ray Chipman (Poppy Chairman Branch 9); Caroline Peddle (Provincial Poster Winner); Calvin Crane (President Branch 9); Ron Power (Legion member)



Canadian Parents for French NL Teacher of the Year

Holy Trinity Elementary in Torbay is proud to announce that Mme. Jeanette Laaning has been awarded this year's Canadian Parents for French NL Teacher of the Year.

Jeanette was presented this award by The Honourable Frank F. Fagan, Lieutenant Governor of Newfoundland and Labrador, at Government House on Friday, April 26.

A nomination essay was submitted and the award was then voted on by the Canadian Parents for French NL Board. The nomination also highlighted her excellent work with the ArtsSmarts program for which Jeanette has been the key organizer for many years.

Holy Trinity Elementary says Jeanette was very honored to have received this award. She was surprised as she had no idea she had been nominated.

Please join us in congratulating Jeanette on this wonderful accomplishment.



Mme. Jeanette Laaning is presented with her Canadian Parents for French NL Teacher of the Year award by the Hon. Frank Fagan, Lieutenant Governor of Newfoundland and Labrador.

2013 PRE-RETIREMENT SEMINAR

R E G I S T R A T I O N F O R M

Name

Mailing Address

Postal Code

Home Telephone

Social Insurance Number*

School Name

School Telephone

Email

*** By providing your SIN you are authorizing the NLTA to request your pension information from the NL Department of Finance. This information will be used for NLTA internal purposes only.**

Please check which session you will be attending:

☐ **Oct. 17-18** – Greenwood Inn & Suites, Corner Brook

☐ **Oct. 24-25** – Mt. Peyton Hotel, Grand Falls-Windsor

☐ **Nov. 7-8** – Holiday Inn, Stephenville

☐ **Nov. 14-15** – Holiday Inn, St. John's

☐ **Nov. 21-22** – Holiday Inn, St. John's

☐ **Dec. 5-6** – Holiday Inn, St. John's

Will your spouse be attending? ☐ Yes ☐ No

Name of spouse (if attending)

Earliest eligibility date for pension

Have you attended a previous pre-retirement seminar?

☐ Yes ☐ No

- Note:**
- Teachers within two years of retirement (on or before June 2016) are eligible to attend.
 - All participants must pre-register.
 - You will receive confirmation prior to seminar.
 - Travel costs will be paid according to policy and only to the nearest seminar.
 - Teachers are advised to bring a calculator.

Please submit registration form to:

Melanie Jaster

Benefits and Economic Services Division

Newfoundland and Labrador Teachers' Association

3 Kenmount Road, St. John's, NL A1B 1W1

Fax: 709-726-4302; 1-877-711-6582 (toll free)

or submit online at www.nlta.nl.ca. Go to Forms Online and click "P".

NOTE: As space is limited, registrations will be taken on a first-come, first-served basis.

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Journey of a Lifetime

by EDWARD HANCOCK

Tempus fugit... Time flies. We have all experienced the phenomenon that time stretches like an eternity when we are looking to the future or looking forward to an anticipated event. Conversely, time seems to contract as if we are looking at it through the wrong end of a telescope when we look back and recollect events. The latter is especially true when one is looking back over a whole career.

This past winter, after about a year of considering the possibility, I made the decision to retire from my position as NLTA Executive Director, effective July 31, 2013. (And no, I did not take the famous “walk in the snow” to come to the decision.) It was a decision that I pondered in depth. The end of July will bring to a close what has been for me an amazing lifetime’s journey in the field of education as a teacher, administrator and NLTA staff member. That journey started at the high school in Lewisporte in April of 1973 where I spent the first 13 years of my career; the last two as vice-principal. In 1986, I applied for and was hired to the NLTA Administrative Staff and, 27 years later, the retirement decision has been made. That 40 years has held wonderful and memorable experiences.

I want to express my deepest appreciation to the NLTA for what has been a wonderful career of 27 years on the Association’s Administrative Staff. The cumulative experience of these 27 years has been far beyond anything I could have dreamed or imagined when I applied for the position of Field Services Officer with the NLTA in the Spring of 1986. At that time, with my 13 years teaching experience, I had already had 12 years’ involvement with the Association as a branch president and branch executive member and a member of the Provincial Executive.

I guess you could say I caught the “NLTA bug” very early in my teaching career. When I began that career in April 1973, it was, coincidentally, the very year that the NLTA finally achieved, through the passage of the Teachers’ Collective Bargaining Act in the legislature, the right to negotiate a collective agreement for teachers in the province. During the course of that year, as teachers, we received a lot of information about the negotiating process, how collective bargaining was proceeding, and what a collective

agreement would entail. I was intrigued and wondered how a teacher could get to be involved in that process. That opportunity came the following spring when, at 21 years of age and after only one year of teaching, I became a branch president in Ganova Branch in 1974. The journey from then to now is, indeed, the journey of a lifetime.

My involvement with the NLTA as a teacher prior to joining the NLTA Staff in 1986 contributed greatly, I believe, to my professional growth. As a branch president and member of Provincial Executive in the late 1970s and early 80s, I had the opportunity to interact and exchange ideas with colleagues from throughout the province. That exposure to diverse opinions and diverging ideas, to debate and discussion in the Association’s early years as a bargaining agent, was transformative for me. The opportunities to serve as a member of the Provincial Executive, a member of the NLTA Negotiating Team in the late 1970s, a Table Officer and chairperson of various committees (including Finance and Property) and, after five years on Executive, as branch president of Notre Dame Branch during the Association’s first job action in 1983, were all significant experiences. When the opportunity arose in 1986 to apply for a position on the NLTA Administrative Staff, I decided to apply and was subsequently hired for the position.

My 27 years as a member of the NLTA Staff have given me a variety of opportunities. The first has been the opportunity to observe and meet with teachers in numerous communities throughout the province, from Hopedale to Ramea, from Conche to Trepassey, and from places in between that are too numerous to mention. To see the amazing things that teachers do every day in their classrooms has indeed been humbling and inspiring. To meet with them, discuss issues and hear their concerns has been instructive. I have also had the opportunity to be engaged with other teacher organizations in the Atlantic Provinces (through the Council of Atlantic Provinces’ Teacher Organizations) and nationally (through CTF). That opportunity to engage with one’s teacher association colleagues and participate in decisions affecting teachers throughout the country has been educational and invigorating. Finally, the

opportunity to be aware of some of what is happening on the education scene throughout the world (through the Education International organization) has been a heady mix of travel and professional engagement. Combined, these experiences have led to a career that has been engaging, challenging and satisfying. Mark Twain once wrote that, "Work consists of whatever a body is obliged to do. Play consists of whatever a body is not obliged to do." However, when one finds within one's work those satisfying elements that keep one engaged and stimulated, then one has found what is almost a combination of those two descriptors and is truly fortunate. I consider myself so.

Over the past several months, a number of people have asked me what would have been some of the most memorable events of my 40 year involvement with the NLTA. My thoughts immediately turn to the battles fought and gains realized in the first few collective agreements in the mid to late 70s, the job action of 1983 (the first ever for the NLTA, during which I was a branch president), the Association's involvement in the debate over denominational education between 1985 and 1996, the historic 100th birthday celebrations in 1990-91, the job action of 1994 and the pensions debates of the mid to late 1990s. Most of our younger members with 15 or fewer years of experience would not be familiar with these events, or may have heard of them only in passing. More recently, during my 12 years as Executive Director, I would look back upon such highlights as the 2002 and 2008 contract settlements for their significant improvements in teacher salaries, the 2005 decision at BGM to increase membership dues thus placing the Association on a firmer financial footing and allowing the rebuilding of the Emergency Fund, and the 2006 contract settlement which led to a major improvement in the funding level of the Teachers' Pension Plan.

As new generations of teachers move into the ranks, it is important to realize that many of the rights and benefits that teachers now enjoy came as a result of hard fought battles. We should never assume that those things we have now were always in place or that they will not be subjected to challenges in the future. Edmund Burke once wrote, "Those who don't know history are doomed to repeat it." We have to be aware of the legacy that past leaders of the Association have left and to ensure that we maintain a strong Association to protect that legacy. The coming years will indeed be challenging times for unions in this country. Present attacks on unions that are occurring at the national level and in several provinces show no sign of abating. (My February

2013 article in *The Bulletin* provides details on that front.) If I could offer one word of advice as I leave the Executive Director's chair, it would be that you remain vigilant, stay informed and stick together.

