



Biennial Report

May 2015 – April 2017

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President's Report

James Dinn

In my president's report to the 2013-15 Biennial Report I spoke of how change defined the two years I had been in office up to that point. Amalgamation, the signing of a new collective agreement, the negotiation of a new pension agreement all posed significant challenges to our Association. We also faced a significant threat from the Harper government's attack on unions through Bill 377.

Well, it's safe to say our situation hasn't become any less uncertain. However, we are in a stronger position to deal with the challenges and uncertainty due in large part to our efforts in raising the profile of the teaching profession and of our Association and in meeting the challenges facing our schools head on. Through our media presence, our advocacy, and partnerships we have helped establish education as a priority in the minds of the public.

Media Initiatives

Our first and most significant initiative was the *Teachers Change Lives Every Day* campaign which celebrated the important role that teachers play in the lives of their students. Delegates to BGM 2015 approved funding and chose to embark upon what would become a powerful and moving public awareness strategy.

Response to the stories was overwhelmingly positive by teachers and the public alike. If anything, *Teachers Change Lives* clearly demonstrated a truth that teachers often have difficulty believing. We have tremendous public support and respect.

During BGM 2017, delegates were asked to consider the next phase for *Teachers Change Lives*. It will take us through the next two years and require a significant financial investment, but is necessary if public education is to remain a priority in the public mind.

In the wake of Budget 2016, your Association was forced to take a stronger and decidedly more critical approach towards the NL Government's austerity budget. In media interview after media interview we made it clear that our teachers and their students would suffer.

CBC's ground-breaking series, *Inside the Classroom*, further highlighted the realities of the classroom. Thirty teachers from across the province told their stories of the challenges they face in meeting the needs of the students in their care. Their stories crystallized the very issues we had addressed in media interviews and have brought to the attention of government.

I'll be the first to admit that it's not always easy to measure the impact of such a series. However, when the Minister of Education was forced to admit that inclusive education is under resourced, and the Premier stated there will be no further cuts to the teacher allocation formula, it's safe to say the message was finally starting to get through.

Advocacy

Advocacy is an integral part of our mission as an Association if we hope to effect positive change in our education system. At the same time *Teachers Change Lives* was being rolled out, we undertook two major initiatives designed to bring focus to education.

The provincial election was on everybody's mind in the fall of 2015, and we wanted to make sure education issues were on the agenda of the three major parties. We organized a political forum for the leaders of the three political parties at Holy Heart Theatre to hear their positions on our public education system and what they planned to do to support it. The leaders were given an opportunity to give their statements and to answer questions submitted by teachers and our partner organizations. Over 600 teachers attended the forum and many more tuned in through live streaming. It sent a clear message about the challenges our teachers face and the need to resource our schools properly.

As the 2015 school year began, we also launched the Panel on the Status of Public Education in partnership with the Federation of School Councils and the MUN Faculty of Education. Throughout October 2015 members of the Panel travelled to 12 communities throughout the province, and heard some 60+ submissions from members of the public, parents, community organizations and agencies. The panel received another 400 online submissions, including submissions from teachers.

Dr. Bruce Sheppard and Dr. Kirk Anderson wrote their report based on the submissions to the panel. The final report, entitled *Better Together*, was released in June 2016 at a press conference in St. John's. The authors made 32 recommendations on everything from inclusive education, wellness, governance, to teacher professional development.

It was natural, therefore, that when members of the Premier's Task Force on Improving Educational Outcomes invited organizations to make presentations, we did so. Our presentation reflected the findings of *Better Together*, the recommendations of our pre-budget submission, and attempted to capture the opinion of teachers on such matters as inclusive education, school violence, class composition, and the need for human resources.

We strongly encouraged teachers to avail of the opportunity to make their own submissions. If we hoped to shape government's educational action plan for 2018 and onward, our collective voices would be needed to inform the report on which that action plan was to be based.

Following our Panel

As part of our response to Budget 2016, we also organized a series of town halls in November just for teachers. From my school visits in September and October, the effects of the government's austerity budget were becoming all too clear. Teachers were tired. I heard the same comment from many of them, "It's only October, and we're already April tired." The town halls were not only meant as a forum for teachers to vent, they were also designed to provide us with specific examples of the impact of Budget 2016 on our schools.

Not all advocacy involved task forces, panels, and political forums. In the weeks following the provincial budget we participated in several rallies throughout the province opposing the budget, including one of the largest on Saturday, May 7, 2016. Over 500 teachers joined other groups and members of the general public in an impressive display of solidarity against austerity measures that threatened to harm the most vulnerable of our province.

When called upon, teachers also used their writing skills to exert political influence. Teachers emailed cabinet ministers and their MHAs about the disastrous effects Budget 2016 would have on their students. When Minister Kirby failed to address the concerns raised around “scrounging” and instead chose to undermine the integrity of the NLTA, teachers again overwhelmingly voiced their displeasure and called upon Premier Ball to replace Minister Kirby.

Again, it is tempting to question the effectiveness of such actions. After all, the Budget passed, and Minister Kirby retained his portfolio. However, amendments were made to the budget, the mandate of the Premier’s Task Force was broadened, and Minister Kirby was compelled to meet with us at the end of November to discuss teacher concerns. Even more significant, parent groups contacted us for advice, and in several cases, school councils invited me to attend their meetings. This was a first and is indicative of the trust conferred upon our Association.

At the end of July, we attended the news conference in Deer Lake for the release of *Now is the Time* – the report of the Premier’s Task Force on Improving Educational Outcomes. The report reaffirmed what many teachers already knew and have stated clearly on numerous occasions – inclusive education is not working the way it should. While, the report recommends more effective teacher training and education as solutions, it fails to recognize the need for more human resources within the system. While it recognizes the fact that school counsellors have taken on duties which detract from their primary responsibilities, it fails to address the ratio of school counsellors to the students they are tasked to help. The proposed recommendations are steps in the right direction, but addressing the issues facing our education system cannot be done without placing the necessary human resources in our schools.

Overall, there is reason to be positive. The report opens the door to consultation with groups such as the NLTA. Since the report will form the basis of government’s education action plan, your Association, as a key stakeholder, will seek to have input in shaping that plan. In the end, just how positive this report is for teachers and students remains to be seen. However, it will require our collective voice to ensure that any action plan addresses the resourcing needs of our schools.

Sunshine List

In the one non-education issue we faced, we were able to claim success on behalf of teachers. You may remember the ATIPPA request by *The Telegram* that sought to create a “sunshine list” of teachers earning above \$100,000 a year. The NLTA never denied the public’s right to know how much of their taxes went to salaries, but we strongly objected to the release of personal information that would identify individual teachers. We launched a successful court challenge. While government subsequently passed public disclosure legislation, the content and language of the legislation was influenced by our legal challenge.

Last spring we encouraged and assisted teachers in appealing and having their names and salaries publicized. While not all appeals were successful, we were able to protect the identity of

a number of teachers and send a clear message that such legislation amounts to an invasion of privacy. As we saw with the accidental release of salary information, names, badge numbers and employee IDs of RNC officers in June, this legislation has the potential of causing significant harm to citizens who work in the public service. Where we go from here remains to be seen, but we will be reviewing what has happened so far and act accordingly.

Partnerships

Partners are essential to any organization in achieving its objectives, and there is strength in solidarity. The NLTA continued to be a member of the Common Front NL in its fight for a more just and equitable budget. We met regularly with our sister unions to update each other and discuss common concerns. Our membership in the Canadian Teachers’ Federation grants us membership in Education International. Not only do we gain the national and international perspective such membership brings, but we are able to keep abreast of national and global trends which impact education.

In May 2016, I hosted the annual National Presidents Meeting in St. John’s. We used the opportunity to issue a joint press release denouncing austerity budgets which strip resources from our public education system and called on the Newfoundland and Labrador government to invest in education. This past May, National Presidents met in Vancouver. Resourcing of inclusive education, violence against teachers in the classroom, results of the Canadian Trans Youth Health survey, and teacher stress were some of the issues which dominated the discussion.

At the 2017 Canadian Forum on Public Education hosted by the Canadian Teachers’ Federation in Ottawa in June, delegates were provided an overview of and the opportunity to discuss the disturbing and growing trend of privatization in public education in Canada and around the world.

School Visits

I continued to visit schools throughout our province and always sought the opportunity to speak with teachers and listen to what they had to say. It was one of the most enjoyable aspects of being NLTA president.

Where To From Here

When I first became your president, I committed to being your voice and did my best to live up to that commitment. However, I was still only one voice. In my school visits, in my *Up Front* articles, and in the messages I sent out, I delivered one key message: if we hope to make change we will have to use our individual and collective voices to do so. Remaining silent or being afraid to speak is no longer an option.

President Dean Ingram and the new Provincial Executive will need your voice if your Association is to continue as a strong advocate for public education. We have made significant strides in the last two years raising the profile of the NLTA and public education. We are now tasked with the challenge of maintaining that profile and continue our advocacy for the resources we need to do our jobs. And, if there’s anything I’ve learned over the past four years, we’re up to the challenge.

Executive Director's Message

Steve Brooks

When I took over the position of Executive Director in September 2016, I did so with a great deal of anticipation and excitement. What an interesting year it has been!

I would like to begin by first acknowledging the August 31, 2016 retirement of Don Ash, who retired as Executive Director of the NLTA after a distinguished 34-year career which included his work as a classroom teacher, school administrator, NLTA Administrative Officer, NLTA Assistant Executive Director and Executive Director. Don's background and experience served the Association and the teachers of this province well. His work on pension reform will be a lasting legacy of his service to the teachers of the province.

The NLTA has a governance structure that supports the membership, Provincial Executive and the President in determining NLTA policies and by-laws. In supporting the policies and by-laws of the organization and the programs and services provided by the NLTA, there is an operational structure. We have continued the organizational structure transition that began in 2015. The aim of this restructuring was to develop more collaborative work flows and to better utilize staff in meeting the mission of the Association. While the old operational framework involved four divisions: Benefits and Economic Services, Professional Development, Communications, and Finance and Administration – reporting to the Executive Director, the new framework reflects a more modern approach to our operations with an emphasis on teamwork and collaboration.

