

NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

T H E

bulletin

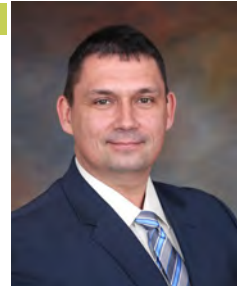
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*The NLTA wishes you a relaxing
and enjoyable summer break!*

Up Front from the President



As I sit and write my final *Up Front* for this school year I can't help but wonder where the year went. My first year as President has been everything that I envisioned, and I am very thankful for all of the support and feedback that I have received from NLTA members. I have been able to visit many of our province's schools and the honest feedback and commentary was always appreciated, welcomed and most importantly, needed. I have always believed that the most important thing I can do as your President is to ensure I am always speaking for the membership – to do that I have to be aware of our membership's collective view. For those schools I was unable to visit, I certainly will endeavour to visit at some point in the very near future.

A few short weeks ago I attended the meeting of the Board of Directors of the Canadian Teachers' Federation. As always, I enjoyed hearing the perspectives of teachers' affiliates from across the country. The perspectives were varied and brought forward many different viewpoints on so many issues that affect teachers across the nation. And while there may not have been universal agreement on all issues, the common purpose that all organizations shared was undoubtedly finding a way to protect our respective memberships. The primary purpose of all teachers' associations must be to promote the education system and

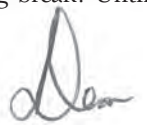
the importance of supporting and protecting the most important stewards of the system – teachers.

Earlier this year, in other writings, I outlined the importance of Section 43 of the Criminal Code of Canada and what it means for our membership. At the CTF Board of Directors meeting that I referenced previously, this was a topic of discussion and I, along with the other members of the Board of Directors, heard from social justice advocate Senator Murray Sinclair. He was the Chair of the Truth and Reconciliation Commission and is the sponsor of Senate Bill S-206, that seeks to remove Section 43. The spirit of this stems from the Truth and Reconciliation Commission report and its desire to make things right for our First Nations. The Bill, sometimes referred to as the Spanking Bill, should it pass, would remove protections for teachers from frivolous charges. There are times when teachers do need to put in place physical interventions for students. There are numerous legal opinions from across the country that state that the removal of Section 43 could potentially remove a valuable protection for our members. Throughout this year I have been in contact with every Senator from our province and I will continue to lobby, to argue at every afforded opportunity, that removal

of needed protections for our members is not acceptable. This Bill, while well intentioned, will result in unintended consequences to teachers and the province's education system.

As you all are enveloped in the tasks that are required at this time of year, and as you conclude your lesson plans, your evaluations, and preparations for the end of the school year, and most importantly delivering the last of the curriculum, please remember that you need to take time for yourselves as well. The 2017-18 school year is drawing to a close. For some of you this is your last school year. For those who are retiring, I wish you all the best in retirement. I truly hope that your retirement brings all that you want and more. For those that are returning in the fall, take the well-deserved and needed summer break and make it yours. Take the time to spend it with family and friends and take the time to relax and enjoy life – the time to recharge yourselves. A wise person once framed it for me this way, "If you aren't good to yourself – you can't be good to others".

All the best for a relaxing break! Until next time...



IMPORTANT NOTICE – NLESD Substitute Teachers

In order to be approved to the Newfoundland and Labrador English School District (NLESD) substitute lists for the upcoming 2018-19 school year, **you need to provide a current code of conduct/vulnerable sector check**. If these documents are not present on your online profile at the time of applying for the substitute lists, you will not be approved.

Due to the overwhelming volume of requests to the RNC and RCMP regarding code of conducts/vulnerable sector checks, **it would be wise to apply early to avoid delays**. Upon receiving your documents, they are then valid for six months.

If you have any questions, please contact an NLTA Administrative Officer in Programs & Services at 1-709-726-3223 or 1-800-563-3599, or mail@nlta.nl.ca.

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WorkPlaceNL Enhances Benefits for Injured Workers

(Workers Compensation Update)

The Government of Newfoundland and Labrador has amended the Workplace Health, Safety and Compensation Act to enhance benefits by increasing the income replacement rate (IRR) for injured workers in Newfoundland and Labrador, or their dependents, from 80 to 85 percent.

Effective April 1, 2018, wage-loss benefits will be calculated at 85 percent of an individual's net (after-tax) earnings. The individual's gross (before tax) income is capped at the Maximum Compensable Assessable Earnings (MCAE), which is \$64,375 for 2018. This means teachers who make more than \$64,375 will receive a bi-weekly benefit of approximately \$1,500 after taxes. Please see the article in the January/February 2018 issue of The Bulletin for more details and the importance of Long Term Disability in providing a top up to teachers who make more than \$64,375 annually.

WorkplaceNL

PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

SPANIARD'S BAY

Holy Redeemer Elementary Remembrance Day essay contest

As part of their Remembrance Day celebrations, the students of Holy Redeemer Elementary in Spaniard's Bay participate in a poster, poem and essay contest sponsored by the Royal Canadian Legion, Branch 9 in Spaniard's Bay. A winner from each category is selected from each grade level (K-9) and displayed at the annual Remembrance Day dinner held at the Royal Canadian Legion, Branch 9. During this dinner, the first and second place essay winners from Grade 9 (centered around the theme of Remembrance) will read their winning essays. The winning entries of the poster (Primary), poem and essay (Elementary and Intermediate) are then sent to Provincial Command of the Royal Canadian Legion to be judged on a Provincial basis. Congratulations to our first place winner, Brooklyn Smith, and to Rees Barrett for her second place entry.



Pictured front row (l-r): Mr. R. Bishop, Mr. Ern Abbott (president Branch 9), Brooklyn Smith (winner of Gary Churchill Memorial Scholarship), Rees Barrett (runner up), Mr. Rev. Churchill (sponsor of Gary Churchill Memorial Scholarship), Mrs. Cathy Downey. Back row (l-r): Mrs. Shelley Drover, Mrs. Mary Hutchings, Mrs. Marion Sheppard, Mr. Lewis Dawe, Mr. Paul Sheppard (Teacher Sponsor). Photo credit: Paul Sheppard

Bay Roberts Branch NLTA public speaking contest

The annual Intermediate Lion's Club speak off for the Bay Roberts Branch of the NLTA took place on Thursday, March 22. There were six contestants who took part in the speak off representing schools in the immediate area. These included Holy Redeemer Elementary in Spaniard's Bay, St Peter's Elementary in Upper Island Cove, and Amalgamated Academy in Bay Roberts. Congratulations to Brooklyn Smith from Holy Redeemer who placed first out of the six contestants.



Pictured (l-r): Mr. Paul Sheppard (Branch President), Mrs. Marion Sheppard, Savannah McCarthy (participant), Brooklyn Smith (winner of speak off), Mrs. Cathy Downey, and Mr. Chad Stokes. Photo credit: Paul Sheppard

ISLE AUX MORTS

LeGallais Memorial fundraiser for Autism Canada

LeGallais Memorial is a small school of 45 students in Isle aux Morts. Despite their small numbers, they have proven their hearts are big. Staff and students participated in the Inside Out for Autism event, setting a goal of \$1,000. They were overjoyed and extremely excited when the final total came in and they learned they had raised \$6,518.60!

Through the support of local groups and busi-

nesses in Isle aux Morts and Port aux Basques, the school held a Wake-a-thon as a fundraiser. Staff and students stayed at the school from 7 p.m. on Friday, April 27 until 7 a.m. on Saturday, April 28. They participated in a variety of activities throughout the evening such as a campfire, roasting wieners and making s'mores, as well as sports all night in the gym, a board game room, movie room, and video game room.



