

Newfoundland and Labrador Teachers' Association

Annual Report 2005-06

1890
0681



1890

Publication and Distribution

Newfoundland and Labrador Teachers' Association
3 Kenmount Road
St. John's NL
A1B 1W1
Tel: (709) 726-3223 or 1-800-563-3599 (toll free in province)
email: mail@nlta.nl.ca

Internet

The Annual Report is available at:
www.nlta.nl.ca

Table of Contents

President's Message	4
Executive Director's Message	6
Organizational Governance and Administration	8
Benefits and Economic Services	13
Professional Development	16
Virtual Teacher Centre	19
Communications	20
Printing Services	22
Finance	24
Financial Statements	25



President's Message

Since taking office in August 2005, a great deal has occurred within education and for teachers in this province. It was my intention when I took office to meet as many of you as I could. Through my visits to schools at lunchtime, when I tried to alleviate the responsibility of supervision duty for as many teachers as possible, I was able to maintain a contact with the membership that I feel is vital to the success of the Association. I would like to thank those of you who took the time from your busy schedules to meet with me during this school year and for your support and patience throughout this time.

I will not review all the events of the last school year, but certainly there are several issues that have implications for our ongoing work on your behalf.



Kevin Foley

Throughout the 2005-06 school year I have represented the Association at numerous meetings of the Canadian Teachers' Federation, as well as liaison meetings with the Provincial Government. I have attended retirement banquets to honour retiring teachers, brought greetings to the annual meetings of the Newfoundland and Labrador Federation of School Councils and the School Administrators Council, to name a few. I have also taken part in Education Week, the pre-budget consultations,

and maintained an active presence in the media on teacher stress, workload and general education issues.

It is not possible to complete an Annual Report covering this 'historic' year without mentioning the events that occurred after two of our members were suspended for comments made at a Joint Council Meeting held on November 25, 2005.

In response to inquiries from the media, I met and carried their case in some manner or another to all radio and TV stations and all newspaper chains throughout the province. The public response was overwhelmingly supportive of these teachers. Throughout this ordeal we received phone calls, emails and letters from across the country, from individual teachers, retired teachers, provincial and national associations, unions as well as a plethora of concerned citizens. Not only was this a wonderful show of democracy in action, but it also allowed the issues of workload, stress and teacher frustrations to be put directly to the public. Our message was heard loud and clear.

On January 13, 2006, officials from the NLTA and Eastern School District (ESD) met and reviewed the

disciplinary action in an effort to resolve the matter and, as a result, through a joint press statement, the NLTA and ESD announced that the suspensions were rescinded and no further disciplinary action would occur. Further, the NLTA and the ESD made a joint commitment to developing a more effective method of communication between teachers and senior board level staff. It was my feeling that the confidence and resolve of teachers throughout this province improved as a result of this outcome, and that the workload and stress issues facing teachers received far more attention than they were receiving up until that time.

In the fall of 2005 your Provincial Executive Council set priorities for the school year and they have been active in ensuring that these priorities are receiving the attention of the Association. One of the main priorities for the year was quality of teacher work life/contract negotiations.

While negotiations on a new Provincial Agreement began with an exchange of opening packages on November 9-10, 2005, this process was temporarily set aside in December by discussions with Government on increasing the funding level in our Pension Plan. This developed into a Memorandum of Agreement (MOA) which was ratified in March 2006 and saw \$1.953 billion dollars placed into our pension fund as well as 3% salary increases for September 2006 and September 2007, adjustments to sick leave for new employees and changes in the funding arrangement for group insurance. This MOA was ratified by a vote of 87% of the membership. Even though this monumental amount of money was going into stabilizing our pension fund, NLTA stressed that negotiations must continue on articles related to teachers' number one issue which is workload.

Before negotiations resumed on March 28, 2006, the Minister of Education, the Honourable Joan Burke, held a press conference at which I was invited to be a participant. Minister Burke announced the retention of 151 teaching units for the 2006-07 school year and the commissioning of two studies, one on a review of the teacher allocation formula and one on a review of the Pathways model. Following this, both the Throne Speech and the Provincial Budget made numerous references to education. The Throne Speech said, "This year...education will be the primary focus" and the Budget committed an additional \$40 million to the K to 12 system.

President's Message cont'd

With this as the backdrop, negotiations continued and all parties expressed interest in reaching a full agreement. In total there had been seven exchanges of negotiating packages – three from the NLTA and four from the employer group. When the employer group brought the fourth proposal they stated that they had moved as far as they could on the workload issues and they had no mandate to negotiate further on these NLTA proposals. Not having come anywhere near NLTA's position, your negotiating team felt negotiations were at an impasse and they were not prepared to return with a fourth set of proposals to the employer team.

Wanting to ensure that the position being taken by the employer's negotiating team was indeed consistent with where Government stood on these matters, I personally met with the President of Treasury Board, the Honourable Loyola Sullivan. He confirmed Government's position. They felt the retention of the 151 units and the anticipated outcomes from the teacher allocation and Pathways reviews will address the workload issues we had on the table in negotiations. The negotiating team then met and subsequently made a recommendation to the Provincial Executive which the Executive accepted at a special meeting on April 27, 2006. The decision was that we postpone the negotiating process until mid-to-late fall of 2006 in order to allow government to develop and implement the teacher allocation and Pathways review process. I remain committed to seeing this process through and will work tirelessly on your behalf to ensure that teacher stress and workload issues are addressed in this round of negotiations.

I would like to remind us all that while it is extremely important for us to have a healthy and positive approach to our work and while we all want to do the best that we can for the students in our care, we can be of little use to them, our families or our employer if we stretch ourselves beyond what is reasonably acceptable or healthy. I would, therefore, suggest that you give serious consideration to your workload when considering accepting other responsibilities for the 2006-07 school year that are above and beyond professional classroom duties. Everyone will benefit. If you have any questions or concerns I would be happy to hear from you, as would any member of the NLTA Administrative Staff. Again, a sincere thank you for all the input and support I have been so fortunate to receive from our membership.

Executive Director's Message

This 2005-06 Annual Report provides a summary of the programs and services and a review of the activity of the Newfoundland and Labrador Teachers' Association for the 2005-06 school year.

Every school year is an active and demanding one for teachers and concurrently for your Association. This past year has been no exception. In September 2005, your Provincial Executive established three key priority areas for the coming year (see pages 11 and 12 of this report for more detailed information). These priorities established the focus of our attention for the past year and provided direction for improving our comprehensive program of services for teachers and for addressing those issues that are of most significant concern to our members.



Edward Hancock

This school year saw the Association back at the bargaining table after a two-year hiatus. Although the term of the most recent contract expired on August 31, 2004 (and the Association had served notice of its desire to begin negotiations in November 2003), your Provincial Executive had decided that, due to the public sector labor environment and the fiscal picture of the province through 2004, negotiations would be postponed until the climate improved.

Talks began at the bargaining table in early November 2005. However, discussions with government on pension plan funding early in December evolved into the development of a Memorandum of Agreement on pension funding and four other key bargaining issues. This MOA was accepted by an overwhelming majority of the membership in early March. It has resulted, for the first time in history, in sustainable long-term funding of the teachers' pension plan. (Details concerning developments in collective bargaining and pensions can be found in the Benefits and Economic Services section later in this report.)

The stabilization of pension plan funding is indeed an historic development for teachers. Our plan has gone from being one of the worst funded teacher pension plans in the country to being one of the best funded. With positive returns similar to those which have historically been realized by the pension fund, the never before imagined funding level of 100% is now achievable. No longer can an extremely negative position in the fund cast its long shadow over the collective bargaining arena. Let us all recognize this development for what it is; an achievement of monumental proportions.

This past year has also seen unparalleled public attention to issues affecting teacher workload and classroom working conditions. The results of Dr. Lynda Younghusband's study on teacher stress, and renewed attention to Dr. David Dibbon's 2004 study of teacher workload, have placed a public spotlight on issues of critical concern to teachers. Your Association has continued its attempts over the year to keep these issues in the forefront of public debate and we will be continuing to do so into the coming school year. It is extremely important that we maintain this focus on the need for government to provide sufficient resources to education which will allow for real improvements in classroom working and learning conditions.