My professional career has indeed been a wonderful NLTA journey; as a teacher and administrator, branch president, provincial executive member, NLTA administrative staff officer, Assistant Executive Director and Executive Director. I want to say thank you to the NLTA Presidents, Provincial Executives and branch presidents I have worked with over the past 27 years, and especially to those most recent five NLTA presidents whom I have worked so closely with in my 12 years as Executive Director. The working relationship between the President and the Executive Director – between the elected leader of the Association and its Chief Executive Officer – is an especially important one for the NLTA, as is the working relationship between all NLTA staff and its elected leaders. It is a relationship built on trust and mutual professional respect; on knowing that you each have the best interests of the Association and its members uppermost in your mind as every decision is made; and knowing that you are both free to express fully your points of view on whatever matter is under discussion in the interest of making the best possible decisions for teachers.

In closing, I would like to express a very special thank you to all the NLTA staff members with whom I have worked over the past 27 years. I will not name any names here, although I am sorely tempted, because to do so would be to ensure that I have omitted more than one whom I should name. I would just say that the teachers of Newfoundland and Labrador, as members of the NLTA, have a fantastic team working for you at 3 Kenmount Road on both the administrative and support staff who are, from my experience, second to none in this country.

Finally, I want to thank my two daughters, Jennifer and Laura, who understood when Dad needed to be away at meetings but who also knew that their own special events, once placed in Dad's calendar, were as important as work-related events. The most special thank you of all is reserved for my wife, Carol, who has been my life's partner, soul-mate and unflagging supporter for 35 years. We are looking forward to enjoying retirement together.

I will finish by offering best wishes for a productive and prosperous future for the Newfoundland and Labrador Teachers' Association, its members, its leaders and its staff. Good luck to you all. As Mr. Spock of Star Trek would say, "Live long and prosper".

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Edward Hancock is Executive Director of the NLTA.



Filling Vacant Teaching Positions An Overview of the Collective Agreement Process

by STEFANIE TUFF

As spring arrives and moves on to summer, questions often arise surrounding the obligations of school boards when it comes to filling advertised vacant positions. Do transfer requests have priority over other applications? Does preference in hiring have to be given to replacement and substitute teachers over applicants who have no prior experience with the school board? How does the reassignment of teachers who have been declared redundant factor into the process? These types of issues are addressed in Articles 6 and 9 of the Provincial Collective Agreement.

Article 9 (Article 47 of the Labrador West Collective Agreement) sets out the manner in which school boards must deal with redundant teaching positions. If, based on seniority and an appropriate assessment of capability, a permanent teacher cannot be kept at his/her school, the teacher “shall have priority, based upon seniority, subject to capability to perform the job function required, to vacant teaching positions and teaching positions held by junior teachers, in the following order of priority: (i) within the community; (ii) within the nearest community, within the school district, where such a position exists.” The process of determining redundancies and offering reassignments for the coming school year takes place by May 7 of the current school year. Teachers who decline their reassignment are deemed to be laid off and will not be considered for recall until after the last day of June. However, those teachers who refuse reassignment can apply for positions between May 7th and the end of the school year and compete for positions along with other permanent teachers seeking transfer under 6.11(a), as further explained below.

Vacant positions that are advertised between early May and the end of June, and from July 1 onward – after any reassignments and recalls of laid off teachers have been addressed – are filled in accordance with

Article 6 of the Provincial Collective Agreement, in particular:

6.03 The basic criteria for the selection of teachers shall be **competence, suitability and qualifications as assessed by the School Board.**

6.11 In filling vacant positions **in accordance with Clause 6.03**, the Board shall:

(a) **make a reasonable effort to accommodate requests from teachers already employed with the board in a continuing contract.**

(b) subject to Clause 6.11(a), **give consideration to applications from teachers who have served in replacement and/or substitute positions with the Board before applications from teachers with no previous experience with the Board.**

(Emphasis added. For the Labrador West Collective Agreement, see Clauses 42.05 and 42.07.)

What this all means is that school boards have the right to establish, in good faith, the required currently modern standards in qualifications, competence and suitability for teaching positions and to evaluate and assess applicants on the basis of those standards. After making a reasonable effort to accommodate requests, such as transfers, from teachers employed in continuing contracts, school boards are then obligated to consider their term contract and substitute teachers *before* moving on to consider applications from teachers who are new to the board. This language in the Collective Agreement creates three distinct pools of applicants for vacant positions: 1. teachers who have continuing (permanent) contracts; 2. teachers who have worked in term contracts or as substitutes; and, 3. teachers who have never been employed by the board before. While this contract language does establish some priorities and a sequence for considering applications, it is important to note that school boards are not contractually

required to hire on the basis of seniority when filling vacancies (as opposed to the redundancy/reassignment process in which seniority must be followed).

In a past arbitration decision, the Arbitrator determined that the following process would constitute full compliance with the requirements of Clause 6.11(b): “1) for the individual [hiring] Panel members to develop a short list exclusively from the applications of replacement and substitute teachers, 2) for the whole Panel to review and assess only replacement and substitute teacher applications, 3) for the Panel to conduct any interviews determined necessary only among that group of replacement or substitute teachers and, 4) for the Panel to determine how many acceptable applicants there are among that group. ... Only upon completion of that exercise undertaken exclusively for replacement and/or substitute teachers with the Board would the Panel be entitled to undertake a similar exercise for outside applicants. Ultimately the only point at which both sets of applications would be considered together would be in the Board’s final determination of the best candidate for the position.” This interpretation of Clause 6.11(b) requires that applicants from this group must be given full and fair consideration for vacant teaching positions *before* any information about applicants who are new to the board can enter into the deliberations. A school board’s process for choosing the best candidate for any given teaching position must meet this requirement and be based upon a good faith assessment of competence, suitability and qualifications.

In a more recent arbitration decision, the grievor was a replacement/substitute teacher who was interviewed for a term contract position. In terms of qualifications, the grievor did meet the currently modern standards for the job, but the school board hired a teacher who had never worked for the board. The successful applicant was interviewed before the grievor and the arbitrator ruled that this constituted an “*unequivocal violation*” of Article 6.11(b). However, while the arbitrator did determine that the interview process was tainted, performance concerns were raised by two of the grievor’s prior administrators, both of whom were contacted for references. The arbitrator ultimately decided that these concerns were significant and that, despite the flaws in the hiring process, the board did have a reasonable basis for deciding to hire the other candidate.

This decision does reinforce the prior ruling that applicants from the replacement/substitute teacher group must be given full and fair consideration for vacant positions *before* any information about applicants who are new to the board can enter into the deliberations. A school board’s process for choosing

the best candidate for any given teaching position must meet this requirement and be based upon a good faith assessment of competence, suitability and qualifications. However, the judgment of which applicant best meets the criteria is “as assessed by the School Board” pursuant to Clause 6.03. Therefore, references and legitimate training and performance concerns can be determinative in a hiring decision.

Teachers who have questions about the hiring process or feel that their rights under the Collective Agreement have been violated in this or any other respect should contact an Administrative Officer of the NLTA Benefits and Economic Services Division for assistance and advice.

Stefanie Tuff is an Administrative Officer in the Benefits and Economic Services Division of the NLTA.



What Will You Do This Summer?

by GAIL CARROLL

The weather has finally taken a turn for the better – longer days, a few extra hours of sunlight, an increase in temperatures and spring fever. It's finally here and many of us long to spend time outside after the long winter. The school year is winding down and we are thinking and dreaming of summer vacation. After a year of busyness and many stressors and challenges, summer is often a welcome relief – a time to decompress and have some fun. So what do you plan to do with your vacation time this summer?

When we say vacation, we mean “vacate your regular life and routine to do something fun and wonderful.” We have a beautiful province to explore and enjoy. Think about visiting some places you have not been before. The official website for the province is www.newfoundlandlabrador.com. Lots of great information on this website including where to go, what to do and places to stay including cottages and B and Bs. So many wonderful choices! Another website to visit is www.explorenewfoundlandandlabrador.com/101-things-newfoundland-labrador. No shortage of ideas here.

For those of you who enjoy hiking, take a look at the East Coast Trail (www.eastcoasttrail.ca). The website offers many choices and suggestions for places to stay as well.

Many of you may be avid gardeners and are looking forward to spending time at your favorite hobby. Gardening allows you to enjoy the great outdoors, be creative and immerse yourself in something that requires your attention so completely that you can forget the world around you. For those of you who would like to try gardening but don't have the space, consider trying your hand at container gardening. A website you may enjoy that gives plenty of ideas and inspires your creativity is www.containergardening.about.com.

It is so important to take some time over the summer to take care of yourself. As we all know, time flies by very quickly and to make the most of your time off it is important to be able to let go of this past school year and enjoy some down time to rest and rejuvenate. If you find that the events of this past year are not allowing you to enjoy your break and

some rest and relaxation, you might consider calling an Employee Assistance Program Coordinator at the NLTA office. Counselling may help you address some of the personal issues so that you can return to school in September equipped with some tips and tricks for approaching whatever challenges lie ahead.

