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Newfoundland and Labrador Teachers' Association

Executive Notes

Your Provincial Executive Council met in St. John's on **November 25** and Joint Council (Branch Presidents and Provincial Executive) met on **November 26 and 27**. This issue of *Executive Notes* is a summary of major discussions and decisions that occurred at these meetings.

For further information contact any member of Provincial Executive or the staff person as indicated.

President's Report

The President updated the Provincial Executive on his activities since the last meeting. Besides school visits and various meetings in his role as President, he has also attended a D.A.R.E. celebration at the Royal Newfoundland Constabulary Annex, School Representative Seminars, the Royal Canadian Legion "Fly the Flag of Remembrance" Ceremony, and addressed the Primary/Elementary Council Teachers Conference in Marystown.

For further information contact Fred Douglas, President.

Business from Standing Committees

Table Officers

- The legal services contract with O'Dea Earle will be renewed for 2004-05, 2005-06, and 2006-07.
- The proposed schedule of meetings of Provincial Executive for 2005-06 was approved.
- Executive approved the establishment of an Ad Hoc Committee on School Administrators to study and make recommendations to the Provincial Executive regarding: a) the structure and role of a School Administrators' Council within the NLTA; b) representation of school administrators with the NLTA; and c) NLTA services to school administrators and the delivery of those services.
- Executive approved the operation of two regional school board-teacher liaison committees for the Eastern School District for 2004-06; one within the boundaries of former school districts 7 and 8; and one within the former school districts of 9 and 10.
- Honourary Membership in the NLTA will be awarded to Mr. Wayne Russell at the 2005 BGM.
- A questionnaire on emerging collective agreement issues will be circulated to Branch Presidents in January for discussion at the

February Joint Council Meeting.

- Meetings will be held with NLSBA representatives re the NLSBA grievance on student assistants' duties during a job action.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

Membership Benefits and Services Committee

- The NLTA will immediately initiate talks with the school boards to negotiate a non-prejudicial agreement which will allow teachers to claim the income tax deduction for consumable supplies.
- Executive will take no action on the motion from the Deer Lake Branch re documenting the needs of all schools for substitute teachers' time and extra and co-curricular activities.

For further information contact Sean Noah, Chair, Membership Benefits and Services Committee, or Stefanie Tuff, Benefits and Economic Services Division.

Curriculum Committee

- The NLTA will request that the Department of Education, under the guidance of the Pathways Working Group, develop a resource which contains comprehensive samples of alternate programs, including academic components such as auditory processing, sight vocabulary, written output, study/organizational skills, and phonological awareness.
- The President will write the Minister of Education to inquire as to the status of the online searchable database of current curriculum outcomes and determine when these might be available for the benefit of teachers planning for student learning. The letter will ask that the Department ensure that teachers are able to download and make modifications to the information where necessary.
- The NLTA will prepare and circulate a form for all teachers involved in the school development field test on which they can document the time spent on the process early in the implementation phase so that accurate data can be gathered.

For further information contact Elizabeth Murphy, Chair, Curriculum Committee, or René Wicks, Professional Development Division.

Association Priorities

A detailed review of the Association priorities for 2004-05 was presented to Joint Council. Various NLTA administrative staff updated Provincial Executive and Branch Presidents on the objectives, time frames and action update. The five priorities are: negotiating a collective agreement; teacher accountability/assessment/professionalism; curriculum issues; quality of teachers' work life; and membership awareness.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

Collective Bargaining

Joint Council was updated on the current status of collective bargaining and the Association's rationale for not having yet begun negotiations for a new collective agreement.

For further information contact Fred Douglas, President, or Lloyd Hobbs, Assistant Executive Director.

Workload Study

A presentation was made to Joint Council by Dr. David Dibbon on his study *It's About Time!! A Report on the Impact of Workload on Teachers and Students*. Dr. Dibbon highlighted the weekly hours of work by teachers in this province, explained how information was collected, and reviewed data from the report. He also discussed the research evidence that supports increasing preparation time; outsourcing supervision; decreasing class size; and a policy shift to correct a development-implementation imbalance for new curriculum.

A fully copy of Dr. Dibbon's report as well as background and summary documents can be viewed on the NLTA website, www.nlta.nl.ca.

