
The NLTA and You 2011-12



The NLTA and You

Information from the Newfoundland and Labrador Teachers' Association

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A Brief History of the NLTA

Before Confederation

Created in 1890, the Newfoundland and Labrador Teachers' Association has played a significant role in the development of education in our province. The idea of a teachers' association was not entirely new in 1890. As early as 1875 the joint report to the inspectors of the Church of England and Methodist schools suggested forming an organization which would stimulate professional development and raise educational standards. Similar associations had been constituted in many of the Canadian provinces but organizing teachers in Newfoundland had faced the barriers of geography and the denominational system.

On October 18, 1890, 13 teachers met in Bay Roberts to discuss the lack of a living wage, their financial future and security, the idea of a pension fund, an insurance scheme, and professional development. This meeting was held at the school of James Frederick Bancroft and a committee was struck to "secure the formation of a teachers' association for the island".

A second meeting was held in November, again chaired by Bancroft, and it was unanimously agreed to form a Newfoundland Teachers' Association. The immediate agenda was set and a committee was formed to draft a constitution and by-laws.

In January 1891 the Association adopted its first constitution. One of its most notable and, for the time, remarkable sections, was Article 10 which strictly prohibited party politics and religious discussions. This newly formed Executive was scrupulous to have representatives of all major denominations on its first executive.

From this period on there was very little record of activity of the NTA except several petitions in the House which resulted in an increase in the Education Grant and an increase in teachers' salaries. It was not until after World War I that the NTA found its bearings again, and in the wake of the great depression, another world war, and Confederation, eventually came into its own as a powerful force for the profession and the new province.

Post Confederation

After Confederation the province was on the brink of a new age in education. The NTA lobbied for the first standard salary scale based on qualifications and experience. Along with its new vigour the NTA's basic platform became sharply focused on wage and equity issues. In 1951 the Association was incorporated and the provincial government agreed to statutory membership for the Association, a crucial milestone which not only guaranteed the Association's viability and financial independence but ensured that the NTA would be truly representative of all Newfoundland and Labrador teachers. In 1995 the Association added Labrador to its name to better reflect the many teachers it represented.

The Newfoundland and Labrador Teachers' Association has not only been successful during this period of time, but has also played a pivotal role in determining what the education scene would be. It used all of its resources and took whatever steps necessary, including political, to carry forward its agenda. It has always stepped boldly and found leaders to match its grit.

Organizational Structure and Governance

Convention

The Biennial General Meeting (Convention) of teacher delegates is the main governing body of the NLTA. The members of the Provincial Executive Council are elected by the delegates to Convention; policy and by-laws of the Association are determined by that body. The next Convention of the NLTA is scheduled for April 2-5, 2013.

Provincial Executive Council

The Constitution and By-laws place full and complete authority for the direction of the Association between Conventions with the Provincial Executive Council. The Council is elected biennially and consists of a President, Vice-President, and 10 members. The President and Vice-President are elected by province-wide vote. The 10 members are elected at the Biennial General Meeting. The immediate past-president, by virtue of the position, may be an Executive member for the year immediately following his/her term of office. The Executive Council meets on a regular basis to transact the business of the Association and to consider recommendations from the Executive and ad hoc committees.

Joint Council

The Joint Council is comprised of Branch Presidents and Provincial Executive. It began as a liaison/discussion group and has now evolved into a decision-making body that assists in directing the work of the Association between Conventions. Governance of the Association, in reality, has become a shared responsibility between the Biennial Convention, Joint Council, and Provincial Executive.

