



# MEMORANDUM

Office of the President

August 10, 2018

**TO:** All Teachers  
**FR:** Dean Ingram, President  
**RE:** Memorandum of Agreement Regarding Teaching and Learning Assistants

In July 2017, the Government of Newfoundland and Labrador released the findings of the Premier's Task Force on Improving Educational Outcomes: *Now is the Time*. Recommendation 7 from the Task Force report stated:

*The Department of Education and Early Childhood Development develop a model and a plan to introduce a second level of student assistants as "instructional assistants" with levels of post-secondary education appropriate to the role. P.23*

In July 2018, the Government released the Education Action Plan outlining how government is and will be implementing the recommendations set out in *Now is the Time*. As part of the action plan, government announced the creation of a new position in the education system, Teaching and Learning Assistants.

Government has consulted with the NLTA on all aspects of the Education Action Plan, including the development of the roles and responsibilities of Teaching and Learning Assistants. On August 9, 2018 the Government of Newfoundland and Labrador, the Newfoundland and Labrador Teachers' Association and the Newfoundland and Labrador School Boards Association entered into a Memorandum of Agreement to amend the current (September 1, 2012 – August 31, 2016) Provincial Collective Agreement to provide for the conditions of employment for Teaching and Learning Assistants (a similar Memorandum of Agreement will be signed in relation to the Labrador West Collective Agreement). In addition, government has agreed to make the necessary changes to the Teacher Certification Regulations establishing the certification requirements for Teaching and Learning Assistants. With both of these measures taken, Teaching and Learning Assistants will be members of the Newfoundland and Labrador Teachers' Association and of the NLTA bargaining unit(s). This marks the first time the scope of our bargaining unit membership has increased since the early 1980s.

The minimum educational requirement for certification as a Teaching and Learning Assistant is either two years of post-secondary study at the university level, or a completed Early Childhood Educator Diploma with a minimum Level 2 ECE certification from the Association of Early Childhood Educators of Newfoundland and Labrador. Teachers who hold valid teaching certificates are eligible for employment as Teaching and Learning Assistants.

The Newfoundland and Labrador English School District and the Conseil Scolaire Francophone will begin posting job ads for these positions in the very near future. The initial hiring will be limited to fifty-four positions in the forty identified "phase one" schools, with full-implementation planned to be in effect by September 2020.

Members with questions regarding this communique are encouraged to contact an Administrative Officer in Programs and Services by calling 1-709-726-3223 or 1-800-563-3599.