Students at LeGallais Memorial enjoying a wiener roast and making s'mores.

Shawn Anderson, the Grade 5/6/7 teacher, said, "In my 9 years at this school, the Wake-a-thon was the most memorable and fun night I have had!" Mr. Anderson was an inspiration for the school as he raised \$2,500 on his own. Brittany Piercey, the IRT at the school, organized the event. When asked why she chose this particular organization to support, she responded, "As an IRT, you work with many children with autism. I felt that this was a way to help the families outside of the classroom environment. To know that the money we raised stays in NL is an added bonus! I am so grateful for the support I received from both staff and students. The event would not have been a success without them."

Thirty-nine students attended the Wake-a-thon, with Grades 1-4 attending the first part of the evening and then Grades 5-9 staying the night. This was the first time such an event had been held at LeGallais Memorial. When asked about the fundraising efforts by LeGallais Memorial, Grade 6 student, Abby Lee Downey said, "It's amazing how such a small school/community can raise so much money!" Grade 8 student, McKenzie Organ, attended and had this to say about the night, "It was spectacular. Best night of the school year. We definitely need to do it again next year. And the money we raised is going to a really good cause."

Due to the success of the event, LeGallais Memorial has already decided to have a Wake-a-thon

next year, with hopes of making it an annual event. LeGallais Memorial is proof that a small school can have a huge impact.

MOUNT PEARL

Mount Pearl Intermediate (Rockbots) to represent at Lego World Festival

The FLL robotics team from Mount Pearl Intermediate (MPI) captured the honour earlier this year to represent the province at the First Lego League World Festival in Detroit. The team of rookies were consistent across all categories and picking up an individual team award in the area of Mechanical Design. Accepting the invitation to the World Festival meant a lot of extra time and effort in all aspects of the Lego curriculum. The group of eight students were up to the challenge and put countless hours in on a weekly basis. From fundraising, branding the team image, redesigning the robot and sharpening presentation skills, coaches Jerry Scott and Nancy Dewling could not be prouder of how they handled themselves through the process. The team competed from April 25-29 and was blown away by the caliber of teams from around the world. The team from MPI were fortunate enough to meet the Right Honourable Julie Payette as well as pick up one of six judge's awards at the closing ceremonies. The opportunity to meet other people from around the world and share ideas on Science and Engineering was absolutely amazing.



Pictured (l-r): Jerry Scott, Evan Vokey, Logan Smith, Eric Goulding, Amy Rose, Josh Warren, Ben Riggs, Gavin Hull, Nancy Dewling.

NEWFOUNDLAND & LABRADOR

NLPSPA Scholarship Program

The Newfoundland & Labrador Public Sector Pensioners' Association (NLPSPA) will award two annually renewable scholarships and a membership educational assistance program (unless otherwise decided by the Board of Directors), as follows:

Scholarships (x2), one to a value of \$1,500 and a second to the value of \$1,000, to support a member or a family member of an NLPSPA member (son, daughter, or grandson/granddaughter) to pursue post-secondary education at a recognized college, university or trades program to attain their educational goals, meet their professional objectives, and succeed to their fullest potential. Further information on scholarship criteria and eligibility is available on the NLPSPA website at www.nlpspa.ca.

Membership Educational Assistance: Financial support not to exceed \$500 to support a member(s), or the member's spouse or partner to pursue post-secondary educational opportunities or a recognized training or life-long learning program that will enhance their retirement living and independence. The funding may be subdivided at the discretion of the NLPSPA Scholarship Committee. Members must submit a detailed letter including their full name, address, NLPSPA membership status and number, confirmation of registration for the program of study, fees details, and specify how this assistance will be beneficial.

Deadline for applications is **August 15, 2018**. Application forms are available from the NLPSPA office by calling (709) 754-5730, toll-free 1-800-563-4188, email pensioners@nlpspa.ca or the NLPSPA website at www.nlpspa.ca.

OTTAWA

NL students represent province at Forum for Young Canadians

Forum for Young Canadians is recognized as Canada's premier youth educational program to learn about Canadian systems of government, leadership and citizenship. The Forum Selection Committee chose three students from Newfoundland and Labrador to participate in one of three week-long conferences held this past March in Ottawa. The representatives were Holy Spirit High School student, Erin Burt, from CBS, Waterford Valley High School student, Liam Warren, from St. John's and Ascension Collegiate student, Rory Shortall, from Clarke's Beach. Only 315 young Canadians between the ages of 15-19 are selected to attend Forum annually. Forum is operated by the non-profit, non-partisan, educational Foundation for the Study of Processes of Government in Canada and celebrated its 40th anniversary in 2016.

The program is an opportunity for young Canadian leaders to learn more about government processes with a hands-on, behind-the-scenes approach to daily government activities. It encourages youth to strengthen their leadership skills and to learn more about the diversity of thoughts, cultures and people which make Canada a great country. The Forum program encourages youth to use these skills to help their own communities. Students also take home a broader understanding of the roles and responsibilities of Canadian citizenship and incredible friendships that can last a lifetime.

Students participated in various activities, including an international trade simulation, a mock election, meetings with government leaders at a Parliamentarians' Reception and Senate breakfast. Students also had the special privilege of sitting in both the House of Commons and Senate, with Speakers of both chambers, who are the co-honorary Chairs of Forum. They also watched Question Period from the Visitor's Gallery and were given the choice to visit Rideau Hall or the Supreme Court.



The students and staff of Holy Redeemer School, Spaniard's Bay, wear jerseys and the color green in support of the Humboldt Broncos, the people of Saskatchewan and hockey fans and families everywhere. Humboldt Strong!

The three representatives from Newfoundland and Labrador had an opportunity to network with other youth from throughout the country to discuss important issues and learn more about other communities across Canada. Pictured below is the Honourable George Furey, Speaker of the Senate of Canada, with Rory and Erin to his left and Liam on the right. Students also had the opportunity to meet with Senators Elizabeth Marshall and David Wells and many Members of Parliament including Seamus O'Regan, Churence Rogers and Ken McDonald.



NL students attend the Forum for Young Canadians in Ottawa.

CANADA

NL schools regional finalists for Solve for Tomorrow Challenge

In April, Samsung Canada announced the 50 regional finalist schools for the 2018 Solve for Tomorrow Challenge, a national education program aiming to inspire Canadian students to discover a deeper passion for science, technology, engineering and math (STEM)-based learning by applying STEM to real-world challenges facing their communities.

Four schools in Newfoundland and Labrador were named as regional finalists. They are: Brookside Intermediate, Portugal Cove-St. Philip's; Brother Rice Junior High, St. John's; Holy Heart High School, St. John's; and St. Peter's School in Black Tickle.

These 50 regional finalists now move closer to being awarded one of four \$20,000 Samsung Solve for Tomorrow technology grants for their schools, which will be announced this June. Each of the regional finalist schools will receive a Samsung technology package which includes a Samsung Gear VR, Galaxy Tab A, Galaxy S8 and Samsung Gear360 camera to assist them in completing their next bit of 'homework' as part of the Challenge: to document the implementation of their community solution in a two-minute video.

Mathematics Bursary Program for K-6 Teachers

ENHANCE YOUR MATH TEACHING



For more information www.k12pl.nl.ca

Newfoundland
Labrador

Kids Eat Smart Foundation NL Has an A+ Year!

The 2017-18 school year has been a very busy one for Kids Eat Smart Foundation Newfoundland and Labrador. Based on last year's year-end Club Reports, we realized we would start the school year serving over 27,000 meals, every school day, to children throughout the province. Little did we realize that the number would increase substantially this school year.

