

NOV. 1-3,
2007



Newfoundland and Labrador Teachers' Association

Executive Notes

Your Provincial Executive Council met in St. John's on **November 1** and Joint Council (Branch Presidents and Provincial Executive) met on **November 2 and 3**. This issue of *Executive Notes* is a summary of major decisions and discussions that occurred at these meetings.

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

President's Report

President Sean Noah reported on his activities since the September Executive meeting. He brought greetings to the Physical Education Special Interest Council AGM, the SIC Leadership Seminar, the Canadian Association of Second Language Teachers Conference and attended the opening ceremonies for the Learning Disabilities Association's 16th National Conference, the first Teacher Induction Ceremony in Corner Brook, the School Rep seminars in Gander and Goose Bay, as well as numerous other meetings and events at the local, provincial and national levels in his capacity as President. He was active in the media on education issues in the provincial election, bullying, and the Fit for School program. He also visited numerous schools in the St. John's area and during his out of town visits.

For further information contact Sean Noah, President.

Association Priorities

At the September Executive meeting a planning session had been held to identify Association priorities for 2007-09. A report had been prepared by NLTA administrative staff and was presented to this meeting of Executive. For 2007-09 the Association Priorities will be: quality of teacher work life/teacher workload; contract negotiations; teacher professional development; membership involvement/awareness; and Teacher Allocations and ISSP/Pathways Commission reports. The report to Executive included goals, responsibilities, indication of progress/success and updates.

For further information contact Sean Noah, President or Edward Hancock, Executive Director.

Business of Standing Committees

Table Officers

The NLTA will continue its sponsorship of the Newspapers in Education Program at the \$1,000 level for 2007-08.

For further information contact Sean Noah, President or Edward Hancock, Executive Director.

Curriculum Committee

The NLTA will request that the Department of Education provide substitute teachers to allow primary classroom teachers sufficient time to complete the provincial primary reading assessment that is required in November and May.

For further information contact Jeanne Williams, Chair, Curriculum Committee or George Tucker, Professional Development Division.

Communications/Political Action

- The theme for Education Week 2008 will be "Learn... Respect... Grow".
- The proposed revisions to the Environmental Policy of the NLTA were accepted as presented.

For further information contact Gabriel Ryan, Chair, Communications/Political Action Committee or Lesley-Ann Browne, Communications Officer.

Teacher Health and Wellness Promotion

The Association, in accordance with the August 29, 2007 motion from the Group Insurance Trustees, will begin the process of hiring a person exclusively for the purpose of developing, implementing and coordinating a pilot Teacher Health and Wellness Promotion Program in accordance with the overall recommendation approved by Executive in June 2007.

For further information contact Dean Ingram, Chair, Teacher Health and Wellness Promotion Committee or Don Ash, Benefits and Economic Services Division.

Finance and Property Committee

Effective September 1, 2008 members attending the pre-retirement seminars will receive an automobile reimbursement rate which is 15% the average cost of self-serve regular gasoline as determined on the first day of each fiscal quarter.

For further information contact James Dinn, Chair, Finance and Property Committee or Jim Fox, NLTA Treasurer.

Other Business

When the response from government on the reports of the Commissions on Teacher Allocations and ISSP/Pathways are received, Executive will meet, as soon as possible, in a face-to-face meeting to consider the Association's response to the reports and to government's implementation plans.

For further information contact Sean Noah, President or Edward Hancock, Executive Director.

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JOINT COUNCIL

Collective Bargaining

A presentation on the NLTA's Collective Bargaining timelines from 2002 to the present was made to Joint Council by Lloyd Hobbs, Assistant Executive Director. The presentation also included a report card on collective bargaining activities in the last two years. The presentation concluded with the current round of negotiations and asked the question on whether to continue the current round or abandon the current round and serve notice to government that we wish to negotiate a total agreement effective September 1, 2008. The pros and cons of each possibility were discussed and a "Where to Go From Here?" group activity took place to provide further direction to Provincial Executive.

For further information contact Sean Noah, President or Lloyd Hobbs, Assistant Executive Director.

Dealing with Harassment and Conflict

A presentation was made to Joint Council on "Dealing with Harassment and Conflict – Rights, Remedies and Practical Tips", by Stefanie Tuff, Administrative Officer in the Benefits and Economic Services Division. The presentation included such topics as defining harassment, identifying and responding to harassment, the Occupational Health and Safety Act, the Criminal Code of Canada, dealing with conflict, practical strategies for controlling harassing behaviour, legal rights of teachers, contractual rights of teachers, and a parental code of conduct/handbook.

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

Teachers' Pension Plan – Actuarial Valuation

A presentation was made to Joint Council on the Teachers' Pension Plan – Actuarial Valuation as of August 31, 2006, by Edward Hancock, Executive Director of the NLTA. The presentation included information on various assumptions of the plan including return on investments, inflation, family composition, rate of indexing etc., as well as various valuation results. Several highlights of the presentation were that the fund is in a healthy position as a result of the \$1.953 billion addition and returns greater than 7.5%; if average annual returns continue to exceed the assumption of 7.5%, the funded level will continue to improve; and if the fund reaches, and then exceeds 100% funding, possible benefits improvement could be considered in the future.

For further information contact Edward Hancock, Executive Director.

Financial Wellness for Mid-Career Teachers

A presentation was made to Joint Council on "Financial Wellness for Mid-Career Teachers" by Don Ash, Administrative Officer in the Benefits and Economic Services Division. The presentation included a review of salary and benefits, calculation of pension benefits, CPP integration, financial planning, the Government Money Purchase Plan, severance and sick leave. The presentation also reviewed various elements of the NLTA Group Insurance Plan.

For further information contact Don Ash, Benefits and Economic Services Division.

Discussion Topics/ Branch Presidents Topics

The following topics were reviewed by Provincial Executive and/or Joint Council for follow up or future direction: homeroom registers; computer software; administering medication; school board mandated inservice; memos to provincial membership; extra curricular duty; substituting by retired teachers; work place health and safety; itinerant teachers; family leave; supervision duty; parent-teacher interviews; NLTA response to school crises; social workers assigned to schools; distribution of textbooks; recruitment/retention bonus; seniority considerations on hiring; mandatory participation in school communities; uninterrupted lunch time, discretionary leave; substitute teachers.

Next Meeting

The next regular meeting of Provincial Executive is scheduled for **January 18-19** in St. John's.

For further information contact Sean Noah, President or Edward Hancock, Executive Director.