The 2015-17 term was a turbulent time for teachers. In October 2015, we saw the election of a new Liberal government, followed shortly after by an announcement that the province faces an unprecedented budget deficit of \$1.8 billion, raising concerns that the education system would once again face cuts to funding and resourcing. During the 2016 Provincial Budget, class sizes from Grade 4 to Level III were increased to offset the introduction of full-day kindergarten. An education system that was already overtaxed as a result of previous class size increases, decreases in administrative allocations and a substantive under resourcing of the Inclusive Education Initiative, was placed under further stress.

The Association undertook a number of initiatives aimed at raising the profile of teachers and to create greater awareness of the need to invest in public education. Some of the major projects include, but are not limited to the following, and are provided in more detail throughout this report:

Teachers Change Lives Every Day Campaign

This public awareness campaign has been extremely successful in communicating the positive life-long impact teachers have on students. The reaction to this campaign has been unprecedented with hundreds of people sharing their stories of how teachers have helped them reach their potential.

Panel on the Status of Public Education in NL

In Fall 2015, the NLTA partnered with the Newfoundland and Labrador Federation of School Councils and Memorial

University's Faculty of Education to conduct province-wide hearings regarding the status of public education in Newfoundland and Labrador. The Panel received hundreds of online submissions and heard presentations from parents, community groups, academics and teachers. Dr. Kirk Anderson and Dr. Bruce Sheppard reviewed the submissions and co-authored the final report titled, *Better Together: Report on the Panel on the Status of Public Education in Newfoundland and Labrador*, which was released in June 2016.

Leaders Debate/Forum on Education

During the 2015 provincial election, the NLTA hosted, at Holy Heart Theatre, a leader's debate attended by Paul Davis (PC), Dwight Ball (Lib) and Earle McCurdy (NDP). The event was hosted by Canadian Teachers' Federation President Heather Smith. Over 600 teachers attended, making this the highest attended debate of the election.

Inclusive Education Initiative

The NLTA negotiated, in the last round of bargaining, a joint NLTA/EECD committee with a mandate to review and provide recommendations on resourcing the Inclusive Education Initiative. The committee met for 17 days up until March 2016, and during that time NLTA representatives provided information and arguments as to why more resources were needed to address the problems of inclusive education. Unfortunately, due to actions taken by government, the committee did not complete its report. The NLTA filed appropriate grievances and the matter is now before arbitration.

Premier's Task Force on Improving Educational Outcomes

The Premier's Task Force on Improving Educational Outcomes conducted hearings and received submissions and provided a report in July 2017. The NLTA lobbied government to broaden the mandate of the Task Force and government made public announcements that the Task Force did in fact have a broad mandate. The NLTA prepared a comprehensive presentation and report with supporting documents based upon the four themes: Inclusive Education; Professional Learning; Leadership; and Learning/Classroom Environment. The Association has also encouraged all teachers and educational stakeholders to participate in the Task Force surveys. The Task Force released its 82 recommendations in July. Issues that the NLTA has been repeatedly trying to address, such as inclusive education and student mental health, were identified by this Task Force as needing major rethinking. The NLTA continues to press for involvement in the implementation of the report.

CBC's "Inside the Classroom" Series

The NLTA cooperated with CBC *Here and Now* in the production of the *Inside the Classroom* series. While the CBC retained all editorial and production rights, the Association did assist in providing participating teachers' travel, accommodations and pre-production advice. The three-part series was extremely successful in raising public attention on many issues, especially the impacts of an improperly funded inclusive education system.

NLTA Town Hall Meetings

During the fall of 2016, the NLTA sponsored teacher town hall sessions across the province providing teachers the opportunity to share their experiences and concerns regarding the public education system.

Collective Bargaining

Government formally notified the Association of its desire to begin negotiating a new Provincial and Labrador West Collective Agreement in June of 2016. The Association, through the work of the Collective Bargaining Committee, canvassed teachers' priorities and developed a comprehensive set of opening proposals to present to government. As per NLTA policy, a negotiating team was chosen from 150 applicants to work with Dean Ingram, Vice-President, who was the chair of the negotiating team and Stefanie Tuff, Assistant Executive Director, who is the NLTA's Chief Negotiator. Training of the teacher members of the team was conducted from February 7-10, with sessions led by the Executive Director, Assistant Executive Director, Communications Officer, Deputy General Secretary of the Canadian Teachers' Federation and NLTA legal counsel. Both the Assistant Executive Director and the staff consultant to the negotiating team have completed the Queen's University Negotiating Skills certificate program. A detailed update can be found under the Programs and Services section. As of August 1, Vice-President Trent Langdon has assumed the chair of the negotiating team.

Pensions

Those who attended BGM 2015 will recall that it was actually during Convention that a historic pension agreement was negotiated with government which provided for the NLTA to become joint sponsor of the plan and for government to provide \$1.8 billion in extra funding over and above required government contributions. Teachers voted overwhelmingly to accept the new agreement. In the past two years, the *Act to Amend the Teachers' Pension Act* was proclaimed, the Joint Sponsorship Agreement was signed, a Teachers' Pension Plan Sponsor Body was established with equal representation from government and the NLTA, the *Act to Amend the Pensions Funding Act* and the *Teachers' Pension Act* was passed and the Teachers' Pension Plan Corporation (TPPC) Board of Directors has been established. Currently, the TPPC has a service level agreement with government which has allowed for a seamless transition from a teacher's perspective.

The \$1.862 billion has been provided by government to the TPPC and is now an asset of our pension plan. A funding policy has been established under the Pension Reform Agreement and the Joint Sponsorship Agreement which prescribes a path to full funding by 2042. As of December 31, 2016, the Net Assets available for Benefits were \$5,025 million compared to \$2,992 million in 2015, and the Plan funded ratio was 98.2%. The Plan funded ratio is the ratio of Plan assets to Plan liabilities. The funded ratio increase from 67% in 2015 is due to the promissory note of 1.862 billion received from the Province on August 29, 2016 and positive investment returns above the discount rate. The *Teachers' Pension Plan Corporation – 2016 Annual Report* is available on the NLTA website.

School Representatives

School representatives continue to play an important role within our organization. They provide information to teachers, provide NLTA contact information and assist teachers in contacting the Association. In addition, they conduct votes at the school level for the offices of President and Vice-President and for collective agreement ratification. The role of school representatives is to be an NLTA representative in each school, not to represent teachers with the employer. Teachers requiring specialized representation should contact the NLTA office. The NLTA has a long tradition of supporting our school representatives through our School Rep Seminars. The seminars are conducted in three-year cycles and include information on the NLTA, how to access website information, common collective agreement and code of ethics and communications issues. In 2015-16, seminars were held in Clarenville, Deer Lake and Plum Point. In 2016-17, the seminars were held in Grand-Falls-Windsor, St. John's and Corner Brook.

As one can see, it has indeed been a very busy two years as the many projects listed above are in addition to the wide variety of programs and services provided to teachers from professional development, pre-retirement and financial planning seminars to EAP counselling, grievance representation, and lobbying efforts aimed at meeting the needs and interests of teachers.

I would like to take this opportunity to also welcome a number of new NLTA staff members. Ian Crewe was hired as an Administrative Officer in Program and Services in September 2016 as a result of backfilling the various positions created in filling Don Ash's position. Scott Jackson was hired as our Systems Analyst after the retirement of Linda Babstock and Jeanine Warford was hired as an Administrative Assistant to Programs and Services as a result of the retirement of Colleen Wade. Jason Brenton was hired as our File Management Clerk following the retirement of Louise King and was recently appointed as IT Administrator following the resignation of Laura Silva. Darrin Pike and John Veitch have joined our Programs and Services team as Administrative Officers as a result of the retirements of Perry Downey and Beverley Park. Joann Russell has been appointed as Executive Assistant, Governance, following the retirement of Geralyn Costello. Joann's former position as Administrative Assistant, Programs and Services, has been filled by Lesley Ball. As the NLTA mission statement says, the staff of the NLTA are dedicated to serving the best interests and well-being of teachers through support, advocacy, educational leadership and the development and delivery of outstanding programs and services. The 2017-18 school year will continue to present challenges as we work to negotiate a fair collective agreement for our members and address the growing working conditions concerns. I am looking forward to working with our new president, Dean Ingram, and new members of Provincial Executive – Chesley West, Kelly Loch and Joe Santos.

As the NLTA's Executive Director, I am committed to serving the best interests of teachers and ensuring that we continue to provide advice, support and outstanding service to all our members and the NLTA in that capacity.

Organizational Governance and Administration

Provincial Executive Council

The Provincial Executive Council meets 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 2015-17 members of the Provincial Executive Council were: James Dinn, President; Dean Ingram, Vice-President, Clarendville; Maureen Doyle-Gillingham, Old Perlican; Derek Drover, Gaultois; Bill Chaisson, Corner Brook; Craig Hicks, Carmanville; Trent Langdon, Mount Pearl; Donna Reddick, Conception Bay South; Sherri Rose, Deer Lake; Gabriel Ryan, Holyrood; Colin Short, Port aux Basques; and Jeanne Williams, Goulds.

The decisions and recommendations from Executive and ad hoc 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. The Past-President may remain a member of Executive, and one of the Executive members on Table Officers, for the first year following his/her term as President. The members of Table Officers for 2015-17 were: President James Dinn; Vice-President Dean Ingram; and Executive members Derek Drover and Jeanne Williams elected by the Provincial Executive. The Executive Director serves as staff consultant to the Table Officers committee, and the Assistant Executive Director also attends Table Officers' meetings.

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 the hiring of administrative staff.

Some of the activities of Table Officers for 2015-17 were as follows:

- Recommended names for appointment to the Electoral Committee;
- Considered applications, conducted interviews and brought recommendations to Executive regarding the filling of the position of Executive Director and Assistant Executive Director;
- Made recommendations to Executive regarding the granting of Honorary Membership at BGM 2017, the theme for BGM 2017, and resolutions to BGM 2017 falling within Table Officers' mandate;
- Monitored progress and activity concerning the Association priorities for 2015-17;

- Received and responded to correspondence from CTF relative to CTF policies and activities;
- Examined resolutions from BGM 2015 falling within Table Officers' mandate and pursued action on same;
- Reviewed proposals for amendments to the NLTA By-Laws and made recommendations to Executive;
- Established the Executive Meeting Schedules for 2015-16 and 2016-17 and the Joint Council Meeting Schedules for 2016-17 and 2017-18;
- Received and responded to requests from groups and organizations for NLTA involvement and/or assistance;
- Previewed agendas for all meetings of Executive and Joint Council, and approved the agenda for BGM 2017;
- Brought recommendations to Executive for new policies, and/or revisions to policies, that fall within Table Officers' mandate;
- Brought recommendations to Executive re the actioning of advisory motions from Joint Council meetings.