We saw a significant increase in the number of new KES Club startups this year compared to other years. We started eight new Breakfast Clubs at: CBS Elementary, CBS; Eastside Elementary, Corner Brook; Gander Elementary, Gander; Holy Family Elementary, Paradise; John Watkins Academy, Hermitage; Mobile Central High, Mobile; St. Joseph's Academy, Lamaline; and Topsail Elementary, Topsail. There are two schools, Beachy Cove Elementary in Portugal Cove-St. Philips and Cowan Heights Elementary in St. John's, that have received start up grants and will begin serving breakfast before the end of this school year.

We also started two new Homework Haven Clubs – Chalker Place Neighborhood Centre and West Heights Neighborhood Centre – both in St. John's. A Homework Haven is an after-school program in a community centre that provides children with a place to get help with their homework. We provide a healthy snack so children can concentrate on their homework.

That brings the total number of KES Clubs in schools and community centres in Newfoundland and Labrador to 252. With a volunteer workforce of more than 6,100 people, we serve over 27,000 meals every school day. Twelve new Clubs means an increase of over 2,000 children served this year. That means 29,000 meals will be served every school day to school-aged children by the end of this school year.

This incredible program would not happen every school day without the dedication and commitment from our school community including principals, teachers and school administration staff who ensure KES Clubs are properly run, adhere to School Food Guidelines and are financially managed.

We have enjoyed working together with our school community during the 2017-18 school year and look forward to working with you in 2018-19. Together we will ensure our children start their days well nourished to be ready to learn.

For more information regarding Kids Eat Smart Foundation NL or if your school would like to start a KES Breakfast Club, please call 709-722-1996; email info@kidseatsmart.ca; visit us online at www.kidseatsmart.ca; or Facebook and Twitter @KidsEatSmartNL.



IN MEMORIAM

PAUL HEPDITCH, 1961 - 2016



On May 29, 2016, we lost a dear teacher, friend and colleague. Paul left behind an incredible legacy that will never be forgotten.

Paul excelled in many sports and was a great athlete who promoted fair play. Paul's involvement in sport throughout his whole life taught him the importance of hard work and determination, which he passed on to all. He believed strongly in respect and promoted this in all the athletic endeavors of his students.

Paul was born and raised in Corner Brook; however, he started teaching in Port Saunders in a temporary position. His first permanent position was in Harbour Breton in 1986. Over the next six years, Paul taught in Port aux Choix, Port Saunders, Curling and Meadows before returning to Port aux Choix where he taught for another ten years. True to Paul's nature, he made many great friends in all of these communities. In 2002, Paul returned to Corner Brook to begin teaching at C.C. Loughlin where he stayed until he passed away in 2016.

Paul was a true friend to all of us here at C.C. Loughlin. In his 14 years as a member of our staff, he greatly impacted all of us. We miss his infectious laugh and his wonderful sense of humour. We are all so fortunate and blessed to have crossed paths with Paul. Dear friend, may you rest in peace.

Paul leaves to mourn his loving wife and best friend, Roxanne, and his cherished children, Elise and Corey. Also leaving to mourn are his parents, brothers, sisters, two grandchildren and a large circle of nieces, nephews, other relatives and friends.
(Submitted by Judy Berkshire and Jackie Bessey)

MICHAEL JOHN MCDONALD

Michael passed away peacefully at the Dr. Leonard A. Miller Centre on March 27, 2018 at the age of 57. He had a unique way of making children, no matter how young, feel valued and respected. This was especially evident in his relationship with his own children, and nieces and nephews who shared memories with him that will be both lasting and a testament to the value of family love.

This love of children flowed freely into his career as a teacher. Most of his career was spent as a Kindergarten teacher. It is remarkable to think that so many children could fit so tightly into one heart, but they did.

Colleen Wilcox once wrote that, "Teaching is the greatest act of optimism." No matter what hurdles Mike was forced to endure, he did so with complete optimism and a sense of humor. His smile and sense of humor were contagious and will be sadly missed by all those who were lucky to be part of his life. Mike's mantra was to live life to the fullest and focus on the positive. Although his life was short, it was a full one, filled with just the right amount of laughter and love that touched people from the age of five to ninety-five.

Mike was predeceased by his mother (Mary), his father (Donald) and sister (Eileen). Left to mourn are his partner Trevor Edwards, his daughters Erika, Valerie, and Kyla, his siblings Don (Donna), Christine (Wayne), Ann (Nelson), Joe (Marguerite), Alice (Albert), Sharon (Paul), Laura (Barry), Edward (Mary), Peter (Christine), Dianna (Dino), Adrian (Kim), Mary (Dennis), Larry (Denise), and a large circle of extended family and friends.

"Memories of our lives, of our works and our deeds, will continue in others." ~ Rosa Parks
(Submitted by Peter McDonald)

ROLAND CLARENCE PEDDLE, 1931 - 2017

Roland Clarence Peddle from St. John's, Newfoundland passed away peacefully at his residence in Lethbridge, Alberta on December 7, 2017 at age 86, with family by his side. Roland, affectionately known as Roly, was a long serving teacher at Bishops College in St. John's. He was born in October 1931, the only child of Roland Chesley and Muriel Peddle. His mother, grandmother, and aunt were all school teachers, as was his dear wife. A high school graduate of Prince of Wales College, he obtained his B.A.(Ed.) degree at Memorial University in 1959, and was hired later that year as one of the original staff members at the newly opened Bishops College. For the next 27 years he taught Chemistry, Earth Science, Biology, and other subjects, and was also Department Head of Science for many years. Along the way, he earned two further degrees from Memorial: B.A. (1973), and Masters of Education (1980). He was highly respected and appreciated by staff and students alike. He taught with passion, rigour, humour, and meticulous organization, typically being the first at school so as to prepare his Chemistry Lab for the day. He was given a key to the school as he was often the first onsite, sometimes blasting through snow-plowed drifts to make it into the parking lot from



Pennywell Road! When he retired in 1986, he was the last of the original staff from 1959. Upon being awarded an honorary key to the school at his retirement ceremony, he quipped, "*Thanks – I already have one of those...but the plaque is much nicer than my keychain!*". His son, a university teacher, was fortunate and honoured to be present when Bishops College closed its doors for the final time on June 25, 2015, and for his father to be recognised in the closing ceremony that day. From 1959 to 2015, life has a way of coming full circle.

When not at Bishops, Roly was dedicated to his family – Barbara, his loving wife of 58 years, daughter Janice, and son Derek. He was very proud of his four grandchildren and their accomplishments. He also enjoyed the various family pets. Roly also pursued hobbies such as genealogy, stamp collecting, classical music, and, most of all, Amateur Radio. Licensed in 1952, he went on to contact well over 300 countries, served in many executive capacities including President, became an honorary Life Member of S.O.N.R.A. in Newfoundland, and in 2017 was granted the highest national honour, induction into the Canadian Amateur Radio Hall of Fame. Roly has authored the book *Marconi to the Mobile Age: A History of Amateur Radio in Newfoundland and Labrador*, which is due for publication in 2018.

Roland's next chapter of education and science has begun. At his and the family's request, Roland's body was donated to the University of Calgary School of Medicine for educational purposes. His legacy of education lives on. A full obituary is available at www.myalternatives.ca/calgary/obituaries/2017-Peddle-Roland-Clarence, which includes a Memorial Guest Book with warm messages from students, teachers, colleagues, family and friends.