This message has been our focus, not only in the public arena, but also in our input to and discussions with government. The NLTA pre-budget brief to the Minister of Finance again focused on these critical concerns. Teacher allocations and the need for a revised teacher allocation model were emphasized. The brief also focused on the importance of education as a key factor in economic renewal for the province and the economic, personal and social well-being of its citizens. It seems like these messages are being heard.

The 2006 provincial budget contained, at last, positive news for education. A freeze was placed on teacher allocations for 2006-07, meaning that 151 teaching positions that would have been removed due to declining enrolments will now be retained. The budget also announced a complete review of the teacher allocation model. Increased funding was announced for many areas of the K-12 system. School fees have been eliminated, with a concurrent increase in the instructional grant to schools to provide monies which previously would have been collected through such fees. Further, a full review of the Pathways model for student support services will be undertaken.

Your Association will be providing comprehensive input and recommendations to both the review of the teacher allocation model and the review of the Pathways model. It is our position that these reviews must accomplish real and significant improvements in classroom conditions – those conditions that are the learning environments for our children and young people and the working environments of our teachers. Because of these ongoing activities, 2006-07 will prove to be a critical year for teachers and their Association, as was 2005-06.

Executive Director's Message cont'd

This past year has also seen significant developments in the Association's professional development arm. Professional development activity in schools and districts, much of which involves the Association, continues to grow. Programs aimed at beginning teachers are receiving more and more attention. Our special interest councils are being completely revamped as a result of decisions taken at the 2005 BGM and a totally new structure will be in place for 2006-07. Teacher participation in the Virtual Teacher Centre continues to grow and to have a more and more significant impact on teachers' professional growth and interaction.

This annual report provides important information on many aspects of the Association's activity over the past year. It also provides you with details on the Association's structure and services. I trust you will find the report informative and, as we once again begin the September to June cycle of our professional lives, I look forward, with all your Administrative and Support Staff, to continuing our efforts on behalf of all NLTA members into the coming year.

Organizational Governance and Administration

Throughout the 2005-06 school year decisions were made and implemented at various levels within the organizational and governance structure of the NLTA. The following is a summary of work performed at the organizational governance and administration levels of the Association.

Provincial Executive Council

The Provincial Executive Council usually meets four to five times during the school year to transact the business of the Association, although other special meetings are scheduled as required. The Constitution and By-laws place full and complete authority for the direction of the Association between Conventions with the Provincial Executive Council.

The 2005-07 members of the Provincial Executive Council are: Kevin Foley, President; Sean Noah, Vice-President, St. John's; Dana Burrridge, Table Officer, Deer Lake; Lily Cole, Table Officer, Creston South; Bill Chaisson, Corner Brook; Jim Dinn, St. John's; Dean Ingram, Clarenville; Jackie Maloney, Marystown; Ed Moore, Placentia; Wayne Park, Salmon Rock; Paul Pinsent, Stephenville; and Jeanne Williams, Bonavista.

The decisions and recommendations from Executive and committees and other business of Provincial Executive are reflected throughout this report.

Table Officers

Table Officers consist of the President, Vice-President, and two other Executive members elected by the Provincial Executive. The Executive Director serves as staff consultant to the committee. This year's members of Table Officers were Kevin Foley, Sean Noah, Dana Burrridge and Lily Cole.

The mandate of Table Officers includes making recommendations to Executive on issues such as: appointment of NLTA representatives to various committees and groups; establishment and composition of committees; and revisions to policy and programs. The committee also approves agendas for Provincial Executive, Joint Council and Biennial General Meetings, and handles routine business between Executive meetings. Table Officers is also the committee responsible for interviewing candidates and making recommendations to Executive on staff matters.

Some of the issues undertaken by Table Officers during the 2005-06 school year are as follows:

- Continued liaison with the Retired Teachers' Association of Newfoundland and Labrador (RTANL) to discuss ongoing and future relationships between the NLTA and the RTANL.
- Monitored and made decisions upon cases with respect to professional relations inquiries and membership discipline.
- Monitored progress and activity concerning the Association priorities for 2005-07.
- Received and responded to correspondence from CTF relative to CTF policies and activities.
- Examined resolutions from BGM 2005 falling within Table Officers' mandate and pursued action on same.
- Reviewed proposals for amendments to the NLTA Act and By-laws and made recommendations to Executive.
- Reviewed the recommendations from the Ad Hoc Committee on School Administrators and made further recommendations to Executive.
- Made recommendations to Executive re carrying out an internal analysis of NLTA operations.
- Established terms of reference for the Ad Hoc Committee on Substitute Teachers.
- Recommended Executive approval of a "Scent Sensitive" policy for the NLTA Building.
- Prepared and recommended for Executive approval of a policy on the composition of the NLTA Negotiating Team.
- Made recommendations to Executive re nominations for CTF Awards.
- Established the Executive Meeting schedule for 2006-07.
- Received and responded to requests from groups and organizations for NLTA involvement and/or assistance.

Joint Council

The Joint Council is the composite body of Branch Presidents and Provincial Executive, empowered by NLTA policy to carry out certain responsibilities between Biennial General Meetings. The Joint Council held two regular meetings during 2005-06, the first in November 2005 and the second in late March 2006. At these two meetings, members made decisions and brought recommendations to provide advice to the Provincial Executive on many issues of importance to teachers. Issues discussed included Association priorities, teacher stress (presented by Dr. Lynda Younghusband), contract negotiations, branch structure, professional

Organizational Governance and Administration cont'd

development for teachers, group insurance, teacher wellness and changes to NLTA policies. In addition, the Joint Council meetings provided a forum for discussion of many issues of direct concern to teachers in carrying out their day-to-day responsibilities.

Joint Council also held a special meeting on February 17 for the purpose of considering the tentative Memorandum of Agreement reached during negotiations with government. After hearing a detailed presentation on the MOA and following detailed discussions on the contents of same, Joint Council overwhelmingly approved a motion to recommend the MOA to the membership. This special meeting was followed by a series of branch meetings where the tentative MOA was presented and discussed, culminating in the vote on March 7, 2006.

Executive Committees

The Provincial Executive Council operates through a series of standing and ad hoc committees. Teachers from all over the province serve as volunteer members of these committees. Each committee is usually located in one particular area of the province. These committees are responsible to Provincial Executive unless there is specific direction to the contrary from the Biennial Convention. The work performed by these committees is reported upon throughout this report. The Executive committees are: Communications/Political Action; Curriculum; Equity Issues in Education; Electoral Committee; Finance and Property; Group Insurance; Membership Benefits and Services; and Professional Issues in Teaching. Other ad hoc committees are set up on an as needs basis to deal with specific issues.

Communications/Political Action Committee

The 2005-06 Communications/Political Action Committee was located in Marystown and was chaired by Jackie Maloney. The committee oversaw the review of the NLTA website, the review of all the NLTA brochures, pamphlets and publications, a contest for teachers in *The Bulletin*, the coordination of Education Week and the Opening Ceremonies. The Education Week Committee is a sub-committee of the Communications/Political Action Committee and recommendations concerning plans for the week were vetted through this committee.

Curriculum Committee

During the 2005-06 school year, the Curriculum Committee was located in Deer Lake and chaired

by Wayne Park. The Committee advised Executive Council on all matters related to curriculum. As part of its mandate to coordinate and monitor Association response to curriculum initiatives, the Committee focused on such issues as Pathways implementation, criterion-referenced testing, primary assessments and the school development process.

Equity Issues in Education Committee

For the 2005-06 school year, this Committee was chaired by Paul Pinsent with teacher members from the Corner Brook/Stephenville area. The mandate of the Committee is to monitor policies and practices both internally and in the educational community and to advise and make recommendations to Executive.

Following up from significant initiatives taken in 2004-05, including the special session at BGM 2005, the Committee proposed and received the endorsement for a number of actions which we hope will help to address the continuing concern of the under-representation of women in leadership of our organization.

The committee also focused attention on the promotion of the recently adopted policy on gender identity and sexual orientation. Issues around discrimination on this basis continue to arise. The application/procedures for accessing the Equity Issues Project Grants were revised, and the Committee administered the grant for the 2005-06 school year awarding grants for one school to hold a diversity week and to another to raise awareness of global gender inequity by producing a series of three podcasts.

Finance and Property Committee

The Finance and Property Committee met four times during the 2005-06 school year. The committee was comprised of four members from the Provincial Executive Council and throughout the past year it continued to control and monitor all spending and maintain all property of the Association. Activities included monitoring the investments of the Association and making recommendations on financial issues. The committee was based in Gander and was chaired by Dean Ingram.