Branches

An effective and efficient Branch structure is essential to the success of the Association. Branches elect their own officers and executive, manage their own affairs and set their own rules and by-laws subject to the by-laws of the Association. There are presently 49 Branches of the NLTA. A complete list of Branch Presidents and the branches can be found on the NLTA website, www.nlta.nl.ca or by calling the NLTA. The Branches are:

Eastern:

Baccalieu	Bay Roberts
Burin-Marystown	Carbonear
Clarenbridge	Conception Bay Centre
Conception Bay South	GranForLine
Landfall	Marconi
Placentia	Rushoon-Terrenceville
St. John's Centre	St. Mary's Bay
Southern Shore	Trinity, Trinity Bay
Upper Trinity South	Waterford Valley

Central:

Baie Verte Peninsula	Bay d'Espoir
Belleoram-Wreck Cove	Exploits Valley
Fogo Island	Ganova
Green Bay	Hamilton Sound
Harton	Notre Dame
Seagaulher	Trinity-Deadman's Bay

Labrador:

Churchill Falls	Coastal Labrador South
Labrador West	Lake Melville
Northern Light	Nutak Labradorimi

Western:

Appalachia	Aurora
Belle Mer	Bremco
Burgeo	Deer Lake
Humber	Ingornachoix
Long Range	Port aux Basques
Rameaux	Table Mountain
Taylor's Brook	

School Representatives

The role of the NLTA School Representative is an essential one within the NLTA organization. Through an effective school representative system a channel of communication opens between every teacher and the branch president, the branch executive, the Provincial Executive and the provincial president of our Association. It is this important linkage that gives our Association its strength.

Every school and school district office in the province has an NLTA school representative who is elected or appointed at the school level to assist branches with the operation of branch functions. The NLTA maintains contact with school representatives through on-line communications, direct mail to schools, the NLTA website, and as needed through a series of rotating seminars. These seminars assist school representatives in their roles and help ensure that each school is represented and well informed on NLTA matters.

Executive Committees

The Executive operates through a series of standing and ad hoc committees appointed by Provincial Executive. Teachers from across the province serve as members of these committees generally centralized in one particular area of the province. The following committees are responsible to the Executive unless there is specific direction to the contrary from the Biennial Convention.

Committee	Chairperson
Curriculum	Gabriel Ryan
Equity Issues in Education	Jean Murphy
Group Insurance	Bill Chaisson
Membership Benefits and Services	Jeanne Williams
Communications/ Political Action	Craig Hicks
Professional Issues	Sherri Rose
Finance and Property	Jean Murphy
Teacher Health and Wellness	Sharon Penney

Other committees and ad hoc committees are set up on an as needs basis to deal with specific issues. Contact the NLTA office or a member of Provincial Executive for further information.

Liaison Committees

Through regular liaison committees, the Association represents the viewpoint and opinions of teachers to government, the university, directors of education and the School Boards Association.

Special Interest Councils

Special Interest Councils of the NLTA are formed by a group of teachers who share a particular educational interest. Councils have been restructured to form Primary/Elementary, Intermediate, and Senior High Councils, while allowing for the continued existence of certain specialized councils. Information on the Councils can be obtained from the NLTA website, www.nlta.nl.ca, the Virtual Teacher Centre website, www.myvtc.ca or by calling the NLTA.

Operational Structure

The NLTA provides numerous services to teachers in the following areas:

Administration

The Administration Division of the Newfoundland and Labrador Teachers' Association oversees the operation of all programs of the Association. Administration, through the Executive Director's and the President's office, has responsibility to coordinate the work of all divisions within the NLTA and to ensure that the organization is responsive to the needs of the members.

The NLTA President is elected for a two-year term and holds office in accordance with the NLTA Constitution and By-Laws. He/she can be re-elected for a second term. The office of President is a full-time position and the occupant is recognized as the political head of the organization. In addition to other duties associated with the role, he/she is recognized as the Association's official spokesperson on all educational matters and organizational issues.

The Executive Director is the Chief Administrative Officer of the Association and is responsible for the coordination and implementation of all NLTA programs. This includes maintaining a liaison with other provincial and territorial teacher organizations and with the Canadian Teachers' Federation, to monitor and assess provincial and national developments and trends affecting education.