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 meetings during 2015-16 – the first in October 2015 and the second in March 2016. Two meetings were held for the 2016-17 school year – one in October 2016 and another in February 2017. At these meetings, members made decisions and brought recommendations to provide advice to the Provincial Executive on many issues of importance to teachers. Agenda topics included Association priorities, contract negotiations, NLTA budgets, professional development for teachers, group insurance, pension funding updates, and changes to NLTA policies. In addition, the Joint Council meetings provided a forum for discussions of many issues of direct concern to teachers.

A special Joint Council meeting was held at the conclusion of BGM 2017 to review the government's collective bargaining opening proposals.

Executive Committees

The Provincial Executive operates through a series of standing and ad hoc committees. Teachers from across the province serve as members of these committees, with each committee usually centralized in one particular area of the province. These committees are responsible to the Provincial Executive Council unless there is specific direction to the contrary from the Biennial Convention. The work of the committees is reported upon throughout this report. The Executive committees are: Communications/Political Action; Curriculum; Equity Issues in Education; Finance and Property; Group Insurance; Membership Benefits and Services; Membership Engagement; Pooled Investment; Professional Issues; and Substitute Teachers. Other ad hoc committees are set up as needed to deal with specific issues.

Communications/Political Action Committee

For 2015-17 the Communications/Political Action Committee was located in St. John's and chaired by Executive member Sherri Rose. The committee oversaw the review of the NLTA website, the review of all the NLTA brochures, pamphlets and publications, *The Bulletin* and any other communications issues as required such as media campaigns or strategies. The Committee oversaw the coordination of Education Week for 2016 and 2017. The NLTA Communications Officer serves as staff consultant.

Curriculum Committee

The Curriculum Committee for 2015-17 was located in the Carbonear area of the province. The Committee was chaired by NLTA Executive member Maureen Doyle-Gillingham, and a staff member in Programs and Services was staff consultant for the committee. The Committee advised Executive Council on all matters related to curriculum. During its tenure, the Committee was actively engaged with several important curriculum issues. These include: NLESD Assessment/Evaluation Policy; Language Arts Assessment – Grades 1 and 2; Mathematics Curriculum K-12; NLTA Policy Review; Resolutions for BGM 2017; Report Cards K-6; ELA – High School; Department/District PL Workshops; Special Services Implementation Model.

Equity Issues in Education Committee

For 2015-17, the Equity Issues in Education Committee was chaired by Executive member Donna Reddick, with members from the Conception Bay/Carbonear/St. John's region. The Committee met three times in 2015-16 and held four meetings in the 2016-17 school year. Some of the highlights of the committee's work over this period were:

- Sponsoring of a "social justice" poster contest for Grade 8 students in conjunction with Education Week 2016
- Advising the Association on issues for discussion at the NLESD and with senior officials of the Department of Education and Early Childhood Development
- Providing input into the Collective Bargaining Committee
- Reviewing the committee mandate
- Considering feedback from teachers (other committee members) re: issues of inclusion
- Reviewing materials for re-publication and designing an awareness campaign around inclusion
- Gathering input from male high school students re: their perspectives on teaching as a career.

The final initiative was to collect information to help the committee, or future committees, strategize on how to deal with the under-representation of males in the teaching profession.

Finance and Property Committee

The Finance and Property Committee meets four times a year or as required by the Provincial Executive Council. The committee is comprised of four members from the Provincial Executive Council and controls and monitors all spending and maintains all property of the Association.

Activities for 2015-17 included monitoring the investments of the Association, making recommendations on financial issues and preparing budgets. A major activity for the committee was the prep-

aration of the Association's budgets for 2017-18 and 2018-19. The committee was chaired by Craig Hicks and the NLTA Manager of Corporate Services is staff consultant to the committee.

Group Insurance Committee

The major areas of work of the Group Insurance Committee can be found in the Group Insurance section under Programs and Services, later in this report. The committee was chaired by Bill Chaisson from Corner Brook and consists of: a seven-person board of Managers from around the province who have been appointed by Provincial Executive; representatives from Johnson Inc. as plan administrator, claims administrator, and consultant; a staff member of the NLTA who performs the administrative duties assigned by the Managers and acts in an advisory capacity to the committee; and the NLTA Manager of Corporate Services who performs the financial duties assigned by Group Insurance Managers.

Membership Benefits and Services Committee

The Membership Benefits and Services Committee was based in Blaketown for 2015-17, with Executive member Gabriel Ryan as Chair. This committee is responsible for overseeing and making recommendations on issues related to branch operations and benefits and economic services. The committee made recommendations to Executive regarding candidates for the 2016 Special Recognition and Bancroft Awards and the 2017 Special Recognition, Bancroft and Allan Bishop Awards. Over the course of its two-year mandate, the committee reviewed and made recommendations for revisions to a number of NLTA policies, and dealt with the actioning of a number of resolutions that came from the 2015 BGM. A meeting in February 2017 considered resolutions from branches to BGM 2017. Issues on the committee agenda for this term included administrators and their role as site supervisors and NLTA members, violence against teachers, promotion of the EAP program, school design, reimbursement of branches for retirement banquets, and branch rebates.

Staff in both Programs and Services and Corporate Services support the committee in its work.

Membership Engagement Committee

The Membership Engagement Committee was established to develop a means of obtaining input and suggestions regarding membership engagement, to coordinate the gathering of this input, and to develop a multi-year plan of action based on that input.

A plan of action was developed based on the results of the membership survey and the plan was implemented with four goals:

1. Engage substitute teachers, new teachers and other special interest groups as the need is identified;
2. Identify ways to inform members of the programs and services of the NLTA, specifically professional development opportunities;
3. Enhance, with the intention to improve, our communications with branches and special interest councils;
4. Getting/keeping teachers in the fold.

The committee was based in St. John's and was chaired by Executive member Trent Langdon.

Pooled Investment Committee

The Pooled Investment Committee for 2015-17 was located in St. John's and chaired by Executive member Bill Chaisson. The committee monitors the investment performance of the fund manager using an investment scorecard which compares our investment returns with the appropriate benchmark and the fund manager's performance in comparison to other fund managers in Canada. Members of the Pooled Investment Committee meet several times a year to receive professional development, review policy, receive formal updates, and make recommendations to Provincial Executive and Group Insurance Managers, as appropriate.

Professional Issues Committee

For 2016-17, the Professional Issues Committee was chaired by Executive member Colin Short, with members from the Codroy Valley/Port aux Basques region. As per its mandate, the committee adjudicated a number of Association awards including the Centennial Awards, the Barnes Award and the Johnson Bursary. It also made recommendations to Executive on the Association's delegations to CONTACT and DSS and selected our Project Overseas participant for 2016 and 2017.

In addition to this work, the committee reviewed and advised on resolutions from BGM 2015 and made recommendations on positions to be taken on resolutions to BGM 2017. It also made recommendations to Executive on professional issues and had input into the Association's position when submissions are being made to government and/or the school districts.

As part of a broader initiative, the committee reviewed and revised its mandate to align it with practice.

Substitute Teacher Committee

The Substitute Teacher Committee was based in Gander for 2015-17, with Executive member Craig Hicks as chairperson. This committee, first established as an ad hoc committee in 2014, continued to consider issues of importance to substitute and replacement teachers, including their professional development needs, contractual employment issues and concerns, and the scope of services that substitute teachers can avail of from the NLTA. The committee's terms of reference also contemplate that the committee will review the benefits and services that are provided to substitute teachers in other Canadian jurisdictions, in specified areas to be determined by the committee. As well, the committee did make a number of recommendations to Executive over this current term. There were two meetings of this committee in 2015 and two more meetings in 2016-17. One area the committee is continuing to seek information on is the topic of an automatic (computer generated) system of calling in substitutes being considered by NLESD and the potential impacts, both positive and negative, this could have on substitute teachers.

Staff in both Programs and Services and Corporate Services support the committee in its work.

Administration

The President and the Executive Director represent the Association on various boards and liaison groups – regionally with the Council of Atlantic Provinces and Territory

Teachers' Organizations (CAPTTO), 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 School System Administrators (NLASSA), the Faculty of Education at Memorial University, the Newfoundland and Labrador Federation of School Councils and the other public sector unions. Governance and Administration is also responsible for the overall functioning of the Biennial General Meeting (Convention), the Provincial Executive Council and Joint Council. The Executive Director oversees all operations of the NLTA office and administers staff collective agreements on behalf of Executive.

Highlights of the President's and Executive Director's Offices since BGM 2015 are as follows:

- The President continued a series of visitations to schools and branches throughout the province.
- Continued ongoing liaisons with other educational agencies, including the Department of Education, NLSBA, the Faculty of Education, NLASSA, the Federation of School Councils, and the Retired Teachers' Association.
- Attended meetings of the Executive of the Council of Atlantic Provinces and Territory Teachers' Organizations (CAPTTO) in 2015-16 and 2016-17, and the CAPTTO AGM in May 2016.
- The President and Executive Director attended all meetings of the Canadian Teachers' Federation Board of Directors and the CTF AGM in their roles as CTF Directors.
- Maintained ongoing liaison and communications with CTF and the provincial and territorial teacher organizations throughout the country.
- The President, Vice-President and the Executive Director represented the NLTA on the Teachers' Pension Plan Sponsor Body.
- The Executive Director, the Executive Assistant (Governance) and the Administrative Assistant to Senior Management served as staff consultants to the Electoral Committee and coordinated the carrying out of the province-wide vote for NLTA President and Vice-President. (*See more detailed section on the election later in this report.*)
- Coordinated all arrangements and planning for BGM 2017.
- Prepared agendas and coordinated all details for the functioning of Provincial Executive and Joint Council meetings.
- The President was involved in numerous media interviews and public appearances as the Association's official spokesperson.
- The President and Executive Director participated in regional conferences for new teachers organized cooperatively by NLTA Programs and Services, school districts, and the Faculty of Education.
- In collaboration with NLTA Programs and Services and MUN's Faculty of Education, organized and chaired the Induction Ceremony for New Teacher Graduates during the

spring and fall (2015 and 2016) convocations at MUN, in St. John's and Corner Brook.