(Submitted by Roland's wife and children)



Teacher Pension Plan Reform: A Success Story

by STEVE BROOKS

The following resolution was carried at the 2009 BGM: *That the NLTA provide annually to the membership the estimated position of the funding of the Teachers' Pension Plan, such to include the estimated percentage of funding of the plan and the return on investments for the previous year.*

The delegates to the 2009 BGM had good reason to be concerned and to want regular updates on the status of the Teachers' Pension Plan. As of August 31, 2009 the Plan had a funded status of 64.3% with \$1.3 Billion in unfunded liabilities. By August 31, 2012 the situation had deteriorated to the point that the unfunded liability was over \$2 Billion with a funded ratio of only 52.5%. This was after government had made special payments for all outstanding payments not previously invested in the plan. As a result, the future ability of the plan to pay retirement benefits for teachers was in doubt.

The NLTA began negotiating a pension reform agreement in 2013, and as a member of the negotiating team I recall with great satisfaction the evening of April 8, 2015, during that year's BGM, when your NLTA team managed to strike a reform agreement deal with the government, which saw government provide a \$1.8 Billion promissory note to the Teachers' Pension Plan. In addition, the NLTA secured a Joint Sponsorship Agreement, making teachers equal partners in the governance of the Plan going forward.

As part of the Joint Sponsorship Agreement between government and the NLTA, the Teachers' Pension Plan Corporation (TPPC) was established on August 31, 2016. Full responsibility for the TPP Fund and investment activity of the Fund has been transferred from government to the TPPC. The total assets of the Fund include marketable investments and the non-marketable promissory note issued by government in accordance with the 2015 Pension Reform Agreement.

The TPPC has collaborated with the NLTA in providing the following update on the funded status

of the TPP and the recent investment performance of the Fund. As you can see, the funded status of the Plan is currently 103.5% following a very good year of investment returns.

TPP Fund – Investment Performance (gross of investment management fees)

2008	-21.0%
2009	8.9%
2010	11.6%
2011	-4.2%
2012	10.8%
2013	22.4%
2014	12.0%
2015	7.3%
2016	7.3%
2017	11.3%

Annual updates on funded ratio and investment performance will continue to be provided to teachers each year as per the BGM resolution.

Steve Brooks is Executive Director of the NLTA.

Teachers' Pension Plan – Funding Level

	Aug. 31, 2003 ¹	Aug. 31, 2006 ¹	Aug. 31, 2009 ¹	Aug. 31, 2012 ¹
Market Value of Assets	779,390,000	2,750,940,000	2,380,380,000	2,286,180,000
Actuarial Liability	2,952,440,000	3,344,950,000	3,702,190,000	4,354,640,000
Unfunded Liability	(2,173,050,000)	(594,010,000)	(1,321,810,000)	(2,068,460,000)
Funded Ratio	26.4%	82.2%	64.3%	52.5%

	Aug. 31, 2015 ¹	Dec. 31, 2015 ²	Dec. 31, 2016 ³	Dec. 31, 2017 ³
Market Value of Assets	3,001,390,000	3,001,946,000	3,187,197,000	3,467,641,000
Promissory Note (PV)			<u>1,838,448,000</u>	<u>1,813,482,000</u>
Total Assets			5,025,645,000	5,281,123,000
Actuarial Liability	4,616,940,000	4,788,035,000 ⁴	5,116,380,000 ⁴	5,102,741,000 ⁴
Surplus (Unfunded Liability)	(1,615,550,000)	(1,786,089,000) ⁴	(90,735,000) ⁴	178,382,000 ⁴
Funded Ratio (exc note)	65.0%	62.7%	62.3%	68.0%
Funded Ratio (inc note)			98.2%	103.5%

¹ Source: TPP Actuarial Valuation (Note: The next actuarial valuation of the TPP will be as of Aug. 31, 2018)

² Source: Unaudited Year-end Financial Statements (Government of NL)

³ Source: Audited Year-end Financial Statements (TPPC)

⁴ Estimated

NLTA Music Special Interest Council announces the Jamie Wilkinson Memorial Award



Jamie Wilkinson was a passionate, dedicated teacher and a long-standing member of the Newfoundland and Labrador Teachers' Association. As a music educator he was loved by his students and teaching colleagues. Throughout his career Jamie demonstrated his passion for teaching young musicians by inspiring them to reach their fullest potential. Unfortunately, Jamie passed away in May of 2017. A strong advocate for the teaching profession, Jamie is best known for his quiet demeanour, passion for music education and commitment to providing his students with the best musical experiences imaginable.

In Jamie's memory, the NLTA Music Special Interest Council is pleased to announce an award which will be presented to a music teacher within the province of Newfoundland and Labrador who best exemplifies the qualities of Jamie Wilkinson, namely:

- a) who exhibits a passion for music;
- b) who demonstrates perseverance and musically inspires her/his music students;
- c) who takes great pride in her/his school music program and endeavors to encourage young musicians to enjoy all that music offers.

The NLTA Music Special Interest Council invites the submission of nominations for this award. Nominators may be students, colleagues, parents, or community members. The award recipient will be determined by a committee comprised of MSIC board members and other members of the teaching and music communities. A plaque and a \$500 Award will be presented to the successful recipient at the MSIC Annual Conference. The financial component of the award is to be used at the discretion of the recipient to support the music program(s) under her/his jurisdiction.

Nomination Deadline: September 30, 2018

Applications and supporting documents can be emailed to ashleyberesford@nlesd.ca and submitted through the form on the MSIC website (www.nlmsic.com).



The School Calendar and Opening and Closing Dates

by JOHN VEITCH

Teachers often have questions about how the opening and closing dates of the school year are determined and how the school calendar is set. This article addresses some of the more common inquiries from NLTA members.

Who determines the opening and closing dates of the school year?

Article 27 of the *Schools' Act, 1997* (the Act), establishes that the Minister of Education determines the opening and closing dates of the school year. The Act does not require the Minister to consult with school districts or the NLTA in this regard. However, the Act gives school districts the authority to specify holidays and vacation periods during a school year.

How do school boards determine the holiday schedule during a school year?

As per Clause 28.01(b) of the Provincial Collective Agreement (Clause 16.01(b) of the Labrador West Collective Agreement), school boards must consult with teachers regarding the holiday schedule. For example, according to information from the NLESD, their consultation process begins with the District considering several calendar options that fit within the approved school year as decided by the Minister. The District then provides teachers the opportunity to vote on their preferred choice. Typically, teachers have about two weeks to vote. This year, the options were sent out on February 1 with a voting deadline of February 15.

How is the voting conducted and how are the votes calculated?

There is sometimes confusion among members about how the outcome of voting is determined. According to the NLESD, the successful option is the one that receives the highest number of votes based on *the majority of individual votes overall*. This year, voting was conducted online via a Google form at the school level and principals submitted the number of votes for each option to the District. There were 4622

votes cast on the options for the 2018-19 school year calendar:

Option #1: 2382 votes

Option #2: 2240 votes

Clearly, the vote was very close – 51.5% in favour of the first option, which will constitute the school year calendar for 2018-19 (see calendar attached).

The District communicates the overall results for the province. Individual administrators can share school results with their staff.

Do other District employees participate in the vote?

NLESD employees who are NLTA members all have the opportunity to vote. School-based staff, including secretaries and custodians, may also participate.

Why is the last day of school so late this year?

Beginning in September 1, 2002, the length of the school year changed from 190 to 195 days. Since that time, school has closed on the last or second last Friday in June each year. For the 2017-18 school year, the Minister set the opening and closing dates of school for September 5 and June 29. Had the closing date been set a week earlier (June 22) there would have been less flexibility with respect to the frequency and duration of breaks during the school year. NLTA members have different perspectives on this, which was the reason behind the recent survey carried out by the Association (discussed further below). In February 2017, teachers voted for the school year calendar option that was adopted for the current school year.