The Executive Director is staff consultant to the President, the Provincial Executive and Table Officers, and with the President, represents the Association on most liaison committees with other educational organizations. He also has overall responsibility for the operation of the Association's head office based in St. John's.

The members of the division are responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council, and Joint Council.

Benefits and Economic Services

The BES Division undertakes the work of the NLTA in the following major areas: collective bargaining, contract administration (including grievances and arbitrations), Group Insurance, teachers' pensions, Employee Assistance Program, teacher health and wellness promotion, employment insurance, teacher payroll, workers' compensation/injury on duty, and professional relations/membership discipline.

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 – including user groups and the website.

Finance

The Finance Division of the NLTA is responsible for the administration of all funds of the Association. The division is responsible for the preparation of the annual budget for the NLTA, the administration of this budget, preparation of monthly financial statements, the coordination of arrangements for Executive and Joint Council meetings, the maintenance and upkeep of the President's residence, the overall maintenance and upkeep of the NLTA building, its air quality system and grounds.

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. Staff in this division maintain databases for teachers on leave, special interest councils, retired teachers, and for *The Bulletin*. The division has available various support materials which are provided to teachers free of charge, when requested. A complete list of items available can be obtained from Printing Services.

Professional Development

The Professional Development Division coordinates all the professional development programs of the Association. Staff in the division administer the Professional Development Fund, the various Centennial Funds, Project Overseas, CONTACT, the Developing Successful Schools Institute, the Teachers Talking to Teachers Program, the Leadership at Work Program, the activities of the Special Interest Councils and the Virtual Teacher Centre. As well, the Administrative Staff within the division are responsible for designing, developing and delivering professional development sessions on a variety of topics to meet identified needs in the field. They also liaise with other educational agencies and serve on interagency committees with an interest in or focus on professional development.

NLTA Services to Teachers

A listing of services provided by the NLTA through the various divisions follows. If you require information about these services or any other teacher related issue, please contact a member of the Association's administrative staff.

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 49 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 operation of school board-teacher liaison committees. Responsibility for branch operations is assigned to the Executive Assistant, Governance.

Collective Agreements

The NLTA operates two collective agreements – the Provincial Agreement and the Labrador West Agreement. The negotiation and administration of these agreements is a major role of the Benefits and Economic Services Division.

The Labrador West Agreement is between the teachers of Labrador City and Wabush, the two school boards operating in Labrador West and the Provincial Government. The agreement is prepared, negotiated and administered by the Labrador West Branch of this Association, with the assistance of the Benefits and Economic Services Division.

The NLTA also represents teachers in negotiations of the Labrador Benefits Agreement. This agreement is negotiated between a number of public sector unions and the Provincial Government and provides additional benefits to government employees working in Labrador.

Conference for Beginning Teachers

Each year the NLTA, in collaboration with school districts, holds a conference for teachers in their first year of teaching. This usually takes place after term one. The agenda is specific to the expressed needs of the novice teacher.

CONTACT Conference

Conference on New Techniques and Classroom Teaching (CONTACT) is a joint project of the teacher associations of the Atlantic provinces: Newfoundland and Labrador Teachers' Association (NLTA), Nova Scotia Teachers Union (NSTU), New Brunswick Teachers' Association (NBTA) and Prince Edward Island Teachers' Federation (PEITF). CONTACT is held in August and is hosted by each province on a rotating basis. Teachers apply to their branches, and a delegation of up to 30 is selected by the Professional Issues Committee. Participation is partially subsidized.

Developing Successful Schools Institute (DSS)

This leadership institute for administrators and aspiring administrators is held in July of each year at Mount Allison University in Sackville, New Brunswick. It is a joint project of the NLTA, the Nova Scotia Teachers Union (NSTU), the New Brunswick Teachers' Association (NBTA), the Prince Edward Island Teachers' Federation (PEITF), and the New Brunswick Department of Education. For further information contact the Professional Development Division.