- Coordinated the preparation of the NLTA's submission to government's Pre-Budget Consultations for the 2016 and 2017 provincial budgets.
- The President chaired and was a member of the Panel on the Status of Public Education during Fall 2015.
- The President and Executive Director, along with NLTA staff, attended teacher town hall meetings designed to give teachers an opportunity to express concerns regarding the education system.
- The President and Executive Director, along with Programs and Services staff, attended school and branch meetings regarding school closures and amalgamation.
- The President and Executive Director, along with Programs and Services staff, attended branch meetings to explain and respond to questions regarding pension reform.
- The President, Vice-President, Executive Director and Assistant Executive Director attended the release of the Premier's Task Force on Improving Educational Outcomes.

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 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, preparation of scrolls and pins for retiring teachers and the operations of school board-teacher liaison committees. Responsibility for branch operations is assigned to the Executive Assistant, Governance.

Highlights for 2015-17:

- There were no recipients of the Allan Bishop Award for 2016 or 2017. The recipients of the Bancroft Award for 2016 were Jamie Jenkins, nominated by the St. John's Centre Branch, Katherine Rowsell, nominated by the Humber Branch, and Peter McCormack, nominated by Labrador West Branch. The recipient for 2017 was Christina Cox, nominated by the St. John's Centre Branch. The recipients of the Barnes Award for 2016 and 2017 respectively were Robert Matthews, nominated by the School Administrators' Council and Kellie Baker, nominated by the Physical Education Special Interest Council. The recipients of the Special Recognition Award for 2015 and 2016 respectively were Robert Parsons, nominated by Granforline Branch, and Deborah Green, nominated by the Humber Branch. The recipient of the Patricia Cowan Award for 2017 was long-time NLTA staff member Geralyn Costello. All recipients were honoured at an awards luncheon during the 2017 BGM.
- The 2012-2016 Collective Agreements came into effect in November 2014, bringing changes to the School Board-Teacher Liaison Committee process. Four regional committees are established under the collective agreement for the

Newfoundland and Labrador English School District (Western, Central, St. John's and Labrador.) There are also separate committees under the Labrador West Collective Agreement, and for the Conseil Scolaire Francophone. Since the fall of 2015, the Western and Central Committees have met jointly with district officials. Similarly, the Labrador and Labrador West committees meet together. The committees consist of teacher representatives, school district trustees, school district staff members and NLTA staff members. They meet twice per year and deal with matters affecting the teaching and learning situation, or other matters of mutual interest and concern at the school level.

- Over 360 retirement scrolls and pins were prepared for teachers retiring during the 2014-15 and 2015-16 school years.
- Oversaw the branch viability process which involves each branch reporting biennially on its performance in a number of areas that describe the range of services a branch should provide for its members, i.e., completion of branch registration and audit, holding branch meetings, etc.
- Following a review of branch financing in 2015, amounts rebated for branch registration and membership were increased to \$700 per year and to \$6 per member, respectively. Amounts rebated to branches for retirement functions were increased and, in addition, branches are now reimbursed for two members of their branch executive to attend the retirement event. The amount budgeted for additional branch projects was also increased so that branches requiring additional monies could apply to the Association for funding for projects that they would not normally be able to fund. These changes will continue to be monitored to ensure the branches are able to adequately fund their programs.

Association Priorities for 2015-17

At its first meeting in August 2015, the 2015-17 Provincial Executive established five priorities for 2015-17 as follows:

Priority #1: Teacher Health

Goal: To initiate or build upon programs and services which promote physical, mental and economic health and well-being of members.

Priority #2: Workload

Goal: To continue to pursue a reasonable and equitable workload for teachers in the Province of Newfoundland and Labrador.

Priority #3: Inclusive Education

Goal: To ensure the philosophy and principles of inclusive education are implemented with the necessary supports and resources to make that implementation "practical".

Priority #4: Membership Engagement and Awareness

Goal: To have an informed membership which is engaged in the objectives and activities of the NLTA to the benefit of individual members, the Association, and the cause of Education.

Priority #5: Fostering and Maintaining Relationships With External Agencies

Goal: To ensure that the NLTA's role in the NL educational community is recognized and that the Association has input into decisions affecting its members and education in general.

The summary report of the activities on each of these priorities and goals from September 2015 to March 2017 was provided in a separate document to BGM.

Election of NLTA President and Vice-President by Province-wide Vote

The province-wide election of the NLTA President and Vice-President was held in December 2016. The 2016-17 electoral committee consisted of Chairperson Tina Matthews (Past Provincial Executive Member), Ed Buckingham (Marconi Branch), and Debra Sparkes-Mercer (retired teacher).

This committee conducted the province-wide election in accordance with the approved by-laws, policies and procedures with the assistance of NLTA staff. Two candidates were nominated for the office of President – Dean Ingram (Clareville) and Lori Jackman (Witless Bay). The vote for president was conducted on December 6 and Dean Ingram was declared elected President for 2017-19. Three candidates were nominated for the office of Vice-President: Derek Drover (Gaultois), Trent Langdon (Mount Pearl) and Jeanne Williams (Goulds).

The vote, carried out on December 6, 2016, resulted in a run off ballot on December 19 in which Trent Langdon was declared elected as NLTA Vice-President for 2017-19.

Under the direction of the Electoral Committee, the wide range of duties required to conduct such an election were carried out from the NLTA office. Specific voting instructions and procedures were issued to branches and schools, decisions of the Electoral Committee were disseminated, membership lists were provided to candidates, on-line website links for candidates were established, election newsletters were circulated to schools, ballots were prepared, counted and packaged for branches/schools, and packages of all voting materials and instructions were disseminated.

Again this year, a Candidates' Forum was held in an attempt to provide greater information on the candidates to teachers. It was held in St. John's on October 29, 2016 and disseminated live via the NLTA website.

As per the by-laws and policy governing the election and the voting instructions issued, all votes were collected from schools and counted at the branch level by a committee of the branch executive. Voting results were telephoned or faxed to the NLTA office where a vote count was compiled.

The Electoral Committee conducted an analysis of the 2016 election and made a full report to Provincial Executive. A note of appreciation was extended to school representatives and branch presidents from the Electoral Committee for their time and attention in ensuring the voting process ran smoothly and efficiently.

Programs and Services

Collective Bargaining

Provincial Collective Agreement

The Provincial Collective Agreement expired on August 31, 2016. It continues in full force and effect until a new agreement is negotiated.

The Collective Bargaining Committee, which was located in St. John's and chaired by Executive member Gabriel Ryan, developed the NLTA's opening proposals for the 2016-17 round of bargaining. These proposals were based on membership input through individual submissions, group submissions, special interest councils, branches, Joint Council and Provincial Executive, BGM resolutions, as well as information and reports from past rounds of bargaining and reports from previous negotiating teams and review of collective agreements throughout Canada. The opening proposals for negotiations on the Provincial Collective Agreement were approved by Provincial Executive in March 2016 following a presentation to Joint Council on the priorities for negotiations identified by the Collective Bargaining Committee. Government served notice to open negotiations on June 8, 2016.

There was a significant response to the President's call for expressions of interest from teachers wishing to serve on the negotiating team and some very tough decisions had to be made. The team composition was determined in accordance with Association policy and is representative of a wide spectrum of the membership in terms of gender and generational equity, geography, school size and work assignment. The individuals appointed to the 2016-17 NLTA negotiating team for the Provincial Collective Agreement were:

- Dean Ingram (Chairperson) – NLTA Vice-President
- Stefanie Tuff (Chief Negotiator) – NLTA Assistant Executive Director
- Craig Hicks – NLTA Provincial Executive Member, Vice-Principal/Teacher, Phoenix Academy, Carmanville
- Dayle Denny – Educational Psychologist, NLESD office, Spaniard's Bay
- Susan Whitten – Replacement Teacher, St. James Elementary, Port aux Basques
- Lee Anne Johnson – Kindergarten Teacher, Gander Academy, Gander
- James O'Brien – Junior/Senior High Science/Math Teacher, Mealy Mountain Collegiate, Happy Valley-Goose Bay
- Joe Brown – K-6 and Junior High Multi-Age Teacher, Mary Simms All-Grade, Main Brook
- Paulette Colbourne – SAC Representative, Vice-Principal/IRT, Memorial Academy, Botwood
- Miriam Sheppard (Staff Consultant) – NLTA Administrative Officer

Vice-President elect, Trent Langdon, was also appointed to the Negotiating Team to allow for a smooth transition in anticipation that negotiations would not be concluded prior to Dean Ingram assuming his duties as NLTA President. As NLTA Vice-

President, Trent Langdon (Guidance Counsellor at St. Peter's Junior High in Mount Pearl) assumed the role of chairperson as of August 1, 2017.

On August 25, 2016 President Jim Dinn was invited by the Minister of Finance to attend a "fiscal and economic overview" presentation for public sector union leaders on September 1, which was intended to "provide important context" for upcoming collective bargaining discussions. Given the short notice just prior to the Labour Day weekend, the President was unable to attend. Government subsequently provided copies of the presentation slides and speaking notes on September 2, 2016 and invited any questions to be brought forward. The NLTA replied on September 8, posing a number of questions regarding the presentation information and requesting a time to meet for further discussion. On December 20, the Association again wrote Government seeking a response to the September 8 letter, including answers to the questions posed by the NLTA in relation to Government's fiscal and economic overview presentation. In late December 2016, the NLTA received a response to its letter.

In response to a request from Government in late December 2016, February 13 and 14, 2017 were scheduled for the exchange of opening proposals between the employer and NLTA negotiating teams. These dates were confirmed in early January 2017 and again during the week of February 6-10. The NLTA Negotiating Team met in advance of these dates for training and preparation on February 8-10. However, on the morning of February 13, the chief negotiator for Government advised that their team needed more time to prepare. The exchange of opening proposals was therefore postponed to commence the following morning, February 14, but this was unable to proceed due to the closure of NLTA and Government offices for extreme weather conditions.