While enjoying outdoor activities this summer it is prudent to take care of yourself. When travelling, remember to buckle up, drive the speed limit, and adjust your speed for weather conditions such as rain and fog. Remember to pack items such as insect repellent, sun hats and sunscreen. Always let a neighbour, friend or family member know when you will be away and have people take in your mail and news fliers in addition to keeping an eye on your home.

Although the sun is wonderful in so many ways (fueling our Vitamin D levels, improving our energy levels and our moods), there are also dangers associated with sun exposure. The ultra-violet rays in Canada are strong enough to cause serious harm to our skin. The Canadian Cancer Society advises that the risk of skin cancer due to the sun's harmful ultra-violet rays is much greater than it was 20 years ago. As the ozone layer, our protective layer around the earth, becomes thinner due to society's pollution and chemicals, we are more exposed to these harmful UV rays.

Here are a few tips when choosing and applying sunscreen:

- Choose a broad-spectrum sunscreen with a SPF of at least 30, and go for waterproof versus water resistant.
- Apply sunscreen to exposed areas of the body 15-30 minutes before going outside. It is important to allow your body time to absorb the sunscreen before sun exposure. (You may need a friend's help for those hard to reach places.) And be sure to re-apply sunscreen after swimming or excessive sweating.
- Sunscreen can be used all year. There is always a UV factor, even on cloudy days. Don't forget to check the Weather Network's UV forecast and protect yourself in sun or cloud.

If you are not travelling and enjoying time at home or the cottage there are many other activities to enjoy such as boating, swimming, golfing, playing tennis and hiking or relaxing with a good book that helps take you on a wonderful escape or adventure.

Whatever you decide to do, remember to look after yourself and enjoy some much needed and deserved rest and relaxation. And remember to have fun!

Wishing all of you a safe, fun and happy summer...

Gail Carroll is a Coordinator with the Employee Assistance Program for Teachers. For confidential assistance contact Gail Carroll (ext. 242) or Judy Beranger (ext. 265).



All I Really Need to Know I Learned ~~in Kindergarten~~

by BEVERLEY PARK

Robert Fulghum wrote “All I Really Need to Know I Learned in Kindergarten” and there are, no doubt, some great truths to be learned there. A lot of what I really need to know about how to live, what to do and how to be I learned from my colleagues and friends – and one in particular, Ed Hancock! Wisdom is not at the top of some graduate school mountain but in a somewhat messy office on the second floor in the southwest corner of a building on 3 Kenmount Road, St. John’s – Ed’s office.

These are just some of the many things I have learned while working with and for Ed:

- **Share everything:** Delegate tasks and responsibilities, yes; but also share the credit and the satisfaction when the job is done.
- **Play fair and don’t hit people:** not even the contractor with no asbestos abatement plan for your building. Accept that as humans we all make mistakes. Be gracious and allow people the opportunity to make amends.
- **Put things back where you found them:** unless you find a better place for them. If you happen to be cleaning your office and find things that have been “lost,” remember that it’s never too late to return a book or a favour.
- **Clean up your own mess:** but accept that you will have to make a mess sometimes. Despite what most people believe, “thinking” is messy business. In the short term be comfortable with an element of chaos and randomness – some messy thinking – so that new and creative ideas can be born.
- **Say you are sorry when you hurt somebody:** but better still, don’t hurt them in the first place. It is a strength to be gentle and kind, even to those who are least deserving – especially to those who are least deserving. They likely need it most.
- **Warm milk and cookies are good for you:** So too are leftovers for lunch and a dark rum and coke on a Friday night!
- **Live a balanced life:** Learn some, think some and work some every day; also sing and dance and play.

We all seem pretty good at the learning and working. Ed taught us that by example ... but he also taught us about the other stuff – that the best songs are the ones you make up and if you can’t play (the guitar), then it’s never too late to sign up for lessons!

• **Stay grounded:** No matter how far away or high you fly; no matter if you are travelling in first class or seated in the back row by the toilets, never forget where you came from and where you are going. Know your history, create your future.

• **Be true to who you are:** Whether you are rubbing shoulders with senators at Parliament in Ottawa or playing a ketch game show host at a school rep seminar in Corner Brook, embrace the role; enjoy the experience; be yourself.

• **When you go out in the world, watch out for traffic, hold hands and stick together:** Expand your horizons – go out into the world! But be aware that the traffic doesn’t always flow in the direction you are used to, so stick together. It’s good to have travelling companions (or colleagues) who will have your back and rescue you when you are about to step into oncoming danger!

• **The measure of a man has nothing to do with height:** One can stand head and shoulders above the crowd when he stands on sound principles and strong values.

• **Be aware of wonder:** Even if your grandchild is the 4,369,562,051st child born on the planet, be amazed at the wonder of her birth and that she turned out to be absolutely the most wonderful of all the babies ever born. Laugh and coo and sing to her and unashamedly send her pictures to everyone in the office, because you know that being Poppy is just as important as being Executive Director.

• **Be real:** And if you are going to watch a soap opera, make it *Coronation Street* where the babies have to have their nappies changed and people actually eat beans on toast.

• **Be grateful for the people in your life:** Love your family; Respect your colleagues.

These are but a few of the many lessons I have learned from Ed – and I can’t help thinking that NLTA will not quite be the same without him. We are all better for his time here. And wouldn’t the whole world be better if every leader could leave his office to eat leftovers in the kitchen with the staff at lunchtime? if we all could be reduced to cooing at the sight of a baby? if we could turn messy thoughts into brilliant ideas? if we shared more without worrying about who got credit? if we all held hands as we went out into the world?



Beverley Park is Senior Administrative Officer in the Professional Development Division of the NLTA.

Awards for Personal and Professional Excellence

Teachers Honored at BGM 2013

A number of teachers who have made significant contributions to both their profession and their Association were recognized at Convention 2013.



Eric Burry

Honorary Membership

Eric Burry was made an honorary member of the Newfoundland and Labrador Teachers' Association during the Association's Biennial General Meeting in St. John's. Eric joins a group of 42 distinguished Newfoundlanders and Labradorians who have received this honor.

Eric was born in 1945 in Safe Harbour, NL. He completed his early education at Bloomfield All-Grade School where his father was principal, before attending Memorial University of Newfoundland. He received a BA(Ed) in 1967, BA in 1974 and his M.Ed. in 1975. His teaching career began in 1962 as a teacher at Central High School in Lumsden. From 1964-65 he was Principal of the elementary school in Musgravetown and in 1967 he moved to Carmanville as teacher at the high school and was principal of the elementary school there from 1969-74. From 1975-80 he was Co-ordinating Principal with the Gander Bay school system as well as Principal of Hopkins Academy, and was Vice-Principal of Gander Academy from 1980-86.

Throughout his teaching career Eric was an active member of the NLTA, serving on a variety of branch and provincial committees. He was elected to the Provincial Executive Council of the NLTA in 1985.

In 1986 Eric joined the staff of the Newfoundland and Labrador Teachers' Association as Executive Assistant in Professional Development. Eric was instrumental in promoting the value and importance of professional development practices. His responsibilities as Executive Assistant included acting as consultant on curriculum matters and co-ordinator of both branch and special interest council in-service. In these areas he was liaison with the Department of

Education and with various provincial and national educational organizations. While at the NLTA, Eric developed and introduced a provincial leadership program for school administrators, which is still ongoing today. He also helped implement the beginning teachers program and introduced the Barnes Award, which was the first professional development award from the NLTA.

Eric was chair of the Program Development Committee for Democracy – Re-organized High School from 1980-81, was a member of the Provincial Committee for Gifted Children – Junior High School from 1984-85, from 1985-88 he was NLTA representative on the Department of Education Certification Committee, representative on the School Retention Policy Development Committee from 1985-86, and the Pearson Scholarship Committee from 1985-88. He attended numerous professional development programs on the provincial, national and international level, was an organizer, planner and participant in the First and Second Annual Short Course in Educational Leadership sponsored by MUN, and was chair of the Multi-Educational Agency Committee for the planning and organizing of the First Library Symposium for superintendents of the province.

Eric took part in extra educational activities including an instructor at MUN Extension for "Human Relations and Organizational Behaviour", guest lecturer at MUN on such topics as effective schools, effective classroom management and principal as instructional leader. He was a trainer/facilitator for the Principals' Inservice Program that incorporated personal professional development, school improvement, collegial support and continuing professional development. In 1987 he took two weeks educational leave to review the educational system of England.

In 1996 Eric retired from his position at the NLTA and moved to Bangkok, Thailand as Educational

Consultant to the Chinorot Public School. In 1997 he was hired by the Bangkok Christian College with 5,000 students and 550 staff to be chief advisor and consultant on teacher staff development. His main role was to advise the college administration on how to implement Thailand's reforms in educational curriculum. He initiated and developed numerous programs at the school level to carry out these reforms.