Employee Assistance Program (EAP)

The EAP exists primarily to support the health and well-being of teachers and schools by providing a range of services from prevention to intervention. It is a jointly sponsored program by the NLTA, government, and the Newfoundland and Labrador School Boards Association.

The EAP is designed to meet the unique needs of teachers and schools regardless of where they are in the province. The program provides professional assessment, counseling, crisis response, consulting, mediation and referral services aimed at managing the challenges that affect teachers. It offers a wellness component aimed at providing teachers and schools with necessary tools and knowledge related to wellness, providing work/life information and education sessions related to health issues, promoting healthy work environment practices, and work/life "effectiveness" with an overall holistic view of wellness in the workplace – proactive and preventative in nature.

Employment Insurance

The NLTA's involvement with Employment Insurance is as follows:

- Interpreting and explaining the Employment Insurance Act and Regulations to teachers;
- Reporting to teachers when changes occur in the Employment Insurance Act or Regulations;
- Acting on behalf of teachers at appeals to the Board of Referees and to the Umpire; and
- Preparing for Provincial Executive, policy statements on the Employment Insurance Act and Regulations as they apply to teachers.

Financial Information Seminars

Financial Information Seminars are being sponsored each year by the NLTA in at least three locations throughout the province, with possibly more depending on interest and demand. The sessions are held on Saturday and provide information and resource people related to pensions, group insurance and financial planning. A pilot program involving five sessions in 2010-11 was well attended with extremely positive feedback.

Group Insurance

The NLTA Group Insurance Plan, consisting of Life, Accident, Health, Dental, Long Term Disability, Long Term Care, Medical Out of Country, and Critical Illness plan options is owned by the NLTA and operated through a seven-person Board of Trustees, appointed by and answerable to Provincial Executive. The plan is administered by Johnson Inc. and underwritten by a number of companies.

When teachers are placed on regular payroll, they are automatically enrolled in the three options of the basic plan, consisting of A1-Life, A3-Accident and B-Health. The provincial government pays a portion of the cost of premiums for the basic plan options in accordance with the Collective Agreement. Teachers are also enrolled automatically in Dental insurance, Basic Critical Illness insurance, and for those under age 40, Long-Term Disability insurance. Enrolment in the voluntary options: A2-Life, A4-Accidental, A5-Voluntary Life (including spouses), C-Long Term Disability (for other than those mentioned above) LC-Long Term Care and T-MEDOC (medical out-of-country travel/health insurance) is by application. Government does not contribute to these options.

Special insurance packages have been developed for retired teachers and for substitute teachers. Further details on these packages can be obtained from the Benefits and Economic Services Division. The Group Insurance booklets can be viewed on the NLTA website, www.nlta.nl.ca. Go to "Publications" and then Group Insurance.

Leadership at Work

Leadership at Work is a program which was initiated by the NLTA, now supported by the Department of Education, and operated by school districts. The goal of the program is to build stronger learning communities – both schools and districts – through developing and enhancing leadership skills.

Legal Aid

Legal aid and/or advice is normally provided as follows:

1. To teachers for problems arising from situations contingent upon a member's position as a teacher, such as arbitrations, EI appeals, certification appeals, and where charges have been laid;
2. To the Provincial Executive during collective bargaining;
3. To the Group Insurance Trustees regarding group insurance;
4. On general Association matters which may require legal intervention.

Teachers do not have direct access to the legal firm which represents the Association. Requests for legal assistance must go through and be approved by the Benefits and Economic Services Division.

Loans – Academic

The Association has a revolving loan fund for teachers wishing to pursue their studies. The interest rate is prime. Further information and application forms may be obtained by contacting the Treasurer at the NLTA office.

Policy Handbook

The NLTA has policies governing virtually every aspect of its operation. While the complete policy handbook is not distributed to each teacher, copies of the handbook are distributed annually to Provincial Executive members and branch presidents. The Handbook is also available on the NLTA website. Requests regarding specific policies should be referred to the office of the President.