In mid March 2017, government advised of the appointment of a new chief negotiator for its team – George Joyce, Assistant Deputy Minister for Labour Relations, Human Resources Secretariat, replaced Bernadette Cole-Gendron. The exchange of opening proposals between the NLTA and government negotiating teams took place on March 30-31. A document containing the details of both the government and Association opening packages was prepared and provided to members at Branch meetings following a special session of Joint Council on Friday, April 21.

Further dates for negotiations were confirmed for October 17-19, 2017.

Labrador West Collective Agreement

The Labrador West Collective Agreement also expired on August 31, 2016. It continues in full force and effect until a new agreement is negotiated. Government served notice to open negotiations on June 8, 2016.

The individuals appointed to the 2016-17 NLTA negotiating team for the Labrador West Collective Agreement are:

- Arlene Ann Johnson (Chairperson), President, Labrador West Branch, Social Studies Department Head, Menihek High (Grades 8-12), Labrador City

- Sandy Crowley, Speech-Language Pathologist, A.P. Low Primary School (Grades K-12), Labrador City
- Chloé Tinkler, Homeroom Teacher, Centre éducatif l'ENVOL (Grades 5-9), Labrador City
- Kris Brown, Classroom Teacher, A.P. Low Primary School (Grade 3), Labrador City
- Stefanie Tuff, NLTA Assistant Executive Director, Chief Spokesperson
- Miriam Sheppard, NLTA Administrative Officer, Staff Consultant

The opening proposals for negotiations on the Labrador West Collective Agreement were approved by Provincial Executive in May 2017. March 30 and 31, 2017 were initially scheduled for the exchange of opening proposals between the Association and the Employer. However, due to schedule changes with the negotiations for the Provincial Agreement, those dates became unavailable. September 27 to September 29, 2017 were set for the exchange of opening proposals for the Labrador West Collective Agreement.

Labrador Benefits Agreement

A new Labrador Benefits Agreement, which was ratified by all unions covered by that agreement, was officially signed by all employee and employer representatives in late June 2016. Approval from Treasury Board was given during the summer for government payroll officials to apply the increases on a go-forward basis and to calculate and pay retroactive increases. This agreement, in turn, expired on March 31, 2016. The current agreement remains in full force and effect until a new agreement is negotiated.

The new Agreement is a three-year deal, and includes an overall increase of 4% in the single and dependent rates for the Labrador Allowance and Travel Allowance for all communities, which was applied retroactively to the second and third years (1% as of April 1, 2014 and 3% as of April 1, 2015).

As well, the definition of a "dependent" has been broadened to include disabled children between the ages of 18-24 who are living at home.

Further, pursuant to the new Agreement, the Labrador Allowance is now payable for all teachers on maternity and/or parental leave. A grievance was filed to challenge Government's decision to delay payment of benefits until teachers returned from leave, as this created significant potential for an over-payment situation for teachers. As a result of the grievance, Government reversed its position and benefits will be paid to eligible teachers while off on maternity/parental leave.

Notice to open negotiations on a new Labrador benefits Agreement was served on the Chief Union Negotiator, by Government, on June 16, 2016. No dates for bargaining have been scheduled to date.

Group Insurance

The annual renewal of the group insurance plan options occurred in February 2015 and February 2016. Necessary adjustment to premiums and benefits were implemented, effective May

1 of each year respectively (April premium deduction). While the premiums in most plan options remained relatively stable, annual premium increases were necessary in 2015-16 and 2016-17.

The following is a summary of changes in premiums over the last two years:

Option	2015-16	2016-17
Basic Life	unchanged	unchanged
Health	9.9% increase (Single) 4.5% increase (Family)	10% increase (Single) 4.6% increase (Family)
Dental	8.2% increase	9.1% increase
Basic AD&D	41.0% increase	21.3% increase
Voluntary Life	8.0% increase	10.6% increase
Post 65 Retiree Life	3.6% decrease	1.0% increase
LTD	unchanged	16.2% increase
Basic Critical Illness	unchanged	unchanged
Voluntary Critical Illness	unchanged	unchanged

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 manner in which disputes related to the application or interpretation of the provisions of the Collective Agreement are addressed. Advice and assistance from Programs and Services staff is available and essential when resolving disputes through these methods. In some cases, a grievance by a teacher will actually represent more than one alleged violation of the Collective Agreement.

During the 2015-16 reporting period, a total of 27 new grievances were initiated by teachers, with some of those grievances representing multiple issues. In one case, the grievance involved a policy matter. Alleged violations of the hiring, pay and compensation articles underpinned seven grievances. The consultation/teaching assignment provisions and hiring clauses of the collective agreements were cited in six grievances each (12 grievances in total). In addition, there were two harassment/discrimination grievances, two grievances relating to privacy matters, and two recall grievances. There was also one grievance each alleging breaches of the discipline and secondment articles.

In 2015-16, 20 grievances were resolved. Fifteen grievances settled at Step 1. Teachers withdrew grievance at Step 1 on two occasions. Two grievances were settled at Stage 2. One grievance settled just before hearing. Of these resolved grievances, two grievances (dealing with teacher consultation and assignments) settled on a “with prejudice basis”, which has the same effect as a decision rendered by an arbitration board. There was also an interim settlement on a policy matter (timely payment of replacement teachers), with the grievance held in abeyance while a settlement was implemented on a trial basis.

Employee Assistance Program for Teachers

The Employee Assistance Program for Teachers provides multiple services and links to support teachers in their quest for optimal health and well-being. This multi-dimensional program uses personal and group contact and available technology to reach teachers with the information and support needed to enhance their capacity for life/work balance. Through referral and direct service delivery, EAP Coordinators assist in supporting healthy teachers and healthy teams.

Teachers are encouraged to include specific wellness components in their School Development Plan. In so doing, they are offered support in building a teacher wellness focus into their agendas for: Safe and Caring Schools; Climate and Culture; Healthy Students, Healthy Schools; and other school committees.

The Health Promotion Strategy for teachers involves:

- establishing a supportive foundation at all levels as well as ensuring availability of, and access to community resources in health; and,
- providing direct prevention and intervention services through information and skills development sessions and workshops; resource development and distribution; individual referral, counselling, mediation, and conflict coaching.

Legal Assistance

Members of the NLTA have access to free legal assistance under the Association’s Legal Assistance policy, providing the case arises as a result of their role as a teacher. Any teacher who feels that they may need legal assistance in such circumstances must submit their request to Programs and Services for approval. The request will be considered in accordance with the policy and with input from the Association’s legal counsel as required. 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 2015-16 reporting period, six requests for legal assistance were approved and referred to legal counsel. Two members successfully appealed denial of CPP Disability benefits. The release of personal information of teachers earning more than \$100,000 was challenged under ATIPP. Members were also referred for legal advice and assistance relating to peace bonds, harassment, student allegations, and retroactivity of certification upgrades. At the end of the reporting period, five cases, some pre-dating the start of the reporting period, remained outstanding.

Employment Insurance

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. The majority of inquiries and request for assistance come from substitute/replacement teachers and teachers applying for special benefits (e.g. maternity/parental, sickness, or compassionate care benefits.) Teachers’ access to Employment Insurance benefits during the non-teaching periods has been significantly limited based on the decisions in a number of Federal Court of Appeal decisions

in 2002 and 2003. The Association continues to provide legal assistance for EI appeals to teachers whose circumstances can be distinguished from the facts in these cases. At the time of the writing of this report there were no requests for legal assistance relating to Employment Insurance matters in the 2015-16 and 2016-17 reporting periods.

Recent changes to Employment Insurance include elimination of different qualifying standards for regular benefits (for new applicants or people who are re-entering the workforce), elimination of different categories of applicants for the purpose of establishing the parameters for required job search and suitable employment, a reduction in the waiting period from two weeks to one week, and enhanced access to Compassionate Care benefits under the EI Program from six to 26 weeks.

Workers' Compensation

The NLTA continues to provide assistance and support to teachers who are injured in the course of their employment. During the 2014-15 and 2015-16 school years, 17 new files were opened in relation to teachers seeking advice regarding work related accidents/injuries and claims for workers' compensation benefits. The negative financial impact for teachers who miss work due to a job-related injury and are in receipt of workers' compensation benefits remains an important issue for the NLTA. However, while provincial legislation prohibits an employer top-up of these benefits, the NLTA has established, since September 2006, a supplement through the Group Insurance Long Term Disability Plan (LTD). This benefit provides any teacher who has LTD coverage through the NLTA Group Insurance program and has lost time due to an injury at work with an LTD "top-up" once the teacher is in receipt of workers' compensation earnings loss benefits. The LTD "top-up" is non-taxable and will pay an injured teacher the difference between 85 percent of regular net income and the workers' compensation benefit received. Information and applications for the LTD "top-up" are available through Programs and Services.

Teacher Health Assistance Program (THAP)

The Teacher Health Assistance Program is designed to make contact with teachers who are in danger of running out of paid sick leave, in order to provide whatever support is possible and to make these teachers aware of benefits which may be available should their paid sick leave expire. In addition to daily contact, THAP information packages are mailed to teachers identified as running low on sick leave. Over 2,600 packages have been mailed out since the inception of this program in 1999. While this program attempts to reach all teachers running low on sick leave, it is not always possible to do so. Teachers in this situation are encouraged to contact the NLTA.

Deferred Salary Leave Plan

The Deferred Salary Leave Plan (DSLPL) is available to any tenured teacher in a permanent position covered by the NLTA Collective Agreements. Many teachers find the DSLPL an excellent means of financing a year of leave to pursue travel, family time, other professional opportunities, further studies, or any interest

that an individual might have. Leave under the DSLPL is fully credited for purposes of pension, seniority, severance pay, salary increments and sick leave. The plan is registered with the Canada Revenue Agency (CRA), which does not allow the year of leave to be taken as the last year before retirement. Programs and Services staff regularly provide advice and assistance to members in relation to the Deferred Salary Leave Plan (DSLPL). This includes liaising with school district and Department of Education officials, providing current information in *The Bulletin* and working with the Deferred Salary Leave Committee. A detailed information and application package, updated annually, is available from the NLTA office. As of March 7, 2017, there are 105 teachers who are on DSL. In addition, there are 253 teachers enrolled in the DSLPL who will take their leave at a future date.