How many actual teaching days are there in a school year?

As per Clause 28.01(a) of the Provincial Collective Agreement (Clause 16.01(a) of the Labrador West Collective Agreement), the 195 day school year is comprised of: 187 actual teaching days; three paid holidays (typically applied to Thanksgiving Monday, Remembrance Day and the May 24 long weekend);

two non-teaching administrative days; and, three professional development/in-service days scheduled by the Board during the school year (one of which is reserved for professional development needs identified by teachers at the school level).

How is the Association responding to teachers' questions/concerns about the school year calendar?

The NLTA recently (March 2018) conducted and communicated the results of its *Survey Regarding Breaks During the School Year*, which was open to all members (see below).

The survey results were not determinative of a clear preference among teachers. Therefore, in September 2018, the Association will be conducting a follow-up survey to ensure that the feedback received is informed by what teachers experienced throughout the current year, including the later school closing date. In order to have the most representative results, it is important to have high participation rates from our members, so please keep an eye out for this survey in the fall.

John Veitch is an Administrative Officer in Programs and Services at the NLTA.

Survey Regarding Breaks During the School Year

Q1 Please indicate your preference with regards to breaks (Christmas, Easter, Mid Winter) for the 195 day school year.

Answered: 3,181 Skipped: 9

ANSWER CHOICES	RESPONSES	
I prefer to have 5 extra days of breaks during the school year to allow for more and longer breaks during the 195 day school year.	46.84%	1,490
I prefer to have a more condensed 195 school year with shorter breaks to result in an earlier closing date for schools	48.44%	1,541
Don't Know/Don't Care/No Opinion	2.14%	68
Comments	2.58%	82
TOTAL		3,181



School Year Calendar 2018-2019

September	October	November	December
M T W T F	M T W T F	M T W T F	M T W T F
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
January	February	March	April
M T W T F	M T W T F	M T W T F	M T W T F
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
May	June		
M T W T F	M T W T F		
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30		

190 Teaching Days
2 Administration Days
3 Statutory Holidays

Statutory holidays to be confirmed.

Schedule

Option #1

September 4	Administration Day
September 5	School Reopens/Students
October 8	Thanksgiving Day
November 9	Mid Fall Break
November 12	Remembrance Day
December 21	Last Day Prior to Christmas
January 7	School Reopens
February 18	Winter Break
March 18	St. Patrick's Day
April 18	Last Day of School - Easter
April 29	School Reopens
May 20	Victoria Day
June 27	Last Day for Students
June 28	Administration Day

Teaching Days

September	18 + 1 Admin Day
October	22
November	20
December	15
January	19
February	19
March	20
April	16
May	22
June	19 + 1 Admin Day



Making Choices: Something to Consider Before You Volunteer

by STEFANIE TUFF

Balancing work commitments and personal responsibilities can be difficult at the best of times. Sometimes it feels like there is simply not enough time in the day to do everything that is expected of us. Many of the concerns NLTA staff hear from teachers paint a clear picture of workload demands that continue to increase and intensify. As another school year draws to a close, there is an opportunity to reflect on the year that has passed with a view to exercising the discretion teachers have to set personal priorities and professional limits for September 2018.

As all teachers know, there are many opportunities to volunteer your time and talents in the workplace. Teachers volunteer as coaches, tutors and chaperones, they volunteer their time to serve on school and district committees, and they volunteer as organizers for school functions such as graduations and concerts. Some teachers even take on added professional responsibilities voluntarily, stepping up for roles such as lead teachers, unofficial (and uncompensated) “department heads” for student support services or technology, alternate format materials advisors, and athletic directors.

Teachers take on volunteer roles for both personal and professional reasons. For some, volunteering brings them a deep level of personal satisfaction; for others, they do so out of a sense of professional responsibility. Whatever the reason, and whatever the role, teacher volunteerism is always worthwhile and helps to improve the school culture. Clauses 29.02, 29.05 and 29.07 of the Provincial Collective Agreement (Clauses 17.02, 17.05 and 17.07 of the Labrador West Collective Agreement) protect the rights of teachers to volunteer and to choose not to volunteer, giving teachers the ability to make choices in relation to balancing the demands of their work and personal lives:

29.02: *It is agreed that extra-curricular activities are a desirable part of a well-rounded education. It is also agreed that the principal and staff of each school will determine the extra-curricular activities to be provided in their school. Notwithstanding this, a teacher's participation in any extra-curricular activity requires that teacher's consent.*

29.05: *No teacher shall be required to be present for school duties on Saturday or Sunday.*

29.07: *A teacher's participation on a school-based or board-based committee requires that teacher's consent.*

It is very important that teachers understand their rights in this regard. The employer may have policies requiring the establishment of school committees,

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the presence of teacher chaperones, or the availability of additional tutoring for students; however, this does not mean that a teacher can be directed to serve on a committee, accompany students outside the regular work day, or provide additional tutoring sessions after school or on the weekend. No teacher can be required to participate in extra-curricular activities, or to be a member of school- or district-based committees. Coaching a school team, supervising a school dance, or serving on a school development team are all voluntary for teachers, regardless of their teaching assignment. At no time should a teacher feel compelled to volunteer their time except as a result of their own personal or professional interest.

As well, teachers who voluntarily take on additional administrative responsibilities in their schools as lead teachers, “department heads” for student support services or technology, alternate format materials advisors, and athletic directors should be aware that, through collective bargaining, the NLTA has repeatedly attempted and continues its efforts to negotiate compensation and protection for these types of positions. Repeatedly, the employer has refused. The employer will never be motivated to properly compensate or protect individual teachers for administrative work they are prepared to take on voluntarily without compensation or protection.

The NLTA continues to receive calls from and provide advice to teachers seeking clarification on the issue of volunteer responsibilities. Many teachers claim they no longer have the time or energy to volunteer due to increasing demands and intensification of workload encroaching upon their personal lives and family time. Clause 29.01 of the Provincial Collective Agreement (Labrador West Clause 17.01) requires that principals consult with teachers regarding the assignment of curricular and non-curricular duties. The school district is responsible for ensuring that every effort is made to ensure this consultation is completed by the first instructional day of the new school year. While this clause does not address extra-curricular activities, committee work, or other voluntary roles, if you have volunteered in the past and have decided that you do not wish to continue in this capacity for the coming school year, the consultation period may be a good time to inform your principal of this decision. A teacher cannot be penalized for exercising their right not to volunteer.

If a teacher has questions regarding which roles form part of their professional obligations and which are volunteer activities, they should contact an NLTA Programs and Services Administrative Officer.

Stefanie Tuff is Assistant Executive Director of the NLTA.



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GOING ON LEAVE? *THINGS YOU SHOULD KNOW*

Whether you are going on maternity leave, approved leave without pay, unpaid sick leave, educational leave, or deferred salary leave, it is your responsibility to ensure your desired benefits are maintained while on leave. The purpose of this information is to ensure teachers going on leave are aware of the steps which must be taken to maintain these benefits which include NLTA Membership, Group Insurance and Pension service. As well, we are often asked about the impact of such leaves with respect to seniority, pension and salary increments. The table below has been prepared to assist teachers in addressing these questions.

NLTA Membership

N1: Payment of \$5.00 per month must be made to the NLTA to maintain membership rights and benefits as per NLTA policy. To discuss payment options, please contact Rita Tee, NLTA Corporate Services, rtee@nlta.nl.ca; 726-3223 or 1-800-563-3599, ext. 236.