Pre-Retirement Seminars

An important element of our pension program is pre-retirement counselling for teachers who are less than two years from retirement. Pre-Retirement Seminars are held annually in major centres across the province. The sessions provide counselling on such things as teachers' pensions, Association benefits to retired teachers, Group Insurance, Employment Insurance, Canada Pension Plan and financial planning. Paid leave for these seminars is provided under the collective agreements.

Professional Development Workshops and Seminars

In addition to the numerous programs offered through the Professional Development Division, staff also design and deliver sessions on a variety of identified needs at the school, district and branch level. These may include current and emerging trends in education, classroom strategies or any topic as identified by teachers. For more information contact the Professional Development Division.

Project Overseas

Project Overseas is sponsored by the Canadian Teachers' Federation and its affiliates to assist teachers in developing countries upgrade their teaching qualifications. Each year the NLTA sponsors one member to participate in this program. Application forms are available from the Professional Development Division. Please contact the Professional Development Division for more information.

Publications

The Bulletin is published during the school year and is designed to keep members in touch with matters related to education in this province. It also serves as a public information tool for the Association. *The Bulletin* invites contributions from members. Other publications are available on various topics of interest to teachers. For more information contact the Communications Division or visit the publications section of the NLTA website, www.nlta.nl.ca.

Teacher Health and Wellness Promotion

The physical and mental health of teachers is a vital component in developing a healthy school community and in enhancing the daily lives of teachers. A Teacher Health and Wellness Promotion Committee was established by the NLTA to promote and sustain a focus on teacher wellness and active living, and to advise and provide guidance to Provincial Executive on priorities, development, implementation and evaluation of strategic health and wellness programming for teachers.

Teachers Talking to Teachers Program

The Teachers Talking to Teachers program provides an opportunity for teachers to share expertise and innovative practice with colleagues. The program is designed to supplement and enrich the other forms of professional development provided by branches, councils and schools. For more information contact the Professional Development Division.

Teacher Payroll

Our involvement with teachers' payroll falls mainly into the following three categories:

1. Interceding on behalf of teachers who feel they have been incorrectly paid;
2. Maintaining a liaison with department officials on the interpretation of articles in our collective agreements;
3. Meeting with payroll officials and Johnson Inc. to monitor insurance deductions, and general meetings to discuss changes needed in the payroll computer programs.

Teachers' Pensions

The following categories are recognized as the major groups who are eligible for coverage under the Teachers' Pensions Act:

- all teachers employed by a School Board, the School Services Division or special school approved by the Minister;
- Directors and Assistant Directors of Education employed by School Boards;
- Administrative staff employed by the NLTA.

A copy of the Teachers' Pension Plan booklet can be obtained by contacting the NLTA or from the NLTA website, www.nlta.nl.ca.

Virtual Teacher Centre

The Virtual Teacher Centre is an online professional development support for teachers. It is jointly sponsored by the NLTA and the Department of Education. It also houses support for authorized programs in the province's schools. For more information contact the Professional Development Division, or visit www.myvtc.ca.

Website

The NLTA has its own website maintained in-house through the Communications Division. All information available to teachers is posted on the website often before it is in print. For more information contact the Communications Division or visit the website at www.nlta.nl.ca.

Workers' Compensation/Injury on Duty

When a teacher is injured in the course of duty, s/he may be entitled to benefits in accordance with the Workers' Compensation Act. Administrative Staff in the Benefits and Economic Services Division are available to assist teachers in the interpretation of the Act and Regulations and to help them through the Workplace Health Safety and Compensation Commission procedures as necessary. Additional benefits may be available through the NLTA's Long Term Disability insurance plan, provided the injured teacher has the coverage. For more information contact the Benefits and Economic Services Division.