Long Term Care Plan

A presentation was made to Joint Council on the Long Term Care option of the Group Insurance program by Don Ash, Administrative Officer in the Benefits and Economic Services Division. In response to requests for NLTA members and subsequent surveys of members indicating an interest, a Long Term Care Plan was developed by Group Insurance Trustees in conjunction with Johnson Inc. The plan was made available to NLTA members and their families in September 2004. The pre-

sentation explained the Plan, growing needs/trends, its advantages, and other details of the program.

NLTA Policy Changes

A number of changes in policy statements since the February 2004 Joint Council meeting were approved by Joint Council. These policies provide directions for continuity of decisions and guidance to those who take positions on behalf of the Association. The amended policies include: occupational health and safety; scholarships to students; election of the president and vice-president by province-wide vote; teacher evaluation; equity issues program for students; job actions by other employee groups; and pensions.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

Pre-Budget Planning Session

A session at the Joint Council meeting provided Branch Presidents the opportunity for input into the 2005-07 NLTA budget preparations. Small group sessions dealt with possible ways of arriving at a balanced budget, especially in light of significant projected deficits for 2005-06 and 2006-07. This input will assist the Finance and Property Committee in the preparation of the preliminary draft budget. A preliminary draft budget will be approved by the Provincial Executive for presentation to the February Joint Council meeting. Advice from the February meeting will be considered by the Finance and Property Committee when completing its final draft budget.

During the final session of the Executive meeting, following the Joint Council meeting, Executive gave preliminary consideration to feedback from the small group sessions.

To meet the deadline of December 30 for proposed by-law changes at BGM 2005 and in the event a proposal for a fee increase has to be presented to BGM, Executive approved a motion for a by-law amendment for a fee increase from 1.0% to 1.1%. If such is not needed to achieve a balanced budget (or an acceptable level of deficit), this motion can be rescinded by Executive at its January meeting.

For further information contact Edward Moore, Chair, Finance and Property Committee, or Jim Fox, Treasurer.

Committee on Early Career Teachers

A final report was presented to Joint Council by Bill Chaisson, Chair of the Ad Hoc Committee on the Involvement of Early Career Teachers in the NLTA. The report contained general information about the work of the committee as well as a summary of recommendations on the involvement of

early career teachers with the Association.

For further information contact Fred Douglas, President, or Bill Chaisson, Chair, Committee on Early Career Teachers.

CDLI – Mandate and Initiatives

A presentation was made to Joint Council by Wade Sheppard, Director of the Centre for Distance Learning and Innovation (CDLI) on the initiatives that are currently underway for students throughout the province. Some of the initiatives through the Centre include V-class sessions; tutorials; guidance sections; web-based email for K-12 students, teachers, school staff, school volunteers, and school district office staff; and school web pages.

Election of NLTA President and Vice-President 2005-07

A detailed presentation was made to Joint Council outlining the responsibilities of Branch Presidents and School Representatives during the election for NLTA President and Vice-President by province-wide vote.

On a recommendation from Joint Council, the policy on releasing the results of a branch vote was changed by Executive to allow Branch Presidents to release the branch results of the vote to the teachers of the branch after the release of the count of the provincial vote by the Electoral Committee.

For further information contact Edward Hancock, Executive Director.

BGM Deadlines

The following are important deadlines for the Biennial Convention to be held on March 29 to April 1:

NLTA Act or By-Law Changes	December 30, 2004
Resolutions to 2005 BGM	January 30, 2005
Nominations for Provincial Executive to be published in Convention Issue of <i>The Bulletin</i>	January 30, 2005
BGM Delegate/Alternate names for publishing in Convention Issue of <i>The Bulletin</i>	January 30, 2005
BGM kits will be mailed	Week of February 28-March 4, 2005
2005 BGM	March 29 (evening) - April 1, 2005
Final nominations for Provincial Executive	March 31, 2005 (2nd day of BGM)

For further information contact Edward Hancock, Executive Director or GERALYN COSTELLO, Assistant to the President.

Discussion Topics

The following topics were reviewed by Provincial Executive and/or Joint Council for follow-up or future direction: school board-teacher liaison committees; discretionary leave; classroom discipline; supervision; changes to teacher intern program; teacher tax claims for teaching supplies; Eastern School District's use of First Class e-mail; homework/overload curriculum; political party leaders speaking at BGM; job action alternatives; school fees; teacher leaves; report on grievances and arbitrations; and travel within the Labrador School Board.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

Next Meeting

The next regular meeting of Provincial Executive is scheduled for **January 14-15, 2005**.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.



2003-05

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