Occupational Health & Safety (OH&S)

The health and safety of teachers as workers and the responsibilities of both school districts and their employees in this regard are governed by the provisions of the *Occupational Health and Safety Act* and regulations. NLTA Programs and Services staff provide advice and assistance to teachers in relation to Occupational Health and Safety issues and inquiries, including concerns related to school construction, air quality in schools, and workplace violence. OH&S Committees (or Representatives, depending on the number of employees in a school) play an important role in overseeing and ensuring workplace safety. Specific workplace safety concerns should be brought to the attention of school administrators and school OH&S Committees or Representatives.

Since December 2015, there has been a violent incident tracking form on the NLTA website, which can be used to document violent behaviour and/or conduct in the workplace that a teacher believes is not conducive to a safe and healthy working environment. Forms are used for collective bargaining purposes only. As of the date of this report, 80 submissions have been received. (Reporting is voluntary and incidents are likely underreported.)

Clause 29.06 of our Provincial and Labrador West Collective Agreements state as follows: *The School Boards shall prior to the expiration of this Agreement undertake a review of and/or develop and implement policies regarding school violence and dealing with students and parents who have exhibited violent and abusive behaviour. In reviewing and/or developing these policies, the School Boards will seek input from the Association, school administrators and other personnel who are deemed to have a legitimate role in prevention, intervention and assessment activities.*

The NLESD has been consulting with the NLTA regarding the development of such a policy for about a year. Consultations are also underway with the Conseil Scolaire Francophone.

The Provincial Collective Agreement also provides: *There shall be a Committee established within six (6) months of the signing of this Agreement for the purpose of conducting a review of resourcing of the Inclusive Schools Initiative. The Committee shall consist of six (6) members, three (3) of whom shall be appointed by the Newfoundland and Labrador Teachers' Association and three (3) of whom shall be appointed by the Department of Education. The Committee shall bring a report and recommendations forward not later than six (6) months prior to the expiry of this Agreement.*

The Labrador West Agreement grants teachers covered by the Labrador West Collective Agreement full access to the report and recommendations of this provincial committee. It was the NLTA's hope that the joint NLTA/Department of Education and Early Childhood Development Inclusive Education Committee established under the Provincial Collective Agreement would bring a report and recommendations that would assist teachers in addressing issues and meeting the needs of students in inclusive classrooms and schools, including but not limited to, the increase in incidents of student violence and aggression. Unfortunately, after 16 meetings and many conversations, it became clear that government had no intention of making recommendations pertaining to allocations. The NLTA filed a grievance, which is currently in arbitration.

The NLTA also presented to the Premier's Task Force on Improving Educational Outcomes. The issue of classroom violence was an important component of that presentation.

Pre-Retirement Seminars

To assist teachers in preparing for retirement, the Association offers, each school year, a series of pre-retirement planning seminars. The agenda includes sessions on the Teachers' Pension Plan, the NLTA Group Insurance Plan, Severance Pay, Employment Insurance, Preparation for Retirement, Financial Planning, Estate Planning, the Canada Pension Plan, and the Retired Teachers' Association. There were five seminars held across the province in both 2015 and 2016.

Teachers within two years of retirement eligibility are encouraged to register for one of the Pre-Retirement Seminars scheduled for the Fall of 2017 in Corner Brook, Grand Falls-Windsor and St. John's.

Financial Information Seminars

The interest from teachers throughout the province to hold Financial Information Seminars continues to increase. During the 2015-16 school year, the NLTA held Financial Information Seminars in Corner Brook, Harbour Breton, Happy Valley-Goose Bay, Marystown and St. John's. During the 2016-17 school year, seminars were held in Gander and St. John's. A maximum of 30 participants were pre-registered at each seminar. Plans are now being completed to host additional regional seminars during the fall of 2017 and the spring of 2018.

Financial Wellness Presentations

Financial information sessions with information for teachers on salaries, pensions, group insurance, and other benefits, with an emphasis on the importance of obtaining financial advice from certified financial planners, have been provided in a number of formats to teachers. In particular, the presentation is provided to new teachers at the district teacher orientation sessions in late August/early September, branch meetings and staff meetings upon request, and school closeouts when permitted to do so. These one/two hour sessions have been successful and very well received.

Special Interest Councils

Special Interest Councils (SICs) are professional learning communities dedicated to lifelong learning and the ongoing professional growth of its members. Their mandate includes offering a range of PD programs including conferences, institutes, focus groups, teleconferences and e-learning initiatives. Councils have been very active fulfilling their mandates. Professional development opportunities are listed on the NLTA website under Professional Development Opportunities. In any given year, some 2,500 NLTA members attend SIC conferences and workshops.

While some of the SICs host annual conferences, several SICs are now choosing to host biennial conferences and general meetings that coincide with the year that the NLTA holds its Biennial General Meeting. In doing so, the term of office of the Executives of the SICs is contiguous with the two-year term of office of the NLTA Executive Council. Further rationale for biennial vs. annual conferences include the limited number of leave days that are available to NLTA members, the restricted supply of substitutes, the cost of travel, meals, hotel accommodations and services, demands of extremely busy and challenged volunteer members, the availability and cost of presenters, etc.

Since the formation of the NL English School District (NLESD) in September 2013, there has been a concerted effort to collaborate and cooperate with District personnel re SIC PD initiatives. As a consequence, the District has been more supportive of SIC initiatives. SIC Executives are also very much aware that it is imperative that PD workshops are scheduled to take place throughout the province, on some sort of rotational basis, so that all interested NLTA members can avail of PD opportunities with limited cost and time when they are held locally. In honoring this principle, the PD needs of all NLESD employees (i.e., NLTA members) should be addressed over time. The next SIC Leadership Forum (i.e., planning/sharing session) is scheduled for September 2017 at the Holiday Inn in St. John's. NLESD officials will be invited to participate once again.

Special Interest Councils represent an opportunity for members to make a contribution at the "grassroots" level of the Association. The success of the SICs is dependent on the dedication of a relatively small group of SIC executive members and teacher volunteers who work diligently to organize and promote PD opportunities for their colleagues.

The Journey Begins – Conference for Beginning Teachers

2016-17 marked the third year of the reinstatement of the provincial conference for beginning teachers. Using the metaphor of the journey, the conference took approximately 30 participants from all over the island and Labrador through the joys and challenges of the first years of teaching. This very popular professional development event was co-sponsored by the Newfoundland and Labrador English School District, Le Conseil Scolaire Francophone Provincial and the Faculty of Education at Memorial University of Newfoundland.

Joint Ventures

CONTACT

The Conference on New Techniques and Classroom Teaching (CONTACT) is a conference co-sponsored by the teacher organizations of the four Atlantic provinces and hosted in rotation each summer. In August 2016, CONTACT was hosted by the Nova Scotia Teachers Union at St. Francis Xavier University. NLTA President Jim Dinn, along with a delegation of 30 participants which included staff and teachers from around the province, attended and learned to *Teach Like a Jedi*.

In August 2017, CONTACT was hosted by the Prince Edward Island Teachers' Federation at the University of Prince Edward Island. NLTA President Dean Ingram, along with an NLTA delegation of 22 participants which included staff and teachers from around the province, attended and learned under the theme *The Road Travelled...and the Road Ahead*.

In 2018, the NLTA will be the host at the Grenfell Campus of Memorial University in scenic Corner Brook from August 7-10. We hope to once again field a large delegation to laugh and learn together.

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 Nunavut Teachers' Association, the New Brunswick Teachers' Association and the New Brunswick Department of Education.

The DSS 2016 Institute took place at Mount Allison University in Sackville, New Brunswick on July 5-8, 2016 and some 65 participants were in attendance. The Newfoundland and Labrador Teachers' Association was represented by a delegation of eight educators. The facilitator was Peter DeWitt and the focus for the institute was *Visible Learning – Evidence to Action!*.

DSS 2017 was held at Mount Allison University during July 4-7, 2017. Jenni Donohoo was the guest facilitator. The focus for the institute was *Fostering Collective Efficacy*. NLTA was represented by six of its members.

Newfoundland and Labrador Connected Community (NLCC)

The former Atlantic Canada Connected Community (ACCC) has been rebranded as the Newfoundland and Labrador Connected Community (NLCC) to align it with its principle goal which is to provide meaningful professional learning opportunities to the education community of NL. NLCC is well established as the first ever "Connected Community" of ASCD, the Association for Supervision and Curriculum Development. NLCC has developed a constitution, gained a solid membership base, and published several volumes of a PD journal called *Connections*. Equally important, the NLCC has offered a large number of professional learning sessions featuring world-renown ASCD authors and presenters. The NLCC Executive members have been afforded the opportunity to participate in ASCD sum-

mer leadership training which is held in Lansdowne, Virginia. All expenses have been borne by ASCD. The NLTA is represented on the NLCC Board of Directors and our NLCC members are, for the most part, NLTA members who recognize the importance and value of partnerships and of professional development. Conferences hosted by NLCC are listed on the NLTA website.

International Programs

The NLTA continues to contribute to international educational programs through the Canadian Teachers' Federation. In the summer of 2016, Mr. Rodney Drover, a principal in the St. John's area, shared his expertise with colleagues in Sierra Leone. In the summer of 2017, Ms. Megan Schwartz, an elementary teacher from Port aux Basques, travelled to St. Lucia to work with teachers there.

In addition, an NLTA staff member was asked and planned a mission to work with the Guyana Teachers' Union on needs assessment and strategic planning. This project was to have taken place in March but was postponed to the fall of 2017.

Communications

The Communications Team is responsible for managing all aspects of the NLTA's internal and external communications, public relations and advertising programs.

Communications staff is responsible for all communications to teachers, media relations, public relations, donation requests, coordinating member and public attitude research, developing and implementing communications strategies/plans, and for the Association's internet and social media communications.

The following summarizes some of the initiatives of the Communications Team for the 2015-16 and 2016-17 school years.

Provincial Budget

The Newfoundland and Labrador Teachers' Association utilized the opportunity to present a submission to government as part of the pre-budget consultation process for the 2016 and 2017 Provincial Budgets.

In the 2016 pre-budget brief, we identified areas which we feel are critical areas for education in this province. These were the K-12 classroom, support for the implementation of inclusion, teacher allocations, teacher leaves and the provision of substitute teacher days, and class size caps.