In 2001 Eric returned to Newfoundland and Labrador to take a position as Assistant Deputy Minister of Primary, Elementary and Secondary Education with the Department of Education. At the Department he developed and introduced new programs in professional development and pedagogy, such as the development and introduction of the KinderStart program and continued work in leadership initiatives. Eric was also responsible for the organization of the first symposium on education in the Atlantic region focussing on teacher training. He retired from this position in 2004.

Eric is currently enjoying retirement with his wife Glenda in Bloomfield, Bonavista Bay.

The Bancroft Award

The Bancroft Award, named in honour of James Frederick Bancroft, the first President of the NLTA, was established in 1980 to mark the 90th anniversary of the Newfoundland and Labrador Teachers' Association. The award recognizes outstanding service at the branch level of the NLTA.

Sandra Quigley of Happy Valley-Goose Bay is recipient of the 2012 Bancroft Award.

A teacher for over 25 years, Sandra has been involved in the Lake Melville Branch in numerous capacities. She was Secretary (2001-06), President (2006-09), Past President (2009-11), and President again for 2011 to the present. She served on the Provincial Executive Council of the NLTA for 2009-11.

Sandra was chair of the Professional Issues Committee (2009-11), chair of the School Board-Teacher Liaison Committee (2007-08), a member of the Finance and Property Committee (2009-11), and the Branch Scholarship Committee (2001-11). She was a delegate to the NLTA Convention four times.

Sandra organized, planned or coordinated the annual Family Fun Day (2007-present), the annual retirement dinner (2007-11), fundraiser for Janeway Day in the Schools (2000-09), and for the Lake Melville Branch Scholarship. In 2006 Sandra started the tradition of hosting Executive meetings for Sunday Brunch which enticed more teachers to get involved. By advertising, invitation and creating opportunities to get together, Sandra rebuilt the Lake

Melville Branch. Whether encouraging teachers to join the branch executive, NLTA sponsored events or planned outings and socials such as Family Day or year-end socials to curling, snowshoeing, golfing and cross-country ski events, Sandra has always gone the extra mile to include all teachers. She has been especially welcoming to new and younger teachers and is always there to offer support and guidance to fellow members. Her dedication to her various roles throughout the NLTA are more examples of her tireless efforts to ensure all runs smoothly.

Sandra is currently a teacher at Queen of Peace Middle School in Happy Valley-Goose Bay.

Brenda Beresford of Marconi Branch is recipient of the 2013 Bancroft Award.

Brenda has been teaching for 33 years, and in that time has been actively involved with the NLTA at the branch level. For the 2012-13 school year she has been serving as Past-President of the Marconi Branch, having served as President from 2006-12. Previous to that she served a term as Vice-President (2002-06) and Secretary (1998-2002). Brenda was an NLTA school representative from 1982-98 and attended six NLTA conventions. From 2005-06 she served as a member of the NLTA Ad Hoc Committee for Teacher Allocations and presented valuable input from the perspective of primary/elementary teachers.

For many years Brenda has offered her leadership as a primary organizer of teachers for the Janeway Telethon. She has always been guided by the belief that her primary role as an educator is to positively affect students' achievement through ensuring that their social, emotional and physical needs are also met. Through her involvement in the Janeway Telethon she has been able to extend her care for her students beyond the classroom to those who are the most vulnerable in society as a whole.

Brenda has always been keen on encouraging her fellow NLTA members to be active participants and to take full benefit of the professional and personal supports of the NLTA. This is exemplified in her encouragement of NLTA members to participate in CONTACT, conventions, committees, and any other initiative that allows members the opportunity to contribute and to learn for the betterment of the whole profession.

Brenda has demonstrated her care for her fellow teachers by offering them opportunities to access support for what she sees as essential elements of their role as teachers. With the Marconi Executive she led the organization of a seminar for new and middle career teachers that focussed on ensuring their financial security throughout their careers. She also



Sandra Quigley



Brenda Beresford

organized a seminar for teachers on how to handle situations where teacher safety was compromised in the workplace through their interactions with students.

Brenda has also taken the lead on organizing the annual Branch Retirement Dinner. She takes great pride in this event as she believes that teachers play such an important role in the lives of so many over their careers that they should be thanked for the commitment.

Brenda is currently a teacher at St. Andrew's Elementary in St. John's.



Callista Burridge

Callista Burridge of Deer Lake is recipient of the 2013 Bancroft Award.

Callista has been a teacher for over 30 years and has been active with the Deer Lake Branch for most of her career. She has been a Member-at-Large for the Executive since 2009, was Vice-President (2004-07), Treasurer (2002-04), Secretary (2000-02), Equity Issues Officer (1998-2000), and Substitute Teacher Representative (1995-99). From 2008-09 Callista was the provincial executive contact while serving on Provincial Executive and maintained regular attendance as Deer Lake Branch member.

Callista has attended the NLTA conventions since 1997, was branch delegate to CONTACT three times, member of the provincial Ad-Hoc Committee of Substitute Teachers, member of the School Board-Teacher Liaison Committee, chair of the school-based Education Week Committee, member of the planning committee for Deer Lake branch celebrations to commemorate NLTA's 100th Anniversary and has led school-based NLTA Janeway Day in the Schools fundraisers. From 1985 to present she has led or been a member of the Deer Lake Branch Social Committee involved in planning social events and member recognition including Santa visits, dances, and bowling for active and retired teachers, as well as cards, gifts and visits for bereavement, illness and births of branch members.

Callista has missed few meetings of the Deer Lake Branch and was very supportive during the strikes of 1983 and 1994. Her input at general and executive branch meetings is valued and always from the broader teacher perspective.

Callista has been active with the NLTA special interest councils over the years including Home Economics, Intermediate, Primary/Elementary and School Administrators' Council. She was part of the planning team for the 2010 SAC Conference in Corner Brook, a member of the SAC Provincial Executive, a member of the provincial Curriculum Committee, Group Insurance Committee, Pooled Investment Fund Committee, and the Teacher

Certification Committee.

Callista is currently Vice-Principal at Xavier Junior High in Deer Lake.

Glenn MacArthur of Humber Branch is recipient of the 2013 Bancroft Award.

Glenn has been a teacher for 22 years and has held numerous offices at the branch level in that period of time. He was President of Humber Branch from 2007-09, Communications Officer (2009-11), and Treasurer (2001-09). From 1998-2000 and 1995-96 he was President of the Ingornachoix Branch, and also served in other years as the branch Secretary-Treasurer, Vice-President and Political Action Officer. He has been school representative for Templeton Collegiate and Roncalli Central High, a member of the provincial Equity Issues Committee and the Communications/Political Action Committee.

Besides attending conventions over 10 times, Glenn has also been a member of the CONTACT Organizing Committee as well as a delegate, member of the Humber Branch Scholarship Committee, School Board-Teacher Liaison Committee, provincial SAC Conference Planning Committee, member and chair of the Humber Branch Retirement Committee, Social Committee, Scholarship Committee and Resolutions Committee.

Glenn has been active in initiating events which recognize teachers, especially during World Teachers' Day, and he has ensured that retiring teachers are appropriately recognized. He has always volunteered his time and energy to ensure that school and branch events are well planned and organized. Glenn has always played an integral role in keeping members informed of branch meetings, guest speakers and all branch functions. He has always encouraged active participation by members and as a result, the branch is active, engaged and inclusive, representing all segments of the teaching population including substitutes, early career teachers, administrators, district office and teachers from various school configurations. In all his roles at the branch, Glenn has practiced shared leadership and as a result, the branch will continue to be active and vibrant well into the future. He has a strong dedication to the teachers of the province and has worked to serve and support them for many years.

Glenn is currently Principal of Templeton Academy in Meadows.

The Barnes Award

The Barnes Award, named in honour of Dr. Arthur Barnes, the first Minister of Education in the province who, in 1928, initiated a number of teacher conferences



Glenn MacArthur

to promote excellence in education, was established in 1987 to recognize outstanding professional development services provided by teachers at the special interest council level.

Trent Langdon of Mount Pearl is recipient of the 2012 Barnes Award.

A teacher for over six years, Trent has demonstrated outstanding leadership qualities in his role as President of the Newfoundland and Labrador Counsellors' and Psychologists' Association (NLCPA) Special Interest Council. He was President-Elect (2005-06), President (2006-10) and Past-President (2010-11). In his role with NLCPA he spearheaded numerous projects, including NLCPA Branch Presidents Seminars, discussion forums with MUN's Faculty of Education, development of Ethical Guidelines for Guidance Counsellors, NLCPA Branch Special Project Grant Program, Annual Certificate Training Sessions during conferences, preliminary development of NLCPA scholarship, and provision of textbooks and resources to conference attendees.

Trent has been key in fostering partnerships with the province's educational partners and has been actively involved in various projects/committees with the Department of Education including Review Committee on the Role of the Educational Psychologist, Working Group on the Role of the Counsellor in Assessment, and Consultant for the Referral Tracking System. He made presentations/submissions to the ISSP/Pathways and Teacher Allocation Commissions and planned numerous conferences and summer institutes.