Group Insurance Committee

The major areas of work of the Group Insurance Committee can be found in the Group Insurance section under Benefits and Economic Services, later in this report. The committee, chaired by Bill Chaisson from Corner Brook, consisted of: a seven person board of Trustees from around the province who had been appointed by Provincial Executive; representatives from

Organizational Governance and Administration cont'd

Johnson Inc. as Plan Administrator and consultant; a staff member of the NLTA who performs the administrative duties assigned by Trustees and acts in an advisory capacity to the committee; and the NLTA Treasurer who performs the financial duties assigned by Trustees.

Membership Benefits and Services Committee

Currently located in Whitbourne and chaired by Edward Moore, the Membership Benefits and Services Committee completed the first year of its two-year term. This committee is responsible for overseeing and making recommendations on issues related to Branch Operations and Benefits and Economic Services. In February 2006, the Committee made recommendations to Executive regarding candidates for the Bancroft and Special Recognition Awards, as well as an increase in the mileage compensation rate for teachers attending Pre-Retirement Seminars. Issues on the Committee agenda for this year included the preparation of draft Branch Viability Guidelines and a survey of cooperating teachers participating in the MUN student teacher internship program.

Professional Issues Committee

The Professional Issues Committee held meetings via teleconference and in Clarenville. The Committee was chaired by Lily Cole with membership largely from the Clarenville/Bonavista region.

Much of the business of this Committee is the adjudication of Association awards, including the Barnes Award and Centennial Fund Awards. The Committee also makes decisions on the selection of the Project Overseas' participant and the delegation to CONTACT.

This year, the Committee also reviewed a number of ongoing professional issues, including teacher access to professional development.

Administration Division

The Administration Division has responsibility for coordinating the work of all divisions within the NLTA and ensures that the organization is responsive to the needs of its members. The President and the Executive Director represent the Association on various boards and liaison groups – regionally, with the Council of Atlantic Provinces Teacher Organizations (CAPTO), nationally, with the Canadian Teachers' Federation (CTF), and internationally, through Education International (EI). Provincially, the President and Executive Director

represent the NLTA in liaison with the Department of Education and other government departments and agencies, the Newfoundland and Labrador School Boards Association (NLSBA), the Newfoundland and Labrador Association of Directors of Education (NLADE), Memorial University of Newfoundland, the Newfoundland and Labrador Federation of School Councils and other public sector unions.

The division is also responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council and Joint Council. It also oversees all operations of the NLTA office and administers staff collective agreements on behalf of Executive.

Highlights for the President and Executive Director's Offices for 2005-06:

- The President carried out a series of visitations to schools and branches throughout the province.
- Continued ongoing liaisons with other educational agencies, including the Department of Education, NLSBA, MUN, NLADE and the Federation of School Councils.
- Coordinated and participated in the three School Representative Seminars held in the fall of 2005 in Deer Lake, Clarenville and Plum Point. Three more seminars are planned for the fall of 2006.
- Attended CAPTO Executive meetings and the CAPTO AGM.
- The President and Executive Director served as the NLTA's representatives on the CTF Board of Directors.
- The Executive Director represented the NLTA on the provincial Pensions Investment Committee.
- Coordinated an internal analysis of all Association programs and services by Administrative Staff, in response to a resolution from BGM 2005. The analysis included a review of all goals from the 1996 NLTA Strategic Plan and an update on the status of those goals.
- Prepared (with input from Administrative Staff) and presented NLTA's submission to the pre-budget consultations for the 2006 Provincial Budget.
- The Executive Director, Assistant to the Executive Director and the Assistant to the President served as staff consultants to the Electoral Committee as it completed its report to Executive on the February 2005 elections. A new Electoral Committee has now been appointed for the 2006-07 elections.

Organizational Governance and Administration cont'd

- In cooperation with the Eastern School District, organized and carried out a series of teacher focus groups in seven locations throughout the district. Discussions centered mainly on issues of concern to teachers and communications between teachers and district office.
- Prepared agendas and oversaw details for the functioning of the Provincial Executive Council and Joint Council meetings.
- The Executive Director served as Vice-President of the Canadian Association for the Practical Study of Law in Education (CAPSLE) for 2005-06. He has been elected as President of CAPSLE for 2006-07.

Branch Operations

The branch operations program is responsible for providing services to teachers through the Association's local branch structure. This involves all aspects of branch organization, including official registration of the 51 local branches and allocation of funds as per Association policy, review of yearly branch audits, registration of substitute teachers, processing requests regarding the Association's membership categories, and the operations of school board-teacher liaison committees. Responsibility for branch operations is assigned to the Assistant to the President.

Highlights for 2005-06

- Processed nominations for the Bancroft, Barnes and Special Recognition Awards presented annually by the Association. The recipient of the Bancroft Award was Frederick Wood; the recipient of the Barnes Award was Mary Dinn; and the recipient of the Special Recognition Award was Philip Wood. These recipients, along with the 2007 recipients, will be honoured at an awards luncheon during the 2007 BGM.
- The School Board-Teacher Liaison Committees continued to operate during the 2005-06 year with two committees for the Eastern School District and one for each of the other four districts, plus a separate committee operating under the Labrador West Collective Agreement. The committees consist of representatives of teachers, school district trustees, and school district staff members. The majority of these committees met at least once during the year and dealt with matters designed to improve the teaching and learning situation along with other matters of mutual interest and concern at the school level. Beginning with the 2006-07 school

year, the Eastern School District has agreed to set up four regionally-based committees to operate within the district, one for each of the former school boards which comprise the new district – Burin Peninsula, Clarenville-Bonavista, Avalon West and Avalon East.

- Prepared over 200 retirement scrolls and pins for teachers retiring during the 2005-06 school year.
- Conducted a review of branch structure and operations and developed draft viability guidelines for branches.

Association Priorities for 2005-07

Early in the 2005 school year Provincial Executive identified three priority areas for 2005-07. These priorities are: quality of teacher work life/contract negotiations; membership awareness; and professionalism/accountability. An update on each of the priorities follows with a brief description of actions to date. More information on various details of the priorities may be found in later sections of this Annual Report. As well, summary documents including goals, who is responsible, indicators of progress/success, and updates were provided at each meeting of Provincial Executive and Joint Council throughout the school year.

Quality of Teacher Work Life/ Contract Negotiations

Activity towards this priority is discussed later in this report under Collective Bargaining but some of the highlights include the following:

- Continued negotiations towards improvements in the collective agreement to enhance teacher benefits and the quality of teacher work life.
- Following a two and a half month period of special negotiations, a Memorandum of Agreement was ratified on March 7, 2006, reflecting \$1.953 billion dollars into the pension fund, a four-year agreement with 0%-0%-3%-3% pay increases and new sick leave and group insurance arrangements.
- Based on announcements in the Provincial Budget and meetings with Treasury Board, the Provincial Executive adjourned negotiations until late Fall to allow for an assessment of the full impact of the retention of the 151 teaching units plus the impact of the reviews of Pathways and the teacher allocation formula.
- Liaised with government agencies and other educational stakeholders towards ensuring that teachers have necessary resources and supports for teaching and learning.

Organizational Governance and Administration cont'd

- A series of focus groups were held throughout the Eastern District with a random selection of teachers who were invited to participate in a discussion with the Director of Education. A teacher from each school in the District was invited to attend and discussions were focused on teachers' concerns and teacher-district office communications.

- Fostered a proactive approach to teacher wellness through increased participation in workshops, increased awareness of the availability of EAP services, and by greater NLTA input in the development of school board policies and practices which impact teacher well being.

- Increased public support for teacher work life concerns through external/internal imaging/public relations.

Membership Awareness

The goals under this priority included:

- Improve awareness among the membership of the NLTA services, programs, initiatives and activity on educational issues.

- Improve contact with early career teachers.

- Complete the reorganization of special interest councils to make them more effective mechanisms for teacher professional development and awareness of curriculum issues.

Some of the progress in these areas included:

- All Francophone teachers on the island portion of the province were offered a session to highlight the services offered to them by the Association.

- The Communications/Political Action Committee has continued to review the NLTA website to provide suggestions and feedback for possible areas of improvement.