Other Services

The NLTA monitors developments in the field of education and takes action to assist its members as required. Feel free to contact the Association office at any time, especially if problems arise that cannot be settled satisfactorily at the local level.

NLTA Awards/Programs/Funds

There are several awards, funds and programs available through the NLTA. Regulations and nomination forms and deadline information may be obtained from the NLTA office, your branch president, or from the NLTA website at www.nlta.nl.ca. Go to "Online Forms":

Allan Bishop Award

The Allan Bishop Award was established in 1991 to recognize outstanding service to the NLTA at the provincial level. A maximum of one award is presented each year and the award is open to any active or life member of the NLTA, except current members of the Provincial Executive, or a provincial past president of the NLTA within three years of his/her presidency.

Bancroft Award

The Bancroft Award was established in 1980 to mark the 90th anniversary of the NLTA. The award recognizes outstanding service to the NLTA by members at the branch level. A maximum of three awards may be presented each year and any active member of the Association is eligible.

Barnes Award

The Barnes Award was established in 1987 to recognize outstanding service to the NLTA in the field of professional development by teachers involved in special interest councils. A maximum of one award may be presented each year, and this award is open to any active member of the Association.

Centennial Fund Programs

The Centennial Fund, created in 1990 to mark the 100th anniversary of the Newfoundland and Labrador Teachers' Association, provides educational opportunities to teachers to enhance knowledge about teaching and learning.

To be eligible, an individual must be an active member of the NLTA as described in Section 1.A.7 of NLTA Policy.

Centennial Study Awards

At least two awards, valued at \$2,500 each, are presented annually to teachers to support their continuing professional development through full-time university study.

Centennial Project Awards

The Association funds ongoing educational projects submitted by qualifying teachers, as long as they meet the purposes of the Centennial Fund. Projects submitted for funding should have a demonstrable benefit to teachers, students and/or the learning environment.

International Conference Presenter

A total of \$5,000 can be provided from the Centennial Trust Fund each year for the explicit purpose of funding presenters to international educational conferences. The maximum amount to be approved for presenters at any one conference will be \$1,250.

Educational Research Program

The Association makes available a maximum of \$10,000 annually to support educational research projects initiated and/or approved by the NLTA. Preference is given to funding projects that are classroom-based and to funding projects submitted by practising classroom teachers, school administrators, district program implementation specialists, students and/or faculty in the Faculty of Education at Memorial University of Newfoundland and other recognized educational agencies. Research funded under this program cannot be used for university credit.

International Programs

The Association makes available a maximum of \$12,000 annually to support international projects initiated and/or approved by the NLTA Executive. Funding will be provided for two specific components – to support teacher organizational development in a developing country through Project Overseas and to support the work of an organization working with children in a developing country.

Ella Manuel Award

The Ella Manuel Award is available to assist young women from Newfoundland and Labrador to further their education in environmental and social issues. Valued at \$2,000, the award is in memory of Ella Manuel, Newfoundland writer, broadcaster, feminist, and peace activist. Further information can be obtained by contacting the Professional Development Division.

Johnson Inc. Bursaries

A sum of \$2,000 will be made available to the NLTA to be awarded annually to teachers in full-time attendance at university. The value of the awards will depend on the number of awards granted annually by the Professional Issues Committee (e.g., two at \$1,000, four at \$500). Further information can be obtained by contacting the Professional Development Division.

NLTA Medal

In consultation with Memorial University, the Association makes an annual award to an Education student who, during his/her academic career, has

made an outstanding contribution to the Faculty of Education and to the university. The recipient must be a graduating student and have a consistently good academic record in the professional courses required for the degree.

NLTA Scholarship to MUN Faculty of Education Student

This scholarship, made possible through a donation to the MUN Anniversary Fund, is awarded annually on the basis of academic excellence and character to a senior student enrolled in the Faculty of Education. The award is made by the MUN Senate Committee on Scholarships acting on the recommendation of the Dean of Education.