Trent is a Canadian Certified Counsellor with the Canadian Counselling & Psychotherapy Association (CCPA), a CCPA National Assessment Development Team Member, CCPA School Counsellors' Chapter (SCC) Vice-President, CCPA SCC National Network Committee Member, a member of the Mount Pearl Citizens Crime Prevention Committee, and of the New Club Development Team for the Mount Pearl Boys and Girls Club. He has been a member of the Director's Advisory Committee with the Eastern School District as well as a Sessional Instructor with MUN.

Trent is currently Guidance Counsellor at St. Peter's Junior High in Mount Pearl.

William (Bill) Tucker of St. John's is recipient of the 2013 Barnes Award.

A teacher for over 33 years, Bill has been instrumental in the success of numerous professional development initiatives of the School Administrators' Special Interest Council of the NLTA (SAC). He was

SAC Provincial President from 2008-10, President of SAC Region 10 (2004-08), provincial Member-at-Large (1998-2000) and program planning chair for the SAC provincial conference in 2004. While SAC Provincial President, he supported the re-invigoration and activity level of three of SAC's regional executives in Region 9 (Avalon West), Region 8 (Burin Peninsula) and Region 2 (Northern Peninsula).

Bill was a director with the Canadian Association of Principals (CAP) from 2008-10, Eastern Vice-President (2009-11), CAP National Conference Co-chair (2008), and is the National President of CAP for 2012-13. Bill was instrumental in advocating for CAP to initiate a research project on the Role of the Principal, which is the first study of its kind that is Pan-Canadian and should give each affiliates' association/union current research that might assist in rounds of bargaining. He was also president-elect of the Atlantic Association of School Administrators from 2009-10 and served as president from 2010-11.

Since 2000 Bill has been Principal of the District School in St. John's where he administers the programs of the school and assists and supports professional staff in the delivery of their programs. From 1998-2000 he was educational liaison for the Alexander Street School, in 1998 he was assistant principal at Beaconsfield Junior High School, from 1992-98 he was principal of the Academic Program to Secure Custody and Remedial Services for the Province, he was seconded in 1992 by the Department of Social Services as a member of the Policy and Programs Committee for the new Youth Offender's Institute at Whitbourne, he was Principal of the St. John's Youth Centre (1990-92), teacher at the Pleasantville Youth Centre (1985-90), teacher at Whitbourne Youth Centre (1982-85), and at the St. John's School for Boys (1980-82).

Bill has conducted numerous training sessions as a Cooperative Discipline Trainer/Facilitator and has developed two Guidance Programs (Social Thinking Skills 2123 and Reasoning and Rehab 3123) that were accredited in the High School Diploma Program through the Department of Education.

Bill is currently Principal of the District School in St. John's.

The Special Recognition Award

The Special Recognition Award was instituted in 1990 by Johnson Inc. to recognize the 100th anniversary of the Newfoundland and Labrador Teachers' Association. The award is presented annually to an active member of the NLTA who has made a major contribution to the cultural, social and/or community life of Newfoundland and Labrador.



Trent Langdon



William Tucker



Derrick Sheppard

Derrick Sheppard of the Churchill Falls Branch is the recipient of the 2012 NLTA Special Recognition Award.

A teacher for over 27 years, Derrick values volunteerism and understands the importance of work in support of others. He has made significant contributions through his involvement in school-related activities including as a School Safety Steward, school representative on the Eric G. Lambert School Council and primary/elementary intramural program coordinator.

Derrick has also been involved in church and community activities with St. Mark's Parish, the Churchill Falls Underground Rescue Squad, the Northern Lights Ski Club and as director of the Board of Management of SmartLabrador Inc., contributing to the development of the broadband initiatives in Labrador. He is currently enrolled in a Master of Divinity program at the Atlantic School of Theology with the hope of being ordained to the ministry of the United Church of Canada following his retirement from teaching.

As a volunteer member of the Hyron Regional Economic Development Corporation for the past twelve years he has served as municipal representative for Churchill Falls and in key executive positions including Chair (current) and Vice-Chair. During this time he has provided guidance to the Corporation staff in a number of areas including Junior Achievement, Labour Market Study and development of a regional website. Derrick has also had extensive involvement with Literacy Newfoundland and Labrador as a regional representative for Labrador and currently as Chairperson of the Provincial Board of Directors where he has championed the adoption of a new strategic plan for Literacy NL. He was also a founding member of the Churchill Falls Anti-Violence Committee and is a former member of the Churchill Falls Library Board.

Derrick has been an active member of the NLTA throughout his career and served in a number of capacities with the Churchill Falls Branch including Vice-President, and as school representative for Eric G. Lambert School, where he is currently an Elementary/Secondary teacher.

Clarence White of Deer Lake Branch is recipient of the 2013 NLTA Special Recognition Award.

A teacher for 29 years, Clarence has made significant contributions to his community, coaching, volunteering and fundraising. His school involvement covers a wide range of activities including: founding the Elwood High Chess Club that has now been in operation for 15 years; coaching both girls' and boys' soccer; teacher/sponsor for boys' basketball and vol-

leyball; teacher/sponsor for the high school cheer-leading squad; assisting students with organizing the 30-Hour Famine fundraising event; organizing the Children's Christmas Fund; chairing the fundraising committee for the annual graduation; promoting and showcasing math awareness; teacher/advisor for the Oasis Youth Group, and has accumulated approximately 10,000 hours of free tutoring for students during recess and after school.

Clarence has a strong sense of community and has tutored immigrant children who were sponsored by the community, has spearheaded breakfast and lunch fundraisers for the local schools, and has canvassed for various charities including the Heart and Stroke Foundation, Cancer Society and Epilepsy Newfoundland and Labrador. When one of his friends died suddenly in a work-related accident, Clarence spearheaded the completion of renovations on the family home by leading 30 men one Saturday to finish siding, doors, windows, deck and eaves.

Besides his active teaching career, community involvement and volunteer activities, Clarence is also an active member of the church community. He regularly plays trumpet for the Salvation Army Band and the piano and organ for various church activities. He has served as a volunteer leader for the local summer Vocation Bible School, is a volunteer leader for the local Boys and Girls Club, co-chair of the "Finding the Hope Campaign", served as Director of Men's Ministries for Emmanuel Pentecostal Church in Deer Lake, and co-founded Todd's Place, a men's outreach centre and games room that operates out of a local Deer Lake church.

Throughout his career Clarence has received various awards and scholarships for his hard work and dedication. For the past ten years the Elwood High Student Council has honoured him with the Most Dedicated Teacher Award.

Clarence is currently a teacher at Elwood High School in Deer Lake.

President's Award

The President's Award is presented during the final year of the NLTA President's term of office to an individual who has served the Association at the provincial, branch, or executive level or within the special interest council structure. The individual is recognized amongst his/her peers as a teacher who has given of him/herself to the Association and as an exemplary educator in the profession.

Paula Smith of Bonavista is the recipient of the President's Award.

A teacher for over 29 years, Paula has been involved in the NLTA since very early in her teach-



Clarence White

ing career. She was a school representative, as well as professional development officer, Vice President and Branch President with the Landfall Branch. She has organized many professional development events for teachers within her branch and retirement banquets to honour the branch retirees. She has been instrumental in organizing a variety of branch socials to ensure that teachers had the opportunity to share and dialogue with each other. She was also a member and chair of the Teacher Liaison Committee.

In 2009 Paula was elected to the NLTA Provincial Executive Council and became a Group Insurance Trustee, a position which she still holds today. Prior to being elected to the Provincial Executive Council she was a member of the Professional Issues Committee and the Curriculum Committee. She has attended CONTACT on several occasions and been a delegate to numerous NLTA Biennial General Meetings.

Paula is presently a Grade 1 teacher at Catalina Elementary. She holds a BAEd. (Primary), B.Sp.Ed., as well as a Master of Education in Literacy. Her teaching experiences have been within the primary and elementary area as well as positions as a Special Education teacher, Instructional Resource teacher and Numeracy and Literacy Support teacher.

Paula is a strong advocate for the many issues facing the NLTA and for education in general. Her positive voice is always audible. She is very proud of the profession she has chosen and influences the world one student at a time.

The Patricia Cowan Award for Support and Promotion of Education

The Patricia Cowan Award, named in honour of the first female president of the Newfoundland and Labrador Teachers' Association, was established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding support and promotion of education either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning.

Boyd Summers is a native of St. John's and a long term resident of Kelligrews in Conception Bay South. Following graduation from Bishop's College and the College of Trades and Technology, he embarked on a long and productive career with the Avalon Telephone Company (later Newfoundland Telephone, Newtel Communications, Aliant Communications and Bell Aliant) in a number of locations in the province of Newfoundland and Labrador.