- The third Ceremony of Induction into the Teaching Profession for graduating students in the Faculty of Education was held on May 24, 2006 in conjunction with the Spring Convocation at Memorial University of Newfoundland.

- The 6th Annual Teacher Recruitment Fair took place on May 11, 2006 at Memorial University of Newfoundland. The NLTA organized the Fair in partnership with Memorial University and the Department of Education.

- The Ad Hoc Committee on Special Interest Council Restructuring developed new policy and established criteria for specialized councils.

Professionalism/Accountability

The goals under this priority included:

- Reviewing and renewing our educational partnerships among the various groups which have a responsibility for and an interest in supporting teaching and the teaching profession.

- Actioning the recommendation of the NLTA Paper on Teacher Certification and the Provincial Certification Committee's agreement in principle on the expanding of PD options for credit.

- Implementing the NLTA policy on accountability which outlines positions on assessment, testing and professionalism.

Some of the progress in these areas throughout the 2005-06 school year included:

- The continuation/development of partnership initiatives such as the Fit for School project that was implemented with the NLTA and the Roberts Foundation and the Department of Education; the *Message from the Future* play on teen issues written by Berni Stapleton in collaboration with the NLTA and National Crime Prevention Strategy, Department of Justice; the 6th Sharing Our Cultures multicultural fair in partnership with the NLTA, Canadian Heritage, CBC, the Department of Education, and the Eastern School District; the Parks Canada teacher institute; and the Arts Work Conference co-sponsored by the NLTA, the Department of Education, the Newfoundland and Labrador Arts Council, and the Eastern School District.

Benefits and Economic Services

Collective Agreement administration and teacher benefits and welfare are key to the efforts of the Benefits and Economic Services Division which oversees collective bargaining, pensions, group insurance, grievance and arbitration, the Employee Assistance Program, Legal Assistance and other services to the membership.

Collective Bargaining

Provincial Collective Agreement

Notice to begin collective bargaining was served by NLTA upon the employer group in November 2003, ten months prior to the expiry date of the last collective agreement. However, due to the labour environment and the financial picture of the provincial government in the months that followed, it was decided to postpone negotiations until the climate improved.

In the fall of 2005 the process began and since then there have been a number of negotiating sessions at which many of the opening package issues of both sides have been resolved. However, our number one issue, workload, had not been addressed to our satisfaction. Government announced a study of the teacher allocation formula and a study of the Pathways process as ways of dealing with workload and we await the results of these initiatives to assess their impact on workload. As well, Government retained 151 teaching units in the system for 2006-07 and we also wait to see the impact of this on teachers' daily work life. It is anticipated that negotiations will continue in the late fall of 2006.

In March 2006 there was ratification of a Memorandum of Agreement which brought the Teachers' Pension Fund to a stable level by an infusion of \$1.953 billion into the plan. This agreement also saw a four-year contract with 3% pay increases in each of the last two years, changes to sick leave for new employees, a new funding arrangement for group insurance and continued negotiations on all other aspects of the agreement.

While 2005-06 saw positive developments for teachers, we were unable to conclude the negotiating process before the end of the school year. We look forward to a resolution within the 2006-07 school year.

Labrador West Collective Agreement

The Labrador West Collective Agreement expired on August 31, 2004; however, contract talks have been delayed due to the ongoing discussions on the Provincial Collective Agreement. The Labrador West Collective Bargaining Committee completed its work in the spring of 2005 and the opening proposals were approved by the Provincial Executive Council during

its June 2005 meeting. The Labrador West Negotiation Committee has been appointed and thus is prepared to proceed with contract discussion as soon as Provincial negotiations have been concluded.

Labrador Benefits Agreement

The Labrador Benefits Agreement expired on March 31, 2005; however, given the political and economic uncertainties at the time, the multi-union group decided to delay negotiations until the conditions improved.

Because of the improvement in the provincial economy in the fall of 2005, the multi-union group decided to serve notice to Government indicating its desire to proceed with contract negotiations on a new agreement. Since serving notice, the multi-union group has gathered input from its respective memberships and is preparing to draft its opening proposals in the near future.

Pensions

As referenced above, negotiations with Government culminated with a Memorandum of Agreement which was ratified by teachers on March 7, 2006, and resulted in \$1.953 billion being placed in the Teachers' Pension Plan (TPP). This immediately brought the funding level of the Plan to 90% from the previous funding level of 26%. This historic and unprecedented infusion of cash stabilizes the Pension Fund for the foreseeable future given current actuarial assumptions.

The NLTA, through the Pensions' Administration Committee, is pursuing participation of the TPP in the inter-provincial reciprocal pension transfer agreement currently in place with all provinces except Newfoundland and Labrador, removal of the age 60 mandatory retirement age, and removal of the 65-day limit on substitute teaching by a retired teacher when non-retired teachers are not available.

Administrative Staff in the Benefits and Economic Services Division continue to be directly involved in representing teachers' interests on pensions and the general administration of the TPP. This includes communicating information to the membership on the pension plan, presentations at the Pre-Retirement Seminars, working through the Pensions Administration Committee to ensure consistent management and administration of the plan, and interceding on teachers' behalf with Pensions officials when difficulties arise. The NLTA is also represented on the Pensions Investment Committee, which oversees the investment of the province's pooled pension fund.

Benefits and Economic Services cont'd

Group Insurance

The Annual Group Insurance Renewal, effective April deduction month, was relatively stable, with no change in premium rates required by the underwriters for Basic or Voluntary Accidental Death and Dismemberment, Health, or Dental insurances; with a reduction in the premium rates paid to the underwriter for Long Term Disability insurance and Post 65 Life insurance; and with increases required by the underwriters only in the Basic/Dependent Life, and Voluntary Life plan options.

However, the government contribution to premiums in the Basic portion of the NLTA Group Insurance Program (Basic and Dependent Life, Accidental Death and Dismemberment, and Health) was impacted by the Memorandum of Agreement (MOA) reached with government as part of a new collective agreement. Previously, government contributed 50% of the premium rate for the options in the Basic program. The MOA changes the government contribution rate to the lesser of 50% of the required premium under the government program, or 50% of the required NLTA premium as determined in accordance with a rate setting process laid out in the MOA. The result was a small increase in the percentage of the total premium paid by teachers for the Basic plan.

A memorandum explaining the exact impact of the group insurance renewal decisions and the impact of the MOA was mailed to all insured members at the end of March.

Grievance and Arbitration

Articles 31 and 32 of the Provincial Collective Agreement (articles 50 and 51 of the Labrador West Collective Agreement) outline the grievance and arbitration process, which is the process for dealing with disputes related to the application or interpretation of the provisions of the Collective Agreement. Most teachers go through their careers, carrying out the day-to-day duties of teaching without needing to access this process. However, advice and assistance from the staff of the BES Division are available and essential when resolving disputes through these methods. During the 2004-05 school year, a total of 42 new grievances were initiated by teachers, which is an increase from the number of cases opened in the previous year. Employment issues gave rise to the highest number of new grievances (13), while ten dealt with layoffs and six related to disciplinary action taken against

teachers. Three grievances were filed in relation to travel allowances and two were filed in each of the areas of sick leave, term contracts and discrimination/intimidation. Seven grievances were moved to arbitration during the past school year, three are awaiting hearings, two are awaiting the decision of the arbitration board, one resulted in an arbitration ruling in favour of the teacher, and one case was decided in the school board's favour.

Employee Assistance Program

This school year has been productive for the Employee Assistance Program (EAP) for teachers. With an emphasis on student fitness and health, many staff groups have taken this on as a teacher focus as well. Requests for continued support by individuals and staff groups have been the main focus for the Program, with a renewed accentuation on the proactive approach to wellness. Teacher support through counselling referrals and health enhancement through the Wellness Program has been paramount for the Program. Promoting teacher health and balance continues to be our focus.

The public acknowledgement of the amount of stress faced by teachers, in work and home life, has been validating for teachers and there appears to be an increased willingness to request assistance. During the 2005-06 school year, the EAP handled 520 cases with 169 being first time users. This reflects an eight percent increase in usage of the EAP over the previous year. The number of females and males using the Program is reflective of the proportion of the population with 364 females and 156 males. There were 40 workshops involving contact with approximately 1,500 teachers; these included staff groups, branch meetings and Joint Council. The workshop themes varied, with Stress Management, Resiliency, Grief, Conflict Resolution and Healthy Living being some of the topics.