N2: Membership dues continue to be paid as normal via deduction from paid salary.

N3: Dues not required in order to maintain membership.

Group Insurance

G1: Teachers must arrange with the plan administrator, Johnson Inc., to pay their share of the group insurance premiums by bank deductions. Failure to do so will result in termination of insurance. If insurance is terminated, the teacher will be required to apply for coverage, and provide proof of medical insurability subject to policy limitations, should the teacher wish to resume coverage. Should a teacher take more than 39 weeks, they must arrange with Johnson Inc. to pay by bank deduction both their share and the government's share of the group insurance premiums for the additional leave period. Otherwise, if insurance is allowed to lapse during a period of parenthood leave, medical proof of insurability may be required in order to be reinstated in the plan. As well, upon the birth of a child, teachers must contact Johnson Inc. within 31 days of the child's birth/adoption in order to add a dependent for group insurance coverage. Beyond 31 days, an application providing satisfactory medical evidence of insurability will be necessary and approval must be granted by the underwriters.

G2: Teachers must arrange with Johnson Inc. to pay by bank deduction both their share and the government's share (Life, Accidental Death and Dismemberment, and Health plans only) of the group insurance premiums. Failure to do so will result in termination of insurance. If insurance is terminated, the teacher will be required to apply for coverage, and provide proof of medical insurability subject to policy limitations, should the teacher wish to resume coverage.

G3: Payment of group insurance premiums continue to be paid via normal payroll deduction and government's contribution of their share continues.

Pension

P1: Pension premium is unpaid and no pension service accrues while on leave. Teachers may arrange with the Teachers' Pension Plan Corporation (TPPC) to purchase lost pension service within 180 days from return to work. If the service time is purchased within this window, the cost is at current contribution rates matched by government. After 180 days, the cost is at full actuarial value, which is a significant cost increase.

P2: Pension premium continues to be paid on the full salary, not the reduced salary, and full pension service accrues.

Salary Increments

Teachers' placement on the salary grid is reviewed and changes are made once per year at the beginning of the school year or at the date of initial employment of a teacher. To determine the number of teaching years for salary increments, all teaching days to the date of calculation are totalled and this total divided by 195, which is the number of days in a school year. A fraction of half a year or more is required to move to the next step on the salary grid.

S1: Credited fully as time taught for the period of leave (maximum 39 continuous weeks for maternity/adoption/parental purposes) for the purpose of salary increment.

S2: Most unpaid leave is not credited for salary incremental purposes; however, it is credited fully as time taught when leave is related to upgrading experience and/or qualifications (unpaid educational leave).

S3: Not credited for the purpose of salary increment.

Seniority

Seniority is determined on the basis of the total length of time employed as a teacher with any school board in the province, schools operated by the Department of Education, schools in Churchill Falls, and schools in Conne River.

SE1: Credited fully as time taught for the period of leave (maximum 39 continuous weeks for maternity/adoption/parental purposes) for the purpose of seniority.

SE2: Not credited for the purpose of seniority.

Type of Leave	NLTA Membership	Group Insurance	Pension	Salary Increments	Seniority
Maternity/Parental Leave	N1	G1	P1	S1	SE1
Approved Unpaid Leave	N1	G2	P1	S3	SE2
Approved Unpaid Sick Leave	N3	G2	P1	S3	SE1
Paid Educational Leave	N2	G3	P2	S1	SE1
Approved Unpaid Educational Leave	N1	G2	P1	S2	SE1
Deferred Salary Leave	N2	G3	P2	S1	SE1
Injury on Duty	N3	G3	P2	S3	SE1

Inquiries regarding specific circumstances should be directed to an Administrative Officer in Programs and Services at the NLTA at 726-3223 or 1-800-563-3599 or via email at mail@nlta.nl.ca.

Packing/Moving Instructional Materials

Every year, some teachers are faced with moving from one classroom to another, whether due to school closures and reconfigurations, or because of internal changes within their schools, such as a change in grade level assignment or renovations, etc. The purpose of the following is to advise NLTA members regarding their responsibilities in these circumstances.

Teachers can be **required** to do the following during the **normal workday**:

- Identify items to be packed and moved by other staff;
- Pack instructional materials in their classroom/work area.

Teachers **cannot be required to pack instructional materials outside the normal workday**. Some teachers may choose to do so, but this cannot be required.

As well, teachers cannot be required to move packed boxes, clean classrooms or pack items that they are not physically able to lift/move safely. It is important for teachers to be aware of this as a workplace injury or accident could result in a teacher having to avail of Workers' Compensation benefits.

If a teacher feels they have been asked or directed to do something that is unsafe, they should report this to their school Occupational Health and Safety Committee, and contact an NLTA Administrative Officer in Programs and Services for further advice and assistance.

Teachers are responsible for their own personal effects.

Teachers should not feel or allow themselves to be pressured to ensure items are packed for shipment or storage if they have not been given adequate time to do so. As always, the best response, if asked if packing will be completed, is to say that you will do the best you can with the time provided.

Any members who require further information or advice in such matters should contact the NLTA.





Pre-Retirement Seminars 2018

Teachers within two years of retirement eligibility should register for one of the NLTA's five Pre-Retirement Seminars scheduled to be held in the fall of 2018 in Corner Brook, Grand Falls-Windsor, and three in St. John's. These seminars are held in accordance with Association policy as part of its overall program of pre-retirement counselling. Clause 18.12 of the Provincial Collective Agreement and Clause 29.12 of the Labrador West Collective Agreement provide two days paid leave to attend these seminars.

Information sessions will deal with topics such as the Teachers' Pension Plan, Severance Pay, Employment Insurance, NLTA Group Insurance, Financial and Estate Planning and the Canada Pension Plan. As well, time is available for individual counselling of prospective retirees by the various consultants.

Things You Should Know About Attending

- Potential participants must register with the NLTA for a particular seminar and apply to their Board office for leave.
 - Only those teachers eligible to retire during or before June 2021 will be eligible to attend.
 - Registration should be received at the NLTA Office at least four weeks in advance to ensure approval of attendance.
 - The Association reserves the right to refuse acceptance of registration at any particular seminar if the registration forms have not been received at the NLTA office in accordance with Association policy.
 - It is the responsibility of the individual participant to make arrangements and pay for hotel accommodations, should any be required. Please reference that you are attending an NLTA function and the hotel should provide a reduced rate which is available to the NLTA.
 - Travel expenses shall be reimbursed in accordance with the following provisions:
 - i) participants shall be reimbursed the lesser of travel by private vehicle or public transportation to the seminar closest to the place of residence. In the event that a teacher requests and is accepted to attend a seminar other than the closest seminar, the participant shall only be reimbursed the amount applicable for travel to the closest seminar. In instances where two or more members travel in the same vehicle, only one claim for travel expenses shall be paid.
 - ii) payment for private vehicle shall be at the rate which is 40% of the average cost of self-serve regular gasoline as determined on the first day of each fiscal quarter for the return trip from residence to seminar site.
 - iii) travel via public conveyance shall be reimbursed for ferry, taxi, or economy airfare; in the case of airfare, the lesser of excursion (seat sale) or 80 percent of economy airfare will be paid, where excursion (seat sale) fares can be arranged. Receipts shall be required for all reimbursement.
 - iv) no expenses will be paid to participants living or teaching in the community where the seminar is held.
 - v) a partner is welcome to accompany the participating teacher to the pre-retirement seminar, but no expenses will be covered.
 - All other expenses, such as meals, accommodation and child care, are the responsibility of the participating teacher.
 - Expenses will be provided for one pre-retirement seminar only and a teacher participant shall be permitted to attend one seminar only. (Notwithstanding this, a teacher may attend a second seminar as a partner.)
 - Teachers must attend the seminar location closest to their place of residence, except in cases where the mode, cost or availability of transportation necessitates otherwise.
 - School board management staff and partners are welcome to attend one pre-retirement seminar, but no expenses will be paid in accordance with this policy.
- Given the large number of teachers eligible to retire, we reserve the right to limit the number of people who will be granted access, depending on the physical facilities available at each site. Consequently, it is imperative that teachers plan ahead and register early in the event that registrations have to be taken on a first-come, first-served basis.