During his employment with the telephone company, he became involved with the TelecomPioneers. Founded in 1911, TelecomPioneers, formerly known

as the Telephone Pioneers of America, is comprised of nearly 620,000 current and retired telecommunications employees throughout Canada and the United States who work together to make their communities better places in which to live and work.

Following his retirement from active service with that company, he continued his involvement with the national (Canadian Pioneers) and local (Bell Aliant Pioneer Volunteers) branches of this international volunteer organization. The Bell Aliant Pioneer Volunteers is the largest corporate based volunteer organization in Atlantic Canada. With close to 9,000 members comprised of current and former Bell Aliant employees and its predecessor companies, they focus mainly on education and technology related projects within their communities.

Some of their current projects in Newfoundland and Labrador are: donating books for literacy; supporting Christmas projects; donating Hug-A-Bears to charities; supporting heart patients by donating Heart Pillows to hospitals; helping students improve their reading comprehension skills through the Power Up to Read Program; filling empty backpacks with school supplies which are donated to schools for children in need; and refurbishing and donating computers to schools and other non-profit organizations through the Computers for Schools program. The Pioneers also managed the Emergency Alert Foundation of NL (LifeLine Program). Boyd was very involved with the operation of the Emergency Alert Foundation and was a director for 20 years.

And in all these projects, Boyd has been an active leader, organizer and administrator for over twenty years. He has served as either the vice-chairperson or chairperson of the provincial Computers for Schools program for twenty years. During that period, nearly 40,000 free or low cost computers have been provided to schools, libraries and not-for-profit organizations by Computers for Schools in Newfoundland and Labrador.

He has also served on numerous committees for this same organization at the national level as well as assistant to the National President from 2004-09. It's through his efforts, along with other like-minded volunteers, that the Federal Government continues to support this program at the national level. The result, of course, is that more than 1.1 million computers have been distributed across Canada since 1993.



Paula Smith



Boyd Summers

Resolutions from BGM 2013

Category A: Professional Development

Teacher Workload

2. That the NLTA assess and document cases to demonstrate the unrealistic expectations on teachers to administer and correct exams in non-blocked examination periods in addition to their regular planning and teaching duties, and that this be brought to the attention of the Department of Education and school district officials. (CARRIED AS AMENDED)

Teacher Responsibility in Student Credit Recovery Program

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

Inclusion Education

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

Fine Arts Graduation Requirements

7. That the Fine Arts graduation requirements be reviewed and the current courses reclassified based on their relation to the delivery of curriculum. (REFERRED TO EXECUTIVE)

Category B: Association

Public Awareness Campaign

8. That the NLTA explore initiating a regular, ongoing public awareness/education initiative which promotes a positive image of teachers to the public. (CARRIED AS AMENDED)

Poll re Easter Break versus March Break

10. That the NLTA conduct a poll (not a voluntary

survey) to determine the level of support among its members to change the current practice of an Easter break to a designated March break (possibly at the end of March) of each school year. (REFERRED TO EXECUTIVE)

NLTA Member Contact Information

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

Election of President and Vice-President

15. That the NLTA investigate the feasibility of online voting for the provincial President and Vice-President elections. (CARRIED AS AMENDED)

Category C: Benefits & Economic Services

Semesterization of Courses

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

Role of School Administrators in the NLTA

22. That NLTA consider developing guidelines for administrators in dealing with their dual roles as school site managers and yet as members of the NLTA. (CARRIED AS AMENDED)

Teacher Appraisal Policies

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

First Aid Training

24. That NLTA lobby the Department of Education to provide mandatory first aid certification to all skilled trades, physical education, science, junior high technology and home economics teachers and administrators. **(CARRIED AS AMENDED AND EDITED)**

Parent-Teacher Reporting Sessions

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

Teacher Responsibility for Other School Positions

27. That the NLTA make efforts to address the problems created by the use of instructional resource teachers being required to cover administrative and/or teacher duties when said person is out on school board business and no substitute has been provided. **(CARRIED AS AMENDED)**

Lunch Time Supervision

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

Issues Relating to the New Student Assessment and Evaluation Policy

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

Issues Relating to the New Student Assessment and Evaluation Policy

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

Clarification of Schools Act Statement re Assigned Duties

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

Mistreatment of Teachers

33. That the NLTA, through province-wide focus groups, investigate the forms, frequency and severity of the mistreatment of teachers by students and

parents both in the workplace and community at large and report these findings to the membership as the data is compiled and assessed for trends and areas of concern. **(REFERRED TO EXECUTIVE)**

Resolutions from the Floor

- Fl.1 That NLTA lobby government to provide to schools adequate human resources to enable proper fulfillment of all IRT related duties. **(CARRIED)**
- Fl.2 That NLTA, in developing guidelines for administrators, emphasize that administrators should not take exception when teachers on their staff bring concerns through the NLTA. **(REFERRED TO EXECUTIVE)**
- Fl.3 That NLTA actively solicit feedback, through SAC, from administrators to quantify issues faced by them in their dual roles.

Explanatory Note:** Analysis of this feedback should inform the NLTA on the necessity for guidelines and create a framework for these guidelines. **(REFERRED TO EXECUTIVE)

New Business Resolutions

- NB.1 That the NLTA lobby government on the issue of school design to ensure that schools are designed to provide program delivery so that music and physical education teachers and other specialists are not travelling within the school but have adequate space to deliver the prescribed curriculum in their own designated space.

Explanatory Note:** The moving from class to class to deliver the curriculum adds stress to the everyday life of the teacher; it affects the quality of the program; it detracts from the level of professionalism, time on task and effectively meeting the curriculum outcomes as prescribed by the Department of Education. **(REFERRED TO EXECUTIVE)

- NB.2 That the NLTA allow its members to serve on a standing committee despite the geographical location of the individual.

***Explanatory Note:** Under current protocol, NLTA members must live within the geographical region*

of the committee in order to participate. With the current availability of communication technologies, any member should have the opportunity to serve on a committee based on his/her capabilities and interest to do so. Geographic locale should not limit this possibility. **(REFERRED TO EXECUTIVE)**

- NB.3 That NLTA provide recommendations for one extreme cold closing temperature (minus 48 degrees) for all grade levels, for all schools in the province.

Explanatory Note: Minus 48 degrees is the temperature at which Environment Canada begins to classify extreme wind chill (where skin will freeze in 5 minutes or less). Currently there are 3 temperatures for closures in Labrador (-45 degrees for K-3, -50 degrees for 4-7 and -55 degrees for 8-12). There is no scientific basis for these temperatures, and buses often take more than 5 minutes to pick up students. **(CARRIED)**

- NB.4 That the NLTA lobby the Department of Education and the new school board to develop a formal technology integration plan for the Department and the board. Such a plan would include a shared vision of technology integration among stakeholders, as well as the goals and objectives of the plan, including how these goals and objectives will be reached using technology, and will also indicate the necessary resources and PD. **(CARRIED)**

- NB.5 That NLTA consider establishing an Advisory Committee for Integration of Education Technology to help teachers deal with issues around the implementation, deployment and purchase of technology for use in the classroom.

Explanatory Note: This committee would be representative of teachers across K-12 levels and help give voice to issues being experienced by teachers that have pedagogical priority in using any technology. **(REFERRED TO EXECUTIVE)**

- NB.6 That the NLTA continue to lobby to have government consistently apply class size maximums to physical education and music classes.

Explanatory Note: As of 2010-11 "new lower class sizes were phased in over a three-year period. Current class size maximums are: 20 in Kindergarten; 25 in grades 1 to 6; and 27 in grades 7 to 9" (Department of Education 2010-2011 Annual Report, p. 17). These class size maximums are not being consistently applied to

physical education and music classrooms in many schools in the province. While classroom teachers (such as language arts and math) have experienced the gradual improvement to their workload with a reduction in numbers, physical education and music teachers are still being assigned unreasonably high numbers in their classes.

Physical educators and music educators in some junior high settings experience doubling of classes resulting in classes of 45+ and similar numbers are reported from primary/elementary teachers. These numbers include varying numbers of students with behavioural, learning and physical issues sometimes without consistent student assistant support.