There have been discussions on expanding the Wellness Program to bring Wellness Workshops to branches. This promotes the inclusion of spouses and families as part of the process of building healthy lifestyles.

Legal Assistance

NLTA members have access to free legal assistance under the Association's Legal Aid Policy, providing the case arises from a situation that is contingent upon the member's role as a teacher. Any teachers who feel they may need legal assistance in this type of situation must

Benefits and Economic Services cont'd

submit their requests to an administrative officer in the BES Division for approval, which will be decided in consultation with the Association's legal advisors. The Association has provided legal assistance to its members in relation to many different issues, including questions related to defamation, parental complaints, child protection matters, allegations of abuse, harassment and police statements. During the past school year, 25 requests for legal assistance were approved and referred to legal counsel, which is a slight increase from the previous year. The largest number of these (12) were matters of general legal advice, while six cases were related to police investigations/statements, five of which were dropped without charges being laid against the teachers in question.

Legal representation is also available to teachers for hearings and appeals at various levels with other agencies, such as the Employment Insurance Commission, the Workplace Health, Safety and Compensation Commission, and the Teacher Certification Review Panel. A copy of the Association's Legal Aid Policy is provided to every member who requests legal assistance and is also available on the NLTA website.

Employment Insurance

The September 2005 revised edition of the Association's publication, *Teachers' Guide to Employment Insurance*, is available to all members and provides up-to-date practical information to assist teachers with employment insurance matters.

As reported in previous years, a Federal Court of Appeal decision from June 2002 has significantly limited replacement teachers' access to EI benefits during the non-teaching periods, particularly July and August. A similar case from Alberta resulted in a like judgment from the Federal Court of Appeal and, unfortunately, permission to appeal that ruling was denied by the Supreme Court of Canada in November 2003. However, the Association continues to provide legal assistance to teachers whose circumstances can be distinguished from the facts in these cases. In cooperation with the Canadian Teachers' Federation and other provincial teacher organizations, NLTA has lobbied the federal government to extend the eligibility criteria for EI compassionate care benefits. These efforts have met with some success; however, the necessary regulatory changes have not yet been finalized.

NLTA has also been in contact with regional EI officials to advocate for enforcement of the legislated timelines for employers to provide employees with their Record of Employment.

Workers' Compensation

The NLTA continued to provide assistance to teachers who were injured in the course of carrying out their work responsibilities. Assistance with reporting workplace injuries; general inquiries with School Boards, the Workers' Compensation office and Teacher Payroll; as well as providing legal assistance with External Appeals, has been ongoing throughout the year.

Teacher Health Assistance Program (THAP)

The NLTA continued its program of making contact with teachers who have only a few months of sick leave remaining. These teachers were provided with information packages which contain an outline of the benefits and services available to them as NLTA members after the expiry of sick leave. Over 1,400 packages have been mailed to teachers since the inception of this program in February 1999. The purpose of the mailout is to attempt to alert teachers, while they are still in receipt of salary, about the options available to them should they run out of paid sick leave.

Deferred Salary Leave Plan

The Benefits and Economic Services Division continued to liaise with school district officials and Department of Education officials with respect to the Deferred Salary Leave Plan (DSLPL) and assisted members where problems existed. As of March 31, 2006 there were 261 teachers enrolled in the DSLP.

Occupational Health and Safety

Occupational Health and Safety Committees and Worker Representatives have been established in most schools throughout the province. These committees and individuals addressed OH&S issues as they arose and reported all OH&S concerns to the Department of Labour, OH&S Division. The NLTA continues to monitor this process and assists schools and school boards whenever called upon.

Professional Development

The Professional Development Division of the NLTA is responsible for designing and delivering professional programs for members of the Association. The following summarizes some of the initiatives of the Professional Development Division for the 2005-06 school year.

Special Interest Councils

At the Association's 2005 BGM, a by-law was passed allowing for the establishment of three levels-based councils – Primary/Elementary, Intermediate, and High School – as well as the continued operation of specialized councils. During the 2005-06 school year, the Ad Hoc Committee on SIC Restructuring continued to develop a new model for Special Interest Council operations.

At the March 2006 meeting of Provincial Executive, a new policy on Special Interest Councils was accepted. Following that meeting, the current councils were invited to apply for continued operations, and these applications were reviewed by the Restructuring Committee in April 2006. On April 28-29, 2006 representatives from all Special Interest Councils met in St. John's to work out implementation details of the new model.

Effective 2006, all teachers in the province will be members of one of the levels-based councils, with options to join other councils if they wish. The intent of this new structure is to enhance participation in SICs and to substantially raise the profile of our councils.

Developing Successful Schools (DSS)

Developing Successful Schools (DSS) is an annual leadership institute held in Sackville, New Brunswick and co-sponsored by the Nova Scotia Teachers Union, the Prince Edward Island Teachers' Federation, the Newfoundland and Labrador Teachers' Association, the New Brunswick Teachers' Association, and the New Brunswick Department of Education.

From July 4-7, 2005, participants from Newfoundland and Labrador had the opportunity to interact with and learn from Nancy Hinds from the British Columbia Teachers' Federation, whose institute topic was "Managing Conflict With Strong School Cultures."

The theme for 2006 was "Leading Sustainable Assessment for Learning in Your School," facilitated by Ruth Sutton, internationally renowned expert in this area.

CONTACT

CONTACT 2005 was hosted by the Prince Edward Island Teachers' Federation. NLTA was represented by a delegation, including the President, PD Staff Officers who are on the Interprovincial Planning Committee, the Chair and two members of the Professional Issues Committee, as per policy, and 26 other delegates selected from Branches throughout the province. The theme, *Great Teaching: A Question of Balance*, was very well received with sessions addressing a variety of topics from personal/professional balance and workload to balancing the curriculum to offer a sound educational program.

The Professional Issues Committee members were in a dual role as delegates to the conference and also as observers of the process, since they were involved in the planning of CONTACT 2006, hosted by the NLTA in August 2006.

The Teacher Induction Program

This program, initiated by the NLTA, began as a partnership model and was (and is) intended to be delivered at the district level. The program continues to be supported by the NLTA through a Steering Committee and PD staff which attempts to keep districts connected to share concerns and ideas. This was done through teleconference with district personnel, assistance with workshop design and delivery for beginning teachers and mentors, and focus groups with beginning teachers. It was planned that a beginning teacher conference would be piloted for the next school year. Districts continue to adapt and implement the program to varying degrees according to their need and their capacity for delivery.

Leadership at Work

Originally designed by the NLTA in 1998, this program was adopted by the Ministry of Education's Provincial Leadership Committee as "the" program they would fund for school leaders. This acknowledgment of the program's value, as demonstrated by evaluation from the field, and the Department's funding resulted in a more arm's length involvement by the Association. The NLTA continues to be represented on the Provincial Leadership Committee and to support district efforts by assisting with and participating in the design and delivery of Leadership at Work sessions. The program is operating in some form in all districts in the province.

Professional Development cont'd

Gros Morne Teacher Institute

From August 14-20, 2005, ONSITE 2005, the fifth annual teacher institute on the Northern Peninsula, was co-sponsored by the NLTA, Parks Canada, and the Department of Education, along with other community and economic development groups. Teachers from Newfoundland and Labrador were joined by colleagues from New Brunswick and Ontario, as they explored the geology and culture of the Northern Peninsula and the Southern Labrador Coast.

ONSITE 2006 took place August 10-16 and focused on the various sites within Gros Morne National Park.

Sharing Our Cultures

For the seventh year, the NLTA co-sponsored the multi-cultural event "Sharing Our Cultures," which took place at the Delta Hotel in St. John's on March 19-21, 2006. The purpose of this event is to provide opportunities for students in our schools who come from other countries to share their history, music, dance, customs, visual art, and language. For three days, the student-created booths provided cultural displays, flags, posters and colourful banners representing 26 world destinations. Approximately 2,000 Grades 4-12 students attended the St. John's event.

For the second year, the project has expanded to include events in Clarenville and Random Island. Through the NLTA's Virtual Teacher Centre, teachers can participate throughout the year with their students by accessing the online "Sharing Our Cultures" site.