In 2017 we utilized the presentation made to the Premier's Task Force on Improving Educational Outcomes for our submission to the pre-budget consultations. The topics identified were inclusive education, professional learning, leadership, and the learning/teaching environment.

Education Week

Education Week has been sponsored by the NLTA since 1936. The theme for Education Week 2016 was *Teachers Change Lives Every Day • Les enseignant(e)s – une influence importante tous les jours*. The opening ceremonies were held at St. Bernard's Elementary in Witless Bay on Monday, February 15. Other events for the week included a Living Healthy Every Day contest, School Sports NL contest, Social Justice Poster contest, Win the NLTA President for a Day contest, and a Teacher Appreciation Night hosted by the St. John's IceCaps.

The theme for Education Week 2017 was *Seeds of Learning • Semer les graines* and it was selected to celebrate education and the importance of learning. The opening ceremonies were held at Holy Cross School Complex in Eastport on Monday, February 13. Other events for the week included Dart Outdoors Day with School Sports NL and a Teacher Appreciation Night hosted by the St. John's IceCaps.

Computers for Schools

The NLTA continues its involvement with the Computers for Schools (CFS) program and is represented on the CFS Board of Directors by a staff member from Programs and Services and the NLTA Communications Officer. To date, CFS has shipped over 50,000 refurbished computers to schools, districts and libraries throughout Newfoundland and Labrador and over one million computers have been shipped on a national level.

The provincial statistics to date reveal that in excess of 140,000 hours of training to nearly 200 young students and graduates across Newfoundland and Labrador has taken place and since 2005, CFS has disposed of more than two million pounds of electronic waste just from schools in NL.

Publications

The Communications Team has responsibility for all publications of the NLTA that are available to teachers and various publics. Many of the NLTA publications continue to be reviewed and updated as required and many of the printed materials are now available only on the NLTA website or communicated electronically.

NLTA Website, Facebook and Twitter

The NLTA website continues to provide up-to-date information for the membership including various links to relevant information. The NLTA website is updated on a regular basis and all information available to teachers is posted on the website often before it is in print. New sections are added to the website as needed or as requested. As part of the NLTA's IT Strategy, the website has been revamped with an updated software platform to allow for a more current look and regular upgrades.

We have been using Facebook and Twitter to communicate with the membership, followers and the public. There is an official NLTA Twitter account which links to the NLTA Facebook page. All posts are monitored by the Communications Officer.

An NLTA App was also developed and revised with push notifications.

Teacher Discount Program

The list of businesses that provide discounts and special services for teachers has been continuing. The list is available on the NLTA website.

The Communications Team continues to monitor this program and other businesses and companies will be added as they become available. The QSP Magazine Discount Program is still offered to teachers where they can take advantage of hundreds of magazines at enormous discounts, and discount programs are available for hotels, car rentals and various businesses.

Teachers Change Lives Every Day

In the fall of 2016, a public awareness/communications strategy began called *Teachers Change Lives Every Day*. The strategy involved gaining public support for teacher concerns and involved six videos about students who wanted to thank their teachers for the positive impact on their lives. The campaign utilized television, YouTube, Facebook, Twitter, electronic billboards and Google ads to promote the messages. A website was designed with the campaign in mind where members of the public could post stories about a teacher who changed their life.

The theme of *Teachers Change Lives Every Day* was also utilized for Education Week 2016 and for BGM 2017.

Polling/Surveys

The Communications Team is responsible for coordinating member and public attitude research.

The NLTA has been quite active in gathering information through public opinion and membership polls. In late spring 2016 a general public survey gathered information on the reaction to Provincial Budget 2016. In November of 2016 we polled parents and the membership on Budget 2016 and the impact on the education system.

We have also completed several surveys of the membership on inclusive education, teacher allocations and other topics as required. The results of these surveys assist staff and Provincial Executive in formulating policy, in making decisions, and developing and delivering programs and services to teachers.

Town Halls/Teacher Forum

As part of the Membership Engagement Action Plan, a series of Town Hall meetings were held with teachers regarding issues of concern including full-day Kindergarten, increased class sizes, combined classrooms and lack of supports for inclusive education. Town Hall meetings with teachers took place on November 3, 2016 in St. John's, November 23 in Corner Brook and November 24 in Gander.

There was also a teacher forum produced by the CBC called *Inside the Classroom*. Thirty teachers from across Newfoundland and Labrador took part in a three-part series that aired on CBC television's *Here and Now* on February 7, 13 and 20, 2017. The series coincided with online and social media posts on education.

Printing Services

As part of the Communications Team, staff in Printing Services are responsible for all matters related to the design, printing and distribution of information to teachers. Projects completed for 2015-17 are referenced throughout this report. We occasionally assist other affiliated groups with their printing requirements. Those requests are considered on an individual basis and are vetted through the Communications Officer and/or Executive Director.

Other Projects

The NLTA Communications Officer represents the NLTA on the Atlantic Communicators in Education (ACE). The ACE group consists of communications officers and directors from the other Atlantic provinces. They meet 3-4 times a year to share ideas, discuss Atlantic teacher issues, and to cost share projects if and when possible. The Communications Team also has responsibility for organizing Janeway Day in the Schools which is held on or near February 14 of each year and for the organizing and judging of the NLTA Christmas card contest. The winning entries are usually judged in early March and the card is used for that year's NLTA Christmas Card. Other initiatives include the Partners for Life Program with Canadian Blood Services, World Teachers' Day, Media Literacy Week, NLTA promotional items, and liaising with the Retired Teachers' Association for their printing/communications requirements.

Corporate Services

Corporate Services 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 90%) comes from the membership in the form of fees, which are currently set at 1.25% of salary and bonuses. In accordance with Resolution FL17 from BGM 2007, 50% of the 2014-15 (\$452,051) and 2015-16 (\$690,532) surpluses from operations were transferred to the Emergency Fund.

All responsibilities for finance, human resources, administration of staff collective agreements, information technology and office operations fall within the area of Corporate Services.

Funds of the Association

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

General Fund

The General Fund accounts for the Association's program delivery and administrative activities.

Group Insurance Fund

The Group Insurance Fund is governed by the Group Insurance Managers in accordance with a deed of declaration between the Association and the Managers on behalf of the members.

Emergency Fund

The Emergency Fund is responsible for any matters related to arbitration, negotiations, lock-outs or job actions, and any other approved emergency purpose.

Centennial Fund

The Centennial Fund, created in 1990 to mark the 100th anniversary of the NLTA, utilizes interest earned to offset EAP counselling services, to provide an annual grant to RTANL and to provide educational opportunities to teachers to enhance knowledge about teaching and learning.

Reserve Fund

The Reserve Fund is to be utilized solely to cover deficits from annual operations of the Association. The Reserve Fund is to contain an amount no less than 10% of total annual revenues.

Professional Development Fund

The Professional Development Fund is used to support professional development initiatives and is administered by the Professional Issues Committee.

Support Staff Pension Fund

The Support Staff Pension Fund is a registered, contributory, defined benefit pension plan providing benefits to eligible employees of the Association.

Property

Corporate Services is also responsible for the maintenance and upkeep of the NLTA building and property at 3 Kenmount Road, St John's.

Human Resources

The human resource component of the NLTA is made up of the President, Executive Director, eight Administrative Staff, two Employee Assistance Coordinators and fifteen Support Staff.

It was reported at BGM 2015 that a review had been undertaken with staff during 2013-14 with the primary goal of ensuring that the Association is prepared to meet the human resource requirements necessary to fulfill the NLTA mission statement, now and in the future.

The review resulted in the creation of an operational framework and the re-location of staff within the building in order to best reflect an increased collaborative and team approach that would assist in meeting our mission statement.

The operational framework resulted in the formation of an Administrative Leadership Team comprised of the Executive Director, Assistant Executive Director, Communications Officer, and Manager of Corporate Services. The new framework also included the renaming and realignment of services provided by the Association. Three teams were created: Corporate Services (Administration, Finance, Human Resources, Information Technology, Governance Support and Building Operations); Communications; and Programs & Services (Benefits and Economic Services, Professional Development and Employee Assistance Program).

The overall goal of implementing these changes has enabled us to provide better programs and services to teachers.

Succession planning has been a significant ongoing initiative of senior management in anticipation of multiple staff retirements. As an example, a 2012 retirement in the Finance area enabled a restructuring and addition of skills and responsibilities in the creation of the Corporate Services Team: the Manager of Corporate Services position and Accountant/Assistant Corporate Services position. This team has incorporated the IT component of Corporate Services which has become and will become increasingly important in the coming years. The Programs and Services Team has been created to combine BES and PD groups to enable a coordinated focus on programs and services for teachers and to allow for greater versatility, knowledge retention and succession when retirements occur.

During the 2015-16 school year the Association saw four of its staff retire – the Executive Director and three members of Support Staff. During the 2016-17 school year the Association saw three of its staff retire – two members of Administrative Staff and one member of Support Staff.

In keeping with the recommendations of the comprehensive review in 2005 and the staffing levels review of 2010, these retirements, as with past retirements, provided an opportunity for the Association to assess its current and future needs, to identify and fill any gaps in required skills, and to update the skill set of its existing pool of employees to ensure the Association is well positioned to effectively meet the needs of teachers and achieve the Association's mission and goals today and for the foreseeable future.

Information Technology

The NLTA commissioned BELL to develop a three to five year IT Strategy Plan for the Association. The five-year plan and its recommendations was received and endorsed by the Provincial Executive and funding was approved for the implementation of the plan. The Information Technology Strategy is aligned with the Association's business goals to use IT to better deliver services, reduce risks, improve internal process, improve access to the information necessary to make decisions, and provide benefit to stakeholders.

In accordance with the strategic plan, the NLTA has implemented major upgrades to its IT infrastructure. In terms of service delivery, the Association has implemented new server-based access to the NLTA membership database. During the past year we have also deployed a file management system to enable more streamlined access and indexing of electronic documents. This new system has also allowed integrated member communication tracking. The Association is moving forward with the digitizing of a number of legacy files and grievance/arbitration rulings.