NOTE: The full text of the NLTA Policy on Pre-Retirement Seminars and the registration form can also be found on the NLTA website (www.nlta.nl.ca). Go to Programs and Services and then Pre-Retirement Seminars. The NLTA policy will also be emailed to teachers with confirmation of registration.

2018 PRE-RETIREMENT SEMINAR

R E G I S T R A T I O N F O R M

Name

Mailing Address

Postal Code

Home Telephone

Last 3 digits of S.I.N.*

School Name

School Telephone

Email

*** By providing the last 3 digits of your SIN you are authorizing the NLTA to request your pension information from the Teachers' Pension Plan Corporation (TPPC). This information will be used for NLTA internal purposes only.**

Please check which session you will be attending:

☐ **Oct. 11-12** – Mt. Peyton Hotel, Grand Falls-Windsor

☐ **Nov. 1-2** – Greenwood Inn & Suites, Corner Brook

☐ **Nov. 15-16** – Hampton Inn & Suites, St. John's

☐ **Nov. 29-30** – Hampton Inn & Suites, St. John's

☐ **Dec. 6-7** – Hampton Inn & Suites, St. John's

Will your partner be attending? ☐ Yes ☐ No

Name of partner (if attending)

Earliest eligibility date for pension

Have you attended a previous pre-retirement seminar?

☐ Yes ☐ No

- Note:**
- Teachers within two years of retirement (on or before June 2021) are eligible to attend.
 - All participants must pre-register.
 - You will receive confirmation prior to seminar.
 - Travel costs will be paid according to policy and only to the nearest seminar.
 - Teachers are advised to bring a calculator.

Please submit registration form to:

Melanie Jaster

Newfoundland and Labrador Teachers' Association

3 Kenmount Road, St. John's, NL A1B 1W1

Fax: 709-726-4302; 1-877-711-6582 (toll free)

or submit online at www.nlta.nl.ca. Go to "Forms".

NOTE: As space is limited, registrations will be taken on a first-come, first-served basis.

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Date Received	Confirmation Sent	Information Package Sent



Did You Plan Your Summer Vacation?

by GAIL M. CARROLL

The countdown is on to summer vacation. This is the time of year when the crunch to the finish line has our adrenaline pumping. What plans have you made for your summer vacation? It is important to make some plans as July and August can slip away very quickly. If you don't plan, you can be at risk of going back to work unrefreshed from the summer off. According to Teach Hub, many teachers use their summer breaks to take courses, work a second job, plan for their classroom for the next school year, and do some private tutoring, coach sports teams or travel with students.

Here are a few reasons why it is important to make plans for that precious time off:

- Teachers need a real break to prevent burnout and to take care of their own physical and mental health.
- Planning a vacation builds anticipation and excitement and gives you something to look forward to. Sometimes this can fuel our energy to keep going to make it to the finish line!
- Planning a real vacation is a present you give to yourself. It's a special time to unhook from the regular world, let go and have some fun and relaxation.
- It says "I matter!" and helps you keep your perspective about your life and making your own health and happiness a priority. Don't delay your happiness or wait for next year or for retirement. Put you first, along with your health, well-being and happiness and plan!

With these thoughts in mind, what will you do? Where will you go?

- Decide that you are going to do something and/or go somewhere. Plan to make the time.
- Move from your thoughts to developing an actual plan.
- Plan where you would like to go, what your budget will be and how long you would like to go.
- Planning early will allow you to take advantage of seat sales, cheaper rates for hotels or cottages, vacation packages and prime selection of dates. This

will be of significant help, especially if you are planning within a budget.

- Commit the time and the money.
- Remember that you don't have to go far to have fun and enjoy a true vacation. There are lots of great places to explore within our own province.
- Remember to plan a vacation that you can afford. This will keep your stress in check. Look at various options: some people put a little money away each month towards their annual vacation. Others look at flexible payment options. Some travel agencies offer you the ability to pay for your trip in installments and that way you don't have to hand over all of the funds at once.

If you choose a staycation, make sure you put plans in place that will truly allow you to unhook. For those of you who like to stay at home, consider making some plans around your days:

- Avoid checking emails and messages.
- Plan local day trips such as a picnic at the beach or a local park or go to local festivals.
- Take in nature through a wonderful scenic hike and build a picnic into your plan.
- Take a boat tour.
- Pretend to be a tourist in your own community. What would you like to do but never get the chance? Do it and forget that you live here. Take it in with fresh eyes. I spent a summer one year hiking locally and doing picnics. I truly felt like a tourist and could not believe that there was so much about where I lived that I did not know or had not experienced before. I felt truly refreshed after this vacation.
- Go canoeing.
- Take a risk and go for a natural high by going kayaking in the ocean or zip lining.
- Remember that the fun can be in the planning, and that way you can avoid letting the summer slip away without doing some things that will be fun for you.

Sometimes life presents us with other challenges outside of our work life, i.e., a sick family member, elder

care or simply not feeling well enough to travel yourself, or other personal challenges. If you should find yourself in this position you can still find joy in each day and find relaxation and escape though getting some fresh air and reading your way through exotic locales. Why not travel to:

- Another **Galaxy** through *A Wrinkle in Time* by Madeline L'Engle – You can read your way through the galaxy of time travel and then for fun make a date to see the movie!
- **England and New York City** by reading *Still Me* by Jojo Moyes – Join Louisa Clark as she continues her life journey from the original book, *Me Before You* and *After You*. This time her journey takes her on a new adventure from England to New York City. Her story is witty and fun and challenges us to think about what we might do if we were not so afraid to reach outside of our comfort zone.
- **Rural Ireland** through *The Irish Country Doctor Series* by Patrick Taylor – This author is from Belfast, Ireland but his career has been in Victoria, B.C. This is a fun series of lighthearted good Irish humour and tales of rural Ireland in various time periods.
- **India, Ethiopia** and modern-day **New York City** through *Cutting for Stone* by Abraham Verghese – Travel from the jungles of Africa to modern-day America and the history of medicine and the many lives that are intertwined in this passionate and exciting adventure.
- **Mumbai, India** through *Shantaram* by Gregory David Roberts – The story takes you on a journey through the rich and diverse culture of Mumbai. It is a true adventure that is rich with human experiences.
- **France** through *Finding Me in France* by Newfoundland's own Bobbi French – This book started off as a Blog when Bobbi French, a pediatric psychiatrist, decided to sell everything she owns to live in rural France. Filled with wonderfully true stories, great humour and wonderful photos.

Whatever you decide to do, remember that the effort it takes to plan is totally worth it. Whatever you choose to do, I wish you a wonderful summer filled with relaxation and fun. Now it's up to you. Get planning and count down to a wonderful summer!

Gail Carroll is a Coordinator with the Employee Assistance Program for Teachers. For confidential assistance contact Gail (ext. 242), gmcarrroll@nlta.nl.ca or Judy Beranger (ext. 265), jmberanger@nlta.nl.ca.