Visiting Artists Program

Many years ago, the successful Visiting Artists Program (VAP) was cancelled due to lack of funding. In April 2006, the VAP was reinstated as a new partnership supported by the Cultural Connections Strategy of the Newfoundland and Labrador Department of Education, the Newfoundland and Labrador Teachers' Association, and the Newfoundland and Labrador Arts Council. VAP will support initiatives to bring the province's artists into schools to do such things as give presentations, conduct readings, offer performances, and lead art workshops. The new VAP will be administered by the Newfoundland and Labrador Arts Council and is funded by the Newfoundland and Labrador Department of Education and the NLTA.

Workshop Delivery

The staff in the Professional Development Division are continuously revising and redesigning workshop offerings to keep pace with current educational trends and updated research and, more importantly, to respond to the demands of schools and school districts. Workshop delivery to our members is a significant part of our work and is well received in the field. Furthermore, NLTA PD staff are frequently called upon by our educational partners to act as resource persons and facilitators.

Publications

The PD Division coordinated, with the editor, a new column in *The Bulletin*, specifically directed to beginning teachers. *Beginning Teachers* articles will eventually feature early career teachers as guest columnists. In this initial year, we were pleased with the feedback and hope to entice new teachers to contribute their observations, thoughts and ideas to their colleagues via this column.

A handbook for teachers in the role of mentors to beginning teachers as part of the beginning teacher induction program was published in the spring of 2006 for distribution and support workshopping in Fall 2006. This publication came about largely in response to a demand from the field following the success of our *Handbook for Beginning Teachers*. Preliminary work is already underway for a guide for school administrators in supporting beginning/early career teachers.

Atlantic Canada Connected Community

The Atlantic Canada Connected Community (ACCC) is now well established as the first ever "Connected Community" to ASCD, the Association for Supervision and Curriculum Development. This prestigious international parent organization has acclaimed our efforts in barely over one year in existence having developed a constitution, gained a solid (2005) membership base, developed a website, published Volume 1 of a PD journal and offered three professional development sessions. The NLTA's PD Division is represented on the ACCC Board of Directors, and our ACCC members are, for the most part, NLTA members who recognize the importance and value of partnerships and of professional development.

Professional Development cont'd

International Programs

The NLTA continues to support the millennium goals of “Education for All,” and through its collaborations with the Canadian Teachers’ Federation, participates in a number of programs and projects in the developing world.

Project Overseas 2005 was a life-changing experience for Elizabeth (Beth) Hearn of Macdonald Drive Junior High in St. John’s. She and her Project Overseas Team worked with teachers in Uganda on curriculum development, teaching strategies, AIDS/HIV awareness and life skills. Not only did Beth’s contribution enrich the professional lives of students and teachers in Uganda, but her own work and the experiences of her students were equally enhanced as a result.

Beverly Park, Staff Officer in Professional Development, continued her involvement with the John M. Thompson Programme, and in the fall of 2005, led a team of facilitators offering a session in Kuala Lumpur to teacher union leaders from four provinces in India. In January 2006, she, with colleagues from the CSQ (Quebec) and the SNES (France) went to West Africa to assist with designing a leadership program for teacher unions in Burkina Faso and Mali. The program design is in the early phase and was developed in the Spring 2006 for the first delivery in Fall 2006.

The hugely successful Teachers’ Actions for Girls (TAG) project in Uganda has truly become part of the educational culture of that country. In April 2006, the CTF Interaction “TAG” Team traveled to Uganda for a final strategy session with the Uganda National Teachers’ Organization.

CTF Committees/Workgroups

Staff in our PD Division have been a part of a number of initiatives led by CTF, including consultation sessions for French first language programs and international trustees, as well as a newly formed workgroup on social justice which has, as one of its goals, the organizing of a national conference in the winter of 2007.

1890

Virtual Teacher Centre

The VTC has continued to grow throughout the year with more and more teachers utilizing it as a source of professional development. Many teachers have reported using VTC professional development content as part of their PD plan for the year. We are also seeing this content referenced more frequently for students in undergraduate courses at Memorial University's Faculty of Education. Improvements and innovations are continually being introduced in order to maintain a standard of excellence. Several initiatives are worth noting.

Message From the Future

Message from the Future is a dramatic production created in collaboration with actor Berni Stapleton who wrote and workshopped a play dealing with teenage issues. The script, posters and playbills are available for any teacher to download from the VTC and produce within their school.

Sharing Our Cultures

Sharing Our Cultures is a web interactive version of the face-to-face event organized by Lloydetta Quaicoe each year that brings forth the rich multicultural composition of our province for all to see. School students visit displays and performances created by people their own age from various countries and participate through a passport in learning about these diverse cultures. The online version permits schools that are unable to travel to the event to take part through the Internet. This activity can be carried out in a class at any time of year.

Developing Literacy Strategies Across the Intermediate Curriculum

In partnership with the Province of Prince Edward Island and in collaboration with literacy consultants from all Atlantic Provinces, the VTC designed and developed an online learning model for Intermediate teachers to learn how to use tested and true literacy strategies in all of their subjects.

North Coast Learning Community Institute

For the past three years the VTC has organized, in collaboration with other education partners, an institute for newly recruited teachers heading to schools on the North Coast of Labrador. Each year the Institute is even more successful. Approximately 20 new teachers attend and all of them report how beneficial the experience is in preparing them for their new placements. A fourth institute was offered on the weekend of July 7-9, 2006 at Memorial University.

Communications

The Communications Division is responsible for managing all aspects of the NLTA's internal and external communications, public relations and advertising programs. The division is responsible for *The Bulletin* as well as other communications to teachers, media relations, coordinating member and public attitude research, developing and implementing communications strategies/plans, and for the Association's Internet communications. The following summarizes some of the initiatives of the Communications Division for the 2005-06 school year.

Provincial Budget

In late 2005 the NLTA prepared a submission to the government's Pre-Budget Consultations. The focus of the NLTA submission was that education must be a priority area. Government was urged to make every effort possible to ensure that its approach to the 2006 budget did not result in any further reductions in educational services to our students.

The 2006 provincial budget contained some positive news on critical areas for education. The current level of teaching positions in the province was maintained; government committed to reviewing the teacher allocation formula as well as a review of the ISSP process.

Other news for education included the investing of funds for laboratory safety equipment and lab training for teachers in grades 7 through 12; the wellness agenda was continued by extending the purchase of physical education equipment to the intermediate grades; new school buses were to be purchased; the importance of school councils had been recognized through the provision of funds to hire a liaison between the Department of Education and parents; there was a commitment to investment in infrastructure including the capital equipment construction and alterations and improvements in the K-12 system; there was a commitment to investment in student health; and the elimination of school fees.

The NLTA will continue its efforts for quality education and for further improvements in the learning and working conditions in our province's classrooms.

Teacher Discount Program

The list of businesses that provide discounts and special services for teachers was continued during the year. The list was placed on the NLTA website for easier access

by teachers. The Communications Division continues to monitor this program and other businesses and companies will be added as they become available. The QSP Magazine Discount Program was again offered to teachers in the fall where they could take advantage of hundreds of magazines at enormous discounts.

Education Week 2006

The Education Week Committee, made up of teacher volunteers, began their planning for Education Week 2006 activities soon after last year's event was over. The theme for 2006 was *Celebrate and Participate • Célébration et participation*. The committee prepared resource materials for the week including a resource booklet, proclamation and poster. The Opening Ceremonies were held at Christ the King School in Rushoon on March 6, 2006. The President of the NLTA, Kevin Foley, and the Parliamentary Secretary to the Minister of Education, Clyde Jackman, addressed the audience. The Honourary Chairperson for Education Week 2006 was author Kevin Major.

Computers for Schools

The NLTA continues its involvement with the Computers for Schools (CFS) program. Co-founded in 1993 by Industry Canada and the Telecom Pioneers, Computers for Schools is a national volunteer-based initiative that collects, repairs and delivers surplus computers – donated by governments, private corporations and individuals – to schools, public libraries, and non-profit organizations across the country. The program was established in Newfoundland and Labrador in 1994. To date, CFS has shipped over 12,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador. The NLTA is represented on the CFS Board of Directors by the Communications Officer who also is a member of the CFS Finance Committee and Vice-President of the Board of Directors.