Concerns that accompany such large class sizes include the following:

- 1) Physical education is a subject area that involves constant and continuous physical movement/interaction. Providing a safe environment for learning is a constant struggle with such high numbers, physically and emotionally.
- 2) Curriculum delivery is compromised. Most schools do not have enough resources (rackets, instruments, etc.) to actively engage students on task and responsibly provide differentiated instruction and inclusionary practices.
- 3) Assessment of such large numbers is very demanding each term. Depending on the teacher's assignment, physical education and music teachers often assess entire school populations which can be 400+ students each reporting term.
- 4) Equality in programming is not present across the province. A 70-student classroom/gymnasium as opposed to a 23-student classroom/gymnasium is not comparable in the quality of instruction that is possible. **(CARRIED)**

- NB.7 That the NLTA review current policies and explore further means by which to raise awareness of the Employee Assistance Program to its members. **(CARRIED)**

- NB.8 That the NLTA inform the membership on the rights of current board management employees regarding job losses in the old board structure. **(CARRIED)**

- NB.9 That the NLTA lobby the school district to provide "constructive" feedback to teachers, when requested, regarding interviews they have had and are not successful in obtaining the position. **Explanatory Note:** Teachers being interviewed who are not successful need to be provided feed-

back so that they can have the opportunity to improve themselves professionally. (CARRIED AS EDITED)

NLTA By-Law Changes

1. The proposed amendments to By-Law IX. – Local or Regional Branches and Special Interest Councils to repeal Section E.(1) re levels-based special interest councils and to amend Sections E.(2) and (3) were accepted.
2. The proposed amendment to By-Law XIII. C. (2) – Duties of Officers (Office of the Vice-President) re successive terms of office for the Vice-President was accepted.
3. The proposed technical amendment to By-Law XIII. A.(1) – Duties of Officers (Office of the President) regarding the term of office of the President was accepted.
4. The proposed amendment to By-Law IX. A.(2) – Local or Regional Branches and Special Interest Councils to change the number of members required to form a branch was defeated.
5. The proposed amendments to By-Law III. C. (2) (b), c), (d) and (f) – Active Membership (Dues – Teachers on Leave of Absence or Pursuing Studies) to change the amount of dues collected per semester/month from \$2 to \$5 were accepted.
6. The proposed amendments to By-Law IV C. (2 and 3) – Associate Membership (Dues – Retired Teachers and Teachers on Long Term Disability) to change the amount of dues collected per year from \$5 to \$10 were accepted.
7. The proposed amendment to By-Law XX. – Branches and Special Interest Councils to state that branches and councils cannot incur indebtedness was defeated.



GET INVOLVED JOIN A PROVINCIAL COMMITTEE

Are you a knowledgeable, interested and committed member of your Association? President-Elect James Dinn has established a committee structure for the 2013-15 school years to assist the Provincial Executive Council in conducting the business of the Association. These committees, chaired by members of the Executive, prepare recommendations to Executive on a wide range of issues which affect both Association policy and action. The participation of teachers as members of the committees is essential in providing a link between the Executive and the membership of the Association.

Committees will meet approximately four times per year. Meetings are usually held after school hours; some may be held via teleconferencing. From time to time weekend meetings may be required. Teachers are reimbursed for out-of-pocket expenses for travel, meals and child care as per NLTA policy.

You are asked to consider volunteering to serve as a member of a committee that is of interest to you. **Committee members are usually drawn from the same geographic location (within 90 km) as the chairperson's**

school. With the permission of Executive, one committee member may be chosen from outside the geographic location provided that expenses incurred are kept within reasonable limits. Committee members are chosen by the chairperson early in September of each year. All applicants will be informed of the status of their application at that time.

Every effort will be made to have equal representation of males and females and to ensure generational equity on committees. Depending on the terms of reference of the committee, every effort will also be made to include teachers with responsibilities in various areas of the teaching profession.

If you are interested in becoming a committee member, please fill out the form on the NLTA website at www.nlta.nl.ca [click on "Online Forms" and go to "Committee Volunteer Application"] and forward it to Geralyn Costello at the NLTA office by **June 21**. If you require additional information, please contact Geralyn Costello, Executive Assistant, Governance, at 709-726-3223 or 1-800-563-3599, Ext. 222 or gcostello@nlta.nl.ca.

COMMITTEES, 2013-15	CHAIRPERSON	LOCATION
Communications/Political Action	Bill Chaisson	Corner Brook
Curriculum	Sandra Quigley	Happy Valley-Goose Bay
Equity Issues in Education	Sherri Rose	Deer Lake
Membership Benefits and Services	Jean Murphy	Cow Head
Professional Issues	Gabriel Ryan	Holyrood



EDGE 2013: Peace and Justice

by GERALD WHITE

Our children are powerful teachers. They are the mirrors to our social world. When our children are hurting themselves and others, they are sending important messages. We need to listen, individually and institutionally. We also need to ask what messages, as individuals and institutions, are we sending to our children in our words, our actions and our inactions. (Morrison, 2007, pg. 7).

Every once in a while we get a real opportunity to make a difference in people's lives. Come be a part of that opportunity this summer **At the EDGE 2013: Creating Direction for Peace and Justice** – a conference that will challenge us as adults to reflect critically on what messages we adults are sending our youth.

We are excited by the potential of this collaborative conference adventure designed and organized by participants from the Red Cross, Department of Education, NLTA and MUN's Faculty of Education. From August 21-23, educators, youth workers, administrators, parents, and others involved in engaging with youth will meet together to listen to youth and dialogue together. As adults we intend on reflecting critically about our current practice and perspectives and how these can be changed to better support and nurture the youth with whom we work and live.

It takes collaboration to come up with solutions needed to deal with today's challenges. For two years representatives from various provincial organizations have been meeting to create *At the EDGE 2013: Creating Direction for Peace and Justice*. We began by inviting educators, parents, administrators, police officers, social workers, researchers, etc. to join us in dialogue circles to discuss current perspectives and experiences. In these we discovered there was deep interest and passion for nurturing strong, supportive cultures for young people as well as a deep curiosity in what youth think and feel. We also concluded that the conference would have to tackle issues more wide ranging than those that surface through the media such as student aggression and bullying. We

realized we needed to take a close look at how adults can be both part of the problem and the solutions. Combining all of this we set out to create this conference where we can all gather to discuss and create new directions for peace and justice!

The conference is unique in that you will be able to engage with the latest research and intervention and prevention strategies from some of Canada's best known academics and practitioners while being surrounded by youth voice. **Marthe Bernard** (Tinny from *Republic of Doyle*) will host an opening event where youth explore the conference theme through various art forms. **Michael Walsh** (Chairperson of the Canadian Federation of Students – Newfoundland and Labrador) will moderate a youth panel entitled *Youth Talk: We're Listening*. Visual artwork created by youth will be displayed throughout the venue. Keynote speakers include **Dr. Ursula Kelly** (Professor, Memorial University) whose presentation *Pushing Back from the Edge: Ruminations on Education in Difficult Times* explores a vision of education that positions schools as stewards of hope within a reimagined realm of the possible. **Dr. Debra Pepler** (Professor, York University) and **Dr. Wendy Craig** (Professor, Queen's University) present *Creating Healthy Relationships – The Essential Foundation for Healthy Development* and explore critical strategies for promoting healthy relationships and healthy development for youth by increasing adults' self awareness for building rapport with children and youth, scaffolding or coaching, social architecture, and systems change. **Dr. Brenda Morrison** (Professor, Simon Fraser University) concludes the conference with *The Vulnerable Edge of our Humanity: Compassion, Restoration and Hope*. She explores the paradigm shift that moves us from cultures of fear to cultures of hope where social institutions no longer default to fear based practices that isolate and punish the bad apple – the one who threatens social order.

In coming to this conference you are invited into a dialogue where together we will work to establish a common foundation that challenges us all to nurture relational and socially just cultures for and with our youth, colleagues, and neighbours.

Don't miss this opportunity! Space is limited. Visit www.edge2013.ca soon to register to attend and/or submit proposals.

Gerald White is a PhD student at Memorial University of Newfoundland.



At the EDGE: Creating Direction for Peace and Justice Save the Date and Plan to Participate

August 21-23, 2013

Faculty of Education

Memorial University

St. John's, Newfoundland and Labrador, Canada

Visit us: www.edge2013.ca

Contact us: edge2013@mun.ca

edge
conference 2013



Memorial University Faculty of Education 2013 Graduate Summer Institute for French Teachers (SIFT)

The Faculty of Education of Memorial University will offer (subject to enrolment) a Graduate Summer Institute for French Teachers (SIFT) during the 2013 summer session at the St. John's Campus from July 4-31. Applicants will be French teachers, principals, assistant principals, program specialists, etc., who have an undergraduate degree with a major in French or have significant experiences in the French language giving a proficiency level of B2 on the Council of Europe's common reference levels. Those who are currently registered for a Graduate Program may select one or both of these courses as electives.

The two SIFT courses are:

French 6031: Narratologie – Dr. Magessa O'Reilly, French Department, MUN

Éducation 6937: La littérature en immersion – Dr. Joe Dicks, Director and Professor of French Second Language Education, Faculty of Education, University of New Brunswick

Upon successful completion of the institute, participants will be eligible to receive a teacher bursary of \$800.