The Association has increased its online presence with the installation of a SharePoint server to allow Provincial Executive and a number of NLTA committees with secure access to electronic documents. The Association has launched an updated website, implemented online event registration, developed in-house video and live streaming capabilities and enhanced member communication utilizing a Constant Contact email system.

From a risk management perspective, in late 2015/early 2016 the Association deployed a private virtual cloud providing more resilience and high-availability of systems in addition to updating our data disaster recovery protocols allowing for better data protection and ability to recover from catastrophic failure. We improved network security by utilizing cloud-based anti-virus and malware software as well as the implementation of secure VLANs for server, network infrastructure and users, application firewalls and reverse proxy for all public facing application servers.

The deployment of the private virtual cloud also provided infrastructure enhancements by providing more resilience and high-availability of systems and cloud-based Microsoft exchange services. A faster internet was implemented – improving speed by 10x and wireless access within the NLTA building was improved for internal users and separate controlled access for guests.

NLTA Membership Cards

The NLTA membership cards continue to be updated as requested. Membership card requests are completed within the integrated online request system which integrates with the membership database and cards are printed in-house allowing for much faster turn around at a reduced cost. Membership cards are sent to teachers with QR codes and instruction insert. As well, we continue to provide life membership cards to retiring members with 20 or more years of service.

NLTA Database

The NLTA continues to collect and update information for the internal member database. The database has been integrated with the new file management system and members are able to manage their own profile and update as needed.

Financial Statements

Newfoundland and Labrador Teachers' Association Statement of Operations

Year Ended August 31

2016

2015

	General Fund	Restricted Funds	<u>Total</u>	<u>Total</u>
Revenue				
Membership fees	\$ 5,831,382	\$ 507,077	\$ 6,338,459	\$ 5,999,584
Contributions	300,447	199,089	499,536	472,076
Government grants	266,216	-	266,216	240,870
Interest on investments	16,872	1,147,585	1,164,457	1,742,506
Miscellaneous	99,246	28,578	127,824	135,637
	<u>6,514,163</u>	<u>1,882,329</u>	<u>8,396,492</u>	<u>8,590,673</u>
Expenses				
Administration	2,071,012	75,478	2,146,490	2,310,220
Benefits and economic services	1,389,789	-	1,389,789	1,327,347
Communications	776,761	-	776,761	853,411
Employee assistance program	-	74,619	74,619	74,367
Retired Teachers' Association of NL	-	6,000	6,000	18,000
Branch operations	299,831	-	299,831	231,888
Investment fees	-	64,592	64,592	61,846
Professional development	595,707	33,050	628,757	610,014
Grievances and arbitration	-	136,877	136,877	275,836
Negotiations and other lock-out	-	46,282	46,282	169,943
Public awareness strategy	-	1,043,393	1,043,393	160,515
	<u>5,133,100</u>	<u>1,480,291</u>	<u>6,613,391</u>	<u>6,093,387</u>
Excess of revenue over expenses before other items	<u>1,381,063</u>	<u>402,038</u>	<u>1,783,101</u>	<u>2,497,286</u>
Other items				
Increase (decrease) increase in fair value of investments	-	293,961	293,961	(681,585)
	-	293,961	293,961	(681,585)
Excess of revenue over expenses	<u>\$ 1,381,063</u>	<u>\$ 695,999</u>	<u>\$ 2,077,062</u>	<u>\$ 1,815,701</u>

* For more information or details about the Financial Statements please contact Corporate Services at the NLTA.

Financial Statements

Newfoundland and Labrador Teachers' Association Statement of Financial Position

August 31

2016

2015

	General Fund	Restricted Funds	Total	Total
Assets				
Current				
Cash and cash equivalents	\$ 4,643,850	\$ -	\$ 4,643,850	\$ 3,810,117
Receivables	12,434	-	12,434	381
Receivable from				
General fund	-	944,936	944,936	878,009
Insurance fund	43,242	-	43,242	34,875
Restricted funds	323,471	-	323,471	279,081
Prepays	23,309	-	23,309	49,713
	5,046,306	944,936	5,991,242	5,052,176
Investments	1,136,948	19,923,326	21,060,274	19,966,220
Property and equipment	1,964,894	-	1,964,894	2,096,587
Deferred pension costs	402,910	-	402,910	262,497
	<u>\$ 8,551,058</u>	<u>\$ 20,868,262</u>	<u>\$ 29,419,320</u>	<u>\$ 27,377,480</u>
Liabilities				
Current				
Payables and accruals	\$ 454,795	\$ 112,033	\$ 566,828	\$ 787,636
Payable to				
General fund	-	323,471	323,471	279,081
Restricted funds	944,936	-	944,936	878,009
	1,399,731	435,504	1,835,235	1,944,726
Accrued severance pay	514,638	-	514,638	542,454
Accrued benefit liability	869,766	-	869,766	777,100
	2,784,135	435,504	3,219,639	3,264,280
Members' Equity	<u>5,766,923</u>	<u>20,432,758</u>	<u>26,199,681</u>	<u>24,113,200</u>
	<u>\$ 8,551,058</u>	<u>\$ 20,868,262</u>	<u>\$ 29,419,320</u>	<u>\$ 27,377,480</u>

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Financial Statements

Newfoundland and Labrador Teachers' Association												
Restricted Funds' Statement of Operations												
Year Ended August 31												
	2016						2015					
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	President's Travel Fund	IT Strategy Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Presidential Housing Fund	Total	Total	
Revenue												
Membership fees	\$ 507,077	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 507,077	\$ 478,944	
Contributions	-	41,500	155,872	-	1,717	-	-	-	-	199,089	181,977	
Interest on investments	818,756	69,532	59,060	199,922	-	-	21	294	-	1,147,585	1,716,082	
Miscellaneous	-	-	-	-	-	-	-	28,578	-	28,578	26,353	
	<u>1,325,833</u>	<u>111,032</u>	<u>214,932</u>	<u>199,922</u>	<u>1,717</u>	<u>-</u>	<u>21</u>	<u>28,872</u>	<u>-</u>	<u>1,882,329</u>	<u>2,403,356</u>	
Expenses												
Administration	8,563	16,500	-	-	-	33,588	-	16,827	-	75,478	10,338	
Employe assistance program	-	-	74,619	-	-	-	-	-	-	74,619	74,367	
Retired Teachers' Association of NL	-	-	6,000	-	-	-	-	-	-	6,000	18,000	
Investment fees	38,208	6,940	6,621	12,823	-	-	-	-	-	64,592	61,846	
Professional development	-	23,300	9,750	-	-	-	-	-	-	33,050	39,327	
Grievance and arbitrations	136,877	-	-	-	-	-	-	-	-	136,877	275,836	
Negotiations and other lock-out	46,282	-	-	-	-	-	-	-	-	46,282	169,943	
Public awareness strategy	1,043,393	-	-	-	-	-	-	-	-	1,043,393	160,515	
	<u>1,273,323</u>	<u>46,740</u>	<u>96,990</u>	<u>12,823</u>	<u>-</u>	<u>33,588</u>	<u>-</u>	<u>16,827</u>	<u>-</u>	<u>1,480,291</u>	<u>810,172</u>	
Excess of revenue over expenses before other item	52,510	64,292	117,942	187,099	1,717	(33,588)	21	12,045	-	402,038	1,593,184	
Other item												
Increase (decrease) in fair value of investments	219,501	(8,873)	18,365	64,968	-	-	-	-	-	293,961	(681,585)	
Excess of revenue over expenses	<u>\$ 272,011</u>	<u>\$ 55,419</u>	<u>\$ 136,307</u>	<u>\$ 252,067</u>	<u>\$ 1,717</u>	<u>\$ (33,588)</u>	<u>\$ 21</u>	<u>\$ 12,045</u>	<u>\$ -</u>	<u>\$ 695,999</u>	<u>\$ 911,599</u>	

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Financial Statements

Newfoundland and Labrador Teachers' Association										
Restricted Funds' Statement of Financial Position										
August 31										
	2016					2015				
	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	President's Travel Fund	IT Strategy Fund	Safe Schools Fund	Schools Administrators' Council Professional Development Fund	Presidential Housing Fund	Total
Assets										
Current Receivables	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Receivable from general fund	152,247	-	-	176	11,348	575,635	-	-	205,530	944,936
Receivable from restricted funds	-	-	-	-	-	-	-	-	-	-
Investments (Note 4)	152,247	-	-	176	11,348	575,635	-	-	205,530	878,009
	<u>13,908,472</u>	<u>1,120,946</u>	<u>1,295,381</u>	<u>3,487,980</u>	<u>-</u>	<u>5,799</u>	<u>104,748</u>	<u>-</u>	<u>19,923,326</u>	<u>18,695,840</u>
	\$ <u>14,060,719</u>	\$ <u>1,120,946</u>	\$ <u>1,295,381</u>	\$ <u>3,488,156</u>	\$ <u>11,348</u>	\$ <u>5,799</u>	\$ <u>104,748</u>	\$ <u>205,530</u>	\$ <u>20,868,262</u>	\$ <u>19,573,849</u>
Liabilities										
Current Payables and accruals	\$ 107,108	\$ 2,164	\$ 1,379	\$ 1,382	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 112,033
Payable to general fund	310,693	4,372	4,203	4,203	-	-	-	-	-	323,471
Payable to restricted fund	-	-	-	-	-	-	-	-	-	-
	<u>417,801</u>	<u>6,536</u>	<u>5,582</u>	<u>5,585</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>435,504</u>	<u>289,141</u>
Members' Equity	<u>13,642,918</u>	<u>1,114,410</u>	<u>1,289,799</u>	<u>3,482,571</u>	<u>11,348</u>	<u>575,635</u>	<u>5,799</u>	<u>104,748</u>	<u>205,530</u>	<u>20,432,758</u>
	\$ <u>14,060,719</u>	\$ <u>1,120,946</u>	\$ <u>1,295,381</u>	\$ <u>3,488,156</u>	\$ <u>11,348</u>	\$ <u>575,635</u>	\$ <u>5,799</u>	\$ <u>104,748</u>	\$ <u>205,530</u>	\$ <u>20,868,262</u>
										\$ <u>19,573,849</u>

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NLTA MISSION STATEMENT

We dedicate ourselves to the professional excellence and personal well-being of teachers, through support, advocacy, educational leadership and the development and delivery of outstanding programs and services.