Publications

Since September 2005 the Communications Division has prepared eight issues of *The Bulletin*. A section was added to provide regular communication from the President. As well, new sections were added for *Beginning Teachers* and *Profile of a Branch President*. A teacher contest was also added to increase interest in reading *The Bulletin* both in print and online.

Communications cont'd

A review of all the brochures and pamphlets had taken place the previous school year but there was a need for others to be created on child maltreatment issues and another on teachers' rights. These are currently being finalized and should be available for the 2006-07 school year. All NLTA publications and resources are available online.

Teacher Recruitment Fair

The 6th Annual Teacher Recruitment Fair was held on May 12 in the G.A. Hickman Building at Memorial University of Newfoundland. The Fair was well attended and provided job opportunities and information for students, teachers, and others interested in entry into the profession. Information booths were set up by the school districts, the NLTA, the Department of Education, the Faculty of Education at Memorial, and other educational partners.

The Provincial Recruitment Fair is organized in partnership with Memorial University of Newfoundland, the NLTA, the Department of Education – Government of Newfoundland and Labrador, and the Newfoundland and Labrador School Boards Association.

NLTA Membership Cards

The Communications Division continued to provide all active and substitute teachers in the province with an NLTA membership card. New cards were issued in the 2005-06 school year and this card expires in June 2010. Efforts will be made to provide membership cards to new and replacement teachers throughout this timeframe wherever possible.

Media Campaigns

During the fall of 2005 we continued airing the media campaign "Keep Education Great". This campaign ran for four weeks on radio and television and was in partnership with the Federation of School Councils.

In late fall there was extensive media coverage after the release of the findings of the doctoral thesis by Dr. Lynda Younghusband, *High School Teachers' Perceptions of Their Working Environment in Newfoundland: A Grounded Theory Study*. Dr. Younghusband's thesis was released at the November Joint Council meeting in which the media and educational stakeholders were invited to attend. Two teachers were suspended due to comments

they made about teacher stress and workload at this presentation. There was a great deal of media coverage when this occurred and the President of the NLTA did numerous interviews, call-in shows and media commentary on the issue. The issue received extensive media and public attention and in January 2006 the teacher suspensions were rescinded. The media and public attention to this issue generated a high level of discussion around teacher stress and workload. Other media campaigns are being planned on these issues for the 2006-07 school year.

Printing Services

The Printing Services Division is responsible for all matters related to the design, printing, and distribution of support materials and information to teachers. Projects completed during the 2005-06 school year are outlined here.

Divisional Support

Communications

Eight issues of *The Bulletin*, a *President's Digest* (updating members on the status of negotiations), and *Executive Notes* were printed and sent to the membership. Kits containing promotional materials for Education Week and Janeway Day in the Schools were packaged and circulated, to support these NLTA-sponsored events. Education Week certificates and bookmarks were provided to schools on request. A *School Representatives Handbook* and posters were printed and mailed to school representatives to assist them in their role as the NLTA representative.

The "Items Available for Teachers" order form was circulated to schools, and pamphlets reprinted and updated as necessary. These items are available to teachers at no cost and can be ordered online or through Printing Services. Posters were printed for the Provincial Teacher Recruitment Fair and other support materials (such as brochures) were provided. An NLTA Awards poster was printed and mailed to schools, and ads announcing the winners were designed and published in local newspapers.

The Code of Ethics posters, stickers, and wallet cards were printed and mailed to all teachers. NLTA stationery was reprinted, along with staff extension numbers stickers, business cards, and notepads. Materials were also printed for Joint Council meetings.

Other items mailed to schools included: *Act, Bylaws and Code of Ethics, NLTA and You, Handbook for Beginning Teachers*, NLTA Christmas cards, new NLTA membership cards, a Teacher Opinion Survey re Opening and Closing Dates for the School Year, observances posters, 2005-06 Wall Calendars, catalogues and order forms for the Teacher Discount Magazine program, and School Board-Teacher Liaison information packages.

Projects scheduled for completion during the summer months included: Wall Calendars 2006-07, Observances posters 2006-07, updated staff extension numbers stickers, promotional and support materials for

our fall series of School Rep Seminars, a newsletter for the Retired Teachers' Association, and the printing and distribution of this Annual Report.

Benefits and Economic Services

The Opening Package, Memorandum of Agreement, voting materials, and Revised Opening Proposals (March 2006) were printed and sent to teachers. The *Teachers' Guide to Employment Insurance* was revised and mailed to schools. Updated Group Insurance booklets were printed, and Overview and Opting Out Forms were also revised and circulated. A memo re changes in Group Insurance premiums was printed and mailed to all Plan members. EAP posters were redesigned and workshop support materials were provided. In support of NLTA's Pre-retirement Seminars, kit materials were printed and the kits were mailed to seminar participants.

Professional Development

Information packages for New Teachers, CONTACT 2006, the Visiting Artist Program, the Parks Canada Summer Teachers' Institute, "Fit for School" program, and a flyer with information on the Ella Manuel Award were printed and mailed to schools. Application forms for the NLTA Scholarships were printed and sent to schools, and ads announcing the scholarship winners were designed for publication in local newspapers.

"STOP" and "THINK" posters were circulated to schools and Equity Issues notepads were provided to all teachers. The first draft of the Mentor's Handbook has been completed. For the Teacher Induction Ceremonies in October 2005 and May 2006 invitations, programs and certificates were printed. In support of the PD Fund, information and forms for the School Administrators fund and Out-of-Province Grants for Individuals were printed.

Other support materials printed and circulated include: information related to the Multi-cultural Fair, Eastern Horizons Conference, Developing Successful Schools Institute, and the Learning Disabilities Association of Newfoundland and Labrador. The Pathways to Programming and Graduation brochure was reprinted. Bookmarks, stickers, and posters, for the Arts Work Conference were printed and distributed to schools, and conference programs were also provided.

Printing Services cont'd

Branches and Special Interest Councils

Branches hosting teacher retirement dinners were provided with dinner invitations, tickets, and programs. For branches requesting stationery, individual design and printing was provided. Other materials were printed as requested, on a cost-recovery basis.

For Special Interest Councils, conference materials, newsletters, workshop brochures, notepads, and other support documents were designed, printed, and mailed on their behalf.

Other Projects

Schools

Items completed for schools, also on a cost-recovery basis, included: certificates, school stationery, business cards, note pads and note cards.

Retired Teachers' Association

Numerous projects were printed and circulated for the Retired Teachers' Association and its various Divisions, and the very first issue of the Retired Teachers' Foundation newsletter was published. These items were completed on a cost-recovery basis.

Newfoundland and Labrador Federation of School Councils

The NLTA has also assisted the NLFSC by printing five issues of its newsletter, *The Cuffer*, this year.

Finance

The Finance Division of the NLTA is responsible for ensuring that all revenues and expenditures are accounted for in accordance with the By-laws and Policies of the Association and for the maintenance and upkeep of the NLTA property. The primary source of revenue (approximately 96%) comes from the membership in the form of fees.

Funds of the Association

There are eight funds operated by the Association, which are:

General Fund

This is the daily operating account of the Association.

Group Insurance Fund

This fund is operated by the Group Insurance Trustees and is reported on under the Benefits and Economic Services Division.

Emergency Fund

Pays for all expenses related to job action, as well as collective bargaining and grievance/arbitration costs.

Centennial Fund

Spending from this fund is controlled by the Professional Issues Committee and is limited to the annual interest earned.

Reserve Fund

Used to cover any annual deficits that might occur in the General Fund.

Professional Development Fund

Spending from this fund is limited to the annual interest earned on the fund and is controlled by the Professional Issues Committee.

Support Staff Pension Fund

This is the pension fund for the Support Staff of the Newfoundland and Labrador Teachers' Association.

Academic Loan Fund

Provides loans to teachers who are in full time attendance at university.

Investments

It is imperative that a close watch be kept on all Association monies to see that they are appropriately invested and are achieving the highest possible interest rates with minimum risk. These funds are presently under the care of a fund manager, who was hired by the Association in October 1997.

Property

The Finance Division is also responsible for the maintenance and upkeep of the NLTA building and property at 3 Kenmount Road, St. John's. The usual care has been provided to the grounds and building.

President's House

In May 2001, a property was purchased at 44 Rumboldt Place in St. John's for the use of the President during his/her term of office.