References:

www.teachhub.com
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0087_0218



NL Teacher Receives Prime Minister's Award for Teaching Excellence 2017-18



Kimberley Keating, a Grade 4 Math, Science, Language Arts, Religion, Social Studies, French and Health teacher at Holy Trinity Elementary School in Torbay has been awarded a Prime Minister's Award for Teaching Excellence Certificate of Achievement.

A teacher with a range of classroom experiences and a long-term commitment to professional improvement, Kim's excellence shines most brightly in her interactions with students and through the emerging new technologies and creativity in her classroom.

Teaching Approach

Kim recognizes that students are most engaged when classroom activity is relevant and purposeful, and when it incorporates technology. With enthusiasm, she takes on the challenge of developing such activities to not only engage the children in her class, but also ensure their success.

In the Classroom

Kim has implemented solid blocks of time for students to immerse themselves in hands-on literacy activities such as researching, writing and publishing e-books on topics of interest; a new block approach to math followed with students moving through challenges and practical applications of the curriculum in five essential areas, including problem solving and instructional games.

She creates purposeful learning opportunities: students are responsible for raising 100 salmon eggs to the fry stage and then releasing them; the students take and analyze digital pictures and videos to identify changes in the eggs, and devise solutions to problems that arise.

Kim experiments with and implements a wide variety of technological options to help students of varying abilities learn and become more independent in pursuing their interests.

She also promotes the social and moral development of students by integrating the Roots of Empathy and Lions Quest: Skills for Growing programs into the curriculum.

Outstanding Achievements

Kim led the incorporation of digital literacy into the overall school program, including creating a pamphlet for families introducing the initiative, adding digital literacy to the school's behaviour matrix and code of conduct, and presenting the changes to the school council.

She leads numerous in-school and school district professional development sessions and has been featured in videos shown during in-service training; she presented on new robot-based coding activities to STEM teachers from across the province.

Kim has also worked on a provincial pilot project investigating the efficacy of bringing iPads into science classes so students could use them to investigate, record data and present findings.

The Prime Minister's Awards (PMA) for Teaching Excellence honour outstanding and innovative elementary and secondary school teachers in all disciplines. Recipients are recognized for their leadership and exemplary teaching practices as well as for their commitment to help the next generation of Canadians gain the knowledge and skills they need for future success in a world inspired by ideas and driven by innovation.

The Prime Minister's Awards, offered at the Certificate of Excellence (national) and Certificate of Achievement (regional) levels, carry cash prizes of \$5,000 and \$1,000 respectively. Each recipient receives a pin, as well as a letter and a certificate signed by the Prime Minister.

Information for this article was provided by the Government of Canada.

New ASD Statistics for Newfoundland & Labrador

by KENDRA LANE

On March 29, 2018 the Public Health Agency of Canada released the first report from the National ASD Surveillance System (NASS) providing provincial and national prevalence rates for Autism Spectrum Disorder (ASD). An estimated 1 in 66 children and youth, ages 5-17, have been diagnosed with ASD in Canada. In Newfoundland & Labrador specifically, the prevalence is 1 in 57; the highest prevalence reported in Canada.

The NASS is a crucial step in understanding the impact of ASD in this country and establishes a pathway to develop informed policies and programs based on national and provincial statistics. The program will continue to broaden its data collection and provide comprehensive, national information related to ASD on a regular basis. The full report and accompanying documents can be viewed online through the Public Health Agency of Canada (www.canada.ca/en/public-health/services/publications).

Michael Scott Memorial Scholarship

Do you know a student with ASD who is graduating high school and pursuing post-secondary education? Has this student been a role model to others and an active member of their school community? Has s/he overcome barriers to achieve their goals? If so, please encourage them to apply for the Michael Scott Memorial Scholarship.

The Michael Scott Memorial Scholarship is valued at \$1000 annually. It is awarded to one graduate of a senior high school in Newfoundland and Labrador with officially diagnosed Autism Spectrum Disorder (ASD). To be eligible to apply for the Michael Scott Memorial Scholarship, applicants must meet the following criteria:

- Be a Canadian citizen
- Reside in Newfoundland and Labrador
- Display integrity and perseverance in overcoming challenges
- Be involved in co-curricular and community service activities

- Be graduating high school and entering a post-secondary institution in the fall of 2018
- Maintain a minimum grade percentage of 65 with a graduation diploma that is either Distinction, Academic, or General
- Be accepted into an accredited program or curriculum at a NL College or University with full-time student status
- Have an official diagnosis of Autism Spectrum Disorder

To find out more about this scholarship or to apply, please download the application form on the ASNL website www.autism.nf.net/news/michael-scott-memorial-scholarship/ or contact Kendra Lane at klane@autism.nf.net. The completed application and supporting documents must be submitted by July 27, 2018.

Kendra Lane is Director of Operations with the Autism Society NL and a certified TEACCH Practitioner. She can be reached at 709-722-2803, ext. 226 or klane@autism.nf.net.



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NEWS & EVENTS

NL COUNSELLORS' & PSYCHOLOGISTS' ASSOCIATION CONFERENCE & AGM

October 24-26, 2018

Capital Hotel, St. John's. More information to follow.

MUSIC SPECIAL INTEREST COUNCIL RESONATE 2018 CONFERENCE

November 1-2, 2018

Holiday Inn, St. John's. More information to follow.

SCHOOL ADMINISTRATORS COUNCIL CONFERENCE & AGM

May 8-10, 2019

Glynmill Inn, Corner Brook. More information to follow.

For a full list of conferences and professional development opportunities, visit the NLTA website at www.nlta.nl.ca/pd_opportunities/

Dates to Remember

June 2018

- June 8-9 NLTA Provincial Executive Meeting
- June 21 **Deadline:** PD Fund applications
- June 21 **Deadline:** Notice by Board of acceptance/rejection of Deferred Salary Leave Requests

July 2018

- July 31 **Deadline:** NLTA Scholarship Applications

NLTA Summer Hours

July 3 - August 31

Monday to Thursday
8:30 a.m. - 4:30 p.m.

Friday
8:30 a.m. - 1:00 p.m.



School Rep Seminars

Coming in Fall 2018

A series of School Representative Seminars will take place in October/November 2018. Nine groupings of branches have been arranged and three seminars are offered each fall on a rotating basis. Schools will have the opportunity for representatives to attend every three years. School Representatives will receive specific information directly from the NLTA office.

Group 1 – Plum Point

October 12-13, 2018 – Plum Point Motel, Plum Point

Branches Attending: Aurora, Belle Mer, Bremco, Ingornachioix, Northern Light

Group 2 – Clarenville

October 19-20, 2018 – Clarenville Inn, Clarenville

Branches Attending: Burin-Marystown, Clarenbridge, Granforline, Landfall, Rushoon-Terrenceville, Trinity, Trinity Bay

Group 3 – Deer Lake

November 2-3 2018 – Holiday Inn Express, Deer Lake

Branches Attending: Baie Verte Peninsula, Deer Lake, Long Range, Table Mountain, Taylor's Brook

NLTA SCHOLARSHIPS



The NLTA will award six scholarships to dependents of active, retired, disabled or deceased members of the NLTA. The award will be made upon completion of secondary school and through application to the NLTA. Scholarships are valued at **\$1,000** and are awarded based on the criteria used by the Department of Education for the selection of provincial scholarship recipients.

To obtain an application form visit the NLTA website at www.nlta.nl.ca and click "Forms" or contact the NLTA at **726-3223** or toll free at **1-800-563-3599**

or mail@nlta.nl.ca

Application Deadline: July 31, 2018