Patricia Cowan Award for Support and Promotion of Education

The Patricia Cowan Award was established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding support and promotion of education. This support was either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning.

Professional Development Fund

The Professional Development Fund provides grants for teachers to participate in professional development activities outside our province. It also provides for teachers in Labrador to access professional development on the island of Newfoundland and vice versa. Teachers can access this fund once every five years. Further information can be obtained by contacting the Professional Development Division or by visiting the online forms of the NLTA website, www.nlta.nl.ca.

Scholarships

The NLTA awards six scholarships to dependents of active, retired, disabled or deceased members, subject to the following conditions:

- a. The award is made upon completion of secondary school and through application to the Newfoundland and Labrador Teachers' Association;
- b. The amount of each scholarship is \$1,000;
- c. The award is based on the criteria used by the Department of Education for the selection of provincial scholarship recipients.

Special Recognition Award

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

NLTA Staff Directory and Responsibilities

Administration

Lily B. Cole

President, ext. 223

lcole@nlta.nl.ca

The President represents the Association and teachers of the province in all matters related to NLTA policy and NLTA business.

Edward Hancock

Executive Director, ext. 224

ehancock@nlta.nl.ca

Chief Administrative Officer for the Association, responsible for coordination of all NLTA programs and services and oversees all operations of the NLTA office.

Mary Ann Grimes

Executive Assistant, Administration, ext. 225

magrimes@nlta.nl.ca

Assists Executive Director in all activities relating to the position, is human resources manager, network administrator, and coordinates activities relating to BGM, seminars and province-wide elections.

Geralyn Costello

Executive Assistant, Governance, ext. 222, gcostello@nlta.nl.ca

Assistant to the President and Provincial Executive Council. Responsible for branch operations and coordinates activities relating to BGM, seminars and province-wide elections.

Finance

Jim Fox,

Treasurer, ext. 235

jfox@nlta.nl.ca

Responsible for all financial matters relating to the Association.

Rita Tee

Accountant, ext. 236

rtee@nlta.nl.ca

In consultation with the Treasurer, maintains all accounts of the Association.

Avalon Tuck

Coordinator of Building Operations, ext. 262, atuck@nlta.nl.ca

Responsible for maintenance and upkeep of NLTA property.

Benefits and Economic Services

Don Ash

Assistant Executive Director, ext. 231

dash@nlta.nl.ca

Coordinates the Benefits and Economic Services Division, is responsible for daily administration of the teacher collective agreements and is the Association's Chief Negotiator.

Steve Brooks

Administrative Officer, ext. 230

sbrooks@nlta.nl.ca

Responsible for daily administration of teacher collective agreements and for matters relating to EI, Certification, professional relations and substitute teachers.

Perry Downey

Administrative Officer, ext. 226

pdowney@nlta.nl.ca

Responsible for daily administration of the teacher collective agreements and such benefit areas as the group insurance plan, pensions and pre-retirement seminars.

Stefanie Tuff

Administrative Officer, ext. 232
stuff@nlta.nl.ca

Responsible for daily administration of the teacher collective agreements and for matters relating to preparations for collective bargaining, Workers' Compensation, occupational health and safety, the Labrador Benefits Agreement and teacher payroll issues, and is the chief negotiator for the Labrador West Agreement.

Colleen Wade

Senior Assistant, ext. 234
cwade@nlta.nl.ca

Provides assistance for the division and to negotiating teams and is the senior support person in the division.

Paula Coleman

Clerk-Typist, ext. 259
pcoleman@nlta.nl.ca

Provides assistance for the division including responsibility for maintenance of EAP database.

Melanie Jaster

Assistant, ext. 233
mjaster@nlta.nl.ca

Provides assistance for the division including responsibility for Group Insurance and pre-retirement seminars.

Joann Russell

Assistant, ext. 240
jrussell@nlta.nl.ca

Provides assistance for the division including responsibility for research and BES database maintenance.