Financial Statements

Newfoundland and Labrador Teachers' Association Statement of Financial Position*

August 31			2005	2004
	General Fund	Restricted Funds	Total	Total
ASSETS				
Current				
Cash and cash equivalents	\$ 120,207	-	\$ 120,207	\$ 43,083
Receivables	6,687	\$ 162	6,849	121,968
Receivable from				
General fund	-	176	176	119,245
Insurance fund	11,198	-	11,198	-
Restricted funds	62,768	-	62,768	132,211
Prepays	39,557	-	39,557	65,383
	240,417	338	240,755	481,890
Investments	1,070,154	6,368,422	7,438,576	7,321,980
Property and equipment	948,050	-	948,050	1,004,021
Deferred pension costs	68,746	-	68,746	109,145
	<u>\$2,327,367</u>	<u>\$6,368,760</u>	<u>\$8,696,127</u>	<u>\$8,917,036</u>
LIABILITIES				
Current				
Payables and accruals	\$380,919	\$ 7,764	\$388,683	343,527
Payable to general fund	-	62,768	62,768	132,211
Payable to restricted funds	176	-	176	119,245
Deferred revenue	27,979	5,090	33,069	30,979
	409,074	75,622	484,696	625,962
Accrued severance pay	340,147	-	340,147	314,655
Accrued benefit liability	92,299	-	92,299	64,581
	841,520	75,622	917,142	1,005,198
MEMBERS' EQUITY	<u>1,485,847</u>	<u>6,293,138</u>	<u>7,778,985</u>	<u>7,911,838</u>
	<u>\$2,327,367</u>	<u>\$6,368,760</u>	<u>\$8,696,127</u>	<u>\$8,917,036</u>

* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

**Newfoundland and Labrador Teachers' Association
Restricted Funds' Statement of Financial Position***

August 31

2005 2004

	<u>Emergency Fund</u>	<u>Professional Development Fund</u>	<u>Centennial Fund</u>	<u>Reserve Fund</u>	<u>Outreach Program Fund</u>	<u>Virtual Teacher Fund</u>	<u>Safe Schools Fund</u>	<u>Total</u>	<u>Total</u>
ASSETS									
Current									
Receivables	-	\$ 162	-	-	-	-	-	\$ 162	\$ 104,121
Receivables from general fund	-	-	-	\$ 176	-	-	-	176	119,245
		162		176				338	223,366
Investments	\$3,443,920	789,453	\$894,158	1,161,612	\$54,550	\$18,667	\$6,062	6,368,422	6,257,870
	\$3,443,920	\$789,615	\$894,158	\$1,161,788	\$54,550	\$18,667	\$6,062	\$6,368,760	\$6,481,236
LIABILITIES									
Current									
Payables and accruals	\$ 5,142	\$ 965	\$ 692	\$ 965	-	-	-	\$ 7,764	\$ 7,785
Payable to general fund	33,465	19,581	7,387	1,863	\$ 196	\$ 276	-	62,768	132,211
Deferred revenue	-	-	-	-	-	-	\$5,090	5,090	10,976
	38,607	20,546	8,079	2,828	196	276	5,090	75,622	150,972
MEMBERS' EQUITY	<u>3,405,313</u>	<u>769,069</u>	<u>886,079</u>	<u>1,158,960</u>	<u>54,354</u>	<u>18,391</u>	<u>972</u>	<u>6,293,138</u>	<u>6,330,264</u>
	\$3,443,920	\$789,615	\$894,158	\$1,161,788	\$54,550	\$18,667	\$6,062	\$6,368,760	\$6,481,236

* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

Financial Statements cont'd

Newfoundland and Labrador Teachers' Association Statement of Operations and Changes in Fund Balances*

Year Ended August 31			2005	2004
	General Fund	Restricted Funds	Total	Total
Revenue				
Membership fees	\$3,450,134	\$181,627	\$3,631,761	\$3,737,556
Contributions	212,263	200,752	413,015	779,243
Government grants	173,779	-	173,779	170,508
Interest on investments	18,515	186,539	205,054	220,903
Miscellaneous	17,472	-	17,472	24,677
	<u>3,872,163</u>	<u>568,918</u>	<u>4,441,081</u>	<u>4,932,887</u>
Expenses				
Administration	1,661,240	167,080	1,828,320	1,998,119
Benefits and Economic Services	1,004,807	522	1,005,329	1,001,643
Communications	685,258	-	685,258	718,545
Employee Assistance Program	-	40,753	40,753	53,512
Workload Study	-	-	-	15,000
Branch Operations	250,728	-	250,728	255,069
Investment fees	-	26,012	26,012	29,344
Professional Development	475,857	26,601	502,458	488,955
Grievances and Arbitrations	-	213,450	213,450	190,621
Negotiations and Other Lock-out	-	21,626	21,626	265,448
	<u>4,077,890</u>	<u>496,044</u>	<u>4,573,934</u>	<u>5,016,256</u>
Excess of (expenses over revenue) revenue over expenses	<u>\$(205,727)</u>	<u>\$72,874</u>	<u>\$ (132,853)</u>	<u>\$ (83,369)</u>
Fund balances, beginning of year	\$1,581,574	\$6,330,264	\$7,911,838	\$7,995,207
Excess of (expenses over revenue) revenue over expenses	(205,727)	72,874	(132,853)	(83,369)
Interfund transfers	110,000	(110,000)	-	-
Fund balances, end of year	<u>\$1,485,847</u>	<u>\$6,293,138</u>	<u>\$7,778,985</u>	<u>\$7,911,838</u>

* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

Financial Statements cont'd

**Newfoundland and Labrador Teachers' Association
Restricted Funds' Statement of Operations and Changes in Fund Balances***

August 31								2005	2004
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	Outreach Program Fund	Virtual Teacher Fund	Safe Schools Fund	Total	Total
REVENUE									
Membership Fees	\$181,627	-	-	-	-	-	-	\$181,627	\$186,686
Contributions	-	-	\$100,285	-	\$15,000	\$79,582	\$5,885	200,752	567,472
Interest on Investments	115,954	\$25,291	25,761	\$17,735	1,130	525	143	186,539	204,477
Miscellaneous	-	-	-	-	-	-	-	-	13,500
	<u>297,581</u>	<u>25,291</u>	<u>126,046</u>	<u>17,735</u>	<u>16,130</u>	<u>80,107</u>	<u>6,028</u>	<u>568,918</u>	<u>972,135</u>
EXPENSES									
Administration	4,186	966	966	966	2,225	151,886	5,885	167,080	535,603
Benefits and Economic Services	522	-	-	-	-	-	-	522	425
Employee Assistance Program	-	-	40,753	-	-	-	-	40,753	53,512
Workload Study	-	-	-	-	-	-	-	-	15,000
Investment Fees	14,063	6,056	5,893	-	-	-	-	26,012	29,344
Professional Development	-	12,743	13,858	-	-	-	-	26,601	44,896
Grievances and Arbitrations	213,450	-	-	-	-	-	-	213,450	190,621
Negotiations and Other Lock-out	<u>21,626</u>	-	-	-	-	-	-	<u>21,626</u>	<u>265,448</u>
	<u>253,847</u>	<u>19,765</u>	<u>61,470</u>	<u>966</u>	<u>2,225</u>	<u>151,886</u>	<u>5,885</u>	<u>496,044</u>	<u>1,134,849</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$43,734</u>	<u>\$5,526</u>	<u>\$64,576</u>	<u>\$16,769</u>	<u>\$13,905</u>	<u>\$(71,779)</u>	<u>\$143</u>	<u>\$72,874</u>	<u>\$(162,714)</u>
Fund balances, beginning of year	\$3,361,579	\$763,543	\$841,503	\$1,262,191	\$60,449	\$40,170	\$829	\$6,330,264	\$6,362,978
Excess of revenue over expenses (expenses over revenue)	43,734	5,526	64,576	16,769	13,905	(71,779)	143	72,874	(162,714)
Interfund transfers	-	-	(20,000)	(120,000)	(20,000)	50,000	-	(110,000)	130,000
Fund balances, end of year	<u>\$3,405,313</u>	<u>\$769,069</u>	<u>\$886,079</u>	<u>\$1,158,960</u>	<u>\$54,354</u>	<u>\$18,391</u>	<u>\$972</u>	<u>\$6,293,138</u>	<u>\$6,330,264</u>

* For more information or details about the Financial Statements please contact the Finance Division of the NLTA.