Please check out this website for further information:

www.ed.gov.nl.ca/edu/forms/teachers/fr/TeacherBurs-APP-E13wpd.pdf

Apply immediately when you register for SIFT. (**Note:** Bursary applications for SIFT are still being accepted.)

For further information, please contact:

Camilla Stoodley, French Program Liaison Officer, Faculty of Education

camillas@mun.ca, 709-864-6923.





I'm "Just" a Teacher

by PAUL TAILLEFER

The recent Conservative attack ads questioning Justin Trudeau's leadership abilities because he was just a drama teacher have made many people reflect on teaching and teachers.

Never has this type of political smear campaign elicited such a response from the Canadian public. The Canadian Teachers' Federation has received

phone calls, emails, tweets and Facebook messages which showed a landslide of support for teachers. They came from teachers, parents and students from all over the country.

I have done many media interviews in the past weeks where I reiterated the importance of all professions and the crucial contribution of teachers. I also condemned bullying or intimidation tactics used by some political leaders while inviting them to be more positive models for the country's youth. The response has been overwhelmingly positive and supportive of teachers. Recently, I did a CTV interview where the host signed off with, "The Conservatives now know – Don't slag a teacher."

I took away two messages from this enormous outpouring of public responses. Firstly, the general public has finally shown that they've had it with the politics of division, the politics of fear.

Secondly, and most importantly, this is a clear and genuine statement of support for teachers and the teaching profession.

- Teachers make all other professions possible;
- Teachers shape the future of our children and our communities;
- Teachers are respected and valued.

Each one of you plays an important role in creating and supporting a just and caring society.

I am honored to have had the privilege to represent Canadian teachers, professionals whose selfless dedication to their students and to the profession make Canada one of the leading educational jurisdictions in the world. Celebrate your crucial role in Canadian society and be proud to be just a teacher.

Paul Taillefer is President of the Canadian Teachers' Federation

PS: Have you made your voices heard to your federal MPs? Check out our campaign website vox.ctf-fce.ca, download the postcard and join the growing number of teacher voices across the nation! Follow us on

EXTENDING AND ENGAGING STUDENTS' THINKING SUMMER INSTITUTE

For: Kindergarten to Grade 3 teachers

What: Two-day, hands-on/minds-on, active professional learning opportunity to engage in meaningful science-related activities and discussions that supports students' inquiry & critical thinking skills.

Where: St. John's area near the end of August.

FOR MORE INFORMATION, PLEASE VISIT
EXPLOREIDEAPARK.ORG

TO REGISTER YOUR INTEREST, PLEASE VISIT
EXPLOREIDEAPARK.ORG/REGISTRATION



2013 Financial Information Seminars

Registration Form

(please print)

Name:

Mailing Address:

Postal Code:

Home Telephone:

Social Insurance Number*:

School Name:

School Telephone:

E-mail:

** By providing your SIN you are authorizing the NLTA to request your pension information from the NL Department of Finance. This information will be used for NLTA internal purposes only.*

Have you attended a previous financial information session? ☐ Yes ☐ No

Please check which session you will be attending:

- ☐ Oct. 19 – Greenwood Inn & Suites, Corner Brook
- ☐ Oct. 26 – Mount Peyton Hotel, Grand Falls-Windsor
- ☐ Nov. 16 – Holiday Inn, St. John's

Please submit registration form to:

Melanie Jaster

Benefits and Economic Services Division

Newfoundland and Labrador Teachers' Association

3 Kenmount Road, St. John's, NL A1B 1W1

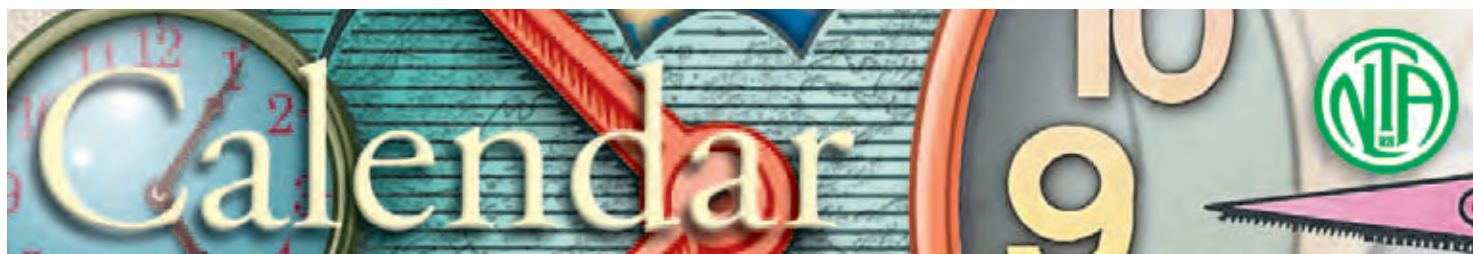
Fax: 709-726-4302; 1-877-711-6582 (toll free)

or submit online at www.nlta.nl.ca. Go to Forms Online.

NOTE: As space is limited, registrations will be taken on a first-come, first-served basis.

FOR NLTA OFFICE USE ONLY

Date Received	Confirmation Sent



21ST CENTURY LEARNING THROUGH APPLE TECHNOLOGY

July 4-5, 2013

St. Francis Xavier University, Antigonish, NS. This exciting institute will appeal to educators who wish to enhance their teaching in support of 21st century learning using Apple technology. For information contact StFX Continuing & Distance Education, continuing@stfx.ca or call (902) 867-3906 or 1-877-867-3906.

SUMMER PROGRAM FOR FSL TEACHERS

July 7-19, 2013 & July 21-August 2, 2013

Université de Moncton, campus de Shippagan, Nouveau-Brunswick. The program focuses on a series of instructional activities that allow participants to experience a multidimensional approach to second language teaching. The language component ensures that participants improve their skills in accordance with their individual needs. Participants live in French in daily situations and are supported by professionals. Fees: \$2,195 per person (plus taxes). Includes courses, food, lodging and most of the cultural activities. For information contact josee.godin@umoncton.ca or 1-800-363-8336 or visit www.umoncton.ca/umcs/ciaf or www.facebook.com/CIAFUMCS.

AT THE EDGE:

CREATING DIRECTION FOR PEACE AND JUSTICE

August 21-23, 2013

St. John's Campus, Memorial University. At the Edge Conference brings together people and organizations involved in educating and working with youth who recognize that in every act of violence and injustice there is a message that needs to be understood (Vanier, 2008). Participants will listen to and critically reflect on these messages, as well as be invited to commit to personal and organizational change. This conference is a collaborative venture by the Faculty of Education, Memorial University, the NLTA and the Canadian Red Cross. In addition, several other education and social agencies are partnering with us, including the NL Department of Education and the Eastern

School District. Plan now to attend. For more information visit www.edge2013.ca.

COSS WORKSHOP:

FALLEN ANGELS: WHAT CAUSES CHILDREN TO BECOME VIOLENT AND HOW CAN WE PREVENT IT?

October 10, 2013

Sheraton Hotel, St. John's. Featuring Dr. Kathy Seifert. Download registration form at www.nlta.nl.ca/pd_opportunities. For more information contact: Keith Adey, keithadey@nf.sympatico.ca or Tel: 709-489-6481.

COSS WORKSHOP: TEACHING WITH WIT AND WISDOM

October 11, 2013

Sheraton Hotel, St. John's. Featuring international best selling author and speaker, Barbara Coloroso. Download registration form at www.nlta.nl.ca/pd_opportunities. For more information contact Keith Adey, keithadey@nf.sympatico.ca or Tel: 709-489-6481.

TECHNOLOGY EDUCATION SPECIAL INTEREST COUNCIL (TESIC) BGM & CONFERENCE 2013

November 7-8, 2013

St. John's, NL. Theme: *Is There an App for That?* For more information contact Thomas Sheppard, tomshepp@gmail.com.



ATTENTION WRITERS

Please join us in 2013 for five inspirational days at the 5th



September 23-28, 2013

Kilmory Resort, Swift Current

Emerging and established adult writers are invited to join mentors **Jessica Grant, Joan Clark** and **Don McKay** for small-group workshops and one-on-one explorations of your creative work. Social evenings and a spectacular location enhance this literary experience.

The cost of \$690 includes program fees, meals, five nights' accommodations and social events. (*Ground/air transportation is not covered*).

Deadline to apply is August 2, 2013.

To learn more and apply – www.literaryartsnl.com

The Literary Arts Foundation is grateful for the support from Piper's Department Stores, the Newfoundland & Labrador Teachers' Association, Newfoundland and Labrador Arts Council, and the Government of NL Department of Tourism, Culture & Recreation.

Dates to Remember

June 2013

June 1 Provincial Executive Meeting
June 15 **Deadline:** Notification by board of acceptance/rejection of Deferred Salary Leave requests
June 20 **Deadline:** PD Fund applications

July 2013

July 1 **Deadline:** NLTA Scholarship Applications