Employee Assistance Program

Judy Beranger

Coordinator, ext. 265
jmberanger@nlta.nl.ca

Claudette Coombs

Coordinator, ext. 242
ccoombs@nlta.nl.ca

Coordinate support services for teachers experiencing personal/work-related problems and provide workshops on employee assistance issues, including health and wellness promotion.

Professional Development

Beverley Park

Senior Administrative Officer,
ext. 244

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Coordinates professional development programs of the Association and designs, develops and delivers PD sessions to meet the needs of teachers.

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Responsible for special interest councils and designs, develops and delivers PD sessions to meet the needs of teachers.

Susan Cardoulis

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Assists in preparation of seminar materials and is contact person for information on NLTA awards, scholarships, PD funds, CONTACT, School Rep seminars and special interest councils.

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Manages the Virtual Teacher Centre as a vehicle for online professional development and designs, develops, and delivers PD sessions to meet the needs of teachers.

Brian Pittman

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Responsible for creation, implementation, management, and maintenance of the Virtual Teacher Centre web sites.

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Responsible for NLTA's internal/external communications, public relations and advertising programs.

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Fax: (709) 896-9638
www.lsb.ca

- **Labrador West Regional Office**

669 Tamarack Drive
Labrador City, NL A2V 2V2
Tel: (709) 944-7628
Fax: (709) 944-3480

District #2 - Western School District

PO Box 368
10 Wellington Street
Corner Brook, NL A2H 6G9
Tel: (709) 637-4000
Fax: (709) 634-1828
www.wnlsd.ca

- **Stephenville Regional Office**

PO Box 5600
76 West Street
Stephenville NL A2N 3P5
Tel: (709) 643-9525
Fax: (709) 643-9235

- **Lower Cove Regional Office**

PO Box 82
Route 430
Lower Cove NL A0K 2V0
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Fax: (709) 475-2809

District #3 - Nova Central School District

203 Elizabeth Drive
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Fax: (709) 651-3044
www.ncsd.ca

- **Regional Education Office**

PO Box 70
Grand Falls-Windsor NL A2A 2J3
Tel: (709) 489-2168
Fax: (709) 489-6585

District #4 - Eastern School District

Suite 601, Atlantic Place
215 Water Street
St. John's, NL A1C 6C9
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Fax: (709) 758-2706
www.esdnl.ca

- **Western Regional Office**

PO Box 500
Bay Roberts NL A0A 1G0
Tel: (709) 786-7182
Fax: (709) 786-7040

- **Burin Regional Office**

PO Box 4000
Marystown NL A0E 2M0
Tel: (709) 891-6100
Fax: (709) 891-6106

- **Vista Regional Office**

356 Memorial Drive
Clarenville NL A5A 1P4
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District #5 - Conseil scolaire francophone provincial de Terre-Neuve-et-Labrador

65, chemin Ridge, Suite 212
Saint-Jean, (Terre-Neuve-et-Labrador) A1B 4P5
Sans frais : 1-888-794-6324
Téléphone : (709) 722-6324
Télécopieur : (709) 722-6325
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Learning Resources. . . (709) 729-4259
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. teachercertification@gov.nl.ca
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. 1-888-737-1689

How Do I Get Involved

There are various ways to get involved with your Association. The NLTA encourages every member to participate and become active with the work performed on behalf of teachers. There are various levels and ways to get involved:

- as a **SCHOOL REPRESENTATIVE;**
- as a member of one of the **EXECUTIVE COMMITTEES;**
- as a member of one or more of the **SPECIAL INTEREST COUNCILS;**
- as one of our **BRANCH PRESIDENTS** or as a member of a **BRANCH EXECUTIVE;**
- by attending **BRANCH MEETINGS** and becoming an active member at the Branch level;
- as one of the **12 PROVINCIAL EXECUTIVE MEMBERS;**
- as a **DELEGATE TO THE BIENNIAL CONVENTION.**



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